

Lisa A. Giacomo

Assistant Professor, Organizational Performance and Workplace Learning Department
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Education

Ph.D., Educational Technology

Arizona State University, 2012

Asynchronous Discussion Board Facilitation and Rubric Use in a Blended Learning Environment

Committee: Dr. Wilhelmina Savenye (Chair), Dr. Brian C. Nelson, Dr. Gary Bitter, Dr. Jane Legacy

M.S., Curriculum Development and Instructional Technology,

SUNY University at Albany, 2002

Concentration: Instructional Technology

B.A., French Studies,

SUNY University at Albany, 1999

Minors: Education and International Perspectives of Third World Countries

Professional Experience

Boise State University, Boise, ID, USA

Assistant Professor,

August 2015 – present

Conduct research in online learning environments, instructional design of multimedia, and instructional design for global delivery of training. Design and deliver online instruction for graduate level courses on the application of adult learning theory to instructional materials design, rapid e-learning design and development, mentoring in organizational performance improvement and workplace learning, internships, and independent study projects.

Oxfam GB, Oxford, England, United Kingdom

Contract Instructional Design & Training Consultant,

May 2014 – October 2015

Created headquarters organizational training strategy for logistics engineers and designed training materials with a focus on applied performance improvement for individual employees. Developed classroom training manuals and instructional materials for instructor led train-the-trainer and logistics partners training programs. Deliverables included distance education/training video events, standardized training documentation, digital text, graphics, and illustrations.

George Mason University, Fairfax, Virginia, USA

Adjunct Instructor,

June 2014 – August 2015

Designed and delivered online instruction for a three credit graduate level course on intelligent consumption of educational research; topics includes research design, methods, data collection, interpretation, and application to instructional design projects.

Excelsior College, Albany, NY, USA & Virtual, United Kingdom

Contract Instructional Design Consultant,

March 2014 – June 2015

Instructional Designer,

July 2013 – March 2014

Design accessible online and elearning instructional materials in collaboration with subject matter experts and academic department chairpersons. Manage development of courseware aligned with

institutional standards and Quality Matters benchmarks for student population comprised mainly of deployed military personnel and corporate partners located outside of the US.

Apollo Group, Tempe, AZ, USA

Instructional Designer,

November 2011- July 2013

Provided instructional design expertise and custom multimedia design for the development of instructional content, tools, training programs, and courses. Managed multiple, ongoing projects in a fast paced environment. Completed needs assessments, interface design, user experience testing, and learning program evaluation. Trained product development team including SMEs, graphic designers, multimedia developers, editors, to ensure compliance with standards, policies, and alignment to business objectives. Created work plans to ensure that goals were accomplished within prescribed timeframe and budget. Facilitated workshops on principles of adult learning and instructional design.

Arizona State University, Tempe, AZ

Teaching Assistant

August 2007 – December 2011

Designed and delivered blended instruction for three credit undergraduate level courses on computer literacy, educational technology integration in K12, and educational technology integration for early childhood – elementary education.

Pearson, Virtual, USA

Contract Instructional Designer,

May 2011 – April 2012

Developed instructional design and documentation for on-ground and online courses. Mentored course writers and oversee instructional integrity of courses. Planned systematic program evaluation and development of assessment instruments. Collaborated with SME, lead ID, editors, and project manager, in support of course development.

University of Memphis, Virtual, USA

Contract Site Researcher,

May 2011 – August 2011

Conduct classroom observations that focus on the teacher's use of STEM teaching strategies and NASA and technology resources as he/she implements a Global Climate Change classroom activity. This classroom activity is a direct result of a PBS TeacherLine course, STEM412: "Global Climate Change Education for Middle School."

Mesa Community College, Mesa, AZ, USA

Contract Instructional Designer,

August 2009 – May 2010

Center for Teaching and Learning Excellence

Collaborated with biotechnology faculty from Northern Arizona University and Maricopa Community Colleges to design and develop biotechnology laboratory curriculum for high school teachers and students to use, on an NSF funded grant project.

Unknot Consulting, Scottsdale, AZ, USA

Contract Online Learning Specialist,

April 2009 – August 2010

Consulted, trained business partners, managed instructional design process, to convert face-to-face instructor led training into hybrid and online training programs.

