

## **RHONDA D. BLACKBURN, PH.D.**

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Since July 2000, I have been directly involved with training faculty who are developing courses for distance education or utilizing technology for their traditional course. I provide guidance and supervision for the Training and Support Division within Instructional Technology Services at Texas A&M University. This is accomplished through training and development initiatives and providing one-on-one consultation on how to develop curriculum utilizing best practices in Adult Learning Theory while integrating technology to provide the best education to the students at Texas A&M University. In addition to my position at ITS, I teach various courses across campus including Psychology, Organizational Career Development, Comprehensive Guidance Programs, and Multimedia Development in HRD integrating WebCT Vista and other appropriate software applications. My past management, teaching, training, counseling, and curriculum development experiences have helped me develop my skills in the areas of supervision, distance education, instruction, instructional design, and counseling.

### **EDUCATION**

**Texas A&M University**, College Station, TX

**Doctor of Philosophy** in Educational Psychology, August 2002

Emphasis in Career Development Education; Specialization in Human Resource Development

**University of North Carolina at Greensboro**, Greensboro, NC

Twenty-four graduate hours in Human Development and Family Studies, May 1999

**Pepperdine University**, Irvine, CA

**Master of Arts** in Psychology, July 1995

Emphasis in Clinical Psychology

**Texas A&M University**, College Station, TX

**Bachelor of Science** in Psychology, December 1991

### **CERTIFICATIONS**

**Distance Education Instructional Design**, Texas A&M University, 2006

**Certified Professional in Training and Performance**, ASTD, 2005

**1<sup>st</sup> WebCT Certified Vista Senior Trainer**, WebCT, 2003

**Texas Secondary Teaching Certificate in Mathematics**, Texas Education Agency, 1991

### **TRAINING EXPERIENCE**

**Owner**, DLP Consulting

College Station, TX; 03/2006 – present

- Consult on migration and transition issues within instructional technology
- Train on instructional technology, web accessibility, social networking, multimedia
- Consult on organizational and career development
- Assist in the organization of a conference or seminar
- Present on instructional technology, web accessibility, social networking

**Instructor**, Training and Development Certification Program, Texas A&M University  
College Station, TX; 10/2003 – present

- Train HR professionals on Career Development and Electronic Communication

**Assistant Director / Lead Information Technology Consultant**, Instructional Technology Services, Texas A & M University  
College Station, TX; 09/2002 – present

- Teach faculty how to use different technologies for course instruction and learning; including, online management tools, Microsoft products, media products, and technology hardware.
- Build faculty awareness of what is possible with instructional technology in teaching and learning
- Conduct faculty training on instructional technology
- Coordinate the daily project tasking for faculty workshops and handout production.
- Facilitate communication and collaboration among internal and external team's workshop needs and training references.
- Prepare, research, and evaluate instructional materials and convey information to faculty members about the development of online courses.
- Provide guidance and communicate the procedures for design and offering workshops to team members.
- Coordinate and organize the just-in-time and other workshop offerings.
- Generate and review "custom" tutorials and handouts to provide just-in-time faculty support.
- Evaluate online tutorials and reference materials for posting on website.
- Assist with facilitating online course development with faculty members, instructional designer, and media specialist.

**Web Accessibility Trainer**, Abacus Consulting  
College Station, TX; 7/2002 – present

- Consult education personnel and agencies on accessibility issues when incorporating technology into their courses or training
- Consult on how web accessibility is emphasized in WebCT
- Keynote speaker on web accessibility

**Program Coordinator**, Learning Online Team, Texas A&M University  
College Station, TX; 9/2000 – 08/2002

- Built faculty awareness of what is possible with instructional technology in teaching and learning
- Conducted faculty training on instructional technology
- Coordinated the daily project tasking for faculty workshops and handout production.
- Facilitated communication and collaboration among internal and external team's workshop needs and training references.
- Prepared, researched, and evaluated instructional materials and conveys information to faculty members about the development of online courses.
- Provided guidance and communicate the procedures for design and offering workshops to team members.
- Coordinated and organized the just-in-time and other workshop offerings.
- Generated and reviewed "custom" tutorials and handouts to provide just-in-time faculty support.
- Evaluated online tutorials and reference materials for posting on website.
- Assisted with facilitating online course development with faculty members, instructional designer, and media specialist.

