Building Structures and Supports to Engage Adjunct Faculty in the Student Success Movement

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Together with our Network of over 220 colleges, 100 coaches and advisors, and numerous investors and partners working throughout 39 states and the District of Columbia, we are helping more than 4 million community college students have a better chance of realizing greater economic opportunity and achieving their dreams.
ATD’s Mission

Achieve sustainable institutional transformation through:

**INCUBATION OF NEW IDEAS** that will support the continued development of our theory of change and/or add new learning to the field

**DISSEMINATION OF KNOWLEDGE** back to the field and the community of practice to accelerate improvement of network and non-network colleges

**DESIGNED SUPPORTS FOR SCALING SOLUTIONS** for colleges offered around the organizational change model
We have a need nationally to address the experiences of adjunct faculty

- 67% of community college faculty nationwide are adjunct faculty
- 58% of community college classes are taught by adjunct faculty
What Our Students Need

- Strong correlation between quality of faculty-student interactions and student persistence toward completion
  - Effects are especially strong for first-generation students, students of color, students from low-income backgrounds
Engaging Adjunct Faculty in the Student Success Movement

- 2-year planning and implementation grant, funded by
  - The Helmsley Trust
  - Great Lakes Higher Education Guaranty Corporation

- Goal is to develop practices and policies to support adjunct faculty to improve instruction and become engaged in student success initiatives
Engaging Adjunct Faculty in the Student Success Movement

- Achieving the Dream provides technical assistance, oversight, and management of all aspects of the project

- Community College Research Center serves as third-party evaluator, documenting strategies employed, stakeholder experiences with implementation, project outcomes
6 Participating ATD Leader Colleges

- Community College of Baltimore County (MD)
- Community College of Philadelphia (PA)
- Delta College (MI)
- Harper College (IL)
- Patrick Henry Community College (VA)
- Renton Technical College (WA)
Faculty development activities

• Trainings to promote use of High Impact Practices by adjunct faculty

• Online seminars on guided pathways
Faculty development activities

• two-part Adjunct Faculty Institute
• Communities of Practice, Teaching Circles, Faculty Learning Communities,
  • Team Teaching partnerships
• New website featuring video modules on effective teaching practices
• New online resources in Canvas to orient new adjunct faculty
Project Highlights

- Recognition and representation of adjunct faculty
  - Standardized tools for evaluation of adjunct faculty
  - Centers for Adjunct Excellence
Reflection & Discussion

What does support for adjunct faculty look like at your institution?

Where are you satisfied with your efforts, and where is there room for development?
Reflection & Discussion

What practices have you heard here that you could implement at your institution?