



Vincent L. Cyboran, Ed.D.

Curriculum Vitae

EDUCATION

DePaul University, Chicago, IL

Ed.D. Curriculum Studies, 2002

Dissertation: *Reflection: Its Influence on the Psychological Empowerment of Non-Management Knowledge Workers in the Software Industry.*

Dissertation Chair: Barbara Radner, Ph.D.

Boise State University, Boise, ID

M.S. Instructional and Performance Technology, 1997

University of Illinois, Chicago, IL

B.A. Education, 1977

Concentrations: General Education (Type 3 Certificate) and Special Education: Learning Disabilities (Type 10 Certificate) and Emotional Disturbance/Behavioral Disorders (Type 10 Certificate)

TEACHING

Roosevelt University

College of Education

Associate Professor, Graduate Program in Training and Development (2004 – present)

Program Chair (2012 – present)

Courses taught:

- Adult Learning Theory and Application (TRDV 422)
- Blended Learning Solutions (TRDV 438)
- Coaching and Mentoring (TRDV 445)
- Curriculum Planning and Development (TRDV 429)
- E-Learning Course Design (TRDV 439)
- E-Learning Course Authoring (TRDV 453)
- Evaluation Research Methods (TRDV 434)
- Global Training (TRDV 431)
- Instructional Systems Design-1 (TRDV 451)
- Instructional Systems Design-2 (TRDV 470)
- Introduction to Training and Development (TRDV 400)
- Learning Technologies (TRDV 450)
- Master's Portfolio (TRDV 499)
- Online Teaching Theory and Application (TRDV 501)
- Organizational Learning Strategy (TRDV 432)
- Seminar and Practice in Online Teaching (TRDV 509)
- Technologies for Teaching Online in Higher Education (TRDV 502)

Cyboran, Ed.D.

Adjunct Instructor, Graduate Program in Training and Development (2003 – 2004)

Courses taught:

- Adult Learning Theory and Application (TRDV 422)

Faculty Leadership in Teaching (FLIT) (Spring/Fall, 2007 and Summer, 2008)

Courses taught:

- Curriculum and Course Design (FLIT 401)

DePaul University

Adjunct Instructor, School for New Learning, Graduate Program (2003 – 2004)

Courses taught:

- Increasing Learning through Responsive Assessment

Dominican University

Adjunct Instructor, Graduate School of Education (2003)

Courses taught:

- Learning Theory, Motivation, and Technology (EDU 528)

PUBLICATIONS

ARTICLES: Peer-reviewed

Cyboran, V. (2009). Pronunciation Panels for Online Learners. Accepted for publication on June, 7, 2009 by *College Teaching*.

Cyboran, V. (2006). Self-Assessment: Grading or knowing? *Academic Exchange Quarterly*, (10)3.

Cyboran, V. (2005). The influence of reflection on employee psychological empowerment: Report of an exploratory workplace field study. *Performance Improvement Quarterly*, (18)4.

Iverson, K., Colky, D., & Cyboran, V. (2005). E-Learning takes the lead: An empirical investigation of learner differences in online and classroom delivery. *Performance Improvement Quarterly*, (18)4.

ARTICLES: Professional

Cyboran, V. (2008, May). Ending the Blame Game: Rethinking 'Transfer of Training.' *PerformanceXpress*.

Cyboran, V. (2007, March), Lesson Planning: The Missing Link in e-Learning Course Design. *Learning Solutions*.

Cyboran, V. (2005). Moving beyond the training room: Fostering workplace learning through online journaling. *Performance Improvement*, (44)7.

Cyboran, V. (2005). The place of blogs in e-learning. *Performance* (44)7.

Cyboran, V. (1995). Designing feedback for computer-based training. *Performance Improvement*, (34)5.

BOOK CHAPTERS

Cyboran, V. (2017). *The Nature of Adult Learning* in 'Communication Training & Development: Exploring the Cutting Edge.' Kendall Hunt.