**Manual Developer**, Ogden Environmental and Engineering Services  
Greensboro, NC; 5/1999 – 8/1999

- Organized and developed manuals for Stormwater Pollution Prevention Plans

**Behavior Modification Instructor & Job Coach**, Vantage Foundation  
Costa Mesa, CA; 8/1993 – 7/1995

- Used adapted technology to help in the training process
- Developed jobs through public relations with community organizations for adults with developmental disabilities
- Behavior modification instructor for adults with developmental disabilities
- Organized daily outings for job enclaves and community training groups
- Wrote daily state mandated documentation and submitted bi-annual reports

### **SUPERVISORY EXPERIENCE**

**Assistant Director**, Instructional Technology Services, Texas A&M University  
College Station, TX; 03/2005 – present

- Supervise front line faculty support via phone, e-mail, and walk-ins
- Supervise the triage of faculty support issues
- Create and manage faculty development programs
- Conduct and coordinate faculty development workshops
- Coordinate the distribution of educational materials both digitally and printed
- Provide and supervise faculty consultation
- Troubleshoot, submit and track WebCT bug reports
- Supervise the maintenance and development of ITS web site

**Lead IT Consultant**, Instructional Technology Services, Texas A&M University  
College Station, TX; 09/2002 – 02/2005

- Supervised a group of instructional designers
- Provided leadership to 9 graduate students with specific skills in developing online materials
- Coordinated the efforts of the various projects within the ITS/LOT, such as, brochure development, outside training programs

**Interim Director**, Learning Online Team (later became Instructional Technology Services), Texas A&M University  
College Station, TX; 8/2001 – 1/2002

- Responsible for planning, evaluation, and leadership of the Learning Online Team
- Provided a link between the faculty and information technology services across campus
- Worked with other technology units across campus, including ODE, CIS, IMS, AATLT, EBS, to enhance technology mediated instruction
- Responsible for facilitating and coordinating online learning efforts for university faculty.
- Provided overall leadership to LOT staff for service design, offerings and promotion of those services.
- Responsible for program scheduling across LOT projects, processes, and activities.
- Responsible for coordinating/managing staffing requirements required in fulfilling the LOT stated mission and goals.
- Mentored and supervised staff.
- Facilitated the collaborative design and offering of shared initiatives among associated laboratories and production teams.
- Responsible for managing day-to-day administration and overseeing the facility operations.
- Facilitated the establishing of priorities; selecting projects; manages specification changes or gain agreement on resultant schedules and resource allocation changes; makes or recommends necessary trade-offs.
- Managed communication among and between team members and the university faculty.

**Program Coordinator**, Learning Online Team / Instructional Technology Services, Texas A&M University  
College Station, TX; 09/2000 – 08/2002

- Supervised a group of instructional designers
- Provided leadership to 9 graduate students with specific skills in developing online materials
- Coordinated the efforts of the various projects within the LOT

**Project Coordinator**, Cognition and Instructional Technologies Laboratory (developed into the Learning Online Team), Texas A&M University  
College Station, TX; 7/2000 – 8/2000

- Lead 18 graduate students with specific skills in developing online materials
- Coordinated the efforts of the various projects within the CITL

**Qualified Developmental Disabilities Professional / Program Manager**, Health Services Personnel  
Asheboro, NC; 2/1997 – 8/1998

- Increased caseload through public relations with local mental health agency
- Supervised 15 employees who work one-on-one with an individual with developmental disability, mental retardation or mental illness
- Worked closely with mental health case managers to insure the safety and training of each client
- Used adapted technology and developed manipulatives and techniques to help better train each client
- Advocated for each client with support from mental health agency, schools, family, and community
- Reviewed monthly documentation audited by the state
- Attended annual meetings and individual program plans for progression of goals and objectives
- Managed budget for office

## **COLLEGE TEACHING EXPERIENCE**

**Adjunct Assistant Professor**, College of Educational Administration and Human Resource Development, Educational Human Resource Development Department, Texas A&M University  
College Station, TX; 08/2004 – present

