

RENA M. PALLOFF, Ph.D., LCSW
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EMPLOYMENT HISTORY:

TEACHING:

Faculty

9/98
to present

Fielding Graduate Institute
Santa Barbara, CA

Teach masters students in the Organizational Management and Development Program in the School of Human and Organizational Development, conducted completely online. Developed and teach The Search for Soul and Spirit in the Workplace, Virtual Leadership, Resistance to Change, Online Learning, the Fielding Community, and OMD, Group Process, and Masters Project Capstone Course (Action Research). Mentoring Faculty for EdD students in the School of Educational Leadership and Change, assessing work in Action Oriented Research, Systems Thinking, Human Development, Organizational Theory, Learning Theories, and Public Policy. Have chaired and served on numerous dissertation committees utilizing action oriented approaches to research and various qualitative methods. Present at National Session annually on topics related to participatory research. Developed and teach the Online Teaching and Learning academic certificate program in the School of Educational Leadership and Change and developed the Masters Degree in Education program with emphases on Interactive Learning Online, Emerging Technologies in the K-12 Classroom, and Social Media in Education. Have served on Fielding Council, WASC workgroup on university governance, and Steering Committee for organizational effectiveness study. Served on the Executive and Steering Committees for completion of the 2007-2010 Strategic Plan. Currently serve on the Social Justice Committee of the Academic Senate, the Technology Advisory Committee, and the university IRB.

Faculty

4/01 to
present

Capella University
School of Social and Behavioral Sciences
Minneapolis, MN

Part-time faculty in the School of Social and Behavioral Sciences, acting as lead research faculty in the Doctorate in Social Work as well as faculty lead. Wrote and teach the research sequence for the program, chair dissertation committees, and serve as research faculty on dissertation committees. Serve on the IRB reviewing studies from the professional doctorates. Previously served as adjunct faculty in the School of Public Service Leadership and the School of Human Services teaching a variety of courses, including Social Systems, Ethnic and Cultural Awareness, Theories of Psychotherapy, Learning Theories, and Professional and Scientific Ethics to masters and PhD

students. Adjunct and Core Faculty in the School of Education from 4/01 to 7/04 teaching certificate, masters, and Ph.D. students in Professional Studies, Instructional Design, and Online Teaching and Training. Mentor PhD students and serve as chair on dissertation and comprehensive committees as well as serving as a member of dissertation committees. Designed and taught Electronic Learning Communities, Practicum in Online Teaching, Survey of Research in Societal and Cultural Change, Final Integrative Project, and Program Completion Strategies. Revised and wrote courses including Survey of Research in Societal and Cultural Change, Grief and Bereavement, Final Integrative Project, and doctoral level courses on Action Research. Program Lead for the DSW Program. Serve as Scientific Merit Reviewer and IRB reviewer for doctoral dissertations.

Faculty

University of the Rockies
San Diego, CA

3/11 to present

Adjunct faculty teaching Learning Theory, Community Approaches to Public Health and conducting new faculty orientation. Served as Curriculum Area Coordinator in the development of new masters and doctoral programs in education and have developed courses in cognition and learning theory, curriculum and assessment, action research, and the capstone courses. Chair and sit on dissertation committees. Serve on university Research Review Board.

Visiting Scholar

Immaculata University
Immaculata, PA

6/13 and 6/14

Invited Visiting Scholar, teaching Best Practices in College Teaching for the Summer Institute.

Contributing Faculty

Walden University
Minneapolis, MN

10/12 to 2/14

Mentored doctoral dissertations and served on doctoral committees in the EdD program.

Faculty Mentor

Northcentral University
School of Psychology
Prescott, AZ

9/07 to 9/08

Conducted directed studies with psychology students in Group Process and Positive Psychology.

Mentor

Thomas Edison State College
Trenton, NJ

9/01 to 4/02

Taught online undergraduate students in Social Psychology and Business Strategy and Policy.

Adjunct Assistant Professor

Samuel Merritt College

8/99 to 8/01

Oakland, CA

Taught adult students in the Health and Human Sciences BA program in Systems Theory and Social Change.

Adjunct Assistant Professor

10/91 to 12/01 and
7/04 to 12/06

Holistic Health/Transpersonal Psychology Departments
Graduate School for Holistic Studies and School of Management
John F. Kennedy University
Orinda, California

Faculty training regarding online teaching. Program development for online degree program in Integral Psychology. Online teaching in Liberal Studies, Holistic Studies, and in Continuing Education. Curriculum development; hiring and supervision of adjunct faculty; student advising; participation on Faculty Senate and on Task Force for Appointment, Duties, Rank, Compensation, and Promotion. Developed and taught Basic Addictions Studies, Psychology of Nutrition and Eating Disorders, Community Involvement, Theories of Personality, and Technology and Consciousness. Supervise students in completion of Masters thesis. Teach Soul and Spirit in the Workplace online for the School of Management. Fulltime faculty from 4/93 to 12/94.

Adjunct Associate Professor and Program Coordinator

1/90 to 3/02

California State University - Hayward
Extension Division
Hayward, California

Developed and taught six courses in Chemical Dependency Studies certificate program: Treatment and Recovery in Chemical Dependency; Case Management; Counselor Burnout; Process Addictions; Management and Supervision in Chemical Dependency Organizations; and Supervised Practicum. Coordinated faculty hiring, scheduling of classes, and student recruitment for the program.

Adjunct Faculty

2/97 to
9/01

International Studies
Ottawa University
Ottawa, Kansas

Taught Organizational Behavior, Management, Proseminar, Graduation Review, Business Communications, and History of American Business to students located in the Pacific Rim enrolled in the bachelor's degree completion program.

