

Lisa A. Giacumo

Associate Professor, Learning Design and Technology
College of Education and Human Development, George Mason University
(703) 993-2067

lgiacumo@gmu.edu

<http://www.linkedin.com/in/lisagiacumo>

Education

Ph.D., Educational Technology

Arizona State University, 2012

Asynchronous Discussion Board Facilitation and Rubric Use in a Blended Learning Environment

Committee: Dr. Wilhelmina Savenye (Chair), Dr. Brian C. Nelson, Dr. Gary Bitter, Dr. Jane Legacy

M.S., Curriculum Development and Instructional Technology

SUNY University at Albany, 2002

Concentration: Instructional Technology

B.A., French Studies

SUNY University at Albany, 1999

Minors: Education and International Perspectives of Third World Countries

Professional experience

George Mason University, Fairfax, VA, USA

Associate Professor, tenure track

August 2024 - present

Conduct theoretical and organizational research that's just and all-inclusive, specializing in user experience, learner analytics, needs assessments, evaluations, instructional or learning design, and performance, supported by technology. Lead a direct report graduate research assistant, facilitate internship or client consulting experiences, and independent study projects. Engage with three organizational clients and strategic partners. Build responsive e-learning and online learning environments. Teach courses with authentic deliverables, real clients, virtual team projects, and service learning. Design curriculum, instruction, and interventions aligned with learning outcomes. Mentor and advise graduate students at both the masters and PhD levels. Provide service to my program, college, university, professional societies, and industry partners.

Boise State University, Boise, ID, USA

Associate Professor, tenured,

August 2021 – July 2024

Assistant Professor, tenure track

August 2015 – July 2021

Conduct theoretical and organizational performance improvement research, specializing in needs assessments, evaluations, and instructional or learning design, supported by technology, that's just and all-inclusive, in both cross cultural and global contexts. Lead 8 direct reports, internships, and independent study projects. Engaged with five organizational clients and strategic partners. Build responsive e-learning and online learning environments. Teach courses with authentic deliverables, real clients, virtual team projects, and service learning. Design curriculum, instruction, and interventions aligned with learning outcomes. Mentor and advise graduate students at both the masters and PhD levels. Provide service to my program, college, university, professional societies, and industry partners.

Lisa A. Giacomo – CV

Dignity Health Global Education

Lead Instructional Designer, Virtual

September 2020 - January 2024

Mentored and coached instructional designers and custom multimedia developers of instructional content, tools, training programs, and courses. Designed special hybrid instructional interventions and educational multimedia. Managed multiple, ongoing projects in a fast-paced environment.

Office of Naval Research (ONR) at Defense Equal Opportunity Management Institute (DEOMI), Patrick Space Force Base, FL, USA

Summer Research Fellow

May 2022 – August 2022

Conduct organizational performance improvement research, specializing in needs assessments, evaluations, organizational development, organizational behavior, and instructional or learning design, supported by technology, that's just and all-inclusive, in cross cultural contexts.

Oxfam GB, Oxford, England, United Kingdom

Contract Instructional Design & Training Consultant,

May 2014 – October 2015

Created headquarters organizational training strategy for logistics engineers and designed training materials with a focus on applied performance improvement for individual employees. Developed classroom training manuals and instructional materials for instructor led train-the-trainer and logistics partners training programs. Deliverables included distance education/training video events, standardized training documentation, digital text, graphics, and illustrations.

George Mason University, Fairfax, Virginia, USA

Adjunct Instructor,

June 2014 – August 2015

Designed and delivered online instruction for a three-credit graduate level course on intelligent consumption of educational research; topics includes research design, methods, data collection, interpretation, and application to instructional design projects.

Excelsior College, Albany, NY, USA & Virtual, United Kingdom

Contract Instructional Design Consultant,

March 2014 – June 2015

Instructional Designer,

July 2013 – March 2014

Design accessible online and e-learning instructional materials in collaboration with subject matter experts and academic department chairpersons. Manage development of courseware aligned with institutional standards and Quality Matters benchmarks for student population comprised mainly of deployed military personnel and corporate partners located outside of the US.

Apollo Group, Tempe, AZ, USA

Instructional Designer,

November 2011- July 2013

Provided instructional design expertise and custom multimedia design for the development of instructional content, tools, training programs, and courses. Managed multiple, ongoing projects in a fast-paced environment. Completed needs assessments, interface design, user experience testing, and learning program evaluation. Trained product development team including SMEs, graphic designers, multimedia developers, editors, to ensure compliance with standards, policies, and alignment to business objectives. Created work plans to ensure that goals were accomplished within prescribed timeframe and budget. Facilitated workshops on principles of adult learning and instructional design.

Arizona State University, Tempe, AZ

Teaching Assistant

August 2007 – December 2011

Lisa A. Giacomo – CV

Designed and delivered blended instruction for three credit undergraduate level courses on computer literacy, educational technology integration in K12, and educational technology integration for early childhood – elementary education.

Pearson, Virtual, USA

Contract Instructional Designer,

May 2011 – April 2012

Developed instructional design and documentation for on-ground and online courses. Mentored course writers and oversee instructional integrity of courses. Planned systematic program evaluation and development of assessment instruments. Collaborated with SME, lead ID, editors, and project manager, in support of course development.

University of Memphis, Virtual, USA

Contract Site Researcher,

May 2011 – August 2011

Conduct classroom observations that focus on the teacher's use of STEM teaching strategies and NASA and technology resources as he/she implements a Global Climate Change classroom activity. This classroom activity is a direct result of a PBS TeacherLine course, STEM412: "Global Climate Change Education for Middle School."

Mesa Community College, Mesa, AZ, USA

Contract Instructional Designer,

August 2009 – May 2010

Center for Teaching and Learning Excellence

Collaborated with biotechnology faculty from Northern Arizona University and Maricopa Community Colleges to design and develop biotechnology laboratory curriculum for high school teachers and students to use, on an NSF funded grant project.