- Developed and will teach EHRD 613: Organizational Career Development as a completely online course for doctoral and master graduate students utilizing WebCT Vista and collaboration techniques
- Teach EHRD 475: Multimedia Development 35 students utilizing multimedia applications, WebCT Vista, and collaboration techniques as an online course
- Utilize WebCT Vista to deliver information, coordinate assignments, provide area for collaboration, and provide feedback online

**Lecturer**, College of Liberal Arts, Psychology Department, Texas A&M University  
College Station TX; 08/2004 – 05/2005

- Taught PSYC 107: Introduction to Psychology to 400 students utilizing multimedia applications, WebCT Vista, and collaboration techniques
- Utilized WebCT Vista and Calibrated Peer Review to deliver information, coordinate assignments, provide area for collaboration, and provide feedback online

**Adjunct Assistant Professor**, College of Educational Administration and Human Resource Development, Educational Psychology Department, Texas A&M University.  
College Station, TX; 07/2003 – present

- Teach CDED/CPSY 612: Comprehensive Guidance Programs to School Counseling graduate students utilizing WebCT Vista and collaboration techniques
- Utilize WebCT Vista to deliver information, coordinate assignments, provide area for collaboration, and provide feedback online

**Instructor and Curriculum Developer**, Masters Technology Teacher and Technology Applications Certification Program, Texas A&M University  
College Station, TX; 05/2003 – 05/2006

- Developed web materials for eleven out of the 30 modules for the MTT and Tech Apps Certificate program.

**Instructor**, Blinn College  
Bryan, TX; 09/2002 – 05/2005

- Taught PSYC 2301: General Psychology to students utilizing active discussion and multi-media technology
- Utilized WebCT to deliver information, coordinate assignments, and provide feedback online

**Course and Curriculum Developer**, University of North Carolina at Greensboro  
Greensboro, NC; 1/1999 – 6/1999

- Developed a curriculum concentration and course in the Department of Specialized Education Services entitled “Community Based Services” to teach students about various careers oriented to working with adults with disabilities

**Instructor**, University of North Carolina at Greensboro  
Greensboro, NC; 8/1998 – 6/1999

- Taught Life Span Development to 95 students utilizing active discussion and multi-media technology

**Co-Instructor**, University of North Carolina at Greensboro  
Greensboro, NC; 8/1998 – 12/1998

- Co-taught “Assessment of Children and Youth” to 33 students utilizing discussion oriented techniques

**Instructor**, Guilford Technical Community College  
Jamestown, NC; 10/1997 – 7/1999

- Taught General Psychology and Developmental Psychology to 50 students per class through active discussion and participation

**Instructor and Curriculum Developer**, Randolph Community College  
Asheboro, NC; 5/1997 – 8/1998

- Taught “English as a Second Language” and “General Education Development” to 32 students
- Developed Randolph Community College’s first citizenship course in an ESL classroom

## **SECONDARY TEACHING EXPERIENCE**

**Teacher**, Independent Contractor  
Bryan, TX; 09/2004 – present

- Teach Algebra I and Geometry to students that are home schooled

**Teacher**, Bryan Independent School District, Mathematics Department  
Bryan, TX; 1/2000 – 7/2000

- Taught Algebra I and Math Models

**Teacher**, Coweta County School System  
Newnan, GA; 8/1995 – 3/1996

- Substitute taught in all disciplines for elementary and secondary schools
- Long-term substituted for Algebra and Pre-algebra teacher for 3 months

**Teacher and Curriculum Developer**, Bryan Independent School District, Mathematics Department  
Bryan, TX; 1/1992 – 7/1993

- Taught Consumer Math, Introductory Algebra, Algebra I, and Geometry
- Worked with two teachers in developing the curriculum for Introductory Algebra

