CURRICULUM VITAE

Holley Handley, EdD
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Instructional Design and Technology, Department Chair
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PROFESSIONAL PREPARATION

2017	**University of West Florida**	EdD in Curriculum and Instruction: Administrative Studies
1990	**Auburn University**	MS in Cellular Biology
1987	**Auburn University**	BS in Zoology

PROFESSIONAL APPOINTMENTS

2019 – Present   **University of West Florida**
- 2025, Department Chair, Instructional Design and Technology Associate Professor, Instructional Design and Technology
- 2019, Assistant Director, Academic Excellence in Instructional Strategies
- 2018 – 2019, Adjunct Professor, Instructional and Performance Technology

2015 – 2019   **Seacoast Collegiate High School**
- 2015 – 2019, Director of College Programs
- 2017, Interim Principal

2009 – 2019   **Northwest Florida State College**
- 2010 – 2015, Campus Coordinator, South Walton Center/ Academic Advisor
- 2009 – 2019, Adjunct Professor, Anatomy and Physiology, General Biology

2008   **University of Georgia**
- Warnell School of Forestry, Research Technician III

1991 – 2002   **Merck and Company**
- 1991 – 2002, Executive Sales Representative

PUBLICATIONS

Peer-Reviewed Journal Articles

Handley, H. (2025). Special feature: Bridging theory and practice: Advancing professional competence through the ISPI case study competition. *Performance Improvement Journal.* https://doi.org/10.56811/PIJ-25-0028

MacBain, L., Hastings, N. B., & **Handley, H.** (2025). Revitalizing an ISPI Chapter Using the Performance Improvement/HPT Model: Performance Analysis and Intervention Recommendations. *Performance Improvement Journal.* https://doi.org/10.56811/PIJ-25-0009

Schantz, A., & **Handley, H. (2025).** Unlocking engagement: A comprehensive assessment of student involvement in high-impact practices. *Experiential Learning & Teaching in Higher Education, 8*(2*). https://doi.org/10.46787/elthe.v8i2-June.4182*

Czeropski, S., Draper-Amason, D. C., **Handley, H**., & Roy, R. (2025). What is human performance technology (HPT)/ performance improvement (PI)? What is it doing in our school? "Where do we belong?" Perspectives offered by ISPI academic committee members. *Performance Improvement Journal.* https:// doi.org/10.56811/PFI-24-0018

Handley, H., Hastings, N., & Sauer, M. (2024). Authentic learning experiences provided through the ISPI case study competition. *Performance Improvement Journal.* https://doi.org/10.56811/PFI-23-0022

Handley, H. (2023). Best practices for using online interactive whiteboards. *Journal of Applied Instructional Design, 12*(3), 57–73. https://doi.org/10.59668/723

Handley, H. & Hastings, N.B. (2023). Research methods courses redesigned for an EdD in instructional and performance technology. *Impacting Education Journal, 8*(2), 25–29. https://doi.org/10.5195/ie.2023.342

Tolson, T. & **Handley, H.** (2022). Designing and implementing a performance improvement/ instructional design authentic learning capstone experience. *Distance Learning Journal, 19*(4), 39–50.

Handley, H. & Hastings, N.B., (2021). Authentic use of Hattie's meta-analyses to frame educational research: A Researcher's reflection. *Journal of Formative Design in Learning, 5*, 53–61.

Hastings, N.B. & **Handley, H.**, (2019). School-based attributes instrumental in student success in a Florida charter middle school: a Formative Case Study. *Journal of Formative Design in Learning, 3*(1), 39–52.

Handley, H., Estridge, B.H., & Bradley, J.T. (1998). Vitellin processing and protein synthesis during cricket embryogenesis. *Insect Biochemistry and Molecular Biology, 28*, 875–885.

Henry, R.P., Perry, H.M., Trigg, C.B., **Handley, H.** & Krarup, A. (1990). Physiology of two species of deep-water crabs, *Chaceon fenneri* and *C. quinquedens*: gill morphology, and hemolymph ionic and nitrogen concentrations. *Journal of Crustacean Biology. 10*, 375–381.

