



Unifying Adjunct Faculty for Maximum Impact

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Trends in the Adjunct Faculty Workforce

- College expenses ↑, spending on instruction ↓
- % Adjunct faculty has been increasing for 40 years
- Adjuncts earn an average of \$2700 per course, many are at poverty level income
- Adjuncts face increased levels of stress and burnout
- Majority of the contact with students

Reference:
Drozdowski, Mark. (2021). *The Plight of Adjunct Faculty on America's Campuses*. Best Colleges.com.
Retrieved online from <https://www.bestcolleges.com/blog/plight-of-adjunct-faculty/>



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The Case for Adjunct Faculty Engagement

As our colleges rely more and more on adjunct faculty, it becomes a challenge to build institutional culture and DNA among a majority part-time faculty.

We'll learn and discuss several strategies to build cohesiveness among a transient workforce.



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Pillar College At A Glance

- Christ-centered worldview, multicultural community in an urban context
- Formerly Zarephath Bible Institute, Chartered as a college in 2001
- Main campus in Newark, NJ, Additional locations in Paterson and Somerset, Instructional sites in Jersey City and Plainfield
- Full Time Faculty and Academic Administrators – 15
- Ratio of Full time to Adjunct Faculty is 17%/83%. Adjuncts teach 69% of all courses.

2021-2022	Ethnicity	Academic Divisions	% Enrollment	Average Age
Hispanic	52%	Traditional Undergraduate	18%	37
Black	33.5%	Adult /Alternative Programs	54%	40
Asian	7%	Graduate Programs	27%	42
White	5%			
Multi-ethnic	2.5%			

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Strategies to Build Cohesiveness

- 3 C's of Hiring
- Coaching /Mentoring
- Invite into Community (Professional Learning)
- Foster Two-Way Communication regularly
- Celebrate your adjuncts!



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Strategies to Build Cohesiveness

- 3 C's of Hiring
 - Christ-centered lifestyle
 - Content expertise
 - Culture consistent with the institution
- Examples include:
- Adept at teaching adult students
 - Intercultural sensitivity



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Strategies to Build Cohesiveness

➤ Coaching/Mentoring

- Comprehensive onboarding and orientation program
- Pair new adjuncts with a full-time faculty mentor



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Strategies to Build Cohesiveness

- Professional Learning Communities
 - Engage in regular department meetings
 - Common book read / discussion group
 - Invite adjunct faculty to present professional development seminars

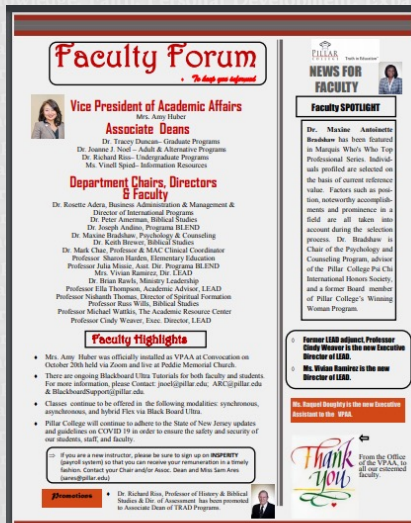


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Strategies to Build Cohesiveness

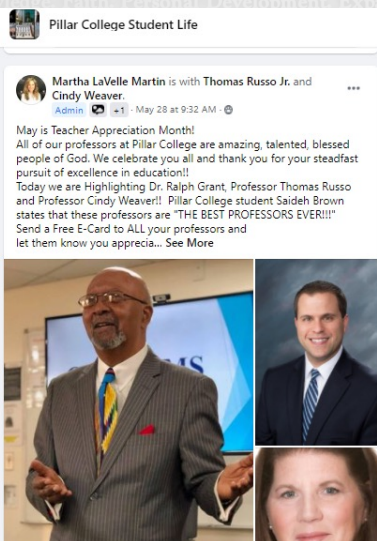


- Communicate Regularly
 - Faculty Meetings
 - Department meetings with Chairs
 - Newsletters
 - Video announcements
- Invite Feedback
 - Ask adjuncts to participate in surveys
 - Complete end of semester evaluations



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Strategies to Build Cohesiveness



Celebrate your Adjuncts!

- Spotlight on Social Media
- May is Teacher Appreciation Month
- Faculty Awards for Teaching Excellence



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Strategies to Build Cohesiveness

Share your strategies!

- Consider using an app (e.g. Slack) as a communication channel for engagement (Gina Cox)
- Use the term “Affiliate” instead of “Adjunct” (Greg Linton)
- Increase the contract remuneration based on length of service and degree level (Alan Ehler and/or Aaron Profitt)

