

CURRICULUM VITAE
ERIC J. FOX

CONTACT INFORMATION

Business Address: Altius Education, Inc.
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San Francisco, CA 94118

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EDUCATION

2005 Ph.D. in Learning & Instructional Technology
Arizona State University
Tempe, AZ

Dissertation: *Comparing Strategies for Teaching Abstract Concepts in an Online Tutorial*
Dissertation Chair: Howard J. Sullivan, Ph.D.

2000 M.A. in Psychology
University of Nevada
Reno, NV

Masters Thesis: *Effects of Computer-Assisted Fluency Training on Concept Formation*
Masters Thesis Chair: Patrick M. Ghezzi, Ph.D.

1996 B.A. in Psychology, Summa Cum Laude
University of Nevada
Reno, NV

Honors Thesis: *Education in America: An Analysis of Purpose*
Honors Thesis Chair: J. Randall Koetting, Ph.D.
Minor: Anthropology

HONORS & AWARDS

2007–2008 Who's Who in American Education

2005 Award for Outstanding Practice by a Graduate Student in Instructional Design, Design & Development Division of the Association for Educational Communications & Technology

2004 Young Scholar Award, Research & Theory Division of the Association for Educational Communications & Technology

2000–2003 Regents Graduate Academic Scholarship, Arizona State University

1998–2000	Graduate State Grant Program Award, University of Nevada
1996	Endowed Doctoral Teaching Fellowship, West Virginia University
1996	Outstanding Senior Award, University of Nevada
1995	1 st Place in Undergraduate Student Paper Competition, University of Nevada
1995	Undergraduate Research Scholarship, University of Nevada
1995	Willard F. Day Outstanding Psychology Student Award, University of Nevada
1993–1994	Who's Who Among Students in American Colleges & Universities

PROFESSIONAL EXPERIENCE

1/2010–present	<p>Director of Instructional Design Altius Education, Inc. San Francisco, CA</p> <p>Description: Establish online course design and development procedures, policies, and standards; lead instructional development teams in the creation of fully online courses and curricula in a variety of content areas; select and implement digital learning object standards and repository.</p>
1/2010–present	<p>Owner & Director FoxyLearning San Francisco, CA</p> <p>Description: Sole proprietor and operator of a website that hosts and sells access to online learning programs and tutorials; design and develop online, self-paced, multimedia programs using Adobe Flash, PHP, and MySQL; develop and maintain custom website based on Drupal.</p>
1/2009–1/2010	<p>Dean of Instruction Saybrook University San Francisco, CA</p> <p>Description: Responsible for managing and developing the delivery mechanisms and tools used by Saybrook in the delivery of its curriculum in all modes of delivery; planned, designed, developed, documented, and tested online courses, online course training for instructors, and interactive Web applications; served as a senior member of the academic staff of the university; served as administrator of university learning management systems (eCollege and Moodle); managed two full-time library staff members.</p>
12/2004–12/2008	<p>Assistant Professor, Department of Psychology Western Michigan University Kalamazoo, MI</p> <p>Description: Tenure-track position in the department teaching instructional design, e-learning, learning theory, and statistics; supervised practica and research in the Industrial/Organizational Psychology and Behavior Analysis graduate programs; founded and directed Language, Cognition, & Instructional Technology research lab.</p>

- 1/2007–5/2009 Adjunct Professor, Department of Psychology
University of Nevada
Reno, NV
Description: Taught distance education graduate courses for the department's Behavior Analysis Satellite Masters Degree program.
- 8/1999–12/2008 eLearning and Web Design Consultant
Independent Contractor
Description: Create custom multimedia web-based training solutions using Macromedia Flash and related tools; develop instruction, assessments, and job-aids for a variety of content areas; review and adapt existing print content for online presentation; develop websites and web applications for organizations using tools such as Dreamweaver, Flash, Drupal, osCommerce, dotProject, PHP, and MySQL.
- 4/2001–8/2001 Technology Support Analyst
Distance Learning & Technology
Arizona State University
Description: Assisted faculty in developing learning technology components for new and existing at-distance courses; provided technical support services to students and faculty; assisted in management of Blackboard course management system.
- 1/2001–4/2001 Instructional Designer
Learning-Edge, Inc.
Chandler, AZ
Description: Developed computer-based training using proprietary authoring software; reviewed products to ensure compliance with quality standards; designed instructional modules for internal training purposes; trained other employees in use of authoring software.
- 7/1997–5/1998 Instructional Designer
Morningside Learning Systems
Seattle, WA
Description: Contributed to development of language arts instructional materials for elementary and secondary students; conducted formative evaluations of programs in public schools; provided technical support to faculty and staff of on-site private school.

