JAMES KRUCK, PhD, PMP (in progress)

Email: jameskruck@gmail.com Website: jameskruck.com Projects: jameskruck.github.io/projects/

SUMMARY OF QUALIFICATIONS

Educational development specialist with expertise in designing and implementing educator development programs, curriculum enhancement initiatives, and teaching excellence frameworks. Combines research-informed approaches with practical experience in supporting instructors across disciplines. Demonstrated success in leading strategic teaching and learning initiatives, facilitating institutional change, and creating sustainable faculty growth programs that align with organizational priorities. Committed to scholarly engagement in higher education pedagogy and building collaborative academic communities that advance teaching excellence.

EDUCATION

PhD (Classics) — 2014
University of Western Ontario, London

Dissertation title: "The Modalities of Roman Translation."

Relevant coursework: *Greek Lyric Poetry; Latin Epigraphy; Topics in Greek Authors: Selected Topics in Latin Authors.*

Transferable Research Skills: *Qualitative and quantitative research methodologies, scholarly publication, research-informed practice, and interdisciplinary collaboration applicable to the Scholarship of Teaching and Learning (SoTL).*

Master of Arts (Classics) — 2008
University of Manitoba, Winnipeg

Thesis title: "Cicero as Translator of Greek in his Presentation of the Stoic Theory of Action."

Relevant coursework: Greek Literature; Latin Literature.

Bachelor of Arts (Classics) — 2005
University of Manitoba, Winnipeg

Advanced Degree; Major in Classics, Minor in History.

Relevant coursework: Advanced Latin; Greek Tragedians; Virgil's Eclogues and Georgics; Advanced Classical Prose.

PROFESSIONAL DEVELOPMENT

Instructional Skills Workshop (ISW) — 2025
ISW Network

Applying the QM Rubric — 2025
Quality Matters

Professional Certificate in Project Management — In Progress
University of Western Ontario, London

Business Analytics — 2024
University of Western Ontario, London

EDUCATOR DEVELOPMENT & EDUCATIONAL LEADERSHIP

Manager, Curriculum Department   **May 2016-Present, London, ON**
Occupational Safety Group
Hired as Curriculum Developer; Promoted to Manager in 2017

Led strategic transformation of learning programs and development of high-performing teams while driving significant business growth through innovative health and safety learning solutions. Applied evidence-based educational development approaches to enhance instructor effectiveness and program quality across the organization.

Key Achievements and Impact

Educator Development and Support
- Designed and facilitated instructor-led training sessions and workshops on evidence-based learning strategies, with 90% of participants reporting increased effectiveness
- Developed comprehensive assessments and evaluations measuring learning effectiveness and knowledge retention, creating data-driven improvement cycles
- Established a learning analytics framework enabling targeted interventions that reduced student attrition and improved learning outcomes

Program Development and Curriculum Enhancement:
- Created professional learning materials using Articulate 360, Adobe Creative Suite, and other authoring tools, developing 130+ competency-based programs across multiple formats
- Developed comprehensive learning program roadmaps aligned with business objectives, anticipating future needs while balancing quality, timeline, and resource constraints
- Established standardized frameworks and templates that reduced development time by 30% while maintaining consistent quality across all learning programs

Institutional Teaching and Learning Initiatives:
- Led procurement and implementation of a learning management system, managing the project lifecycle from vendor selection to integration and user database management
- Led change management initiatives for new learning technologies, creating adoption strategies that ensured smooth transitions and high user acceptance
- Implemented Universal Design for Learning (UDL) principles while simultaneously ensuring full compliance with AODA/WCAG accessibility standards

Research and Evidence-Based Practice:
- Implemented comprehensive learning metrics frameworks that quantified business impact and ROI of learning initiatives
- Created modular content frameworks allowing for customization while maintaining quality and compliance standards

EDUCATIONAL TECHNOLOGY PROFICIENCY

Teaching and Learning Assessment:
- Program evaluation methodologies and impact measurement
- Learning analytics for continuous improvement
- Evidence-based teaching effectiveness measures
- Qualitative and quantitative assessment design

Learning Management Systems:
- Brightspace (D2L), Canvas, Moodle, Blackboard Learn, Sana LMS
- LMS administration, course design, analytics implementation, accessibility compliance

