

NANCY B. HASTINGS, PH.D.

Associate Professor/Chair

Dept. of Instructional, Workforce and Applied Technology

Building 70, Room 109

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EDUCATION

Wayne State University, Ph.D., 2005, Instructional Technology

Major Advisor: Dr. Rita C. Richey

Dissertation: *The Effects of Learner Age, Gender and Visual Complexity on Visual Learning*

Oakland University, M.T.D., 2003, Training and Development

Masters Project: *Transferring a required Human Resource Development undergraduate Information Management Systems course from face-to-face to an online environment without affecting the learning outcomes*

Oakland University, B.S., 1999, Human Resources Management

PROFESSIONAL EXPERIENCE

2007-Present University of West Florida, College of Education and Professional Studies, Department of Instructional and Performance Technology, Associate Professor and Chair

Administrative Responsibilities:

- Chair, Dept. of Instructional, Workforce and Applied Technology (2015-present)
- Chair, Dept. of Instructional and Performance Technology (2014-2015)
- Interim Chair, Dept. of Applied Science, Technology and Administration (2014-2015)

Courses Taught:

- EDG6335: Advanced Instructional Design
- EDF3234: Applied Foundations of Education
- EME6054: Foundations of Instructional Technology
- EME6316: Instructional Technology and Management
- EME6317: Instructional Technology for Educational Leaders
- EME6356: Performance Analysis
- EME6357: Tools for HPT Evaluation
- EME6358: Evaluation for MSA Professionals
- EME6359: Performance Consulting
- EME6409: Distance Learning Implementation
- EME6414: Web-Based Instruction

EME6426: HPT Interventions
 EME6428: Evaluation of HPT Interventions
 EME6429: Human Performance Technology
 EME6458: Distance Learning Policies and Planning
 EME6607: Technology Planning and Change
 EME6946: Field Experience/Internship, Instructional Technology
 EME7676: Advanced Instructional Design Theory
 EME8990/8991: Research and Scholarly Writing Seminar

Advising:

Advise prospective and current Instructional and Performance
 Technology Masters of Education, Masters of Science in Administration,
 Education Specialists and Doctor of Education students.
 Chair: Doctoral Committees
 Committee Member: Doctoral Committees
 Supervisor: M.Ed. and M.S.A. Capstone Projects

2010-2011 Oakland University, School of Education and Human
 Services, Department of Human Resources Development, Assistant
 Professor

Courses Taught:

HRD 310: Instructional Design
 HRD 402: Program Planning and Evaluation
 HRD 611: Program Administration
 HRD 625: Instructional Design Theory to Practice
 HRD 630: Current Trends, Social Media in Training and Development

2005-2007 Wayne State University, College of Education, Department of
 Administrative and Organizational Studies, Instructional Technology
 Program, Lecturer

Courses Taught:

IT 5110: Applications of Technology in Education
 IT 6110: Fundamentals of Instructional Design
 IT 6135: Technology Application in School Administration
 IT 7100: Introductory Graduate Seminar

Program Development:

Fully online M.Ed. in Instructional Technology
 Faculty training and support during transition to online teaching
 Supervision of graduate research assistants

2003-2007 Oakland University, School of Education and Human Services, Department of Human Resources Development, Special Lecturer

Courses Taught:

HRD 309: Technology Applications in HRD (online)
 HRD 310: Instructional Design
 HRD 402: Program Planning and Evaluation
 HRD 423: Instructional Methods
 HRD 605: Program Evaluation

2005-2006 Florida Atlantic University, College of Education, Department of Instructional Technology and Research, Online Adjunct Faculty

Courses Taught:

EME 4810: Applied Educational Technology
 EME 6414: Educational Programming III
 EDF 5935: Diffusion of Innovations

2003-2012 Instructional and Performance Technology Solutions
Independent Consultant

- Design, develop and implement workplace education programs
- Conduct program evaluations
- Conduct needs analyses

2005-2007 EduTech, Birmingham, MI
Evaluator

- Evaluated emergency response and crisis management training in public schools
- Submitted quarterly reports to United States Department of Education, grant issuer

2003-2004 Galef Institute, Santa Monica, CA
Consultant

- Evaluated use and effectiveness of one to one laptop programs in public and private schools

1999-2002 Arrow Uniform, Taylor, MI
Corporate Training Manager

- Conducted needs analyses to identify training and performance improvement opportunities

- Designed, developed, implemented and evaluated certification program
- Designed, developed, implemented and evaluated new hire orientation, service and quality training courses
- Supervised staff of classroom facilitators and on the job trainers

1988-1999 Lebow Products, Troy, MI
Human Resources Coordinator

- Managed employee welfare programs
- Designed, developed, implemented and evaluated manufacturing process and quality control training
- Designed, developed, implemented and evaluated technology training

PROFESSIONAL DEVELOPMENT

Completed

Emerge Scholar Workshop. Four session workshop presented by the College of Education and Professional Studies focused on integrating high impact practices in teaching and learning. June 2016.

