

DAVE CORMIER

36 Villa Ave
Charlottetown, PE, Canada

dave@edactive.ca

@davecormier

902-394-6084

SENIOR LEVEL SYSTEMS CHANGE

Professional Profile

- Experienced strategic leader of complex educational systems and services, with expertise in digital infrastructure and pedagogy
- Proven success in leading, implementing, and optimizing organizational processes to support policy and programming: delivered a university Academic Plan, developed and implemented a K-12 educational technology strategy
- Team leader and facilitator with a consecutive track record of uniting disparate teams to work towards shared goals

Areas of Expertise

- Bilingual educator, advisor, and organizational analyst
- Longstanding open education practitioner: coined the term MOOC
- Successful problem-solver and educational change leader
- Strategic project director and planner
- International keynote speaker

PROFESSIONAL EXPERIENCE

Systems Change and Digital Integration

At the Department of Education, Early Childhood and Culture, Government of Prince Edward Island (2016-2018), I am responsible for leading the digital transformation of the department. Using an adaptive change approach, I lead a system-wide team dedicated to bringing about practical, sustainable digital change. By balancing inclusivity with a deadline-driven project-planning style, we are iterating towards a digital society.

- Led a collaborative process to renew **K-12 strategic planning** in PEI K-12. Developed a K-12 Plan approach to deliver a more unified and coherent vision for the PEI education system.
- Designed a **digital integration strategy** that focused on effective decision-making, practical professional development for teachers, and using the power of the digital to solve system-wide problems and progressive success.
- Working with Brilliant Labs to design a STELAM (Science, Technology, Engineering, Language Arts and Math) approach to Maker Education in the classroom.

- Founding member of the PEI government **Policy Innovation Group**, an intragovernmental organization with a mission of making effective multi-department change.
- Member of **ART (Abolition of Red Tape)**, a Lean Six Sigma-informed governmental team committed to improving process management issues.
- Member of the **Poverty Reduction Cross-Departmental Secretariat** an intergovernmental group working on poverty issues across the province
- Member of the **PEI Government Case Management Committee** an intergovernmental group working towards replacing our existing case management infrastructure.

Academic Planning and Retention

As Lead of the Academic planning process and Manager of Student Engagement and Retention at UPEI (2014-2016), I worked across the campus to consult, advise, and enact change in keeping with the strategic direction of the institution. I developed and delivered a 35-project Academic Plan, as well as project charters, quality assurance policies, and innovative programming and processes for the encouragement of good teaching practice and the transition of first-year students. The Academic Plan received near unanimous approval by the university administration, Senate, and Board of Governors.

- **Strategic visioning** - Designed campus digital feedback mechanisms, scope, and timeline for the project; dovetailed campus input with Strategic Plan and developed a coordinated policy framework for implementation.
- **Student transitions/New Student Orientation** - Developed a transitions strategy to help support students transition from high school to higher education. Designed new orientation strategy focusing on resilience.
- **Project Management** - Designed project management approach for 35 initiatives in UPEI Academic Plan.
- **Consensus building** - Designed and conducted an extensive stakeholder input process, feedback from which forms the core of the plan.
- **Policy innovation** - Developed alternate approaches for several key academic processes as well as a new way of tracking projects on campus. Working with PEI government Policy Innovation Group.
- **Student retention strategy** - Rebuilt the campus approach to student retention, focusing on clearly identified mentorship plans and use of learning analytics.

Student Relations Management

As UPEI's Project Lead, Student Relations (2013-2014), I sourced, assessed, and implemented a comprehensive CRM (customer relations management) process.

- **Strategic visioning** - Created the vision and strategy for the project, including framing recruitment through the lens of retention and student success.

- **Knowledge translation** - Created strategy for translating complex educational and workplace information for student body that includes local, Canadian and international students.
- **Change management** - Created strategy, responsibilities and workflows to ensure vision would work in the long term.
- **Consensus building** - **Built** consensus across inside the department and at senior levels to ensure effectiveness of new student Relations Management approach.

Communications

As Manager of Web Communications and Innovations at UPEI (2011-2013), I was responsible for re-designing and rebuilding the university website, and creating an effective strategy for accurate content and effective social media practices.

- **Knowledge management** - developed a strategy for managing, promoting, and prioritizing public university information.
- **Social media strategy** - Developed approaches and projects supporting the university mission through social media.

