

DR. BETHANY F. SCHULTZ (HAGLUND)

Phone: (208) 467-8353
bethanyschultz@nnu.edu

623 S University Blvd
Nampa, ID 83686

EDUCATION

- EdD** Trevecca Nazarene University December 2019
Leadership & Professional Practice
Dissertation: “Academic Success of Traditional Undergraduate Students in Online General Education Courses”
Chair: Ryan Longnecker, Ed.D.
- MEd** Northwest Nazarene University October 2015
Curriculum, Instruction, and Innovation
Thesis: “Technology Integration and Student Engagement: A Study of Gender in a High School History Classroom”
Advisor: Tawny Bylow Maldonado, Ph.D.
- B.A.** Northwest Nazarene University, History May 2013
Senior Thesis: “Progress & Nostalgia: Walt Disney’s Carousel of Progress”
Thesis Advisor: Christian Esh, Ph.D.

WORK EXPERIENCE

- Northwest Nazarene University, Nampa, ID** **2009-Present**
Director & Associate Professor August 2018-Present
Center for Instructional Design & Technology
- Provides leadership for the Center for Instructional Design & Technology
 - Maintains high-quality customer service for campus academic technologies
 - Collaborates with campus leaders and instructional design team to enhance faculty use of technology
 - Develops teaching and learning practices for campus faculty
 - Oversees management of university L.M.S. (Canvas) and other adopted instructional tools
 - Seeks, implements, monitors, and evaluates instructional technologies
- Program Director & Assistant Professor** January 2017-July 2018
Title III & N.N.U. Online
- Provided overall leadership for N.N.U. Online, including budget manager, load sheets, contracts, catalog changes, and online course developments/redevelopments.

- Supervised and mentored over 60 online professors and adjuncts during course development, piloting, and teaching for N.N.U. Online
- Project manager for a \$2.3 million federal Title III grant including the development of N.N.U.'s online general education program
- Assessed and evaluated new program development progress and program outcomes

Project Liaison

January 2013-January 2017

Doceō Center

- Promoted personalized learning through innovative teaching practices at the university and K-12 levels
- Provided grant writing and project administration of grants and initiatives totaling over \$13 million
- Designed and facilitated professional development for implementing educational technology and using innovative teaching practices
- Represented institution at local, national, and international conferences
- Established connections and collaboration between institution and local school districts
- Produced large scale events and conferences

Program Coordinator

April 2012-January 2013

Graduate Department of Counselor Education

- Provided advising, orientation, and course registration for all graduate students in Counselor Education program
- Managed admissions and selection process for program
- Tracked and managed department budget
- Responsible for office management and student support services

Teaching Assistant

August 2011-May 2012

History Department

- Supported two undergraduate faculty members through grading research papers and exams and proctoring exams

Technical Writer & Lead Technical Assistant

May 2010-April 2012

Technology and Media Resources

- Supported university faculty, staff, and students with help desk services and knowledge base technical writing
- Managed and trained student technical assistants
- Assisted with project management of institution-wide system changes (Windows, Google, and wifi migration)

Technical Assistant

August 2009-May 2011

E-Learning Services

- Assisted in implementing a new Learning Management System (L.M.S.)

- Consulted faculty on best practices in online learning
- Assisted faculty with converting face-to-face courses to online format
- Maintained and developed online courses for faculty

TEACHING EXPERIENCE

Northwest Nazarene University

2016 to Present

CP59403 Your Leadership G.P.S. (2021-Present)

Understanding who you are as a leader is a necessary step in growing your leadership acumen. This course leads participants through an evaluation of their current leadership in light of the four components of authentic leadership: self-awareness, balanced processing, relationship transparency, and internalized moral perspective. Participants will consider their own role as an aspiring or practicing leader and identify their own personal leadership characteristics and qualities, focusing on areas of growth and development. This course will emphasize both theory and practices, seeking to apply learning to participants' current context.

EDUC7555 Mixed Methods Research (2020-Present)

The purpose of this course is to provide an introduction to different approaches used in conducting educational research, the criteria used to judge the quality of research, and strategies to consider when designing a research study. The course will focus on both qualitative and quantitative approaches and will also consider mixed-methods research designs and action research approaches. By the end of the course, students should be able to critically review research and be able to suggest research design decisions for their own research proposal. Students will investigate a research question and independently prepare an action research proposal.

