Karen Caldwell

Thousand Islands Region, Ontario

kecaldwell@hotmail.com

itchybrain.ca

kecaldwell.weebly.com

@karenecaldwell

LinkedIn profile

A 21st century learning scientist, knowledge mobilizer & trainer/developer with 20+ years of digital literacy, experiential and evidence-informed, inclusive teaching and learning.

learning scientist

applying evidence-informed practice from the cognitive and brain sciences to hands-on, minds-on learning, instruction & development

knowledge mobilizer

translating, curating, connecting, and sharing knowledge from diverse perspectives through digital authorship

trainer/developer

harnessing the improvement sciences and to lead & implement evidence-based, iterative, and inclusive development

education

2015-2018 **Doctor of Education (EdD) in *Mind, Brain, and Teaching***

Johns Hopkins University, School of Education, Baltimore, MD, USA

Dissertation: *Example-based learning for information problem-solving in Arabian Gulf Higher Education* (Advisors: Dr. E. J. Paré-Blagoev, Dr. C. Borkoski, Dr. S. Brand-Gruwel)

- Student Excellence Award, Doctor of Education program, 2018
- Honorable Mention, Carnegie Project on the Education Doctorate Dissertation in Practice Award, 2018
- Teaching as Research Fellow
    Project: *Cognitive load theory to support doctoral student writing*
- Merit Scholarship, 2016-2018
- Teaching Assistant (Fundamentals of Cognitive Development, Leadership, and Research Methods), 2016 - 2018

2009-2011 **Graduate Certificate, *Instructional Systems Technology (Instructional Design)***
Indiana University, Bloomington, IL, USA

2000-2002 **Master of Arts (MA), *Curriculum, Teaching, and Learning***
University of Toronto, Ontario Institute for Studies in Education (OISE), Canada
Thesis: *Guy Allen's expressivism in EFL classroom: Design, implementation, experience*

1998-2000 **Graduate Diploma, *English Language Teaching to Adults (DELTA), Cambridge RSA*** University of Cambridge, UK and Ankara, Turkey

1990-1995 **Graduate Diploma, *Teaching Eng. as a Second Language,* K-12 + Adults (1994-95)**
Bachelor of Arts (BA), *Latin American and Caribbean Studies* (1990-94)
McGill University, Montreal, Canada

“ ” publications

Borkoski, C., Donaldson, S., & Caldwell, K. (2021). Continuous improvement applied to an online doctoral course: Cultivating a sense of community and scholarly conversation. *Journal on Excellence in College Teaching*. http://celt.miamioh.edu/ject/

Caldwell, K. (2018). Example-based Learning for Information Problem Solving in Arabian Gulf Higher Education. Unpublished doctoral dissertation. Johns Hopkins University, Baltimore, MD, USA.

Caldwell, K. (2015). Blog (various). Retrieved from: http://kecaldwell.weebly.com/blog

Caldwell, K. (2004). Review of *Basic English for Computing* (Glendinning and McEwan, 2003). *TESL-EJ, Vol. 8.3.* Retrieved from: http://www.kyoto-su.ac.jp/information/tesl-ej/ej31/r1.html

Caldwell, K. (2004). Review of *Grammar Sense 1* (Kesner Bland, 2004). *TESL-EJ, Vol. 8.3.* [Online] Retrieved from: http://www.kyoto-su.ac.jp/information/tesl-ej/ej31/r2.html

Caldwell, K. (2003). Review of Computer Applications in Second Language Acquisition (Chapelle, 2001). *Language Awareness,* 12:2, 147-150. https://www.tandfonline.com/toc/rmla20/current

Caldwell, K. (2002). *Guy Allen's Expressivism in the EFL Classroom: Design, implementation, and experience.* Unpublished master's thesis. University of Toronto, Toronto, Canada.

Caldwell, K., Ferrell, A., Onalan, S., Derince, M., & Lyons, P. (2002). *Bilkent Academic Studies in English: BASE 1.* Ankara: Bilkent University Press.