Social Learning

As an open education practitioner (2005-present), I contribute to a global network of education and technology professionals that boosts my thinking and learning on an ongoing basis, and allows me to engage internationally with issues driving change in education.

- **Dave's Education Blog** (2005-present). Writing and thinking aloud on topics related to digital technologies and education. <http://davecormier.com/edblog>
- **Rhizomatic learning community** (2014-2016). Initiated a collaborative community researching the possibilities of rhizomatic learning. Hosted, facilitated and fostered the open courses #rhizo14 and #rhizo15, each of which has exceeded its course framework and developed into a vibrant, distributed community.
- **Edtechtalk** (2005-2012). Hosted live weekly interactive webcasts from 2005-2012 (with occasional ongoing recurrences) at <http://edtechtalk.com> on topics related to education and technology. Consulted and collaborated on educational projects with other community members including Youth Voice, the National Writing Project, as well as guest lecturing on numerous open courses.

RESEARCH

- **Open Education** - Convener & host of Open Appetizers: What Open Can Do for Higher Ed, UPEI 2016; longstanding experimenter with open pedagogies.
- **Change in Education** - Co-Chair of #DLRN conference, Making Sense of Higher Education: Networks & Change, Stanford 2015. Currently examining change agents in higher education looking for patterns of success.

- **Rhizomatic Learning** - Researcher and originator of rhizomatic learning as a story for education and learning in a connected world. Host of ongoing open participatory courses and co-research into the topic.
- **Resilience** - Developed a university transitions model focusing on resilience.
- **University Transitions** - Served as institutional director of recruitment, retention, and planning initiatives and programs aimed at improving the successful transition of students to post-secondary education.
- **Learning Analytics** - Early adopter, disseminator, project creator, supporter and critic of data-driven analytics for education.
- **Futures Thinking** - Experienced in exploring the impact of technology on the future of higher education. Facilitated a MOOC on this in 2010.
- **MOOCs** - Early innovator and facilitator interested in the possibilities of connections at scale. Coined the term MOOC in 2008.

EDUCATION

- **Masters of Education, Literacies Education** - Mount Saint Vincent University, Halifax, NS - 2004
- **Bachelor of Arts, Philosophy** - Dalhousie University, Halifax, NS - 1997

WORK HISTORY

- **Digital Transformation / Strategy, Department of Education, Early Learning and Culture, Government of Prince Edward Island, Charlottetown PE (2016-2018)**
Educational Development Officer, K-12.
- **Retention / Student Engagement / Academic Strategy, University of Prince Edward Island, Charlottetown PE (2014-2016)**
Project Lead, UPEI Academic Plan.
Manager, Office of Retention & Engagement.
- **Lecturer, University of Prince Edward Island, Charlottetown PE (2006-2016)**
Academic writing; Educational Technology and the Adult Learner; Inquiry Studies
- **Student Relations / First-year Advisement & Success / Transitions / Domestic Recruitment, University of Prince Edward Island, Charlottetown PE (2013-2014)**
Manager, Domestic Recruitment & First-Year Success.
Project Lead, institutional CRM adoption.
- **Web Communications and Innovations, University of Prince Edward Island, Charlottetown PE (2011-2013)**
Designer, web content structure.
Manager, social media profile and growth.
Consultant, Enterprise Resource Planning (ERP).
- **Web Projects, University of Prince Edward Island, Charlottetown PE (2007-2010)**

Lead, transition of university website from HTML to CMS.
Developer, social media positioning.

- **Multimedia Technology and Cognition**, *University of Prince Edward Island*, Charlottetown PE (2006-2007)
Project Manager, \$4.2 database/virtual research environment (VRE) project, *Centre for Multimedia Technology and Cognition*.
Grant Developer/Writer, <http://livingarchives.ca>.
- **Curriculum**, *Holland College*, Charlottetown PE (2005)
Curriculum Consultant; Pilot, institution-wide Moodle adoption.
- **English Village Pilot Project**, *Department of Education, Gyeonggi province, South Korea* (2004)
Project Coordinator, technology and teacher training for \$70 million pilot.
- **Instructor of English**, *South Korea / Slovakia* (1998-2005)
English teacher in pre-school, elementary, and university settings teaching language skills, reading, and academic writing.