Henry, R.P., **Handley, H.**, Krarup, A. & Perry, H.M. (1990). Respiratory and cardiovascular responses of two species of deep-sea crabs, *Chaceon fenneri*

and *C. quinquedens* in normoxia and hypoxia. *Journal of Crustacean Biology.10*, 413–422.

Other Publications

Bryan, A., **Handley, H.,** Nelson, A., & Greene, K. (2025). *Quality Enhancement Plan 2025.*University of West Florida QEP plan for SACSCOC. https://uwf.edu/go/quality-enhancement-plan/

Schantz, A., **Handley, H.**, Panko, A., Aiken, M., & Strout, R. (2024). *A Comprehensive Assessment of Student Involvement in High-Impact Practices.* (2024). [white paper]. University of West Florida Division of Academic Engagement and Student Affairs. ..\UWF- Publications\HIP Barriers\A Comprehensive Assessment of Student Involvement in High-Impact Practices.pdf

Handley, H. (2021). Challenges, Techniques and best practices behind an authentic online instructor presence. *AECT Interactions*. Retrieved from https://interactions.aect.org/challenges-techniques-and-best-practices-behind-authentic-online-instructor-presence/.

Handley, H. (2021). The heart and trust of a Mentor. In J. H. Curry & S. R. Jackson (Eds), *The greatest lecture I was never taught: Leadership lessons and mentoring moments from the lives of everyday educators* (pp.49–50). Ringgold Inc.

Book Chapters

Brandenburg, R. & **Handley, H.** (2025). Development of a New Global Training Model as a Performance Improvement Solution. In S. Tamin & L. Azukas (Eds.), *Transformative Inquiry: Integrating Action Research and Systems Thinking.* Myers Education Press.

Armstrong, J. & **Handley, H.** (2025). Improving Defense Acquisition Process Timelines in a System Program Office. In S. Tamin & L. Azukas (Eds.), *Transformative Inquiry: Integrating Action Research and Systems Thinking.* Myers Education Press.

In Press: Manuscripts and Book Chapter

Handley, H., Adlof, L., Knudsen, I., & Hastings, H. (2026). Who they become: Exploring personal growth and identity development in an online EdD program. *Impacting Education.*

Roy, R., Czeropski, S., Dave, P., & **Handley, H**., (2026). What is human performance technology (HPT)/ performance improvement (PI)? What is it doing in our school? "Where do we belong?" Perspectives offered by ISPI academic committee members. *Performance Improvement Journal*

Adlof, A. & **Handley, H.** (2026). Designing and sustaining an IPT EDD program for practitioners: Modalities, strategies, and lessons in collaborative continuous improvement. In K. Wilcox, E. Zumpe, & D. Eddy-Spicer (Eds.), *Teaching and Learning for Collaborative Continuous Improvement in Education: Challenges and Possibilities Across the Educational System.* Myers Publishing, LLC

Manuscript in Preparation

Havard B., Adlof, L., & **Handley, H.** (manuscript in preparation). Acceptance and use of AI to create a performance improvement intervention integration plan.

SCHOLARLY CONFERENCE PRESENTATIONS

Peer-Reviewed Presentations

Handley, H. & Adlof, L. (2025). *Designing and Sustaining a Practitioner-Focused EdD: Embedding HPT, Improvement Science, and CCIE to Build Professional Learning Structures for Sustainable Inquiry.* Concurrent Presentation at the 2025 East Coast Improvement in Education Summit, Nashville, TN.

Adlof, L., & **Handley, H.** (2025). *Framing the Field: HPT, Improvement Science, and the Taxonomy of Improvement in EdD Program Design.* Concurrent Presentation at the 2025 East Coast Improvement in Education Summit, Nashville, TN.

Tamim, S., **Handley, H**., Dennen, V. Jones, M., Blatt, L., Khamitova, A. (October, 2025). *Connecting Practitioners with Academics through Applied Research*, Concurrent Presentation at the Association of Educational Communications and Technology International Convention in Las Vegas, NV.

