

Education

Ph.D. Candidate in Curriculum and Instruction, in progress, anticipated graduation Summer 2026

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

Dissertation title: Inclusive Teaching Strategies for Undergraduate Learning Assistants to Decrease the Gender Gap in STEM Fields

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

Faculty Lead for Teaching and Learning, December 2025 – Present

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

- Provide strategic leadership for the College of IST Teaching and Learning unit, supporting excellence in teaching development, learning support, and academic program assessment
- Collaborate with administrators and faculty leaders on the design, implementation, and assessment of college-wide teaching initiatives
- Lead formative evaluation of teaching, including classroom observation, student feedback collection, and instructional consultation for residential and online faculty
- Oversee college-wide learning support strategies, including peer instruction, instructional technologies, metacognition workshops, and inclusive teaching practices
- Supervise Teaching and Learning staff, providing vision, goal-setting, program planning, and assessment of outcomes
- Support faculty engagement in innovative, evidence-based teaching through grants, recognition of teaching excellence, and scholarship of teaching and learning
- Partner with faculty and administrators to define and apply quality standards for residential and online teaching aligned with institutional and federal expectations
- Develop and guide strategic partnerships and committees focused on teaching, learning, and assessment at the College and University levels
- Contribute to teaching and learning scholarship and professional growth by staying current with research and trends in higher education, learning sciences, and assessment

Assistant Director of Teaching and Learning, September 2021 – November 2025

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

- Directed more than 175 undergraduate students each year in the IST Peer Learning Suite, which consists of the undergraduate Learning Assistant and Peer Tutoring programs
- Recruited, mentored, and supervised 4-6 student leaders of the Peer Learning Suite programs each year
- Taught IST 389 Leadership and Technology for Instruction, a 1-credit pedagogy class that trains new learning assistants in teaching and learning principles
- Developed and presented faculty development materials on teaching and learning topics
- Facilitated process and content revisions for IST First-Year Seminar courses

- Coordinated IST student disability resources and testing areas
- Maintained and wrote content for the IST [Teaching](#) and [Learning](#) sites

Adjunct Instructor, August 2023 – December 2023

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

- IST 130: Emerging Technologies and Popular Culture (General Education: General Arts)
- Developed and taught a course on Generative AI and different art forms (visual art, writing, music, interactive art) to more than 300 students from across all disciplines at Penn State
- Created engagement opportunities that support student learning and sustain interest in a large enrollment course
- Supervised a group of 8 course assistants who facilitated student engagement, provided technical assistance, managed course communication, and offered feedback on assignments
- Oversaw 3 undergraduate honors projects related to the class

Instructional Designer, June 2019 – September 2021

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

- Designed, facilitated, and presented faculty development programs in online, residential, and blended formats to faculty from all Penn State campuses
- Assisted 1,700+ Penn State faculty members from all disciplines and campuses in their transition to emergency remote teaching in 2020 through workshops, invited talks, and individual consultations
- Led learning design team projects and faculty consultations involving digital fluency
- Created open education resources to store and share faculty development resources with a creative commons license, such as the Engaging Students Series Pressbook and the Blended Learning Transformation Learning Path
- 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 TLT Symposium
- Supervised undergraduates for 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

The Pennsylvania State University, 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: ENGL 015 Rhetoric and Composition, ENGL 015S Rhetoric and Composition First Year Seminar, ENGL 202B Writing in the Humanities, ENGL 202C Technical Writing, ENGL 202D Business Writing

Publications

- **Fleming, E.C.**, Harvey, L., & Gamrat, C. (2024). Using Creativity to Teach the Ethics of Generative AI. *The Journal of Teaching Ethics*, 24(2). <https://doi.org/10.5840/tej20241210154>.
- Fleming, E.C. (2023). UDL for inclusive teaching: Offering choice to increase belonging through technology. *The Journal of Teaching and Learning with Technology*, 12(1). <https://doi.org/10.14434/jotlt.v12i1.36327>.
- Fleming, E.C. & Tjaden-Glass, S. (2023). A tale of two English teachers: Instructional design lessons learned from the classroom. Gamrat, C., Kohler, M. (Eds.). *The multi-disciplinary instructional designer: Integrating specialized skills into design toolkits*. Routledge. <https://doi.org/10.4324/9781003268413-5>.
- Kuntz, A., Davis, S., & Fleming, E.C. (May 3, 2022). 7 ways the pandemic changed faculty development. EDUCAUSE Review. From <https://er.educause.edu/articles/2022/5/7-ways-the-pandemic-changed-faculty-development>.
- 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*, 53(2). <https://doi.org/10.1080/00091383.2021.1883977>.