TRAINING AND CONSULTING:

Crossroads West

Alameda, CA

2/96 to present

Principal

Specialize in the development and implementation of online distance learning programs and faculty training and development for online teaching. Pioneering research and training in the emerging areas of online group facilitation, face-to-face and online community building, distance learning, and management and supervision using technology. Consult to universities and organizations for the purpose of developing and improving online distance learning programs. Provider of online continuing and professional education for a number of professional groups, including the National Association of Social Workers, as well as developer and director of the Teaching in the Virtual Classroom certification program offered through Fielding Graduate University. Provide organizational and management consulting services, team building, training and development to a variety of organizations, with particular emphasis on online teaching and training.

Datatel, Inc.
Fairfax, VA

7/00 to 1/04

Development and delivery of workshops geared toward academic administrators for the purpose of promoting good planning processes to facilitate development of effective online courses and programs. Evaluation of in-house training to determine which courses, programs, and services can be migrated to online delivery.

Center for Excellence in Education
Datatel, Inc.
Fairfax, VA

10/00 to 1/04

Development and presentation of workshops for the purpose of promoting good planning processes for online courses and programs. Faculty development workshops for promotion of effective course development and facilitation of online courses.

The Fielding Institute
Santa Barbara, California

1/98
to 3/00

Coordinator of "What Works Learning Community" project hosted by the Foundation Consortium of Sacramento, California. Project provides technical assistance to communities engaged in large systems change utilizing results-based budgeting and re-investment strategies. Also provides a virtual community for those involved in the project. Assist with the development of the project and work with communities as a "Learning Ally" to facilitate their systems change work.

Hazelden Foundation
6/93 to 6/98
Center City, Minnesota

New Bridge Foundation
Berkeley, California

Program development, planning, and supervision for outpatient adolescent chemical dependency

treatment program; community network development; liaison to Regional Coalition for Adolescent Alcohol and Drug Treatment; coalition-building.

Director of Program Development

8/83 to 11/90

Trinity Treatment Corporation
San Francisco, California

Healthcare consulting firm providing needs assessments, program development, implementation and evaluation. Provided onsite management and marketing to Peninsula Hospital, Marin General Hospital, and John Muir Medical Center for adolescent chemical dependency treatment programs. With the Betty Ford Center in Palm Springs, CA, provided community needs assessment and development of adolescent outpatient program. Staff training and orientation provided to Renewal Centers in Quakertown, PA.

MANAGEMENT/CLINICAL:

Clinical Supervision

9/06 to

present

Provide weekly clinical supervision to candidates for the Licensed Clinical Social Worker examination in California on a private basis. Current client – Asian American Resource Center.

Director, Adolescent Treatment Center

11/90 to 6/93

John Muir Medical Center
Walnut Creek, California

Managed adolescent chemical dependency treatment program offering inpatient and outpatient services. Budget preparation and fiscal management. Recruitment, training, and supervision of staff of 25: staff development, and clinical supervision. Contract development with third-party payors. Community outreach and education.

School Social Worker

8/79 to 8/83

Social Work Department Chair

Hopkins Independent School District
Hopkins, Minnesota

Coordinator/supervisor of two departments. Diagnosis and treatment of emotionally disturbed and chemically dependent students and their families. Legislative liaison for Minnesota School Social Work Association.

School Social Worker

8/74 to 8/79

Beloit Public Schools
Beloit, Wisconsin

Consultation, counseling, diagnostic services for 8 schools. Supervision and program coordination for school-age maternity program. Implementation of Federal pilot program on policy development and community training regarding child abuse and neglect.

EDUCATIONAL HISTORY:

Fielding Graduate University
Santa Barbara, California
(3/96)

Dates Attended: 9/91 to 3/96

Dissertation: "Confronting Ghosts: Lessons in Empowerment and Action. A Case Study of a Community Coalition"

Degrees Received:

Ph.D. in Human and Organizational Systems

MA in Organizational Development (2/95)

University of Wisconsin
School of Social Work
Milwaukee, Wisconsin
Dates Attended: 9/72 to 5/74

Degree Received: MSW

University of Wisconsin
Madison, Wisconsin
Dates Attended: 9/68 to 1/72

Degree Received: BA,
Sociology

CERTIFICATIONS/LICENSES:

State of California, Licensed Clinical Social Worker,
License #LCS10848

States of Minnesota and Wisconsin -- School Social Worker II

IRB Member Certification – Completed August 2011

Quality Matters Certified Peer Reviewer – Completed March 2012

MEMBERSHIPS:

National Association of Social Workers
Online Learning Consortium (formerly Sloan-C Consortium of Institutions and Organizations
Committed to Quality Online Education)

CONFERENCE PRESENTATIONS:

- 9/87 "Treatment Options", Adolescent Chemical Dependency Conference, San Rafael, CA
- 8/88 "Reading, Writing, and Recovery", Cottage House Conference, Oakland, CA
- 6/89 "Chemically Dependent Families", NASW Summer Symposium, Lake Arrowhead, CA
- 9/89 "Fat is a 12-Step Issue", National Adolescent Treatment Consortium Conference, San Francisco, CA
- 4/90 "Adolescent Chemical Dependency Treatment", Contra Costa County Alcohol and Drug Summit, Pleasant Hill, CA
- 8/90 "Legislative Responses to Managed Care", Bay Area Private Providers Annual Meeting, Monterey, CA
- 6/91 "Dealing With Managed Care", Bay Area Private Providers Retreat, Mill Valley, CA
- 10/92 "Residential and Inpatient Treatment Considerations", Western Regional Adolescent Treatment Conference, San Francisco, CA
- 10/94 "Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities," ACE/Alliance Conference, San Francisco, CA
- 4/95 "Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities," Pacific Sociological Association, San Francisco, CA
- 7/95 "Technology and Consciousness," Fielding Institute Summer Session, Danvers, MA
- 10/96 "Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities," Professional and Organizational Development Network in Higher Education Conference, Snowbird, UT
- 10/96 "Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities," Eastern Adult Continuing and Distance Education Conference, Pennsylvania State University, State College, PA
- 11/96 "Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities," Virtual presentation at the Cybermind Conference, Perth, Australia
- 5/97 "Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities," Interface '97, Northern Alberta Institute of Technology, Edmonton, AB, Canada