**Student Teacher**, Bryan Independent School District, Mathematics Department  
Bryan, TX; 9/1991 – 12/1991

- Taught Algebra I and Algebra II

**Substitute Teacher**, Bryan Independent School District  
Bryan, TX; 9/1989 – 6/1991

- Substitute taught in all disciplines for elementary and secondary schools

## **COUNSELING EXPERIENCE**

**Career Counselor**, University of North Carolina at Greensboro  
Greensboro, NC; 8/1998 – 5/1999

- Counseled students with and without disabilities regarding career planning and job searching skills
- Organized the Workforce Recruitment Program on the UNCG campus for the Triad Area
- Presented information on Job Search Skills and Resume Writing at Career Services Center
- Helped students use the online environment to search for jobs, assess their interest and skills, and gather information regarding various jobs and fields

**Primary Counselor**, Hidden Lake Academy  
Dahlonega, GA; 4/1996 – 7/1996

- Actively counseled and taught 11 adolescents with Oppositional Defiant Disorder and Attention Deficit Disorder

**Counselor**, Bryan Independent School District  
Bryan, TX; 9/1992 – 7/1993

- Volunteered as an individual and group counselor for high school students

## **PUBLICATIONS**

**Blackburn, R. D., & Gazi, Yakut.** (2005). Chapter 12: Multimedia design with L. Dooley, K. Dooley, & J. Lindner in *Advanced methods in distance education: Applications and practices for educators, trainers and learners.*

**Blackburn, R. D.** (2002). A brief conversation with ... Rhonda Blackburn. *Disability Compliance for Higher Education*, 8(3), 2.

**Blackburn, R. D.** (2000). A review of the Learning and Working Styles Inventory. ED440991  
<http://www.edrs.com/Webstore/Detail.CFM?Ednumber=ED440991>

**Blackburn, R. D.** (2000). The practical use of profile analysis. ED450154  
<http://www.edrs.com/Webstore/Detail.cfm?ednumber=ED450154>

## SERVICE

### Texas A&M University Committees

Chair, WebCT Advocacy Team, 2003 – Present  
Secretary, Instructional Technology Council, 2003 – Present  
Member, Web Accessibility Rule Task Force, 2003 – 2004

### Conferences

Chair of the Conference Committee, WebCT Texas Users Conference 2006  
Chair of Marketing, TxDLA Conference 2006  
Conference Committee Member and Program Committee Chair, WebCT Texas Users Conference 2005  
Registration and Web Site Co-Chair, TxDLA Conference 2005  
Track Chair, TAMU Teaching with Technology Conference 2004  
Program Committee Member, Track Chair, TxDLA Conference 2004  
Conference Committee Member and Program Committee Chair, WebCT Texas Users Conference 2004  
Local Information Chair, International AHEAD Conference 2003  
Conference Co-Chair, TAMU WebCT Day 2003  
Regional Meeting Co-Chair, East/Central TxDLA Quarterly Meeting 2003

### Associations

Co-chair, WebCT User Group Instructional Design and Support Special Interest Group, July 2005 – present  
Member, WebCT Advisory Group, March 2005 – present  
Member, Vista Advisory Group, August 2003 – March 2005  
Secretary, AHEAD in Texas, January 2003 – December 2004  
Chair, Career Planning and Placement Special Interest Group, International AHEAD, 1998 – present

## PRESENTATIONS

- **Blackburn, R.D.**, Peters, D., and Alleine, A. (2006, October). The Evolution of Learning. Keynote speaker at the annual meeting of the WebCT Texas 2006 Users Conference, College Station, TX.
- **Blackburn, R.D.**, and Yang, X.S. (2006, October). Teaching and Learning Online: Easier, Fun, and More Interactive with Vista 4. Presentation at the annual meeting of the WebCT Texas 2006 Users Conference, College Station, TX.
- Boettcher, C., Viruru, R., Mawk, J., Adams, C., and **Blackburn, R. D.** (2006, October). Moving from Vista 3 to Vista 4: Trials and Tribulations. Presentation at the annual meeting of the WebCT Texas 2006 Users Conference, College Station, TX.
- **Blackburn, R. D.**, Yang, X.S., and Best, M.D. (2006, October). Moving Forward at TAMU: What Survey Information Can Tell Us. Presentation at the annual meeting of the WebCT Texas 2006 Users Conference, College Station, TX.
- Bigenho, C. W., and **Blackburn, R. D.** (2006, October). Frontier of Emerging Technology: How to Incorporate Social Software into Your WebCT Courses. Pre-conference Workshop at the annual meeting of the WebCT Texas 2006 Users Conference, College Station, TX.
- Gazi, Y., **Blackburn, R.D.**, and Yang, X.S. (2006, July). Instructional Technology Use at Texas A&M University. Presentation at the annual meeting of the WebCT Impact 2006 Conference, Chicago, IL.
- **Blackburn, R. D.**, and Bigenho, C. W. (2006, March). How to Get Your Faculty Engaged. Presentation at the annual meeting of Texas Distance Learning Association 2006, San Antonio, TX.
- Bigenho, C. W., and **Blackburn, R. D.** (2006, March). Tapping into the World of the Digital Native. Presentation at the annual meeting of Texas Distance Learning Association 2006, San Antonio, TX.
- **Blackburn, R. D.**, Arveson, B., and Peters, D. (2006, February). New Approaches with WebCT Vista. Presentation at the annual meeting for Educause Southwest 2006, Austin, TX.