TEACHING EXPERIENCE

- Courses Taught *Graduate*: Instructional Design, E-Learning, Web Design, Skinner's Behaviorism, Radical Behaviorism, Human Performance Technology, Verbal Behavior, *Preparing Future Faculty* Professional Development Seminar

Undergraduate: Introductory Psychology, Statistics for the Behavioral Sciences, Instructional Design

8/2001–8/2003

Graduate Teaching Associate, Graduate College
Arizona State University
Tempe, AZ

Description: Served as a Coordinator of the *Preparing Future Faculty* program; organized professional development seminars, reading groups, and workshops for doctoral students from across campus; developed course syllabus and assignments; created custom Access database to track students and alumni for program evaluation purposes.

8/2002–12/2002

Graduate Teaching Assistant, Division of Psychology in Education
Arizona State University
Tempe, AZ

Description: Assisted Dr. James Klein in formulation of course structure and requirements for department's first offering of a graduate-level human performance technology course; designed and delivered several lessons; reviewed and evaluated student work.

8/1998–12/1999

Graduate Teaching Assistant, Department of Psychology
University of Nevada
Reno, NV

Description: Managed computerized testing center for large, self-paced introductory psychology course; developed custom lab scheduling software; migrated course content and assessments to WebCT; served as department's WebCT and network administrator; supervised and trained undergraduate and graduate teaching assistants.

7/1997–5/1998

Graduate Teaching Assistant, Department of Psychology
West Virginia University
Morgantown, WV

Description: Managed testing center for several sections of a self-paced introductory psychology course; provided individual and group instruction to students; supervised and trained undergraduate tutors.

RELATED EXPERIENCE

8/2000–1/2001

Graduate Research Assistant, Division of Psychology in Education
Arizona State University
Tempe, AZ

Description: Assisted in development and implementation of workshop materials, assessment instruments, and website for \$1.15 million *Preparing Tomorrow's Teachers to use Technology* (PT3) implementation grant from U.S. Department of Education.

- 6/1999–7/2000 Academic Advisor, Department of Psychology
University of Nevada
Reno, NV
Description: Advised over 400 undergraduate psychology students on degree completion and career planning; contributed to department recruitment, retention, and orientation efforts; developed custom advisement website and tracking database.
- 6/1998–12/1998 Graduate Research Assistant, Early Childhood Autism Program
University of Nevada
Reno, NV
Description: Advised school officials and behavior therapists on provision of in-school services to children with autism; contributed to development of research-based language training and behavioral fluency instructional programs; participated in research lab meetings.

EDITORIAL EXPERIENCE

- 2010 Ad hoc reviewer, *The Behavior Analyst*
- 2006–present Review Board, *International Journal of Teaching and Learning in Higher Education*
- 2005–present Consulting Editor, *Educational Technology Research & Development*
- 2005–present Editorial Board, *Journal of Organizational Behavior Management*
- 2007, 2008, 2009 Guest Associate Editor, *Journal of Organizational Behavior Management*
- 2007 Ad hoc reviewer, *Journal of Applied Behavior Analysis*
- 2007 Ad hoc reviewer, *Journal of Educational Computing Research*
- 2005 Ad hoc reviewer, *European Journal of Behavior Analysis*
- 2005 Ad hoc reviewer, *Journal of Organizational Behavior Management*
- 2002–2003 Associate Editor, *Current Issues in Education*
- 1999 Ad hoc reviewer for educational software, Context Press
- 1995–1996 Newsletter Editor, University of Nevada, Reno Chapter of Psi Chi: The National Honor Society in Psychology
- 1994–1996 Production Staff Member, *The Interbehaviorist: A Newsletter of Interbehavioral Psychology*

1993–1994 Art Editor, *Sagebrush* (University of Nevada, Reno student newspaper)

PROFESSIONAL SERVICE

2009–present Member, Conference Planning Committee, WCET

2009–2010 Chair, Educational Technology Committee, Saybrook University

2009–2010 Member, Website Committee, Saybrook University

2009–2010 Member, Academic Leadership Council, Saybrook University

2009 Member, Organizational Systems Faculty Search Committee, Saybrook University

2007–2008 Executive Committee Member, Western Michigan University Department of Psychology