Maricopa Community College, Mesa, AZ, USA

Contract Instructional Developer,

June 2008 – December 2009

Maricopa Advanced Technology Education Center

Collaborated with electronics engineering technology faculty members, web developer, and graphic artists, to design and facilitate a nanotechnology outreach program for high school students.

Hudson Valley Community College, Troy, NY, USA*Adjunct Instructor,**January 2004 – May 2007*

Teacher Preparation and Individual Studies Departments

Designed and taught various courses for traditional, at-risk, non-traditional, college students attending in-person and online.

*Academic Advisor,**January 2005 – July 2007*

Continuing Education, Individual Studies, Business and Computer Information Systems Departments.

Advised over 1,000 students on program graduation requirements, financial aid, academic standing, academic skills, scheduling decisions, administered transfer credits, counseled students' continuing education and career development planning, and liaised with community services to support transfer, employment, and additional counseling, as needed.

*Off Campus Programs Coordinator and Academic Advisor,**January 2002 – January 2005*

Continuing Education and Workforce Development

Coordinated over 10 off campus sites and 50 faculty instructors to deliver over 60 courses at night and on weekends to over 2,000 students each year. Initiated and managed the campus-wide adjunct instructor communication services. Advised over 1,000 students on program entrance requirement and counseled students' continuing education and career development planning. Conducted grant program activities for non-traditional career path students, tracking, and reporting.

North Albany Elementary School, Albany, NY, USA*Classroom Teacher,**September 2002 – December 2002*

Albany YMCA after-school grant funded program for at-risk, urban youth

Prepared, managed, and taught remedial primary education for over 20 third grade students in an after school extended day program for socio-economically qualifying participants.

Albany YMCA, Albany, NY, USA*Aquatics Department Director,**January 2000 – July 2002*

Managed 40 department staff at any one time. Trained adolescent and adult aquatics department staff in lifeguard and swim instructor job requirements and teaching techniques. Designed and developed Albany branch programs. Trained and certified lifeguards, swim instructors, swim instructor-trainers, professional rescuer CPR, and first aid responders, according to the national American Red Cross and YMCA certification program standards. Recruited, interviewed, screened, hired, and evaluated department staff. Developed and managed annual income and expense budget of \$100,000. Conducted training for all branch in-service aquatic, health, and safety needs. Liaised with Capital District YMCA aquatics directors group to share field practice and branch developments.

Parson's Child and Family Center in Albany, NY, USA**Hillcrest Center in Lenox, MA, USA***Tutor, Coach, and Life Skills Trainer,**August 1999 – January 2000*

Provided social skills training, life skills development opportunities, and remediation for adolescents and children with severe learning, emotional, and psychological disabilities, in state-appointed residential psychiatric hospital treatment facilities.

Mad Science, Clifton Park, NY, USA*Instructor Chemistry and Physics,**October 1997 – August 1999*

Delivered instructional enrichment programs at various elementary schools throughout the New York State Capital District.

Grafton Lakes State Park, LeRoy Community Pool, Albany YMCA, Albany City Pools, and Albany Starfish, Camp Welmet, Various Locations, NY USA

Trainer Health, Safety, and Aquatics,

June 1994 – August 2000

Aquatics Program Director (Camp Welmet),

June 2000 – August 2000

Assistant Aquatics Program Director (LeRoy Community Pool),

June 1998 – August 1998

Trained children, adolescents, and adults in health, safety, and aquatics.

Research interests

My research interests are at the intersection of educational technology and performance improvement. Specifically, they are focused on the following topics:

- Global training design and performance support systems
- Big data and learning analytics
- Competency development in instructional designers
- Social and digital media in training and performance support systems
- Instructional design for training and performance support systems
- Mentoring and coaching for workplace performance improvement
- Blended, online, and e-learning in workplace learning
- Micro credentialing and badges

Peer-reviewed journal articles

Giacumo, L., & Breman, J. (2016). Emerging evidence of the use of big data and learning analytics in workplace learning: A Systematic literature review. *Quarterly Review of Distance Learning*, 17(4), 21-28.

