

DARIA S. LAFAVE, ABD

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HIGHLIGHTS OF QUALIFICATIONS

- 8+ years professional experience in higher education instructional design, training / curriculum development
- ABD in Communication, with a minor in Instructional Design / Instructional Technology
- Exceptional written and oral communication skills, ability to deliver training content efficiently and effectively
- Effective working independently or as part of a design / training team
- Strong leader and problem solver with initiative to exceed program and/or departmental goals
- Excellent project management skills

CORE SKILLS

- Excellent communication skills
- Analysis, identifying learner needs
- Web-based conferencing
- Web 2.0 fluency
- Developing meaningful and memorable curriculum
- Writing or conducting evaluations / assessments
- Strong understanding of Camtasia, Audacity, and VoiceThread
- Experience with BlackBoard, Moodle, eCollege and Angel
- Strong educational and professional skills in online learning
- Superior project management and team management skills
- Excellent organization, prioritization, and self-motivation skills

SUMMARY OF RELEVANT PROFESSIONAL EXPERIENCE

INSTRUCTIONAL DESIGN (2004 – Present)

Develop/redesign/update various communication courses using BlackBoard, Moodle, and eCollege learning management systems

Utilize various forms of media (Text, Video, PowerPoint, Discussion, WebLinks, and Assessments) for online learning courses

Develop course materials including course assessments, outcomes, and grading rubrics

Work collaboratively with other departments, campus deans and liaisons, and individual instructors to resolve curriculum concerns and improve quality of courses

Train instructors to use BlackBoard Learning Management System, develop curriculum, and update and create courses, syllabi, and assessments

Participate in curriculum evaluation, planning and research related to curriculum quality and effectiveness

Report to the Office of the Chancellor regarding annual program changes to enhance student learning

Participate in Assessment Committee meetings measuring student learning outcomes against standards in the academic discipline

Identify instructional weaknesses, and recommend changes to courses, programs, and instructional design to mitigate those weaknesses

Prepare curriculum proposals and participate in WebEx meetings with publishers to select new textbooks or courseware

Author lesson plans, develop and record lectures

MANAGEMENT/LEADERSHIP (2006 – Present)

- Lead team of 9 online instructors; provide guidance and professional development training
- Schedule and distribute instructor assignments for online speech courses, conduct monthly faculty observations and report instructors' performance to associate deans
- Train instructors to use newly adopted BlackBoard Learning Management System
- Assist with hiring new faculty by conducting reference checks and initial interviews
- Mentor newly hired online faculty members and evaluate other faculty members' teaching practices
- Create Enhancement Plans for instructors who received below standard student observation results to help bring teaching to the institution standards
- Coordinate academic advising of online students by distributing duties to assigned advisers and monitoring and assessing their compliance

TEACHING (2004 – Present)

- Teach in accordance with the institutionally approved course deliverables, teaching policies, and procedures
- Present course content, and guide discussions and course work study
- Adhere to teaching policies and procedures as outlined by the individual departments
- Evaluate student progress, assign grades and provide academic guidance
- Work collaboratively with other departments, campus deans and liaisons, and individual instructors to resolve student issues
- Engage in retention activities including documenting communication with both students and administration regarding attendance and progress

COURSES DEVELOPED AND TAUGHT

Business and Professional Presentations	Interpersonal Communication
Communication and the Media	Introduction to Communication
Communication Theory and Research	Introduction to Mass Communication
Conflict Resolution	Speech Communications
Healthcare Communications	Public Speaking

EDUCATION

ABD, Communication (Instructional Technology minor), (PhD anticipated: May 2015)

Graduate Certificate in College & University Teaching (conferred December 2012)

Wayne State University; Detroit, MI

Advisor: Katheryn Maguire, Ph.D.

Specialization: Interpersonal Communication, Online Education, Instructional Technology

Cumulative GPA 3.98/4.0

King-Chavéz-Parks Future Faculty Fellow (2011-2014)

Master of Arts, Communication (conferred May 2004)

University of Illinois at Springfield; Springfield, IL

Advisor: Theodore Matula, Ph.D.

