UNIVERSITY OF CENTRAL FLORIDA

Center *for* Distributed Learning

Response to ITN 2015-11

Faculty Development for Online Education

June 26, 2015

Part 1: Technical Reply

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Preliminary Administrative Review

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FLORIDA DEPARTMENT OF EDUCATION

BUREAU OF CONTRACTS, GRANTS AND PROCUREMENT
MANAGEMENT SERVICES
325 West Gaines Street
332 Turlington Building
Tallahassee, Florida 32399-0400

Addendum # 1

REPLY NO.: ITN 2015-11
Faculty Development for Online Education

JUNE 10, 2014

This addendum is issued to provide the Answers to Questions submitted timely by vendors during the Questions and Answer period. Questions are keyed as submitted.

<u>Questions and Answers</u>:

Submitted by Ace Applications, LLC

Question: 1. Do you also need course content development? or just the system?

Answer: No, we are not looking for a university to develop the actual content for an online course, but rather to train personnel responsible for training faculty who develop and teach online courses on their respective university or college campuses.

Submitted by QuMark Global Solutions

Question: 2. If Florida Gulf Coast University intends to respond to this ITN we would like to be considered for partnership as we have several experts in this area and have been providing services in a similar fashion for years. Could you please direct me to the appropriate person with whom we might discuss this?

Answer: The response to the ITN may include partnerships, but the responsibility to identify partner institutions will fall to the university submitting the response.

Potential proposers have 72 hours from posting of addenda to protest the requirements of each addendum. Failure to file a protest within the time prescribed in Section 120.57(3), or failure to post the bond or other security required by law within the time allowed for filing a bond shall constitute a waiver of proceedings under Chapter 120, Florida Statutes.

YOUR REPLY WILL NOT BE COMPLETE WITHOUT THIS DOCUMENT SIGNED AND INCLUDED IN YOUR TECHNICAL REPLY!

Vendor Name – written: University of Central Florida

Authorized Signature: _[signature]_

Mailing Address: 12201 Research Parkway, Suite 501

City, State & Zip Code: Orlando, FL 32826-3246

Telephone: 407-823-4456   Facsimile: 407-823-3299   E-Mail Address: erin.blackwell@ucf.edu

ITN # 2015-11   Addendum #1

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June 23, 2014

State of Florida
Board of Governors
325 West Gaines Street
Tallahassee, Florida 32399-0400

To Whom It May Concern:

On behalf of Dr. Thomas Cavanagh, Assistant Vice President of Distributed Learning, the University of Central Florida is pleased to submit an Intent to Negotiate in reference to ITN 2015-11 to the State of Florida Board of Governors.

Per the instructions set forth in the referenced ITN, the following information is provided:

1. I have been delegated the authority to sign the attached Reply and bind UCF relative to all matters contained in the Respondent's Reply (see attached).
2. UCF's federal tax identification number: 59-292-4021
3. UCF's DUNS number: 150805653
4. I confirm that we have read, understand, comply and agree to all provisions of this ITN, unless changed during the negotiation process. By submitting a Reply, UCF agrees to the terms and conditions of the ITN notwithstanding any statement in the Reply to the contrary.
5. As a state-controlled university, UCF is authorized to conduct business in Florida.
6. I confirm UCF is registered on the MyFloridaMarketPlace website in accordance with the provisions by the state of Florida.
7. UCF has electronically registered a valid W-9 with the Department of Financial Services (DFS).

If you have any questions regarding this reply, please contact me at (407) 823-4456 or by e-mail at erin.blackwell@ucf.edu.

Sincerely,

Erin C. Blackwell
Sr. Proposal Manager

Delegation of Authority Form

Date | 8/20/2013

Person Delegating Authority:	Dr. Tom O'Neal
Title:	Associate VP of Research
Employee Name:	Erin Blackwell
Title:	Sr. Proposal Manager
Department:	Office of Research and Commercialization
Division:	Pre-Award
College/Unit:	Academic Affairs

Phone:	407-823-4456
Email:	Erin.Blackwell@ucf.edu

Signature of Delegating Authority

_____

Note: The delegation must include (1) a specification of the scope, terms, and limitations of the delegation; (2) the contract or types of contracts the delegate is authorized to sign; and (3) the duration of the delegation, not to exceed the maximum limit.

Type of delegation and limits:

Signature Authority on behalf of University of Central Florida to sign Proposals, Representations and Certification documents, and pre-award non-consideration agreements related to the submission of proposals. Grants, contracts,collaboration agreements,subcontracts and all expenditure and other documents related to these agreements." This delegation is effective for a three (3) year period from the date of signature.

ATTACHMENT 2

DRUG-FREE WORKPLACE

(will be considered in case of identical tie replies)

Preference shall be given to businesses with drug-free workplace programs. Whenever two or more bids which are equal with respect to price, quality, and service are received by the state or by any political subdivision for the procurement of commodities or contractual services, a bid received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process. Established procedures for processing tie bids will be followed if none of the tied vendors have a drug-free workplace program. In order to have a drug-free workplace program, a business shall:

1) Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.

2) Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.

3) Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).

4) In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.

5) Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.

6) Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.

_____
Vendor's Signature

ATTACHMENT 3

DISCLOSURE STATEMENT

PARTNERSHIP OR INDIVIDUAL

I hereby certify that I, if an individual, or each of us, if a partnership, doing business as_____

<div align="right">(Name of Individual or Partnership)</div>

(am)(is) not now involved in nor have I ever engaged in any private business venture or enterprise, directly or indirectly, with any current member of the Board of Governors, the Chancellor of the State University System, any Vice Chancellor, or any Associate Vice Chancellor within the Board of Governors.

I further certify that neither I, nor any partner, if a partnership, nor anyone acting in my or our behalf has requested that any of the above designated persons or any other employee of the Board of Governors exert any influence to secure the appointment of _____
_____ under this proposed agreement.
(Name of Individual or Partnership)

(1)   _____
<div align="right">Signature</div>

_____
<div align="right">Signature</div>

(1) If partnership, each partner must sign and execute.

<div align="right">Signature</div>

COMPANY OR CORPORATION

I hereby certify that neither I nor any owner, officer, director, or shareholder of_____N/A_____, a
<div align="center">(Name of Corporation/Company)</div>

_____N/A_____ (1) corporation, licensed to do business in Florida, is presently involved in or has been
<div align="center">(Name of State of Inc.)</div>
engaged in any private business venture or enterprise, directly, or indirectly, with any current member of the Board of Governors, the Chancellor of the State University System, any Vice Chancellor, or any Associate Vice Chancellor within the Board of Governors.

I further certify that neither I nor any owner, officer, director, or shareholder of this corporation or anyone acting on behalf of this corporation or any of its owners, officers, directors, or shareholders has requested that any of the above designated persons or any other employee of the Board of Governors exert any influence to secure the appointment of
_____N/A_____ under this proposed agreement.
(Company)   (Corporation)

University of Central Florida is a state controlled Institution of Higher Education.

(2)_____
<div align="right">Signature</div>

_____
<div align="right">Title</div>

(1) If company is not incorporated, insert "not incorporated" in this space.
(2) If incorporated, this statement is to be executed by same person who will execute contract, if awarded.

ATTACHMENT 4

REFERENCES for Underline University of Central Florida
RESPONDENT NAME

PROVIDE THE FOLLOWING REFERENCE INFORMATION FOR A MINIMUM OF THREE (3) BUSINESSES WHERE SERVICES OF SIMI SIZE AND SCOPE HAVE BEEN COMPLETED

BUSINESS NAME:	American Association of State Colleges and Universities (AASCU)
ADDRESS:	1307 New York Avenue, N.W., 5th Floor, Washington, D.C. 20005
CONTACT PERSON:	Dr. George Mehaffy, Vice President for Academic Leadership & Change
PHONE NUMBER:	202-478-4672
FAX NUMBER:	202-296-5819
E-MAIL ADDRESS:	mehaffyg@aascu.org
DATE AND DESCRIPTION OF SERVICES:	2011-2012. Partnered on an NGLC Wave 1 grant to expand blended learning at 20 AASCU institutions across the country. Also partnered for 9 years on an annual leadership summit at UCF.
BUSINESS NAME:	EDUCAUSE
ADDRESS:	1150 18th Street, NW, Suite 900, Washington, DC 20036
CONTACT PERSON:	Dr. Diana Oblinger, President
PHONE NUMBER:	202-872-4200
FAX NUMBER:	202-872-4318
E-MAIL ADDRESS:	doblinger@educause.edu
DATE AND DESCRIPTION OF SERVICES:	2014. Partnered to offer a co-branded certification for a faculty professional development massive open online course (MOOC) on blended learning. Also partnered for 9 years on an annual leadership summit at UCF.
BUSINESS NAME:	University of Nebraska
ADDRESS:	3835 Holdrege Street, Lincoln, Nebraska 68583
CONTACT PERSON:	Dr. Mary Niemiec, Associate Vice President for Distance Education
PHONE NUMBER:	(402) 472-7977
FAX NUMBER:	
E-MAIL ADDRESS:	mniemiec@nebraska.edu
DATE AND DESCRIPTION OF SERVICES:	2012 & 2013. On-site staff consultation on best practices in online and blended learning.

ATTACHMENT 6

VENDOR CERTIFICATION REGARDING

SCRUTINIZED COMPANIES LISTS

Respondent Vendor Name: University of Central Florida

Vendor FEIN: 59-292-4021

Vendor's Authorized Representative Name and Title: Erin C. Blackwell, Sr. Proposal Manager

Address: 12201 Research Parkway, Suite 501

City: Orlando   State: Fl   Zip: 32826-3246

Phone Number: 407-823-4456

Email Address: erin.blackwell@ucf.edu

Section 287.135, Florida Statutes, prohibits agencies from contracting with companies, for goods or services over $1,000,000, that are on either the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List. Both lists are created pursuant to section 215.473, Florida Statutes.

As the person authorized to sign on behalf of Respondent, I hereby certify that the company identified above in the section entitled "Respondent Vendor Name" is not listed on either the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List. I understand that pursuant to section 287.135, Florida Statutes, the submission of a false certification may subject company to civil penalties, attorney's fees, and/or costs.

CERTIFIED BY: _____,

Who is authorized to sign on behalf of the above referenced company.

Authorized Signature Print Name and Title: Erin C. Blackwell, Sr. Proposal Manager

1. Executive Summary

The University of Central Florida (UCF) proposes to create a comprehensive program to provide State University System and Florida College System institutions with resources, instruction, and support for developing, delivering, and sustaining high quality online learning faculty development initiatives based on effective practices. The target audience of this program will be institutional faculty training leaders and administrators at the respective institutions; however, faculty members and staff will also benefit from the program's extensive resources.

This program will consist of two primary components:

- The Online Faculty Development Toolkit
- The Florida Online Faculty Development Workshop

The Online Faculty Development Toolkit will be a comprehensive resource that will provide Florida's postsecondary community with the essential elements required to ensure a very high quality online faculty development program. It will leverage UCF's nearly two decades of successful faculty development experience and be similar in approach to UCF's existing Blended Learning Toolkit resource (described on page 5), which has been helping education professionals across the world develop and deliver quality blended learning courses since 2011.

The Florida Online Faculty Development Workshop will be a two-day train-the-trainer experience for faculty development professionals from across the state. It will prepare these education professionals to return to their campuses and effectively implement the best practices, resources, and tools contained within the Online Faculty Development Toolkit.

Over the past two decades UCF has become an international leader in online faculty development. This technical response details how UCF's extensive experience will be leveraged to expand and improve online learning at all of Florida's colleges and universities.

The Online Learning Faculty Development Community of Practice will become a statewide forum for ongoing collaboration and sharing of faculty development resources and effective practices. The community of practice will be facilitated by UCF through the Complete Florida Plus initiative and be an ongoing forum for advancing the scholarship of teaching and learning in the online environment.

2. Qualifications and Experience

As the nation's second-largest university, the University of Central Florida has experienced significant growth within the past several years. A key component of that growth has been the strategic implementation of online learning opportunities for students. Since initiating our online learning initiative in 1996, UCF has developed and delivered 25,813 unique fully online and blended learning course sections.

Through distance learning technology, UCF has been able to provide access to a far greater number of students than the institution's physical infrastructure alone could support. During the 2013-2014 academic year

- Nearly 36% of all UCF student credit hours were generated by online modalities; and
- 53,585 students, or more than 76% of all UCF students, took one or more online courses.

During the summer 2014 semester, over 11,000 UCF students enrolled exclusively in online courses. According to David A. Longanecker, president of the Western Interstate Commission for Higher Education, "The University of Central Florida is clearly one of the top 10 institutions doing online work in the country right now, maybe even higher than that" (Chronicle of Higher Education, 5/23/2014, http://chronicle.com/article/Pushed-by-Lawmakers-U-of/146767/).

In order to manage this enterprise and ensure the highest possible quality, UCF has developed a comprehensive support organization called the Center for Distributed Learning (CDL). At the core of CDL is an emphasis on faculty development. UCF has been a national leader in online faculty development since the mid-1990s when its distributed learning initiative began. UCF offers a comprehensive suite of faculty development offerings addressing a variety of instructional contexts (Figure 1):

- Designing and delivering original online and blended courses (IDL6543);
- Delivering previously-developed online and blended courses (ADL5000);
- Designing and delivering original video lecture capture courses (IDV Essentials); and
- Web-enhancing traditional face-to-face courses (Essentials of Webcourses@UCF).

To access a brochure with additional information:
http://teach.ucf.edu/files/2009/12/PathwaysBrochure_Fall2013.pdf

Web Essentials	IDV Essentials	ADL5000	IDL6543
Offered to support "Web-enhanced" Face-to-face	Required to teach lecture-capture/video streaming course	Required to teach existing online/blended course	Required to design and teach original online/blended course ($ stipend)
Technology Focus	Design and Delivery Focus	Pedagogy, Logistics, Technology Focus	Deeper Design, Delivery, and Teaching Focus
5 hrs	8 hrs	35 hrs	80 hrs

Ad hoc training, open labs, JIT Resources, and advanced topics sessions
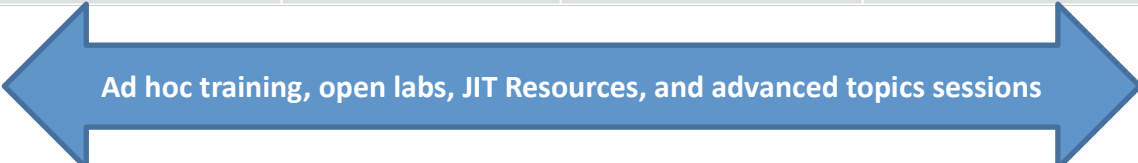
Figure 1. Overview of UCF's Faculty Development Offerings

Approximately 1,200 UCF faculty members have completed IDL6543, our flagship professional development program, which is a comprehensive, 10-week curriculum that thoroughly prepares faculty to design and deliver fully online and blended courses.

Figure 2 provides a broad outline of the IDL6543 curriculum map. This award-winning program is taught in a blended format and includes both online and face-to-face components, as well as one-on-one consultations with an assigned instructional designer (ID) who is dedicated to one or more specific disciplines.

The IDL6543 faculty development model has been adopted by numerous other institutions across the country, as well as external entities such as the Naval Postgraduate School in Monterey, California. CDL frequently hosts domestic and international delegations who visit UCF to learn more about IDL6543 and observe face-to-face sessions.
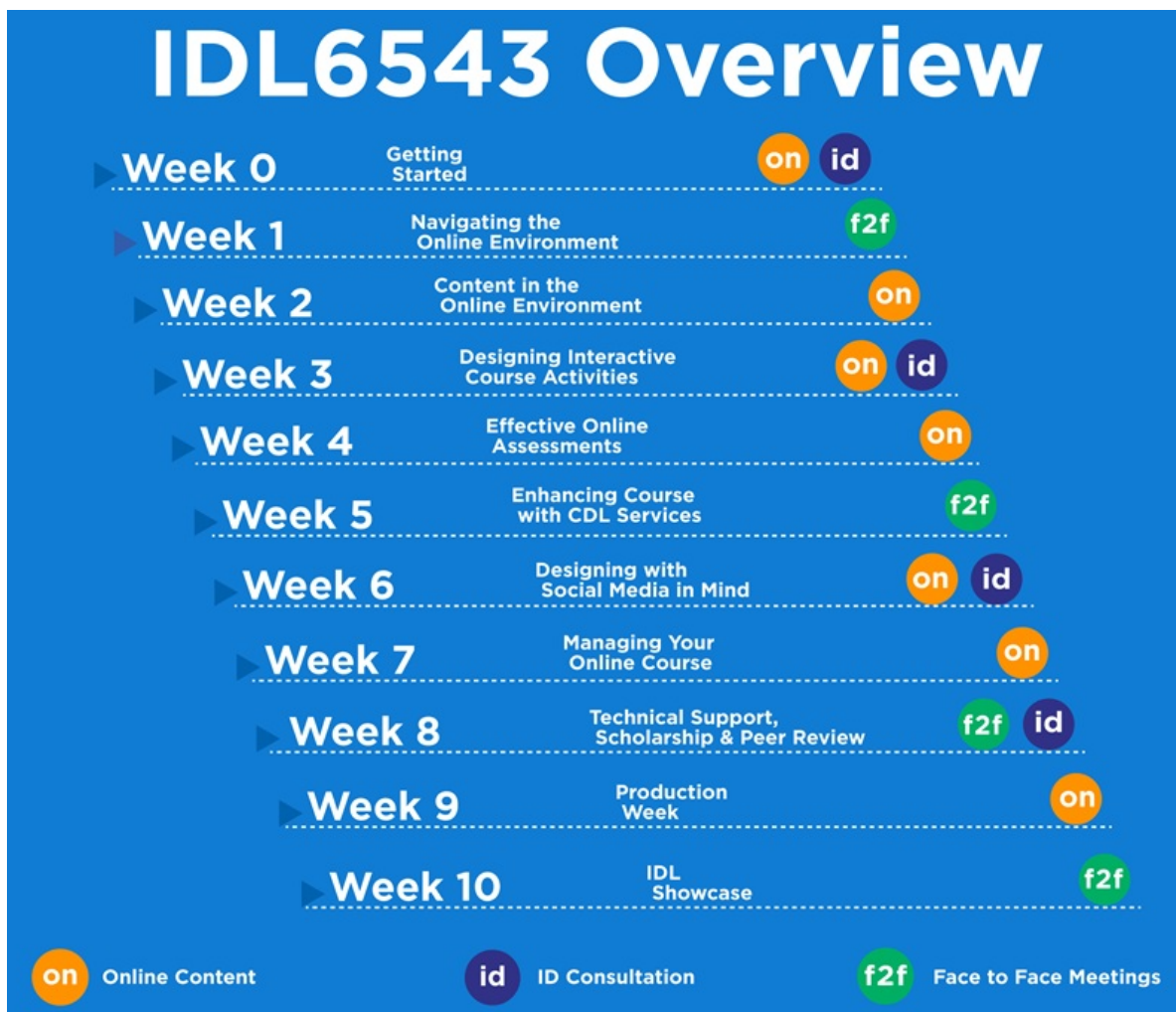
Figure 2. IDL6543 Curriculum Map

Nearly 600 UCF faculty members have completed the ADL5000 faculty development program to date, providing them with the knowledge and skills to teach an online or blended course that was previously developed by a faculty member holding IDL6543 credentials. The ADL5000 course prepares faculty members to understand the course's design and pedagogy and prepares them to successfully deliver the course.

In addition to IDL6543 and ADL5000, UCF provides a wide range of continuous and ad hoc faculty development opportunities, including:

- Faculty Seminars in Online Teaching;
- Open Labs and Workshops;
- The Teaching Online Pedagogical Repository;
- The Blended Learning Toolkit;
- Special Topics Sessions;
- Self-Help and Just-In-Time (JIT) Resources; and
- Faculty Multimedia Workshop Series.

Links to all of these UCF faculty development offerings and resources are included in the *System Demonstration* section of this document. Staff from UCF's Center for Distributed Learning are recognized as experts in online faculty development at conferences and during frequent benchmarking visits from institutions both in the United States and from around the world. UCF online learning personnel are frequently engaged as expert consultants on online faculty development topics for other domestic and international colleges and universities.

An early role that UCF played in the expansion of online learning throughout Florida was leading a statewide training effort on the use of the WebCT learning management system. UCF would welcome the opportunity to once again leverage our extensive experience and success in distributed learning to lead an initiative to advance faculty development for online learning throughout Florida.

Blended Learning Toolkit

Of particular relevance to this proposal is UCF's prior development of the Blended Learning Toolkit. In April 2011, UCF and its partner, the American Association of State Colleges and Universities (AASCU) received a Next Generation Learning Challenges (NGLC) Wave 1 grant from EDUCAUSE (with funding provided by the Bill and Melinda Gates Foundation) in the Blended Learning challenge area. The project was designed to scale the successful UCF blended learning model across AASCU's national network of 420 institutions and systems, beginning with 20 designated partner schools whose student demographics best matched the NGLC target population (low-income and under age 26). The development of the Blended Learning Toolkit was a core component of this larger initiative.

Because the partner AASCU institutions were novices in blended learning, they needed guidance, support, and persistent resources to initiate and sustain their blended learning efforts. To support these institutions, UCF developed the Blended Learning Toolkit (Figure 3), a comprehensive, online international resource for individuals and institutions interested in blended learning. The toolkit was formally launched on July 12, 2011 as part of an NGLC Summer Learning Series webinar (see the archive at http://educause.adobeconnect.com/p6sz6ha9blw/).

The Blended Learning Toolkit was made available under a Creative Commons license and includes the following elements:

- Best practices, strategies, models, and course design principles;
- Two open educational resource (OER) prototype blended course templates in key core general education disciplines: Composition and Algebra;
- Directions and suggestions for applying the toolkit resources to create original blended courses in disciplines other than Composition and Algebra;
- Faculty development training materials for the design and delivery of the prototype open courses, including three comprehensive, online, instructor preparation programs for participating faculty;
- Assessment and data collection protocols for all participating institutions, including survey instruments and standards; and
- Grant-related virtual and in-person workshops for participating institutions and others within the AASCU membership.

Figure 3. The Blended Learning Tookit (blendedlearningtoolkit.org)

As of June 2014, there have been 119,462 visits to the Blended Learning Toolkit website, representing 74,520 unique visitors from 188 countries. Approximately 70% of the site's visits

were from within the United States, with the remainder coming from throughout the world. Some of the countries accessing the toolkit included, in descending order, are: Canada, the United Kingdom, Australia, India, the Philippines, Malaysia, Indonesia, the Netherlands, Brazil, and South Africa. To date, there have been 309,813 page views, representing approximately 2.59 page views per visit.

The Blended Learning Toolkit has been utilized by other institutions such as the University of Georgia, the SUNY Learning Network, and Seminole State College to support their own initiatives. Columbus State Community College has used the Blended Learning Toolkit as the foundation for its blended learning initiative. Tom Erney, the Columbus State Community College Dean of Distance Learning, commented, "I found the toolkit to be a comprehensive resource for any institution interested in exploring blended learning." In addition, the Blended Learning Toolkit has been used by those in the K-12 arena to support their development. According to Amy Gross from OnlineEdgeK12.com, "I didn't expect to find materials as thorough, clear, and practical as yours. And I certainly didn't expect them to be available to me at no cost."

The BlendKit Course

One of the faculty development resources in the Blended Learning Toolkit is a set of courseware designed for self-study, cohort work, and adaptation by faculty developers. These resources (e.g., modules, readings, recordings, hands-on task guides, etc.) are referred to collectively as "the BlendKit Course" (Figure 4), and this resource has developed a following of its own. Since July 2011, the BlendKit Course materials have been downloaded more than 55,000 times. UCF personnel have conducted national workshops on adapting these resources for individual institutions, and in anecdote after anecdote, colleagues have reported how the materials in the BlendKit Course have enabled their faculty development initiatives to achieve outcomes that would have been otherwise impossible within their existing calendars and resources.

Figure 4. The BlendKit Course

BlendKit MOOCs

As effective as the BlendKit Course has been as standalone courseware, it has also been the basis for multiple iterations of a comprehensive massive open online course (MOOC) designed to prepare faculty to design and deliver blended courses (Figure 5). First delivered as part of the EDUCAUSE NGLC grant, the BlendKit MOOC has now been delivered three times to a combined registration of more than 4,200 participants from around the world. The course includes:

- Readings from scholarly works pertaining to blended learning;
- Document templates and practical step-by-step "how to" guides;
- Weekly webinars with guest presenters;
- Blogging/social networking interaction opportunities;
- Regular interactions with facilitators and students; and
- Expert and peer assessment and critique on design work.
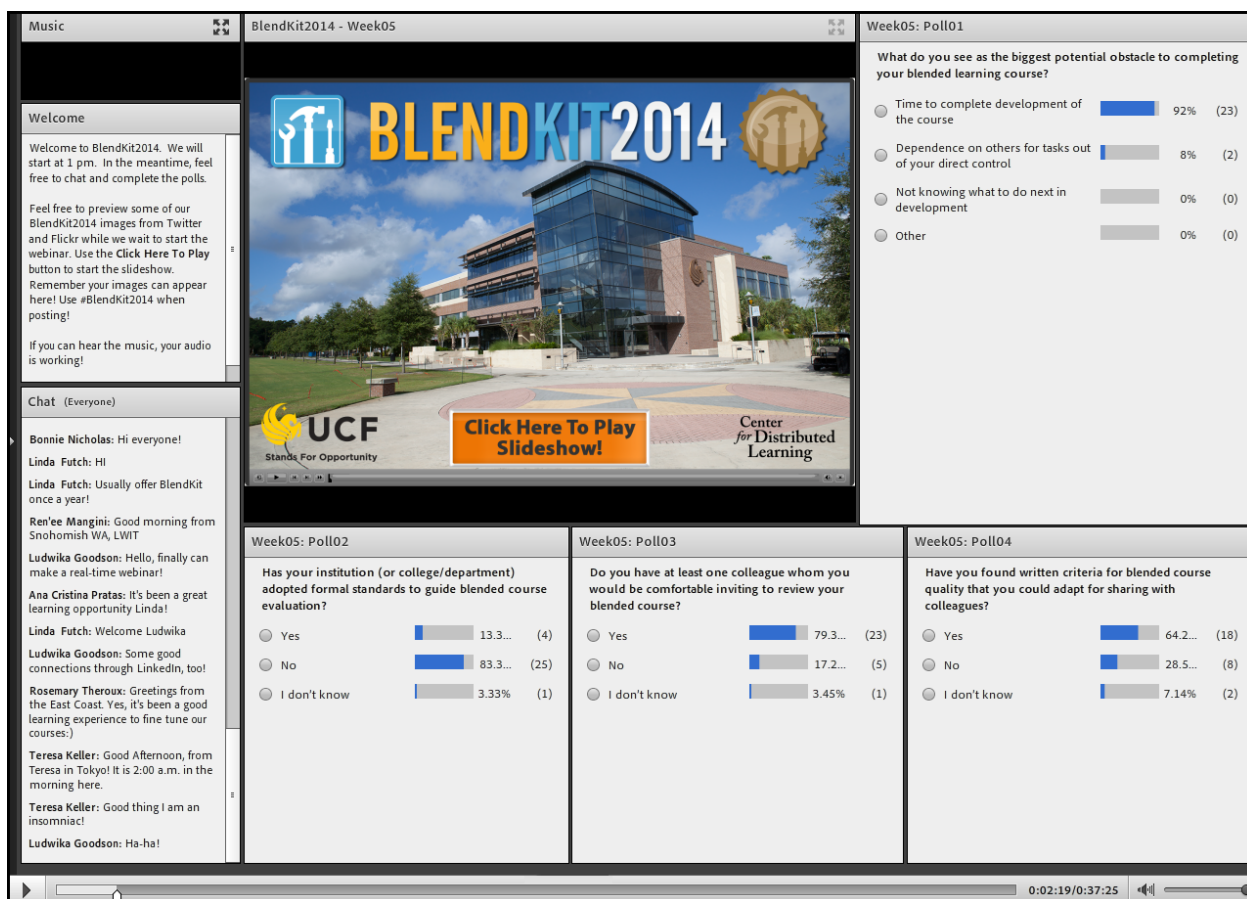
Figure 5. BlendKit MOOC Webinar Session

Feedback regarding the BlendKit course from partner schools has been overwhelmingly positive. Some project partners were asked to record short extemporaneous reflections on their impressions of the program (included with permission).

"I just completed watching the final webinar. Thank you for all your great work. The instruction, readings, content, activities, and presentation have been extremely beneficial… As mentioned in the webinar, I would welcome further training and opportunities to meet and collaborate."

Ann M. Giralico Pearlman, M.A.
Instructional Design Specialist
College at Brockport

"I got some good ideas for my fall class from the week one readings…as well as the week two readings...I like the style & format of the presentation…and getting to interact with other math folks. I have been able to distill my thoughts so far into 6 outcomes/goals

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for this fall's class. I'm eager to "try them out" with the group. Without your stimulus I would not be here yet. Thx for what you do."

Tom Goetz
University of Maine at Fort Kent

The program has been so impactful that UCF has now partnered with EDUCAUSE, the leading higher education IT organization, to offer a MOOC based on the Blended Learning Toolkit leading to "Blended Learning Designer" certification. This is the first such co-branded certification ever offered by EDUCAUSE, and the first component of their new "serious badges" initiative.

For more information about the UCF-EDUCAUSE BlendKit MOOC:
http://www.educause.edu/eli/events/eli-ucf-mooc or http://www.ce.ucf.edu/blendkit

Awards and Recognition

The quality of UCF's distributed learning initiative and faculty development efforts has been recognized with numerous external awards. A few examples include:

- **The Sloan Consortium**
  - Excellence in Institution-Wide Online Education (2012);
  - Frank Mayadas Leadership Award (2011);
  - Effective Practice Awards (2013, 2011, 2008 (x2), 2007);
  - Most Outstanding Achievement in Online Learning by an Individual (2005);
  - Best-in-Track Conference Presentations (2012 (x2), 2010);
  - Online Teaching Award (2010, 2009);
  - Gomory Award for Quality Online Education (2008);
  - Excellence in Online Teaching and Learning (2003);
  - UCF staff named Sloan-C Fellows (2010, 2011, 2012, 2014);
- **EDUCAUSE**
  - Leadership Award (2008);
  - Teaching and Learning Award for Online Program (2005);
- **WCET**
  - WCET Outstanding Work (WOW) Award (2013);
- **USDLA**
  - Excellence in Distance Learning Program Award (2000);
- **APQC-SHEEO**
  - Faculty Development Award for Teaching with Technology (1998);
- **Other**
  - Multiple Blackboard/WebCT Exemplary Course Awards;
  - Tegrity President's Award;

- o   Multiple Communicator Awards; and
- o   Multiple Telly Awards.

3. Technical Plan

The University of Central Florida (UCF) proposes to create a comprehensive program to provide State University System and Florida College System institutions with resources, instruction, and support for developing and maintaining high quality faculty development initiatives in online education. The target audience of this program will be institutional faculty development leaders and administrators; however, faculty members and other staff will also benefit from availability of the program's extensive resources. The program will provide a complete "train the trainer" package for institutions that want to implement proven and effective faculty development for online and blended learning.

Technical Approach

This comprehensive "train the trainer" program will consist of two primary components:

- The Online Faculty Development Toolkit; and
- The Florida Online Faculty Development Workshop.

The Online Faculty Development Toolkit will be a comprehensive resource that will provide Florida's postsecondary community with the essential elements required to ensure a quality online faculty development program. It will leverage UCF's expertise in online faculty development and be similar in approach to UCF's existing Blended Learning Toolkit resource, which has been helping education professionals across the world develop and deliver quality blended learning since 2011.

The Florida Online Faculty Development Workshop will be a two-day train-the-trainer experience for faculty development professionals from across the state. It will prepare these education professionals to return to their campuses and effectively implement the best practices, resources, and tools contained within the Online Faculty Development Toolkit.

The Online Faculty Development Toolkit

The most efficient and cost-effective method for reaching a statewide audience of online learning administrators and other professionals is through the Internet. Therefore, we propose to create a comprehensive website that will serve as an enduring online repository of online learning faculty development resources and online learning effective practices. In addition, the Online Faculty Development Toolkit will serve as the hub of a statewide community of practice where participants from any SUS or FCS campus (and beyond) can share effective strategies, ask questions, share resources, benchmark efforts, and thereby advance the development of online education throughout Florida.

UCF will provide hosting, maintenance, and technical helpdesk support for the Online Faculty Development Toolkit for the duration of the contract period. The online toolkit will contain the following elements:

- **Faculty development models** from institutions and organizations around the country; for example, descriptions of programs from Quality Matters (QM) and the Sloan Consortium's Quality Scorecard, as well as from commercial vendors and other academic institutions with high quality online programs.
- **A direct connection to UCF's Teaching Online Pedagogical Repository (TOPR)**, which is an online clearinghouse of peer-reviewed best practices in distance teaching and learning. A link is provided in the *System Demonstration* section of this document.
- **Questionnaires and decision guides** that will help an institution determine the most appropriate type of online faculty development for its context. For example, does the institution use master course templates? Does the institution have a centralized, decentralized, or hybrid support infrastructure for online learning? What is the size and composition of the distance learning support staff in comparison to the faculty and students being supported? Is there funding to compensate faculty for participation in faculty development or course peer review? These and other questions will help an institution determine the most appropriate choices for a successful online faculty development program.
- **Tools, techniques, strategies, and practices** for successfully delivering faculty development in face-to-face, blended, and fully online settings. These resources will include a number of practical, proven approaches and techniques, such as:
  - Provide instruction in the required technologies, particularly the learning management system (LMS);
  - Include pedagogy/andragogy instruction, including the basic interaction types of student-to-faculty, student-to-student, and student-to-content/technology;
  - Model the course design and instructional behaviors the institution wants to obtain by placing the faculty in the role of being online learners;
  - Include faculty in the design and/or review of the approach and curriculum;
  - Foster continuous improvement through ongoing assessment;
  - Provide incentives for faculty participation and, if possible, require training before allowing faculty to teach online.
- **Checklists, rubrics, and guidelines** for evaluating program and course quality. These can be used in a variety of contexts including self-assessment, instructional designer review, and peer review.
- **Special attention to universal design and ensuring compliance with the Americans with Disabilities Act, copyright laws, and FERPA.** Designing courses that effectively reach students with all kinds of abilities is not only a federal requirement; it is also the right thing to do. UCF is a leader in this emerging area with staff instructional designers who specialize in accessibility and have published in peer-reviewed journals on best

practices supporting students with disabilities and have conducted invited sessions regionally, nationally, and via international webinars. In a similar way, understanding what is permissible online related to copyright, fair use, and the TEACH Act can be confusing. The rules can differ greatly between face-to-face and online contexts. Further, understanding how to instruct online faculty about the Family Educational Rights and Privacy Act (FERPA) is another critical compliance topic for any faculty development program.

- **A sample online faculty development course based on IDL6543.** This course will be a distillation of the key elements of IDL6543 that institutions may use—as is, or modified—to train their own faculty. It will be created in an existing learning management system (LMS) and can be exported using IMS common cartridge standards. This digital package can then be uploaded to each institution's learning management system and deployed in the manner that best meets the respective institutions' needs: as a fully facilitated online course, as a self-paced supplement to face-to-face workshops, as the online component of a blended program, etc. The content will be of the same high quality that UCF uses to train its own faculty.

- **Scholarly resources and conferences.** The toolkit will also include a detailed list of online-related journals, conferences, and professional organizations.

- **Sample survey instruments.** Assessing the effectiveness of online learning is essential to measure of the impact of an online faculty development program. The toolkit will also offer sample faculty and student survey instruments based upon the successful work of UCF's Research Initiative for Teaching Effectiveness (RITE), which has been evaluating the impact of online and blended learning at UCF since the mid 1990s.

- **Frequently Asked Questions and a community of practice.** Finally, while UCF possesses expertise and nearly two decades of experience in online learning, it would be disingenuous to presume that we are the only institution that has achieved success in online faculty development. We are aware of several successful initiatives ongoing throughout Florida (and beyond) and the toolkit is designed to capture those ideas and practices for the benefit of all. Through social media, discussion boards, active solicitations to contribute to the Teaching Online Pedagogical Repository (TOPR), a frequently asked questions page, and a moderated listserv, the toolkit will foster an ongoing dialog about the latest and most effective strategies for online faculty development for the benefit of all Florida institutions. We will seek primary **institutional contacts** from each of Florida's public colleges and universities to serve as designated institutional representatives to the community of practice. Through collaboration and communication, these primary contacts will disseminate information throughout their campuses and recruit appropriate participants from within their own institutions.

To expand upon this concept, faculty development for online learning is not merely an activity or resources, but rather a practice whereby faculty members and support personnel at the respective **State University System** (SUS) and **Florida College System** (FCS) institutions engage in the

scholarship of teaching and learning around the design, delivery, and assessment of online learning experiences. Each institution has established, or will establish, a faculty development initiative that fits the institution's culture, governance, resources, and emphasis on digital learning.

Consequently, we propose to create, through a standing working group of the Complete Florida Plus Program at the University of West Florida, a collaboration of faculty development professionals and faculty members dedicated to sharing best practices, materials, approaches, and outcomes. These resources will be, with the respective institutions' permission, incorporated in the Online Faculty Development Toolkit and also in the Florida Online Faculty Development Workshops.

Just as the technologies associated with online learning evolve at a rapid pace, so do the associated pedagogies, course design strategies, and assessment techniques. The proposed Online Faculty Development Toolkit and Florida Online Faculty Development Workshops, along with ongoing inter-institutional collaborations and sharing of resources and knowledge, will lead to the recognition and adoption of effective practices that work within the specific resources and culture of each institution.

Participation from Other Florida Institutions

Although the Online Faculty Development Toolkit will be created specifically for Florida's public universities and colleges, interested schools from the Independent Colleges and Universities of Florida (ICUF) may also find the open online resources and community of practice of benefit. Some of the ICUF schools, such as Nova Southeastern University, Embry-Riddle Aeronautical University, and Saint Leo University have also been national pioneers in online education. Their participation will potentially benefit not only the Florida students enrolled at their own institutions but, through the toolkit and community of practice, their experience may also benefit students enrolled at the state's public institutions.

Intellectual Property

The Online Faculty Development Toolkit project materials will be made available as Open Education Resources (OER) through a Creative Commons Attribution 3.0 License, specifically an Attribution-Noncommercial-ShareAlike license (CC BY-NC-SA): http://creativecommons.org/licenses/.

The Florida Online Faculty Development Workshop

After the toolkit is complete, UCF will host an annual two-day face-to-face workshop for both new and experienced distance learning professionals across the state. This Florida Online Faculty Development Workshop will be a train-the-trainer event designed to walk participants through the effective use of the toolkit and its resources, and assist them to formulate a plan to implement

(or enhance existing) online faculty development on their own campuses. It will be conducted as an interactive workshop and will include take-away materials for use at home institutions.

Some key outcomes anticipated for participants at the conclusion of the workshop include:

- Better understanding of the Toolkit's key components through parlor sessions;
- Peer review and group discussions;
- Preliminary training plan designed to meet their own institution's needs and context;
- Tools and resources to develop and refine faculty development strategies.

Another outcome for successful completion of the workshop and some follow-up activities via the online community of practice will be an official Florida Online Faculty Developer certificate and digital badge.

This workshop will be conducted annually for the duration of the contract period (60 months).

Project Evaluation

UCF's Research Initiative for Teaching Effectiveness (RITE) has extensive experience evaluating online learning, and members of the RITE staff have served as external evaluators for numerous grants and contracts. The RITE team will prepare and conduct qualitative surveys and gather quantitative data on the use and perception of the Online Faculty Development Toolkit as well as the Florida Online Faculty Development Workshop sessions.

Evaluation of the Online Faculty Development Toolkit

Project evaluation will be a multi-tiered approach to gauge both the scale of the toolkit impact and satisfaction of those who use the toolkit resources. Analytics will be used to gauge how many people visit and download toolkit pages and resources, in an effort to capture the scale of toolkit traffic, as well as identify which topics and resources appear to be most often visited and downloaded.

It will be extremely important for the success of this project to evaluate not only the number of individuals and institutions who access the toolkit materials but also to assess how well those materials meet their needs and expectations. First, satisfaction surveys will be developed and administered to the advisory group members (described on page 21) to help guide the development and enhancement of Toolkit resources throughout the development cycle. Second, participants in the Florida Online Faculty Development Workshop sessions will also be surveyed to capture their feedback and satisfaction with the toolkit resources. Third, as workshop participants return to their campuses and begin training and implementation, we will gather feedback from them periodically on their respective institution's use of the toolkit as well as what improvements they would suggest for the future.

Evaluation of the Florida Online Faculty Development Workshop

Participants in each Faculty Development Workshop will be surveyed for their reactions to the workshop content and presentation to facilitate continual quality improvement throughout the life of the grant. In addition, workshop participants will be surveyed as they return to their campuses to gauge their perceptions of the usefulness of the workshop training and resources as they begin instruction and implementation with their own faculty.

The RITE evaluation personnel will compile the findings of these quantitative and qualitative measures, providing results in each of the quarterly project reports as well as a comprehensive summary in the final report.

Project Timeline

Below is a planned project timeline for the first year. For the purposes of this proposal, the project start date is assumed to be July 1, 2015. However, if an alternative start date is needed, the schedule will be adjusted accordingly.

Note that the subsequent annual Florida Online Faculty Development Workshops will be scheduled at the conclusion of the inaugural workshop based upon feedback from the participants, the Florida Online Faculty Development Advisory Group, and the statewide community of practice.

