Dr. Laura McNeill

jlmcneill@ua.edu

EDUCATION

Ph.D., Instructional Leadership, Instructional Technology Concentration, University of Alabama
　　　Dissertation: *Teaching presence and engagement behaviors in an online computer
　　　applications course: A theoretical framework and empirical analysis*
M.S., Interactive Technology, University of Alabama, Tuscaloosa, AL
M.A., Journalism and Public Relations, The Ohio State University, Columbus, OH
B.A., English, Clarion University of Pennsylvania, Clarion, PA

APPOINTMENTS

Assistant Professor of Instructional Technology　　　　　　　　August 2021 - present
Program Coordinator, MA Program in Instructional Technology
UA Graduate School Faculty, Associate Member
Department of Educational Leadership, Policy, and Technology Studies (ELPTS)
The University of Alabama, Tuscaloosa, AL

- Teach 6 courses for the Instructional Technology Ph.D. and M.A. curriculum
- Teach 3 courses for the CAT curriculum
- Advise 80 Instructional Technology M.A. students
- Oversee the Instructional Technology internship program for M.A. students, including coordination with external Fortune 500 companies
- Develop a strategic direction for the Instructional Technology M.A. Program
- Collaborate with the Instructional Technology faculty to evaluate curriculum needs and track student outcomes
- Lead all administrative and logistical decisions related to the Instructional Technology M.A. program, including recruitment, admissions, and enrollment
- Use social media, email, alumni referrals, testimonials, newsletters, and websites to build the Instructional Technology M.A. Program and UA brand
- Engage numerous marketing channels to communicate with and recruit 40+ prospective students annually, focusing on strong and diverse applicants
- Advise students during employment searches, including resume review, portfolio review, and writing recommendation letters
- Liaise with the Graduate School, College of Continuing Studies, and the UA Career Center for program support
- Coordination of technology tool workshops for graduate students, including Adobe Creative Cloud products and Articulate 360
- Serve on 7 Ph.D. Instructional Technology dissertation committees annually

PROFESSIONAL EXPERIENCE

Senior Instructional Designer, Team Lead, & Assistant Vice President
Regions Bank, Birmingham, AL   2018 – 2021

Adjunct Faculty, Instructional Design & Technology Program
Samford University, Birmingham, AL   2017 - 2019

Adjunct Faculty, College of Education
University of Alabama, Tuscaloosa, AL   2017 - 2020

Leadership Trainer
Ascension Health Care, Birmingham, AL   2017 - 2018

Instructional Designer (Remote, Freelance)
iLaw, Tuscaloosa, AL   2017 - 2018

Instructional Design Manager
University of Alabama at Birmingham, Birmingham, AL   2016 - 2017

Instructional Designer
University of Alabama   2015 - 2016

TEACHING EXPERIENCE

Graduate, University of Alabama
CAT 531   Computer-Based Instructional Technologies
INTE 532   Instructional Technology Design
INTE 533   Online Teaching & Learning
INTE 539   Instructional Technology Internship
INTE 540   Planning & Managing Technology Projects
AIL 604   Distance Technologies
AHE 688   Mentored Teaching

Graduate, Samford University
IDTE 551   Instructional Design I
IDTE 570   e-Learning
IDTE 575   Issues and Trends in Instructional Design and Technology
IDTE 599   Advanced Practices in Instructional Design and Technology

Undergraduate, University of Alabama
CAT 200   Computer Education Applications
CAT 100   Computer Concepts and Applications

Dissertation Committee Membership

2022
Beavers, B. (Completed)

2023
Fike, J. (In progress)
Ramaiah, S. (In progress)
Jess, S. (In progress)
Mackey, V. (In progress)
Westerlund, J. (In progress)
LaRue, A. (in progress)
Searight, E. (in progress)

Mentored Teaching
Summer 2022
      Jill Westerlund (Ph.D. program)
Spring 2023
      Tucker Johnson (MA program)
      Dana Hooper (MA program)
      Mary Lou Jones (MA program)
      Amy Bethke (MA program)
Summer 2023
      Chris Jenks (Ph.D. program)
      Sierra Wyatt (MA program)
      Jennifer Ropa (MA program)
      Emily Covington (MA program)

Instructional Technology Interns
Fall 2022 – 6 Interns (1 Ph.D. student, 5 M.A. students)
Spring 2023 – 12 Interns (2 Ph.D. students, 10 M.A. students)
Summer 2023 – 3 Interns (3 MA students)

