

Kim Hansen

Doha, Qatar

974 554 754 18

[khanexp@gmail.com](mailto:khanexp@gmail.com)

## Overview

As an experienced educational administrator, instructional designer and project manager, I effectively use traditional instructional methodologies and current learning technologies to develop sophisticated training and educational projects. My past work with a wide variety of content enables me to skillfully develop measurable, innovative, instructional materials that focus on a successful learner experience and high ROI for the organization. Below is a brief overview of my work in education, eLearning, curriculum development, web based and classroom based training and project management.

- Currently Manage an Instructional Design Department for an academic research hospital in Doha, Qatar. Responsible for the design, development and delivery of over 300 elearning sessions for medical staff.
- Currently plan and develop instructional strategies for Orientation training and assessment as well as design and manage an Orientation website and Portfolio for Clinical Planning at Sidra Hospital.
- Managed three departments and 20 eLearning professionals as the Assistant Director of Education for Instructional Design, Course Development and Multimedia at Alta online college.
- Led the design, development, evaluation, improvement and maintenance of 583 online courses servicing over 5,000 online students and 300 faculty.
- Worked with individual departments and faculty in the University of Colorado (CU) Schools of: Business, Education, Communications, Educational Leadership, Nursing, and Health Science to assess needs and support training in assessment criteria.
- Project manager for the institutional digital assessment portfolio at the University of Colorado.
- Created an online training program for Patient Coach Training for CU's Health Sciences Center.
- Researched and developed curriculum for Business, Leadership, Healthcare Training, Technology, Lean manufacturing, Zero Waste, Laboratory Safety, Utilities and Resource Management, Mediation and Compliance trainings for classroom and online delivery.
- Trained employees in offsite locations. Knowledgeable and skilled in multi-cultural work environments, technical training, and leadership / management issues.
- Evaluated online courses for Pearson Education focusing on assessment alignment.
- Project managed, facilitated and coordinated with a wide variety of content experts developing web based and instructor led training and materials.
- Performed needs analysis and assessment, as well as, formative, summative performance and Return on Investment evaluations.

## Technology Skills

Mac and Windows OS, Adobe Dreamweaver, Fireworks, Photoshop, Premiere Pro, Connect and Captivate, Camtasia, Articulate Storyline, Presenter, Engage, Quizmaker, Audacity, Xcelsius, Inspiration, Power Point, MS Word, Excel, Digital photography and Video editing, Digital Assessment Portfolios, accessible technology for the disabled, Learning Portals, Drupal, Umbraco, Wikis, WBT, eLearning, LMS(s) Moodle, Blackboard, Success Factors, Rollbook and eCollege.

## Education and Awards

M.A. in Information Learning Technologies and Education, University of Colorado, Denver

B.S. Psychology, University of Colorado, Boulder

Member of PSI CHI National Honor Society

Recipient of the Apple Foundation's Excellence in Education for Science Curriculum

Recipient of the 2005 COVR Web Site of the Year award

Contributing writer for the International Society for Performance Improvement (ISPI)

## Employment History and Relevant Experience

**Manager Instructional Design Department, Medical Staff Services, Sidra Medical Research Center** 1/12 to present.

Manage a development team to design and deliver educational materials for Medical Staff Services for orientation training and assessment of new Clinical Staff as well as Continuing Professional Development. Work closely with medical staff and content authors to develop medical curriculum. Currently work with leadership stakeholders on planning for Orientation, integration of systems, policies, and equipment. Review and pilot innovative learning technologies, learning portals and learning management systems. Design, prototype and develop deliverables for a wide variety of training materials that include web based and classroom based training as well as peer partnership, mentoring, simulations, preceptorship and online portfolios. Created an Orientation website and Online Portfolio for new clinical staff, link: <http://orientation.sidra.org>

**Instructional Designer Consultant/Owner, Transformative Designs** 12/03 to 12/11.

Created instructional materials and web based training for a diverse variety of subject matter experts and long term clients who include:

- Boulder County Mental Health
- Care Transitions Program, University of Colorado Health Sciences Center
- Center for Authentic Leadership
- Champlain College
- Charter Communications
- Colorado Community Health Networks
- Coach Industries
- Eco-cycle of Boulder
- eLean Training International
- Enerdynamics Energy Training
- Get Started Media
- Mediators without Borders
- On Cape Publications
- Pearson Education
- Sterling and Ledet (Adobe/Macromedia trainers)
- Zenodata Corporation

**Assessment Specialist, Consultant, Pearson Education** 10/10 to 12/11

Instructional design review of 110 Course Connect online courses with a final evaluation report.

