

Onboarding Career College Faculty: Helping Student Success

Elizabeth Fogle-Young

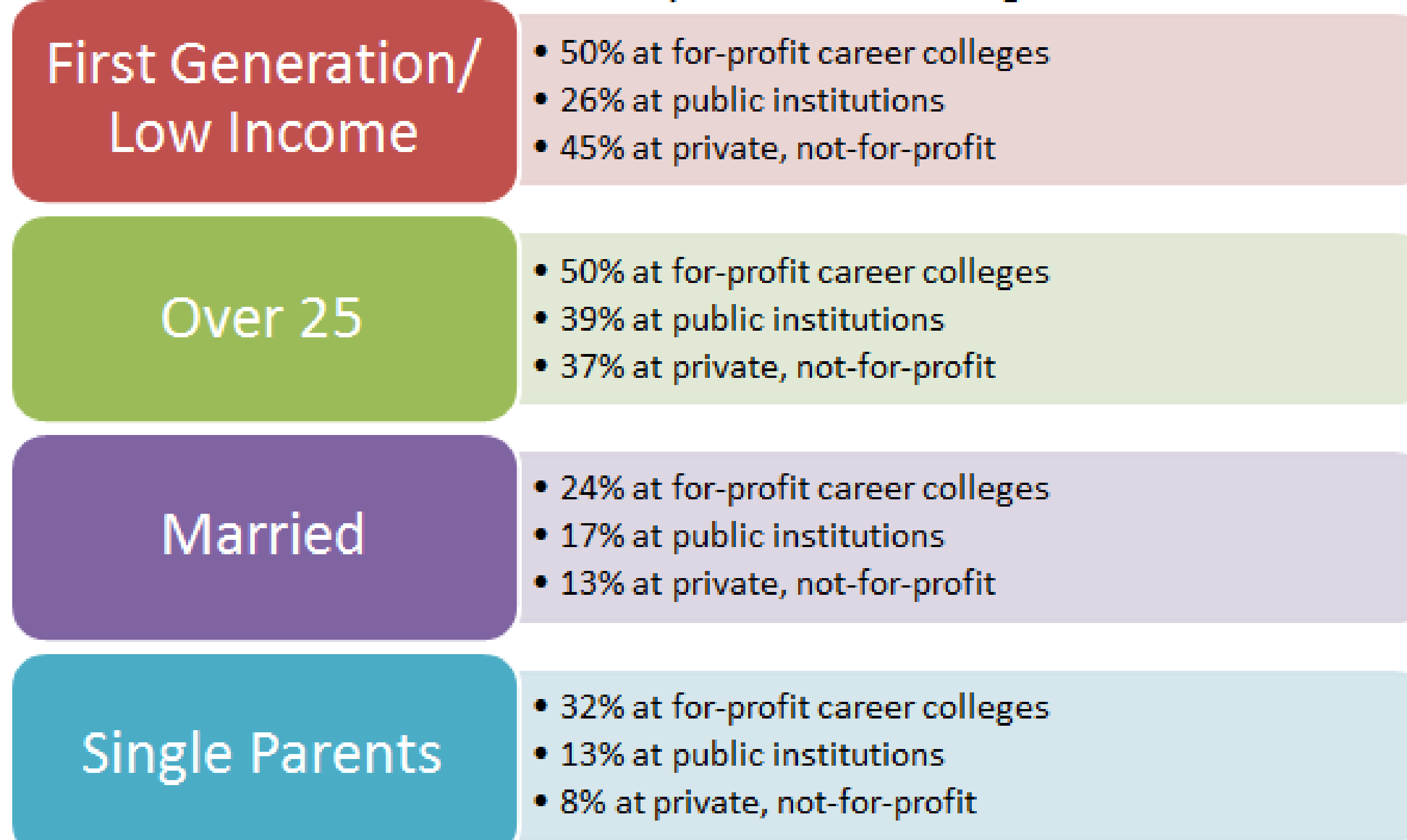
Michele Welkener—Faculty Advisor

Student Success = Classroom Experience + (At Risk Students * Relationship with Faculty)

Problem: Career college faculty come to the classroom with little preparation for teaching. Research shows that relationships with instructors and the classroom experience are the greatest indicators of success for at-risk students. As such, more attention needs to occur during the orientation process for career college faculty.

