

**Advancement Plan Draft
Adjunct faculty members
Zane State College
April 21, 2011**

Below you will find a description of the Adjunct Advancement Plan for those who wish to pursue it. Participants will be reviewed annually, at the end of a complete academic year. The plan requires a minimum of one academic year of successful teaching before the participant applies for advancement.

Level One Adjunct:

At each level, adjunct faculty member will deliver course instruction as per position description, and participate in workshops, evaluation, and mentoring as specified.

1. **(Begin immediately on hire.)** Teach three successful courses in separate terms; at least one classroom observation and follow-up conference must take place during this time.
2. **(Begin immediately on hire.)** Participate in Excellence in Teaching Seminar. A core program will be offered. Modules in the seminar will include, but not be limited to, the following areas:

CORE:

- Getting started
- Lesson planning
- Assessing student learning
- The effective use of technology in the college classroom
- Effective classroom management

PLUS AT LEAST THREE MORE; POSSIBILITIES WILL INCLUDE...

- Cooperative learning
- The culture of poverty
- Diversity/ working with the adult learner
- Using Zane State College resources
- Creating a community of learners
- The online learning environment
- Developing a fully online course
- Developing a hybrid course
- Learning theories

3. **After completion of 1 and 2,** gather recommendations, using form provided, from at least two of the following:
 - Dean
 - Chairperson
 - Program director
 - Mentor

Eligible for promotion to...

Level Two Adjunct.

- Pay increase.
- May apply for tuition/professional development reimbursement.
- May apply for grant funds for conference fees/professional pursuits
- May serve on College committees and teams
- Keep portfolio of teaching, service, etc., according to advancement plan criteria.
- When 15 points are earned, may apply for next Level.

Eligible for promotion to...

Level Three Adjunct.

- Pay increase.
- In addition to Level One benefits, may apply for grant funds, tuition/professional advancement supplement funds, and serve on committees and teams
- May serve as mentor to other adjunct faculty members
- May be considered for annual contract
- May be eligible for limited benefits package