Unknot Consulting, Scottsdale, AZ, USA

Contract Online Learning Specialist,

April 2009 – August 2010

Consulted, trained business partners, managed instructional design process, to convert face-to-face instructor led training into hybrid and online training programs.

Maricopa Community College, Mesa, AZ, USA

Contract Instructional Developer,

June 2008 – December 2009

Maricopa Advanced Technology Education Center

Collaborated with electronics engineering technology faculty members, web developer, and graphic artists, to design and facilitate a nanotechnology outreach program for high school students.

Hudson Valley Community College, Troy, NY, USA

Adjunct Instructor,

January 2004 – May 2007

Teacher Preparation and Individual Studies Departments

Designed and taught various courses for traditional, at-risk, non-traditional, college students attending in-person and online.

Academic Advisor,

January 2005 – July 2007

Continuing Education, Individual Studies, Business and Computer Information Systems Departments.

Advised over 1,000 students on program graduation requirements, financial aid, academic standing, academic skills, scheduling decisions, administered transfer credits, counseled students' continuing education and career development planning, and liaised with community services to support transfer, employment, and additional counseling, as needed.

Off Campus Programs Coordinator and Academic Advisor,

January 2002 – January 2005

Continuing Education and Workforce Development

Lisa A. Giacomo – CV

Coordinated over 10 off campus sites and 50 faculty instructors to deliver over 60 courses at night and on weekends to over 2,000 students each year. Initiated and managed the campus-wide adjunct instructor communication services. Advised over 1,000 students on program entrance requirement and counseled students' continuing education and career development planning. Conducted grant program activities for non-traditional career path students, tracking, and reporting.

North Albany Elementary School, Albany, NY, USA

Classroom Teacher,

September 2002 – December 2002

Albany YMCA after-school grant funded program for at-risk, urban youth

Prepared, managed, and taught remedial primary education for over 20 third grade students in an after school extended day program for socio-economically qualifying participants.

Albany YMCA, Albany, NY, USA

Aquatics Department Director,

January 2000 – July 2002

Managed 40 department staff at any one time. Trained adolescent and adult aquatics department staff in lifeguard and swim instructor job requirements and teaching techniques. Designed and developed Albany branch programs. Trained and certified lifeguards, swim instructors, swim instructor-trainers, professional rescuer CPR, and first aid responders, according to the national American Red Cross and YMCA certification program standards. Recruited, interviewed, screened, hired, and evaluated department staff. Developed and managed annual income and expense budget of \$100,000. Conducted training for all branch in-service aquatic, health, and safety needs. Liaised with Capital District YMCA aquatics director group to share field practice and branch developments.

Parson's Child and Family Center in Albany, NY, USA

Hillcrest Center in Lenox, MA, USA

Tutor, Coach, and Life Skills Trainer,

August 1999 – January 2000

Provided social skills training, life skills development opportunities, and remediation for adolescents and children with severe learning, emotional, and psychological disabilities, in state-appointed residential psychiatric hospital treatment facilities.

Mad Science, Clifton Park, NY, USA

Instructor Chemistry and Physics,

October 1997 – August 1999

Delivered instructional enrichment programs at various elementary schools throughout the New York State Capital District.

Grafton Lakes State Park, LeRoy Community Pool, Albany YMCA, Albany City Pools, Albany Starfish, and Camp Welmet, Various Locations, NY, USA

Trainer Health, Safety, and Aquatics,

June 1994 – August 2000

Aquatics Program Director (Camp Welmet),

June 2000 – August 2000

Assistant Aquatics Program Director (LeRoy Community Pool),

June 1998 – August 1998

Trained children, adolescents, and adults in health, safety, and aquatics.

Research interests

My research interests are at the intersection of learning technology design and performance improvement, with the goal to better support emerging – mid career instructional designers. Specifically, I am focused on the following topics:

- Instructional design and performance improvement to support cross cultural and global workplace learning and organizational performance needs
- Workplace learning and organizational performance systems
- Digital technology to support workplace learning and organizational performance needs

Student mentoring activities

My student mentoring activities are varied, spanning both scholarship and practice.

- The outputs of my work include: an active research lab with 15 direct reports (i.e., students) in 2022, numerous student-led and collaborative scholarly publications, practitioner publications, scholarly presentations, practitioner presentations, influential social media posts, blogs, videos, and other interactive e-learning.
- The outcomes of my work are demonstrated by: my students land prestigious fellowships, internships, promotions into leadership roles, as well as their first field-relevant jobs with salaries at or better than the national average.
- The impacts of my work are demonstrated by: my students advocate and lead change to drive more more engaging and effective organizational performance and workplace learning design in their roles across the globe.
- The evidence for these outputs, outcomes, and impacts, include: In 2022, I won a mentoring award from Boise State University Graduate College in large part because my mentees and colleagues nominated me. Additional evidence includes the numerous publications and presentations listed in this document, as well as email messages and social media messages to let me know what they are doing now with the knowledge, skills, and tools that I shared with them while they were enrolled in my program.

