**Resume**

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*Resume* An electronic copy, and an on-line version of this resume, can be found at:

[http://www.InstructionalTech.Net/resume.htm](http://www.instructionaltech.net/resume.htm)

A Flash copy of my resume can be found at:

<http://www.instructionaltech.net/portfolio/Resume/index.html>

# **Education**

*Ed.S.* Instructional Technology, 2000

Department of Instructional Technology

Utah State University, Logan, UT

*Award:* Scholar of the Year – Dept. of Instructional Technology, 1999-2000

*Ph.D.* Special Education and Educational Psychology, 1982

University of Connecticut, Storrs, CT.

(Graduate Training Fellowship, 1979-81)

*M.S.* Special Education, 1976

University of Oregon, Eugene, OR

Graduated *Summa cum Laude*

(Graduate Training Fellowship, 1975-76)

*B.S.* Experimental/Behavioral Psychology, 1974

Boston College, Newton, MA

Graduated *Magna cum Laude*

*Award:* Scholar of the College -- Arts & Sciences, May 1974

(Full Tuition Grant-In-Aid, 1970-74)

**Professional Employment**

**011/08 -- Present Instructional Designer III.** Kaplan University Higher Education. Chicago, IL. Advanced planning of production elements for courses with Curriculum Specialists; advanced creation of innovative, interactive components for courses; review suggested course changes with Course Manager; identify opportunities for new learning activities (e.g., blog, wiki, team project, avatar, etc.); request needed course support materials from publishers and others; work with Course Manager to integrate new content or publisher content; work with Course Manager and SME’s for planning, implementation, and assessment strategies; mentor ID I’s and ID II’s (i.e. demonstrate and share best practices); research and investigate new tools and best practices; create production solutions; upload finished assets to the DAM (Digital Asset Manager); peer review courses with respect to curriculum content aspects; report status of courses to ID Manager and Curriculum Specialist; perform ID I and ID II tasks as needed, as well as duties or responsibilities as assigned.

**03/07 – 10/08 Assistant Dean of Curriculum.** Kaplan University Higher Education. Chicago, IL. Lead and manage teams of consultant, instructional designers, and editors to assure that course quality has a positive impact o retention rates and curriculum goals. This includes: assuring the course goals and outcomes are mapped to regulatory and accreditation standards, managing the development, evaluation and revision of program curriculum, courses, and content, maintain and track relevant material and development costs, develops and monitors all consultant contracts and agreements; pioneers state-of-the-art course development, maintenance, and monitoring tools; develops and maintains the project timeline for the development of each course; facilitate in the process of quality improvement and enhancement of existing courses; and monitors and maintains all data related to curriculum performance.

**1/02 – 03/07 Coordinator, Instructional Technology Design Program.** Providence College, Providence RI.Coordinate college- and foundation-supported instructional development activities that span faculty training and support, student training and support, team building and project management among faculty groups, web site design and development, instructional materials development, project management, development of the Instructional Technology Development Program, proposal development, some distance learning, much course development.

**12/00 – 1/01 Director of Instructional Technology.** Morehead State University, Morehead, KY.Coordinate Federally-funded Project activities that span faculty training and support, teacher training and support, student training and support, team building and product development among district teachers, web site design and development, instructional materials development, project management of multiple concurrent projects among the Project's stakeholder groups, some distance learning, much course development. The intent of the grant is to provide training and support to teachers and faculty integrating technology into their instruction.

**9/99 -- 7/00 Completed dissertation.** Utah State University. Completed and defended dissertation (multimedia hybrid CD entitled ***Titanic Remembered***). Diploma awarded. *Award:* Scholar of the Year.

**8/98 to 6/99 Associate Professor**, Department of Elementary Education, College

of Education,Arkansas State University, Jonesboro, AR 72401. Develop and design instructional routines and courses for the Educational Technology courses at Arkansas State. (Example:

Responsibilities included design and development of Smart Classrooms (e.g., video, LCD Projector, computer, Elmo, sound system), faculty training and support, computer lab design and development, supervision of three computer labs, graduate and undergraduate supervision and instruction, and Chair of the COE Technology Committee, among others.

