

CURRENT POSITION

Fenhaven Learning

Learning Architecture Consultant

Freelance senior-level instructional designer helping university and corporate subject matter experts develop engaging online educational experiences (April 2020-present)

- Collaborate with subject matter experts, learning designers, and media specialists to develop **high-quality online courses** centered on active and experiential learning
- Specialize in higher-level curriculum and course-level **learning architecture**
- Decades of experience facilitate **excellent matching of learning strategies** with client and learner needs, both pedagogically and technologically
- Extensive media design experience helps me **communicate well with media designers**

SKILLS

Communications and team skills

- Regarded as “translator” between faculty, administrators, students, visual designers, and technologists
- Actively seek to incorporate input from diverse groups of faculty, staff, and students and bring groups to consensus
- Give supportive, specific feedback to motivate team members to achieve higher levels of competence, accuracy, and functionality
- Five peer-reviewed publications and \$168,000 in awarded grants
- Conversant in Spanish and German

Project design and management

- Interpret wide-ranging details, contextualize them, and explain them in clear words and pictures
- Map and redesign workflows for maximum efficiency and accuracy
- Efficiently iterate from planning through completion by tracking and reporting progress of personal and team work
- Adhere to outcomes-based course and curriculum design processes
- Evaluate program success according to program and national rubrics, such as QM Course Design Standards

SKILLS, CONTINUED

Educational technologies

- Substantial involvement in the development of three online degree-granting programs (20+ individual courses)
- Extensive public presentations, workshops, and course teaching
- Admin-level skills with Canvas, Gradecraft, and Sakai learning management systems; Google and MS Office Suites; Qualtrics, Badgr, Asana, Smartsheets
- Mid- to high-level skills with Storyline, Acrobat, Camtasia, Captivate, Illustrator, LucidCharts, Miro, Photoshop, Wordpress See <https://bit.ly/2ZGJoCO> for samples.

EDUCATION

Kalamazoo College, Kalamazoo, Michigan

Degree: B.A. in English, June 1996 GPA: 3.91/4.00
Phi Beta Kappa, Kalamazoo Honors Scholarship

Indiana University, Bloomington, Indiana

Master's in Instructional Systems Technology
December, 2003 GPA: 3.96/4.00
Coursework in pedagogy, curriculum design, online learning, environmental education

HONORS

Awards and recognition

- Winning team in the University of Michigan "Hacks with Friends" Hackathon. Conceptualized the "TriggerFigureOuter" app for finding migraine triggers using MyFitnessPal and USDA databases and led team to first place (2017)
- Certificate of Recognition, Omicron Kappa Upsilon (Chi Chapter) Dental Honor Society (2014)
- Honorary Member Sigma Phi Alpha (Nu Chapter) Dental Hygiene Honor Society (2014)
- Olav Alvares Award for Outstanding Articles Published by a Junior Researcher in the Journal of Dental Education (2012)
- Phi Beta Kappa (1996)

WORK EXPERIENCE

University of Michigan School of Business

Lead Learning Experience Designer (Dec. 2018 – Mar. 2020)

- Coordinated efforts of in-house and external designers to create the school's first online degree-granting program (Online MBA)
- Primary design and project management responsibility for four online MBA courses
- Managed other learning experience designers in developing interactive online modules, faculty development materials, and eLearning research agendas
- Refined development workflows and facilitated collaboration within the new Office of Digital Education

University of Michigan School of Dentistry

Academic Projects Manager and Instructional Designer (Oct. 2007-Dec. 2018)

- Provided instructional design, project management, program evaluation, learning assessment, and technical expertise and training for faculty members seeking to enhance engaged learning in classroom and online courses.
- Co-chair of Competency Assessment Team, a cross-disciplinary group focused on unifying clinical competency assessment in the DDS curriculum. Responsibilities included:
 - Curriculum Mapping: gathered and organized all competency requirements and assessment methods in the DDS clinical curriculum
 - Assessment Design: Worked with discipline coordinators to align departmental curricular needs to the new assessment standards
 - Implementation Management: selected and customized software (realizing a \$30,000/yr savings) to handle electronic grading of clinical competencies, and trained faculty, students and IT staff
- Project manager for implementing the Pathways Program, a student-centered and portfolio-tracked compliment to the core curriculum for 450 DDS students.
 - Managed a team of six directors and two staff members through goalsetting, program planning, program launch, and assessment
 - Selecting portfolio software and working with vendor to customize it to support very complex stakeholder needs
 - Student and faculty workshops, manuals, and video tutorials
- Co-lead the development of two online dental hygiene degree programs (BS and MS). The programs are considered models of active online education and optimal use of reflective portfolios.
 - Needs and resource analysis
 - Technology selection based on program's unique active-learning approach
 - Curriculum development, including reflective portfolio
 - Collaborative design of eleven individual courses with faculty
 - Program evaluation yielding five peer-reviewed papers and a rubric for assessing programs' transformational impacts

ADDITIONAL EXPERIENCE, CONTINUED

University of Michigan School of Nursing

Instructional Technology Designer (Aug. 2004-Sept. 2007)

Provided leadership, training, and support for about 100 faculty members' use of instructional technologies in classroom and online courses.