Peer-reviewed journal articles

*Denotes student-authors

Hirumi, A., Giacumo, L. A., Kurzweil, D., Olsen, C., de la Mora Velasc, E., Moon, H. (Under review). Reclaiming the Scientific Foundations of Instructional Design-Part II. *TechTrends*, x(x), xx-xx. **Double blind review**

Hirumi, A., Kurzweil, D., Giacumo, L. A., Olsen, C., de la Mora Velasc, E., Moon, H. (Under review). AI-Assisted Evidence-Based Practice Reclaiming the Scientific Foundations of Instructional Design-Part I. *TechTrends*, x(x), xx-xx. **Double blind review**

Giacumo, L. A. & *Wilson, T. M. (Under review). Practitioner-Based Scholarship to Advance Community-Centered Learning Experience Design in an Online Graduate Accessibility Course: A Case Study. *Journal of Applied Instructional Design*, x(x), xx-xx. **Double blind review**

*Early, C., Giacumo, L. A., *Bayas, L., *Peterson, K., Farid, A., Plumblee, D., Sadegh, M., Vacha-Haase, T. (Revise & resubmit requested). Barriers and Facilitators Faced by Low Income, First Generation, Rural, Graduate Engineering Students During Recruitment and First Semester. *Journal of Computing in Higher Education*, x(x), xx-xx. **Double blind review**

Giacumo, L. A. & *Koc, M. (Revise & resubmit requested). Supporting neurodiverse adult learners in workplace and higher education: A Systematic multiple studies review protocol. *PlosOne*, x(x), xx-xx. **Double blind review**

Xu, F., *Green, M., Giacumo, L. A. (Accepted with minor revisions). Using AI to Augment All-Inclusive Efforts in Higher Education and Workplace Learning: A Systematic Multiple Studies Review Unveils Opportunities for the Future. *Journal of Computing in Higher Education*, x(x), xx-xx. **Double blind review**

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- Stefaniak, J., Giacumo, L. A., Mao, J., Asino, T. (2025). A Systems thinking perspective on learning design in higher education. *Journal of Computing in Higher Education*, online first. <https://doi.org/10.1007/s12528-025-09454-4> **Double blind review**
- Giacumo, L. A. (2024). Strength-Based Learning: An Autoethnography of an Introductory Instructional Design Graduate Course. *TechTrends*, (2024). <https://doi.org/10.1007/s11528-024-00958-x> **Double blind review**
- Giacumo, L. A. (2023). Mentoring programs in organizations: An Online graduate-level course design case. *International Journal of Designs for Learning*, 14(2), 1-23. **Double blind review**
- *Frazier, L., *Beaudry, J., *MacDonald, M., & Giacumo, L. A. (2023). Instructional Design for Socially Distanced Compliance Audit. *TechTrends*, 67(1), 68-83. **Double blind review**
- *Pearson, J., Giacumo, L. A., Farid, A., & Sadegh, M. (2022). A Systematic multiple studies review of low income, first generation, and underrepresented, STEM degree support programs: Emerging evidence-based models and recommendations. *Education Sciences*, 12(5), 1-27. <https://doi.org/10.3390/educsci12050333> **Double blind review**
- *Horseman, K., *Sullivan, M., & Giacumo, L. A. (2022). Opening doors to employment: A Needs assessment to investigate benefits and work counseling for people with severe mental illness. *Performance Improvement Quarterly*, 34(4), 321-716. <https://doi.org/10.1002/piq.21370> **Double blind review**
- Giacumo, L. A., *MacDonald, M., Peters, D. T. (2021). Promoting Organizational Justice In Cross-Cultural Data Collection, Analysis, And Interpretation: Towards An Emerging Conceptual Model. *The Journal of Applied Instructional Design*, 10(4). <https://dx.doi.org/10.51869/104/lgi> **Double blind review**
- Kopcha, T. J., Asino, T., Giacumo, L.A., & *Walters, K. (2021). Preface to the Special Issue: Attending to Issues of Social Justice through Learning Design. *The Journal of Applied Instructional Design*, 10(4). <https://dx.doi.org/10.51869/104/kop> **No blind review**
- Giacumo, L. A., & Breman, J. (2021). Trends and implications of models, frameworks, and approaches, used by instructional designers in workplace learning and performance improvement. *Performance Improvement Quarterly*, 34(2), 131-170. <https://doi.org/10.1002/piq.21349> **Double blind review**
- Lowenthal, P. R., Greear, K., Humphrey, M., Lowenthal, A., Conley, Q., Giacumo, L. A., Dunlop, J. C. (2020). Creating Accessible Online and eLearning: Moving Beyond Compliance and Broadening the Discussion. *Quarterly Review of Distance Education*, 21(2), 1-21. **Double blind review**
- Giacumo, L. A., *Chen, J., & *Seguinot Cruz, A. (2020). Evidence on the use of mentoring programs and practices to support workplace learning: A Systematic multiple studies review. *Performance Improvement Quarterly*. *Performance Improvement Quarterly*, 33(3), 259-303. <https://doi.org/10.1002/piq.21324> **Double blind review**
- Villachica, S. W., Stieha, V., Giacumo, L. A., Becker, L., & Fenner, J. (2019). A Formative evaluation of a master's-level career-coaching course for performance improvement students. *Performance Improvement Quarterly*, 32(4), 427-459. <https://doi.org/10.1002/piq.21302> **Double blind review**

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- Giacumo, L. A., & Savenye, W. (2019). Asynchronous discussion forum design to support cognition: effects of rubrics and instructor prompts on learner's critical thinking, achievement, and satisfaction. *Educational Technology Research & Development*, 68(1), 37-66. **Double blind review**
- Breman, J., Giacumo, L. A., & Griffith-Boyes, R. (2019). A Needs assessment to inform learning and development practices required by local partners of global humanitarian organizations. *TechTrends*, 63(3), 294-303. **Double blind review**
- Asino, T. & Giacumo, L. A.; & Chen, V (2017). Culture as a Design "Next": Theoretical Frameworks to Guide New Design, Development, and Research of Learning Environments. *The Design Journal*, 20(sup1), S875-S885. <http://dx.doi.org/10.1080/14606925.2017.1353033> **Double blind review**
- Giacumo, L. A., & Breman, J. (2016). Emerging evidence of the use of big data and learning analytics in workplace learning: A Systematic literature review. *Quarterly Review of Distance Education*, 17(4), 21-28. **Double blind review**
- Giacumo, L. A., Savenye, W., & Smith, N. (2013). Facilitation prompts and rubrics on higher-order thinking skill performance found in undergraduate asynchronous discussion boards. *British Journal of Educational Technology*, 44(5), 774-794. <https://doi.org/10.1111/j.1467-8535.2012.01355.x> **Double blind review**

