

Michael J Forder, Ed.D.

Email - michael.forder@gmail.com | Portfolio - michaelforder.com | LinkedIn - [michaelforder](https://www.linkedin.com/in/michaelforder)

Education leader leveraging 17+ years experience in teaching, curriculum development, instructional technology, and assessment to create engaging, learner-centered educational experiences

Professional Highlights

- ◇ Oversaw the expansion of an academic program's offerings to include 8-week summer courses utilizing a student-focused framework
- ◇ Established a course excellence review process to create alignment between online and in-person courses
- ◇ Led the transition to a new learning management system including the creation of change timelines, training programs, support services, and a quality management oversight strategy
- ◇ Guided three programs through the piloting and adoption of Canvas Outcomes to enhance assessment and program accreditation efforts
- ◇ Delivered 70+ professional development and training workshops over 7 years
- ◇ Developed a diversity in curriculum review process to assess the instruction, content, and resources within academic programs
- ◇ Co-created program late work and absence policies aimed at increasing student flexibility
- ◇ Championed the successful pilot of Google Apps for Education within a school in Stafford County Public Schools, leading to subsequent district-wide adoption

Education

Ed.D. - Education Leadership

Virginia Commonwealth University

2024

Richmond, VA

M.Ed. - Instructional Design & Technology

University of Mary Washington

2011

Fredericksburg, VA

Business & Marketing Education Certificate

State University of New York Buffalo

2007

Buffalo, NY

B.S. - Business Administration, Marketing Concentration

State University of New York Brockport

2003

Brockport, NY

Professional Experience

Virginia Commonwealth University | *Richmond, VA*

2014 - Present

Director of Learning Experience & Architecture - Dept of Health Administration 2024 - Present

- ♦ Oversee a course excellence review program to ensure that both online and in-person courses in the BS in Health Services program are aligned and support program outcomes
- ♦ Champion a culture of continuous improvement by increasing the collection and analysis of course data, expanding communication pathways with students and instructors, and developing interventions to address programmatic concerns
- ♦ Critically assess the impact and efficacy of instructional technologies, pedagogical techniques, and assessment instruments utilized within courses

Director of E-Learning - College of Health Professions

2018 - 2024

- ♦ Developed and implement frameworks and instructional approaches that create more consistent, clear, and engaging learning experiences for students enrolled in online courses and programs
- ♦ Provided faculty with 1-on-1 instructional design, teaching, and assessment support
- ♦ Lead efforts to utilize novel tools to support outcomes and assessment practices
- ♦ Supported programs undergoing re-accreditation through data collection and reporting
- ♦ Served as continuing education coordinator, managing CE programs in multiple departments
- ♦ Managed the Canvas Learning Management System, including 300+ active courses
- ♦ Advised students in two graduate programs in the creation of multimedia-laden capstone projects
- ♦ Oversaw production of the college's first podcast series, CHP Conversations
- ♦ 2022 recipient of the College of Health Profession's customer service award

Director of E-Learning - Dept of Nurse Anesthesia

2017 - 2018

- ♦ Oversaw the launch of NAFA Now, an online continuing education platform for nurse anesthetists
- ♦ Collaborated with faculty to create engaging learning experiences within a hybrid doctoral program
- ♦ Facilitated faculty workshops centered on innovative teaching practices
- ♦ Constructed and managed a multimedia recording studio

Learning Spaces Specialist - VCU Online/ALT Lab

2016

- ♦ Developed instructional design solutions to address selecting and using active-learning technologies
- ♦ Provided instructional consultation on classroom development, re-design, and repurposing initiatives
- ♦ Collaborated on the review and redesign of curriculum for the Master's in Social Work program

Educational Technology Specialist - School of Pharmacy

2014 - 2015

- ♦ Oversaw the renovation of two large-capacity classrooms outfitted for distance education
- ♦ Ensured the successful daily delivery of 4+ hours of synchronous instructional across three campuses
- ♦ Designed and taught training programs on instructional technologies and pedagogical practices
- ♦ Lead the adoption of an audience polling platform for use in synchronous distance learning
- ♦ Managed the LMS and provided instructors with training operating within the environment

Stafford County Public Schools | *Stafford, VA*

2008 - 2012

Instructional Technology Resource Teacher

2012 - 2014

- ♦ Implemented initiatives for utilizing instructional technologies across a 2,000+ student high school.
- ♦ Initiated a 1-to-1 technology initiative that led to the procurement and deployment of 800 devices
- ♦ Taught monthly training sessions on using instructional technologies within course curriculum

