**Jeffrey B. Phillips**

**jbphillips@uwf.edu**

**Education**

**DOCTOR OF PHILOSOPHY IN INSTRUCTIONAL SYSTEMS AND LEARNING TECHNOLOGIES | 2021 | FLORIDA STATE UNIVERSITY**

**Dissertation:** Change happens: Practitioner use of change management strategies. [Advisor: James D. Klein]

Related coursework: General Linear Model; Multivariate Analysis Application; Qualitative Research and Evaluation Methods; Instructional Systems Research; Methods of Educational Research; Experimental Learning Research; Synthesis, Analysis, and Argumentation in Instructional Systems Research.

**MASTER OF INSTRUCTIONAL SYSTEMS AND LEARNING TECHNOLOGIES | 2018 | FLORIDA STATE UNIVERSITY**

Related coursework: Systematic Instructional Design, Learning and Web Analytics, Web 2.0-based Learning and Performance, Human Resource Development, Trends and Issues in Instructional Design, Systems Approach to the Management of Change, Diffusion of Innovation, Performance Systems Analysis, Usability Analysis.

**Master of library information studies | 2015 | Florida state university**

Intern at the Information Use Management and Policy Institute to assist in NSF research concerning the development of STEM education to support information professionals.

Related coursework: Addressing Information Needs, Grant Writing and Evaluation, Information Policy, Reference and Research, Metadata, Management of Information Organizations, Multicultural Children’s Literature.

**Experience**

**THE UNIVERSITY OF WEST FLORIda (2023–current)**

Assistant Professor

Served as the Instructor of Record for courses in the Department of Instructional Design and Technology (IDT). Conducted research in the fields of Performance Improvement (PI) and IDT. Provided service to the university and community. Served on national committees in the fields of PI and IDT.

**ADJUNCT PROFESSOR AT the UNIVERSITY of west florida**

College of Education and Professional Studies (Summer, 2023). EME 8693 Analysis and Dissemination of IPT Research

Served as the Instructor of Record for this asynchronous course. Designed, developed, implemented, and evaluated course curriculum. Delivered content through Canvas, Panopto, and Flipgrid.

**ADJUNCT PROFESSOR AT FLORIDA STATE UNIVERSITY**

College of Education (Fall, 2022; Spring, 2022). EME 6636 A Systems Approach to the Management of Change.

Served as the Instructor of Record for this asynchronous course. Designed, developed, implemented, and evaluated course curriculum. Delivered content through Canvas, VoiceThread, Zoom, and Flipgrid.

College of Education (Summer, 2022; Summer, 2023). EME 6357 Evaluation of Instruction and Training in Human Performance Technology.

Served as the Instructor of Record for this asynchronous course. Designed, developed, implemented, and evaluated course curriculum. Delivered content through Canvas, VoiceThread, Zoom, and Flipgrid.

College of Information (Fall, 2021; Spring, 2020). LIS 5524 Instructional Role of the Information Professional.

Served as the Instructor of Record for this synchronous online course. Designed, developed, implemented, and evaluated course curriculum. Delivered content through Canvas, VoiceThread, Zoom, and Flipgrid.

College of Information Technology (Fall, 2019). LIS 5385 Social Computing and Collaborative Technologies.

Served as the Instructor of Record for this synchronous online course. Designed, developed, implemented, and evaluated course curriculum. Delivered content through Blackboard, Canvas, VoiceThread, Zoom, WordPress, and Flipgrid.

**ADJUNCT PROFESSOR AT the UNIVERSITY OF WEST GEORGIA**

College of Education (Spring, 2022). MEDT 8465 Human Performance Improvement.

Served as the Instructor of Record for this hybrid synchronous/asynchronous online course. Conducted formative evaluation and summative assessment. Delivered content through CourseDen, Google Docs, and Zoom.

**NETWORK ADMINISTRATOR AND REVIEWER FOR trends in idt database**

Website/Database Administrator and Trends Reviewer

Served as a member of the database administration team for the Trends in IDT website. Helped identify and review current trends in the field from IDT publications. Imported new materials into the website. Created and managed the WordPress website and database. Created all coding for the backend of the website and database.

**librarian at florida state university (2016–2023)**

Subject Librarian

Served as the Subject Librarian for Education, Psychology, Sociology, Demography, Mathematics, Film, Family and Child Sciences, and Geography. Responsible for collection development, library instructional needs, and all consultations with faculty and students.

Interim Director for the Department of Teaching, Learning, and Engagement

Served as the manager for the following positions: Instruction and Reference Services Librarian, Digital Literacy and Modern Languages Librarian, Student Engagement Librarian, Extended Campus and Distance Services Librarian, Library Media and Tutoring Specialist, Engagement Coordinator, Instructional Specialist, Digital Media and Extended Campus Manager, Distance Library Services Specialist, Library Media and Circulation Supervisor.

Responsible for daily operations of the Department of Teaching, Learning, and Engagement.

Served as the Lead Instructional Designer for University Libraries.

Served as the Personal Librarian for the Center for Academic Retention and Enhancement (CARE), FSU’s program for first-generation college students.

