



Adjunct Faculty Support for Community Colleges

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Surry Community College

+ Agenda

- Statistics
- Adjuncts in the News
- Supporting Adjuncts
- The Surry Way
- Q & A



+ The Stats

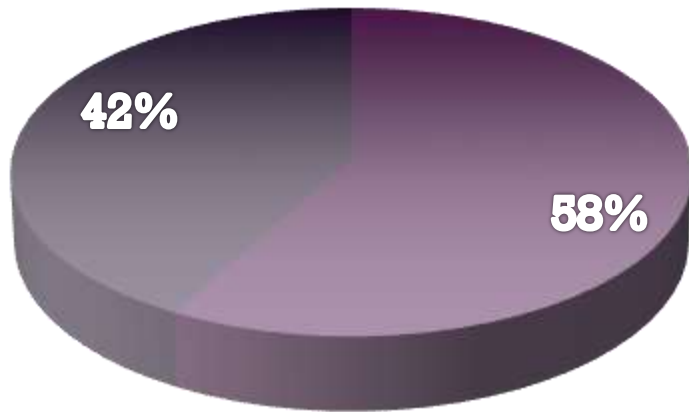


- **“70% of 400,000 community college faculty hired in 2009 were adjuncts”**
- Fain, P. (2014). Low Expectations, High Stakes. *Inside Higher Ed*. Retrieved from <https://www.insidehighered.com/news/2014/04/07/part-time-professors-teach-most-community-college-students-report-finds>

+ Reliance on Adjuncts

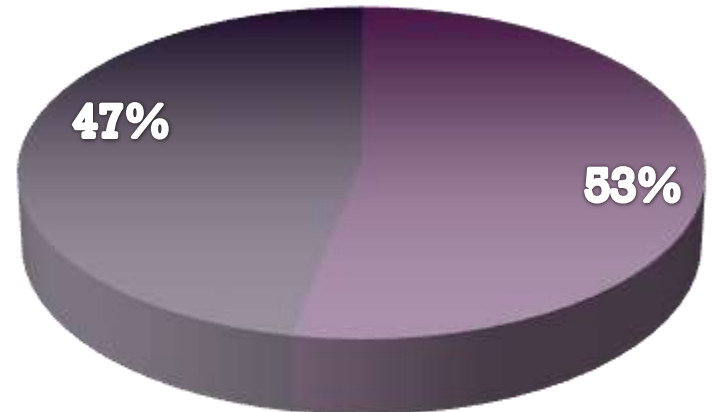


Number of Classes



■ Adjuncts

Number of Community College Students



■ Taught by Adjuncts

■ Taught by FT Faculty

+ Adjunct Pay

*Based on a 3-hour course

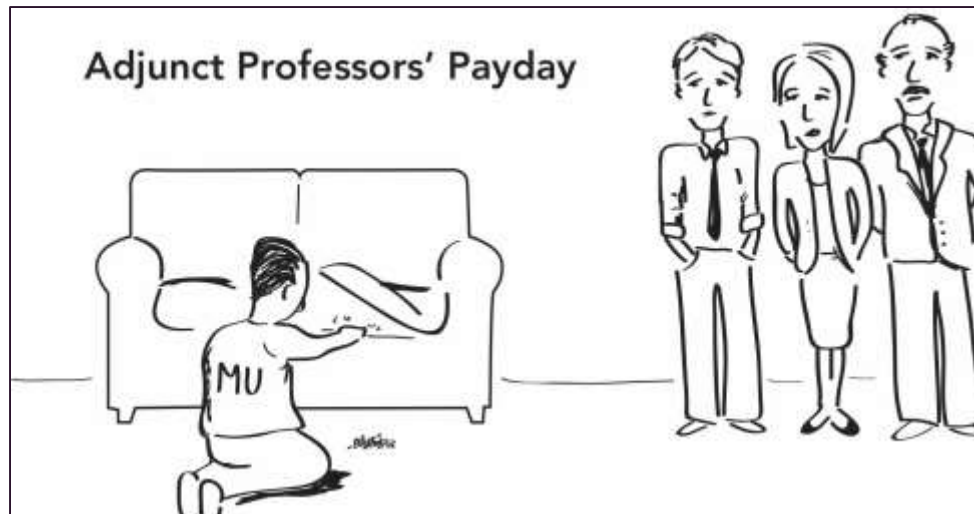
National

- \$2,987 average pay per class

Chronicle of Higher Education, 2013

NCCCS

- \$1,378 minimum required (\$28.71 per contact hour for a Master's prepared adjunct)