2006–2008 Board of Directors Member-at-Large, Association for Contextual Behavioral Science

2006–2008 Chair, Association for Contextual Behavioral Science Technology Committee

2006 Program Committee Member, The Second World Conference on Acceptance and Commitment Therapy, Relational Frame Theory, and Contextual Behavioural Science (London)

2005–2008 Undergraduate Training Committee Member, Western Michigan University Department of Psychology

2005–2007 Webmaster, ContextualPsychology.org (official website of the Association for Contextual Behavioral Science)

2005 Participant, Provost's Luncheon on the Faculty Survey on Student Engagement, Western Michigan University

2005 Planning Committee Member, Association for Contextual Behavioral Science

2004–2008 Behavior Analysis Training Committee Member, Western Michigan University Department of Psychology

2004–2008 Industrial/Organizational Psychology Training Committee Member, Western Michigan University Department of Psychology

2003–2004 Board of Directors Member, East Valley Chapter of the Arizona Civil Liberties Union

2003–2004 Webmaster, Arizona Civil Liberties Union

2003	Member, Professional Development Coordinator Position Search Committee, Arizona State University Graduate College
2003	Scientific/Program Committee Member, World Conference on Acceptance and Commitment Therapy, Relational Frame Theory, and the New Behavioral Psychology (Linköping, Sweden)
2002–2005	Webmaster, RelationalFrameTheory.com
2001–2003	Preparing Future Faculty Program Steering Committee Member, Arizona State University Graduate College
1999–2000	Founder and Coordinator, Instructional Design Reading Group, University of Nevada Department of Psychology
1999–2000	Webmaster and Technical Consultant, University of Nevada Department of Psychology

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Association for Behavior Analysis International
 Association for Contextual Behavioral Science
 Association for Educational Communications & Technology
 Organizational Behavior Management Network

PUBLICATIONS: PEER-REVIEWED ARTICLES

- Fox, E. J., & VanStelle, S. E.** (2010). The impact of Skinner's *Verbal Behavior* on organizational behavior management. *Journal of Organizational Behavior Management*, 30, 70-81.
- Carr, J.E., & **Fox, E. J.** (2009). Using video technology to disseminate behavioral procedures: A review of *Functional analysis: A guide for understanding challenging behavior*. *Journal of Applied Behavior Analysis*, 42, 919-923.
- Gross, A. C., & **Fox, E. J.** (2009). Relational frame theory: An overview of the controversy. *The Analysis of Verbal Behavior*, 25.
- Fox, E. J., & Sullivan, H. J.** (2007). Comparing strategies for teaching abstract concepts in an online tutorial. *Journal of Educational Computing Research*, 37 (3), 307-330.
- Fox, E. J.** (2006). Clarifying functional contextualism: A reply to commentaries. *Educational Technology Research & Development*, 54 (1), 61-64.
- Fox, E. J.** (2006). Constructing a pragmatic science of learning and instruction with functional contextualism. *Educational Technology Research & Development*, 54 (1), 5-36.
- Klein, J. D., & **Fox, E. J.** (2004, March/April). Performance improvement competencies for instructional technologists. *Tech Trends*, 48 (2), 22-25, 79.
- Fox, E. J., & Klein, J. D.** (2003). What should instructional designers and technologists know about human performance technology? *Performance Improvement Quarterly*, 16 (3), 87-98.

Fox, E. J., & Ghezzi, P. M. (2003). Effects of computer-based fluency training on concept formation. *Journal of Behavioral Education, 12* (1), 1-21.

PUBLICATIONS: BOOK CHAPTERS

Fox, E. J. (2008). Contextualistic perspectives. In J. M. Spector, M. D. Merrill, J. van Merriënboer, & M. P. Driscoll (Eds.) *Handbook of research on educational communications and technology* (3rd Ed.). (pp. 55-66). Mahwah, NJ: Lawrence Erlbaum Associates.

Fox, E. J. (2004). The Personalized System of Instruction: A flexible and effective approach to mastery learning. In D. J. Moran & R. W. Malott (Eds.), *Evidence-based educational methods* (pp. 201-221). San Diego: Elsevier Academic Press.

Hayes, S. C., **Fox, E. J.**, Gifford, E., Wilson, K., Barnes-Holmes, D., & Healy, O. (2001). Derived relational responding as learned behavior. In S. C. Hayes, D. Barnes-Holmes, & B. Roche (Eds.), *Relational frame theory: A post-Skinnerian account of human language and cognition* (pp. 21-49). New York: Plenum.