**8/97 -- 7/98** **Graduate Fellow.** Produce Web-site training and on-line courses for the Department of Special Education and the CECSEP Project, a Federally

funded teacher training program specializing in distance

education. *Classes Taught:* Early education of Special Education Students

(Internet) and Introduction to Handicapping Conditions (on-line).

*Creative Project:* *Titanic Remembered,* an interactive hybrid CD.

***8/94 -- 8/97* Project Director.** Project CADRE, Appalachian State University, Department of Curriculum and Instruction, College of Education, Boone, North Carolina. *Classes Taught:* Instructional multimedia development, some special education, miscellaneous others. *Sessions Taught:* text and picture scanning, capturing, and editing; screen design; audio capture and editing; video capture and editing. *Programs Taught:* PowerPoint, Compel, Authorware, Harvard Graphics, Astound, and Action. *Utilities Taught:* Sound Forge, Desk Scan, OmniPage Pro, Adobe Premiere, Media Center, miscellaneous graphics editing programs.  *Administrative Duties:* Project Director for federally-funded grant ($900,000) project, to train ASU faculty, local teachers, and graduate and undergraduate students in the use of presentation and authoring programs.

***8/91 -- 8/94* Associate Professor.** Department of Special Education, South Carolina State University, School of Education, Orangeburg, South Carolina. *Courses Taught:* Introduction to Learning Disabilities, Emotional Disturbance, and Mental Retardation; Diagnostic-Prescriptive Teaching (graduate and undergraduate levels); Behavior Management. *Administrative:* Director of the Job Concerns Project, a Federally-funded grant ($186,000) to investigate burnout and other on-the-job problems in staff of residential and community programs for the disabled.

***6/89 -- 6/91* Assistant Director.** Southbury Training School, Resource Services, P.O. Box 872, Southbury, CT. *Administrated the following units:* Staff Training and Development, Volunteer Services, Information Services, Case Management, Infection Control, and Medical Records. $68,000,000 budget.

***9/88 -- 6/89* Systems Support Technician.** Validata Computers, Triangle Street, Amherst, MA. Telephone technical support, director of instruction for commercial classes, electronic component-level repair; a valuable apprenticeship in the world of computers.

***7/83 -- 8/88* Associate Professor.** Appalachian State University, Department of Language, Reading, and Exceptionalities, Boone, NC 28608. *Tenure Position.*

***9/81 – 6/83* Educational Consultant.** Seaside Education Associates, Lincoln Center, MA.

***5/80 -- 8/80* Director.** University of Connecticut, Preschool Teacher Training Program, Title XX.

***9/79 -- 8/81* Graduate Assistant.** University of Connecticut, Department of Special Education.

***8/78 -- 8/79* Visiting Instructor.** Arizona State University, Department of Special Education, Tempe, AZ.

***8/76 -- /6/78* Demonstration Classroom Teacher.** Utah State University, Exceptional Child Center, Logan, Utah.

***8/75 -- 8/76* Graduate Training Fellow.** The University of Oregon, Center at Oregon for Research in the Behavioral Education of the Handicapped (CORBEH).

***8/74 -- 5/75* Developmental Day Care Specialist.** Residential Teacher, Department of Education, Walter E. Fernald State School, Waltham, MA.

***Summers, 1972* Mental Health Assistant.** Basic Skills Training Unit, Green Blind Unit,

***1973, 1974*** Walter E. Fernald State School, Waltham, MA.

***Public School*  Teacher.**  Everett Public Schools, taught severely handicapped children

***1972-73, 1973-74*** based at the Basic Skills Training Unit, Greene Blind Unit, W.E.F.S.S.

## **Software Used**

**Graphics:** Boeing Graph; X-Press Graph; Jack In The Box; Quattro; Draw Applause; Harvard Graphics for DOS 1.0, 2.0. 3.0; Inset; Kai’s Power Tools (Plug Ins); 3D Choreographer; HiJaak Pro, 95; PhotoFinish; Photoshop LE; Photoshop 4.0, 5.0, 6.0, 7.0; Photoshop Elements 1.0 and 2.0; Picture Publisher; Jasc Media Center; CorelDraw 4.0, 5.0; Camtasia and SnagIt.