Researched and presented on current trends in Competency Based education for the Vice President of online learning. Developed assessments and course level outcomes for online courses working with

project managers, curriculum developers and subject matter experts. Assessments include project based work, portfolio pieces, and multiple choice exams that aligned with modular online course objectives.

**Instructional Designer, Consultant, Boulder County Mental Health 9/11 to 11/11**

Redesigned and developed nine compliance courses for annual training in Captivate. Documented processes and trained team leads in best practices in web based training and technology.

**ELearning Consultant, Mediators without Borders 4/11 to 8/11**

Reviewed and created training materials for in person and online instruction in mediation and dispute resolution skills. Project managed their Moodle learning management system course migration and web site redevelopment. Created evaluations and student assessment for current training and redeveloped curriculum for future trainings. Created online presentations, audio scripts and videos for mediation training.

**Instructional Design Consultant, Care Transitions Program, University of Colorado Health Sciences Center 2/08 to 3/11**

Wrote a needs analysis for a large grant to create eLearning modules for training health care providers. The grant was awarded in '08 and the eLearning was developed in the '09/'11 years through a comprehensive online course that included web based presentations, videos, lectures and assessments. Instructional design responsibilities included working with subject matter experts in the health delivery field, observing onsite simulation, selecting learning technologies, collaborating on narrated scripts, storyboarding, creating learner interactions, integrating videos, branching scenarios, learner assessments, surveys and final course evaluations.

**Assistant Director of Education for Instructional Design, Course Development and Multimedia at Alta College, Online Campus 1/07 to 1/10**

Alta College serves 5,000 students and 300 faculty in teaching 583 online courses through a master course system. I led three departments: Instructional Design, Course Development and Multimedia, managing a staff of 20 eLearning professionals. In this role, I collaborated and worked closely with Subject Matter Experts, Administrators, Deans, Faculty, Curriculum Managers, Marketing/Sales, IT and the Communications departments. I was responsible for daily operations and management of continuous course development, integration and improvement of program curriculum. I guided the review and evaluation of eLearning through ongoing standardized instructional design reviews, gathering assessment and evaluation data to meet national and regional accreditation standards.

**Instructional Design Consultant, eLean Training International 9/05 to 9/07**

Designed and developed web based training, instructional, and presentational activities and materials for eLean Training International on Lean Manufacturing content. Developed eLearning to train managers, operators and production workers on how to best implement Lean manufacturing principles and techniques into their work.

**Instructional Design Consultant, Eco-Cycle 3/06 to 10/08**

Designed a foundational training program, offering instructional and presentational activities and materials for Eco-Cycle of Boulder, on Zero Waste Community Planning and Resource Management. I developed presentation materials for a panel of Zero Waste experts on topics such as Up-Stream purchasing, Landfill Policies, Community planning, stakeholder negotiations, and Equal Space Ordinances. This successful presentation is currently being expanded and replicated to sites around North America.

**Instructional Design Consultant, Get Started Media 10/06 to 1/07**

Designed and wrote content for six eLearning modules on developing Business Plans, Offline and Online Marketing. The modules were designed through a narrated script; incorporating rich visuals screen transitions, interactions, and animations. The instructional design included objectives, guided instruction and assessment.

**Instructional Design Consultant, Enerdynamics Energy Education 1/06 to 9/06**

Designed and developed a series of six eLearning modules on Electricity Systems, Markets, and Operations for an Energy Education company. The modules were created through a narrated script, visuals and screen transitions, interactions, and animations. Lesson objectives, corresponding assessments, and online module evaluations were included and the presentation was developed in Articulate Presenter.

**Instructional Design Consultant, Charter Communications 2/05 to 11/05**

Created Leadership and Management Curriculum including content scripts and group activities for high level instructor led training to sales management teams and executive level leaders on subject areas such as:

- Leadership
- Communication Skills
- Motivation
- Problem Solving
- Role Modeling Effective Management
- Essential Business and Management Skills - Time management, Organization skills, Human Resources, Conflict Resolution, Meeting Protocol
- Executive Leadership Development
- Front line and Mid Level Leadership Development

**Instructional Design Consultant, Zenodata Corporation 7/04 to 11/04**

Designed and documented content to train in real estate and legal document title search, technical, software, and database entry skills. Designed and developed an online corporate intranet manual, which trained software and database skills to an out-sourced workforce. Developed out-sourced employee training for data entry workers in Barbados. Consulted and made recommendations for enhancement of management, orientation, and leadership training. Observed, evaluated, and made recommendation for improving out-sourced trainer skills and management. Provided usability assessment and needs analysis for end-user customer/sales and marketing product training.