Giacumo, L. A., Savenye, W., & Smith, N. (2013). Facilitation prompts and rubrics on higher-order thinking skill performance found in undergraduate asynchronous discussion boards. *British Journal of Educational Technology*, 44(5), 774-794.

Editor-reviewed journal articles

The Faculty and Staff Members of the Department of Organizational Performance and Workplace Learning. (2016). Academic program profile: Boise State University's Department of Organizational Performance and Workplace Learning. *Performance Improvement*, 55(4), 1-13.

Peer-reviewed conference proceedings

Miller, S., Catlin, L., Giacumo, L. (2016). Successes from a multi-disciplinary capstone project. ASEE PNW Section Conference Proceedings.

Giacumo, L. & Conley, Q. (2015). *E-Learning authoring tools: How do e-learning developers gain competency using and selecting appropriate multimedia development tools*. 38th Annual Proceedings of the American Educational Research Association Meeting and Exhibition.

Giacumo, L., & Savenye, W. (2013). The Effects of explicit guidance in an undergraduate asynchronous discussion. *Annual Proceedings of the American Educational Research Association Meeting and Exhibition*.

Giacumo, L., Kisicki, T., & Bostick, B. (2011). A Student engagement case study. In M. Simonson (Ed.), *34th Annual Proceedings of the Association for Educational Communications and Technology*, Vol. 1. (pp. 78-85).

- Kisicki, T., Bostick, B., & Giacomo, L. (2011). Engaging students 140 characters at a time. In *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2011* (pp. 1367-1371). Chesapeake, VA: AACE.
- Williams, M.K., Wetzel, K., Foulger, T., Kisicki, T. & Giacomo, L. (2011). Explicitly addressing tpack in preservice teacher curriculum. In M. Koehler & P. Mishra (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2011*. (pp. 4429-4434). Chesapeake, VA: AACE.
- Giacomo, L., Steeby, A., & Savvides, P. (2010). Making instructional design accessible in recessionary times: Lessons learned from partnership-based design and development. In M. Simonson (Ed.), *33rd Annual Proceedings of the Association for Educational Communications and Technology, Vol. 2*. (pp. 108-113).
- Giacomo, L., Savenye, W., & Sausville, G. (2010). 21st Century community college teaching strategies and medieval history: A Design and development project. In M. Simonson (Ed.), *33rd Annual Proceedings of the Association for Educational Communications and Technology, Vol. 2*. (pp. 104-107).
- Smith, N., Savenye, W., & Giacomo, L. (2010). Effectiveness of mediated communication formats for learning and student interaction in a distance learning course. In M. Simonson (Ed.), *33rd Annual Proceedings of the Association for Educational Communications and Technology, Vol. 1*. (pp. 217-229).

Manuscripts in progress

- Asino, T. & Giacomo, L. (In press, *The Design Journal*). Culture as a design for “next” generation learning environments. Theoretical frameworks, which have evolved to guide new design, development, and research.
- Asino, T. & Giacomo, L. (Under review, *Wiley Handbook of Global Workplace Learning*). Culture and global workplace learning.
- Giacomo, L., & Savenye, W. (Under review, *Educational Technology Research & Development*). The Effects of asynchronous discussion board facilitation and rubric use in a blended learning environment.
- Giacomo, L., Chen, J., & Seguinot Cruz, A. (In preparation for submission to *Performance Improvement Quarterly*). Evidence on the Use of Mentor Programs and Practices to Support Workplace Learning: A Systematic Multiple Studies Review.
- Giacomo, L., Villachica, S., & Breman, J. (In preparation for submission to *Digital Workplace Learning* book chapter). Workplace Learning, Big Data, and Organizational Readiness: Where to start?
- Breman, J. & Giacomo, L. (In preparation for submission to *Handbook of Research in Educational Communications and Technology*). Instructional design case: Cross cultural instructional design project for a global workplace learning and training context.
- Giacomo, L. & Breman, J. (In preparation for submission to *Performance Improvement Journal*). Consortium synergy wins: How to extend the reach of capacity building projects for sector wide performance improvement.
- Giacomo, L., Griffith-Boyes, R., & Breman, J. (In preparation for submission to *Performance Improvement Quarterly*). Humanitarian supply and logistics partner capacity building training modality preferences: A Multi-national needs analysis in the global south.