- 1/98 "Facilitation in Cyberspace: New Approaches, New Skills," International Association of Facilitators, Santa Clara, CA
- 8/98 "Playing in the Cyberspace Sandbox: The Importance of Community in Distance Learning," International Federation for Information Processing, Teleteaching Conference, Vienna, Austria.
- 8/98 Participation in panel discussion on virtual learning communities, International Federation for Information Processing, Teleteaching Conference, Vienna, Austria.
- 9/98 "Effective Teaching and Learning in the Virtual Classroom," International Federation for Information Processing, Teleteaching Conference, Budapest, Hungary.
- 10/98 "Effective Teaching in the Cyberspace Classroom," INFORMS Conference, Seattle, WA.
- 6/99 "Creating Effective Online Courses," The Fielding Institute, HOD Technology Conference, Chicago, IL
- 6/99 "Creating Effective Online Courses" and "Making the Transition: Helping Teachers to Teach Online," Telecommunications in Education and Training Conference, Gjøvik, Norway
- 8/99 "Making the Transition: Helping Teachers to Teach Online," Distance Learning and Teaching Conference, Madison, WI
- 9/99 "Creating Effective Online Courses" an Executive Development Seminar presented for the Organizational Design and Effectiveness Program of the Fielding Institute
- 4/00 "How to Customize an Online Course" Member of the panel of a PBS/DCCCD teleconference delivered to 270 academic institutions in the United States and Canada
- 5/00 "Building Learning Communities in the Online Classroom," a webcast delivered by CITE (Center for Internet Technology in Education)
- 5/00 "Making the Transition: Helping Teachers to Teach Online," presented virtually at the Online Tutoring and Information Systems conference, Scotland
- 6/00 "Building Learning Communities in Cyberspace," a keynote address for Topics on distance Learning, Purdue University-Calumet
- 8/00 "Creating Effective Online Courses," Pre-conference Workshop at Distance Teaching and Learning, Madison, WI
- 8/00 "Working with the Virtual Student," Distance Teaching and Learning Conference, Madison, WI

- 8/00 "Building Learning Communities in Cyberspace," Technology in Teaching workshop, American Physical Therapy Association, College Park, MD
- 8/00 "Making the Transition: Helping Teachers to Teach Online," Technology in Teaching Workshop, American Physical Therapy Association, College Park, MD
- 11/00 Florida Community College, Jacksonville, FL
Training for faculty in the development, implementation, and delivery of online courses.
- 11/00 LERN
Guest lecturers in online faculty development course on the topic of designing and delivering online courses
- 3/01 "Making the Transition: Helping Teachers to Teach Online," "Working with the Virtual Student," and "Planning the Smarter E-Learning Environment," Datatel Users Group Conference, Washington, DC.
- 4/01 "Building Learning Communities in Cyberspace," Association of Theological Schools, Pittsburgh, PA
- 4/01 "Lessons from the Cyberspace Classroom," Alliance of Distance Education in California, Millbrae, CA
- 4/01 "Lessons from the Cyberspace Classroom," Institute on Teaching and Learning with Technology, University of South Dakota, Vermillion, SD
- 6/01 "Building Learning Communities in Cyberspace," Summer Institute, North Carolina State University, Raleigh, NC
- 6/01 "Making the Transition: Helping Teachers to Teach Online," "Working with the Virtual Student," and "Lessons from the Cyberspace Classroom," LERN Online Teaching Conference, Minneapolis, MN
- 7/01 "Lessons from the Cyberspace Classroom," Virtual Pedagogy Conference, Oshkosh, WI
- 10/01 "Lessons from the Cyberspace Classroom," California Virtual Campus Annual Conference, Huntington Beach, CA
- 11/01 "The Missing Link: Including Student Services in Online Programs," League for Innovation Conference, Minneapolis, MN
- 01/02 "Building Learning Communities in Cyberspace," Capella University Extended Seminar, Scottsdale, AZ