Caldwell, K. and C. Samuel (2001). Review of the Test of Spoken English (TSE). *Canadian Modern Language Review*, 58(2), 319-326. https://www.utpjournals.press/loi/cmlr

Donaldson, S., Caldwell, K., Borkoski, C. (2018). Connected: Building meaningful relationships for online learning. *New England Faculty Development Consortium Journal*. Retrieved from: https://www.nefdc.org/NEFDCFall2018Exchange.pdf

experience

2019 – now   **Assistant Professor,** SUNY Potsdam, School of Education & Professional Studies, Potsdam, NY

- Favorite Professor Award, 2019, 2020, 2021
- Online Faculty Fellow - design, develop, implement, and revise an Online Pedagogy course for faculty, ongoing since January 2020
- Lougheed Applied Learning Grant-funded research in digital literacy & applied learning on a cross-functional team (faculty, career services, experiential learning, library)
- Academic Online Coach – support faculty in Department of Theater and Dance, Summer, Fall 2020
- Teach graduate courses in Systems Design for Performance Improvement (Instructional Design), Organization Development, Human Capital Development,

experience

Leadership, Research Techniques, and Policy, Ethics, and Issues in the MS, Management program
- Teach undergraduate Human Resource Management, a core course in the Business Administration major
- Online, face-to-face, and hybrid instructional approaches; adaptive, evidence-based learning environment
- Advise graduate students in the MS, Management Program
- Facilitate cross-cultural dialogue through Erasmus / Soliya (Connect Program) (see digital badge)

2018-now **Education + Training Consultant**, Caldwell Training & Development (self-employed)
Recent projects:
- Learning adviser, virtual-reality training program for neuro-diverse job seekers with Career Services' VJobReady program
- Research and development, virtual reality-based employability and occupational training for job seekers with UP360 and Employment + Education Centre Career Services and VJob Ready
- Community education workshop facilitation, e.g., *Empathy Effect: Countering Bias to Improve Health Outcomes* for healthcare providers, from Institute for Healthcare Communication
- Employment Coach training - adult learning theory and using infographics and other multimedia to support job seekers with Employment + Education Centre
- Job Coach training + support – organization development project for onboarding, alignment, and data management support for job coaches working with barriered job seekers at Career Services

2017-now **Senior Educational Advisor + Adjunct Faculty** Johns Hopkins University, School of Education (SoE), online graduate programs (certificate, masters, doctorate)
- Nominee, Excellence in Teaching Award (AY 2018-2019)

Online / eLearning instruction and support (synchronous and asynchronous) in:
- Multiple Perspectives on Learning and Teaching (instructor, 2019, 2021)
- Contemporary Approaches to Educational Problems (instructor + TA, 2018)
- Neurobiology of Learning Differences (TA, 2018)
- Research Methods & Systematic Inquiry I and II (TA, 2018; collaborative support for 2018 revision with Dr. C. Borkoski)
- Fundamentals of Cognitive Development (TA, 2017, 2018)
- Leadership in Educational Organizations (TA, 2017, 2018)

Advising, Mentoring, and Peer Support
- Dissertation Co-Adviser
- Writing and academic speaking and presentation skills development with peers and students from other cohorts
- Video and computer-based tutorials and demonstrations of academic skills such as annotating and reflecting on empirical research, identifying patterns among theoretical and empirical publications

experience

2014-2018 **Reviewer,** Oxford University Press
- Reviewed learning materials for cultural appropriacy for the Central Asian, Middle Eastern, and North African (CAMENA) market

2016-2017 **Instructor,** Higher Colleges of Technology, Ras Al Khaimah, United Arab Emirates
- Taught introductory research skills and employability to undergraduates using e-learning (Blackboard, video) and multi-media (Web 2.0, apps) delivery methods

2015-2016 **Instructor,** Bahrain Polytechnic, Bahrain

Created, implemented, and evaluated hybrid (Moodle) employability and self-branding skills course combining English for specific purposes and communication skills for undergraduate student career development in a process involving:
- needs assessment among faculty, students, and administration;
- rapid prototyping of materials and assessments; and
- employer consultation.

2003-2015 **Examiner ~ speaking and writing,** International English Language Testing System (IELTS), British Council, Arabian/Persian Gulf
- Examined candidates' spoken and written English

2013-2015 **Multiple roles,** Zayed University, Abu Dhabi + Dubai, UAE
Manager, Administration

Aligned Vice President's multi-campus 10-member team re. collaborative capacity, individual goals, and university human capital policies and initiated a strategic nationalization program.

