

## CURRICULUM VITAE

Darryl (Deri) C. Draper-Amason, PhD  
(941) 445-3620 Mobile  
[www.dcdraper.com](http://www.dcdraper.com)

### EDUCATION:

Ph.D., Pennsylvania State University, August 2010.

Major: Instructional Systems

Dissertation Title: “*The Instructional Effects of Knowledge Based Community Of Practice Learning Environments On Student Achievement And Knowledge Convergence*”

M.Ed., Pennsylvania State University, January 1994.

Major: Instructional Systems

Master’s Thesis: *A Self-Instruction Training Program for Chrysler Warranty Administrators*  
<http://www.worldcat.org/title/self-instruction-training-program-for-chrysler-warranty-administrators/oclc/299239635>

B.A., Temple University, May 1991.

Major: Art History

### HONORS AWARDS AND RECOGNITION:

2018 -- [Women in Digital Learning Leadership Scholarship, Online Learning Consortium](#)

Designing for Open Educational Resources (DOER) Fellow funded by The William and Flora Hewlett Foundation and administered by the Open Education Group: <http://openedgroup.org/doer-fellowship>

Provost Fellow, Old Dominion University. The Provost Fellow is a prestigious recognition for faculty to work with the Provost on specified projects. The fellowship is a two-year appointment.

Research Recognized in ISPI’s Performance Xpress publication:

<http://www.performanceexpress.org/2015/05/hpt-research-fit-may-2015/>

Distinguished Dissertation Award, International Society for Performance Improvement (April 20, 2012).

[http://www.ispi.org/ISPI/ISPI/Awards/Award\\_Archives/2012\\_Distinguished\\_Dissertation\\_Award\\_Recipients.aspx](http://www.ispi.org/ISPI/ISPI/Awards/Award_Archives/2012_Distinguished_Dissertation_Award_Recipients.aspx)

### AUTHORING TOOLS and LMS EXPERIENCE:

Proficiency in Adobe Captivate, Articulate Storyline, Camtasia, Toolbook Authoring, and Web 2.0 Tools.

Course development in the following LMSs: Moodle, SumTotal, Blackboard, Blackboard Ultra, ANGEL, Canvas, Desire2Learn, Sakai, NovoEd, Coursera and Udemy.

### PROFESSIONAL & ACADEMIC WORKPLACE EXPERIENCE:

July 2019 – Present

Old Dominion University

**Research Assistant Professor -- Virginia Modeling, Analysis, & Simulation Center**

Working with VMASC faculty on funded projects that require curriculum development, training, instructional design and performance improvement.

May 2016 – July 2019

Old Dominion University

**Director of Integrative Learning – Center for High Impact Practices (CHIPs)**

Leading the institution-wide Integrative Learning and ePortfolio initiatives as high impact practices to enhance the student learning experience in the physical and online classroom environments. As **the Faculty Lead for Academic Initiatives** focused on Integrative Learning, I work with the Institutional Assessment Department Academic Enhancement, and the Vice Provost, on the State Council of Higher Education for Virginia, (SHEV) accreditation initiative to integrate High Impact Practices such as **ePortfolios and Experiential Learning** into the curriculum. My duties include the design and development of processes, procedures, support mechanisms, **Faculty Development** and funding for ePortfolios as an assessment tool on the program and student level for accreditation purposes and to enhance the student learning experience. The Integrative Learning initiative focuses primarily on faculty development by providing intensive workshops and bi-monthly ‘brown bag’ sessions to help scaffold faculty as they incorporate eportfolios and other high impact practices into their courses and program curriculum.

July 2016 - July 2018

Old Dominion University

**Provost’s Fellow -- College of Continuing Education and Professional Development**

The Provost Fellow is a prestigious recognition for faculty to work with the Provost on specified projects. **The fellowship is a two-year appointment.** My primary focus is to use my expertise in standing up a new academic department focusing on the program for non-profit, corporate, and higher education organizations as well as serving transitioning professionals and students, and the existing ODU population. The new academic department will serve as a structure for professional development not only for potential students, existing students, organizational customers, as well as to **engage faculty** providing training and support, in which faculty can experiment with, develop, **Open Education Resources**, ePortfolios that demonstrate knowledge, skills and abilities working with the Center for High Impact Practices. Working with the Center for Learning and Teaching as it relates to digital and online learning. As the result of this fellowship, the Center for Professional Studies will have a firm process and procedure for developing and mentoring faculty in the development of OER and High Impact Practice ([www.aacu.org](http://www.aacu.org)) curriculum responding to the needs of government, business, and industry. In addition, the Center will act as a research and development arm for ODU in the use of OER, High Impact Practices, competency based learning, to document and reflect upon learning and teaching effectiveness.

