

**Title of Session:** Faculty Resistance to Online Learning

**Moderator:** Roger Goodson

**Title of File:** 20080228frol

**Date:** February 28, 2008

Room: Faculty Resistance to Online Learning Group

**RogerMG:** Let's introduce again, as new people have arrived. I am Roger Goodson, professor at Notre Dame de Namur University, Belmont, CA . . .that's in the SF Bay area for non Californians.

**BJB2:** I teach communication and am in Pennsylvania

**JeffRu:** I'm Jeff Rudisill. I'm currently a grad student in the Azusa Pacific University's Educational Technology Online program, second semester.

**JeffRu:** I'm also Assistant Professor of Digital Audio and Radio Controls at Pasadena City College.

**HeidiDR:** I teach special ed at a high school in San Diego

**LizH:** I'm in NH and teach a couple of different subjects including ed tech and am in disability services.

**DaveKe:** Internship Coordinator... Vocational High School ...NJ

**TomSi:** Hi, Tom Siebenaler, Administrator and Instructor at Bowling Green State University, Bowling Green, OH

**AmyCR:** I am Amy I teach kindergarten in Pomona California.

**DaveKe:** Yeah OHIO from Rocky River

**TomSi:** Cool, that's a great area. :)

**ElizabetGu:** Hello I'm Elizabeth and I'm a pre-service teacher from the University of Houston, in Houston, TX

**Laell:** I teach English but I am going to be developing online curriculum for high schoolers soon; I teach in Escondido, CA

**RogerMG:** I assume most here have run into one form of resistance to change, particularly tech. change, and that's why you're here.

**JeffRu:** Yup. And I get course credit. lol

**HeidiDR:** Yes, the older more established teachers at my school don't believe in change.

**TomSi:** I have actually had good luck with most I work with, I came to observe others comments...

**ElizabetGu:** Yup! I'm currently at a magnet school for technology and some teachers don't use it, that's just sad!!

**LaelL:** I am curious what the solutions proposed here will be

**ElizabetAP:** I'm here out of interest and for my coursework

**LizH:** We have some faculty who are very resistant.

**AmyCR:** I am here for both coursework and how to encourage others to the benefits of tech

**RogerMG:** Click on 'links' in the menu to the left, scroll down and access the new link you find there, titled Resistance to change. Click on the link to 'The Resistance Zoo.' (If you have a printer available you may want to print it out . . .it's about a pg. and half.

**TomSi:** I think the major factor is those who resist think it will be a large undertaking to learn and I feel they may just be lazy...in some respects...

**ElizabetGu:** I agree Tom, but I argue that technology makes things so much easier!!!

**TomSi:** I agree 100%

**AmyCR:** It is easier but initially it does take longer and require a lot of effort

**HeidiDR:** I have a great department that I work in. We all use anything to help our special ed students succeed. It is hard to start implementing, but worth every second once your students see the powerpoint you created.

**ElizabetAP:** This topic can up in our class...I commented that it does seem to be veteran teachers that resist change

**JeffRu:** Suggest some not lazy, just afraid.

**LaelL:** The zoo animal metaphors are great :-)

**HeidiDR:** Great comment Jeff

**TomSi:** I agree some are apprehensive.

**AmyCR:** It almost seems as if they are insulted that you ask them to try something new

**ElizabetAP:** Right, the teachers that I'm thinking of were def not lazy

**RogerMG:** Well, the zoo animals link has a few animals there that operate on the basis of fear.

**JeffRu:** Yes to Tom. Operating outside their comfort zone.

**ElizabetGu:** the teacher that I am working with loves the fact that I incorporate technology in her classroom yet she doesn't want to learn herself. :( and the children love it!!

**ElizabetGu:** she says she is too old for all that

**AmyCR:** The Resistance zoo:) lol

**JeffRu:** Roger, is this article your work, and what are the parameters for using the material?

**JeffC:** got it

**RogerMG:** The other link there that I like is the 'Dealing With Resistance One' Although I find them all useful.

**HeidiDR:** Do your schools give you everything you need to be successful with technology?

**RogerMG:** JeffR, No, I came across it earlier today when I was thinking about the topic.

**ElizabetGu:** ok I finally got to the zoo, it's too funny

**JeffRu:** Thx

**RogerMG:** Personally, I like the animal metaphors . . .I think I've run into every one of them at one time or another, and sometimes in groups . . .nothing worse than getting run down by a scared herd of ostriches.