Giacumo, L & Savenye, W. (In preparation for submission to Journal of Applied Instructional Design).
How can we get the most out of asynchronous discussions: Design strategies for discussion board prompts and facilitation.

Giacumo, L. & Breman, J. (In preparation for submission to Performance Improvement Journal).
Introduction to supply and logistics in a jiffy: A Rapid prototype approach to e-learning.

Research in progress

Giacumo, L. & Asino, T. (In progress, targeting Educational Technology Research & Development).
Cross-cultural expertise development in instructional designers.

Chyung, Y., Giacumo, L., Chesmore, A., & Campbell, I. (In progress, targeting e-Learning Guild online magazine). How do novice instructional designers make rapid e-learning tools decisions?

Giacumo, L., Villachica, S., & Bailey, E., (In progress, targeting Performance Improvement Quarterly).
Employer expectations of instructional designers who support workplace learning.

Stefaniak, J., Villachica, S. Giacumo, L. & Rabel, K. (In progress, targeting Performance Improvement Quarterly). Managing instructional design client expectations.

Giacumo, L., Conley, Q., & Savenye, W. (In progress, targeting Performance Improvement Quarterly).
Breaking into instructional design and digital media development: Selecting tools for the task.

Giacumo, L. (In progress, targeting Advances in Developing Human Resources). Social media and mentoring: A Match made in digital space.

Giacumo, L. & Breman, J. (In progress, targeting Human Resource Development International). Building capacity one phone call at a time: Tele-coaching as a human resource development strategy.

Giacumo, L. (In progress, targeting Performance Improvement Journal). The performance improvement analyst: A Practitioner's guide to model selection and hybridization.

Invited presentations

Giacumo, L. (2017, May). Big data and the future for performance improvement. Panel discussant for the International Society of Performance Improvement, Montreal, Canada.

Giacumo, L. & Villachica, S. (2017, February). What does Big Data have to do with human performance improvement? Presentation for Bay Area / BSU Chapter of ISPI webinar, USA.

Giacumo, L. (2016, September). Big data, analytics, and strategy to promote learning in NGOs. Presentation for LINGOS Global Learning Forum, Seattle, WA, USA.

Giacumo, L. & Peavy, R. (2016, March). Instructional design work in iNGOs. Presentation for Bay Area / BSU Chapter of ISPI webinar, USA.

Peer-reviewed conference presentations

Giacumo, L. & Villachica, S. (2017, May). Big data: Hype, Promise, and PI Applications. Presentation for the International Society for Performance Improvement, Montreal, Canada.

- Wareham, J. & Giacomo, L. (2017, May). Death by PowerPoint: Reversing the curse. Presentation for the International Society for Performance Improvement annual conference, Montreal, Canada.
- Asino, T., Giacomo, L., & Chen, V. (2016, April). Culture as Design for “next.” Presentation for the European Academy of Design, Design for Next annual conference, Rome, Italy.
- Giacomo, L., & Asino, T. (2016, November). Instructional designers, culture, and ID practices in international non-governmental organizations. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA.
- Giacomo, L. & Breman, J. (2016, November). Big data, learning analytics, and performance improvement: Emerging evidence. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA.
- Harris, C., Bechtold, S., Giacomo, L. Schneider, E. (2016, November). Shaping your career in instructional science. Panel at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA.
- Giacomo, L., Breman, J., & Villachica, S. (2016, November). Big Data and analytics for big wins: Environmental cues, readiness indicators, and select analytics applications for improving workplace performance. Poster at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA.
- Villachica, S., Conley, Q., Giacomo, L., Persichitte, K. & Sabo, K. (2016, November). A Panel Discussion of Instructional Design for Education and the Workplace: Cousins, But Not Twins. Panel at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA.
- Giacomo, L. & Villachica, S. (2016, September). Big data meets performance improvement: Separating promise from hype. Presentation for Europe, Middle East, and Africa International Society for Performance Improvement, Bonn, Germany.
- Catlin, L., Giacomo, L., & Miller, S. (2016, April). Successes and Lessons from a Multi-disciplinary Capstone Project. Presentation for the Pacific Northwest Division of the American Association of Engineering Education, Boise, ID, USA.
- Villachica, S., Landrum, R., & Giacomo, L. (2016, April). The Skills Summit: Creating a (Semi-) Permanent Venue to Decrease Graduates’ Time to Competence in the Workplace. Presentation for the Pacific Northwest Division of the American Association of Engineering Education, Boise, ID, USA.
- Giacomo, L. (2015, November). *Blogs in blackboard: One instructional design strategy to support iterative learning in an online or blended learning course.* Presentation at the Annual Digital Ecosystems Conference, Boise, ID, USA.
- Giacomo, L. & Breman, J. (2015, November). *Cross-cultural, global training programs: Tips and techniques to produce standardized training materials that work in a variety of cultural contexts.* Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Indianapolis, IN, USA.
- Giacomo, L. & Conley, Q. (2015, November). *E-Learning authoring tools: How do e-learning developers gain competency using and selecting appropriate multimedia development tools.* Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Indianapolis, IN, USA.

