



KISHWAUKEE COLLEGE

Adjunct Faculty Handbook

2026-2027



TABLE OF CONTENTS

Introduction	4
I. Institutional Information.....	5
Strategic Plan	5
Mission	5
Vision.....	5
Purpose	5
Civility Statement.....	5
Equity Statement	5
Values.....	5
Academic Calendar & Important Student Deadlines.....	6
Organizational Chart	6
Instructional Division Contact Information.....	6
<i>Arts, Communication, and Social Sciences Division (ACSS)</i>	6
Business and Technical Education Division (BTE)	7
<i>Health Sciences Division (HS)</i>	8
<i>Math and Science Division (MS)</i>	8
Academic Effectiveness	9
Academic Support Services.....	9
Foundations and Grants	10
II. Institutional Standards & Policies	10
Academic Freedom	10
FERPA	10
Non-Discrimination	10
Harassment Prohibited	10
Sexual Harassment Prohibited	11
Copyright.....	12
Whistleblower Policy	13
Intellectual Property	13
Acceptable Use of Technology.....	13
Prohibition on Adjunct Faculty Private Tutoring	13

	Conduct and Appearance	14
	Travel Policies	14
	Campus Vehicle Use.....	14
III.	Employment Basics	14
	Campus Map	14
	Getting Started.....	14
	Roles and Responsibilities of Adjunct Faculty	15
	Compensation & Payroll information	15
	Pay Periods	16
	Supervision & Performance Review Procedure.....	16
	Paid Time Off.....	16
	Job Continuity and Assignments.....	16
	Mentoring	16
IV.	Classroom Policies & Procedures.....	17
	Class Roster	17
	Add/Drop	17
	Attendance Verification Roster (AVR) and Mid-Term Certification Roster	17
	Grades	17
	Class Meeting Time Expectations	19
	Final Exams.....	19
	Campus Closures.....	19
	Student Disability Accommodations.....	20
	Student Behavior and Code of Conduct	21
V.	Pedagogical Expectations.....	22
	Syllabus Preparation	22
	Office Hours	23
	Student Attendance	23
VI.	Performance Expectations	23
	Use of Equipment & Facilities.....	23
	Printing and Mail Service	24
	Email.....	24

	Technical Support	24
	Confidentiality of Student Records.....	24
	Faculty Attendance	25
	Emergency Procedures	25
VII.	Faculty Development Resources and Opportunities	26
	Innovation Center Teaching and Learning B-2332.....	26
	Student Feedback	26
	Classroom Observation	26
	Professional Development.....	26
VIII.	Benefits Available.....	26
IX.	Tuition Waivers	27
X.	Guide to Campus Resource Organizations	27
	Disability Services.....	27
	Custodial	27
	Classroom Technology	27
	Library	27
	Testing.....	28
	Tutoring.....	28
	Career Center	28
	Academic Advisors/Counselors	28
	Talkspace.....	28
	Public Transportation.....	28
	The Kish Store	29
	TRIO Student Support services	29
XI.	Appendix A – Feedback Surveys	30
XII.	Appendix B – Sample Adjunct Classroom Observation Form	34
XIII.	Appendix C – Sample Online Observation Form.....	36-51
XIV.	Appendix D - Adjunct Offices and Storage.....	52
XV.	Appendix E - Brightspace/D2L Information Links	53-54

Introduction

The Adjunct Faculty Handbook is published to give current, new and prospective adjunct faculty a convenient guide to useful information about the College and its policies, the use of various services, and staff duties and responsibilities. It is, however, only a guide. The official policies and procedures of the College and applicable collective bargaining agreements will govern the topics addressed. Adjunct faculty are represented by the Kishwaukee College Adjunct Education Association (KCAEA). The collective bargaining agreement can be found at this link:

<https://kishwaukeecollege.sharepoint.com/sites/KishHRNew/SitePages/Employee%20Resources.aspx>

Information about KCAEA can be found on the website at: <https://kcaea.weebly.com/>

The information in this handbook has deliberately been presented in an informal manner and is only a summary. Separate policies, contracts and documents describe processes summarized only briefly here. The actual provisions of each policy or contract will govern if there is any inconsistency between this summary and the college's formal plans or contracts.

The handbook supersedes any prior Adjunct Faculty Handbooks and/or Procedures Manuals and does not create an expressed or implied contract or guaranteed employment for any term. Employment with Kishwaukee College is at will, and nothing in this manual is intended or should be construed as altering this employment at will relationship.

The information contained in this handbook is subject to change as a result of action by Federal and/or State governments, the Trustees of the College and the Administration of Kishwaukee College. Additional information is available at the Kishwaukee College website at www.kish.edu. The College reserves the right to make changes in any policy and procedure without prior notice to personnel and to take all actions necessary to effectuate the mission of Kishwaukee College. Should changes occur in the laws of the United States or the State of Illinois, or, policies, and contracts, those laws, or policies and contracts will control. Such changes take precedence over handbook statements.

While reasonable effort is made to publicize such changes, it is the responsibility of the employee to verify the current policy or procedure. Periodic revisions and updates will be issued as needed. Any oral or written statements made by supervisors are not binding upon the College unless they have been approved in writing by the Associate Vice President of Human Resources or College President. For questions about the content of this publication, please contact Human Resources.

Additional information on important links and resources for some of the most frequently requested information for adjunct faculty can be found on the adjunct faculty website at: www.kish.edu/about/leadership/administration/instruction/adjunct-faculty.php

I. Institutional Information

Strategic Plan

Kishwaukee College improves lives by providing equitable, student-centered education. Institutional resources, including funding and staffing are allocated according to the Goals of the College's Strategic Plan. Current planning goals can be found at <https://kish.edu/about/leadership/president/goals.php>

Mission

Kishwaukee College improves lives by providing equitable, student-centered education.

Vision

Kishwaukee College will provide accessible and innovative education by responding and adapting to changing student and community needs.

Purpose

Kishwaukee College: Helping you create the life you want.

Civility Statement

Kishwaukee College embraces an environment, which is conducive to learning and fosters a culture of mutual respect.

Equity Statement

Kishwaukee College is committed to a culture of diversity, equity, inclusion and belonging, focused on respect and fairness, in all aspects of the College experience.

Values

Collaborative

Build positive and trusting relationships through partnership and teamwork.

Equity

Support and embrace a diverse campus community.

Future Focused

Respond and adapt to changing needs through innovation and flexibility.

Quality

Provide an accessible education with a focus on excellence and continuous improvement.

Supportive

Foster an empathetic, civil, and encouraging College environment.

Academic Calendar & Important Student Deadlines

Please familiarize yourself with the registration dates, tuition due dates and refund dates on the College's Important Dates & Deadlines webpage

<https://kish.edu/academics/resources/dates-deadlines.php> The Academic Calendar can also be found on this webpage and includes the semester start dates, end dates, and college closure dates adopted by the Board of Trustees.

Organizational Chart

Please familiarize yourself with the College leadership. Kishwaukee College organizational charts can be found on the Kishwaukee College website at

<https://kish.edu/about/leadership/president/documents.php>

Instructional Division Contact Information

Instruction is led by the Interim Vice President of Instruction and the Vice President of Strategy and Chief Academic Officer (CAO).

Title	Name	Email	Ext.	Office
Interim Vice President of Instruction	Dr. Jessica Berek	jberek@kish.edu	9408	B1307
Operations & Tech Support Coordinator	Tanisha Jones-Robinson	tjones-robinson@kish.edu	9452	B1301

Divisions reporting to the Interim Vice President of Instruction include the following:

Arts, Communication, & Social Sciences (ACSS)

Title	Name	Email	Ext.	Office
Dean	Jud Curry	jcurry2@kish.edu	9532	B1304
Associate Dean	Danielle Hardesty	dhardesty1@kish.edu	9482	B1303
Administrative Specialist I	Kailey Bednarek	kbednarek@kish.edu	9828	B1301

Academic Departments reporting up through the Dean in ACSS:

ANT	Anthropology	ENG	English/Reading	PHL	Philosophy
ART	Art	GEO	Geography	PLS	Political Science
COM	Communication	HIS	History	PSY	Psychology
ECE	Early Childhood Education	HUM	Humanities	SOC	Sociology
ECO	Economics	MOD	Modern Language (SPA) and Linguistics	THE	Theatre
EDU	Education	MUS	Music		

Functions reporting up through the Dean of ACSS:

Art Gallery Kamelian

Business and Technical Education Division (BTE)