- **Blackburn, R. D.**, and Snell, J. R. (2006, January). Top 10 Ways to Use WebCT Vista. Presentation at the annual meeting for the TTVN 2006, Galveston, TX.
- **Blackburn, R. D.**, and Hoskings, T. (2005, October). Best Practices with WebCT and Online Course Development. Pre-conference workshop for the WebCT Texas Users Conference 2005, San Antonio, TX.
- **Blackburn, R. D.**, Gazi, Y., and Yang, S. X. (2005, October). Faculty's Use of Instructional Technology at TAMU. Presentation for the WebCT Texas Users Conference 2005, San Antonio, TX.
- **Blackburn, R. D.**, and Bigenho, C. W. (2005, July). Training faculty: How different can it be? Presentation at the annual meeting for the WebCT Impact 2005 Conference, San Francisco, CA.
- **Blackburn, R. D.**, Schaefer, C., Gazi, Y., Yang, S. X., and Snell, J. R. (2005, July). "Top 10" faculty questions. Presentation at the annual meeting for the WebCT Impact 2005 Conference, San Francisco, CA.
- **Blackburn, R. D.**, and Yang, S. X. (2005, February). Learning module functionality and its application to the online learning pedagogy. Presentation at the annual meeting of the Teaching with Technology Conference, College Station, TX.
- Klonoski, E., McCann, J., and **Blackburn, R.** (2004, November). Services for disabled students: Challenges and solutions at a distance. Presentation at the annual meeting of the Western Cooperative for Educational Telecommunications, San Antonio, TX.
- **Blackburn, R. D.**, Snell, J. R., Yang, S. X., and Hausman, L. (2004, October). WOW! That's a big change: Strategies for making a major version upgrade. Presentation at the annual meeting of the WebCT Texas Conference, Houston, TX.
- **Blackburn, R. D.**, Snell, J. R., Schaefer, C. H., Yang, S. X., and Hausman, L. (2004, July). Rolling out WebCT Vista: I think I can! I think I can! Presentation at the annual meeting of the WebCT Impact 2004 Conference, Orlando, FL.
- **Blackburn, R. D.**, and Yang, S. X. (2004, March). Learning module functionality and its application to the online learning pedagogy. Presentation at the annual meeting of the Texas Distance Learning Association, Galveston, TX.
- **Blackburn, R. D.** (2003, November). An overview of online courses: How do ADA and accessibility issues affect you? Keynote speaker for the Texas Distance Learning Association Gulf Coast Regional Meeting, Houston, TX.
- **Blackburn, R. D.** (2003, July). Training faculty in web accessibility. Presentation at the annual international meeting of the Association on Higher Education and Disability, Dallas, TX.
- **Blackburn, R. D.** (2003, March). Accessibility and diversity in distance education. Round table discussion at the annual meeting of the Texas Distance Learning Association, Austin, TX.
- **Blackburn, R. D.**, and Yang, S. X. (2003, March). What lies beneath: Creative use of WebCT tools for online learning. Presentation at the annual meeting of the Texas Distance Learning Association, Austin, TX.
- **Blackburn, R. D.**, and Yang, S. X. (2003, March). Building an online community of learners. Presentation at the annual meeting of the Texas Distance Learning Association, Austin, TX.
- Adams, C., **Blackburn, R. D.**, and Troy, M. (2003, February). Using online technology to assess student's knowledge, ability to teach and comfort level with technology. Presentation at the annual TAMU's WebCT Day: I Love My WebCT, College Station, TX.
- **Blackburn, R. D.** (2003, February). New Features for Managing Your WebCT Courses at TAMU. Presentation at the annual TAMU's WebCT Day: I Love My WebCT, College Station, TX.
- **Blackburn, R. D.**, and Yang, S. (2003, February). Expanding your tool use: Tricks and Tips. Presentation at the annual TAMU's WebCT Day: I Love My WebCT, College Station, TX.
- Adams, C., **Blackburn, R. D.**, and Troy, M. (2003, February). Empowering elementary teachers to teach the science section of the TAKS 2003. Presentation at the annual TAMU's Assessment Conference: Measuring for success, College Station, TX.
- **Blackburn, R. D.** (2002, November). Relationships between employers' attitudes toward people with disabilities, awareness of ADA, and willingness to comply. Presentation at the annual meeting of the Texas Association of Higher Education and Disability, San Antonio, TX.
- **Blackburn, R. D.**, & Yang, X. (2002, September). Creating Course Content in WebCT: Different Techniques. Presentation at the annual meeting of the WebCT Texas 2002 Conference, Denton, TX.
- **Blackburn, R. D.**, & McCuller, M. (2002, September). Creating an Online Community: A "Plan" for Instructors. Presentation at the annual meeting of the WebCT Texas 2002 Conference, Denton, TX.
- **Blackburn, R. D.** (2002, July). Web Accessibility in Distance Education: How to design accessible online courses in WebCT. Presentation at the annual meeting of the WebCT Users Conference, Boston, MA.

