

Sharon I. Link-Wyer, Ph.D.

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Professional Goal:

My goal is to obtain a position that utilizes my research, organizational development, instructional design, curriculum development, and information technology background. I work with multimedia, the Web, online learning, distance learning, learning management systems, and integrate various technologies in teaching and learning and organizational development. I am an avid learner and researcher and blend all of these skills to bring optimal outcomes for my clients, teammates, and end users of the training and platforms I develop. I earned a doctorate in Leadership Studies and M.Ed. in Educational Leadership and have worked with numerous organizations to improve efficiency, develop culture, implement evaluation standards, and increase employee ROI. I am a trained facilitator and program development specialist. I have been doing this kind of work for 15 years.

Overview of Skills: Instructional Design and Organizational Development

- **Analysis**
 1. Outlined, and designed an On-Boarding Program for Celgene Pharmaceutical.
 2. Utilized ADDIE/SAT model to develop virtual courses for *Chapman University*.
 3. Worked with SMEs, HR Client Managers to analyze needs for 126-page Participant Guide for *Columbia University*.
 4. Collected data including survey methods, interviews, case studies, focus groups, and phenomenology in organizational and school settings and reported findings for *Center for Organizational Reform*.
 5. Analyzed client's needs to write a chapter in a graduate level statistics book on *Inferential Statistics*.
- **Design**
 1. Designed a qualitative study for a book entitled: *Asperger Syndrome & Maternal Experiences: An Exploration of Mothers Raising Children with Asperger Syndrome* (VDM Verlag, 2009). (A phenomenological study).
 2. Wrote 28 research articles for *Ebsco Host – the World's Premium Search Engine* and analyzed topics through an Instructional Design model. Published on *DSW Leads* website.
- **Development**
 1. Wrote and implemented numerous graduate level courses for Chapman University in different disciplines which included creating an Action Plan, Curriculum Map, and Virtual Portfolio in an online environment using both E-College and Blackboard platforms.
 2. Developed HR training materials for new hires and diversity training as School District HR Director for 3 years.
 3. Wrote case studies and other activities for Columbia University's HR program to train managers and supervisors. Prepared modules for Captivate.
- **Implementation**
 1. Instructionally Coached teachers in Minneapolis in collaboration with the National Urban Alliance for Effective Instruction 2008 – 2009 school year.
 2. Completed coaching certification program guided by International Coach Federation.
 3. Utilized protocols for meeting and group facilitation to implement New Hire training as HR Director.
 4. Design, developed, and implemented content for numerous workshops and delivered to various audiences.
- **Evaluation**
 1. Utilized ADDIE/SAT and Kirkpatrick's Four Level Evaluation Model for employee training and evaluation.
 2. Taught a graduate level blended learning class for Gonzaga University on formative and summative assessment called Educational Evaluation and Measurement.

Academic Degrees:

2007	Ph.D. in Leadership Studies	Gonzaga University
2003	Principal Certification (P – 12)	Whitworth University
2002	M.Ed. Education Administration	Whitworth University
1997	B.A. Education, English & Political Science	Whitworth University

Certificates:

2008	Certificate in Organizational Coaching from Coach U in conjunction with Instructional Coach Federation
2003	Washington State Administrative Certificate (Principal P – 12)#353671A
1997	Washington State Continuing Teaching Certificate; Elementary Education; Minors in Political Science and English endorsed (4 – 12) #353671A

Professional Experience:

Celgene Pharmaceutical (May – August 2011 –Contract)

- Instructional Design Consultant with *Celgene Pharmaceutical* to develop online courses, website, and design an on-boarding program proposed to upper level management.
- Produced high quality online learning deliverables, on time under aggressive deadlines, for interactive training courseware, including the design of course content, interactions and graphics for SumTotal Learning Management System.
- Utilized Articulate and Captivate to develop courses.
- Utilized HTML to develop course flyers and other interfaces.
- Developed accompanying handouts and e-learning guides to go with courses.
- Researched and wrote a 30-page Evaluation standards document to provide guidance for other Instructional Designers.

Agate Publishing (January – May 2011 – Contract)

- Wrote a graduate level chapter on Inferential Statistics for a university textbook.
- Incorporated the use of high quality graphics and formulas into chapter.
- Demonstrated technical and analytical skills, including the ability to understand and convey complex technical information.

