

# Karen Caldwell

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A 21<sup>st</sup> century learning scientist, knowledge mobilizer + trainer/developer with 20+ years of applied research and the science of learning where it matters most.

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## learning scientist

applying evidence-informed practice from the cognitive and brain sciences to learning, instruction + development



## knowledge mobilizer

translating, curating, connecting, and sharing knowledge from diverse perspectives along the scholar – practitioner continuum



## trainer/developer

harnessing the improvement sciences to lead + implement evidence-based, iterative development



## education

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### 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 and Dr. C. Borkoski)

- Student Excellence Award Recipient, 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 (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

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## publications

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- Borkoski, C., Donaldson, S., & Caldwell, K. (in press). 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

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- 2019 – now **Assistant Professor**, SUNY Potsdam, School of Education & Professional Studies, Potsdam, NY
- Favorite Professor Award, Fall 2019
  - Online Faculty Fellow - design, develop, implement, and revise an Online Pedagogy course for faculty, since January, 2020
  - Academic Online Coach – support faculty in Department of Theater and Dance, Summer, Fall 2020
  - Teach undergraduate Human Resource Management, a core course in the [Business Administration](#) major



## experience

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- Teach graduate courses in Research Techniques, Systems Design for Performance Improvement, Organization Development, Human Capital Development, Leadership, and Policy, Ethics, and Issues in the [MS, Management](#) program
- Advise graduate students in the MS, Management Program
- Online, face-to-face, and hybrid instructional approaches; adaptive, evidence-based learning environment

2018-now **Education + Training Consultant**, Caldwell Training & Development (self-employed)

Recent projects:

- Research and development, virtual reality-based employability and occupational option awareness training for job seekers with [UP360](#) and [Employment + Education Centre](#)
- 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:

- Contemporary Approaches to Educational Problems (instructor + TA, 2018)
- Multiple Perspectives on Learning and Teaching (instructor, 2019)
- 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 (with Dr. C. Borkoski)
- 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

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- 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
  - Facilitated 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



## experience

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- 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: 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, drop/add) and Student Development (academic advising, independent learning centre, tutorial services, writing centre, and student activities and clubs) teams, serving 3 – 4,000 pre-university students
  - Managed performance and development of Student Services team



## experience

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### **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

### **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

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- 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

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| 2015 | <i>Gamification in the Classroom</i> , Queen's University, Canada              | 2004   | <i>Statistics for Language Assessment</i> , Dubai, UAE                             |
| 2014 | <i>Mobile Enhanced Learning Leadership Certificate</i> , Zayed University, UAE | 2005-6 | <i>Leadership Training</i> , Chair Academy, Higher Colleges of Technology, UAE     |
| 2012 | <i>Student Leadership Facilitator Training</i> , U. of Waterloo, Canada        | 2004   | <i>Enhancing Teaching and Learning with Technology</i> , CTELT Pre-Conference, UAE |
| 2007 | <i>Project Management, Spearhead Training</i> , Abu Dhabi                      | 2003   | <i>Teaching with WebQuests</i> , Teacher Education Institute, San Diego, CA        |



## additional training

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| <p>2006 <i>Research by/for Teachers</i>, TESOL<br/>Arabia, UAE</p> <p>2006 <i>Change Mgmt.; Cross-Cultural Mgmt.</i><br/>Wollongong University, Dubai</p> | <p>2001 <i>Textbook Design + Development</i>, Dr. Brian<br/>Tomlinson, Ankara, Turkey</p> |
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## multi-media skills - teaching/learning/collaboration

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