Business Education Teacher

2008 - 2012

- ♦ Designed curriculum and assessment for six secondary-level elective courses
- ♦ Lead efforts to develop co-curricular projects between multiple courses and instructors
- ♦ Taught secondary-level courses for students in grades 9-12

Post-Secondary Teaching Experience

ALHP 310 - Introduction to Health Professions

Fall 2025

ALHP 712 - Curriculum and Communication Design for Healthcare Professionals (co-instructor)

Fall 2021

Fall 2020

Fall 2019

DNAP 712 - Leadership in Nurse Anesthesia Education (co-instructor)

Summer 2018

Summer 2017

Instructional Technology Experience

Content Authoring

Articulate Rise/360
Adobe Captivate
Adobe Creative Cloud
Design Plus
Camtasia

Publishing

Adobe Presenter
Articulate Studio 360
Dream Weaver
Kaltura
Lectora

Platforms

Blackboard Learn
Canvas
Google Classroom
Moodle
WordPress

Project Management

Asana
Notion
Slack
Smartsheets
Trello

Assessment/Feedback

Canvas Outcomes
Qualtrics
Question Pro
Redcap
Watermark - Taskstream

Active Learning

H5P
Harmonize
Padlet
Tophat
Voicethread

Data Visualization

Google Looker Studio
Tableau

Generative AI

DALL-E
ChatGPT
Copilot
Gemini
Poe

Certificates & Microcredentials

Introduction to Design Thinking | Virginia Commonwealth University | 2024

Tableau Essential Training | NASBA | 2024

Applying & Leading Assessment in Student Affairs | Student Affairs Assessment Leaders | 2023

Prompt Engineering for ChatGPT | Coursera | 2023

Social and Behavior Certification | CITI Program | 2022 -

Institute for Emerging Leadership in Online Learning | Online Learning Consortium | 2019

Academic Service

Virginia Commonwealth University

Student Conduct and Academic Integrity Honor Council | member | 2024 -

IT Governance Technology Advisory Committee | member | 2023 -

Leadership Career Community | learning & networking chair-elect 2025 -, member 2023 -

Health Sciences Education Symposium Planning Committee | member | 2022 -

LMS Faculty and Stakeholder Workgroup | member | 2021 -

MCV Distance Education Group | member | 2019 -

Instructional Innovation Council | member | 2023 - 2024

Assessment Council | participant | 2022 - 2024

VCU Online Task Force | member | 2022

Affordable Course Content Awards Review Committee | member | 2022

Instructional Designers and Technologists Group | chair | 2019

Technology Advisory Committee | member | 2016

College of Health Professions

Staff Advisory Board | president 2022 - 2024, member 2022 -

Recruitment Inclusive Champions | search reviewer | 2022 - 2025

Online Education Committee | chair | 2019 - 2024

Events Planning Committee | member | 2023

Continuing Education Task Force | chair | 2022 - 2023

Diversity, Equity, and Inclusion Learning Events Team | member | 2020 - 2022

Diversity in Curriculum Task Force | chair | 2020 - 2021

Teaching Evaluation Task Force | member | 2019 - 2022

Professional Affiliations & Service

Journal of Health Care Chaplaincy | manuscript reviewer | 2025 -

WCET | member | 2022 - 2025

Online Learning Consortium | member | 2019 -

Center for Grading Reform - 6th Annual Grading Conference | abstract reviewer | 2025

Instructional Development Educational Alliance Exchange | member | 2017 - 2023

Southern Association for College Student Affairs | member | 2022

Community Service

Midlothian Family YMCA | Board member | 2022 -

MEI Sub-committee chair

Richmond Road Runners Club | Race volunteer | 2019 -

Sweetheart 8k race co-director - 2022

Girls on the Run of Greater Richmond | Race volunteer | 2019 -

Designers for Learning | Evaluation sprint volunteer | 2019

Midlothian Family YMCA Youth Soccer | Head coach | 2017 - 2018

Richmond Folk Festival | Volunteer | 2016

Richmond Strikers Youth Soccer | Head coach | 2016

Invited Presentations

Contract Grading: Expectations, Effort, and Honesty | VCU School of Nursing | 2025

The Ins & Outs of Ungrading | J. Sergeant Reynolds Community College | 2023

Using Informational Interviews to Build Connections and Open Doors |
VCU Career Development Conference | 2023

