

Considering the work of the

# Office of Adjunct Administration

Brown Bag Lunch Discussion, 02.21.18

# Discussion over lunch





# **Introduction:** Assistant Dean

# Committed to colleagues and students

## – Experience and Interest

- Served in Academic Affairs and Student Affairs as counselor, director and executive director
- Taught ABE, developmental education, composition, student success and graduate level education courses
- Former high school teacher and staff developer
- Literacy Specialist
- Inquiry-based pedagogy and integration of learning strategies
  - Mathematics discovery approach
  - Assimilation of reading, writing, listening, speaking and prior knowledge
  - Empowering technological integration
- Open access higher education
- Genuine commitment to serve the community
- Administrator, teacher, advocate



## **Learning:** Quantitative and Qualitative

# Adjunct Faculty by the numbers

- 845 adjunct faculty in fall 2017
- 761 adjunct faculty in spring 2018
  - Largest employee group at Bergen
  - Significant contact hours with students
- 70% returned in fall 2017 from fall 2016

# Adjunct Faculty by the numbers

- 65% teach two courses
- 25% teach three or more courses
- 20% teach one course

# Adjunct Faculty by the numbers

- By Division (fall 2017)
  - 261 Humanities
  - 185 Math, Science and Technology
  - 187 Business, Arts and Social Science
  - 234 Health Professions



# Adjunct Faculty in numbers and landscape

- For example, 496 adjunct faculty teach on Wednesdays
- 205 are in the Humanities
  - 135 on Wednesday afternoon
    - 35% in the C Wing
  - 10 ALP courses in the evening
- This information can be helpful in a few contexts.

## Meet Adjunct Faculty *Sali, Tom, Felicia and Celia*

### – Sali

- Biology instructor, 6<sup>th</sup> semester
- Nurse 28 years
- Volunteers at local animal rescue
- “Power grandmother... who travels the world.”

### – Tom

- Math instructor, 19<sup>th</sup> semester
- Teaches at up to three local colleges
- “Passionate about teaching math to students who struggle with it...”

## Meet Adjunct Faculty Sali, Tom, *Felicia and Celia*

### – Felicia

- English instructor, 13<sup>th</sup> semester
- Writer
- Consistent contributor to CNN online
- “Mother of two and wife to an assistant principal, so we are committed to public education...”

### – Celia

- Surgical Technology instructor, 4<sup>th</sup> semester
- Currently working at a NYC hospital
- “I see what their [students] jobs will be when they finish, so I can offer them that perspective in real time.”

# Adjunct Faculty

spend a lot of time with students

- Total Sections in fall 2017
  - 2271
  - 1215 taught by adjunct faculty
    - 54% of all sections
  - 1056 taught by full time faculty
    - 46% of all sections

# Adjunct Faculty

spend a lot of time with students

—200:1\*

- Nationally, students typically spend 200 hours per semester with instructors, both full time and part time, *and one hour with an advisor*, each semester.

\*As cited in ACUE Presentation, 2017

- At Bergen, about half of that time is with adjunct faculty.
- *How can we support how this population of professionals and their impact on student success?*

# Learning how to support colleagues

- Fall 2017 Meet and Greet Sessions
  - Seven sessions
  - 250 adjunct faculty
  - Informal focus groups
- Adjunct Faculty Conference
- Committed Colleagues
  - Bergen and its students
  - More information
  - Greater contribution

# Three Overlapping Themes of support

- Teaching practice
  - Methodology
  - Content
- Student support
  - Diverse learners
  - Students with disabilities
  - Students of concern
  - Mentoring
- Technology
  - Moodle
  - New ways to integrate tech

# Other Feedback and observations

- Busy schedules
- Concerns about stability
- Perpetual time crunch
- Need more space to meet with students
- Other



# Adjunct Faculty are continuously improving

- 66 completed AFDP.
- Informal networks in the adjunct faculty lounge and in the departments are productive.
- Traditional venues for faculty development continue to present scheduling challenges.



