



Virtual Faculty Resource Center:
A Tool for Faculty Development and Retention
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- Higher education leaders and administrators are currently facing two separate but inter-related trends: the growth in online education, and the significant increase in adjunct (part-time) faculty.

- In order to maximize the educational quality and institutional effectiveness, education leaders must develop an approach that leverages the characteristics of online adjunct faculty.

- In addition to instruction, online adjuncts are involved in program and curriculum development, student retention, marketing, and program evaluation.

- They participate in adjunct faculty development and curriculum-team activities that provide a consistent standard of online instructional quality, as well as a high level of adjunct faculty commitment to the program.

- This approach to adjunct faculty increases satisfaction by removing the isolation that usually characterizes this position, integrating them into the challenging and supportive community of practitioners.

- To accomplish this, Post University has created an organization within (Blackboard) to create an innovative virtual faculty resource with the intent to provide support for new and continuing faculty.

- The use of technology has contributed to faculty development, and retention of faculty. It has provided an effective means to providing adjunct faculty with 24/7 access to important course/program information, tutorials and resources that support achieving program outcomes, maintaining continuity across the program and increasing faculty retention. Its flexibility and ease of use have contributed to our ability to quickly modify and make additions or enhancements.

- This presentation includes a frank discussion of the process of design and development of virtual media assets, resources and tutorials for faculty, as well as the outcomes/results of this innovative approach.