Peer-reviewed books

- Giacumo, L. A. & Fake, H. (Under contract). Community-Sustaining Learning Experience Design: How to improve UX in Higher education, Workforce Training, and Professional Education for Individuals. Elsevier. **Single blind review**
- Giacumo, L. A., Villachica, S. W., Stepich, D. (2024). Organizational Justice and Instructional Design: A Guide to Equitable Learning, Training, and Performance in Professional Education and Workforce Settings. Routledge. **Single blind review**

Peer-reviewed book chapters

*Denotes student-authors

- Giacumo, L. A. (proposal under review). Quick Fix or Just Design? Negotiating Resources for E3+ Performance-Based Learning and Development Interventions. In Bierema, L. L., Ghosh, R., Sanghamitra, S., Tkachenko, O. (Eds.). Cases of DEI Perspectives in HRD and Adult Learning (pp. xx-xx). Palgrave Macmillan. **Double blind review**
- Giacumo, L. A. (proposal under review). Whose Future? Navigating Justice in AI-Enabled Succession Planning. In Bierema, L. L., Ghosh, R., Sanghamitra, S., Tkachenko, O. (Eds.). Cases of DEI Perspectives in HRD and Adult Learning (pp. xx-xx). Palgrave Macmillan. **Double blind review**
- Fake, H. & Giacumo, L. A. (proposal accepted). Creating a Community Centered LX Research Plan. In Giacumo, L. A. & Fake, H. (Eds.). Community Centered Learning Experience Design: How to improve UX in Higher Education, Workforce Training, and Professional Education. Elsevier. **Single blind review.**
- Giacumo, L. A. & Fake, H. (proposal accepted). Keeping Focused on Performance-Based Learning Experience Design and Community Centered Solutions. In Giacumo, L. A. & Fake, H. (Eds.).

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Community Centered Learning Experience Design: How to improve UX in Higher Education, Workforce Training, and Professional Education. Elsevier. **Single blind review.**

Benson, A. D., Beavers-Forrest, B., Giacumo, L., Harris, C., Horton, A., & Liu, J. C. (2023). *Culture, learning, and technology and the promise of diversity, equity, and inclusion: Leading AECT into a more inclusive future*. In Miller, C. T., Piña, A. A., Molenda, M. H., Harris, P. L., and Lockee, B. B. (Eds). AECT at 100 (pp. 533-557). Brill. **Double blind review**

Villachica, S. W., *Mammenga, J., Giacumo, L. A. (2023). Real projects for real community clients: Combining eService Learning and project-based learning. In Strait, J. R., Shumer, R. D., & Nordyke, K. J. (Eds.), *Taking eService-learning to the next level: Addressing social problems in communities in times of crisis* (pp. 43-72). Information Age. **Double blind review**

Giacumo, L. A., Asino, T., (2022). Preparing Instructional Designers to Apply Human Performance Technology in Global Context. In Stefaniak, J. (Eds.), *The Instructional Design Trainer's Guide*. Routledge. **Double blind review**

Stefaniak, J., Giacumo, L. A., Villachica, S. W. (2022). *Preparing Instructional Designers to Scale Needs Assessment*. In Stefaniak, J. (Ed.), *The Instructional Design Trainer's Guide*. Routledge. **Double blind review**

Breman, J. & Giacumo, L. A. (2020). A Cross-cultural instructional design case situated in a global workplace learning context. *Handbook of Research in Educational Communications and Technology*. Springer, Cham. DOI: 10.1007/978-3-030-36119-8 **Double blind review**

Asino, T. & Giacumo, L. A. (2019). Culture and global workplace learning: Foundations of cross-cultural design theories and models. In Kenon, V., Palsole, S., Ong, R., & Duff, N. (Eds.), *Wiley Handbook of Global Workplace Learning*, (pp. 395-412). John Wiley & Sons, Inc. <https://doi.org/10.1002/9781119227793.ch22> **Double blind review**

Invited editor-reviewed book chapters

Asino, T., Giacumo, L. A., & Anagiotos, C. (Accepted). Importance of Technology in Succession Planning. In W. J. Rothwell, S. B. King, A. Zaballo, & D. Poole (Eds.), *Handbook of Succession Planning*. Edward Elsgar Publishing Ltd. **No blind review**

Giacumo, L. A. (2024). Diversity and Inclusion in Design for Learning and Human Performance Technologies. In *Trends and Issues in Instructional Design and Technology 5th Edition*, Carr-Chellman, A., Reiser, R., & Dempsey, J. (Eds.). Routledge. **No blind review**

Editor-reviewed journal articles

*Denotes student-authors

Giacumo, L. A. & Dolowitz, A. (2025, September). The ORANGE framework for facilitating difficult dialogues: How organizational leaders, researchers, and practitioners, can increase good will and improve performance. *TechTrends*, x(x), xx-xx. DOI: 10.1007/s11528-025-01133-6 **No blind review**

*MacDonald, M., *Shukla, S., Giacumo, L. (2022, October). How to get started with chunking and sequencing e-learning design. *Learning Solutions Magazine*. Retrieved from

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<https://learningsolutionsmag.com/articles/how-to-get-started-with-chunking-sequencing-elearning-design> **No blind review**