## **National** Perspective

# National Perspective on resources

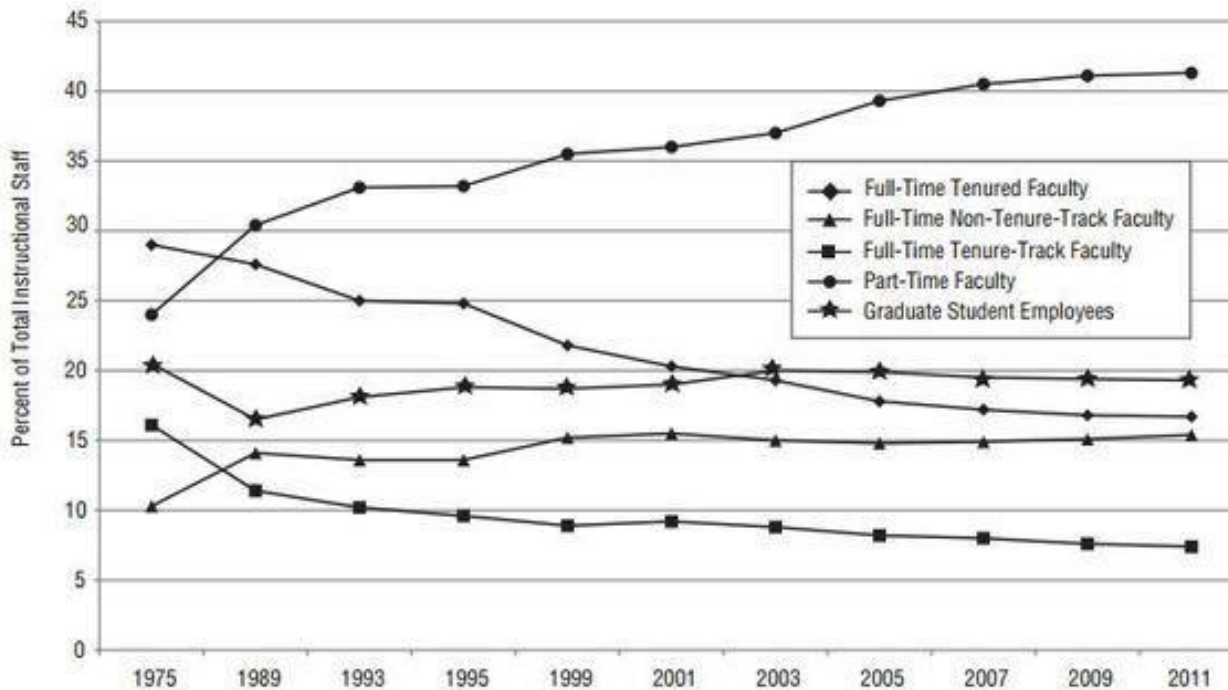
- US Colleges and universities are increasingly receiving less support from state and local government.
  - In New Jersey, over 10 years, appropriations are down over 21%.
  - That's \$2,100 less per student on average.
  - At Bergen, that average could mean \$16,858,000 annually.
- Federal support comes mostly in the form of aid to individual students, typically through Pell Grants.

## National Perspective on budget implications

- Challenging budgets have prompted many colleges to reduce growth in full time lines for faculty and staff alike.
- The ranks of contingent faculty and “non-teaching adjuncts” have increased.
- Still, appointments of tenured and tenure-track professors *are* up 26 percent since 1975.
- Part-time appointments, however, have increased by 300 percent.

