

# R. AMOS GLENN

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## RESEARCH ASSOCIATE

Successful record of research, project management, and technology development in several environments. Lead teams of educators, scientists, designers, researchers, and programmers in both industrial and institutional settings. Twenty years of experience in innovation and design of products and programs, mainly instructional. Responsible for budgets up to \$500,000 and teams up to 100 members. Research and development experience includes: game design, intelligent tutoring systems, web-delivered software development, online curriculum design, and instructional toy design. Doctorate in Instructional Design and Technology.

### AREAS OF EXPERTISE

- Strategic Leadership
- Project Management
- Mixed-methods Research
- Collaboration
- Program Design/Evaluation
- Instructional Design
- Information Presentation
- Teaching & Learning
- Front-end Development

## EMPLOYMENT HISTORY

### **CARNEGIE MELLON UNIVERSITY**, Pittsburgh, Pennsylvania

#### *LEARNING ENGINEER, Open Learning Initiative. 2016-present.*

I am **leading a team of research programmers and faculty** in the redevelopment of an online course, including the implementation of newly developed HTML-based cognitive tutor components.

- Designed 12 new interaction models to address problem areas
- Developed student interfaces for 9 interaction models

#### *RESEARCH ASSOCIATE III—ADAPTIVE INTELLIGENT TUTORS, HCII/SCS. 2014-2016.*

**Research project management** including recruitment of subjects, design of assessments, data collection, and data analysis. Used learning assessment tools to test machine learning algorithms.

- Organized, executed, and supervised a classroom-based study using **1600 students and a team of 9 researchers**
- Contributed to **chapter on Adaptive Learning Technology** for the 2nd edition of *The Handbook of Research on Learning and Instruction* edited by Mayer and Alexander

#### *RESEARCH ASSOCIATE II—COLLABORATION IN INTELLIGENT TUTORS, HCII. 2014-2015.*

Responsible for design of **mixed methods research** tools and data collection. Assisting in development of **user interface** used by students to collaborate at a distance through the intelligent tutoring system.

- Collected data through **eye-tracking** tools and **audio/video recording**
- Analyzed **computer logs** to investigate learning gains.

**RESEARCH ASSOCIATE II—CROWDSOURCING AND DESIGN, HCII. 2014-2015.**

Design and implemented **online tools to leverage crowdsourcing** during their design processes. Created activities for post-secondary students to learn better ways to interact with crowdsourcing platforms.

- Proposed and **created online tool** for students to collect feedback on designs while maintaining two-way anonymity.

**RESEARCH ASSOCIATE II— ENGAGE: INSTRUCTIONAL GAMES DESIGN, HCII. 2012-2014**

As part of a project designing instructional **games** (in Unity), I was **liaison** between the team of game designers at the *Entertainment Technology Center* and the team of learning scientists at HCII, working with both groups to determine game mechanics and features, design levels, and review user interfaces. I was also responsible for the design of **learning assessment instruments** and analysis of collected data.

- **Boosted a faltering project to meet all milestones** by introducing project management tools and clearer avenues of communication among diverse groups
- Proposed and **led innovation in computer mediated testing methods**, enabling studies to be run more efficiently and at a distance

**BRYN ATHYN COLLEGE, Bryn Athyn, Pennsylvania.****DISTANCE LEARNING CONSULTANT, 2012-2013**

Created the pilot course for new distance education program; Consulted on policies for new distance education program and in the Middle States Commission on Higher Education accreditation process

**SNAPOLOGY, Pittsburgh, Pennsylvania.****EDUCATIONAL DESIGNER, 2010-2012**

Responsible for educational **product development and deployment**, I focused on three areas: leading the design and production of new products, improving existing products, and supporting instructors.

- Participated in expanding from one to three locations (now over 20 locations using my material)
- **Remain active member of Snapology's Program Advisory Committee**

**PITTSBURGH NEW CHURCH AND SCHOOL, Pittsburgh, Pennsylvania.****PRINCIPAL and HEAD PASTOR, 2000-2010**

As principal of the elementary school and pastor to a growing congregation, my focus was on community-wide leadership and instruction. Managed staff and budget up to \$500,000. I developed new organizational systems for the local community as well as products and programs for the international parent organization, *General Church*.

- Member of **Education Leadership Team** providing executive leadership for the nation-wide system of schools
- Member of the national Curriculum Development Committee
- Controlled annual budget of \$500,000 and acquired over \$500,000 in grants
- Supervised the development of new teachers into career-level status

**GLENCAIRN MUSEUM, Bryn Athyn, Pennsylvania.****EXHIBIT COORDINATOR, 1995-2000**

Supervised museum interns and developed training materials. Managed installation of two new galleries.

## EDUCATION

**Doctor of Education**, *Instructional Design and Technology*, 2015, Duquesne University, Pittsburgh, PA,

**Master of Divinity**, *Education and Leadership*, 2000, Bryn Athyn College, Bryn Athyn, PA,

**Bachelor of Arts**, *Interdisciplinary*, 1995, Bryn Athyn College, Bryn Athyn, PA

## REFERENCES

**Norman Bier**, Director of Open Learning Initiative and Executive Director of Simon Initiative, *Carnegie Mellon University*, nbier@cmu.edu, 412-268-2847.

**Dr. Vincent Alevan**, Associate Professor of Human-Computer Interaction, *Carnegie Mellon University*, alevan@cs.cmu.edu, 412-268-5475

**Laura Coe**, Owner and Franchiser, *Snapology*, laura@snapology.com, 412-867-8057

## PUBLICATIONS

Hui, J., Jue, **R.**, Glenn, A., Gerber, E., Dow, S. **Using Anonymity and Communal Efforts to Improve Quality of Crowdsourced Feedback.** in *Proceedings of Human Computation and Crowdsourcing*, AAAI Press, 2015

**Glenn, A.** (2015). The relationships of word processing in academic work and student achievement scores on the national assessment of educational progress (Doctoral dissertation, Duquesne University).

Alevan, V., Dow, S., Christel, M., Stevens, S., Rosé, C., Koedinger, K., ... **Glenn, A.**, ... & Zhang, X., (2013). **Supporting social-emotional development in collaborative inquiry games for K-3 science learning.** *Games+Learning+Society Conference 9.0*

Christel, M., Stevens, S., Champer, M., Balash, J., Brice, S., Maher, B., **Glenn, A.**, ... & Harpstead, E. (2013, September). **Beanstalk: A unity game addressing balance principles, socio-emotional learning and scientific inquiry.** In Proc. Int'l Games Innovation Conf. IEEE, NY (pp. 36-39).