Cumulative GPA 3.88/4.0

Master's Thesis: Bringing diversity to environmental education through use of grounded theory

Graduate Public Service Intern (2002-2004), fully funded MA studies

Bachelor of Arts, Liberal Studies/Communication Minor (conferred May 2002)

University of Illinois at Springfield; Springfield, IL

Communication Minor with focus on Interviewing and Counseling

GPA 3.94/4.0 (Summa Cum Laude Honors)

International Honors

EMPLOYMENT

Lead Speech Instructor, Online Speech Department Chair Keiser University, E-Campus; Ft. Lauderdale, FL; Online Duties: course design, development and delivery	November 2004 – present
Adjunct Communication Instructor Central Texas College, Online Duties: course delivery	2007 – present (as needed)
Subject Matter Expert /Course Developer/ Course Instructor Alderson Broaddus University, Online Duties: course design, development and delivery	2012 - 2013
Subject Matter Expert / Course Design Consultant Southern New Hampshire University, Online; Duties: course development and design	January – March 2012
Part-time Faculty Member / Course Developer Wayne State University, Online Duties: course design, development and delivery	2012 – present (as needed)
Associate Faculty, Communication Ashford University, Online; Duties: course delivery	2012 – present (as needed)
Adjunct Communication Instructor / Course Developer Southern New Hampshire University, Online; Duties: course design, development and delivery	2009 – present (as needed)
Adjunct Communication Instructor / Course Developer Florida State College in Jacksonville, Online; Duties: course design, development and delivery	2005 – 2010

AWARDS & HONORS

- Top Papers Panel, Instructional Resources Communication Interest Group; to be presented at the annual meeting of the Central States Communication Association, Minneapolis, MN. Paper: *Understanding instructor-student relationships in online classrooms* (2014).
- Recipient of the 2014 B. Aubrey Fisher Award, sponsored by the Western States Communication Association, for the publication entitled, *"To be so connected, yet not at all:" Relational presence, absence, and maintenance in the context of a wartime deployment*. This association-wide award recognizes the peer-reviewed article in each volume of Western Journal of Communication that makes the most significant contribution to communication scholarship.
- Graduate Student Research award recipient; Department of Communication, Wayne State University (August 27, 2012)
- Graduate-Professional Scholarship recipient; Wayne State University (2012-2014), funding \$22,000
- King - Chavéz – Parks Future Faculty Fellow, Wayne State University (2011-2014), funding \$36,000
- Top Papers Panel, Instructional Resources Communication Interest Group; presented at the annual meeting of the Central States Communication Association, Cleveland, OH. Paper: *Cheating and aggression in higher education online classrooms: Issues, challenges, and recommendations for practitioners* (2012)
- Outstanding Student/Faculty Collaboration in Research award recipient; Graduate Student Association of Department of Communication, Wayne State University (August 29, 2011)
- Top Papers Panel, Instructional Resources Communication Interest Group; presented at the annual meeting of the Central States Communication Association, Milwaukee, WI. Paper: *Evaluating effectiveness of instructor - student relationships in intensive online speech course by applying social information processing theory – a case study* (2011)
- Graduate-Professional Scholarship recipient; Wayne State University (2010-2011), funding \$6,683.70
- 2nd place Instructional Resources Division award; presented at the annual meeting of the Central States Communication Association, St. Louis, MO, for *Connecting With Digital Natives in a Language That They Know Well* panel (2009)
- Distinguished Faculty Award; Keiser University (2007)
- International Honors; University of Illinois at Springfield (2004)
- Summa Cum Laude Honors; University of Illinois at Springfield (2002)