Invited Workshops and Presentations

- *Fostering Student Attendance and Engagement in College Courses*. (August 2024). With Lisa Lenze. Full-day workshop for the School of Health Sciences faculty at Winston-Salem State University, Winston-Salem, NC.
- *Letter writing: Audience and tone*. (Feb. 2019). Invited guest on the Interrogating Bias Podcast, University Park, PA.

Academic Presentations

- *Using Creativity to Teach the Ethics of Generative AI*. With Logan Harvey and Chris Gamrat. (September 2024). The Global Impact Forum, Philadelphia, PA.
- *UDL for Inclusive Teaching: Offering Choice to Increase Belonging*. (October 2023). UDLHE Digicon, Virtual.
- *Early faculty and student insights implementing Top Hat into courses*. With Kim Cooper, Marilyn Goodrich, Mary Ann Smith, Sherry Rice, and Timothy Kelsey. (March 2023). The Symposium for Teaching and Learning with Technology, University Park, PA.
- *LAs and UDL: Leveraging the power of choice in peer learning*. (Nov. 2022). International Learning Assistant Conference, Boulder, CO.
- *The future of faculty development: Integrating lessons learned*. With Amy Kuntz and Sara Davis. (July 2022). Penn State Learning Design Summer Camp, University Park, PA.

- *Digital fluency: A vital skill to thrive in 2022 and beyond*. With Jackie Bortiatynski, Margaret Slattery, Angie Dick, Helen Hu, and Daniel Foster. (March 2022). The Symposium for Teaching and Learning with Technology, University Park, PA.
- *The future of faculty development: Integrating lessons learned from remote teaching and learning*. With Amy Kuntz and Sara Davis. (Oct. 2021). EDUCAUSE Annual Conference, Philadelphia, PA.
- *Blended learning design and implementation for an ITA pronunciation class*. With Dave Sandor and Stacey Suhadolc. (July 2020). TESOL 2020 Convention, Virtual.
- *Comparative approaches to engage faculty in hybrid course redesign*. With Cub Kahn. (March 2020). EDUCAUSE Learning Initiative Annual Meeting, Seattle, WA and Virtual.
- *Digital pedagogy and scholarship: Training for faculty in the liberal arts*. With Kevin Conway, Jessie Driver, and Dave Sandor. (Oct. 2018). Bucknell Digital Scholarship Conferences, Lewisburg, PA.
- *Writing intensive courses revised: Applying hybrid learning techniques*. With Jessie Driver. (Aug. 2018). Lilly Asheville Conference, Asheville, NC.
- *Applying and workshopping successful blended learning strategies*. With Jessie Driver and Kathy Jackson. (March 2018). The Symposium for Teaching and Learning with Technology, University Park, PA.

Faculty Workshop Series

College of IST Teaching Community Seminars, 2021 – Present

Developer, Facilitator, and Presenter

- Facilitate presentations and conversations on good teaching and curriculum development with College of IST faculty
- Present on topics such as Top Hat for student engagement, Universal Design for Learning, effective collaboration with graduate and undergraduate course assistants, and working with undergraduate peer tutors

College of IST New Faculty Orientation, 2021 – Present

Developer, Facilitator, and Presenter

- Meet with new IST faculty before each semester both in groups and one-on-one consultations
- Present on topics such as engaging students in the classroom, student belonging, academic integrity, and inclusive teaching

Blended Learning Transformation (BlendLT) Program, 2019 – 2021

Developer, Facilitator, and Presenter

- Redesigned a seven-week summer workshop series that guides faculty through a blended course redesign
- Helped 43 faculty participants who completed a full course redesign since 2016
- Provided 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 - 2021

