**Holley Handley, EdD**

Assistant Professor - Department of Instructional Design and Technology

University of West Florida - School of Education

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# PROFESSIONAL PREPARATION

University of West Florida – Curriculum and Instruction: Administrative Studies, EdD, 2017

Auburn University – Cellular Biology, MS, 1990

Auburn University – Zoology, BS, 1987

# PROFESSIONAL APPOINTMENTS

University of West Florida, 2019-present

Assistant Professor, Instructional Design and Technology, 2019-present

Assistant Director, Academic Excellence in Instructional Strategies, 2019

Adjunct Professor, Instructional and Performance Technology, 2018-2019

Seacoast Collegiate High School, 2015-2019

Director of College Programs, 2015-2019

Interim Principal, 2017

Northwest Florida State College, 2009-2019

Campus Coordinator South Walton Center/ Academic Advisor, 2010-2015

Adjunct Professor, Anatomy and Physiology, General Biology, 2009-2019

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

Merck and Company, Executive Sales Representative, 1991-2002

# PUBLICATIONS

## Peer-Reviewed Publications

**Handley, H.** (2023). Best Practices for Using Online Interactive Whiteboards. *Journal of Applied Instructional Design, 12*(3), 57-73. <https://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

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](../UWF-%20Publications/HIP%20Barriers/A%20Comprehensive%20Assessment%20of%20Student%20Involvement%20in%20High-Impact%20Practices.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.

## Manuscripts under Review

**Handley, H.**, Hastings, N., & Sauer, M. Authentic Learning Experiences Provided Through the ISPI Case Study Competition. *Performance Improvement.*

Schantz, A., **Handley, H.**, Panko, A., Aiken, M., & Strout, R. Unlocking Engagement: A Comprehensive Assessment of Student Involvement in High-Impact Practices. *Journal of Postsecondary Student Success*.

## Manuscripts in Preparation

Havard, B., **Handley, H.**, & Abadie, J. (manuscript in preparation). Flipped classroom strategy effects on K-12 mathematics learning outcomes: A meta-analysis.

**Handley, H.** & Gray. (manuscript in preparation). Practical tools for incorporating critical reflection in high-impact practices.

James, S. & **Handley, H.** (manuscript in preparation). The possibilities of Padlet for planning and delivering instruction.

# PRESENTATIONS

## Peer-Reviewed Presentations

MacBain, Lynne, Hastings, N. & **Handley, H.** (accepted, 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.

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.

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 at the 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

## Manuscripts Submitted for Presentation

Knudsen, I., **Handley, H.** & Hastings, N. (October 2024). *Examining personal growth experienced by students completing an accelerated practitioner-focused doctoral program.* Concurrent Session proposal, 2024 Association for Educational Communications and Technology International Convention; Kansas City, KS.

## Workshops, Podcasts, Invited Panels

**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.

**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.

# GRANTS AND 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

SACSCOC Summer Institute. Dallas, TX. July 2023.

SACSCOC Annual meeting. Orlando, FL December 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. Learn 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 AND ADVISING

## Dissertation Committees, graduated students, projected to graduate 2024

Wormsley, Heather (2022). Attributes of Differentiated Instruction in Southeastern United States Catholic School Math Classrooms. Committee member.

MacBain, Lynne (2023). Revitalizing a Regional Professional Organization Chapter: A Performance Improvement/HPT Model Approach. Committee member.

Armstrong, John (2023). Improving defense acquisition process timelines in a system program office. Committee Chair.

Brandenburg, Robin (2023). Development of a new global training model as a performance improvement solution. Committee Chair.

Rexach, Ana (2023). The Lived Experience of Students in an Online Doctor of Education Program. Committee member.

Sweeney, Melodee (2024). A Qualitative Study of Teachers’ Experiences with Emergency Remote Teaching. Committee member.

Moore, Ashley (2024). An Examination Of The Self-Efficacy Experiences Of Online Graduate Student Peer Assessors. Committee member.

Mathews, Dana (projected 2024). An Investigation Of Community College Instructors’ Perceptions Of Online Teaching. Committee member.