July 2013 - July 2016

Old Dominion University

**Assistant Professor – OTS Training and Development**

Currently teaching undergraduate and graduate-level training and development classes. Many of my classes are taught using a community of practice learning environment. In addition to teaching undergraduate and graduate level courses, I am the program lead for the Training Specialist (TS) undergraduate program in Occupation and Technical Studies (OTS) Department.

November 2013 – April 2014

University of Pennsylvania, Wharton Executive Education

**Consultant – Instructional Designer**

Developed a MOOC-like learning environment for The Wharton School’s Executive Education Program that consisted of targeted tutorials that focused on complex topic of “Customer Centricity.”  
<http://news.wharton.upenn.edu/press-releases/2013/12/wharton-executive-education-offers-new-online-course-in-customer-centricity/>

June 2011 – May 2013

Northern Illinois University

## **Assistant Professor – Instructional Technology**

Taught Elementary Education courses that focus on curriculum development using the ASSURE Model as well as technology in the elementary classroom. Taught graduate-level Instructional Design, Human Performance Technology and Human Resource Development classes. Many of my classes are taught using Kolb's Experiential Learning Model. Authentic projects from the corporate and higher education settings are analyzed, designed, developed, implemented and evaluated in order to solve problems, define strategy, develop scaffolding strategies, implement change, and create knowledge management solutions.

December 2009 – May 2011

Assessment Technologies Group – Jacksonville, FL

### **Consultant – Chief Learning Officer**

Creation and development of the Learning Services division of ATG. The Learning Services division provides leadership and development training for existing ATG clients for a holistic organizational development solution.

January 2011 – May 2011

Merck Vaccine Division

### **Senior Strategy Consultant**

The design, development, and implementation of a global competency based certification and evaluation program for Merck's Leadership Academies that included salaried and union employees. Mapped existing training and developed new training programs that directly linked to performance review process. Additionally, performed analysis, created structure, and governance strategy for a comprehensive Community of Practice environment for certification and evaluation initiative.

March 2002 - December 2009

Subaru of America, Inc.

### **National Customer Relationships and Loyalty Training Manager**

Responsible for leading the development and execution of Subaru of America's national Customer Relationships and Loyalty training program for the manufacturing side of the organization.. Specific focus on improving Corporate and Dealer management of customer relationships as well as customer purchase and ownership experiences.

- The implementation of a Project Management Training program for direct reports using Moodle and CoPs to support a corporate wide initiative.
- Development and production of Captivate modules for use as independent online learning modules as well and the inclusion within an online training curriculum.
- Created, implemented and maintain online Communities of Practice using Moodle. The CoPs are directed to internal corporate employees and dealership personnel focusing on increasing workplace productivity, customer loyalty and customer recovery.
- Key stakeholder in the implementation of SumTotal 7.2 Learning Management System. Responsibilities include the integration, design and management of all corporate and dealer training courses.
- Designed, developed a new lead management application training program. The eDealer program was designed as a self-paced instruction manual that was introduced to pilot dealers using WebEx. T3 courses designed for Regional personnel training for dealer body (approximately 600 dealers nationwide).
- Development, production and facilitation of recorded WebEx learning modules that address customer recovery skills as part of a blended curriculum that includes live web-based training.
- Designed and developed customer relationship training curriculum delivered asynchronously via SumTotal LMS, and synchronously, via WebEx live sessions, for dealer management and personnel.
- Project Manager for a dealer warranty administration web-based training program designed as the prerequisite course for the warranty training certification program.