- **Blackburn, R. D.** (2002, July). Community Development: Cool WebCT Tools to Create an Online Community of Learners. Presentation at the annual meeting of the WebCT Users Conference, Boston, MA.
- **Blackburn, R. D.** (2002, July). Houston Employers: Awareness of the ADA and Employment Barriers to Persons with Disabilities. Poster presentation at the annual meeting of the Higher Education and Disability, Washington, DC.
- Sweeney, D., & **Blackburn, R. D.** (2002, July). Training Your Institution in Web Accessibility. Presentation at the annual meeting of the Association of Higher Education and Disability, Washington, DC.
- **Blackburn, R. D.**, Gazi, Y., & Gong, H. T. (2002, April). Instructional, Interface, and Universal Design: Making WebCT Work! Presentation at the annual meeting of the Texas Distance Learning Association, Fort Worth, TX.
- Gazi, Y., Yang, X. S., & **Blackburn, R. D.** (2002, March). Cool WebCT Tools to Create an Online Community of Learners. Presentation at the TAMU's First Annual WebCT: Why Use WebCT?, College Station, TX.
- **Blackburn, R. D.**, Gazi, Y., & Yang, X. S. (2002, March). Instructional, Interface, and Universal Design: Making WebCT Work! Presentation at the TAMU's First Annual WebCT: Why Use WebCT?, College Station, TX.
- Grewal, A., & **Blackburn, R. D.** (2002, March). E-Community for Students Admitted to MS?MISY 2002. Presentation at the TAMU's First Annual WebCT: Why Use WebCT?, College Station, TX.
- **Blackburn, R. D.** (2002, February). Employers Attitudes and Awareness. Paper presented at the annual meeting of the TAMU College of Education's Education Research Exchange, College Station, TX.
- **Blackburn, R. D.**, & Mahadevan, L. (2001, December). The 3 R's of HTML Coding. Presentation at the annual meeting of the Association for Career and Technical Education, New Orleans, LA.
- **Blackburn, R. D.**, & Sweeney, D. (2001, November). Training Your Institution in Web Accessibility. Presentation at the annual meeting of the Association for Higher Education and Disability in Texas, Arlington, TX.
- **Blackburn, R. D.** (2001, July). Employers' Perspective of Hiring Individuals with Disabilities: A Decade After the ADA. Paper presented at the annual meeting of the Association for Higher Education and Disability, Portland, OR.
- **Blackburn, R. D.** (2001, February). 10 year follow-up on ADA. Paper presented at the annual meeting of the Vocational Education For Special Populations Statewide Conference, College Station, TX.
- **Blackburn, R. D.** (2001, February). The practical use of profile analysis. Paper presented at the annual meeting of the Southwest Educational Research Association, New Orleans, LA
- Mahadevan, L., **Blackburn, R. D.**, & Garcia, G. (2001, February). Multi-culture career counseling: How do we make it more effective? Presentation at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.
- **Blackburn, R. D.** (2001, January). The practical use of profile analysis. Paper presented at the annual meeting of the TAMU College of Education's Education Research Exchange, College Station, TX.
- Mahadevan, L., Garcia, G., & **Blackburn, R. D.** (2000, December). Criteria for conducting educational research: A review of literature. Paper presented at the annual meeting of the Association for Career and Technology Education, San Diego, CA.
- **Blackburn, R. D.**, & Mahadevan, L. (2000, July). Effective career development: How much is enough? Presentation at Texas Education Agency's Texas Career Education Conference, Houston, TX
- **Blackburn, R. D.** (2000, January). A review of the Learning and Working Styles Inventory. Paper presented at the annual meeting of the Southwest Educational Research Association, Dallas, TX
- **Blackburn, R. D.** (1999, March). Job searching skills. Workshop presented at the University of North Carolina at Greensboro for Career Services Center, Greensboro, NC.
- **Blackburn, R. D.** (1999, January). Resume writing. Workshop presented at the University of North Carolina at Greensboro for Career Services Center, Greensboro, NC.
- **Blackburn, R. D.** (1998, December). Career Day 1999: Workforce Recruitment Program. Workshop presented at the University of North Carolina at Greensboro, Greensboro, NC.
- **Blackburn, R. D.** (1998, July). Working with the DD, MR, MI population. Staff development workshop presented at Health Services Personnel, Asheboro, NC.
- **Blackburn, R. D.** (1998, June). Developing community and personal goals. Staff development workshop presented at Health Services Personnel, Asheboro, NC.
- **Blackburn, R. D.** (1998, May). Gentle teaching techniques. Staff development workshop presented at Health Services Personnel, Asheboro, NC.