Project Planning	7/1/2015	7/30/2015	22d
Recruit Advisory Board	7/16/2015	7/30/2015	11d
Advisory Board Review	8/3/2015	8/19/2015	13d
Project Plan Revision	8/20/2015	9/2/2015	10d
Quarterly Report 1	10/30/2015	10/30/2015	0d
Toolkit Design	9/3/2015	11/25/2015	60d
Design Review/Revision	11/26/2015	12/15/2015	14d
Quarterly Report 2	1/1/2016	1/1/2016	0d
Toolkit Technical Development	12/16/2015	3/22/2016	70d
Develop Sample Online Faculty Dev Course	12/16/2015	3/8/2016	60d
Quarterly Report 3	4/1/2016	4/1/2016	0d
Advisory Board Review	3/23/2016	4/11/2016	14d
Revise Toolkit	4/12/2016	5/23/2016	30d
Toolkit Marketing	3/23/2016	5/31/2016	50d
Quarterly Report 4	7/1/2016	7/1/2016	0d
Deliver Final Toolkit	8/3/2016	8/3/2016	0d
Plan Face-to-Face Workshop	3/17/2016	8/8/2016	103d
Conduct Face-to-Face Workshop	8/9/2016	8/10/2016	2d
Project Annual Planning	8/10/2016	8/30/2016	15d
Annual Workshops	6/1/2016	6/2/2020	1045d

ID	Task Name	Start	Finish	Duration	2015		2016		
					Q3	Q4	Q1	Q2	Q3
1	Project Planning	7/1/2015	7/30/2015	22d					
2	Recruit Advisory Board	7/16/2015	7/30/2015	11d					
3	Advisory Board Review	8/3/2015	8/19/2015	13d					
4	Project Plan Revision	8/20/2015	9/2/2015	10d					
5	Quarterly Report 1	10/30/2015	10/30/2015	0d					
6	Toolkit Design	9/3/2015	11/25/2015	60d					
7	Design Review/Revision	11/26/2015	12/15/2015	14d					
8	Quarterly Report 2	1/1/2016	1/1/2016	0d					
9	Toolkit Technical Development	12/16/2015	3/22/2016	70d					
10	Develop Sample Online Faculty Dev Course	12/16/2015	3/8/2016	60d					
11	Quarterly Report 3	4/1/2016	4/1/2016	0d					
12	Advisory Board Review	3/23/2016	4/11/2016	14d					
13	Revise Toolkit	4/12/2016	5/23/2016	30d					
14	Toolkit Marketing	3/23/2016	5/31/2016	50d					
15	Quarterly Report 4	7/1/2016	7/1/2016	0d					
16	Deliver Final Toolkit	8/3/2016	8/3/2016	0d					
17	Plan Face-to-Face Workshop	3/17/2016	8/8/2016	103d					
18	Conduct Face-to-Face Workshop	8/9/2016	8/10/2016	2d					
19	Project Annual Planning	8/10/2016	8/30/2016	15d					
20	Annual Workshops	6/1/2016	6/2/2020	1045d					

Facility Capabilities

UCF has more than sufficient facilities for the successful completion of this work. The Center for Distributed Learning has more than 80 staff members (Figure 6) located in two offices: one office on campus housed centrally in the John C. Hitt Library, and one office in the Central Florida Research Park adjacent to the main UCF campus. These facilities include full office amenities, a dedicated video studio, professional graphics equipment, and conference meeting space.

Figure 6. CDL Staff in front of the John C. Hitt Library Office

System Demonstration

As described in the Qualifications and Experience section above, UCF offers a comprehensive suite of faculty development offerings addressing a variety of instructional contexts. The table below summarizes these offerings and provides links to online descriptions.

Faculty Development Program	Description	Web Link
IDL6543	Flagship program for designing and delivering original online and blended courses	http://teach.ucf.edu/professional-development/idl6543/
ADL5000	For delivering already-developed online and blended courses	http://teach.ucf.edu/professional-development/adl5000/
IDV Essentials	For designing and delivering original video lecture capture courses	http://teach.ucf.edu/professional-development/idv-essentials/
Essentials of Webcourses@UCF	For web-enhancing traditional face-to-face courses	http://teach.ucf.edu/professional-development/essentials/
Faculty Seminars in Online Teaching	Regular offerings on various key topics on online learning	http://teach.ucf.edu/professional-development/faculty-seminars/
Open Labs and Workshops	Live training sessions on the use of the learning management system (Webcourses@UCF) and other distance technologies	http://teach.ucf.edu/professional-development/training/
The Teaching Online Pedagogical Repository (TOPR)	A comprehensive collection of peer-reviewed best practices in online learning	http://topr.online.ucf.edu/
Special Topics Sessions	Periodic seminars and workshops on topical subjects related to online learning	http://teach.ucf.edu/professional-development/singular-offerings/
Self-Help and Just-In-Time (JIT) Resources	Self-service training materials	http://onlinesupport.cdl.ucf.edu/
The Blended Learning Toolkit	A comprehensive resource for designing and delivering blended learning	http://www.blendedlearningtoolkit.org (blended.online.ucf.edu)
BlendKit Courseware	Comprehensive courseware for faculty who want to design and develop	https://blended.online.ucf.edu/blendkit-course/

	blended courses	
BlendKit MOOC	Facilitated cohort experience based around the BlendKit Courseware. Most recently has included a post-course credential option for successful completers.	http://www.educause.edu/eli/events/eli-ucf-mooc or http://www.ce.ucf.edu/blendkit
The Online Faculty Readiness Assessment (OFRA)	An evidence-based instrument for evaluating if a faculty member's prior experience teaching online is consistent with UCF's standards and expectations	http://sloanconsortium.org/effective_practices/ucfs-online-faculty-readiness-assessment
Faculty Multimedia Workshop Series	Workshops focused upon specific course-relevant multimedia.	http://oir.ucf.edu/index.php?q=FMworkshopseries

To access a brochure with more information about UCF's primary faculty development offerings: http://teach.ucf.edu/files/2009/12/PathwaysBrochure_Fall2013.pdf.

To watch a brief video overview of UCF's support for faculty development: http://engage.ucf.edu/v/p/VQB6J2r.

4. Management Plan

UCF's online and blended learning initiatives are managed by the Center for Distributed Learning (CDL). CDL has a strong leadership structure, with overarching direction provided by an Associate Vice President (who is supported and guided by the university's vice provost and CIO). Directors, Associate and Assistant Directors, and functional Team Leads provide the necessary structure and day-to-day guidance to accomplish all necessary tasks. CDL represents a total of approximately 60 full-time employees and 25 part-time or hourly employees. UCF is well-staffed, well-organized, and has sufficient capacity to successfully accomplish the goals stated in this proposal. CDL has previously managed contracts with deliverables similar to those in this ITN.

Administration and Management

To accomplish the specific goals articulated in this proposal, CDL will establish an official Online Faculty Development Toolkit project team. Under the direction of the project's principal investigator (PI), the daily tasking and assessment of project team members will be managed by a dedicated project team lead. This project team lead will be empowered to manage the individual functions necessary to accomplish the project goals, including instructional design, graphics, application development, administration and budget, and workshop planning.

The PI and project team lead will monitor the personnel hours expended against the project plan on a weekly basis to ensure that cost controls are properly in place and that adjustments can be made proactively as may be needed. In addition, Basecamp, project management software currently in use by CDL, will be leveraged to house project documents, discussions, schedules, interactive team wiki, and otherwise communicate with all project team members. Regular project management meetings will be scheduled, both within functional teams as well as for the wider project team, to ensure proper understanding and execution of project tasks and priorities.

The PI and project team lead will ensure compliance with the project timeline and will prepare quarterly reports (October, January, April, and July of each project year) for the Board of Governors and Department of Education that detail the status of the project at that time. The October 31, 2015 quarterly report will also include a marketing plan for making online education professionals across Florida aware of the resource and its value for improving and enhancing their own online faculty development efforts. At this early stage, it is presumed that the primary marketing channel will be through the Complete Florida Plus initiative—formerly the Florida Virtual Campus. In addition, the designated institutional contacts will be called upon to recruit appropriate participants from within their own institutions. Social media will also be leveraged to reach the widest audience possible.

Collaborative Review

To ensure that the Online Faculty Development Toolkit meets the needs of both the Florida State University System (SUS) and Florida College System (FCS), an ad hoc **Florida Online Faculty Development Advisory Group** representing both sectors will be established. This advisory group will review initial project documentation, including the project plan, and provide input and recommendations for improvement

This advisory group will also review the completed toolkit prior to convening the Florida Online Faculty Development Workshop. Reasonable suggestions for improvement will be incorporated into the final resource. This advisory group will also be invited to serve as the inaugural members of the toolkit's community of practice.

The advisory group will be recruited through the current membership of the Florida Virtual Campus Members Council on Distance Learning and Student Services. Although this group will be transitioning to the Complete Florida Plus program at the University of West Florida, the MCDLSS represents the state's leaders in online education across both college and university systems and can continue to be called upon to serve the state's wider interests.

Identification of Key Personnel

The following key personnel will participate in the development and delivery of the Online Faculty Development and Workshop. Resumes for each are provided separately in this submission.

Principal Investigator (PI)

Dr. Thomas Cavanagh
Associate Vice President, Distributed Learning

Project Team Lead (Co-PI)

Wendy Howard
Instructional Specialist

Lead Instructional Designer

Dr. Linda Futch
Department Head

Lead Instructional Designer

Dr. Kelvin Thompson
Associate Director

Instructional Designer

Dr. Baiyun Chen
Research Specialist

Instructional Designer

Dr. Rohan Jowallah
Design Specialist

Instructional Designer

Sue Bauer
Design Specialist

Instructional Designer

Nancy Swenson
Accessibility Specialist

Lead Web Developer

Jacob Bates
Web Application Developer / Techrangers® Lead

Lead Graphic Artist

Betsy Walton
Web Developer/Graphic Artist

Lead Evaluator

Dr. Patsy Moskal
Associate Director, Research Initiative for Teaching Effectiveness

Although the personnel listed above will play key roles in the development of the Online Faculty Development Toolkit and Workshop, other staff from UCF's Center for Distributed Learning will also participate.

The table below outlines the approximate percent of time to be devoted exclusively for this project and to the assigned tasks. Resumes and curriculum vitae for all key personnel are available in the Appendix at the end of this document.

Name	Task	Y1	Y2-Y5
Tom Cavanagh	Prepare Quarterly Reports Project Close Out	2%	2%
Wendy Howard	Project Planning Prepare Quarterly Reports Design & Develop Tools and Practices Plan F2F Workshop Project Close Out Annual Maintenance (Content)	41%	15%
Linda Futch	Toolkit Website Design Design & Develop Questionnaires & Guides Toolkit Design Revision	20%	
Kelvin Thompson	Marketing & Outreach Design & Develop Community of Practice Toolkit Technical Development Revise Toolkit	40%	16%
Baiyun Chen	Design & Develop Scholarly resources Design & Develop FAQs	23%	
Rohan Jowallah	Design & Develop Faculty Development Models	12%	
Sue Bauer	Design & Develop Checklists and Rubrics Design & Develop Sample Course	36%	3%

	Conduct F2F Workshop		
Nancy Swenson	Design & Develop ADA & Copyright Guidance	12%	
Jacob Bates	General site architecture Annual Maintenance (Technical)	12%	2%
Betsy Walton	Graphics	2%	2%
Patsy Moskal	Evaluation	6%	6%

5. Conclusion

The University of Central Florida has been an international leader in online faculty development for the past two decades. We would welcome the opportunity to leverage this experience and to collaborate with other institutions across the state to enhance, expand, and improve online learning for all of Florida's postsecondary students.

Appendix

This appendix contains a listing of resumes and curriculum vitae for all key personnel.

Thomas B. Cavanagh

1428 Anna Catherine Drive   Orlando, Florida 32828
tbcavavanagh@hotmail.com / H: 407-382-4553 / C: 407-765-4017

Curriculum Vita

Education	• Ph.D., Texts & Technology, University of Central Florida (2006) • M.B.A., Technology Management, University of Phoenix – Orlando Campus (2000) • B.S., Communications, University of Miami (1988) *cum laude* Other • Management Development Program, Harvard University (2008) - Institute for Higher Education, Harvard Graduate School of Education • Various faculty development courses at University of Central Florida, Embry-Riddle Aeronautical University, and Valencia Community College

2009 – Present 1/13 - Present 2/09 – 12/12	**University of Central Florida** **Associate Vice President of Distributed Learning** **Assistant Vice President of Distributed Learning**	**www.ucf.edu**

- Oversee distributed learning strategy, policy, implementation, and rapid growth at the 2nd largest university in the United States (~60,000 students)
- Responsible for all online course development and assessment, including web-based, hybrid/blended, and video streaming/lecture capture modalities, representing almost 36% of total university student credit hours and nearly 79% of Regional Campus credit hours
- Collaborate with vice provosts, deans, department chairs, and faculty to identify distributed learning opportunities, strategize solutions, and formulate plans for implementation
- Ensure courses meet established quality standards
- Responsible for regional accreditation compliance (SACS) related to distance learning
- Presidential appointee representing UCF to the statewide Florida Virtual Campus
- Supervise a staff of 85 distance learning professionals including in-unit faculty, professional staff (exempt and non-exempt), and hourly students
- Direct a total annual budget of over $5 million
- Implemented the merger of three existing units (Center for Distributed Learning, Course Development & Web Services, and Research Initiative for Teaching Effectiveness)
- Secondary joint appointment in Department of Writing & Rhetoric (primary faculty appointment is with "Administrative" rank)
- Teach online courses for the English Department and Department of Writing & Rhetoric

2006 - 2009	**Embry-Riddle Aeronautical University** **Director, Instructional Design & Development—Worldwide Online** **Assistant Professor, Department of Arts & Sciences—Worldwide**	**www.erau.edu**

- Oversee design/production of the University's 170 internet-based distance learning courses (representing almost 2,000 individual sections annually)
- Responsible for production processes that resulted in national recognition and awards
- Supervise staff of in-house and contractor production coordinators, resource specialists, multimedia developers, and instructional designers
- Extensive collaboration with geographically-distributed faculty and department chairs
- Consult with and support the University's non-credit Office of Professional Education
- Manage grants related to special distance learning programs, including budgets and schedules
- Propose and administer special projects (joint online degree and special scholarship program)

- Oversight and management of the web-based *Advanced Learning Environment* eLearning portal (described below)
- Full-time faculty appointment in Department of Arts & Sciences with active departmental participation; Assistant Professor rank
- Teach online and face-to-face courses in technical communications

2001 - 2006	**Florida Space Research Institute** **Program Manager, eLearning**

- Principal Investigator: creative/financial management of the *Advanced Learning Environment* (*ALE*) program—a web-based training portal for aerospace and science education (oversight of requirements definitions, instructional design, creative content treatments, media selection, architecture planning, development, administration, and maintenance)
- Ensure instructional integrity and creative treatment of all educational content, including SCORM, ADA, and technical requirements
- Manage a $3 million+ budget encompassing multiple sub-programs covering curricula in Space Science, Propulsion, Teacher Education, Vocational/Technical Engineering, Hydrogen, Cryogenics, and Biotechnology
- Establish and administer partnerships with community colleges, universities, vendors, state/federal government officials, and other parties
- Serve as *ALE* Administrator with LMS oversight
- Author and present funding proposals
- Present papers and presentations to various industry and education conferences
- Conduct high-level briefings with program sponsors, stakeholders, and elected officials

1994 - 2001	**Interactive Media Corporation** **Managing Director** *Previously: Director of Operations, Design Services Manager, Senior Instructional Designer, Project Manager (company's former name: Analysis & Technology, Inc.)*

Business / Financial Responsibilities

- Profit & Loss accountability for $6 million (2000 annual revenue) business unit within a $31 million dollar technology training and education consulting firm
- Managed operations of 39% business unit growth (2000 annual revenue)
- Project management oversight of numerous custom educational media products, with responsibility for project teams, budgets, and schedules
- Direct supervision of a staff of 40 educational program developers (instructional designers, graphic artists, programmers, assessment specialists, project managers) in Orlando, Pittsburgh, Atlanta, and Kennedy Space Center.
- Extensive marketing support responsibilities including capabilities presentations to Fortune 500 executives and senior-level client consultation
- Author and review project proposals / sign-off authority for proposal pricing
- Establish and promote exceptional customer service / client relations for Fortune 500 companies, federal agencies, and US Military.

Creative Responsibilities

- Ensure that all educational products have engaging, appropriate creative treatments
- Implement continual process improvement for educational program design and development:
    - *Analysis* – needs analysis, job analysis, task analysis, learning analysis, KSAs
    - *Design* – content mapping, media selection, flowcharts, scripts/storyboards, prototyping
    - *Development* – facilitator guides, graphic & video production, programming & authoring
    - *Implementation* – technical considerations for delivery/implementation

- *Evaluation* – formative/summative evaluation, alpha/beta/pilot testing, quality assurance (QA) procedures, assessment strategies, trials, statistical course validation, ROI
- Directly design and/or manage award-winning multimedia learning products
- Maintain highest standards of quality and instructional validity for all educational materials

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1990 - 1995   **Freelance Writer**
Work for numerous clients on a freelance basis. **See separate credit list for details**.

Education /
Training
- Florida Center for Instructional Technology; MasterCard University; IBM; Siemens; Nickelodeon/ MTV Networks (*Writer of a series that won the Christa MacAuliffe award for Space Education)*; Sea World / Anheuser Busch Entertainment Group (*Writer of Emmy-nominated children's educational program)*; Olive Garden Restaurants; Skydog Productions; Florida Association of Realtors

Entertainment
- Nickelodeon / MTV Networks (*Work on 3 Cable Ace Award nominees - 2 as Head Writer)*; The Disney Channel; Walt Disney Television Animation; Longbow Productions; Reeves Entertainment Group; RAE Media Productions

Promotion/
Marketing
- The Gartner Group; Nickelodeon / MTV Networks; Sea World / Anheuser Busch Entertainment Group; Walt Disney Resort Design; IBM; Florida PTA

1988 – 1990   **Freelance Film & Television Production Support - Various Positions**

- The Disney Channel; Touchstone Pictures; ABC; CBS; Walt Disney Imagineering; Filmworks

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Courses Taught

University of Central Florida
ENC 6217 Technical Editing (online)
ENC 5237 Writing for the Business Professional (online)
- Both are Graduate courses in the *MA in Technical Writing* and *Graduate Certificate in Professional Writing* programs. Multiple sections taught.

Embry-Riddle Aeronautical University, Worldwide Campus: Arts & Sciences
ENGL 221 Technical Report Writing (online and classroom-based/blended; multiple sections taught)
- Developer of master online course template taught by all online faculty
- Online course was selected as a Blackboard Exemplary Course Award winner (2008)
- Online course earned perfect 80 out of 80 score by external Quality Matters peer review team
- Course Monitor with oversight of both online and traditional classroom delivery for the course across the entire Worldwide campus (132 campus locations + online)

FACD 703 Developing Online Course Materials (online)
- Non-credit faculty development course equivalent to a graduate seminar
- Developer of master online course

Valencia Community College, Orlando, FL: Digital Media Department
DIG 2430 Digital Storytelling, *Digital Media Technology Program* (classroom-based)
- Theory and practice of writing interactive narratives

Full Sail University, *School for the Media Arts:* Winter Park, FL: Film Program (classroom-based)
CRW 101 Creative Writing / Screenwriting
- Introductory course in creative writing with an emphasis in screenwriting

Other Academic Scholarship:

HUMN 400 Science and Aviation/Aerospace Technology in Society
- Embry-Riddle Aeronautical University: proposed and subsequently developed new Humanities course that explores the relationship between science/technology and society/culture
- First 400-level Humanities offering for the Worldwide campus

Selected Honors/Awards

- Sloan-C Fellow (2014)
- Team award: WCET Outstanding Work (WOW) Award (2013)
- Unit award: Sloan-C Excellence in Institution-wide Online Education (2012)
- Best-in-Track Selection, *Leadership and Administration*: Sloan-C Blended Learning Conference (2012)
- Sloan-C Effective Practice Award: UCF's Online Faculty Readiness Assessment (2011)
- Best-in-Track Selection, *Faculty Development*: 16th Annual Sloan-C Conference (2010)
- Distinguished Graduate, University of Miami Department of English (http://www.as.miami.edu/english/creativewriting/alumni/distinguished)
- ENGL 221 Technical Report Writing (Embry-Riddle Aeronautical University)
  - Online course selected as a *Blackboard Exemplary Course Award* winner (2008)
  - Achieved a perfect 80 out of 80 score by a Quality Matters peer-review team (1st review)
- Doctoral dissertation (*The Kiosk Culture: Reconciling the Performance Support Paradox in the Postmodern Age of Machines*):
  - Winner of the Outstanding Dissertation Award: University of Central Florida College of Arts & Humanities (2006/07)
  - Nominated for a CCCC Outstanding Dissertation Award in Technical Communication (2007)
- Mystery novel *Head Games*:
  - Florida Book Award: winner of the 2007 Gold Medal in Popular/Genre Fiction
  - Shamus Awards: Nominated as a 2008 Best Hardcover by the Private Eye Writers of America
  - Selected as a 2007 "Killer Book" by the Independent Mystery Booksellers Association
- Project Award: Excellence in Training & Employee Development Award: E-Learning/Blended Learning (2003)
    University of North Florida Division of Continuing Education
- Project Award: Multimedia & Internet Training Gold Medal Award (1998)
    Brandon Hall Excellence in Learning Competition
- Project Award: Multimedia & Internet Training Silver Medal Award (1998)
    Brandon Hall Excellence in Learning Competition
- Head Writer of two television series nominated for 1992 Cable ACE Awards
- Writer of a television series that won the 1991 Christa McAuliffe Award for Space Education
- Contributing Writer for a television series nominated for 1991 Cable ACE Award
- Writer of an educational television program nominated for a regional Emmy Award
- Academic Honors Scholarship for undergraduate education; graduated *cum laude*

Media Relations

Featured or interviewed as an eLearning expert in many publications, including *The Chronicle of Higher Education, Campus Technology, The Washington Post, Federal Computer Week, Training* magazine, *Information Week, Space News, Professional Artist Magazine, Distance Education Report*, the *Orlando Sentinel, Brevard Technical Journal,* the *South Florida Business Journal, University Business,* and the *Orlando Business Journal,* among others.

Scholarly and Creative Works

Books, chapters, articles, presentations, and panels are described below. Film, television, and promotional writing are described in the attached credit list at the end of this CV.

Books: Novels

Prodigal Son (2008)
> St. Martin's Press (Thomas Dunne Books / St. Martin's Minotaur / Macmillan)
> - Hardcover ISBN: 978-0-312-37707-6 (http://us.macmillan.com/prodigalson)

Head Games (2007)
> St. Martin's Press (Thomas Dunne Books / St. Martin's Minotaur / Macmillan)
> - Hardcover ISBN: 978-0312361327 (http://us.macmillan.com/headgames-1)
> - Winner of the Florida Book Award in Popular Fiction
> - Nominated for a Best Novel Shamus Award by the Private Eye Writers of America
> - Library Journal starred review
> - "Pick of the Week" by Sarah Weinman (crime fiction columnist for the *Los Angeles Times*)

Murderland (2005)
> Hilliard & Harris Publishers
> - Hardcover ISBN: 1-59133-101-3 / Trade Paperback ISBN: 1-59133-102-1
> - Winner of the 2002 Dark Oak Mystery Contest

Articles and Book Chapters: Peer Reviewed

Cavanagh, Thomas B. "Knowing What to Do and Doing What You Know: Situated Technological Literacy in Hybrid Space" Journal of Information Fluency. 3.1 (2014): 22-36.

Patsy Moskal, **Thomas B. Cavanagh**. "Scaling Blended Learning Beyond the University" Blended Learning: Research Perspectives, Volume 2. Eds. Charles Graham, Charles Dziuban, Anthony Picciano. New York, NY: Routledge (2013): 34-51.

Dziuban, Chuck, Patsy Moskal, **Thomas B. Cavanagh,** Andre Watts. "Analytics That Inform the University." Journal of Asynchronous Learning Networks, 16.3 (2012): 21-38.

Cavanagh, Thomas B. "Leveraging Online University Education to Improve K-12 Science Education: The ScienceMaster Case Study" Higher Education, Emerging Technologies, and Community Partnerships: Concepts, Models and Applications Eds. Melody Bowdon and Russell G. Carpenter. Hershey, PA: IGI Global Publishing (2011): 221-233. <http://www.igi-global.com/bookstore/chapter.aspx?titleid=54312>

Dziuban, Chuck, Joel Hartman, **Thomas B. Cavanagh**, Patsy Moskal. "Blended Courses as Drivers of Institutional Transformation." Ed. A. Kitchenham. Blended Learning Across Disciplines: Models for Implementation, Hershey, PA: IGI Global (2011): 17-37.

<http://www.igi-global.com/bookstore/chapter.aspx?titleid=52540>

Cavanagh, Thomas B. "Prosthetic Gods: The Posthuman Threat of Self-Service Technology" *Misuse and Abuse of Interactive Technologies*, Special Issue of <u>Interaction Studies: Social Behaviour and Communication in Biological and Artificial Systems</u> 9.3 (2008): 458-480.
< http://www.benjamins.com/cgi-bin/t_bookview.cgi?bookid=IS%209%3A3>

Cavanagh, Thomas B. "The Work of Art in the Age of Mechanical Production" <u>International Journal of Technology and Human Interaction</u> 4.3 (July-Sept. 2008): 27-42.
<http://www.igi-pub.com/articles/details.asp?ID=8210>

Cavanagh, Thomas B. "Bridging the Academic Divide: A Collaborative Production Model for Learning Objects in Workforce Development" in <u>Learning Objects for Instruction: Design and Evaluation</u>. Ed. Pamela Northrup. Hershey, PA: Idea Group Publishing (2007): 213-230.
<http://www.igi-global.com/books/details.asp?id=6845>

Cavanagh, Thomas B., Sabrina Dickinson, and Suzanne Brandt "Cooperation, Performance, and Technology: A Case Study" <u>Journal of Interactive Instruction Development</u> 11.3 (Winter 1999): 19-28.
<http://www.salt.org/jiidtoc.asp>

Articles and Book Chapters: Editorial Review

Cavanagh, Thomas B. "The Postmodality Era: How 'Online Learning' is Becoming 'Learning'" in <u>The Game Changers: Education and Information Technology.</u> Ed. Diana Oblinger. EDUCAUSE (2012): 215-228.
- Reprinted in the *ECEDHA Source* (Electrical and Computer Engineering Department Heads Association): Spring 2013
- Reprinted in <u>Science, technology, and society: a microcosm of technological trends</u>. Custom Book for SUNY Stony Brook. Pearson Learning Solutions, Boston, MA (2013).

Cavanagh, Thomas B. "The Blended Learning Toolkit: Improving Student Performance and Retention" <u>EDUCAUSE Quarterly</u>, (December 2011) 34(4),
<http://www.educause.edu/EDUCAUSE+Quarterly/EDUCAUSEQuarterlyMagazineVolum/TheBlendedLearningToolkitImpro/242790>

Cavanagh, Thomas B. "Keep the Pages Turning" in <u>Now Write! Mysteries: Suspense, Crime and Thriller Fiction Exercises From Today's Best Writers and Teachers.</u> Eds. Sherry Ellis and Laurie Lamson. New York: Tarcher/Penguin. < http://nowwrite.net/mysteries/>

Cavanagh, Thomas B. "Participant Portrait: The Realtime Forum Fan" in <u>Writing and the Digital Generation: Essays on New Media Rhetoric.</u> Ed. Heather Urbanski. Jefferson, NC: McFarland (2010): 86-89.
<http://www.mcfarlandpub.com/book-2.php?id=978-0-7864-3720-7>

Cavanagh, Thomas B. "The New Spectrum of Support: Reclassifying Human Performance Technology." <u>Performance Improvement Journal.</u> 43.4 (April 2004): 28-32.
<http://www3.interscience.wiley.com/journal/114114706/issue>

Conference Papers

Cavanagh, Thomas. "Developing a New Instrument to Determine Prior Online Teaching Competence." Proceedings of <u>the 26th Annual Conference on Distance Teaching and Learning</u>. Madison, WI (2010).

Barger, Marilyn, **Thomas Cavanagh**, Linda Austin, Richard Gilbert, Linda Nichols, and Ed Goolsby. "The Florida Biotechnology Curriculum Consortium." Proceedings of the <u>American Society of Engineering Education Annual Conference & Exposition</u>, Portland, OR (2005).

Cavanagh, Thomas B. "Eliminating Traditional Training: The New Era of Human Performance Technology." Proceedings of the <u>Interservice/Industry, Training, Simulation and Education Conference</u> (I/ITSEC), Orlando, FL (2004).

Tanner, Scott A., Ronald W. Tarr, and **Thomas Cavanagh** "SCOs Revisited: Proposing New Categories of Sharable Content Objects to Enhance the Reuse and Sharing of Content Among The Training Community" Proceedings of the <u>Interservice/Industry, Training, Simulation and Education Conference</u> (I/ITSEC), Orlando, FL, (2003)

Cavanagh, Thomas B. and David Metcalf. "An Advanced Learning Environment for the Aerospace Industry." Proceedings of the <u>Interservice/Industry, Training, Simulation and Education Conference</u> (I/ITSEC), Orlando, FL (2002).

Cavanagh, Thomas B. "Propulsion Education Within the Florida Space Research Institute's Advanced Learning Environment." Proceedings of the <u>American Institute of Aeronautics and Astronautics (AIAA) Joint Propulsion Conference</u>, Indianapolis, IN (2002)

Cavanagh, Thomas B., Sabrina Dickinson, and Suzanne Brandt "Cooperation, Performance, and Technology: A Case Study." Proceedings of the <u>Interservice/Industry, Training, Simulation and Education Conference</u> (I/ITSEC), Orlando, FL (1998)

Articles: Professional / Practitioner / Fiction

Cavanagh, Thomas B. "A Plurality for Productivity." WCET Guest Blog contribution as part of <u>The Need for Greater Productivity through Online Learning, Further Thoughts</u>. (January 28, 2014) <http://wcetblog.wordpress. com/2014/01/28/the-need-for-greater-productivity-through-online-learning-further-thoughts/>

Cavanagh, Thomas B. and Chuck Dziuban. "MOOC Fatigue or How We Learning to Stop Worrying and Embrace the MOOC" Guest Blog for the Sloan Consortium E-learning Landscape (September 4, 2013) <http://blog.sloanconsortium.org/2013/09/04/mooc-fatigue-or-how-we-learned-to-stop-worrying-and-embrace-the-mooc/>

Cavanagh, Thomas B. <u>UCF Today Forum</u>. Invited column contributor.
- "Email is for Old People—LOL" (August 28, 2013)
- "Unfortunately, 'A Little Birdie Told Me...' Seems to be Trend of Online 'Journalists'" (October 30, 2013)
- "An Elemental Perspective" (January 1, 2014)
- "Is Today's Young Music Too Obscene (Or has my Perspective Changed)?" (March 5, 2014)
- "Orlando, We're No More Weird Than Anywhere Else" (May 7, 2014)

Cavanagh, Thomas B. "Rodents, Roller Coasters, and Revenge" <u>Mystery Readers Journal</u>. (Winter 2012-2013): 12-13.

Cavanagh, Thomas B. "Analytics that Inform the University." <u>EDUCAUSE</u> Guest Blog post. (April 4, 2012) <http://www.educause.edu/blog/mdiaz/AnalyticsthatInformtheUniversi/249634>

Cavanagh, Thomas B. "What is the future of online education in the aviation industry?" LIFT Embry-Riddle
Aeronautical University Alumni Magazine topic Roundtable. (Fall 2007): 5

Cavanagh, Thomas B. and Tom Baird. "Online Professional Development for Educators" FETConnections.
(Florida Educational Technology Corporation) (Winter 2004): 9-10.

Cavanagh, Thomas B. "Ode to Balloon Help" UPA Voice. (Usability Professionals Association) (August 2004)
<http://www.upassoc.org/upa_publications/upa_voice/volumes/2004/August/balloon_help.html>.

Cavanagh, Thomas B. and David Metcalf. "Future ALE Programs" Learning Circuits. (American Society for
Training and Development) (February 2004) <http://www.learningcircuits.org/2004/feb2004/ALE2.htm>.

Cavanagh, Thomas B. and David Metcalf. "Advanced Learning Environment for the Aerospace Industry"
Learning Circuits. (American Society for Training and Development) (February 2004)
<http://www.learningcircuits.org/2004/feb2004/metcalf.htm>.

Cavanagh, Thomas B. "Murder at 30,000 Feet" Futures Mysterious Anthology Magazine. (Oct/Nov/Dec 2003) -
Short story.

Conference Presentations:

(scheduled) Leveraging LTI Integrations for Fun and Learning. EDUCAUSE Annual Meeting 2014. Co-
presenter: Shea Silverman. Orlando, FL (September 30-October 2, 2014).

(scheduled) My Canvas is Better Than Your Canvas: Leveraging LTI for Strategic Customization. InstructureCon
2014. Co-presenter: Shea Silverman. Park City, UT (June 18, 2014).

(scheduled) How to Survive a Breakup With Your LMS UBTech Conference. Invited panelist for featured session.
Co-presenter: Justin Kraky. Las Vegas, NV (June 16, 2014).

Assessing an Instructor's Prior Online Experience. ELI Spring Focus Session. Faculty Engagement and
Development: Effective and Innovative Practice. National Online Webinar. (April 1, 2014).

Online Library Tools in the LMS: It's All About Context. Information Fluency Conference. Co-presenters: Shea
Silverman and Athena Hoeppner. Orlando, FL (February 26, 2014).

Pulling Off the Band-Aid Quickly: An LMS Case Study. EDUCAUSE Learning Initiative Annual Conference.
Virtual Conference Track. New Orleans, LA. (February 4, 2014).

*There's No Place Like Home: Enhancing Educational Access by Discovering and Leveraging Existing Online
Learning Data* Nineteenth Sloan-C International Conference on Online Learning "Online Learning: A
Universe of Opportunities." Orlando, FL (November 21, 2013).

An Initial Foray Into the MOOC-isphere: The Good, Bad and Ugly Nineteenth Sloan-C International Conference
on Online Learning "Online Learning: A Universe of Opportunities." Panel moderator. Orlando, FL
(November 20, 2013).

Blended Programs: Choice and Access. Innovator Spotlight Virtual Conference. League for Innovation in the
Community College. (September 25, 2013).

Scaling Blended Learning Evaluation Beyond the University 10th Annual Sloan-C Blended Learning Conference & Workshop. Presented on-site by co-author Patsy Moskal. (July 9, 2013).

Knights Online: Navigating the New Digital Learning Environment. UCF Faculty Center for Teaching and Learning Summer Conference. Co-presenters: Beth Nettles and Linda Futch. Orlando, FL (May 7, 2013).

Trends in Distance Education. Invited keynote at ECEDHA Annual Conference Pre-Conference Workshop. Electrical and Computer Engineering Department Heads Association. Orlando, FL (March 22, 2013).

Enabling Technologies. Invited panel participant. ECEDHA Annual Conference Pre-Conference Workshop. Electrical and Computer Engineering Department Heads Association. Orlando, FL (March 22, 2013).

Knights Online: Navigating the New Digital Learning Environment. 2nd Annual Information Fluency Conference. Orlando, FL (March 13, 2013).

A Practical Approach to Blended Learning: Definitions, Concepts, and Resources. Magna Publishing, nationally broadcast webinar. (March 12, 2013).

Issues and Challenges in Online and Distance Learning. Invited Plenary Talk at the 2013 American Association of Colleges of Nursing Master's of Education Conference. Orlando, FL (February 21, 2013)

The Postmodality Era: How "Online Learning" is Becoming "Learning". EDUCAUSE Learning Initiative Annual Conference. Denver, CO (February 4, 2013).

The Postmodality World: Distance Learning Without the Distance. SACSCOC Annual Conference. Dallas, TX (December 8-11, 2012).

Supporting Course Transformation at Scale. EDUCAUSE Annual Conference. Panel participant. Denver, CO (November 7, 2012).

UCF Stands for Opportunity. China Annual Conference and Expo for International Education. Beijing, China (October 21, 2012).

Blended Learning: The Best of Both Worlds. Invited presentation at the Symposium on International Student Mobility. Sponsored by the China Educational Association for International Exchange. Beijing, China (October 20, 2012).

And the Winner Is... A Behind-the-Scenes View of the Making of a New Online Teaching Award. Eighteenth Sloan-C International Conference on Online Learning "At A Crossroads: Online Education in a Complex World." Co-presenters: Alisha Janowsky and Amanda Groff. Orlando, FL (October 11, 2012).

"Localness" in a Postmodality Landscape: Understanding Today's Educational Access. Poster Session at the Eighteenth Sloan-C International Conference on Online Learning "At A Crossroads: Online Education in a Complex World" Orlando, FL (October 11, 2012).

How to choose an LMS in 90 Days. Eighteenth Sloan-C International Conference on Online Learning "At A Crossroads: Online Education in a Complex World." Panel participant. Moderator: Wendy Howard. Orlando, FL (October 10, 2012).

Scaling Blended Learning. Innovator Spotlight Virtual Conference. League for Innovation in the Community College. (September 19, 2012).

The Perfect Blend: Scaling Blended Learning to Impact Low Income Learners Nationwide. Blackboard World 2012. New Orleans, LA (July 12, 2012).

Tipping the Scales: Extending Blended Learning Across 20 Institutions. Sloan-C Blended Learning Conference: Perfecting the Blend. Milwaukee, WI. (April 24, 2012). *Best in track award*

Private Investment, Technology, and American Education. Invited panelist for opening conference plenary session at the Sloan-C Blended Learning Conference: Perfecting the Blend. Milwaukee, WI. (April 24, 2012).

The UCF/AASCU NGLC Project: Blended Learning at Scale. iNACOL (International Association for K-12 Online Learning) Leadership Webinar Series (April 11, 2012) .

Analytics That Inform the University. ELI Spring Focus Session Webinar. Co-presenter: Chuck Dziuban. (April 11, 2012).

Reinventing Award-Winning Faculty Development for Next Generation Blended Learning, Pennsylvania State System of Higher Education Distance Education Conference. Co-presenter: Linda Futch. Virtual/Webinar (February 24, 2012).

Evaluating Next Generation Learning Challenges: Blended Learning in a Scaled-Up Environment, EDUCAUSE Learning Initiative (ELI) Conference. Co-presenters: Patsy Moskal and Chuck Dziuban. Austin, TX (February 14, 2012).

Another Cup of the House Blend: Hybrid Learning Strategies and Methods. Invited presentation at the American Association of State Colleges and Universities (AASCU) Academic Affairs Meeting: Tools and Strategies for Institutional Transformation. San Antonio, TX (February 11, 2012).

How to Proceed With Confidence: An Online Early Warning System for Distance Learning Compliance, SACSCOC Annual Conference, co-presenter: Andre Watts. Orlando, FL (December 5, 2011).

Sloan-C Effective Practice Award Winners, Invited panelist for a featured session at the Seventeenth Sloan-C International Conference on Online Learning, "Online Learning, Teaching, and Research in the New Media Ecology," Panelist. Orlando, FL (November 11, 2011).

The Next Generation Learning Challenge and Online Learning: A Report on Selected Projects, Invited panelist for a featured session at the Seventeenth Sloan-C International Conference on Online Learning, "Online Learning, Teaching, and Research in the New Media Ecology," Panelist. Orlando, FL (November 9, 2011).

Tales from the Winner's Circle: Award-winning Online Faculty Discuss the Secrets of Their Success, Seventeenth Sloan-C International Conference on Online Learning, "Online Learning, Teaching, and Research in the New Media Ecology," Panel moderator. Orlando, FL (November 9, 2011).

Adjusting Your Alignment: Connecting the Distance Learning Initiative to the Institutional Mission, Invited keynote for the 2011 Distance Learning Conference at Columbus State University (GA) (September 30, 2011). http://online.columbusstate.edu/dlconference/keynote.php

Social Media in Education, invited panelist during luncheon program at the 2011 Florida Distance Learning Association Conference. Orlando, FL (September 24, 2011).

Mix, Whip, and Puree: Blended Learning Definitions, Trends, and Implications, Spotlight session at the 2011 Florida Distance Learning Association Conference. Orlando, FL (September 23, 2011).

Assessing Prior Online Teaching Experience & Competency, Magna Publishing nationally broadcast webinar. Madison, WI (September 14, 2011).

The House Blend: Hybrid Learning Strategies and Methods. Invited presentation at the American Association of State Colleges and Universities (AASCU) Academic Affairs Meeting: Course Re-Design: The Key to Institutional Transformation. Portland, OR (July 28-30, 2011).

Blended Learning at the University of Central Florida, international webinar as part of the Next Generation Learning Challenges (NGLC) Summer Learning Series (July 12, 2011).

Next Generation Learning Challenges: Expanding Blended Learning Through Tools and Campus Programs, The Leadership Summit 2011: Designing Learning Environments for the 21st Century. AASCU/EDUCAUSE/UCF, Orlando, FL (June 23, 2011).

Seeking Evidence of Impact, EDUCAUSE Southeast Regional Conference 2011. Charlotte, NC (June 2, 2011).

Reinventing Award-Winning Faculty Development for Next Generation Blended Learning, 8th Annual Sloan Consortium Blended Learning Conference and Workshop. Co-presenter: Linda Futch. Oak Brook, IL (March 28, 2011).

Into the Light: Using Data Mining to Reveal Online Programs, EDUCAUSE Learning Initiative (ELI) Conference. Washington, D.C. (February 14/15, 2011).