**AmyCR:** My school has 4/5 smartboards no one uses and a 20 digital cameras that no one uses. I do not understand

**LaelL:** wow! those are excellent resources

**RogerMG:** I find that to deal with resistance, one has to have a sense of humor about the whole thing . . .otherwise it begins to become deadly.

**JeffRu:** Would it help to ID these folk by animal?

**ElizabetAP:** haha

**ElizabetGu:** lol

**BJB2** agrees with the importance of a sense of humor

**HeidiDR:** I love that list of the top twenty items teachers need article. Amy that is so sad when equipment is not used.

**RogerMG:** Did any of you check out the 'Dealing With Resistance' link?

**JeffRu:** There now.

**LaelL:** yea I did

**JeffRu:** What motivation is there for a resistant educator to change?

**AmyCR:** I wish I could send them to somebody we also have riverdeep, groliers, atomic learning, digital curriculum accounts, California streaming it is crazy!!!!

**ElizabetGu:** where is that link?? I'm lost!

**JeffRu:** <http://tinyurl.com/2uoo8f>

**LaelL:** what school is this at Amy?

**AmyCR:** Thanks for the link.

**AmyCR:** It is Pomona USD so if you into tech and are looking for a job this might be the place

**ElizabetAP:** Its amazing how school districts differ on tech

**RogerMG:** Where I am there are a lot of older faculty who are not interested in tech. for several reasons: 1.) going to retire, why should I bother; 2.) I'm too busy already, this will only make more work; 3.) you can't teach an old dog new tricks; 4.) I'm interested, show me (and after being shown, they vanish) 5.) I tried it once and my students didn't like it.

**HeidiDR:** Roger that is what I deal with. Thank God most of our staff is new to teaching so they love technology.

**RogerMG:** Yes. I think attrition is one way to maximize the change.

**JeffRu:** And to speed-up attrition???

**JeffC . o O** ( kill tenured profs? )

**Laell:** plus most of the new credential classes require lots of technology components

**LizH:** Not all new teachers are tech friendly though. At least not here!

**JeffRu:** uh-oh

**ElizabetGu:** do you all know of any website that give step by step instructions on how to use powerpoints for example?

**ElizabetAP:** but don't you think if they have proper staff development...?

**JeffC:** lots of tutorials on powerpoint out there Elizabeth

**JeffRu:** I believe in staff development, and in incentives

**ElizabetAP:** ahh yes, incentives!

**RogerMG:** The other problem, however, is that even many of the younger faculty think that working online means uploading notes, giving quizzes online, etc. Same things they did in f2f classrooms. They don't get that the strength of working online with students is the interactivity.

**JeffRu:** carrots and sticks (small ones)

**HeidiDR:** We offer lots of training for our staff you just have to sign up.

**JeffC:** proper staff development in the tech age means sustained online support... not one day trainings... most K-12 schools aren't even close to that... let alone universities.

**JeffRu:** Agree, Jeff C

**AmyCR:** Incentives ! Interesting

**JeffRu:** Nor with higher ed

**RogerMG:** I support that Jeff.

**ElizabetAP:** well Heidi, maybe admin should require the trainings??

**JeffRu:** Wouldn't work in higher ed.

**ElizabetAP:** my student teaching was done at a school where it was mandatory

**HeidiDR:** Yes, Our AP's go

**Laell:** I agree with that too. One day sessions aren't good enough

**JeffC:** you need people who know how to transform curriculum through technology... then support their efforts to work with the dinosaurs, ostriches, moles, etc.

**JeffC:** in helping them find the right approaches to tech.

**ElizabetGu:** lol

**JeffC:** which can be anything from podcasting lectures to creating threaded bulletin boards, to just finding a few relevant websites.

**ElizabetGu:** I agree Jeff C

**RogerMG:** There need to be incentives . . .stipends, release time, etc.

**JeffRu:** This is where I'm finding the Dealing with Resistance helpful

**HeidiDR:** It does take time to learn new material, but when you learn something then implement it you do learn faster.

