



# Frequently Asked Questions (FAQs)

Migration to E-Learning (For Instructors)

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### 1. What is eLearning?

Using electronic devices (computers, tablets, phones) to deliver educational or training content to learners.

### 2. Why eLearning?

Quick, easy, and effective way to reach any number of learners compared to the traditional form of learning (face to face/classroom).

### 3. Where can eLearning be implemented?

- Anytime, anyplace, anywhere. eLearning can be synchronous or asynchronous.
- **Synchronous:** Learning/Instruction is delivered in real time. Learners gather in a virtual environment in online meetings, video conferences and chats.
- **Asynchronous:** Learning not delivered in real time or in person. Learners learn from prerecorded material and can complete the course independently at their own pace.

### 4. How can eLearning be successful?

- **Identify learner's needs:** Look beyond your learner's subject knowledge and ability and understand their expectations and what motivate them.
- **Create a plan and set goals:** Create a detailed course outline, set clear expectations, structure the course, and ensure learning outcomes align with the learning goals.
- **Apply active learning:** The more interactivity, the greater the degree of engagement. Include interactive videos, quizzes, drag and drop interactions and branching scenarios.
- **Measure and track effectiveness:** Use [Kirkpatrick Model](#). Use pre and post assessments to evaluate the Knowledge, Skills and Abilities (KSAs).

### 5. What are some of the popular and effective eLearning models?

- **Analysis, Design, Develop, Implement and Evaluate (ADDIE):** Framework to create effective eLearning.
- **Successive Approximation Model (SAM):** Is an iterative design and delivery model to meet the immediate demands of training.
- **Merrill's Principles of Instruction (MPI):** They are a set of interrelated principles, when applied in an instructional increases learning.

- **Dick and Carey:** Focus is on the interrelationship between context, content, learning and instruction.
- **Gagne's Nine Events of Instruction:** The series of nine events assists educators to become organized and stay focused on the instructional goals.
- **Bloom's Taxonomy:** Establishes learning objectives to describe and organize the different levels of cognitive learning
- **Attention, Relevance, Confidence and Satisfaction Model (ARCS):** Focuses on the motivational aspects of learning environment and creates motivational elements for learners.

## 6. What are some of the eLearning Strategies?

- **Set clear objectives:** Ensure learning objectives are measurable, specific, and worthwhile
- **Avoid cognitive overload:** Learners process and understand information differently. Chunk content and apply different techniques to present information.
- **Adopt learner centric approach:** Design learning in a way that allow learners to take the ownership, so they can access information they need, when and where it is needed.
- **Create meaningful experiences:** Speak to the learner's emotions of learners

while designing a course; use real-life scenarios.

- **Incorporate interactivity:** Interactivity increases retention. Provide learners the opportunity to improve their Knowledge, Skills and Abilities (KSAs).



## 7. How to avoid online learner isolation?

- Virtual study groups
- Video conferencing using webcam
- Voice chats
- Online chats
- Online workshops
- Discussion Boards
- Online Forums

## 8. What are the benefits of online learning?

- Flexibility
- Comfort
- Self-paced

## 9. What are some of the best practices in online learning?

- Share clear expectations

- Focus on pedagogy
  - Create safe and supportive learning environment
  - Engage learners through emotional connect with content
  - Make materials and resources accessible
  - Identify obstacles
  - Provide opportunities for discussions
  - Apply concepts within case studies
  - Encourage practice activities and reflection
  - Less is more
  - Adopt bite sized content
- Difference between AR and VR:
    - a. AR: Easier to engage with real world environment
    - b. VR: Explains a concept in a hypothetical environment



#### 10. How is online learning best presented to learners by the inclusion of Virtual Reality (AR)/Augmented Reality (AR)?

- Enhances course content
- Teaches learners content; especially when learners do not have access to a lab
- Cost-effective
- Active learning
- Scaffolding approach: Guided practice

#### 11. What are some of the open sources/tools available?

- [Khan Academy](#)
- [Open edX](#)
- [Moodle](#)
- [YouTube Creative Commons](#)
- [skillsoft](#)
- [Kahoot](#)
- [OER Commons](#)
- [MOOCS](#)
- [Grammarly](#)
- [Canva](#)
- [Pexels](#)
- [Unsplash](#)
- [Coursera](#)
- [Camtasia](#)

#### 12. What are some of the most popular authoring tools for eLearning?

- [Articulate Storyline](#)
- [Articulate Rise](#)
- [Adobe Captivate](#)
- [Elucidat](#)
- [Gomo](#)
- [Lectora](#)
- [Adapt](#)
- [iSpring Suite](#)



### 13. What are some popular Learning Management Systems (LMS)?

- [Canvas](#)
- [Blackboard](#)
- [Google Classroom](#)
- [EducateWorkforce](#)



### 14. What are some other supplemental resources for eLearning?

- Online Workshops
- Online associations that promote learning
- Blogs
- eBooks
- Videos
- Podcasts
- Online worksheets
- Checklists
- Job aids
- Glossaries

### 15. What tools are used by instructors to enhance eLearning presentations?

- Smartboard technology
- Unity 3D

- Unreal
- MATLAB
- Stylus and other annotation devices

### 16. What are some mistakes to avoid while creating an online learning course?

- Avoid a lot of text
- Avoid cramming content
- Avoid clutter in design
- Avoid using the first version of your course
- Avoid keeping courses stagnant and not updating them
- Avoid trying to create a course alone
- Avoid poor quality content and design
- Avoid using too many technology tools
- Avoid using only exams to measure learner effectiveness

### 17. How to support all learners?

- Make course welcoming
- Ensure imagery represents learners of all diversities
- Adopt Universal Design Principles ([UDL](#)) to optimize learning effectiveness
- Make content accessible to people with disabilities
- [WCAG](#)
- [ADA](#)
- [508](#)