Columbia University School of Social Work - Online Faculty Development Series

Network for Social Work Management Forward Thinking Summit
June 9, 2021

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Intro to the Columbia University School of Social Work’s Online Campus

- **Fully online Master’s of Science in Social Work**
  - Program options: 1) Clinical, 2) Generalist, 3) Management/Leadership/Entrepreneurship, 4) Policy
- Launched in Fall 2015; First graduates in May 2017
- Primary model: Weekly synchronous classes in Adobe Connect + asynchronous homework in Canvas
Overview of CSSW Online Campus
Faculty Development

**Foundational training:**
1) Institute on Pedagogy and Technology for Online Courses
2) Institute on Technical Skills for Online Event Production

**Ongoing training:**
1) Annual Online Faculty Development Series
2) Intensive Workshops

Learn more about our Online Campus faculty development
Annual Online Faculty Development Series: Intro

• Launched during AY2018-19
• 5 sessions/year: the first in August before the fall semester and the last in May after the spring semester
• Live online sessions (2 hours each), recorded for asynchronous make-up options
• Scheduled in the evenings to accommodate adjunct availability across time zones
• Open to all Online Campus community members of all roles
• Goals: 1) Facilitate continuous learning & development, 2) Build and sustain an ongoing community
• Professional benefits to participants:
  – Learning, networking, reconnecting with colleagues
  – Digital badge
  – Free continuing education units for licensed social workers, available for live attendance only
  – Resume/CV language (example below)

  • Columbia University School of Social Work Online Faculty Development Series, Academic Year 2018-19. Completed a 5-session, yearlong post-Master’s professional development series for online faculty, covering community-building in online courses, mindfulness and self-care exercises for online classes, online educational activities related to power/race/oppresion/privilege, interactive and high-impact teaching and learning activities, and current trends in online social work education.
Annual Online Faculty Development Series: Session Components

- Community agreements
- Celebrations of community members’ milestones and achievements
- Presentations from students / alumni / faculty & staff
- Introductions to CSSW deans and directors
- Mini-trainings on research re: social work online education
- CSSW news & updates, including pop quizzes
- Lightning round teaching and learning showcase presentations
  - Up to 12 presentations per session
  - Each presenter (or pair of co-presenters) has 2 minutes & 1 slide, to share something unique from an online course
  - Presenters include faculty (adjunct or full time), TAs (title at CSSW is “Associates”), and Live Support Specialists
  - Goals: 1) Elevate the voices of community members, 2) Share and cross-pollinate ideas, 3) Provide opportunities to present
Lightning round teaching and learning showcase presentations: Examples

Allison Ross -- Reflections on preparing to teach my 20th online course at CSSW

Amy Batchelor -- Addressing accessibility online

Anna Garriott -- Quizlet digital flashcards for review

Aparna Samuel Balasundaram & Lia Marshall -- Dementia Care Community Resource Guide: Example of a non-disposable assignment

Beth Counselman-Carpenter & Christine Holmes -- Assignment to create a clinical practice notebook

Bonnie Glass -- Creating a community playlist

Jennifer So -- Publishing an article from a course assignment

Johanna Creswell Báez -- Reviewing semester content by creating a “Student Emmys” video from role plays

Kevin Ram -- Opening class with a meditation & poem

Muhammed Garland -- “Student Spotlight” activity

Patricia Mura Desert -- Creating virtual community as an online student

Sarah Clem -- Using vignettes to bring statistics to life

Sierra Spriggs & Kristin Garay -- Closing out a course with a virtual quilt of student contributions

Image source: https://doi.org/10.7916/d8-v2w4-9e85
Example lightning round teaching and learning showcase presentation slides
Reflections on Supporting over 20 Online Courses at CSSW

BY

KRISTAL FOLK & KEVIN RAM

- Use your resources on Canvas:
  - LSS Logistics
  - Technical Help FAQ
  - LSS FAQ and Discussion Board
  - LSS Mentors