- 01/02 "Creating Effective Online Classes," Northern Wyoming Community College, Gillette and Sheridan, WY
- 01/02 "Creating Effective Online Classes," Indiana University Southwest, Louisville, KY
- 2/02 "Lessons from the Cyberspace Classroom," Technology Conference sponsored by Northern Wyoming Community College, Gillette, WY
- 6/02 "Lessons from the Cyberspace Sandbox" and "Web-Enhanced Classes" Pace University, Pleasantville, NY – Summer Faculty Symposium
- 6/02 "Building Learning Communities in Cyberspace" Mary Baldwin College, Staunton, VA – Summer Faculty Symposium
- 6/02 "Building Learning Communities in Cyberspace" SUNY Genesee Community College, Rochester, NY – Summer Faculty Symposium
- 6/02 "Building Learning Communities in Cyberspace" John Brown University, Siloam Springs, AR – Summer Faculty Symposium
- 6/02 "Beyond Facilitation" and "Learning Online: A Collaborative Approach" Keynote addresses at LERN Conference, Minneapolis, MN
- 6/02 "Building Learning Communities in Cyberspace" Columbia University College of Education Conference on Technology
- 6/02 "Building Learning Communities in Cyberspace" Keynote workshop at Adventist Virtual Learning Network Annual Conference, Chattanooga, TN
- 8/02 "Beyond Facilitation" Preconference workshop at Distance Teaching and Learning Conference, Madison, WI
- 8/02 "Collaboration in the Virtual World" Concurrent session at Distance Teaching and Learning Conference, Madison, WI
- 10/02 "Collaboration in the Virtual World" Extended seminar, Capella University, Dulles Airport
- 11/02 "Lessons from the Cyberspace Classroom" Computers on Campus Conference, Myrtle Beach, SC
- 11/02 "Beyond Facilitation" Preconference workshop at the League for Innovation Conference, Long Beach, CA
- 11/02 "Building Learning Communities in Cyberspace" Concurrent session at the League for Innovation Conference, Long Beach, CA

- 11/02 “Collaboration in the Virtual World”
Roundtable discussion at the League for Innovation Conference, Long Beach, CA
- 12/02 “The Role and Responsibilities of the Learner in Online Learning”
Extended seminar, Capella University, Orlando, FL
- 1/03 “Participatory Research”
Extended seminar, Capella University, Orlando, FL
- 4/03 “Creating Effective Online and Blended Courses” – Pre-Conference Workshop
14th International Conference on College Teaching and Learning, Jacksonville, FL
- 4/03 “The Art of Teaching Online” – Featured Presentation
14th International Conference on College Teaching and Learning, Jacksonville, FL
- 8/03 “Building a Virtual Toolkit”
Pre-conference workshop at the Distance Teaching and Learning Conference,
Madison, WI
- 8/03 “The Role and Responsibilities of the Learner in Online Learning”
Concurrent session, Distance Teaching and Learning Conference, Madison, WI
- 10/03 “Building a Virtual Toolkit”
Pre-conference workshop at the League for Innovation Conference, Milwaukee, WI
- 10/03 “The Role and Responsibilities of the Learner in Online Learning”
Concurrent session, League for Innovation Conference, Milwaukee, WI
- 10/03 “Maximizing Participation in Online Classes”
Roundtable discussion, League for Innovation Conference, Milwaukee, WI
- 10/03 “Effective Teaching in a Hybrid Environment”
Two one-day workshops delivered at Estrella Mountain Community College and Rio
Salada Community College, Maricopa District, Scottsdale, AZ
- 2/04 “The Virtual Student”
Web cast at the Illinois Online Network conference
- 2/04 “Developing a Virtual Toolkit: Best Practices in Online Teaching”
Missouri Southern Southwest University
- 3/04 “Moving to the Next Level: Best Practices in Online Teaching”
WebCT Users Group Conference, Drexel University, Philadelphia, PA
- 4/04 “Best Practices in Online Teaching”
Lawrence Technical College – Virtual Presentation

- 5/04 "Building Learning Communities in the Virtual World" and "Best Practices in Online Teaching"
Jump Start, Simmons College, Boston, MA
- 7/04 "Building Learning Communities in Cyberspace"
AVLN Conference, Napa, CA
- 8/04 "Finding Our Way in the Dark: Effective Online Faculty Development"
Pre-conference Workshop, Distance Teaching and Learning Conference, Madison, WI
- 8/04 "Collaborating Online: Learning Together in Community"
Concurrent session at the Distance Teaching and Learning Conference, Madison, WI
- 8/04 "The Future of Teaching and Learning Online"
Invited panel presentation at the Distance Teaching and Learning Conference, Madison, WI
- 11/04 "Finding Our Way in the Dark: Effective Online Faculty Development"
Pre-conference Workshop, League for Innovation Conference, Tampa, FL
- 11/04 "Collaborating Online: Learning Together in Community"
Concurrent session at the League for Innovation Conference, Tampa, FL
- 11/04 "Best Practices in Online Education"
Roundtable discussion at the League for Innovation Conference, Tampa, FL
- 12/04 "Best Practices in Online Education" and "Collaborating Online"
SUNY Teaching and Learning with Technology Conference, Saratoga Springs, NY
- 12/04 "Participatory Research," "Virtual Teams," and "Getting Published"
Presentations at the Winter Colloquium, Capella University
- 1/05 "Best Practices in Online Teaching"
Kaplan University Faculty Seminar, Ft Lauderdale, FL
- 2/05 "Best Practices in Online Teaching" and "Collaborating Online"
American Council of Engineering Education Annual Conference, Savannah, GA
- 2/05 "Best Practices in Online Teaching and Faculty Development"
Oregon Distance Learning Consortium, Eugene, OR
- 2/05 "Collaborating Online"
Webcast at the Illinois Online Network online conference
- 3/05 "Learning Together in Community"