HUMN1010/1020/1025 Cornerstone (2017-Present)

In Cornerstone, students engage with the four interrelated NNU values of Truth, Transformation, Community, and Service through direct experience and reflection on that experience. Students begin to foster a life-long passion for learning by establishing personal, spiritual, and academic goals and developing skills and habits necessary for enriching learning experiences.

LEAD2001 Relational Management: Resilience, Empathy, Compassion (2023-Present)

This course introduces students to building a personal foundational mindset and behavioral practices that support the ability to navigate life's challenges well. The course explores the areas of growth mindset and personal growth opportunities in the contexts of social and interpersonal relational responsibilities and challenges.

HUMN1050 Introduction to Online Learning (2018-2022)

A course designed to help students learn the skills necessary for successful completion of online college-level work. Emphasis will be placed on understanding the demands of online learning, utilizing the university's learning management system, and development of strategies to effectively engage with the instructor and peers online.

HIST3250 History of American Culture (2018-2021)

An examination of the social currents of American thought and culture, emphasizing ideas and concepts that have influenced the development and growth of American institutions and values from the colonial era to the present. General themes include gender values, race relations, and class conflicts.

EDUC9160 Qualitative & Quantitative Methods for Educational Research (Spring 2020)

This introductory research methods course will provide students with a fundamental understanding of the types of qualitative and quantitative approaches common in the field of 228 education. Research and assessment issues will be discussed, specifically focusing on the main qualitative and quantitative traditions (experimental design, correlation design, case study, phenomenology, survey design, grounded theory, ethnography, narrative, historical, and mixed methods design). Students will read and evaluate both qualitative and quantitative research, conduct components of research, and identify methodological elements and issues. Statistical software is used throughout the course.

EDUC7554 Innovative Instruction (Spring 2016)

This course provides students with innovative strategies and approaches to instructional practice utilizing the H.A.C.K. Model of Instruction (Highly-Structured, Allowed Choices, Consistent Application, Knowledge-Centered) developed by NNU's Doceō Center. While this course will include a comprehensive overview of the H.A.C.K Model, its primary focus will be on providing practices that build an innovative instructional mindset and increase student/teacher capacity in leveraging technology to meet outcomes through stages H (Highly Structured) and A (Allowed Choices) of the model.

Doctoral Students Advised

Jaime Burcham, "Bridging the Adjunct Gap: Examining Institutional Professional Development and Self-Reflection for Online Teaching," Northwest Nazarene University, May 2022

Nicole Warren, "Dyslexia and Mandated State Training," Trevecca Nazarene University, May 2024

PUBLICATIONS

Journal Papers Accepted

Sandidge, C. & Schultz, B. F. (2024). Building connections and enhancing learning: Student perspectives of traditional discussion boards in online courses. *Journal of Educators Online*. Accepted for publication in September 2024.

Journal Papers Published

Schultz, B., & Longnecker, R. (2022). Bi-modal realities: Academic achievement and persistence of traditional undergraduate students in online courses. *Journal of Educators Online*, 19(2). <https://doi.org/10.9743/JEO.2022.19.3.1>

Schultz, B., & Sandidge, C. (2022). Improving online discussion boards: What do students say?. *Northwest eLearning Journal*, 2(1). <https://doi.org/10.5399/osu/nwelearn.2.1.5643>

Dissertation

Haglund, B. (2019). Academic success of traditional undergraduate students in online general education courses [Doctoral dissertation, Trevecca Nazarene University]. ProQuest Dissertations and Theses Global.

PRESENTATIONS AND WORKSHOPS

Schultz, B., & Ward, B. (2023, August). *Canvas Updates*. [Workshop]. Northwest Nazarene University, Nampa, ID.

Schultz, B., & Ward, B. (2023, August). *AI & Academic Integrity*. [Workshop]. Northwest Nazarene University, Nampa, ID.

Schultz, B. (2023, August). *10 Ways to Use AI to Support Student Learning*. [Workshop]. Northwest Nazarene University, Nampa, ID.

Schultz, B. (2023, February). *Discussion Opportunity – Teaching & Artificial Intelligence*. [Workshop]. Northwest Nazarene University, Nampa, ID.

Sandidge, C., & Schultz, B. (2022, November). *Community Building and Student Learning in an Online Course: Alternatives to “Initial Post, Two Replies.”* [Conference presentation]. Online Learning Consortium Accelerate Conference, Orlando, FL.

Covington, D., & Schultz, B. (2022, April 26). *DiSC productive conflict* [Workshop]. Northwest Nazarene University, Denali Project Training, Nampa, ID.