Columbia University of NYC (February – March 31, 2011 – Contract)

- Worked as an Instructional Designer Consultant and designed a two-day workshop, developed HR Participant Guide, training materials, case studies, and other materials for Columbia University in a blended learning format.
- Worked with SMEs, HR Client Managers to analyze needs for 126-page Participant Guide for *Columbia University of NYC*.
- Managed needs analysis processes to ensure that requirements for key technical knowledge and skill sets were identified. Employed a variety of methods to gather requirements, including, but not limited to: measurement data, online surveys, focus groups, first hand observation, and interviews with legal department and HR VP and associates.

Brandman University, Irvine, CA (April 2007 – Present)

- Developed and taught fully online Graduate Certificate programs utilizing E-College® platform, which included courses purposed toward a Certificate in Effective Strategies for the Autistic Student and courses purposed toward a Certificate in Instructional Coaching for Chapman University in California. Wrote all of the content. Launched first certificate program in 2 months.
- Migrated all of the courses from E-College LMS to Blackboard LMS (February, 2011).
- Developed various instruments for data collection purposed toward Action Research in public education environments to accompany the courses. (2007 – Present)
- Successfully supervised graduate level research projects and theses. (2007 – Present)

Link Autism Leadership, Spokane, WA (April 2008 – Present)

- Formed a non-profit dedicated to serving individuals, families, and Educational Leaders impacted by autism disorders enabling students with autism to overcome educational and social barriers by empowering Educational Leaders to be equipped to serve them. LAL fills the void for autism resources and training. Link Autism Leadership is a leader in Professional Development! <http://Linkautism.com>
- Developed course materials, multi-media presentation, and facilitated training for educators at Touro College, New York City (1 day training) (2/9/11)
- Wrote and published a book through VDM Verlag – a German publishing house – called *Asperger Syndrome and Maternal Experiences: An Exploration of Mothers Raising Children with Asperger Syndrome*.
- Facilitated training for teachers, district leaders, and para-educators in academic, behavioral, and social interventions for autism utilizing current research in both qualitative and quantitative methodologies.
- Featured on local media in “Living with autism” http://www.youtube.com/watch?v=gTVKOJC87-o&feature=youtube_gdata_player (2010)

Educator, West Valley School District, Spokane, WA (September 2003 – June 2010)

- Taught elementary, middle school, and high school at different intervals during my career in education. Designed course syllabi, prepared lessons and class discussions, facilitated group activities, and evaluated students. Utilized formative assessment practices.
- Aligned curriculum in accordance with state and district needs.
- Collaborated with other teachers on instructional practices, student support and discipline.
- Developed website as part of blended learning classroom feature.
- Provided Instructional Coaching and in-services to other teachers.
- Served on Instructional Materials Committee for 2 years; served on other committees since 2000, including, but not limited to, elementary science committee, literacy committee, and writing committee.
- Served actively as Leadership Team Member to co-facilitate building transformation and implement teacher reflection.

Ebsco Publishing, Boston, MA (September 2008 – September 2009)

- Contracted and wrote numerous articles for Ebsco host on various education and sociology topics. A bibliography is included below. (2008 – 2009).
- Worked closely with Project Manager to write content to research specifications.
- Worked under tight deadlines and produced 29 articles of approximately 5,000 words each totaling approximately 145,000 words.

Gonzaga University, Spokane, WA (January 2008 – May 2008)

- Taught graduate level Educational Evaluation and Measurement (Summative and Formative Assessment) EDLA 565 course for Gonzaga University to graduate education students in Kelowna, B.C. teaching in K-12 environments and used Blackboard to create a virtual course component. (2008)
- Developed a website to accompany courses using Drupal e-learning software.

National Urban Alliance, Syosset, NY (March 2007 – September 2009 - Contract)

- Instructionally designed, developed, and implemented instructor led training for large group (500 people) and small group (25 people) training for various audiences.
- Mentored and instructionally coached teachers in lower socio-economic, urban school districts.
- Trained in intentional instructional practices aimed toward mediation and mastery in closing achievement gap for all students.
- Collected data during evaluative performance management processes, used as a form of evaluation for teacher improvement and district systemization.
- Facilitated Professional Development strategies and collected data in WMEP Minnesota Project in accordance ADDIE model and reflective feedback model.