Johns Hopkins University, Baltimore, MD

- 4/05 "Learning Together in Community"
Indiana Higher Education Telecommunication System
- 5/05 "Collaborating Online" and "Learning Together in Community"
COWS Conference, University of Houston
- 6/05 "Building Learning Communities in Cyberspace" and "Best Practices in Online Teaching"
Congresso Internacional de Qualidade Em Educação a Distância (International Congress of Quality in Distance Education) – Unisinos, São Leopoldo, Brazil
- 8/05 "Collaborate!", "Promoting Faculty Excellence," "Learning Communities Revisited"
Annual Conference on Distance Teaching and Learning in Madison, WI
- 9/05 "Pedagogy 201 for Distance Learning: Enhancing Interactivity"
PBS/Starlink broadcast
- 10/05 "Collaborate!", "Promoting Faculty Excellence," "Learning Communities Revisited,"
"Promoting Best Practices in Online Teaching"
League for Innovation in the Community College (CIT Conference). Dallas, TX
- 10/05 "Learning Together in Community," "Effective Online Student Services"
Illinois Eastern Community College District
- 11/05 "Pedagogy 202 for Distance Learning: Measuring What Matters"
PBS/Starlink broadcast
- 11/05 "Creating Effective Online and Hybrid Classes"
Elgin Community College
- 2/06 Ozarks Technical Community College
Keynote address, "Building Learning Communities
Concurrent workshop, "Collaborating Online"
- 3/06 "Strategic Partnerships for Faculty Development," "Promoting Faculty Excellence"
Innovations Conference, Atlanta, GA
- 4/06 "Best Practices, Personal Intuition, or Scientific Research--How Can Learning
be Most Enhanced?"
International Conference on Teaching and Learning, Jacksonville, FL
- 7/06 "Online Learning Communities Revisited," Teaching with Technology Symposium,
University of Arkansas Medical School, Little Rock, AR

- 8/06 "Aligning Course Design and Assessment," pre-conference workshop and "A Partnership for Faculty Development," roundtable discussion at the Distance Teaching and Learning Conference, Madison, WI
- 10/06 "Aligning Course Design and Assessment," pre-conference workshop, "How Do We Know They Know?" concurrent session, "Bringing Discussions Alive" concurrent session, "A Partnership for Faculty Development," roundtable discussion, and "Out of the Flood Waters: A Post-Katrina Partnership between Fielding Graduate University and Delgado Community College," roundtable discussion at the League for Innovation Conference, Charlotte, NC
- 10/06 Online Communities of Practice Conference, Academic Impressions, Orlando, FL
- 3/07 "Out of the Flood Waters: A Post-Katrina Partnership between Fielding Graduate University and Delgado Community College," concurrent session and "Bringing Discussions Alive," roundtable discussion at the Innovations Conference, New Orleans, LA
- 3/07 "Who is the Typical Schoolcraft College Student?" Seminar presented at Schoolcraft Community College, Livonia, MI
- 3/07 "Best Practices in Online Learning," keynote address and "Aligning Course Design and Assessment," presentation at ETOM annual meeting sponsored by the Michigan Community College Virtual Learning Collaborative, Muskegon, MI
- 4/07 "Developing Effective Online Classes," Manchester Community College, Manchester, CT
- 6/07 "Online Learning Communities Revisited," keynote address for Empire State College, Albany, NY
- 6/07 "Developing Learning Objectives" and "Effective Assessment for Online Learning," Academic Impressions Conference on Strategies for Effective Online Learning, Boston, MA
- 6/07 "Developing Effective Online Classes," "Collaborating Online," "Making the Transition," and "Promoting Faculty Excellence in Online Teaching," Kingston, Jamaica. Training for community college faculty hosted by Excelsior Community College.
- 7/07 "Participatory Research," workshop presented at National Session, Fielding Graduate University, School of Educational Leadership and Change
- 8/07 "Establishing Faculty Presence Online," Pre-conference workshop, "Building Virtual Communities: Techniques that work!," "Out of the Flood Waters: The Post Katrina Partnership Between Delgado Community College and Fielding Graduate University,"

- concurrent sessions for the Distance Teaching and Learning Conference in Madison, WI
- 8/07 "Developing Effective Online and Hybrid Classes," "Making the Transition," Summer Institute, Oakwood College, Huntsville, AL
- 9/07 "Establishing Presence in Virtual Teams," Executive Seminar presented at the OMD Program fall session, Fielding Graduate University, Santa Barbara, CA
- 10/07 "Making the Transition," Pre-conference workshop and "Collaborating Online," concurrent session for the Jossey-Bass Online Teaching and Learning Conference
- 11/07 "Establishing Faculty Presence Online," Pre-conference workshop, "Building Virtual Communities: Techniques that work!," "Out of the Flood Waters: The Post Katrina Partnership Between Delgado Community College and Fielding Graduate University," concurrent sessions, "Aligning Course Design and Assessment," featured session, and "Bringing Discussions Alive" roundtable discussion at the League for Innovation in the Community College Conference, Nashville, TN
- 11/07 "Developing Effective Online and Hybrid Classes," Keynote address at the Alabama College Association annual meeting, Birmingham, AL
- 12/07 "Collaborate! Using Virtual Teams Online," Virtual keynote address for eLearn Guild Online Forum.
- 1/08 "Developing Effective Hybrid Classes," Adjunct Inservice Training, Cowley College, Wichita, KS
- 1/08 "Developing Effective Online Classes," presented to Lee's Summit School District and to K-12 teachers in the Kansas City area through University of Missouri-Kansas City.
- 4/08 "Collaborating Online" and "Building Virtual Communities: Techniques that Work!" International Conference on College Teaching and Learning, Jacksonville, FL
- 4/08 "Building Online Learning Communities," keynote address at the Virtual School Society Conference, Vancouver, Canada
- 6/08 "Best Practices in Online Teaching," Summer Institute, George Mason University, Fairfax, VA
- 8/08 "Assessing the Online Learner", "Authentic and Alternative Assessment Online," and "Effective Course, Program, and Faculty Evaluation," Distance Teaching and Learning Conference, Madison, WI
- 10/08 "Social Presence," "Collaborating Online," "Assessing the Online Learner"

