
Education

The George Washington University, **Ed.D., Human and Organizational Learning** (2004)
Dissertation: *Learning through relationships: A qualitative analysis of new graduate learning*
Central Connecticut State University, **M.S., Counseling and Student Development** (1983)
Villanova University, **B.S., Education** (Mathematics), magna cum laude (1981)

Adjunct Faculty Experience

(Personally designed all courses except where otherwise indicated)

LaSalle University

Master of Science in Instructional Technology Management (2012 – present)

- *The Adult as Learner – ITM 605 (100% online)*
- *E-Collaboration – ITM 640 (100% online)*
- *Client Communication and Consulting – ITM 630 (100% online)*

George Washington University

Executive Doctoral Program in Human and Organizational Learning (2008, 2011, 2017)

- *Foundations of Human and Organizational Learning – HOL 8700 (co-designed and co-taught)*
- *Adult Learning – HOL 381 (co-designed and co-taught)*

Drexel University

Master of Science in Human Resource Development (2012 – present)

- *Training and Development – EHRD 609 (100% online – college-designed)*
- *Performance Improvement – EHRD 606 (100% online – college-designed)*
- *Organizational Consulting – EHRD 600 (100% online)*
- *Principles of Adult Education – EDHE 660 (100% online – college-designed)*
- *Development of Human Resources – EHRD 604 (100% online – college-designed)*

Gwynedd Mercy University

Doctor of Education in Higher Educational Leadership in Higher Education (2016-present)

- *Dissertation Advisor*

Pennsylvania State University, Harrisburg

Master of Education in Training and Development (2014 - 2016)

- *Emerging Technologies – TRDEV 537 (100% online)*
- *Web-Based Training- TRDEV 532 (100% online)*

University of Georgia

Master of Education in Human Resources and Organizational Development (2015)

- *Training Design and Delivery – EHRD 7040e (100% online)*

Pennsylvania State University, Great Valley

Master of Education in Instructional Systems (2005-2012)

- *Constructivist Learning Environments – INSYS 527 (15% online)*
- *Instructional Design Models, Strategies, and Tactics – INSYS 525*
- *Performance Technology for Instructional Designers – INSYS 551*
- *Facilitating Organizational Change Through Learning and Development – INSYS 497*

Chestnut Hill College

Master of Science in Instructional Technology (2007-2011)

- *Principles of Instructional Design – GRIT 671 (90% online)*

Selected Publications and Professional Presentations

Published Articles

Peer-Reviewed Journals

- Lombardozi, C. and Tyler, J.A. (2017). Through a kaleidoscope: Dimensions of scholarly practice. *Advances in Developing Human Resources*, 19(3)
- Tyler, J.A. and Lombardozi, C. (2017). Ways of thinking, being, and doing: The scholar-practitioner mindset for successfully innovating HRD. *Advances in Developing Human Resources*, 19(3)
- Lombardozi, C. (2016). Challenges of learning in the flow of work: Scaffolding self-direction. *International Journal of HRD Practice, Policy, and Research* 1(2).
- Lombardozi, C. (2013). The SMART practice of scholarly practice. *Advances in Developing Human Resources* 15(3)
- Lombardozi, C. and Casey, A. (2008). The impact of developmental relationships on the learning of practice competence for new graduates. *Journal of Workplace Learning* 20(5).
- Lombardozi, C. (2007). Avoiding malpractice in HRD: Five imperatives for HRD professionals in organizations. *Human Resource Development Review* 6(9).

Practitioner Journals

- Lombardozi, C. (2016). Cultivating valuable learning environments. *TD* (January issue)
- Lombardozi, C. (2014). Taking blended learning to the next level. *Learning Solutions Online Magazine*, February 10, 2013. eLearning Guild
- Lombardozi, C. (2012). Re:Search column. *T+D* (July, August, October, and November).
- Lombardozi, C. (2008). Learning Environment Design. *Learning Solutions Online Magazine*, October 20, 2008. eLearning Guild.

Book

- Lombardozi, C. (2015). *Learning Environments by Design*. ATD Press

Academic Conference Presentations

Peer-Reviewed Symposiums (with proceedings)

- Lombardozi, C. (2012). *Learning Environment Design: A framework for designing comprehensive learning solutions in organizations*. Practice abstract presented at the AHRD International Conference, Denver, CO.
- Lombardozi, C. (2005). *Developing competence: The role of developmental relationships in workplace learning*. Paper presented at the Research to Practice Conference-Within-a-Conference, ASTD International Conference and Exposition, Orlando, FL.
- Lombardozi, C. and Casey, A. (2004). *The impact of developmental relationships on the learning of practice competence for new graduates*. Paper presented at the Research Conference on Human and Organizational Studies, The George Washington University, Ashburn, VA.