Are You Experienced? Determining Existing Online Teaching Competence in Newly Hired Faculty, 16th Sloan-C International Conference on Online Learning, "The Power of Online Learning: Stimulating New Opportunities," Co-presenters: Linda Futch and Nancy Swenson. Orlando, FL (November 4, 2010). *Best in track award*

Blended Learning: Models and Implementation, Invited keynote at the Cerbibo User's Conference: Change, Quality, Equality, Hangzhou, China (October 27, 2010).

Developing a new instrument to determine prior online teaching competence, 26th Annual Conference on Distance Teaching & Learning. Madison, WI (August 4-6, 2010).

The Question of Authorship in a Digital World, Computers and Writing 2010: "Virtual Worlds" @ Purdue. Online Conference presentation (May 11, 2010).

Distant Localness: Aligning Blended Learning With Institutional Strategy, 7th Annual Sloan Consortium Blended Learning Conference & Workshop. Oakbrook, IL (April 19-20, 2010).

Scaling Quality for Online Education, Fifteenth Sloan-C International Conference on Online Learning, "The Power of Online Learning: Opportunities for Tomorrow," Orlando, FL (October 29, 2009)

Putting the Mystery in Your Mystery, Florida Heritage Book Festival, Flagler College, St. Augustine, FL (September 11, 2009).

Thomas B. Cavanagh
1428 Anna Catherine Drive   Orlando, Florida 32828
tbcavavanagh@hotmail.com / H: 407-382-4553 / C: 407-765-4017

Head Games: Finding Your Niche in the Publishing World, Florida Heritage Book Festival, Flagler College, St. Augustine, FL (September 12, 2009).

An Industry/Academia Collaboration Model for Online Courses, New Learning Technologies Conference, Society for Applied Learning Technologies (SALT), Orlando, FL (February 18, 2009).

ENGL 221Technical Report Writing: Exemplary Course Award Poster Session Blackboard World 2008, Las Vegas, NV (July 15, 2008)

Closing the gap: a collaborative production model for e-learning in workforce development Thirteenth Sloan-C International Conference on Online Learning, "The Power of Online Learning: Making a Difference," Orlando, FL (November 8, 2007)

Readin', Writin', and Rockets: Free Online Professional Development in Aerospace Education for Teachers National Conference on Aviation and Space Education (NCASE), Arlington, VA / Washington, DC. (October 20, 2006)

Online Education and the "Pepperoni Pizza Model" Multiple Pathways to Learning—Adrian Dominican School of Education 9th Annual Education Conference, Barry University, Miami Shores, FL (February 24 & 25, 2006)

Professional Development in Your Pajamas: The Future of Teacher Training Curriculum, Instruction & Assessment (CIA) Leadership Conference, Daytona Beach, FL (Sponsors: Florida Department of Education, Florida Association of Instructional Supervisors & Administrators, Florida Association of School Administrators). (January 16, 2006)

Joint Project for Space Science Education Co-presenter: Dennis Stetter. Kappa Delta Pi 45th Biennial Convocation: "Infinite Possibilities in Education," Orlando, FL (November 3, 2005)

Find Your Space Online Co-Presenter: Judy Lee. Florida Association for Media in Education (FAME) Conference, Orlando, FL (October 21, 2005)

Get Connected! Online Professional Development for Florida's Teachers Florida Education Standards Commission Meeting, St. Pete College. St. Petersburg, FL (September 29-30, 2005)

Yes Teach! Science and Math - Your Connection for Online Professional Development Orange County Public Schools 6th Annual Science Preplanning Conference, Orlando, FL (August 3, 2005)

FSEHS (Fischler School of Education and Human Services) - FSRI (Florida Space Research Institute) Collaboration Model Co-presenter: Dennis Stetter. Nova Southeastern University's 2005 Conference on Global Leadership, Learning, and Research, Orlando, FL (July 14 & 15, 2005)

Yes Teach! Math & Science Education Summit: Tools and Resources for Teacher Preparation and Development Eckerd College, St. Petersburg, FL (July 12, 2005)

What Business Are You In? Facing the Post-Training Era American Society for Training & Development (ASTD) International Conference & Exposition, Orlando, FL (June 6, 2005)

Chromosomal Curriculum: Developing Florida's Web-based Biotechnology Curriculum Co-presenters: Linda Austin and Linda Nichols. 16th International Conference on College Teaching and Learning, Jacksonville, FL (April 2, 2005)

Kiosk Culture: Reconciling the Performance Support Paradox in the New Era of Machines University of Central Florida Graduate Research Forum, Orlando, FL (March 22, 2005)

Biotech Training: Online Learning and Laboratory Performance Florida Educational Technology Conference (FETC), Orlando, FL (January 28, 2005)

Biotraining: Improving Today's Workforce for Tomorrow's Industry BioFlorida Meeting: "Building Bridges in BioScience Innovations" (BioFlorida & the South Florida Bioscience Consortium), Nova Southeastern University, Ft. Lauderdale, FL (January 25, 2005)

Eliminating Traditional Training: The New Era of Human Performance Technology Interservice/Industry, Training, Simulation and Education Conference (I/ITSEC), Orlando, FL (December 9, 2004)

The Death of Training? Addressing the Performance Support Paradox TechLearn 2004, New York, NY (November 15, 2004)

The New Spectrum of Support: Reclassifying Human Performance Technology International Society for Performance Improvement (ISPI) Instructional Systems Design Conference, Chicago, IL (September 29, 2004)

Online Aerospace Education: See the Future Today 37th Annual National Congress on Aviation and Space Education Conference (NCASE), Atlanta, GA (March 26, 2004)

Yes Teach! Initiative Florida Educational Technology Conference (FETC), Orlando, FL (January 24, 2004)

SCOs Revisited: Proposing New Categories of Sharable Content Objects to Enhance the Reuse and Sharing of Content Among The Training Community Co-presenters: Scott A. Tanner and Ronald W. Tarr. Interservice/Industry, Training, Simulation and Education Conference (I/ITSEC), Orlando, FL (December 4, 2003)

eLearning for Education: The Florida Teacher Drought TechLearn 2003, Orlando, FL (November 5, 2003)

Revitalizing an Industry: The Advanced Learning Environment Online Learning 2003, Los Angeles, CA (September 24, 2003)

The Advanced Learning Environment: Online Technology Education FACTE—Florida Association for Career & Technical Education Conference, Kissimmee, FL (July 9, 2003)

FSRI's Advanced Learning Environment (ALE): A Success Story for Public-Private Partnerships Co-presenters: David Metcalf and Diane Alcorn. Learning & Training Week 2003, Washington, DC (April 30, 2003)

Propulsion Education Within the Florida Space Research Institute's Advanced Learning Environment American Institute of Aeronautics and Astronautics Joint Propulsion Conference, Indianapolis, IN (July 10, 2002)

Emerging Delivery Platforms: Wireless E-Learning for Aerospace Co-presenter: David S. Metcalf. E-Learning for Aerospace 2002, New Orleans, LA (January 18, 2002)

CPT (Cooperation, Technology, Performance) Case Study: Veteran's Benefit Administration Insurance Division
Co-presenters: Sabrina Dickenson and Suzanne Brandt. Interservice/Industry, Training, Simulation and
Education Conference (I/ITSEC), Orlando, FL (December 1, 1998)

Other Invited Speaking Events or Panel Discussion Participation:

- Invited keynote and follow-up sessions for faculty conference St. Mary's University, San Antonio
  (May 12-May 13, 2014)
    - o Emerging Trends in Online and Blended Learning
    - o Blended Learning: Definitions and Practices
    - o Faculty Development for Online Success
- Invited keynote at St. Pete College forum to address distance learning reengineering committees as part of
  a college-wide initiative. St. Petersburg, FL. (January 31, 2014)
- Invited moderator for *A Review of the Data on Online Education Students* panel at the 2013 WCET
  Annual Conference. (November 14, 2013)
- *Challenges and Opportunities in the Field of K-20 Distance* Learning. Florida Distance Learning
  Association Annual Conference, In the Cloud and Beyond: Building Community and Expanding Distance
  Education. Invited panelist for opening plenary. (September 11, 2013)
- EDUCAUSE podcast interview: http://www.educause.edu/blogs/gbayne/interview-thomas-cavanagh-
  assistant-vp-distributed-learning-university-central-florida (recorded Nov. 2012; posted July 5, 2013)
- Presentation to Florida State University System Board of Governors. *Online Learning: What Do We
  Really Need to Know?* Co-presenter: Joel Hartman. Gainesville, FL. (January 16, 2013)
- *Preparing University Faculty to Teach Online: Success Strategies from UCF.* Presentation at the
  International Online Learning Colloquium (co-presenters: Beth Nettles, Linda, Futch, Wendy Howard).
  University of Central Florida, Orlando, FL. (January 9, 2013)
- Invited presentation to senior administrators at Sam Houston State University on Blended Learning
  strategies and policies. Huntsville, TX (September 26, 2012).
- Invited presentation on course redesign as part of an American Association of State Colleges and
  Universities national roundtable conducted via Cisco telepresence technology (April 3, 2012)
- Next Generation Learning Challenge "watercooler" national webinar—virtual panel with other NGLC
  project PIs (March 23, 2012)
- Invited presentation on academic analytics as part of an American Association of State Colleges and
  Universities national roundtable conducted via Cisco telepresence technology—co-presenters: Chuck
  Dziuban and Andre Watts (March 20, 2012)
- Invited presentation to senior administrators at the University of West Florida on Blended Learning
  strategies and policies. Pensacola, FL (February 3, 2012).
- *Web, Blended, and Video Instruction: UCF's Model for Online Faculty Development*. Invited keynote for
  University of South Florida-St. Petersburg general faculty meeting. St. Petersburg, FL (January 20, 2012).
- Webinar presentation on distance learning data collection for University of Nebraska system officials.
  (December 19, 2011).
- Moderator of two panels during UCF's new faculty orientation conference (August 16, 2011):
    - *Teaching Online @ UCF: Effective Practices from Experienced Faculty*
    - *The Reality of Virtual Students: A Face-to-Face Conversation with Online Students*
- Invited Panelist "So You Majored in Creative Writing: Now What?" The Goran Reading Series at the
  University of Miami (April 21, 2011).
- Invited speaker to other events at the University of Miami: undergraduate screenwriting class and a
  reception honoring the 50th teaching anniversary of Professor Lester Goran.
- Plenary Introductory "Theme Interpretation." 2011 Information Fluency Conference: The Information
  R/evolution, Orlando, FL (March 10, 2011)

- UCF Book Festival at the Morgridge International Reading Center: *Even Saints Have Dark Nights: The Mysteries of the Anti-Hero*, Orlando, FL (April 17, 2010)
- Keynote talk for the launch of *Mangrove*, a new undergraduate literary journal at the University of Miami, Coral Gables, FL (March 31, 2009)
- Florida Writers' Book Fair—a program during "Origins '09: A Celebration of the Birth & Life of Beginnings," Florida State University, Tallahassee, FL (March 21, 2009)
- Miami Book Fair International—*Florida Book Award Winners* Panel (November 12-16, 2008)
- Bouchercon Mystery Writing Conference: *It's Only Make Believe* (Moderator) and *Whistle While You Work* (Participant): Baltimore, MD (October 9 & 10, 2008)
- Biotechnology Trends & Partnerships Symposium – Workforce Development Panel (November 2004)
- Florida Economic Development Workshop Biotech Panel (June 2004)
- FAA Center of Excellence Conference – Intellectual Property/Export Control Panel, Daytona Beach, FL (November 2003)
- American Society for Training Development (ASTD) regional meeting, Northeast Florida/Jacksonville – E-Learning Panel (September 2002)
- Numerous presentations for various libraries, bookstores, writing groups, alumni chapters, etc. to discuss novels and fiction writing (e.g., St. Cloud Library, Ponte Vedra Beach Library, Florida Writers Assoc.)

Numerous other formal and informal presentations, including:

- Presentation to Orange County, FL Mathematics Department Chairs (November 17, 2005)
- Briefing for Florida House of Representatives Community College & Workforce Education Committee (November 8, 2005)
- Briefings for Florida Department of Education's Chancellor of Community Colleges and Workforce Education (June 2003 & October 2005)
- Florida Gulf Coast University – Project Launch Teacher Training (July 2004 & August 2005)
- Briefing for Florida House Representative, District 26 (June 17, 2005)
- Independent Colleges & Universities of Florida (ICUF) President's Meeting (June 2005)
- Workforce Florida Board of Directors Meetings (February 2003 & November 2004)
- Embry-Riddle Aeronautical University – Project Launch Teacher Training (July 2004)
- Briefing for Florida House Representative, District 49 (November 24, 2004)
- Florida Independent College Fund (FICF) Board Meeting (July 2003)
- Florida Association of Science Supervisors Conferences (October 2002 & May 2003)
- Florida Association of Community Colleges, Technology Commission Conference (April 2003)
- Florida Aviation Aerospace Alliance Annual Conference (September 2002)
- Various briefings for staff of state representatives and Lt. Governor

University Service, UCF and ERAU:

- UCF:
  - Doctoral Thesis Committees
    - Cherie Mazer: *An Evaluation of the Iowa State University Learning Ecosystem,* Ed.D. (2014)
  - Masters Thesis committees
    - Erika Wardell: *Gender Composition of Online Technical Communication Collaboration,* M.A. (2012)
    - Mariana Chao: *On Copyright Law: What Technical Communicators Need to Know,* M.A. (2014)
    - James Fenn: *Narrative Learning in Technical Communication,* M.A. (2014)

- Kristin Fecko: *The Relevance of Benjamin Franklin's and Thomas Jefferson's Technical Writing for Modern Communicators,* M.A. (2014)
  - Member of the Provost's Task Force on Academic Integrity (2011)
  - Texts & Technology Ph.D. Program Advisory Board
  - Search Committee: Chief Audit Executive—national search
  - Search Committee: Vice Provost for Regional Campuses—national search
  - Search Committee: Director, Office of Instructional Resources (Chair)—national search
  - Search committee: Director, Faculty Center for Teaching and Learning (FCTL)—national search
  - Search committee: Director, Continuing Education—national search
  - Guest speaker in courses such as "Teaching Online in Texts & Technology" and "Careers in Professional Writing"
  - Serve on university-wide Enrollment Planning Group
  - Serve on the Faculty Senate's Information Technology Resource Policy Committee (ex officio)
  - Chair the Distance Learning Advisory Group
  - Mentor: Leadership Enhancement Program for women and underrepresented staff and faculty (2010 and 2012)
- ERAU:
  - Search committee: Associate Dean for Online Academics—national search
  - Course Monitor for ENGL 221, Technical Report Writing: ERAU Worldwide Campus
    - Developed a template and example documentation for the Department of Arts & Sciences that can be used by all campuses to direct adjunct faculty on how to best facilitate targeted course designs.
  - Proposed and coordinated the creation and delivery of a new Worldwide Campus graduate degree (M.S. in Space Education) in collaboration with Nova Southeastern University; co-directed the marketing plan.
  - Proposed and coordinated a Worldwide Campus scholarship program for the Civil Air Patrol
  - Contributed to academic departmental program assessment and institutional effectiveness activities.
  - Guest speaker for "Marketing Communications" course

Professional Service/Other:

National
- 2015 EDUCAUSE Annual Meeting Program Planning Committee
  - Track Chair: Teaching and Learning
- Served as one of three coaches for the inaugural Breakthrough Models Academy from EDUCAUSE and the Next Generation Learning Challenges (NGLC). Coached four teams of four partners each on-site in Cambridge, MA and Anaheim, CA and online as they developed new, innovative educational models. (http://www.educause.edu/educause-institute/breakthrough-models-academy/breakthrough-models-academy-team-projects)
- Elected by national membership to the WCET Steering Committee (2013-2016)
- Appointed by the president of EDUCAUSE to represent the organization on a national inter-agency task force that prepared a white paper on e-learning (2012)
- EDUCAUSE Learning Initiative (ELI) Advisory Board (Term: 2011-2014, Chair: 2013-2014)
- Track Chair (Access): 2011 Sloan-C Blended Learning Conference
- Sloan-C Journal of Asynchronous Learning Networks (JALN) Learning Effectiveness Advisory Group
- Member of the Blackboard Mobile Learn Advisory Group (2009-2010)
- Peer Reviewer: Book: Higher Education, Emerging Technologies, and Community Partnerships: Concepts, Models and Applications (IGI Group)
- Peer Reviewer: 2009 Sloan-C ALN Conference (Evaluation and Assessment track)

- Peer Reviewer: 2013 Sloan-C Blended Learning Conference: Leadership Track
- Peer Reviewer: mLearn2009 Conference
- Peer Reviewer: International Journal of Human and Technology Interaction

Regional
- EDUCAUSE 2012 Southeast Regional Conference Planning Committee

State/Local
- University of Florida Educational Technology program Advisory Board (2014-2016)
  http://education.ufl.edu/educational-technology/advisory-board/
- Presidential Appointee to the Florida Virtual Campus (FLVC)
  - Voted by membership as Chair of the Distance Learning & Student Services members council with a seat on the FLVC Board of Directors (2 year term: one as vice chair and one as chair – representing state universities) (2012-2014)
  - Search committee: FLVC Executive Director—national search
- Member of the Florida Distance Learning Association (FDLA) Board of Directors (2011-2013)
- State Workgroup on the Alignment and Enhancement of Online Postsecondary Academic and Student Support Web Services (Florida Distance Learning Consortium (FDLC) and Florida Center for Advising and Academic Support (FCAAS))
- Member of Brevard Community College Virtual Campus Advisory Board: 2003-2005
- Member of Advisory Board for TeachSpace Program (NASA grant at Embry-Riddle Aeronautical University): 2002-2006
- Representative for the Independent Colleges and Universities of Florida (ICUF) on the legislatively-created Florida Distance Learning Consortium: 2003-2005
- Member of Advisory Council for the Florida Aerospace Resource Center (joint venture between Florida Community College at Jacksonville and Brevard Community College): 2003-2005
- Member of the Florida Aviation/Aerospace Career Cluster Consortium (FLACCC) to review statewide aerospace education needs and curricula – 2004
- Judge: Technology Student Association (TSA) Annual Competition

E-Learning Grants / Contracts Received and Managed

University of Central Florida
- Principal Investigator: *Expanding Blended Learning Through Tools and Campus Programs* (active)
  - Funding Sponsor: Next Generation Learning Challenges ($250,000)
  - UCF portion: $60,814
  - Partner: American Association of State Colleges and Universities and 20 member schools

Embry-Riddle Aeronautical University
- *ScienceMaster*
  - ERAU portion: $305,000 = $175,000 (fixed funding) + $130,000 Scholarship funds for 16 master's degree and individual course scholarships (variable funding)
  - Funding Sponsor: Florida Department of Education
  - Partners: Manatee County Schools (lead), Nova Southeastern University
- *Math Matters: A New Vision for Florida / Project IMPROVE (Increasing Mathematics Performance Results via Online Virtual Education)*
  - ERAU portion: $115,870
  - Funding Sponsor: Florida Department of Education

- o Partners: Broward County Schools (lead), Nova Southeastern University, Florida Independent College Fund
- *Biotechnology Training and Education Council (BIOTEC)*
  - o ERAU portion: $37,000 (Phase 1) / $14,800 (Phase 2)
  - o Funding Sponsor: Workforce Florida, Inc. (BANNER center)
  - o Partners: University of Florida (lead), Florida Community College Jacksonville, Indian River Community College, Santa Fe Community College, International Society of Pharmaceutical Engineers
- *No Teacher Left Behind* ($13,000)
  - o Funding Sponsor: Florida Space Grant Consortium

Florida Space Research Institute
- *Aerospace Technician Training Program* ($1,400,000)
  - o Funding Sponsor: Workforce Florida, Inc.
- *Cryogenics Engineering Web-Based Training* ($500,000)
  - o Funding Sponsor: NASA
- *Yes Teach! Math & Science* (FSRI Portion: $268,700)
  - o Funding Sponsor: Florida Department of Education
  - o Partner: Florida Independent College Fund
- *Biotechnician Training Curriculum* (FSRI Portion: $151,600: Program Manager for full $1.2 million dollar project)
  - o Funding Sponsor: Workforce Florida, Inc.
  - o Partners: Florida Community College Jacksonville, Santa Fe Community College, Hillsborough Community College, University of Florida, University of South Florida, Florida Atlantic University, BioFlorida
- *Yes Teach!* (FSRI Postion: $180,000)
  - o Funding Sponsor: Florida Department of Education
  - o Partner: Florida Independent College Fund
- *Hydrogen Familiarization Web-Based Training* ($75,000)
  - o Funding Sponsor: Hydrogen Research and Application Center/UCF
- *Aerospace Digital Mentoring Program* ($35,000)
  - o Funding Sponsor: Florida Space Grant Consortium

Industry Contracts
- Numerous winning proposals over several years for government and commercial clients totaling several million dollars

Thomas B. Cavanagh

1428 Anna Catherine Drive   Orlando, Florida 32828

tbcavavanagh@hotmail.com / H: 407-382-4553 / C: 407-765-4017

Freelance Writing Credit List

Scriptwriting:

Film Screenwriting:

Dumbo in Love - Walt Disney Television Animation, Burbank, California
        Screenwriter for a feature-length, direct-to-video sequel to Disney's classic "Dumbo".

If Only - Longbow Productions, Studio City, California
        Option on an original feature-length screenplay.

Broadcast Television: Entertainment –

You're On - Nickelodeon / MTV Networks
        Head Writer for 26 episodes of a hidden-camera comedy game show.

Test Track - The Disney Channel / WDA TV Productions
        Writer for pilot of a kids' game show with comedy.

What Would You Do? - Woody Fraser Productions / Reeves Entertainment for Nickelodeon
        Writer for 65 episodes of daily variety show. Show was listed by *TV Guide* as one of the 10 most promising new programs for kids (1991). Consistently in the top 20 for basic cable series ratings through 1996.

Check It Out - RAE Media Productions / Destiny Productions Group
        Writer for kids' situation comedy television pilot with music.

Nick Arcade -- Nickelodeon / MTV Networks
        Head Writer / Segment Producer for two seasons (110 episodes) of an interactive video game show.
        Program was nominated for 1992 cable ACE award.

Welcome Freshmen - Nickelodeon / MTV Networks
        Writer for multiple episodes of sketch comedy program.

Super Special Double Dare - Nickelodeon / MTV Networks
        Head Writer / Segment Producer for four celebrity game show specials.
        Program was nominated for 1992 cable ACE award.

Outta Here - Nickelodeon / MTV Networks
        Writer for 45 episodes of daily variety show.

Go For It (aka Danger Zone) - Nickelodeon / MTV Networks
        Head Writer for game show pilot.

Get The Picture - Nickelodeon / MTV Networks
        Contributed numerous question packets to multiple episodes of game show.
        Program was nominated for 1991 cable ACE award.

Generation Gap - Nickelodeon / MTV Networks
        Head Writer for a game show pilot.

Various Promos - Nickelodeon/MTV Networks
        Writer of numerous 30 and 60 second promotional spots for national cable network identity.

Broadcast Television: Educational --

Shamu TV - Sea World of Florida / Anheuser Busch Entertainment
        Sole writer on a series of 15 half-hour interactive educational television programs. Strong emphasis on fun, interesting approaches to educational information. Some topics include: Sharks, Penguins, Manatees, Wetlands, and Whales. Originally broadcast live across North America. Some episodes aired on the Animal Planet cable network. *"Discovering Water" episode nominated for a regional Emmy.*

Launch Box - NASA in conjunction with Nickelodeon / MTV Networks / Cable in the Classroom
        Sole writer for 4 episodes of an educational series about space exploration. Broadcast nationally on cable television. *Program won the 1991 Christa McAuliffe Award for Space Education*

So What? -- Skydog Productions / JAAM TV
        Scriptwriter for educational television pilot about using multimedia technology to learn about science.

Making The Connection – Florida Center for Instructional Technology
        Writer/Instructional Designer for web-based course on Internet safety and HTML coding.

Non-Broadcast Scriptwriting:

Risk Manager: Year 2000 - Spiral Up Interactive / The Gartner Group, Inc.
        Highly interactive promotional CD-ROM in support of Gartner's Y2K compliance tool

Sea World Information Magazine - Sea World, Inc. / Anheuser Busch Entertainment Group
        S.W.I.M. – promotional video shown while guests wait in line to buy tickets

Imagine - Sea World, Inc. / Anheuser Busch Entertainment Group
        Video shown in Sea World's airport gift shops

Grad Night at Sea World - Sea World, Inc. / Anheuser Busch Entertainment Group
Video to promote Sea World's middle school Grad Night event

Educational Programs at Sea World - Sea World, Inc. / Anheuser Busch Entertainment Group
        Video to promote the park's various educational programs

Key West at Sea World! - Sea World, Inc. / Anheuser Busch Entertainment Group
        Video to promote a new tropical theme park attraction

Friends and Neighbors – Florida Parent Teacher Association (PTA)
        Video program to promote the 100th anniversary of the National Parent-Teacher's Association and the Florida chapter's contribution.

Alcohol Awareness - General Mills Restaurants Communications Department
        Scriptwriter for an alcohol awareness training video for the Olive Garden restaurant chain.

Safety Awareness - Florida Association Of Realtors, Daytona Beach, Florida
        Scriptwriter for a safety awareness training video for real estate agents.

Miscellaneous Writing:

Walt Disney World Resort Design
Fun, engaging copywriting for informational newsletters given to guests at various Walt Disney World Resorts:
"Island Palm Press" (Polynesian Resort)
"Contemporary Visions" (Contemporary Resort)

IBM
Copywriting services on an advertising campaign for ARTIC, an advanced computer coprocessor. Ads were placed in national publications (*PC Week*) and were used as promotional items at industry conferences.

Game Lab - Nickelodeon / Universal Studios, Florida
Rewrote the script for a live interactive game show as part of a backstage tour.

Wendy Stahler Howard

1850 Taylor Avenue, Winter Park, Florida 32789
407-310-2486 (cell) 407-823-0460 (office)
Wendy.Howard@ucf.edu

Education

- Ed.D., Education, University of Central Florida (Expected Completion 2015)
  Major Field: Instructional Design and Technology
  Major Professor: Dr. Glenda Gunter
- M.A., Corporate Communication and Technology, Rollins College (2003), *honors*
- B.A., Mathematics, Secondary Education, Rollins College (1998), *magna cum laude*
- Secondary School Program, Mathematics, Harvard University (1993)

Work History

July 2011-
Present   **University of Central Florida, Center for Distributed Learning**
                     http://www.ucf.edu/
                     Instructional Designer/Specialist

Faculty Development & Support
- Consult with 70+ individual professors on the design, development, implementation, and maintenance of their individual Webcourses
- Facilitate and update curriculum for professional development courses in online and blended learning for faculty members
- Support academic departments with strategic online or blended learning initiatives
- Support faculty in the migration of their Webcourses from Blackboard Vista to Instructure's Canvas
- Collaborate with the UCF Technical Support Team, Online@UCF Support, to ensure professional development program promotes best practices

Leadership & Project Management
- Mentor and coach new instructional designer, post doc research assistant, and graduate student interns
- Serve as library remodel committee chair and represent CDL at design meetings with architects and library executives
- Led cross-functional team for pilot of Desire2Learn learning management system

Scholarship & Professional Development
- Conduct and present research on technology and pedagogy for online learning

- Keep up to date with latest technology and impact on teaching and learning environments

Aug 2006-
July 2011   **Fidelity National Information Services (FIS), Maitland, Florida**
http://http://www.fisglobal.com
Technical Training & Documentation Supervisor
- Published online help and user assistance systems for banking software products
- Managed large scale team projects such as:
    - Software implementation: conversion to new AuthorIT content management tool from multiple platforms
    - Revenue Generation: Produced and marketed new Computer Based Training (CBT) course offerings
    - Process Improvement: Streamlined documentation turnover process by converting to electronic delivery
    - Software Implementation & Revenue Generation: Implemented WebEx and Hands On Lab feature for enhanced, interactive Webinars
    - Technical Documentation: Managed the publication of online technical documentation for semi-annual software releases
- Supervised full time training & writing staff as well as remote contract employees
- Wrote and delivered annual performance objectives and reviews, provided individual and team coaching, and maintained staffing levels
- Co-planned and facilitated Training & Documentation Summit for all training and documentation managers nationwide
- Developed curriculum, training manuals and support materials for new courses
- Conducted classroom and online training courses in areas of expertise
- Designed frameset incorporating FIS branding for all help systems and implemented a 3rd party search engine for primary online site

July 2009-
July 2011   **Rasmussen College, Chicago, Illinois**
http://www.rasmussen.edu
Online Curriculum Writer (SME)
- Designed and wrote curriculum for a series of online courses in math and physics for gaming and simulation
- Collaborated with instructional designer to conduct formative evaluations and revise online curriculum

May 2005-
Aug 2006   **Tiburon, San Ramon, California**
http://www.tiburoninc.com

Training Standards & Staffing Coordinator
- Managed training schedule for staff of 20+ trainers for public safety software products
- Collaborated with project management team to ensure client training needs were met
- Supported & coached training staff
- Designed new online training program for clients
- Produced self-paced computer based training modules using Captivate
- Standardized training manuals and all printed course materials
- Developed & delivered internal training for internal software implementations

Oct 2003-
May 2005 **Wyndham Worldwide (formerly Cendant), Orlando, Florida**
http://www.wyndhamworldwide.com
IT Learning Services Training & Documentation Specialist
- As a member of the IT department, supported internal technical training needs for international corporation
- Worked with software engineers to learn new software applications in development
- Assisted business analysts with gathering and writing business requirements
- Developed & maintained training plan for each project
- Created training materials & online documentation in RoboHelp
- Trained internal employees on new software applications in computer lab environment onsite as well as online using WebEx
- Served as Diplomat for New Hire Mentorship program

Sep 1997-
Oct 2003 **Full Sail University, Winter Park, Florida**
http://www.fullsail.edu
Course Director
- Member of Game Design and Development faculty
- Assisted in designing curriculum for new degree program in video game development
- Designed, produced, & delivered course content
- Interacted with students in four hour lectures followed by four hour labs 3 days per week, held office hours for individual student meetings, graded tests and assignments, and defined grading system
- Managed staff of instructors (i.e. staffing, coaching, scheduling, writing & delivering performance objectives/reviews)
- Worked with Universal Studios staff to coordinate a physics lab onsite at Islands of Adventure to analyze the physics of the roller coasters

Aug 2001-
May 2007 **Rollins College, Winter Park, Florida**
http://www.rollins.edu
Adjunct Professor

- Member of both Communication and Information Technology faculty
- Developed and implemented course curriculum, selected textbooks, and produced course materials
- Set up and maintained Blackboard site for each class
- Courses delivered online, in classroom, and in blended environment
- Produced hands on lab activities and assignments for classroom courses
- Produced self-paced tutorials for online courses
- Delivered classroom lectures and instructed students in the lab environment
- Facilitated service learning components of course curriculum
- Designed Student ID card (R-card)

Courses Taught

Rollins College, Winter Park, Florida
- COM 120 Small Groups & Leadership
- COM 322 Computer Mediated Communication
- IFT 107 Using PowerPoint/Graphics
- IFT 114 Microsoft Word for Publication
- IFT 300 Introduction to Digital Video

Full Sail University, Winter Park, Florida
- Physics & Math for Game Development

Professional Organizations
- EDUCAUSE
- EDUCAUSE Learning Initiative (ELI)
- The Sloan Consortium (SLOAN-C)
- Florida Distance Learning Association (FDLA)

Honors/Awards
- Awarded 2013-2014 In-unit bonus for service and commitment to the university mission
- Received three FRED Awards for service to the Center for Distributed Learning

Scholarly and Creative Works

Current Research
- Pedagogical decisions for the design of blended learning courses
- Engagement strategies for large size classes
- Success strategies for online collaboration and virtual teams
- Virtual alternatives to traditional study abroad
- Accessibility and Universal Design for Learning in online math classes

Textbooks
- **Stahler, W**. (2004). *Beginning Math & Physics for Game Programmers*. Indianapolis: New Riders.
  (Also translated to Chinese, Japanese, and Korean)
- **Stahler, W**. (2006). *Fundamentals of Math & Physics for Game Programmers*. Upper Saddle River: Pearson.

Conference Papers
- Peters, P., Katsaros, A., **Howard, W**., Lowe, D., Kramer, L. (2013). *Up close and personal: Engagement with other cultures via real-time satellite communications.* Paper presented virtually at the INTED 2013 Conference (7th International Technology, Education and Development), Valencia, Spain.

Online Publications
- **Howard, W**. and Raible, J. (2014). Use Web Conferencing Tools for Office Hours. In K. Thompson and B. Chen (Eds.), *Teaching Online Pedagogical Repository*. Orlando, FL: University of Central Florida Center for Distributed Learning. Retrieved May 16, 2014 from
  http://topr.online.ucf.edu/index.php?title=Use_Web_Conferencing_Tools_for_Office_Hours&oldid=3503
- **Howard, W**. and Raible, J. (2014). Reach More Students with Targeted Office Hours. In K. Thompson and B. Chen (Eds.), Teaching Online Pedagogical Repository. Orlando, FL: University of Central Florida Center for Distributed Learning. Retrieved May 16, 2014 from
  http://topr.online.ucf.edu/index.php?title=Reach_More_Students_with_Targeted_Office_Hours&oldid=3505
- Raible, J. and **Howard, W**. (2014). Create a Personalized Student Intervention. In K. Thompson and B. Chen (Eds.), *Teaching Online Pedagogical Repository*. Orlando, FL: University of Central Florida Center for Distributed Learning. Retrieved May 16, 2014 from
  http://topr.online.ucf.edu/index.php?title=Create_a_Personalized_Student_Intervention&oldid=3504
- Raible, J. and **Howard, W**. (2014). Managing Student Interaction with Sign Up Sheets. In K. Thompson and B. Chen (Eds.), *Teaching Online Pedagogical Repository*. Orlando, FL: University of Central Florida Center for Distributed Learning. Retrieved May 16, 2014 from
  http://topr.online.ucf.edu/index.php?title=Managing_Student_Interaction_with_Sign_Up_Sheets&oldid=3508

Grant Reports
- Peters, P., Lindgren, R., Katsaros, A., **Howard, W**., Lowe, D., Kramer, L. (2012). *Applied research on the interactive expeditions' platform and its impact on online on-the-job technical training*. UCF College of Arts & Humanities 2011-2012 Research Incentive and Development Program, Orlando, FL.

Conference Presentations – International & National
- (*scheduled*) **Howard, W**., Hicks, S., & Bates, J. (2014, September). "So You've Selected a New LMS – What's Next?" Poster session and backup information session accepted at EDUCAUSE 2014 Annual Conference, Orlando, FL.
- (*scheduled*) Futch, L., Thompson, K., deNoyelles, A., & **Howard, W**. (2014, July). "Comfort" as a critical success factor: Exploratory findings from a research project." Information session accepted at 11th Annual Sloan Consortium Blended Learning Conference and Workshop, Pathways to Student Success, Denver, CO.
- **Howard, W**. (2014, February) Panel moderator. *How Do K-12 Online Courses Prepare Students for Higher Education?* Webinar presented for the Florida Distance Learning Association.
- Futch, L., Thompson, K., deNoyelles, A., & **Howard, W.** (2013, November). *A universe of opportunities: Case-based design patterns for blended learning courses*. Information session presented at 19th Annual Sloan Consortium International Conference on Online Learning, Lake Buena Vista, FL.
- **Howard, W**. & Bastedo, K. (2013, November). *Yes! You can teach math online: A comparison of two math courses in canvas*. Information session presented at 19th Annual Sloan Consortium International Conference on Online Learning, Lake Buena Vista, FL.
- Peters, P., Katsaros, A., **Howard, W**., Lowe, D., Kramer, L. (2013, March). *Up close and personal: Engagement with other cultures via real-time satellite communications*. Presented virtually at the 7th International Technology, Education and Development Conference (INTED), Valencia, Spain.
- Cavanagh, T., Futch, L., Nettles, E., & **Howard, W**. (2013, January). *Preparing university faulty to teach online – Success strategies from UCF*. International Online Learning Colloquium, Orlando, FL.
- **Howard, W**. (2012, December) Panel moderator. *Online Learning from the Student Perspective*. Webinar presented for the Florida Distance Learning Association.
- **Howard, W**., Cavanagh, T., Chen, B., Raible, J., & Nettles, B. (2012, October). *How to Choose an LMS in 90 Days*. Information session presented at 18th Annual Sloan Consortium International Conference on Online Learning, Lake Buena Vista, FL.
- Hicks, S., & **Howard, W**. (2012, July). *Using Custom Roles to Manage User Actions and Templates*. Presentation at the 2012 Blackboard World Conference, New Orleans, LA.
- **Howard, W**., Seilhamer, R., & Seigler, D. (2012, July) *Build Your Course Project: Bringing Blackboard To Faculty*. Poster session presented at the 2012 Blackboard World Conference, New Orleans, LA.
- Bauer, S., **Howard, W**., & Hicks, S. (2012, July). *Course Roles and Templates to Help Manage Your Instructors*. Poster session presented at the 2012 Blackboard World Conference, New Orleans, LA.

Conference Presentations – Regional, State & Local
- Raible, J. & **Howard, W**. (2014, May). *Eliminating the Take a Number Approach: Student Communication Strategies for Large Courses*. UCF Faculty Center for Teaching and Learning Summer Conference. Orlando, FL.
- Massiah, C. & **Howard, W**. (2014, April). *Online Engagement Strategies for Large Classes*. UCF Faculty Seminars in Online Teaching.
- Nettles, B., **Howard, W**., & Tinsley-Kim, K. (2013, May). *Using the Canvas Conferences tool in Webcourses@UCF*. UCF Faculty Center for Teaching and Learning Summer Conference. Orlando, FL.

Professional Service

International
- Hosted a delegation from the University of West Indies (UWI) at UCF and facilitated series of round table discussions on best practices for online education and faculty development, which resulted in six international, collaborative research teams.
- Planned and hosted a second delegation from the University of West Indies at UCF to extend roundtable discussions with online learning experts at Rollins College, Full Sail University, and Valencia College, which further sustained the partnership with UWI.
- Represented CDL with visitor Josefina Sahlin from the School of Education and Communication (HLK) at Jonkoping University (2013)

National
- Reviewed and evaluated Portfolio submissions for EDUCAUSE credential offered through BlendKit2014 MOOC via Canvas Network (2014)
- Reviewed conference proposals:
    - Sloan-C International Conference on Online Learning (2013, 2014)
    - Sloan-C Blended Conference and Workshop (2013)
- American Association of State Colleges and Universities (AASCU) Leadership Summit, Ambassador (2012, 2013).
- Partnered with

Regional and State
- Advisory Board member for Full Sail University's Entertainment Business & Music Business undergraduate and graduate programs
- Florida Distance Learning Consortium (FDLA) – Coordinated webinar series and represented FDLA at vendor booth at Future of Education Technology (FETC) annual conference (2012-2014).

Institution and Local
- Howard, W. (2014, June). *Microsoft Excel for Student Success*. Guest speaker for Global UCF GAA-TAP-T1: Technology for Academic Purposes.

