

Timothy M. Stafford, PhD

PROFILE SUMMARY

Timothy Stafford, PhD currently serves as a Dissertation Chair, Program Director for the MS in Instructional Design and Technology Degree, and Associate Professor at St. Thomas University in Miami, Florida. He has over 30 years as an educational and instructional leader and innovator with an emphasis in leading educational technology and e-learning development teams for blended and asynchronous learning environments, institutional technology rollouts, accreditation, curricula development and development of professional learning environments and infrastructures.

Dr. Stafford is also an award-winning educator, lecturer, and researcher who is a highly sought after educational, e-learning, and accreditation consultant/analyst and has dozens of clients across many industries. He is the founder and president of RU Institute, a consulting and project management firm for educational and image building projects, and New Breed Instructional Forensics Group, the research, development and publishing arm of RU Institute.

In 2008, Dr. Stafford pioneered work on an innovative school design that delivers curricula to children of expats serving all over the world in various military and mission's groups and has overseen the design and development of virtually blended schools that currently service children in 16 countries.

Dr. Stafford has also overseen the development of professional learning systems for national trade associations including the American Institute for Architects and the National Society of Professional Engineers.

His research interests include epistemology and ubiquitous learning, instructional forensics, digital literacy, learning theory, instructional design for online learning, E-learning systems, Delphi studies and their use in educational metrics, Connectivism, educational technology, and educational leadership.

Dr. Stafford also serves as the senior marketing analyst for Ablaze Media, a full service agency specializing in marketing and development of non-profit organizations, and is an avid Jazz and Mexican food aficionado. He currently lives in Central Florida with his wife, Victoria and children, Joshua and Danae.

PROFESSIONAL SKILLS

- Proven ability to manage and engage is high level academic work with students with specific abilities in dissertational instruction and project management.
- Proven scholar with articles published and ongoing educational research and speaking on areas including: eLearning, instructional forensics™, the relationship and impact of epistemology on research and learning, noetic structures, educational technology, professional learning environments and training
- Possess knowledge and demonstrate expertise in instructional design and course design processes
- Excellent interpersonal, communication and time management skills
- Hands on experience in facilitating class instruction and evaluating student performance
- Strong and diverse background in project management of complex and technical projects
- Proven ability to work on own initiative and act cooperatively.
- Establishing good working relationships with subordinates, superiors, and officials of other departments.
- Goal oriented, quick learner and highly motivated in satisfying all appointed duties.
- Having the ability to think creatively, strategically and analytically.
- Excellent attention to detail.

TECHNICAL/SOFT SKILLS

Advanced skillset in the following technology platforms:

- Adobe Acrobat
- Articulate 360
- Camtasia
- Canvas LMS
- Email (Google and Outlook)
- EZ Texting
- Google Certified Educator – Level II
- Goto Meeting/Webinar/Assist
- Jing
- Microsoft Excel
- Microsoft PowerPoint
- Microsoft Word
- Moodle LMS
- Trello/Slack
- Screen Flow
- Soundcloud
- Talent LMS
- Tawk.to Ticket/Live Chat Systems
- Text Expander
- YesCourse LMS
- Zoom Meetings/Webinars

PROFESSIONAL EDUCATION EXPERIENCE

Dissertation Chair, Program Director MS in Instructional Design and Technology, Associate Professor
St. Thomas University, Miami Florida (www.stu.edu)

2017-Present

- Lead and managed more than 40 dissertation students
- Supervised research and survey projects, both quantitative and qualitative.
- Set learning and completion objectives and targets for learner completion of dissertation and coursework deliverables
- Worked with IRB on all methodological issues for student research and serve as Principal Investigator for all research projects
- Worked with dissertation committees to evaluate all research designs and deliverables.
- Developed coursework for expansion of MS in Instructional Design and Technology program.
- Served as project manager for Course review and revision process for Quality Matters approval for all MS and EDD graduate coursework in the School of Leadership, Education and Communication.
- Taught courses as assigned:
 - **Courses Taught:**
 - **EDT 600 Introduction to Educational Technology.** This course serves as an overview of the field of instructional technology—a diverse, exciting, and evolving field of study. It will provide you with the foundational knowledge and skills needed in the field of instructional technology. Topics include the history, key leaders, major professional organizations, key concepts of the field, critical issues, and current and emerging trends
 - **ELI 815 Public Policy.** This course examines various approaches to developing and managing public policy. It is intended primarily for leaders who are department heads, policy developers, managers and executive officers in organizations, higher education, schools, school boards, government, and statutory agencies responsible for formulating or managing policies.