- Jossey-Bass Conference on Online Teaching and Learning. Acted as co-chair of the conference.
- 10/08 "Assessing the Online Learner", "Authentic and Alternative Assessment Online," and "Effective Course, Program, and Faculty Evaluation," League for Innovation in the Community College Conference, Salt Lake City, UT
- 2/09 Effective Online Teaching and Assessment, Faculty Development session for American University and AU National Training Laboratories, Washington, DC
- 8/09 "New Approaches to Online Faculty Development," "Assessing the Online Learner," "Web 2.0 Technologies and Community Building Online," Distance Teaching and Learning Conference, Madison, WI
- 10/09 "New Approaches to Online Faculty Development," "Assessing the Online Learner," "Web 2.0 Technologies and Community Building Online," League for Innovation in the Community College Conference, Detroit, MI
- 3/10 "New Approaches to Online Faculty Development," "Assessing the Online Learner," "Web 2.0 Technologies and Community Building Online," League for Innovation in the Community College Conference, Baltimore, MD
- 5/10 "Effective Online Discussion," DeVry University-Phoenix.
- 5/10 "Making the Transition," "Effective Online Discussion," Eastern University, St David, PA
- 6/10 "Effective Online Teaching," West Georgia Technical College, Atlanta, GA
- 7/10 "The Excellent Online Instructor: Staying Abreast of Current and Future Developments in Online Teaching," St Joseph's College of Maine, Portland, ME
- 8/10 Symposium on Faculty Development, Distance Teaching and Learning Conference, Madison, WI
- 10/10 "The Excellent Online Instructor," Jossey-Bass Conference on Online Teaching and Learning. Acted as co-chair of the conference.
- 11/10 "Effective Online Teaching," Texas A&M University, Loreto, TX
- 2/11 "Collaborative Group Work Using Mobile Technology," "Using Mobile Technology to Empower Student Learning," "The Excellent Online Instructor," Wikis, Blogs, and Facebook, Oh My! Using Web 2.0 Effectively," League for Innovation Conference, San Diego, CA.
- 2/11 "Collaborating Online," Bridgepoint Education, San Diego, CA.

- 3/11 "Effective Online Instruction," Rocky Mountain Retreat, Fielding Graduate University, Denver, CO.
- 8/11 "Collaborative Group Work Using Mobile Technology," "Using Mobile Technology to Empower Student Learning," "The Excellent Online Instructor," Distance Teaching and Learning Conference, Madison, WI.
- 9/11 "Learning Communities Revisited," Keynote Address, Davenport University, MN.
- 10/11 "The Excellent Online Instructor: 10 Tips for Training and Development," "Strategies and Tools for Assessing the Online Learner," Online Teaching and Learning Conference (OTL), Acted as co-chair for the conference.
- 10/11 "Making the Transition," Yoga Alliance Leadership Conference, Palm Springs, CA.
- 11/11 "Matching Training to Experience: A Phased Approach to Faculty Development," "The Role of Community in Online Teaching, Assessment, and Faculty Development," Sloan-C Conference, Orlando, FL.
- 11/11 "The Future of Online Learning," Keynote Address, T-Bug Conference, Dallas, TX.
- 2/12 "Best Practices in Online Teaching," Pace University faculty gathering, White Plains, NY
- 4/12 "Best Practices in Online Teaching," Wiley Plus Kickoff, Dana Point, CA
- 5/12 "Building Online Learning Communities," Chicago School of Professional Psychology faculty gathering, Chicago, IL
- 6/12 "Assessing the Online Learner," Wiley Faculty Network, Online presentations.
- 8/12 "Fieldwork using Mobile Technology," "Using Mobile Technology in Faculty Development," "The Excellent Online Instructor," "Lessons from the Virtual Classroom," "The Role of Community in Online Teaching, Course Development, and Faculty Development," Presentations at the Distance Teaching and Learning Conference, Madison, WI.
- 8/13 "Assessing the Online Learner," webinar presented for Magna, Madison, WI
- 8/13 "Fieldwork using Mobile Technology," "The Future of Online Learning," "Lessons from the Virtual Classroom," Presentations at the Distance Teaching and Learning Conference, Madison, WI.
- 11/13 "To MOOC or not to MOOC?" "Matching Training to Experience: A Phased Approach to Faculty Development," "Can They Flip? A Flipped Approach to Faculty Development," Presentations at the Sloan-C Conference, Orlando, FL.

- 11/13 "The Excellent Online Instructor," Webinar presented for Inside Higher Ed.
- 12/13 "Learning Together in Community," Keynote presentation at the World Campus Faculty Colloquium, Penn State University, University Park, PA.
- 6/14 "Best Practices in Teaching and Learning in the 21st Century," Immaculata University Chairs Conference, Immaculata, PA
- 8/14 "Can You Flip?" pre-conference workshop on flipped learning, "Can They Flip? A Flipped Approach to Faculty Development," "A Collaborative Approach to Online Curriculum Development" (presented with Julie Frese of University of the Rockies), and invited panelist on the closing panel on the Future of Online Education, presentations at the Distance Teaching and Learning Conference, Madison, WI
- 9/14 "Assessing the Online Learner," webinar presented for Wiley Learning Network.
- 10/14 "Excellence in Higher Education: The Role of Online Learning," keynote address at The Plater Institute, Indianapolis, IN
- 2&3/15 "Supporting Excellence in Online Instruction," Educause Learning Initiative – 4 week online mini-course.
- 4/15 "Building Online Learning Communities," "Supporting Faculty Excellence in Online Teaching," Social Work Distance Education Conference, Indianapolis, IN

TRAINING AND CONSULTING:

- 9/98 – 12/98 John F. Kennedy University, Orinda, California
Online faculty training in effective development and delivery of online courses and the use of Web Course in a Box for course authoring
- 5/99 – 10/99 Thomas Edison State College, Trenton, New Jersey
Development of curriculum for an online course to certify faculty in the development and delivery of effective online courses
- 6/14/99 Bowling Green State University
Training of 30 K-12 faculty participating in a grant project for the development of a virtual community for the purpose of professional development and support
- 7/11 13/99 Christian University Global Network
Training for approximately 100 faculty of Christian colleges and universities in the development, implementation, and delivery of online courses.
- 9/99 to 9/01 University Access

Training for employees who work with faculty to develop and deliver online courses.