Title	Name	Email	Ext.	Office
Dean	Jescelynn Gibbons	jgibbons2@kish.edu	9840	B1309
Associate Dean	Kristine Adzovic	kadzovic@kish.edu	9689	B1311
Administrative Specialist I	Katie Macias	cmacias1@kish.edu	9453	B1301
Truck Driver Training Coordinator	Tricia Troyer	ttroyer@kish.edu	9547	B1310
Greenhouse Grounds Specialist	Kim Rotella	krotella@kish.edu	9597	G102

Academic Departments reporting up through the Dean in BTE:

ACC	Accounting	ELE	Electronics Technology
AGR/AGT	Agriculture/ Agriculture Transfer	HOR	Horticulture
AMT	Automotive Technology	HOS	Culinary/Hospitality
BUS/MM	Business/ Marketing/ Management	MT	Manufacturing
CAD	Computer-Aided Design	OS	Office Systems
CIS	Computer Information Systems	WT	Welding Technology
CRJ	Criminal Justice	TRK	Truck Driver Training
DPT	Diesel Power Technology		

Functions reporting up through the Dean of BTE:

Caukin Greenhouse Skills USA

Health Sciences Division (HS)

Title	Name	Email	Ext.	Office
Interim Dean of Health Sciences and Director of Nursing	Angela Delmont	adelmont@kish.edu	9686	B1223
Associate Dean	VACANT	N/A	N/A	N/A
Interim Director, Health Sciences Operations	Melissa Gallagher	mgallagher1@kish.edu	9466	B1237
Administrative Specialist I	Cynthia Karasewski	ckarasewski@kish.edu	9307	B1222
Coordinator of Allied Health Programs	Leslie Ciaccio	lciccio@kish.edu	9363	B1241
Simulation & Clinical Coordinator	Amanda Ortiz	aortiz1@kish.edu	1707	B1212
Lab Skills & Retention Specialist	VACANT	N/A	9464	B1220

Academic Departments reporting up through the Dean in Health Sciences:

NUR/BN	Nursing/Basic Nursing Assistant	HLT/PE	Health /Physical Education
EMS	Emergency Medical Services	MA	Medical Assistant
EST	Esthetics	RA	Radiologic Technology
HIT	Health Information Technology	TPM	Therapeutic Massage

Functions reporting up through the Dean of Health Sciences:
Short-Term Training

Math and Science Division (MS)

Title	Name	Email	Ext.	Office
Dean	Jud Curry	jcurry2@kish.edu	9532	B1304
Associate Dean	Danielle Hardesty	dhardesty1@kish.edu	9482	B1303
Administrative Specialist I	Kailey Bednarek	kbednarek@kish.edu	9828	B1301

Academic Departments reporting up through the Dean in MS:

BIO	Biology	MS	Military Science
CHE	Chemistry	PHS	Physical Science
EGR	Engineering	PHY	Physics
MAT	Mathematics/Technical Math		

Functions reporting up through the Dean of MS: Engineering, Math, and Science Academy (EMSA)

Divisions reporting to the Vice President of Strategy and Chief Academic Officer (CAO) include the following:

Title	Name	Email	Ext.	Office
Vice President of Strategy and Chief Academic Officer (CAO)	Dr. Barbara Leach	bleach1@kish.edu	9666	C2166
Executive Assistant, Academics & Strategy	Kim Jordal	kjordal@kish.edu	9364	C2160

Academic Effectiveness

Title	Name	Email	Ext.	Office
Dean of Academic Effectiveness	Anne-Marie Green	agreen3@kish.edu	9443	B2333
Administrative Specialist I	Tricia Hernandez	thernandez@kish.edu	9441	B2332
Associate Dean	Dr. Steve Arves	sarves@kish.edu	9540	B2336
Director of Curriculum & Program Development	Dr. Terry Lyn Funston	tfunston@kish.edu	9338	B2331
Innovation Center for Teaching & Learning - Instructional Designer	Tim Lockman	tlockman@kish.edu	9543	B2326
Innovation Center for Teaching & Learning – Instructional Technologist	Mary Smith	msmith22@kish.edu	9782	B2330
Teaching Chair: Assessment	Will Michels	wmichels@kish.edu	9802	A2247

Academic Departments reporting up through the Dean of Academic Effectiveness:

CSD Career/Student Development

Functions reporting up through the Dean of Academic Effectiveness:

Accreditation Assessment Teaching & Learning Innovation Center

Functions reporting up through the Director of Curriculum & Program Development:

ICCB and HLC program management Articulation and Transfer Agreements

Academic Support Services

Title	Name	Email	Ext.	Office
Dean of Academic Support Services	Dr. Jessica Santillan-Reyes	jsantillan@kish.edu	9683	B2335
Director of Adult Education and Transitions	Patti Wragg	pwragg@kish.edu	9386	A1230
Director of Library Services	Frances Whaley	fwhaley@kish.edu	9499	A1113
Instruction Librarian	Carol Wubben	cwubben@kish.edu	9544	A1112
Testing Services Coordinator	Kelly Haas	khaas@kish.edu	9366	C1222
Tutoring Manager	Jennifer Garber	jgarber1@kish.edu	9573	A1105
Teaching Chair: Academic Success Coach	Bonnie Miller-O'Dell	bmiller-odell@kish.edu	9394	A2204

Functions reporting up through the Dean of Academic Support Services:

Adult Education Library Testing Tutoring Services

Foundations and Grants

Title	Name	Email	Ext.	Office
Director of Development	Courtney Walz	cwalz@kish.edu	9790	C2156
Assistant to the Director of Development	Blanca Flores	bflores@kish.edu	9739	C2150
Foundation Program Manager	Sara Nickels	snickels@kish.edu	9803	C2155
Director of Grants	Brett Williams	bwilliams10@kish.edu	9636	C2154
Foundation & Grants Assistant	Linda Linden	llinden@kish.edu	9373	C2150

II. Institutional Standards & Policies

(Subject to change by vote of the Board of Trustees. Check website for current versions.)

<https://kish.edu/about/leadership/board/policy-manual/chapter-2.php>

Academic Freedom

Kishwaukee College regards freedom in the discussion of facts as necessary to meaningful education. However, when speaking as citizens, it should be remembered that an instructor's special position in the community imposes the special obligations of accuracy, restraint, and respect. Academic Freedom and professional standards are governed by the *KCAEA Contract, Section 4.1*.

FERPA

The Family Educational Rights and Privacy Act stipulates how our institution should store, disclose and dispose of student records. Please remember to protect students' privacy when handling assignments and rosters. Do not post grades in a public forum (doors, windows, etc.) Do not disclose academic information to parties other than the student registered for the course. Please channel all e-mail transactions with students through their official Kishwaukee College e-mail address, or through the password protected Brightspace/D2L (Desire2Learn) e-mail. For more information on FERPA please read https://www.ed.gov/search?search_api_fulltext=ferpa

Non-Discrimination

Board of Trustees Policy Manual, Section 4.10 Equal Employment Opportunity

<https://kish.edu/about/leadership/board/policy-manual/pdfs/ch4/4.10.pdf>

It is the policy of Kishwaukee College not to tolerate harassment in any form or to discriminate on the basis of race, color, ancestry, sex, gender identity and gender expression, sexual orientation, religion, national origin, age, marital status, pregnancy, reproductive health decisions, physical or mental handicap or disability (if otherwise able to perform the essential functions of the job with reasonable accommodation), order of protection status, military status, unfavorable discharge from military service, or any other legally protected category. Inquiries regarding compliance may be directed to the Executive Director of Human Resources at Kishwaukee College.

Harassment Prohibited

Board of Trustees Policy Manual, Section 2.13.14 Harassment/Discrimination

Harassment or discrimination based on race, color, ancestry, sex, gender identity and gender expression, sexual orientation, religion, national origin, age, disability, marital status, pregnancy, reproductive health decisions, family responsibilities, order of protection status, military status, unfavorable discharge from military service or any other legally protected category is strictly prohibited. Retaliation against individuals who bring complaints or provide information about prohibited harassment or discrimination is also prohibited. Appropriate preventative measures shall be used within the College to promote respect for the rights of co-workers and students.

Engaging in prohibited harassment or discrimination or retaliating against anyone for bringing a complaint or providing information about prohibited harassment or discrimination, may result in discipline. These policies apply to College personnel, as well as anyone who does business with the College (contractors, vendors, customers, etc.). All harassment and discrimination complaints relating to College employees, regardless of where reported or from whom, shall be taken seriously and assessed by the Office of Human Resources; if the Office of Human Resources is involved in the complaint, it should be reported to and assessed by the President. Sexual harassment, discrimination and misconduct complaints involving students shall be reported to the College's Title IX Coordinators (Vice President of Student Services and Executive Director of Human Resources). More information regarding the College's Title IX Process and Procedures can be found at <https://kish.edu/about/college-information/title-ix.php>.