- Analyzed existing undergraduate and graduate programs' instructional technology usage
- Helped faculty members put courses online and hybridize the Occupational Health Masters to reduce class time and increase off-campus learning, stressing the use of using active learning techniques
- Collaborated with other instructional designers on campus to share techniques and develop and refine campus-wide technology solutions, such as CTools and the Digital Archive of Streaming Media
- Developed multimedia and simulations for use in on-campus courses

Instructional Design Consultant

Consulted on the educational uses of technology; contract with educational institutions to create custom curriculum and web site solutions. (January 1999-December 2018)

- *Louisiana State University*: How to develop an electronic portfolio
- *Michigan Dental Association*: Project management and curriculum design for highly interactive online radiography course
- *University of Michigan Hospital System*: Instructional design for online sedation analgesia module in mLearning learning management system
- *Microsoft Press*: designed the pedagogical template for the *Academic Learning Series* – textbooks, lab manuals, and instructor materials used for teaching networking topics at community and trade colleges.
- *University of Nebraska-Lincoln Peer Review of Teaching Portfolio Program*: consulted on the use of web technologies in faculty electronic portfolios.
- *Various colleges and universities*: performed on-site presentations about the use of educational portfolios; assisted in designing tailored portfolio programs.
- *The Field Museum, Chicago*: Designed an interactive computer module about the Field's man-eating Tsavo Lions (1994 internship).

WORK EXPERIENCE, CONTINUED

Kellogg Community College, Battle Creek, Michigan

Adjunct Faculty Member

Taught college courses in web design and graphic design, including web graphics, layout and usability, Dreamweaver, and Photoshop (August 2002 – May 2004)

Kalamazoo College, Kalamazoo, Michigan

Portfolio Coordinator

Oversaw the day-to-day administration of all aspects of the Kalamazoo Portfolio, a Web-based reflective tool for students. This graduation requirement provided students with a means to reflect upon connections among various parts of their education and to plan better for life after graduation. (June 1996-August 2000)

- Created the prototype Kalamazoo Portfolio, designed templates, wrote documentation, and led workshops for students, faculty, and administrators.
- Lead author on successful \$152,000 grant application to the Fund for the Improvement of Post-Secondary Education (FIPSE) to fund the “K” Portfolio.
- Led workshops and produced paper and Web-based manuals and documentation for faculty, students, and other institutions interested in using Portfolios.

GRANTS

Roy H. Roberts Award for Excellence in Teaching and Innovation

\$10,000 - June, 2013 - Co-writer. To develop an online database of oral pathology disease entities and convert lecture to case-based learning

University of Michigan Center for Research on Learning and Teaching

\$6000 – January, 2006 – Primary writer. To develop online review modules and convert lecture to problem-based learning

Fund for the Improvement of Post-Secondary Education

\$152,000 - July, 1997 - Primary writer. To fund the Kalamazoo Portfolio

PUBLICATIONS

Springfield E, Irwin-Smiler A, Gwozdek AE. Transformation Rubric for Engaged Learning: a Tool and Method for Measuring Life-Changing Experiences. *International Journal of ePortfolio*. 2015; 5(1):63-74 <https://eric.ed.gov/?id=EJ1107865>

Springfield E, Irwin-Smiler A, Gwozdek AE. Measuring the impact of curriculum on student transformation. *Journal of Dental Education*. 2015 Dec; 79(12):1418-1428
<http://www.jdentaled.org/content/79/12/1418.short>

Gwozdek AE, Springfield EC, Kerschbaum WE. *ePortfolio: developing a catalyst for critical self-assessment and evaluation of learning outcomes*. *Journal of allied health*. 2013 Jan;42(1):e11-7. <http://www.ncbi.nlm.nih.gov/pubmed/23471288>

Springfield E, Gwozdek AE, Peet M, Kerschbaum WE. *Using multiple methods to assess learning and outcomes in an online degree-granting dental hygiene program*. *Journal of dental education*. 2012 Apr;76(4):414-26.
<http://www.ncbi.nlm.nih.gov/pubmed/22473553>

Gwozdek AE, Springfield EC, Peet MR, Kerschbaum WE. *Using online program development to foster curricular change and innovation*. *Journal of dental education*. 2011 Mar; 75(3):339-50. <http://www.ncbi.nlm.nih.gov/pubmed/21368258>

Springfield EC, Moeller M. *Hanau Articulator Training: Zeroing the Articulator*. *MedEdPORTAL*; 2010. <http://services.aamc.org/30/mededportal/servlet/s/segment/mededportal/?subid=8114>

Springfield EC. *PowerPoint Pedagogy: Two Usages, Two Pedagogical Styles*. *Computers, informatics, nursing : CIN*. 2007; 25(1):15-9.
<http://www.ncbi.nlm.nih.gov/pubmed/17215670>

Microsoft Press Academic Learning Series

Instructional designer for six title-series of community college textbooks on computer networking. (February, 2004)

Springfield EC. *Comparing electronic and paper portfolios*. *Electronic portfolios: Emerging practices in student, faculty, and institutional learning*. 2001.

