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Distance Learning Best Practices and Collective Bargaining

Michael M. McDermott
Illinois Education Association

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Distance Learning Best Practices and Collective Bargaining

Offered by: Michael McDermott, IEA NEA
The Good, The Bad, But Not Necessarily Evil!

- Digital Progression
- Demographics
- Certificates/Degrees
- Time Parameters
- Contributors
- MOOCs
Practices or Necessary Elements?

• Offerings Consistent with a Mission
• Significant Financial and Resource Investment
• Faculty Participation
• Student Analysis
• Success Metrics
• Review and Adaptation
Common Best Practices

• Show Up/Be Present
• Course Management
• Expectations
• Availability/Feedback
• Utilization of Latest Technology
• Community
Elements of Distance Learning

• Course development
  – Subject/discipline
  – Format/communication
  – Teaching rights
  – Duration
  – Property rights
  – Compensation
Instruction Rights

- Assigned by college/university subject and qualifications
- First rights to online course developer
  - 1st semester offered
  - 1st year offered
  - 2 or more years
- Instruction controlled by course developer
- Instruction controlled by college/university
Property Rights

- 100% college/university
- Percentage agreed upon by online course developer and college/university
- 100% online course developer
Compensation

- What is reasonable compensation for developing an online course
  - Compensation varies from as little as $500 to $2500 for the one time development of an online course
  - The college/university resources utilized in the development of the online course often result in a percentage of ownership by the developer.
• What is the compensation for teaching an online course?
  – Salary schedule
  – Higher compensation due to additional monitoring and availability to students
  – Lower compensation due to not being required to be physically on campus
  – Compensation based upon enrollment...class size
Bargaining Issues

- Format
- Availability
- Compensation
- Class Size
- Office Hours
- Grading
- Evaluation
- Training

(The Devil is in the details)
Bargaining Issues, cont’d

• Format

  – Who determines the format/software to be used?
  – Who has the knowledge and expertise?

• College/University

• Committee

• Developer
Instructor Availability
How much is enough?

• Days per week
• Hours per day
• Hours per week
• Office hours
Class Size

• Lecture
• Course
• New
• Continuing
• Complexity
Evaluation

• Evaluate What?
  – Program (software)
  – Peer (not performance)
  – Student (course)
  – Performance (admin?)
  – Reprimand, discipline, discharge, prohibition
Training

➢ Essential to success
Why Bargain

• Relationships
• Consistency/Quality
• Fiduciary Responsibility
• Personnel Resources
• Time Resources
Research/Resources

- Blue Mountain College Faculty Association
- Carl Straumsheim 3/6/14 Online Ed Disconnect
- Catherine Day, eHow Contributor
- Central Michigan University
- Chronicle of Higher Education 10/3/2013
- College Of Dupage
- Ferris State University
- eRate – FCC – Internet Access (BYOT)
- Hillary Clinton (Hillary Clinton at globalization conference March 25, 2014)
- Inside Higher Education 11/19/2013; 8/19/2013
- Lewis and Clark Community College
- NEA Digital Policy Statement – July 2013
- Rob Abel “Implementing Best Practices in Online Learning January 1, 2005
- Southern Illinois University Carbondale Faculty Association
- University of Nebraska
- Youngstown State