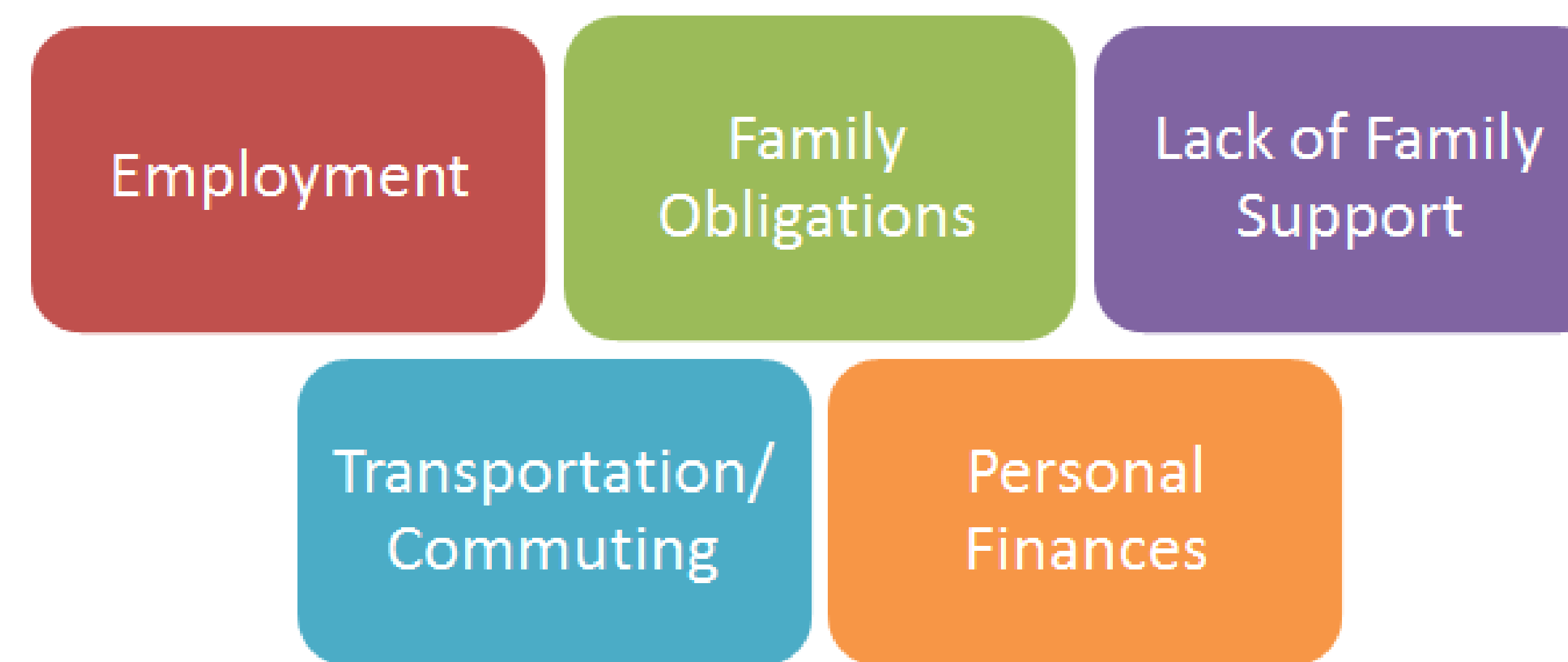
Career College Students

*Focus on 2 year Career Colleges



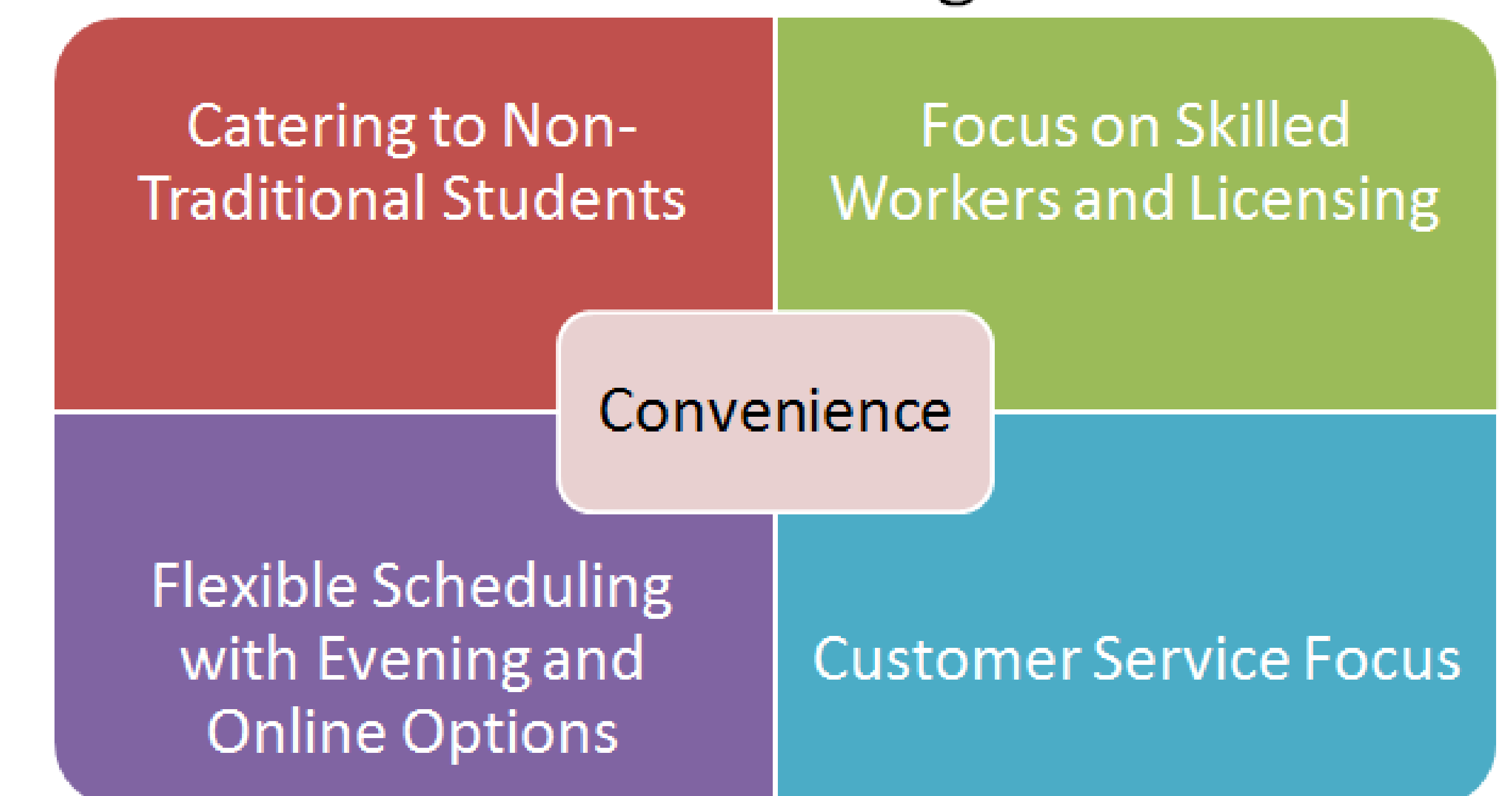
Imagine America Foundation. (2014). 2014 Fact Book: A Profile of Career Colleges and Universities. Bethesda, MD: JBL Associates, Inc.

Higher Risk and More Likely to Drop Out Due to External Factors



Tinto, V. (1993). *Leaving college: Rethinking the causes and cures of student attrition*. Chicago, IL: The University of Chicago Press. [Chapter 3, pp. 34-83].