**Flash Animation:** Swish 2.0., SwishMax 3.0, SwishVideo, Camtasia Studio 6.0, Macromedia’s Captivate 3.0, Articulate’s Presenter 09, Engage ‘09, QuizMaker 09, Raptivity.

**Multimedia Presentation and Authoring:** Harvard Graphics for Windows 2.3, 3.0, 4.0, and 98; Authorware Professional 2.0, 3.0, 5.1; CBT Express; ToolBook 1.52, 3.0 (beta tester for ToolBook 3.0), 4.0, 5.0, 6.0, 6.5 8.0; Astound 1.0, 2.0; Quest 5.1; Compel 2.0; Freelance ’96; PowerPoint 7.0 (96), 97, 2000, 2002 (XP), and 2003, Articulate’s Presenter, Engage and QuizMaker 09; Lectora 9.1.

**Sound Editing:** SoundBlaster Ensemble, Sound Forge 3.0 to 9.0, Sound Forge XP 4.5, 5.0. 6.0, Acid Pro 3.0, Wave Studio, Media Studio Pro 1.0 and 2.0, various other WAV and MIDI editors.

**Video Editing:** Adobe Premiere 4.0, 5.1, 6.0 and Pro, Premiere Elements 7.0, Asymetrix’ DVP, ATI’s Video Edit, Media Studio Pro 1.0 and 2.0, MGI Soft VideoWave 4.0, 5.0; Vegas 3.0; DVD Creator 1.0; DVD Studio; Camtasia 6.0, various morphing and special effects programs.

**Graphics Editing:** Photoshop 3.0 to 7.0, CS1 to CS4; Photoshop Elements 2.0 to 7.0; various plug-ins and utilities.

**Web Site Development**: FrontPage 98, 2000, 2002 (XP) 2003, Adobe’s Pagemill/Sitemill 3.0, DreamWeaver MX 2002 and 2004, CS4; WordPad; HotDog Pro.

**Word Processing and Desktop Publishing:** MultiMate Advantage 4.0; Word Perfect for DOS 5.0, 5.1; Word Perfect for Windows 6.0a, 6.0b, 7.0, and 8.0; Professional Write; PageMaker 4.0, 5.0, 6.0, and 6.5; MS WordPad; MS Word 97, 2000, 2002 (XP) 2003 and 2007.

**Online Instructional Materials Development:** Adobe Acrobat Exchange 9.0; PowerPoint 2003  
 and 2007, Camtasia Studio 2.0, SnagIt 7.0, Macromedia Captivate 1.0, and Articulate’s Presenter 4.1.

**Electronic Publishing:** Adobe Acrobat Reader, Adobe Acrobat Distiller, Adobe Acrobat Exchange 3.0, 4.0, 5.0 and 5.5; PageMaker 5.0, 6.0, 6.5, and 7.0; MS Publisher 98, 2000, 2002 (XP) and 2003.

**DVD Creation**: Ulead’s DVD Workshop 1.0, 2.0; Sony’s Vegas + DVD 4.0 and 5.0.

**Data Base:** PC File Plus; Onfile; Reflex; Ize; dBase IV; FoxPro 2.0, 2.5, 2.6 and 3.0; Access 97, 2000, 2002 (XP).

**Spreadsheet:** Quattro; Super Calc; Lotus 123 2.1; Lotus Forecast; MS Excel 3.0, 4.0, 5.0, 97, 2000, 2003 (XP) and 2003.

**Financial:** Financial Navigator; DAC Easy Light; Money Counts; various tax programs, QuickBooks 1.0 and 2.0.

**Utilities:** Hard Disk Manager, DS Backup, DS Recover, DS Optimize, XTree, BurnDev, FormTool, Sidekick, Hard Disk Menu, Cubit Squeeze, Present It, SpinRite, Norton Utilities, Mace Utilities, Calendar Creator, Time Logger, MicroHelp Uninstaller, Various Video Drivers, Font Installer, Colorado Backup, Address Book, WinPost (Post-Its), Labels Unlimited, Norton’s Utilities, Norton’s Navigator, Norton’s Virus, Norton System Works 2002, and various others.

**Communications:** PC-VT, Bitcom, ProComm, WS-FTP Pro, various others.

**Statistics:** Statistical Package for the Social Sciences (SPSS) Version X (mainframe), Statistics with Finesse (micro), StatSoft CSS (micro), dBase Statistics, CSS Statistica.