PROJECTS UNDERWAY

Flosason, T. O., **Fox, E. J.**, Huitema, B., & Koerber, J. L. (under review). *Interteaching in an undergraduate statistics course: The role of the interteach.*

Koerber, J. L., Fox, E. J., & Dickinson, A. M. (in preparation). The role of double-reversed relations in a relational frame approach to teaching perspective taking to young children.

VanStelle, S. E., **Fox, E. J.**, & Dickinson, A. M. (in preparation). *The impact of Acceptance and Commitment Training on safe posture during an assembly task.*

CONFERENCE PRESENTATIONS

Flosason, T. O., VanWagner, M., Marmolejo, E. K., **Fox, E. J.**, & Squires, J. L. (2009, May). *Where are you going and how do you get there? The importance of professional development.* Paper presented at the annual meeting of the Association for Behavior Analysis, Phoenix.

Fox, E. J. (Discussant). (2009, May). *Four empirical investigations evaluating the efficacy of interactive technology in mastery-based college instruction.* Symposium conducted at the annual meeting of the Association for Behavior Analysis, Phoenix.

Koerber, J. L., & **Fox, E. J.** (2009, May). *Role of double-reversed relations in a relational frame approach to teaching perspective taking.* Paper presented at the annual meeting of the Association for Behavior Analysis, Phoenix.

VanStelle, S. E., **Fox, E. J.**, Blahnik, M. W., & Knight, M. (2009, May). *The impact of Acceptance and Commitment Training on safe posture during an assembly task.* Paper presented at the annual meeting of the Association for Behavior Analysis, Phoenix.

Fox, E. J. (Discussant). (2008, May). *Finding the frontier of fluency training: Lessons from an animal laboratory and two applied settings.* Symposium conducted at the annual meeting of the Association for Behavior Analysis, Chicago.

- Fox, E. J.** (Panelist). (2008, May). *Professional development series: How to give effective oral presentations*. Panel conducted at the annual meeting of the Association for Behavior Analysis, Chicago.
- Austin, J., Dickinson, A. M., **Fox, E. J.**, & McGee, H. (2008, May). *Western Michigan University: Industrial-Organizational Psychology Program*. Poster presented at the annual meeting of the Association for Behavior Analysis, Chicago.
- Fox, E. J.** (2007, November). *The need to move beyond Skinner's analysis of verbal behavior*. Invited address presented at the annual meeting of the Missouri Association for Behavior Analysis, St. Louis.
- Flosason, T. O., **Fox, E. J.**, & Koerber, J. L. (2007, May). *The role of cooperative learning in interteaching*. Paper presented at the annual meeting of the Association for Behavior Analysis, San Diego.
- Fox, E. J.** (Discussant). (2007, May). *This ain't your mama's Skinner box: How behavior analysis can "shape" corporate learning*. Symposium conducted at the annual meeting of the Association for Behavior Analysis, San Diego.
- Fox, E. J.** (Discussant). (2007, May). *Using self-monitoring to improve safety and health-related behaviors*. Symposium conducted at the annual meeting of the Association for Behavior Analysis, San Diego.
- Austin, J., Dickinson, A. M., & **Fox, E. J.** (2007, May). *Western Michigan University: Industrial-Organizational Psychology Program*. Poster presented at the annual meeting of the Association for Behavior Analysis, San Diego.
- Flosason, T. O., **Fox, E. J.**, & Koerber, J. L. (2007, May). *The role of the interteach in interteaching*. Poster presented at Western Michigan University Research and Creative Activities Day, Kalamazoo, MI.
- Fox, E. J.** (2006, July). *Open-source solutions for academic collaboration*. Paper presented at the Second World Conference on ACT, RFT, and Contextual Behavioral Science, London.
- Fox, E. J.** (Chair), (2006, July). *Relational Frame Theory and education I*. Symposium conducted at the Second World Conference on ACT, RFT, and Contextual Behavioral Science, London.
- Fox, E. J.** (Chair), (2006, July). *Relational Frame Theory and education II*. Symposium conducted at the Second World Conference on ACT, RFT, and Contextual Behavioral Science, London.
- Austin, J., & **Fox, E. J.** (2006, May). *Western Michigan University: Industrial/Organizational Psychology Program*. Poster presented at the annual meeting of the Association for Behavior Analysis, Atlanta.
- Fox, E. J.** (2006, May). *An overview of Relational Frame Theory and its relevance to Organizational Behavior Management*. Paper presented at the annual meeting of the Association for Behavior Analysis, Atlanta.
- Fox, E. J.**, Flosason, T. O., & Manes, B. (2006, May). *Psychological flexibility: A behavioral framework for studying and teaching critical thinking*. Paper presented at the annual meeting of the Association for Behavior Analysis, Atlanta.
- Fox, E. J.** (2005, October). *Constructing a pragmatic science of learning and instruction with functional contextualism*. Paper presented at the annual meeting of the Association for Educational Communications and Technology, Orlando, FL.