Content Development Tools:
- Articulate 360 (Rise, Storyline), Adobe Creative Suite, Camtasia, H5P
- Advanced proficiency in creating interactive learning objects, simulations, and assessments

Web Technologies & Multimedia:
- HTML/CSS, content management systems, video production and editing
- Experience with various e-communication tools and web accessibility standards (WCAG 2.1)

Assessment & Analytics:
- Experience implementing learning analytics frameworks and assessment instruments
- Proficiency with data visualization tools for communicating learning outcomes

EDUCATIONAL DEVELOPMENT EXPERTISE

Educational Development Approaches
- ADDIE and SAM instructional design methodologies
- Needs assessment and learning outcome development
- Universal Design for Learning (UDL) implementation
- Competency-based assessment design
- Scenario-based learning development

Educator Development & Support:
- One-on-one instructional consultations
- Workshop facilitation and training development
- Documentation creation and technical guidance
- Educational technology integration planning
- Professional development program design

Institutional Change & Leadership:
- Full project lifecycle management from conception through evaluation
- Cross-functional team coordination
- Clear procedural documentation
- Stakeholder needs assessment
- Problem-solving and solution implementation

EDUCATOR DEVELOPMENT AND HIGHER EDUCATION TEACHING EXPERIENCE

Over 5 years of university teaching experience across multiple institutions, designing and delivering courses in various formats (in-person, blended, and block-system), while mentoring teaching assistants and developing inclusive pedagogical approaches. Experience spans undergraduate and graduate instruction, with demonstrated success in implementing evidence-based teaching methods that enhance student engagement and learning outcomes.

Workshop   **February 2024-Present**

Kruck, J. "UDL Plus One Workshop"

Host a 60-minute hybrid workshop for a mix of new and experienced educators on using questions during teaching to prompt retrieval practice and structure new knowledge; offered regularly as needed to support ongoing facilitator development.

Workshop   **November 2023-Present**

Kruck, J. "Mastering Effective Questioning Techniques in Teaching"

Host a 60-minute hybrid workshop for a mix of new and experienced educators on using questions during teaching to prompt retrieval practice and structure new knowledge; offered regularly as needed to support ongoing facilitator development.

Workshop   **November 2023-Present**

Kruck, J. "Modelling and Providing Examples"

Host a 45-minute hybrid workshop for a group of novice and experienced educators, emphasizing structured modelling and the strategic use of examples to clarify complex concepts and enhance student engagement; offered regularly as needed to support ongoing facilitator development.

Online Course Development   **March 2020-Present**

Kruck, J. "Tools and Techniques for Adult Learning"

Developed and maintained a comprehensive self-paced online course preparing new trainers for effective instructional delivery. Required for both new internal trainers and external train-the-trainer certification candidates, ensuring consistent quality and pedagogical approach. Guides learners through evidence-based training development and implementation strategies.

University Teaching and Mentorship

Experience in course design, delivery, and mentoring across multiple institutions and modalities.

Lecturer   **January 2015-April 2015**

University of Illinois Urbana-Champaign, LAT 491: Readings in Latin Literature

Onsite; one-term course; mixed undergraduate/graduate course in Latin readings.

Lecturer   **January 2015-April 2015**

University of Illinois Urbana-Champaign, CLCV 222: The Tragic Spirit

Onsite; one-term course; undergraduate course in Ancient Greek drama; Mentored a teaching assistant in interactive teaching techniques and strategies for fostering inclusive, student-centred discussions.

Lecturer   **January 2015-April 2015**

University of Illinois Urbana-Champaign, CLCV 132: Classical Archaeology, Italy and Rome

Onsite; one-term undergraduate course; introduction to archaeology frameworks; Mentored a teaching assistant in interactive teaching techniques and strategies for fostering inclusive, student-centred discussions.

Visiting Faculty   **September 2013, December 2013**

Quest University, HUM 2100: Fate and Virtue

Onsite; 4-week course delivered on the block system, delivered twice; emphasis on exploring ancient texts to understand themes of fate and virtue, connecting these concepts to challenges in modern life.