Leading the Learning in a Video Conference Session | VCU Postdoc Lecture Series | 2021

Community, Engagement, and Feedback in Online Learning Environments | VCU CTLE | 2020

Integrating Technology into Nurse Anesthesia Education | NAFA Educators Conference | 2019

Developing Effective PowerPoint Presentations | NAFA Educators Conference | 2019

Question Centered Engagement | Virginia Union University | 2016

Instructional Applications of Zoom | Allied Health Summer Brown Bag Series | 2016

Developing Technology Enhanced Active Learning Experiences |
VCU School of Social Work | 2016

Select Publications and Conference Presentations

- Forder, M., Mortensen, L., MacDonald, K. (2025). *The future is yours: Implementing student-goal driven pathways in a culminating course*. Poster session presented at the 17th annual Conference on Higher Education Pedagogy at Virginia Tech University.
- Inker, J., & Forder, M. J. (2024). "I feel more in control of my learning experience:" Ungrading as an empowering approach to competency-based gerontological teaching and learning. *Gerontology & Geriatrics Education*, 1–13. <https://doi.org/10.1080/02701960.2024.2421166>
- Forder, M., Betancourt Velez, I., Petway, A., Espinoza, J. (2024). *Brightpoint Community College: Effective Enrollment Anti-Melt Strategies*. [Doctoral capstone, Virginia Commonwealth University]. VCU Scholars Compass. https://scholarscompass.vcu.edu/edd_capstone/26/
- Inker, J., Forder, M., Waters, L. (2024). *Ungrading: An innovative pedagogy for assessing competency-based gerontological learning*. Presented at the 45th annual Southern Gerontological Society Meeting and Conference.
- Kulak, J., Forder, M. (2023). Maintaining course quality, integrity, and rigor between multiple modalities. *Pedagogy in Health Promotion*. <https://doi.org/10.1177/23733799231220657>
- Inker, J., MacDonald, C., Forder, M., Arnette, S., & Waters, L. (2023, December 21). Pushing back against AI: Using ungrading to promote critical thinking and intrinsic motivation, [Paper] *Innovation in Aging*, Volume 7, Issue Supplement_1, December 2023, Pages 324–325. <https://doi.org/10.1093/geroni/igad104.1082>
- Forder, M., Walker, S., Crocco, F., & Arabie, C. (2022). *Creative strategies for faculty professional development in the new learning landscape*. Practice session presented at the WICHE Cooperative for Educational Technologies 34th annual meeting.
- Duncan, A., Forder, M. (2021). *Establishing inclusive dialogs in health education*. Workshop presented at the Spring 2021 CTLE Inclusive Teaching Symposium at Virginia Commonwealth University.
- Forder, M. (2020). *Does anyone use your templates?* Workshop presented at the IDEAx 2020. Online.
- Forder, M. (2020). *Designing Student-Driven Online Engagement Experiences*. Workshop presented at the 2020 STAR Symposium at Minnesota State University.
- Forder, M., Marrs, S. Cathers, L. (2020). *Enhancing Student Engagement in Online Methodology Courses*. Poster session presented at the 12th annual Conference on Higher Education Pedagogy at Virginia Tech University.
- Forder, M., Wands, B. (2018). *Using Video to Inspire an Ethical Discussion: A Digital Approach to the Reader's Theater Instructional Strategy*. Practice session presented at the 10th annual Conference on Higher Education Pedagogy at Virginia Tech University.

- Barnwell, L., Wands, B., & Forder M. (2018). *Engaging Nurse Anesthesia Students with Medical Reader's Theater*. Poster session presented at the 13th World Congress of Nurse Anesthetists. Budapest, Hungary.
- Forder, M. (2018). *Developing Online Learners Through Course Design*. Workshop presented at IDEAx 2018. Richmond, Virginia.
- DeMella, C., Donohoe, K., Morgan, L., Phipps, L., Drisaldi, A., & Forder, M. (2017). Implementation of an Online Ethics Course into a Pharmacy Curriculum. *Currents in Pharmacy Teaching and Learning*, 9(5), 835–840. <https://doi.org/10.1016/j.cptl.2017.05.001>
- Stultz, J. S., Forder, M., & Pakyz, A. L. (2017). Virtual Pediatric Patient Activities With Randomized Scenarios as an Instructional Tool for Pharmacy Students. *The Journal of Pediatric Pharmacology and Therapeutics*, 22(6), 444–452. <https://doi.org/10.5863/1551-6776-22.6.444>