Sexual Harassment Prohibited

Board of Trustees Policy Manual, Section 2.13.14.01 Prohibiting Sex-Based Misconduct Policy

<https://kish.edu/about/leadership/board/policy-manual/pdfs/ch2/2.13.14.01.pdf>

It is the policy of Kishwaukee College, in keeping with efforts to establish an environment in which the dignity and worth of all members of the College community are respected, that sexual harassment of employees at Kishwaukee College is unacceptable conduct and will not be tolerated. Disciplinary consequences for such conduct may include, but are not limited to, suspension or dismissal. Sexual harassment of employees at Kishwaukee College is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual nature, when:

- Submission to such conduct is made whether explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting that individual;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Copyright

Board of Trustees Policy Manual, Section 4.04 Copyright Policy

<https://kish.edu/about/leadership/board/policy-manual/pdfs/ch4/4.04.pdf>

No student or employee of Kishwaukee College may reproduce, exhibit, or engage in public performances of copyrighted works in print, video, or digital form in violation of the law.

Copyrighted works include, but are not limited to, printed articles from publications, audio and video recordings, television and radio broadcasts, photographs, software programs, database and web pages.

No student or employee of Kishwaukee College may reproduce, exhibit, or engage in public performances of copyrighted works in print, video, or digital form in violation of the law.

Illegal copies or illegal sharing of copyrighted printed materials, software, movies, or music may not be made or used on equipment owned by the College.

Employees who willfully disregard this policy do so at their own risk and assume all liability for their actions up to and including termination. Not all academic uses of copyrighted material are considered Fair Use. For more information, please visit the Copyright Guidelines for Faculty <https://guides.kish.edu/c.php?g=1171374&p=8559679>.

Whistleblower Policy

Board of Trustees Policy Manual, Section 2.13.33 Whistleblower Policy

<https://kish.edu/about/leadership/board/policy-manual/pdfs/ch2/2.13.33.pdf>

Kishwaukee College is committed to maintaining the highest standards of conduct and ethics. This Whistleblower Policy reflects the practices and principles of behavior that support this commitment. The College will investigate fraudulent or dishonest use of college property or resources according to established procedure. The College expects every employee, volunteer, and trustee to read and understand the Policy and its application to the performance of his or her responsibilities.

Intellectual Property

Intellectual property rights pertain to materials that can be trademarked, copyrighted, patented, as well as those created for instructional, artistic, or scholarly pursuits.

Intellectual materials created by an adjunct faculty member on his/her own time using his/her own resources shall be the property of the adjunct faculty member alone.

Intellectual materials created by an adjunct faculty member using substantial College resources shall be the property of the College. Substantial College resources are direct costs to the College that include additional secretarial or technical support, or the use of specialized equipment. This process is governed by the *KCAEA Contract, Section 3.5*

Acceptable Use of Technology

Board of Trustees Policy Manual, Section 4.17 Use of Information Technology, Facilities & Resources

<https://kish.edu/about/leadership/board/policy-manual/pdfs/2025-2026/chapter-4/20250813%20-%204.17%20IT-Facilities-Resources.pdf>

All employees are expected to abide by the terms of the Acceptable Use Policy for campus technology.

Prohibition on Adjunct Faculty Private Tutoring

Board of Trustees Policy Manual, Section 2.06.04 Adjunct Faculty Tutoring

<https://kish.edu/about/leadership/board/policy-manual/pdfs/ch2/2.06.04.pdf>

Adjunct faculty may not accept private remuneration from students currently enrolled in their classes for tutoring. Private tutoring for which adjunct faculty receive a fee is not permitted on campus; College equipment may not be used for such private tutoring. Students not enrolled in an adjunct faculty member's class, for which an adjunct faculty

member receives a fee for tutoring, are not permitted to be tutored on campus.

Conduct and Appearance

Board of Trustees Policy Manual, Section 2.13.05 Conduct and Appearance

<https://kish.edu/about/leadership/board/policy-manual/pdfs/ch2/2.13.05.pdf>

The reputation of Kishwaukee College in the district is reflected by one's attitude toward students, staff and visitors with whom one comes in daily contact. Personal conduct should be in keeping with the highest standards and ideals with which Kishwaukee College is operated. Regardless of the position, it is important to remember that good manners, appropriate dress, and a willing, cooperative attitude are an important part of the job.

An individual's appearance on the job reflects the image of Kishwaukee College. Employees are expected to be neat and well-groomed at all times on the job. Inappropriate or unclean clothing detracts from the College's image and cannot be allowed. Employees should dress in a manner appropriate to their position or job category.

Travel Policies

There are funds budgeted for professional development. Please reach out to your division dean or associate dean for more information.

Campus Vehicle Use

Faculty needing to use a campus vehicle prior to a trip, complete the Vehicle Request Form located on *myKish* Facilities Requests card and send to Magnolia Jones at mjones14@kish.edu. Only drivers approved by the College will be allowed to operate a college vehicle. An approved list of authorized drivers is maintained by the Business Office.

Note: If you are traveling with students, a passenger list must be completed.

III. Employment Basics

Campus Map

Kishwaukee College maintains several campus maps including district map, campus map, hallway map, and interactive tour map to help you familiarize yourself with campus.

<https://kish.edu/about/college-information/contact/maps.php>

Getting Started

Before beginning your teaching assignment at Kishwaukee College please complete the following steps. Review any outstanding questions with your Mentor. Some of these items or steps may have been part of your hiring process:

- Submit all required paperwork to Human Resources. Once HR has you entered in the system, you will be assigned an employee identification number (Kish ID

number). This ID number is required before keys, swipe cards, Photo IDs or other college resources can be requested or accessed.

- Use your KishID number and last name to set-up a password to access the *myKish* portal at <https://kish.edu/mykish/index.php>
- *myKish* gives you access to a wide variety of information and services through a single web interface. *myKish* is your source for college events and announcements, and your starting point for access to online tools such as email, Brightspace/D2L, and other college tools.
- Obtain your Kishwaukee College Photo ID in Student Services C2100. Please bring your Kish ID number and another photo ID and staff will create your ID/Swipe card.
- Parking is open for all lots.
- The college uses Concourse Syllabus Management software. Your syllabus template is found through the D2L shell.
- Your college mailbox is located in room C1262 for ACSS/MS/BTE and B1225 for HS.
- BTE Adjuncts: If you do not have a Bachelor's degree please work with your Dean as they complete a tested experience form for your personnel file.
- Work with the Office of Instruction to assure you have the keys or swipe access you need for your work supplies, office space, and access to mailroom.
- Work with your Dean or Associate Dean to assure you have access to the shared drives and any accounts you need to order copies or purchase supplies needed within your department. Make sure you know how to use the copy machine and have a copy code.
- Work with your Dean or Associate Dean, to become oriented to your classroom, media resources within the classroom and classroom safety guidelines. A more detailed orientation can be arranged with Media Services.
- The college will make a laptop available for loan to adjunct faculty during the semester in which the adjunct faculty member is teaching. Please contact the IT department at helpdesk@kish.edu to learn more.

[Roles and Responsibilities of Adjunct Faculty](#)

Instruction that facilitates learning is the primary function of the College. All operations of the institution exist to facilitate this goal. This process is governed by the *KCAEA Contract, Section 4.2*.

[Compensation & Payroll information](#)

Compensation for classroom teaching, substitute pay, new course development and other assignments are governed by the *KCAEA Contract, Section 11.1-11.15*.

Pay Periods

Per Section 11.10, Adjunct Faculty members will be paid on the fifteenth (15th) and the last working day of each calendar month, except in the month of December, during which salaries shall be paid on the fifteenth (15th) and the last day of the semester. If such regular payday falls on a paid holiday or weekend, the paycheck shall be issued on the preceding workday. The first paycheck for the Fall semester courses beginning no later than September 4th will be on September 15th. The first paycheck for Spring semester courses beginning no later than January 20th will be on January 31st.

Supervision & Performance Review Procedure

To ensure quality and provide feedback the Dean or their designee may observe any adjunct faculty member's class and student feedback may be sought. This process is governed by the *KCAEA Contract, Section 9.1-9.4*.

