FACULTY MENTORING:

Mentoring New Adjunct Faculty to Improve Student Success and Retention

Everett Community College Title III Faculty Mentors: Tina Evans, Lynne Muñoz, Andrea Wells-Edwards
Leadership

• Margaret Balachowski, Associate Dean for Teaching and Learning

• Jeanne Leader, Dean of Arts and Learning Resources

• Alison Stevens, Executive VP of Instruction and Student Services
Faculty Mentors

- Tina Evans, Cosmetology Faculty
- Lynne Muñoz, Business Faculty
- Andrea Wells-Edwards, English Faculty
Conference Presenters

Everett Community College 1st Annual Mentoring Conference
April 15, 2016, Everett, Washington
UNM Mentoring Conference

EvCC Mentors
Adminstrators
Faculty
Staff
Students
Title III Grant Background

• Fall Quarter 2012 Funding for Title III Grant (Federal Funds)
• Established four faculty mentors
• Determined Outcomes
• Created Canvas Training Modules
• Certified in Quality Matters
• Spring 2012 first Cohort of Adjunct Faculty
Our Goal:
Increase student success and retention rates by improving faculty success with support, relationship building, and training!
Nuts and Bolts

• Pair Adjunct Faculty with their Mentors for a quarter
• Meet formally as a cohort with Mentors twice a quarter
• Meet informally 1:1 or small groups as needed/requested
• Create a Learning Management System (Canvas) course
• Set expectations for completing assignments
• Sustainable Model
Institution Success

- Retention of Talented Faculty
- Supporting Associate Faculty
- Discovery/Development of New Faculty
- Replicable Model
- Leadership for Academic Community
- Quality Matters - Standards - Outcomes
- Awareness!
I love ECC because of the focus on and help with improving my pedagogy.
I love EvCC because I've discovered exceptional mentors.
5 Star Consortium Events

New Faculty
Best Practices in Active Learning and Student Engagement
SATURDAY, January 9th
8:00 AM - 12:30 PM
JACKSON 101 Wilderness Auditorium
Everett Community College

HOSTED BY THE 5 STAR CONSORTIUM

NEW ASSOCIATE FACULTY ORIENTATION
SATURDAY, SEPTEMBER 26TH
8:00 AM - 12:30 PM
MOBILUS HALL, CASCADIA COLLEGE

HOSTED BY THE 5 STAR CONSORTIUM
Relationship Building

• The New Normal of a Mentoring Culture on Campus
• Professional Development Opportunities
• Increased Participation in Campus Life
• New Faculty has a voice
• Campus Involvement
  • Teaching and Learning Retreat
  • Innovations Academy
  • Community Events
  • Conferences
Changing the Culture of Campus Community

- Five Star Consortium Leader
- Quarterly New Faculty Orientation
- Everett, Cascadia, Shoreline, and Edmonds Lake WA Institute of Technology
- Hosting Guests in Canvas Associate Faculty Academy course
- Cross Disciplinary Pairing of Mentors/Mentees
Associate Faculty Academy Model

• Our Hybrid Model
  • Online Canvas Course
  • 1:1 or small group meetings
  • Cohort Meetings Twice a Quarter with Lunch
Mentor Workshop and Lunch
Faculty Success

- Canvas Classroom Presence
  - Landing Page, Syllabus, Modules, Grade Book
- Pedagogy Improvements
- Connections Across Campus Community
- Ongoing teaching Opportunities
- Continuously Improving Instruction
- Formative Assessment improves Summative Assessment
Faculty Success

• Direct Availability of Mentors
• Cohort Mentality - ‘We’re in this together!’
• Average Mentor to Mentee Ratio of 1:6
• Providing Training on
  • Classroom Management
  • Active Learning
  • Formative Assessments
  • Reflective Process
# Formative Assessments

<table>
<thead>
<tr>
<th>PLUS (Positive)</th>
<th>DELTA (Changes)</th>
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<tbody>
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<td>What is the teacher doing in this class to help me learn?</td>
<td>What changes should the teacher make in this class to help me learn?</td>
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**What should the teacher do?**

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**What should the student do?**

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**Student summary of teacher behaviors**
Success Story

• Beth
• Completed Academy 2013
• Cosmetology, Tenure Track
• Attended Innovations Academy
• Presented on behalf of EvCC at community events
Institution Success + Faculty Success = Student Success

- Engaging in Self Reflection
- Providing Instruction Feedback
- Understanding Course Objectives and Outcomes
- Metacognition awareness about learning and course work
- Accessibility: Landing Page, Syllabus, Modules, Grade Book
• The group lunch meetings were the most helpful…we were given opportunities to talk about our experiences, challenges, and successes.

• My mentor was available for questions when I needed her, and I especially appreciated the computer lab session prior to the beginning of the quarter.

• It was a pleasure, and I thank you so much for allowing me to take part in this particular program; often times teachers are placed in a classroom with little connection to the overall college, new developments, and new information and research. I felt going through this program bridged those gaps.
Mentors’ Closing Thoughts

• Faculty from previous quarters continue to stop by to say hello or e-mail for comments and suggestions. The overall tone from both current and former mentees is positive and optimistic. Faculty are talking to their deans about the process and how it has helped them.

• I am eager to meet my new mentees and will be up for the challenge each of them bring. I am continually amazed how much I have learned about the needs of the new hires in regards to preparation for their class, student engagement, assessments, using canvas and student evaluations.

• Notably this quarter, mentees are frequently using mentors as a resource beyond simply asking about Canvas course content within the Associate Faculty Academy. For example, new faculty often have questions about logistics and practices with students make-up exams, test results, and procedures for scoring finals. These trusting relationships extend beyond the quarter and across our campus.
Mentoring New Adjunct Faculty to Improve Student Success and Retention

Student Success
Self-Reflection
Providing Feedback
Active Learning
Evaluations
Metacognition
Accessibility to Resources

Institution Success
Retention of Talent
Development of New Faculty
Sustainable and Replicable Leadership for Community Standards and Outcomes Graduation Rates

Faculty Success
Canvas Classroom Presence
Pedagogy Improvement
Campus Networking
Resource Connection
Access to Mentors Cohort Model

Everett Community College Title III Faculty Mentors:
Tina Evans, Lynne Muñoz, Andrea Wells-Edwards

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