- Howard, W., & Raible, J. (2013, September). *Online Engagement Strategies*. Presentation to UCF College of Business Administration Lecture Capture Faculty.
- Howard, W. (2013, May). *Online Learning at UCF*. Invited speaker in UCF College of Education MHS 7311: Technology Issues in Counselor Education.
- Represented CDL at the UCF International Breakfast (2014)
- Serve on search committees for new instructional designers
- Serve on Integrations Governance Committee

Grants – University of Central Florida
- *Applied research on the interactive expeditions' platform and its impact on online on-the-job technical training*
    - Funding Sponsor: UCF College of Arts & Humanities Research Incentive and Development Program
    - Collaborated with team in research study planning, data analysis, and final report

Professional Development
Classroom
- First faculty workshop abut international students and the Global Achievement Academy (2014)
- Research through International Collaboration workshop hosted by ORC (2014)
- Effort Certification (2014)
- Fred Factor & Fed Factor 2.0 (2014)
- Women Faculty in Academia: Challenges and Successes (2014)
- Canvas training (2013)
- IDL6543 (2011)
MOOCs:
- Becoming a Blended Learning Designer/BlendKit2014 (2014)
- GAME ELEMENTS FOR LEARNING (2013)
Webinars:
- EASI Free Webinar: Accessible Digital Images (2014)
- Online Education: More Than MOOCs (2014)
- Integrating Adaptive Learning with Existing Course Material: A Practical, Scalable Approach to Improved Outcomes (2014)
- Dynamic, Global, Content Sharing: LMS Evolution or the Birth of a New Entity? (2013)
- Grantwriting webinar hosted by the American Society for Public Administration (2013)
- Create and Manage Content with SoftChalk Cloud (2013)
- Increasing Student Engagement and Performance through Mobile Devices: An Approach from the University of Central Florida (2013)
- Competencies, Not Credits – Perspectives from Northern Arizona University (2013)
- Students as Producers of Content: Using Remote Proctoring and Student Recording Functions to Improve Collaboration and Results (2013)

Linda S. Futch

10912 Buckwater Court, Orlando, Florida 32817
407-537-7374 (cell) 407-882-0028 (office)
Linda.Futch@ucf.edu

Education

- Ed.D., Curriculum & Instruction, University of Central Florida (2005)
  Major Field: Instructional Technology and Online Education
  Major Professor: Dr. Charles Dziuban
- M.A., Instructional Technology, Instructional Systems, University of Central Florida,
  Major Professor: Dr. Richard Cornell (1998)
- B.A., Secondary Education, Business, University of Central Florida (1973), honors

Work History

1998-Present   **University of Central Florida, Center for Distributed Learning**
                     http://www.ucf.edu/

2013-Present   **Department Head**
2009-2013   **Associate Department Head**

- Represent CDL to coordinate activities with the Office of Instructional Resources
- Organize meetings between CDL and Faculty Center for Teaching and Learning to collaborate and coordinate activities
- Represent CDL to host visitors from institutions seeking information about UCF's online initiative
- Participate in unit level management and contribute to policies and procedures impacting unit and university
- Collaborate with other colleges and departments to implement university online policies
- Oversee faculty development strategies and course development for online faculty
- Oversee technical support of faculty and students for learning management system, tool documentation and coordination with other teams
- Oversee management of Instructure Canvas (university enterprise learning management system), participate in phone conferences with Instructure, coordinate activities with Computer Services and Telecommunication
- Collaborate with deans, chairs, program managers to implement distributed learning programs, train faculty and provide support mechanisms
- Manage staff of 14 faculty, 6 professionals and an average of 8 part-time employees

1999-2009   **Lead Instructional Designer**
- Manage team of 10 faculty instructional designers
- Coordinate faculty development activities including IDL6543, ADL5000, Webcourses@UCF Essentials and other activities as assigned by Director
- Manage department and faculty assignments
- Support and train instructional design team
- Facilitate planning of projects developed by instructional design team
- Facilitate technical documentation for learning management system and other programs used by online courses

1998-1999   **Instructional Designer**
- Facilitate faculty development courses for faculty moving into the online environment
- Collaborate with faculty to develop their web-based courses
- Assist faculty with curriculum development in web environment and support systems for instructional delivery
- Develop documentation for learning management system and other tools used by online courses
- Keep up to date with latest technology and impact on teaching and learning environments

8/97 - 5/98   **Astronaut High School, Titusville, Florida**
http://www.edline.net/pages/astronaut_high_school
Business Teacher
- Taught keyboarding and computer applications for grades 9 through 12
- Assisted with FBLA club
- Certified to teach vocational/business education, grades K-12

1/94 - 8/97   **Brevard Community College, Cocoa, Florida**
http://www.brevard.cc.fl.us/
Adjunct Instructor
- Responsible for teaching all courses in office systems technology for postsecondary adult vocational certificate program
- Advised students in postsecondary adult vocational certificate program
- Coordinated with other campuses to select textbooks, review course offerings for postsecondary adult vocational certificate program
- Managed postsecondary adult vocational certificate program for Cocoa campus
- Taught courses for business degree programs

8/82-12/92   **New England Life, Employer Plan Services, Atlanta, Georgia**
                   https://www.metlife.com/new-england-financial
5/89-12/92   **Regional Director**
- Managed all aspects of plan administration, including planning, directing, training, motivating and evaluating eleven personnel in computerized system to achieve the goal of $850,000 annual profitability for the company
- Liaison with clients and sales personnel
- Coordinated activities with other regional offices and home office

8/82-5/89   **Senior Analyst**
- Responsible for administration of existing pension and profit sharing plans for clients
- Established new plans for clients and filed tax documentation
- Attended sales meetings with clients as technical expert on pension and profit sharing plans
- Terminated plans as required and filed appropriate tax documentation
- Managed eight analysts
- Liaison with clients and other departments, serving as "expert" point of contact for legal and technical changes in plan administration
- Responsible for interpreting regulation changes, modifying office procedures, writing procedure manuals and training staff

1/74-7/82   **Progressively responsible jobs** in four major insurance companies, including pension plan administration; design, sales, installation of pension and profit sharing plans for new clients; technical and computer-oriented client support; training agents in pension plan fundamentals to facilitate sales; resident "expert" in government and technical changes to pension plans.

Professional Organizations
- EDUCAUSE
  - o Instructional Technologies Constituent Group
  - o Blended and Online Learning Constituent Group
  - o Massive Open Online Courses (MOOCs) Constituent Group
  - o Google Apps Constituent Group
- EDUCAUSE Learning Initiative
  - o Learning Technology Leadership Program listserv
- WCET (http://wcet.wiche.edu/member-welcome)
- Leading Campuses International Network (LCIN) – Steering Committee http://lcin.wordpress.com/
- Former member of Behind the Blackboard Idea Exchange (BIE)

Honors/Awards

- Sloan Consortium Excellence in Institution-Wide Online Education (2012) (unit award)
- Sloan Consortium Effective Practice Award: UCF's Online Faculty Readiness Assessment (2011) (unit award)
- Best-in-Track Selection, Faculty Development: 16th Sloan-C Blended Learning conference (2010)
- Sloan Consortium's Inaugural Gomory Award for Quality Online Education (2008) (unit award)
- 2006 Davis Productivity Award: Online Course Orientation Team, University of Central Florida
- EDUCAUSE Teaching and Learning Award for Online Program (2005) (unit award)
- WebCT Digital Content Leader (2004) (unit award)
- Sloan Consortium Excellence in Online Teaching and Learning (2003) (unit award)
- Excellence in Distance Learning Program Award, United States Distance Learning Association (2000) (unit award)

Scholarly and Creative Works

Current Research
- Pedagogical decisions for the design of blended learning courses
- Impact of classroom scheduling on blended learning courses
- Impact of BlendKit Course and how materials are being used by other institutions

Dissertation
- **Futch, L.** (2005) *A study of blended learning at a metropolitan research university.* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (Publication/Order No. 3193475).

Articles and Book Chapters: Peer Reviewed
- Dziuban, C., Moskal, P., & **Futch, L.** (2007). Reactive Behavior, Ambivalence, and the Generations: Emerging Patterns in Student Evaluation of Blended Learning. In A. G. Picciano & C.D. Dziuban (Eds.), *Blended Learning: Research Perspectives* (pp. 179-202). Needham, MA: Sloan Center for Online Education.
- Truman, B., **Futch, L**., Yonekura, F., & Thompson, K. (2002-2003). *Support for online teaching and learning. The University of Central Florida keeps faculty ahead of the curve with a creative development program.* Journal of Japan Distance Learning Association, 3, 63-69.

Articles: Editorial Review
- Truman-Davis, B., **Futch, L.**, Thompson, K., & Yonekura, F. (2000). Support for online teaching & learning. *EDUCAUSE Quarterly*, 23 (2), 44-51.

Conference Papers
- Dziuban, C., **Futch,** L., Hartman, J., Juge, F., Moskal, P., Sorg, S., & Truman, B. (2002). *Implications of Mixed-Mode Courses for Higher Education*. Paper presented at the 2002 International Conference on Information Communication Technologies in Education.
- Truman-Davis, B., **Futch, L.**, Thompson, K., Voorhees, D., & Yonekura, F. (2000, June). *Connecting the Dots: UCF's critical success factors (CSF) for technology-mediated teaching and learning*. Paper presented at the Ed-Media Conference, Montreal, Quebec, Canada.
- Truman-Davis, B., **Futch, L.**, Thompson, K., & Yonekura, F. (1999, October). *Support for online teaching and learning*. Paper presented at 1999 EDUCAUSE Conference, Long Beach, CA.
- **Futch, L.**, Bauer, S., & Yonekura, F. (2001, February). *Using WebCT as an instructional tool*. Paper presented at the Laptop Conference, Orlando, FL.

University Publications
- **Futch, L.**, & Nettles, E. (2012). Instructure Canvas, UCF's next LMS! *Faculty Focus*, 11 (3), 2.
- **Futch, L.**, & Cavanagh, T. (2012). Coming soon! A New Webcourses@UCF platform. *Faculty Focus*, 11 (2), 1.

Conference Presentations – International & National
- **Futch, L.**, Thompson, K., deNoyelles, A., & Howard, W. (2014, July.) "Comfort" as a critical success factor: Exploratory findings from a research project." Information session accepted at 11th Annual Sloan Consortium Blended Learning Conference and Workshop, Pathways to Student Success, Denver, CO.
- **Futch, L.**, & Thompson, K. (2014, July.) *Build institutional paths to student success*. Workshop accepted at 11th Annual Sloan Consortium Blended Learning Conference and Workshop, Pathways to Student Success, Denver, CO.
- **Futch, L.**, & Nettles, E. (2014, February.) *Connecting online learners for success in an evidence-based platform*. Poster session presented at EDUCAUSE Learning Initiative Annual Meeting, New Orleans, LA. (http://www.educause.edu/events-search/286752?keys=linda%20futch&filters=sm_cck_field_super_facet%3A%22Events%20and%20Sessions%22%20sm_vid_Events%3A%22ELI2014%22)
- **Futch, L.,** Thompson, K., deNoyelles, A., & Howard, W. (2013, November). *A universe of opportunities: Case-based design patterns for blended learning courses*. Information session presented at 19th Annual Sloan Consortium International Conference on Online Learning, Lake Buena Vista, FL.
- **Futch, L.,** & Thompson, K. (2013, November). *Universe of opportunities: Strategic classroom use vs. learning benefits*. Poster session presented at 19th Annual Sloan Consortium International Conference on Online Learning, Lake Buena Vista, FL.
- **Futch, L.,** & Thompson, K. (2013, July). *How to harvest lessons from the blended learning field: Using a research case study methodology*. Workshop presented at 10th Annual Sloan Consortium Blended Learning Conference and Workshop, Trend to Blend: Lessons from the Field, Milwaukee, WI.

- Millichap, N., **Futch, L.,** & Vogt, Kristen. (2013, July). *Scaling lessons: Design and implementation of NGLC blended learning projects*. Information session presented at 10th Annual Sloan Consortium Blended Learning Conference and Workshop, Trend to Blend: Lessons from the Field, Milwaukee, WI.
- Thompson, K., & **Futch, L.** (2013, July). *The Johnny Appleseed approach: Helping blended learning grow at other institutions*. Information session presented at 10th Annual Sloan Consortium Blended Learning Conference and Workshop, Trend to Blend: Lessons from the Field, Milwaukee, WI.
- **Futch, L.,** & Nettles, E. (2013, February). *Preparing online learners for success*. Poster session presented at EDUCAUSE Learning Initiative Annual Meeting, Denver, CO.
- **Futch, L.**, deNoyelles, & Thompson, K. (2013, February). *Case-based design patterns for enhancing student learning in blended courses*. EDUCAUSE Learning Initiative Annual Meeting, Denver, CO.
- Cavanagh, T., **Futch, L.**, Nettles, E., & Howard, W. (2013, January). *Preparing university faulty to teach online – Success strategies from UCF*. International Online Learning Colloquium, Orlando, FL.
- Chen, B., Thompson, K., & **Futch, L.** (2013, January). *The teaching online Pedagogical repository: An open compendium of innovative teaching strategies*. 2013 International Higher Education Teaching and Learning Conference, Orlando, FL.
- **Futch, L.**, deNoyelles, A., & Thompson, K. (2012, October). *In search of simpler solutions: Case-based design patterns for blended learning courses.* 18th Annual Sloan Consortium International Conference on Online Learning: At a Crossroads: Online Education in a Complex World, Orlando, FL.
- **Futch, L.**, & Nettles, E. (2012, October). *Preparing online learners for success: Evidence-based lessons-learned from an online orientation program*. 18th Annual Sloan Consortium International Conference on Online Learning: At a Crossroads: Online Education in a Complex World, Orlando, FL.
- **Futch, L.**, & Thompson, K. (2012, October). *The blended learning toolkit: A ready-made faculty development program*. Pre-conference workshop presented at 18th Annual Sloan Consortium International Conference on Online Learning: At a Crossroads: Online Education in a Complex World, Orlando, FL.
- Thompson, K., & **Futch, L.** (2012, April). *Top off your perfect blend with TOPR: The teaching online pedagogical repository*. 9th Annual Sloan Consortium Blended Learning Conference and Workshop, Perfecting the Blend, Milwaukee, WI.
- Thompson, K., & **Futch, L.** (2012, April). *Blend your own faculty development program using open components from the blended learning toolkit*. Pre-conference workshop presented at 9th Annual Sloan Consortium Blended Learning Conference and Workshop, Perfecting the Blend, Milwaukee, WI.
- Thompson, K., & **Futch, L.** (2012, January). *The blended learning toolkit: A DIY resource for blended learning instructors and designers*. ELI Webinar. Retrieved from http://www.EDUCAUSE.edu/library/resources/blended-learning-toolkit-diy-resource-blended-learning-instructors-and-designers

- Thompson, K., Chen, B., & **Futch, L.** (2011, November). *The teaching online pedagogical repository: An open faculty development resource*. 17th Annual Sloan Consortium International Conference on Online Learning: Online Learning, Teaching, and Research in the New Media Ecology, Orlando, FL.
- **Futch, L.**, & Cavanagh, T. (2011, March). *Reinventing award-winning faculty development program for next generation blended learning*. 8th Annual Sloan Consortium Blended Learning Conference and Workshop, Evidence to Practice: Fulfilling the Promise, Oak Brook, IL.
- Truman, B., & **Futch, L.** (2011, February). *Optimal contact: Opportunities for course redesign using blended learning*. Innovation and Collaboration, Mapping the Journey to 21th Century Institutions, Academic Affairs Winter Meeting, American Association of State Colleges and Institutions (AASCU), Orlando, FL.
- Cavanagh, T., **Futch, L.**, Swenson, N. (2010, November). *Are you experienced? Determining existing online teaching competence in newly hired faculty*. 16th Annual Sloan Consortium International Conference on Online Learning: The Power of Online Learning: Stimulating New Opportunities, Orlando, FL.
- Lyons, D., and **Futch, L.** (2010, July). *Optimizing part-time students for technical support and training of faculty teaching online courses*. Poster session presented at BbWorld 2010, Orlando, FL.
- Suarez, S., and **Futch, L.** (2010, July). *10,000 courses: Facilitating content from a policy and procedure perspective*. Poster session presented at BbWorld 2010, Orlando, FL.
- **Futch, L.**, & Bauer, S. (2009, October). *Instructional strategies for blended learning*. Pre-conference workshop presented at 15th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL.
- Ramirez, B., Bauer, S., & **Futch, L.** (2009, February). *Innovative uses of wikis in the classroom*, Leading Campuses International Network (LCIN) Online Seminar Series.
- McQuiggan, C., Byrnes, L., Ragan, L. & **Futch, L.** (2008). *Faculty self-assessment: Preparing for online teaching*. 14th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL.
- McQuiggan, C., **Futch, L.**, & Ragan, L. (2007, November). *A faculty online readiness tool*. 13th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL.
- Neimic, M., Bishop, T., Dzuiban, C., **Futch, L.**, Hartman, J., Kaleta, B., Picciano, T., Otte, G., Swan, K., and Vignare, K. (2007, November). *Mapping the blend.* Pre-conference workshop presented at the 13th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL. Presented the faculty development portion of the workshop.
- **Futch, L.**, & Clouser, S. (2007, November). *Blended inspirations: Courses with eclectic style*. Leading Campuses International Network (LCIN) Fall Online Seminar Series, http://www.wimba.com/community/upcoming.php.
- **Futch, L.**, Phillips, B., Bauer, S., & Kirkley, D. (2006, July). *Best practices, strategies and assessment! Pedagogy that works!* Impact 2006, 8th Annual WebCT Users Conference, Chicago, IL.

- Juge, F., Truman, B., **Futch, L.,** & Bauer, S. (2007, June). *Old wine in new media.* Society of Wine Educators 31st Annual Conference, Monterey, CA.
- **Futch, L.**, Starenko, M., & Summers, W. (2004, November). *Bringing mixed-mode or blended learning to your campus.* 10th Sloan-C International Conference on Asynchronous Learning Networks, Orlando, FL.
- Phillips, W., **Futch, L.** Bauer, S., & Kirkley, D. (2003, July). *Teaching online @ UCF.* 5th Annual WebCT User Conference, San Diego, CA.
- Pan, C., Sivo, S., & Phillips, W. (2003, July). *Attitude is contagious? A structural equation modeling approach.* 5th Annual WebCT User Conference, San Diego, CA. Paper presented by William Phillips and **Linda Futch**.
- **Futch, L.**, & Juge, F. (2002, July). *Implications of mixed-mode courses for higher education.* 2002 International Conference on Information Communication Technologies in Education, Samos, Greece.
- Truman, B., **Futch, L.**, & Phillips, W. (2001, June). *Instructional design @ UCF.* 3rd Annual WebCT User Conference, Vancouver, B.C.
- **Futch, L.**, Yonekura, F., Kirkley, D., & Bauer, S. (2001, February). *Using WebCT as an instructional tool.* Laptop Conference, Orlando, FL.
- Truman-Davis, B., **Futch, L.**, Thompson, K., Voorhees, D. & Yonekura, F. (2000, June). *Connecting the dots: UCF's critical success factors (CSF) for technology-mediated teaching and learning.* Paper presented at the Ed-Media Conference, Montreal, Quebec, Canada
- Truman-Davis, B., **Futch, L.**, Thompson, K., & Yonekura, F. (1999, October). *Support for online teaching and learning.* EDUCAUSE 1999: Celebrating New Beginnings, Long Beach, CA.
- Truman-Davis, B., Thompson, K., **Futch, L**. & Yonekura, F. (1999, March). *Just-in-Time Support for Just-in-Time Learning: The Pegasus Connections CD-ROM.* Panel presentation at the Syllabus Conference, Orlando, FL.

Conference Presentations – Regional, State & Local
- Cavanagh, T., Nettles, B., & **Futch, L.** (2013, May 7) *Knights online: Navigating the new digital learning environment.* UCF Faculty Center for Teaching and Learning Summer Conference. Orlando, FL.
- **Futch, L.**, & Thompson, K. (2013, January). *DIY blended learning: Making the most of the blended learning toolkit.* Florida Educational Technology Conference (FETC) 2013 National Conference, Orlando, FL.
- Cavanagh, T., & **Futch, L.** (2012, February). *Reinventing award-winning faculty development for next generation blended learning.* 2012 PASSHE (Pennsylvania State System of Higher Education) Virtual Conference.
- **Futch, L.** (2012, February). *Faculty development at the University of Central Florida.* Florida Distance Learning Consortium, Sanford, FL.
- **Futch, L.,** & Yonekura, F. (2008). *Millennial students and blended learning.* Jacksonville University, Jacksonville, FL.
- **Futch, L.**, & Rein, D. (2005, January). *Starting anew - online!* Florida Educational Technology Conference (FETC) 2005, Orlando, FL.

- **Futch, L.** (2005, January). *Best practices online*. Florida Educational Technology Conference (FETC) 2005, Orlando, FL.

Professional Service

National
- Conference Ambassador for 2013 International Higher Education Teaching and Learning Conference (HETL).
- Co-delivered BlendKit Course MOOC, 2012. Plan to deliver the course again in 2013. http://blended.online.ucf.edu/blendkit-course/
- APQC: *Best Practices in Recruiting, Hiring, and Training Teachers for Blended Education Models*, Advanced Working Group, contributor, 2012.
- Planning committee for EDUCAUSE Learning Initiative, 2011 Fall Focus Session on Open Educational content: Addressing challenges and Seizing Opportunities.
- Planning committee for EDUCAUSE Learning Initiative, 2010 Online Fall Focus Session on Blended Learning.
- Reviewed conference proposals:
    - EDUCAUSE Learning Initiative (ELI) – 2011, 2012, 2013
    - EDUCAUSE - 2005
    - Sloan ALN 2012, 2013
    - Sloan Blended Conference and Workshop 2012, 2013
    - WebCT 2004-2010
- American Association of State Colleges and Universities (AASCU) Leadership Summit, Ambassador, 2006-2013 (except 2009).
- Partnered with Penn State to identify essential competencies needed by online faculty, developed an online assessment tool and presented at the Sloan ALN conference, 2007-2008.
- Participated in numerous Blackboard Idea Exchange (BID) groups to advise Blackboard on how to modify feature in their learning management system, 2007-2012.
- Leading Campuses International Network (LCIN), planning committee, 2007-2008. Hosted webinars to share knowledge between Blackboard users.
- WebCT conference convener, 2006.
- WebCT Leading Institutions representative, 2004-2006. (Blackboard disbanded the group in 2007.)
- WebCT Exemplary Course project reviewer, 2002-2004.
- Syllabus conference convener, 1999.

Regional and State
- Florida Distance Learning Consortium (FDLA) - Participated with committee to identify faculty development at state institutions, 2005. (FDLA is now Florida Virtual Campus – FLVC)

- FCTL Advisory Board (2008 to Present)
- Thompson, K., & **Futch, L.** (2013, February). *MOOCs in higher education*. Presentation to UCF Librarians on MOOCs.
- Instructional Design Promotion Advisory Committee (IDPAC), initial chair and committee member, 2007-2011.
- Numerous presentations, workshops and sessions, Faculty Center for Distributed Learning (FCTL) including the Summer and Winter Conferences, 2000-2013.
- Search committees for FCTL
- Lead for Instructional Design search committees from 2000-2010.

Grants – University of Central Florida
- *Expanding Blended Learning Through Tools and Campus Program*
    - Funding Sponsor: Next Generation Learning Challenges
    - Partner: American Association of State Colleges and Universities with 20 member schools
    - Managed and contributed to Blended Learning Toolkit website, http://blended.online.ucf.edu/
- *WebCT Training*, Florida grant to deliver WebCT training across the state, 2000.
    - Funding Sponsor: State of Florida
    - Grant Principles: Joel Hartman and Barbara Truman
    - Developed WebCT Training Manual.
    - Traveled around state of Florida to deliver training to other institutions.

Professional Development
- Canvas training (2013)
- Leadership Challenge with team leads (2012)
- Leadership Challenge (2011)
- MMC Second Life Webinar (2009)
- Faculty mentoring workshop –To mentor instructional designers for their promotion plan (2010)
- Bb Learn 9 Webinar for Vista Administrators (2009)
- Bb Learn 9 Webinar for Vista Users (2009)
- Teambuilding & Recognition Desire2Learn Webinar (2009)
- Supervisory training including (2009)
    - Leader's role
    - Interviewer certification
    - Personalities at work
    - Time management
    - Leadership & customer service
    - Coaching & counseling
    - Performance appraisals
    - Constructive discipline

- o Employment law
- EDUCAUSE Institute Learning Technology Leadership Program Refresher (2008)
- EDUCAUSE Institute Instructional Technology Leadership Program (2005)
- DACUM Profile for proposed M.A. Degree in Distance Learning Management and Instruction or Web Based Learning and Instruction for College of Education, University of Central Florida (12/18/2001)
- IDL6543 (1999)

Kelvin Thompson, Ed.D.

301 Ringwood Circle Winter Springs, FL 32708 | 407.823.0462 | kelvin@ucf.edu

Education

Doctor of Education (Curriculum and Instruction), *University of Central Florida,* 2005
        Dissertation Title: *Constructing Educational Criticism of Online Courses: A Model for Implementation by Practitioners*

        Major Advisor: Dr. Charles D. Dziuban

Master of Arts (Instructional Systems Technology), *University of Central Florida,* 1999

Bachelor of Music Education (Principal Instruments: Voice and Trumpet), *The Florida State University,* 1991

Employment

Associate Director, *UCF Center for Distributed Learning,* 2013-present

- Responsible for assuring the successful implementation of distributed learning activities of institutional significance in cooperation with other university offices/external stakeholders

- Proposed new initiatives with university-level impact

- Oversaw select strategic initiatives of the organization

- Represented CDL in collaboration with senior leaders of university departments

- Member of Executive Leadership Team, overseeing strategic direction of organization

Assistant Director, *UCF Center for Distributed Learning* (formerly *Course Development & Web Services*), 2003-2013

- Coordinated unit accessibility efforts in support of online and blended courses

- Led development of *Teaching Online Pedagogical Repository*, an open, peer reviewed compendium of online and blended teaching strategies

- Oversaw design of academic integrity modules; eliciting input from faculty/students and coordinating alignment with senior university administrators

- Led implementation of *Faculty Seminars in Online Teaching* faculty development series

- Developed *BlendKit Course* open courseware on the topic of developing blended learning courses as part of the *Blended Learning Toolkit* in support of UCF's 2011 Next Generation Learning Challenges grant

- In collaboration with UCF Libraries, led the project to develop information literacy learning modules required by UCF's Quality Enhancement Plan; eliciting input from and adoption by

faculty and coordinating alignment with senior university administrators

- Guided development of just-in-time faculty development course *ADL5000 (2.0)*

- Oversaw institutional deployment of *UCF on iTunes U* to support instruction; ensuring that faculty/students have appropriate support and establishing an evidence-based evaluation plan to guide continuous improvement

- Supervised various types of employees including administrative staff and New Media, Instructional Development, Web Strategy, Graphics, and Video Teams

- Co-managed budget of the organization (2004-2009)

- Member of Executive Leadership Team, overseeing strategic direction of organization

Research Coordinator, *Partnership for the Advancement of Distributed Learning* (*P-ADL*), 2005-2007

- Cast vision/set mission for P-ADL in conjunction with leaders of UCF's online initiative

- Oversaw day-to-day operations of P-ADL

- Established formal partnerships on behalf of P-ADL with organizations from higher education, K-12, military, government, industry, and non-profit sectors

- Planned and coordinated events appealing to various sectors interested in distributed learning (e.g., Distributed Learning Seminar Series and Multimedia Workshop Series)

- Coordinated P-ADL's inter-institutional research and development agenda

Coordinator of Professional Programs, *UCF Course Development & Web Services,* 2000-2003

- Conducted strategic planning sessions for other institutions vis-a-vis online course initiatives

- Coordinated outreach efforts of the organization

- Developed relationships with a variety of private sector and public sector partners

- Supervised development of enterprise-wide professional development curriculum

- Taught faculty development courses, *IDL6543* and *ADL5000*

- Member of Executive Team, overseeing strategic direction of organization

Instructional Designer, *UCF Course Development & Web Services,* 1998-2000

- Collaborated as part of instructional design team in conducting a wide range of duties

- Initiated team evaluation for continuous feedback and improvement

- Produced numerous communications on behalf of instructional design team

- Consulted with faculty members and production staff to design on-line course materials

- Taught faculty development course, *IDL6543*

- Developed *IDL6543* curriculum and support materials

- Developed learning styles content for *Pegasus Connections Disc* (institutional learner-support resource)

- Created various training materials for inclusion in learner support and faculty development offerings

- Presented products, models, and strategies for on-line course development to internal and external audiences

- Supervised interns and part-time employees on various projects

- Served on Executive Team for UCF Web Site Redesign project

- Chaired Involvement Team, coordinating communications and needs assessment, for UCF Web Site Redesign project

- Co-led Usability Study / Focus Groups for UCF web site prototype

Assistant Instructional Designer, *UCF Course Development & Web Services,* 1998

- Collaborated in developing competencies for *Pegasus Connections Disc*

- Developed tutorials for *Pegasus Connections Disc*

Technology Coordinator, *Midway Elementary School (Seminole County Public Schools),* 1997-1998

- Designed and maintained school web site

- Produced introductory video for school magnet program (and various other video projects)

- Trained staff and students in Internet knowledge and skills using original materials

- Coached staff members in effective use of various technologies and software packages

- Crafted various newsletters, flyers, forms, and memos for administrators and teachers

- Administrated phonemail and computer network systems

- Collaborated in writing curriculum for fine arts magnet program

- Member of school Leadership Team, overseeing direction of organization

Music Teacher / Technology Coordinator, *Midway Elementary School (Seminole County Public Schools),* 1995-1997

- Launched live, daily student-run news show via closed circuit television system

- Collaborated with classroom teachers in creation of unique multimedia stage productions

- Assembled and maintained electronic MIDI keyboard lab

- Taught music courses to grades K-5 using electronic keyboard lab and Orff-Schulwerk techniques

- Developed and implemented school-to-work program for fourth and fifth grade students

Music Teacher, *Zellwood Elementary School (Orange County Public Schools),* 1993-1995

- Taught general music courses to grades K-5 using Orff-Schulwerk techniques

- Co-chaired school Discipline / Behavior Committee

Publications and Papers

Peer Reviewed Publications

Wegmann, S., & **Thompson, K**. (2014). SCOPe-ing out interactions in blended learning environments. In A. Picciano, C. Dzuiban, & C. R. Graham (Eds.), *Research perspectives in blended learning.* NY: Taylor & Francis.

Lynch, D., Kearsley, G., and Thompson, K. (2011). Faculty use of asynchronous discussions in online learning. *International Journal of Instructional Technology & Distance Learning*, 8(2).

Pan, C., & Thompson, K., (2009). Exploring dynamics between instructional designers and higher education faculty: An ethnographic case study. *Journal of Educational Technology Development and Exchange*, 2(1), 33-52.

Thompson, K. and Yonekura, F. (2005). Practical guidelines for learning object granularity from one higher education setting, *Interdisciplinary Journal of Knowledge and Learning Objects*, 1, 163-179.

Pan, C., Thompson, K., and Deets, J. (2003). A good instructional designer is hard to find? Paper presented at the 14th International Conference on College Teaching and Learning (ICCTL 2003), Jacksonville, FL.

Truman-Davis, B., Futch, L., Thompson, K., and Yonekura, F. (1999). UCF's support for teaching and learning online: Cd-rom development, faculty development, and statewide training. Paper presented at EDUCAUSE Conference, Long Beach, CA.

Other Publications

Thompson, K. (2001). Constructivist curriculum design for professional development: A review of the literature, *Australian Journal of Adult Learning*, 41(1), 94-109.

Truman-Davis, B., Futch, L., Thompson, K., and Yonekura, F. (2000). Support for online teaching and learning. *Educause Quarterly*, 23(2), 44-51.

Presentations

Peer Reviewed Presentations

Thompson, K. and Janowsky, A. (2014, April 18). Making the most of "those darn green check marks!" Presentation at CanvasCon: Florida Users Group, New Port Richey, FL.

McDaniel, R., Fanfarelli, J., and **Thompson, K.** (2014, February 27). Stinkin' badges: Why we need 'em and how to use 'em. Presentation at Information Fluency Conference, Orlando, FL.

Nettles, B., **Thompson, K.** and Chaucer, A. (2014, February 3). Badging the information literacy modules and learning with badges. Presentation at 2014 EDUCAUSE Learning Initiative Conference, New Orleans, LA.

Thompson, K. and Killingsworth, E. (2013, December 9). Centering student success on information literacy: One institution's information literacy modules. Presentation at Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Annual Meeting, Atlanta, GA.

Futch, L., Howard, W., **Thompson, K.,** and deNoyelles, A. (2013, November 21). A universe of opportunities: Case-based design patterns for blended learning courses. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. (2013, November 21). Principles for enriching the faculty development opportunities at your institution: Add the world & expand your reach. Presentation at Sloan-C ALN Conference, Orlando, FL.

Futch, L. and **Thompson, K.** (2013, November 21). A universe of opportunities: Strategic classroom use vs. learning benefits. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. Okewole, J., and Koutropoulos, A. (2013, July 9). Online professional development: Perspective on the blendkit course. Presentation at Sloan-C Blended Learning Conference and Workshop, Milwaukee, WI.

Thompson, K. and Futch, L. (2013, July 8). The johnny appleseed approach: Helping blended learning grow at other institutions. Presentation at Sloan-C Blended Learning Conference and Workshop, Milwaukee, WI.

Futch, L. and **Thompson, K.** (2013, July 8). How to harvest lessons from the blended learning field: Using a research case study methodology. Presentation at Sloan-C Blended Learning Conference and Workshop, Milwaukee, WI.

Bastedo, K., Soulliere, R., Bugajski, T., and **Thompson, K.** (2013, July 8). Supporting students with exceptional needs in a blended environment. Presentation at Sloan-C Blended Learning Conference and Workshop, Milwaukee, WI.

Thompson, K. and Yee, K. (2013, February 5). If you badge it, will they engage? Gamification principles in online courses. Presentation at 2013 EDUCAUSE Learning Initiative Conference, Denver, CO.

Nettles, E. and **Thompson, K**. (2013, February 5). UCF's information literacy modules: A multi-faceted program evaluation. Presentation at 2013 EDUCAUSE Learning Initiative Conference, Denver, CO.

Futch, L. and **Thompson, K.** (2013, January 30). DIY blended learning: Making the most of the blended learning toolkit. Presentation at 2013 Florida Distance Learning Association Mini-Conference within Florida Educational Technology Conference, Orlando, FL.

Chen, B. **Thompson, K.** and Futch, L. (2013, January 14). The teaching online pedagogical repository: An open compendium of innovative teaching strategies. Presentation at Higher Education Teaching and Learning Conference, Orlando, FL.

Thompson, K. and Moskal, P. (2012, October 12). Doing It a second time: A comparison of data gathered during two iterations of an open, online course. Presentation at Sloan-C ALN Conference, Orlando, FL.

Futch, L. and deNoyelles, A., and **Thompson, K.** (2012, October 12). In search of simpler solutions: Case-based design patterns for blended Learning courses. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. and Gunter, G.. (2012, October 11). Teachers as learners: The effect of hands-on tasks on k12 teacher integration of participatory web-based tools. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. and Wegmann, S. (2012, October 10). A comparison of interaction patterns in student blogging: Instructor-chosen vs. student-chosen topics. Presentation at Sloan-C ALN Conference, Orlando, FL.

Futch, L. and **Thompson, K.** (2012, October 10). The blended learning toolkit: A ready-made faculty development program. Pre-conference workshop at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. and Futch, L. (2012, April 24). Top off your perfect blend with TOPR: The teaching online pedagogical repository. Presentation at Sloan-C Blended Learning Conference and Workshop, Milwaukee, WI.

Wegmann, S. and **Thompson, K.** (2012, April 23). Perfecting interaction in blended courses through discourse analysis . Presentation at Sloan-C Blended Learning Conference and Workshop, Milwaukee, WI.

Thompson, K. and Futch, L. (2012, April 23). Blend your own faculty development program using open components from the blended learning toolkit. Presentation at Sloan-C Blended Learning Conference and Workshop, Milwaukee, WI.

Marinara, M., Scharf, M., **Thompson, K.**, and Yankello, R. (2011). The QEP after five years: Shifting baselines and enduring impacts. Presentation at Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Conference, Orlando, FL.

Thompson, K. Futch, L., and Chen, B. (2011). The teaching online pedagogical repository: An open faculty development resource. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. and Wegmann, S. (2011). Is student blogging a suitable alternative to online discussions? A connected stance applied. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. (2011). "Bag it and tag it:" Implementing a course-level learning portfolio using cms-based tools to document student learning when teaching in wild, open spaces with cloud-based tools. Presentation at Educause Learning Initiative Conference, Washington, DC.

Thompson, K. (2010). Take your students out of solitary confinement: Strategies for increasing social presence in university online courses. Presentation at E-Learn Conference, Orlando, FL.

Thompson, K. and Lynch, D. (2009). Online discussions: The relationships between faculty attitudes, demographics, and implementation. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. and Killingsworth, E. (2009). Bringing down the walls: A web 2.0 collaboration to reach faculty and facilitate student learning. Presentation at Educause Learning Initiative Conference, Orlando, FL.

Thompson, K. and Bradford, G. (2008). Social bookmarking lessons learned: Harnessing the power of networked bibliographic resources for web 2.0 learning. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. (2005). Toward a pattern language for the design of online courses. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K., Yonekura, Y., Gorham, J., and McCulloch, E. (2005). Institutional perspectives in learning object development: Lessons learned by a community college and a university. Presentation at Sloan-C ALN Conference, Orlando, FL.

Thompson, K., Moloney, J., Siccama, C., and Tello, S. (2003). Getting started: Online teaching, course, and program development. Pre-conference Workshop at Sloan-C ALN Conference, Orlando, FL.

Thompson, K., Siccama, C., and Tello, S. (2002). Getting started: Online course and program development. Pre-conference Workshop at Sloan-C ALN Conference, Orlando, FL.

Thompson, K. (2002). Comprehensive evaluation of a faculty/staff professional development program. Presentation at EDUCAUSE Conference, Atlanta, GA.

Thompson, K. and Voorhees, D. (2002). Snapshot of a webct institute: University of central florida. Presentation at WebCT Users Conference, Vancouver, BC.

Thompson, K., Ricci, G. and Pennacchia, S. (2002). University and community college partnership model. Presentation at TechEd Conference, Long Beach, CA.

Thompson, K. and Sharkey, J. (2001). Web development academy: A model for enterprise-wide web development training and support. Presentation at EDUCAUSE Conference, Indianapolis, IN.

Keynote Addresses and Invited Sessions

Main, E. and Thompson, K. (2014, April 17). Selecting and integrating third-party videos into webcourses@ucf. Invited session within the 2013-2014 UCF Faculty Multimedia Workshop Series, Orlando, FL.

Thompson, K. (2014, February 22). Feminist technologies for learning online. Keynote address at 2014 International Womens Issues Conference, Orlando, FL.

Thompson, K. (2014, January 8). Starting backward design from the middle: Deriving SLOs from existing assignments. Invited session at Seminole State College Winter Welcome Back Professional Development Day. Lake Mary, FL.

Thompson, K. (2014, January 8). Tools of engagement: Rehumanizing classes through technologies. Invited session at Seminole State College Winter Welcome Back Professional Development Day. Lake Mary, FL.

Thompson, K. (2013, September 17). Just a spoonful of sugar: Badging and other gamifying implementations. Invited session at Seminole State College Fall Convocation, Lake Mary, FL.

Thompson, K. (2013, September 12). Exploring the potential of badging: Badges = engagement + data. Invited spotlight session at Florida Distance Learning Association 2013 Annual Conference, Kissimmee, FL.

Thompson, K. (2013, June 27). Treasure trove of (online!) teaching tips: The Teaching Online Pedagogical Repository. Invited session within Florida Distance Learning Association Webinar Series, Orlando, FL.

Thompson, K. (2013, June 12). Chart your own (blended) course.... Using the blended learning toolkit. Invited featured workshop at Long Island University 2013 Summer Teaching with Technology Institute, Brooklyn, NY.

Thompson, K. (2013, June 11). Bring out their best as you bring your own blend. Invited featured session at Long Island University 2013 Summer Teaching with Technology Institute, Brookville, NY.

Saitta, E. and **Thompson, K.** (2013, May 7). An introduction to massively open online courses (MOOCs) in higher education. Invited presentation at the UCF 2013 Summer Faculty Development Conference, Orlando, FL.

Thompson, K., & Sugar, A. (2013, May 7). Starting backward design from the middle: Deriving SLOs from existing assignments. Invited presentation at the UCF 2013 Summer Faculty Development Conference, Orlando, FL.

Thompson, K., & Raible, J. (2013, May 6). Tools of engagement: Rehumanizing classes through technologies. Invited presentation at the UCF 2013 Summer Faculty Development Conference, Orlando, FL.

Thompson, K. (2013, March 18). Competencies for online and blended teaching success. Invited session within 2013 Academic Impressions Fine Tuning Faculty Development in Blended and Online Learning Conference, Houston, TX.

Thompson, K. (2013, March 19). Pedagogy of faculty development. Invited session within 2013 Academic Impressions Fine Tuning Faculty Development in Blended and Online Learning Conference, Houston, TX.

Thompson, K. (2013, March 19). Developing learning outcomes and relating them to assessments. Invited session within 2013 Academic Impressions Fine Tuning Faculty Development in Blended and Online Learning Conference, Houston, TX.

Killingsworth, E. and **Thompson, K.** (2013, March 14). Information literacy modules at UCF. Invited session within 2013 Information Fluency Conference, Orlando, FL.

Thompson, K. (2013, February 8). Badges = Engagement + Data. Invited session within American Association of State Colleges and Universities Winter 2013 Academic Affairs Meeting, Point Clear, AL.

Thompson, K. and Wegmann, S. (2013, January 15). Perfecting the blend: Designing blended course interactions. Invited session within Magna Online Seminars series, Magna Publications, Madison, WI.

Thompson, K., Edwards, C., and Ram, P. (2012, November 13). MOOCs: An evolving model of curriculum delivery and assessment. Invited session within 2012 Webinar Series of the Open Courseware Consortium's Community College Consortium for Open Educational Resources.

Thompson, K. (2012, September 27). Teaching for tomorrow: What should change and what should remain the same? Keynote address at 2012 Columbus State University Distance Learning Conference, Columbus, Ga.

Thompson, K. (2012, August 16). Tools of engagement: Connecting with educationally human moments through technologies. Invited full-day workshop at Fall 2012 Teaching Effectiveness Institute, Northern Illinois University, DeKalb, Il.

Thompson, K. and Sagues, H. (2012, May 23). Blended learning: A dual perspective. Invited session within Florida Distance Learning Association Webinar Series, Orlando, FL.

Thompson, K. (2012, May 3). Creating modular instructional content with obojobo. Invited session within 2012 UCF Summer Faculty Development Conference, Orlando, FL.

Thompson, K. (2012, May 1). Starting backward design from the middle: Deriving SLOs from existing assignments. Invited session within 2012 UCF Summer Faculty Development Conference, Orlando, FL.

Thompson, K. (2012, April 13). Developing effective blended learning courses. Invited workshop within 2012 Blended Bootcamp, St. Petersburg College, Seminole, FL.

Thompson, K. (2012, March 8). A DIY platform for blended learning faculty development. Invited session within SUNY Learning Network Online Learning Summit 2012, State University of New York, New York, NY.

Thompson, K. (2012, February 24). Blended learning course design. Invited session within Blended Learning Preparation Program, California State University, Channel Islands, Camarillo, CA.

Thompson, K. and Futch, L. (2012, January 23). The blended learning toolkit: A DIY resource for blended learning instructors and designers. EDUCAUSE Learning Initiative webinar.

Thompson, K. (2006). The pedagogy of teaching online. Invited session within Florida Distance Learning Consortium Webinar Series, Tallahassee, FL.

Thompson, K. (2006). A foundation for considering online course quality. Presentation as part of How do you know it when you see it: Wrestling with quality in online courses. Session within Distributed Learning Seminar Series, Partnership for the Advancement of Distributed Learning, Orlando, FL.