UNIVERSITY & DEPARTMENT SERVICE

2023	Invited Speaker, Clinical Faculty Connections
	University of Alabama
2023	Mentor, CV Feedback Session
	2023 Southeastern Universities Graduate Research Symposium (SUGRS)
2023	Invited Speaker, Social Media Strategies for Higher Education
	Higher Education program, ELPTS, University of Alabama
2023	DEI Member, ELPTS Faculty Search Committee
	Assistant Professor of Elementary Social Studies (Tenure Track)
2023	Supplemental Faculty Travel Awards Committee
	College of Education, University of Alabama
2023	GRA Community Development Committee

College of Education, University of Alabama
2023   Member, Academic Advising Association
University of Alabama
2022   Special Education and Multiple Abilities Research Faculty Search Committee
Office of Juvenile Justice Delinquency Prevention Grant, Project PROTECT
2022-23   Instructional Technology Faculty Search Committee (Associate/Full Professor)
2022   Faculty Representative and Student Recruiter
Executive Ed.D. Program Promotional Video
2021-23   Undergraduate Scholarship Awards Committee Member
2021-23   College of Education DEI Committee Member
2021-23   College of Education Technology Advisory Committee (TAC) Member
2021-22   Instructional Technology Faculty Search Committee (Assistant Professor)
2018   Technology Educational Research Conference, Design Chair

INTERNATIONAL SERVICE

2023   AECT Conference Reviewer
2022   IAFOR International Conference Senior Reviewer

NATIONAL SERVICE

2022   AECT Conference Volunteer

PROFESSIONAL SERVICE

2023   Invited Speaker, ChatGPT: Opportunity or Controversy
Florida Instructional Designer Network - Professional Development Series
2023   Invited Speaker and Coach, *Marketing 405, Nonprofit Strategies and Entrepreneurship* (Four pitch & critique meetings)
The University of Alabama at Birmingham
2022   Invited Speaker/Presenter, *All About Rubrics*
Topkit.org (Teaching Online Preparation Toolkit)
2020   Invited Speaker, *Hogwarts School of Leadership.* The University of Alabama at Birmingham, *Developing a Leadership Program for Gringotts Bank*
2917   Participant, Faculty Rubric Committee, University of Alabama at Birmingham
2015   Project Reviewer, C2L (Connect to Learn) Conference
2015   Breakout Leader, Women in Leadership Conference, Florida State University

RESEARCH

Book Chapter

McNeill, L. (December 2023). Micro Investment, Big Reward: Leveraging Microlearning for Engagement and Student Success. *Handbook of Research in Online Learning*. Brill Publishing.

Peer-Reviewed Journal Articles

McNeill, L. & Bushaala, S. (December 2023). *The Transformative Power of Teaching Presence: Effective Teaching Presence as Defined by Online Students.* Frontiers in Education. (accepted)

McNeill, L. & Fisk, D. (2022). Microlearning through the Lens of Gagne's Nine Events of Instruction: A Qualitative Study. *Tech Trends*. https://doi.org/10.1007/s11528-022-00805-x

Beavers, B., Rice, M., **McNeill, L.**, Benson, A. (2022). An Exploration of a Cohort Model Hybrid Ph.D. Program. *Tech Trends. 66.* https://doi.org/10.1007/s11528-022-00745-6

McNeill, L., Rice, M., & Wright, V. (2019). A Confirmatory Factor Analysis of a Teaching Presence Instrument in an Online Computer Applications Course. *Online Journal of Distance Learning Administration*. *23*(4).

McNeill, L. (2017). The Social Media Literacy Connection: Student Engagement in Online Learning, *Midsouth Literacy Journal, 2*(2).

Peer-Reviewed Journal Articles (in progress)

McNeill, L., Moon, J., & Edmonds, C. (2023). *Student Engagement in a Gamified Learning Environment: A Data Mining Approach. (in progress)*

McNeill, L. & Bushaala, S. (2023). *Instructional Technology Students' Reflections on A Virtual Internship Program.* (*in progress*)

McNeill, L. (2023) *Designing an Effective, Self-Directed Opioid Curriculum Initiative for a Public Agency Grant (in progress)*

Conference Proceedings

McNeill, L., Beavers-Forrest, B., Rice, M. & Benson, A. (2022). Undergraduate Students' Experiences with Online Microlearning through the Lens of Gagné's Nine Events of Instruction. In E. Langran (Ed.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 945-950). San Diego, CA, United States: Association for the Advancement of Computing in Education (AACE). Retrieved April 3, 2023 from https://www.learntechlib.org/primary/p/220835/.

