

## CURRICULUM VITAE

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## EDUCATIONAL BACKGROUND

- Ed.M.** Teachers College Columbia University  
Anticipated 05/17 *Interdisciplinary Studies in Education, concentrations in Adult Learning and Instructional Technology*  
Advisors: Prof. Lyle Yorks, Ed.D. and Prof. Ellen Meier, Ed.D.
- M.A.** Teachers College Columbia University  
2015 *Computing in Education*  
Advisor: Prof. Howard Budin, Ed.D.
- B.S.** Judson College  
2009 *Criminal Justice, Minor in Military Science*  
Advisor: Prof. John Webber, J.D.
- A.S.** Marion Military Institute  
2006 *General Studies*

## ADMINISTRATIVE and TEACHING EXPERIENCE

### **October 2014-Present: Manager, Curriculum and Training Development, General Dynamics Information Technology, Ft. Knox, KY**

General Dynamics Information Technology (GDIT) is one of the nation's largest defense contracting firms, providing information technology (IT), systems engineering, professional services and simulation and training to customers in the defense, federal civilian government, health, homeland security, intelligence, state and local government and commercial sectors. As one of the main divisions within the GDIT structure, the Defense Solutions Division's Integrated Enterprise Training Solutions sector is partnered with the U.S. Army to provide integrated curriculum and training solutions.

#### *Responsibilities include:*

- Overseeing the project lifecycle management and budget of the division's \$5 million U.S. Army Cadet Command Curriculum Development contract.
- Managing an instructional design staff of five curriculum developers and three eLearning developers in designing, developing, and evaluating four-years (288 hours) of andragogically-based Military Science curriculum and 58 hours of eLearning modules used by 273 college and university ROTC programs.

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- Supervising, hiring, and evaluating the performance of the instructional design staff on an annual basis.
- Inspecting all instructional development products for performance gaps and ensuring they meet the customer's educational objectives.
- Recommending changes to processes, policies and formatting to improve instructional design quality.
- Monitoring Army ROTC instructors facilitate sample in-class coursework and providing individualized feedback as to how the curriculum's functionality can align with their instructional style.
- Using Learning Management Systems (LMS), including Blackboard and Moodle, to distribute in-class curriculum and eLearning products.
- Establishing measures to exceed contractual performance through developing quality control plans that promote strict adherence to the customer's delivery schedule.
- Building positive, synergistic relationships with all contractual stakeholders.
- Cultivating new business opportunities with governmental and commercial organizations.

### *Significant accomplishments include:*

- Successfully delivering 107 hours of in-class curriculum and 10 hours of eLearning modules in the first year, resulting in the customer awarding the company a glowing Performance Assessment.
- Developing and implementing the company's first curriculum evaluation tool that quantitatively measures all learning objectives and the curriculum content, resulting in the customer gaining extremely valuable insight as to whether the curriculum is meeting its needs.

### **August 2013-October 2014: Senior Military Science Instructor, Engility Corporation, Marion Military Institute, Department of Military Science, Marion, AL**

Engility Corporation is a defense contracting firm, providing specialized technical consulting, program & business support services, engineering & technology lifecycle support, IT modernization & sustainment, and training and education solutions to federal, state, and local government clients. As training and education is a focus area within Engility's corporate portfolio, the company partnered with the U.S. Army to provide education and training solutions to the Reserve Officer Training Corps (ROTC) program.

### *Responsibilities included:*

- Serving as the lead faculty member for the Military Science (MS) II course (Fall 2013 and Spring 2014) and for a hybrid MS I course for Service Academy Preparation (SAP) Cadets (Spring 2014).
- Preparing course curriculum for in-class facilitation as well as for asynchronous use on the department's BlackBoard Learning Management System.
- Providing academic counseling for Cadets with academic alerts and developing achievable plans of action to increase academic proficiency. Regularly following-up to assess each plan's effectiveness.
- Representing the Military Science Department in meetings with the Chief Instructional Officer and other executive staff to align departmental syllabi and coursework with SACS-COC guidelines.

### *Significant accomplishments included:*

- Partnering with Auburn University-Montgomery's Outreach Center to provide an on-site leadership seminar for all Military Science I and II Cadets (Spring 2014).
- Collaborating with the Vice President for Student Affairs and implementing a new, hybrid Military Science course for SAP Cadets that combined the course content of the MS I and MS II courses.
- Drafting and implementing comprehensive pre/post class assessments to measure the overall effectiveness of assigned courses.

