

# PAULA YODER, Ed.D. M.S. EHRD

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## HIGHER EDUCATION ADMINISTRATION AND PUBLIC POLICY HUMAN RESOURCE DEVELOPMENT EDUCATION MEDIA AND TECHNOLOGY

### TEACHING/SERVICE/RESEARCH

#### Learner / Achiever / Input / Strategist / Futuristic / Performance Management

Presenting 20 years of progressive academic experience in student instruction and advisement, oversight of academic programs (design and development), policy development, and best practices integration, while collaborating with colleagues to provide clear solutions to complex issues. Proficient in strategic course development designed to promote student growth and target differentiated learning. Experienced in organizing faculty and teams, analysing data, e-learning distance education course management, and coordinating project-based learning.

#### *Core competencies include:*

- Secondary and Higher Education Administration
- Business and Education Policy Design & Implementation
- Curricula & Organizational Development
- Interpersonal Skills / Relationship Building
- Texas Teacher/UII/Certified
- Regulatory & Standards Compliance
- Project & Performance Management
- E-Learning Distance Education
- Futuristic and Experiential Teaching
- Hyperflex/Hybrid/Virtual/Remote/F2F

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## ADMINISTRATION AND TEACHING EXPERIENCE

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TEXAS A&M UNIVERSITY HIGHER EDUCATION CENTER  
(July 2022-current)  
Clinical Assistant Professor/Jerry and Kay Cox Fellow

#### *Selected responsibilities:*

- Design and facilitate Level 200-600 courses: Human Resource Development, Education Media and Technology (TCMG)
- Serve as student advisement mentor on differentiated learning for students at HECM needing accommodations.
- Service Committee: EHRD Awards (Dr. Bailey), Justice Equity Diversity and Inclusion (Dr. Singer), Learning Design and Technology (Dr. Robideau, HECM Social Committee (Amir Sherahizad) and Catapult Grant Freedom Initiative Committee.
- Grant advisor: Green Fund Initiative and USDA.

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**ABILENE CHRISTIAN UNIVERSITY- ADDISON AND ABILENE CAMPUS'**

**Adjunct Faculty**  
(May 2017-Present)

***Selected responsibilities:***

- Design and facilitate Level 200-600 courses: Human Resources, Organizational Behaviour, Management Recruiting, Hiring and Educational Leadership.
- Serve as student advisement mentor on differentiated learning for students needing accommodations.

**GISD, FORT WORTH, TEXAS**

**CTE Tech Applications and DIGITAL MEDIA (current)**  
(July 2021-May 2022)

Create and implement Google Classroom and Canvas Learning Modules for 6-12 Educational Technology, and Health Courses. Create online learning modules supporting Faculty Development using Canvas LMS and Blackboard. Deliver face-to-face and online (flex learning modules).

- Design and implement digital Canvas Learning Courses district-wide/face-to-face and distance
- Serve as Advisor for District Curriculum Development k-12 health/technology applications
- Media and Technology Faculty Training

**CASTLEBERRY ISD, FORT WORTH, TEXAS**

**District Curriculum Development k-12 CTE Tech Applications and Health/UII Coach**  
(Aug. 2020 – 21)

Create and implement Hyperflex Canvas Learning Modules for 9-12 Educational Technology, and Health Courses. Create online learning modules supporting Faculty Development using Canvas LMS.

***Selected responsibilities:***

- Design and implement digital Canvas Learning Courses district-wide/face-to-face and distance
- Serve as Advisor for District Curriculum Development k-12 health/technology applications
- Media and Technology Faculty Training

**INSTITUTE FOR THE ECONOMIC EMPOWERMENT OF WOMEN/EAGLE ONLINE ACADEMY**  
**ADJUNCT FACULTY MEMBER**

(Jan. 2009 – current)

***Selected responsibilities:***

- Design and facilitate Business, Education, Technology, and Learning Management Systems, including Business Level 200-600 courses focus on human development, intro to educational theory and andragogy, women's studies/misogyny/equity/social justice/human resources/adult learning

**CLAYTON YOUTH ENRICHMENT SEL PROGRAMS, LLC, FORT WORTH, TEXAS**  
**DIRECTOR OF HUMAN RESOURCES AND LEARNING MANAGEMENT SYSTEMS**

(Dec 2018 – Aug 2020)

Oversee Learning Management and Department of Human Resources (Brainer). Executive Management Team Lead Culture Change integrating Digital Onboard, Career Development, and Management Succession Planning. Integrate Brainer supporting learning and development.

***Selected responsibilities:***

- Design and implement digital HRIS and SEL learning systems organizational-wide (Exponent, Brainier). Increase communication channels through multiple modalities to understand the needs of the employees and management teams developing strategic plans and courses aligned with organizational goals.
- Adeptly build positive and proactive relationships with colleagues, colleges and universities, and other professionals generating new partnerships and community networks including reporting to the board and advisory committees.

**TEXAS CHRISTIAN UNIVERSITY-FORT WORTH-FACULTY MEMBER- COLLEGE OF BUSINESS  
FACULTY MEMBER-WOMEN AND GENDERS STUDIES**

(Mar. 2009-2014)

- Facilitate College of Business and College of Education Women's Studies MOOC courses, Face to Face and Hybrid (Bonnie Melhart).