Mentions in the Press

K. Thompson quoted in Sclafani, P. (2014, April 7). MOOC: How to design an amazing blended learning course, *eCampus News*.

K. Thompson quoted in Kelly, R. (2012). Blended Learning: Integrating Online and F2F, *Online Classroom: Ideas for Effective Online Instruction*, 12(12), pp 1, 3, 7.

K. Thompson featured in video interview sidebar in Schaffhauser, D. (2012). Four Keys to a Better Hybrid, *Campus Technology*, 26(4), 18-21.

K. Thompson quoted in Hill, C. (2012). Help Yourself to Hundreds of Indexed and Reviewed Instructional Best Practices, *Distance Education Report*, 16(13), pp 5, 7.

Professional Service

Service to the Profession

- Co-Track Chair (Open, Global, Mobile), Sloan-C International Conference on Online Learning (2014)

- Member, External Academic Program Review Team, Libraries & Educational Technology, James Madison University (March 2014)

- Advisory Group Member, EDUCAUSE Learning Initiative (ELI) Spring Focus Session (2014)

- Editorial Board Member, *International Journal for the Scholarship of Technology Enhanced Learning* (2014-present)

- Advisory Group Member, EDUCAUSE Learning Initiative (ELI) *7 Things You Should Know About* Series (Term: 2013-2016)

- Advisory Group Member, EDUCAUSE Learning Initiative (ELI) Fall Focus Session (2013-2014)

- Board Member/Membership Chair, Florida Distance Learning Association (2013-present)

- Guest Presenter, EDUCAUSE Learning Initiative (ELI) Short Course: Digging Into Badges (2013)

- Proposal Evaluator, Research Cooperability Program, *Unity through Knowledge Fund* (UKF) of the Croatian Ministry of Science, Education and Sports (2013)

- Lead QEP Evaluator, SACSCOC On-Site Reaffirmation Committee (March 2012)

- Co-Track Chair (Teaching & Learning), Sloan-C Blended Learning Conference (2012-2013)

- Steering Committee Member, Sloan-C Blended Learning Conference (2012-present)

- Program Committee Member, Information Fluency Conference (2011-present)

- Co-Managing Editor of *Teaching Online Pedagogical Repository* (2011-present)

- Contributor, EDUCAUSE Learning Initiative's 7 Things You Should Know About MOOCs (2011)

University Service

- Member, UCF Male Academic Success Working Group (2014-present)

- Member, UCF Accessibility and Technology Committee (2014-present)

- Participant, UCF Institutional Team, Academic and Student Affairs Leaders' Institute, John N. Gardner Institute for Excellence in Undergraduate Education (March 2014)

- Member, UCF EdD Education Professional Practice Doctorate Advisory Board (2013-present)

- Member, Core Services Functional Team, UCF PROGRESS Action Group on Retention and Graduation (2013-2014)

- Co-facilitator, UCF FCTL Course Innovation Project on Multimedia (2013)

- Organizer/facilitator, UCF FCTL/CDL *MOOC Lunch-and-Learn Series* (2013)

- Participant, UCF Institutional Team, Intel Teach Summit, (2013)

- Reader, UCF Educational Technology/eLearning graduate program comprehensive examinations (2010-present)

- Evaluation Committee Member, UCF Information Fluency Grants (2010-present)

- Member, UCF Disciplinary Sanction Review Committee (2010-present)

- Member of UCF Student Conduct Review Board (2009-present)

- Co-represented UCF within the Florida Distance Learning Consortium (2005-2008; intermittent-2011 dissolution)
  - Served on FDLC faculty development committee

- Presentations to representatives of the numerous international delegations from institutions visiting the UCF's online learning initiative (1998 – present)

- Institutional/program-level consultations
  - Strategic planning consultations for online programs (Naval Postgraduate School, University of Tulsa, Columbus State University, and Lake-Sumter Community College)
  - Development of online courses (Lake-Sumter Community College and Seminole Community College)
  - Course reviews, instructional design consultations, and workshops (Central Florida Community College and Brevard Community College)

- Chaired/served on university search committees

Dissertation/Thesis Committees

Committee member. The Use of Mobile Applications in Nursing Practice. Honors in the major undergraduate thesis by Naomi Ringer. Expected summer 2014.

Committee member. A Cultural-Historical Activity Theory Analysis of Factors Affecting Technology Adoption by Higher Education Program Faculty. Ph.D. dissertation by Rolando Marquez. March 2011.

Committee member. Examining Engineering & Technology Students' Acceptance of Network Virtualization Technology Using the Technology Acceptance Model. Ph.D. dissertation by Wael Yousif. March 2010.

Committee member. How School Culture Influences Effective Science Curriculum Design and Instructional Practice in the Elementary School Classroom. Ed.D. dissertation by Lori Meier. November 2006.

Recognition

- Selected for EDUCAUSE/Next Generation Learning Challenges Breakthrough Models Academy Cohort (2014)
- Sloan-C Effective Practice Award (2013)
- Best in Track Session (Research), Sloan-C Blended Learning Workshop and Conference (2012)
- Nominee, UCF Gabor A&P Excellence Award (2011)

- UCF Graduate Faculty Scholar (2010-present)

Research Interests

Interaction/student engagement in technology-mediated learning contexts; qualitative methods; educational criticism; online pedagogy; instructional environments for adult learners; curriculum/instructional integration of new media, social media, and digital technologies

Teaching Interests

Instructional theory, instructional methods, instructional/educational technology, instructional design, curriculum development, qualitative research methods, digital literacy, social media

Courses Taught (Also see Teaching Portfolio)

2014

Facilitator, BlendKit2014
Open, online professional development course for international cohort of 2,838 blended learning faculty and developers
April/May, University of Central Florida and EDUCAUSE via Canvas Network

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Spring Term, University of Central Florida, College of Education

2013

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Fall Term, University of Central Florida, College of Education

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Spring Term, University of Central Florida, College of Education

2012

Facilitator, BlendKit2012
Open, online professional development course for international cohort of 1,230 blended learning faculty and developers
September/October, University of Central Florida

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Fall Term, University of Central Florida, College of Education

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Spring Term, University of Central Florida, College of Education

2011

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Fall Term, University of Central Florida, College of Education

Facilitator, [BlendKit2011](#)
Open, online professional development course for international cohort of nearly 200 blended learning faculty and developers
July/August, University of Central Florida

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Spring Term, University of Central Florida, College of Education

2010

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Fall Term, University of Central Florida, College of Education

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Spring Term, University of Central Florida, College of Education

2009

Adjunct Instructor, EME5050
Fundamentals of Technology for Educators
Fall Term, University of Central Florida, College of Education

Adjunct Instructor, EME6457
Distance Education: Technology, Process, Product
Spring Term, University of Central Florida, College of Education

2008

Adjunct Instructor, EDF2030
Effective Classroom Management
Summer Term, Brevard Community College, Virtual Campus, Department of Liberal Arts

Adjunct Instructor, EME2040
Technology for Educators
Spring Term, Brevard Community College, Virtual Campus, Department of Liberal Arts

Adjunct Instructor, EME6457
Distance Education: Technology, Process, Product
Spring Term, University of Central Florida, College of Education

2007

Adjunct Instructor, EDF2030
Effective Classroom Management
Summer Term, Brevard Community College, Virtual Campus, Department of Liberal Arts

Adjunct Instructor, EME2040
Technology for Educators
Summer Term, Brevard Community College, Virtual Campus, Department of Liberal Arts

Adjunct Instructor, EME6457
Distance Education: Technology, Process, Product
Spring Term, University of Central Florida, College of Education

Course Instructor, ADL5000a
Advanced Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, fully-online, five-week, 25 clock hour faculty development course
Customized for Manatee Community College online faculty (in support of MCC's Quality Enhancement Plan)
Spring Term, University of Central Florida, Course Development & Web Services

2006

Course Instructor, ADL5000a
Advanced Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, fully-online, five-week, 25 clock hour faculty development course
Customized for Manatee Community College online faculty (in support of MCC's Quality Enhancement Plan)
Spring Term and Fall Term, University of Central Florida, Course Development & Web Services

2004

Course Instructor, IDL6543
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Summer Term, University of Central Florida, Course Development & Web Services

Course Instructor, ADL5000
Advanced Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, fully-online, five-week, 35 clock hour faculty development course
Spring Term, University of Central Florida, Course Development & Web Services

2003

Course Instructor, IDL6543
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Spring Term and Fall Term, University of Central Florida, Course Development & Web Services

Course Instructor, ADL5000
Advanced Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, fully-online, five-week, 35 clock hour faculty development course
Summer Term, University of Central Florida, Course Development & Web Services

2002

Course Instructor, IDL6543
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Spring Term, Summer Term, and Fall Term, University of Central Florida, Course Development & Web Services

Course Instructor, ADL5000
Advanced Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, fully-online, five-week, 35 clock hour faculty development course
Spring Term, Summer A Term, Summer B Term, and Fall Term, University of Central Florida, Course Development & Web Services

2001

Course Instructor, IDL6543
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Spring Term and Fall Term, University of Central Florida, Course Development & Web Services

Course Instructor, ADL5000
Advanced Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, fully-online, five-week, 35 clock hour faculty development course
Fall Term, University of Central Florida, Course Development & Web Services

Course Instructor, IDL6543a
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Customized for Lake-Sumter Community College faculty
Summer Term, University of Central Florida, Course Development & Web Services

Course Instructor, ADL5000a
Advanced Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, fully-online, five-week, 25 clock hour faculty development course
Customized for Naval Postgraduate School faculty
SummerTerm, University of Central Florida, Course Development & Web Services

Course Instructor, IDL6543a
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Customized for Naval Postgraduate School faculty
Fall Term, University of Central Florida, Course Development & Web Services

2000

Course Instructor, IDL6543
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Spring Term and Fall Term, University of Central Florida, Course Development & Web Services

1999

Course Instructor, IDL6543
Interactive Distributed Learning for Technology-Mediated Course Delivery

Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Spring Term and Fall Term, University of Central Florida, Course Development & Web Services

1998

Course Instructor, IDL6543
Interactive Distributed Learning for Technology-Mediated Course Delivery
Non-credit, intensive, reduced-seat-time/hybrid, eight-week, 70 clock hour faculty development course
Fall Term, University of Central Florida, Course Development & Web Services

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References
Available Upon Request

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Baiyun Chen

Assistant in Instructional Design

Center for Distributed Learning

4000 Central Florida Blvd.

Bldg. 2, Lib-107

Orlando, FL 32816

Phone: 407-823-3398

Fax: 407-823-3511

Email: baiyun.chen@ucf.edu

Website: http://baiyunchen.weebly.com/

Education

- **Graduate Certificate,** Data Mining, University of Central Florida, Orlando, FL, 2011
- **Ph.D.,** Instructional Technology, University of Central Florida (UCF), Orlando, FL, 2007
- **M.S.,** English Language & Literature, Shanghai International Studies University (SISU), Shanghai, China, 2002
- **B.A.,** English Language & Literature, Shanghai International Studies University (SISU), Shanghai, China, 1999

Professional Experience

- **Assistant in Instructional Design**, Center for Distributed Learning, University of Central Florida, Orlando, FL, May 2012-present
- **Adjunct Instructor,** College of Education, University of Central Florida, Orlando, FL, January 2011-present. Course: EME6062 - Research in Instructional Technology; EME6613 – Instructional Systems Design
- **Instructional Specialist,** Center for Distributed Learning, University of Central Florida, Orlando, FL, January 2007- April 2012
- **Instructional Design Assistant,** Center for Distributed Learning, University of Central Florida, Orlando, FL, May 2004-January 2007
- **Graduate Assistant**, College of Education, University of Central Florida, Orlando, FL, August 2003-July 2006
- **Part-time English Teacher**, Extracurricular School, Shanghai International Studies University, Shanghai, China, 1995-2000

Publications

A. Articles in refereed journals

Chen, B., Sivo, S., Seilhamer, R. Sugar, A. & Mao, J. (2014). User acceptance of mobile technology: A campus-wide implementation of Mobile Learn application. *Journal of Educational Computing Research*, 49 (3). Retrieved from http://jrnledcompresearch.com/index.php/jecr/index

deNoyelles, A., Zydney, J.M. & Chen, B. (2014). Best practices for creating a community through online discussions. *Journal of Online Learning and Teaching*. 10(1). Retrieved from http://jolt.merlot.org/vol10no1/denoyelles_0314.pdf

deNoyelles, A & Chen, B. (2014). Exploring students' eTextbook practices in higher education. *Journal of Information Fluency. 3*(1). Retrieved

from http://if.ucf.edu/if%20journal/docs/journal%20of%20information%20fluency%20january%202014-final.pdf

Chen, B., & deNoyelles, A. (2013, September/October). Exploring students' mobile learning practices in higher education. *Educause Review Online*. Retrieved from http://www.educause.edu/ero/article/exploring-students-mobile-learning-practices-higher-education

Lee, J. & Chen, B. (2013, September). Students' perceptions of synchronizing video activities in online learning (數位學習課程同步視訊的應用及成效研究). *Research of Educational Communications and Technology (教學科技與媒體) 105, 1-19*. Retrieved from http://www.airitilibrary.com/Publication/alDetailedMesh?DocID=23083026-201309-201311180001-201311180001-1-19

Chen, B. & Marcus, J. (2012). Students' self-presentation on Facebook: An examination of personality and self-construal factors, *Computers in Human Behavior*, 28(6), 2091-2099. Retrieved from http://www.sciencedirect.com/science/article/pii/S074756321200163X

Chen, B. Sugar, A. & Bauer, S. (September/October, 2012). Effective faculty development through strategies for engagement and satisfaction. *EDUCAUSE Review Online*. Retrieved from http://www.educause.edu/ero/article/effective-faculty-development-through-strategies-engagement-and-satisfaction

Chen, B. & Bryer, T (2012). Investigating instructional strategies of using social media in formal and informal learning. *International Review of Research in Open and Distance Learning, 13*(1) Retrieved from http://www.irrodl.org/index.php/irrodl/article/view/1027

Chen, B. (2009). Barriers to adoption of technology-mediated distance education in higher-education institution. *Quarterly Review of Distance Education 10*(4).

Chen, B. & Hirumi, A. (2009, June). Effects of advance organizers on learning for differentiated learners in a fully Web-based course. *International Journal of Instructional Technology & Distance Learning*.

Chen, B., Hirumi, A., & Zhang, N. J. (2007). Investigating the use of advance organizers as an instructional strategy for web-based distance education. *Quarterly Review of Distance Education 8*(3) 223-232.

B. Books and chapters in books

Seilhamer, R., Chen, B. & Sugar, A. (2013). A framework for implementing mobile technology. In Berge, Z. & Muilenburg, L. (Eds.), *Handbook of mobile learning*. Routledge Taylor and Francis Group.

Bryer, T. & Chen, B. (2010). Using social networks in teaching public administration. In Wankel, C. (Ed.), *Cutting-edge social media approaches to business education: Teaching with LinkedIn, Facebook, Twitter, Second Life, and Blogs* (Vol. 9). Charlotte, NC: Information Age Publishing.

Chen, B. (2010). *Effects of advance organizers on learning and retention*. ISBN 978-3-639-21754-4. VDM Verlag Dr. Müller Aktiengesellschaft & Co. KG, Germany.

Chen, B. (2002a). *Business English guidebook*. Shanghai: World Book Publish House.

Chen, B. (2002b). A melancholy woman-Thematic studies on the tragic vision of Katherine Anne Porter. In B. Chen (Ed.), *Foreign Language & Culture Studies* (Vol. 2). Shanghai: Shanghai Foreign Language & Education.

C. Refereed conference proceedings

Chen, B., Voorhees, D., & Rein, D. W. (2006). Improving professional development for teaching online. Proceedings from the *Edutainment 2006: International conference on E-learning and Game*, Hangzhou, China.

Chen, B., & Hirumi, A. (2006, October). Investigating the use of advance organizers as an instructional strategy for web-based distance education. Proceedings from AECT 2006: The Annual Conference of Association for Educational Communications and Technology, 29th. Dallas, TX.

Chen, B., & Hirumi, A. (2004, October). Adapting reading interventions for on-line students. Proceedings from AECT 2004: The Annual Conference of Association for Educational Communications and Technology, 27th. Chicago, IL.

D. Other

Chen, B. (2007). Effects of advance organizers on learning and retention from a fully web-based class. (Doctoral dissertation). University of Central Florida, Orlando, FL.

Chen, B. (2010, April 5). Considerations for your wiki projects. *Faculty Focus, Asynchronous Learning and Trends*.

Conference Presentations

A. Presentations at international and national meetings

Wei, L., Chen, B., Li, H. & Reid, T. (2014) Using MATLAB generated video illustrations for engineering teaching. Presentation at the *Information Fluency Conference*, Orlando, FL, February 27, 2014.

deNoyelles, A. & Chen, B. (2013). Exploring digital literacy practices using mobile apps and etextbooks in higher education. Presentation accepted at the *Annual Conference of American Educational Communications & Technology (AECT)*, Anaheim, CA, Oct. 30-Nov. 2, 2013.

Chen, B. & deNoyelles, A. (2013). Exploring students' digital practices of mobile learning and eTextbooks at UCF. Presentation at the Information Fluency Conference, Orlando, FL, March 13-14, 2013.

Chen, B., Thompson, K. & Futch, L. (2013). The teaching online pedagogical repository: An open compendium of innovative teaching strategies. Presentation at the Higher Education Teaching and Learning Association's inaugural conference, Orlando, Florida, Jan. 14-15, 2013.

Chen, B. & Sugar, A. (2012, November). Faculty engagement and satisfaction: A case study of evaluating the effectiveness of faculty development using learning analytics. Presentation accepted at the *2012 AECT International Convention*, Louisville, KY, Nov. 2, 2012.

deNoyelles, A., Chen, B. & Zydney, J. (2012, November). The role of online discussions in creating community: Through the lens of the community of inquiry framework. Presentation accepted at the *2012 AECT International Convention*, Louisville, KY, Nov. 2, 2012.

Seilhamer, R. & Chen, B. (2012, November). A framework for implementing mobile technology. Presentation at the *2012 AECT International Convention*, Louisville, KY, Nov. 2, 2012.

Chen, B. & Sugar, A. (2012, July). Using Learning Analytics to Evaluate the Effectiveness of Faculty Development. Presentation at the *5th Annual International Symposium: Emerging Technologies for Online Learning*, Las Vegas, NV, July 26, 2012

Sugar, A. & Chen, B. (2012, July). Integrating open education resources into distance education. Presentation at the *5th Annual International Symposium: Emerging Technologies for Online Learning*, Las Vegas, NV, July 26, 2012

Chen, B. & Sugar, A. (2012, February) Improving faculty development programs: An analysis of learning analytics. Presentation at the *2012 EDUCAUSE Learning Initiative (ELI) Annual Meeting*, Austin, Texas, February 13–15, 2012.

Chen, B. & Marcus, J. (2011, Nov.) The presentation of self on social media. Presentation accepted at the *2011 AECT International Convention*, Jacksonville, Florida, Nov. 11-12, 2011.

Chen, B. & Thompson, K. (2011, Nov) The teaching online pedagogical repository: An open faculty development resource. Presentation accepted at the *17th Annual Sloan Consortium International Conference on Online Learning*, Orlando, Florida, Nov. 9-10, 2011.

Chen, B. & Sugar, A. (2011, July) Online professional development for preparing online faculty. Presentation at the *4th Annual International Symposium: Emerging Technologies for Online Learning*, San Jose, CA, July 13, 2011.

Chen, B. & Sugar, A. (2011, July) Blackboard mobile learn campus pilot and implementation. Presentation at the *4th Annual International Symposium: Emerging Technologies for Online Learning*, San Jose, CA, July 12, 2011.

Chen, B. & Bryer, T. (2011, April) A study on faculty's use of social media in teaching and learning. Presentation at the Annual Conference of American Educational Research Association (*AERA),* New Orleans, LA, April 8-12, 2011.

Chen, B. & Narozny, E. (2010, October) Lessons learned to prepare to deliver online courses. Presentation at the *E-Learn Conference*, Orlando, FL, October 18-22, 2010.

Chen, B. & Yee, K. (2010, July) Using social networking services to interact with your students. Presentation at the *Blackboard World 2010 Conference*, Orlando, FL, July 13-16, 2010.

Chen, B. & Sugar, A. (2010, March) Collaborating & networking with social media in education. Presentation at the *New Learning Technologies Conference*, Orlando, FL, March 3-5, 2010.

Chen, B. & Bryer, T. (2010, March) Examining faculty use of social networking for collaboration and community building. Presentation at the *2010 Virtual Symposium - Education for Everyone: Expanding Access through Technology*, March 23-25.

Chen, B. & Bryer, T. (2009, October) Social networking in teaching public administration. Presentation at the *Sloan –C International Conference*, Orlando, FL, October 29, 2009.

Chen, B., Raible, J., & Kirkley, D. (2009, January). Implementing wiki-based collaborative strategies in online courses. Presentation at *2009 EDUCAUSE Learning Initiative (ELI) Annual Meeting*, Orlando, FL, January 20-22, 2009.

Voorhees, D., Schell, J., Raible, J., & Chen, B. (2008, November). Implementing an ePortfolio system to assess an interdisciplinary studies program. Presentation at the *2008 Sloan-C International Conference*, Orlando, FL, November, 5-7, 2008.

Chen, B., Raible, J., & Kirkley, D. (2008, June). Applying the diffusion of innovation model to embrace Web 2.0 technologies: Implementing an institutional strategy. Presentation at the *2008 EDUCAUSE Southeast Regional Conference*, Jacksonville, FL, June 2-4, 2008.

Chen, B., Kirkley, D. & Raible, J. (2008, May). Applying diffusion of innovation model to embrace Web 2.0 technologies. Presentation at the *Sloan-C International Symposium*, Carefree, AZ, May 7-9, 2008.

Chen, B. (2008, March). Multimedia organizers and learning achievements in Web-based education. Presentation at the *Annual Conference of American Educational Research Association*, New York, NY, March 24-27, 2008.

Chen, B. (2008, March). Barriers to adoption of technology-mediated distance education in higher-education institutions. Presentation at the *Annual Conference of American Educational Research Association*, New York, NY, March 24-27, 2008.

Chen, B. (2007, November). Effects of advance organizers on learning for differentiated learners in a fully Web-based course. Presentation at the *Sloan-C International Conference*, Orlando, FL, November 7-9, 2007.

Chen, B., & Hirumi, A. (2006, October). Effects of advance organizers on learning from fully Web-based classes. Presentation at the Annual Conference of *Association of Educational Communications and Technology*, 29th, Dallas, TX, October 10-14, 2006.

Chen, B (2006, June). Challenges in experimental research conducted in a fully web-based distance learning environment. Presentation at the *Ed-Media 2006 Conference*, Orlando, FL, June 26-30 2006.

Chen, B., Voorhees, D., Weaver, D., & Hirumi, A. (2006, April). Improving professional development for teaching online. Presentation at the *Edutainment: International conference on E-learning and Game*, Hangzhou, China, April 16-19, 2006.

Chen, B., Voorhees, D., Weaver, D., & Hirumi, A. (2005, October). Improving professional development for teaching online. Presentation at the *Association of Educational Communications and Technology*, 28th, Orlando, FL, October 18-22, 2005.

Chen, B., & Hirumi, A. (2004, October). Adapting reading interventions for on-line students. Presentation at the *Annual Conference of Association for Educational Communications and Technology*, 27th, Chicago, IL, October 19-23, 2004 (ED485049).

B. Presentations at professional meetings at UCF

Chen, B., & deNoyelles, A. (2012, Jan. & May). Tech camp on online discussions. Invited panel at the *UCF 2012 Tech Camp*, Orlando, FL, January & May, 2012.

Chen, B., & Swenson, N. (2011, May). Open source digital content. Presentation at the *UCF 2011 Summer Faculty Development Conference*, Orlando, FL, May 5, 2011.

Chen, B., Yee, K. & Sugar, A. (2011, May). Using social media in your teaching. Presentation at the *UCF 2011 Summer Faculty Development Conference*, Orlando, FL, May 5, 2011.

Chen, B., Kirkley, D. & Sugar, A. (2009, May). Innovative teaching practices with social media. Presentation at the *UCF 2009 Summer Faculty Development Conference*, Orlando, FL, May 7, 2009.

Chen, B. & Sugar, A. (2009, April). Collaboration & networking. Invited panel at the *3rd Annual Public Administration Conference*, Orlando, FL, April 17, 2009.

Chen, B. (2006, March). Effects of advance organizers on learning from fully web-based classes. Presentation at the *Graduate Forum*, University of Central Florida, Orlando, FL, March 29, 2006.

Grants

Wei, L. & Chen, B. (2014-2015). Information Fluency Grant. A grant in the amount of $1,000 was awarded for the project of "Matlab Generated Video Illustrations for Engineering Teaching."

Seilhamer, R., Sugar, A., Chen, B., & Bauer, S., (2013-2015). Information Fluency Grant. A $3,000 grant funded by the UCF Library. Funds were used to purchase mobile devices and apps for the Center for Distributed Learning's Mobile Learning Initiative.

Wei, L. & Chen, B. (2013-2014). Information Fluency Grant. A grant in the amount of $1,000 was awarded for the project of "Matlab Generated Video Illustrations for Engineering Teaching."

Chen, B., Seilhamer, R., Sugar, A. & Bauer, S., (2011-2013). Information Fluency Grant. A $3,000 grant funded by the UCF Library. Funds were used to purchase mobile devices for the Center for Distributed Learning's Mobile Learning Initiative to test Blackboard Mobile Learn.

Chen, B., Kirkley D. & Raible J. (2008). A Quality Enhancement Plan grant in the amount of $1,000 was awarded for the project of "Implementing wikis for online learning with an institutional strategy."

Chen, B., Zhang, N. & Bai, H. (2007). An Information Fluency grant in the amount of $1,000 was awarded to the research team for the project of "Use video case studies in research methodology classes."

Chen, B. (2006). An Information Fluency grant in the amount of $1,000 was awarded for the project of "Effects of advance organizers on learning and retention."

Awards

- Sloan-C Honors Effective Practices in Online and Blended Education, October 2013. UCF's Teaching Online Pedagogical Repository.
- CDL Fred Award for leading the Canvas pilot project, March 2013/July 2012.
- Sloan-C Honors Effective Practices in Online and Blended Education, October 2011. UCF's online faculty readiness assessment.
- Analytics 2011 Shootout Award, Sponsored by SAS, Analytics Conference, October 24-25, 2011, Orlando, FL
- A Scholarship of Teaching and Learning in the amount of $4,000 was awarded to the research team (Baiyun Chen, Haiyan Bai, Ning Zhang) for the project titled "Use video case studies in research methodology classes" in 2007
- Presidential Fellowship, University of Central Florida, 2004 – 2007

- Graduate Research Fellowship, University of Central Florida, Summer 2006
- Who's Who Among Students Award, University of Central Florida, 2006
- Graduate Travel Award, University of Central Florida, Apr. 2006; October 2004
- Certificate of Excellence, Graduate Research Forum, UCF, Mar 2006, 2004
- Provost Fellowship, University of Central Florida, 2003-2004

Professional Membership

- Association of Educational Communications and Technology, 2004 to present
- American Educational Research Association, 2008
  Learning and Instruction Division, 2008
  Special working group: Interest Driven Learning and Participatory Democracy
- Association of Educational Communications and Technology, UCF Chapter, 2003 to present

CURRICULUM VITAE

Dr. Rohan Jowallah
rohanjowallah@UCF.EDU

ADDRESS & CONTACT INFORMATION

John C Hitt Library
2701 Pegasus Drive
4000 Central Florida Blvd
Orlando, FL 32816

ACADEMIC BACKGROUND

University of West Florida (2012-3 credit course taken- Introduction to Applied Behaviour Analysis-
        Graduate level)

Doctor of Education Degree, University of Sheffield, England.
        Focus: Language and Literacy in Education (2010)

Managing and Facilitating Online Instruction Post Graduate Certificate
        University of the West Indies Open Campus - (2010)

Post Graduate Certificate (H.E), University of Wolverhampton, England (2008)
        Focus: Teaching and Learning in Higher Education
        and Technology in Higher Education.

Master of Education, Open University, England, (2004)
        Focus: Equality and Diversity

Qualified Teacher Status, England, (2005)

Postgraduate Certificate in Professional Studies in Education, Open University,
        England, (2005)
        Focus: Educational Research in Action

Postgraduate Certificate in Professional Studies in Education, Open University,

England, (2004) Focus: Educational Management in Action

BSc, Open University, England, (2003)
        Focus: Psychology

Associate Degree in Secondary Ed., Bethlehem Teachers' College, Jamaica (1991)
        Focus: English and Social Studies

Certificate in Social Work. University of the West Indies, Jamaica, (1998)

LICENCING AND CERTIFICATIONS

- Statement of Eligibility for Permanent Certificate in Reading (K-12)
- Reading Endorsement
- Fellow of the Higher Education Academy (FHEA)
- Teaching in Higher Education (P.G. Cert. H.E)
- Qualified teacher in United Kingdom (QTS)
- Diploma in Secondary Education (Jamaica)
- Family learning facilitator
- Certified Mediator in Dispute Resolution (Jamaica)

ACADEMIC EXPERIENCE

University of Central Florida USA (May 2012- Present): Instructional Designer
Providing ongoing guidance and support to faculty on teaching online and developing their courses for online delivery.

The UWI Open Campus (January 2011 to present): Adjunct Staff

The UWI Open Campus: Program Coordinator: Graduate Programs

Academic Programming and Delivery Division (Ended December 12, 2012)

I liaised with the curriculum development team within the department to initiate the

course development process; provided oversight for the efficient delivery of all assigned programs;

developed and implemented quality assurance procedures ; wrote proposals for funding, contributed to

the development of professional development programs; participated in the delivery of online

programs; conducted research that supports the University and the Open Campus research agenda and provided guidance to students and staff within the university.

Somerset Academy Miramar, Florida, Teacher
(Jan-June 2011)

University of Wolverhampton, Senior Lecturer: Special Needs and Early Childhood Education
(Jan 2007 to Nov 2010)
Description

My duties included teaching the following courses: Child Protection, Inclusion and Diversity, Developing Language and Literacy; How Young Children Learn; International Perspective in Early Years; Research Methods in Education; Children and Media, Children Family and Society; Children's Learning and Pedagogy; Child Development and Developmental Reading and Health and Child Safety. I was course leader for Developing Language and Literacy and International Perspectives in Early Years. In addition, I supervised students on placement within early childhood centres.

I was also the Quality Assurance Officer for the external undergraduate program in Early Years at CREC (external site). In addition, I was responsible for the MA program in Childhood and Family Studies and supervised research students.

The Open University, Associate lecturer (2009 to 2010)
Description

My duties consisted of the teaching the course 'Children and young people's worlds: frameworks for integrated practice' (MA. Level). In addition, I provided tuition and gave feedback to students to help them with their learning. I provided academic support through face-to-face, telephone or electronic teaching methods and monitored the progress of students on their course. I also helped with the development of study skills in connection with the course and made proactive contact with students at a number of defined points in the course (e.g. first assignment, examination support).

West Wood High: English Teacher and Literacy Coordinator (2006)

Description
My duties and responsibilities included the teaching of English, supporting students with special needs, planning and assessment, writing of reports, designing and implementing the literacy policy and coordinating the school's literacy initiative.

Open University: Associate Lecturer (2005-2006)

My duties consisted of the teaching the course 'Children and young people's worlds: frameworks for integrated practice' (MA. Level). In addition, I provided tuition and gave feedback to students to help them with their learning. I provided academic support through face-to-face, telephone or electronic teaching methods and monitored the progress of students on their course. I also helped with the development of study skills in connection with the course and made proactive contact with students at a number of defined points in the course (e.g. first assignment, examination support).

Description

My duties included the planning and delivery of tutorial to students, providing online support to students, marking and giving feedback and implementing the various university policies. External Examiner for research projects

North Doncaster Technology College: English Teacher, Special Needs Teacher and Literacy Coordinator, (2001 to 2005)

Description

My duties and responsibilities included: the teaching of English/Reading and supporting students with special needs; coordinating the literacy program; facilitating the family learning program; form teacher; directing the summer literacy program; meeting with parents to review IEPs; writing of IEPs; supervision of students on work placement; facilitating independent learning and enterprise in the school; writing of reports and soccer coach.

Ministry of National Security and Justice Jamaica: Victim Support Coordinator (1998-2001)

Description

My duties and responsibilities: included supporting victims of crimes; advocating for victims of crimes; writing of reports; training of personnel for the program; networking with various social agencies; counselling individuals; training of individuals in mediation and conflict resolution; planning of workshops; giving promotional speeches to students; parents and other community based individuals; counselling individuals and supervising office staff and volunteers.

Ministry of Education and Culture: Primary School Teacher/ Early Childhood Teacher, and Secondary School Teacher **(1991-1998)**
Description

My duties included: teaching of all primary based subjects (4-5 yrs old); English Language and supporting students with special needs. In addition, I was also involved coaching of soccer for children with special needs.

Computer Skills

Microsoft Word, Power Point, Microsoft Excel, Microsoft Access, Camtasia (interactive learning program), SPSS, Microsoft Publisher and Interactive White Broad Technology

PUBLICATIONS

Jowallah R. (Under review) *Developing and sustaining participation in the learning environment: A Case Study of an Online Masters Literacy Program in The University of The West Indies, Open Campus.*

Jowallah R. (Accepted) An *Investigation into the Conduct and Management of Student Research in an Online Learning Environment: A Case study of an Online Master's Research Program, in the University of the West Indies, Open Campus.*

Jowallah R. (Accepted for Publication 2014). 'Awakening students through critical literacy: implications for teaching and learning within contemporary education'. Critical Literacy: Theories and Practices. *The International Journal of Literacies*

Jowallah R. (2013) Obstructions to the Construction of a Critical Literacy Pedagogical Curriculum*: a case study in a secondary school in England. The International Journal of Literacies* 19 (3). 67-77

Jowallah R. (2011*)* Freire Re-visited. Critical Literacy: whose story is it anyway? In Waller, T. Whitmarsh, J. and Clarke, K. *Making Sense of Theory & Practice in Early Childhood*: The Power of Ideas. London: Open University Press

Jowallah R. (2010) *Critical Literacy in England: utilizing critical literacy at Key Stage Three.* University of Sheffield, EdD. Thesis.

Jowallah R (2008) Using technology supported learning to develop active learning in   higher education: A case study; *US-China Education Review* 12 (5). 46-50

Jowallah R. (2008*)* Journeys of Jamaican teachers in England and the United States of America (from 2001 to present*), 'Diversity in Organization, Communities and Nations* 8   (3). 187-194

Jowallah R. (2008) Go back to where you came from': The Impact of Discourse on Racism, *Diversity in Organization, Communities and* Nations 8 (3), 80-85

Jowallah. R. (2007) Whiteness and Racism in Post Colonial British Children's Literature in England, *'Diversity in Organization, Communities and Nations* 7(2), 135-142. .

CURRENT RESEARCH IN PROGRESS

Jowallah R. and Jowallah N. *"The black that existed then were savages": a critical analysis of the continuous reproduction of racism with contemporary society.*

Jowallah R. *"Making it real": The Investigation into the use of the case approach for assessment within an online Graduate Programme.*

CONFERENCE INVITES AND PRESENTATIONS

April 2014- Critical Literacy and Education, Seminar session The University of The West Indies Open Campus.

April 2014- *Critical Literacy: Implications for Teaching and Learning within Education.*16th Literacy Symposium: Information Tex in the Age of New Educational Standards: University of Central Florida College of Education and Human Performance.

March 2014- *Overview of Adaptive Learning Technologies* Lunch and Learn seminar session. University of Central Florida, Center for Distributed Learning.

November 2013- *Developing Sustaining Critical Discussion in the Online Learning Environment.* 19th Annual Sloan Consortium International Conference on Online Learning: Walt Disney World Swan and Dolphin Resort in Lake Buena Vista, Florida, November 20-22, 2013.

July 2012- *Obstructions to the Construction of a Critical Literacy Pedagogical Curriculum: a case study in a secondary school in England*. Virtual Presentation Nineteenth International Conference on Learning: Institute of Education, University of London, UK

November 2011- *An Investigation into the Conduct and Management of Student Research in an Online Learning Environment: A Case study of an Online Master's Research Program,* in the University of the West Indies, Open Campus. Paper given at the 1st National Conference on Quality Assurance in Higher Education: Port of Spain, Trinidad.

June 2010- *'Critical literacy: a way forward for students' engagement at key stage three'*, School of Education Research Conference 2010, University of Wolverhampton, Walsall.

July 2008- *Journeys of Jamaican teachers in England and the United States of America (from 2001 to present): A multiple case study.* Paper given at the ACS Crossroads Seventh International Conference: Kingston, Jamaica

June 2008- *Go back to where you came from': The Impact of Discourse on Racism*. Paper given at the Eight International Conference on Diversity in Organizations, Communities and Nations: Montreal, Canada.

April 2008- '*I don't like it here'. A life history study of one child's educational experiences in England and the United States*. Paper given at the University of Wolverhampton's Annual School of Education Conference, England.

July 2007- *Whiteness and Racism in Post Colonial British Children's Literature in England.* Paper given at The Seventh International Conference on Diversity in Organizations, Communities and Nation: Amsterdam, the Netherlands.

August 2007- *The Impact of Discourse on Racism.* Paper given at 32nd Annual International Conference for the Association for Teacher Education in Europe (ATEE) University of Wolverhampton, England.

March 2006 – *Critical Literacy in Action*: Research Presentation, given at Rutgers University, NJ. USA

MATERIAL DEVELOPED

Documents developed

- 2014-ECFS3005 Working in Partnership with Stake Holders. B. Ed. In Early Childhood Development and Family Studies. UWI Open Campus (online Course)
- 2013- Developing and Inclusive Early Years Setting (online Course)
- 2012-Self Assessment Report of the BSc in Management (UWI Open Campus)
- 2012- Proposal Coordinator/Content Writer for BSc. Social work (Approved)
- 2012- Proposal Coordinator/Content Writer for Dip. Social work (Approved)
- 2012- Proposal Coordinator/Content Writer for Cert. Social work (Approved)
- 2012- Proposal Coordinator/Content Writer for B.Ed in Child development and Family Studies (Approved)
- 2012- Proposal Coordinator/Content Writer for Certificate in Child Development and Family Studies (Approved)
- 2012- Proposal Coordinator/Content Writer for Diploma in Child Development and Family Studies (Approved)
- 2011- Online Monitoring Tool (for tutors and students)

Grants Engagement

- July (2010) 'Black and ethnic minority recruitment within Initial Teacher Training at University of Wolverhampton funded by ITT (Initial Teacher Training).
-
- Sept (2009) 'ePDP to eCPD mapping the learning journey'; the project is part of the CCMS Fellowship project which was funded by the University of Reading's CETL (Centre for Career Management Skills).

Editorial Work

Sloan Conference Proposal Review for Annual Conference in Orlando Florida,
(2014)

EDUCAUSE Proposal Reviewer for Annual Conference in Orlando Florida,
(2014)

Associate Editor for the International Journal of Educational Organization and Leadership
(2013).

Associate Editor for Journal of Diversity in Orgainzation, Communities and Nations
Volume 12 (2012)

Reviewer for the Caribbean Teaching Scholar: Education Research for Best Practice, Policy
Volume 1 (2011)

Associate Editor for Journal of Diversity in Organization, Communities and Nations
Volume 7 (2007)

Associate Editor for Journal of Diversity in organization, Communities and Nations,
Volume 8 (2008)

External Examiner and Reviewer

- Blendkit review for Educause 2014
- UWI external examiner 2014

Conferences and Professional Development attended

- Engaging Learners through the Power of Narrative presented by Hap Aziz

- AED Training (March 2014)

- Integrating Adaptive Learning and Existing Course Material, May, 27, 2014

- Fred Factor I and II (March 2014)

- Copyright Webinar, presenter Christine Fruin, JD hosted on December 4, 2013

- Collaborative Institutional Training Initiative (Research-iRIS) 08/05/2013

- Grant writing 101: Using Outcome-Driven Learning to Build Sustainable Non-profit organization , May 22, 2013

- Essentials of Webcourses@UCF

- Discrimination Prevention-Web -06/07/2013

- Webinar: Treasure Trove of Teaching (Online!) Tips: The Teaching Online Pedagogical Repository (June , 27th , 2013)

- SR FERPA Training Web- Completed on 05/31/20013

- Online Course Development Certification 07/07/2013

- Via Response Demo 8/14/13

Awards

- FRED Award: April 7th, 2014 (International Visit Initiation).
- U Rock Recognition
- UWI Open Campus: Resident Tutor Award, 1998

Committee involvement at UCF

- Project Management Team
- New ID Orientation
- Web site resigned
- UWI Collaborative Committee, Lead
- IDL Image Inclusion Committee
- IDL Image Style Guide
- Sociology Conversion Group

Service external to department

- University of the West Indies- review of the updated Plagiarism Policy, Sept 2013.

- Adjunct Instructor: Literacy Course(s) online for The University of the West Indies 2010-present.

- Supporting visitors from FSCJ and University of the West Indies

- Conference and reception delegate for AASCU (June 2013).

- Judge for the Eleventh Annual Gradate Research Forum at UCF, April 1st 2014.

- Member of the Annual Review Committee for IDL6543 (2013)

- Online Presentation to students in the Caribbean

AFFILIATED ASSOCIATIONS

- General Teaching Council, England

- United Kingdom Literacy Association
- Fellow of the Higher Education Academy (FHEA)

References available on request.