- **Blackburn, R. D.** (1998, March). CAP documentation. Staff development workshop presented at Health Services Personnel, Asheboro, NC.
- Selcer, M., Costas, H., and **Blackburn, R. D.** (1993, January). Algebra with manipulatives. Workshop presented at the Conference on the Teaching of Secondary Mathematics at Sam Houston State University, Huntsville, TX.

## **COMPUTER SKILLS**

### **SOFTWARE / TECHNOLOGY TOOLS**

Microsoft Office  
 WebCT  
 Macromedia Dreamweaver, Fireworks, and Flash  
 Netscape Navigator / Internet Explorer  
 Inspiration  
 Adobe Photoshop  
 Scanner / Digital Camera  
 ftp products  
 Adobe Acrobat  
 Bobby by Cast  
 Camtasia  
 Impatica  
 Producer  
 Lectora  
 Premier  
 Captivate

### **CAREER RELATED SOFTWARE**

Job Trac  
 SIGI Plus  
 Discover  
 Career Websites  
 Texas CARES

## **ACTIVITIES**

### **Honor Organizations**

Psy Chi, 1995

### **Professional Organizations**

Texas Distance Learning Association (TxDLA), 2002  
 American Society for Training and Development (ASTD), 2002  
 American Counseling Association (ACA), 2001  
 Association for Career and Technical Education (ACTE), 1999  
 Council for Exceptional Children (CEC); Division of Career Development and Transition (DCDT), 1998  
 Association of Higher Education and Disability (AHEAD); Chair for Career Planning and Placement Special Interest Group, 1998-present; Secretary for Association of Higher Education and Disability in Texas, 1993-1994  
 National Council of Teachers of Mathematics (NCTM), 1991

## **REFERENCES**

Available upon request