- *Peters, D. T. & Giacumo, L. A. (2020). Ethical and responsible cross-cultural interviewing: Theory to practice guidance for human performance and workplace learning professionals. *Performance Improvement*, 59(1), 26-34. <https://doi.org/10.1002/pfi.21906> **No blind review**
- *Peters, D. T. & Giacumo, L. A. (2019). A Systematic evaluation process: Soliciting client participation and working in a cross-cultural context. *Performance Improvement*, 58(3), 6-19. <https://doi.org/10.1002/pfi.21845> **No blind review**
- Giacumo, L. A., Chyung, Y., *Campbell, I. *Bilkey, A., & Gibson, E. (2018). Educational and environmental support for novice e-learning developers. *Performance Improvement*, 57(5), 6-19. <https://doi.org/10.1002/pfi.21766> **No blind review**
- The Faculty and Staff Members of the Department of Organizational Performance and Workplace Learning. (2016). Academic program profile: Boise State University's Department of Organizational Performance and Workplace Learning. *Performance Improvement*, 55(4), 1-13. <https://doi.org/10.1002/pfi.21575> **No blind review**

Peer-reviewed conference proceedings

*Denotes student-authors

- Giacumo, L. A., de Silva, R., Farid, A., Sadegh, M., Lowe, S. (2025). Challenges Stakeholders Face in Supporting Low Income, First Generation, and/or Rural Graduate Students. ASEE Conference Proceedings. **Double blind review**
- *Bayas, L., Giacumo, L. A., *Early, C., *Peterson, K., Farid, A., Sadegh, M. (2021). Lifting an LI, FG, and/or URM, support program off the ground during COVID-19: Successes and lessons learned. ASEE Conference Proceedings. **Double blind review**
- Miller, S., Catlin, L., & Giacumo, L. A. (2016). Successes from a multi-disciplinary capstone project. ASEE PNW Section Conference Proceedings. **Double blind review**
- Giacumo, L. A. & Conley, Q. (2015). *E-Learning authoring tools: How do e-learning developers gain competency using and selecting appropriate multimedia development tools. 38th Annual Proceedings of the Association for Educational Communications and Technology, Vol. 1* (pp. 87-85). **Invited, no blind review**
- Giacumo, L. A., & Savenye, W. (2013). The Effects of explicit guidance in an undergraduate asynchronous discussion. *Paper presented at the 2013 annual meeting of the American Educational Research Association*. Retrieved January 24, 2018 from the AERA Online Paper Repository. **Double blind review**
- Giacumo, L. A., Kisicki, T., & Bostick, B. (2011). A Student engagement case study. In M. Simonson (Ed.), *34th Annual Proceedings of the Association for Educational Communications and Technology, Vol. 1*. (pp. 78-85). **Invited, no blind review**
- Kisicki, T., Bostick, B., & Giacumo, L. A. (2011). Engaging students 140 characters at a time. In *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2011* (pp. 1367-1371). Chesapeake, VA: AACE. **Unknown review type**

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- Williams, M.K., Wetzel, K., Foulger, T., Kisicki, T. & Giacumo, L. A. (2011). Explicitly addressing tpack in preservice teacher curriculum. In M. Koehler & P. Mishra (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2011*. (pp. 4429-4434). Chesapeake, VA: AACE. **Unknown review type**
- Giacumo, L. A., Steeby, A., & Savvides, P. (2010). Making instructional design accessible in recessionary times: Lessons learned from partnership-based design and development. In M. Simonson (Ed.), *33rd Annual Proceedings of the Association for Educational Communications and Technology*, Vol. 2. (pp. 108-113). **Invited, no blind review**
- Giacumo, L. A., Savenye, W., & Sausville, G. (2010). 21st Century community college teaching strategies and medieval history: A Design and development project. In M. Simonson (Ed.), *33rd Annual Proceedings of the Association for Educational Communications and Technology*, Vol. 2. (pp. 104-107). **Invited, no blind review**
- Smith, N., Savenye, W., & Giacumo, L. A. (2010). Effectiveness of mediated communication formats for learning and student interaction in a distance learning course. In M. Simonson (Ed.), *33rd Annual Proceedings of the Association for Educational Communications and Technology*, Vol. 1. (pp. 217-229). **Invited, no blind review**

Invited editor

*Denotes student-authors

- Kopcha, T. J., Asino, T., Giacumo, L. A., & *Waters, K. (Eds.) (2021). Attending to Issues of Social Justice through Learning Design [Special issue]. *The Journal of Applied Instructional Design*, 21.

Manuscripts in progress

*Denotes student-authors

- Asino, T., Giacumo, L. A., Young, P., Spector, J., Tracy, M., *Bass, E., (In preparation for submission to TechTrends). Reflecting on our lived experiences of conducting research across national and cultural boundaries: What have we learned? *TechTrends*, xx(x), xx-xx. **Double blind review**
- *Beaudry, J., Giacumo, L., *Hartwell, S., *Laurence, J., *Early, C., *Shukla, S., *Bayas, L., *Peterson, K., Farid, A., McLaughlin, B., Plumblee, D., Sadegh, M., Vacha-Haase, T. (In preparation for submission, Journal of Computing in Higher Education). Barriers and facilitators faced by engineering faculty mentors who support low income, first generation, rural, graduate students during recruitment and the first semester. *Journal of Computing in Higher Education*, xx(x), xx-xx. **Double blind review**
- Giacumo, L. A. (Invited book proposal in development). Evaluation Competencies for Data Science in ISD. International Board of Standards for Training, Performance and Instruction (IBSTPI). **No blind review**
- Giacumo, L. A., Asino, T., & *Peters, D. T. (In preparation for submission, targeting British Journal of Educational Technology). Awareness, practices, and preparation, of instructional designers engaging in ethical global project work. **Double blind review**
- Giacumo, L. A. & *Koc, M. (In preparation for submission to *PlosOne*). Supporting neurodiverse adult learners in workplace and higher education: A Systematic multiple studies review. *PlosOne*, x(x), xx-xx. **Double blind review**

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Giacumo, L. A., Stefaniak, J., & Villachica, S. W. (In progress). Cause Analysis Refresh: A Call to move beyond behaviorism and add an organizational justice lens. *In preparation for Performance Improvement Quarterly*. **Double blind review**

*MacDonald, M, *Peterson, K., *Gregory, E., *Salazar, E., & Giacomo, L. A. (In progress). How rapid prototyping competency models can help organizations improve engagement and performance. *In preparation for the European Journal of Training and Development*. **Double blind review**

Invited presentations

*Denotes student-authors

Giacumo, L. A. & Dolowitz, A. (July, 2025). Facilitating Difficult Dialogues. Invited session for the AECT Annual Summer Leadership Conference, Virtual.