To safeguard the quality of instruction, the College may intervene with an adjunct faculty member in order to correct deficiencies in teaching, subject matter currency, or fulfillment of instructional role and responsibilities. This process is governed by the *KCAEA Contract, Section 9.4*.

If misconduct is suspected, the employee shall have the opportunity prior to discipline to have a conference with the College. Should discipline become required, the adjunct faculty shall be apprised in writing of the reason(s) for discipline and a copy of the disciplinary notice will be placed in the adjunct employee's personnel file. This process is governed by the *KCAEA Contract, Section 8.1 and 8.2*.

Paid Time Off

Paid time off is available to those who qualify. See *KCAEA Contract, Section 5.1 and 5.2*. If absent, your available leave bank will be reduced according to the contract. If paid leave is exhausted, pay may be reduced.

Job Continuity and Assignments

Board of Trustees Policy Manual, Section 2.06.01 Adjunct Faculty Assignment
<https://kish.edu/about/leadership/board/policy-manual/pdfs/ch2/2.06.01.pdf>

Employees covered by a collective bargaining agreement will have this policy administered consistent with their respective agreement. This process is governed by the *KCAEA Contract, Section 10.1 and 10.2*.

Mentoring

Based on availability, the College will assign an appropriate mentor for an adjunct upon request of the adjunct.

IV. Classroom Policies & Procedures

Class Roster

It is important to check your class roster(s) not only on the first day of class, but periodically during the first 2-3 weeks of class. If a student does not appear on the roster, the student **MUST** go to Student Services to resolve the situation. Students may attend class **ONLY** if they are on the roster. Student registration issues must be solved early in the semester for the benefit of the student and the college.

Add/Drop

Prior to the First Day of Class - Students may add or drop classes from their schedule in person, by fax, by mail or through the *myKish* interface.

After the First Day of Class - Instructor Signature Required

The decision to add students to your class lies with you. Please discuss with the student the consequences of what they have already missed and be certain that the student can still be successful.

The last day to register will be 5 business days after the 1st day of the class.

Student should:

- Complete the Add/Drop form (ID, date, term name, course, signature)
- Contact instructor in person or through Kishwaukee College student email to request permissions to be added to course. *The instructor is **NOT** required to allow late enrollment or override seat count.*
- If permission is granted, attach email from instructor granting permission or if in person have instructor sign Registration form.
- **Dated signature/email is valid for three business days.**
- Email instructor permission to onestop@kish.edu or take completed form with authorizations to Student Services (C-2100).

Students must either pay in full, sign up for payment plan, or complete financial aid file.

Administrative Withdrawal - Kishwaukee College reserves the right to administratively withdraw those students who are not actively pursuing course objectives as established by their instructors, or who are in violation of standards of behavior as outlined in Kishwaukee College's Code of Student Conduct and Discipline, or have not paid monies owed to the College. **See the College Catalog for the Code of Student Conduct and Discipline.** <https://www.kish.edu/student-life-student-online-handbook/student-code-conduct>

Attendance Verification Roster (AVR) and Mid-Term Certification Roster

Instructors must verify attendance of students on their rosters in myKish Self Service, typically during the second week of classes and at mid-term. You will receive a Kishwaukee College e-mail with instructions at the appropriate times. The verification of

student attendance is essential for a number of State and Federal reports that have a direct impact on student financial aid availability, state apportionment to the college, and performance measures by which we, and the Illinois Community College Board, gauge our institutional effectiveness. You must complete these requests by the deadline to keep the college in compliance.

Grades

Kishwaukee College does not post midterm grades.

Kishwaukee College gives only grades of “A, B, C, D, F or I” at the end of the semester. Final grades are posted in myKish Self Service.

Final Grades

- Instructors must input their final class grades through their myKish Self Service account by the assigned deadline. Deadlines for grade submission are posted on myKish on the Academic Calendar page.
<https://kish.edu/academics/resources/dates-deadlines.php>
- Instructors must also submit to the Division Office grade documentation that justifies the grades given in the course. Documentation is due to the Division Office upon entry of the final grade. Be sure to include your name, course number/section and the semester with your submission.

Incomplete Grade Procedures

All course requirements must be completed by the end date for the course. If there are extenuating circumstances which merit granting a student more time to finish course requirements, an incomplete grade (“I”) may be given. To receive an incomplete, an Incomplete Grade Contract Form found on myKish, frequently used forms under Faculty/Instructor Specific Forms must be completed by the instructor. Student’s signature on form or email stating student is agreeing to incomplete must be included to process, then approved by the Dean. If the requirements are not completed by the specified date according to the grade contract, the “I” will revert to an “F.”

The completed form must be presented to the instructor prior to the instructor’s submission of final course grades. The College is not obligated to approve the awarding of an incomplete grade. If the Incomplete Grade Contract Form is approved, the actual deadline for finishing incomplete course requirements will be determined by the instructor. However, an “I” grade must be removed by the date specified on the incomplete grade contract, but no later than the end of the following semester. Incomplete Grade Contract forms are available from the Division Office.

Change of Grade Policy

Students’ grades are considered final when recorded by Student Services. A grade cannot be changed after recording, unless it is an “I” or a grade which resulted from an error in computation or recording. Students in disagreement with their final

grade should consult their instructor.

Grade Discrepancy Resolution (Grade Appeal Policy)

Kishwaukee College has both informal and formal procedures to guide grade disputes. Please see the Grading section of the college catalog (Grade Discrepancy Resolution) for a complete outline of these procedures, <http://catalog.kish.edu/> It is best practice to save the students' tests and papers that were not returned for at least 45 days in the event of a grade dispute.

Class Meeting Time Expectations

According to the Illinois Community College Board (ICCB), one semester credit hour is defined as 50-60 minutes of classroom or direct faculty instruction. This means that a standard 3-credit course should include at least 150 minutes of instructional time each week. Releasing students early or consistently shortening class sessions can result in the college falling out of compliance with state regulations. Faculty are expected to use the full scheduled class time to ensure alignment with ICCB standards and to maintain the integrity of our academic programs.

In the interest of safety and security, instructors are expected to be in the classroom while students are present.

Final Exams

Unless otherwise determined by the department, the use of the final exam period is at the discretion of the instructor. If a final exam is given, it must be administered according to the schedule published on the College's website. Do not deviate from this schedule without prior approval from the Vice President of Instruction. Final exam periods are longer than normal class meeting times and occur on different days than the course schedule. Deviation from the final exam schedule creates conflicts for students and the room schedule.

Link to final exam schedule:

<https://kish.edu/academics/resources/dates-deadlines.php>

Campus Closures

Class cancellation due to campus closure will be announced through social media, the Kish website, and through the RAVE alert system. This system will automatically send notice to all active Kish emails. Be sure cell phone information is up to date in the Kish system, in order to guarantee that you will receive text message alerts. Please go to the following link to confirm contact information: <https://www.kish.edu/student-life-student-online-handbook/mass-notification-system>.

The College has appointed specific Administrators to monitor severe weather and make closure decisions as necessary for both day and evening hours of operations. If severe weather or tornado watch is issued, these administrators will monitor the threat. If a tornado warning is issued for the Kishwaukee College vicinity and a shelter in place is

required, communication will take place via the building's PA system along with a RAVE Alert. Remain in the shelter areas until you hear another announcement over the PA system that the severe weather warning has been lifted. A RAVE alert will follow stating that the warning has been lifted.

Student Disability Accommodations

Kishwaukee College complies with applicable laws by providing reasonable accommodations to qualified individuals with disabilities.

The following process is in place at Kishwaukee College for instructors to know if they have a student who is eligible to receive accommodations:

1. It is the student's responsibility to self-identify and provide documentation of their disability to the Disability Services (DS) office.
2. The DS staff and student then work to determine reasonable accommodations. It may be necessary to contact the instructor to talk about course layout, types of exams, etc. before needed accommodations can be determined.
3. The DS staff and student then work to determine reasonable accommodations. It may be necessary to contact the instructor to talk about course layout, types of exams, etc. before needed accommodations can be determined.
4. The instructor is asked to provide the authorized accommodations if the accommodations do not alter the fundamental nature of the course or program. Questions or concerns about any accommodations should be directed to the DS office.
5. Students are asked to reach out to the instructor to begin any needed discussion about how accommodations will be provided and which accommodations the student will be using in each class.
6. The student, Instructor, and DS staff continue working together throughout the semester to help make the logistics of providing accommodations a smooth process.