Peer-Reviewed Innovative Sessions and Workshops

- Lombardozi, C., Estes, B. and Packard, C. (2014). *Practical HRD: Steps toward leading the field through research*. Innovative session presented at the AHRD International Conference, Houston, TX.
- Lombardozi, C. (2011). *Educating the Scholar-Practitioner*. Innovative session presented at the AHRD International Conference, Schaumburg, IL.
- Lombardozi, C. (2010). *Educating the Scholar-Practitioner: A Model of SMART Practice*. Work-in-Progress presented at the New Horizons Research Conference at George Washington University, Ashburn, VA.
- Tyler, J., Lombardozi, C. and Short, D. (2010). *Resolving Tensions Between Simplicity and Complexity in HRD Practice: Building Scholar-Practitioner Competency in Translating Theory for Practice*. Innovative session presented at the AHRD International Conference, Knoxville, TN.

- Lombardozi, C. and Tyler, J. (2010). *Being a workplace champion of research and theory – how to do it, and to become better at it*. Pre-Conference Workshop presented at the AHRD International Conference, Knoxville, TN.
- Lombardozi, C. (2009). *Rethinking instructional design for the 21st century: The challenges and a solution*. Innovative session presented at the AHRD Conference, Arlington, VA.
- Lombardozi, C., Kehrhahn, M., Kormanik, M., Lehner, R. and Weinstein, M. (2007). *On becoming a scholar-practitioner*. Pre-conference workshop at the AHRD International Conference, Indianapolis, IL.

Practitioner Conference Presentations and Invited Speaking Engagements (abridged)

- Talent Development in the Digital Age: Designing Learning Environments*. Pre-conference workshop at the Association for Talent Development Conference, Atlanta, GA. May, 2017
- Nurturing Creativity: Inspired by Blockbuster Creators in Entertainment*. Concurrent Session. Association for Talent Development Conference, Atlanta, GA. May, 2017
- Cultivating Peer-to-Peer Learning in the Learning and Performance Ecosystem*. Concurrent Session, Learning and Performance Ecosystem Conference, Orlando FL. March, 2017
- Learning Ecosystems: Designing environments for learning*. Workshop for the E-Learning Guild Academy (delivered as two-day workshop, or as six-week online learning event). 2014, 2015, and 2016
- Curation: How to find the best learning resources*. Concurrent session, Learning and Performance Ecosystems Conference, Orlando, FL. March, 2016
- Fostering a Learning Culture: Six strategies for enabling people to drive their own learning*. Concurrent session, ATD Conference and Exposition, Orlando, FL. May, 2015
- Connected: Research-based principles for enriching social Learning*. Concurrent session, Learning Solutions Conference, Orlando, FL. March, 2015 and Online Forum, November 2015 (eLearning Guild)
- Scaffolding Learning in the Ecosystem: Helping People Thrive*. Concurrent session, Learning and Performance Ecosystems Conference, Orlando, FL. March, 2015
- Nurturing an environment for learning*. Gwynedd Mercy University Faculty Day Keynote, April, 2015
- Promoting Learning in the Digital Age: Designing Learning Environments*. Penn State Harrisburg, Invited speaking engagement, November 2014
- With Help From Our Friends: Research-based social learning strategies*. Concurrent session, ASTD Conference and Exposition, Washington DC. May, 2014 (Session also presented at ASTD Regional Conference, Drexel Hill, PA. May, 2014)
- Mining for Gold: Translating and positioning the best of HRD theory and research to improve practice*. With Martin Kormanik. Preconference workshop, AHRD International Conference, Houston, TX. February, 2014 (and at the AHRD conference in Arlington, VA, February, 2013)
- Learning Environments by Design: Curating resources for complex learning needs*. Concurrent session, ASTD International Conference and Exposition, Dallas, TX. May, 2013
- Being SMART About Practice: Practical guidelines for integrating research and practice*. Concurrent session, Greater Philadelphia Chapter of ASTD Regional Conference, Drexel Hill, PA. May, 2013
- Learning Environments by Design: Your role as curator*. Concurrent session, Training 2013 conference, Orlando, FL. February, 2013
- Learning Environments by Design: Comprehensive Solutions for Complex Business Needs*. Concurrent session presented at the Learning 2011 conference, Orlando, FL. November, 2011 (Session also presented at ASTD Regional Conference, Lafayette Hill, PA, May 2012)
- Strategizing Informal Learning: Making Order Out of Chaos*. Concurrent session, eLearning Guild Regional Symposium, Boston, MA. 2009
- Learning Environment Design: A ne(x)t generation ADDIE model*. Concurrent session, International Society for Performance Improvement Conference (ISPI), New York, NY. 2008

