DR. MARLENA WARD-DODDS

COLLEGE INSTRUCTOR

LEARNING EXPERIENCE LEADER

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Innovative problem-solver and leader motivated to deliver inclusive, impactful, and flexible educational experiences that equip and empower learners to flourish.

DEMONSTRATED SUCCESS

- ✓ **Curriculum Development –** Developed course curriculum using models such as ADDIE, RAPID, SAM, and instructional scaffolding methods to enhance learning.
- ✓ **Instructional Analysis –** Constructed strategies for learning outcomes that improve course and participant effectiveness
- ✓ **Subject-Matter Expert (SME) –** Recognized as a Top 10 Adjunct Faculty at Concordia University. Asked to present as an SME on e-learning and instructional design methods globally for workshops and conferences and selected by leadership to serve on Diversity, Equity, and Inclusion Council for Milwaukee Area Technical College and Concordia University.
- ✓ **Collaboration –** Collaborated with cross-functional teams such as senior executive leaders, program coordinators, and instructional designers to develop engaging online courses across three colleges and programs promoting academic success for students.
- ✓ **Cognitive Strategies –** Created learning environments for clients and students by utilizing adult learning theories, Universal Design for Learning (UDL), Human-centered design, and inclusive pedagogy based on course analysis to improve course outcomes.
- ✓ **Learner Experience –** Drove instructional technology in an educational setting by leading a team of five instructional designers to manage online courses for the university, creating effective learning experiences for learners.
- ✓ **Program Development & Delivery –** Employed instructional analysis to develop and successfully deploy learning programs across that increase performance using the Kirkpatrick evaluation model.

CORE COMPETENCIES

Instructional Design: Online Instructional Design | Learning Management Systems |Instructional Technology | Quality Matters | Academic/Technical Writing | Diversity and Inclusion | Accessibility Standards | Evaluation | Universal Design for Learning (UDL) | ADDIE | RAPID | Online Faculty Development | Adult Learning | Workforce Development | Leadership Development | Human-centered Design |Design Thinking

Program Development: Strategic Planning | Data Analysis | Stakeholder Influence | Process Improvement | Project Management | Communication | Kirkpatrick Evaluation Model

Technology: Blackboard | Canvas| Articulate 360 | Rise 360 |Camtasia | Google Suites | Screen Casting Software | Web 2.0 tools | Asana | MS Office | OneDrive | Windows | Basecamp | Virtual Reality | Augmented Reality| Canva | Trello | iSpring Suite

EDUCATION

Doctor of Education (Ed.D) | Instructional Design & Technology | Liberty University **|** Lynchburg, VA
Education Specialist (Ed.S) | Curriculum & Instruction | Liberty University | Lynchburg, VA
Master of Science in Education (MS Ed) |Education Design Technology | Concordia University | Mequon, WI
Master of Business Administration (MBA) |Risk Management & Insurance | Concordia University | Mequon, WI
Bachelor of Science (BS) |Political Science Law Studies | University of Wisconsin—Milwaukee | Milwaukee, WI

PROFESSIONAL EXPERIENCE

Kacmarcik Center for Human Performance | Grafton, WI **2021-Present**
Director, Learning Experience and Instructional Design

- Collaborate with Learning Managers across the company to develop training objectives, curriculum, courses, learning experiences, and performance measurements that improve the knowledge, skills, attitudes, and habits of employees across experience levels.
- Support new hire training performance and progress, and ensure high-quality learner outcomes and timely completion;
- Effectively manage the Manager, Training and Learning and Manager, Learning Technology to update and develop new traditional and eLearning modules to replace and revise older content;
- Collaborate with HR and the learning division to assess and identify workforce learning needs through assessment, survey, and close collaboration with managers and senior leadership

Milwaukee Area Technical College | Milwaukee, WI **2018-Present**
Instructor

- Designed and developed curriculum and evaluation tools to enhance learning experiences
- Led instruction for accelerated and traditional undergraduate Business courses using Blackboard
- Implemented instructional frameworks by integrating supportive technology, increasing student engagement in online and face-to-face learning environments

Concordia University | Milwaukee, WI
Instructor (Adjunct) **2001-2021**

- Led instruction and curriculum design Business and Liberal Arts for accelerated and traditional undergraduate courses
- Provided accurate and timely information for courses to prospective students, current students, and University staff
- Identified optimal learning delivery methods and developed appropriate content structure using instructional design/e-learning principles such as ADDIE, RAPID, and Blackboard
- Developed course curriculum directed toward fulfilling department objectives to enhance student performance

Lead Instructional Design Consultant **2016-2021**

- Project manage various initiatives and maintain communication in a high-production environment within allotted timeframes
- Led course design efforts using instructional models and templates to ensure quality to materials and efficient processes.
- Targeted Bloom's Taxonomy higher-level thinking skills for optimal educational output
- Employed proven adult learning theories based on course outcomes to construct discussion questions, assignments, case studies, problem-based learning activities, and support materials
- Created instructional materials, including written and video tutorials for emerging technologies using various software, hardware, and storyboards, increasing student engagement
- Influenced faculty and department leaders to implement curriculum design that promoted technology integration for traditional, blended, and distance courses
- Designed and developed course materials, course plans, objectives, outcomes, teaching aids, activities, and evaluation tools

HIGHLIGHTED PRESENTATIONS

- **BlackBoard World 2020 |** Presenter: Keys to Building a More Inclusive Learning Environment
- **BlackBoard World 2021** | Presenter: Using Blackboard to Create UDL Friendly Courses (July 2021)
- **Wisconsin Association of Independent Colleges and Universities (WAICU) |** Speaker: Five Best Practices to More Inclusive Learning Environment: Wisconsin
- **Wisconsin Association of Independent Colleges and Universities (WAICU) |** Speaker: Engaging Students in an Online Environment

PROFESSIONAL DEVELOPMENT

- **Universal Design for Learning Ally Deployment |** Concordia University
- **Diversity and Inclusion mentoring team |** Concordia University
- **Diversity, Equity and Inclusion Committee** | Milwaukee Area Technical College
- **Immersive Technologies research |** Concordia University
- **Introduction to Blackboard Training |** Milwaukee Area Technical College
- **Prep for Online Teaching |** Milwaukee Area Technical College
- **Understanding Classroom Environment |** Milwaukee Area Technical College
- **Institutional Data and Evaluation |** Milwaukee Area Technical College
- **Intermediate Blackboard |** Milwaukee Area Technical College
- **Instructional Planning |** Milwaukee Area Technical College
- **Course Design|** Milwaukee Area Technical College
- **eLearning Design Training |**eLearning Designer Academy