Rice, M., Wright, V., McMath, J., **McNeill, L.,** Wilson, M. (2019). Virtual Reality: Offering Virtually Unlimited Applications. *Proceedings of the World Conference on E-Learning. New Orleans, LA:* Association for the Advancement of Computing in Education (AACE).

McNeill, L., Rice, M., & Wright, V. (2019). An Exploratory Factor Analysis of a Teaching Presence Instrument and the ICAP Framework in an Online Computer Applications Course. In G. Marks (Ed.), *Proceedings of Global Learn 2019-Global Conference on*

Learning and Technology (pp. 310-317). Princeton-Mercer, NJ: Association for the Advancement of Computing in Education (AACE).

McNeill, L. (2017). *A Team Approach to Building Quality Learning Objects.* Distance Learning Administration Conference, Jekyll Island, SC.

McNeill, L., Wright, & V., Rice, M. (2016). *Advantages and Barriers to Using Social Media in Online Education.* Distance Learning Administration Conference, Jekyll Island, SC.

Peer-Reviewed Conference Presentations

McNeill, L., Moon, J., & Edmonds, C. (2023, October). *Student Engagement in a Gamified Learning Environment: A Data Mining Approach*. AECT, Orlando, FL. (*in progress*)

McNeill, L. & Bushaala, S. (2023, October). *The 100% Virtual Internship: Benefits, Challenges, and Lessons Learned.* AECT, Orlando, FL. (*in progress*)

McNeill, L. (2023, October). *Transforming the ALAHOPE Team Structure: Impacting Grant Work Efficiency and Effectiveness as an Instructional Designer.* AECT, Orlando, FL. *(in progress)*

Benson, A. & **McNeill, L.** (2023, October). Effective ID-faculty SME collaboration and power dynamics. Panel Presentation, AECT, Orlando, FL. *(in progress)*

McNeill, L. & Feldman, S. (2023, August). *DESIGN: Designing an Effective, Self-Directed Opioid Curriculum Initiative for a Public Agency Grant (in progress)*

Moon, J., **McNeill, L.,** Edmonds, C. (2023, May). *Gamification system design for promoting heterophily in accounting education*. iLRN 2023 Practitioner Stream.

McNeill, L. (2023, January). *Effective Teaching Presence as Defined by Online Learners*. The IAFOR International Conference on Education in Hawaii (IICE2023). Honolulu, HI.

McNeill, L. (2022). *Instructional Technology Students' Reflections on a Virtual Internship Program*. The 5th Conference on Innovative Research in Education (IRECONF). Amsterdam, Netherlands.

Rice, M., Beavers, B., Benson, A., & **McNeill, L.** (2022) *What Matters Most? Students' Experiences in a Hybrid Instructional Technology Ph.D. Program.* Association for Educational Communications and Technology (AECT), Las Vegas, NV.

McNeill, L. & Beavers, B. (June 2022) *Put Your Oxygen Mask on First: Using Mindfulness to Show up as Your Best Self in the Classroom.* Alabama Educational Technology Conference (AETC). Mobile, AL.

McNeill, L. (June 2022). *Fast, Focused, & Flexible: Microlearning Strategies to Boost Learner*

Engagement & Success. Alabama Educational Technology Conference (AETC). Mobile, AL.

McNeill, L., Rice, M., Benson, A., Beavers, B. (April 2022). Undergraduate Students' Experiences with Online Microlearning through the Lens of Gagne's Nine Events of Instruction. *Proceedings of SITE 2022 - Society for Information Technology & Teacher Education.* San Diego, CA: Association for the Advancement of Computing in Education (AACE). ISBN 978-1-939797-61-2. https://www.learntechlib.org/primary/p/220835/

Beavers, B. & **McNeill, L.** (March 2022). *Using Mindfulness to Create a Balance Between Living, Working, and Learning.* The Conference on Meaningful Living and Learning in a Digital World, University of West Georgia, Savannah, GA.

McNeill, L. (2019). *Quantitative Assessment of a Teaching Presence Instrument in an Online Computer Application Course.* Mid-South Educational Research Association, Annual Meeting, New Orleans, LA.

Rice, M., Wright, V., McMath, J., **McNeill, L.,** Wilson, M. (2019). *Virtual Reality: Offering Virtually Unlimited Applications.* E-Learn - World Conference on E-Learning. New Orleans, Louisiana: Association for the Advancement of Computing in Education (AACE).