- Organization:
  - Folders
  - Post-it notes
  - Set reminders/ calendar notification
  - Time Management

- Communication:
  - Every team, course and section is different
  - Teaching team and students are a unique dynamic

- Self-Care
  - Managing two jobs
  - Making time for yourself

- Why I continue to be a LSS
  - Stay connected to the CSSW Community
## Annual Online Faculty Development Series: Data

<table>
<thead>
<tr>
<th>Data points assessed</th>
<th>AY2018-19</th>
<th>AY2019-20</th>
<th>AY2020-21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Live session attendance range throughout series</td>
<td>47 to 64</td>
<td>57 to 80</td>
<td>71 to 95</td>
</tr>
<tr>
<td>Total Online Campus Community Members who attended or made up all 5 sessions and earned the digital badge</td>
<td>37</td>
<td>48</td>
<td>39*</td>
</tr>
<tr>
<td>Online Campus community members attended at least one session</td>
<td>106</td>
<td>141</td>
<td>126</td>
</tr>
<tr>
<td>Lightning round teaching and learning showcase presentations</td>
<td>31</td>
<td>23</td>
<td>23</td>
</tr>
<tr>
<td>Total guest presenters across the five sessions (including lightning rounds)</td>
<td>63</td>
<td>42</td>
<td>42</td>
</tr>
<tr>
<td>Collective number of chats typed chat pod during final session</td>
<td>733</td>
<td>1,265</td>
<td>1,451</td>
</tr>
</tbody>
</table>

*In progress, deadline to complete all AY2020-21 sessions is June 30, 2021*
Annual Online Faculty Development Series: Participant feedback

Participant Feedback on the Online Faculty Development Series

- AY2018-19
- AY2019-20
- AY2020-21

On a scale of 1-10, how valuable was the Online Faculty Development Series to your continuing development as an online educator?

- 8.8
- 8.9
- 9.0

On a scale of 1-10, how valuable was the Online Faculty Development Series in feeling connected to the CSSW Online Campus Community?

- 9.1
- 9.1
- 9.3
Participants were asked “What did you value most about the series?”:

<table>
<thead>
<tr>
<th>Themes</th>
<th>Example Quotations from AY2018-19, AY2019-20, &amp; AY2020-21</th>
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</table>
| The series promotes community and collaboration | “Sense of community/being kept abreast of what is happening in the CSSW community” (AY 2018-19)  
“Hearing creative ideas from peers about what is working in the classroom to make learning more accessible” (AY 2019-20)  
“The learning, the inspiration, the community, the ideas” (AY2021)                                                                 |
| The series provides space for continuous growth and learning | “The continual emphasis on quality - teaching, content, design, etc.” (AY 2018-19)  
“The presentations were incredibly valuable and I appreciated having a space to share with everyone and other members of the community that I don’t normally see” (AY2019-20)  
“I appreciated the opportunity to learn more about my practice as a social worker and social work educator in a live, community setting that is dynamic and engaging” (AY2021) |
| The series encourages innovation in teaching styles | “Getting new ideas to incorporate into my classes” (AY 2018-19)  
“I always appreciate hearing and learning from admins from other departments. It deepens out collaborations to ensure our students are well take care of” (AY2019-20)  
“The tips and tricks of the trade, how fellow colleagues are thinking creatively to meet students needs and deepen their own professional skills sets” (AY2021) |
| The series increases feelings of connection amongst staff | “I really valued feeling connected, involved, and like a part of something. That’s a very important part of a job for me I’m realizing. It impacts my morale and motivation. And, I learned a lot! Super proud to be a part of what’s happening :)” (AY 2018-19)  
“Opportunity to connect with others and build relationships” (AY2019-20)  
“I love hearing what other faculty are working on/towards or what has been achieved” (AY2020-21) |
Annual Online Faculty Development Series: Make-up Assignments