Center for Organizational Reform, Spokane, WA (January 2003 – September 2006 - Volunteer)

- Worked as a team with various CEOs and Managers to develop systems aimed at improving efficiency, productivity, and to increase ROI through coaching and training initiatives.

- Provided leadership development and coaching/technical assistance to organizations in accordance with Edgar Schein’s model of process consultation with small corporations in Washington State.
- Collaboratively crafted a 3-year strategic plan for a school district.
- Collected data during corporate meetings and presented findings to client managers at small and mid-sized corporations.

Human Resources Director, West Valley School District, Spokane, WA (August 2000 – August 2003)

- Facilitated all professional development and in-service training for union and non-union staff both certificated and non-certificated.
- Facilitated all hiring committees for union and non-union staff.
- Utilized ADDIE/SAT methodologies for employee training and evaluation.
- Communicated with staff regarding their evaluations.
- Revised district tobacco policies and developed tobacco procedures to augment policy.
- Constructed an e-database for systemizing salary schedules and employee credits.
- Worked collaboratively with other district administrators.
- Bargained with three unions.
- Directly oversaw the leadership, training, and professional development of 30 employees.

Educator, Post Falls Schools, Post Falls, ID (August 1997 – August 2000)

- Taught middle school math and 10th grade geometry according to NCTM math guidelines and Washington State Essential Learning Requirements.
- Developed, implemented, and administrated multi-age Summer School for English and math.
- Wrote and received several grants in excess fund curriculum materials.
- Chaired Albertson's Grant Committee for \$100,000 technology grant.
- Completed 1999 - 2000 Accreditation Report.

Funded Grants:

Wrote, co-wrote, and received numerous grants, which contributed to the Instructional Design of the program or school.

2007	SPIN Kids Grant This grant was used to purchase equipment for the Occupational Therapy Department at Seth Woodard Elementary School.	\$ 500
2007	ESD 101 School-wide Grant This grant was used to fund a school-wide Community Multicultural Fair. It also served as an end-of-the-year fundraiser to purchase social studies curriculum materials.	\$ 2, 500
2002	R.T.L. renewal grant for 3 years (co-wrote) This grant was part of an ongoing campaign to increase educational opportunities for children with diverse backgrounds in West Valley School District. Also served as grant coordinator/evaluator for 2002/2003 school year.	\$250,000
1997	Idaho Community Learning Grant This grant was used to develop a student-led academic learning project that culminated in the development of a student store, which allowed older students to work with younger students in a peer-mediation model.	\$ 10,000
1997	Post Falls Education Foundation This grant was written to fund various curriculum materials and to align curricula used by a private school with a public school district.	\$ 2, 500
		\$ 265,500

Instructional Design, Curriculum Development, and Workshop Overview:

1. Link, S. (2011) *Lighting the Spark: Getting All of Your Students to Learn*. Workshop presented at Touro College in partnership with the Lander Center for Educational Research, New York, NY.