Eagle, Audrey (projected 2024). Bridging The Communication Gap: A Performance Improvement Approach to Instructional Design Support. Committee member

Fortune, Johnny (projected 2024). Applying Performance Improvement to Address Low Enrollment in a new Bachelor’s Program

Barnes, Eglasia (projected 2024). Experiences of at-risk male students in online credit Recovery: A Phenomenological study. Committee Chair.

## Dissertation Committees, my role, cohort year

Bindford, Carmen, member, C&I program

Brown, Tiffany, chair, 2020

Gurney, Mary, chair, 2020

Bellisimo, Michael, chair, 2021

Jones, Amy, chair, 2021

Cagle, Benjamin, chair, 2021

Leithheiser, Jessica, member, 2021

Darlin, Diane, chair, 2022

Harrison, Chase, chair, 2022

Truett, Jessi, chair, 2022

Travis, Elan, chair, 2022

Biagi, Shannon Lee, chair, 2023

Cabanas, George, chair, 2023

Chin, Zayra, chair, 2023

Duren, Heather, chair, 2023

Rodriguez, Jose, chair, 2023

Weathersbee, Hollie, chair, 2023

Woodlief, Joel, chair, 2023

## 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 Scholarly Writing in IDT

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

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 Scholarly Writing in IDT

# SERVICE

## Department Service

Coordinator, EdD Instructional Design and Technology Program (2019-present)

Instructional Design and Technology Bylaws Committee chair (2023)

Reviewer, Applications to the EdD Instructional and Performance Technology Program (ongoing)

Committee, Instructional Design and Technology Assistant Professor Search Committee (2022) Committee, Instructional Design and Technology Assistant Professor and Visiting Instructor

Search Committee (2021-2022)

## College Service

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 Professional Education Council (2020-2023)

## School of Education Service

Committee Member, School of Education By-laws Committee (2023-present)

Committee Member and notetaker, School of Education Council (2023-present)

Committee Member, School of Education Doctoral Oversight Committee (2023-present)

Committee Member, School of Education EdS/EdD Program Committee (2023-present)

## University Service

QEP Director (2023-present)

Committee Member, Graduate Council (2023-present)

High-impact practice liaison (2021-present)

HIP Oversight Committee (2021-present)

## Professional Service

Association for Educational Communications and Technology (AECT)

Strategic Planning Committee, AECT organization (2024-present)

Elections Committee, AECT organization (2021)

President-elect, Organizational Training and Performance Division (2023-present)

Past President, Organizational Training and Performance Division (2021-2022)

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)

Mentor for scholarship winners (2020-present)

Graduate Student Rep, Organizational Training and Performance Division (2017)

ISPI Gulf Coast V-COP Chapter Liaison for AECT/ISPI collaboration (2023-present)

Conference Proposal Reviewer (2016-present)

International Society for Performance Improvement (ISPI)

ISPI University Team Competition Presenter, ISPI conference (2014)

ISPI University Team Competition Co-Coach, ISPI conference (2019)

Academic Guild, (2021-2023)

President, Gulf Coast Virtual Community of Practice Chapter, (2023-2024)

Vice President, Gulf Coast Virtual Community of Practice Chapter (2021-2022)

UWF Instructional Performance Technology- IPT Student/ Alumni Organization

Past President (2018)

Past Director of Marketing/ Finance (2017)

Reviewer academic journals and conferences

Tech Trends – Journal (2020-present)

AECT Conference Proposals (2016-present)

Impacting Education Journal – IEJ – CPED (2021-present)

Journal of Technology-Integrated Lessons and Teaching – JTILT (2022-present)

## Community Service

Volunteer, program coordinator, Non-profit, Dog-Harmony –

Mission: “We help dogs rescue people.”

Strategic planning and program development.

Connect UWF IDT B.S. capstone students with authentic learning experiences with non-profits Create educational materials

Strategic focus reports

Communication planning

# AWARDS

*UWF Faculty Service Award nomination,* Recognition for exemplary service. University-level award, nominated by SOE (2024)

*AECT Phil Harris Mid-career Transformational Leadership Internship Award*, Association for Educational Communications and Technology (AECT) conference (2023)

*CEPS Faculty Teaching Award,* Recognition for exemplary teaching. College-level award, one CPES faculty per year (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)