CENTERING PEOPLE IN INSTRUCTIONAL DESIGN & DEVELOPMENT

A Post-Pandemic Perspective

Lindsay Vance, Ed.D.
Senior Director, Instructional Design

Global Campus
San Diego State University
OUR STRUGGLE IS STILL VERY REAL
HELLO! I'M LINDSAY

About Me: Sr. Director | Instructional Design
- **Started**: Instructor Composition & Creative Writing
- **ID Path**: Solving problems, expanding impact
- **Passion**: Empowering educators to be their best

About Us: The ID Team | SDSU Global Campus
- 4 Sr. Instructional Designers
- 1 ID Technology Specialist
- 3 Student Assistants: Quality Assurance & Media
WHAT WE ACHIEVED

100+
Course Development
Supported over 100+ courses in development since Fall 2020.

150+
Migration to Canvas
Oversaw migration of over 150 courses from Blackboard to Canvas in 1 year.

12+
New Programs
Helped launch more than 8 new degree completion (UG) programs, 6 master's programs; redesigning 3 existing.
OUR VISION OF INSTRUCTIONAL DESIGN

- Connections & Community
- Purpose & Inspiration
- High Expectations, High Support
INSTRUCTIONAL DESIGN IN THE TIME OF COVID-19

Institutional Priorities:
- Health, Safety and Basic Needs
- Addressing Systemic Racism and Hate
- Addressing Community Trauma

Instructional Design Priorities:
- Rapid Remote
- LMS & WebConference Tool Adoption/Transition
- Workshops, Round-tables, Conferences
- Developing Long-term Strategies
- Growth of Online and HyFlex
- Equitable and Inclusive Content
- Concerns: Academic Integrity
PERSISTING
IN THE TIME OF COVID-19

Balancing Professional and Personal Priorities
- Mental Health and Burnout
- COVID Protocols (Masking and Vaxxing)
- Blending Work and Home Life
- Losing Staff and Resources
- Staying Up-to-Date on New and Emerging Tech

...all while supporting, guiding, and encouraging students, faculty, and colleagues.
AS ANXIETY GOES UP
EMPATHY GOES DOWN

Michelle Borba, Ed.D.
Author & Educator
"INSTRUCTIONAL DESIGNERS ENGAGE IN IMAGINING THE COGNITIVE AND EMOTIONAL LEARNER EXPERIENCE OF THE INSTRUCTIONAL EXPERIENCE AND HOW THE LEARNER MAY RESPOND WHILE ENGAGING IN THAT EXPERIENCE."

HOW CAN WE CENTER PEOPLE IN INSTRUCTIONAL DESIGN?

- Build Collegial Support Networks
- Clarify Roles & Responsibilities
- Increase Stakeholder Engagement & Collaboration
- See and Serve Each Individual
BUILD COLLEGIAL NETWORKS

- Facilitate Connections
- Focus on shared interests
- Include marginalized voices
- Celebrate success
- Create rituals
- Bring intention to connecting
CLARIFY ROLES & RESPONSIBILITIES

- Understand who is responsible, accountable, consulted, and informed (RACI)
- Delegate
- Document and follow-up
- Understand others' priorities
INCREASE ENGAGEMENT & COLLABORATION

- Presume positive intentions – always.
- Rethink meetings
- Give CLEAR feedback
- Subtract before adding
SEE AND SERVE EACH INDIVIDUAL

- Understand your audience – of one
- Lead and connect with passion
- Focus on putting theory into action
- Create deeply relevant experiences
- Maintain relationships
LESSONS LEARNED

- See and serve individuals
- Clarify roles
- Increase engagement
- Build and sustain networks

We're all learning: everyone deserves grace.
THANK YOU!