Take a look...

Maintaining Online Program Rigor: A Look at Full-time Versus Adjunct Faculty Grading Practices

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Do you have adjunct faculty from across the country teaching in your online program?

Have you suspected any differences or variability with grading practices between adjunct and full-time onsite faculty?
WE DID !!!

And, our students told us too!
The reasons for this might be....

- Minimal or no formal training in evaluation methods.
- Possible lack of understanding of or poorly written assignment guidelines.
- Potential grading “drift” due to lack of regular communication with dept.

The impact of this might be....

- Potential disruption of student learning.
- Possible negative influence on student retention and success.
- Potential frustration between adjunct and full-time faculty.
WE DESIGNED A GRADING PRACTICES PROJECT
• All faculty received an electronic survey at the end of the term.
• For each course they were assigned, they recorded the number of:
  • As, Bs, Cs, Ds, and Fs students’ earned as their final course grade.
  • Student names or other identifiers were not collected.
What did we find out... Adjunct faculty were recording higher final course grades than full-time faculty teaching the same course.
WHERE DO WE GO FROM HERE?
WE DIDN’T KEEP OUR FINDINGS A SECRET!

1. We shared the de-identified findings with each adjunct and full-time faculty member.
2. We re-checked all of the assignment guidelines and rubrics to make sure they were clear and comprehensive.
3. We offered additional consultation and mentoring with all faculty members.
4. We re-educated all faculty members on the links between course/program outcomes, assignments, and evaluation practices.
5. We tightened up our adjunct faculty course orientation process.
6. We continue to monitor Grading Practices after every semester.
FEEDBACK FROM ADJUNCT FACULTY HAS BEEN POSITIVE !!!

We found adjunct faculty:
• appreciate the feedback.
• want to know how they compare to other faculty.
• want mentored so they can improve their grading practices.