

Sara Kacin, PhD

Curriculum Vitae
January, 2017

PERSONAL INFORMATION:

Office for Teaching and Learning
Wayne State University
Detroit, Michigan 48202
Phone: (313)577-6172
E-mail: eb4876@wayne.edu

EDUCATION:

Wayne State University, Detroit, Michigan Doctor of Philosophy, Ph.D., Instructional Technology <i>"A design-based research study examining the impact of motivational emailed messages to first year students"</i>	05/2013
Oakland University, Rochester, Michigan Master of Training and Development, M.T.D.	05/2005
Michigan State University, East Lansing, Michigan Bachelor of Arts in Sociology, B.A.	05/2000

FACULTY APPOINTMENTS AT OTHER INSTITUTIONS (Years and Rank):

Adjunct Assistant Professor Wayne State University (Detroit, Michigan)	1/2013-Present
Adjunct Faculty Oakland University (Rochester, Michigan)	2007-2008
Adjunct Faculty Baker College (Auburn Hills, Michigan)	2006-2009

EMPLOYMENT

Assistant Director

08/2013-Present

Office for Teaching and Learning, Wayne State University

- Provide confidential course observations and teaching development consultations with instructors on issues related to multicultural inclusive course design and assessment in traditional, hybrid and online instructional environments
- Conduct mid-semester course observations to collect student feedback in order to provide instructors with formative feedback on the learning environment
- Support campus wide teaching and learning initiatives that encourage the development and implementation of innovative, multicultural inclusive student-centered learning environments
- Design and present customized workshops and seminars on a range of teaching and learning topics relevant to instructors and students at WSU
- Write, edit, and disseminate evidence-based resources on the best practices in teaching and learning (e.g., blogs, newsletters, teaching tips, and articles)
- Facilitate faculty learning communities
- Work closely with the Director on the design and delivery of a variety of programs for graduate teaching assistants
- Assist with the assessment of center programs

Graduate Student Assistant

08/2012-08/2013

Office for Teaching and Learning, Wayne State University

- Consulted with faculty on educational technology and learning theory for traditional, hybrid and online instructional environments
- Consulted with faculty on various technology needs (e.g. Blackboard, PowerPoint, and Respondus)
- Assisted with the delivery of teaching and learning workshops for faculty
- Collaborated in the development of Blackboard instructional materials
- Created evidence-based evaluations for existing programs (e.g. Part-Time Faculty Retreat, Blackboard Retreat, Faculty Writing Series, and Grading Café)
- Assisted with 2013-2014 Graduate Student Assistant (GSA) job search
- Presented a GTA Brown Bag “Using Motivational Emails to Engage Students in Online and Face to Face Course”

EMPLOYMENT (con't)

Graduate Research Assistant

08/2009-05/2012

Instructional Technology, Wayne State University

- Conducted research with Instructional Technology faculty on cross-disciplinary teams, employee motivation and design thinking
- Assisted with literature review and glossary for Richey, R.C., Klein, J.D. & Tracey, M.W. (2011). *The Instructional Design Knowledge Base*, New York, NY Routledge
- Collected, analyzed and presented both qualitative and quantitative data
- Supported faculty in developing and writing grant proposals
- Presented research through conference presentations

Human Resource Manager

The DAKO Group, Troy, Michigan

07/2000-03/2007

- Managed human resource department for multi-state contract engineering firm
- Developed and implemented human resource programs and policies with alignment of business plan and mission statement
- Designed and developed new employee orientation and training programs
- Screened, interviewed, hired, and managed behavioral issues, coaching and terminations for all human resources positions
- Conducted assessment of employee performance through 360 performance appraisals and calculated yearly raises in compensation
- Reviewed benefit programs, (E.g. medical, dental, vision, tuition reimbursement, 401K and disability insurance) analyzed benefit plans vs. market to obtain cost-effective coverage for over 400 employees working across the United States
- Administered exit interviews and conducted terminations for all employees
- Managed all worker's compensation and unemployment claims
- Conducted conflict resolution, behavior management and problem solving within all departments of the organization
- Monitored compliance with relevant legal and reporting regulations
- Maintained ISO 9001 Quality Program

Regional Float/Centre Director

Jenny Craig Weight Loss Centre, Southeastern, MI

12/1997-08/1999

- Screened, interviewed, hired, and trained new employees
- Administered orientation program, including presentation of benefit package and consultation training
- Researched and resolved benefit questions and concerns
- Communicated employment policies and procedures and conducted staff meetings
- Created and maintained employee files

