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Education

Ed.D., Instructional Technology & Learning Sciences

Indiana University- Bloomington, IN

2014-2019

Dissertation: The Impact of Feedback Interactions on Online Learner Satisfaction and Achievement

MS., Educational Technology, Instructional Design & Development

Towson University- Towson, MD

2010-2011

Awards & Honors: Research Assistantship, Student Speaker at Commencement

BA, English Education & Special Education

Indiana Wesleyan University- Marion, IN

1996-2000

Awards & Honors: Secondary Educator of the Year, 2000, Multiple scholarships

Work Experiences

Chief Academic Officer, CampusEdu

January 2020-Present

Working with an educational technology start-up, since the it inception, I have enjoyed the start-up culture and collaboration with presidents from over 40 colleges and universities.

Externally:

- Grew the company from 3 to 12 university partners.
- Provided vision and strategy for a cross-functional team that launched 30 masterclass-style online courses in the company's first 18 months.
- Designed and implemented onboarding processes for new partnerships.
- Developed communication cadences and messaging for high-level leaders including presidents, CEOs, association leaders, and corporate consultants.
- Maintained positive account management relationships with partners through consultative sales.
- Presented at multiple pitch meetings ranging in size from 1 CEO or college president to 1,000 association members.
- Co-authored and negotiated a consortial arrangement to better serve students (ie. all credits should count) for use by a network of 15+ universities.
- Negotiated multiple contract agreements with university and association partners.

Internally:

- Researched and established quality assurance metrics for products and services to align with accreditation standards and Department of Education regulations.

- Initiated membership in IMS Global and the Open Skills Network and championed alignment with technical interoperability standards including Rich Skills Descriptors (RSDs) for course content.
- Consulted on software development projects to create user stories, detailed specifications and requirements for a variety of end users.
- Authored multiple white papers and published articles to position the company's work and establish credibility.
- Created a sales pipeline process, hired 3 account managers, developed onboarding, and implemented Salesforce with the new team.
- Championed design thinking strategies to be implemented within teams' operational workflows for course and program development.

Associate Vice President of Innovation

Indiana Wesleyan University- National & Global

2019-2020

- Led the strategic intelligence component of a five-year strategic plan.
- Conducted original qualitative research to drive strategic priorities.
- Developed cross-functional, project-focused organizational teams including stakeholders from student services, the office of the registrar, advising, faculty development, instructional design, and academic affairs.
- Developed a market research dashboard to forecast program development and plan for program closure.
- Oversaw the development of a strategy to better serve military learners.
- Designed a strategy for futuring and innovation that elevated all voices and empowered a team culture.

Executive Director

Center for Learning and Innovation & SPL, Indiana Wesleyan University

2019

- Crafted communication cadences, project plans, evaluation plans, meaningful scoreboards, executive summary reporting, and goals at the individual employee and departmental levels.
- Prioritized financial and personnel resources to accomplish mission-critical objectives.
- Led a team of 15 researchers, instructional designers, and faculty developers.
- Promoted success by communicating meaningful performance metrics, especially as it related to team goals.
- Implemented design thinking strategies and processes in collaboration with academic, information technology, and marketing teams.
- Oversaw a team who launched a successful podcast, Digital2Learn, and won a prestigious award for implementing project-based learning (PBL) in a fully online program (a Doctor of Business Administration).

Executive Director of Strategic Program Launch

Office of the Chancellor, Indiana Wesleyan University

2018-2019

- Launched an internal micro-learning, upskilling initiative focused on project management and leadership skill development for employees.
- Initiated a rapid prototyping model that engaged student focus groups to provide input on academic course and program innovation ideas.

- Systematized the institutional strategy for road mapping and successfully launched many new programs with a focus on meeting market needs.
- Increased the efficiency and effectiveness of newly launched programs by empowering a cross-functional team to clarify processes, and leverage new technologies.

Director of Assessment and Evaluation

College of Adult and Professional Studies, Indiana Wesleyan University

2016-2018

- Used business intelligence to develop dashboards to make student performance and activity data actionable, including LMS data from D2L's Brightspace platform.
- Engaged 30 faculty and staff members in ongoing professional development related to effective uses of academic data.
- Served as the internal consultant for assessment, accreditation, and program evaluation.

Director of Instructional Design

Center for Learning and Innovation, Indiana Wesleyan University

2016

- Led the restructuring of the instructional design team including associate instructional designers and student workers.
- Prioritized resources to increase team effectiveness.
- Led the team to transition over 600 online courses from one LMS platform to another.
- Led the review and upgrade of 600 online courses to meet WCAG 2.0 AA standards for accessibility.

Instructional Designer

Center for Learning and Innovation, Indiana Wesleyan University

2014-2016

- Consulted with individual faculty on the development of over 30 online courses.
- Led the design team to incorporate effective practices related to assessment.
- Initiated production with eLearning authoring software, Articulate Storyline.
- Implemented design thinking strategies and processes across the regular cadence of collaboration among academic, information technology, and marketing teams.