**Project Management:** SuperProject Plus; Microsoft Project 2.0 to 4.0, 97, 98, 2000, 2007; Calendar Creator; QuickBooks 2.0; and People Scheduler 1.0.

**Scanning:** Deskscan II (graphics), OmniPage Professional 9.0 (text), ScanSoft PaperPort Deluxe 8.0 (text), various graphics import programs.

## **Presently Read**

**Most-recently Read**

Clark, R.C. and Mayer, R.E. (2008). *E-Learning and the Science of Instruction: Proven guidelines for consumers and designers of multimedia learning.* (2nd Ed). San Francisco: Wiley.

**Instructional Design Magazines**

TD: Training and Development (ASTD), EDUCAUSEreview (EDUCAUSE), EQ (Educause Quarterly; EDUCAUSE), weekly articles PDF from the eLearningGuild's Learning Solutions web site, also titled Learning Solutions e-Magazine.

**Computer/Video/Graphic Magazines:** *Web Developer (UK), PC Magazine, Computer Shopper,* VideoMaker, *Multimedia Producer, InfoWorld, Windows Magazine, Windows Sources, PC Magazine, CD-ROM Today, Multimedia World, Word Perfect for Windows Magazine, PC Magazine, Syllabus, Technical Higher Education (THE) Journal*, *PC Today, Family PC, Net Guide, New Media, Interactivity*.

**Newsletters:** ASCD *Education Update*, *The LD Link*, ASCD *Curriculum Quarterly*, ASCD *Curriculum Update*, OERI *Teacher Researcher*, U.S. Dept. of Education *Community Update*, *CEC Newsletter*, CEC Tech and Media Division *Connector*, CEC Division of Research *Focus on Research*, *American Indian Rehabilitation*.

**Professional Magazines:** EDUCAUSE; PC Magazine; Computer Shopper; VideoMaker; various other computer magazines; CEC *Exceptional Children*, CEC *Teaching Exceptional Children*, ASCD *Educational Leadership*, CEC *Teacher Education and Special Education* (TEASE), *Chronicle of Higher Education*.

## **Memberships in Associations**

* NERCOMP/EDUCAUSE -- 2002 to Present
* eLearning Guild (about) -- 2004 to Present
* American Society for Training & Development (ASTD) -- 2004 - Present
* Association for Educational Communications & Technology -- 1998-2001
* Association for Supervision and Curriculum Development -- 1994-1997
* American Education Research Association -- 1982-1992
* Council for Exceptional Children -- 1975-1995

## **Professional Skills, Expertise, and Interests**

• Instructional software authoring

• Multimedia presentation development

• Online instructional materials development

• Database software development

• Teaching, instructing, supervisory and administrative experience

• Technical assistance expertise for PC-based systems

• Systems analyst experience related to database applications

• Seven years special education teaching experience

• Teacher, paraprofessional, and volunteer training and supervision

• Ten-plus years university-level teaching experience

• Occupational stress, survey, and needs assessment research

• Workshop and technical assistance consultant experience

• Experimental design and statistical analysis using SPSS

• Article, test and test manual, and textbook publishing experience

• Instructional design and field testing of instructional programs

## **Consultation and Service**

Responded to over 250 requests for information regarding teacher and human service worker stress and burnout by sending over 420 copies of own articles and papers to national and international agencies, researchers, and professional groups.

Provided statistical assistance to the Department of Special Education’s Undergraduate Refinement Program, the PEGS Grant, and The ASU Center on Teaching Excellence, 1983-88.

*Consultant for Seaside Education Associates*, Weston, MA, sub-contracted to the Massachusetts Department of Mental Retardation, 1981 to 1983. Full time. Continued part-time as Project Reviewer, 1988 to present.

*Consultant*, Gardner/Athol Area Mental Health Association, proposal preparation for submission to Tandy Corporation, microcomputer use in the agency, December, 1982.

*Consultant*, Manchester Association for Retarded Citizens, for microcomputer use in the agency, September to December, 1982.