REVIEWS: Book, Invited (Teacher's College Press)

Cyboran, V. (January 30, 2008). *The Courage to Teach: Exploring the Inner Landscape of a Teacher's Life*. Author(s): Parker J. Palmer; Publisher: John Wiley, New York; ISBN: 0787996866, Pages: 272, Year: 2007.

REVIEWS: Blind Articles

- *Strategies for Teaching Online Courses within the Sub-Saharan African Context: An Instructor's Recommendations.* Journal of Online Learning and Teaching. (March, 2009).
- *An Analysis of the History of Online Graduate-Level Courses Taught by an Expert Instructor.* Journal of Online Learning and Teaching. (December, 2008).
- *Learning Management System Self-Efficacy (LMSES) of Online and Hybrid Learners.* Journal of Online Learning and Teaching. (September, 2008).
- *A Meta-analysis of Comparative Studies on Chinese and US Student Mathematics Performance: Implications for Mathematics Education Reform and Research.* Review of Educational Research. (2006).

PRESENTATIONS AND WORKSHOPS

Peer-reviewed

- Cyboran, V. (2008). "Teaching a Course Authoring Package Online: Lessons Learned," presented at E-Learn 2008--World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. Las Vegas, Nevada, USA, November 19, 2008.
- Cyboran, V. (2008). "Scaffolding 'At Risk' Graduate Students: An Alternative Approach to Social Justice: Early Results," presented at the Center to Advance the Education for Adults [CAEA]; Chicago; March 13, 2008.
- Cyboran, V., Radner, B., & Ponisciak, S., (2007). "A Report on the Implementation of Teacher Quality Research to Improve Mathematics in Urban Schools: Quantitative and Qualitative Reasoning About Quantitative Reasoning," presented at the Institute of Education Sciences (IES) Research Conference. Washington, D.C.
- Cyboran, V., Radner, B., & Ponisciak, S., (2007). "The Middle School Math Problem: Professional Development Challenges," presented at the American Educational Research Association Annual Conference. Chicago.
- Cyboran, V., Radner, B., & Ponisciak, S., (2006). "Making and Retaining the Knowledge Transfer: University to Teacher to Student," presented at the Institute of Education Sciences (IES) Research Conference. Washington, D.C.

Professional

- Cyboran, V., Trabak, S., & Vaske, V. (2009). "Bold Plans, Big Dreams. Expanding Chicago Literacies," a workshop conducted for Chicago Public School third-grade teachers at the National Museum of Mexican Art. The intent was to help teachers embed the Burnham Plan Centennial into student reading and writing. Chicago, March 27, 2009.
- Cyboran, V. & Radner, B. (2007). "Expanding Literacy," a workshop for Polk Bros. Foundation Community Schools Leadership Network, November 2, 2007.
- Cyboran, V. (2006). "World-Class Values + World-Class Thinking = Success?," presented to a graduate cohort of teachers from Thailand at the School for New Learning of DePaul University, October 19, 2006.
- Cyboran, V. (2006). "RU Perspectives," served on a faculty panel for this program at Roosevelt University.
- Cyboran, V. (2006). "Self-Assessment: Grading or knowing?," a workshop conducted for the faculty of the International Academy of Design and Technology, Chicago.
- Cyboran, V. & Radner, B. (2006). "Integrating Special Education Techniques into the General Education Classroom," a workshop presented to Chicago Public School elementary teachers.
- Cyboran, V. (2006). "Self-Assessment: Grading or knowing?," presented at RUMCOT 2006, Roosevelt University.

Cyboran, Ed.D.

Cyboran, V. & Firek, H. (2006). "Effective Practices in Online Teaching," presented for the Center for Teaching and Learning, Roosevelt University.

Cyboran, V. (2005). "Teaching to progress," a workshop conducted for the faculty of the International Academy of Design and Technology, Chicago.