**ElizabetGu:** yup

**HeidiDR:** Jeff that web site is a great resource.

**JeffC:** trouble is... most university IT departments take a "one size fits all approach"... pays big money for Blackboard, holds a few training sessions and then says "well... there you are."

**AmyCR:** Yeah I think if you do not use it the training is useless.

**Laell:** At the school I was at last year, any trainings were paid as an incentive to go

**JeffRu:** Imagine teaching our students that way

**JeffRu:** Amy and the training is lacking.

**JeffRu:** one or a half-day workshop is useless.

**RogerMG:** Exactly Jeff . . .we have equipment that cost tens of thousands of dollars setting idle because of one-shot training with no follow up or support.

**AmyCR:** The training is lacking. It definitely requires more support.

**LaelL:** I agree; it has to be more than that

**JeffC:** proper support means a wide array of approaches, techniques, etc., and custom tailoring it to each teacher and students' needs... this is why \*it doesn't happen\*! aside from asking profs/teachers to step outside their comfort zone, most IT departments are incapable/reluctant to support everything that people need on the end-user level.

**JeffC:** virtual hand holding requires a variety of approaches and a multitasking mentality.

**ElizabetGu:** that's true!

**JeffRu:** Is it your experience that IT is responsible for tech training (anyone)

**LaelL:** no

**JeffC:** and collaborative support... getting people to work with each other is another enormous barrier.

**LizH:** We have an instructional support office that does it, not IT.

**HeidiDR:** For the most part, but we do have a great teacher who also supports anyone who needs it.

**RogerMG:** It's that way on my campus, and IT guards the territory.

**AmyCR:** The only way I could get my team to use smart boards was to use them with success and then they got them, But I was virtually on call as their support

**JeffC:** since there is so much available... and people are overwhelmed... they'd just as soon throw up their hands and say "I'll just do things the old-fashioned way" instead of exploring which tools/sites/approaches work best for them.

**ElizabetAP:** well it was mentioned that there is a big difference between primary and secondary level as well

**ElizabetGu:** that's what my teacher told me, I'm overwhelmed with all the information about technology that I don't understand

**AmyCR:** Thing is I am only a novice . I do not know what to do all time

**RogerMG:** We have made some inroads with smartboards in our business program (where I teach). We had a good trainer from the company come and then lead faculty picked it up very quickly. Now there is a demand for more smartboards.

**JeffC:** no one knows what to do all the time.

**JeffC:** the question is "what are you doing in the classroom now... and what kind of support can I get to enhance it with tech?"

**ElizabetGu:** I loved using smartboards in my last placements, made instruction so much easier. I believe there is a website that has templates for smartboards, makes things even easier

**RogerMG:** That's why I am so interested in Yugma . . .not only as a communications device, but as a training one.

**JeffRu:** Jeff C, say more.

**JeffRu:** Yugma???

**HeidiDR:** What is Yugma

**JeffC:** I've recommended virtual smartboard presentations to my district... have a central controller (using Yugma, etc.) demo it in the classroom... that way... one person may demo something remotely and the teacher/students may watch.

**JeffC:** Yugma is a collaborative tool that allows for desktop sharing and remote control access.

**JeffRu:** Thx

**LizH:** We're trying to set up a mentoring program to pair teachers who are comfortable with tech with other teachers in their department. That's been in the plans for awhile now though and not started yet.

**JeffC:** I could control your computer (with your permission), and/or you could see my desktop as I clicked.

**LaelL:** Wow! What a neat program

**JeffRu:** Liz, what incentive is there for the mentor, the "student"

**JeffC:** so... if I were say... using virtual calculators in a math class... I could remotely show how to do it in another math class.

**AmyCR:** How does yugma work with skype

**LizH:** There is no incentive right now - no course release, stipend, etc. - which is why it hasn't started yet.

**JeffC:** yugma also has a phone dial-up number for each session that members may call

up with skype.

