

# CAREY APPLGATE

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I am a senior learning experience designer with 15+ years of experience in instructional design, curriculum and content development, mixed-methods research, project management, and team leadership. My passion is creating proactive, outcome-driven, human-centered projects that engage learners in a variety of modalities, and my design specialty is in storytelling that enhances learning experiences. As a project manager, I am known for developing creative strategies to meet learning priorities, using data and metrics to plan and evaluate program success, and leading with an “all boats rise” approach to team development.

## PROFESSIONAL EXPERIENCE

### Learning Experience Designer | Mixed-Methods Researcher | Content Creator

August 2005 – Present

Freelance | remote

- Clients have included DesignXHumanity, Bradley University, North Carolina Department of Public Instruction, Illinois Central College, Illinois State Writing Project, University of Wisconsin – Eau Claire, Illinois State University Graduate School, and Coker University
- Project managed, developed, and delivered blended and online courses, instructor-led training, microlearning, and train-the-trainer workshops for a variety of audiences by creating content maps, coordinating with subject-matter experts, graphic artists, technologists, project managers, researchers, and other cross-functional stakeholders in a short timeframe
- Coordinated closely with clients and subject-matter experts to ensure that digital, blended, and in-person learning experiences were optimally designed to achieve business and academic goals and desired learning outcomes
- Consulted with clients on eLearning development, learning and leadership development, content writing, academic and technical editing, instructional technology, and LMS administration

### Senior Instructional Designer | Project Manager | Quality Control

February 2021 – Present

Texas State Technical College | remote

- Designed 13 45-minute online modules and developed 3 accessible, hybrid 45-minute modules and assessments over 2 months affecting 300 learners in HVAC, writing, and critical analysis
- Developed 30 job aids (one-pagers, step-by-step instructions, internal website content, infographics, videos, etc.) and delivered 50 virtual instructor-led trainings for up to 80 stakeholders over 6 months in the areas of performance-based education, competency creation, and authentic assessments affecting 4000 learners
- Designed and facilitated quality control process for 20 programs containing 302 courses with 2000 modules over 10 months impacting 4000 learners
- Provided project management and facilitation of badging initiative, including development of 10 competency-based digital credentials (badges) and program-level objectives for 12 programs moving into an online/hybrid, performance-based model with a cross-functional team over 5 months for 1500 learners
- Provided project management and leadership for a team of 5 IDs working with 40 SMEs to develop 400 eLearning modules over 7 months for 1000 learners in computer programming, writing and critical analysis, electrical lineworking, and architecture and design

### Director of Education | Program Manager

March 2019 – February 2021

Neighborhood House/Common Place Family Learning Center | IL

- Developed and led biweekly trainings for up to 40 tutors and 10-12 staff members in best practices, classroom management, connecting with students, adult learning, pedagogy, and on-demand topics affecting 400 learners
- Managed 4 programs, including day-to-day scheduling, budgeting, staff, implementation of program and agency policies, provision of outreach/mentoring to students, grant writing, and records/reporting practices

- Coordinated the transfer of education programs – including over 200 youth and adult learners, 6 staff members, and thousands of materials – after agency acquisition

**English Education Professor | Curriculum Developer | Program Manager | Researcher**

**August 2011 – May 2019**

**University of Wisconsin – Eau Claire | WI**

- Created and facilitated over 300 learning modules – including instructor-led training, train-the-trainer job aides, organizational tools, instructional videos, and observation protocols – used by 2500 learners in the areas of technical writing, composition and rhetoric, critical studies, and English education
- Used data and metrics to manage English/language arts programs and projects supported by university and state grant funding, including needs assessment, project design, budgeting, research (surveys, interviews, observations, and other mixed-methods and qualitative research strategies), recruitment, supervision of up to 15 individuals, international travel, project implementation, and evaluation
- Provided regional and national train-the-trainer presentations 30+ times and authored 8 peer-reviewed chapters/articles about instruction, instructional technology, equity, popular culture, and effective writing
- Mentored 15-20 instructors per year in eLearning strategies, literacy education, adult-learning theory, and instructional technology over the course of 8 years

**English Education Instructor | Curriculum Developer | Instructional Technologist | Researcher**

**August 2006 – August 2011**

**Illinois State University | IL**

- Created and facilitated over 100 learning modules – including instructor-led training, train-the-trainer job aides, organizational tools, instructional videos, and observation protocols – used by 500 learners in the areas of technical writing, composition and rhetoric, and English education
- Mentored 100 K-16 instructors in eLearning strategies, literacy education, adult-learning theory, and instructional technology over 5 years

**TECHNOLOGY TOOLS**

Articulate Storyline & Rise  
Camtasia  
Snagit

Vyond  
Smartsheet  
Learning management systems

Google Suite  
Microsoft 365  
iSuite

**SKILLS & PREFERRED FRAMEWORKS**

Project management  
Scenario-based eLearning  
Instructor-led training (ILT/VILT)  
Design thinking

Story design  
Microcredentials/badging  
ADDIE  
Agile/LLAMA

Quality control  
Action mapping  
Interpersonal communication  
Managing up and down

**EDUCATION**

**Certificate in Instructional Design and Online Learning**

IDOL Academy

**Certificate in Instructional Design**

University of Illinois

**Doctorate of Philosophy in English Education**

Illinois State University

**Master of Arts in Curriculum & Instruction**

University of Mississippi

**Bachelor of Arts in English**

Illinois State University