Springfield EC. *A major redesign of the Kalamazoo portfolio*. *Electronic portfolios: Emerging practices in student, faculty, and institutional learning*. 2001. p. 53-9.

PRESENTATIONS

American Dental Education Association, Boston, Massachusetts

- The Power of Reflection. Fitzgerald, M.; de Peralta, T.; Springfield, E.
- Quantifying 'It Changed My Life': Application of the Transformation Rubric. Springfield, E. (March 2015)

Association for Authentic, Engaged, and Evidence-Based Learning

Quantifying 'It changed my life': Introducing the Transformation Rubric for Engaged Learning. Springfield E, Gwozdek A. (May 2014)

Case Western Reserve University School of Dentistry (invited speaker)

"Three functions of learning technology" at faculty retreat. (May 2014)

American Dental Education Association, San Antonio, Texas

- Leveraging three types of instructional technologies to maximize student learning. Springfield, E.
- How to develop an electronic portfolio curriculum. Springfield, E.
- Pathways: Fostering Self-Directed Learning, Critical Thinking, and Self-Reflection. Eber, R., Duff, R., Hamerink, H., Springfield, E. (March 2014)

International Association for Dental Research

Dental Simulators: How Realistic Are They? Johnson, L., Bayne, S., Grayden, S., Springfield, E., Fitzgerald, M. (June 2012)

American Dental Education Association (poster)

Preliminary Cost Comparison of Mannequin & Haptic Simulation Facilities. Johnson, L., Springfield, E., Bayne, S., Grayden, S., Fitzgerald, M. (March 2012)

American Dental Education Association, San Diego, California (poster)

Impact and Costs of Using YouTube to Share Dental Education Resources Worldwide. (March 2011)

PRESENTATIONS, CONTINUED

University of Pittsburg School of Dental Medicine (invited speaker)

Invited to deliver keynote address at faculty retreat on innovative dental education technologies. (March 2011)

Case Western Reserve University School of Dentistry (invited speaker)

Invited to discuss current innovative dental education technologies at faculty retreat. (November 2010)

American Dental Education Association Commission on Change and Innovation in Dental Education Liaisons' Conference, Boston, MA (panel)

Invited to discuss current innovative dental education technologies. June 28, 2010

Sakai Conference, Boston, MA

Development of an integrated online program using Sakai. Gwozdek A, Springfield E. (2009)

Sloan-C International Symposium Emerging Technology Applications for Online Learning, San Francisco, CA (poster)

Using the Open Source Portfolio to Guide Student Metacognition. Gwozdek A, Kerschbaum W, Springfield E. (June 2009)

University of Michigan Medical Education Day (poster)

Using the Open Source Portfolio to Guide Student Metacognition. Gwozdek A, Kerschbaum W, Springfield E. (June 2009)

Technology, Colleges, & Communities Worldwide Online Conference

Online Program & Portfolio Development in a Nutshell. Gwozdek A, Kerschbaum W, Springfield E. (April 2009)

The American Association of Higher Education National Conference and Assessment Forum

Co-presenter on the Kalamazoo College Electronic Portfolio. (March & June, 1998)

PRESENTATIONS, CONTINUED

Enriching Scholarship Series – University of Michigan

- "Efficient Model for Developing Online Courses." With Gwozdek A, Kerschbaum W, (2009)
- "Using the Open Source Portfolio to Guide Student Metacognition." With Gwozdek A, Kerschbaum W. (2009)
- "Introduction to Graphic Design for PowerPoint" (2007)
- "Distance Education: What Does it Take to Start a Program?" (2006)
- "Interactive Modules: Reduce Redundancy, Increase Student Responsibility" (2006)
- "PowerPoint Pedagogy: Using PowerPoint Correctly for Your Type of Course" (2006)
- "Proven Technologies: Instructional Tools that Work." (2005)

SERVICE

Founder and Manager, School of Dentistry Help Yourself Garden

Designed and maintain a public teaching and sharing garden. 2013-2018

Association for Authentic, Experiential and Evidence-Based Learning

Conference design team, AAEEBL Midwest Regional Conference Chicago 2014

Provost's Task Force on Digital and Engaged Learning

Gave input on the future direction of digital and engaged learning at the University of Michigan 2014

Journal of Dental Education

Peer review manuscripts for publication. July 2010-December 2018

Preserving Traditions

Organized and/or taught about 20 workshops per year on growing, preserving, and cooking with local food. Feb. 2009-May 2012

Instructional Designers' Special Interest Group, University of Michigan

Founder and convener 2006-2012

PORTFOLIO

<https://emilyspringfield.wordpress.com/>