Schultz, B. (2022, April 21). *Student-focused approach to faculty Canvas training* [Webinar presentation]. Canvas Higher Education & Corporate North America Webinar.

Schultz, B., & Covington, D. (2022, April 19). *DiSC productive conflict* [Workshop]. Northwest Nazarene University, Denali Project Training, Nampa, ID.

Miller, B., & Schultz, B., & Nielsen, C. (2022, April 18). *Ending strong: Tips & tricks for wrapping up your course* [Workshop]. Northwest Nazarene University, Instructional Design & Technology, Nampa, ID.

Schultz, B., & Sandidge, C. (2022, March 31). *The power of student choice: Strategies to increase student engagement* [Conference presentation]. Northwest Managers of Educational Technology Conference, Coeur D'Alene, ID.

Covington, D., & Schultz, B. (2022, March 18). *Navigating change* [Workshop]. Northwest Nazarene University, Denali Project Training, Nampa, ID.

Schultz, B. (2022, February 17). *Mickey Mouse leadership* [Presentation]. Northwest Nazarene University, Oxford Fellowship, Nampa, ID.

Miller, B., & Schultz, B. (2022, January 13). *Canvas updates* [Workshop]. Northwest Nazarene University, Instructional Design & Technology, Nampa, ID.

Schultz, B. (2021, November 10). *New faculty orientation from a student's perspective* [Webinar presentation]. Canvas, Quarter 4 Regional Webinar.

Schultz, B. (2021, August 20). *Why course design matters* [Workshop]. Northwest Nazarene University, New Faculty Orientation, Nampa, ID.

Schultz, B., Nielsen, C., & Miller, B. (2021, August 18-19). *Top 10 Canvas tips & tricks* [Workshop]. Northwest Nazarene University, Instructional Design & Technology, Nampa, ID.

Schultz, B., Nielsen, C., & Sandidge, C. (2021, June 22). *How to do discussion boards according to students* [Webinar presentation]. NWeLearning Community, 2021 Summer Webinar Series.

Schultz, B., Nielsen, C., & Sandidge, C. (2020, November). *How to do discussion boards according to students* [Conference session]. Online Learning Consortium, Accelerate Conference, Orlando, FL.

Schultz, B. (2020, October 15). *Academic success of traditional undergraduate students in online general education courses*. Northwest Nazarene University, Oxford Fellowship, Nampa, ID.

Schultz, B. (2020, August 21). *Why Course Design Matters* [Workshop]. Northwest Nazarene University, New Faculty Orientation, Nampa, ID.

Schultz, B. (2020, April 6). *Practical online strategies* [Workshop]. Northwest Nazarene University Practical Pedagogy Session, Nampa, ID.

Ackley, A., & Haglund, B. (2019, August 20-21). *Rethink assessment: Creating innovative approaches to authentic learning* [Workshop]. Northwest Nazarene University Faculty Workshop, Nampa, ID.

Haglund, B., Ackley, A., Sandidge, C., & Becker, C. (2019, August 20-21). *Practical pedagogy* [Keynote]. Northwest Nazarene University Faculty Workshops, Nampa, ID

Haglund, B. (2019, August 16). *Why course design matters* [Workshop]. Northwest Nazarene University, New Faculty Orientation, Nampa, ID.

Ackley, A., & Haglund, B. (2019, May 16). *Rethink assessment: Creating innovative approaches to authentic learning* [Conference session]. Treasure Valley Adjunct Conference, Nampa, ID.

Ackley, A., & Haglund, B. (2018, November 15). *Rethink assessment: Creating innovative approaches to authentic learning* [Conference session]. Online Learning Consortium Accelerate Conference, Orlando, FL.

Haglund, B., & Nielsen, C. (2018, October 19). *Keep calm and develop on: Creating an online general education program at a traditional liberal arts institution* [Conference session]. NWeLearn Conference, Boise, ID.

Haglund, B. & Nielsen, C. (2017, November 16). *Keep calm and develop on: Creating an online general education program at a traditional liberal arts institution* [Conference session]. Online Learning Consortium Accelerate Conference, Orlando, FL.

Haglund, B., & Gray, W. (2017, November 10). *Engaging faculty in grantsmanship at liberal arts universities* [Conference session]. Grant Professionals Association, San Diego, CA.

Haglund, B. (2016, November 17). *Platforms Live! Music Apps* [Workshop]. Idaho Music Educators Association Conference, Nampa, ID.