- Designed and developed a dealer Owner Loyalty Training Program that focuses on a web-based application that concentrates on report generation, data interpretation and action plan development.
- Integration of a “Blended Learning” solution into the design and development of corporate and dealer customer service training programs.
- Design and development of a dealer cross-functional team-training program.
- Development of level 1, 2, 3 and 4 evaluations for training curriculum and the inclusion of existing metrics to determine training effectiveness.
- Coordination with other training managers (Sales/Service/Fixed Operations/ Human Resources), regional management, and vendors for customer service training integration and consistency.
- Proactive assessment of resource needs regarding use of vendors / consultants or other such supplementary support necessary to achieve goals

May 1999 – March 2002  
CEO and Co-Founder

Driveitaway.com, Inc. Philadelphia, PA

Co-founder of dealer-to-consumer used vehicle Internet auction suited to the needs of both institutional wholesale remarketers (corporate fleets, commercial lessors, finance companies) and automotive retailers. Identified and developed overall sales program and specific Philadelphia pilot partners for premier launch. Coordinated supplier, dealer and end user sales effort and recruitment for post pilot implementation.

January 1998 – May 1999  
Independent Consultant

Wired Business, Inc. Cherry Hill, NJ

## PUBLICATIONS:

Peer-Reviewed Indexed Academic Journals and Peer Reviewed Book Chapters

Hoard, B., Stefaniak, J., Baaki, J. & Draper, D. (2019). The influence of multimedia development knowledge and workplace pressures on the design decisions of the instructional designer. *Educational Technology, Research and Development Journal*, 67(302), 1-27.

Rush, L., Lo, L., Abdous, M & Draper, D. (2018). All hands on deck: How one university pooled resources to educate and advocate for affordable course content. *The evolution of affordable content efforts in the higher education environment: Programs, case studies, and examples*. University of Minnesota Libraries Publishing. Retrieved from: [open.lib.umn.edu/affordablecontent/](http://open.lib.umn.edu/affordablecontent/). ISBN 978-1-946135-44-5 DOI 10.24926/866666.0101

Draper, D.C. (2015) Collaborative instructional strategies to enhance knowledge convergence. *American Journal of Distance Education*, 29(2), 109-125.

Draper, D. C. (2015). Digital knowledge mapping as an instructional strategy to enhance visual literacy: A case study. In D. Baylen & A. D’Alba. (Eds.) *Essentials of Using and Integrating Visual and Media Literacy—Visualizing Learning*. New York: Springer.

Draper, D. C., & Amason, R.F., Jr. (2014). Digital knowledge mapping as an instructional strategy to enhance knowledge convergence: A case study. In D. Ifenthaler & R. Hanewald. (Eds.) *Digital knowledge maps in education: Technology-enhanced support for teachers and learners*. (331-354) New York: Springer.

Draper, D. C., (2013). The instructional effects of knowledge based communities of practice learning environments on student achievement and knowledge convergence. *Performance Improvement Quarterly*, 25 (4), 67-89.

Land, S., Draper, D., Jordan, R., Hsieh, H., Ziyang, M., Smith, B. (2009). An investigation of knowledge building activities in an online community of practice at Subaru of America. *Performance Improvement Quarterly* 22 (3), 23-36.

Moller, L. and Draper, D. (1996). Examining the viability of distance education as an instructional approach. *The Journal of Continuing Higher Education* 44 (4), 12-21.

#### Regular Column in Peer-Reviewed Journal or Newspaper

Draper, D. (2012). History Corner: Presto! "In the Groove". *TechTrends*, 56(3), 9. New York: Springer. <http://www.springerlink.com/content/u55j3515638h2087/?MUD=MP>

#### Book, Peer-Reviewed Chapter in Scholarly Book-New

Draper, D. C. (2015). Digital knowledge mapping as an instructional strategy to enhance visual literacy: A case study. In D. Baylen & A. D'Alba. (Eds.) *Essentials of Using and Integrating Visual and Media Literacy—Visualizing Learning*. New York: Springer.

Draper, D. C., & Amason, R.F., Jr. (2014). Digital knowledge mapping as an instructional strategy to enhance knowledge convergence: A case study. In D. Ifenthaler & R. Hanewald. (Eds.) *Digital knowledge maps in education: Technology-enhanced support for teachers and learners*. (331-354) New York: Springer.

Draper, D. C. (2013). Communities of practice. In R.C. Richey (Ed.) *Encyclopedia of terminology of Educational Communications and Technology*. New York: Springer.

#### Conference Proceedings:

Draper, D.C (2014). *Digital knowledge mapping as an instructional strategy to enhance knowledge convergence*. 30<sup>th</sup> Annual Distance Teaching and Learning Conference. Madison, WI: Author.

