Andrea Nance

Digital Innovator & Strategic Leader in Learning

NanceAndrea7777@gmail.com ✉

336-366-7889 📞

DisrupterDesigns.com 💻

linkedin.com/in/Andrea-Nance/ 🔗

Skills

- Instructional Design
- Executive Presence
- Emerging Tech in Learning
- Learning Needs Assessment
- Learning Theory
- UX / UI Design
- Data Visualization
- Agile Development

Education

MS, Instructional Technology
East Carolina University,
Greenville NC

BS, Biology / BA Chemistry
Salem College,
Winston-Salem, NC

Professional Organizations

- Educause
- eLearning Guild
- ATD
- SHRM

Experience

Global Manager LMS and Digital Learning
2018 – present HanesBrands
Led global learning and development strategy to implement learning initiatives, increase accessibility, and foster collaboration. Consulted with internal subject matter experts to assess learning needs and design custom solutions. Managed multiple vendor relationships and projects.

- Established global learning consortium to launch mobile learning, new manager training, and global audio book discussion groups
- Created digital transformation program that addressed employee upskilling, company culture, and innovation growth enablement
- Developed virtual reality-based immersive learning experience to teach visual merchandising to retail employees
- Prototyped and tested augmented reality-based product knowledge tool that provided in-the-moment access to data for consumer engagement
- Analyzed talent review data to identify development need trends. Developed learning pathways to support trends
- Designed new manager development program that fostered peer to peer learning, cross-functional knowledge share, and reverse mentoring
- Established Global Learning and Development internship program to identify talent pipeline and recruit new skills

Instructional Design and Development Manager
2017-18 Wake Forest School of Medicine
Led and scaled instructional design team. Identified and scoped instructional design projects and assigned to team members. Provided coaching and leadership support in the areas of adult learning theory, learning solution design, measurement, and project management to faculty, staff, and leadership. Established standardized team procedures for project management and tracking. Built new internal and external collaborative partnerships.

- Directed first revenue-generating project for the Center for Experiential and Applied Learning
- Established a local Community of practice for educators, trainers and instructional designers at Wake Forest School of Medicine. Founded a global special interest group with AAMC for instructional designers in Medical Education
- Founded the Southern Learning and Technology Expo (SLATE). Chaired Think Tank committee to plan professional development conference that was attended by instructional designers and educators across NC, VA, and TN

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Certifications

- User Experience Design
- Organizational Learning & Development
- Measuring Learning Effectiveness
- Brain-Based eLearning Design
- Predictive Index Analyst
- Communicating with Diplomacy and Tact
- iLead Leadership Academy
- Situational Leadership

Technical Skills

- ● ● ● ● ● Articulate
- ● ● ● ● ● Camtasia
- ● ● ● ● ● LMS Administration
- ○ ● ● ● ● Audio/Video Editing
- ○ ● ● ● ● 360° Videography
- ○ ● ● ● ● AR/VR Development
- ○ ○ ● ● ● Adobe Creative Suite

Learn more about me on my website and blog

DisrupterDesgins.com

Experience Continued

Curriculum Development, Management, and Design Specialist
2014-2017 Wake Forest School of Medicine
Provided instructional design guidance to subject matter experts in planning, designing, developing and implementing various course elements for online, instructor-led, and blended environments. Scoped and managed contract and grant-funded instructional design projects. Translated needs analysis into detailed learning solutions and delegated as needed. Managed and developed junior instructional designers.

- Utilized learning management systems (LMS) to deliver, monitor, and map curriculum
- Led curricular initiatives in Wake Forest School of Medicine accreditation process. Established curricular related protocols, standardized course structure, and materials
- Developed and delivered diversity and inclusion training to address accreditation requirements
- Served as voting member and chair of multiple curriculum committees to ensure ongoing curriculum review and assessment
- Implemented two learning managements systems (LCMS+ for curriculum mapping and Canvas for student access)
- Coauthored funding application that was awarded to expand Instructional Design team. Led funder site visits, collected data, and wrote progress reports in accordance with endowment requirements
- Conducted annual technology needs assessments to evaluate new technologies and software. Implemented in 2014 and expanded to include library, CRNA, and PA programs

Program Manager
2011-14 Wake Forest School of Medicine
Oversaw the development and implementation of curricular initiatives in Biomedical Research Services & Administration (BRSA). Served as liaison to multiple internal departments to ensure cross-departmental coordination of educational efforts. Continually evaluated and improved curricular initiatives.

- Spearheaded Research Administrators Certificate Program. Designed specializations and customizable tracks
- Created digital toolkit for first time grant applicants
- Established institutional Responsible Conduct of Research (RCR) training program in accordance with federal grant funding guidelines
- Developed online searchable database of BRSA course offerings
- Created Study Coordinator orientation program that consisted of online courses and in-person trainings