Improving Your Online Course. Quality Matters workshop, facilitated by UWF Academic Technology Center staff. Includes comprehensive self-review and action plan development for improving an existing online course. May 2016.

Competency Based Education Symposium. Presented by Complete Florida in conjunction with the Innovation Institute to explore best practices and challenges related to implementing Competency Based Education in existing academic programs. January and May, 2016.

Quality Matters, Master Reviewer Recertification. Online course required for continued certification and authorization to serve as a Master Reviewer and Review Team Chair for internal and external Quality Matters course reviews. February 2014, 2015, 2016.

New Chair Development Program. Monthly workshops for first and second year chairs at the University of West Florida. September 2014-April 2015.

Institute for Academic Leadership, Chairs Workshop. Provides intensive academic leadership training to new chairs from universities throughout the State of Florida. September 14-17, 2014 and June 14-17, 2015

Banner Navigation (Banner Basics). Online course. Basic navigation of Banner Forms and related advising tasks. Prerequisite for additional Banner training. February 2014.

Banner Student: Introduction and Overview. Preview of Banner student records for advisors, administrators, and other employees; includes viewing student registration, general student information, searching for courses and registration overrides. February 2014.

Banner Student: Degree Works. Included an introduction to the new graduation audit system and an overview of the Re-Evaluation of Transfer Work form. February 2014.

Quality Matters, Continuing and Professional Education Peer Reviewer Certification. Online course leading to certification and authorization to serve as a peer reviewer on internal and external Quality Matters reviews or continuing and professional education courses and programs. March 2013.

Faculty Friday, Preparing for Tenure and Promotion. Workshop provided by the UWF Center for University Teaching and Learning (CUTLA) to help faculty prepare for to submit tenure and promotion portfolios. January 2013.

Quality Matters, Master Reviewer Certification. Online course leading to certification and authorization to serve as Master Reviewer and Review Team Chair for internal and external Quality Matters course reviews. October 2012.

Instructional Ideas and Technology Tools for Online Success. Massive Open Online Course (MOOC) offered by Dr. Curtis Bonk, Indiana University, and Course Sites. May 2012.

Fall Faculty Forum. *Stretching the Edge of Technology-Enhanced Teaching: From Tinkering to Tottering to Totally Extreme Learning, The Rise of Shared Online Video, the Fall of Traditional Learning, and Introducing the R2-D2 and TEC-VARIETY Models for Hyper Engaging Instruction.* Presented by Dr. Curtis Bonk, Indiana University. August 2012.

Quality Matters, Online Facilitator Certification. Online course leading to certification and authorization to present the Quality Matters Applying the Rubric Workshop in an online format. November 2011.

Quality Matters, Revised Rubric, Peer Reviewer Certification. Online course leading to certification and authorization to participate in internal and external Quality Matters course reviews. August 2011.

Quality Matters, Face to Face Facilitator Certification. Formerly Train the Trainer. Online course leading to certification and authorization to present the Quality Matters Applying the Rubric Workshop in face to face format. March 2010.

Quality Matters, Peer Reviewer Certification. Online course leading to certification and authorization to participate in internal and external Quality Matters course reviews. March 2009.

SCHOLARLY AND CREATIVE ACTIVITIES

Publications-Peer Reviewed

East, M.L., Havard, B. & Hastings, N.B. (under review). Mental health mobile apps instruction: Technology adoption theories applied in a mixed methods study of counseling faculty. *Journal of Technology in Human Services*.

Ellis, H., Havard, B., Hastings, N. & McArthur, A. (2016). Educational leaders as technology leaders: Technology literacy skill development. In *Proceedings of Society for Information Technology & Teacher Education International Conference 2016* (pp. 1217-1223). Chesapeake, VA: Association for the Advancement of Computing in Education (AACE).

Hastings, N.B. & Rasmussen, K.L. (in press). Designing and developing competency based courses using standards. In K.L. Rasmussen, P.T. Northrup and R. Colson (Eds.) *Competency-Based Education in Higher Education*. Hershey, PA: IGI Global.

