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ECC Academic Senate

DEC 10, 2019

Senate Survey



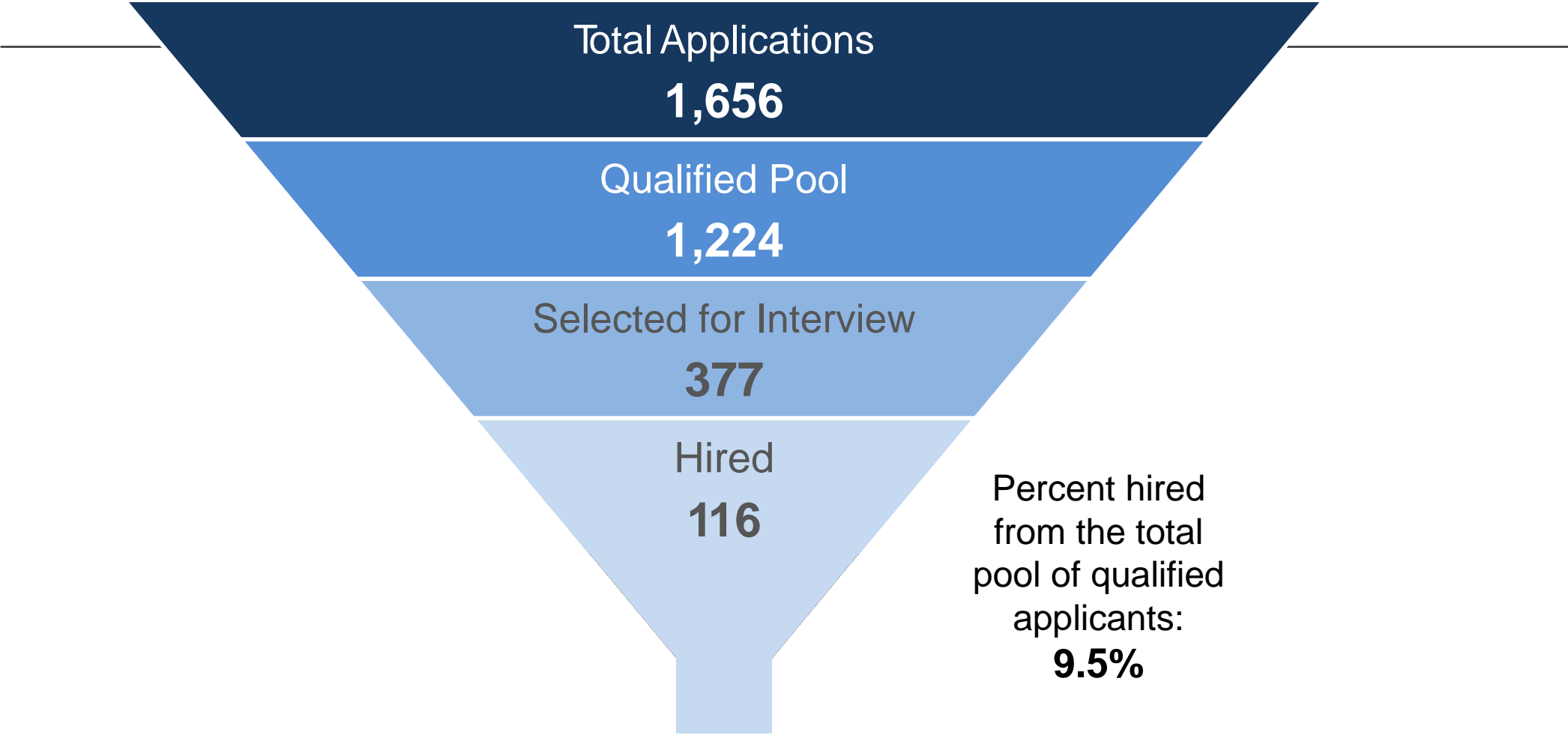
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Unfinished Business

