

Anne R. Moore, DBA

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PROFESSIONAL SUMMARY

Learning Experience Designer and higher education professional with 20+ years of experience designing, evaluating, and delivering high-impact face-to-face and asynchronous online courses. Proven expertise in end-to-end course development within enterprise LMS platforms (**Brightspace/D2L, Canvas, Moodle**), Quality Matters (QM) course alignment, assessment design, and accessibility standards. Skilled in applying instructional systems design (ISD) principles across **in-person, hybrid, and online environments**, complemented by project management training, visual design fundamentals, and authoring tools (**Articulate Storyline and Rise**). Holds a **Doctor of Business Administration (DBA)** with a strong track record of translating complex content into clear, measurable learning outcomes.

CORE COMPETENCIES

Learning Experience Design | Asynchronous Course Design | Instructional Systems Design (ISD) | LMS Administration (Brightspace/D2L, Moodle, Canvas) | Quality Matters (QM) Framework | Course & Curriculum Development | Assessment & Rubric Alignment | eLearning & Microlearning Development | Articulate Storyline & Rise | Accessibility & Inclusive Design (WCAG) | Higher Education & Adult Learning | Project Management | Visual & Multimedia Design | Continuous Course Improvement | Student Retention & Engagement

PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

Project Management Foundations Project Management Institute Certificate (LinkedIn)	05/2026
Learning Program Management Project Management Institute Certificate (LinkedIn)	06/2025
Quality Matters Rubric Update, Seventh Edition South Florida State College—QM (ONLINE)	10/2023
The National Society of Leadership and Success NATIONAL UNIVERSITY (ONLINE) Certificate for completing the NSLS Foundations of Leadership Training Program.	03/2023
Introduction to Instructional Systems Design (ISD) Certificate ALISON (ONLINE)	07/2017
PAL Level I-III Certifications for D2L Online Teaching and Training (Canvas Getting Started) POLK STATE COLLEGE—WINTER HAVEN, FL	04-05/2017

SELECTED INSTRUCTIONAL DESIGN PROJECTS

- Articulate Storyline & Rise — eLearning Development | 2026**
- Cross-Cultural Communication: Navigating Difficult Conversations in Hybrid Teams:** An interactive microlearning course designed to strengthen clarity, trust, and collaboration in global and hybrid teams.
 - Essential Skills for Modern Collaboration: Creative Problem-Solving for Hybrid Teams:** An interactive microlearning course exploring creative problem-solving and effective teamwork in hybrid environments.
 - Creative Problem-Solving Under Pressure (Hybrid Team Simulation):** An interactive microlearning simulation guiding learners through real-time decision-making and collaborative problem-solving in hybrid team environments.

LEARNING & DEVELOPMENT EXPERIENCE

Assistant Professor of Arts and Humanities Webber International University – Babson Park, Florida - Promoted to Assistant Professor in 2024 after serving as Visiting Assistant Professor (2012–2024); previously served as adjunct faculty (2003–2012). - Designed and taught undergraduate courses using student-centered instructional strategies that promoted engagement, critical thinking, and measurable learning outcomes. - Managed multiple concurrent learning and organizational initiatives involving cross-functional stakeholders, coordinating project timelines, instructional resources, and continuous improvement efforts.	08/2012–present
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- Mentored students through individualized academic support, office hours, and ongoing feedback to improve learning outcomes and retention.
- Collaborated with faculty, academic leadership, and university committees to improve curriculum, assessment practices, student learning outcomes, and institutional initiatives.
- Coordinated university-wide digital art displays and contests to promote student engagement, creativity, and campus community involvement.
- Leveraged learning technologies, LMS platforms, and AI-supported instructional tools to enhance online teaching effectiveness and student engagement.

Adjunct Professor of Humanities

08/2010–present

South Florida State College – Avon Park, Florida

- Led course redesign resulting in Quality Matters certification, improving accessibility, learner experience, instructional alignment, knowledge checks, and overall course quality.
- Developed interactive and accessible instructional content, learner guides, assessments, digital resources, and HTML course templates to support consistent delivery and learner success.
- Supported digital transformation initiatives through the implementation and optimization of online learning systems (D2L), integrating innovative teaching methodologies and video conferencing into asynchronous learning environments.
- Developed instructional documentation, learner guides, assessments, and digital learning resources to support consistent delivery and learner success.
- Managed end-to-end planning, implementation, and continuous improvement of online learning initiatives, coordinating instructional resources, learner communications, and quality assurance across multiple concurrent courses.
- Collaborated across departments to support continuous improvement initiatives, evolving instructional technologies, and data-informed strategies to strengthen student engagement and learning outcomes.

Adjunct Professor

01/2011–12/2017

Polk State College – Winter Haven, Florida

- Contributed to art and humanities curricula, implementing innovative teaching methodologies for 75-100 online students per semester, ensuring relevance and alignment.
- Served on the Global Initiatives Committee, bringing awareness to Study Abroad and Cultural Exchange.
- Participated in organizing Cultural Exchange exhibitions, promoting a diverse and inclusive campus culture.

EDUCATION

Doctor of Business Administration (DBA) National University (formerly Northcentral University)

04/2025

- Global Business Management Concentration: Designed and conducted qualitative research on trust-building in global virtual teams, producing evidence-based recommendations for organizational effectiveness.

Master of Business Administration (MBA) Webber International University - Babson Park, Florida

02/2020

- International Business Concentration: Independently identified and established contact with a business in Naples, Italy, coordinated an executive meeting for a faculty-led international business study project, and contributed to comparative analysis of international and domestic business practices.

Master of Fine Arts in Interdisciplinary Arts (MFA) Goddard College - Plainfield, Vermont

01/2010

HONORS & AWARDS

Golden Key International Honor Society - NATIONAL UNIVERSITY (ONLINE)

04/2025

Omega Nu Lambda | NATIONAL UNIVERSITY, PHI CHAPTER National Honor Society of Online Students.

09/2023