#### Extended Abstract

Draper, D. C., & Amason, R.F., Jr. (2014). (2014). Quality in blended learning: Linking the e-Learning Maturity Model to accreditation guidelines. Proceedings from the *Blended Learning Conference and Workshop* at the Online Learning Consortium.(formerly Sloan-C) Denver, CO: Author. (Retrieved from: <http://onlinelearningconsortium.org/conference/2014/blended/proceedings>)

Butler, R. P., & Draper, D. (2012). *Technology Lenses: Ways of Seeing the World*. In Gregory T. Papanikos (Ed.). Athens: Fourteenth Annual International Conference on Education. [www.atiner.gr/papers.htm](http://www.atiner.gr/papers.htm)

Land, S.M., Draper, D., Ma, Z., Hsieh, H-W, Jordan, R., & Smith, B.K. (2008). Knowledge building activities in an online community of practice at Subaru of America: A case study. In M. Simonson (Ed.), *31st Annual Proceedings of the Association for Educational Communications and Technology*. AECT Publications.

#### GRANTS AWARDED:

Robinson, M., Draper-Amason, D. (Co-PI), & Diaz, R. (Co-PI).(2020) Coastal Virginia Maritime Advancement Programs (COVA MAP). \$1.5M

Collins, A. (PI), (2020) Automation tools & analytics courses for the naval shipyard project extension. \$49,692.33.

Ezell, B., (PI) & Draper, D.(Co-PI) (2020). USMC Non-Lethal Fires Course Development. Extension. Awarded: \$94,000.00.

Ezell, B., (PI) & Draper, D.(Co-PI) (2018). USMC Non-Lethal Fires Course Development. Awarded: \$303,000.00.

Payne, B.K., (PI) Draper, D., (Co-PI), Wu, H.,(Co-PI) (2019). Bridging the disciplinary gaps: A pathway in cybersecurity curricula in General Education. \$594,000.

Payne, B.K., (PI) Draper, D., (Co-PI) & Mayes, L. (Co-PI) (2017) From VB to TCC to ODU to the C-Suite: Creating a Text-Book Free Pathway to a Bachelor's Z-Degree. Grant application submitted to the State Council of Higher Education for Virginia (SCHEV). Fund for Excellence and Innovation. Awarded \$140,000.00.

Wu, H., Wu, H., Chunsheng, X., & Draper, D. (2018). 2018 GenCyber Teacher Camp. Grant application submitted to the National Security Agency. Awarded \$ 64,000.

Draper, D., & Matlock, D. (2017). Cisco Networking and Cyber Security Academy at Southwest Higher Education Center, Abingdon, VA. Virginia Tobacco Commission. \$191,000. (ODU/SVAHEC) Matching. [https://www.heraldcourier.com/news/tobacco-commission-awards-grant-for-new-cybersecurity-academy/article\\_4b0351f6-de02-537f-9578-c5c44374d337.html](https://www.heraldcourier.com/news/tobacco-commission-awards-grant-for-new-cybersecurity-academy/article_4b0351f6-de02-537f-9578-c5c44374d337.html)

Payne, B.K., (PI) Draper, D., (Co-PI) & Mayes, L. (Co-PI) (2017) From VB to TCC to ODU to the C-Suite: Creating a Text-Book Free Pathway to a Bachelor's Z-Degree. Grant application submitted to the State Council of Higher Education for Virginia (SCHEV). Fund for Excellence and Innovation. Awarded \$140,000.00.

Payne, B.K., (Co-PI) Draper, D., (Co-PI)Wu, H.,(Co-PI) Wu, H.,(Co-PI) & Chunsheng, X., (Co-PI) (2017). Bridging the Disciplinary Gaps in Cybersecurity Curricula through General Education, High Impact Practices and Training for Incoming Freshman. Grant application submitted to the National Science Foundation. NSF Proposal Number 1723635. Awarded \$499, 994 for 36 months.

Draper, D.C., (PI) & R.F. Amason (co-PI). The application of the e-learning Maturity Model framework on multidisciplinary departments to increase student-learning outcomes in online programs. Grant application submitted to ISPI 2014 Research Stimulus Grant, **funded \$15,900** in September 2014. Grant begins October 1, 2014 – September 30, 2015. <http://www.performanceexpress.org/2014/03/2013-2014-ispi-research-priorities-stimulus-grants-call-for-proposals/>

## CREATIVE WORKS:

The development of a virtual Community of Practice called “A Community of Scholars.” This CoP was developed specifically for ODU graduate students to share knowledge and best practices on their journey to become scholars. The virtual environment is developed in Moodle 2.71.

