Supporting Adjunct Faculty

Sarah Edwards

*University of Nebraska at Omaha, skedwards@unomaha.edu*

Follow this and additional works at: [https://newprairiepress.org/accp](https://newprairiepress.org/accp)

Part of the Educational Leadership Commons, and the Higher Education Administration Commons

This work is licensed under a Creative Commons Attribution-Share Alike 4.0 License.

**Recommended Citation**


This Event is brought to you for free and open access by the Conferences at New Prairie Press. It has been accepted for inclusion in Academic Chairpersons Conference Proceedings by an authorized administrator of New Prairie Press. For more information, please contact cads@k-state.edu.
**Title:** Supporting Adjunct Faculty

**Theme:** Working with Faculty and Administration

**Presentation Description:**
One of a chairperson’s many duties is to hire and support adjunct faculty. Helping
adjuncts get to know campus policies, grow their instructional expertise and contribute to
program assessments is a huge responsibility for a chairperson. This session will share
practices that can support chairpersons as they work to support adjunct faculty.
Participants in this session will hear ideas gained from the past decade of one
departments’ practice in supporting approximately 100 individual adjunct faculty each
academic year. Practices include:

- Onboarding and orientation through Adjunct Academies held prior to each
  semester,
- Access to campus systems through both online and face-to-face trainings,
- On-going professional development by connecting adjuncts to campus events and
  content mentoring through full-time faculty collaborations,
- Evaluation and assessment support, and
- Recognition and rewards

**Relevance:**
This session will be focused on sharing one department’s practices in a conversational
manner with participants so that through a facilitated conversation, everyone will walk
away with a new idea of how to maximize adjunct support without adding undue pressure
to the chairperson’s role in supporting adjunct faculty. This three-part model
appropriately distributes the responsibility across all faculty rather than making the
chairperson the sole support provider.

**Recommendations for Chairpersons:**
Our process in creating this system was to 1) hold Adjunct Academies to share
information and resources, 2) provide faculty workload for those who support the
systems for adjunct professional development, and 3) match each adjunct faculty with a
full-time faculty mentor for content and course conversations. Chairpersons must invest
in systems to support their adjuncts who do their work for little pay and often no
recognition. The hope is that conversations in the session around this structure to support
adjuncts will provide chairpersons with a map to replicate at their own institutions.