

RICHARD W. BROWN

1295 Cleveland Ave.
St. Paul, Minnesota 55108
(651) 442-0758
E-mail – brown123@umn.edu
Web – <http://esdi.us>

EDUCATION

Ph.D. Florida State University
Educational Psychology, 1992

M.S. Florida State University
Instructional Systems, 1988

B.A. University of Wisconsin, Madison
Psychology, 1978

SKILLS

- Needs Assessment and Planning
- Interactive case design and development (via Articulate Storyline and Adobe Captivate)
- Course (online and F2F) design, development and evaluation (LMS experience using Moodle, Blackboard, Saba, WebCT)
- Design and delivery of both online and face-to-face training resources
- Video production, narrated screen recordings, PPTX to video, and video editing
- Web site design and development skills
- Experience teaching small and large groups, online and F2F
- Project design and management
- Experimental and quasi-experimental research and evaluation skills
- Survey development and analysis
- Editing, design and layout of professional journals
- Statistical analysis, word-processing, and graphics experience

EXPERIENCE

February 2021 – September 2022 (18 month contract)

Online and Hybrid Instructional Designer, MinnState System. In a split position, working with SMEs, I design and implement online virtual courses with the Institute for Professional Development. Courses include brief introductory videos, interactive scenarios, and content. All materials are delivered via the LMS, D2L. Class sessions are delivered via Zoom. In addition, working with the MinnState IT Center of Excellence, I have focused on the design and implementation of certificate-bearing courses, such as an Introduction to Python. These courses are intended to be delivered via D2L or exported and imported to other LMS platforms.

November, 2020 – September, 2021 (USAID funded project)

(Volunteer) Instructional Designer, The Center for Victims of Torture. Under the direction of the volunteer coordinator, collaborate with members of the International Services team to design and deliver resources and services to geographically distant team members and clients.

January 2019 – October 2

Learning Development Specialist, Allina Health. Collaborate with subject-matter experts in the design and development of both professional practice skills, and/or workflow-related Excellian (AKA Epic) electronic medical record system functionality. Delivery modes include web-based, instructor-led, and self-instructional print materials. I served as a core member of the Metrics and Evaluation committee, focused on designing and implementing core evaluation items and strategies for all instructional materials or strategies delivered in the Training and Organizational Development area at Allina Health.

September, 2015 - January 2019

Senior Web-Based Training Developer. Allina Health. Collaborate with subject matter experts in the design and development of completely on-line self-instructional professional courses, focused on

providing knowledge and skills in the use of Excellian. Participate on the Instructional Design Core Team, responsible for defining standards and processes for multiple Systems Learning and Development teams. Teams are responsible for training physicians, nurses, and all clinical staff in both clinical and hospital settings in the Allina Health system. Co-facilitate the sub-committee on evaluation and metrics for this committee.

May 5, 2014 - June 14, 2015

Instructional Designer, School of Dentistry, University of Minnesota. Collaborating with the faculty and Program Director for the (new on-line) Master's in Dental Hygiene Education, I designed and implemented standardized on-line course templates, evaluation items, and the web site for current students in the program. Working with individual faculty members, I support the design and implementation of the initial course Moodle sites, and teaching and learning activities involving various web-based tools.

April, 2013 – March, 2014

Instructional Designer, Allen Interactions. Primary responsibilities include designing highly interactive eLearning courses. Working directly with corporate clients – SMEs, senior management, and an Allen Interactions studio team, design, develop, and implement content - via Flash, Lectora, Storyline, and HTML - using a highly iterative design and development process – the SAM Model of instructional design (a process developed by Dr. Michael Allen).

July, 2010 – August, 2012

Assessment Analyst, University of Minnesota. Primary responsibilities designing and implementing the assessment plan for a major grant focused on strategies to retain and graduate students who transfer into the College of Biological Sciences. In addition, consult with faculty to design innovative assessment strategies within the undergraduate and graduate curriculum.

October, 2009 – January, 2011

Assistant Professor, College of Pharmacy, University of Minnesota. Develop and teach content related to research design and statistics. Develop an on-going research agenda related to case-base reasoning.

July, 2006 – June 2010

Director of Instructional Services, College of Pharmacy, University of Minnesota.. Work directly with faculty to facilitate intelligent selection, implementation, and evaluation of instructional strategies, often incorporating various on-line tools. Participate as a member of various college committees involved in curriculum and course design and evaluation.

August, 2005 – June, 2006

Associate Director, Center for Teaching and Learning, Minnesota State Colleges and Universities. Developed, implemented and managed significant grants programs. Co-designed and implemented online and face-to-face seminars and conferences, led by industry leaders in topics related to faculty development.