PEER-REVIEWED ACADEMIC PUBLICATIONS

- Maguire, K., **Heinemann-LaFave, D.S.**, & Connaughton, S.L. (in press). Social presence and online relating: A cross-contextual view. In L. Webb & K. Wright (Eds.), *Computer-Mediated Communication in Personal Relationships*, 2nd ed. Cresskill, NJ: Peter Lang.
- Maguire, K., **Heinemann, D.S.**, & Sahlstein, E. (2013). "To be so connected, yet not at all:" Relational presence, absence, and maintenance in the context of a wartime deployment. *Western Journal of Communication*, 77, 249-271.
*Recipient of the 2014 B. Aubrey Fisher Award, an association-wide award from the Western States Communication Association recognizing the peer-reviewed article in each volume of WJC that makes the most significant contribution to communication scholarship.
- Tong, S.T., **Heinemann-LaFave, D.S.**, Jeon, J., Kolodziej-Smith, R., & Warshay, N. (2013). The use of pro-ana blogs for online social support. *Eating Disorders: The Journal of Treatment and Prevention*, 21(4/5), 408-422.
- Heinemann, D.S.** (October, 2011). Using You've Got Mail to teach social information processing theory and hyperpersonal perspective in online interactions. *Communication Teacher*, 25(4), 183-188.

PEER-REVIEWED CONFERENCE PROCEEDINGS

Heinemann, D.S. (March, 2012). Issues in instructional design and online classrooms. Extended abstract published in the *Michigan Academician*, a journal of the Michigan Academy of Science, Arts, and Letters.

OTHER PUBLICATIONS

LaFave, D.S. (accepted, to be published in 2016). Permanence of online education. In S. Danver (Ed.), *Sage encyclopedia of online education*. Thousand Oaks, CA: Sage.

LaFave, D.S. (accepted, to be published in 2016). Research and scholarship into online education. In S. Danver (Ed.), *Sage encyclopedia of online education*. Thousand Oaks, CA: Sage.

LaFave, D.S. (accepted, to be published in 2016). Public speaking. In S. Danver (Ed.), *Sage encyclopedia of online education*. Thousand Oaks, CA: Sage.

PROFESSIONAL CONFERENCES / PRESENTATIONS

LaFave, D. S. Understanding instructor-student relationships in online classrooms.

Paper presented at the annual meeting of Central States Communication Association, April 2014, Minneapolis, MN.
**Top Papers in Instructional Resources Panel*

LaFave, D. S. Did you know you were being watched?

GIFT (Great Ideas For Teaching) presented at the annual meeting of Central States Communication Association, April 2014, Minneapolis, MN.

Heinemann, D.S. Instructor attributions of the likelihood of cheating and cheating detection in higher education classrooms: Role of course design, plagiarism software access, and students' attitudes.

Paper presented at the annual meeting of National Communication Association, November 2012, Orlando, FL.

Heinemann, D.S., & Maguire, K. Interpersonal communication and distance education: What's your theory?

Paper presented at the annual meeting of National Communication Association, November 2012, Orlando, FL.

Tong, S.T., Heinemann, D.S., Kolodziej-Smith, R., Jeon, J., & Warshay, N. The use of pro-ana blogs for online social support. Paper presented at the annual meeting of National Communication Association, November 2012, Orlando, FL.

Heinemann, D. S. Cheating and aggression in higher education online classrooms: Issues, challenges, and recommendations for practitioners.

Paper presented at the annual meeting of Central States Communication Association, April 2012, Cleveland, OH.
**Top Papers in Instructional Resources Panel*

Heinemann, D. S. Connecting through innovative ideas.

GIFT (Great Ideas For Teaching) presented at the annual meeting of Central States Communication Association, April 2012, Cleveland, OH.

Teaching the Basic Course Online: Tips, Tricks, and Best Practices – Part II

Panel presenter at the annual meeting of Central States Communication Association, April 2012, Cleveland, OH.

Heinemann, D.S. (March, 2012). Issues in instructional design and online classrooms.

Paper presented at the annual meeting of the Michigan Academy of Science, Arts, and Letters, March 2012, Alma, MI.

Heinemann, D.S. What's in a voice? Content analysis of instructor introductions in online courses.