- Dickinson, A. M., Alavosius, M. P., Austin, J., & **Fox, E. J.** (2005, May). *Western Michigan University: Masters program in Industrial/Organizational Psychology*. Poster presented at the annual meeting of the Association for Behavior Analysis, Chicago.
- Fox, E. J.** (Discussant). (2005, May). *Analysis of verbal processes relevant to psychological disorders and to defusion strategies employed in treatment*. Symposium conducted at the annual meeting of the Association for Behavior Analysis, Chicago.
- Fox, E. J.** (2005, May). *Teaching RFT with RFT: Emphasizing relations among abstract concepts in an online tutorial*. Paper presented at the annual meeting of the Association for Behavior Analysis, Chicago.
- Fox, E. J.** (2004, May). *Redefining PSI for the 21st century*. Paper presented at the annual meeting of the Association for Behavior Analysis, Boston.
- Fox, E. J.** (2004, April). *New directions in concept learning and instruction*. Research colloquium presented to the Psychology Department at Western Michigan University, Kalamazoo, MI.
- Klein, J. D., Nguyen, F., Bevill, L., Winter, C., Reisslein, J., & **Fox, E. J.** (2003, October). *Teaching performance improvement: Can we help clients identify and solve their problems?* Paper presented at the annual meeting of the Association for Educational Communications and Technology, Anaheim, CA.
- Fox, E. J.** (2003, August). *Constructing a pragmatic science of learning and instruction with functional contextualism*. Paper presented at the World Conference on Acceptance and Commitment Therapy, Relational Frame Theory, and the New Behavioral Psychology, Linköping, Sweden.
- Fox, E. J.** (2003, August). *Reconceptualizing concept learning and instruction with Relational Frame Theory*. Paper presented at the World Conference on Acceptance and Commitment Therapy, Relational Frame Theory, and the New Behavioral Psychology, Linköping, Sweden.
- Fox, E. J.**, & Klein, J. D. (2002, November). *What should instructional technologists know about human performance technology?* Paper presented at the annual meeting of the Association for Educational Communications and Technology, Dallas.
- Fox, E. J.** (2002, May). *Behaviorists and constructivists in education: Can't we all just get along?* Paper presented at the annual meeting of the Association for Behavior Analysis, Toronto.
- Fox, E. J.** (2002, May). *Misapplying fluency training: The case of concept learning*. Paper presented at the annual meeting of the Association for Behavior Analysis, Toronto.
- Barnes-Holmes, D., O'Hora, D., Hayes, S. C., **Fox, E. J.**, Gifford, E., Wilson, K. W., & Dymond, S. (2001, May). *Derived relational responding, multiple stimulus relations and the transformation of stimulus functions as learned behavior*. Paper presented at the annual meeting of the Association for Behavior Analysis, New Orleans.
- Houmanfar, R., **Fox, E. J.**, Boyce, T. E., Roman, H., Mintz, C. M., & Garlock, M. G. (2000, May). *A new SPIN on the Personalized System of Instruction*. Poster presented at the annual meeting of the Association for Behavior Analysis, Washington, DC.
- Fox, E. J.**, Wilson, K. W., & Hayes, S. C. (1999, May). *Relational Frame Theory and behavioral fluency: Potential for improving the instruction of language skills*. Paper presented at the annual meeting of the Association for Behavior Analysis, Chicago.
- Ghezzi, P. M., & **Fox, E. J.** (1999, January). *The origins of discrete trials training*. Invited paper presented at the annual meeting of the California Association for Behavior Analysis, San Francisco.