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- Coordinating with senior college staff to align U.S. Army Cadet Command syllabi Learning Objectives, Departmental Learning Objectives and overall course outcomes with the college's needs for SACS-COC regional accreditation for the first time in the department's history.
- Consistently receiving excellent reviews on course surveys.

### **August 2012-August 2013: Recruiting Operations Officer, Engility Corporation, Marion Military Institute, Department of Military Science, Marion, AL**

#### *Responsibilities include:*

- Seeking input from staff and departmental leadership to develop streamlined and innovative approaches to recruit and retain students.
- Coupling strategic initiatives, recruiting, and marketing plans with the college's admissions staff.
- Scheduling and attending recruiting fairs and on-campus marketing events.
- Contacting all Army ROTC leads to assess interest in the program and discuss program offerings.
- Overseeing and reporting the status of all prospective student applications.
- Managing a marketing and advertising budget of \$18,000
- Compiling all Army ROTC scholarship packets for incoming college freshmen and stewarding each packet through the department's approval process.

#### *Significant accomplishments include:*

- Crafting a targeted recruiting plan for relevant markets, resulting in 85 quality applications to the Army ROTC department for Fall 2013 — 21% of the college's applications.
- Developing a leads-to-enrollment forecasting model that projects decisive admissions metrics, including the number of applications needed for the department to meet its enrollment mission.
- Optimizing the department's lead and scholarship management databases, resulting in reductions in lag times for prospect contact and \$1.8 million in scholarships being successfully awarded for FY13.

### **December 2010-August 2012: Assistant Professor of Military Science, U.S. Army Cadet Command, Marion Military Institute, Department of Military Science, Marion, AL**

#### *Responsibilities include:*

- Serving as the lead faculty member for the MS II course (Spring 2011, Fall 2011, and Spring 2012).
- Preparing course curriculum for in-class facilitation as well as for asynchronous use on the Department's BlackBoard Learning Management System.
- Providing academic counseling and developing achievable plans of action for Cadets with academic alerts to increase academic proficiency. Regularly following-up to assess the plan's effectiveness.
- Planning and executing the department's annual Officer Commissioning program.
- Serving as the departmental advisor for the Scabbard & Blade society.

#### *Significant accomplishments include:*

- Integrating the iClicker as an in-class instructional tool resulting in higher levels of student interaction.
- Collaborating with the Marion City Council and town Mayor to proclaim an annual Army ROTC Day.

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### PUBLICATIONS & PROCEEDINGS

- Master of Arts thesis in Computing in Education (*unpublished*): “Technological Abstinence in the Age of Technology: Fostering Equity In the Pedagogy of Steiner-Waldorf.”
- Clemons, A. (*submitted for Review*). “In Tandem: How Instructional-Design Theories and Processes Can Systematically Coincide”. *Journal of Applied Instructional Design*.
- Clemons, A. (*in preparation*). “Perpetuating Adult Learning: Assessing the Roles and Responsibilities of Stewarding Continuity in Adult Education In the Context of St. Thomas Aquinas and John Donne”.
- Clemons, A. (2013). “Operational Contract Support: Looking Forward By Looking Back”. *Army Sustainment Magazine*. October 2013.
- Clemons, A. (2012). “The American Taxation Model: A Perspective In Methods of Federal Finance and Deficit Stabilization”. Proceedings of the 50th Annual Southeast Decision Sciences Institute Conference. Charleston, SC.

### VOLUNTEER & COMMUNITY SERVICE

- **Educational Strategy Consultant**, *Cornerstone OnDemand*, 2015. Voluntary consultant for not-for-profit agencies and other commercial organizations, advising clients in best practices for implementing scaled training and learning solutions that support internal and external education programs. My current client is the national not-for-profit firm Corporation for Supportive Housing (CSH).
- **Co-Founder**, *Marion Philosophical Society*, 2014. In concert with COL (Ret.) Stanley Bamberg, to successfully brought the college’s first philosophical club to fruition.
- **Board Member**, *Friends of the Marion-Perry County Library*, 2013-2014.
- **Editorialist**, *Marion Times Standard*, 2012-2014. Wrote a regular politically-themed column titled “Across Party Lines”.
- **Advisor**, *Scabbard & Blade*, 2011-2012. Provided guidance and support to the Army ROTC Department’s academic Honor Society Scabbard & Blade.

### SELECTED MEMBERSHIPS

- *Member, American Psychological Association (APA)*
- *Member, American Educational Research Association (AERA)*
- *Member, Southeast Decision Sciences Institute (SEDSI)*
- *Member, Decision Sciences Institute (DSI)*
- *Member, Association of Quartermasters (ASQ)*
- *Member, Military Officers Association of America (MOAA)*