RELATED PROFESSIONAL EXPERIENCE

Consulting

Career Access Network (2008 – present)

Curriculum analysis and revision for a Chicago-based, non-profit organization providing a therapeutic employment program for formerly incarcerated individuals.

Hewitt Associates (2006)

Assisted with upgrade the SumTotal Learning Management System.

Hewitt Associates (2005)

Curriculum analysis and revision of customer and employee curriculum.

Full-Time Employment

Hewitt Associates - acquired Cyborg Systems in 2001 (1995 – 2004)

Senior Manager, Knowledge Development/Learning Services

Supervised and mentored a team of Learning Specialists, Technical Writers, and a Certification Administrator. Developed learning initiatives for all new product and product upgrades for US-based and international operations (Canada, UK, Asia, South Africa, and India). Notable accomplishments include the following:

- Developed and administered a new employee development program, involving classroom training, on-the-job learning, self-study, and periodic face-to-face discussion groups.
- Designed an introductory computer-based training (CBT) course on Hewitt's core product, and managed outside development company in UK to produce the CBT.
- Introduced learning contracts and employee mentoring to the organization. Conducted management workshops on these topics.
- Introduced and fostered formal and informal knowledge sharing among team members through communities of practice.
- Developed a video and accompanying workbook for a self-study program on teaching from a One-Stop Document. Contracted with video production company, and managed process from pre-production through post-production

Unitech Systems, Inc. (1990 – 1995)

Manager, Technical Communications and Training

Supervised a team of technical communicators in developing and producing documentation, online help, and classroom training on Unitech Systems' information integrity products for a variety of platforms (OS/390, AS/400, UNIX, and VAX).

Cullinet Systems, Inc. (1987 – 1990)

Senior Instructional Designer

Designed and developed instructor-led courses for the Cullinet Banking System.

NETg (1986 – 1987)

Senior Product Developer

Designed and developed video and computer-based training on a variety of technical topics, including DB2 and VSAM.

Scientific Information Retrieval (1984 – 1986)

Instructional Designer and Technical Writer

Designed and developed instructor-led courses and documentation for SIR's database system.

Arthur Andersen & Co. (1980 – 1983)

Senior Consultant

Conducted business analyses for clients; specialized in health care and insurance.

PROFESSIONAL DEVELOPMENT

Formal

- Preparing for the Tenure and Promotion Review Workshop; RU (October, 2008)
- Imagination in Education Research Group Conference; Vancouver, Canada (2007)
- World Usability Day Conference; Chicago (2006, 2007)
- Roosevelt University Mini-Conference on Teaching (RUMCOT) (2005, 2006, 2008)
- Advanced Qualitative Research Methods (ELOC 686); audited this doctoral course to prepare for a qualitative research study; RU (2005)
- Ideas Festival, Aspen Institute; Aspen, CO (2005)

Informal

- Adobe Captivate; taught myself to use in order to teach current iteration of E-Learning Course Authoring (TRDV 453)
- Adobe Dreamweaver, Learning Site and CourseBuilder; taught myself to use in order to teach earlier iteration of E-Learning Course Authoring (TRDV 453)
- Center for Teaching and Learning (CTL) Book Club (2005 - 2009)

PROFESSIONAL MEMBERSHIPS

- American Association of University Professors (AAUP)
- American Educational Research Association (AERA)
- American Society for Training and Development (ASTD)
- Association for Multimedia Communication (AMC)
- Association for Supervision and Curriculum Development (ASCD)
- Chicago Chapter, American Society for Training and Development (CCASTD)
- Chicago Chapter, International Society for Performance Improvement (CISPI)
- International Society for Performance Improvement (ISPI)

SERVICE

Service to Roosevelt University

- Member, Faculty Issues Committee (2007 - present)
 - Developed a Blackboard community site for the committee
- Member, Campus Planning and Development Committee (2006 – present)
- Member, Grading Task Force (2006 – 2008)
- Panelist, RU Perspectives Program (2006)
- Member, Faculty Senate (2005 - present)
- Member, University Portal Committee (2005 – 2008)
- Faculty Advisory Board Member, Mansfield Institute for Social Justice and Transformation (2005 – present)
- Judge, Black History Month Scholarship Contest (2005)