Why Students Choose For-Profit Career Colleges

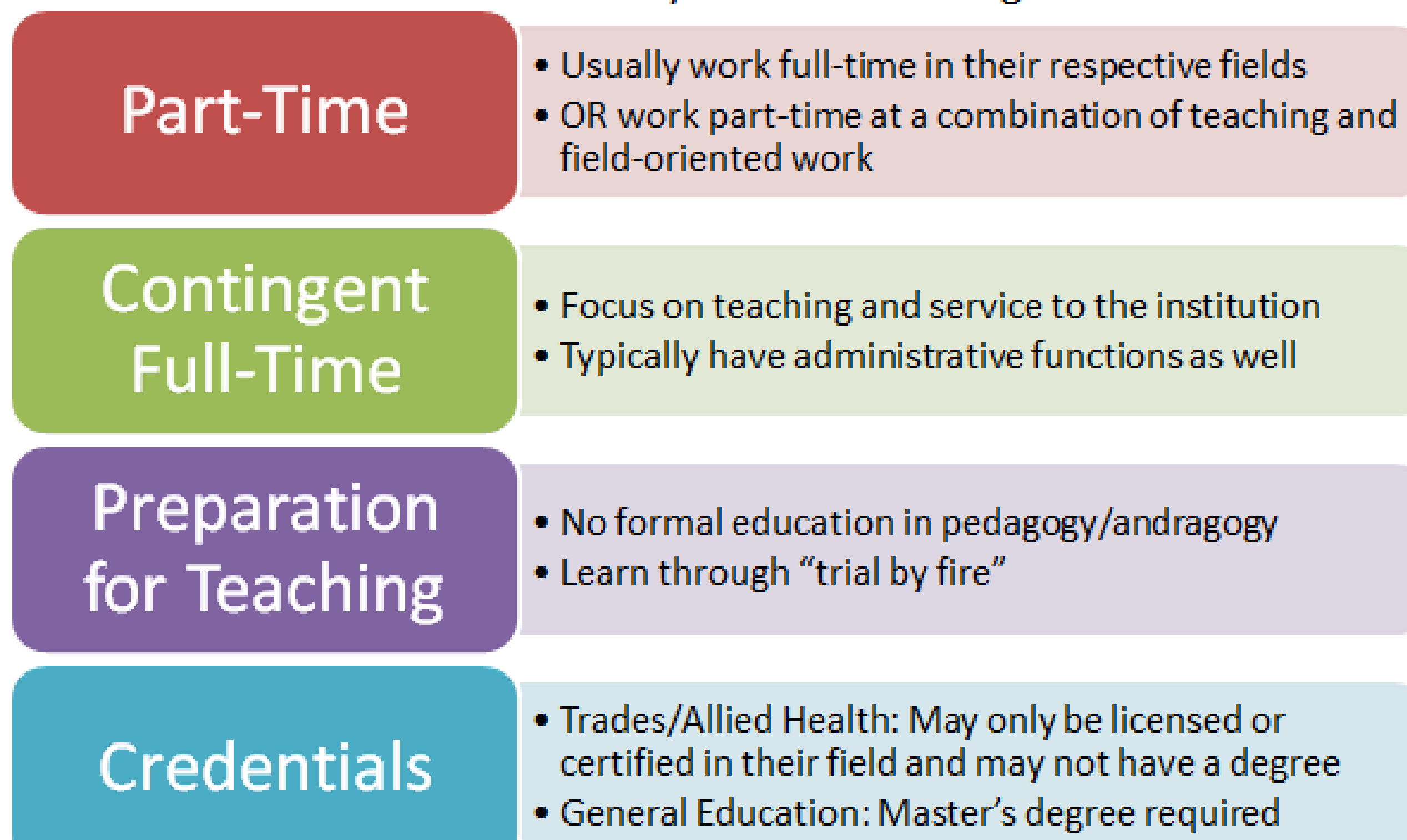


Lechuga, V.M. (2006). *The changing landscape of the academic profession: The culture of faculty at for-profit colleges and universities*. New York, NY: Routledge. [Chapter 2-Mapping the For-profit Terrain].