Instructor, Academic Bridge Program, Zayed University, Abu Dhabi, UAE
- Taught academic skills and English as a foreign language (EFL) in blended, mobile learning environment (Blackboard)

2011-2012 **Manager, Outreach + Learning Services**, University of Waterloo, Dubai, UAE
- Initiated supplemental instruction program, *University 101*, supporting at-risk engineering and mathematics undergraduates
- Racilitated workplace skills program of workshops, individual tutorials, and mentoring for undergraduate coop students (e.g., workplace skills and communication, leadership, cross-cultural work environments, goal setting, the brain and learning, time management)
- Outreach and relationship building with communities, school networks, and governing bodies in the UAE, Kuwait, Pakistan, and Ghana

2011-2012 **Trade Commissioner, Education + Training, and Regional Education Officer**, Embassy of Canada to the UAE, Abu Dhabi, UAE
- Bilateral relationship development, market research, outreach, strategic planning, and advising at federal (Canada), regional (GCC), and international (Asian + Africa) levels in:

experience

expat demographics, trends, public/private education, K-12 international curricula, third-culture kids

- Project management, Middle East Education Initiative Tour (MEEI) - logistics, budget, and public relations (school visits, education fairs, networking activities) for delegates from 30+ Canadian education and training institutions
- Coordinated and supported Gulf Cooperation Council (GCC) education officers

2007-2011 **Instructor,** EAP and Research, Zayed University, Abu Dhabi, UAE

2007 **Consultant, Professional Development and Curriculum + Assessment,** Ministry of Education, *Madares al Ghad* National K-12 Education Reform Project, UAE

- Strategic planning and development of conceptual framework and guiding principles for national K-12 education reform initiative
- Curriculum and assessment design and development of K-12 bilingual education model (CEFR alignment and mapping)
- Professional development program design and policy alignment
- International recruitment (UAE, USA and Canada) ~75 instructors, principals

2006-2007 **Supervisor Student Support and Professional Development**, Ministry of Higher Education & Scientific Research, National Admissions & Placement Office, UAE

- Collaboratively designed, implemented, and evaluated national teacher training program for EFL teachers based on needs assessment and ongoing, adaptive program evaluation with 7 professional development instructors (PDIs) across each Emirate; programming for over 500 high school teachers
- Recruited, trained, supervised, and evaluated diverse team of PDIs
- Communicated and liaised with media, the community, and student groups to build transparent, supportive relationships and nurture buy-in for high stakes national EFL assessment

2002-2007 **Multiple roles,** UAE University, Undergraduate General Requirements, Al Ain, UAE
Director, Student Services, 2006-2007

- Directed 17-member Student Affairs (registration, student records) and Student Development (academic advising, learning services, writing centre, and student activities and clubs) teams, serving 3 – 4,000 pre-university students
- Managed performance and development of Student Services team

Coordinator, Student Development, 2005-2006

- Designed, implemented and evaluated student orientation and extra- and co-curricular programs, including ~120 committee members

Coordinator, English for Academic Purposes (EAP), 2003-2005

- Managed teaching, testing, and learning programs for high-beginner EAP students (1,200 per semester)
- Developed curriculum and assessment tools and materials
- Managed performance, professional development, and evaluation of 50-65 instructors per semester, and 15-20 committee members

experience

Instructor, EAP, 2002-2003
- Taught academic skills to pre-university EAP students

1998-2002 **Multiple roles, Bilkent University School of English Language**, Ankara, Turkey
Textbook writer, 2001-2002
- Collaborated on design, development, evaluation and revision of beginner-level EAP course book (*Bilkent Academic Studies in English 1*, see publications, below)

Coordinator, Curriculum & Assessment, 1999-2000
- Developed curriculum, assessment, and learning materials and systems for upper-intermediate and advanced EAP courses

Instructor, EAP, 1998-1999
- Taught academic skills to pre-university EAP students

1997-1998 **Visiting Lecturer, EAP,** Kyungnam University, Masan, South Korea

1995-1997 **Instructor, EFL,** SISA-ECC Pukdaegu Language Institute, Taegu, South Korea

1990-1995 **Accounting and Administrative Officer**, McGill University, Montreal, Canada