Service to Evelyn T. Stone College of Professional Studies

- Member, Search Committee, Assistant/Associate Professor, Bachelor of Professional Studies in Organizational Leadership (2008 - 2009)
- Member, Search Committee, Assistant/Associate Professor and Department Chair, Graduate Program in Training and Development (2007, 2008)
- Chair, Curriculum Committee (2004 - 2008)
 - Developed a Blackboard community site for the committee
 - Developed a committee handbook
- Member, Distance Learning Committee (2004 - 2008)

Service to the Graduate Program in Training and Development

- Created a certificate program: Online College Teaching (2009)
- College of Professional Studies Student Awards: presented TRDV student awards (2007, 2008)
- Department Co-Chair (2007 - 2008)
- Program newsletter: initiated and served as original editor/faculty advisor (2007 - 2008)
- Digital Bootcamp for Dreamweaver: initiated and co-developed non-credit workshop on Web page development for TRDV students (2006)
- Graduate Student supervision (2006 - 2008)
- Mentor to adjunct faculty (2006 – present)
- Represented the TRDV Program at the three-day ASTD Leadership Days (July, 2006)
- RU Online courses developed or substantially revised:
 - Adult Learning Theory and Application (TRDV 422)
 - Blended Learning Solutions (TRDV 438)
 - Coaching and Mentoring (TRDV 445)
 - E-Learning Course Design (TRDV 439)
 - E-Learning Course Authoring (TRDV 453)
 - Learning Technologies (TRDV 450)
 - Global Training (TRDV 431)
- Curriculum analysis of e-Learning concentration; analysis of competitive programs leading to redesign of e-Learning courses (2005 - 2006)
- Faculty advisor to online students (2004 - present)

- Information Sessions (2004 - present)
- Open Houses (2004 - present)
- Program advising for prospective students (2004 – present)

Service to the Profession and the Community

- Literacy Chicago (1995 – 1998)
 - Associate Board Member (2009 – present)
 - Tutor, (1995 – 1998)
- Illinois Safe Schools Alliance (2013 – present): Member, Education and Training (EAT Committee)
- Member, Peer Review Panel, for the Journal of Online Learning and Teaching (2008 - present)
- Member, Dissertation Committee for Loren Moore, National-Louis University. Adult and Continuing Education Doctoral Program. (2007 - 2009)
- Member, Business Intelligence Board, Chief Learning Officer magazine (2006 - present)
- Member, Faculty Support Committee for Hotel Workers Rising/Unite Here! Local 1 (2006 - present)
- E-Learning columnist for Performance, the newsletter of CISPI (2005 - 2006)
- Judge for Brandon Hall E-Learning Awards (2005, 2006, 2007, 2008, and 2009)
- Member, Executive Committee of Green Street Project (2005 - 2007)
- Member, Dissertation Committee for Robert E. Lee, DePaul University. School of Education. (2005 - 2006)
- Volunteer, ChicagoCares (2000, 2001)
- Judge for The Society for Technical Communication annual contest, local (1991 -- 1994)

SOFTWARE PACKAGES AND TOOLS

- Adobe Connect (Synchronous instruction, webinars, and lecture capture)
- Blackboard (Asynchronous instruction)
- Blogger and WordPress(Course blogs)
- Captivate 9.0 (Self-paced Web-based Training authoring)
- Dreamweaver CS5 (Web sites/pages)
- Jing (Screen capture)
- Microsoft Office 2010
- Skype (Synchronous office hours)
- SnagIt (Screen capture and video podcasts)
- Xtranormal (Animated videos)
- Zoom (Synchronous instruction, webinars, and lecture capture)