- 8/99 to 9/01 SchoolCity.Com
Ongoing consultation for the development of a web-based service for K-12 teachers, students, and parents. Evaluation of services delivered.
- 11/99 University of South Dakota
Training for faculty and administrators in the development, implementation, and delivery of online courses.
- 2/00 to 6/03 Georgia State Board of Regents
Development, implementation, and delivery of online faculty training using WebCT
- 11/00 Florida Community College, Jacksonville, FL
Training for faculty in the development, implementation, and delivery of online courses.
- 11/00 University of Calgary, Calgary, Canada
Training for faculty, administrators, and corporate trainers in the development, implementation, and delivery of online courses.
- 11/00 Student Affairs Compass
Development and delivery of online continuing education course for Student Affairs professionals on the topic of learning communities
- 11/00 LERN
Guest lecturers in online faculty development course on the topic of designing and delivering online courses
- 11-12/00 Growmark, Inc.
Development and delivery of two e-conferences to assist corporate trainers in making the transition from classroom to online delivery of employee and customer training
- 4/01 Graduate Theological Institute
Faculty training both face-to-face and online
- 4/01 Evangelical Lutheran Churches of America
Faculty training face-to-face followed by online coaching of online instructors
- 5/01 Northwest Nazarene University
Faculty training
- 5/01 to 4/02 McGrath Systems
Consultation and curriculum development to move face-to-face sexual harassment training to a web-based environment

- 7/01 Ohio Learning Network
Facilitation of 2-day meeting with faculty developers from universities around the state of Ohio and ½ day with staff of OLN. Follow-up consultation and webcasts to assist with developing and meeting OLN’s mission. Participation in statewide conference held 3/02.
- 7/01 to 3/14 LERN
Developed and taught online faculty development courses.
- 10/01 Walla Walla College, Walla Walla, WA
Faculty training in the design and delivery of effective online courses.
- 10/01 to 8/02 Southern Ohio Council for Higher Education
Development of online teaching certification program for member colleges.
- 01/02 Northern Wyoming Community College, Sheridan and Gillette
Faculty training in the development and delivery of online courses.
- 01/02 Indiana University Southeast, Louisville, KY
Faculty training in the development of interactive online courses
- 4/02 Golden Gate Seminary, Mill Valley, CA
Faculty training in advanced online facilitation skills
- 5/02 Florida Community College at Jacksonville
“Building Learning Communities in Cyberspace”
- 5/02 Seattle Pacific University, Seattle, WA
Faculty training in advanced online facilitation skills
- 5/02 Lee Hecht Harrison – LHH@Home Program
Staff development on working with the virtual client
- 6/02 Genesee Community College, Rochester, NY
Faculty training in building online learning communities
- 8/02 Wofford College, Spartanburg, SC
Faculty training in developing web-enhanced courses
- 9/02 Fielding Graduate Institute
Development and delivery of online student orientation program for OMD Program
- 1/03 Fielding Graduate Institute
Development and delivery of online student orientation program for ELC Program

- 9/03 to 6/04 Chabot/Las Positas Contract Education Division
Development of e-learning solution for Contract Education clients, training of subject matter experts to deliver online and hybrid classes
- 12/03 to 4/04 University Health Network, Toronto General Hospital
Evaluation, training, and consulting for the purpose of developing an online training program to be delivered to the 10,000 employees of UHN. Consultation on the development of a consortium of 9 area hospitals for the purpose of joint purchase of needed software and hardware and collaborative training for employees of all 9 hospitals.
- 1/04 to 10/04 Patten University, Oakland, CA
Development of Patten Online degree completion program.
- 2/04 to 11/04 Fielding Graduate Institute, Educational Leadership and Change Program
Training of faculty to use technology in teaching. Evaluation and revision of new student orientation program.
- 5/04 to 9/07 John F. Kennedy University, Pleasant Hill, CA
Evaluation of curriculum of Graduate School for Holistic Studies to determine appropriateness for online delivery. Consulting on design and delivery of online and hybrid courses.
- 6/04 South Carolina Technical Schools
Evaluation of online student services for all 16 technical colleges in South Carolina.
- 4/05 Jamestown Community College
Evaluation of current online offerings and coaching of online faculty
- 4/05 and 10/05 University of South Dakota
Online Training Academy – Development and delivery of online faculty training program to prepare faculty to develop online courses
- 4/05 to 9/05 Fielding Graduate University
Development of online 20-unit graduate level academic certificate program entitled “Teaching in the Virtual Classroom.” Launched 9/05 and is ongoing.
- 1/06 to 6/10 Delgado Community College, New Orleans, LA
Consultation and training in online teaching and course development to college devastated by Hurricane Katrina. Monthly phone consultation, onsite visit 4/06, online faculty training institute delivered in conjunction with Learning Times, 7/06 and 5/07. Conference presentations regarding the work during 2007. Trained 5 faculty per year for 4 years to teach effectively online.
- 4/06 University of California – San Francisco
Faculty training on development and delivery of effective online classes