- **ELI 816 Consulting Practices.** This course enables students to assess real-world concerns and challenges, and using their knowledge, skills and aptitudes, evaluate strategies and solutions to resolve the challenges. The course also analyzes the consulting domain as it relates to internal and external barriers of organizations. Students will analyze, apply, synthesize, and evaluate consulting principles and practices through various instructional techniques. Additionally, students will evaluate the consulting process through case studies and research. The role of the consultant, project management concepts, and the application of key consulting methods and techniques will be evaluated.
- **RES 820 Quantitative Research.** RES 820 is an educational research methodologies course designed for doctoral students in the Educational Leadership program with an emphasis on quantitative research planning, design, and evaluation. The primary goal of this course is to prepare doctoral students for future design and development of dissertation proposal and conduct of dissertation study in the quantitative paradigm. This course will lay the foundation that builds on these basic concepts and helps students hone skills for writing a quantitative dissertation.
- **RES 821 Qualitative Research.** In this course students will contrast the strengths and weaknesses of qualitative research methods as well as gain exposure to skills and tools of the qualitative research analysis processes. Topics include specific qualitative methods such as interviewing, focus groups, survey design and action research. Students will critique a qualitative dissertation.

Adjunct Professor, Dissertation Committee Member, Instructional Designer

St. Thomas University, Miami Florida (www.stu.edu)

2016-2017

- Lead and managed online course development teams
- Develop and implement effective teaching strategies that inculcate technology into lessons to make them more interesting and useful
- Set learning targets at beginning of each session and plan lessons accordingly
- Create an intellectually stimulating classroom environment and equip students with practical learning opportunities
- Supervise coursework research and survey projects
- Served on dissertation committees in both qualitative and quantitative research designs.
- Taught courses as assigned:
 - **Courses Taught:**
 - **ELI 815 Public Policy.** This course examines various approaches to developing and managing public policy. It is intended primarily for leaders who are department heads, policy developers, managers and executive officers in organizations, higher education, schools, school boards, government, and statutory agencies responsible for formulating or managing policies.
 - **RES 820 Quantitative Research.** RES 820 is an educational research methodologies course designed for doctoral students in the Educational Leadership program with an emphasis on quantitative research planning, design, and evaluation. The primary goal of this course is to prepare doctoral students for future design and development of dissertation proposal and conduct of dissertation study in the quantitative paradigm. This course will lay the foundation that builds on these basic concepts and helps students hone skills for writing a quantitative dissertation.
 - **RES 821 Qualitative Research.** In this course students will contrast the strengths and weaknesses of qualitative research methods as well as gain exposure to skills and tools of the qualitative research analysis processes. Topics include specific qualitative methods such as interviewing, focus groups, survey design and action research. Students will critique a qualitative dissertation.

TCK International Academy (www.tckacademy.com)

2016-2018

- Developed and launched fully coordinated school platform to deliver eLearning and manage staff and records for expat children serving globally with the Assemblies of God World Missions program.
- Led school to K-12 accreditation with the National Association of Private Schools.
- Worked with school administration to complete all curricular tasks and evaluations for school accreditation.
- Staff development programming, training, materials, and evaluation.
- Serve as schools' records custodian, curriculum, technology, and learning specialist for coordinating eLearning with State of MO and National Department of Education standards.

Liberty Building Forensics Group (www.libertybuilding.com)

2008-2018

- Lead image building department and campaign teams

- Lead instructional design of seminars, webinars and coursework designed by the firm and used in the industry including the American Institute of Architects (AIA), the Florida Department of Business and Professional Regulation, the American Society of Heating, Refrigerating and Air Conditioning (ASHRAE), and the National Council of Architectural Registration Board (NCARB).
- Team lead in coordination of continuing education for professionals/ experts.
- Team lead in coordinating instructional design materials for human resources and new employee acculturation programming.
- Team lead in acquiring continuing education licensure accreditation for firm.
- Team lead for all website, blog, email marketing, and social media content development and implementation of editorial calendars.
- Team lead for all direct marketing publications and article submissions.
- Served as senior technical writer/editor for firm deliverables, including the establishment of style guides and report formats.