SUE A. BAUER

1004 Chokecherry Dr., Winter Springs, FL 32708
(H) 407.657.6075 | (C) 407.310.3965
SueB@ucf.edu

CURRICULUM VITA

EDUCATION

DEGREES EARNED

M.A. in INSTRUCTIONAL TECHNOLOGY, INSTRUCTIONAL SYSTEMS; University of Central
Florida, Orlando, FL
May 2001; GPA 4.0/4.0

B.S. in ELEMENTARY EDUCATION; University of Central Florida, Orlando, FL
May 1994

EDUCATIONAL CERTIFICATES

Instructional Technology Leadership Certificate (July 2005)
   - EDUCAUSE Institute: Instructional Technology Leadership Program
   - http://net.educause.edu/content.asp?page_id=1733&bhcp=1

EMPLOYMENT HISTORY

Instructional Designer/Specialist
Center for Distributed Learning, University of Central Florida, Orlando, FL; August 2000 –
Present.

- Promotion to the rank of Assistant in Instructional Design, April 2014
- Collaborate with a large team on Instructional Designer issues/projects/emerging technologies/weekly agendas
- Search Committee Chair for 2 ID/ UCF Faculty positions – 180+ Candidates (2010-2011)
- Mentored 3 new hires on the Instructional Designers' Team
- Mentored 4 Master/PhD students during required internship programs
- Consult with 70+ faculty in the development of instructional content for both online and blended courses. Defined at the University of Central Florida as World Wide Web (W) courses and Reduce-Seat-Time/Mixed-Mode (M) courses.
- Build relationships with Faculty, Staff, and Departmental Administrators when developing Online Program Initiatives
- Collaborate with the UCF Technical Support Team, Online@UCF Support, to insure professional development incorporates best practices in its "How to" training.

- Design/develop/implement/revise curriculum used to train faculty, staff, and students. This course is titled: IDL6543 Interactive Distributed Learning and has received awards from SLOAN and EDUCAUSE.
- Instruct software classes for faculty professional development
- Problem solve application, learning management system, and Internet difficulties for faculty.
- Present at higher education and emerging technology conferences as representative of department
- Implement instructional design processes in daily tasks. Implement scalable, sustainable, and systematic processes.
- Use multimedia software and content management systems to create university Web site pages
- Team Member of:
    - Mobile Learn - Center for Distributed Learning Mobile Initiative
    - ePortfolio Team – Team for ID Online Vita/Promotion Project
    - CDL Library Remodel
    - ID Project Management Group
    - Instructure Canvas - Migration Team

Co-Lead Instructional Design Team
Center for Distributed Learning, University of Central Florida, Orlando, FL; August 2009 – 2011.

- Co-led a team of 10 Instructional Designers (ID) and 5 ID Assistants
- Collaborated with team leads, instructional designers and faculty to identify distributed learning opportunities, strategize solutions, and formulate plans for implementation and assessment of online courses
- Collaborated with large team on weekly Instructional Designer issues/projects/weekly agendas
- Problem solved application, content management system, and internet difficulties for faculty and ID Team
- Responsible (shared) for online course development, design, and assessment, including web-based, hybrid/blended modalities, representing over 30% of total university student credit hours
- Consulted with over 100 Faculty in the development of instructional content for both online and face-to-face courses
- Designed/developed/implemented/revise curriculum used to train faculty, staff, and students
- Presented at higher education and emerging technology conferences as representative of department

Educator/Technology Teacher
Bonneville Elementary School, Orange County Public Schools, Orlando, FL. 1995 - 2000
Self-contained Third, Fourth, and Fifth grade classes.

- Assigned as school's technology teacher
- Created curriculum that integrated county benchmarks with available hardware/software/Web resources

- Assisted in development and maintenance of school utilized computer report card
- Planned and implemented daily lessons
- Created paper based and electronic student assessment and evaluations
- Implemented a whole language program
- Conducted conferences with parents and school administrators
- Designed and executed units on various subject matter designated by Sunshine State Standards

Educator/Teacher
Creative School for Children, University of Central Florida, Orlando, FL. 1994 - 1995
Self-contained kindergarten and 1st grade combined classroom/30 students.

- Planned and implemented daily lessons
- Implemented a whole language program
- Conducted conferences with parents and school administrators
- Designed and executed units on various subject matter designated by Sunshine State Standards

PERFORMANCE OF PROFESSIONAL RESPONSIBILITIES

AREAS OF SPECIALIZATION

- UCF Campus Mobile Initiative
- Massive Open Online Courses (MOOCs)
- Leadership Skills
- ePortfolios in higher education
- LMS usage in higher education
- Project Management for Instructional Designers
- Online Learning in Higher Education

PROFESSIONAL QUALIFICATIONS/CONTRIBUTIONS

- UCF Campus Mobile Initiative; 2006 - 2013
  - Podcasting IDL6543 Lab; 2006
  - Original Team Developer: The UCF Network of Online Mobile-Learning Advancements and Deployment (NOMAD) Project; 2009
  - **Project Manager** for UCF Mobile Checklist; 2013
  - UCF Mobile Team member; 2010-2013
- UCF and Canvas's Massive Open Online Courses (MOOCs) Initiative. Instructional Designer for two of the three faculty that have delivered MOOCs through Instructure Canvas:
  - Bernardo Ramirez
    - MOOC International Health Systems; Spring 2013
    - MOOC International Health Systems: Incorporating Sustainability Strategies; Fall 2013
  - Tad Hara

- MOOC Tourist Industry Analysis; Fall 2013
- Leadership Skills
  - EDUCAUSE Institute Instructional Technology Leadership Program; 2005
  - EDUCAUSE Institute Learning Technology Leadership Program Refresher; Fall 2008
  - CDL Instructional Designer Co-Team Lead; 2009 - 2011
- UCF's ePortfolios Review Committee; Spring 2012
- Created/Facilitated Internship and Mentorship Programs for IDs at UCF
- Certificate of Completion for UCF's IDL6543 course. Certified to teach online courses at the University; Fall 2000
- Instructional Designer for the following online programs, supporting over 65 faculty and 100+ courses:
  - College of Arts and Humanities
  - College of Health and Public Affairs
  - Rosen College of Hospitality Management
- LMS usage in higher education; 2012 - 2013
  - Member UCF LMS Migration Task Force
  - **Bauer, S**., & Swenson, N., (2013, May). Canvas Home Page Options. Presented at *UCF's FCTL's Summer Faculty Development Conference*, Orlando, FL.

PROJECT MANAGEMENT SPECIALIZATION

- UCF Mobile App Checklist (2013, Fall)
  - Location: UCF Teaching Online Site
  - Project Manager
  - Creating interactive checklist to assist faculty with the evaluation of a mobile app to adopt for use in the classroom.
- CDL Emergency Plan (2013, Summer)
  - Location: CDL Wiki
    https://home.cdl.ucf.edu/cdlwiki/index.php/CDL_Emergency_Plan
  - Co-project manager with Anita Gabbard
  - Created CDL's first unit emergency plan. Incorporating UCF resources with CDL specific information.
- UCF Canvas Home Page Option (2012, January – 2013, May)
  - http://onlinesupport.cdl.ucf.edu/webcourses/webcoursesucf-canvas-course-home-page-options/
  - Project Manager
  - Facilitated meetings and project time lines. Also coordinated the upload to UCF Teaching Online Web site. After completion, initiated proposal for conference presentations at InstrcutureCon 2013 and FCTL Workshop.
- IDL6543 Interactive Distributed Learning Redesign (2010, January – 2011, May)
  - http://teach.ucf.edu/professional-development/idl6543/
  - Project Manager
  - Project Manager Mentor for Amy Sugar

- o IDL6543 is an award-winning, non-credit course for faculty sponsored by the Center for Distributed Learning (CDL) and delivered by Course Design & Development (CDD). IDL6543 models how to teach online using a combination of seminars, labs, consultations, and web-based instruction and is delivered in an M mode.
- COHPA: HMI Leadership Library (2009, May)
  - o http://hmi.ucf.edu/
  - o The Leadership Library at the University of Central Florida is a project that was created to put students and faculty in touch with leaders of the Central Florida community. These community leaders have graciously given their time in order to answer a series of questions designed to address various aspects of "leadership."
  - o This Web site is now maintained by the UCF Health Management and Informatics department.
- UCF Rosen Wine Education Program (2006 -2007)
  - o http://hospitality.ucf.edu/rosen_wine/wine_and_gastronomy_tours/
  - o Project Manager
  - o Worked with Program Director to develop promotional Web site for program
  - o Presented at the Society of Wine Educators Conference (2007)
  - o This site is now maintained by the UCF Rosen College.
- UCF Nonprofit Nexus Program (2007, September)
  - o http://nonprofitnexus.ucf.edu/
  - o Project Manager
  - o This project united internal UCF and external communities in the area of Nonprofit Organizations.
    - ▪ UCF Prospective Students, Current Students, and UCF Alumni
    - ▪ Local and Remote Nonprofit Organizations
  - o This site is now maintained by the UCF department.

SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT

AREAS OF RESEARCH

- Online Learning in Higher Education
  - o Faculty Development and Student Success
- LMS Usage in Higher Education
- Massive Open Online Courses (MOOCs)
- UCF Campus Mobile Initiative
- Leadership Skills
- ePortfolios in Higher Education
- Project Management for Instructional Designers

PUBLICATIONS/ARTICLES/REPORTS/MEDIA

PEER REVIEWED PUBLICATIONS

Bauer, S., Chen, B., & Sugar, A. Effective Faculty Development through Strategies for Engagement and Satisfaction. EDUCAUSE Review Online, September 2012.

Bauer, S. Professional Development for Preparing Online Faculty. Journals of US-China Education Review A & B, Submitted, June 2013.

ARTICLES

Bauer, S., & Swenson, N. Improving Student Success and Satisfaction in Online Learning. The Evolllution, August 2012.

REPORTS

Seilhamer, R., **Bauer, S**., Chen, B., deNoyelles, A., & Sugar, A. Center for Distributed Learning Mobile and eText Survey. Internal University Report. Summer 2012.

MEDIA RELATIONS

Interviewed or featured as an Instructional Designer at UCF:

Hose, A. Dir. & Fakess, D. (Producer). *IDL6543 Redesigned*. Available from the University of Central Florida, Center for Distributed Learning, Orlando, FL, 2011.

- http://www.youtube.com/watch?v=0D_gE4o12U8

Center for Distributed Learning's CDL Video, Dir. & Hose, A. (Producer). *UCF Online Initiative: Board of Trustees Video*. Available from University of Central Florida, Center for Distributed Learning, Orlando, FL, 2012.

- http://engage.ucf.edu/v/p/WajAdTT

"CDL Completes IDL6543 Redesign Pilot." Information Technologies & Resources 2nd ser. 15.2. Print. August 2011.

INVITED SPEAKER/PANEL DISCUSSION

INTERNATIONAL/NATIONAL

Seilhamer, R. & **Bauer, S**. (2012, May). Experience IT: exploring mobile technologies and apps on campus. Invited Presenter at *EDUCAUSE Southeastern Regional Conference (SERC) 2012*, Tampa, FL.

Bauer, S., Cornell, R., Martin, B., & Hickman, K. (2011, May). Technology Chats with Ying, Yang, and Yao: How Some Western Higher Educators are Adapting to 21st Century Strategies. Invited Presenter at several institutions throughout the China.

- *Beijing Normal University, Beijing.*
- *Open University of CHINA (Ministry of Education), Beijing.*
- *4th Military Medical University, Xi'an.*
- *Xi'an Normal University, Xi'an.*
- *East China Normal University, Shanghai.*
- *Jiaotong University, Shanghai.*

Bauer, S. & Futch, L. (2009, October). Instructional Strategies for Blended Learning. Invited Presenter at *The 15ᵗʰ Sloan- C International Conference on Online Learning*, Orlando, FL.

LOCAL/STATE

Bauer, S., & Bennett, L. (2014, May). Just-in-time to Adopt an App (Mobile Learning). Presentation accepted at *2014 Summer Faculty Development Conference*, Orlando, FL.

Bauer, S., & Gregory, Amy. (2013, November). Enriching Your Online Course Content: Selecting or Designing Media Elements. Invited presenters for *UCF Faculty Seminars in Online Teaching*, Orlando, FL.

Bauer, S. & Sugar, A. (2012, September). Professional Development for Preparing Online Faculty. Invited Presenter at *FDLA 2012 Annual Conference*. Orlando, FL.

PRESENTATIONS

INTERNATIONAL/NATIONAL

Cavanagh, T., **Bauer, S.**, & Raible, J. (2013, November). An Initial Foray Into the MOOC-isphere: The Good, Bad, and Ugly. Presented at *19ᵗʰ Annual Sloan Consortium International Conference on Online Learning*, Orlando, FL.

Bauer, S., & Sugar, A. (2013, October). A Framework for Implementing Mobile Learning. Poster presented at *EDUCAUSE Annual Conference 2013*, Anaheim, CA

Bauer, S., & Swenson, N. (2013, June). Canvas Home Page Options. Presented at *InstructureCon 2013*, Park City, UT.

Chen, B., Sugar, A. & **Bauer, S.** (2012, July). Using Learning Analytics to Evaluate the Effectiveness of Faculty Development. Presentation accepted *at 5ᵗʰ Annual International Symposium: Emerging Technologies for Online Learning*, Las Vegas, NV.

Bauer, S., Chen, B., & Sugar, A. (2012, July). OER for You and Me: Integrating Open Educational Resources Into Higher Education. Presentation accepted at *5ᵗʰ Annual International Symposium: Emerging Technologies for Online Learning*, Las Vegas, NV.

Bauer, S. & Seilhamer, R. (2012, July). Mobile Implementation Framework: Deploying Apps for Any Population. Presentation accepted at *5ᵗʰ Annual International Symposium: Emerging Technologies for Online Learning*, Las Vegas, NV.

Bauer, S., Duby, T., & Seilhamer, R. (2012, July). Personalizing a Mobile Solution for Your

Campus (with Babson College) @ BbWorld. Presented at *Bb World 2012*, New Orleans, LA.

Bauer, S., Howard, W., & Hicks, S. (2012, July). Using Custom Roles to Manage User Actions and Templates @ DevCon. Presentation accepted at *Bb World 2012*, New Orleans, LA.

Bauer, S., Hicks, S., & Howard, W. (2012, July). Course Roles and Templates to Help Manage Your Instructors@ BbWorld. Poster presented at *Bb World 2012*, New Orleans, LA.

Bauer, S. & Seilhamer, R. (2012, May). Experience IT: Exploring Mobile Technologies and Apps on Campus. Presentation accepted for the EDUCAUSE Southeastern Regional Conference (SERC) 2012, Tampa, FL May 30-June 1, 2012.

Bauer, S. & Suger, A. (2012 April). Professional Development for Preparing Online Faculty. Conference Presenter at *USDLA 2012 NATIONAL CONFERENCE,* Hilton St. Louis, St. Louis, MO.

Bauer, S., Seilhamer, R. & Sulad, C. (2011, July). The Blackboard Mobile Learn Application Pilot and Implementation: A Tale of Two Universities - Presenter at *Bb World 2011*, Las Vegas, NV.

Bauer, S., Himmel, J. & Seilhamer, R. (2011, July). Upgrading from Vista 8 to Blackboard Learn™, Release 9: A Strategy for Improving Your Odds of Success - Presenter at *Bb World 2011*, Las Vegas, NV.

Bauer, S. & Seilhamer, R. (2011, July). The Hype and Potential for Emerging Technologies - Poster session at *Bb World 2011,* Las Vegas, NV.

Bauer, S. & Seilhamer, R. (2010, July). The Hype and Potential for Emerging Technologies - Poster session at *Bb World 2010,* Gaylord Palms, Kissimmee, FL.

Bauer, S. & Ramirez, B. (2009, February). Innovative Uses of Wikis in the Classroom. Presenter at *Wimba - LCIN Seminar Series,* Webinar.

Bauer, S., Juge, F., Futch, L., & Truman, B. (2007, July). Old Wine in New Media. Presenter at *Society of Wine Educators* 31st Annual Conference, Monterey, CA.

Bauer, S. & Kirkley, D. (2006, September). Blending Emerging Technologies in Online courses - The Next DC-3. Presenter at *Horizon Wimba - Community Lecture Series*, Webinar.

Bauer, S. & Kirkley, D. (2006, July). Blending Emerging Technologies in Online courses - The Next DC-3. Presenter at *WebCT Impact Conference*, Chicago, IL.

Bauer, S. & Voorhees, D. (2006, January). El Dorado and the DC-3: The Hype and Potential for Emerging Technologies. Poster session at *ELI (EDUCAUSE Learning Initiative)*, San Diego, CA.

Bauer, S. (2003, August). Streamlining Online Support for UCF's Faculty. Conference Presenter at *MERLOT Conference*, Vancouver, B.C.

Bauer, S. (2002, September). Online Course Collaboration: Technology and Process. Conference Presenter at *MERLOT Conference*, Atlanta, GA.

Bauer, S., Futch, L., Kirkley, D., and Phillips, B. (2003, July). LOL and TOL - Streamlining Online Support for UCF's Students and Faculty. Presentation delivered at *IMPACT 2003, WebCT User's Conference*, San Diego, CA.

LOCAL/STATE

Bauer, S., & Howard, W. (2014, May). Linking to the Outside World with Canvas. Presentation accepted at *2014 Summer Faculty Development Conference*, Orlando, FL.

Bauer, S., & Bennett, L. (2014, February). Just-in-time to Adopt an App (Mobile Learning). Presented at *2014 Information Fluency Conference – The Age of New Media: Literacy in*

the 21st Century, Orlando, FL.

Bauer, S., & Sugar, A. (2013, September). Just-in-time to Adopt an App (Mobile Learning). Presented at *FDLA Fall Conference*, Orlando, FL.

Bauer, S., & Swenson, N. (2013, May). *Canvas Home Page Options*. Presented at *UCF's FCTL's Summer Faculty Development Conference*, Orlando, FL.

Bauer, S. & Seilhamer, R. (2012, June). Implementing Mobile Applications on Campus. Conference Presenter at [*mLearnCon*](mLearnCon), The Fairmont, San Jose, CA.

Bauer, S. (2009 Summer). iPhones & Smart Phones: Leveraging Mobile Computing in the Lecture Hall. Presented at *UCF's FCTL's Summer Faculty Development Conference*, Orlando, FL.

Bauer, S., Hamann, K., Hirumi, A. & Putchinski, L. (2008, December). Managing Students Online. Presenter at *UCF's FCTL Winter Conference*, Orlando, FL.

GRANTS/AWARDS/HONORS

INDIVIDUAL/GROUP

- Awarded Second Place at **July 2013 CDL Hack Day** (2013, July) for the development of the CDL Emergency Plan.
- University of Central Florida's **Information Fluency Grant** (2013, January) for UCF Mobile Research, $3,000 (along with Ryan Seilhamer, Amy Sugar, and Baiyun Chen).
- Awarded Certificate for Outstanding Contributions in **Architecting Naval Post Graduate' Distributed Learning Faculty Development Program (**October 2001 - December 2001).
- Awarded the **Davis Productivity Award of Distinction** (2011, April) for the University of Central Florida's Banner Search Task Force (along with Marlenys Rojas and Brent Shaw).
- University of Central Florida's **Information Fluency Grant** (2011, March) for UCF Mobile Research, $3,000 (along with Ryan Seilhamer, Amy Sugar, and Baiyun Chen).
- Honored by Linda Walters and Fran Ragsdale (UCF' Center for Successful Woman and Faculty) for **International Women's Day 2013** (2013, March): "UCF would not be the great institution that it is today, and many of our graduates would not be the success stories that they are, without YOUR dedication, determination and creativity! So, Thank you!!! Best wishes, Linda Walters and Fran Ragsdale, UCF Center for Success of Women Faculty."
- Instructional Designer for Bernardo Ramirez, **Honorable Mention** - **2013 Chuck Dzuiban Award** (2013, May).
- Awarded the **Davis Productivity Award of Distinction** (2006, April) for the University of Central Florida's Online Course Orientation Team. Awarded with other ID team members and New Media Team Members).

UNIT/DEPARTMENTAL

- ***Sloan-C Award for Excellence in Institution-Wide Online Education*** (2012, August), The purpose of this award is to recognize an institution that has designed and implemented an outstanding and comprehensive online learning curriculum.
- ***Sloan Consortium Effective Practice in Online Education Award*** (2011, October), presented to UCF for its Online Faculty Readiness Assessment initiative. UCF also received three Effective Practice awards in 2008, and one in 2007.

- ***The Sloan Consortium's Inaugural Gomory Award for Quality Online Education*** (2008, November). UCF received this award for an institution that demonstrates continuous improvement of the quality of online learning, as measured by access, learning effectiveness, cost effectiveness, student satisfaction and faculty satisfaction.
- ***EDUCAUSE Teaching and Learning Award for Online Program*** (2005, October). Awarded to UCF in recognition of major improvements in campus teaching and learning through the innovative and sustainable use of information technology.
- ***Sloan-C Excellence in Faculty Development for Online Teaching*** (2003, November). The purpose of this award is to recognize an institution that has developed and delivered an outstanding program for faculty professional development in online teaching.
- ***Excellence in Distance Learning Program Award – United States Distance Learning Association (USDLA)*** (2000, March) Provost Gary Whitehouse accepted an award on behalf of UCF from the United States Distance Learning Association for excellence in distance learning programming within higher education. The award recognizes UCF's comprehensive approach to support faculty and students engaged in distance learning.

PROFESSIONAL DEVELOPMENT/CONTINUING EDUCATION

LEADERSHIP TRAINING

- **UCF Research Training** (2011, October)
  University of Central Florida - IRB Training. Passed (*Social / Behavioral Research Investigators and Key Personnel).*
- **UCF Supervisory Skills Series (**October 2009 - November 2009) -
  This 32-hour program introduces the day-to-day aspects of supervision, as well as the basics of effective management practices and techniques. It is intended for new and seasoned supervisors. It includes core supervisory and leadership skills with UCF-specific procedures and guidelines. Subject matter experts from the UCF campus facilitate the workshops.
- **CDL Unit Leadership Retreat** (2009, August)
  Unit Leadership Retreat. Offered to CDL employees holding leadership roles.
- **Leadership Conference:** *Soaring to New Heights* (2009, April)
  Organized by the Leadership Enhancement Program Scholars and Sponsored by the Office of Diversity from the University of Central Florida, Embry-Riddle Aeronautical University and Bethune-Cookman University.
- **University of Central Florida's Emerging Leadership Series**
  - Emerging Leader Parts 1, 2, & 3   February 17, 2009
  - Leadership Practicum   February 17, 2009
  - Communication Skills   February 10, 2009
  - Goal Setting   February 03, 2009
  - Climbing the Career Ladder I & II   January 27, 2009
- **EDUCAUSE Institute: Instructional Technology Leadership Program**. (2005, July)
  Attendee. *Certificate of Completion*.
- Seminar 12P *- EDUCAUSE Institute Learning Technology Leadership Program Refresher*, (2008, October).

CONTINUING EDUCATION

- ViaResponse – Increasing Student Engagement and Performance through Mobile Devices: An Approach from the University of Central Florida, June 28, 2013.
- Canvas by Instructure – 5 Takeaways from Brown's Decision to Use Its LMS to Offer MOOC, Webcast. May 30, 2013.
- Eventbrite Webinar, Instructional Design for Mobile Learning Webinars, April 30, 2013.
- ELI 2012 Online Spring Focus Session – Learning Analytics, April 12, 2012.
- Apple Education Seminars & Events: Beyond Textbooks: Creating Books with iBooks Author. March, 15, 2012.
- Adobe Education Days Seminar for basic training with Acrobat Pro X, University of Phoenix, Orlando, FL, November 7, 2011.
- Webinar: The Moodle "Top 10": The Benefits of an Enterprise Open-Source e-Learning Platform, November 2, 2011.
- MERLOT Peer Review Training, February 2011.
- EDUCAUSE Mobile Sprint Webinar: The Future of Mobile Computing, April 25, 2011.
- ELI Webinar: Bring Data-Analytics, Outcomes, and the Role of IT Leadership, February 7, 2011.
- Apple Webinar: Mobility, Digital Content, and Challenge Based Learning, March 3, 2011.
- Webinar: More than an App: Fully Realize Your Mobile Strategy. May 4, 2011.
- Faculty Search Workshop, Karen Cobbs. July 28, 2011.
- ELI Online Fall Focus Session, September 14-15, 2011.
- Webinar: Access to Electronic Information Using Portable Devices for People who are Blind or Visually Impaired, September 22, 2011.
- Webinar: Project and Portfolio Management: Franklin University's Success Story, October 10, 2011.
- Webinar: ConnectYard: Leveraging Social and Mobile Media to Improve Learning Outcomes, October 11, 2011.

UCF HUMAN RESOURCES - TRAINING
University of Central Florida

UCF First Aid	March 25, 2013
SR FERPA Training	February 15, 2010
Teambuilding/Recognition,	November 2, 2009
Employee Law/ Workplace Violence,	November 2, 2009
Coaching & Counseling	October 26, 2009
Performance Appraisals	October 26, 2009
Constructive Discipline	October 26, 2009
Personalities At Work-Disc	October 19, 2009
Time Management	October 19, 2009
Customer Service & Leadership	October 19, 2009
Supervisory Skills Series	October 12, 2009
The Leader's Role	October 12, 2009
Interviewing Skills for Supervisor	October 12, 2009
Preventing Discrimination-All	August 11, 2009

- UCF DPT Preventing Discrimination,   October 28, 2008
- Emerging Leader Parts 1, 2, & 3   February 17, 2009
- Leadership Practicum   February 17, 2009
- Communication Skills   February 10, 2009
- Goal Setting   February 03, 2009
- Climbing the Career Ladder I & II   January 27, 2009
- New Employee Orientation   September 5, 2000

SERVICE

PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

- EDUCAUSE - http://www.educause.edu/Community/MemDir/Profiles/SueBauer/53992
- ELI - http://www.educause.edu/eli
- MERLOT - http://www.merlot.org/
- NMC - New Media Consortium, http://www.nmc.org/
- National Defense Industrial Association (NDIA) - https://www.ndia.org/
- Women in Defense (WID) – Central Florida Chapter http://www.wid-cfl.org/
- AECT ListServ - Association for Educational Communication and Technology, Central Florida Chapter, University of Central Florida

CONDUCTED PROFESSIONAL DEVELOPMENT

REGIONAL/NATIONAL

Sugar, A., Chen, B., & **Bauer, S.** (2012, July). *OER for You and Me: Integrating Open Educational Resources Into Higher Education.* Presentation accepted at 5th Annual International Symposium: Emerging Technologies for Online Learning, Las Vegas, NV.

Seilhamer, R., Sugar, A., & **Bauer, S.** (2012, July). *Mobile Implementation Framework: Deploying Apps for Any Population.* Presentation accepted at 5th Annual International Symposium: Emerging Technologies for Online Learning, Las Vegas, NV.

Bauer, S. & Sugar, A. (2012 April). *Professional Development for Preparing Online Faculty.* Conference Presenter at USDLA 2012 NATIONAL CONFERENCE, Hilton St. Louis, St. Louis, MO.

Bauer, S. (2003, August). *Streamlining Online Support for UCF's Faculty.* Conference Presenter at MERLOT International Conference, Vancouver, B.C.

Bauer, S. (2002, September). *Online Course Collaboration: Technology and Process.* Conference Presenter at MERLOT International Conference, Atlanta, GA.

LOCAL/STATE

Bauer, S., & Swenson, N., (2013, May). *Canvas Home Page Options*. Presented at UCF's FCTL's Summer Faculty Development Conference, Orlando, FL.

Bauer, S., Duby, T., & Seilhamer, R. (2012, July). *Personalizing a Mobile Solution for Your Campus* (with Babson College) @ BbWorld. Presented at Bb World 2012, New Orleans, LA.

Bauer, S., Howard, W., & Hicks, S. (2012, July). *Using Custom Roles to Manage User Actions and Templates @ DevCon*. Presentation accepted at Bb World 2012, New Orleans, LA.

Bauer, S., Hicks, S., & Howard, W. (2012, July). *Course Roles and Templates to Help Manage Your Instructors@* BbWorld. Poster presented at Bb World 2012, New Orleans, LA.

Seilhamer, R. **Bauer, S.** (2012, June). *Implementing Mobile Applications on Campus*. Conference Presenter at mLearnCon**,** The Fairmont, San Jose, CA.

Bauer, S. & Seilhamer, R. (2012, May**).** Experience IT: Exploring Mobile Technologies and Apps on Campus. Presentation accepted for the EDUCAUSE Southeastern Regional Conference (SERC) 2012, Tampa, FL.

Bauer, S., Seilhamer, R. & Sulad, C. (2011, July). *Blackboard Mobile Learn Application Pilot and Implementation: A Tale of Two Universities* - Presenter at Bb World 2011, Las Vegas, NV.

Bauer, S. & Ramirez, B. (2009, February). *Innovative Uses of Wikis in the Classroom. Presenter at* Wimba - LCIN [Seminar Series,](Seminar Series) Webinar.

Bauer, S., Hamann, K., Hirumi, A. & Putchinski, L. (2008, December). Managing Students Online. Presenter at UCF's FCTL Winter Conference, Orlando, FL.

Bauer, S. & Kirkley, D. (2006, September). *Blending Emerging Technologies in Online courses - The Next DC-3. Presenter at* Horizon Wimba - Community Lecture Series, Webinar.

Phillips, B., **Bauer, S**., Kirkley, D., & Futch, L. (2003, July). *LOL and TOL - Streamlining Online Support for UCF's Students and Faculty.* Presentation delivered at IMPACT 2003, WebCT User's Conference, San Diego, CA.

COACHING/MENTORING

- UCF College of Education - Intern Supervisor
  - Ryan Seilhamer (2009, Spring); Instructional Technology/Instructional Systems.
  - Amanda Holms (2008 – 2009); Instructional Technology/Educational Technology.
  - Kirk Henry (2009, Summer); Instructional Technology/Instructional Systems.
- CDL Internship Mentor for IDs New to taking Interns (2010, Summer)
  (These IDs had never taken an intern so I mentored them during the process. During Mentorship I also created documentation to assist future IDs interested in taking interns but now sure of the process.)
  - Mentored: Danny Seigler and Ryan Seilhamer
  - Intern: Fang-Ting Koa
- UCF/CDL Instructional Design New Hire Mentor
  - Aimee DeNoyelles; 2011
  - Danny Seigler; 2010
  - Ryan Seilhamer; 2009
  - Amy Sugar; 2008
- UCF/CDL Instructional Designer Assistants' Supervisor (2006 – 2007)– Supervisor in charge of Assistant ID Team (Part-time students). Both Debbie Kirkley and I managed this team. We were in charge of hiring, training, and their semester work schedule. This team eventually became Online@UCF Support.

CONSULTING/SPECIAL SERVICES

- Agreed **2014 ELI Annual Meeting Review Committee Member**. (2013, September). Review process. Proposal Review Window: 9/11-10/28/2013.
- Contributor to **2013 Annual Survey on Social Media and Technology Use in Education**. The Babson Survey Research Group, Babson College, Babson Park, MA. (2013, May)
- **2013 USDLA contributor to Oklahoma State University's Bucky Dodd's research survey** on course designer's style vs. perspective. (2013, February)
- **2012 Sloan Blended Conference Teaching & Learning Track Session Review Committee** Member. (2012, December)
- **Contributor to 2012 Multimedia Production Practice Questionnaire**. William Sugar, Ph. D. East Carolina University, Greenville, NC. (2012, February)
- **Consulting for The University of Texas at Brownsville**. Topic: Faculty Compensation for Professional Development Requirements. (2012, June)
- **American Association of State Colleges and Universities (AASCU) Conference – Ambassador.** (2006-2008, 2010, 2011)
    - Provided hospitality before, during, and after the conference to attendees from Morgan State University
    - Acted as liaison to assist attendees at conference. Networked with St. Cloud State University attendees: Earl H. Potter III (President) and Michael Spitzer (Provost and Vice President for Academic Affairs)
    - American Association of State Colleges and Universities (AASCU) Conference – Ambassador. (2008, July)
- **2011 EDUCAUSE Conference - Web/Media Development Domain Track Review Committee Member**. (2011, March)
- **Campus Host. Dr. Ann Musgrove**, Florida Atlantic University. Group interview. (2011, June)
- **Faculty Readiness Tool - Penn State University** (2007-2009)
    - Collaborated with PSU instructional designers to develop a faculty online teaching readiness tool/rubric.
    https://weblearning.psu.edu/FacultySelfAssessment/
- Orange County Public Schools "Teach In", (2011, November). Presenter, *What is Online@UCF?;* Union Park Elementary, Orlando, FL.
- Orange County Public Schools "Teach In", (2010, November). Presenter, *What is Online@UCF?;* Union Park Elementary, Orlando, FL.
- Orange County Public Schools "Teach In", (2008, November). Presenter, *What is Online@UCF?;* Union Park Elementary, Orlando, FL.
- UCF Instructional Designer **Search Committee Chair** – Position #33269
    - Volunteered to chair Instructional Designer search committee for two ID/ UCF Faculty positions – 180+ Candidates (2010-2011).
- Volunteered for Instructional Designer **search committee** for two ID/ UCF Faculty positions – 100+ Candidates (2013).
- Member, University of Central Florida, Center for Distributed Learning, **The Instructional Designers' Personnel Advisory Committee (IDPAC),** 2006 – 2012.

- **Institutional/program-level ID Consultations and Instruction for Lake-Sumter Community College and Naval Post Graduate School**.
  - o Strategic planning consultations for online programs.
  - o Represented UCF and CDL to assist in the implementation of NPS's Online Learning initiative. Was lead correspondent between the Universities and lived on site in California during implementation.
  - o Development of online courses.

UNIVERSITY CAMPUS INVOLVEMENT

- UCF Mobile Team Member (2006-2013)
- UCF Foundation Donor (2013, Summer)
- UCF Service Learning Day 2013 Attendee (2013, Spring)
- UCF's ePortfolios Review Committee (2012, Spring)
- UCF LMS Migration Committee (2010 – current)
- CDL Library Remodel (2012 – current)
- CDL ID Project Management Group (February 2013 – current)
- Instructional Designer for UCF's College of Health and Public Affairs HIPAA Training Program (2009 – 2013)
- Voices of Experience – Interviewed as an ID in Higher Education. George Bradford's Instructional Design course at UCF. (Fall 2010)
- Staff Training ID Internship Orientation Course. ID Interview. Terry Smith. (2012, Summer)
- 2011 UCF - **U C**an **F**inish 5k Participant (2011, October)
- UCF's College of Health and Public Affairs – Department of Health Professions Program Review (2013, February)
  - o Invited by Alice Noblin, Director of the Health Management and Informatics Program, to be on the agenda of Program Review Consultants' Itinerary.
- UCF's College of Health and Public Affairs – Health Professions Accreditation Panel (2007, April)
  - o Invited by Chair, Aaron Liberman of Health Professions Department, to be on the panel of their accreditation team for undergraduate programs. The accreditation board repeatedly praised the quality of the online course content and the simple and clear course objectives for several of the courses in the online program that I helped develop.
- UCF Police Department K-9 Unit – K-9 funding contributor. (2013 April)

COURSES/WORKSHOPS TAUGHT

NAVAL POST GRADUATE SCHOOL

IDL6543 Interactive Distributed Learning. (2002, Fall). Hybrid Course.

- Utilized UCF's IDL6543 Course and migrated from WebCT LMS to Blackboard LMS. Responsible for face-to-face live sessions and communication between institutes.

SLOAN-C INTERNATIONAL CONFERENCE

Bauer, S. & Futch, L. (2009, October). *Instructional Strategies for Blended Learning.* Conference Workshop at the 15th Sloan- C International Conference on Online Learning, Orlando, FL.

UNIVERSITY OF CENTRAL FLORIDA

IDL6543 Interactive Distributed Learning. (2011, Summer). Hybrid Course.

- First face-to-face ID facilitator for delivery of redesigned course. High participant satisfaction.

EME2040 Introduction to Technology for Educators. (2006, Spring). Web-based online course.

EME2040 Introduction to Technology for Educators. (2004, Spring). Web-based online course.

UCF's Faculty Center for Teaching and Learning's **Graduate Teaching Assistant Training** (2005, Fall). Face-to-face Seminar.

GUEST LECTURE

Bauer, S. (2011, Fall). Lecture: **Instructional Designers in Higher Education**. Course: EDTC 6321 - Instructional Design, University Texas at Brownsville, Brownsville, TX.

CURRICULUM VITA

Education	• **M.A.,** Educational Technology, University of Central Florida, Orlando, FL. (1999).
	• **B.S.**, Business Education, Florida International University, Miami, FL. (1999).
	• **A.A.,** Florida State University, Tallahassee, FL. (1984).

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Performance of Professional Responsibilities

Work History **August 2000 -** **Present**	**University of Central Florida, Orlando, FL** **Center for Distributed Learning** **Instructional Designer** • Assist faculty in the design, development and support of their online courses. This is accomplished through many venues such as seminars, workshops, one-on-one consultations, and the development of online resources. Responsibilities include: curriculum development, instructional materials design and development, curriculum delivery, and liaison between faculty members and Center for Distributed Learning production teams. The Center for Distributed Learning is recognized nationally and internationally for its success with distance learning and online courses. • Responsible for co-teaching IDL6543, Interactive Distributed Learning, for over ten years to approximately 800 UCF faculty members to prepare them for online teaching and learning. • Facilitated ADL5000, Advanced Distributed Learning for Technology-Mediated Course Delivery, fall 2003 and spring 2004. • Facilitated the first delivery (following the pilot) of the newly redesigned IDL6543, fall 2011. • Responsible (shared) for online course development, design, and assessment, including web-based, hybrid/blended modalities, representing over 30% of total university student credit hours. • Ensure online courses meet established quality standards, sections 508 compliance and copyright standards. • Supported up to 100 UCF faculty delivering online courses. • Served as the Instructional Designer for the Project Central Grant. I assisted with the creation and design of a customized Webcourses@UCF course section and helped create and provided guidance for the Action Research Modules for the course and the grant.

- Assisted in the creation and maintenance of a Diigo social bookmarking resource for UCF faculty and instructional designers: compiled open source digital resource for faculty that allows them to search for open educational materials and tools to promote interaction and collaboration in the online environment.
- Serve as a member of the CDL Staff Advisory Group
- Serve as departmental liaison, along with Kathleen Bastedo, between our office, the Center for Distributed Learning, and the Student Disability Services Office, Office of Instructional Resources, and the Faculty Center for Teaching and Learning for accessibility of online course materials and universal for design for learning.
- Co-created a Webcourses@UCF Course Home Page tutorial for faculty to help them decide which Home Page option best meets their needs. The tutorial displays examples of each option as well as the benefits and considerations of each.
- Responsible for co-teaching best practices, copyright and fair use, accessibility and universal design for learning in online learning to UCF online faculty.
- Oversee production of online courses utilizing audio, video, gaming, interaction, and assessment best practices.
- Studied the research, conference sessions, webinars and current literature of online teaching and learning, online best practices, accessibility and universal design for learning.

August 2013- **December 2013**	**University of Central Florida, Orlando, FL** **Adjunct Instructor** College of Education and Human Performance, Advanced Teaching Techniques for Career Education (ECT4384) • Developing techniques including cooperative learning, simulation, instructional modeling, and evaluation of instructional effectiveness.
August 2012- **December 2012**	**University of Central Florida, Orlando, FL** **Adjunct Instructor** College of Education, Strategies for Success in College (SLS1501) • Exploration of and exposure to campus resources and development of life-skills necessary to adjust to college requirements that leads to self-mastery and the total concept of lifetime wellness.
May 2012- **August 2012**	**University of Central Florida, Orlando, FL** **Adjunct Instructor** College of Education, Course Construction in Business Education (BTE4410) • Taught BTE4410 online – Course Construction in Business Education. Provided an overview and examination of business curriculum and

methodology integrated into the vocational frameworks as well as the involvement of vocational student organizations.

September 2011 – November 2011	**University of Central Florida, Orlando, FL** **Co-Facilitator** IDL6543 (Interactive Distributed Learning) • Co-facilitated the first delivery (following the pilot) of the newly redesigned IDL6543, Fall, 2011.
January 2009-May 2010	**University of Central Florida, Orlando, FL** **Facilitator** (part-time) **Florida Online Reading Professional Development Project (FOR-PD)** • Facilitated an online course for K-12 teachers who want to earn the Reading Endorsement on their Florida teaching certificate.
May 2008-August 2007	**University of Central Florida, Orlando, FL** **Adjunct Instructor** (part-time) College of Education, Course Construction in Business Education (BTE4410) • Taught BTE4410 online – Course Construction in Business Education. Provided an overview and examination of business curriculum and methodology integrated into the vocational frameworks as well as the involvement of vocational student organizations.
September 2003-December 2003	**University of Central Florida, Orlando, FL** **Facilitator** • Facilitated ADL5000, Advanced Distributed Learning, Center for Distributed Learning. ADL5000 is an online faculty development course that is required for instructors who wish to deliver already developed online courses. In addition to being the facilitator, I have also worked with faculty participating in the course as their instructional designer.
February 2004-May 2004	**University of Central Florida, Orlando, FL** **Facilitator** • Facilitated ADL5000, Advanced Distributed Learning, Center for Distributed Learning. ADL5000 is an online faculty development course that is required for instructors who wish to deliver already developed online courses. In addition to being the facilitator, I have also worked with faculty participating in the course as their instructional designer.