Havard, B., Phillips, J. B., Adlof, L, & **Handley, H.** (October, 2025). *Acceptance and use of AI to create a performance improvement intervention integration plan.* Concurrent Presentation at the Association for Educational Communications and Technology (AECT) International Convention, Las Vegas, NV.

Nelson, A., **Handley, H**., & Walk, L. (November, 2024). *HIP Catalysts: Empowering High-Impact Practice Innovation through the Use of College HIP Liaisons*. Concurrent Session at the 2024 Assessment Institute in Indianapolis, IN.

MacBain, Lynne, Hastings, N. & **Handley, H.** (May 2024). *From Surviving to Thriving: Revitalizing an ISPI Chapter using a PI Approach.* Concurrent Session proposal, 2025 International Society for Performance Improvement International Conference; Fort McDowell, AZ.

Handley, H., & Gray, J. A. (January 5, 2024). *Instructional strategies and models for critical reflection to assess high-impact practices.* Hawaii International Conference on Education, Waikoloa, HI.

Schantz, A., & **Handley, H.** (October 30, 2023). *Barriers to Student Involvement in High-Impact Practices*. Paper presented at the 2023 Assessment Institute in Indianapolis, IN.

Handley, H., & Fortune, J. (October 2023). *Online Whiteboards: Evidence-based Teaching, Training, and Learning Practices.* Practice Session Workshop to be delivered at the 2023 Association for Educational Communications and Technology International Convention. Orlando, FL.

Handley, H., Ardis, S. & Abadie, J. (2023) CPED October convening Project-Based learning application of HPT for personal leadership development. Pensacola, FL

Crawley, W., **Handley, H.**, Brandenburg, R., Markos, A., Moorer, Smith, F. & Ross, L. (2023). CPED- University of West Florida's "Distinguishing the DiP" October convening.

Handley, H. (2023). *Project-based learning application of HPT for personal leadership*

development. Concurrent Presentation at the 2023 International Society of Performance Improvement annual convention. Williamsburg, VA.

Hastings, N.B., Knudsen, I., **Handley, H.**, Turner, J., Beresford, B., & Jones, A. (2023). *What's in a name? How inconsistent terminology influences research and practice.* Panel Discussion at the 2023 International Society of Performance Improvement annual convention. Williamsburg, VA.

Hastings, N.B., Kang, P., **Handley, H.**, Bauman, J., & Goldstein, S. (2022). *The Impact of Terminology on Performance Improvement Research and Practice.* Paper presentation at the 2022 Association for Educational Communications and Technology International Convention; Las Vegas, NV.

Handley, H. and Hastings, N.B. (2022). *The Impact of Authentic Learning Experiences Through the ISPI Case Study Competition.* Concurrent Presentation at the 2022 International Society of Performance Improvement annual convention. Nashville, TN.

Hastings, N.B and **Handley, H.** (2022). The Application of HPT as a Research Methodology in an Online Practitioner-Focused Doctoral Program. Concurrent Presentation at the 2022 International Society of Performance Improvement annual convention. Nashville, TN.

Handley, H. (2022). *High Impact Practices: Strategies for faculty Professional development.* Roundtable Presentation- 2022 UPCEA convention. Orlando, FL.

Handley, H. and Tolson, T. (2021). *Designing and Implementing a Performance Improvement/ Instructional Design Authentic Learning Experience for Senior Undergraduate IDT Students.* Concurrent Presentation at the 2021 Association of Educational Communications and Technology International convention.

Tolson, T. & **Handley, H.** (2021). *Measuring the Effectiveness of High Impact Practices in Higher Education.* Roundtable Presentation at the 2021 Association of Educational Communications and Technology International convention.

Handley, H. & Division Leaders (2021). *Engaging Practitioners in AECT: A Collaborative Discussion across Divisions.* Presidential Panel Discussion at the 2021 Association of Educational Communications and Technology International convention.