*Consultant*, stress surveys for the Vermont State Department of Education, the Hartford Association for the Education of Young Children, the University of Massachusetts Medical Center, the Northern Berkshire Association for Retarded Citizens, TILL agency of Dedham, Beaverbrook STEP Program, Incentive Community Enterprises, Meridian Associates, and the Gardner/Athol Area Mental Health Association, 1980 to 1983.

*Research Consultant*, Palo Alto Preschools Efficacy Studies, Scottsdale, Arizona, 1978-79.

*Consultant*, Severely/Multiply Handicapped Preschool Project, Arizona State University, Tempe, Arizona, 1978-79.

*Special education consultant*, Show Low Elementary Schools, Show Low Arizona, and the Arizona Training Program, Coolidge, Arizona, 1978-79.

## **Review Experience**

*American Assoc. of Education for the Severely/Profoundly Handicapped*, 1978.

*Exceptional Children*, occasional, 1978, 1985 to present.

*Teacher Education and Special Education*, 1982-88.

*Education and Training of the Mentally Retarded*, 1982-88.

*Journal of Occupational Behavior*, 1987-88.

*Journal of Special Education*, 1987-88.

## **Workshops and Colloquia**

*Instructional Technology Workshops.* Workshops (approx 250) presented to Providence College, [2003](http://itdp.providence.edu/Training/Training_Fall_2003.htm), [2004](http://itdp.providence.edu/Training/Training_Spring_2004.htm), and [2005](http://itdp.providence.edu/Training/Training_2005.htm). Developing Presentations, Screen Design, Web Design, FrontPage, DreamWeaver, Scanning, Using Internet Search Engines, Creating Swish Animations for Coursework, Photoshop Elements, Video Editing, Audio Editing, Using Photo Story, PowerPoint, Using Animation in PowerPoint, Proposal Preparation, Using Camtasia, Using SnagIt, Using SmartBoards.

*Instructional Technology Workshops***.** Earlier workshops presented to Providence College Faculty, Fall 2002. Developing Presentations, Screen Design, Web Design, Using Courseware (Angel), Creating and Editing Audio for your Courses, and Creating and Editing Video for your Courses, Graphics Creation and Editing for your Courses (presentations available upon request)..

*Instructional Technology Workshops.* Workshops presented to Morehead State University Faculty and Rowan County Teachers, Spring/Fall 2001. Developing Presentations, Screen Design, Web Design, FrontPage 2000.

*Teacher Stress and Burnout.* Workshop presented to Wilkesboro Public Schools, Wilkesboro, N.C. March, 1986; November, 1987; June, 1988.

*Faculty Evaluation at ASU*, Colloquia presented to the ASU College of Education, April, 1985.

*Special Education Teacher Stress and Burnout.* Workshop presented to the Morganton Chapter of Council for Exceptional Children, March, 1985.

*An Overview of Data-Based Research Related to Teacher Stress and Burnout,* Colloquia presented to the ASU College of Education, December, 1984.

*Behavior Management of Preschool Kids,* workshops presented as one of University of Virginia’s extension classes, Marion, VA., August, 1984.

Presented over 300 workshops related to assessment, writing behavioral objectives and individual service plans, instructional and curricular design, data collection, staff development, and time and stress management, to approximately 30 programs providing instructional and life services to mentally retarded youth and adults in Massachusetts, 1981 to 1983.

*Behavior Modification in the Classroom*, workshops presented to the educational staff of the Arizona Training Program of Coolidge, Arizona, April 1979.

*Instructional Design for the Severely/Profoundly Handicapped*, presented at Parkway School of Mesa, Arizona, November 3 and 4, 1978.

*Evaluation of the Severely/Multiply Handicapped,* workshops presented in Connecticut’s residential institutions, Fall, 1979 and Spring, 1980.

*Identification and Assessment of Young Handicapped Preschool Children*, workshops presented in approximately one dozen Title XX preschools in Connecticut, 1980.

Fimian, M. J. (February 16-19, 1996). *Multimedia development and instruction.* Multiple presentations at the South Carolina State University Management Seminar, Hilton Head, SC.

Fimian, M. J. (November 1, 1995). *Project CADRE overview: Multimedia for the masses.* Presentation to the Office of Education, Washington D.C.

Fimian, M. J. (April 14, 1994). *New advances in computer technology and instruction: A multimedia experience.* Paper presented at the 27th Annual Special Education Conference, SCSU, Orangeburg, SC.