- 5/06 University of Mary Washington
Development and delivery of 4-week online faculty training course
- 6/06 Embry-Riddle Aeronautic University
Development of 6-week online faculty training course
- 7/06 Texas Woman's University
1-day training on developing and delivering effective online classes. Development of 6-week online faculty training course
- 10/07 Nebraska Book Company, Lincoln, NE
Conversion of on-the-ground training modules for online delivery
- 1/08 Lee's Summit School District, Lee's Summit, MO
Coaching three groups of high school teachers on effective online course design.
- 5/08 Mansfield University, Mansfield, PA
Presentations and consultation for development of online learning program.
- 8/08 Capella University, School of Undergraduate Studies, Minneapolis, MN
Faculty development session on best practices in online teaching.
- 11/08 to 4/11 LEARN Quebec – Assessment of online site and offerings for K-12 teachers in Quebec Province. Development of training model, promotion of online services, and sustainability plan for the organization.
- 12/08 State Farm Mutual Automobile Insurance Company, Bloomington, IL
Assessment of training needs and suitability of online training for the organization.
- 6/10 Fayetteville State University, Fayetteville, North Carolina – Train 70 faculty for development and delivery of online courses. Develop online student orientation for online courses.
- 10/10 University of Maine at Ft Kent – Faculty training in effective online teaching. Evaluation of current online program and consultation on development of technology strategic plan.
- 6/11-8/11 LA College International – Developed advanced 3-week online faculty training.
- 7/11-9/11 iNACOL – Participated on a national committee to revise the online teaching standards for K-12 educators.
- 8/11 to 8/12 Yoga Alliance – Evaluating distance learning capability for training yoga teachers and establishing standards of practice for distance education.
- 9/11 to present University of the Rockies – rewrite new faculty orientation online course and deliver the course 3 to 4 times per year.

- 1/13 White Men as Full Diversity Partners – facilitation of company meeting in Portland, OR
- 1/13 Ashford University – external reviewer for Masters in Teaching and Learning with Technology degree.
- 1/13 to 5/13 Lookstein Foundation – external reviewer for online courses delivered at Jewish schools in the US for 8th graders and high school students.
- 3-4/15 Bay Path University – co-facilitate and redesign online course on building learning communities.

PUBLICATIONS:

Lessons from the Virtual Classroom: Realities of Online Teaching. Co-authored with Keith Pratt, PhD. Jossey-Bass, 2013.

The Excellent Online Instructor: Strategies for Professional Development. Co-authored with Keith Pratt, PhD. Jossey-Bass, 2011.

Faculty Training and Mentoring at a Distance: Learning Together in the Virtual Community, co-authored with Keith Pratt, PhD. Published in *Cases on Digital Technology in Higher Education: Issues and Challenges*, Edited by Haghi, A. & Luppicini, R., IAP, 2011 (IAP, 2011).

“Assessment and Academic Honesty in the Online Learning Community,” *Encyclopedia of Distance Learning*, 2010.

Assessing the Online Learner: Resources and Strategies for Faculty. Co-authored with Keith Pratt, PhD. Jossey-Bass, 2009.

Building Online Learning Communities: Effective Strategies for the Virtual Classroom (2nd Edition of Building Learning Communities in Cyberspace), co-authored with Keith Pratt, PhD. Jossey-Bass, July 2007.

“Online Learning Communities Revisited” (2007), co-authored with Keith Pratt, PhD. *Trends in Distance Education: Online Learning Communities (July, 2007)*, Edited by R. Luppicini with Preface by Sir John Daniel.

Collaborating Online: Learning Together in Community (2005), co-authored with Keith Pratt, Ph.D, San Francisco: Jossey-Bass Publishers.

The Virtual Student: A Profile and Guide (2003), co-authored with Keith Pratt, Ph.D., San Francisco: Jossey-Bass Publishers.

“Metacommunication,” “Online Orientation,” and “Critical Dialogues” in *Encyclopaedia of Distributed Learning*. Thousand Oaks: Sage Publications (2003).

Beyond the Looking Glass: What Faculty and Students Need to be Successful Online. Published in Rudestam, K. and Schoenholtz-Read, J. (2002) *Handbook of Online Learning*. Thousand Oaks, CA: Sage.

Lessons from the Cyberspace Classroom: The Realities of Online Teaching, co-authored with Keith Pratt, PhD, San Francisco: Jossey-Bass Publishers, March 2001.

Building Learning Communities in Cyberspace: Effective Strategies for the Online Classroom, co-authored with Keith Pratt, PhD., Jossey-Bass Publishers, March 1999. Winner of the Frandson Award for Excellence in Literature in Adult or Continuing Education, University Continuing Education Association, April 2000.

Effective Teaching and Learning in the Virtual Classroom, Published in the proceedings of the XV. IFIP World Computer Congress, Vienna, Austria and Budapest, Hungary, September, 1998.

Playing in the Cyberspace Sandbox: The Importance of Community in Distance Learning, Published in the proceedings of the XV. IFIP World Computer Congress, Vienna, Austria and Budapest, Hungary, September, 1998.

Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities, Published on ERIC, October, 1994.

Playing in the Cyberspace Sandbox: The Intersection of the Human and Electronic Communities, electronic publication on Cybermind:

[\[http://www.curtin.edu.au/conference/cybermind/papers/index.html\]](http://www.curtin.edu.au/conference/cybermind/papers/index.html)

REFERENCES:

Available on request.