Hastings, N.B. & **Handley, H.** (2021). *The Impact of Cross-Disciplinary Research on Performance Improvement Research and Practice.* Concurrent Presentation at the 2021 Association of Educational Communications and Technology International convention.

Hastings, N.B & **Handley, H.** (2021). *The Role of the EdD in Bridging the Gap Between Research and Practice.* Concurrent Presentation at the 2021 Association of Educational Communications and Technology International convention.

Handley, H. & Tolson, T. (2021). *Designing, Delivering, and Evaluating a HIP Capstone Course for Senior Undergraduate Instructional Design and Technology Students.* Accepted proposal for a concurrent session to be presented at the 2021 Assessment Institute hosted by IUPUI.

Handley, H. & Hastings, N.B. (2020). *Application of Hattie's (2009) Domains of Teaching and Learning as a Framework for Conducting Qualitative Research.* Concurrent Presentation at the 2020 Association of Educational Communications and Technology International convention.

Handley, H., Hastings, N.B. & Sauer, M. (2020). *The Impact of Authentic Learning*

Experiences Provided Through a Case Study Competition. Concurrent Presentation at the 2020 Association of Educational Communications and Technology International convention.

Hastings, N.B. & **Handley, H.** (2020). *Modifying Human Performance Technology Tools and Techniques to Support Performance Improvement in K12 Institutions.* Concurrent Presentation at the 2020 Association of Educational Communications and Technology International convention.

Hastings, N.B. & **Handley, H.** (2019). *Applying the principles of HPT to expand the mission of an established faculty support office.* Concurrent Presentation at the 2019 Association of Educational Communications and Technology International convention.

Hastings, N.B. & **Handley, H.** (2018). *Using Facebook to facilitate critical thinking in a fully online graduate course.* Concurrent Presentation at the 2018 Association of Educational Communications and Technology International convention.

Handley, H. (2017). *Characteristics of a High-Performing Charter Middle School: A Single Case Study Analysis.* Concurrent Presentation at the 2017 Association of Educational Communications and Technology International convention.

Langille, H. H. (2015). *Applying Binder's Six Boxes Model for identifying causes for doctoral student attrition as part of the HPT process to improve doctoral student retention and completion.* Roundtable to be presented at the 2015 Association of Educational Communications and Technology International convention.

Langille, H. H. (2014). *Applying the Human Performance Technology (HPT) Model as an Intervention to Improve Doctoral Student Retention and Completion.* Roundtable at the 2014 Association of Educational Communications and Technology International convention.

Handley, H., Estridge, B., & Bradley, J. T. (1990). *Monoclonal antibodies against cricket vitellogenins: production and characterization.* American Society for Cell Biologists, Chicago, Regional meeting.

Handley, H., Estridge, B., & Bradley, J. T. (1989). *Characterization of a monoclonal antibody against cricket vitellogenin.* Alabama Academy of Science, Annual meeting.

Handley, H., Krarup, A., Perry, H. M. & Henry, R. P. (1987). *Respiration in Geryon Fenneri, a deep-water benthic crab, in normoxia and hypoxia.* American Society of Zoologists and Alabama Academy of Science

Handley, H. (1987). *Vitellin degradation in the cricket embryo.* Alabama Academy of Science, Annual Meeting

University Presentations

Handley, H., (January 15, 2026). *New Faculty: UWF Grants 101.* Presentation to new Faculty, Pensacola, FL.

Handley, H., (August 19, 2025). Quality Enhancement Plan: *Enhancing HIPs.* QEP/ HIP Breakout Session, Fall Faculty Welcome Back, Pensacola, FL

Handley, H., (April 29, 2025). *Enhancing HIPs Through Student Support Services.* QEP/ HIP Presentation to UWF Counseling Services, Pensacola, FL

Handley, H. (February 14, 2025). *Beyond the Classroom: Activating HIPs in Co-Curricular Spaces.* QEP/ HIP Presentation to DAESA, Pensacola, FL.