Developer, Facilitator, and Presenter

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

- Facilitated 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”
- Created 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)
- Wrote and managed the [Engaging Students Series Pressbook](#), a companion open educational resource, that included 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 taught successful blended learning strategies in the Liberal Arts and incorporated Digital Humanities projects into courses
- Seven faculty participants and two IRB-approved research projects

Additional Faculty Workshops

- *Countering Student Disengagement in the Classroom*. Panel Moderator; with Amy Hughes, Chris Gamrat, Tamy Guimarães, Katie Fitzsimons, and Jhon Bueno Vesga. (Sept. 2024). University Park, PA.
- *DEER (Digital Education Exchange Retreat)*. (May 2024). With Teaching and Learning with Technology. State College, PA.
- *Exams in the Age of AI*. With Mary Ann Tobin. (July and Aug. 2023). Collaboration between the College of IST and the Schreyer Institute for Teaching Excellence, University Park, PA.
- *DEER (Digital Education Exchange Retreat)*. (May 2023). With Teaching and Learning with Technology. Howard, PA.
- *Structure, Flow, and Pacing of the Semester*. With Chris Gamrat. (Jan. 2021). Penn State Keep Teaching Webinar Series, University Park, PA.
- *Virtual Poster Presentations Using VoiceThread*. (Jan. 2021). Penn State College of Medicine Junior Faculty Development Program, University Park, PA.
- *Adapting Assessments to Promote Academic Integrity*. With Mary Ann Tobin. (Nov. 2020). Penn State Keep Teaching Webinar Series, University Park, PA
- *Tips, Tools, and Techniques of Educational Technology*. With Mark Kozitka and Lea Rosenberry. (Nov. 2020). Penn State New Faculty Orientation, University Park, PA.
- *Creating Community in Shared Spaces*. With Amy Kuntz. (Oct. 2020). CYAOP Lunch and Learn, University Park, PA.
- *Rethinking the Syllabus and Assessment*. With Mary Ann Tobin. (Sept. 2020). Penn State New Faculty Orientation, University Park, PA.
- *Rethinking Syllabi: Academic Flexibility and Resilience During Unknown Times*. With Ann Clements. (May 2020). Center for Pedagogy in Arts and Design Academy, University Park, PA.
- *Aligning Goals, Objectives and Assessments*. With Sara Davis. (Aug. 2019). Center for Pedagogy in Arts and Design Academy, University Park, PA.

- *Introduction to Blended Learning*. (Aug. 2019). School of Hospitality Management Faculty Development Day, University Park, PA.

Awards

Dean's Honor Award: Penn State College of Information Sciences and Technology, 2023

- Nominated by assistant and associate deans in the college; chosen by the dean
- Award recognizes a faculty or staff member who has been an outstanding collaborator, demonstrated an intense commitment to providing excellent service, and maintained perseverance in the face of adversity with a goal of advancing important initiatives that make the college a better place to work or study

Service

Penn State and College of IST Student Groups, Advisor, January 2024 – Present

- Club advisor for Panzemonium, the student fan section for the Penn State Lacrosse Teams
- Club advisor for IST Principium, a student group dedicated to offering IST students support while working on projects and opportunities for leadership
- Club advisor for Club Dressage

EDUCAUSE, Conference Proposal Reviewer, May 2020 – Present

- Reviewed 20+ proposals per year for the EDUCAUSE Annual Conference and EDUCAUSE Learning Initiative Annual Meeting

University-wide Digital Fluency Committee, Co-Lead and Member, June 2019 – Present

- Developed definitions and a framework for increasing digital literacy and fluency in students and faculty at Penn State
- Presented at conferences and wrote one article for publication
- Worked with a variety of administrator, staff, and faculty representatives from across the university

Journal of Teaching and Learning with Technology, Peer Reviewer, July 2023

- Reviewed papers for a special edition on using technology to increase belonging in college classrooms

University-wide Student Laptop Initiative, Pedagogy Task Force Co-Lead, January 2023 – May 2024

- Developed guides and resources to help faculty and students prepare for the university laptop initiative launching in September 2023
- Co-lead a committee of 15 faculty, staff, and administrators to coordinate resource development
- Presented to larger PSU administrative units such as the Penn State Online Coordinating Council (PSOCC)

University-wide 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