Giacumo, L. A. (April, 2025). The LeaPS ID model: An Enterprise performance improvement tool. Invited interview for the Guy Wallace Enterprise L&D Podcast, Virtual.

Giacumo, L. A. (March, 2025). Benchmarking the Learning and Performance Technology Certification Industry. Invited presentation for the International Board of Standards for Training, Performance, and Instruction (IBSTPI) Board of Directors, Virtual.

Giacumo, L. A. (October, 2024). The Future of learning ecosystems in the age of immersive technologies and AI. Presentation for George Mason University Costello Business College Chief Learning Officer executive business certificate program. Arlington, VA.

Giacumo, L. A. (September, 2024). Increased outcomes and a sense of belonging in your course ecologies: The application of organizational justice, connectivism, digital ecosystems, inclusive design, and strength-based learning principles. Invited presenter for the Evidence Based Instructional Design Practice Series at Bay Path University, Virtual.

Giacumo, L. A. (November, 2023). Increase engagement and deliver performance improvement results with the LeaPS ID model. Invited presenter for Introduction to Needs Assessment course at the Oklahoma State University, Virtual.

Katamadze, E., Mizandari, I., Kaldani, N., Zedginidze, N., Baker, R., Giacomo, L. A. (September, 2023). The Spatial and Urban Development Agency (SUDA) of Georgia: Ministry of Economy and Sustainable Development of Georgia. Invited presentation for ISPI-EMEA Open Assist, Tbilisi, Republic of Georgia.

Giacumo, L. A. & Villachica, S. W. (August, 2023). The LeaPS ID Model: How to increase engagement and deliver results through inclusive design by expanding the partnership principle of HPI. Invited presenters for Instructional Design course at the Purdue University, Virtual.

Giacumo, L. A. (March, 2023). Why partner with organizational performance & learning experts to conceptualize inclusive and equitable big data applications in healthcare? Invited presenter for the Clinical & Translational Research Conference at Boise State University, Boise, ID, USA.

Grossman, H., Giacomo, L. A., Colorado-Resa, J. T., Reese, R. M. (January, 2023). CLT Opens Up About Cross-cultural Equity Leadership: A Community of Practice Approach to Professional

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- Development. Invited presenter for the Culture, Learning, and Technology Division of the Association for Educational Communications and Technology, Virtual.
- Giacumo, L. A. (November, 2022). Using learning and performance analytics to guide reporting and influence change: How can we ensure equal opportunity through learning and HR development program evaluation efforts? Invited presentation for the Organization, Information, and Learning Sciences (OILS) Department at the University of New Mexico, Albuquerque, NM, USA.
- Giacumo, L. A. (November, 2022). A new look at equal opportunity support systems in in the DoD: Inclusive and equitable organizational learning and change. Invited presentation for the faculty members of the Organization, Information, and Learning Sciences (OILS) Department at the University of New Mexico, Albuquerque, NM, USA.
- Leykina, V., Lebowsky, F., Giacomo, L. A. (September, 2022). Taking a New Fresh Look: Georgian Educational Tourism Perspectives. Invited presentation for the Georgian National Tourism Administration and the International Society of Performance Improvement: Europe, Middle East, Africa (ISPI EMEA) Open Assist, Virtual.
- Giacumo, L. A., Lowen, J., Rhoton, J. (August, 2022). Military Equal Opportunity Best Practices in the 2020s: Scoping a DEOMI Needs Assessment. Invited presentation for the Executive Leadership Team at the Defense Equal Opportunity Management Institute (DEOMI), Patrick Airforce Base, FL, USA.
- Blake-Plock, S., Ellsworth, J., Dabbagh, N., Giacomo, L. A., Moore, S., Yoon, S. W. (2022, May). Building Communities to Tackle new Directions for Workplace Learning and Performance. Invited panel presentation for the University of New Mexico Organization, Information, and Learning Sciences program.
- Giacumo, L. A. & Nestell, J. (2022, May). Episode Dr. Lisa Giacomo. Invited presentation for the ERP Organizational Change Project podcast, virtual.
- Giacumo, L., *Beaudry, J., *Ndebbio, O., *Laurence, J., *Frazier-Aich, L., *Hartwell, S., *MacDonald, M. (2022, March). Scenario-based e-learning design: Tips and tricks. Invited presentation for the Navy Federal Credit Union Learning and Development Summit, Virtual.
- Giacumo, L. A. (2022, March). Working across cultures in instructional design. Invited presentation for the Instructional Technology and Learning Sciences department, Utah State University, Virtual.
- Asino, T., Giacomo, L., Hodges, C., Liu, J., Romero-Hall, E., Rogers, S., & Young, P. (2022, February). Redefining impact and diversifying what scholarship means in a cross-cultural context. Invited presenter for the Culture, Learning, and Technology Division of the Association for Educational Communications and Technology, Virtual.
- Giacumo, L. A. & Dickson-Deane, C. (2021, November). Shared Caregiver Support Services at AECT - We are Moving Forward Once Again! Invited presentation for Association for Educational Communications and Technology International Convention, Chicago, IL, USA.