Handley, H. (February 25, 2025). *Reflect to Connect: High-impact Experiences.* QEP presentation for SACSCOC on-site visit.

Handley, H. (October 4, 2024). *Critical Reflection to EVOLVE: Promote an "ArGrowth" Mindset. ArGrow: Educate, Empower, Evolve Conference.* Pensacola, FL.

Handley, H., & Gray, J. A. (April 19, 2024). *Instructional strategies and models for critical reflection to assess high-impact practices.* University of West Florida Student Scholars Symposium and Faculty Research Showcase. Pensacola, FL.

Schantz, A., & **Handley, H.** (April 20, 2023). *What's a HIP? A Closer Look at HIP Engagement.* Presentation at the University of West Florida Student Scholars Symposium and Faculty Research Showcase. Pensacola, FL.

Manuscripts Accepted for Presentation

Handley, H. & Adlof, A**.** (April 2026). *Framing the field: HPT, improvement science, and the taxonomy.* Concurrent Session proposal, 2026 International Society for Performance Improvement International Conference; Nashville, TN.

Other Invited Workshops, Podcasts, and Panels

Adlof, L., Havard, B., & **Handley, H.** (2025). *AI in Higher Education: What to expect.* Presentation to Navarre High School teachers. Navarre, FL

Schantz, A & **Handley** (2025) Book time with Bill Heinrich. Podcast Interview. *Unlocking Engagement: A Comprehensive Institutional Assessment of Student Involvement in High-Impact Practices.* Mindset by Symplicity.

Handley, H., Nelson, A., Garrett, B., and Walk, L., & Menson, K. (2024). *High-impact practice information session.* University of West Florida High Impact Practice HIP liaison workshop for faculty development. Virtual workshop. January 10, 2024.

Schantz, A., & **Handley, H.** (2023). *Lessons from the Field.* Video Interview. NSSE repository of practical ideas for NSSE institutions' evidence-based assessment and improvement initiatives. Lessons from the field

Handley, H., Burkart, J., Garrett, B., & Schwartz, A. (2023). *Creating HIP Pedagogies: ePortfolios, Research with Faculty, Capstone Projects.* University of West Florida High Impact Practice HIP liaison workshop for faculty development. Virtual workshop. April 3, 2023.

Handley, H., Nelson, A. & Burkart, J. (2022). *Essential elements for student engagement in an online environment.* University of West Florida High Impact Practice HIP liaison workshop for faculty development. Virtual workshop.

Stefaniak, J., Neuman, K., **Handley, H.** & Dousay, T. (2022). *How do we engage in mentoring and support systemic change in ID?* Professors of Instructional Design and Technology annual conference. Invited panel expert.

Handley, H., & DiLoreto, M. (2021). *How can parents help support student academic success: Supporting Student Success through Organization and Routines?* Podcast. Escambia County Public School Foundation, University of West Florida, and Newsradio 92.3 Parental workshop series. https://www.newsradio923.com/podcast/

Handley, H. & Morse, T. (2021). *Supporting Your Student: Establishing Routines and*

Systems to Stay Organized. Virtual workshop. Escambia County Public School Foundation and University of West Florida Parental workshop series.

Handley, H.L. (2020). *UWF Coronavirus Update from President Saunders: Remote Learning.* Video updates from the UWF president Martha Saunders, University's transition to remote instruction during COVID-19. https://fb.watch/f3M7xegk7k/

GRANT PROPOSALS

Handley, H., Havard, B., Clark, S. & Horton, M. Connecting Coursework to Careers: Empowering Students Through Video Narratives. (UWF HIP Grant, proposal submitted, $5000)