Instructional Designer & Professional Development Facilitator,

Northwest Evaluation Association (NWEA), Portland, OR

2010-2013

- Designed workshops, webinars, training materials, instructor guides and eLearning assets for classroom teachers.
- Became proficient in Adobe Captivate to create tutorial videos.
- Facilitated live 2-3 day workshops at 40-50 different schools each year.
- Collaborated with large (Chicago Public Schools) and small (tribal Bureau of Indiana Education) system leaders to develop growth strategies for teachers.
- Consulted with NWEA data scientists to devise relevant reports for individuals in a variety of school and administrative roles.
- Experienced coaching from nationally recognized leaders in education, assessment, learner growth, and training strategies for adults.

Teaching Experience

2000-Present

For the first decade of my career, I taught middle and high school English language arts and then transitioned to higher education while in graduate school.

School	Subject & Role	Students
Southern Middle School 2000-2003	7 th -8 th grade Language Arts	Middle school
Hamilton Southeastern Junior High School 2003-2004	8 th grade Composition Team Leader	Middle school
West Jessamine High School 2005-2007	11 th & 12 th grade English (1/2 day) Literacy coach (1/2 day)	High-risk HS & Teachers
Southern Middle School 2008-2009	8 th grade Language Arts	Middle school
Towson University 2010-2012	Adjunct faculty- IST-102 Methods of Research, Onsite	Undergraduate General Education
Northwest Evaluation Association 2010-2015	Workshop facilitator- online and onsite, Data-informed teaching	K-12 teachers
Indiana Wesleyan University, 2015-2018	Adjunct faculty- UNV-102 & UNV-104 Integrative Studies, online	Undergraduate General Education
Emmaus University 2019-2022	Adjunct faculty- EDU-520 Course Design, online & onsite	Graduate Teacher Education
Emmaus University 2019-2022	Adjunct faculty- EDU-610 Program Design, online	Graduate Teacher Education

Featured Publications and Presentations

Invited Keynote speaker, [Media & Learning Conference](#)
Leuven, Belgium, June 2nd & 3rd, 2022

[Authentic and Effective: Rescuing video from its role as the villain in online learning.](#)
EDUCAUSE Review, December 7, 2021

[Reimagining Course Design](#), D2L Webinar (Invited), July 16th, 2020

[Leveraging Feedback Experiences in Online Learning.](#)
EDUCAUSE Review, June 1st, 2020

[Military Credentialing Advancement Initiative](#), September 2020

Wrote and won a Lumina Foundation \$200,000 grant award for IWU

[*The Program Health Index: A new approach to program evaluation*](#), pp. 80-86
Association for the Assessment of Learning in Higher Education, December 2018

[*Quality Framework for Competency Based Education: A User Guide*](#)
Collaboratory author with the CBE-Network, 2018

Other Publications and Presentations

Formative Assessment with Adaptive Learning, July 2019

As article published online and in print in Educational Technology Insights

The Impact of Feedback Interactions on Online Learner Satisfaction and Achievement, April 2019

Dissertation defended and passed, IU Bloomington, Dr. Curt Bonk, Dr. Gamze Ozogul, Dr. Dan Hickey committee members

Our Competency-based Education Story- US Senate Testimony, March 2019

Selected from C-BEN Membership to present testimony at the senate building in Washington, DC during Negotiated Rulemaking for HERA

Teaching Online Today, February, 2019

Invited workshop for faculty at Aultman College, Canton, OH

Occupational Therapy and ACOTE: A Case Study in Framework Development,
March 2018

A peer-reviewed publication in the *AALHE Intersection* journal for assessment professionals.

Defining the Learner Feedback Experience, Online March 2018, In print Nov. 2018

Peer-reviewed, academic journal publication, *TechTrends* (2018) 62: 585

Using the Outcomes Alignment Template for Academic Programs, June 2017

Workshop presented for the Association for the Assessment of Learning in Higher Education

Instructional Design Iron Triangle: Effectiveness, Efficiency, and Appeal, May 2017

Invited guest presenter for faculty professional development, IWU

Are You Seeing What I'm Seeing? Winter 2017

Juried journal article publication, *Intersection*, 1(3), 7-14

Instructional Systems Design Research to Practice, March 2017
Invited panel presentation: Graduate Instructional Systems Technology (GIST) conference, Indiana University

Student and Faculty Perceptions of Adaptive Learning, March 2017
ACHE/ICCHE Midwest Conference presentation

Adaptive Learning: A study comparing two tools, November, 2016
Awarded best graduate student presentation by the Online Learning Consortium

Data Conversations: A protocol for growing a healthy culture of data use, June 2016
Workshop presented for the Association for the Assessment of Learning in Higher Education

Education 3.0: Individualized, Authentic, and Connected, June 2016
Society for Information Technology & Teacher Education, International Conference 2016 (pp. 203-210). AACE

Evidence of Student Success, June 2015
Paper presented at the Society for Information Technology and Teacher Education

Rubrics: Current Research, Best Practices, and Creating them in the Real World, May 2014
Paper presented at Pearson Cite 2014 Online Learning Conference

Developing Effective Professional Development Spaces, Real and Virtual, for College of Education Faculty, June 2012
Paper presented at the Society for Information Technology and Teacher Education

Recent Training

Salesforce Trailhead, Admin Beginner Trail
Google Data Analytics Foundations, Coursera
LinkedIn Learning, Leading Change
EDUCAUSE Review, Author Credential
LinkedIn Learning, Strategic Agility
LinkedIn Learning, Making Learning Accessible
Competency-based Education Network—Consultant & CBE Reviewer

References Available