Fimian, M. J. (March 12, 1993). *The ASSESS program: Computerized means of tracking student assessment data.* Paper presented at the 26th Annual Special Education Conference, SCSU, Orangeburg, SC.

Fimian, M. J. (March 12, 1993). *Databased perspectives on teacher stress.* Paper presented at the 26th Annual Special Education Conference, SCSU, Orangeburg, South Carolina.

Fimian, M. J. (November, 1992). *The relationship between teaching and testing: Computerized perspectives.* Paper presented at the Nineteenth Annual Reading Conference, SCSU, Orangeburg, South Carolina.

Fimian, M. J. (April, 1988). *A longitudinal perspective of occupational stress, burnout, and role problems experienced by new special education teachers.* Paper presented at the 65th Annual Conference for the Council of Exceptional Children, Washington, DC.

Fimian, M. J. (April, 1987). *Stress and role-related problems encountered by inexperienced special education teachers.* Paper presented at the 64th Annual Conference of the Council for Exceptional Children, Chicago, IL.

Fimian, M. J. and Blanton, L. P. (April, 1986). *A longitudinal analysis of stress and burnout among special education teacher trainees and inexperienced teachers.* Paper presented at the 63rd Annual Conference of the Council for Exceptional Children, New Orleans, LA.

Fimian, M. J. (November, 1985). *Anticipating and avoiding stress-related “down” time.* Paper presented at the Second Annual Conference of the Appalachian State University Center on Excellence in Teacher Education, High Point, North Carolina.

Fimian, M. J. (March, 1984). *Stress and teachers of the gifted.* Paper presented at the Fifth Annual Special Education Conference, Baton Rouge, LA.

Fimian, M. J. (March, 1984). *Stress and gifted students.* Paper presented at the Fifth Annual Special Education Conference, Baton Rouge, LA.

Fimian, M. J. (March, 1982). *Stress research in special education: State of the art.* Paper presented at the Annual Meeting of the American Educational Research Association, N.Y., N.Y.

Fimian, M. J. (April, 1982). *The development of an instrument to measure Teacher stress: The Teacher Stress Inventory (Short Form).* Paper presented at the 59th Annual Convention of the Council for Exceptional Children, N.Y., N.Y.

Fimian, M. J. (November, 1978). *Evaluation of interns, student teachers, and teachers of severely behaviorally disordered children.* Paper presented at the Second Annual Conference on Severe Behavior Disorders of Children and Youth, Arizona State University.

Fimian, M. J. (April, 1974). *Effects of subjects’ expectations and associational pretest tasks upon divergent-production test scores.* Paper presented at the First Greater Boston Undergraduate Psychological Conference at Boston College, Massachusetts.

## **Dissertations**

Fimian, M. J. (1982). *An analysis of the relationship among personal and professional variables and perceived stress of mainstream and special education teachers.* Unpublished doctoral dissertation, University of Connecticut, Storrs, Connecticut.

Fimian, M.J. (2000). *Titanic Remembered.* A multimedia hybrid CD, Department of

Instructional Technology, Utah State University, Logan, Utah, 84321.

## **Training Manual**

Fimian, M. J. (1978). *The Exemplary Services Project best practices manual: Designing effective learning environments for severely/profoundly handicapped students.* Exceptional Child Center, Utah State University, Logan, Utah.

## **Stress and Organizational Development Reports**

Fimian, M. J. (May, 1986). *Personal and organizational variables related to ASU faculty stress and burnout*, 75 pages.

Fimian, M. J. and Cherkes-Julkowlski, M. (August, 1982). *The Vermont teacher stress study summary: Final Report.* Report submitted to The Bureau of Research and Evaluation, Vermont State Department of Education, Montpelier, Vermont, 430 pages.

Fimian, M. J. and Cherkes-Julkowlski, M. (August, 1982). *An analysis of the relationships among personal and professional variables and perceived stress of mainstream and special education teachers*. Report submitted to the Bureau of Education of the Handicapped, Office of Education, Washington, D.C., 430 pages.

## **University Reports and Projects**

Fimian, M. J. (May, 1985). *The Appalachian State University College of Education Faculty Evaluation Manual*, submitted to the Dean of the College of Education.