- Giacumo, L. & Breman, J. (2015, October). *The Gift that keeps giving: Eleven ways to extend the reach of capacity building projects for sector wide performance improvement*. Presentation at the annual LINGOs Global Learning Forum, Little Rock, AK, USA.
- Giacumo, L. (2015, October). Blogs in Blackboard: One instructional design strategy to support iterative, project based learning in an online or blended learning course. Presentation at the Putting the Tech in Teach, 2nd annual Digital Ecosystem Conference, Boise State University, Boise, ID, USA.
- Conley, Q., Giacumo, L., & Sabo, K. (2014, November). *Authoring tool shootout: The Big bands and best practices for choosing the right e-learning development tools*. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA.
- Breman, J. & Giacumo, L. (2014, November). *Badges in workforce education: The case of certification of humanitarian logistics in Oxfam*. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA.
- Wright, K., Giacumo, L., & Savenye, W. (2013, October). *The Use of a holistic or analytic rubric in a self and peer evaluations*. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Anaheim, CA, USA.
- Giacumo, L., & Savenye, W. (2013, April). The Effects of explicit guidance in an undergraduate asynchronous discussion. Paper accepted for presentation at the annual meeting of the American Educational Research Association, San Francisco, CA, USA.
- Giacumo, L., Savenye, W., Smith, N., & Su, Y. (2011, April). The Effects of facilitation and rubrics on critical thinking performance in asynchronous discussions. Paper session presented at the annual meeting of SLOAN-C Blended Learning Conference, Oak Brook, IL, USA.
- Giacumo, L., Kisicki, T., & Bostick, B. (2011, October). Student engagement: 140 Characters at a time. Paper session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA.
- Kisicki, T., Bostick, B., & Giacumo, L. (2011, October). Engaging students 140 characters at a time. Paper session presented at the annual meeting of E-Learn, the World Conference on E-Learning in Corporate, Healthcare, and Higher Education, Manoa, HI, USA.
- Foulger, T., Giacumo, L., Legacy, J. & Williams, M. K. (2011, March). Experience TPACK through the eyes of a preservice teacher: Learn how to teach the mini-teach project. Workshop session presentation at the annual meeting of the Society for the Integration of Technology in Education National Convention, Nashville, TN, USA.
- Williams, M. K., Wetzal, K., Foulger, T., Kisicki, T., & Giacumo, L. (2011, March). Explicitly addressing tpack in preservice teacher curriculum. Paper session presented at the annual meeting of the Society for the Integration of Technology in Education National Convention, Nashville, TN, USA.
- Giacumo, L., Steeby, A., & Savvides, P. (2010, October). Making instructional design accessible in recessionary times: Lessons learned developing high-quality, instructional design on a shoestring budget. Paper session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Anaheim, CA, USA.

Giacumo, L., Savenye, W., & Sausville, G. (2010, October). 21st century community college teaching strategies and medieval history. Paper session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Anaheim, CA, USA.

Kisicki, T., Giacumo, L., & Pilbeam, R. (2009, October). Do teachers enrolled in an online science course learn more when participating in discussion boards? Poster session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Louisville, KY, USA.

Giacumo, L. & Koshy, B. (2008, January). Educational technology certificate programs @ ASU. Exhibition session conducted at the annual meeting of the Microcomputers in Education Conference, Tempe, AZ, USA.