Instructors in Illinois colleges have specific responsibilities when it comes to providing accommodation for students with disabilities. These responsibilities are guided by federal laws like the Americans with Disabilities Act (ADA), the Title II Web Accessibility rules, and Section 504 of the Rehabilitation Act, as well as state-level policies. Here's a summary of key expectations:

1. Respond Only to Official Notifications
Instructors are not legally obligated to provide accommodation unless they have received official notification from the institution's disability services office. If a student requests accommodation without documentation, the instructor should refer them to Disability Services.

2. Maintain Confidentiality

Instructors must treat all disability-related information as confidential. Discussions about accommodation should be private and respectful of the student's privacy. There may be occasions where the instructor has received official notification, but the student has not yet reached out. While students are supposed to approach the instructor, many students are experiencing this process for the first time and are tentative

3. Implement Approved Accommodations in a Timely Manner

Once notified, instructors are required to implement the accommodation as outlined in the student's Letter of Accommodation (LOA). These may include:

- Test taking accommodations: extended time, reader, alternate test format, private room for testing, use of word processor, scribe
- note taking accommodations: volunteer note-taker, use of laptop to take notes in class, tape recording class, hard copies of notes/PowerPoints
- assignment accommodations: computer with spell check for written assignments, deadline extensions, use of calculator, large print/braille
- other accommodations: books on tape, adaptive technology, allowance of classroom assistant for personal care, sign language interpreters/CART, use of assistive listening devices, closed captioning, large print/braille, attendance adjustment due to impact of condition.

Course materials and information must be made available in accessible formats (e.g., Braille, captioned video, enlarged print) at the same time they are provided for other students. This timing concern can be fulfilled by using the College's accessibility platform Ally, which automatically creates alternate formats for content in Brightspace D2L.

4. Collaborate with Disability Services

Early collaboration with Disability Services to identify materials or situations that may require additional Disability Services support is advised. Continued communication and collaboration supports the logistics to ensure the law is met and the student has the accommodations they need in a timely manner and can succeed.

Student Behavior and Code of Conduct

If you need immediate help due to violent acts, erratic/bizarre/inappropriate behavior occurring "right now", call "911" or dial extension 9529 for the on campus Dekalb County Sheriff's Office.

Students at Kishwaukee College are expected to demonstrate the College values of Integrity, Honesty, and Respect. These values are important to the learning environment and should guide the conduct of everyone in the College community, in and out of the classroom setting.

Faculty who encounter disrespectful student behavior or disruptive conduct may take the following intermediate steps before or in lieu of initiating a conduct complaint.

1. Ask the student to leave the class during the period in which unacceptable behavior is exhibited and contact your Dean via e-mail with the particulars.
2. Ask the student to see you after class at a time agreed upon by both of you to discuss classroom decorum.
3. If the student fails to appear for the appointment or if behavior is not improved, contact the student's Academic Advisor, or ask the Director of Student Success to meet with the student. You may request to be present at this meeting.
4. Use the College's [Student of Concern Form](#) to report your observation or concern for a student exhibiting academic difficulty, excessive absences from class, financial issues, injury/illness, personal wellness, unusual behavior or other issues requiring attention. Kishwaukee College is committed to maintaining a safe campus environment for all members of the college community. The College will respond to reports of students displaying signs of behavioral or emotional distress.

Please use the Student of Concern form to report all instances of:

- Violent acts (threats, assaults, etc.)
- Erratic/bizarre/inappropriate behavior
- Disturbing writings or drawings
- Observed behavioral changes over a period of time
- Thoughts or gestures of self-harm
- Drug or alcohol abuse.

In addition, the College's [Student Code of Conduct](#) prohibits certain behaviors and activities which interfere with the orderly operation of the College and the pursuit of its educational mission and vision. The college provides reporting tools for students, faculty and staff to submit an official report of violations of the code of conduct that took place on or off campus involving Kishwaukee students.

The [Academic Dishonesty Form](#) is used to report incidents of cheating, plagiarism or other academic misconduct as identified in the [Student Code of Conduct](#). Allegations of sexual Misconduct, harassment or other college policies can be reported through the [Sexual Misconduct, Title IX, Harassment Report](#)

For definitions and additional information view the [Prohibiting Sex-Based Misconduct](#) or the [Title IX page](#).

V. Pedagogical Expectations

Syllabus Preparation

Kishwaukee College utilizes Concourse Syllabus Management Software for syllabi. Faculty are required to complete a syllabus for each course each term prior to the first day of class. Concourse provides a template for the syllabus. Faculty should at minimum update the

following sections: section meeting information, faculty contact information, tentative course schedule, student grading/assessment/and evaluation, and course policies regarding class attendance, active pursuit, and make-up. Concourse syllabus information can be found on *myKish* VPI card. Students have access to view the Concourse Syllabus in the course D2L shell

Office Hours

Although not required, we encourage you to make yourself available before and/or after class to meet with students. You may be approached by students seeking advice on course material or career choices. Please engage students and share your relevant knowledge and expertise and refer student to available Kishwaukee College resources such as Advisors and Counselors and Faculty Advisors.

Student Attendance

Since the College is required to certify student attendance through mid-term in order to claim apportionment funding from the State, faculty members should maintain a record of student attendance in their official grade book. Faculty members may establish their own student attendance rules for the classes they teach. However, these attendance rules should be clearly stated in each course syllabus.

VI. Performance Expectations

Use of Equipment & Facilities

Office Space: The College provides shared office space and storage for adjunct employees. Please refer to the list in Appendix C for the office and storage locations. Adjunct faculty wishing to access these offices should contact Cindy Karasweski in room B1222 to receive access for the semester.

Phones: You must dial 8 to get an outside line; however, you may dial 911 without any prefix. Dialing 0 will connect you to the main menu of phone system. Listen to the prompts to connect to the appropriate area.

Classroom Usage: Classroom doors are typically set to be locked and closed. To gain access use your ID Swipe card. If you encounter a room that is locked and you need to gain access, please visit Office of Instruction at B1301 or dial 9700. When you leave the classroom, please close the classroom door for the next class instructor to swipe entry.

Equipment: Each adjunct employee shall have access to departmental copying, transparency, and Scantron equipment. Equipment is available in the faculty mailroom (C1262), the Health Education office (B1222) and the Office of Instruction (B1301).

Reporting problems with facilities: Any emergency facility problems should be reported to the Campus Operations Department Ext. 9380. Other facility issues such as bulb replacements or broken chairs can be reported to your Division Administrative Specialist to create a maintenance work order. IT equipment problems can be reported

to IT on the myKish Helpdesk form <http://helpdesk.kish.edu> or by calling ext. 9888.

Please help us keep our facilities clean and in good repair. Please return classroom furniture, whiteboards etc. to their original state after your class finishes each day. Be sure to turn off media equipment before you leave the room. Please do not move any items to another classroom.

Printing and Mail Service

Online Printing Services through PaperCut - Use the printing account number provided by your division office or mentor to place your copy center work order. From your myKish Employee Resources card click on Printing and Mail Services Workorder Requests. The digital request is the preferred method.

Paper requests can be made by filling out the paper form found in your division mailroom on the shelf and submitting it in a blue folder.

Walkup service is available and is handled on a case-by-case, first-come first-serve basis at Printing Services inside the Kish Store.

All complete copies will be delivered through intercampus mail delivery at regularly scheduled times throughout the day or can be picked up at Printing Services inside the Kish Store.

E-mail

To ensure FERPA compliance, Kishwaukee College e-mail accounts must be used whenever communicating with students or any of the College's offices. You can access your Kishwaukee e-mail account through *myKish*. Only accept and correspond with students through their Kishwaukee College student e-mail account.

Technical Support

To reach the help desk for technical support with campus computers or classroom technology, pick up any campus phone and dial ext. 9888 or submit a help desk ticket <https://kish.edu/student-services/additional-services/technology-assistance.php>

Confidentiality of Student Records

Student records are to be kept confidential. To ensure FERPA compliance, no enrollment, grade or attendance information can be given out to anyone (including, but not limited to parents, spouses, or children) without written permission from the student. Avoid sending emails with information that students can obtain through Brightspace/D2L or myKish. Do not post students' social security numbers, telephone numbers, addresses, etc. and shred any documents with students' personal information printed on them. See your Division Dean for the location of confidential paper disposal.

Faculty Attendance

If you will be absent, please follow the absence procedure outlined in *KCAEA Contract, Section 4.5*. The Office of Instruction must be notified at least one day before the class absence, except in cases of emergency. Faculty must notify the Office of instruction by email at officeofinstruction@kish.edu if they are sick or otherwise unable to teach class. A leave request form must be completed upon return to campus.