**HeidiDR:** that is great

**LaelL:** What is skype again?

**AmyCR:** Cool!

**JeffC:** yeah... but it eats up bandwidth...

**ElizabetAP:** Always a catch

**JeffC:** skype is an online phone system (basically).

**BJB2:** Skype is Voice over IP

**BJB2 . o O ( voip )**

**RogerMG:** I just ran a quick search for 'Smartboard Templates' and there are a lot of sites that have them . . .many in k-12 districts and universities around the country.

**AmyCR:** Did you already mention is Yugma free ?

**JeffC:** nope... didn't mention it.

**JeffC:** I have a premium account though which has some added features the free version doesn't have... primarily... remote desktop control.

**AmyCR:** The Smart Technologies site has lessons for the smart board organized by grade and standards

**ElizabetAP:** I had a hard time logging in though when we went on your tour Jeff C

**RogerMG:** Have any of you used any of the academic libraries and classroom in Second Life?

**JeffC:** the first time is always the hardest!

**JeffC:** with anything!

**ElizabetAP:** That is so true!

**JeffRu:** 2nd Life on my "explore" list

**ElizabetGu:** yes the lessons and templates are so awesome, i forgot the particular website I searched. let me look for it.

**JeffC:** again... that's something that faculty/educators need to overcome... when something doesn't go smoothly with tech... they'll argue "see! it doesn't work! I don't get it! blah blah blah!" and storm off in a huff. (wonder what kind of animal that is, roger?)

**JeffC:** imagine if your students didn't get a concept the first time and were able to use that argument.

**JeffRu:** a po'd educator, Jeff :-)

**JeffRu:** Back on overcoming resistance...

**JeffRu:** Anyone familiar with the Writing Across the Curriculum program?

**LizH:** I'm familiar with WAC.

**JeffRu:** I think it's a good model for implementing Tech Faculty Development

**HeidiDR:** Our district is going to all online grades and attendance and it is helping the veteran teacher see technology as an asset.

**RogerMG:** I agree with the 'if it doesn't work . . .I don't blah, blah. But, if they took this aspect with sex too . . .well I guess they just would have given up:-)

**AmyCR:** Can you expand Jeff?

**LizH:** WAC didn't work for us. The resistance to that was too great! :)

**JeffRu:** It works great at PCC

**JeffRu:** set up long term (1 semester) training that require deliverables and performance assessment. Offer incentives (stipends, grade increases, etc)???

**HeidiDR:** Good idea Jeff

**JeffC:** pizza and cheesecake

**JeffRu:** meet regularly as a "class", provide mentoring and help

**JeffC:** no teacher can resist pizza and cheesecake

**JeffRu:** Jeff C, say more

**JeffRu:** AHHH

**RogerMG:** Most of the research I seen indicates stipends or release time for university

faculty is the way to go . . . along with ongoing training and support.

**LaelL:** lol incentives are great

**JeffC:** well... personally... I'm against the extrinsic reward thing for educators, as I am against token economies for students.

**LizH:** Maybe that's why WAC didn't work for us. Again, no stipends.

**JeffC:** but I believe that if you gave everyone support \*when they needed it, and what they needed\* that you'd have a lot more come around.

**JeffRu:** What do you see as the issues, Jeff

**JeffC:** the issues are that no one is doing that.

**JeffRu:** No one offering extrinsic rewards?

**JeffC:** I don't know of a place that has support personnel ready to get things rocking and rolling at the drop of a hat.

**JeffC:** because it doesn't meet the need... the need for educators to see the value of tech without getting free cheesecake.

**HeidiDR:** The teacher that help s us out is incredible. He is very patient and wants all teachers to switch to Mac's. Just kidding, but he is a mac user. We all bring item to snack on when we have trainings.

**JeffC:** if they're in it for the cheesecake... they're not really doing it for the right reasons.

**RogerMG:** Well . . .gotta provide extrinsic rewards at some level, otherwise people feel pushed to the wall. Intrinsic comes later. You can extinguish some of the extrinsic over time.

**AmyCR:** Forget about rewards we are underpaid . Give me anything for all the time I spend surfing the web and researching I will take it

**JeffC:** unless you make them agree that after they "come over to the light side" they'll bring the bagels next time.

**JeffRu:** That's what I think, Roger

**JeffC:** right Amy... and that's one of my points... you're wasting a lot of time surfing the net.

**JeffC:** if you have the right group support... you could feed off of the knowledge of

others.