McCarthy, C., & Giacumo, L. (2006, April). Creating a faculty development strategic plan (revised). Paper session presented at the annual meeting of the League of Innovations National Conference, Atlanta, GA, USA.

McCarthy, C., Vannier, V., & Giacumo, L. (2005, June). Creating a faculty development strategic plan. Paper session presented at the annual meeting of the SUNY State-wide Conference for Instructional Technology, Binghamton, NY, USA.

Other Presentations

Giacumo, L., Carter, T., Alexander, S., & Allen, D. (2016, April). Professional Pathways: Fresh Out and Flying High. Webinar presentation hosted by the Organizational Performance and Workplace Learning Department, College of Engineering, Boise State University, Boise, ID, USA.

Grants Awarded

Arizona State University, Division of Educational Leadership and Innovation – Travel Grant (2012, October). \$500.00 for travel expenses to Louisville, KY for AECT, including multiple presentations of current research.

Arizona State University, Division of Educational Leadership and Innovation – Travel Grant (2011, October). \$500.00 for travel expenses to Jacksonville, FL for AECT, including multiple presentations of current research.

Arizona State University, Graduate College – Travel Grant (2010, October). \$500.00 for travel expenses to Anaheim, CA for AECT, including multiple presentations of current research.

Arizona State University, Graduate Student Organization – Jump Start Grant (2010, May). \$500.00 for technology expenses to support an independent research project leading to dissertation work.

Arizona State University, Division of Psychology in Education – Travel Grant (2007, October). \$500.00 for travel expenses to Anaheim, CA for AECT.

Hudson Valley Community College, Academic Affairs - New Course Development Grant (2004, May). \$500.00 for a pre-service teacher educational technology course design and development.

Other Grant Applications

Giacumo, L. A., Ashworth, L. (2017, February) Needs assessment proposal – National Japanese respiratory care hospital staff: Training transfer and readiness study. Submitted to Director of Grants, College of Health Sciences, Boise State University. \$85,000 requested.

Giacumo, L. A. (2017, November). Faculty International Development Award. Grant submitted to Boise State University, Global Learning Opportunities. \$1500.00 requested.

Giacumo, L. A., (2016, October). Portfolio Grant. Grant submitted to Boise State University, Center for Teaching and Learning. \$500.00 requested.

Other Grant Activities

National Science Foundation grant to support innovative 2 + 2 + 2 true educational pathways to genomics, (2009-2010), \$14,000. Instructional Designer. Responsibilities included designing and developing instruction for genomics curriculum to for use at the high school, community college, and 4 year college degree programs.

National Science Foundation grant to support electronics technology curriculum development, (2008-2009), \$10,000. Instructional Technologist. Responsibilities included designing and developing instruction for community college level electronics technology degree programs.

Carl D. Perkins Vocational and Applied Technology Education Act (VTEA III) grant to support nontraditional career path students (2003-2005), \$30,600. Academic Counselor. Responsibilities included tracking and advising students in nontraditional career paths, creating and maintaining a student activities club for nontraditional career path students, reporting progress, and developing a network of other campus resources for this population.

Award and Honors

Association for Educational Communications and Technology (AECT) Design and Development Board Associate Fellow, 2013-2014.

Carnegie Mellon University and Pittsburgh Learn Lab Intensive Training, Invited participant, 2009.

Preparing Future Faculty (PFF) Fellow, 2008-2009.

Certificate of Completion for Teaching and Learning Workshop, Hudson Valley Community College, 2006.

Courses Developed

Technology in the Classroom, Adjunct Instructor, Hudson Valley Community College, Fall 2005.

Course Development in Progress

Mentoring for organizational improvement and workplace learning, Assistant Professor, Boise State University, Spring 2017.