Faculty must obtain approval from the Office of Instruction before sending a substitute to teach a class.

Emergency Procedures

An emergency information guide is posted next to the telephone in each classroom. As classroom leader, you are expected to know how to lead your class in case of Fire, Tornado, General Evacuation or Shelter in Place emergency scenarios. Please read the instructions in the guide and review them with your students on the first day of class.

- In an emergency, **911** can be dialed from any phone. Yellow signs are posted in all rooms identifying room numbers and closest access doors. Please provide name and room number to dispatchers.
- Red emergency phones are also located in all campus wings for direct calling to 911.
- For non-emergency or to reach the on-campus Sheriff's Office dial extension 9529 from any college phone or 815-825-2086 then press "3".
- To receive an escort from anywhere on campus to your vehicle staff, students and visitors may dial extension 9529 from any college phone or 815-825-2086 then press "3" for the Sheriff's campus department. If there is a cadet available, they will escort you, if not the Sheriff's Department will escort you to your vehicle.

CADET CORPS (Dial 9431)

Under supervision of the Director of Campus Safety and Security, Cadets perform a variety of duties to assist the college in meeting its goal of providing a safe learning environment. The Cadet Corps Program features a variety of ***non-hazardous support duties*** that provide service to the college community including, but not limited to, the following:

- Responding to various calls for assistance of a non-criminal nature.
- Assisting on medical aid calls.
- Providing security and crowd control for sporting or special events.
- Controlling the flow of traffic before, during, and after special events.
- Providing direct services such as battery jumps, escorts to vehicles at night, message deliveries
- Unlocking and locking doors
- Reporting potential safety hazards.
- Patrolling campus by vehicle or on foot.
- Assisting the DeKalb County Sheriff's department with parking enforcement.

- Other duties or related tasks as assigned.

TIMELY NOTIFICATION/SPECIAL ALERTS

If circumstances warrant, special alerts are distributed throughout campus to students, staff and visitors through various means which may include the college website, the campus Public Address System, Fire Alarm System or through campus phones, text alerts, Facebook, Twitter, the outgoing message on the college main phone line and local radio stations.

VII. Faculty Development Resources and Opportunities

Innovation Center for Teaching and Learning B-2332

The Innovation Center for Teaching & Learning is a place for faculty to gather for professional development and collegiality. For more information visit

<https://guides.kish.edu/ictl>

Student Feedback

Student feedbacks will be conducted in all classes every semester. These surveys are intended to give important information to the instructor and Dean. Students will receive notification and access in D2L to complete feedbacks. (See Appendix A)

Classroom Observation

To ensure quality and provide feedback, any faculty member's class may be observed at the discretion of the Dean or their designee. The Dean will schedule classroom observations periodically. (See Appendix B) as governed by the *KCAEA Contract, Section 9.1*

Professional Development

As outlined in the *KCAEA Contract Section 11.14*, professional development activities on topics directly related to the adjunct's teaching assignment may be eligible for reimbursement. Professional development activities must be specific to the adjunct employee's assignment at the college.

Pre-approval must be requested prior to incurring any expenses. Reimbursement of expenses incurred between the initial request to the Dean and receipt of final approval will be at the discretion of the Dean or his/her designee.

VIII. Benefits Available

Please review benefits located in the *Kishwaukee College Board of Trustees Policy Manual, Section 2.06.02*

Wellness Benefits Available:

- Free use of the Wellness Center: <https://kish.edu/student-life/health-wellness/fitness-wellness-center.php>
- HR SharePoint: <https://kishwaukeecollege.sharepoint.com/sites/KishHR>

IX. Tuition Waivers

Any adjunct faculty member is eligible for the Kishwaukee College tuition waiver benefit if they have taught at least three semesters at the College and are scheduled to teach a minimum of three credit hours per semester. The tuition waiver is also available for an adjunct faculty member's spouse and dependent children under age twenty-five (25). This process is governed by the *KCAEA Contract Section 11.11*.

X. Guide to Campus Resource Organizations

Disability Services

Disability Services is located in C-1210. Please contact them at ext. 2931; TTY dial 7-1-1 or e-mail them at ds@kish.edu.

For more information visit: <https://www.kish.edu/services/disability-services>

Custodial

Dial extension 9468 to reach the Custodial Supervisor. Provide the specified location what service is required.

Classroom Technology

The Information Technology division is a service area that provides access to technology and related services in a secure and reliable environment that empowers users to enhance lives and fulfill the dreams of Kishwaukee College Learners.

For information on how to use classroom technology:

<https://helpdesk.kish.edu/app/itdesk/ui/solutions>

To report malfunctioning classroom technology, please call the IT Help Desk at ext. 9888.

Information Technology supports and facilitates the application of media technology and non- print media resources to support and enhance teaching, learning, and administrative services, as well as other campus activities and events. They provide training in the College's learning management system, Brightspace/D2L, and also provide faculty, students, and staff with a variety of technological resources, equipment and services to the campus community. Classroom "clicker" response technology and laptops may be reserved for classroom lab use.

For more information visit: <https://kish.edu/student-services/additional-services/technology-assistance.php>

Library

One of your most valued items will be your college ID or Library Community Card. With your college ID you will gain access to the world's libraries and databases. Library Services will be your go-to source for research materials, books and publications. With over 45,000 print titles, 90,000 eBooks and 8,000 full text periodical titles available online, Library Services is a resource to be treasured.

For more information visit: <https://kish.edu/student-services/library/>.

For faculty, how can the library help you, visit:

<https://guides.kish.edu/c.php?q=1171374&p=8556766>

Testing

Testing Services provides secure and professional academic testing for Kishwaukee College students and community residents while adhering to all standards set forth by the "NCTA Professional Guidelines and Standards." Proctored testing is a service offered to faculty to support students who have been absent and need to make-up an exam or need accommodations. For more information visit:

<https://kish.edu/student-services/additional-services/testing-services/>

Tutoring

Tutoring Services provides individual and small group tutoring assistance for a variety of subjects. This service is available on a walk-in basis and is free to all Kishwaukee College students. One-on-one assistance in study skills is also available. Tutoring is available when classes are in session and schedules are available in the Tutoring Services Center. For more information visit:

<https://kish.edu/student-services/tutoring-services/index.php>

Career Center

The Career Center offers comprehensive services to students, alumni and community members looking for employment. For more information visit:

<https://kish.edu/student-services/career-services/>

Academic Advisors

Students are provided with assigned Academic Advisors to help them achieve goals and gain the most from the college experience. The Academic Advisors assist students with academic planning, transfer planning and career planning. For more information visit:

<https://kish.edu/student-services/advising/>

Talkspace

To prioritize the well-being of our students, Kishwaukee College provides online therapy through the digital mental health service Talkspace. Talkspace offers free, confidential therapy to all full-time and part-time Kish students. For more information visit: <https://kish.edu/student-life/health-wellness/personal-counseling.php>

Public Transportation

Kishwaukee College in cooperation with Voluntary Action Center of DeKalb (TransVac) and Rochelle-area transit (RMTD) provides limited bus transportation between the College and DeKalb and the College and Rochelle. For more information visit: <https://kish.edu/student-services/additional-services/public-transportation.php>

The Kish Store

The Kish Store is a full-service store offering required and optional textbooks for your classes, as well as a great variety of merchandise at competitive prices. Textbooks are included in the cost of tuition for students. Please refer any textbook questions to your division dean or associate dean.

TRIO Student Support services

Student Support Services (SSS) is a program that is federally funded through the United States Department of Education. Student Support Services is one of eight TRIO programs designed to promote academic success. Kishwaukee's Student Support Services program offers a variety of resources and services to help participants overcome barriers and have a successful college experience.

Appendix A – Feedback Survey

1. Student Feedback

I understand that my response will be anonymous and that my instructor as well as the dean will also be able to read my anonymous responses after the course has ended.