Fimian, M. J. (May, 1985). *A report on the COE Faculty Evaluation Survey*, submitted to the Dean of the College of Education.

## **Textbook Chapters**

Fimian, M. J. and Goldstein, S. A. (1982). *Developing formative evaluation and data management systems in classrooms for adolescents with learning and behavioral problems.* In B. D’Alonzo (Ed.). Special education for adolescents with learning and behavioral problems. Rockville, MD.: Aspen Systems Corp.

Fimian, M. J. & Zoback, M. S. (1982). *Classroom organization and orchestration.* In B. D’Alonzo.

Cherkes-Julkowlski, M., Davis, L., Fimian, M. J., et al (1985). *Encouraging flexible strategy usage in handicapped learners.* Science and Service in Mental Retardation. London: Methuen Press.

D’Alonzo, B. and Fimian, M. J. (1982). *Individualized education plans for adolescents with learning and behavior problems.* In B. D’Alonzo.

## **Published Textbooks, Test Manuals**

Fimian, M. J., Fafard, M. B. and Howell, K. W. (1984). *A teacher’s guide to human resources in special education: Paraprofessionals, volunteers, and peer tutors.* Newton, MA.: Allyn and Bacon.

Fimian, M. J., Fafard, M. B. and Howell, K. W. (1984). *Managing human resources in special education.* New York, N.Y.: Praeger Press.

Fimian, M. J. (1988). *The Teacher Stress Inventory Test Manual.* Brandon, VT: Clinical Psychology Publishing Co.

## **Articles about Fimian’s Research**

“The Strength and Frequency of Teacher Stress.” (1984). *Research News,* 3 (1), 7-9.

“ASU Professor Studies Ways to Curb Teacher Burnout.” *Taylorsville Times*, Taylorsville, NC, June 29, 1985.

“ASU Professor Studies Teacher Burnout.” *The Journal-Patriot*, North Wilkesboro, NC. June 17, 1985.

“College of Education Colloquia.” *Emphasis*, College of Education, Appalachian State University, May 1985, 9-10.

## **Instructional Programs Published**

Fimian, M. J. (1978). Number Identification. In McCormack, J. and Chalmers, A. *Early cognitive skills instruction for the moderately and severely handicapped.* Champaign, Illinois: Research Press. Fimian, M. J. (1978).

*Currency Identification.* In McCormack & Chalmers.

Fimian, M. J. (1977). Drying Body Parts. In McCormack, J. E., Vorderer, L. E., and Schuster, M. A. *Manual of alternative procedures: Activities of daily living.* Medford, MA.: Massachusetts Center for Program Development and Evaluation.

Fimian, M. J. (1977). Showering. In McCormack, et al.

## **Funded Proposals**

Fimian, M. J. and others (May, 2001). *The Instructional Technology Development Project at Providence College.*$300,000; submitted to the Davis Educational Foundation.

Blanton, W. E. & Fimian, M. J. (January, 1994). *Project CADRE: Courseware Application Development, Refinement and Employment: A proposal for the formation of a courseware-development and -implementation project at Appalachian State University.* $750,000; submitted to Office of Education, OSEP.

Blanton, W. E. & Fimian, M. J. (January, 1995). Continuation of above project. $150,000; 7/1/97 -- 6/30/97.

Fimian, M. J. *Personal, professional, and organizational variables related to stress and burnout in community-based service providers.* Funded by NIDRR; $69,000; 7/1/92 -- 6/30/93.

Fimian, M. J. Continuation of above project. $117,000; 7/1/93-6/30/94

Fimian, M. J. *Variables related to nurse stress and burnout.* Proposal funded by the ASU University Research Committee, received one 1.0 FTE graduate student and $1,000.00 operating monies, Summer, 1987.

Fimian, M. J. *An analysis of special education teacher stress and burnout.* Submitted to and funded by the ASU University Research Committee for the Summer of 1986 (0.25 Research Assistant provided).

Fimian, M. J. *Variables related to special education teacher trainee and teacher stress and burnout.* Source: The Hodgin-Hanes Foundation, N.C. Submitted and accepted Spring 1986, Amount: $4,059 for 1986-87.