PROFESSIONAL SOCIETY/MEMBERSHIPS

Professional and Organizational Development in Higher Education	2013 -Present
American Educational Research Association	2013 – Present
Association for Educational Communications and Technology	2012 – Present
Michigan Association for Educational Communications and Technology	2012 - Present

SCHOLARSHIPS

- Board of Visitors Scholarship, Wayne State University, 2010-2011
- College of Education Dean's Scholarship, Wayne State University, 2011-2012
- Martin Luther King, Jr.-Cesar Chavez –Rosa Parks Future Faculty Fellowship Program, 2011-2012
- WSU Graduate School and College of Education Travel Award, 2011-2012
- Hubert & Elsie Watson Endowed Memorial Scholarship, 2011-2012
- Martin Luther King, Jr. –Cesar Chavez – Rosa Parks Future Faculty Travel Award, 2012

TEACHING

A. Courses Taught at Wayne State University – Graduate:

- IT 6110 – Design Thinking and Knowledge, Hybrid (4 credits)
- IT 9110 – Advanced Research Seminar and Practicum, Hybrid (4 credits)
- IT 7110 – Advanced Instructional Design, Online (4 credits)
- IT 7210 – Foundations of Distance Education, Online (4 credits)

B. Courses Taught at Oakland University – Undergraduate:

- HRD 307 – Presentation and Facilitation (4 credits)

C. Courses taught at Baker College – Undergraduate:

- HRM 215 – Securing Human Resources (3 credits)
- HRM 225 – Human Resource Development, Training and Development (4 credits)
- HRM 291 – Human Resource Seminar (4 credits)
- HRM 300 – Compensation (4 credits)
- MKT 201 – Marketing (4 credits)

TEACHING (con't)

D. Doctoral Dissertation Committee membership

- Alisa Hutchinson *Designers, emotions, and ideas: How graphic designers understand their emotional experiences during ideation* (Proposal accepted, data collection in progress)

RESEARCH

A. Publications

- Joiner, M., Tracey, M.W., Kacin, S., & Burmeister, J. (2017). A novel short-duration teaching course in advanced physics and biology underlying cancer radiotherapy. *Radiation Research*, Manuscript accepted December 1, 2016.
- Tracey, M. W., & Kacin, S. (2014). Graduate students in a service-learning design case: The development of a parenting program. *International Journal of Computing in Technology*, 23, (3), 227-237.
- Kacin, S.E. (2013). (Doctoral Dissertation). *A design-based research study examining the impact of motivational emailed messages to first year students* Retrieved from http://digitalcommons.wayne.edu/oa_dissertations/664, Paper 664.

B. Funded Research

- Co-Investigator: *Integrated Course in Biology and Physics of Radiation Oncology*. National Institute of Health, R25 PAR-12-049, September 2013 for 5 years (\$1.57 Million).
- Co-Investigator: *Cyber Learning Pilot with the Girl Scouts*. (\$20,000). Internal Funding, Dr. Ken Chelst, Industrial Engineering. May 30, 2013.
- Instructional Designer: *Use of Instructional Technology to Increase "College Knowledge" in Secondary School Students in Detroit*. (\$25,000). Detroit Schools Higher Education Consortium. PI: Anne Blake.

RESEARCH (con't)

C. Unfunded Research

- Rickli, J., & Kacin, S.E. Co-PI's. (November, 2015). *Building a Learning Community for Undergraduate Sustainable Manufacturing Education*. National Science Foundation. \$300,000. Grant submitted November, 2015. Unfunded.

D. Papers Presented

- Kacin, S.E., Tracey, M.W., & Hutchinson, A. (accepted, 2017). Using problem-based learning activities to integrate biology, medical physics and radiation oncology. *American Educational Research Association*, San Antonio, TX.
- Kacin, S.E. (2016). Using innovative activities to integrate biology, medical physics and radiation oncology. Paper presented at the *Lilly Conference on College & University Teaching*, Traverse City, MI.
- Ouellett, M.L., Longstreet, S.C. & Kacin, S.E. (2016). Centers as integral partners in building and sustaining accessible campuses. Paper presented at the *Professional and Organizational Development Network in Higher Education*. Louisville, KY.
- Weaver, J. & Kacin, S.E. (2016). Building a community of assistant directors. Paper presented at the *Professional and Organizational Development Network in Higher Education*, Louisville, KY.
- Kacin, S.E. (2015). Using innovative activities to integrate biology, medical physics and radiation oncology. Paper presented at the *Lilly Conference on College & University Teaching*, Traverse City, MI.