Keynotes & Invited Talks (35)

- **Behavioural insights and human-centered design: Exploring experimentation and design within the public service.** IPAC 2017, Panel Discussion, Charlottetown PE, 2017
- **Technology in education: A practical way forward.** CONTACT 2017, Charlottetown, PE, 2017
- **Connecting beyond content: The impact of the digital on higher ed (with Bonnie Stewart).** #T3: Transformative Teaching Through Technology, St. Norbert College, DePere, WI, 2016
- **The rhizomatic lens: Seeing learning from the perspective of abundance.** International Conference on Education, Research and Innovation, Seville, Spain, 2015
- **A hitchhikers guide to change in higher education (with Rebecca Peterson).** Digital Learning Research Network, Stanford University, Palo Alto, California, 2015
- **Connecting Beyond Content (with Bonnie Stewart)** Moodle Moot 2015, Montreal, 2015
- **Rhizomatic learning: Potentially massive, radically open but still an online course.** European MOOCs Stakeholders Summit, Mons, Belgium, 2015
- **Rhizomatic learning.** BC Distributed Learning Conference, Vancouver, BC, 2015
- **Open learning.** State Universities of New York annual learning conference, Syracuse, NY, 2015
- **Community as curriculum: Freeing learning from the constraints of measurement.** BETT 2015, London, England, 2015
- **Replacing the scarcity of knowledge with the abundance of education.** BETT 2015, London, England, 2015
- **Rhizomatic learning - The community is the curriculum.** Online Learning Consortium International Conference, Orlando, Florida, 2014

- **The impact of abundance on learning.** Canadian Higher Education IT conference (CANHEIT) National Conference, Charlottetown, PEI, 2014
- **Teaching and learning in a world of abundance.** CALICO Conference, Athens, Ohio, 2014
- **MOOCs for selfish reasons.** MIT, Cambridge, MA, 2014
- **How technology is changing how we teach history.** Canada's History Forum, Ottawa, ON, 2013
- **The new learner.** Vice-Chancellor's Forum on Learning & Teaching 2013, Suva, Fiji, 2013
- **Responsible learners.** Association for Learning Development in Higher Education (ALDINHE) Plymouth, UK, 2013
- **Education on the open web.** Book industry study group, New York, NY, 2013
- **Rhizomatic learning : A new metaphor for how we learn.** Connect 2013, Niagara Falls, ON, 2013.
- **MOOCs, rhizomes, and networks: Information literacies in a time of complexity and abundance.** WILU 2013, Fredericton, NB, 2013
- **The impact of technology on higher education.** EMadrid 2013, Madrid, Spain, 2013
- **You can't collaborate alone: Community as curriculum for lifelong learning.** Skolforum, Stockholm, Sweden, 2012
- **The opportunities and impact of educational technologies on higher education.** TIE Talk, University of Victoria, Victoria, BC, 2012
- **Making ideas collide: Openness for creativity.** Canadian Elearning Conference, Halifax, NS, 2011
- **Managing learning: The LMS, e-portfolios and personal learning.** EPweek, University of Guelph, ON, 2011
- **If Machiavelli and Montaigne grew mushrooms.** Northern Voice Blogging Conference, Vancouver, Canada, 2010
- **Open educational Resources: A potential for the future.** Your School Library: Designing the Future, online, 2009
- **Overcoming obstacles.** Prince Edward Island Site Tech Conference, Charlottetown, PE, 2009
- **We are not your [insert expletive] resource: Sustainable use of established communities in open education.** Open Education Conference, Vancouver, BC, 2009
- **Community as Curriculum.** Webhead in Action Online Convergence, online, 2009
- **A living archives: Exploring island heritage in the digital age (with Bonnie Stewart & Sandy McAuley).** Atlantic Educators Conference. Charlottetown, PE, 2007
- **Practical uses for blogging in an academic setting.** Let's Talk Teaching: University of Prince Edward Island, Charlottetown, PE, 2007
- **Snowclones, clichés and memes: The use of RSS to invert existing educational models to a more student-centered online model.** Future of Education Conference, online, 2007

- **The future of online education: Rhizomes and research...community as an educational model.** Web 2.0 Conference - University of Moncton, Moncton, NB, 2007
- **Applications and theory of educational social software.** Canadian Association of Distance Education, Winnipeg, MN, 2007
- **Virtual research environments.** JISC Next Generation Environments Conference, Birmingham, UK, 2007

Publications (14)