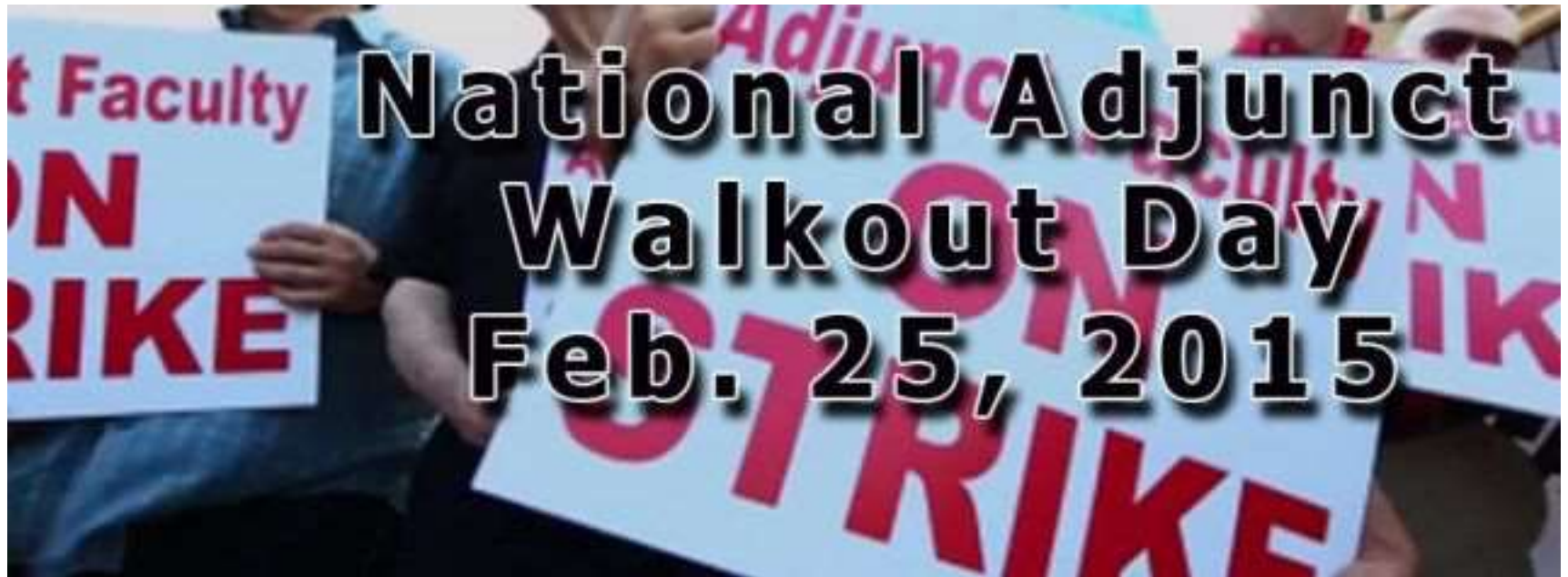


Adjunct Faculty in the News



➤ Adjunct Faculty Walkout Day

- <https://www.insidehighered.com/news/2015/02/26/adjuncts-deem-national-walkout-day-success>