January, 2003 – July 2005

Coordinator of Distance Education and Technology-Enhanced Instruction, College of Pharmacy, University of Minnesota. Facilitate faculty teams in the design, development and evaluation of courses delivered via Interactive Television. Promote systematic incorporation of online tools in day school offerings.

July, 1998 - May, 2002

Director of Instructional Services, Walden University. Acted as coach and supervisor to a team of instructional designers; assisting faculty in the design, development, implementation and ongoing evaluation of Master's and Ph.D. courses within four divisions at Walden University. Personally served as primary design support for approximately 30 faculty members. Defined and implemented mechanisms to ensure communication and data flow between my team, the Registrar, Student Services, and the Walden Web Team (served as a core member of the web team). Designed, summarized, and distributed course evaluations.

November 1999 - September 2000

Commissioner, Congressional Web-Based Education Commission (<http://www2.ed.gov/offices/AC/WBEC/FinalReport/index.html>). Commission was charged (by the President and Congress) with determining how the federal government should be involved in the evolving use of technology (online and computer-based) in public education. My involvement included participation in approximately 20 hearings and meetings held around the nation (most occurring in Washington, D.C.). Our efforts culminated in the report to the President and Congress, "The Power of the Internet for Learning."

June, 1997 - July, 1998

Faculty Mentor and Instructional Designer, Walden University. Responsible for design, implementation and evaluation of online learning environments for delivery of Walden graduate programs. Teach within the Education Program. Helped coordinate the development of the Walden Web Team and served as a core member. Served as interim WebMaster for six months.

December, 1996

Distance Education Consultant. Consulted with Antarctic Support Associates (ASA) to enhance distance education options for ASA personnel working at McMurdo Station and South Pole Station, Antarctica. Included site visits and consultation with station personnel.

November, 1993-May, 1997

Program Director for Technology and Outreach, Independent and Distance Learning (IDL), University College, University of Minnesota - Twin Cities. Facilitated integration of Internet resources within pre-existing correspondence courses and the creation of online courses. Promoted correspondence and online course development among the four primary campuses of the University of Minnesota (Crookston, Morris, Duluth, and Twin Cities), for delivery via IDL, Twin Cities. Co-created and chaired University College Web Team. Acted as primary collaborating partner with Penn State World Campus, the United States Peace Corps, and several institutions within the former Soviet Union to deliver courses to Russian students in Volgograd (formally, Stalingrad), and Saratov. In this capacity, I visited each city and participated in the "fact finding," design and implementation of processes supporting the delivery of approximately 25 distance education courses.

September, 1993-September, 1995

Adjunct Assistant Professor, St. Mary's University of Minnesota. Responsible for development and delivery of a 3 credit course "Research Methods and Statistics" and 1 credit course, "Thesis Development." Adjunct Faculty member, Lakewood Community College. Responsible for development and delivery of two sections of the 3-credit course "How to Study"

July, 1993-August, 1993

Adjunct Assistant Professor, St. Mary's University of Minnesota. Responsible for development and delivery of a 3 credit course "Educational Research Methods and Assessment".

January, 1993-June, 1993

Adjunct Faculty member, Lakewood Community College. Responsible for development and delivery of three sections (one 5 credit; two 3 credit courses) of "General Psychology", and the development and delivery of one section of a 3 credit course "Adult Development, Aging, and Death".

September, 1992-December, 1992

Adjunct Faculty Member, Minneapolis Community College. Responsible for developing and teaching two sections of 3-credit course "How to study".

October, 1992-December, 1992

Consultant to Hamline University Graduate Continuing Studies. Planned and implementing project aimed at developing a student evaluation form of courses offered through Graduate Continuing Studies.

June, 1990-June, 1992

Principal Investigator. Planned and implemented project to evaluate the cognitive effects of an undergraduate course in "Critical Thinking and Reasoning", delivered through the Philosophy Department, FSU.

TECHNICAL REPORTS

Web-Based Education Commission (2000). The Power of the Internet for Learning. Presented to the President and Congress of the United States
(available at <http://www2.ed.gov/offices/AC/WBEC/FinalReport/index.html>)

Brown, Richard (1997). Enhancing Distance Education Opportunities for Winter-Over Personnel, Antarctica. Distance Education Consultant for Antarctic Support Associates.

Grisé, P., Watters, K. & Brown, R. (1991). First year status report on Florida District use of the GED for at-risk students. The Center for Needs Assessment and Planning, Learning Systems Institute, The Florida State University.

Kaufman, R., Grisé, P., Brown, R., Bassoppo-Moyo, T., Sanchez, C., Scarseth, P. & Bowers, D. (1991). An analysis of the reasons vocational education students exit prior to completion from Florida's school districts and community college programs. The Center for Needs Assessment and Planning, Learning Systems Institute, The Florida State University.