- Wirth, O., Carlin, L. A., **Fox, E. J.**, & Chase, P. N. (1997, May). *Effects of transitivity training and instructions on the establishment and maintenance of equivalence relations*. Poster presented at the annual meeting of the Association for Behavior Analysis, Chicago.
- Fox, E. J.**, McCloskey, P. W., & Ghezzi, P. M. (1996, May). *Benefits to the proctor in a PSI course in introductory psychology*. Poster presented at the annual meeting of the Association for Behavior Analysis, San Francisco.
- Houmanfar, R., Nelson, H. A., **Fox, E. J.**, & Hayes, L. J. (1996, May). *Facilitating admissions to graduate training programs in behavior analysis*. Paper presented at the annual meeting of the Association for Behavior Analysis, San Francisco.
- Rehfeldt, R. A., Hayes, L. J., & **Fox, E. J.** (1996, May). *Establishing equivalence classes using second-order contingencies*. Poster presented at the annual meeting of the Association for Behavior Analysis, San Francisco.
- Houmanfar, R., Hayes, L. J., & **Fox, E. J.** (1995, May). *Effects of organizational contingencies on work activity reports*. Poster presented at the annual meeting of the Association for Behavior Analysis, Washington, DC.

WORKSHOPS

- Fox, E. J.** (2008, November). *Using Wikipedia for good and not evil: Enhancing learning through engagement in global knowledge construction*. Workshop presented to the staff of the Center for Teaching and Learning at Stanford University, Palo Alto, CA.
- Fox, E. J.** (2008, November). *Relational frame theory: A pragmatic approach to understanding and treating human suffering*. Invited workshop presented to the members of the Swedish Behavior Therapy Association, Stockholm.
- Fox, E. J.**, Koerber, J. L., VanStelle, S. E., & LaTour, S. (2008, May). *Helping Timmy tact toys: A systematic approach teaching concepts for applied behavior analysts*. Workshop presented at the annual meeting of the Association for Behavior Analysis, Chicago.
- Fox, E. J.** (2006, July). *Behavioral fluency and intensive behavioral intervention*. Workshop presented to the staff of the Children with Autism Reaching Excellence (CARE) Program at Beaumont Hospital, Berkley, MI.
- Stewart, I., McElwee, J., & **Fox, E. J.** (2005, May). *Early intensive behavioral intervention and Relational Frame Theory*. Workshop presented at the annual meeting of the Association for Behavior Analysis, Chicago.
- Fox, E. J.** (2004, November). *Flashing psychologists: Using Macromedia Flash to develop computer programs in applied and experimental psychology*. Invited workshop presented to the Psychology Department at the National University of Ireland, Maynooth.
- Fox, E. J.** (2004, November). *Flashing psychologists: Using Macromedia Flash to develop computer programs in applied and experimental psychology*. Invited workshop presented to the Psychology Department at the National University of Ireland, Galway.
- Fox, E. J.**, & Richardson, A. L. (2003, November). *Writing a terrific test: Guidelines for assessing student learning*. Workshop presented as part of Arizona State University's "Strategies for Success" workshop series for graduate students, Tempe, AZ.

Van Horne, M., Weiland, M., & **Fox, E. J.** (2001, May). *Adding pizzazz to your Blackboard course site*. Workshop presented to online faculty of the Arizona State University College of Nursing, Tempe, AZ.

Weiland, M., Sowden, B., & **Fox, E. J.** (2001, June). *Using Blackboard*. Workshop presented to online faculty of Arizona State University, Tempe, AZ.

SPECIAL SKILLS

Computer	Proficient in using Microsoft Office and Visual Basic; Adobe Dreamweaver, Flash, Freehand, Fireworks, Photoshop, Pagemaker, Captivate, and Acrobat; Knowledge Impact Firefly; Blackboard; WebCT; Moodle; eCollege; Sakai; dotProject; SPSS; HTML; CSS; PHP; MySQL; ActionScript; PHPSurveyor (LimeSurvey); SurveyMonkey; osCommerce; Drupal.
Graphic Arts	Extensive experience as a graphic artist, cartoonist, illustrator, and web designer

REFERENCES

Edward M. Cooper, Ph.D.

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Altius Education, Inc.
Phone: 415.533.0580
Email: ed.cooper@altiused.com

R. Wayne Fuqua, Ph.D.

Chair and Professor, Department of Psychology
Western Michigan University
Phone: 269.387.4474
Email: r.wayne.fuqua@wmich.edu

Ramona Houmanfar, Ph.D.

Assistant Professor, Department of Psychology
University of Nevada, Reno
Phone: 775.682.8693
Email: ramonah@unr.edu

Howard J. Sullivan, Ph.D.

Professor (Retired), Division of Psychology in Education
Arizona State University
Phone: 480.675.7687
Email: sully@asu.edu