

Emily Springfield, MS Ed

Highlights

Online Course Design Experience

- Go-to person for pilot projects due to experience, creativity, flexibility, and ability to get things done in ill-defined circumstances
- Over 20 years of learning design and technology experience in higher education and nonprofits
 - Degree-granting programs, semester-length courses and shorter training modules
 - Specializing in healthcare, environmental science, and biology

Design Philosophy

- Learning should be based in engaging, real-world scenarios
- Learners should practice applying what they learn and get feedback before they are assessed
- Good course design meets the unique needs of both learners and the instructor

Education

Kalamazoo College, Kalamazoo, Michigan. B.A. in English. GPA: 3.91/4.00. Phi Beta Kappa.

Indiana University, Bloomington, Indiana. MS Ed. in Instructional Systems Technology. GPA: 3.96/4.00. Coursework in pedagogy, curriculum design, online learning, environmental education

Work History

I collaborate with subject matter experts, learning designers, and media specialists to **develop high-quality online courses** centered on active and experiential learning. I have decades of experience **matching learning strategies with client and learner needs**, both pedagogically and technologically. I am highly valued as a **partner for developing curriculum strategies** before course building begins. (See <https://www.linkedin.com/in/espringfield/> for chronological list.)

- **Substantial involvement in the development of three online degree-granting programs:** University of Michigan Dental Hygiene e-Learning Program, University of Michigan Online MBA Program, University of Utah Master of Legal Studies Program
 - Primary design responsibility for ~25 courses
 - Developed curriculum-wide reflective portfolio for the Dental Hygiene program
 - Managed in-house and contracted learning designers developing interactive online modules, faculty development materials, and eLearning research agendas
- **Individual course design consultations on dozens of individual courses** in ecology, dentistry, nursing, biology, astronomy, chemistry, engineering, law, and more.
 - **Work with faculty to re-envision their courses for online delivery** to make the most of the benefits online learning offers
 - **Increase active learning**, because good courses are more than Zoom + multiple choice
 - **Manage the design and build process** from brainstorming through delivery
 - **Build media and LMS sites** or collaborate with specialists contracted to do so

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Project Design and Management Skills

My project management skills can be summarized as “making beauty out of chaos.” I’m known for my abilities to:

- analyze complex needs in light of available resources
- map and redesign workflows
- **make sense out of chaotic data**, user needs, outcomes, and technical limitations
- efficiently **iterate from planning through completion** by tracking and reporting progress
- **thrive in a variety of development environments**, including outcomes-based (or “Backward”) design, Agile, LLAMA, and ADDIE
- **evaluate program success** according to program and national rubrics, such as QM Course Design Standards and the Engaged Pedagogy Framework

Communications and Team Skills

Most of my projects involve balancing the needs of multiple stakeholders. Clients and colleagues appreciate having me on projects because I:

- **actively seek to incorporate input from diverse groups** of faculty, staff, and students and bring groups to consensus
- **adapt my collaboration style** to meet the needs of my colleagues: linear, iterative, creative, neurodivergent, novice, or experienced
- can effectively “translate” between faculty, administrators, students, visual designers, and technologists so we are all working toward our communal goal
- **give supportive, specific feedback** to motivate team members to achieve high levels of competence, accuracy, and functionality
- **write for a wide variety of venues**, including course text, instructional manuals, peer-reviewed journals (5 publications) and grating agencies (\$168,000 in awarded grants)
- have extensive experience with **presentations, workshops, and college course teaching**

Educational Technology Skills

I have been pushing the limits of educational technologies for my entire career. I learn an average of 3-5 new software packages each year and can advise on the pros and cons of most current learning technologies.

- Admin-level skills with Canvas learning management system, Google and MS Office Suites, Qualtrics, Badgr, Clickup, Smartsheets
- High-level skills with Storyline, Rise, Cidilabs, Acrobat, Camtasia, Captivate, Illustrator, LucidCharts, Miro, Photoshop, Wordpress, See <https://bit.ly/2ZGJoCO> for samples.
- Extensive media design experience helps me **communicate well with media designers** in addition to creating my own videos and learning interactions

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Quotes and Kudos

"Emily is the **'secret weapon'** in our instructional design projects."

Dr. Lynn Johnson, UM Dentistry Associate Dean for Faculty Affairs & Institutional Effectiveness

"You are one of **quickest, most effective, and accessibility-conscious** Learning Designers I've ever worked with."

Rebecca Lundeen, Director of Academics, Noodle Partners

"If you've got it in hand, I'm not worried. **I know it'll get done.**"

Dr. Bill Lovejoy, UM Ross School of Business Associate Dean for Specialty Programs

"Thanks to your guidance, our digital curriculum manual rolled out **a year ahead of schedule!**"

Romesh Naliah, UM Dentistry Director of Pre-Doctoral Clinical Education

"Emily is exceptionally **creative, organized**, and can build trust and relationships with **diverse stakeholders** across university cultures. "

Cory Pavicich, Academic Lead, Noodle Partners

"A notoriously difficult faculty member specifically **requested to work only with Emily** for the duration of the project."

Dr. Tracy de Peralta, Chair, UM Dentistry Competency Assessment Team

Honors, Awards, and Publications

- Winning team in the University of Michigan "Hacks with Friends" Hackathon for conceptualizing the "TriggerFigureOuter" app for finding migraine triggers
- Olav Alvares Award for Outstanding Articles Published by a Junior Researcher in the Journal of Dental Education
- 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
- 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
- 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.
- 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.
- 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.