

# Carolyn Speer, Ph.D., CPACC

## Summary

I am a creative and collaborative leader dedicated to serving students through the comprehensive development of well-crafted educational opportunities.

## Key Projects

Concept Creator and Lead Designer

WSUBridges.org

Present

- Working with university partners, conceived of and designed WSUBridges.org as a free, online and on-demand destination for people seeking education to improve their lives
- Secured university support for this project even though WSUBridges.org represents a potential disruption of the current model
- Project ready to launch in October, 2019

Co-Creator and Lead Designer

Kansas Accessibility Resources Network (KSARN.org)

2018-Present

- Conceived of and designed KSARN.org as a scalable, efficient solution to accessibility training needs at Wichita State
- Maximized available resources to meet similar needs of fund-stressed, remote community colleges in Kansas at no additional cost
- Create training content on an ongoing basis
- Promote the site and solicit partnership from other institutions regionally and nationally

Conference Chair

Academic Resources Conference

2018-Present

- Disrupted the existing training model that provided separate training for GTA's and other instructors across various ranks
- Using unusual campus partnerships, expanded the reach of the conference by inviting and serving all interested university staff with any related training needs
- Secure annual financial and material support from disparate university offices

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## Professional Experience

Manager, Instructional Design and Access

Wichita State University

2015-Present

- Re-envisioned faculty training program and increased training hours by over 500% in one year
- Provide annual strategic planning guidance and daily management for a staff of seven full-time and two part-time employees to effectively train and serve over 1,000 WSU instructional staff in topics including Quality Matters standards, curriculum design, pedagogy, educational technologies, visual design, and university resources
- Oversee and guide the work of two human factors engineering Ph.D students as they investigate ways to improve the office's materials
- Provide a wide variety of training to all levels of instructional staff from GTAs to tenured professors
- Provide leadership, training, and direction for the Online Faculty Fellows program
- Provide instructional design services for challenging, high-value online programs and manage three instructional designers and two educational technologists on regular projects
- Manage paid, private sector instructional design projects including working directly with industry professionals, training them in instruction, curriculum mapping, course design, and course construction
- Improve efficiency and effectiveness by fostering collaborative partnerships with other university offices including:
  - Office of Online Learning; Office for Workforce, Professional, and Community Education; Office of Student Success; Career Development Center; Office of Diversity and Inclusion; Office of Disability Services; Institutional Equity and Compliance; Counseling and Prevention Services; the Ulrich Museum of Art, and the Graduate School
- Solve ongoing, university-level accessibility challenges through strategic vision, campus partnerships, committee work, and training to meet the university's goal of complete accessibility by 2020
- Oversee budgets and work to develop new revenue streams
- Plan and deliver an annual training conference serving over 250 instructional staff
- Provide training to instructors at surrounding community colleges
- Participate in drafting relevant university policy language
- Created standards for accessible face-to-face instruction and presentation to address a pressing, unfulfilled need in higher education
- Represent Wichita State University at regional and national conferences
- Consult with other Kansas colleges and universities on accessibility
- Teach two courses per term in the Criminal Justice Department

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Senior Instructional Designer

Wichita State University

2014-2015

- Recruited to participate in the development of the newly conceived Office of Instructional Design and Technology as the primary faculty trainer and instructional designer
- Collaborated with the Office of Online Learning, faculty, and departments to develop and improve online, hybrid, and in-person courses
- Designed and delivered professional development to instructors in formal and informal in-person settings as well as online
- Built online and hybrid courses and online learning objects using various technologies
- Trained and mentored instructional designers
- Provided technical assistance to instructors of all ranks
- Produced training articles for the IDT blog site
- Represented Wichita State University at regional and national conferences