PROFESSIONAL DEVELOPMENT

- CTLT Professional development sessions, Fix-it-Fridays: Accessibility Workshop, Pensacola, FL, November 2025
- CTLT Professional development sessions, Unlocking the potential of Yuja, Pensacola, FL, April 2025
- SACSCOC Annual meeting. Orlando, FL, December 2024.
- SACSCOC Summer Institute. New Orleans, LA. July 2024.
- SACSCOC Annual meeting. Orlando, FL, December 2023.
- SACSCOC Summer Institute. Dallas, TX. July 2023.
- International Society for Performance Improvement, Chapter Leaders Workshop. Hybrid workshop focused on all aspects of chapter leadership, including marketing, programming, and financial oversight. April 2023.
- International Society for Performance Improvement, Chapter Leaders Workshop. Two-day online workshop focused on all aspects of chapter leadership, including marketing, programming, and financial oversight. May 2020.
- Quality Matters, Peer Reviewer Course Certification. Online course leading to certification and authorization to serve as a QM-Certified Peer Reviewer. February 26, 2019.
- Quality Matters, Applying the QM Rubric Certification. Online course leading to certification learning the underlying principles behind the QM Rubric and the critical elements of the QM quality assurance process. Learned about drafting helpful recommendations as the Rubric is applied to an actual course. February 5, 2019.
- International Society for Performance Improvement, Chapter Leaders Workshop. Two-day workshop focused on all aspects of chapter leadership, including marketing, programming, and financial oversight. April 2019.

TEACHING, MENTORING, AND ADVISING

Courses Created: Designed, Developed, and Implemented
EME7067	Technology Leadership in Performance Improvement
EME7365	HPT Theory and Research
EME7357	Intervention Selection, Design and Development Leadership

EME7692	Doctoral Seminar 1- Leading Performance Improvement Projects
EME7695	Design of Non-Instructional Performance Solutions

Courses Taught

EME3351	Intro to Instructional Design and Perf Technology
EME3624	Training Needs Assessment
EME4083	Program Evaluation in IDT
EME4350	Human Performance Technology
EME4352	HPT Interv Selection & Design
EME4684	IDT Capstone
EME4905	Directed Study
EME6426	HPT Interventions
EME6427	Implementing HPT Interventions
EME6428	Eval HPT Interventions
EME6429	Human Perf Improvement
EME7067	Technology Leadership in Performance Improvement
EME7353	Evaluation of Performance Improvement Interventions
EME7365	HPT Theory and Research
EME7357	Intervention Selection, Design and Development Leadership
EME7618	IDT Research
EME7692	Scholarly Writing in IDT
EME7692	Doctoral Seminar 1- Leading Performance Improvement Projects
EME7695	Design of Non-Instructional Performance Solutions
EME8980	Dissertation
BY309	General Plant Pathology
ZY310	Cell Biology Lab
BSC1005	General Biology
BSC1085C	Anatomy and Physiology I
BSC1086C	Anatomy and Physiology II
BSC2020C	Human Structure and Function

Lead Instructor Courses

EME3351	Intro to Instructional Design and Perf Technology
EME3624	Training Needs Assessment
EME4350	Human Performance Technology
EME4352	HPT Interv Selection & Design
EME6428	Eval HPT Interventions
EME6429	Human Perf Improvement
EME7067	Technology Leadership in Performance Improvement
EME7365	HPT Theory and Research
EME7357	Intervention Selection, Design and Development Leadership
EME7618	IDT Research
EME7692	Doctoral Seminar 1- Leading Performance Improvement Projects

Doctoral Committees of Graduates (22 graduated students)
- Leitheiser, Jessica (2025). Optimizing data collection processes for operational military education: A performance improvement approach. (Handley - committee chair).