RESEARCH (con't)

- Kacin, S.E. (2014). Assessing student motivational needs and creating strategies for academic success. Paper presented at the *Professional and Organizational Development Network in Higher Education*, Dallas, TX.
- Kacin, S.E. (2014). Assessing student motivational needs. Paper presented at the *Lilly Conference on College & University Teaching*, Traverse City, MI.
- Tracey, M.W. & Kacin, S. (2014). Using problem-based learning activities to integrate biology, medical physics, and radiation oncology. Paper presented at the *Lilly Conference Series on College & University Teaching*, Traverse City, MI.
- Stephens, G., Kacin, S., Martin, F. & C. Sulad, C. (2014). Student Engagement: Exploring effective strategies for the online classroom. Paper presented at *Blackboard World*, Las Vegas, NV.
- Kacin, S. & Tracey, M. (2014). Enhancing undergraduate student's success through motivational design. Paper presented at the *American Education Research Association*, Philadelphia, PA.
- Kacin, S.E. (2013). A guide to creating engaging emails based on the real-time motivational needs of students. Paper presented at the *Lilly Conference on College & University Teaching*, Traverse City, MI.
- Kacin, S.E. (2013). A design-based research study examining the impact of motivational emailed messages to first year students. Paper presented at the *Association for Educational Communications and Technology*, Anaheim, CA.
- Tracey, M.W., Kacin, S., Stefaniak, J. (2013). Preparing future instructional designers: One graduate program's journey. Paper presented at the *Association for Educational Communications & Technology*, Anaheim, CA.
- Kacin, S.E. (2013). Positive faculty-student relationships: Opportunities for enhancing professional development. Paper presented at the 23rd annual *Equity in the Classroom Conference*, Detroit, MI.
- Kacin, S. & Tracey, M.W. (2013). Using google applications to build knowledge and identity. Paper accepted, not presented at the *International Higher Education Teaching & Learning Association Conference*, Anchorage, AK.
- Kacin, S. E. (2012). Impact of motivational messages on first year students. Paper presented at the annual meeting of the *Association for Educational Communications and Technology*, Louisville, KY.

RESEARCH (con't)

- Tracey, M.W., Kacin, S., & Remsing, L. (2011). Should I stay or should I go? Building campus community to motivate and retain first year students. Paper presented at the annual meeting of the *Association for Educational Communications and Technology*, Jacksonville, FL.

E. Invited Presentations – National, Regional, Local:

- Kacin, S.E. (2013). *Engaging students through motivational emails*. Invited presentation for GTA Brown Bags, Detroit, MI
- Kacin, S.E. (2013). *Completing your dissertation*. Invited presentation for IT 9110 students, Detroit, MI.
- Kacin, S.E. (2012). *Student resources*. Invited presentation for IT PLC, Detroit, MI.
- Kacin, S.E. (2011, 2012). *Preparing and living through qualifying exams*. Invited presentation for IT PLC, Detroit, MI.
- Kacin, S.E. (2012). *Pursuing higher educational goals while raising a family*. Invited presentation for Scholarship Benefit Picnic Program, Detroit, MI.
- Kacin, S.E. (2012). *Impact of motivational messages on first year students*. Invited presentation for MI-AECT, Detroit, MI.

F. Editorship

- *International Journal of Designs for Learning* Manuscript Reviewer 2015 – present
- *Currents in Teaching and Learning (Currents)* Manuscript Reviewer 2013

SERVICE - Wayne State University**A. University Committee Membership**

- Chair: Online Resource Committee 2016 – present
Appointed by Associate Provost, Mathew Ouellett
- Chair: Faculty Teaching Travel Grant Committee 2013 – present
Appointed by Associate Provost, Mathew Ouellett

SERVICE (con't)

- Member: Accessibility Committee
Appointed by Associate Provost, Mathew Ouellett 2013 - present
- Member: Open Textbook Adoption Committee
Appointed by Dean Sandy Yee 2016 - present
- Member: CLAS Online course design proposal reviewer
Appointed by Associate Dean, Peter Hoffmann 2015 - present
- Member: Student Code of Conduct Hearing Panel 2010 – 2012

B. Departmental Committee Membership

- Search Committee – Instructional Designer 2014, 2015, 2016
- Search Committee – STEM Instructional Designer 2016
- Search Committee – Graduate Student Assistants 2013, 2016
- Search Committee – Program Coordinator 2015
- Search Committee – Associate Director 2013