Ackley, A., Russell, G., Kellerer, E., Claverie, M., & Halgund, B. (2016, October 26). *HACKing blended learning* [Conference session]. iNACOL Annual Symposium, San Antonio, TX.

Haglund, B. (2016, August 23). *Platforms Live!: Student creativity* [Workshop]. Vallivue School District Tech Expo, Caldwell, ID.

Haglund, B., & Knight, B. (2016, July 13). *Using the Pivot funding database* [Workshop]. Nazarene Grant Professionals Annual Meeting, Bourbonnais, IL.

Ackley, A. & Haglund, B. (2016, June 2-3). *H.A.C.K.-R. Bootcamp* [Workshop]. Salmon School District, Salmon, ID.

Haglund, B. (2016, April 20 & 27, May 4). *Innovation 101* [Workshop]. Nampa School District 1:1 Kick-Off Sessions, Nampa, ID.

Haglund, B. & Ackley, A. (2016, April 15). *What if every student had a growth mindset?* [Workshop]. Idaho Prevention and Support Annual Conference, Sun Valley, ID.

Haglund, B. (2016, February 12). *H.A.C.K. model of innovative instruction* [Workshop]. Idaho Middle School Association, Nampa, ID.

Ackley, A., Russell, G., & Haglund, B. (2016, January-April). *H.A.C.K.-R. Bootcamp* [Workshop]. Nampa High School, Nampa, ID.

Haglund, B., & Ackley, A. (2016, January 15). *What if every student had a growth mindset?* [Workshop]. Minidoka School District Tech Expo, Rupert, ID.

Ackley, A., & Haglund, B. (2016, January 15). *#E-rules to help you rule the classroom* [Workshop]. Minidoka School District Tech Expo, Rupert, ID.

Haglund, B., Ackley, A., Russell, G., Kellerer, E. (2015, October 2, December 11). *Growth mindset* [Workshop]. Marsing School District Professional Development, Marsing, ID.

Haglund, B. (2015, September 14). *Growth mindset in an after-school setting* [Conference session]. Idaho Afterschool Network Annual Conference, Boise, ID.

Ackley, A., & Halgund, B. (2015, August 5). *None to 1:1: A story of transformation in an elementary classroom* [Workshop]. West Ada School District Tech Expo, Meridian, ID.

Ackley, A., Russell, G., Haglund, B. (2015, June 8-11). *H.A.C.K.-R. Bootcamp* [Workshop]. Northwest Nazarene University, Nampa, ID.

Haglund, B. (2014, October 2-3). *Data-driven instruction using Khan Academy and NWEA MAP Assessments* [Workshop]. Khan Academy in Idaho 2.0 Fall 2014 Workshop, Boise, ID.

Haglund, B. (2014, November 7). *Using Khan Academy in an after-school setting* [Workshop]. Idaho State Department of Education 21st Century After-School Program Annual Meeting, Boise, ID.

Haglund, B. (2014, November). *Khan Academy in Idaho pilot project: Year 1 results* [Conference session]. J. A. and Kathryn Albertson Foundation Idaho Higher Education Math Summit, Boise, ID.

Haglund, B. (2014, November). *Using Khan Academy for remedial math in higher education* [Conference session]. J. A. and Kathryn Albertson Foundation Idaho Higher Education Math Summit, Boise, ID.

PROFESSIONAL TRAINING & DEVELOPMENT

Walking Backwards in High Heels

Northwest Nazarene University, Women in Leadership Certificate Program, Virtual, January 2022

Description: This course begins to untangle the complexities of how women navigate effectively in the workforce. Through the sharing of experience, narratives, and research the intricacies and pitfalls in the paths towards successful leadership will be illuminated. Focusing on the cultural and unseen forces that shape values and perspective, this course begins the journey towards successful and fulfilling leadership for women who want to learn how their unique challenges and gifts make them assets in the world.

Change Management Certificate

Association for Talent Development, Virtual, July 12-13, 2021

Description: Certificate course for a comprehensive change model. Gained tools to become a resource ready to facilitate all stages of a change initiative in organizations. Learned principles and stages of ATD's exclusive change management models through application exercises, case studies, and interactive sessions.

Publish & Flourish

Point Loma University, Virtual, June 21-25, 2021

Description: Academic writing workshop facilitated by Dr. Tara Gray, author of Publish & Flourish. Gained tools to make academic writing a part of day-to-day work as teaching faculty.

EDUC9410 Advanced Data Analysis/Research II

Northwest Nazarene University, Spring 2021

Description: I audited this course to convert my dissertation into a manuscript and submit it to a peer-reviewed journal.