Hampden DuBose Academy (www.hampdenduboseacademy.com)

2008-2018

- Completed survey and analysis of 10 years of school wide standardized testing.
- Staff development programming, training, materials, and evaluation.
- Created complete safety training program for student work-study program.
- Created complete certification program for student work-study program.
- Worked with school administration to complete all curricular tasks and evaluations for school accreditation.
- Led team to create school's digital library and training for teachers and staff to integrate it into their classroom resources.

School Administration and Classroom Instruction

Blue Lake Academy (K-12)

2004-2008

- Served as Principal, Dean of Students and Director of Guidance
- Handled recruitment and training of teaching and support staff
- Created and implemented admissions and registration procedures
- Developed school policies and procedures and ensure appropriate implementation
- Handled course evaluation and approval procedures
- Ascertained appropriate scheduling of staff and ensure that schedules are followed appropriately
- Assisted students in choosing between subjects and coordinate assessments and examinations
- Organized and facilitated the management of educational and social activities
- Acted as a point of contact for students', parents' and staff's grievance addressing needs

Mountain View Christian Schools (K-12)

1999-2004

- Serves as Director of Fine Arts, Director of Bands and H.S. Bible/History instructor
- Recruited students to various fine arts program
- Raised funds totalling over \$50,000 a year for Fine Arts Programming
- Worked with Administration to develop policies and procedures unique to fine arts programming
- Created lessons plans and course related deliverables
- **Courses Taught:**
 - Bible:
 - Bible 09 – Life of Christ/Writings of Paul
 - Bible 10 – Old Testament
 - Bible 11 – New Testament
 - Bible 12 – Apologetics/ Philosophy of Religion
 - Band:
 - Beginning Band (Grades 4-12)
 - Concert Band (Grades 5-12)
 - Symphonic Band (Grades 6-12)
 - History
 - World Geography
 - World History
 - US History
 - A.P. US History
 - US Government/Economics
 - A.P. US Government

Paradise Christian Academy (K-12)

1997-1999

- Serves as Director of Bands and M.S H.S. English/History instructor
- Recruited students to various fine arts program
- Raised funds totalling over \$15,000 a year for Fine Arts Programming
- Worked with Administration to develop policies and procedures unique to fine arts programming
- Created lessons plans and course related deliverables
- **Courses Taught:**
 - Band:
 - Beginning Band (Grades 4-12)
 - Concert Band (Grades 5-12)
 - English
 - MS English (Grades 7-8)
 - HS English Literature (Grades 11-12)
 - HS English Language (Grades 9-10)
 - History
 - World Geography
 - World History
 - US History
 - US Government/Economics

Mountain View Christian Schools (K-12)

1993-1997

- Served as Director of Bands and Technology Instructor
- Raised funds totalling over \$15,000 a year for Fine Arts Programming
- Worked with Administration to develop policies and procedures unique to fine arts programming
- Created lessons plans and course related deliverables
- **Courses Taught:**
 - Band:
 - Beginning Band (Grades 4-12)
 - Concert Band (Grades 5-12)
 - Technology
 - Elementary Technology Electives
 - MS Keyboarding
 - High School Technology and Microsoft Courses

Project Management and Educational Consulting**Nehemiah Institute (www.nehemiahinstitute.com)****2010 - 2016**

- Implemented an educational platform that provides an assessment that helps to answer questions about the influence of worldview on culture.
- Analysis the data that had been formerly collected and help evaluate the assessment itself for clarity
- Guide NIWA through the process of putting the assessment on-line and testing it for accuracy
- Train NIWA on effective social media and email marketing strategies to help bring more clarity to constituents who take the assessment and use the assessment for educational uses.
- Work with NIWA to evaluate their assessment platform and work with the organization to create educational platforms.

Pilgrim Institute (www.pilgriminstitute.com, online.pilgriminstitute.com)**2010-2014**

- Led a team that worked with PI subject matter experts and stakeholders to create an educational platform for the organization
Created modules for their initial high school coursework.
- Helped PI to continue developing e-learning options for their curricula.
- Mitigated problems and address learner complaints that occur.

Non-Profit Project Management**Baptist Global Response (www.gobgr.org)****2010-2012**

- Served on a team that helped BGR establish alternative funding opportunities through mobile technology.
- Helped BGR raise more than \$1M through alternate funding initiatives and programming.
- Led the team that created educational content for potential donors as well as training initiatives for BGR stakeholders as to how to maximize the alternative funding platforms that the organization invested in.