- Cormier, D. (2016). Orienting, Not Informing - Creating Belonging From Day One. *Inside Higher Education - Higher Ed Gamma*.
- Bozkurt, A., Honeychurch, S., Caines, A., Bali, M., Koutroloulos, A., Cormier, D., Community Tracking in a cMOOC and nomadic learner behavior identification on a connectivist rhizomatic learning network. (2016). *Turkish Online Journal of Distance Education*, 17(4), 4-30.
- Honeychurch, S., Stewart, B., Hogue, R., Bali, M., & Cormier, D. (2016). How the community became more than the curriculum: Participant experiences in #Rhizo. *Current Issues in Emerging E-learning*, 3(1), 26-40.
- Cormier, D. (2014). Rhizo14: The MOOC that community built. *INNOQUAL-International Journal for Innovation and Quality in Learning*, 3, 107-110.
- Alario-Hoyos, C., Pérez-Sanagustín, M., Cormier, D., Delgado Kloos C. (2014). Proposal for a conceptual framework for educators to describe and design MOOCs. *Journal of Universal Computer Science*, 20(1), 6-23.
- Cormier, D. (2013). Forget the learners, how do I measure a MOOC quality experience for ME?! *MOOC Quality Project*.
- McAuley, A., Stewart, B., Siemens, G., Cormier D. (2010). *The MOOC Model for Digital Practice*.
- Cormier, D., Siemens, G. (2010). Through the open door: Open courses as research, learning and engagement. *Educause Review*.
- Cormier, D. (2010). Community as curriculum. In D. Araya, & M. Peters, (2010). *Education in the creative economy: Knowledge and learning in the age of innovation*. New York, NY: Peter Lang.
- Cormier, D. (2009). Open educational resources: The implications for educational development. *Educational Developments*, 10(4).
- 52group. (2009). Preparing for the postdigital era. http://docs.google.com/View?id=aqv2zmc9bgm_51ft65rbn2
- Cormier, D. (2009). MUVE eventedness: An experience like any other. *British Journal of Educational Technology*, 40(3), 543-546.
- Cormier, D., Phipps, L., Stiles, M. (2008). Reflecting on the virtual learning systems - extinction or evolution? *Educational Developments*, 9(2).
- Cormier, D. (2008). Rhizomatic education: Community as curriculum. *Innovate* 4(5).

Teaching

- Summer 2016 - ED366 Educational Technology and the Adult Learner, University of Prince Edward Island, Charlottetown, PE.
- Spring 2016 - UPEI102 Inquiry Studies, University of Prince Edward Island, Charlottetown, PE.
- Fall 2015 - UPEI102 Inquiry Studies, University of Prince Edward Island, Charlottetown, PE.
- Winter 2015 - Rhizomatic Learning - Community as Curriculum. #rhizo15 Open Course.
- Spring 2014 - ED366 Educational Technology and the Adult Learner, University of Prince Edward Island, Charlottetown, PE.
- Winter 2014 - Rhizomatic Learning - Community as Curriculum. #rhizo14 Open Course.
- Spring 2013 - ED366 Educational Technology and the Adult Learner, University of Prince Edward Island, Charlottetown, PE.
- Summer 2012 - ED366 Educational Technology and the Adult Learner, University of Prince Edward Island, Charlottetown, PE.
- Summer 2011 - ED366 Educational Technology and the Adult Learner, University of Prince Edward Island, Charlottetown, PE.
- Fall 2011-Winter 2012 - Change11 Massive Open Online Course.
- Fall 2010 - PLENK2010 Massive Open Online Course.
- Summer 2010 - ED366 Educational Technology and the Adult Learner, University of Prince Edward Island, Charlottetown, PE.
- Spring 2010 - Futures thinking in education. Ngee Ann Polytechnic, Singapore.
- Fall 2009 - Introduction aux Technologies Emergentes (in French). University of Manitoba, online.
- Winter 2008-2009 - Introduction to Emerging Technology, University of Manitoba, online.
- Summer 2008 - Ed 366 Educational Technology and the Adult Learner, University of Prince Edward Island, Charlottetown, PE.
- Fall 2006 - English 101 Introduction to Academic Writing. University of Prince Edward Island, Charlottetown, PE.
- Spring 2006 - GLIT 6727 Foundations of Literacy Learning II. Mount Saint Vincent University, Halifax, NS.
- 2003-2004 - Introduction to Writing/Reading. Hannam University, Daejeon Korea.
- 2002 - Academic Reading V, Critical Reading, Writing VI, The Research Essay. City University of Bellevue Washington, Bratislava, Slovakia.
- 2000-2001 - Freshman/Sophomore reading/writing. Kyungnam Jungbo Dae (Community College), Busan, South Korea.