Instructor   **September 2011-April 2012**

University of Western Ontario, LAT 1000: Introduction to Latin

Blended; two-term undergraduate course.

Instructor   **July 2008**

University of Manitoba, Latin 1090: Introduction to Latin

Onsite; one-term undergraduate course.

Instructor   **June 2008**

University of Manitoba, Latin 1080: Introduction to Latin

Onsite; one-term undergraduate course.

Teaching Support and Development

Progressive experience in supporting student learning and course delivery through various roles.

Teaching Assistant   **September 2012-December 2012**

University of Western Ontario, CS 2905: Crime and Punishment in Ancient Greece and Rome

Responsible for holding office hours, grading papers, and advising students on coursework

Teaching Assistant   **January 2011-April 2011**

University of Western Ontario, CS 2904: Alexander the Great

Responsible for holding office hours, grading papers, and advising students on coursework. Guest lectured on multiple occasions

Teaching Assistant   **September 2010-December 2010**

University of Western Ontario, CS 2904: Daily Life in Ancient Rome

Responsible for holding office hours, grading papers, and advising students on coursework

Teaching Assistant   **January 2010-April 2010**

University of Western Ontario, CS 1000: Classical Civilization

Responsible for holding office hours, grading papers, and advising students on coursework

Teaching Assistant   **September 2009-December 2009**

University of Western Ontario, CS 2904: Daily Life in Ancient Rome

Responsible for holding office hours, grading papers, and advising students on coursework

Research and Assessment Experience
Contributing to scholarly projects and developing assessment expertise.

Research Assistant   **January 2014-April 2014**
University of Western Ontario
Contributed epigraphical expertise to faculty member's SSHRC research project

Grader/Marker   **September 2007-April 2008**
University of Manitoba
Worked across multiple Classics-department courses as a grader

PROFESSIONAL MEMBERSHIPS

Society for Teaching and Learning in Higher Education

Professional and Organizational Development Network in Higher Education

Quality Matters

SCHOLARLY CONTRIBUTIONS

Paper Presentation   **2018**

Kruck, J. "Mental Health is Physical Health." Mining Health and Safety Conference. Sudbury, Ontario (Refereed).

Paper Presentation   **2015**
Kruck, J. "Stoic Authority in the Library of Lucullus: de Finibus 3-4." Classical Association of Canada Annual Conference. Toronto, Ontario (Refereed).

Paper Presentation   **2013**
Kruck, J. "Catullus, Horace, and a Polysystem in Rome." Classical Association of Canada Annual Conference. Winnipeg, Manitoba (Refereed).

Paper Presentation   **2013**
Kruck, J. "Horace in the Latin Polysystem." University of Western Ontario Departmental Research Seminar Series. London, Ontario.

Paper Presentation   **2012**
Kruck, J. "A Statement of Independence in Catullus 51." Classical Association of Canada Annual Conference. London, Ontario (Refereed).

Paper Presentation   **2011**
Kruck, J. "Horror in the fifth Epode of Horace." Classical Association of Canada Annual Conference. Halifax, Nova Scotia. (Refereed).

GRANTS, FELLOWSHIPS, AWARDS

Alumni Graduate Award for Travel   **2013**
University of Western Ontario
Value: $500
Awarded to students for conference travel purposes.

Ontario Graduate Scholarship   **2012-2013**
University of Western Ontario
Value: $15,000
Merit-based provincial-level scholarship. $5000 per term for three consecutive terms.

Ontario Graduate Scholarship   **2011-2012**
University of Western Ontario
Value: $15,000
Merit-based provincial-level scholarship. $5000 per term for three consecutive terms.

Faculty of Arts and Humanities Alumni Graduate Award   **2011**
University of Western Ontario
Value: $1,000

Western Graduate Research Scholarship   **2010**
University of Western Ontario
Value: $3,000

Provost's Entrance Scholarship   **2010**
University of Western Ontario
Value: $4,000

Faculty of Arts Graduate Fellowship   **2010**
University of Western Ontario
Value: $10,000

Lila May Guest Hugill Scholarship in Classics   **2004-2005**
University of Western Ontario
Value: $2,000
Merit-based award offered to an outstanding student in Classics.