

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

Administrators

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 ♥ 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
MOBIUS HALL, CASCADIA COLLEGE

HOSTED BY THE 5 STAR CONSORTIUM



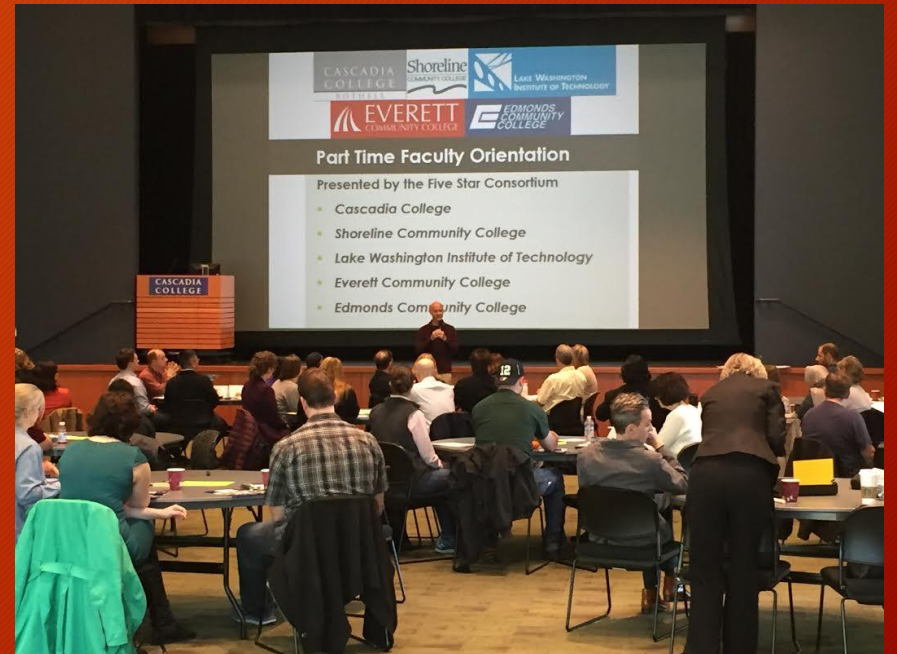
Relationship Building

- 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

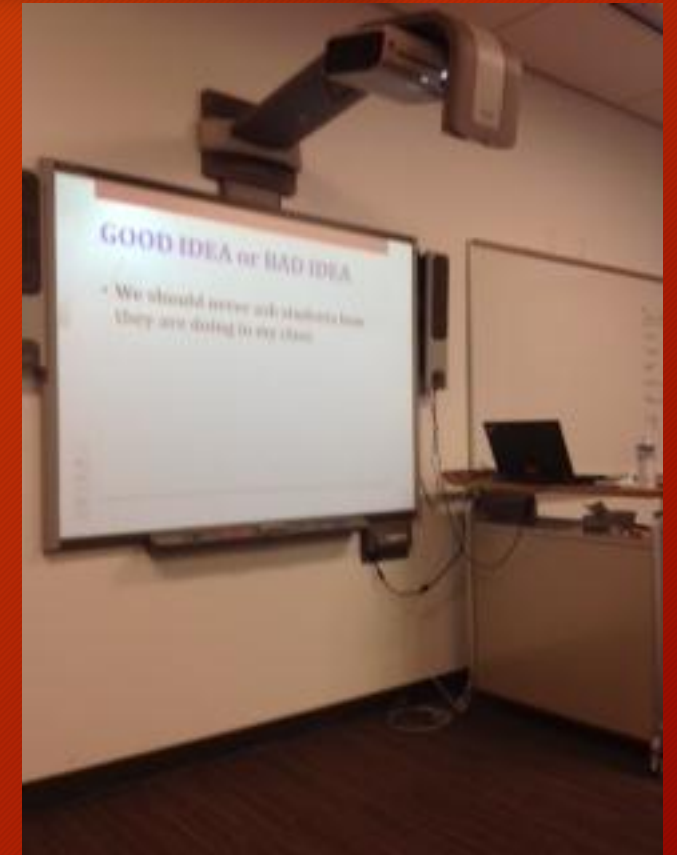


Associate Faculty Academy Model

- 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

PLUS (Positive)	DELTA (Changes)
What is the teacher doing in this class to help me learn? What should the teacher do?	What changes should the teacher make in this class to help me learn?
What am I doing in this class to help me learn? What should the student do?	What changes should I make in this class to help me learn?

PLUS (Positive)	DELTA (Changes)
What is the teacher doing in this class to help me learn?	What changes should the teacher make in this class to help me learn?
Student summary of teacher behaviors	

CANVAS

Associate Faculty Academy

Canvas Modules

EVERETT COMMUNITY COLLEGE

group

Associate Faculty Academy

Welcome to the Associate Faculty Academy!

a-cad-e-myē /aˈkadmə/ (noun)
A society of learned persons organized to advance art, science, or literature. Our art is teaching.

MISSION STATEMENT

The Associate Faculty Academy will serve as an agent for innovation and transformation, and will seek to foster excellence in teaching and learning practices. Toward this end, the Teaching Academy will be designed to provide opportunities for professional growth to new associate faculty.

The Goals of the Academy:

- To purposefully welcome new associate faculty;
- To provide on-going support for the work of associate faculty, including professional development opportunities through mentoring and community building exercises.

EVERETT COMMUNITY COLLEGE

group > Modules

View Progress + Module

HOW TO USE THIS CLASS

- Your Success Starts Here!
- Week 0 - Getting Started
- Day 1 - Getting Ready
- Workshop #1 - Formative Assessments
- Workshop #2 - Student Evaluations
- EvCC Academic Calendar 2015-16.pdf

A PUBLIC SERVICE ANNOUNCEMENT!

- Getting ready for an emergency!

START HERE! MODULE 1

- GET STARTED
- How does this class work?
- Ask the Mentors Questions Here!
- Optional Collaboration Space
- TO DO

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



Faculty Mentee Quotes

- *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.*

FACULTY MENTORING

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**

