

Erica Fleming

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Education

Ph.D. in Curriculum and Instruction, in progress, 2021 - present

The Pennsylvania State University, University Park, PA; Advisor: Rachel Wolkenhauer

Master of Arts in English, 2009

West Chester University of Pennsylvania, West Chester, PA

Bachelor of Arts in English, Minor in Writing, 2005

Cedar Crest College, Allentown, PA

Relevant Experience

Assistant Director of Teaching and Learning, September 2021 - Present

The Pennsylvania State University, College of Information Sciences and Technology (IST)

- Manage undergraduate peer learning programs of more than 100 IST students including the learning assistant and peer tutoring programs
- Teach IST 389: Leadership and Technology for Instruction, the course that prepares new learning assistants for their roles as peer coaches in undergraduate classes; topics include metacognition, coaching, providing feedback, inclusive teaching, and more
- Design, facilitate, and present faculty development programs for faculty in the College of IST
- Collaborate with other Student Services offices on initiatives such as student disability accommodation testing, first-year seminar, undergraduate research, and career preparation workshops

Instructional Designer, June 2019 – August 2021

The Pennsylvania State University, Teaching and Learning with Technology (TLT)

- Designed, facilitated, and presented faculty development programs in online, residential, and blended formats on topics such as engaging students in online environments, creativity in the classroom, equitable assessments, and blended course revision
- Led learning design team projects and serve as first point of contact in consultations involving digital fluency
- Created open education resources to house and share faculty development resources with a creative commons license, such as the ESS Pressbook and the BlendLT Learning Path
- Developed assessment tools to evaluate the effectiveness of faculty programs
- Worked one-on-one with faculty to revise courses, incorporate technology into the classroom, work on research and teaching projects, and transition to the remote teaching environment
- Led collaborative teams of TLT staff and Penn State faculty for TLT projects such as Faculty Fellows, the Digital Fluency Initiative, and Symposium

- Represented TLT by presenting at conferences 2-3 times per year
- Supervised undergraduates for TLT projects such as Faculty Fellows and TLT Symposium
- Collaborated with Penn State faculty, administrators, staff, and students, from diverse disciplinary and technical backgrounds across the Commonwealth

Faculty Development Coordinator, January 2018 – May 2019

The Pennsylvania State University, College of the Liberal Arts, Office of Digital Pedagogy and Scholarship

- Developed, facilitated, and presented a five-week faculty development series on successful blended learning strategies and incorporating Digital Humanities projects into courses
- Partnered with faculty members from a variety of disciplines to employ both traditional and innovative techniques in their classrooms, and consulted with faculty on Canvas uses and concerns
- Contributed content to the Digital Pedagogy and Scholarship website explaining our office, workshops, and the anticipated Digital Liberal Arts minor

Lecturer in English, August 2011 – May 2018

Penn State Department of English, Program in Writing and Rhetoric

- Enthusiastically taught rhetorical modes of writing to all levels of Penn State students
- Provided effective feedback in both formal grading and office conferences
- Met with students regularly one-on-one, maintaining ongoing mentoring relationships with many students
- Incorporated research-based strategies for effective teaching, including student engagement, blended learning, and discipline-specific writing techniques
- Courses: Rhetoric and Composition, Rhetoric and Composition First Year Seminar, Writing in the Humanities, Technical Writing, Business Writing

Faculty Workshop Series

Blended Learning Transformation (BlendLT) Program, 2019 - present

Developer, Facilitator, and Presenter ([website](#))

- Seven-week summer workshop series that guides faculty through a blended course redesign
- 43 faculty participants completed a full course redesign since 2016
- Includes one-on-one instructional design support, the [BlendLT Learning Path](#), and resources to create a faculty learning community focused on blended course redesign

The Engaging Students Series (ESS), 2020 - present

Developer, Facilitator, and Presenter ([website](#))

- Designed to help faculty engage students in synchronous and asynchronous online environments

- Two-hour workshops on 18 topics such as “Planning for Student Engagement,” “Engaging Students Synchronously,” “Creating Community Online,” “Engaging Students Asynchronously,” and “Engaging Students through Assessment”
- Seven sessions tailored to specific academic units (Two for College of Medicine, two for Smeal College of Business, and one for Dickinson Law, Department of Anthropology, and First Year Seminar instructors)
- The [Engaging Students Series Pressbook](#), a companion open educational resource, includes workshop slides, recordings, and links with a creative commons license for use by faculty and other educational developers

Blend Digital Liberal Arts (BlendDLA), 2018

Developer, Facilitator, and Presenter

- Five-week workshop series that teaches successful blended learning strategies in the Liberal Arts and incorporating Digital Humanities projects into courses
- Seven faculty participants and two IRB-approved research projects