- 1.1 This class is ☐ Face to Face ☐ Hybrid ☐ Flex
☐ Online
- 1.2 The support from the instructor is:
☐ Helpful to my learning ☐ Neutral ☐ Not helpful to my learning
- 1.3 The instructor provided feedback that helped me improve my learning Lowest ☐ ☐ ☐ ☐ ☐ Highest
- 1.4 What type of feedback is most helpful? Check all that apply.
☐ Audio (recorded voice) ☐ Video (video and audio recorded) ☐ Written
☐ Verbal (in-person or Zoom F2F)
- 1.5 Which course materials did you find most helpful
☐ Textbooks ☐ Handouts ☐ Lectures
☐ Power Points ☐ Videos ☐ None
- 1.6 The assignment instructions were easy to understand: Lowest ☐ ☐ ☐ ☐ ☐ Highest
- 1.7 The instructor used real world examples to explain ideas: Lowest ☐ ☐ ☐ ☐ ☐ Highest
- 1.8 The opportunities for students to interact with each other in this class were:
☐ Helpful to my learning ☐ Neutral ☐ Not helpful to my learning
- 1.9 I understood how to contact my instructor: ☐ Yes ☐ No
- 1.10 I usually received a response to communication with my instructor within:
☐ 24 hours (not including weekends) ☐ 48 hours (not including weekends) ☐ 72 hours (not including weekends)
☐ More than 72 hours (not including weekends) ☐ NA: Did not attempt to communicate with my instructor outside of class
- 1.11 I understand how the information presented in the course relates to the learning outcomes for the course. Lowest ☐ ☐ ☐ ☐ ☐ Highest
- 1.12 I was able to see my overall course grade throughout the course ☐ Yes ☐ No
- 1.13 The syllabus contained necessary information to help me be successful in the course. ☐ Yes ☐ No ☐ I did not use or look at the syllabus
- 1.14 I understood how to log on to D2L/Brightspace on the first day of class ☐ Yes ☐ No
- 1.15 I felt comfortable and encouraged to ask questions. ☐ Yes ☐ No
- 1.16 Overall, this course was: Too Easy ☐ ☐ ☐ ☐ ☐ Too Hard
- 1.17 How often did you read emails, announcements, or watch video announcements for this class? Almost Always ☐ ☐ ☐ ☐ ☐ Almost Never
- 1.18 How many hours per week did you spend on this course outside of class?
☐ More than 10 hours each week ☐ 8-10 hours each week ☐ 6-8 hours each week
☐ 4-6 hours each week ☐ 2-4 hours each week ☐ 1-2 hours each week
☐ 0-1 hour each week
- 1.19 Approximately how many times did you interact with the instructor outside of class (e.g. by email, office hours)?
☐ 1-3 times in total ☐ 4-6 times in total ☐ 7-10 times in total
☐ More than 10 times in total ☐ I did not interact with the instructor outside of class (in person or electronically).
- 1.20 Based on your answers...What grade do you expect to earn in the class?
☐ A ☐ B ☐ C
☐ D ☐ F
- 1.21 Is there anything else you would like to say about your learning experience in this course? ☐ Yes ☐ No
- 1.22 If yes is selected: What else would you like to say about your learning experience in the course?

Classroom Observation Rubric
Adjunct Faculty

Instructor & Course Information

Instructor:	
Course:	
Date of Observation:	
Observed by:	
Post-Observation Meeting Date:	

Observation Feedback Summary

AREAS OF STRENGTH	AREAS FOR GROWTH

Overall Rating:

Needs Improvement					Highly Effective
1	2	3	4	5	

Category 1: Preparation and Organization

- **Areas for observation:**
 - Syllabus is complete and includes information on feedback timelines and communication expectations.
 - Syllabus is referenced or incorporated in class session.
 - Objectives are clearly identified.
 - Lesson plan aligns with stated objectives.
 - Lesson plan features logical structure and organization.
 - Materials are organized and appropriate.
 - Written notes/instructional aids prepared.
 - Handouts or instructional resources provided.
 - Graded work returned promptly.

Category 1: Preparation and Organization

AREAS OF STRENGTH	AREAS FOR GROWTH

Category 1 Rating:

Needs Improvement					Highly Effective
1	2	3	4	5	

Category 2: Human Relations

- **Areas for observation:**
 - Uses positive verbal and nonverbal communication.
 - Demonstrates respect for students.
 - Communicates clearly.
 - Supports student ideas.
 - Maintains an approachable demeanor.
 - Interacts individually with students.
 - Promotes a safe and accessible learning environment.
 - Is available before class.
 - Uses student names when appropriate.
 - Supports documented student accommodations.

Category 2: Human Relations	
AREAS OF STRENGTH	AREAS FOR GROWTH

Category 2 Rating:

Needs Improvement					Highly Effective
1	2	3	4	5	

Category 3: Classroom Management

- **Areas for observation:**
 - Class begins on time.
 - Visible student engagement.
 - Instructor is aware of student activity.

- Classroom climate encourages learning.
- Mutual respect is evident.
- Reinforces classroom norms for collaboration and civility.
- Classroom control is appropriate.
- Evaluation methods are appropriate.
- Assignments are explained clearly.

Category 3: Classroom Management

AREAS OF STRENGTH	AREAS FOR GROWTH

Category 3 Rating:

Needs Improvement					Highly Effective
1	2	3	4	5	

Category 4: Knowledge of Subject Matter

- **Areas for observation:**
 - Demonstrates subject-area mastery.
 - Improves instructional practice.
 - Uses accurate terminology.
 - Uses diverse and relevant resources.
 - Responds accurately to questions.
 - Provides real-world examples.
 - Emphasizes both process and solutions.

Category 4: Knowledge of Subject Matter

AREAS OF STRENGTH	AREAS FOR GROWTH

Category 4 Rating:

Needs Improvement					Highly Effective
1	2	3	4	5	

Category 5: Instructional Strategies and Skills

- Areas for observation:
 - Uses clear language.
 - References assigned readings.
 - Presents content clearly and summarizes main points.
 - Uses effective questioning strategies.
 - Creates an active learning environment.
 - Provides constructive formative and summative feedback.
 - Uses informal assessment.
 - Varies instructional methods to adapt to student needs.
 - Transitions smoothly between topics.
 - Engages critical thinking.
 - Connects content to student interests.
 - Aligns instruction with syllabus.

Category 5: Instructional Strategies and Skills	
AREAS OF STRENGTH	AREAS FOR GROWTH

Category 5 Rating:

Needs Improvement					Highly Effective
1	2	3	4	5	

Additional Professional Responsibilities (refer to [KCAEA CBA](#))

Curriculum, Assessment, and Continuous Improvement: Uses assessment and curriculum review processes to improve student learning and course/program quality.

- Collects and submits assessment data.
- Contributes to accreditation and program review.

Professional Engagement and Collaboration: Actively participates in the shared work of the college and contributes to institutional effectiveness.

- Collaborates with colleagues and support services.
- Demonstrates commitment to an empathetic, civil and encouraging college environment.

Operational Compliance and Responsibilities: Meets institutional expectations for course management, documentation, and policy compliance.

- Submits syllabi, grades, grade backups, rosters, reviews, and other required documentation by established deadlines.
- Completes required college training (ethics, cybersecurity, etc.) by deadlines.
- Activates and maintains course LMS sites.
- Holds all scheduled class sessions and utilizes full instructional time.
- Follows institutional policies and procedures.

Professional Responsibilities (KCAEA)	
AREAS OF STRENGTH	AREAS FOR GROWTH

Signatures

Instructor/Trainer		Date	
Observer		Date	
VP Instruction		Date	

Classroom Observation: Online Course Section

The Seven Principles for Good Practice in Undergraduate Education

1. Encourages contact between students and faculty
2. Develops reciprocity and cooperation among students
3. Encourages active learning
4. Gives prompt feedback
5. Emphasizes time on task
6. Communicates high expectations
7. Respects diverse talents and ways of learning

Chickering, A., & Gamson, Z. (1987). Seven principles for good practice in undergraduate education. *AAHE Bulletin* (39)7.

Background

Arthur Chickering and Zelda Gamson’s “Seven Principles for Good Practice in Undergraduate Education” have been widely used to guide and improve college teaching.

The Seven Principles provide a useful framework to evaluate the effectiveness of online teaching and learning. This observation form adapts the Seven Principles to facilitate the observation of online courses. Each principle is described in detail, including evidence of how a principle may be met. Examples of evidence to look for and resources for additional information are also included.

As the College holds Quality Matters standards to be the technical standards of excellence for online teaching, Chickering and Gamson’s principles are mapped to Quality Matters standards within this form.