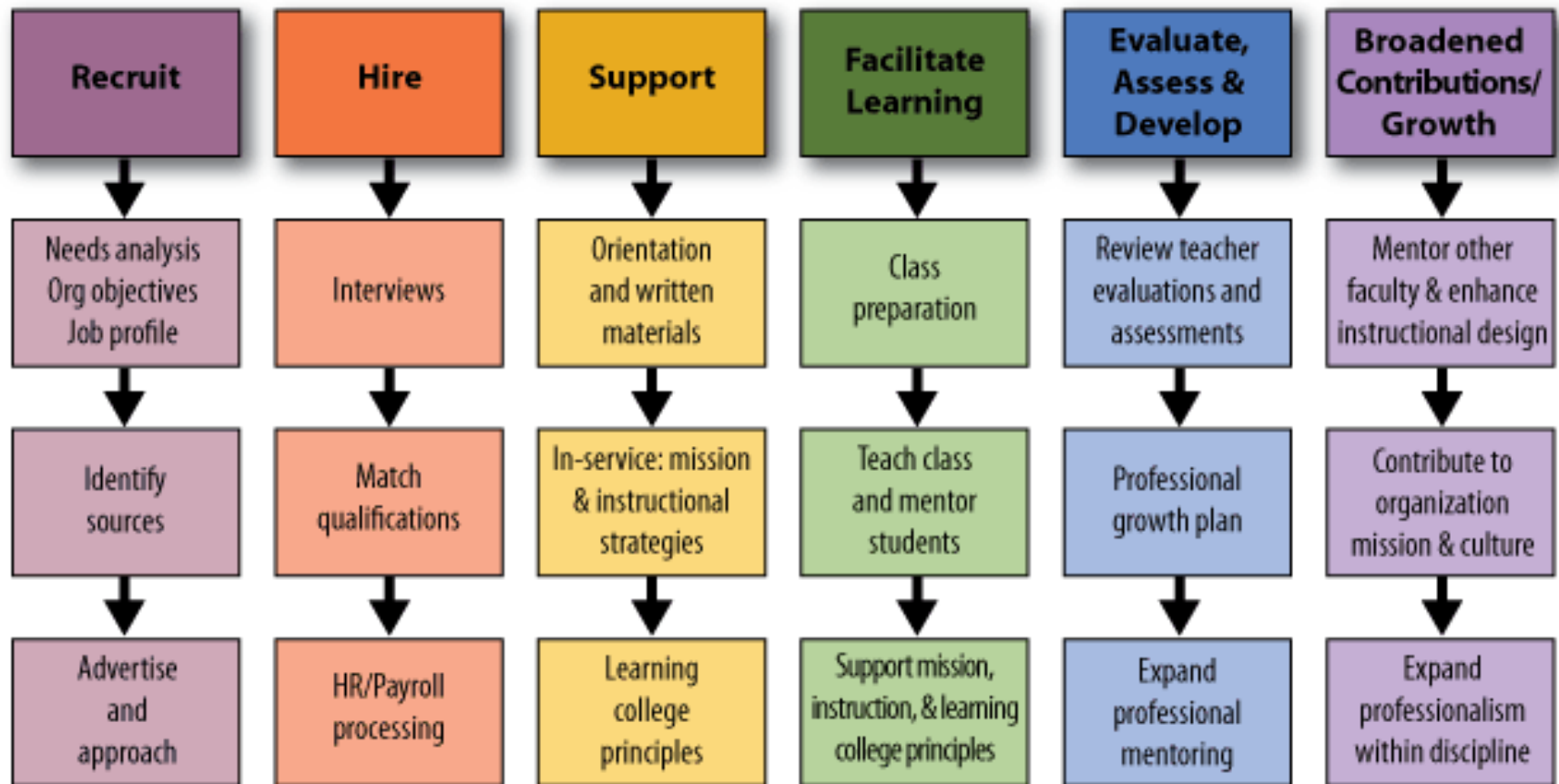




The Magic Question

How do we recruit, support, and retain adjunct faculty at our colleges?

