# Ryan Clifford Keller

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## Introduction:

Eight years of combined experience in staff/faculty development: I have a unique combination of skills obtained from both academia and practical experience. Well-seasoned in navigating high-stakes/high-stress circumstances and developing rapid solutions that are practical and focused on long-term functionality. I believe in practical solutions that are measurable and instituted with the available resources.

## Education:

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| **2015-Present** | University of South Alabama, Mobile, Alabama<br>Doctorate of Philosophy in Instructional Design and Development<br>GPA 3.64/4.0 Successfully Defended Dec. 2025<br>*Dissertation topic: Developing Critical Thinking Skills in Nurses Through AI-Facilitated Socratic Questioning* |
| **2011-2014** | University of South Alabama, Mobile, Alabama.<br>Bachelor of Science in Business Administration: Economics<br>GPA 3.5/4.0 Cumulative |
| **1999-2001** | Bishop State Community College, Mobile, Alabama.<br>Associate of Science in Graphic Communications Technology |

## Employment:

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| **August 2022-Present** | **LMS Systems Coordinator**<br>USA Health<br>Responsible for managing the training systems for all staff and students having training within the USA Health System (over 10k accounts) – consists of inputting new accounts into systems; working with HRIS systems and EFT resources to manage transmission of account data/changes; creating instructional content that is effective and formatted for LMS systems (SCORM); working directly with educators to coordinate and manage continual, annual regulatory education; working directly with staff to troubleshoot issues with access and functionality |
| **August 2017-August 2022** | **Instructional Designer – Graduate Assistant**<br>Innovation in Learning Center<br>Worked directly with faculty members developing technological skills and pedagogical strategies for courses, providing LMS support and best practices, presenting content on teaching and learning in web and classroom settings, and provided support and skill development training for colleagues within the department |

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| **July 2014-June 2016** | **Writing Consultant/Tutor** |
| | USA Writing Center |
| | Worked directly with students, guiding writing practice and content organization |
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| **June 2013-June 2014** | **Advertising/Graphic Design** |
| | The Vanguard/Due South Magazine, Mobile, AL. |
| | Business advertising sales and graphic designer for print publications, as well as online ads |
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| **Aug 2010-May 2011/** | **Store Manager** |
| **Feb 2005-Oct 2006** | Edgewood Frame Shop, Homewood, AL. |
| | Responsible for assisting shop operations including design and creation of frame jobs, improving sales, and improving daily operations |
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| **Feb 2008-Aug 2010** | **Saw Room Manager** |
| | Four Corners Gallery, Birmingham, AL. |
| | Responsible for completing framing orders including design, ordering materials, cut/join frames, and fitting. Also responsible for maintaining a professional workroom that translates customer info and orders to other departments within the business |
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| **Oct 2006-Feb 2008/** | **Saw Room Manager** |
| **Oct 2001-Feb 2005** | Ashland Gallery, Mobile, AL. |
| | Responsible for completing all frame orders including placing orders, developing a successful order system, frame building, and shop maintenance |

## Relevant Accomplishments and Associations:

- Human Performance Improvement Certificate, University of South Alabama (2019)
- Member - Association for the Advancement of Computing in Education
- Published "Designing Effective Courses Online (DECO) – An Intro Course for Effective Pedagogy in Online Courses for College Faculty" in the academic publication, Elearning, and presented the course and paper at Elearn 2019 (November)
- Conducted "Assessing Knowledge & Experience Among K-5 Educators in the Mobile County Public School System" - an independent study with MCPSS, quantitatively surveying all public elementary school teachers on perceptions of and training in ADHD student teaching (2019)
- Presented "Designing Effective Courses Online (DECO)" at Conference on Teaching and Learning 2019
- Co-presented "Making Free Student Access to Freshman Year Courses" at Conference on Teaching and Learning 2018
- Completed "U.S. GDP and Electricity Consumption by State: A Predictive Model," an independent study in econometrics (2014)
- Have 18+ years of graphic design freelancing, including marketing and branding work for a wide variety of organizations and 23+ years in audio recording

**Teaching and Coursework Experience:**

- **USA Health HealthStream Administrator Training** (August, 2025)
  Created instructional course required of all administrating staff at USA Health, including instructional video content delivered via SCORM, PDF How-To Guides, and an optional Q and A for additional support
- **Fundamentals in Teaching (FIT) Online Training for Faculty** (August, 2021)
  Lead for expounding upon module offerings in original DECO course as part of a multi-course offering in online pedagogy practice online and in-classroom
- **SUNY University COIL COURSE** (June, 2021)
  Complete course design for faculty getting started with SUNY's Collaborative Online International Learning program within a course – commissioned course
- **Adobe Acrobat Pro Student/Faculty Online Course** (January, 2021)
  Worked with team of three to establish a training course in accessibility and some of the document functions of Acrobat Pro – the course was designed for faculty and later adjusted to suit student workers
- **Designing Effective Courses Online (DECO) Faculty Course** (January, 2019)
  Lead course designer (team of three) for creating faculty course for effectively engaging students online and empirical online pedagogy – course is in its third iteration to suit Canvas LMS
- **United Cerebral Palsy Preschool Teaching & Research Intern** (January, 2019)
  Assisted special-needs teaching while collecting data – also provided teaching support and organizational resources

**Other Accomplishments:**

- Proficient in Adobe Cloud Software: Photoshop, InDesign, Audition, Premiere, and Illustrator; as well as Camtasia, Panopto, Final Cut Pro, Logic Pro X, Audacity, Zoom, and the Microsoft Office Suite
- Significant experience with the learning management systems, HealthStream, Relias, Sakai, and Canvas
- Assisted the University of South Alabama in the transition from Sakai to Canvas, which included exploring multiple LMSs at the user and administrator level
- Active writer, published in *The Collegiate Scholar* (Spring, 2012), *Oracle Fine Arts Review* (2015), and *Alabama's Emerging Fiction Writers* (2019)
- Inducted into the National Association of Collegiate Scholars, Spring 2012
- Editor for The Tapestry printed graduation publication, Fall 2014

**References available upon request**