The development of a working template called ‘CoP Development Canvas’ to guide the Community of Practice creation process by identifying the critical elements that promote effective communities of practice. This ‘canvas’ has been implemented in the development of CoPs for organizations, my college teaching, MOOC development.

MOOC Development: Worked with researchers at The Wharton School Executive Education Program at the University of Pennsylvania to develop a MOOC-like environment using NovoEd technology. In addition to the platform development depicted below, five tutorials were developed to introduce complex subjects such as churn rates and customer attrition vs. retention calculations.

## RESEARCH PAPERS PRESENTED AT PROFESSIONAL MEETINGS:

- Draper, D.C. (2014). Digital Knowledge Mapping to Enhance Knowledge Convergence. *30<sup>th</sup> Annual Distance Teaching and Learning Conference*, Madison, WI.
- Draper, D.C., & Amason, R. (2014). Quality in Blended Learning: Linking the e-Learning Maturity Model to Accreditation Guidelines. Online Learning Consortium. *Blended Learning Conference and Workshop*. Denver, CO.
- Draper, D. C. (2014). Knowledge Building in Workplace CoPs. *The Performance Improvement Conference ISPI*, Indianapolis, IN.
- Draper, D.C. (2013). Student Engagement through Digital Knowledge Mapping: An Instructional Strategy. *AECT Conference, Anaheim CA*.
- Draper, D. C., Keesling, D., Latham, C., Richter, S., & Weas, L. (2013). Transformation of Experience: Students and Faculty Reflections of Experiential Learning. *AECT Conference, Anaheim CA*.
- Draper, D. C. (2012, October). *Digital Knowledge Mapping as an Instructional Strategy*. Paper presented at the 44<sup>th</sup> Annual IVLA Conference, Portland, ME.
- Draper, D., & Butler, R. P. (2012, October). *Technology Lenses: Ways of Seeing the World*. Paper presented at the AECT Annual Conference, Learning in the Age of Globalization, Louisville, KY.
- Draper, D., Hayenga, G., & Blackmore, S. (2012, October). *Design Considerations for Workplace Knowledge-Building CoPs to Promote Knowledge Convergence: A Case Study*. Paper presented at the AECT Annual Conference, Learning in the Age of Globalization, Louisville, KY.
- Luetkehans, L. M., Draper, D., Cowan, J., & Hung, W. C. (2012, October). *The Evolution of an "Honor Roll" Online Master's Program in IT: Critical Decisions and Outcomes*. Paper presented at Learning in the Age of Globalization, Louisville, KY.
- Draper, D. (2012, August). *Instructional Strategies to Promote Knowledge Convergence in Online Communities of Practice*. Paper presented at American Psychological Association International Conference, Orlando, Florida. <http://forms.apa.org/convention/participant.cfm?session=473>
- Draper, D. (2012, May). *Social Networking: How to Create and Promote your Social Identity*. Paper presented at LearnIT Conference 2012, Northern Illinois University, DeKalb, IL.
- Draper, D., & Butler, R. P. (2012, May). *Technology Lenses: Ways of Seeing the World*. Paper presented at Athens: Fourteenth Annual International Conference on Education, Athens, Greece.
- Draper, D., Clariana, R. B., & Land, S. M. (2011, November). *An Automated Measure of Group Knowledge Structure Convergence*. Paper presented at the AECT Annual Conference, Design. Learn. Community. Jacksonville, Florida.
- Draper, D., Land, S. M., & Clariana, R. B. (2011, November). *Knowledge Building Activities and Knowledge Convergence in Workplace Communities of Practice*. Paper presented at the AECT Annual Conference, Design. Learn. Community. Jacksonville, Florida.
- Draper, D. (2011, October). *Knowledge Building Activities and Knowledge Convergence in Workplace Communities of Practice*. Paper presented at CISPI Cracker Barrel Event -- Tracing our HPT Roots, Chicago, IL.
- Cowan, J., Luetkehans, L. M., & Draper, D. (2011, October). *Design-Based Research in the Development of Hybrid Masters Program*. Paper presented at IAECT Annual Fall Conference Teaching in an Interconnected World, Kishwaukee College, Malta IL.

Draper, D.C., (2010, October). *The Instructional Effects of Online Community of Practice Learning Environments of Student Achievement*. Paper presented at the Annual AECT National Conference, Anaheim, CA.