Attracting → Supporting → Retaining



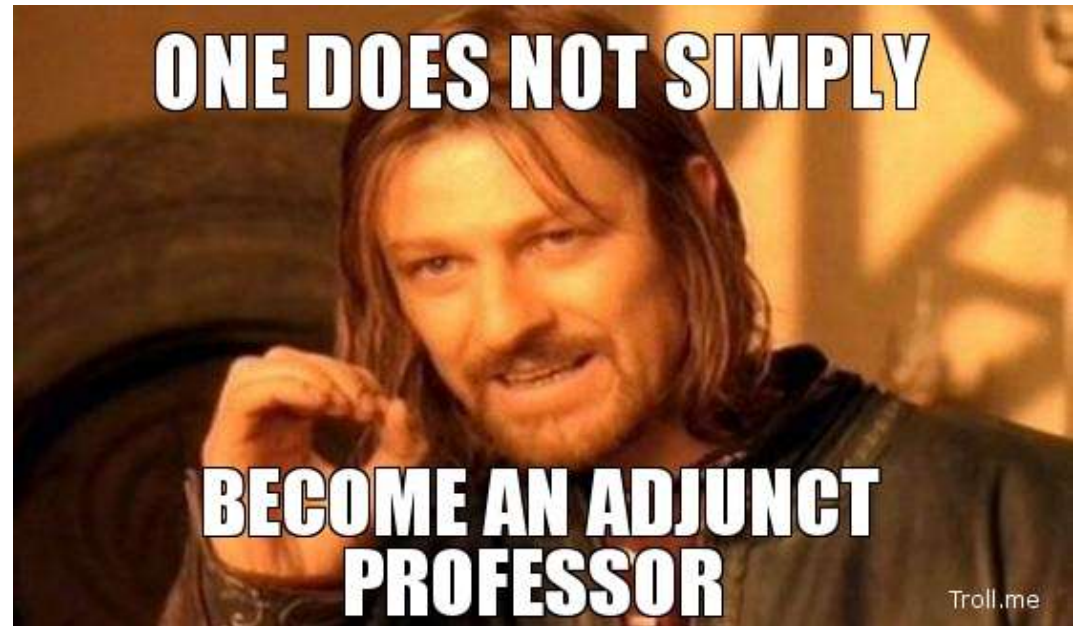
I → Ia → Ia → iA → IA → A

I=Institution primary A=Adjunct primary i=institution secondary a=adjunct secondary

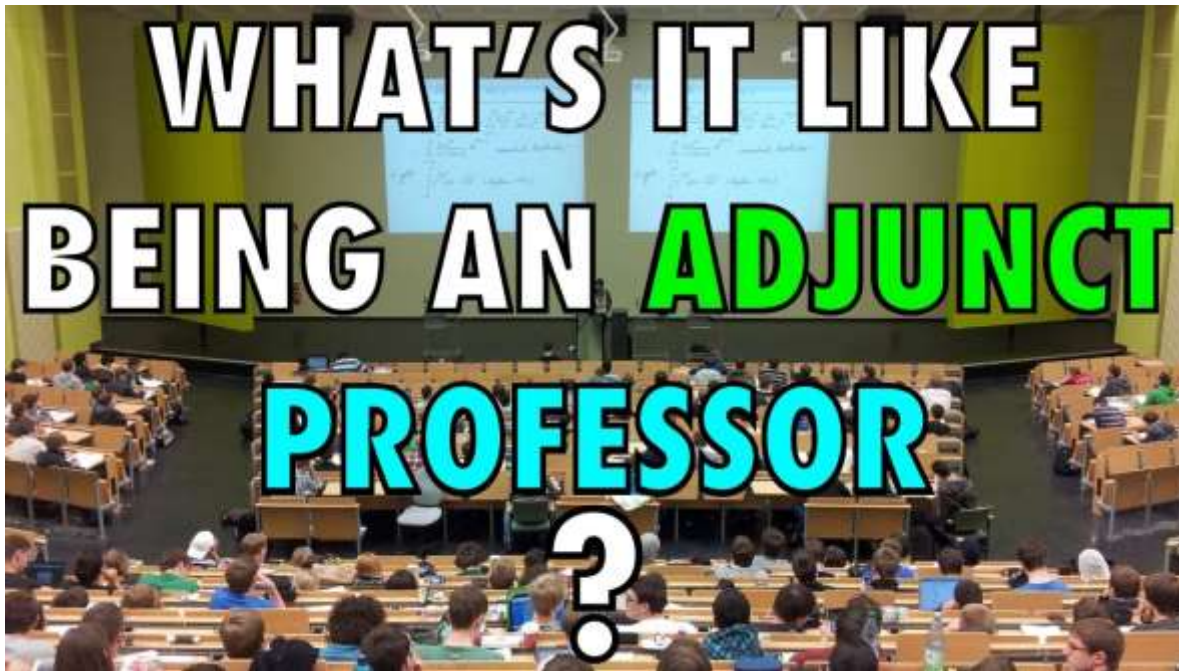
Recruiting and Maintaining Adjunct Faculty by William K. Strycker (Consultant, Employee Relations)

+ ATTRACTING ADJUNCTS

- Recruitment
 - Credentials – SACS
- Hiring
 - Affordable Care Act (ACA)
- Compensation and benefits



+ SUPPORT & RETAIN



- Orientation
- Professional Development
- Peer Mentoring
- Ongoing Support
- Performance Evaluation

+ The Surry Way

- Hiring/Compensation
- Orientation (paid)
- Adjunct Liaison
- Office Space
- Faculty Resource Center in Moodle / Handbook
- Professional Development (paid)
- Performance Evaluation
- Adjunct Awards
- Adjunct Faculty Mentoring Program



Serving Surry and Yadkin Counties
www.surry.edu

+ NCCCS Adjunct Blog



➤ created by Dr. Nathanael Gough, Director of Instructional Services, Davidson County Community College

➤ <https://ncadjunctfacultyadministration.wordpress.com/>

Questions/Discussions

A

- What are you doing at your college to support and retain adjunct faculty?
- Other ideas?



**I SUPPORT
OUR
ADJUNCTS**

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