Fimian, M. J. *A longitudinal analysis of variables related to special education trainee and teacher stress and burnout.* Source: USDE, REH; Extant Data Based. Written & submitted October, 1985. Amount: $29,670 for 1986-87, $30,300 for 1987-88.

Fimian, M. J. *The development of the Teacher Stress Inventory Test Manual.* Supported through the COE Office of Research, Appalachian State University, Fall, 1986. (0.25 FTE Release Time provided).

Fimian, M. J. *Personal and Organizational Variables Related to ASU Faculty and Staff Stress and Burnout.* Supported through the COE Office of Research, Appalachian State University, Spring, 1986. (1.0 FTE Research Assistant provided).

Fimian, M. J. *Personal, academic, and organizational variables related to ASU teacher trainee stress, burnout, and teaching performance.* Supported through the Office of Research, Appalachian State University, Fall 1984. (0.25 FTE Release Time provided).

Fimian, M. J. and Cross, A. H. *An examination of personal, anxiety, and organizational variables related to gifted student stress and burnout.* Supported through the Office of Research, Appalachian State University, Spring 1984. (1.0 FTE Research Assistant provided).

Fimian, M. J. and Cross, A. H. *An examination of personal and organizational variables related to stress and burnout in North Carolinian Special Education Teachers.* Supported through the Office of Research, Appalachian State University, Spring 1985. (1.0 FTE Research Assistant provided).

Fimian, M. J. *A pilot study of stress and its correlates among Connecticut special education and mainstream teachers.* Funded through the Research Foundation, University of Connecticut, Storrs, Ct., April 1980 ($980.00; Grant Award 5171-000-22-0401-35-817).

Fimian, M. J. *A comparative study of stress and its correlates among special education and mainstream teachers.* Funded through the Bureau of Education, Washington, D.C., February 1981 ($9,012.00; Grant Award G008100046).

## **Published Articles**

Fimian, M. J. (1979). A table-top duration/frequency recording device. The Behavior Therapist.

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## **Texts Being Prepared**

Fimian, M. J. *An Instructor’s Guide to Instructional Multimedia Development.*

## **Software Under Production**

***Child and Family Record System (CFRS).*** *Software:* Access 2000. *What:* A record keeping system for child and family data that allows not-for-profits to track client contacts and progress. *Status:* Post-alpha, pre-beta.

***Titanic Remembered.*** *Software:* ToolBook 6.5. *What:* A multimedia hybrid CD about the sinking of the Titanic. *Status:* Completed; CD available for review.

## **Committees**

***University-Level***

Providence College – Instructional Technology Committee (ITeC); various working committees

Morehead State University -- PT3 Steering Committee (2001-2002)

Campus-wide Committee on Technology and Assessment (SCSU; member, 1992)

Task Force on Computer and Microcomputer Use (ASU; Member, 1986-87)

***College-Level***

• Instructional Technology Committee. (Providence College; 2002 to present).

• Technology Planning Committee. (Providence College; 2002 to present).

• Technology Assessment and Evaluation Committee. (Providence College, 2002 to present).

• Faculty Training and Support. (Providence College; Chair; 2002 to present).

• Technology Infrastructure Committee. (Providence College; 2002 to present).

• Arkansas State University -- EdTech Committee (ASU; Chair, 1998-99)

• NCATE Steering Committee (SCSU; Chair, 1992-93)

• Curriculum Committee (SCSU; Member, 1991-92)

• Faculty Evaluation Task Force (ASU; Chair, 1984-85)

• AppalNet Committee (ASU; Member, 1983-84)

• Faculty Evaluation Task Force (ASU; Member, 1985-86)

• College of Education Research Committee (ASU; Member, 1985-88)

***Department-Level***

• Curriculum Revisement Committee (ASU; Member, 1998-99)

• Advisement and Procedures Committee (ASU; Member, 1984-85; Chair, 1985-87)

• Departmental Personnel Committee (ASU; Member, 1984-86)

• Undergraduate Committee (ASU; Member, 1983-84)

• Affirmative Action Equal Opportunities Representative (ASU; 1984-85)

• Research Committee (ASU; Member, 1984-85)

• Departmental Curriculum Committee (ASU; Member, 1985-88)

• Departmental Welfare Committee (ASU; Chair, 1985-86)