# National Perspective on the college teaching workforce

**Trends in Instructional Staff Employment Status, 1975–2011**  
All Institutions, National Totals

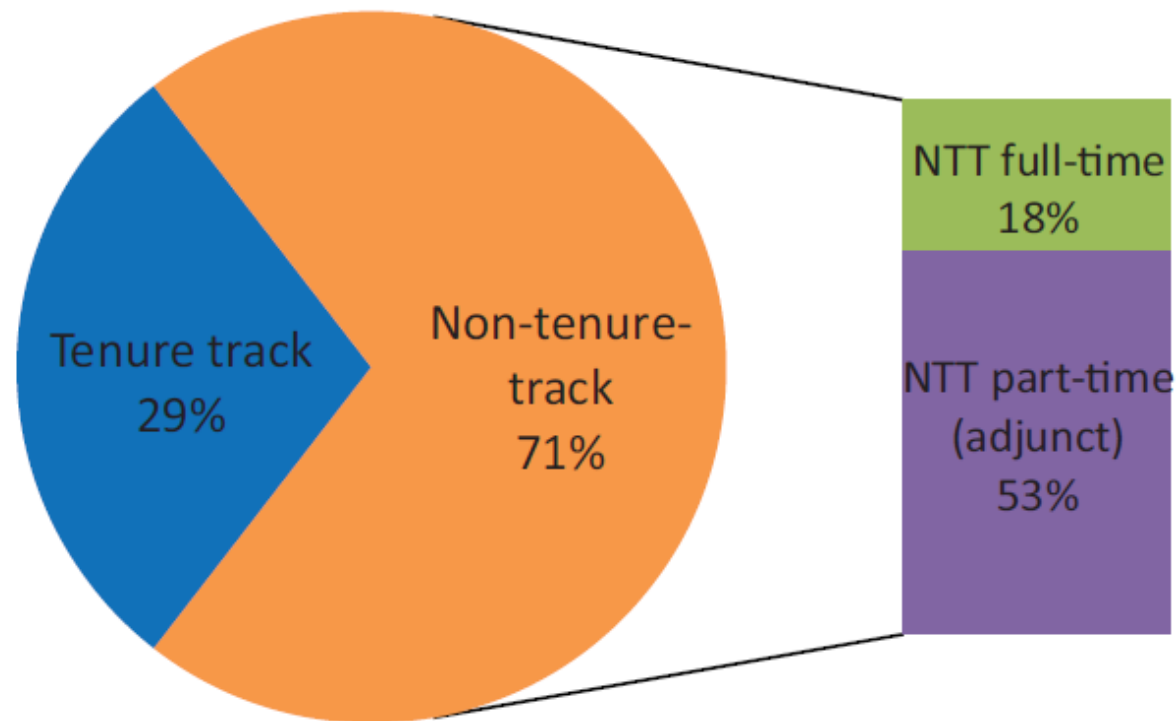


Notes: Figures for 2011 are estimated. Figures from 2005 have been corrected from those published in 2012. Figures are for degree-granting institutions only, but the precise category of institutions included has changed over time. Graduate student employee figure for 1975 is from 1976. Percentages may not add to 100 due to rounding.

Source: US Department of Education, IPEDS Fall Staff Survey.

# National Perspective on the college teaching workforce

## TENURE-TRACK AND NON-TENURE-TRACK FACULTY IN HIGHER EDUCATION



Source: AFT tabulations of 2013 IPEDS data.

# National Perspective on student learning

- Literature suggests that student learning is negatively impacted with increasing reliance on contingent faculty.
- ***Importantly***, this is not because of the skill or commitment of adjunct faculty, but rather conditions that limit information sharing with students, interaction outside of the classroom and adjunct faculty's limited time in the college community.

# Going Forward at Bergen

- Increased staffed hours:  
***Open until 8:00pm, M-Th plus Friday and Saturday***
- Closer collaboration with academic departments
- 845 adjunct faculty
  - How can a large group of our colleagues support student success at the macro level?
- Information sharing and professional development
  - Enhanced conduit to CITL
  - Flexible learning venues such as online learning and mini-sessions
  - Improved logistical support
  - Communication
  - Space
  - Creating a nurturing context, a community





## **Questions** and further discussion

**Pitkin Educational Center, C-107**

Staffed hours:

Monday-Thursday, 7:30am-8:00pm;

Friday, 7:30am-5:00pm; Saturday 8:00am-1:00pm