Paper presented at the annual meeting of National Communication Association, November 2011, New Orleans, LA.

Heinemann, D.S. Taking dispute resolution to new heights. Proposal to apply ODR to airline customer service.

Paper presented at the annual meeting of National Communication Association, November 2011, New Orleans, LA.

Maguire, K., Heinemann, D.S., & Sahlstein, E. "I heard it in his voice." Relational presence, absence, and maintenance in the context of a wartime deployment

Paper presented at the annual meeting of National Communication Association, November 2011, New Orleans, LA.

Heinemann, D.S. Resolving email conflict.

VoiceThread Project presented at Online Dispute Resolution Student Showcase forum during Cyberweek 2011, October 2011, <http://www.adrhub.com/forum/topics/a-look-at-students-works-in-odr>

Heinemann, D.S. Evaluating effectiveness of instructor - student relationships in intensive online speech course by applying social information processing theory – a case study.

Paper presented at the annual meeting of Central States Communication Association, April 2011, Milwaukee, WI.
*Top Papers in Instructional Resources Panel

Heinemann, D.S., Kolodziej-Smith, R., & Ball, J. Evaluation of communication strategies used in media campaigns to prevent alcohol abuse among college students.

Paper presented at the annual meeting of Central States Communication Association, April 2011, Milwaukee, WI.

Teaching the Basic Course Online: Tips, Tricks, and Best Practices

Panel presenter at the annual meeting of Central States Communication Association, April 2011, Milwaukee, WI.

"Online Teaching 101" - Why Online Classes Take Better Communication

Lead presenter at the Innovations in Online Learning Conference, Austin, TX, May 2010

Challenging and Healing the Wikipedia Infection

Panel chair and presenter in "In Your Dreams: Finally a Class You Love to Love. Interacting With the Digital Natives on Their Turf (Part I)" at the annual meeting of Central States Communication Association, Cincinnati, OH, April 2010

Illuminate your eClass

Panel chair and presenter in "Connecting With Digital Natives in a Language That They Know Well" panel at the annual meeting of Central States Communication Association, St. Louis, MO, April 2009

*2nd place Instructional Resources Division panel award

Using ClassLive to Engage Students in Your Class

Faculty training presentation at annual Keiser University eCampus Convocation, October 2008

INVITED PRESENTATIONS

Interpersonal communication and online education/ Presenting literature reviews at professional conferences

Introduction to M.A. Studies in Communication (graduate level) course guest lecture presented at Wayne State University, November 26, 2013.

New media theories and online research

Communication Theory (graduate level) course guest lecture presented at Wayne State University, April 2, 2013.

Connecting to communication theory course by opening up Social Information Processing Theory in "You've Got Mail."

Publication presented at the annual meeting of Central States Communication Association, April 2012, Cleveland, OH.

Exploring distance education

Seminar in Communication Education (graduate level) course guest lecture presented at Wayne State University, March 26, 2012.

Impression formation and management in computer-mediated environments

Nonverbal Communication (undergraduate level) course guest lecture, Wayne State University, November 14, 2011.

GRANTS/RESEARCH SUPPORT

Human Communication and Technology Division's conference travel support grant (\$250); National Communication Association (November, 2012)

Department of Communication Summer Research Support grant (\$3000); Wayne State University (Summer, 2011)

SERVICE

Central States Communication Association
Chair, Instructional Resources Interest Group (2014-2015), 2015 Conference Planner

Central States Communication Association
Vice-president, Instructional Resources Interest Group (2013-2014), 2014 Conference Planner

Central States Communication Association
Communicating the Possible – You CAN Survive Comps!
Panel Chair (annual meeting of Central States Communication Association, April, 2013, Kansas City, MO)

Central States Communication Association
Secretary, Instructional Resources Interest Group (2012-2013)

Central States Communication Association
Submissions reviewer, President's Undergraduate Honors Research Conference (2013)

