

Supporting V.I.T.A.L. Faculty

Part-time Faculty Council, March 25th, 2024

Dorothy Marsil Program Coordinator, Professor Department of Psychological Science CFC Chair, RCHSS

Lauren Taglialatela GenEd Coordinator, Professor Department of Psychological Science The importance of being seen.

BACKGROUND

- Two presentations to the Chairs and Directors Assembly (CDA) this academic year about supporting V.I.T.A.L. faculty at KSU
 - Underscore critical impact V.I.T.A.L. faculty have at KSU
 - Identify challenges that V.I.T.A.L. faculty may face that are different from other faculty at KSU
 - Identify existing departmental, college, and university services/resources to support V.I.T.A.L. faculty
 - Identify areas where more support is needed for V.I.T.A.L. faculty
 - Identify areas where more support is needed to support Chairs/Deans who are supporting V.I.T.A.L. faculty

V.I.T.A.L. FACULTY AT KSU

Sustained and Significant Roles

- Some departments/units rely on V.I.T.A.L. faculty to deliver 40%+ courses
- Robust presence in GenEd
 - Magnified by USG IMPACT Refresh
- Sustained enrollment -> Enrollment increase expected
 - KSU has experienced growth while other universities have not
 - Increased student demand = More educators needed to create and deliver high-quality classes
- Valuable contributions to the KSU -> Workforce pipeline
 - Bolster USG's and KSU's initiatives to support career-readiness



John E. Long, Ed.D., BCC, CMCS Professional Career Coach

Fellow - National Career Development Association Global Career Development Facilitator

V.I.T.A.L. Faculty Department of Psychologial Science



Susanne Estrella, PhD Principal, The German School of Atlanta

KSU Outstanding Part-Time Teaching Award; 2022 - 2023

V.I.T.A.L. Faculty Department of World Languages and Culture



Jonathan Hill, PhD Clinical and Forensic Psychologist

RCHSS Outstanding Part-Time Faculty Member; 2020 - 2021

V.I.T.A.L. Faculty Department of Psychologial Science Many V.I.T.A.L. faculty bring <u>real-world</u> <u>career information, perspectives and</u> <u>networking</u> into their classrooms while delivering <u>high-quality educational</u> <u>experiences</u> and opportunities to KSU students.



David Schwartz, PhD, ABPdN

Diplomate of the American Board of Pediatric Neuropsychology

V.I.T.A.L. Faculty Department of Psychological Science

V.I.T.A.L. FACULTY AT KSU

- Sustained and Significant Presence at KSU
 - KSU, Fall 2022 (more recent numbers to be available soon)
 - 785 part-time faculty (1352 FT faculty)
 - 58.06% of faculty employed at KSU were part-time
 - 29% of hours taught at KSU were from part-time faculty
 - Across academic journey this number increases the footprint and import of our PT/LT faculty
 - <u>https://www.kennesaw.edu/about/index.php#ksuataglance</u>

V.I.T.A.L. FACULTY

Specific Considerations

- All responsibilities are related to quality teaching
 - This population is dedicated to **excellence** in teaching
- New or returning to KSU after a break
- Often managing careers outside of KSU while delivering high-quality classes here
 - Competing priorities originating outside of KSU
 - Multiple institutions
 - Unreasonable expectation to be 100% awash with KSU communications, resources, services, policies

Benefit by clear and consistent messaging and support across the semester

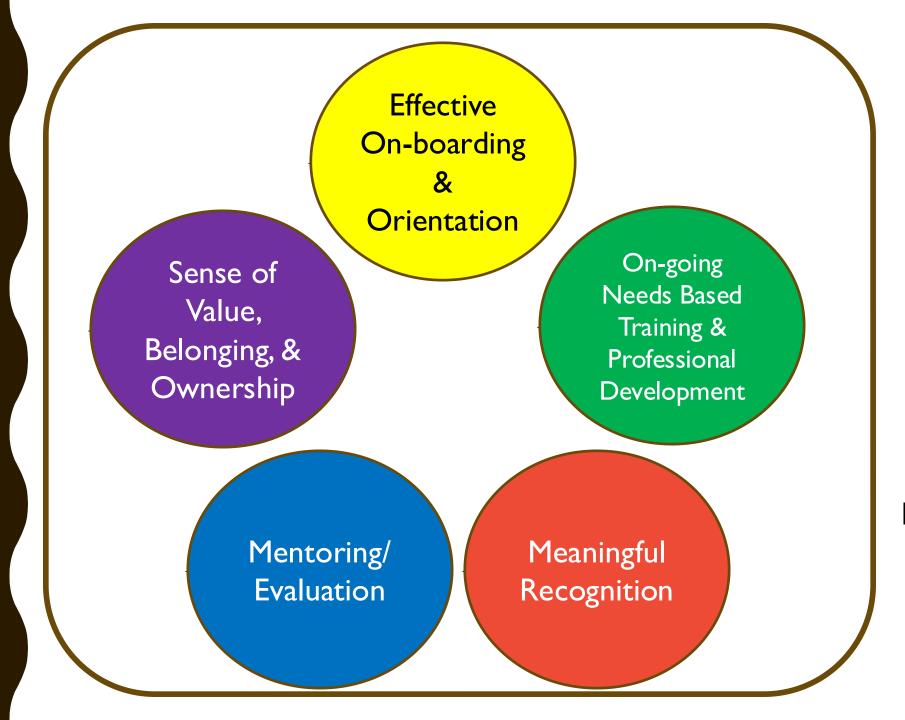




V.I.T.A.L. FACULTY

• Support of V.I.T.A.L. faculty is Related to Critical Factors

- Student Success (especially retention, progression, and graduation (RPG))
- Programmatic Success (especially annual program reviews (APR))
- Conservation of Limited Resources
 - On-boarding
 - High fiscal and personnel costs if there is a revolving door
 - Need recruitment and retention of high-quality V.I.T.A.L. faculty
 - Training and Mentoring
 - Can be high-cost efforts at the Chair/Director and unit levels
 - May not be possible given current circumstances to provide adequate and consistent training/mentoring



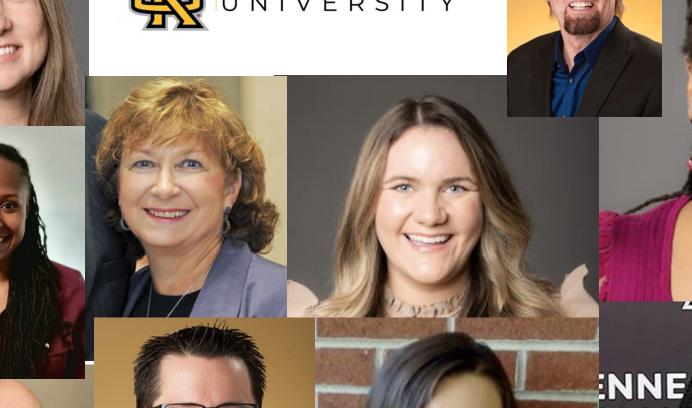
Areas that catalyze recruitment, on-boarding, assimilation, and retention (ROAR) of high-quality part-time and limited-term faculty.

SOME EXISTING RESOURCES

- Some of the Existing KSU Support Mechanisms
 - Tailored Aspects of Orientation
 - Dedicated position to support PT/LT faculty at CETL
 - CETL's Teaching Academy and other support
 - Digital Learning Innovations (tutorials)
 - Part-time Faculty Council
 - V.I.T.A.L. Faculty representation at Faculty Senate
 - Individual Departments and Units
 - Example: Department of Psychological Science



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QUESTIONS

SUGGESTIONS

Thank You

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