Courses Taught

Boise State University						
Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2017, Spring	Internship	Online	Graduate	1.0	1	1.00
	Rapid E-Learning Development	Online	Graduate	3.0	14	42.00
	Principles of Adult	Online	Graduate	4.0	19	76.00

	Learning					
2016, Fall	Reading and Conference	Online	Graduate	1.0 – 2.0	2	3.00
	Foundations of Organizational Performance and Workplace Learning	Online	Graduate	4.0	16	64.00
	Principles of Adult Learning	Online	Graduate	4.0	15	60.00
2016, Summer	Reading and Conference	Online	Graduate	1.0	2	2.00
	Rapid E-Learning Development	Online	Graduate	3.0	14	42.00
2016, Spring	Reading and Conference	Online	Graduate	1.0	1	1.00
	Principles of Adult Learning	Online	Graduate	4.0	15	60.00
2015, Fall	Principles of Adult Learning	Online	Graduate	4.0	15	60.00

George Mason University

Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2015, Summer	Educational Research in Technology	Online	Graduate	3.0	19	57.00
2015, Spring	Educational Research in Technology	Online	Graduate	3.0	18	54.00
2014, Fall	Educational Research in Technology	Online	Graduate	3.0	16	48.00
2014, Summer	Educational Research in Technology	Online	Graduate	3.0	24	72.00

Arizona State University

Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2011, Fall	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	22	66.00
	Computer Literacy	On-campus	Undergraduate	3.0	30	90.00
2011, Spring	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	23	69.00
	Educational Technology Integration in Early Childhood Programs	On-campus	Undergraduate	3.0	16	48.00
2010, Fall	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	31	91.00
	Educational Technology Integration in Early	On-campus	Undergraduate	3.0	27	81.00

	Childhood Programs					
2010, Spring	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	37	111.00
2009, Fall	The ASU Experience	On-campus	Undergraduate	1.0	18	18.00
	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	34	102.00
	Computers in Education	On-campus	Undergraduate	1.0	64	64.00
2009, Summer	Computers in Education	On-campus	Undergraduate	1.0	67	67.00
2009, Spring	Computers in Education	On-campus	Undergraduate	1.0	67	67.00
2008, Fall	Computers in Education	On-campus	Undergraduate	1.0	70	70.00
2008, Spring	Computer Literacy	On-campus	Undergraduate	3.0	21	63.00
	Computers in Education	On-campus	Undergraduate	1.0	24	24.00
2007, Fall	Computers in Education	On-campus	Undergraduate	1.0	79	79.00
Hudson Valley Community College						
Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2007, Spring	Foundations of Education	On-campus	Undergraduate	3.0	18	54.00
	Technology in the Classroom	Online	Undergraduate	3.0	10	30.00
2006, Spring	Technology in the Classroom	Online	Undergraduate	3.0	10	30.00
2005, Fall	College Forum	On-campus	Undergraduate	1.0	19	19.00
	Foundations of Education	On-campus	Undergraduate	3.0	13	39.00
	Technology in the Classroom	Online	Undergraduate	3.0	15	45.00
2005, Spring	Foundations of Education	On-campus	Undergraduate	3.0	33	99.00
	Individuals with Exceptionalities in the School and Community	On-campus	Undergraduate	3.0	10	30.00
2004, Fall	Individuals with Exceptionalities in the School and Community	On-campus	Undergraduate	3.0	13	39.00
	College Forum	On-campus	Undergraduate	1.0	31	31.00

Service

International

- Reviewer, Journal of Global Education and Research, 2017 – present.
- Reviewer, British Journal of Educational Technology, 2013 – present.
- ISPI, Speed Mentor, (2017, April), for the International Society of Performance Improvement.
- ISPI EMEA, Never Again Rwanda, Simulation Team Leader, (2016, September), for the International Society of Performance Improvement Europe, Middle East, and Africa.

National

- AECT Organizational Training and Performance Division, Board secretary (2016 – 2017), for the Association of Educational Communications and Technology.
- AECT Design and Development Division Competition, Committee member (2016 – 2017), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Organizational Training and Performance Division, (2016, March), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Design and Development Division (2016, March), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Culture, Learning, and Technology Division, (2016, March), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Organizational Training and Performance Division, (2015, March), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, International Division, (2015, March), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Design and Development Division (2015, March), for the Association of Educational Communications and Technology.
- Wiley Handbook of Learning Technology Chapter 3.7 Learning Technology in Developing Nations Review (2014).
- AECT International Convention Proposal Reviewer, Design and Development Division (2014, March), for the Association of Educational Communications and Technology.
- AECT Design and Development Board Associate, (2013 - 2014), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Research and Theory Division (2012, March), for the Association of Educational Communications and Technology.
- AECT International Convention Burmeister Award Judge, Design and Development Division (2012, November), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Research and Theory Division (2011, March), for the Association of Educational Communications and Technology.
- ISTE Conference Proposal Reviewer, Research SIG, (2010, November) for the International Association of Technology in Education.
- AECT International Convention Proposal Reviewer, Research and Theory Division (2010, May), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Design and Development Division (2010, May), for The Association of Educational Communications and Technology.