Professional Affiliations and Activities

Academic Affiliations

Academy of Human Resource Development

- Editorial Board, AHRD-ATD Science of Learning blog partnership (2015-present)
- Editorial Advisory Board, Advances in Developing Human Resources (2013-present)
- AHRD Scholar-Practitioner Special Interest Group Steering Committee (2009-2016)
- “Practical HRD” Project Chair, Scholar-Practitioner SIG (2013-2015)
- Conference submission Peer Reviewer
- **HRD Review** Peer Reviewer

Professional and Organizational Development Network in Higher Education

- Reviewer, POD Network conference

Academy of Management

Professional Affiliations

Association for Talent Development (previously ASTD - American Society for Training and Development)

- Advisory Group, Science of Learning Community of Practice (2013-2014)
- Advisory Group, Higher Education Special Interest Group (2012- 2014)
- ASTD Selection Committee for Board of Directors (2006-2007)
- Development team for ASTD’s Certified Professional in Learning and Performance (CPLP) Designation (2005-2006)
- Leadership Council, Delaware ASTD (1998 – 2000)

E-Learning Guild

- Designer and instructor, E-Learning Guild Academy
- Author, Learning Solutions online magazine

Online Learning Consortium

Career History

Consultant and Founder, Learning 4 Learning Professionals, Wilmington, DE 2012 – present

Design and facilitate learning and development activities for designers, facilitators, learning consultants, learning leaders, and faculty. Authored the book, *Learning Environments by Design*. Offer customized seminars and webinars, learning community and team activities, research summaries and white papers, and individual consulting and coaching. (Independent consultant)

Director, Center for Creative Instruction and Technology

Delaware Technical Community College, Dover DE 2015 – 2016

Led faculty development and technology integration efforts across four campuses up and down the state. Managed 15-person team of instructional designers, learning strategy coordinators (faculty members who act as collaborators and coaches), educational technologists, media specialists, and Blackboard administrators. Collaborated with VP of Academic Affairs and Deans of Instruction in transforming teaching and learning at Delaware Tech.

Senior Consultant / Manager, Vanguard University, Vanguard, Malvern, PA 1998 – 2012

Crafted comprehensive learning strategies for employees in learning and development and HR functions, including designing and facilitating seminars. Applied and shared professional expertise, and researched and synthesized industry practices to inform strategy and decision making at the senior level. Coached high potential crew in rotational roles. Also managed instructional design for three years (with 3 managers and 21 designers), encompassing curriculum development, needs assessment, and managing resources.

Manager, Training and Development, Blue Cross Blue Shield of Delaware 1989 – 1998

As manager of Human Resource Development for 4 years, oversaw design, development, and implementation of new hire training and tenured employee skill-building workshops. Managed quality review and improvement. Led Corporate Education for 5 years, which included assessing and prioritizing company-wide training needs. Designed and facilitated management development programs. Both roles involved managing 4-5 designers/facilitators.

Career Consultant 1987 – 1989

Executive Marketing Service, Philadelphia, PA and James S. Wainwright & Associates, Hartford, CT

Provided comprehensive career consulting on an individual basis to clients in diverse fields. Services included exploring career options, developing personal marketing materials, teaching personal marketing strategies and skills, and coaching clients.

Senior Trainer, Corporate Training and Development, The Travelers, Hartford, CT 1986 – 1987

Facilitated and designed management development programs and professional and interpersonal skills training.

Assistant Director, Student Life, Roger Williams University, Bristol, RI 1983 – 1986

As assistant director in career services, provided comprehensive career choice and job hunting advice to students and alumni. As assistant director of residence life, was responsible for resident assistant training and residence hall activities.