Draper, D. C., (2010, April) *Collaborating Across Disciplines*. Presented at the 1st Annual Research Symposium, Penn State Great Valley.

Draper, D.C., (2010, May) *Communities of Practice*. Paper presented at the ASTD Jacksonville Chapter Seminar on e-learning.

Draper, D.C., and Amason, R.F., (2008, October) *Communities of Practice for Professional Development of Higher Education faculty and administrators: Bridging the divide*. Paper presented at the AECT National Conference, Roundtable, Orlando FL.

Draper, D.C., Land, S.M., & Clariana, R.C., (2008). Knowledge Building Activities in an Online Community of Practice (CoP) at Subaru of America: A Case Study presented at the AECT National Conference, Workshop. Orlando, FL.

## GRANTS APPLIED FOR:

Wu, H., Wu, H., Chunsheng, X., & Draper, D. (2019). 2020 GenCyber Teacher Camp. Grant application submitted to the National Security Agency. \$95,000.

Wu, H., Wu, H., Chunsheng, X., & Draper, D. (2018). 2019 GenCyber Teacher Camp. Grant application submitted to the National Security Agency. \$80,000.

Katsioloudis, P.J., (PI) Jovanovic, V. Draper, D.C., & Dickerson, D.(co-PIs), The Norfolk Southern Project. Grant application submitted to Norfolk Southern. \$10,000.

Draper, D.C., Watson, G.S., Sanzo, K., Steel, C., Daniels, C., & Casiello, A. The application of the e-learning Maturity Model framework on multidisciplinary departments to increase student-learning outcomes in online programs. Grant application submitted to Intramural Multidisciplinary Seed Funding to ODU's Office of Research, \$31,000. Not awarded.

Draper, D.C., Pazos-Lago, M., Phelps, M. Use of online communities of practice to drive female engagement. Grant application submitted to National Science Foundation's REAL grant proposal number 1420441. Year I- \$221,202, Year II- \$117,655. Not awarded.

## RESEARCH AND MANUSCRIPTS IN PROGRESS:

Draper-Amason, D., Mayes, L., Payne, B. (December 2019). From VB to TCC to ODU to the C-Suite: Creating a text-book free pathway to a bachelor's z-degree. *Journal of Systemics, Cybernetics, and Informatics*. (Accepted)

Draper, D.C., & Amason R., F.. Quality in Blended Learning: Linking the e-Learning Maturity Model to Accreditation Guidelines. Manuscript submitted to Online Learning formerly known as the Journal of Asynchronous Learning Networks (JALN).

## MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Association of American Colleges and Universities. ([www.aacu.org](http://www.aacu.org)). Strategic Planning in the Integrated Learning Summer Institutes 2016, 2017 and High Impact Practices Summer Institute 2018.

Past President, Design and Development Division, Association for Educational Communication and Technology (AECT). October 2014- October 2015.



Member, American Psychological Association, Washington, DC. January 2011 – Present.

Communications and Marketing Director, Hampton Roads Chapter: International Society for Performance Improvement. July 2014 – July 2015.

Executive Board Member, Chicago Chapter: International Society for Performance Improvement, Chicago, IL. August 2011- August 2013.

Member, International Society for Performance and Improvement, Washington, DC. 1996 – Present.

Member, South Eastern (SEVA) Chapter of Association for Talent Development. August 2013 – Present.

## PROFESSIONAL SERVICE:

- Great Computer Challenge 2017- Present. ODU/WHRO.
- Online Learning Consortium (formerly Sloan-C) Accelerate Learning Conference, Orlando, FL.
  - Session Chair
- Academy of Human Resource Development 2015 Conference in the Americas
  - Proposal Reviewer for the ODC Track
- Association for Educational Communications and Technology
  - President of Communications, Design and Development Division
  - Welcome Reception Chair for Jacksonville Conference
  - Primary Presenter for concurrent session and roundtable
  - Reviewer for annual conference proposals
- International Society for Performance Improvement
  - Elected Board member of Hampton Roads Chapter
    - Communication Director
    - Creation of a Student outreach program with HRISPI
    - Guest Speaker, September 18, 2014 link: <http://www.hrispi.org/>
- American Psychological Association
  - Symposium chair

## COMMUNITY SERVICE:

- International Society for Performance Improvement
  - Creation of a Student outreach program with HRISPI