Nancy Swenson
4229 Cloverleaf Place, Casselberry, Florida 32707
(407) 599-4250 / (407) 376-6963 (cell) / nancy.swenson@ucf.edu

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August 2001- **May 2003**	**Florida Virtual School, Orlando, FL** **Adjunct Instructor and Course Editor** • Adjunct Instructor – Taught Web Design to students around the state. • Course Editor – Edited online courses that would be delivered to schools around the country.
August 1999- **April 2000**	**Valencia Community College, Orlando, FL** **Adjunct Instructor** • Counseled and registered Lucent employees for self-paced courses appropriate for their needs as well as provided ongoing assistance during the course. Some of the courses offered were Microsoft Office, Internet for Office Employees, Creating Web Pages and Keyboarding.
August 1999 – **December 1999**	**University of Central Florida, Orlando, FL** **Adjunct Instructor** • Taught EME1040 (mixed mode) - Technology for Educators. Instructed future teachers on ways to successfully integrate instructional technology tools in their classroom.
August 1997- **May 2000**	**William R. Boone High School, Orlando, FL** **Instructor** • Taught Business Education Courses - Keyboarding/Document Processing, Business Computer Applications II, Digital Publishing, and Business Systems and Technology I. • Taught Global Studies (1 year) – this course incorporated knowledge of the world with the use of the textbook, as well as current events through the use of the newspaper, magazines, and the Internet.
August 1988- **June 1997**	**Forest High School, Ocala, FL** **Instructor** • Taught Business Education - Keyboarding/Document Processing, Business Computer Applications I, Business Computer Applications II, English II.
August 1987 – **June 1988**	**Colonial High School, Orlando, FL** **Instructor** • Taught Business Education - Keyboarding/Document Processing, Recordkeeping.

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Scholarship and Professional Development

Publications

Journal Articles Peer Reviewed

Bastedo, K., Sugar, A., Swenson, N., Vargas, J. (November, 2013) Programmatic, systematic, automatic: an online course accessibility support model, *Journal of Asynchronous Learning Networks*. 17(3) 87-102.

Journal Articles/Newsletters

National

Swenson, N., Bauer, S. (August, 2012) Improving student success and satisfaction in online learning. *The EvoLLLution, Illuminating the Lifelong Learning Movement*.

Regional

Hamel, N. (1991) From paper bails to function keys. *Marion County Vocational Educator's Report, 7*(3), 1.

University/Local

Swenson, N. (August 2013) UDL quick tips. *Faculty Focus*, *12*(2), 18.

Swenson, N. (August 2013) Faculty multimedia workshop series. *Faculty Focus, 12*(2), 18.

Media Relations/Publications

Two articles were written based on the universal design for learning presentation I gave with a colleague at the 18th Annual Sloan Consortium International Conference on Online Learning, 2012.

- Wiley Periodicals, Inc. (March 2013). Universal design for learning can help those in online classes. *Disability Compliance for Higher Education*, *18*(3), 7.

- Wiley Periodicals, Inc. (December 2012). Get online instructors, curriculum designers to embrace universal design for learning. *Recruiting & Retaining Adult Learners*, *15*(3), pp. 1, 4-5.

An article on universal design strategies for online courses was published based on an interview a colleague and I gave to the *Distance Education Report*:

- Lorenzetti, J. (February 2013). How to meet and exceed accessibility criteria. *Distance Education Report*, *17*(4), pp. 1-2, 8.
    - A Disability Services consultant from Boston University requested permission to use this article in their training materials for faculty, 2013.

Grants and Special Projects

- LIFE Grant. (2012) I was the Lead on the LIFE Grant application. Applied for and was selected as one of six finalists for the Dr. Richard Tucker Gerontology Research Award, 2012.

- SLOAN-C Localness Grant (2007). Assisted School of Social Work and College of Nursing faculty in redesigning their courses to a hybrid format in accordance to the grant specifications.

- Project Central – (2004) Worked as the ID for Dr. Little and the Project Central Grant, as part of the grant we designed and created a customized WebCT account as well as action research online modules for the grant project.

- DBTAC/PEPNet Grant (invited) (2001-2004). Participated in the grant project with a member of Student Disability Services Office. The grant involved meetings at St. Pete College with PEPNet representatives, attending a DBTAC/PEPNET Conference at the Rochester Institute of Technology in 2001 as well as the DBTAC Leadership Academy, Athens, Georgia September 2004.

Presentations

International/National

(invited) Sugar, A., Swenson, N. (2014, February). Applying Universal Design Principles in Online Courses, The 2014 Pennsylvania State System of Higher Education Virtual Conference, Orlando, FL.

Bauer, S., Swenson, N. Seilhamer. (2013, June). *At Home With Canvas*, INSTRUCTURECON, Park City, UT.

Sugar, S. Swenson, N. (2013, May). *Applying Universal Design to Improve Accessibility Online.* EDUCAUSE SE, Atlanta, GA.

Sugar, A., Swenson, N. (2012, October). *Designing for Diverse Learners: Applying Universal Design Principles in the Online Environment*. 18th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL.

Hunt, J., Swenson, N. (2012, July). *Accessibility from the Get Go!,* BbWorld Conference, New Orleans, LA.

Bastedo, K., Sugar, A. & Swenson, N. (2012, January). *Accessibility from the Get-Go!.* Presentation at the Assistive Technology Industry Association Conference: Taking Accessibility Mainstream – Making the Case for an International Society of Accessibility Professionals*,* Orlando, FL.

(invited) Bastedo, K., Swenson, N. (2011, November). *Coding, Captioning, and Course: Accessibility in the Digital Age*. Educause/ELI Webinar.

Bastedo, K,. Sugar, A., Swenson, N. (2011, February). *Strategies to Implement Accessibility*. Society for Applied Learning Conference, Orlando, FL.

Cavanagh, T. Futch, L, Swenson, N. (2010, November). *Are You Experienced? Determining Online Teaching Readiness in Newly Hired Faculty*, 16th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL.

Bauer, S., Futch, L. (2009, October). *Instructional Strategies for Blended Learning*. The 15th Annual Sloan Consortium International Conference on Online Learning, Orlando, FL.

Hutton, C., Swenson, N. Viggiano, R. (2005, July). *Partnering for Transformation: Facilitating the Use of Electronic Resources in Online Teaching*. !MPACT 2005 7th Annual WebCT Conference, San Francisco, CA.

Hutton, C. Pick, D., Swenson, N. (2005, July). *Online Assessment: Not Just Exams, Papers and Grades Anymore*. !MPACT 2005 7th Annual WebCT Conference, San Francisco, CA.

Kirkley, D., Hutton, C., Swenson, N. (2005, July). *Is Anybody Out There? – Providing Feedback in an Online Course*. Presentation, !MPACT 2005 7th Annual WebCT Conference, San Francisco, CA.

State/Local

(invited) Bastedo, K., Swenson, N. (2014, January). *Best Practices in Accessibility for Online Learning*. Florida Virtual School Members Council Meeting on Distance Learning and Student Success, Orlando, FL.

Bastedo, K, Swenson, N. (2013, October). Creating Accessible Content Pages in Canvas. Faculty Multimedia Workshop Series, Orlando, FL

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4229 Cloverleaf Place, Casselberry, Florida 32707
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Bauer, S., Swenson, N. (2013, May). *Canvas Course Home Page*, 2013 University of Central Florida Summer Faculty Development Conference, Faculty Center for Teaching and Learning, University of Central Florida, Orlando, FL.

Bastedo, K, Futch, L, Swenson, N. Thompson, K., (2011, December). Faculty Accessibility Think Tank, Faculty Center for Teaching and Learning Winter Conference, University of Central Florida, Orlando, FL.

Seigler, D., Swenson, N. (2011, August). *Resources and Support for Online Teaching, School of Social Work Presentation for the part-time faculty*, University of Central Florida, Orlando, FL.

Chen, B., Swenson, N. (2011, May). *Open Source Digital Content*. Presentation at the UCF 2011 Summer Faculty Development Conference, Orlando, FL.

Seigler, D., Swenson, N. (2011, March). *Student Engagement Online: A Continuum of Interaction Tools and Practices.* School of Social Work Faculty Orientation, University of Central Florida, Orlando, FL.

Seigler, D., Swenson, N., Seilhamer, R. (2010, August). *Resources and Support for Online Teaching,* School of Social Work Presentation for the Part-Time Faculty Orientation, University of Central Florida, Orlando, FL.

Bastedo, K., Swenson, N. (2008, August). *Online Course Tools.* New Faculty Orientation, University of Central Florida, Orlando, FL.

Chen, B. Swenson, N. (2008, April). *Public Administration Department Meeting Presentation*, University of Central Florida, Orlando, FL.

Chen, B. Swenson, N. (2008, February). *Public Administration Department Meeting Presentation*, University of Central Florida, Orlando, FL.

Bastedo, K., Mayfield, E., Swenson, N. (2006, December) *Mastering the Grade Book in Webcourses@UCF*. University of Central Florida Winter Faculty Development Conference, University of Central Florida, Orlando FL.

Bauer, S., Mayfield, E., Swenson, N. (2006, December) *Managing Your Course in Webcourses@UCF*, University of Central Florida Winter Faculty Development Conference, University of Central Florida, Orlando, FL.

Futch, L. Swenson, N. (2006, October). *College of Nursing Faculty Meeting Presentation*, University of Central Florida, Orlando, FL.

Bastedo, K., Swenson, N. (2006, September) *Universal Design for Online Teaching*. P-ADL, Partnership II, University of Central Florida. Orlando, FL.

Bauer, S., Hutton, C., Phillips, B., Pick, D., Rein, D., Swenson, N. (2005, August) *GTA WebCT Training*, Faculty Center for Teaching and Learning, University of Central Florida, Orlando, FL.

Hutton, C., Pick, Dorothy, Swenson, N. (2005, March) *Online Assessment: Not Just Exams, Papers and Grades Anymore*. PAD-L, Partnership II, University of Central Florida, Orlando FL.

Kirkley, D., Hutton, C., Swenson, N. (2005, January). *Is Anybody Out There? Giving Feedback in an Online Course*. Presentation delivered at Florida Educational Technology Conference (FETC), Orlando, FL.

(invited) Sharkey, J., Swenson, N. (2001, May). *Section 508 and Web Accessibility*, Florida Distance Learning Consortium meeting, Seminole Community College, Orlando, FL.

Aviles, K., Hartman, J., Kalfin, P., Sharkey, J., Truman, B. (2001, March). *Section 508: How will it affect your Web site?*, Brown Bag Lunch for the Region, UCF Student Union, Orlando, FL.

Certificates

Emerging Lead Certificate (2009, October). University of Central Florida, Orlando, FL.

Certificate of Completion, (2005, March) *Personas: Bringing Users Alive," a user-centered design workshop*, University of Central Florida, Orlando, FL.

Certificate of Participation (2002, March). *In recognition of your dedication to innovative uses of technology*, 4th Annual UCF Technology Fair, University of Central Florida, Orlando, FL.

Certificate of Completion (2001, June). *E-Learning Possibilities, Instructional Technology and Education of the Deaf Symposium Post-Conference Workshop*, National Technical Institute for the Deaf, Rochester Institute of Technology, Rochester, NY.

IDL6543 Online Course Development Certificate (2000, November). Course Development and Web Services, University of Central Florida, Orlando, FL.

State of Florida, Department of Education, *Professional Educator's Certificate, Business Education (Grades 6-12)*, Validity Period July 01, 2013-June 30, 2018.

State of Florida, Department of Education, *Professional Educator's Certificate, Business Education (Grades 6-12)*, Validity Period July 01, 2008-June 30, 2013.

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State of Florida, Department of Education, *Professional Educator's Certificate, Business Education (Grades 6-12)*, Validity Period July 01, 2003-June 30, 2008.

Online Course Development Certification, (2000, November), Course Development and Web Services, University of Central Florida, Orlando, FL.

Professional Development

- EDUCAUSE Sprint 2013 Webinar July 30-August 1, 2013
- Captioning in University Environment Webinar, June 8, 2011
- Equal Access to Software and Information (**EASI)** Webinars
- EDUCAUSE/ELI Webinars
- WebAim Webinars
- EDUCAUSE Learning Initiative (ELI) Spring Focus Sessions
- Sloan Focus Group Webinars
- Assistive Technology Industry Association (ATIA) Webinars
- Accessing Higher Ground Conference
- Continuous research on Accessibility related to online teaching and learning.
- Promotion and Tenure Workshop, February 8, 2011
- The Fred Factor   04/27/2011
- From Conflict to Collaboration   03/09/2010
- SR FERPA Training - Web   02/26/2010
- Emerging Leader, Part 3   02/17/2009
- Leadership Practicum   02/17/2009
- Emerging Leader, Part 2   02/10/2009
- Communication Skills   02/10/2009
- Emerging Leader, Part 1   02/03/2009
- Goal Setting   02/03/2009
- Emerging Leader Series   01/27/2009
- Climbing the Career Ladder I   01/27/2009
- Climbing the Career Ladder II   01/27/2009
- Preventing Discrimination-All   11/18/2008
- 09/17/2008   09/17/2008
- Getting Organized   04/09/2008
- Mr. Potato Head & Leadership   03/03/2008

- AIG VALIC Retirement Strategies   01/10/2007
- Retirement-Financial Planning   04/19/2005
- CPR - Adult   09/27/2000
- New Employee Orientation   09/05/2000

Conferences Attended

- InstructureCon 2013, June 18-20, 2013
- EDUCAUSE Southeast Region Conference, May 29-31, 2013
- Assistive Technology Industry Association (ATIA) – January 26-28, 2012
- American Association of State Colleges and Universities (AASCU) - Presidential Team Technology Conference June 24-25, 2011
- 14th Annual Accessing Higher Ground Accessible Media, Web and Technology Conference, November 14-18, 2011
- Society for Applied Learning Technology (SALT) - February 23-25, 2011
- Assistive Technology Industry Association (ATIA) – January 26-29, 2011
- Sloan-C International Conference on Asynchronous Learning Networks (Orlando, Florida November 2001, 2002, 2004, 2007 (award year)
- 13th Annual Accessing Higher Ground Accessible Media, Web and Technology Conference, November 15-19, 2010
- Interservice, Industry Training, Simulation and Education Conference (I/ITSEC) 2006
- EDUCAUSE Annual Conference, Orlando, Florida, October 2005, 2008
- Disability and Business Technical Assistance Center (DBTAC) Leadership Academy, Athens, Georgia September 2004
- Florida's ADA Convention; *Making it Happen*, August 15-17, 2001, Orlando FL
- Instructional Technology and Education of the Deaf, Supporting Learners, K-College, An International Symposium, Rochester, New York, June 25-29, 2001.
- Florida Business Educators' Association Conference, Orlando, Florida October 1994
- Florida Education Technology Conference, Orlando, Florida, 1994, 1995, 1996, 1997
- Florida Education Technology Conference, Tampa, Florida February, 1992, February 1993
- Florida Business Educators' Association Conference, Miami, Florida October 1985

Selected Honors/Awards

- Sloan-C Excellence in Institution-Wide Online Education. (2012). This award recognizes an institution that has designed and implemented an outstanding and comprehensive online

learning curriculum. The institution's online programs must be of demonstrably high quality. (team award)

- Sloan-C Effective Practices in Online and Blended Education. (2011). This practice was selected for recognition because it provides evidence of innovation and replicability. The practice advances the goals of access, learning effectiveness, faculty and student satisfaction and scalability. (team award)

- IT&R Collaboration Award (2012). Received the first IT&R Collaboration Award, along with Kathleen Bastedo, for our work with accessibility within CDL and across the campus.

- CDL Fred Award (April 2011). In recognition of outstanding contribution to the Center for Distributed Learning. (team award)

- Sloan-C - Effective Practice Award Winner (2011). Received for the Online Faculty Readiness Assessment (OFRA) Project. (team award)

- Best-in-Track Selection, (2010) *Faculty Development*: 16th Annual Sloan-C Conference

- Sloan-C Ralph E. Gomory Award for Quality Online Education. (2008). Presented by the Sloan Consortium to an institution that has demonstrated its commitment to assessing and improving the quality of its online education program through quantitative application of the Sloan-C Quality Pillars. (team award)

- EDUCAUSE Teaching and Learning Award (2005). This award recognizes transformative improvements in the campus teaching and learning culture. It honors replicable, sustainable, technology-based programs and practices that have helped move institutions or systems toward effective, enterprise-wide, learner-centered instructional systems. (team award)

- WebCT Digital Content Leader, (2004) (team member)

- Sloan-C Excellence in Online Teaching and Learning (November 2003). An award for Excellence in Online Teaching & Learning Faculty Development was given to the University of Central Florida, Center for Distributed Learning, for its Faculty Development Initiative (team member)

Service

Service – University of Central Florida:

- Chuck D. Dziuban Award for Excellence in Online Teaching Award Committee Member (2012, 2013)
- Instructional Design Promotion Advisory Committee (IDPAC) member (2006-2013)

- Center for Distributed Learning Instructional Designer Annual Evaluation Standards and Procedures (AESP) Committee member - approved by Faculty Affairs, 5/7/2012, 2010-2013
- IDL Redesign Committee
- IDL Redesign External Stakeholder Committee
- CDL Style Guide Committee
- CDL Staff Advisory Committee
- IDPAC Member
- AESP Committee member
- Instructional Design Promotion Plan Committee
- CDL Relay for Life Co-Captain (2002), and team member 2001-2011
- Member of the CDL IOA Corporate 5K team for four years. The Corporate 5K raises money for charities in the Orlando area.
- Search committee: Instructional Specialist position - national search, 2006, 2008, 2009, 2010, 2011
- Search Committee Chair (May, 2011).
- Mentor and CDL Intern Mentor – Amanda Holm, Gina Descheneaux
- Served as an external stakeholder for the IDL6543 redesign project: participated as a designer, developer, and reviewer; collected and evaluated faculty feedback, conducted field visits to other institutions, and reported findings to the IDL6543 Review Committee.
- Assisted with the design and development of the Online Faculty Readiness Assessment (OFRA) that allows UCF faculty to be exempted from IDL6543: researched existing online course rubrics; created a rubric to verify faculty readiness for online teaching; setup a usability test; revised the rubric based on usability feedback; compiled a rationale for validity test; reviewed 6 faculty members using the rubric; documented the process for other instructional designers.
- Assisted in the creation and maintenance of a Diigo social bookmarking resource for UCF faculty and instructional designers: compiled open source digital resource for faculty that allows them to search for open educational materials and tools to promote interaction and collaboration in the online environment.
- Participated in the Non-Profit Program website design for the department of Public Administration
- Supported the School of Social Work and assisted faculty with the design of their key courses to a hybrid format. The project was funded by the 2009-2010 Sloan-C Localness Grant.
- Numerous presentations, workshops and sessions, Faculty Center for Teaching and Learning (FCTL), Summer and Winter Conference, 2000 – present
- Attended and assisted at the Technical Education and Industry Training Program's Semester Orientations on the Saturday before classes began.
- CDL liaison with the Student Disabilities Office and other units on campus
- Served on of Student Disability Services' Search Committee for the Coordinator of Academic Support Services position, 2005.
- Accessibility Policy and Procedures Projects
  - Attended meetings with the Assistant Vice President of Center for Distributed Learning, Vice Provost, Director of SDS, and Director of Equal Opportunity/Affirmative Action

Program, to discuss and determine procedures related to accessible digital materials for online courses.

- o Assisted the Director of Student Disability Services Office with the following:
  - ▪ Reviewed and edited the Provost Letter to faculty which reminds them of their responsibilities for accessible materials and offers resources to assist faculty.
- o Conducted research for and reviewed Tech Fee Proposal that was submitted by Student Disability Services. The Tech Fee Proposal was funded and the DocSoft product was purchased (DocSoft, computers, server, etc.). It will be used to create transcripts needed for students with disabilities with the intent that the product's use extend to assist faculty across campus to create transcripts, regardless of whether or not they have a student with disabilities. In this way it will be used as a universal design solution for all faculty/students.
- o I, along with a colleague created and administered a national survey to find out how institutions across the United States met the needs of students with disabilities taking online courses. This survey was administered through Eduventures.
- o Upon recommendation of myself and a co-worker, a unit-wide group was organized and an accessibility coordinator was appointed.
- o Helped to update the Teaching Online website accessibility pages (*Accessibility Tips/Creating Accessible Online Content*)
- o Participates in regular meeting with SDS, CDL, FCTL, and OIR representatives to discuss accessibility of digital materials campus wide.
- o Participates in regular meetings with CDL "Big Picture" Accessibility group to continue accessibility initiative of online course materials.
- Participated in the development of the following campus-wide policies and procedures related to accessibility of online course materials:
  - o Assisted in the creation of the *Accessibility Support Flowchart for Students with Disabilities* which is used by CDL to show the workflow of accessibility requests that come to CDL
  - o Assisted in the creation of the *Accessibility Support Matrix for Students with Disabilities* that lists current media that faculty are using in their courses. The matrix delineates the media and who is responsible for making materials accessible between SDS, CDL, Faculty, and Faculty Center.
  - o Assisted in the creation of the *Checklist for Accessibility Accommodation of Online Course Material* (for hearing impaired and visually impaired). The form, completed by faculty, helps determine if accommodations to course content are needed. This expedites the accommodation of online course materials for students with disabilities.
- Served on UCF Accessibility Task Force Member, 2001-2002
  - o The UCF Accessibility Task Force goal was to learn more about and spread awareness of Section 508 and how it relates to Accessibility. Members of the Task Force were from various units across campus.
- Served on UCF Accessibility Task Force, Awareness Working Group Lead, 2001-2002
  - o As Task Force Member and Awareness Group Lead, we focused on getting the word out about Section 508 and Accessibility. We did this through items such as: a Brown Bag

lunch with invitees from across the Region, a presentation to Florida Distance Learning Corsortium, and an IT&R newsletter article.

- CDL Media Service
    - Chez Blue Plate CD – had an acting role in the introductory skit of the Chez Blue Plate Media Message Design educational CD.
    - Center for Distributed Learning Promotional Video – conducted the voiceover for the department's promotional video.
    - Copyright Video – participated in scenes shot for a National Copyright educational video.

Courses Taught at UCF
- BTE4410 – Course Construction in Business Education (Online)
- ECT4384 – Advanced Teaching Techniques for Career Education (Online)
- SLS1501 – Strategies for Success in College (Face-to-Face)
- EME1040 – Technology for Educators (Mixed-mode)
- IDL6543 – Interactive Distributed Learning (Mixed-mode)
- ADL5000 – Advanced Distributed Learning for Technology-Mediated Course Delivery (Online)
- FOR-PD – Florida Online Reading Professional Development (Online)

Professional Service:

International and National
- WebCT Exemplary Course Project reviewer, 2004
- Workshop co-facilitator, Instructional Strategies for Blended Learning. *The 15th Annual Sloan-C International Conference on Online Learning*, Orlando, FL., October 2009.
- Blackboard Accessibility Committee
- Penn State Online Faculty Readiness Project
- American Association of State Colleges and Universities (AASCU) Leadership Summit, Ambassador, 2009-2011
- Sloan-C International Conference on Online Learning Conference Proposal Reviewer 2012, 2013

State and Local
- FETC – 2012, 2013 - Volunteered at the Florida Distance Learning Booth promoting the organization to current and potential members.

Professional Memberships:

- Florida Distance Learning Association (FDLA)
- Sloan Consortium
- EDUCAUSE

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(407) 599-4250 / (407) 376-6963 (cell) / nancy.swenson@ucf.edu

- EDUCAUSE Center for Analysis and Research (ECAR)
- EDUCAUSE Learning Initiative (ELI)
- Access Technology Higher Education Network (ATHEN)
- National Business Education Association (NBEA)

Jacob Bates

2128 Justin Ave. ● Orlando, FL 32826 ● (321) 945-3184 ● jacob.bates@gmail.com

Summary

Digital Media Software Developer experienced in project management and supervisory duties, with a diverse skillset and the ability to pick up new concepts quickly.

Qualifications

- Experienced in project management, working with a diverse team and tight schedules.
- Well versed in web application development and database design/implementation.
- Very comfortable interacting with clients for marketing or support.

Technical Skills

Languages

PHP	HTML5	C/C++
SQL	CSS	Bash script
Actionscript 2	XML	Python
JavaScript	Objective C	Visual Basic 6

Software & Operating Systems

Adobe Flash	Goldwave	Microsoft Word
Adobe Photoshop	AMFPHP	Microsoft Excel
Adobe Illustrator	phpMyAdmin	Microsoft Access
Adobe Captivate	Wordpress	Microsoft Windows
Adobe Premiere	FileZilla	Mac OS X
Adobe Lightroom	XCode	Debian Linux
Flash Media Server	Sublime Text 2	iOS
Handbrake	FFMPEG	Android

Education

University of Central Florida, Orlando, FL
Computer Engineering Bachelor of Sciences, December 2006
GPA: 3.68

Professional Experience

Web Applications Developer   06/11 - Present

Techrangers Team, University of Central Florida, Orlando, FL
- Supervising a team of 12 part-time developers and 1 full-time developer
- Organizing and participating in weekly planning/progress meetings for multiple projects
- Advertising open positions, conducting interviews, and completing new hire paperwork.
- Consulting with clients to create custom websites and applications
- Maintaining existing websites built on Wordpress.
- Presenting at conferences on behalf of the team and department

Digital Media Software Developer   01/07 - 06/11
Vcom3D, Inc., Orlando, FL
- Primary customer service and support representative for the Vcommunicator® line of products.
- Representing the company at multiple trade shows per year, demoing new products and services.
- Maintaining, updating, and adding content and functionality to the corporate website.
- Developing libraries for use in iPhone applications.
- Managing projects from beginning to end with a diverse team.
- Training customers on the use of the Vcommunicator line of tools.
- Reviewing resumes and conducting phone interviews with potential new employees.
- Creating 3D character animations and compiling them into Flash interfaces.

OPS (Part-Time)   07/04 - 01/07
New Media Team, University of Central Florida, Orlando, FL
- Proposed, architected, and developed the Learning Objects System, the basis for what is now called Obojobo.
- Developed numerous Flash-based instructional pieces and Internet applications.
- Maintained and updated the team website and wiki.

Sales Representative (Part-Time)   03/04 - 08/04
Wireless Retail Services, Orlando, FL
- Guided customers to find the best phone for their needs.
- Initiated and completed sales transactions of cellular phones and service.
- Assisted customers with questions regarding the operation of their phones.

Clerk (Part-Time)   05/02 - 08/03
Bay County School Board, MIS Department, Panama City, FL
- Performed service calls for computer repairs and issues.
- Kept track of computer hardware inventory.
- Upgraded the existing computer network.

Cashier (Part-Time)   10/01 - 08/02
Winn-Dixie #436, Lynn Haven, FL (850) 271-0066
- Kept track of inventory for Frozen Foods and Dairy.
- Helped fellow employees and customers on technical issues.
- Operated a cash register.

Selected Projects Overview:

Learning Objects System (now called Obojobo) (2004 - 2006)

In 2004, while working for the New Media team at the University of Central Florida, I proposed an online system that would allow students and faculty to create, share, and view Learning Objects. Basically, a Learning Object is a single unit of instruction that consists of a single learning objective, instructional content, practice, and an assessment. Additionally, the content is created out-of-context of any course. This allows them to be reused whenever that learning objective needs to be taught in any course.

I then architected and implemented the entire system, including databases, logic, and user interface layout for the different components. The system consisted of three parts: creator, viewer, and repository. During my time at New Media, I developed the first versions of the creator and viewer in Flash. For the creator, I designed a number of page templates for adding images, text, and videos. The user could create an entire learning object in this interface, which could be played back in the viewer. The backend of the system was implemented in PHP, and used AMFPHP to communicate seamlessly with Flash.

Later, the system was refined, and a permission system was added that allowed users to decide who could modify, use, or give permissions for their Learning Objects. It was at this point that I graduated, and moved on to a full-time position at Vcom3D, Inc. The New Media team has continued development of the system, transforming it into Obojobo.

URL: http://obojobo.ucf.edu/

MindPad - Senior Design Project (2006)

For our Senior Design project for Computer Engineering, my team created MindPad. The name is a combination of "mind map" and "notepad", hinting at the philosophy of the software. The main interface consists of a mind map, which has a central idea, and other sub-ideas branching off of it. Mind maps are great for organizing ideas, but they don't really provide for notes or details. In MindPad, when the user double-clicks on a node in the mind map, a drawing area opens where notes and diagrams can be saved. The entire application was written in C++, and we used Qt for the user interface.

My task was to create the mind map renderer. First, I created a data structure that was essentially two doubly-linked lists that shared the same head. One list was the left side of the root node, and the other list was the right side. To display the nodes, I used Qt's drawing API to create a dynamically-sized frame around the text. Then, to provide proper vertical spacing between sibling nodes, I placed each group of them inside a layout box. These layout boxes ended up being nested in such a way that Qt's layout engine handled the rest.

While I was not an expert at C++, much less Qt, when this project began, I was able to pick it up quickly and finish my work ahead of schedule. Unfortunately, I no longer have access to the source code or compiled executable for this project, but documentation can be found at the following links.

Conference Paper: http://www.thebatesreport.com/projects/mindpad_conference_paper.pdf
Final Documentation: http://www.thebatesreport.com/projects/mindpad_final_documentation.pdf

Vcommunicator Mobile (2007 - 2011)

Vcommunicator Mobile is a one-way translation device currently used by soldiers in Iraq and Afghanistan. It was originally developed for the iPod, but was later ported to the iPod Touch. A soldier can find the phrase they would like to say, and the device will speak that phrase in the target language. My involvement in this project consists of development and training.

For the development of the iPod Touch version of Vcommunicator Mobile, I implemented a key portion of the design. Because soldiers are encountering new situations all the time, it was impossible for us to predict every phrase that would be needed in the field. Therefore, we needed a way for the soldier to add phrases to the device on their own. Unfortunately, communication over the 30-pin data connection of the iPod Touch was not allowed at the time. To get around this, I implemented a wi-fi-based file transfer system in Objective C. The server, running on a computer connected to the same wireless network, accepts a direct socket connection from the iOS device. The server then proceeds to send the filename, file size, and finally the file itself. Keeping the protocol simple allowed me to get the system up and running quickly, and provided for easy debugging when something went wrong.

In order to train soldiers on how to use our software to create custom phrases, I was sent to Ft. Drum and Ft. Polk to teach a total of four 8-hour courses. The course material included how to use Vcommunicator Studio, Gesture Builder, the syncing software, and troubleshooting. To facilitate this training, I wrote technical manuals on all of these topics. I also created a demonstration of the software in Flash using my voice for the narration, which can be accessed via the link below.

Flash Demonstration: http://www.vcom3d.com/vault_files/vcmobile_3_demo/

Vcom3D Corporate Website (2007 - 2011)

As the webmaster for Vcom3D, I am responsible for all updates to the corporate website. As a result, I have developed a working knowledge of CSS, Javascript, and the Prototype library.

URL: http://www.vcom3d.com/

Page Signer (2008)

Page Signer is a web service that translates text-based web content into Signed English. The interface is similar to Google Translate, in which the user is actually viewing the target website inside an frame. To collect the text for translation, I created a parser that would recognize individual words and paragraphs in a web page. Then, Javascript was used to modify the DOM of the page, adding buttons after each paragraph that, when clicked, would display a video of a 3D avatar signing the paragraph in Signed English. Video generation was handled by a Java-based server based on Vcom3D's Sign Smith Studio software, and the paragraph strings were sent there one at a time using XMLHttpRequest. Unfortunately, this was part of a research project, so a live version is not available.

Classroom Conflict Management Scenario (2009 - 2010)

The Classroom Conflict Management Scenario, created for Drexel University, lets the user take the role of a teacher in an inner-city Chicago school. As the project manager, it was my job to communicate with the client to obtain requirements and feedback, as well as create the majority of the content and combine it in Flash. I also distributed work to co-workers, as certain portions of the project required their various skills.

USFK Theater Specific Required Training (2010)

As part of the SURGE 3 contract, I was tasked with completing a course for the Joint Knowledge Online Learning Management System (LMS), Atlas Pro. The course content was complete, but with a laundry list of issues identified by the Subject Matter Experts (SMEs). My task was to modify the existing Flash files to fix all of the issues and ready the project for publishing. Additionally, we needed to create a low-bandwidth (text and images only) version of the same content.

The project was managed by a representative of JKDDC, but I handled the day-to-day management. Given that I only had a month to complete the project, I assigned the low-bandwidth conversion to two co-workers, and the Flash modifications were handled by me. Every week, I prepared a report detailing our progress on the modifications. In order to test the course, I was instructed on the use of the Rapid Online Course Creation Environment (ROCCE). Through this, I created the structure and control flow of the entire course. In the end, the project was delivered about three days ahead of schedule.

Cross-Cultural Competence Training (2011)

The purpose of this project is to teach soldiers how to recognize cultural differences and adapt to them, rather than having to be trained on each specific culture they will encounter. My company's portion of this project is creating 3D character animations for playback in Flash and the Unity 3D engine. As project manager, I have divided the work among a team of four people, I keep track of the hours they have used, and I am in constant contact with the client. Additionally, I organize any supporting task, including voice recording and meetings. When content is complete, I verify that the content is complete and exported to the correct format before packaging and uploading it. When the client has feedback, I identify the changes and assign them, keeping the client appraised of our progress.   So far, we have delivered the first phase of the project one week ahead of schedule.

Conferences:
- IDMAA 2004
- Adobe Max 2007
- DevLearn 2007 - 2008
- Adobe Learning Summit 2007 - 2008
- eLearning Guild Annual Gathering 2008
- ASTD 2007 - 2008
- I/ITSEC 2007 - 2011
- Army dL Conference 2009 - 2010
- GameTech 2010

- HSCB Focus 2011
- An Event Apart 2011

Specific Skill Examples

PHP

I started working with PHP at New Media. Since then, I have quickly evolved into a highly-skilled Object-Oriented developer. My experience includes:
- Interfacing with a MySQL database
- Reading and saving XML and CSV files
- Parsing HTML to recognize words and paragraphs
- Creating a user-based system complete with permissions
- Secure login using salting and hashing of passwords
- Model-View-Controller design

MySQL & phpMyAdmin

My experience with PHP has required the use of MySQL. My most complex database design so far is the Learning Objects System, which required over 25 tables. My experience inlcudes:
- Many-to-many mappings using associative tables
- Subqueries
- Joins and Unions

Wordpress

Adobe Flash & Actionscript 2

My work with Flash and Actionscript 2 began at New Media, and I developed my skills significantly by working on the Learning Objects System. These skills include:
- Object-Oriented development
- Creating custom UI components using classes and the drawing API
- Interfacing with external files, such as images, video, and XML
- Drag-and-drop interfaces
- Interfacing with AMFPHP (see more below)
- Interfacing with a Flash Media Server (see more below)

AMFPHP

While working on the Learning Objects System, I needed some way for Flash to communicate with PHP for server-side scripting. I was introduced to AMFPHP, and quickly became familiar with it. Using this software, I set up server-side PHP methods that would accept native Flash objects as parameters.

This allowed me to send and receive content, login data, and scores directly from the server.

Flash Media Server

Adobe's Flash Media Server's main function is to provide audio and video streaming directly to Flash. One of my projects at Vcom3D was a Chinese language assessment. This required the user's pronounciation to be recorded for later grading. I used Flash Media Server to accomplish this. Additionally, I used it to make server-side Actionscript calls, similar to AMFPHP, to save and retrieve scores.

Adobe Photoshop & Illustrator

While I am not a graphic designer, my work has required graphics work from time to time. I use Photoshop mainly for editing existing raster graphics, such as photographs. Some tasks with which I am familiar are cropping, the use of plugins, recording and using custom actions, layer masks, smart objects, and resizing and preparing graphics for printing. When creating layouts or graphics from scratch, I prefer to use a dedicated vector-based tool, like Illustrator. I am familiar with adding effects such as beveled edges or shadows, as well as exporting for use in a raster environment, such as a CSS-based layout.

Adobe Captivate

I have used Captivate for many projects, such as creating demonstrations of how to use Vcom3D's software (a link is provided below), and multiple soft-skills scenarios (a link is provided below). One such soft-skills scenario was created for Ruth Clark of Clark Training and Consulting. These demos required a bit more complexity, and included branching, scoring, and 3D avatar integration. Additionally, I was in frequent contact with Silke Fleischer, the then marketing director for Adobe Captivate, which secured me a beta testing spot for Adobe Captivate 3 and published an article I co-wrote about using 3D Avatars in Captivate.

Software Demonstration: http://www.vcom3d.com/vcstudio (bottom of the page)
Soft Skills Scenario: http://www.vcom3d.com/vault_files/healthcare_demo/
3D Avatar Article: http://www.adobe.com/devnet-archive/captivate/articles/vcom_avatar.html

JavaScript, Prototype, and jQuery

Through my various web projects, I have built a strong knowledge of JavaScript and a few different libraries, like Prototype and jQuery. I am familiar with:
- Modifying and traversing the DOM
- Form field validation
- Overriding element methods to provide additional functionality
- Creating single-page, database-driven applications using AJAX

HTML5 & CSS

I have been creating websites with HTML since middle school, and during my career, I have refined this knowledge to include strict formatting and web standards. I now develop in HTML5 and CSS, following a strict, semantic XML-compliant structure while keeping the visual layout separate from the content. I consider myself to be well-versed in this area, and I am still learning something new with every project.

XML

I have used XML for a variety of projects, and am proficient in creating properly-formatted documents. I prefer to use XML's strict structure for persistent storage in Flash rather than the old flat text file format, as it is easier to see the organizational structure of the data. I am proficient in reading and writing XML documents through Flash and PHP, and have used it as a format for exporting a Learning Object from the Learning Objects System for backup on a local machine.

C/C++

Most of my practical experience with C++ has been through MindPad, my Senior Design project. My knowledge include:
- Object-Oriented techniques
- The use of template libraries, like STL and Qt.
- Memory management
- File operations

Linux & Bash scripting

I've been experimenting with various Linux distributions since high school, and I have become familiar with scripting command-line actions such gzipping files, uploading them through FTP, etc. I have the most experience with the file structure of Debian Linux.

iOS & Objective C

While working on the Vcommunicator Mobile project for Vcom3D, I was tasked with creating two chunks of code. The first was a wireless file transfer system, which is detailed above. The second was a content filtering component. This project required me to create some new SQLite database queries and filter that information using Objective C. Overall, I would rate myself a novice at iOS development, but I am familiar with the design paradigms and syntax used in Objective C.

Betsy Walton

betsy@ucf.edu
2923 Lowery Dr., Oviedo, FL 32765
407-366-2910

EDUCATION

University of Central Florida, Orlando, FL
Master of Fine Arts, Studio Art & the Computer, May 2007

University of Central Florida, Orlando, FL
Bachelor of Fine Art, Emphasis in Graphic Design, May 1998

Valencia Community College, Orlando, FL
Associate of Arts, specialization in Graphic Design, May 1996

WORK EXPERIENCE

University of Central Florida, Orlando, FL
Center for Distributed Learning
Senior Web Designer   2009-present
- Consult with faculty and other clients to identify design needs for online courses, programs, websites and print material through storyboards, design briefs or similar means.
- Expert knowledge of visual and interface design as well as familiarity of the tenents of online learning.
- Knowledgeable in accessibility/universal design for learning as well as copyright information.

University of Central Florida, Orlando, FL
Course Development & Web Services
Graphic Designer   1998-2009
- Create and design graphics for online courses, print materials and interactive media
- Build websites, online courses and develop and maintain media storage applications.
- Work with other teams and individuals to help clients solve visual communication problems. Maintained communication with clients throughout the design and creation process.

Freelance photography and graphic design.   1975-present

25 years in the retail industry as a graphic designer and assistant creative director for their in-house advertising department. Oversaw the creation of weekly sales flyers, newspaper and magazine advertisements. Was promoted to Assistant Creative Director over three marketing areas for advertising at a major retail store.

TECHNICAL SUMMARY

- Understanding of and ability to utilize tools and technology for the development of the online learning community.
- Advanced knowledge of software including but not limited to: Photoshop, Indesign, Illustrator, Lightroom, Dreamweaver, ftp programs, and web browsers.
- The ability to research & stay current on software, design trends, and the ability to generate creative, unique, insightful and appropriate design solutions.

SHOWS & AWARDS

2013 - Photography published in *Clean Run* magazine.

2012 – Red Chair Visits Cultural Venues, Special Invitation. Exhibition in the Atrium Of the Orange County Administration Center, Orlando, FL
https://www.facebook.com/RedChairVisits

2012 – Selected for inclusion in the limited-edition book that was part of the Red Chair Affair silent auction, featuring the Red Chair Project Entries.

2011 – Orlando Museum of Art, First Thursday Event. Eclectic Knights III. Juried Show.

2011 – National Association of Photoshop Professionals GURU Award for Photo Retouching

Patsy D. Moskal

Research Initiative for Teaching Effectiveness
University of Central Florida
Orlando, FL, 32816
Office Phone: (407) 823-0283
Patsy.Moskal@ucf.edu

1548 S. Lyons Ct.
Oviedo, FL, 32765
Home Phone: (407) 366-4317

Personal Information

Birthplace: Orlando, Florida
Family Status: Married to Patrick J. Moskal with sons, Sean & Chris

Education

Ed.D., Curriculum and Instruction, 1995
University of Central Florida
Orlando, FL
Specialization: Research Methods and Instructional Technology

M.S., Computer Sciences, 1988
University of Central Florida
Orlando, Florida

B.S., Computer Science, 1986
University of Central Florida
Orlando, Florida

Expertise and Interests

Statistical methods, research design, measurement and evaluation, models of teaching, instructional design theory, learning theory, computer-based training, distance education, technology-enhanced learning, student perception of instruction, adaptive models, learning analytics, interventions for at-risk students, MOOC research, adolescent behaviors, program evaluation.

