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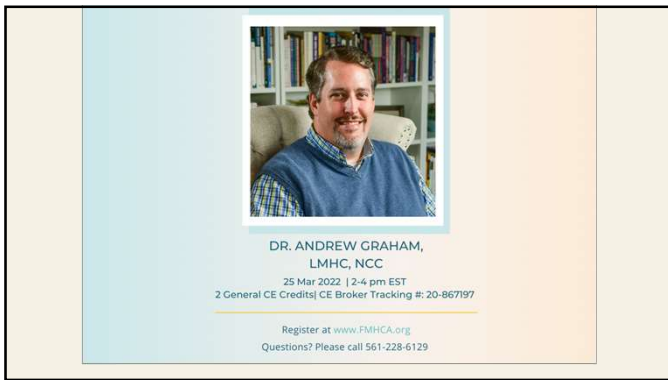
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**WEBINAR INTRODUCTION**

- While you may have completed your traditional undergraduate and graduate training through brick-and mortar programs on residential campuses, many of today's graduates - and a larger percentage of tomorrow's graduates - will complete their training through nontraditional programs. This shift in the context of training provides an exciting opportunity for those in clinical practice to supplement the income while also having a hand in educating the next generation.
- Dr. Graham has been involved in online education programs for the last 14 years. He's held the role of content area expert, adjunct faculty, and affiliate faculty. He's worked in undergraduate and graduate programs - all while maintaining a clinical practice. Those who attend this workshop will have the opportunity to learn practical tools for addressing legal and ethical issues - and opportunities - in joining the world of online education as an adjunct faculty member.

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### WEBINAR GOALS & OBJECTIVES



- Discuss the growth of online education in the training of mental health counselors and the ethical importance of gate-keeping;
- Identify opportunities to supplement your income through working as a content area expert or adjunct faculty member and the legal and ethical ramifications of serving in both clinical and educational realm;
- Explore practical strategies for licensed counselors to enter the pool of adjuncts.

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### ONLINE EDUCATION: GROWTH



- Operational Definitions
  - The DOE has defined distance education as the use of one or more technologies that deliver instruction to students who are separated from the instructor and that supports “regular and substantive interaction between the students and the instructor, either synchronously or asynchronously” (2012, p. 5)
- Growth of online education
  - Especially among students who work full-time, have families, and prefer the flexibility of distance learning
  - In 2016, 6+ million students taking online courses (2.8 million exclusively online)

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### ONLINE EDUCATION: GROWTH



- Growth in CACREP-accredited programs
  - In 2022, of 916 total programs, 115 were offered online.
- Counseling industry growth trends predicted by US Department of Labor (2022)
  - “Employment of substance abuse, behavioral disorder, and mental health counselors is projected to grow 23 percent from 2020 to 2030, much faster than the average for all occupations. About 41,000 openings for substance abuse, behavioral disorder, and mental health counselors are projected each year, on average, over the decade.”

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ONLINE EDUCATION: ADJUNCTS



- Hiring of counseling faculty
  - Full-time vs. Affiliate vs. Adjunct
  - CACREP core vs. non-core (CACREP, 2016)
    - "Core counselor education program faculty have earned doctoral degrees in counselor education, preferably from a CACREP-accredited program, or have related doctoral degrees and have been employed as full-time faculty members in a counselor education program for a minimum of one full academic year before July 1, 2013."
    - Non-core faculty must "support the mission, goals, and curriculum of the program and meet the following requirements; Identify with the counseling profession through memberships in professional organizations, appropriate certifications, and/or licenses pertinent to the profession."

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ONLINE EDUCATION: ADJUNCTS



- Courses taught by adjuncts
  - 31% of all online courses are taught by adjuncts (Lederman, 2019)
  - CACREP standard requires 51% of courses be taught by core faculty (CACREP, 2016)
- Variety in programs (Shriner, 2021)
  - Various learning platforms (Blackboard, Canvas, Moodle, etc)
  - Various course lengths (5 weeks, 8 weeks, 15 weeks, etc)
  - Various modalities (asynchronous, synchronous)

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ONLINE EDUCATION: GATE-KEEPING



- FL licensure standards (Florida Board)
  - Minimum of an earned master's degree from a regionally accredited program in mental health counseling or a closely related field that consists of at least 60 semester hours or 80 quarter hours and required graduate coursework listed below.
  - Beginning July 1, 2025, an applicant must have a master's degree from a program that is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) which consists of at least 60 semester hours or 80 quarter hours to apply for licensure under this paragraph.
- CACREP standards
  - CACREP Standards updated to include "Standards for Digital Delivery" (2016)

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### ONLINE ADJUNCTING: ROLES



- Subject Matter Expert
  - Text selection, curriculum development, programmatic alignment, CACREP standards
  - Per credit hour or per course stipend
  - How much?
- Adjunct Faculty
  - Facilitation of content: announcements, discussion interaction, grading
  - Per credit hour, per course, per student
  - How much? It depends
    - length of term, course size, and other factors (Schriner, 2021)

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### ONLINE ADJUNCTING: PROS & CONS



- Pros
  - free resources (textbooks, training, access to libraries/journals); flexibility (hours per week; length of courses); standardized curriculum (no development necessary)
- Cons
  - no benefits (insurance, retirement); not much autonomy

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### ONLINE ADJUNCTING: PRACTICAL STRATEGIES



- Research the requirements and make sure you fit (graduate education, active license/insurance, previous experience?)
- Create a clean CV that reflects degree(s), license(s), insurance, clinical experience, publications/presentations
- Create a cover-letter that includes any/all teaching experience, brief philosophy of education, any experience with online education in any format
- Apply, Apply, Apply!

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### SUMMARY



- Growth of online education in the training of mental health counselors
- Ethical importance of gate-keeping
- Identify opportunities to supplement your income through working as a content area expert or adjunct faculty member and the legal and ethical ramifications of serving in both clinical and educational realm;
- Explore practical strategies for licensed counselors to enter the pool of adjuncts.

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