Hastings, N.B. (2013). Interaction. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 166-167). New York, NY: Springer.

Hastings, N.B. (2013). Learner characteristics and traits. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 179-180). New York, NY: Springer.

Hastings, N.B. (2013). Mastery learning. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 201-202). New York, NY: Springer.

Hastings, N.B. (2013). Message design. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 208-209). New York, NY: Springer.

Hastings, N.B. (2013). Multi-channel instruction. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 219-220). New York, NY: Springer.

Hastings, N.B. (2013). Prerequisite skills. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 243-244). New York, NY: Springer.

Hastings, N.B. (2013). Sequencing. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 281-283). New York, NY: Springer.

Hastings, N.B. (2013). Social media. In R.C. Richey (Ed.) *Encyclopedia of Terminology for Educational Communications and Technology* (pp. 290-291). New York, NY: Springer.

Tyler, K.M., & Hastings, N.B. (2011). Factors influencing virtual patron satisfaction with online library resources and services. *Journal of Educators Online*, 8(2). Retrieved from <http://www.thejeo.com/Archives/Volume8Number2/TylerandHastingsPaper.pdf>

Hastings, N.B. (2009). Integrated evaluation: Improving performance improvement. In J.L. Moseley and J.C. Dessinger (Eds.) *Handbook of Improving Performance in the Workplace, Volume 3: Measurement and Evaluation* (pp. 240-255). San Francisco: John Wiley and Sons.

Hastings, N.B. (2009). Analysis in the age of distance learning. In E. Beich (Ed) *Pfeiffer Annual: Training* (pp.219-228). San Francisco: John Wiley and Sons.

Moseley, J.L., & Hastings, N.B. (2008) Is anyone doing formative evaluation? In E. Beich (Ed) *Pfeiffer Annual: Training* (pp. 233-240). San Francisco: John Wiley and Sons.

Hastings, N.B., & Tracey, M.W. (2005). Does media affect learning: Where are we now? *TechTrends*, 49(2), 28-30.

Moseley, J.L. & Hastings, N.B. (2005). Implementation: the forgotten link on the intervention chain. *Performance Improvement Journal*, 44(4), 8-14.

Presentations-Peer Reviewed

Ellis, H., Havard, B., Hastings, N. & McArthur, A. (2016). *Educational leaders as technology leaders: Technology literacy skill development*. Paper presented at the Society for Information Technology and Teacher Education annual conference; Savannah, GA.

Byers, A. & Hastings, N.B. (2016). *Higher education faculty leadership styles and their influence on classroom management and instructional strategy choices*. Paper accepted for presentation at the Association for Educational Communications and Technology Conference; Las Vegas, NV.

Gallant, G., Hastings, N.B., Kang, S.P. & Boileau, T. (2016). *Creative conversations: a joint systems thinking and change & organizational training and performance panel presentation*. Panel Discussion accepted for presentation at the

Association for Educational Communications and Technology Conference; Las Vegas, NV.

Prather-Leming, B., Fisher, B. & Hastings, N.B. (2016). *Mapping your way through exams*. Roundtable accepted for presentation at the Association for Educational Communications and Technology Conference; Las Vegas, NV.

Bauman, J.A., Hastings, N.B. & Langille, H.H. (2015). *Evolution of a division-rebranding the Division of Organizational Training and Performance*. Panel Discussion presented at the Association for Educational Communications and Technology Conference; Indianapolis, IN.

Langille, H.H. & Hastings, N.B. (2015). *Applying Binder's six boxes to improve doctoral student retention and completion*. Roundtable presented at the Association for Educational Communications and Technology Conference; Indianapolis, IN.

Hastings, N.B. (2014). *Using Facebook to enhance communication and collaboration in graduate level asynchronous online courses*. Roundtable presented at the Association for Educational Communications and Technology Conference; Jacksonville, FL.

Langille, H.H. & Hastings, N.B. (2014). *Applying the Human Performance Technology (HPT) Model as an Intervention to Improve Doctoral Student Retention and Completion*. Roundtable presented at the Association for Educational Communications and Technology Conference; Jacksonville, FL.

Hastings, N.B. (2013). *Repurposing training for online delivery*. Roundtable presented at the Association for Educational Communications and Technology Conference; Anaheim, CA.