Contract Instructional Designer and Instructor

Self Employed

2006-2013

- Wrote and published various online course materials and whole courses on topics like history, political science, and curriculum development for various employers including Learning House and Pearson
- Developed and delivered fully online courses for several employers including community colleges as well as four-year public and private universities
- Designed courses in Blackboard, WebCT, Vista, D2L/Britespace, eCollege, and Angel
- Troubleshoot difficult courses corrupted by LMS porting
- Provided various ghostwriting services
- Served as lead faculty for online political science instructors for Darton College

Assistant Professor and Administrator (Various Ranks)

Friends University

1993-2010

- Began employment at the rank of adjunct instructor and advanced to Assistant Professor.
  - Due to a spousal military move, left full-time employment and returned to adjunct faculty status, teaching fully online
- Held various administrative positions including Faculty Chair of the College of Adult and Professional Studies, Social and Behavioral Studies Coordinator for the College of Adult and Professional Studies, Honors Seminar Director, English PACE Coordinator, and member of the Strategic Planning Taskforce

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- Oversaw staffing, training, budgeting, programming, and scheduling of Social and Behavioral Studies courses in the College of Adult and Professional Studies

## Degrees

Ph.D. Adult and Continuing Education  
Kansas State University  
2005

- [Dissertation: An Exploration into First Generation Adult Student Adaptation to College](#)
- Exam areas: Social Science Research, History of Adult Education, Curriculum Design

M.A. Political Science  
University of Iowa  
1991

- Exam areas: American Politics, Constitutional Law, Social Science Research

B.G.S. Political Science  
University of Kansas  
1989

- Concentrations in Constitutional Law and English

## Lifelong Learning Activities

Iowa Culinary Institute  
Des Moines Area Community College  
2009-2011

- 35+ hours of culinary instruction
- Court of Master Sommeliers Level One Certification

Wichita State University  
Department of History  
2011-Present

- 40+ hours of graduate history
- All but thesis in M.A. Public History Program
- Exam areas: Public History, American History, Digital Humanities

## Presentations and National Exposure

- “When Training Graduate Students Creates a Public Good: Professional Development Badges Move From Blackboard to Everyone,” co-presentation with Dr. Kerry Wilks, Midwestern Association of Graduate Schools Annual Meeting, 2020 (anticipated)

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- “Learning to Use Accessibility Tools,” Sedgwick County Business Leadership Network/DisabilityIN: Wichita Forum, 2019 (anticipated)
- “But I Don’t Have One in My Class: The Challenges of Building a Culture of Accessibility on Campus,” The Consortium for Title IX and Equity Officers in Higher Ed Conference, 2019 (anticipated)
- “Universal Design in the Classroom,” training session for Michael Tilford Conference: “From Knowledge to Practice: Professional Development for a More Equitable Campus,” 2019 (anticipated)
- Featured prominently in [“Discussion Boards, Valuable?, Overused?, Discuss,”](#) Inside HigherEd, 2019
- Interviewed for, [“Evolving the Online Discussion Board at Wichita State University,”](#) Helix Education’s Enrollment Growth University podcast episode 89, 2019
- [“Comprehensive Accessibility Training Means Everyone, Including Students,”](#) AHEAD Equity and Excellence Conference, 2019
- “Kansas Accessibility Resources Network (KSARN) Explained,” AHEAD Equity and Excellence Conference, 2019
- Pre-session Workshop, “Practical Accessibility for Improving Orientation,” NODA Annual Meeting, 2019, (anticipated)
- “Training Students in Accessibility Using Free KSARN Resources,” WSU Tech Accessibility Summer Camp, 2019
- Keynote Address, “Wichita State’s Progress Toward a Fully Accessible Future,” Kan-AHEAD Annual Meeting, 2019
- [“Leveraging Existing Campus Resources to Create Comprehensive Professional Development Opportunities and GTA Training,”](#) co-presentation with Dr. Kerry Wilks, Midwestern Association of Graduate Schools Annual Meeting, 2019
- “What is KSARN and What Can it Do for Me?,” iTrac, 2019
- “Accessibility Versus Accommodations: What’s the Difference and Why Does it Matter?,” Summer Strategies Conference, University of Kansas, 2019
- “Accessibility Concerns When Teaching About Art and Music,” Cowley County Community College Summer Symposium, 2019
- Invited Speaker, “Envisioning an Accessible Future Means Being the Change and Managing it Too,” OLC Innovate, 2018
- Keynote Speaker, “Achieving an Accessible Future,” Combined Faculty Training Day for Fort Scott, Neosho County, and Allen Community Colleges
- Keynote Speaker, “Accessibility is Nothing to Fear,” Cowley County Community College Summer Symposium, 2018
- “Accessibility and Blackboard Ally at WSU,” Kansas Blackboard Users’ Group, 2018
- “Accessible Face-to-Face Presentation,” iTrac, 2018
- [“After the Lawyers Leave, How Wichita State is Growing a Culture of Access,”](#) WCET 29<sup>th</sup> Annual Meeting, 2017