2. Link, S. (2010). *Engaging autistic students in general education classrooms*. Workshop presented at Washington State Association of Supervision and Curriculum Development, Spokane, WA.
3. Link, S. (2009). *Professional Development and Instructional Strategies in WMEP*. Workshops presented at Wayzata School District, Sunset Hill Elementary School, Minneapolis, MN.
4. Link, S. (2008). *Professional Development and Instructional Strategies in WMEP*. Workshops presented at Wayzata School District, Sunset Hill Elementary School, Minneapolis, MN.
5. Link, S. (2008, July). *Using Your Child's Strengths to Prevail Against Systems' Shortfalls*. Lecture presented at Washington Association of Supervision and Curriculum Development Conference, Kennewick, WA.
6. Link, S. (2008, July). *Comprehension Organizers: A Transformational Meta-Language for Learning for ALL Learners*. Lecture presented at Washington Association of Supervision and Curriculum Development Conference, Kennewick, WA.
7. Link, S. (2008, June). *Autism 101 – A Guide for School Administrators*. Lecture presented at Washington Association of Supervision and Curriculum Development Conference, Spokane, WA.
8. Link, S. (2008, June). *Professional Learning Communities – An Overview for School Administrators*. Lecture presented at Washington Association of Supervision and Curriculum Development Conference, Spokane, WA.
9. Link, S. (2008, March). *Utilizing Rigor, Relevance, and Relationships to Improve Public Schools*
 - a. Lecture presented at Eastern Washington University, Cheney, WA.
10. Link, S. (2007, June). *All day Instructional Workshop* presented at Pacific Coast Teachers' Conference – Gethsemane Lutheran School, Spokane, WA.
11. Link, S. (2007, June). *Working Together to Make It Work*. Lecture presented at Inter-Disciplinary Educational Alternative Strategies Conference – Educational Service District, Spokane, Washington.
12. Link, S. (2007, January). *Relationships, Rigor, and Relevance: Connecting with Parents and Patrons*. Lecture presented at Washington State School Director's Association Conference, Spokane, Washington.
13. Link, S. (2006, January). *Pillars of Resilience through Advocacy, Partnerships & Success*.
 - a. Lecture presented at Title 1 Parent Advocacy Conference, OSPI & ESD 101, Spokane, Washington.
14. Link, S. (2005, May). *Adolescent decision making strategies and best practice*. PEER Student Leadership Council & Student Association. Department of Health & Welfare, Spokane, Washington.
15. Link, S. (2003, April). *Seven strategies to augment educational practices for the mildly autistic child*. Council for Exceptional Children International Conference. Seattle, WA.
16. Link, S. (2003, April). *Societal and educational trends for the child with autism: Yesterday, today, and tomorrow*. Council for Exceptional Children International Conference. Seattle, WA.
17. Link, S. (2003, March). *Personnel panel discussion for new teachers* presented at Whitworth University. Annual Panel Discussion for New Teachers. Spokane, Washington.
18. Link, S. (2002, March). *Personnel panel discussion for new teachers* presented at Whitworth University. Annual Panel Discussion for New Teachers. Spokane, Washington.

19. Link, S. (2001, March). *Personnel panel discussion for new teachers* presented at Whitworth University. Annual Panel Discussion for New Teachers. Spokane, Washington.

Written Works:

Published Book

Link, S. & Link, J. (2011). *The abyss of autism*. Spokane, WA: Link Autism Leadership.

Link, S. (2009). *Asperger Syndrome and Maternal Experiences: An exploration of mothers raising children with Asperger Syndrome*. Germany: VDM Verlag.

Unpublished Academic Research

Link, S. (2011) *Inferential statistics*. Chapter accepted for publication. Agate Publishing. Chicago, IL.

Link, S. (2007). *A heuristic phenomenological exploration of mothers of children with Asperger Syndrome*. Unpublished doctoral dissertation, Gonzaga University, Spokane, WA.

Published E-Articles for Ebsco Host-Available only to Ebsco Database Users. Available upon request and through the DSW Leads website at <http://DSWLeads.com>. For PERSONAL use only.

1. Link, S. (2008). *Academic learning time*. DSW Leads online. <http://www.dswleads.com/Ebsco/Academic%20Learning%20Time.pdf>
2. Link, S. (2008). *Applied behavioral analysis*. DSW Leads online. <http://www.dswleads.com/Ebsco/Applied%20Behavioral%20Analysis.pdf>
3. Link, S. (2008). *Assessing class: Education*. DSW Leads online. <http://www.dswleads.com/Ebsco/Assessing%20Class%20Education.pdf>
4. Link, S. (2008). *Child health policies*. DSW Leads online. <http://www.dswleads.com/Ebsco/Child%20Health%20Policies.pdf>
5. Link, S. (2008). *Educology*. DSW Leads online. <http://www.dswleads.com/Ebsco/Educology.pdf>
6. Link, S. (2008). *Essentialism and perennialism*. DSW Leads online. <http://www.dswleads.com/Ebsco/Essentialism%20&%20Perennialism.pdf>
7. Link, S. (2008). *Family involvement in special education*. DSW Leads online. <http://www.dswleads.com/Ebsco/Family%20Involvement%20in%20Special%20Education.pdf>
8. Link, S. (2008). *George Mead's "I" and me*. DSW Leads online. <http://www.dswleads.com/Ebsco/George%20Mead%27s%20I%20and%20Me.pdf>
9. Link, S. (2008). *Graphic organizers*. DSW Leads online. <http://www.dswleads.com/Ebsco/Graphic%20Organizers.pdf>
10. Link, S. (2008). *International adoption*. DSW Leads online. <http://www.dswleads.com/Ebsco/International%20Adoption.pdf>
11. Link, S. (2008). *Internet dating*. DSW Leads online. <http://www.dswleads.com/Ebsco/Internet%20Dating.pdf>