Hastings, N.B., Burkart, J. & Rasmussen, K. (2013). *The Next Generation of Instructional Strategies: Social Media Tools for Student Performance and Engagement*. Paper presented at the Association for Educational Communications and Technology Conference; Anaheim, CA.

Hastings, N.B. (2013). *Making the case for analysis*. Paper presented at the International Society for Performance Improvement Conference; Reno, NV.

Vinci, D., Malley, P., & Hastings, N.B. (2013). *Using Quality Matters™ Rubric in developing online course curriculum to align with the health education job analysis 2010 new competencies*. Poster presented at the Society for Public Health Education Conference; Orlando, FL.

Bauman, J.A., & Hastings, N.B. (2012). *DMAIC is just another way to spell ADDIE*. Paper presented at the Association for Educational Communications and Technology International Convention; Louisville, KY.

Havard, B.C., & Hastings, N.B. (2012). *Peer assessment in group projects: the team member evaluation tool*. Paper presented at the Association for Educational Communications and Technology International Convention; Louisville, KY.

Hastings, N.B. (2011). *Course conversion: Moving existing training online*. Paper presented at the International Society for Performance Improvement Conference; Orlando, FL.

Cameron, A., & Hastings, N.B. (2011). *HPT: It isn't just for business!* Roundtable presented at the International Society for Performance Improvement Conference; Orlando, FL.

Morse, S., Cameron, A., Horton, M., & Hastings, N.B. (2011). *Engage your learners with audience response*. Paper presented at the International Society for Performance Improvement Conference; Orlando, FL.

Hastings, N.B., Bauman, J.A., & Havard, B. (2010). *Can virtual teams succeed? Overcoming challenges and achieving real results*. Paper presented at the International Society for Performance Improvement Conference; San Francisco, CA.

Havard, B., & Hastings, N. B. (2010). *Using Google tools as a learning management system*. Paper presented at the Florida Educational Technology Conference; Orlando, FL.

Hastings, N.B. (2009). *STEM Careers and technology, can content be exciting? YES it can!* Paper presented at the Florida Educational Technology Conference; Orlando, FL.

Hastings, N.B. (2008). *Factors currently affecting training and performance practitioners*. Paper presented at the Association for Educational Communications and Technology International Convention; Orlando, FL.

Hastings, N.B. (2006). *The effects of learner age, gender and visual complexity on visual learning*. Paper presented at the Association for Educational Communications and Technology International Convention; Dallas, TX.

Hastings, N.B., & Moseley, J.L. (2006). *The intervention implementation process model*, Paper presented at the Association for Educational Communications and Technology International Convention; Dallas, TX.

Hastings, N.B. (2004). *Filling gaps that don't exist: the organizational effects of inadequate performance, gap and cause analysis*. Paper presented at the International Society for Performance Improvement Conference; Orlando, FL.

Publications-Other

Hastings, N.B., Havard, B.C., Hyland, C. & Podsiad, M. (under review). An academic profile: human performance technology in the University of West Florida's department of Instructional, Workforce and Applied Technology. *Performance Improvement Journal*.

Northrup, P., Ellis, H. H., Hastings, N., Havard, B., & Rasmussen, K. (Spring 2013). Building your future with online Ed.D. in curriculum and instruction: Instructional Technology. *SEEN Magazine*, 51(1), 116-118.

Grants/Awards

Emerge Scholar Award

College of Education and Professional Studies competitive grant awarded to faculty to support the integration of high impact practices in teaching and learning. Summer 2016.

COPS Travel Match Award

Competitive grant awarded annually to support faculty travel. Awarded Fall 2008, Fall 2009, Spring 2012, Spring 2013, Fall 2013.

NSF Grant Writing Symposium

Provided funding for myself and one student to attend Symposium in Anaheim, CA. Fall 2007.

Other Scholarly and Creative Activities

Guest Editor

Organizational Training and Performance Division special edition of Tech Trends. Co-Guest Editor. Scheduled for publication January 2017.

Journal/Book Reviewer

Tech Trends Journal Reviewer, 2010-present

Pearson Book Review, *Teaching and Learning at Distance*, 5th edition, 2013

Wiley Book Proposal Reviewer, *Applied IT Project Management*, 2012

Delphi Panel Member

Communities of Inquiry: Job Aid and Instructional Manual. (Junion, 2012)

Quality Online Teaching Certification Program

Design, develop and facilitate 12-week faculty professional development program leading to certification in Quality Online Teaching through the

University of West Florida Academic Technology Center. Courses received National Quality Matters Certification in 2014 with a perfect score.