L.E.A.P.

Northwest Nazarene University, Spring 2021

Description: N.N.U. internal professional development for campus leaders. Learned about myself and my team through the D.I.S.C. experience. I gained experience with 1:1 coaching.

Disney's Approach to Leadership Excellence

Disney Institute, Online Course, December 2020

Description: Introduction to Disney's leadership development program. I gained skills to align personal and organizational values, vision-driven action, and sustain organizational values during change.

Disney's Approach to Leadership Excellence

Disney Institute, Live Course, March 2020

Description: Attended a live and extended version of the leadership course. Covered the same topics but at a deeper level and included direct interaction with Disney executives.

Disney's Approach to Employee Engagement

Disney Institute, Online Course, Summer 2021

Description: Introduction to Disney's employee development program. Covers topics on improving organizational culture, shaping culture and desired employee behaviors, training strategies, and recognizing excellence.

Disney's Approach to Quality Service

Disney Institute, Online Course, Summer 2021

Description: Introduction to Disney's approach to quality customer service. Covers topics on the importance of organizations committing to quality service, differentiating and elevating service, establishing standards, gauging customer needs, developing a service culture, and recovering from customer service failures.

How to Get Published: Guidance from Emerging and Established Scholars

American Educational Research Association (A.E.R.A.), Virtual Research Learning Series, May 2020

Description: Course for early-career faculty wishing to publish in academic journals. Covered nuts and bolts of academic publishing. Included presentations from scholars from a variety of disciplines and how they approached academic research in their careers.

Online Teaching Certification

Quality Matters, Certificate Program, October 2019-March 2020

Description: An online teaching certificate that demonstrates an instructor's knowledge mastery of online teaching. The certificate curriculum aligns with Q.M.'s Online Instructor Skill Set rubric and Q.M.'s course design rubric. Consisted of seven courses: Gauging Your Technology Skills, Evaluating Your Course Design, Exploring Your Institution's Policies, Orienting Your Online Learners, Connecting Learning Theories to Your Teaching Strategies, Creating Presence in Your Online Course, and Assessing Your Learners. As a capstone project for the certificate, I redesigned HUMN1050 to meet student needs better.

Title IX/VAWA Investigator Training

trainED, Annually 2018-Present

Description: Annual 1-day Title IX investigator training to fulfil service as a Title IX investigator for NNU. Training delivered by NNU's Title IX legal counsel's office.

Robinson Leadership Fellowship

Northwest Nazarene University, 2016-2017

Description: A 9-month workshop led by Joel Pearsall and Ed Robinson intended to provide an opportunity to study, discuss, and become more proficient in leadership.

PROFESSIONAL SERVICE

Faculty Policy Council – 2021-Present

Academic Services Representative

Chair, Faculty Policy Manual Sub-Committee

Commission on Enhancing Teaching & Learning – 2017-Present

Chair, 2020-Present

Title IX Investigator – 2018-Present

Psychology Research Forum – 2021-2022

Guest Judge

Faculty Development Committee - 2019-2021

Faculty Workshop Coordinator, 2018-2020

PD Grant Mentor, 2021

Digitized P.D. applications, 2020

Academic Procedures Team – 2018-2021

DocuSign administrator

Maintain Office of Academic Affairs DocuSign templates

Academic Continuity Taskforce – 2020

Textbook Committee – 2018-2020

Micron Faculty Intern – 2018-2019

Cross-College Collaboration Taskforce – 2018

Co-chair

College of Adult & Graduate Studies General Education & Academic Council – 2017-2018

General Education Council – 2017-2018

Nazarene Grant Professionals – 2016-2018

GRANTS & AWARDS

Professional Development II Grant

Northwest Nazarene University

Awarded 2023-2024 to present discussion board research at Online Learning Consortium Accelerate 2023

Professional Development II Grant

Northwest Nazarene University

Awarded 2022-2023 for Canvas Certified Educator Courses

Professional Development II Grant

Northwest Nazarene University

Awarded 2020-2021 for Disney Institute Leadership Courses

COMMUNITY SERVICE

Idaho Partners for Good

Volunteer, Boise, ID, 2023-Present

The House Next Door

Cornerstone Partner, Nampa, ID, 2018-2022

CURRENT PROFESSIONAL MEMBERSHIP

Association for Talent Development
Textbook & Academic Authors Association
Online Learning Consortium
Quality Matters
Northwest eLearning Community