• The instructor encourages and fosters a healthy exchange of ideas and sharing of experiences among course participants • The instructor initiates contact with or responds to students on a regular basis in order to establish a consistent online presence in the course and prior notice is given to students in the event that the instructor will be unavailable. • A prominent announcement area is used to communicate important up-to-date course information to students such as reminders of impending assignment due dates, scheduled absences, etc. • Online or F2F Office Hours are provided (FT only) • Student inquiries are responded to in a timely manner Where to look: • Course syllabus • Discussion forums • Posted announcements • Gradebook	
--	--

Principle 2: Good practice develops reciprocity and cooperation among students.	Feedback for Instructor
Learning is enhanced when it is more like a team effort than a solo race. Good learning, like good work, is collaborative and social, not competitive and isolated. Working with others often increases involvement in learning. Sharing one's own ideas and responding to others' reactions sharpens thinking and deepens understanding. Look for examples of the following: • Regular opportunities for students to engage in one or more of the following activities: ○ Formal and/or informal discussions of course topics ○ Collaborative course assignments ○ Study groups • Learners are asked to introduce themselves to the class with an “Introduce Yourself or Meet your Classmates” type of activity at the beginning of the course so students can begin to	Evidence Found: Strengths: Areas for Improvement:

○ Perform research, lab or studio work, projects or physical activities ● The instructional materials (QM 4.1), learning activities (QM 5.1), and tools (QM 6.1) used in the course contribute to the achievement of the stated learning objectives or competencies. ● The course models the academic integrity expected of learners by providing both source references and permissions for use of instructional materials (QM 4.3) ● The instructional materials represent up-to-date theory and practice in the discipline (QM 4.4). ● A variety of instructional materials is used in the course (QM 4.5). ● Both the learning activities and course tools promote learner engagement and opportunities for interaction that support active learning (QM 5.2, QM 6.2). ● The requirements for learner interaction are clearly stated (QM 5.4). ● A variety of technology is used in the course (QM 6.3). ● The course information provides learners with information on protecting their data and privacy online (QM 6.4). Where to look: ● Assignment submission form ● Course syllabus ● Discussion forums ● Instructional materials ● Reflection journals & Assignments	
--	--

Principle 4: Good practice gives prompt feedback.	Feedback for Instructor
Instructors help students by frequently assessing their knowledge and competence and providing them with opportunities to perform, receive meaningful suggestions, and reflect on their learning. Look for examples of the following: ● The course grading policy is stated clearly and information about course feedback methods and standards on the course syllabus (QM 3.2)	Evidence Found:

presented in an alternative manner ● Timely, corrective feedback for online activities ● A positive online climate where students are encouraged to seek assistance with course content and learning activities if needed ● Course design, navigation and use of multimedia facilitate ease of use and readability (QM 8.1, 8.2, 8.5) ● The course provides accessible text and images (in files, documents, web links) to meet the needs of diverse learners including the presence of accessible elements such as alt-tags, transcripts for audio content, images properly sized, clear audio when used, no-broken links, selectable & searchable PDFs (not image scans), color alone not used to convey meaning (QM 8.3). ● The faculty member can provide alternative means of access to multimedia content in formats that meet the needs of diverse learners as needed (QM 8.4). ● If vendor-provided services or tools are used as part of the course content, vendor accessibility statements are reviewed and provided for all technologies required in the course (QM 8.6). Where to look: ● Assignment submission form ● Course syllabus ● Discussion forums ● Instructional materials/Assignment directions ● Consistent layout or patterns within units	
--	--

Summary	Agree/Disagree	Comments
Principle 1: Encourages contact between students and faculty	Frequently Applied ☐ Occasionally Applied ☐ Undeveloped ☐	

Principle 2: Develops reciprocity and cooperation among students	Frequently Applied ☐ Occasionally Applied ☐ Undeveloped ☐	
Principle 3: Encourages active learning	Frequently Applied ☐ Occasionally Applied ☐ Undeveloped ☐	
Principle 4: Gives prompt feedback	Frequently Applied ☐ Occasionally Applied ☐ Undeveloped ☐	
Principle 5: Emphasizes time on task	Frequently Applied ☐ Occasionally Applied ☐ Undeveloped ☐	
Principle 6: Communicates high expectations	Frequently Applied ☐ Occasionally Applied ☐ Undeveloped ☐	
Principle 7: Respects diverse talents and ways of learning	Frequently Applied ☐ Occasionally Applied ☐ Undeveloped ☐	

Other Professional Responsibilities	Comments
The instructor keeps current on developments in the field of study.	

The instructor exhibits a positive working relationship with colleagues, the administration, support staff, and other professional staff.	
The instructor attends and participates in college related activities such as faculty meetings, division meeting and college committees.	
The instructor follows procedures and time guidelines required by the division offices or college for such documentation as syllabus, certified class lists, grade input sheets, scheduling, etc.	
The instructor posts and maintains required office hours	
The instructor adequately prepared and returned in a timely manner, the required paperwork for this evaluation process.	

Tenure	
If applicable, is the instructor moving successfully towards tenure?	Yes ☐ No ☐ NA ☐
If no, what steps or actions are needed to be taken by this instructor to reach tenure?	

Signatures: (Instructor signature acknowledges receipt of this evaluation. The signature does not imply agreement or disagreement with the contents of this evaluation.)	
Instructor signature	Date
Observer signature	Date
Vice-President of Instruction signature	Date

Optional Comments from the Instructor:

Appendix D – Adjunct Offices and Storage

Please see Cindy Karasewski in the Health Sciences Office (B1222) for Key Information

A Wing:

- A2241: Office with phone and storage
- A2235: Office with phone and storage

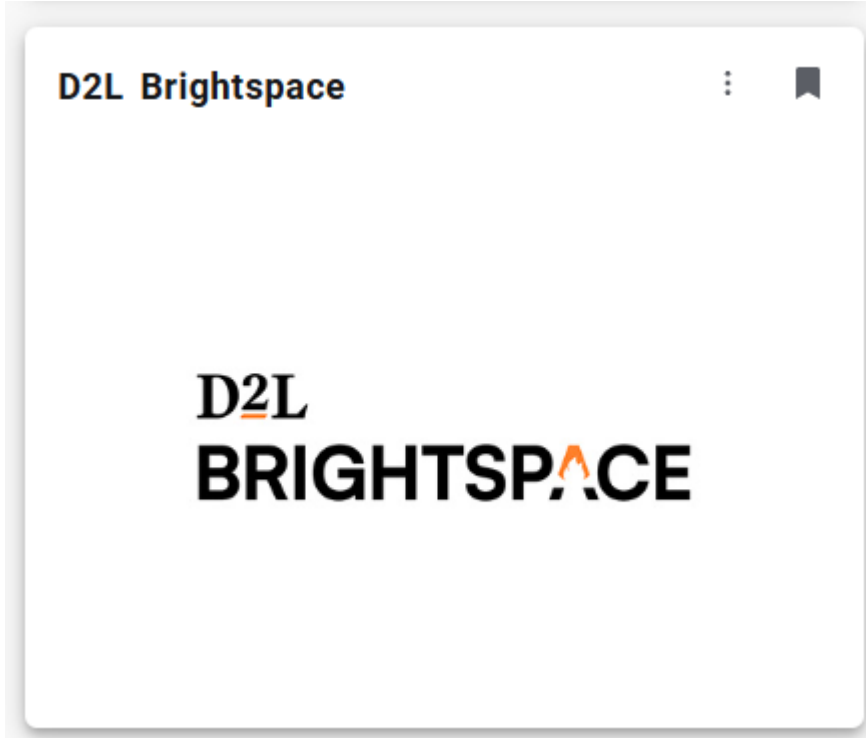
B Wing:

- B1407: Office with phone, computer, printer and storage
- B2337: Workroom with 3 workstations for laptops and 30 lockers

C Wing:

- C1236: Office with phone and storage (Has swipe card)
- C1235: Instructional Materials Storage
- C1262 (Mailroom): Lockers

Appendix E - Brightspace/D2L Information Links found on the myKish D2L Brightspace card.



Appointments for Brightspace Support



Appointments for Brightspace support via web conferences are available to be scheduled here:

<https://calendly.com/kishonline>



If you need assistance with course design and instructional technology or the Quality Matters program, please visit the [Innovation Center for Teaching & Learning website](#) to schedule an appointment with their office.

Appointments for Brightspace Support

Appointments for Brightspace support via web conferences are available to be scheduled here:

<https://calendly.com/kishonline>

If you need assistance with course design and instructional technology or the Quality Matters program, please visit the [Innovation Center for Teaching & Learning website](#) to schedule an appointment with their office. Check out the **INFO – Incoming New Faculty Orientation course**, which has modules that provide resources to prepare you for the upcoming semester.

INFO: Incoming New Faculty Orientation

Click on the squares, see the red circle below.

A list of courses you are enrolled in should appear, click on **INFO – Incoming New Faculty Orientation** to access the course, see the red arrow below.

***NOTE: If you do not have access to the INFO course, please reach out to Cindy Karasewski, ckarasewski@kish.edu, or 815-825-9307.