Creative Learning Academy Professional Development Program

Design, develop and facilitate monthly technology integration workshops for preK-8th grade teachers. Oversee partnership and assist with grant location and technology integration decisions.

M.Ed. Capstone Experience

Design, develop and facilitate required M.Ed. in Instructional Technology Capstone Experience consisting of completion of a real world project and numerous reflection activities.

Related course received Quality Matters Certification based on an internal, University of West Florida review in May 2016.

SERVICE: UNIVERSITY, COLLEGE AND DEPARTMENT

Faculty Sponsor:

Instructional and Performance Technology Student/Alumni Organization. 2013-2015.

Student teams representing UWF in the International Society of Performance Improvement (ISPI) University Case Study Competition. 2009, 2010, 2014.

Quality Matters Scholar:

Conduct Quality Matters authorized workshops, training sessions and self-review activities with faculty

Chair internal Quality Matters Review Committees

Provide one on one and group faculty professional development to facilitate course revisions and support achievement of certification

Academic Technology Center Spring Mini-Conference Presenter. Provide faculty professional development related to online course design and delivery. 2012 and 2015.

Fall Faculty Forum Small Group Facilitator. Facilitate faculty roundtable discussion on new ideas for distance learning. 2011.

Fort Walton Beach Ed.D. Cohort Co-Coordinator (with Dr. Holly Ellis)

Instructional and Performance Technology Internship Coordinator. 2009-present.

Committee Service:

Chair, Building Construction Faculty Search Committee, 2015-2016

Chair, Public Administration Faculty Search Committee, 2014-2015

Member, Search Committee, Director of Cyber Security, 2014-2015

Member, COPS Council, 2012-2014

Member, Banner Project Academic Team: 2013-present

Member, Curriculum Change Request Committee: 2011-2012, 2013-2014
 Member, Ed.D. Program Committee: 2008-2010, 2014-present
 Member, Instructional Technology Enhancement Project (ITEP) Committee,
 2015-present
 Member, Library Committee: 2008-2010, 2012-2014
 Member, Emerald Coast Council: 2007-2010

SERVICE: PROFESSIONAL ORGANIZATIONS

Association for Educational Communications and Technology (AECT)

Elected Positions

Board of Directors: 2011-2014
 Organizational Training and Performance Division President: 2015-2016
 Organizational Training and Performance Division President Elect: 2014-2015
 Organizational Training and Performance Division Past President: 2008-2009
 Organizational Training and Performance Division President: 2007-2008
 Organizational Training and Performance Division President Elect: 2006-2007

Nominated/Appointed Positions

Board of Directors: 2009-2011
 Definitions and Terminology Committee: Chair, 2012-present
 Definitions and Terminology Committee: member, 2009-2012
 Nominating Committee: 2014-2015
 Publications Committee: 2009-present
 Strategic Planning Committee: 2015-2017
 Tech Trends Editorial Board: 2011-2016

Volunteer Positions

Conference discussant: 2009
 Conference reviewer and facilitator: 2005-present

International Society for Performance Improvement (ISPI)

President, Cost to Coast ISPI Virtual Chapter 2011-2014
 Faculty Sponsor, University Case Study Competition: 2009, 2010, 2014

SERVICE: COMMUNITY

First Judicial Circuit Court of Escambia County

Design, Develop and Implement online version of mandatory guardianship training course. To be offered through UWF Continuing Education for fee.

Creative Learning Academy

Project Manager: UWF/CLA Technology Partnership

Assist in the development of technology rich learning environments

Provide monthly professional development for CLA faculty

Judge. National History Day Competition. Web, Poster and Report submissions developed by sixth grade Social Studies students.

Quality Matters External Review Committees

Recognized as a member of the Quality Matters Hall of Excellence for QM
 Reviewers (2015)
 Master Reviewer (8)
 Subject Matter Expert (4)
 External Member (3)

AWARDS AND HONORS

Graduate Awards

2005-2006	Wayne State University, Instructional Technology Department, Outstanding Doctoral Student of the Year
2003-2005	Wayne State University, Graduate Professional Scholarship
2003-2004	Wayne State University, John Trebom Memorial Scholarship
2003	Oakland University Student Organization President of the Year
2003	President's Student Service Leadership Award, awarded by the President of the United States of America in recognition of volunteer work teaching business and life skills to economically disadvantaged teens

Undergraduate Awards

1997	Golden Key National Honor Society
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