1988-1990 **Office Manager,** Ryan & Lee Associates, Toronto, ON

1986-1988 **Customer Service Representative,** Canada Trustco (now TD-Canada Trust), Brockville and Ottawa, ON

presentations, workshops, seminars

09/2021 *Experiential Learning through Digital Literacy*
SUNY Potsdam Disciplined Inquiry in Education Seminar Series (September 29, 2021)

08/2021 *Media Literacy in Higher Education* (Panel Member)
Media Education Lab (August 30, 2021; video)

06/2021 *Experiential Learning through Digital Literacy: Cross-Functional Collaboration to Empower Students and Faculty for 21st Century Contexts*
SUNY Librarians Association Conference (June 18, 2021)

06/2021 *Applied Learning with Career Services: Bridging Real World Skills with Learning Outcomes*
SUNY Career Development Organization Conference (June 16, 2021)

🙌 presentations, workshops, seminars

04/2021 *Design Thinking to Address Racism: The use of first-person accounts to build empathy and solve problems*
SUNY Business School Deans (April 30, 2021)

03/2021 *Want to slow the aging process? Add digital and media literacy to your professional tool kit!*
SUNY Potsdam Seminar Series – for faculty, students, and staff

12/2020 *Example-based Learning: Online Instruction + Support in Higher Education Settings*
IITLC Lilly Online Conference

10/2020 *Example-based Learning for Information Problem-Solving*
SUNY Potsdam Disciplined Inquiry in Education

02/2020 *The Allure of the Neuromyth*
SUNY Potsdam Center for Creative Instruction, with Dr. A. Betrus

06/2018 *Building Community + Engaging Authentic Learning in Higher Ed*
Lilly Conference, Bethesda, MD, with Dr. S. Donaldson & Dr. C. Borkoski

09/2015 *SMART Goals and Problem-Based Learning for Employability*
Bahrain Polytechnic, Isa Town, Bahrain

04/2015 *Building an Effective Classroom Climate*
Zayed University, Abu Dhabi, , United Arab Emirates (UAE)

04/2012 *English – Whose language is it, anyways?*
University of Waterloo, Dubai Campus, UAE

03/2007 *Working for Washback: A UAE Case Study*
TESOL Arabia Conference, Dubai, UAE

03/2006 *Developing an Exit Survey Tool in a Unique Context*
25th Annual Conference of the 1st Year Experience, Atlanta, GA

04/2005 *The Lexical Approach*
2nd Specialized English Language Conference, Min of Ed, Al Ain, UAE

03/2005 *The Lexical Approach and Concordancing,*
TESOL Arabia Conference, Dubai, UAE

03/2004 *Reading Rate Development – Activities for the EFL Classroom*
TESOL Arabia Conference, Abu Dhabi, UAE

🍎 additional training

2021	*Digital Authorship,* University of Rhode Island, RI, USA	2006	*Change Mgmt.; Cross-Cultural Mgmt.,* Wollongong University, Dubai
2020	*Advanced Facilitation Training,* Soliya | UN Habitat Connect Program	2005-6	*Leadership Training,* Chair Academy, Higher Colleges of Technology, UAE
2015	*Gamification in the Classroom,* Queen's University, Canada		
2014	*Mobile Enhanced Learning Leadership Certificate,* Zayed University, UAE	2004	*Enhancing Teaching and Learning with Technology,* CTELT Pre-Conference, UAE
2012	*Student Leadership Facilitator Training,* U. of Waterloo, Canada	2003	*Teaching with WebQuests,* Teacher Education Institute, San Diego, CA
2007	*Project Management, Spearhead Training,* Abu Dhabi	2001	*Textbook Design + Development,* Dr. Brian Tomlinson, Ankara, Turkey
2006	*Research by/for Teachers,* TESOL Arabia, UAE		

💻 multi-media skills - teaching/learning/collaboration

synchronous communication	*Zoom, Office 365 Teams, Skype, Adobe Connect*
asynchronous LMSs	*Blackboard, Moodle, Schoology, Office 365*
mobile/hybrid learning	*Office 365, Teams, Quizlet, QR codes, Plickers, Socrative*
video (asynchronous) delivery	*Techsmith Knowmia, OBS, Wondershare, Screencasitfy, Edupuzzle*
infographics	*Piktochart, NounProject, ThingLink*
project management	*Office 365 Suite, Slack, Evernote, Basecamp*