McNeill, L., Rice, M., & Wright, V. (2019). *An Exploratory Factor Analysis of a Teaching Presence Instrument and the ICAP Framework in an Online Computer Applications Course.* Global Learn 2019. Princeton-Mercer, New Jersey: Association for the Advancement of Computing in Education (AACE).

McNeill, L. (2018). *Virtual Office Hours: Bridging Student Isolation in Online Learning.* International Perspectives on University Teaching and Learning Symposium, Orlando, FL.

McNeill, L. (2018). *Assessing Student Engagement in Online, Asynchronous College Courses.* Mid-South Educational Research Association Annual Conference, Pensacola, FL.

Berner, E., Feldman, S., Ozaydin, B., & **McNeill, L.** (2017). Innovative Approaches in *Informatics Education.* American Medical Informatics Association, Annual Symposium, Washington, DC.

McNeill, L. (2017). *A Team Approach to Building Quality Learning Objects.* Distance Learning Administration Conference, Jekyll Island, SC.

McNeill, L. (2017). *A Team Approach to Building Quality Learning Objects.* Distance Learning Administration Conference, Jekyll Island, SC.

McNeill, L., Wright, V., & Rice, M. (2016, June). *Advantages and Barriers to Using Social*

Media in Online Education. Distance Learning Administration Conference, Jekyll Island, SC.

Conference Presentations

McNeill, L. (Nov. 2022). *Structuring Effective Asynchronous Online Courses Using Gagne's 9 Events.* Alabama Instructional Design Network (AIDN) Fall Forum Conference, Birmingham, AL.

McNeill, L. (Nov. 2022). *Boosting Teaching Presence & Learner Engagement Using Flip.* Alabama Instructional Design Network (AIDN) Fall Forum Conference, Birmingham, AL.

McNeill, L., & Jarnigan, K. (2019). *Make Face-to-Face Teaching Life Easier: Borrow These Six Online Best Practices.* Samford University Conference on Teaching and Learning, Homewood, AL.

McNeill, L. (2019). *The IDEA Model: A Collaborative Instructional Design Approach.* Transforming the Teaching and Learning Environment Conference, University of Idaho, Moscow, ID.

McNeill, L. (2018). *Virtual Office Hours: Bridging Student Isolation in Online Learning.* International Perspectives on University Teaching and Learning Symposium, Orlando, FL.

McNeill, L. (2018). *Testing the Burch Engagement Survey for Students (BESS).* Alabama School Library Association Conference, Corner, AL.

McNeill, L. (2018). *Learner Engagement in Online Asynchronous Courses.* AETC Conference, Birmingham, AL.

McNeill, L. (2018). *Learner Engagement: Quantity and Quality of Contact between Students and Instructors in Online, Asynchronous Courses.* TERC, Technology, Educational Research Conference, University of Alabama, Tuscaloosa, AL.

McNeill, L. (2018). *Does Major Matter? Exploring Learner Engagement in Online, Asynchronous Courses.* ESPRMC Graduate Research Symposium, University of Alabama, Tuscaloosa, AL.

McNeill, L. (2017). *REACT: A Case Study: Best Practices for Building an Interactive Online Course from a Face-to-Face Format.* Scholars Institute, Huntsville, AL.

McNeill, L., & Bertrand, B. (2017). *Promoting Individual Teamwork Skills in Online Graduate Education: Technology Tools and Best Practices.* Scholars' Institute, Tuscaloosa, AL.

McNeill, L. (2017). *The IDEA Model Conceptual Framework.* ESPRMC Graduate Research

Symposium, University of Alabama, Tuscaloosa, AL.

McNeill, L. (2017). *Social Media Benefits and Barriers in Distance Learning*. Pennsylvania's State System of Higher Education Virtual Conference, Harrisburg, PA.

McNeill, L. (2016). *Social Media & Learning Engagement in Online Education.* USCA National Distance Learning Week Virtual Conference, Aiken, SC.

McNeill, L., & Hodges, J. (2016). *IDEA 3.0: A Team Approach to Building Quality Courses.* USCA National Distance Learning Week Virtual Conference, Aiken, SC.

McNeill, L., & Moon, J. (2016). *Ditch the Default, Engage the Learner: Presentation Best Practices*. Scholars Institute, Huntsville, AL.

Professional Publications

McNeill, L. (2019). New Technology Tools: How to Achieve Successful Student Buy-In. *Peergrade.io*.

McNeill, L. (2018). Three Keys to Career Success: Action, Accomplishment, & Ability to Pivot, In N. Desravines (Ed.), *Women Leaders: Inspiring Stories*. (pp. 149-161). WomElle Corp.