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- Giacumo, L. (2021, November). Human performance improvement needs assessments projects for real clients. Invited guest speaker for Introduction to Needs Assessment course at the Oklahoma State University, Virtual.
- Grossman, H. & Giacomo, L. A. (2021, September). Supporting a systems approach to building socially just organizations through including stakeholders and intentionality in climate. Invited presenter for the Association for the Culture, Learning, and Technology Division of the Educational Communications and Technology, Virtual.
- Giacumo, L. A. & Villachica, S. W. (2021, March). An Alternate ID Model: LeaPs from Boise State University. Invited guest speaker for HPT Treasures, Virtual.
- Giacumo, L. (2020, November). Project management for the instructional designer. Guest speaker for Introduction to Instructional Design course at the University of Georgia Athens, Virtual.
- Branch, R. M., Williams van Rooij, S., Giacomo, L. A., Easow, G. (2020, September). Project management and the instructional designer. Invited panel presentation for the Design and Development Division of the Association for Educational Communications Technology (AECT), Virtual.
- El-Nawawy, N., Giacomo, L. A., *Mammenga, J., Misiko, I., Lazar, J. (September, 2020). A Journey to Community Cohesion. Invited presentation for Communicare Cape Town and the International Society of Performance Improvement: Europe, Middle East, Africa (ISPI EMEA) Open Assist, Virtual.
- Casad, S., Dombrowski, R., Gable, S., Giacomo, L. A., *Sharon Lee, S., Thompson, B., Yeatts, L., Weak, K. (2020, May). OPWL Networks: Relationship matter in your ID/LX/HPT career. Panel presentation for the Organizational Performance and Workplace Learning department, Boise State University, Virtual.
- Alzate, V. Chien, J., Giacomo, L. A., Koster, D. Murtaugh, M. C., Papaioannou, N., *Sealock, T., & Wright, K. (2020, May). Networking into freelance ID/LX/HPT jobs & more: Approaches, strategies, tools, outcomes, and lessons learned. Panel presentation for the Organizational Performance and Workplace Learning department, Boise State University, Virtual.
- Giacumo, L. A. & Papaioannou, N. (2020, May). Learning Pro Intros - Episode 13 - Lisa Giacomo, PhD - Assistant Professor, OPWL, Boise State U. Discussant for Your Instructional Designer, LLC, Virtual.
- Giacumo, L. A. (2020, February). Using feedback and rubrics to guide learners' future selves' performance in service-learning projects. Presentation for Project-Based Community Engagement Roundtable, Boise State University, ID, USA.
- Marker A. & Giacomo, L. A. (2020, February). Graduate Certificate Program from Boise State University: The Certificates & Certifications Playlist by TLDC. The Training, Learning & Development Community webinar, USA.
- Giacumo, L. A. & *Peters, D. T. (2019, December). Cross-cultural interviews and surveys: 7 Guidelines for ethically collecting valid data across unfamiliar cultures. Presentation for Bay Area / BSU Chapter of ISPI webinar, USA.

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- Swartz, D., Giacomo, L. A., & Nilles, M. (2019, October). Reporting out loud: Evaluation practices in NGOs. Round table discussion for Humentum Week of Learning, Virtual.
- Marker, A., Becha, A., Janevski, D., Giacomo, L. A., Tohacocka, M., Statovci, S. (September, 2019). Wines of Macedonia Consulting Proposal. Invited presentation for Wines of Macedonia and the International Society of Performance Improvement: Europe, Middle East, Africa (ISPI EMEA) Open Assist, Skopje, Macedonia.
- Dowd, S., Curran, G., & Giacomo, L. A. (2019, July). A Vision, Shared Expertise, No Budget: A Humentum Learning Community Project in Action. Presentation for Humentum's OpEx DC, Washington, D.C., USA.
- Giacomo L. A., & Breman, J. (2018, October). Designing for a global audience: Cultural considerations in instructional design. Presentation for TLD Cast, Virtual.
- Giacomo, L. A. & Villachica, S. (2018, January). Big data and performance consulting: What's our role? Presentation for BOEING ISPI Chapter / Community of excellence, Virtual.
- Giacomo, L. A. (2017, July). Internal partnerships: Strategies for L&D visionaries in NGOs. Presentation for Inside NGO, Washington D.C., USA.
- Proulx, C., Giacomo, L. A., Berg, E., Jeter, K., Davis, S., Mumford, J., & Barish, D. (2017, July). Tomorrow's world: The Future of learning and development. Panel discussant for Inside NGO, Washington D.C., USA.
- Giacomo, L. A., *McCoy, C., *Yeatts, L., *Schuck, J., & *Crane, E. (2017, June). Rapid e-learning: An Introduction for designers specializing in workplace learning and performance. Presentation for Association of Educational Communications and Technology Organizational Training and Performance Division and the Organizational Performance and Workplace Learning Department of the College of Engineering, Boise State University, Virtual.
- Giacomo, L. A. (2017, May). Big data and the future for performance improvement. Panel discussant for the International Society of Performance Improvement, Montreal, Canada.
- Giacomo, L. A. & Villachica, S. (2017, February). What does Big Data have to do with human performance improvement? Presentation for Bay Area / BSU Chapter of ISPI webinar, USA.
- Giacomo, L. A. (2016, September). Big data, analytics, and strategy to promote learning in NGOs. Presentation for LINGOS Global Learning Forum, Seattle, WA, USA.
- Giacomo, L. A. & *Peavy, R. (2016, March). Instructional design work in iNGOs. Presentation for Bay Area/BSU Chapter of ISPI webinar, USA.

