# Dionne Hicks

## INSTRUCTIONAL DESIGNER

## Education

**2022-2023**
Graduate Certificate in Instructional Design
 Western Kentucky University

**2019-2021**
M.A. in Adult & Higher Education
 Morehead State University

**2007-2009**
M.A. in Environmental Sociology
 University of Florida

## ID Competencies

Focus on user-centered design and fully accessible content that is informed by analytics and user behavior data.

Maintain a high level of technical literacy, enabling meaningful integration of instructional content with ed tech tools, workflows, and platforms.

Fluent in linear (ADDIE, etc.) and non-linear (Agile, etc.) design frameworks.

Utilize exceptional collaboration skills to align instructional design with user needs and organizational goals.

## About myself

Learning should spark curiosity, invite engagement, and solve real-world problems—and that's exactly what I design for.

My passion lies in transforming complex concepts into meaningful, accessible learning experiences that empower learners and drive results.
I thrive on collaborating and problem-solving to create learning solutions that are both innovative and practical.

My work is informed by educational neuroscience, grounded in adult learning principles, and built on proven instructional design models—but at its core, my work is driven by curiosity, empathy, and a commitment to making learning experiences that matter.

## Work Experience

**2022- current  |  KCTCS-Somerset Community College**
Instructional Designer

- Create effective, engaging, and inclusive learning experiences based on the science of teaching and learning. Assist faculty with content creation that evolves with LMS features.
- Redesign high-enrollment low-performance courses across the curriculum. Leverage data analytics to assess learner needs and work with faculty to refine content. At the one-year mark, redesigned courses saw an average decrease in failure and attrition rates of 20%.
- Provide professional development for faculty in educational technology tools such as Blackboard, Camtasia, etc. and provide training related to andragogical principles.
- Assist in the creation of competency-based education curriculum.

**2008-2024    |  University of Florida, Santa Fe College, Somerset Community College**
Instructor

- Subjects: Sociology, Criminology, and First Year Experience

## Additional Skills

| Skill | | Skill | |
|---|---|---|---|
| Blackboard LMS | | Needs Analysis | |
| Articulate Storyline & Rise | | Project Mgt. platforms | |
| Camtasia & Snagit | | Collaboration with SMEs | |
| Publisher LTIs | | AI tools | |

## Contact Me

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Instructional Design portfolio located at: Dionne.Hicks.Design.com