

To President Burke, Governing Board members, The Chancellor, CEC members and District Executive staff

From Phillip Jalowiec, AFA President

Date 24Jan12

There are a number of initiatives in which the Adjunct Faculty Employee Group is engaged in this semester and I would like to highlight some of those.

I would like to begin by highlighting the completion of one of the previously reported initiatives: The Adjunct Faculty Employee Handbook.

Adjunct Faculty Employee Handbook

- ▶ **Effective 02Jan2012**
 - 15 Month Process
- ▶ **Single Policy Set**
 - Clearer and More Consistent
 - Overrides previous formal and informal policies
 - Overrides contradictory policies
 - "Buck Stops Here"
- ▶ **Recognition as employees one week before class start**
 - Relieves Tuition Waiver Problem
 - Authorizes Resource Usage
 - Does not change responsibilities
 - Does not change compensation
- ▶ **Indemnification**
- ▶ **Simplified Acknowledgement**



We are making progress on our joint efforts with Residential Faculty on Faculty Engagement in Student Success initiatives.

Joint Faculty Student Success Engagement

Initial Areas Being Examined

- ▶ **Faculty Student Survey Instrument**
 - Inform The Instructor
 - Stimulate Thought, Dialog And Focus In The Student About Their Direction And Progress
- ▶ **Faculty Professional Development**
 - Utilization of Faculty Tools
 - Knowledge of Student Success Resources
- ▶ **Sharing Student Success Practices**
 - Testimonials
 - Discussing and Refining Practices

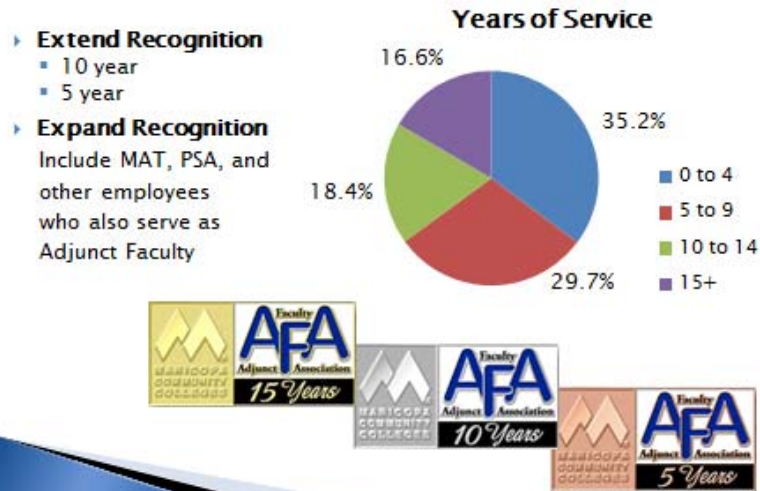
We are also pursuing Adjunct Faculty Recognition for both longevity and performance.

We have been recognizing Adjunct Faculty for 15 or more years of service for 8 years at the District level.

We are seeking to expand that recognition this year to those who have served the District for 5 and 10 years.

We also want to include District employees who serve in other capacities who also serve as Adjunct Faculty because they have been previously excluded.

Adjunct Faculty Service Recognition



We continue to refine a set of criteria for recognizing Adjunct Faculty as outstanding.

We will be using some novel approaches to promoting awareness of these criteria and encourage Adjunct Faculty to pursue improvement as well as recognition.

We hope to encourage the other colleges in the District to expand their recognition of Adjunct Faculty to Rio Salado's level who last September recognized 30 Adjunct Faculty for their outstanding contribution to Rio Salado's success.

Outstanding Adjunct Faculty Recognition

- ▶ **Refining and Publicizing Outstanding Criteria**
 - Pedagogy
 - Assessment
 - Enrichment
 - Development
 - Professionalism
- ▶ **Promote Broader Recognition**
- ▶ **Facilitate Participation and Process**



We currently offer many excellent professional development events through MCLI, EOLT and the Centers for Teaching and Learning at each college.

Providing effective access to the content of these events to 6,000+ Adjunct Faculty has been a key interest for our employee group.

While event attendance would be ideal, resource and time limitations make that impossible.

A subcommittee of the District Faculty Development Coordinators is facilitating the development of resources and modules that would provide 24/7 access to key content.

Faculty Professional Development Online Resources

- ▶ **Provide Online Professional Development Resources to Adjunct Faculty**
 - Adjunct Faculty Resources Portal
 - Develop Online Professional Development Modules
 - 24/7 Access to Workshop Content
 - Professional Development Tracks
- ▶ **Complementary Functionality to College Centers for Teaching and Learning**
- ▶ **District Faculty Development Subcommittee**
 - Leverage Available District wide skill sets
 - Avoid Duplication of Effort
 - Make Developed Content More Widely Available