- Darling, Diane (2025). Enhancing community college retention: A performance improvement study of support services. (Handley – committee chair).
- Harrison, Chase (2025). Exploring challenges and strategies for sustaining alumni connections at the school level. (Handley – committee chair).
- Brown, Tiffany (2025). Improving the full-cycle recruitment process at an academic medical center. (Handley – committee chair).
- Cruz, Shari (2025). Achieving optimal enrollment in an online IDT master's degree program using performance improvement. (Handley – committee chair).
- Truett, Jessi (2024). A Quality Infrastructure to Support Clinical Research Professionals. (Handley - committee chair).
- Ardis, Shelley (2024). Improving Administrator Communication as a Factor of Teacher Satisfaction. (Handley - committee chair).
- Barnes, Eglasia, Experiences of At-Risk Male Students in Online Credit Recovery: A Phenomenological Study (2024). (Handley- committee chair).
- Jones, Amy (2024). Improving e-Learning Project Intake in a Government Agency. (Handley – committee chair).
- Endsley, Nicole (2024). A Phenomenological Study of Teacher Retention in Alaska Title I Schools During Covid-19. (Handley - committee chair).
- Sweeney, Melodee (2024). A Qualitative Study of Teachers' Experiences With Emergency Remote Teaching. (Handley - committee member).
- Moore, Ashley (2024). An Examination of The Self-Efficacy Experiences of Online Graduate Student Peer Assessors. (Handley - committee member).
- Mathews, Dana (2024). An Investigation of Community College Instructors' Perceptions of Online Teaching. (Handley - committee member).
- Eagle, Audrey (2024). Bridging The Communication Gap: A Performance Improvement Approach to Instructional Design Support. (Handley - committee member).
- Fortune, Johnny (2024). Applying Performance Improvement to Address Low Enrollment in a New Bachelor's Program. (Handley - committee member).
- Biggs, Vernetta (2024). Faculty Perceptions of Readiness to Develop Accessible Online Courses. (Handley - committee member).
- Bindford, Carmen (2024). Instructional Technology Coaches' Influence on Technology Adoption by Third- Through Fifth-Grade Teachers. (Handley - committee member).
- Armstrong, John (2023). Improving Defense Acquisition Process Timelines in a System Program Office. (Handley - committee chair).
- Brandenburg, Robin (2023). Development of a New Global Training Model as a Performance Improvement Solution. (Handley - committee chair).
- MacBain, Lynne (2023). Revitalizing a Regional Professional Organization Chapter: A Performance Improvement/HPT Model Approach. (Handley - committee member).
- Rexach, Ana (2023). The Lived Experience of Students in an Online Doctor of Education Program. (Handley - committee member).
- Wormsley, Heather (2022). Attributes of Differentiated Instruction in Southeastern United States Catholic School Math Classrooms. (Handley - committee member).

Doctoral Committees of Active Students (chair – 20 currently in progress, 2020 – 2025)
- Williams, Janet
- Tomkins, Lisa
- Brode, Caroline
- Ashley, Jenna
- Lysek, Cat
- Olmos, Kathryn
- Strigle, Josh
- Jones, Renita
- Ernst, Laura
- Biagi, Shannon Lee
- Cabanas, George
- Chin, Zayra
- Duren, Heather
- Rodriguez, Jose
- Weathersbee, Hollie
- Travis, Elan
- Meyer, Emily
- Bellisimo, Michael
- Cagle, Benjamin
- Gurney, Mary

PROFESSIONAL AND UNIVERSITY SERVICE

Departmental Committees and Assignments
- Coordinator, EdD Instructional Design and Technology Program (2019–present)
- Assistant Librarian - Head of Reference Service Search Committee (2024, 2025)
- Instructional Design and Technology Bylaws Committee chair (2023-2025)
- Reviewer, Applications to the Instructional & Performance Technology EdD (ongoing)
- Instructional Design and Technology Assistant Professor Search Committee (2023)
- Instructional Design and Technology Assistant Professor Search Committee (2022)
- Instructional Design and Technology Assistant Professor and Visiting Instructor Search Committee (2021–2022)

College Committees and Assignments
- Committee Member, College of Education and Professional Studies Dissertation Rubrics and Structural Guidelines Development Committee (2023)
- Committee Member, School of Education Director Search Committee (2023)
- Committee Member, College of Professional Studies Council (2020–2023)

School of Education Committees and Assignments
- Committee Member, School of Education By-laws Committee (2023–2025)
- Committee Member and notetaker, School of Education Council (2023–2025)
- Committee Member, School of Education Doctoral Oversight Committee (2023–present)
- Committee Member, School of Education EdS/EdD Program Committee (2023–present)