Grants

2023 $500,000 (pending)

2023 $445 (pending)
        HOPE: Harnessing Opportunities for Promoting Heterophily and Engagement in Finance Education through Gamification
        College of Education's Diversity, Equity, and Inclusion Teaching and Programming Small Grants Program, The University of Alabama

2023 $750 (funded)
        The Oxford Experience, Oxford, England
        College of Education Faculty Travel Awards 2022-2023
        University of Alabama

2023 $500 (funded)
        The Oxford Experience: Pilot Program for UA IT Ph.D. Students
        The Office for Academic Affairs and the Capstone International Center (CIC)
        International Travel Funding, The University of Alabama

2022 $12,000 (unfunded)

An Exploration of Gamification's Impact on Marginalized Students' Engagement Behaviors using ClassCred as an Online Discussion Board Platform
ORED Small Grants Program, College of Education, The University of Alabama

2022 $500 (funded)
Instructional Technology Students' Reflections on a Virtual Internship Program
The Office for Academic Affairs and the Capstone International Center (CIC)
International Travel Funding, The University of Alabama

2021 $6,000 (unfunded)
An Evaluation of Teaching Presence Impact on Students' Online Engagement Behaviors
ORED Small Grants Program, College of Education, The University of Alabama

2017 $5,000 (funded)
An Investigation of Performance Attributes of Individual Teamwork Skills in Online Graduate Education, Quality Enhancement Program, The University of Alabama at Birmingham

AWARDS

2023   Journal Article Award (nominated)
        Division of Distance Learning (DDL) of the Association for Educational
        Communications and Technology (AECT)
2023   W. Ross Palmer Service to Students Award
        University of Alabama
2020   College of Education Annual Honors Day
        University of Alabama, Honorable Mention, Dissertation Research
2019   James E. McLean Outstanding Paper Award
        Mid-South Educational Research Association, Annual Conference
2019   Most Outstanding Graduate Student – Research in Instructional Technology Ph.D.
        The University of Alabama, College of Education
2017   *An Investigation of Performance Attributes of Individual Teamwork Skills in Online Graduate Education*, Quality Enhancement Program, The University of Alabama at Birmingham
2017   University of Alabama at Birmingham Provost Award for Transformative Online Courses
        Advanced Medical Nutrition
2017   University of Alabama at Birmingham Provost Award for Transformative Online Courses
        Foundations in Low Vision

AFFILIATIONS AND MEMBERSHIPS

- Society for Information Technology & Teacher Education (SITE)
  - Instructional Design SIG
  - Teaching & Learning with Emerging Technologies SIG
- Association for Educational Communications and Technology (AECT)
  - Research & Theory Division

- o   Design & Development Division
- o   Emerging Learning Technologies Division
- o   Distance Learning Division
- Quality Matters Instructional Designers Association (QM)
- National Center for Faculty Development & Diversity
- The Learning Guild
- Alabama Instructional Design Network (AIDN)
- Florida Instructional Designer Network (FL-IDN)
- COE & ELPTS Writing Groups (faculty and Ph.D. students)

CERTIFICATIONS

Excellence in Online Teaching	2023
The University of Alabama	
Teaching Online Certificate	2021-2022
The University of Alabama	
Yellowdig	June 2022
Instructor & Designer Certificate	
Udemy	May 2022
Project Management for Instructional Designers Certificate	
Graduate Certificate in College Teaching	2018
Online Educator Certificate	2018

PROFESSIONAL DEVELOPMENT

Book Publishing	Mar 2023
Southeastern Universities Graduate Research Symposium, UA	
Finding Your Identity as a Clinical Faculty Member	Mar 2023
University of Alabama	
Applying for Foundation Funding	Mar 2023
University of Alabama	
Visual Methodologies: Reflecting on Research with Visual Materials	Mar 2023
NVIVO	
Reconnecting with Fun in Your Academic Work	Mar 2023
University of Alabama	
Clinical Faculty Work-Life Balance	Feb 2023
University of Alabama	
Mixed Methods Research with NVivo	Feb 2023
NVIVO	
Building Networks of Support in Academia	Feb 2023
University of Alabama	
Cultivating Rest in a Busy Time	Nov 2022
University of Alabama	
October Virtual Grants Lunch & Learn: NSF & NIH	Oct 2022
University of Alabama	