- If a faculty member is not able to participate in a virtual live session, they are given the opportunity to make-up the session by watching a live recording and completing a reflection assignment.
- The make-up assignment consists of a 2-page reflection on the live recording, including the faculty member’s answers to any questions that were asked during the session and their thoughts/reflections throughout the session.
- Make-up assignments were reviewed by Matthea Marquart and Josh Levine, and faculty were given credit for the missed session if they fulfilled the requirements.
- In grading the reflection assignments, one common theme was that the faculty member often regretted not attending the virtual live session. Faculty also appreciated hearing from their colleagues, and what they are doing in the field.
Ní Shé et al. (2019) identified four factors that should be considered when delivering professional development to part-time online educators:

1. Professional development is tailored for online educators
2. Is authentic, evidence-based and structured but allows for flexible participation
3. Focuses on effective, situated delivery
4. Supports community-building and integration into the institutional academic community

The Online Faculty Development Series meets these needs for professional development for online instructors identified by years of research.

“Collaborating on the CSSW Online Faculty Development Series has been one of the most enjoyable and rewarding experiences in my time at Columbia. I’ve been assisting with the series for three academic years, and I’ve learned an incredible amount from my colleagues’ experiences in their social work practice. I feel fortunate to have the unique opportunity to collaborate on this series, and to be able to engage with the wonderful (and amazingly talented!) Online Campus faculty each academic year.”
From the perspective of an administrator -- Rebecca Y. Chung

“As an alumna and administrator, I'm constantly impressed by how rich, collaborative, and educational the CSSW Online Faculty Development Series is. I'm always learning something new and relevant to social work practice and online education, and each session offers an opportunity to build community, stay current on best practices, and share knowledge and data that can be immediately applied to online teaching. It's a true gem and resource for the Online Campus community, and I feel privileged to be a part of it each year.”
Resources to learn more about our online faculty development
<table>
<thead>
<tr>
<th>Institute on Pedagogy and Technology for Online Courses</th>
<th>Academic Publications</th>
<th>Conference Presentations</th>
<th>Awards &amp; Media</th>
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• Council on Social Work Education, 2020 - [slides](#)  
• Network for Social Work Management, 2019 - [poster](#)  
• Social Work Distance Education Conference, 2019 - [slides](#)  
• UPCEA Mid-Atlantic Regional Conference, 2020  
• UPCEA invited webinar, 2020 - [slides](#) | • International E-Learning Award (IELA, 2018)  
• International Award for Excellence in Training (USDLA, 2019)  
• Faculty and Staff Development Award (UPCEA Mid-Atlantic, 2019)  
• Learning in Practice Award (Chief Learning Officer Magazine, 2020)  
• The Best Teachers are Also Amazing Learners, [USDLA Blog](#)  
• Reflections from the Summer 2019 Institute, [Teaching & Learning in Social Work Blog](#) | |
• Network for Social Work Management, 2021 | • International E-Learning Award (IELA, 2020) |
| The Annual Online Faculty Development Series (in progress) | • The New School's Management & Social Justice Conversation Series, 2020 - [slides](#)  
• UPCEA Mid-Atlantic Regional Conference, 2020 - [slides](#)  
• Network for Social Work Management, 2021 | • Faculty and Staff Development Award (UPCEA Mid-Atlantic, 2020) |
| Promoting Quality E-Learning During the COVID-19 Pandemic via an Award-Winning Webinar Series for Faculty Transitioning to Teaching Online, *IEEE Xplore*, 2021 | • Sixth International Conference on e-Learning, 2020 - [slides](#) | • International E-Learning Award (IELA, 2020)  
• Crisis Management Marketing Award (UPCEA, 2020)  
• During Pandemic, In-House Expertise Anchors Faculty New to Teaching Online, [CSSW News](#)  
• Teaching Teachers to Teach Online, [IELA Blog](#) |
Connect with the Presenters

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