Individual Faculty Workshops

- Fleming, E.C. & Gamrat, C. (2021, Jan). *Structure, Flow, and Pacing of the Semester*. Penn State Keep Teaching Webinar Series, University Park, PA.
- Fleming, E.C. (2021, Jan.). *Virtual Poster Presentations Using VoiceThread*. Penn State College of Medicine Junior Faculty Development Program, University Park, PA.
- Fleming, E.C. & Tobin, M.A. (2020, Nov). *Adapting Assessments to Promote Academic Integrity*. Penn State Keep Teaching Webinar Series, University Park, PA
- Fleming, E.C., Kozitka, M., & Rosenberry, L. (2020, Nov). *Tips, Tools, and Techniques of Educational Technology*. Penn State New Faculty Orientation, University Park, PA.
- Fleming, E.C. & Kuntz, A. (2020, Oct). *Creating Community in Shared Spaces*. CYAOP Lunch and Learn, University Park, PA.
- Fleming, E.C. & Tobin, M.A. (2020, Sept). *Rethinking the Syllabus and Assessment*. Penn State New Faculty Orientation, University Park, PA.
- Clements, A. & Fleming, E.C. (2020, May). *Rethinking Syllabi: Academic Flexibility and Resilience During Unknown Times*. Center for Pedagogy in Arts and Design Academy, University Park, PA.
- Davis, S. & Fleming, E.C. (2019, Aug). *Aligning Goals, Objectives and Assessments*. Center for Pedagogy in Arts and Design Academy, University Park, PA.
- Fleming, E.C. (2019, Aug). *Introduction to Blended Learning*. School of Hospitality Management Faculty Development Day, University Park, PA.

Publications

Fleming, E. C., Robert, J., Sparrow, J., Wee, J., Dudas, P., & Slattery, M. J. (2021). A digital fluency framework to support 21st-century skills. *Change (New Rochelle, N.Y.)*, 53(2), 41.

<https://doi.org/10.1080/00091383.2021.1883977>

Academic Presentations

- Davis, S.M., Fleming, E.C., and Kuntz, A.E. (2021, October). *The Future of Faculty Development: Integrating Lessons Learned from Remote Teaching and Learning*. EDUCAUSE Annual Conference, Philadelphia, PA.
- Fleming, E.C., Sandor, D., and Suhadolc, S. (2020, July). *Blended Learning Design and Implementation for an ITA Pronunciation Class*. TESOL 2020 Convention, Virtual.
- Fleming, E.C., and Kahn, C. (2020, Mar). *Comparative Approaches to Engage Faculty in Hybrid Course Redesign*. EDUCAUSE Learning Initiative Annual Meeting, Seattle, WA and Virtual.
- Fleming, E.C. (2019, Feb). *Letter Writing: Audience and Tone*. Interrogating Bias Podcast, University Park, PA.
- Conway, K., Driver, J., Fleming, E.C. and Sandor, D. (Oct. 2018). *Digital Pedagogy and Scholarship: Training for Faculty in the Liberal Arts*. Bucknell Digital Scholarship Conferences, Lewisburg, PA.
- Driver, J. and Fleming, E.C. (2018, Aug). *Writing Intensive Courses Revised: Applying Hybrid Learning Techniques*. Lilly Asheville Conference, Asheville, NC.
- Driver, J., Fleming, E.C., and Jackson, K. (2018, Mar). *Applying and Workshopping Successful Blended Learning Strategies*. The Symposium for Teaching and Learning with Technology, University Park, PA.

Professional Development

- ITLC Lilly Conference, December 2020
- Adobe MAX, October 2020
- Adobe Creative Educator Program, Levels 1 & 2, October 2020
- ELI Annual Meeting, March-April 2020
- Adobe MAX, November 2019
- Lilly Asheville Conference: Innovative Strategies to Advance Student Learning, August 2018
- BlendLT Workshop Cohort Member, May – December 2017
- ENGL602: Supervised Experience in College Teaching, 6 semesters
- English + ESL Professional Development Inquiry Group, December 2015 – May 2016

Service

Teaching Effectiveness Working Group, Member, December 2018 – June 2019

- Discussed evaluation of teaching effectiveness beyond using SRTE's
- Initiative spearheaded by Jacqueline Bortiatynski from the Center for Excellence in Science Education
- Worked with a variety of administrator and faculty representatives from across the university

First Year Seminar Committee, Chair, December 2018 – May 2019

College of the Liberal Arts

- Led a group of faculty and staff from the College (including Richard Page, Associate Dean of Undergraduate Education in Liberal Arts)
- Worked on plans to revise Liberal Arts First Year Seminars to better align with the goals of both the College and the University

Mentor for New Lecturers, August 2017 – May 2018

Penn State English Department

- Supported a group of five lecturers new to the department
- Coordinated and ran five group meetings in the fall, one in the spring
- Observed each mentee while teaching and performed grading checks
- Answered questions related to both teaching and our department/university
- Continued to check in with mentees after term of service ended

Lecturer Advisory Committee, Chair, August 2015 – May 2017

Penn State English Department

- Ran meetings with 4 other members of the LAC (now called the "Non-Tenure Line Advisory Committee")
- Coordinated meetings with up to 40 lecturers and department administration
- Relayed concerns and issues from lecturers to the department administration
- Communicated with other committee members and administration regularly to ensure two-way dialogue between levels of faculty

Other Relevant Work Experience

English Department Graduate Assistant, August 2006 – May 2009

West Chester University of Pennsylvania

- Mentored with Writing Zones, a high school mentoring program designed to help high school students prepare for college level writing
- Planned and prepared for a national conference with the WCU Poetry Center

- Worked closely with various professors on personal research and publications

Instructor and Tutor, January 2005 – April 2006

Life Academy

- Taught American Sign Language to elementary and middle school students
- Tutored students with developmental disabilities in reading and writing
- Co-directed the Winter and Spring concerts

Frequently Used Taxonomies and Frameworks

- L. Dee Fink's Taxonomy of Significant Learning
- Universal Design for Learning
- Backward Design
- ADDIE
- TPACK