Managed Direct Individual Study (DIS) master’s students from the Master of Science in Information program.

Facilitated in-person research instruction for over 5000 students annually.

Helped redesign, implement, and facilitate the College of Film’s course, FIL 4923.

Embedded in the course, EDF 5481 to conduct OER research.

Designed and developed educational video games in a library setting.

Was awarded the PLAN grant for the Library Ambassador program.

**Presentations**

AECT (2023) [Presenter] Change management during COVID: How practitioners adjusted their strategies throughout the COVID-19 pandemic.

AECT (2022) [Presenter] Changing how we change: How COVID-19 has affected the strategies used by change management practitioners.

AECT (2022) [Fee-Based Workshop Presenter] Using an open educational tool to teach trends in IDT.

Florida State University Libraries Faculty Affairs (2022) [Presenter]. How can Human Performance Improvement increase library implementations?

ASKe (2022) [Presenter] What's trending? An open and interactive tool to stay on top of what's being used in the instructional design field!

AECT (2021) [Presenter] Change management: What works? Using evidence to determine what strategies change managers use in the field.

AECT (2021) [Presenter] What’s trending? Exploring the Trends in IDT database from various perspectives.

AECT (2020) [Presenter] Foundations for promoting a culture of organizational change.

AECT (2020) [Presenter] Effective strategies for teaching students about trends by using an open educational resource.

AECT (2020) [Presenter] #Trending: A resource for trends in IDT.

AECT (2019) [Presenter] ADDIE-ing the systems approach to improve instruction for 6000 university students.

Panhandle Academic Libraries Conference (2019) [Presenter] Citation managers…or “Sigh-tation MyAnger?” Which one of these is the best for my patrons?

FLA (2018) [Presenter] Using Critical Thinking and the ACRL Framework to identify fake news.

ACRL (2017) [Roundtable Discussion Leader] Adding to the discussion: Research and publication for new librarians.

FACRL (2017) [Presenter] Using Critical Thinking and the ACRL Framework to identify fake news.

OpenEd (2017) [Presenter] Doubling down: Bootstrapping an OER program through faculty and student-focused initiatives at FSU.

**Awards**

FSU College of Education Adjunct Teaching Award (2022–2023).

FSU Instructional Systems and Learning Technologies Gagne/Briggs Outstanding Doctoral Student Award (2022).

FSU Instructional Systems and Learning Technologies Gagne/Briggs Outstanding Dissertation Award (2022) (finalist).

FSU Instructional Systems and Learning Technologies Gagne/Briggs Outstanding Doctoral Student Award (2021) (finalist).

FSU Instructional Systems and Learning Technologies Future Professor Award (2020).

FSU Instructional Systems and Learning Technologies Gagne/Briggs Outstanding Masters Student Award (2018).

FSU University Libraries Friend of the Student Award (2017).

FSU University Libraries Collegiality Award (2016).

Pepke Award (2014, 2015).

**Committees and Associations**

AECT Systems Thinking and Change Division Board Member (2023).

ISPI Gulf Coast Virtual Community of Practice Communications Committee (2023 Chair).

University Libraries Faculty Assembly Executive Committee (2022 Chair).

University Libraries Faculty Promotion Committee (2021).

University Libraries Open Educational Resources Committee (2017–2022).

Undergraduate Research Opportunity Program Library Research Award Committee Member (2018, 2019).

University Libraries Instructional Task Force (2018 Chair, 2019 Chair).

University Libraries Discovery Tool Usability Workgroup (2018, 2019).

University Libraries Professional Development, Research, and Travel Committee (2016, 2017 Chair, 2018, 2019 Chair).

University Libraries Faculty Assembly Executive Committee (2017, 2019).

University Libraries Library Ambassador Committee (2015, 2016 Chair, 2017 Chair).

Florida State University iSchool Outreach Committee (2015, 2016).

University Libraries Balanced Scorecard Instructional Committee (2015, 2016, 2017).

Florida State University College of Communication and Information Student Leadership Council (2015).

University Libraries Statistics Committee (2014, 2015).

Judge for the Florida Authors and Publishers Association (FAPA) (2016, 2017).

**Professional Service**

Served as a reviewer for the peer-reviewed academic journal, Educational Technology Research & Development (2022–current).

Member of Florida State University Instructional Systems and Learning Technologies Advisory Alumni Council (2022–current).

Served as a reviewer for Tech Trends Organizational Training and Performance special issue (2022).

Served as a reviewer for the peer-reviewed academic journal, The Journal of Formative Design in Learning (2020–current).

Served as a reviewer for the Association for Educational Communications and Technology Conference (2019–current).

**Professional Technology Experience**

Served as the website and database administrator of the Trends in Instructional Design and Technology website.

Served as a Black Box Network Consultant.

Responsible for the installation and administration of Windows Server, Exchange, Terminal Services, IIS, Veritas, Symantec Antivirus, and DNS for over 300 businesses in the Tallahassee area.

**Certifications**

Microsoft Certified Systems Engineer (MCSE).

Microsoft Certified Systems Administrator (MCSA).

A+ Certified Technician.