Experience

1999-present   Program Director / Research Associate
                Research Initiative for Teaching Effectiveness
                University of Central Florida
                Orlando, Florida

                Provides support to UCF faculty to conduct research related to teaching effectiveness and the scholarship of teaching and learning. Assistance includes research design, guidance on institutional review board and FERPA compliance, data analysis, and presentation/publication support. Research includes both qualitative and quantitative

methods, including survey design and administration, observational research, focus group design, and quasi-experimental studies.

Interact with national and international colleagues to collaborate on innovative technology-enhanced educational research. Current research includes topics such as online and blended student satisfaction, online and blended student success and withdrawal, the impact of Web modalities on students' evaluation of instruction, using learning analytics to identify and intervene with at-risk students, research on massive open online course (MOOC) participation and student success, the potential for MOOCs in STEM fields.

Monitor trends and indicators related to the impact of online, blended, and lecture capture courses on UCF's students, faculty, and the institution.

Daily duties also include managing RITE student assistants, including payroll, annual reports, institutional effectiveness reporting, and general office operations.

Liaise with Tangelo Park Advisory Committee, providing evaluation support as needed for the Tangelo Park Program.

1996-1999   Research Assistant
             Academic Affairs
             University of Central Florida
             Orlando, Florida

             Evaluated UCF's Distributed Learning initiative. This evaluation involves assessing student demographics, attitudes, and learning styles regarding learning in online and web-enhanced courses as well as on-line faculty perceptions and instructional strategies.

1996   Co-Director, Graduate Research Lab
             College of Education
             University of Central Florida
             Orlando, Florida

             Guided doctoral students in research design, analysis and interpretation in the preparation of their doctoral dissertations.

1994-1996   Research Assistant
             Center for Education Research and Development
             University of Central Florida
             Orlando, Florida

             Under direction of the university provost, examined the design of a faculty teaching and learning center for UCF. Supported faculty in grant work and teaching. Provided assistance and tutoring to faculty and staff in utilizing multimedia technology.

1994-Present Private Consultant

             Wide range of consulting services in instructional design and multimedia utilization, research design, and program evaluation. Provide evaluation support for grants. Typical

customers have included government contractors (e.g., Camber Corp., RDR, Inc.) and school districts (e.g., Seminole, Osceola, Brevard, Flagler, Orange Counties).

1989-1994   Assistant in Simulation, Systems Engineer
             Institute for Simulation and Training
             University of Central Florida
             Orlando, Florida

             Applied research involving training systems development, evaluation, maintenance for education, government, and industry. Areas of research included distance education, computer-based instruction utilizing gaming methods, animation, and simulation, and computer-based embedded training effectiveness. Responsibilities included project management, product development and evaluation, research design and analysis, and student supervision and guidance.

1987-1988   Graduate Research Fellow
             Human Factors Division, Naval Training Systems Center
             Orlando, Florida

             Activities: Software development and maintenance of a large Navy embedded training system.

Teaching Experience

1996-1999   Adjunct Instructor
             Department of Educational Foundations
             University of Central Florida
             Orlando, Florida

             Taught EDF 6401: Statistics for Educational Data, a univariate statistics course

1990   Adjunct Instructor
             University of Central Florida
             Computer Science Department
             Orlando, Florida

             Taught undergraduate computer science course involving logic and discrete structures.

Dissertation

Moskal, P. D. (1995). A scaling study of the University Health Risk Behavior Study, Ed.D. Dissertation, University of Central Florida. Dr. Charles D. Dziuban, Major Professor.

Awards and accomplishments

Sloan-C Fellow, Sloan-Consortium   **2011**

"In recognition of her groundbreaking work in the assessment of the impact and efficacy of online and blended learning."

EDUCAUSE Learning Technology Leadership (LTL) Program Graduate   **2013**

This EDUCAUSE Institute program is for professionals whose campus role involves the support and promotion of teaching and learning. Participants develop leadership skills and abilities that will serve them both in current and future campus roles.

UCF Leadership Enhancement Program (LEP) Scholar   **2013-2014**

Professional Service

Program Chair, International Conference on Online Learning	2014
Steering Committee	
Sloan-C Blended Conference and Workshop	2004-Present
Information Fluency Conference	2010-Present
AASCU Leadership Summit	2008-Present
Track Chair,	
Learning Effectiveness, Sloan-C Blended Conference and Workshop	2010-Present
Learning Effectiveness, International Conference on Online Learning	2010-Present
Proposal Reviewer	
International Higher Education Teaching and Learning Association Conference	2012
EDUCAUSE Annual Meeting	2012
Information Fluency Annual Conference	2010-Present
EDUCAUSE Constituent Group Leader, Evidence of Impact	2011-Present
Sloan-C Fellows Review Committee	2012-Present
Journal Reviewer,	
Journal of Asynchronous Learning Networks	2008-Present
Journal of Information Fluency	2009-Present
EDUCAUSE Review Online	2012-2013
Internet and Higher Education	2011-Present
Journal of Political Science Education 2012	
Sloan-C JALN Advisory Panel on Access	2009-Present
National Science Foundation SBIR/STTR Reviewer	2008-2010
Tangelo Park UCF Liaison	2000-Present

Grant Work

UCF-AASCU Blended Learning Collaboration; 2011	
Co-PI, Next Generation Learning Challenges	$250,000
Student Involvement in Online Learning; 2006	
Co-PI, Alfred P. Sloan Foundation	$45,000
Bringing Engineering to Tangelo Park; 2003	
Co-PI, National Science Foundation	$136,531

Associations and Memberships

EDUCAUSE
EDUCAUSE Learning Initiative (ELI)
Sloan-Consortium
EDUCAUSE Center for Applied Research

Certifications and Training

Certified in Human Subjects Research through the Collaborative Institutional Training Initiative (CITI)
Trained in Family Educational Rights and Privacy Act (FERPA) compliance
Completed extensive HR training in Leadership, Biases, Discrimination Prevention, PeopleSoft
     procedures, SafeZone

Dissertation Committees

Bradford, G. "A Relationship Study of Student Satisfaction with Learning Online and Cognitive Load."

Cardarelli, Diane M. "The Effects of Music Instrumental Training on Performance on the Reading and
    Mathematics Portions of the Florida Comprehensive Achievement Test for Third-grade
    Students."

Foglesong, Suzanne."A Correlational Study of Heath and Long Typologies in Adult Students."

Lee, Cheng-Yuan."The Impact of Self-efficacy and Task Value on Satisfaction and Performance in a
    Web-based Course."

Lewis, Nancy. "Bridging the Gap between Theory and Practice: The Intersection of Classroom Practice
    and a Post-modern Curriculum Matrix."

Pan, Cheng-Chang. "System Use of WebCT in the Light of the Technology Acceptance Model: A
    Student Perspective."

Rice, Lisa. "Distance Education: The Introduction to College Chemistry Course."

Schmudde, Mariann. "The Effects of Florida's Accountability Program on Classroom Practices: The
    Teachers' Perspective."

Smith, Jo Ann. "The Effect of Social Presence on Teacher Technology Acceptance, Continuance
    Intention, and Performance in an Online Teacher Professional Development Course."

Szpyrka, Donna."Exploration of Instruction, Assessment, and Equity in the Middle School Science
    Classroom."

Yonekura, Francisca. "A Study of Millennial Students and Their Reactive Behavior Patterns in the Online
    Environment."

Cook, I., Dziuban, C., & Moskal, P. (2014, May 6). *I'm more than a mean and a standard deviation! Suggestions for faculty alternatives to and uses of SPI results.* 2014 Summer Faculty and Development Conference at the University of Central Florida. Orlando, FL.

Hara, T. & Moskal, P. (2014, February 26). *Current status of MOOC: Its research implications and business models for higher education.* 2014 Information Fluency Conference: The Age of New Media: Literacy in the 21st Century. Orlando, FL.

Dziuban, C., McMartin, F., Morgan, G., Morrill, J., Moskal, P., & Wolf, A. (2014, February 19). *Geographies of learning: How students navigate, use, and learn from digital resources.* EDUCAUSE Webinar.

Dziuban, C.D., Moskal, P.D., Otte, G., & Campbell, W.G. (2014, February 4). *What you shouldn't ask about online learning.* 2014 ELI Annual Meeting, Connected Learning: Opening Pathways, Enabling Collaborations. New Orleans, LA.

Moskal, P.D., Dziuban, C.D., & Picciano, A. (2014, February 4). *Blended learning: The ideal instructional model?* 2014 ELI Annual Meeting, Connected Learning: Opening Pathways, Enabling Collaborations. New Orleans, LA.

Wilson, B., Hamann, K., & Moskal, P. (2014, January 9). *Using feedback on writing assignments to improve student learning: Opportunities and challenges*, Southern Political Science Association meeting, New Orleans, LA.

Moskal, P. (2013, November 20). *A longitudinal look at the impact of web modalities on students' perceptions of instruction,* 18th Annual Sloan Consortium Conference, Orlando, FL.

Hara, T., Moskal, P.D., & Saarinen, C. (2013, November 6). *Preliminary analyses of a cutting-edge knowledge distribution method of MOOC (massive, open, online course) to teach tourism as an industry*, 3rd International Conference on the Measurement and Economic Analysis of Regional Tourism, American Chapter, Medellin, Colombia.

Dziuban, C., McMartin, F., Morgan, G., & Moskal, P. (2013, October 16). *Geographies of learning: How students navigate, use, and learn from digital resources,* EDUCAUSE 2013 Annual Conference, Anaheim, CA.

Moskal, P. (2013, October 16). *Evidence of impact,* EDUCAUSE 2013 Annual Conference, Anaheim, CA.

Moskal, P. (July 9, 2013). *Scaling blended learning evaluation beyond the university.* 10th Annual SLOAN Consortium Blended Learning Conference and Workshop. Orlando, FL.

Dziuban, C., Cook, I., & Moskal, P. (2013, July 8). *Blended learning can upset the faculty senate.* 10th Annual SLOAN Consortium Blended Learning Conference and Workshop. Orlando, FL.

Dziuban, C., Cook, I., Moskal, P. (2013, June 20). *Change strategies and barriers: A story of course evaluations at UCF*. The Leadership Summit 2013: Designing Learning Environments for the 21st Century. Orlando, FL.

Cook, I., Moskal, P., Bowdon, M., Main, E., & Saitta, E. (2013, May 6). *The new student perception of instruction form.* 2013 UCF Summer Faculty Development Conference: Communication for Academic, Professional, and Civic Engagement, Orlando, FL.

Dziuban, C., Moskal, P., Kramer, L., Thompson, J., Decantis, G. (2013, April 19). *An evolution in the thinking and practice of blended learning.* University of Wisconsin-Madison Blended Learning Seminar, Madison, WI.

Dziuban, C., & Moskal, P. (2013, April 17). *What do we know about online and blended learning?.* eTroy Colloquium, Troy, AL.

Bishop, C., Yonekura, F. & Moskal, P. (2013, April). Pilot study examining student learning gains using online information literacy modules. Association of College and Research Libraries (ACRL) Annual Conference. Indianapolis, Indiana.

Dziuban, C., Moskal, P., Thompson, J., Kramer, L. (2013, March 27). *E-learning and assessing outcomes.* 2nd e-Learning Regional Conference (eRC 2013), Kuwait.

Dziuban, C., McMartin, F., Morgan, G., Morrill, J., & Moskal, P. (2013, February 5). *Student use of digital resources: Implications for learning and technology support,* ELI Annual Meeting 2013, Denver, CO.

Dziuban, C., & Moskal, P. (2013, February 5). *Seeking evidence of impact for technology-based innovations in continually dynamic settings,* ELI Online Annual Meeting 2013.

Dziuban, C. D., Moskal, P. D., Thompson, J. M., & Kramer, L. A. (2013, January 14). *Technology and the emerging educational learning space*. International Higher Education Teaching and Learning (HETL) Association Conference, Orlando, FL.

Dziuban, C., & Moskal, P. (2012, November 17). *Blended learning and the unbundling of higher education: Implications for executive and professional development*. ProEd 35th Annual Conference on Management Executive and Professional Development Programs, St. Petersburg, FL.

Fritz, J., & Moskal, P. (2012, November 8). *Evidence of impact,* EDUCAUSE 2012 Annual Conference, Denver, CO.

Campbell, W.G., Dziuban, C.D., Long, P.D., Moskal, P.D., Otte, G. (2012, November 7). *Four More Questions You Shouldn't Ask About Online Learning,* EDUCAUSE 2012 Annual Conference, Denver, CO.

Thompson, K. & Moskal, P. (2012, October 12). *Doing It a Second Time: A Comparison of Data Gathered During Two Iterations of an Open, Online Course,* 18th Annual Sloan Consortium Conference, Orlando, FL.

Dziuban, C. & Moskal, P. (2012, October 11). *Student Information –Seeking and Digital Resource Use: Toward and Understanding of the Free-Range Learner,* 18th Annual Sloan Consortium Conference, Orlando, FL.

Dziuban, C. & Moskal, P. (2012, October 11). *Scale, Ambivalence and Analytics: Developing Models for Understanding Online Learning Environments,* 18th Annual Sloan Consortium Conference, Orlando, FL.

Dziuban, C. & Moskal, P. (2012, October 11). *Legacy Analytics: Using Data You Already Have to Help Students Succeed,* 18th Annual Sloan Consortium Conference, Orlando, FL.

Swan, K., Dringus, L., Dziuban, D., Huston, D., Ice, P., Moskal, P., & Picciano, A. (2012, October 11). *The Use of Learning Analytics to Increase Student Success: A Panel with JALN Special Issue Authors,* 18th Annual Sloan Consortium Conference, Orlando, FL.

Dziuban, C. & Moskal, P. (2012, April 24). *Blended Learning Scales, Ambivalence & Analytics,* 9th Annual Sloan Consortium Blended Learning Conference & Workshop, Milwaukee, WI.

Morgan, G., Dziuban, C., Moskal, P., & Morrill, J. (2012, April 23). *Student Use of Digital Learning Resources: Implications for Blended Courses and Programs,* 9th Annual Sloan Consortium Blended Learning Conference & Workshop, Milwaukee, WI.

Dziuban, C. & Moskal, P. (2012, April 23). *How to Successfully Evaluate Blended Learning,* 9th Annual Sloan Consortium Blended Learning Conference & Workshop, Milwaukee, WI.

Dziuban, C. & Moskal, P. (2012, April 13). *Technology-Enhanced Learning: Opportunities and Challenges,* Polyteach California Polytechnic State University Pomona, Pomona, CA.

Dziuban, C. D., Moskal, P. D., Campbell, W. G., Long, P. D., & Otte, G. (2012, February 20). *Four Questions You Shouldn't Ask About Online Learning*, Pennsylvania State Systems of Higher Education Virtual Conference.

Morgan, G., Moskal, P. D., & Wolf, A. (2012, February 14). *Understanding Student Use of Digital Learning Resources,* EDUCAUSE Learning Initiative 2012 Annual Meeting, Austin, TX.

Cavanagh, T., Dziuban, C. D., & Moskal, P. D. (2012, February 14). *Evaluating Next Generation Learning Challenges: Blended Learning in a Scaled-Up Environment,* EDUCAUSE Learning Initiative 2012 Annual Meeting, Austin, TX.

Morgan, G., Moskal, P. D., & Wolf, A. (2012, February 14). *Evidence of Impact: Assessing Learning Innovations, Practices, Technologies*, EDUCAUSE Learning Initiative 2012 Annual Meeting, Austin, TX.

Dziuban, C. D. & Moskal, P. D. (2012, January 11). *Technology-Enhanced Learning: Opportunities and Challenges,* California State University Fresno Technology Day, Fresno, CA.

Dziuban, C. D. & Moskal, P. D. (2011, December). *Students in the Digital Age.* Annual Meeting of the Southern Educational Regional Board, Atlanta, GA.

Dziuban, C. D. & Moskal, P. D. (2011, November 18). *Technology-Enhanced Learning Opportunities and Challenges*. University of Northern Iowa.

Dziuban, C. D., Moskal, P. D., Campbell, W. G., Long, P. D., & Otte, G. (2011, October 20). *Four Questions You Shouldn't Ask About Online Learning*, EDUCAUSE 2011 Annual Conference, Philadelphia, PA.

Fritz, J & Moskal, P. D. (2011, October 19). *Evidence of Impact Constituent Group Discussion*, EDUCAUSE 2011 Annual Conference, Philadelphia, PA.

Dziuban, C. D., McMartin, F., Morgan, G., Morrill, J., Moskal, P. D., & Wolf, A. (2011, October 18). *How to Design and Conduct Good Research and Evaluation Studies in IT and Library Settings,* EDUCAUSE 2011 Annual Conference, Philadelphia, PA.

Dziuban, C. D. & Moskal, P. (2011, June 23). *Collective Student Analytics: Are Students Learning? What Works Best?* EDUCAUSE 2011 Leadership Summit, Orlando, FL.

Dziuban. C. D. & Moskal, P. (2011, June 21). *Technology Mediated Learning: Lessons from Higher Education,* National Conference on Student Assessment, Orlando, FL.

Dziuban, C. D. & Moskal, P. (2011, June 3). *Technology Mediated Learning: Lessons from Higher Education,* Faculty Symposium, Harrison College, Indianapolis, IN.

Dziuban, C. D. & Moskal, P. D. (2011, May). *Students in the Digital Age: Information, Misinformation, and Proofiness.* Keynote Annual Information Fluency Conference, Orlando, FL.

Dziuban, C. D. & Moskal, P. (2011, April 1). *Pushing the Boundaries: What's New in Higher Education.* Faculty Symposium, University of Massachusetts Dartmouth, North Dartmouth, MA.

Moskal, P. (2011, May 13). *Blended Learning: Opportunities and Challenges.* Faculty Symposium, Rollins College, Winter Park, FL.

Dziuban, C. D. & Moskal, P. D. (2011, May). *Students in the Digital Age: Information, Misinformation, and Proofiness.* Keynote Annual Information Fluency Conference, Orlando, FL.

Moskal, P. D., Picciano, A., Laster, S., & Otte, G. (2011). *Blended Learning Models: Strategies for Transformation.* Sloan-C 8th Annual Blended Learning Conference, Oak Brook Hills, IL, March 29, 2011.

Moskal, P. D. (2011). *The Freshman Experience in Blended Learning: Success, Withdrawal, and Satisfaction.* Sloan-C 8th Annual Blended Learning Conference, Oak Brook Hills, IL, March 28, 2011.

Dziuban, C. D., & Moskal, P. D. (2010). *Evaluating Technology-Enhanced Education: Opportunities and Challenges.* University Leadership Council: 2010 Leadership Summit. The Advisory Board Company, Washington, D. C., October 28, 2010.

Dziuban, C. D. & Moskal, P. D. (2010). *Ambivalence: An Important Element for Understanding Student Satisfaction with Online and Blended Learning.* 2010 EDUCAUSE Conference, Anaheim, CA, October 13, 2010.

Moskal, P. D., & Dziuban, C. D. (2010). *A longitudinal look at success, withdrawal and student satisfaction in web courses.* Presented at The 3rd Annual Emerging Technologies for Online Learning Symposium. San Jose, CA. July 22, 2010.

Dziuban, C., Moskal, P. D., Hammang, J. (2010). *Evaluation in a digital environment.* Presented at The Leadership Summit 2010. University of Central Florida, Orlando FL. July 8, 2010.

Dziuban, C., Hartman, J., Moskal, P. (2010). *Blended learning: A study of student satisfaction predictors and ambivalence when the numbers are large*. Presented at Sloan-C Blended Learning Conference and Workshop. Oak Brook, IL. April 19, 2010.

Moskal, P., Dziuban, C. (2010). *Success, withdrawal and student satisfaction when the numbers are very large.* ELI Annual Meeting, Austin, TX: January 20, 2010.

Moskal, P., Dziuban, C., Brophy-Ellison, J. (2009). *Web 2.0 in online and blended courses: Boon or bust?* 15th Sloan Consortium, International Conference in Online Learning. Caribe Royale Hotel, Orlando, FL. October 30, 2009.

Moskal, P., Moskal, P.D., Ellis, T. (2009). *Student success, withdrawal rates, & perceptions of video streaming instruction in higher education*. 15th Sloan Consortium, International Conference in Online Learning. Caribe Royale Hotel. October 29, 2009.

Moskal, P. (2009). *Research Initiative for Teaching Effectiveness (RITE*). Empire State College University of New York, University of Central Florida, FL Monday, February 23, 2009.

Campbell, W.G., Laumakis, M.A., & Moskal, P.D. (2009). *Workshop 2A: Evaluation and assessment practices in technology-enhanced learning*. ELI Meeting, Participation and collaboration: Social learning for the 21st century. Caribe Royale Hotel and Conference Center, Orlando FL January 20-22, 2009.

Dziuban, C., Moskal, P., Brophy, J., Shea, P. & Lorenzo, G. (2008). *An underlying structure for student satisfaction with asynchronous learning networks*. The 14th Annual Sloan-C International Conference on Online Learning: The power of online learning: Improving learning in a networked world. Orlando, FL November 5-7.

Dziuban, C., Moskal, P., Upchurch, R., Watts, A., & Wang, M. (2008). *Using crossover data mining for assessing student achievement and demographics in blended learning.* The 14th Annual Sloan-C International Conference on Online Learning: The power of online learning: Improving learning in a networked world. Orlando, FL November 5-7.

Brophy-Ellison, J., Dziuban, C., & Moskal, P. (2008). *Unbundling convenience and flexibility in online learning*, EDUCAUSE 2008. West Building, Orange County Convention Center, October 28-31.

Dziuban, C & Moskal, P. (2008). *Keynote Speech: Technology-Enhanced Learning: Opportunities and Challenges.* Technology Boot Camp. Clarion University of Pennsylvania, Clarion, PA. August 18, 2008.

Dziuban, C & Moskal, P. (2008) *Ensuring the Accomplishments of Learning Objectives. Academic Impressions*. University of Central Florida, Orlando, FL. July 29- August 1, 2008.

Dziuban, C & Moskal, P. (2008) *Student Learning Styles and Motivation.* Academic Impressions. University of Central Florida, Orlando, FL. July 29- August 1, 2008.

Moskal, P. (2008). *Keynote Address: Technology-Enhanced Education: Opportunities and Challenges.* TLTC Summer Series: Assessment Day. Seton Hall University, South Orange, NJ. July 23, 2008.

Dziuban. C. & Moskal, P. (2008). *Assessing Student's Success. Student's Technology and Learning: Strategies for Success Conference.* EDUCAUSE. July 14-15, 2008.

Dziuban, C., & Moskal, P.(2008). *Dr. Fox Rocks: Student Perception of College Teaching.* Fourth Annual Business Intelligence Symposium. Walt Disney's Contemporary Resort. Orlando FL, April 11, 2008.

Joosten, T., & Moskal, P. (2008). *Practical Applications and Techniques for Evaluating Blended Learning.* Sloan-C Workshop on Blended Learning and Higher Education: Blending with Purpose. Chicago IL, April 7, 2008.

Dziuban, C., & Moskal, P. (2008). *Technology Enhanced Education Opportunities and Challenges.* The Faculty Center for Teaching and Learning, Westfield State College, Westfield, MA, March 27, 2008.

Dziuban, C., & Moskal, P. (2008). *Student Generations and Reactive Behavior Patterns in Digital Learning Environment.* An Academy at the Crossroads: Traditionally Trained Instructors vs. Net Generation Students, Faculty Conference Day. University of Central Florida, March 11, 2008.

Dziuban, C., & Moskal, P. (2008). *Building a Sustainable Assessment Culture.* Center for Outcomes Research and Evaluation of the School of Education. University of Southern California, February 29, 2008.

Cambridge, B., Dziuban, C., & Moskal, P. (2007). *Students Leading the Way.* William M. Plater Institute on the Future of Learning, Illinois University-Purdue University Indianapolis (IUPUI). Indianapolis, Indiana, Friday, September 21, 2007.

Brophy, J., Dziuban, C., Lumakis, M., Morgan, G., Moskal, P., & Otte, G. (2007). *Panel Discussion: Second Order Effects.* Sloan-C Workshop on Blended Learning and Higher Education. University of Central Florida. June 3-5, 2007.

Dziuban, C., & Moskal, P. (2007). *Hybrid/blended learning research findings-Advantages, pitfalls, & keys to success.* Creating the Hybrid Class, STARLINK (an agency of Texas association of community colleges), April 12, 2007.

Dziuban, C.D. & Moskal, P.D. (2006). *A Culture of Evidence for Distributed Learning.* Educause Annual Conference, Dallas, TX. October 11, 2006.

Moskal, P.D. & Spurlin, J. (2006) *Assessment Methodologies*, *Supporting Learning with Technology: Assessment's Role*, Fall Focus Session. Omni Interlocken Resort, Broomfield, Colorado. September 12, 2006.

Moskal, P.D. (2006). *UCF Student Success*, *Supporting Learning with Technology: Assessment's Role*, Fall Focus Session. Omni Interlocken Resort, Broomfield, Colorado. September 11-12, 2006.

Dziuban, C.D. & Moskal, P. D. (2006). *Blended Learning*, Association of Small Computer Users in Education 39th Annual Conference, Myrtle Beach, SC, June 11-15, 2006.

Dziuban, C.D. Moskal, P.D. (2006). *Blended Learning and the Millennial Generation, E-Learning the Millennial Generation: A Blended Approach*, Videoconference, University of Calgary, May 3, 2006.

Moskal, P.D., Dziuaban, C.D. (2006). *Today's Academy and Tomorrow's Learner: A Look at the Generations in Online Learning.* 17th International Conference on College Teaching and Learning. Jacksonville, Florida: April 13-14, 2006.

Dziuban, C.D. & Moskal, P.D. (2006). *Technology Enhanced Learning: Opportunities and Challenges for Higher Education*, The AFT-NEA Higher Education Summit: Sharing Our Successes, Challenges, and Strategies, Orlando, FL, March 2-5, 2006.

Moskal, P. (2006). *Assessing Distributed Learning: Opportunities and Challenges*. IHETS Virtual Brownbag Lunch Series. Indianapolis, IN: March 8, 2006.

Dziuban, C. & Moskal, P. (2005). *The effects of online research: Eight years of research*, an invited keynote presentation at the Conference on Instructional Technologies, State University of New York, Binghamton, NY, May 2005.

Dziuban, C. & Moskal, P. (2005). Session Facilitators, Sloan-C Workshop on Blended Learning and Higher Education, University of Illinois, Chicago, April 17-19, 2005.

Dziuban, C. & Moskal, P. (2005). *The Online Student.* Distributed Learning Seminar Series on Online Learning Assessment, UCF Partnership for the Advancement of Distributed Learning, Orlando, Florida, March, 2005.

Dziuban, C., Hartman, J., & Moskal, P. (2004). *Blended learning & the generations*, Sloan-C Online Seminar Series, December 2004.

Dziuban, C.D. & Moskal, P.D. (2004). *Reactive Behavior Patterns in Distributed Learning: Bridging Student Resources and Cognition.* An invited session at the Educause Conference, Denver, CO: October 21, 2004.

Dziuban, C.D. & Moskal, P.D. (2004). *Evaluating Online Learning.* An invited presentation for the University of Minnesota, May 22-23, 2004.

Dziuban, C.D. & Moskal, P.D. (2004). *Student Aspects on Blended Learning.* A paper presented at the Sloan-C Conference on Blended Learning, Chicago, IL: April 26-28, 2004.

Dziuban, C.D. & Moskal, P.D. (2004). *The Blended Environment.* An invited presentation at the Rochester Institute of Technology, March 30-31, 2004.

Dziuban, C.D., & Moskal, P.D. (2003). *The impact of online and mixed-mode courses on faculty, students, and universities,* an invited presentation for the University of Southern California Center for Scholarly Technology Speaker Series on Teaching, Learning & Technology, Los Angeles, CA: November 3, 2003.

Dziuban, C.D., & Moskal, P.D. (2003). *The impact of online and mixed-mode courses on faculty, students, and universities.* A paper presented at the Educause Conference, Anaheim, CA: November 5, 2003.

Dziuban, C.D., & Moskal, P.D. (2003). *Blended Environments: Blended Concepts.* A paper presented at the Sloan-C Summer Research Workshop, Wellsley, MA: September 17-19, 2003.

Dziuban, C.D. & Moskal, P.D. (2003) *A Distributed Learning Impact Evaluation: Online students, faculty, successes, and challenges at the University of Central Florida, an invited presentation for Indiana University Purdue University at Indianapolis' Edward C. Moore Symposium Conversations on the Thoughtful Use of Technology Series. April, 2003.*

Sorg, S., Truman, B., Dziuban, C. D.& Moskal, P.D.(2002). *Strategies for Improving the Faculty Experience in ALNs*. Presented at the Eighth Sloan-C International Conference on Asynchronous Learning Networks (ALN), Orlando, Florida November 8-10, 2002.

Dziuban, C., & Moskal, P. (2002). *Evaluating Online Teaching and Learning at Metropolitan Universities*. An invited presentation to Michigan State University faculty and administration as part of the College of Natural Sciences Research Colloquium series, February 13, 2002.

Dziuban, C., & Moskal, P. (2002). *Issues for Evaluating Online Teaching and Learning*. A paper presented at the 13th International Conference on College Teaching and Learning, Jacksonville, FL: April 9-13, 2002.

Dziuban, C. D., & Moskal, P.D. (2001). *Six years of research on distributed teaching and learning*. Keynote address at Assessing the Quality of Online Instruction, Monterey, CA, October 24-26.

Dziuban, C. D. & Moskal, P. D.(2001). *The Impact of a University Supported Online Course Initiative*. Presented at the 12th International Conference on College Teaching and Learning, Jacksonville, FL: April 17-21, 2001.

Lee, J., Dziuban, C, Moskal, P.D., & Kirkley, D. (2001). *The evolution from a single online course to a complete online degree.* Presented at the 12th International Conference on College Teaching and Learning, Jacksonville, FL: April 17-21, 2001.

Dziuban, C.D., & Moskal, P.D. (2001). *The payoff of faculty and learner support in web-based distance education programs: Four years of research.* Presented at the 12th international conference of the Society for Information Technology and Teacher Education. Orlando, FL: March 5-10.

Dziuban, C.D., & Moskal, P. D. (2001). *Five years of research on distributed teaching and learning*. An invited presentation to the faculty of the University of Minnesota, Sponsored by the University of Minnesota Digital Media Center, Minneapolis, MN: February 26-27, 2001.

Dziuban, C.D., Moskal, P. D. (2001). *The payoff for systematic evaluation of university-wide distributed learning*. Presented at the Educause National Learning Infrastructure Initiative. New Orleans, LA: January 19-22.

Dziuban, C.D. & Moskal, P. D. (2001). *The impact of distributed learning on a metropolitan university*. Invited address presented at Innovations in College Chemistry Teaching, Ventura, CA: January 6-11.

Moskal, P. D. & Dziuban, C. D. (2000). *What we know about research on distributed learning.* A paper presented at the 11th International Conference on College Teaching and Learning, Jacksonville, FL: April 12-15, 2000.

Dziuban, C., & Moskal, P. (2000). *Three Years of Research on Distributed Learning.* A paper presented at the 25th Conference for Industry and Education Collaboration. Orlando, FL. January 31-February 4, 2000.

Hartman, J. & Dziuban, C., Moskal, P. (1999). *Faculty satisfaction in ALNs: A Dependent or Independent Variable?* Presented at the Sloan Summer ALN Workshops: Learning Effectiveness and Faculty Satisfaction, Urbana, IL, August 16-18, 1999. 151-172.

Dziuban, C. & Moskal, P. (1999). *What do we know about distance education?* Keynote address presented at the 1999 Summer Conference of the Association of Small Computer Users in Education. Myrtle Beach, SC. June 13-17, 1999.

Richardson, K., O'Neal, J., Dziuban, C., Moskal, P., & Warren, B. (1999). *Assessing the Impact of Supplemental Instructional Tools on Large Class Performance.* A paper presented at the 10th International Conference on College Teaching and Learning, Jacksonville, FL: April 14-17, 1999.

Dziuban, C. & Moskal, P. (1999). *Faculty and Students Go On-Line.* A paper presented at the 10th International Conference on College Teaching and Learning, Jacksonville, FL: April 14-17, 1999.

Dziuban, C., & Moskal, P. (1999). *Teaching and Learning Online: Characteristics and Perceptions in the Electronic Classroom.* A paper presented at the Syllabus conference, Orlando, FL: March 17-19, 1999.

Dziuban, C., & Moskal, P. (1998). *New Methods for Assessing Distributed Learning Environments and Student Learning Outcomes.* A post-conference session presented at annual meeting of EDUCOM, Orlando, FL: October 14-17, 1998

Dziuban, C. & Moskal, P. (1998). *Characteristics, Perceptions, and Behavior Styles of Students in on-line classes at the University of Central Florida.* Presented as a keynote address at the annual Georgia State University System Faculty Development Institute, Athens, GA: July 13-15, 1998

Dziuban, C. & Moskal, P (1998). *What the Research Says.* A paper presented at the 4th annual American Association for Higher Education Teaching, Learning, & Technology Roundtable, Phoenix, AZ: July 11-14, 1998.

Dziuban, C. & Moskal, P. (1998) *Assessing asynchronous learning environments: An evaluation of UCF's on-line course initiative.* A paper presented at the International Conference on College Teaching and Learning, Jacksonville, FL, April 14-16, 1998.

Dziuban, C. & Moskal, P. (1998) *Assessing Asynchronous Learning Environments.* A paper presented at the biennial meeting of the EDUCOM National Learning Infrastructure Initiative, New Orleans, January 14-16, 1998.

Dziuban, J., Dziuban, C. & Moskal, P. (1997). *Strategies for working with various behavior types in the classroom.* A paper presented at the annual meeting of the Association for College Teaching and Learning, Ashland, KY, October, 1997.

Moskal, P.D., Dziuban, C. D., and West, G. B. (1997). *An examination of tobacco, drug, and alcohol users on college campuses.* Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, March, 1997.

Dziuban, C. D., Dziuban, J., Moskal, P., and Hynes, M. (1997). *Reactive Patterns in College Classrooms: Implications for Effective Teaching.* Paper presented at the annual meeting of the American Association of Colleges of Teacher Education, Phoenix, AZ, February 26-March 1, 1997.

Moskal, P. D. Dziuban, C. D., and West, G. B. (1996). *The use of tobacco, alcohol, cocaine, and marijuana on college campuses in Florida.* Paper presented at the annual Florida Educational Research Association, Gainesville, FL, November 6-8, 1996.

Moskal, P. D., and Wiens, G. A. (1996). *Taking the fear out of using SPSS for Windows in the classroom.* Paper presented at the annual the Florida Educational Research Association, Gainesville, FL, November 6-8, 1996.

Dziuban, C., Dziuban, J., Moskal, P., and Wiens, G. (1996). *Reactive patterns in college classrooms: Implications for effective teaching.* Paper presented at the Professional and Organizational Development Network in Higher Education, Snowbird, UT, October 17-20, 1996.

Moskal, P. D., Dziuban, C. D., & West, G. B. (1996). *Scaling health risk behaviors of college students.* Paper presented at the Annual Meeting of the American Educational Research Association, New York, April, 1996.

West, G. B., Rumbough, L. P., Dziuban, C. D., & Moskal, P. D. (1996). *A study of risk behavior in the post secondary population.* Paper presented at the Annual Meeting of the American Educational Research Association, New York, April, 1996.

Wiens, G. A., Moskal, P. D., & Dziuban, C. D. (1995). *Authentic assessment and reactive patterns of students*. Paper presented at the Annual Meeting of the AT&T Partners in Education School Improvement Conference, Orlando, FL.

Dziuban, C. D., Wiens, G. A. & Moskal, P. D. (1995). *Strategies used by adolescents.* Paper presented at the Annual Meeting of the Florida Council of Independent Schools, Orlando, FL.

Wiens, G. A., Moskal, P. D., & Kysilka, M. L. (1995). *Empowering the poor to make a difference in their education*. Paper presented at the Kappa Delta Pi Convocation, Birmingham, AL, November 3, 1995.

Moskal, P. D. & Dziuban, C. D. (1995). *High-risk behaviors of university students in Florida*. Paper presented at the Annual Meeting of the Florida Educational Research Association, St. Petersburg, FL.

Dziuban, C. D., Wiens, G. A., & Moskal, P. D. (1995). *Some variance components for Angoff scores*. Paper presented at the Annual Meeting of the Florida Educational Research Association, St. Petersburg, FL.

Dziuban, C. D., Moskal, P. D., & Rumbough, L. A. (1995). *Health-risk behavior survey -- Florida colleges.* HECAP Teacher Education Conference, January 11-13, 1995, Altamonte Springs, FL.

Moskal, P. D., Kass, S. J., Moskal, P. J. (1994). *Using Above Real Time Training to Improve Performance in Psychomotor Tasks.* Paper presented at the 1994 Southeastern Psychological Association Convention, New Orleans, Louisiana.

Moskal, P.D. & Cavanagh, T.B. (2013). Scaling blended learning evaluation beyond the university. In A. Picciano, C. Dziuban, & C. Graham (Eds.), *Research perspectives in blended learning*. New York: Routledge, 34-51.

Moskal, P., Moskal, P., Euzent, P., & Martin, T. (2013). Student performance and perceptions of business courses delievered using lecture capture. In E.G. Smyth & J.X. Volker (Eds.), *Enhancing instruction with visual media: Utilizing video and lecture capture*. Hershey, PA: IGI Global.

Moskal, P., Dziuban, C., & Hartman, J. (2013). Blended learning: A dangerous idea? *Internet and Higher Education, 18*, 15-23.

Dziuban, C., McMartin, F., Morgan, G., Morrill, J., Moskal, P., & Wolf, A. (2013). Examining student information seeking behaviors in higher education. *Journal of Information Fluency, 2*(1), 36-54.

Dziuban, C., Moskal, P., Kramer, L., & Thompson, J. (2013). Student satisfaction with online learning in the presence of ambivalence: Looking for the will-o'-the-wisp. *Internet and Higher Education, 17*, 1-9.

Dziuban, C., McMartin, F., Morgan, G., Morrill, J., Moskal, P., & Wolf, A. (2013). Examining student information seeking behaviors in higher education. *Journal of Information Fluency, 2*(1), 36-54.

Walker, J.D., Dziuban, C.D., & Moskal, P.D. (2012). Transforming education with research that makes a difference. D. Oblinger (Ed.), Handbook of mobile learning. Routledge Taylor and Francis Group. February, 2012.

Dziuban, C., Moskal, P., Cavanagh, T., & Watts, A. (2012). Analytics that inform the university: Using data you already have. *Journal of Asynchronous Learning Networks, 16*(3), 21-38.

Dziuban, C., Hartman, J., Cavanagh, T, & Moskal, P., (2011). Blended courses as drivers of institutional transformation. In A. Kitchenham (Ed.), *Blended learning across disciplines*: *Models for implementation,* 7-37. Hershey, PA: IGI Global.

Dziuban, C., Moskal, P. (2011). A course is a course is a course: Factor invariance in student evaluation of online, blended and face-to-face learning environments *The Internet and Higher Education, 14(4),* 236-241.

Euzent, P., Martin, T., Moskal, P. J., & Moskal, P.D . (2011) Assessing Student Performance and Perceptions in Lecture Capture vs. Face-to-Face Course Delivery, *Journal of Information Technology Education: Research, 10(1),* 295-307.

Norberg, A., Dziuban, C. Moskal, P. (2011). A time-based blended learning model. *On the Horizon, 19(3),* 207-216.

Dziuban, C.D., Moskal, P.D., Bradford, G.R., Brophy-Ellison, J., Groff, A.T. (2010). Constructs that impact the net generation's satisfaction with online learning. In Sharpe, R., Beetham, H. & De Freitas (eds). *Rethinking learning for a digital age: how learners are shaping their own experiences*. Routledge, New York.

Moskal, P.D., Dziuban, C., Hartman, J. (2010). Online Learning: A Transforming Environment for Adults in Higher Education. T. Kidd, Ed. Online Education and Adult Learning: New Frontiers for Teaching Practices, Hershey: PA: IGI Global.

Moskal, P. (2009). Dancing with a bear: One university's experience with evaluating blended learning. *Journal of Asynchronous Learning Networks*, *13* (1), 65-74.

Wang, M.C., Dziuban, C.D., Cook, I.J., Moskal, P.D. (2009). [Dr. Fox Rocks: Using Data-mining Techniques to Examine Student Ratings of Instruction]. In M. C. Shelley II, L. D. Yore, & B. Hand (Eds.), Quality research in literacy and science education: International perspectives and gold standards. Dordrecht, The Netherlands, Springer.

Hornick, S., Saunders, C., Li, Y., Moskal, P., & Dziuban, C. (2008). The impact of paradigm development and course level on performance in technology-mediated learning environments. *Informing Science: The International Journal of an Emerging Transdiscipline, 11*, 35-58.

Dziuban, C., Moskal, P., Brophy, J., & Shea, P. (2007). Student Satisfaction with Asynchronous Learning. *Journal of Asynchronous Learning Networks*. Needham, MA: Sloan-C.

Dziuban, C., Moskal, P., Brophy, J., & Shea, P., (2007). Technology-Enhanced Education and Millennial Students in Higher Education. *Metropolitan Universities,* Indianapolis: Indiana University-Purdue University Indianapolis (IUPUI).

Dziuban, C., Moskal, P., & Futch, L. (2007). Reactive Behavior, Ambivalence, and the Generations: Emerging Patterns in Student Evaluation of Blended Learning. In A. G. Picciano & C.D. Dziuban (Eds.), *Blended Learning: Research Perspectives* (pp. 179-202). Needham, MA: Sloan Center for Online Education.

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Reference

Dr. Charles D. Dziuban, Director
Research Initiative for Teaching Effectiveness
University of Central Florida
Orlando, Florida 32816-2810
(407) 823-5478