National Communication Association
Incivility in classroom COMMunities: Finding ways to create supportive learning environments. Panel Chair (served at the annual meeting of National Communication Association, November, 2012, Orlando, FL)

National Communication Association
Twitter, YouTube, and blogs: Shaping public image in the COMMunity.
Panel Chair (served at the annual meeting of National Communication Association, November, 2012, Orlando, FL)

National Communication Association
Human Communication and Technology Division, conference submissions reviewer (2012)

Wayne State University, Department of Communication
Member of the planning committee for the Bernard L. Brock Memorial Lecture presented by Dr. Joseph Walther, at Wayne State University (January - March 26, 2012)

Wayne State University, Graduate School
Volunteer at the 3rd Annual Graduate Exhibition, McGregor Conference Center, Wayne State University (March 6, 2012)

National Communication Association (November 17, 2011)
Registration volunteer at the annual meeting in New Orleans, LA

National Communication Association Interpersonal Division "Tech Squad" (2011)
Volunteer member of a team to design and maintain IPC division website

Wayne State University, Department of Communication
Transportation and welcome committee volunteer for Bernard L. Brock Memorial Lecture, at Wayne State University (March 31, 2010)

Communication Teacher, a publication of National Communication Association
Reviewer (2010 - 2012)

Central States Communication Association
Instructional Resources Panel conference submissions reviewer (2010-2011)
G.I.F.T. (Great Ideas For Teaching) conference submissions reviewer (2010-2011)
Basic Course Panels and Papers conference submissions reviewer (2010)

Interacting With the Digital Natives: Online Technology for Interactive Learning (Part II). Panel Respondent, served at the annual meeting of Central States Communication Association, Cincinnati, OH, April 2010

PROFESSIONAL DEVELOPMENT

“Seminar: The Dissertation Writing Journey,” NCA 2012 one-day workshop for doctoral students presented by Dr. Sonja Foss and Dr. William Waters, at Orlando, FL, November 14, 2012

“How to Get Published: Turning Your Convention Papers into a Publication,” NCA’s Teleconference Series, CARD Calls: Communicating About Research and Professional Development (February 15, 2012)

“Effective Teaching - How to Know it When You See it! Three Components of Effective Teaching,” online training presented by the University of North Texas (September 10, 2011)

“What Reviewers Are Looking For...,” research colloquium presented by Dr. Katheryn Maguire and Dr. James Cherney, at Wayne State University (February 22, 2011)

“Thinking and Teaching Digitally: Connecting to the Millennial Learner,” presented by Renee Robinson, PhD, at ConnectYard Webinar (January 24, 2011)

“Cooperative and Collaborative Learning,” presented by Jeff Borden at Keiser University’s Annual Faculty Convocation (October 15, 2010)

“Conflict Management and Emotional Intelligence,” presented by Dr. Penny Wilkins at Keiser University’s Annual Faculty Convocation (October 15, 2010)

“Lying and Deception in Human Interaction,” Bernard L. Brock Memorial Lecture presented by Dr. Mark Knapp, at Wayne State University (March 31, 2010)

“Award-Winning Tools, Tips and Techniques for Online Instruction,” Starlink Training (February 23, 2009)

“Stress Less: Strategies for Students,” Starlink Training (January 27, 2009)

“Teaching and Serving Authentically: The Teacher at the Heart of the College,” Starlink Training (January 15, 2009)

WIMBA (Voice Direct) (FSCJ Training Course, 2008)

Developing Interactive Web-Based Courses (FSCJ Training Course, 2008)

Creating Optimum Learning Environments in Online Courses (FSCJ Training Course, 2008)

Audacity and Lesson Builder (FSCJ Training Course, 2008)

PROFESSIONAL AFFILIATIONS

National Communication Association

Central States Communication Association

RESEARCH INTERESTS

Instructional design

Computer-mediated communication

Instructional technology

Online self-presentation

Interpersonal communication

Social presence

Instructor-students relationships

Research and scholarship into online education

Scholarship of teaching and learning