



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

Part-time Faculty Council, March 25<sup>th</sup>, 2024

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Department of Psychological Science  
CFC Chair, RCHSS

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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

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Fellow - National Career Development Association  
Global Career Development Facilitator

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



Susanne Estrella, PhD  
Principal, The German School of Atlanta

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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

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RCHSS Outstanding Part-Time Faculty Member; 2020 - 2021

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



David Schwartz, PhD, ABPdN

Diplomate of the American Board of  
Pediatric Neuropsychology

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

Many V.I.T.A.L. faculty bring **real-world career information, perspectives and networking** into their classrooms while delivering **high-quality educational experiences** and opportunities to KSU students.

# 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
  - <https://www.kennesaw.edu/about/index.php#ksuataglance>



# 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



Effective  
On-boarding  
&  
Orientation

Sense of  
Value,  
Belonging, &  
Ownership

On-going  
Needs Based  
Training &  
Professional  
Development

Mentoring/  
Evaluation

Meaningful  
Recognition

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**

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**SUGGESTIONS**

**Thank You**

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