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- Full Conference Address, “Accessibility is a Bright Line,” University of Missouri at Kansas City Open Education Conference, 2017
- “Improving Accessibility in OER’s,” University of Missouri at Kansas City Open Education Conference, 2017
- “Accessibility, Universal Design, and Quality,” Wichita State College of Health Professions Faculty Bootcamp, 2017
- “Accessibility in the Face-to-Face Classroom,” Wichita Area Technical College Teaching Academy, 2017
- “Assessing the Impact of Standardization on Online Criminal Justice Courses,” American Criminal Justice Association Annual Meeting, 2017
- “More P.D., Less Time, Less Money,” iTrac, 2017
- “Designing with Green Light Principles and the LEARN Model,” UBTech. 2016
- “Layered Competency: A New Model for Higher Education,” University of Missouri at Kansas City Focus on Assessment Conference, 2016
- “What We Know About Foods of the First Thanksgiving ... from a Mayflower Descendent,” Museum of World Treasurers, 2016
- “Food on the Great Plains, Eating Like a Cowboy,” Reflection Ridge Retirement Community, 2015
- “Online Spanish Courses: Taking Spanish Instruction Into the 21<sup>st</sup> Century,” Kansas World Languages Association Conference, 2015
- “Encouraging Faculty Buy-In Through Recognition and Training,” co-presentation with Dr. Mark Porcaro, Colleague-to Colleague Summer Institute on Distance Learning and Instructional Technology, 2015
- “Assuring Quality in Online Courses,” Continuing Education in Kansas Conference, 2015
- “Quality Online Spanish Instruction? ¡Sí Se Puede!” Distance Teaching and Learning Conference, 2015
- “Colonial Food: The Making of American Cuisine,” Museum of World Treasurers, 2015
- “From Medical Procedure to a Gift From Father: Female Sexual Awakening and the Rise of the Vibrator,” Gender and Sexuality Conference, 2015
- “Open Up! Using Open Educational Resources in Online and Face-to-Face History Courses,” Kansas Association of Historians Annual Conference, 2015
- Panel Chair, “Place and Policy, Midwestern Voices, Midwestern Ideals,” Kansas Association of Historians Annual Conference, 2015
- “The Great American Pasture: Bison and Beef on the Great Plains,” Kansas Association of Historians Annual Conference, 2014

### Consulting and Related Activities

- Member of the Research Review Panel for AHEAD, 2019-2021
- Accessibility consulting for Kansas State University, 2019

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- Accessibility consulting and training for Cowley County Community College, 2019
- Blackboard Accessibility Webinar Director, monthly 2018-2019
- Accessibility consulting for Butler University, Indianapolis, 2018
- Accessibility consulting for Colby Community College, 2018
- Accessibility training for the Kansas Council of Instructional Administrators, 2018
- Accessibility consulting for Southern New Hampshire University, 2018
- Accessibility consulting for Seward County Community College, 2017
- Accessibility training for Emporia State University, 2017