**ElizabetAP:** good point

**HeidiDR:** That is the key, SUPPORT

**ElizabetGu:** that's the smart way!

**AmyCR:** True

**ElizabetGu:** feed off the knowledge of others!!

**JeffRu:** So, there are support groups ready to rock and roll?

**JeffC:** I've asked educators before what they thought the best search engine was... most said google... I pointed to them and said "it was a trick question... the right answer is \*you, and you\* and YOU\*!"

**JeffC:** tons of them.

**ElizabetGu:** support support support!

**JeffC:** we have 800 professional development groups, university and K-12 classrooms right here at Tapped In alone.

**JeffRu:** Introduce us.

**JeffC:** and of course there are other support sites for educators...

**JeffRu:** We want tech ed

**JeffC:** the point is you need to get into the routine of asking the right questions in the right places, and not just surfing google for the right answer by yourself all the time.

**HeidiDR:** That is why I am getting my Master's in Education technology

**JeffC** can't afford a masters... and would probably pull my hair out taking edtech classes at this point.

**ElizabetGu:** hey I'm thinking about the same thing Heidi!

**RogerMG:** Our OIT provides absolutely no support other than tech. support . . .faculty are left to their own devices to find links, material, set up the courses. We have no design specialists. Even in the Ed. school very few faculty teach online. Actually, the business school has more people working online than any other one on campus.

**HeidiDR:** Azusa Pacific University is all online.

**ElizabetGu:** let me research! thanks

**JeffC:** right... and Azusa Pacific is one of the tenant organizations here.

**JeffC:** and as Roger points out... business people "get it" more than educators.

**HeidiDR:** right

**RogerMG:** Azusa has a good rep. from what I've heard up here in NoCal

**LizH:** I'm doing my PhD in ed tech from Walden, which is online too.

**Laell:** I am thinking about a Masters in Education too but that is off in the distance

**JeffC:** hehe... don't get me started about \*Walden\*!

**JeffRu:** Jeff C, I think the business people see the extrinsic reward

**JeffC:** . o O ( Bj will duct tape my mouth if I start talking about Walden! )

**LizH:** I like some parts of it, but others...

**JeffC:** For starters they understand that meeting virtually is a helluvalot cheaper than flying people places.

**AmyCR:** Exactly Jeff they are paid based on their performance. There are too many issue involved with that in education

**JeffC:** Liz... one of my biggest gripes about Walden is that they \*assign Tapped In and none of the professors have accounts here\*!

**RogerMG:** Well . . .that's true of 'some' business people, but definitely not all. Many are more achievement based.

**HeidiDR:** If it takes rewards to get teachers to want to learn about technology than that is what we need to do

**BJB2:** The next FROL discussion will take place on March 27

**LizH:** Jeff, somehow that doesn't surprise me! I think I know more than some of my instructors in regards to ed tech.

**AmyCR:** My husband is in Ed Tech for doctors and surgeons and he keeps up with everything because his clients demand it. Ours do not

**RogerMG:** Almost out of time. Wow. This time flew by in this one. Again, Thanks Jeff C. for the great Yugma presentation in OTL. And thanks to all participants here for the great input. Transcripts will be forthcoming.

**HeidiDR:** Wow, that is a powerful statement Amy

**HeidiDR:** Thanks

**AmyCR:** Thanks!

**JeffRu:** Jeff, if I understand what you're saying, to get educators to use tech, don't offer extrinsic rewards, but get them to join support groups?

**ElizabetAP:** Thank you Roger

**JeffC:** something like that Jeff

**LaelL:** I am just wondering how teachers are going to feel when their students are all going to be more knowledgeable than them

**JeffRu:** How

**LaelL:** eventually

**JeffC:** help them with help they don't even know they need.

**JeffRu:** Who helps

**LaelL:** with regards to technology I mean

**BJB2:** thanks, everyone, for some great input on the discussion

**JeffRu:** Thanks Roger et al

**LaelL:** thanks Roger and Jeff and everyone else

**ElizabetGu:** Thanks!! byee

**BJB2** . o O ( still no easy answers )

**JeffC:** well... \*we do here\* Jeff ;-)