Solution: Create a formalized onboarding/orientation program that helps prepare career college faculty for the role of an instructor, the at-risk population they will teach, and the intersection of the classroom experience and relationships that will help set up students for the best chances at success.

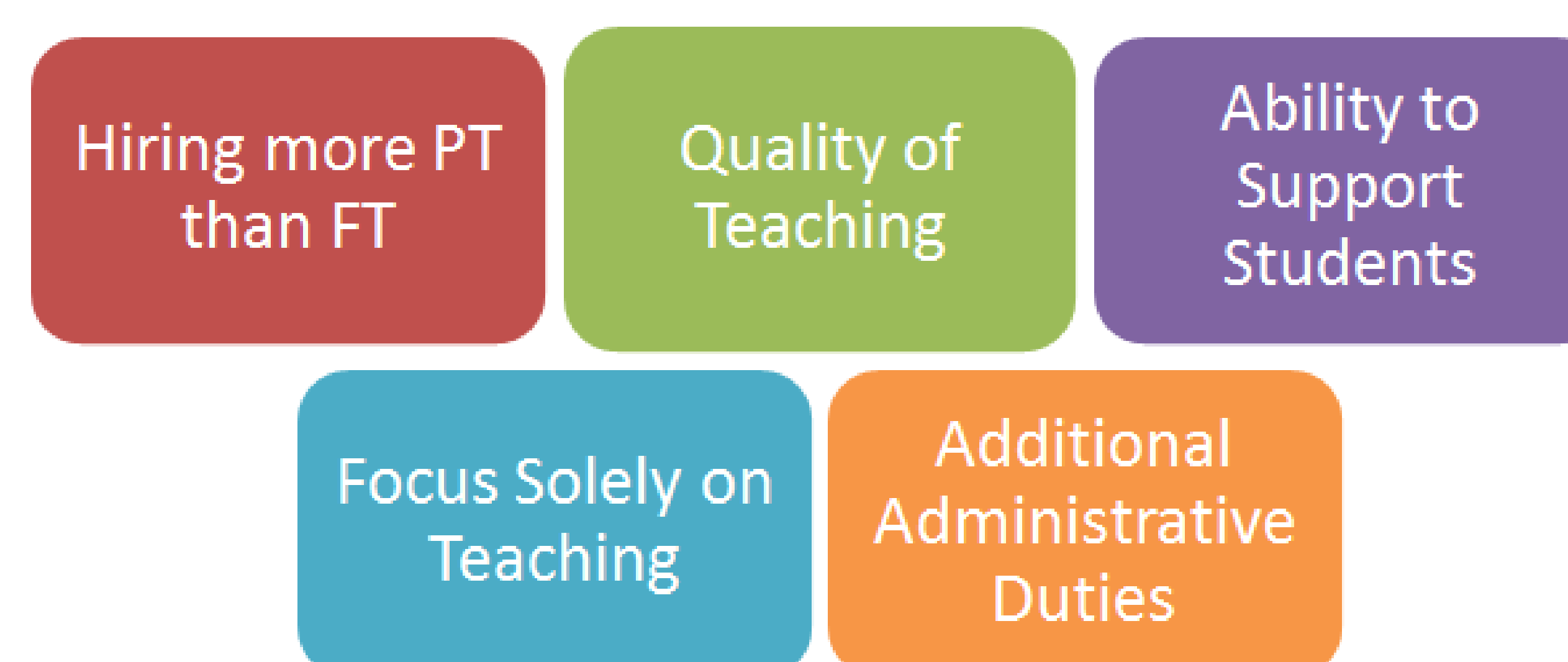
Career College Faculty

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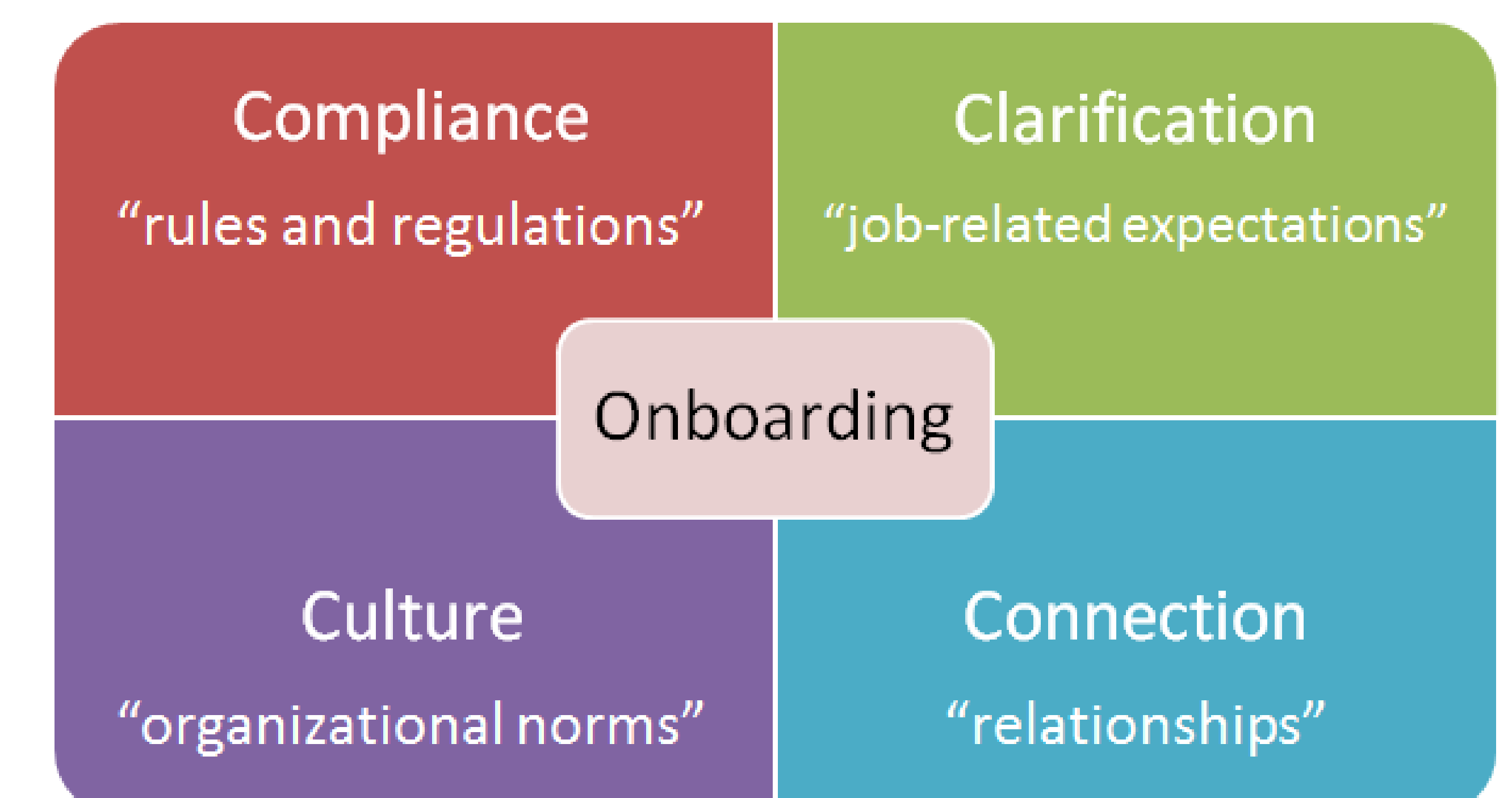
Lechuga, V.M. (2006). *The changing landscape of the academic profession: The culture of faculty at for-profit colleges and universities*. New York, NY: Routledge. [Chapter 2-Mapping the For-profit Terrain].

Concerns with Adjunct & Contingent Faculty



Louder, A., Waugaman, C., Kenyon, M., Levine, A., Meekins, M., & O'Meara, K. (2011). How is the recession affecting faculty work? *Liberal Education*, 97(1), 20-29.

4 Cs of Onboarding/Orientation



Bauer, T.N. (2010). Onboarding new employees: Maximizing success. *SHRM Foundation's Effective Practice Guidelines Series*. Sponsored by Right Management.