



Blackboard Analytics Symposium

Assessing the Impact of Faculty Training

INSTITUTIONAL PROFILE

Enrollment	16,944
Retention Rate	75.9
Graduation Rate	50%

- 88% First Time Freshman
- Students from 80+ countries and 50 states

Evaluation of online educator training programs and their effects on instructors' competency and achievement usually depend on post-training self-reported surveys. However, most of these surveys assess the quality of the training and not necessarily the influence to change faculty practices. Of interest was to identify an assessment method to evaluate the impact of the professional development program on online teaching practices, course design, and student behaviors. UMKC is using LMS data to determine the effectiveness of their training model for faculty teaching online. Implications of the research provide support for effective "data-driven" decision-making for individuals overseeing faculty professional development programs.

UMKC's history includes the development and teaching of online programs and courses with no centralized oversight or support. Faculty within these departments, while trailblazers, often had little or no knowledge of online teaching standards. As a result, there are many legacy courses and faculty online teaching behaviors that needed to change in order to comply with current online teaching standards. Our certification course was instituted in 2010 to work with faculty to raise the level of awareness of online teaching standards, including quality course design and substantive faculty interaction.

Goal(s)

- Evaluate the effectiveness of the current training model for online educators to change faculty practices.
- Increase effective online teaching techniques utilized by the faculty at UMKC as measured by indicators, such as: the number of active learning tools used in courses, amount of instructor time spent in course and others.
- Increase effective online course design as measured by indicators, such as the number of active learning tools used in courses (discussion board, voicethread, wiki).

FOR MORE INFORMATION

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Activity Summary

UMKC has an institutional policy that every faculty member teaching online will be certified by fall 2018. We offer the Faculty Certification in Online Teaching and Learning course every month in three different formats: 1) an online, asynchronous three-week instructor-led format, 2) twice a year as a one week, intensive, hands-on boot camp, and 3) year-round as a self-paced online course. As of this writing, 381 UMKC faculty have completed the course and been certified. UMKC Online tracks faculty certification using a home-grown Oracle database that we call the eLearning Tracker. This tool has been customized to integrate with A4L. UMKC also purchased a customization for A4L to give us access to faculty behavior in online courses such as: time spent in course, course accesses, interactions, and more.