Promise of Hope Ministries (www.promiseofhope.org, www.tellyourstory.today)**2010-2017**

- Lead designer and project manager for the "tellyourstory.today state-wide evangelism campaign" and its Spanish counterpart for Spanish speaking believers
- Produced a weekly Internet radio program that has had over 55,000 listeners since 2004 and currently yields 200 listeners a week.
- Saw and increase in website traffic to over 10,000 unique website visitors a month and an email list of more than 4,000 recipients.
- Has a combined total of 5,000 social media followers.
- Has published more than 12 books and manuals including a complete guide to affinity evangelism.
- Has published a sermon library with over 500 sermons for sale.

Kentucky Baptist Convention (www.reachky.today)**2014-2018**

- Lead designer and project manager for the "REACHky.today state-wide evangelism campaign."
- Work with the Baptist Collegiate Ministry arm to help determine a blue print of how to train their college missionary interns utilize the social media as an alternate means to raise funds for missionary and programming support.
- Help design training for the interns and missionaries in various levels of social media and mobile technologies in their engagement with donors and the student bodies that they serve.

Baptist State Convention of Michigan (www.mimoment.today)**2017-2018**

- Lead designer and project manager for the "mimoment.today state-wide evangelism campaign."
- Work with the Baptist Collegiate Ministry arm to help determine a blue print of how to train their college missionary interns utilize the social media as an alternate means to raise funds for missionary and programming support.
- Help design training for the interns and missionaries in various levels of social media and mobile technologies in their engagement with donors and the student bodies that they serve

Doctorate of Philosophy in Education (Instructional Design for Online Learning)**Capella University****2014**

Completion of NIH Web-based Training Course “Protecting Human Research Participants.”
Certificate #2287738

Masters of Science in Education (Instructional Design for Online Learning)
Capella University 2007

Bachelor of Arts in Christian Ministries (Theology)
Bethany University 2004

PROFESSIONAL AFFILIATIONS

Peer Reviewer for Tech Trends, a journal for professionals in educational communication and technology (Springer: ISSN: 8756-3894). 2014-Present

Certified Google Educator (Levels I and II) 2017-Present

American Society for Training and Development (Orlando and National Chapters) 2009-Present

The E-Learning Guild 2009-Present

PUBLICATIONS

- Bair, R. A., & Stafford, T. (2016). Digital Literacy. *Training & Development* 43(3), 10-11. Australian Institute of Training and Development, Surry Hills, NSW, Australia
- Bair, R. A., & Stafford, T. (2016). Connected and ubiquitous: A discussion of two theories that impact future learning applications. *Tech Trends*, 60(2), 129-35. Springer US. <http://dx.doi.org/10.1007/s11528-016-0021-z>
- Stafford, T. (2014, November). Creating instruction for ubiquitous learners: Three paradigm shifts that are changing the foundations of instructional design. Retrieved March 3, 2016, from eLearn Magazine website: <http://elearnmag.acm.org/archive.cfm?aid=2687010>
- Stafford, T. M. (2014). Ubiquitous and connected: Practices and indicators of using social networks in professional instructional design (Doctoral dissertation). Ann Arbor, MI: ProQuest UMI Dissertations.

DISSERTATIONS

- **Committee Member:** Fuentes, Jamie (2018). Quantitative study of aerobic exercise and response in the fire Services effect on leadership (Doctoral Dissertation). Ann Arbor, MI: ProQuest UMI Dissertations.
- **Dissertation Chair:** Ross, Yudi Olivia (2018). The road less travelled: A phenomenological study of obstacles for women advancing in academia (Doctoral Dissertation). Ann Arbor, MI: ProQuest UMI Dissertations.
- **Committee Member:** Smith, Tyrone (2018). Perceptions of human resource professionals on using data analytics for talent management (Doctoral Dissertation). Ann Arbor, MI: ProQuest UMI Dissertations.
- **Committee Member:** Abrahams, Kahmran (2017). Waiting on the world to change: A case study of educators in secondary social science and their perceptions concerning the relevance of financial literacy (Doctoral Dissertation). Ann Arbor, MI: ProQuest UMI Dissertations.
- **Committee Member:** Hollis, Karen (2016). Communication policies: An instrumental case study about the role of policy in achieving effective communications in organizations (Doctoral Dissertation). Ann Arbor, MI: ProQuest UMI Dissertations.

REFERENCES

Available Upon Request