Compassion for Your Inner Critic	Oct 2022
University of Alabama	
Satisfaction & Sustainability in the New Semester	Oct 2022
University of Alabama	
Ethics in 8	Aug 2022
University of Alabama	
Office of Research & Economic Development's (ORED) Small Grants Program	Aug 2022
University of Alabama	
Introduction to Grants in the College of Education	Aug 2022
University of Alabama	
Prezi	May 2022
How to Craft Messages that Inspire Action	
University of Alabama, College of Continuing Studies	May 2022
Initial Experience Workshop	
University of Alabama	April 2022
Renewable Contract Faculty Information Session	
7Taps	April 2022
Microlearning Conference	
Alabama Instructional Design Network	April 2022
Unconference 2022	
Learning Solutions	
How to Achieve 90%+ Learner Engagement with Collaborative Learning	April 2022
Blackboard Digital Teaching Symposium	
Using Online Course Templates for Non-Traditional Programs	April 2022
Blackboard Digital Teaching Symposium	
Blackboard + Microsoft 365 for Mobile First Learning	April 2022
Blackboard Digital Teaching Symposium	
Achievement Unlocked!: Using Gamification to Increase Student Engagement and Motivation	April 2022
Quality Matters	
Pivot Training	2022
College of Education	
COE Mentoring Program	2021-2022
College of Education, University of Alabama	
More than Click & Submit: How to Develop Interactive Content	2021
United States Distance Learning Association	
Enrollment Builder Best-Practice Virtual Conference	2021
Regional Educational Laboratory at WestEd	
Effective Survey Design and Communication of Survey Results	2021
The University of Alabama's College of Education	
Assessment Annual Report Workshop	2021
The University of Alabama College of Arts & Sciences	
The Art of Teaching and the Science of Documenting Learning Outcomes	2021
The University of Alabama Libraries, Research and Social Science	
Getting Started with NVivo	2021
The University of Alabama Libraries, Research and Social Science	

NVivo and Literature Reviews	2021
The University of Alabama Graduate School	
Workshop for Graduate Program Directors and Chairs	2021
The University of Alabama College of Education	
Writing Force Retreat	2021
The University of Alabama Office of Information Technology	
Creating Animated Images using Adobe Spark Mobile	2021
The University of Alabama	
ELPTS Junior Faculty Group	2021
The University of Alabama Office of Information Technology	
Cybersecurity Champion	2021
Agile Development Process Training, Allen Interactions,	2018
SAM (Successive Approximation Model) Training, Allen Interactions	2018
What is Gamification and How Can It Promote a Growth Mindset?	2018
How Do Mini Lectures Improve Student Engagement?	2018

PROFESSIONAL ABILITIES

- 10+ years of experience in designing, developing, and delivering digital learning solutions
- Team lead for a 42-course Leadership/HR/Corporate Support/DEI portfolio
- Supervision of instructional designers, video production teams, graphic designers
- Extensive project management experience
- Strong communication and problem-solving skills; ability to work with executives, managers, and subject matter experts across multiple and varied functional teams
- Use data, stakeholder/subject matter expert feedback, user experience, and professional experience/judgment to develop effective course/curriculum content
- Diagnose/deliver learning strategies to impact leadership, quality, and engagement

RELATED PROFESSIONAL SKILLS

- Instructional Design (including Curriculum Design, Development, and Delivery)
- Quality Matters (Higher Education Guidelines for Quality Review)
- ISTE & AECT Accreditations
- Online Learning/Digital Solutions
- SME/Stakeholder Consultation and Coordination
- Executive Leadership Development/Training
- Adobe Creative Suite including Photoshop and Premiere Pro (video editing)
- Articulate 360 (Rise/Storyline)
- Camtasia
- Audacity (podcasting, audio)
- MS Office including MS Project (Project Management)
- Assessment tools (Peergrade.io, Rubrics, etc.)
- Canvas LMS
- Blackboard LMS
- Moodle LMS
- User Experience (UX)

Television Broadcasting, Social Media, and Public Relations Experience

- *Social Media and Web Content Manager*, Spring Hill College, Mobile, AL
- *News Anchor and Medical Reporter*, WTVY NEWS 4, Dothan, AL
    - *Best News Anchor, AP Broadcasters Association*
    - *Best Specialized Reporter, AP Broadcasters Association*
- *Weekend News Anchor and Reporter*, WWNY-TV 7, Watertown, NY
    - *Special Mention, Ft. Drum, AP Broadcasters Association*
- *Marketing and Media Relations Consultant*, Delta Group, Buffalo, NY
- *Public Relations Director,* Niagara Falls Medical Center, Niagara Falls, NY