**Instructional Designer, Center for Innovations in Teaching and Technology (CITT), University of Colorado, Denver 12/01 to 12/03**

Project Manager for several key projects while at CITT:

**Project Manager** for the Online Portfolio Project, University of Colorado. Coordinated and led meetings with faculty and department chairs to utilize online portfolios for departmental performance improvement. Met with and trained faculty on technology, assessment, and portfolio design topics. Researched participants involved in the portfolio project. Beta tested portfolio software. Created portfolios for faculty and departments at CU such as: School of Education, Communications, Music, Business, Nursing, and Pharmacy. Created a web based tool to train stakeholders on issues related to online portfolios.

**Project Manager** for the Laboratory Safety Instruction Project for the University of Colorado. Scheduled coordinated and led a team of three designers, working with five subject matter experts in the field of risk management and laboratory safety. Designed and developed a lab safety website for all CU campuses.

**Project Manager** for the Emerging Leaders Project at the University of Colorado. This project involved significant research, analysis, and reporting of current issues in academic leadership training. The project culminated in the Emerging Leaders Website, which is still being used in CU's 2020 plan.

Researched and redesigned online courses in E-College for Professors J. Dunlap and B. Wilson at UCD on "Designing ELearning," and "Current Trends and Issues in Information Technology."

Other roles and responsibilities at CITT included:

Worked closely with subject matter experts to create web based training at CU. Assisted and supported CITT clients in technology tools and applications. Presented workshops on: Internet Training, Inspiration, Video Editing, Accessible Design, Fireworks, Assessment and Electronic Portfolios. Created websites and designed technology training and support for faculty, departments and programs at all CU campuses. Researched leadership training in both corporate and academic venues. Worked with individual departments and faculty in the School of Business, Education, Communications, Educational Leadership, Nursing, and Health Science to assess needs and support training in assessment criteria. Developed training tools for the Auroria Campus Library to assess and improve their research training courses for students. Researched and participated in grant writing projects and RFPs.

**Contract Teacher and Community Liaison, Horizon's Alternative School, Boulder, Colorado 9/95 to 12/01**

Facilitated and developed instructional programs with K-8 teaching teams. Wrote award winning educational grants and curriculum. Designed curriculum and instructed K-8 students in: Video Filming and Editing, Photography, Art, Art History and Archaeological Science. Coordinated community resources for an educational program. Interviewed, hired, and evaluated non-contract teachers for a K-8 Boulder Valley public school program.

## Presentations

Published Designing a Content Management System to Support the Development of a Multi-Modality Curriculum in an All-Digital Facility for Well-Cornell Medical School, Qatar's Topic of the Month <http://qatar-weill.cornell.edu/cpd/designing-content-management-system.html>

Presented on "Designing a Content Management System for Delivery of Multi Modality Medical Education" at the Educational Health Conference, University of Calgary, Qatar March 2015

Presented on "Designing a Curriculum Management System for Multi-Modal Delivery of Medical Education" at the ICERI conference, Seville, Spain Nov 2014

Presented on "Best Practices in Instructional Design" COLTT Conference, 2010

Presented on "Utilizing Second Life in Instructional Design" in a Second Life virtual presentation room hosted by the University of Colorado, Boulder, Atlas Building, March 2008.

Presented on "Second Life for Writers" at the Boulder Writers Alliance annual Expo, September 2007.

Presented "Designing ELearning with Articulate Presenter and Xcelsius" at the DMELD, Denver Metro Area ELearning Developers group April 2006.

Presented "Design Skills Boot Camp" with Patti Shank and Learning Peaks at the 2003 and 2004, and

2005 VNU Online Learning Conference.

Presented "Learning Technologies in the Classroom" at the ACE, Alliance for Compassionate Education conference, June 2005.

Presented "Best Practices in Instructional Design" BWA, Boulder Writers Alliance, September 2005.

Presented "Stop Whining it's Good Design" on W3C Compliance of adaptive web technologies for the disabled at the Teaching With Technology Conference, University of Colorado, Boulder 2003.

Presented for "The Afghan Women's Project" a U.S. State Department Project teaching Afghan women leaders how to use technology to research grants for rebuilding their country, 2002.