



# **DEVELOPING AND SUPPORTING ONLINE FACULTY: INSTITUTIONS CAN DO BETTER!**

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# Unique Roles

<b>On-Ground Faculty</b>	<b>Online Faculty</b>
Synchronous interaction	Asynchronous interaction
Verbal/visual communication	Written communication
Instant response/feedback	Delay response/feedback
Facilitating w/cues	Facilitating w/o cues
Creating the course	Course created previously
Course designer	Often not course designer
Tech proficiency desirable	Tech proficiency critical

# Challenges



- Available time
- Competing priorities
- Difficulty adapting to online environment
- Bad habits from prior online experiences (correspondence ed.)

# Skills Needed by Online Faculty



- Online engagement!!!
- Time management
- Online facilitation
- Clear writing
- Feedback
- LMS
- Technology and software
- “Get” unique challenges of online learners

# We Can Do Better!



- Make expectations, responsibilities & standards clear
  - Statement of responsibilities
- Provide just-in-time solutions
- Provide convenient access
  - job aids, short video tutorials
- Go beyond “one shot” LMS training
- Continual professional development
  - Tech/software skills, LMS tips & tricks, online teaching best practice examples

# We Can Do Better!



- New faculty orientation
- Full time support staff
- Help desk for faculty
- Timely evaluation & feedback for improvement
  - Peer mentors
  - More engaged chairs

# We Can Do Better!



- Give them a voice!
- Involve in dept. meetings
- Involve in online QA & improvement
- Facilitate a community of practice
  - Use synchronous technologies (e.g. Collaborate, Connect, Go-to-Meeting,) record & post meetings them
  - Use asynchronous technologies (e.g. online LMS or SharePoint group for discussion, posting resources)



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