## Grants

- Second Principal Investigator on FAA grant 12-C-AM-WISU-86, August 16-April 2019
- Academic Consultant on Kansas Humanities Major Grant, 2018

## Publications

- [“Is this ‘Accessibility’ or ‘Accommodation?’”](#) and ongoing blogging through KSARN.org
- [“Is Innovation Your Goal?”](#) and ongoing blogging through LinkedIn
- [“Instructor Presence Means ‘Being There’”](#) and over 100 other blog articles at IDA.wichita.edu, now suspended blogging project
- [“Six Ideas to Innovate Higher Ed Conferences,”](#) *WCET Frontiers*, 2016
- [“Instructional Designers: Instead of saying ‘No’ to Faculty, Let’s Say ‘Yes,’”](#) *WCET Frontiers*, 2016
- [“Police Violence, Public Response: The Public Gets What it Tolerates,”](#) Chapter Nine in *Police Use of Force: Important Issues Facing the Police and the Communities They Serve*, 2016
- [“It’s time to Open Up with Open Educational Resources,”](#) *C2C Digital Magazine*, Spring/Summer, 2015
- [“Canned Nostalgia: The Myth of ‘Of Course I Can!’ and the Rise of the Commercial Food Industry in the United States,”](#) *Fairmount Folio*, 2014
- *Western Civilizations One*, Online textbook published by the Learning House, 2011
- *Western Civilizations Two*, Online textbook published by the Learning House, 2010
- *American National Government*, Online textbook published by the Learning House, 2009
- *Instructional Design and Curriculum Development*, Online textbook published by the Learning House, 2009
- “The Presidency of George W. Bush,” Article in an online textbook published by the Learning House, 2009
- [“Online Teaching Got me Out of the Box,”](#) *Online Classroom*, 2006
- [“Not Just Disney, Images of Arab Americans in Children’s Literature,”](#) in *Arabs in the Americas: Interdisciplinary Essays on the Arab Diaspora*, 2006

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- ["A Small, Struggling College Finds Savior in Adult Programming,"](#) *Adult Learning*, 1998

## Courses Taught

- Advanced Research Methods for Criminal Justice, Online, Graduate Credit
- American Character, Face-to-Face
- American History I, Online and Face-to-Face
- American History II, Online and Face-to-Face
- American National Government, Online and Face-to-Face
- Comparative Politics, Face-to-Face
- Current Events, Online and Face-to-Face
- Current World Events, Online
- Developmental English, Face-to-Face
- Educational Accessibility: Assistive Technology, Online
- Educational Accessibility: Legal Landscape, Online
- Educational Accessibility: Universal Design and Universal Design for Learning, Online
- International Relations, Online
- Issues in American Politics, Online and Face-to-Face
- Masterpieces of World Literature One, Face-to-Face
- Masterpieces of World Literature Two, Face-to-Face
- Minority Literature for Criminal Justice, Face-to-Face
- Negotiation and Conflict Resolution, Face-to-Face
- Quantitative Methods for the Public Sector, Online
- Search for Meaning in a Changing World, Face-to-Face
- State and Local Government, Online
- Statistics for Social Sciences, Online
- Western Civilization One, Telecourse, Online, and Face-to-Face
- Western Civilization Two, Telecourse, Online, and Face-to-Face
- Writing I, Face-to-Face
- Writing II, Face-to-Face

## Additional Professional Training and Certifications

- Certified Professional in Accessibility Core Competencies (CPACC), International Association of Accessibility Professionals, 2018
- Certificate in Accessible Technology, California State University Northridge, 2018
- Disability Law for DSS Directors, Staff, and ADA Officers, AHEAD Management and TRIO Institute, 2019
- Accessibility 101 Bootcamp, AHEAD Equity and Excellence Conference, 2017
- Leadership Academy, Wichita State University, 2016-2017



## **Carolyn I. Speer, Ph.D., CPACC**

- Master Reviewer, Quality Matters, 2016
- Online Teaching Certificate, Florida Community College University, 2008