University/college

- OPWL Research Lab, Boise State University, College of Engineering. (2016-2017).
- Graduate Committee Member, Boise State University, College of Engineering. (2015-2016, 2016-2017).
- Shelter Lab, Faculty advisor, Boise State University, College of Engineering. (2015 – 2016).
- Jump Start Grant Proposal Reviewer, Graduate and Professional Student Association (2010, 2011, 2012), at Arizona State University.

- College of Education, Division of Psychology in Education, Hooding Committee (2007, 2008, 2009), at Arizona State University.
- Graduate Student Assembly Senator, Graduate and Professional Student Association (2007-2008), at Arizona State University.
- Secretary, EduGATE, graduate student club for Educational Technology (2007-2008), at Arizona State University.
- Organized Student Research Symposium series for EduGATE, (2008), at Arizona State University.
- Student recruitment for Educational Technology Department, @ Microcomputers in Education (MEC, 2008), at Arizona State University.
- Co-authored Employee Strategic Development Plan, committee member (2007), at Hudson Valley Community College.
- Educational Policy and Standards Committee, adjunct representative elected by peers (2006-2007), at Hudson Valley Community College.
- Faculty Workshop Day Committee, program subcommittee co-chair (2006, 2007), at Hudson Valley Community College.
- New Faculty Orientation Committee, website subcommittee chair and program subcommittee member (2006, 2007), Hudson Valley Community College.
- WE@HVCC (Women's Enterprise), spring luncheon donations chair (2006, 2007), at Hudson Valley Community College.
- Co-authored Faculty Strategic Development Plan, committee member (2006), Hudson Valley Community College.
- Instructional Resource Committee, member (2006), Hudson Valley Community College.
- Introduced "The Adjunct Connection;" a campus-wide web based resource for all adjunct faculty (2006), at Hudson Valley Community College.
- Revised the Office of Continuing Education and Summer Session web page (2006), at Hudson Valley Community College.
- Revised the Workforce Development Institute web page (2006), at Hudson Valley Community College.

Regional

- Developed and implemented a community outreach instructional technology survey to determine the need to develop a new credit-bearing course for the Teacher Preparation Department (2005) distributed throughout the Capital District and Albany, NY.
- Provided YMCA Swim Instructor Training, Swim Instruction, Instructor Candidate Training, Lifeguard Training, and First Aid training at local YMCA (2003-2007), in Albany, NY.
- Provided American Red Cross CPR, First Aid, and Lifeguard training at local YMCA (2002-2007), in Albany, NY.

Professional Affiliations

- 2016 – present, member of the Treasure Valley Association for Talent Development (TVATD)
- 2015 – present, member of the International Society for Performance Improvement (ISPI)
- 2015 – present, member of the Association for Talent Development (ATD)
- 2015 – present, member of the eLearning Guild
- 2007 – present, member of the Association for Educational Communications and Technology (AECT)
- 2007 – present, member of the American Educational Research Association (AERA)
- 2013 – 2014, certified reviewer for Quality Matters (QM)
- 2011 – 2012, member of Online Learning Consortium (formerly known as SLOAN-C)
- 2010 – 2011, member of International Society for Technology in Education (ISTE)
- 2010 – 2011, member of the Society for Information Technology and Teacher Education (SITE)

Technology Skills (selected)

Adobe Acrobat

iMovie

MS Office

Adobe Connect
Articulate
Audacity
Banner
Basecamp
Blackboard
Captive
Dreamweaver
Flash
GarageBand
Google Docs

HTML
InVivo
Jing
Java Script
Lectora
LearnDash
LiveMeeting
MAC OS
Moodle
MovieMaker

OpenOffice
Photoshop
Presenter
SPSS
Storyline
Task Stream
Twitter
Unity
Unix
Windows OS
WordPress