Grisé, P., Watters, K., Kaufman, R., Bigbie, C. & Brown, R. (1991). A needs assessment for the children's services council of Collier County, Florida. The Center for Needs Assessment and Planning, Learning Systems Institute, The Florida State University.

PRESENTATIONS

- Brown, R. (2023). Open CourseWare: Proceed with Intent v2. "E"ffordability Summit. Univ. of Wisconsin – Stout. Menomonie, Wisconsin.
- Brown, R. (2023). The Activist Designer. AT ShareCase, University of Minnesota.
- Conway, J. M., Brown, R. W., Kulinski, N. M., Traynor, A. P., Pittenger, A. L., Gauthier, G., & Lajoie, P. S. (2010). Computer based simulation to teach informal logic and evidence based reasoning: a pilot study. Paper presented at the American Association of Colleges of Pharmacy (AACP). Seattle.
- Brown, R. (2010). Promoting Critical Reflection via a Strategy of Ad Deconstruction and Video Annotation. Poster presented at the American Association of Colleges of Pharmacy (AACP). Seattle.
- Brown, R. (2010). Open CourseWare: Proceed with Intent. Invited presentation at the April 20, 2010, "Open UMN Pecha Kucha" event, Office of Information Technology, University of Minnesota.
- Brown, R. (2006). An Overview of Critical Pedagogy and Related Concepts: Review, resources, and pragmatic tips. Presented at Classrooms of the Future, University of St. Thomas, Minnesota
- Brown, R. (2005). Pragmatic Suggestions for Growing On-line Communities of Practice. Presented at Classrooms of the Future, College of St. Catherine, Minnesota
- Brown, R. (2003). Better (Virtual) Buildings or Better Learners? Presented at Classrooms of the Future, Augsburg College, Minnesota
- Brown, R. (2000). A Model of Practical Epistemology to Inform Decisions of Pedagogy - A Work in Progress. Presentation at Syllabus 2000, Santa Clara, California.
- Brown, R., Arendt, A. (1998). Distance Education and the On-line Environment: Managing the Effects of Rapid Change. Presentation made to the Ninth International Conference on College Teaching and Learning, Jacksonville, Florida.
- Brown, R., Guo, S., and Thomas, L. (1998). An Evolving Model and Case Study of Implementing Online Learning Environments in a Distance Education Setting. Paper presented at International Council on Technology in Education (ICTE), Santa Fe, New Mexico.
- Brown, R., and Hillehiem, G. (1997). The Search for Quality Standards in Distance Education. Presentation made at WEBNET '97, conference of the Association for the Advancement of Computers in Education (ACE), Toronto, Canada.
- Brown, R., and Selin, L. (1997). Distributed Graduate Education: Three levels of Internet-Based Support. Presentation presented at annual conference for the Western Cooperative for Educational Telecommunications, Jackson Hole, Wyoming.
- Brown, R. and Jorn, L. (1996). Distance Learning. The 15th Annual Minnesota Computer and Information Management Symposium for State Agencies, Local Governments and Education Administration.
- Brown, R. (1996). A Team-Based Approach to Web Site Development. Panel member and presentation, Salon of the Communicator's Forum, U of M.
- Brown, R., & Forster, P. (1996). Collaborative Distance Education: A Case Study and Lessons Learned. Presentation at the 1996 AACIS Fourth Annual National Conference, Minneapolis.
- Brown, R. (1996). WWW Implications for Distance Education. Invited presentation at "The World Wide Web: A tool for expanding and integrating the curriculum," West Point, April 18-21.
- Brown, R. (1994). Pragmatic Considerations and a Process for Utilizing the Internet for Course Delivery. Presentation at the 1994 NUCEA Conference, Duluth.
- Brown, R. (1992). The motivational effects of criterion-referenced feedback, knowledge-of-results feedback, and norm-referenced feedback. Paper presented at the 1992 Annual Convention of the National Consortium for Instruction and Cognition, San Francisco.
- Brown, R., & Grisé, P. (1992). Examination of the reasons secondary and post-secondary students drop out of vocational programs prior to completion. Paper presented at the 1992 Annual Convention of the American Educational Research Association, San Francisco.

AWARDS

Award for Developing New Audiences, 1996. Penn State Continuing and Distance Education. In recognition of exemplary performance in building relationships with new Continuing and Distance Education clients.

Program Award, 1996. International Higher Education Committee (ACHE). For "Russian Distance Learning."

Academic Staff Award, 1995. Awarded to academic staff that have furthered the mission of the University in the areas of teaching, research, or outreach.

CEE/UC Outstanding Team Award, 1995. Award in recognition of significant enhancement of services, "E-Mail Lesson Servicing."