Guided Pathways Scale of Assessment

Resolution for Equity in Hiring

Overall Full-Time & Adjunct Faculty Hiring in 2017-2018

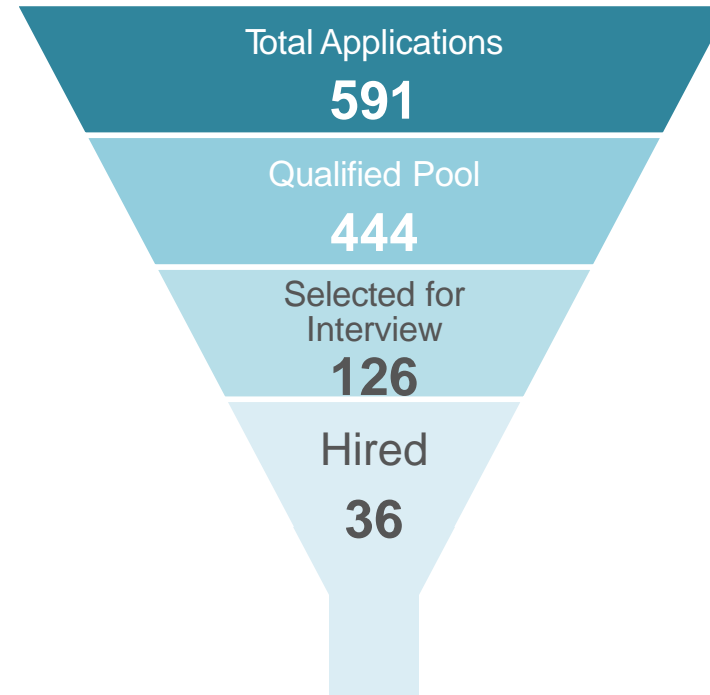


Faculty Hiring in 2017-2018

All Faculty Applicants



White Applicants



Percent of White applicants hired out of total hired: **31%**



Faculty Hiring in 2017-2018

All Faculty Applicants



Asian Applicants



Percent of Asian applicants hired out of total hired: **18%**



Faculty Hiring in 2017-2018

All Faculty Applicants



African American Applicants



Percent of African American applicants hired out of total hired: **8%**



Faculty Hiring in 2017-2018

All Faculty Applicants



Hispanic Applicants



Percent of Hispanic applicants hired out of total hired: **19%**





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Information Items/Discussion



Adjunct Outreach Project

PROVIDING SUPPORT AND
CONNECTION TO OUR PART-
TIME FACULTY

Previous Attempts:

OLD PLAN

Mentorship Program:

- Full-time faculty assigned a new adjunct
- Assignments came from the Division Office
- New hire adjuncts only
- Adjuncts initiate contact

NEW IDEAS TO ADD

Partnership Program

- Every adjunct (new and veteran) assigned a full-time contact
- Full-time faculty volunteer to be contacts
- Full-time faculty initiate contact
- Change of language (remove the term "mentor")

Opening Survey

Surveyed part-time faculty:

If you were assigned a full-time faculty member as a point of contact and support, what kind of support would you like them to provide? What are some of the things you would want to be able to go to them for?

How frequent would you like regular contact with full-time faculty to be? Would you want full-time faculty members to reach out to you to check in/send you updates about recent department meetings/etc.? Or would you prefer that they just be available when you need them?

What kind of information/resources could we make more available to part-time faculty and how?

Survey Results

- Department/Campus Info:
 - Meeting updates: Communicate department goals and policy changes from meetings
 - Help with tech and logistics on campus
 - Info about campus support and resources (SRC, active enrollment, maxient reports, etc.)
- Professional/Classroom Advice:
 - Teaching strategies: plans, pedagogies, advice, classroom observations, sample syllabi/assignments/materials, problem-solving help, grading strategies, time management, etc.
 - Tips for getting hired full-time
 - Interested in hearing about professional development opportunities, especially paid opportunities
- Community:
 - A friend to make me feel less tangential/disconnected
 - **Most** were interested in getting once-a-month e-mails (via ECC e-mail) from their FT contacts
 - Some were interested in attending casual get-togethers (on or off campus)
- Advocacy:
 - Having a voice/representation in departmental decisions
 - Interested in adjunct equity and support from the college

Full-Time Faculty Volunteers

Full-time faculty volunteer to be contacts

- Ask around
- Department meeting sign-up sheet

Avoid potentially demeaning language

- “Contacts” or “partners,” not “mentors”
- Recognizing different faculty have different needs

E-mail on a monthly basis (at least)

- Check-in
- Reminders of deadlines or campus events
- Updates from department meetings
- Invitation for more contact
- Email templates

Can earn flex credit!

Can opt out or be re-assigned

Email Templates

Example:

Hello [name(s)],

My name is _____ and I teach in the English department. I've been assigned to be a point of contact for you this semester so feel free to e-mail me any time with your questions or concerns this fall.

For those of you getting evaluated, we're using a new program called Reviewsnap. We're all figuring it out together this year, but let me know if you have any questions about it. If I can't answer them, I'll direct you to someone who can.

I hope the first half of the semester has gone well. Let me know what questions you have or if there's any way I can be of assistance.

Overview of the Program

Step 1: Recruit FT faculty who are willing to be contacts!

Step 2: Send FT faculty volunteers a quick rundown on what this program is about, what they'll need to do, etc., providing info about flex credit and opt outs. (Also, e-mail adjuncts to let them know about the program ahead of time).

Step 3: Assign PT faculty to each FT volunteer. Have the FT faculty email and introduce themselves. From that point forward, FT faculty will email the part-timers once a month to check in and send any important reminders. Otherwise, they aren't required to do anything except respond to PT faculty who have questions.

Step 4: Organize informal gatherings for FT and PT faculty to meet.

Step 5: Create some easy-to-access resources (possibly online) for new part-time faculty in our department to access upon being hired. Share/collaborate on classroom teaching ideas, using campus resources, navigating MyECC, etc.

Step 6: Send out exit surveys (one for the adjuncts, another to the FT volunteers) to ask how this went and get feedback/suggestions for next time. Continue evolving the program!