University Committees and Assignments
- QEP/HIP Oversight Committee Co-Chair (2024-present)
- UWF Delegate to CPED (March 2024–2025)
- QEP Director (2023–present)
- Academic Processing and Technology Team (2023–present)
- Committee Member, Graduate Council (2023–2024)
- High-impact practice liaison (2021–present)
- HIP Oversight Committee (2021–present)
- SACSCOC Summer Institute workshop, attendee (Summer, 2023)
- SACSCOC Annual Meeting, attendee (December, 2023)

Service to Professional Organizations, Partners, and Community

Association for Educational Communications and Technology (AECT)
- Strategic Planning Committee, AECT organization (2024–present)
- ISPI Gulf Coast V-COP Chapter Liaison for AECT/ISPI collaboration (2023–present)
- President, Organizational Training and Performance Division (2024–2025)
- President-elect, Organizational Training and Performance Division (2023–2024)
- Mentor for scholarship winners (2020–present)
- Conference Proposal Reviewer (2016–present)
- Past President, Organizational Training and Performance Division (2021–2022)
- Elections Committee, AECT organization (2021)
- President, Organizational Training and Performance Division (2020–2021)
- President-elect, Organizational Training and Performance Division (2019–2020)
- V.P. Communications, Organizational Training and Performance Division (2019)
- Secretary, Organizational Training and Performance Division (2018)
- Graduate Student Rep, Organizational Training and Performance Division (2017)

International Society for Performance Improvement (ISPI)
- Faculty Sponsor, ISPI Case Study competition EDD Team (2025). Team finished first place in competition
- The ISPI Academic Committee (2024–present)
- President, Gulf Coast Virtual Community of Practice Chapter (2023–2024)
- Academic Guild (2021–2023)
- Vice President, Gulf Coast Virtual Community of Practice Chapter (2021–2022)
- ISPI University Team Competition Co-Coach, ISPI conference (2019)
- ISPI University Team Competition Presenter, ISPI conference (2014)

UWF Instructional Performance Technology- IPT Student/ Alumni Organization
- President (2018)
- Director of Marketing/ Finance (2017)

Reviewer Positions for Academic Journals and Conferences
- Performance Improvement Journal (2024- present)
- Performance Improvement Quarterly (2024–present)

- Journal of Technology-Integrated Lessons and Teaching – JTILT (2022–present)
- Impacting Education Journal – IEJ – CPED (2021–present)
- Tech Trends – Journal (2020–present)
- AECT Conference Proposals (2016–present)

Community Service
- Volunteer, program coordinator of the Non-profit Dog-Harmony
  Mission: "We help dogs rescue people."
  Involved in strategic planning, program development, and focus reports
  Connected UWF IDT B.S. capstone students with real-world experiences in non-profits
  Facilitated communication planning

AWARDS AND RECOGNITION
- *SOE Faculty Service Award,* Recognition for exemplary service. College-level award, recognizing one CPES faculty per year (2024-2025)
- *UWF Faculty Service Award nomination,* Recognition for exemplary service. University-level award, nominated by SOE (2024)
- *Division of Organizational Training and Performance Nancy B. Hastings Distinguished Service Award,* Association for Educational Communications and Technology (AECT) (2024)
- *CEPS Faculty Teaching Award,* Recognition for exemplary teaching. College-level award, recognizing one CPES faculty per year (2022-2023)
- *AECT Phil Harris Mid-Career Transformational Leadership Internship Award*, Association for Educational Communications and Technology (AECT) conference (2023)
- *Vice President's Club Award*, Merck Human Health Division, Award for 1% Sales in the Company (1995, 1998, 1999)
- *Business Director's Teamwork Award*, Merck Human Health Sales, Award for the team demonstrating extraordinary teamwork (1998)
- *Peer Leadership Award*, Merck Human Health Sales Division, Award selected by peers as the individual having the most significant impact on individuals and organization (1999)
- *Student Research Grant Award,* Alabama Academy of Science (1987, 1988, 1989)