12. Link, S. (2008). *Mainstreaming in public schools*. DSW Leads online. <http://www.dswleads.com/Ebsco/Mainstreaming%20in%20the%20Public%20Schools.pdf>
13. Link, S. (2008). *Medicalization of deviance*. DSW Leads online. <http://www.dswleads.com/Ebsco/The%20Medicalization%20of%20Deviance.pdf>
14. Link, S. (2008). *Megalopolis*. DSW Leads online. <http://www.dswleads.com/Ebsco/The%20Megalopolis.pdf>
15. Link, S. (2008). *Oligarchies*. DSW Leads online. <http://www.dswleads.com/Ebsco/oligarchies.pdf>
16. Link, S. (2008). *Post industrial societies*. DSW Leads online. <http://www.dswleads.com/Ebsco/Post-Industrial%20Societies.pdf>
17. Link, S. (2008). *Self-determination theory*. DSW Leads online. <http://www.dswleads.com/Ebsco/Self%20Determination%20Theory.pdf>
18. Link, S. (2008). *Sexual development across the life span*. DSW Leads online. <http://www.dswleads.com/Ebsco/Sexual%20Development%20Across%20the%20Lifespan.pdf>
19. Link, S. (2008). *Single parent households*. DSW Leads online. <http://www.dswleads.com/Ebsco/The%20Single%20Parent%20Household.pdf>
20. Link, S. (2008). *Social category and social aggregates*. DSW Leads online. <http://www.dswleads.com/Ebsco/Social%20Category%20&%20Social%20Aggregate.pdf>
21. Link, S. (2008) *Social status and social interaction*. DSW Leads online. <http://www.dswleads.com/Ebsco/Social%20Status%20&%20Social%20Interaction.pdf>
22. Link, S. (2008). *Socialization and lifelong learning*. DSW Leads online. <http://www.dswleads.com/Ebsco/Socialization%20for%20Lifelong%20Learning.pdf>
23. Link, S. (2008). *Sociobiology*. DSW Leads online. <http://www.dswleads.com/Ebsco/Sociobiology.pdf>
24. Link, S. (2008). *Socio-emotional development*. DSW Leads online. <http://www.dswleads.com/Ebsco/Socio-Emotional%20Development.pdf>
25. Link, S. (2008). *Teaching life skills*. DSW Leads online. <http://www.dswleads.com/Ebsco/Teaching%20Life%20Skills.pdf>
26. Link, S. (2008). *Teaching students with autism*. DSW Leads online. <http://www.dswleads.com/Ebsco/Teaching%20Students%20with%20Autism.pdf>
27. Link, S. (2008). *Theory of mind*. DSW Leads online. <http://www.dswleads.com/Ebsco/Theory%20of%20Mind.pdf>
28. Link, S. (2008). *Work in the post industrial world*. DSW Leads online. <http://www.dswleads.com/Ebsco/Work%20in%20the%20Post%20Industrial%20World.pdf>

Professional Affiliations:

- Member, American Society for Training & Development (2010)
- Member, Microsoft Online Research Panel (2010)
- Member, National Association of Supervision and Curriculum Development (2003 – present)
- Member, National Association of Women’s Business Owners (2010)

- Member, New York State Association for Computers and Technologies in Education (NYSCATE) (2010)
- Member, Washington Association of School Principals (2003 – present)
- Member, Washington Association of Supervision and Curriculum Development (2005 – present)

Technical Skills:

- **E-Learning**
MS Office Suite
Adobe Captivate
Connexus®
Adobe Creative Suite including Flash (in process of learning)
Articulate E-Learning Suite
E-College
Blackboard
Desire2Learn
HTML
Snag-It
Presenter
- **Web design and application development**
Web development for Microsoft.
Develop add-ons for existing sites or new applications.
- **Graphic design**
Enhance interest of materials and web-based applications.
Clarify complex concepts.
Improve visual presentation of data.
Provide interface development of all types and varieties.
Impact perception and quality of the training and materials.
- **Multimedia Design**
Create training videos and videographies.
PowerPoint presentations.
Develop flash animations
- **Technical Project Management**
Coordinate a technical team.
Effectively communicate.
Monitor performance of teams.
Design and propose statement of work.
Create technical design documents.
Deliver business impact analysis of the project/assignment.
Report and communicate training requirements.

Professional References:

Lou Bellardine

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