**TEXAS CHRISTIAN UNIVERSITY: THE NEELEY SCHOOL OF BUSINESS, Fort Worth, Texas  
DIRECTOR TANDY CENTER**

(Mar. 2008 – Aug. 2014)

Developed a collaborative model of business courses with senior faculty while administering programs for general business, executive leadership, strategy, and skill development including certificate and non-degree offerings. Strategically built community relationships to integrate service-learning initiatives through the transformation of curriculum, courses, and program events.

***Selected responsibilities:***

- Manage the recruiting and hiring of subject matter experts for course design and the management of team members' performance in the delivery of executive education courses.
- Provided oversight in the integration of E-learning modalities resources such as Moodle, Blackboard, Vista, PeopleSoft, and Banner.
- Oversee the 250,000.00 Centre budget allocated for program, course, and certification development including faculty fees.

**UNIVERSITY OF NORTH TEXAS PACE PROGRAM, Fort Worth, Texas  
FACULTY AND CMLE CONTRACT PROGRAM EXECUTIVE COACH**

(March 2010 – Aug. 2011 during TCU)

Performed learning management for Health Education Centre by establishing clear communication channels, teamwork activities, and ongoing program development supporting staff and faculty. Lead initiative to support PI CME's continuing education by connecting physicians to resources and information enhancing their professional development and patient care.

***Selected responsibilities:***

- Performed research and analysis activities for the PACE Program.
- Developed course training and coaching for practitioners.

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**LOCKHEED MARTIN AERONAUTICS, Fort Worth, Texas**  
**T&D/R&D HR BUSINESS PARTNER ORGANIZATIONAL DEVELOPMENT**  
(May 2006 – Mar. 2008)

Engineered the design and implementation of change and culture initiatives and courses by partnering with stakeholders, customers, and business partners on a regional, national, and global level (expatriates). Pioneered the transition process of projects related to organizational cultural awareness, EEO, and diversity efforts.

***Selected responsibilities:***

- Managed the corporate culture and sensitivity education courses designed to improve employee relations and bridge cultural gaps.
- Improved training programs through analysing and researching business training trends related to adult learning and continuing education courses.

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**EDUCATION & CREDENTIALS**

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TARLETON STATE UNIVERSITY— Stephenville, Texas  
**Doctor of Educational Leadership, Administration and Public Policy (2018)**  
**Bachelor of Agriculture and Human Sciences (2004)**  
**Education Media and Technology (2018)**

TEXAS A&M UNIVERSITY — College Station, Texas  
**Master of Science in Education and Human Resource Development (2005)**

***Awards and Affiliations***

Presidential Leader in Diversity Award, 2013  
TCU Jean Giles Sims Higher Education Teaching Award 2013  
Texas Diversity Council North Central President 2010-2014  
Academy of Human Resource Development  
Advisory Member Institute for the Economic Empowerment of Women

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**CERTIFICATIONS**

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- Texas Teachers
- Action Learning Coach
- Coveys 7 Habits of ...
- Institute for Aerobics Research
- ASTD Action Learning
- Conflict and Resolution Certificate Texas A&M University L&D
- DDI Emotional Intelligence
- Certified T the T Lean
- Certified Project Management
- MBTI
- Certified Manager-AMA
- Social and Emotional Learning Coach and 360 Assessment

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**RESEARCH**

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Yoder, P. 2018. IRB: 2017-102416-17021: A comparative analysis and phenomenological study: the relationship between critical thinking and Women's lived critical multicultural experiences.

Yoder, P. 2014. The Academy of Human Resource Development. The Application of Thomas Kuhn's Scientific Revolution to the Paradigm Shift of Technology and Adult Learning. Yoder, P. 2013.

Yoder, P. 2013. Texas Council of Professors of Educational Administration Graduate Research Exchange: The Application of Thomas Kuhn's Scientific Revolution to the Paradigm Shift of Technology in the Twenty-First Century; the ethnographic stories of a heart transplant recipient, a higher education administrator, a woman executive, and a retired veteran.

CEO Magazine 2014 Featured Article: Leading the Way.

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**REFERENCES**

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- Texas A&M University- Dr. Khalil Durani
- Texas A&M University- Dr. Jia Wang
- Texas A&M University Dr. Rhonda Fowler
- Abilene Christian University-Dr. Ian Shephard-325-260-7831-ixs03a@acu.edu
- Abilene Christian University-Dr. Don Pope-dnp00a@acu.edu-325-864-9611
- Abilene Christian University-Dr. Phil Vardiman-pxv02b@acu.edu-325-3707501
- UOG-Ms. Beth Zimmerman-817-773-1030-bzimmmtx@yahoo.com-bethzimmerman@uga.edu-706-542-4001
- Texas Christian University-Dr. Bonnie Melhart-Associate Provost ACU-b.melhart@tcu.edu- 817-726-4635
- Weatherford College- Vice President Institutional Research-Dr. Arleen Atkins-817-598-6276-a.atkins@wc.edu
- AxDev Vice President of Operations/University of North Texas Vice President Pam McFadden-mcfaddenpam695@gmail.com-817-691-4314
- West Texas A&M/Amarillo College/FWISD-Linda Parrish-817-851-7552-lgromowsky@reagan.com

Course Development

BUSA 532 Human Resources Management  
BUSA 636 Organizational Behavior: Hiring, Onboarding and Employee Career  
MGMT 373 Planning, Recruiting, and Hiring  
EDAD 370 Educational Leadership and Public Policy  
TCMG 409 Technology Integration and Design  
EHRD 203 Foundations of Human Resource Development