Peer-reviewed conference presentations

*Denotes student-authors

- Giacomo, L. A., Cyrus, J., Hirumi, A. (2025, accepted to present in November). Prompt engineering for evidence based instructional design: Implications for practitioners without library access. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**

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- Giacumo, L. A., Fake, H., Earnshaw, Y., Schmidt, M., Ghazali, S., Rembret, D. (2025, accepted to present in November). A symphony orchestra requires teamwork: Refocusing learning experience design for the future. Panel presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A., Stefaniak, J., Villachica, S. W. (2025, accepted to present in November). Towards a capacity-focused approach to enhance learning design, professional development, and training in organizations. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A. & Wilson, D. (2025, September). All-inclusive graduate online learning: Connectivism & digital ecosystems in practice. Presentation for the Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA, USA. **Double blind review**
- Giacumo, L. A., Farid, A., Sadegh, M., de Silva, R., Lowe, S. (2025, June). S-STEM: Challenges Stakeholders Face in Supporting Low-Income, First-Generation, and/or Rural Graduate Students. Poster presentation for American Society of Engineering Education International Conference, Montreal, Quebec, Canada. **Double blind review**
- Giacumo, L. A. & Martinez, S. A. (2025, February). Exploring the Integration of Neuroscience Research to Inform Inclusive and Equitable Workplace Learning Design. Poster presentation for the Academy of Human Resource Development, Washington D. C., USA. **Double blind review**
- Giacumo, L. A., Xu, F., & *Green, M. (2024, October). How is AI Used to Support DEI Efforts in Higher Education & Workplace Learning? Presentation for the Association for Educational Communications and Technology International Convention, Kansas City, MO, USA. **Double blind review**
- Martinez, S. A. & Giacumo, L. A. (2024, October). How Can IDs, LXDs, and HRDs Support Diverse Learners? The Intersection Between Neuroscience, Culture, & Technology. Presidential session for the Association for Educational Communications and Technology International Convention, Kansas City, MO, USA. **Double blind review**
- Giacumo, L. A. (2024, March). Create effective, engaging, and equitable learning and development (that goes beyond checking a box). Lightning talk for the Access to Research and Inclusive Teaching National Conference, Fairfax, VA, USA. **Double blind review**
- Mao, J., Giacumo, L. A., Stefaniak, J., Asino, T. I., Powers, E. (2023, October). Systems Thinking in Education: A Reflective Dialogue from the Fifth Discipline Perspective. Panel presentation for the Association for Educational Communications and Technology International Convention, Orlando, FL, USA. **Double blind review**
- Dolowitz, A., Giacumo, L. A., Jones, M. K., Lomellini, A., Pacetti-Donelson, V., Reese, R. M. (2023, October). Is this workplace safe for me? Panel presentation for the Association for Educational Communications and Technology International Convention, Orlando, FL, USA. **Double blind review**
- Giacumo, L. A. & Villachica, S. W. (2023, September). The LeaPS ID model: How to increase engagement and deliver results through inclusive design by expanding the partnership principle of HPI. Presentation for the International Society for Performance Improvement Europe, Middle East, and Africa, Tbilisi, Republic of Georgia. **Single blind review**

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- Giacumo, L. A., Asino, T., Young, P., Romero-Hall, E., West, R., Wiley, D. (2022, October). Marginalizing What ALSO Matters: It's time to consider equity factors in design that impact student learning. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A., Lacheb, A., Asino, T., Young, P., Liu, C., Rogers, S. (2022, October). Dismantling oppression gets noticed: 10 Steps to providing an ethically sound and safe virtual learning environment with video conferencing tools. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A., *MacDonald, M., *Peterson, K., *Shukla, S., *Bove, E., *Yadav, K., *Salazar, E., *Early, C., *Beaudry, J. (2022, October). Using design thinking to influence research and practice towards becoming more inclusive and equitable: The MarCC lab social media strategic plan. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Grey, L., Reese, R., Rogers, S., Giacumo, L. A. (2022, October). Impact on online student learning through DEI frameworks, learning design, and instructional practices. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Kopcha, T. J., Asino, T., Giacumo, L. A., *Walters, K., Moore, S., Soken, A., Nygreen, K., Chandler, C. (2022, October). Negotiating Issues of Social Justice in Learning Design Research and Practice. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Single blind review**
- Giacumo, L. A., Villachica, S. W., Martinez, S., Panza, C. (2022, September). Performance improvement consulting for the greater good: Four approaches to starting up a nonprofit capacity development strategic partnership. Presentation for the International Society for Performance Improvement Europe, Middle East, and Africa, Virtual. **Single blind review**
- Giacumo, L. A. & Asino, T. (2021, November). Organizational systems mapping: An Innovative approach to needs analysis. Presentation for the Association for Educational Communications and Technology International Convention, Chicago, IL, USA. **Double blind review**
- Giacumo, L. A., *Beaudry, J., *Early, C., *Bayas, L., *Shukla, S., *Fisher, A., Farid, A., Plumblee, D., Sadegh, M., Vacha-Haase, T. (2021, November). Supporting faculty who serve LI, FG, and/or URM, during COVID-19: Findings of an organizational system needs analysis during year 1 of 5. Presentation for the Association for Educational Communications and Technology International Convention, Chicago IL, USA. **Double blind review**
- Giacumo, L. A. *MacDonald, M., *Peterson, K. (2021, November). Cross cultural competencies for instructional designers and performance improvement practitioners: Is it time for a competency model? Presentation for the Association for Educational Communications and Technology International Convention, Chicago, IL, USA. **Double blind review**
- Giacumo, L. A., Stieha, V., & Villachica, S. W. (2021, September). Who are your people and what do they REALLY need? Augment your learner analysis through design thinking and personas to increase social impact and become more sustainable. Presentation for the International Society for Performance Improvement Europe, Middle East, and Africa, Virtual. **Single blind review**

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- *Bayas, L., Giacumo, L. A., *Early, C., *Peterson, K., Farid, A., Sadegh., M. (2021, July). Lifting an LI, FG, and/or URM, support program off the ground during COVID-19: Successes and lessons learned. Presentation for ASEE Conference, Virtual. **Double blind review**
- Stieha, V., Giacumo, L. A., & Villachica, S. W. (2021, May). Who is your audience? Upping your learner analysis through design thinking and personas. Presentation for the International Society for Performance Improvement annual conference. **Single blind review**
- Stefaniak, J., Giacumo, L. A., Breman, J., Sentz, J., Adrian, T., & Peters, D. T. (2020, November). Establishing Infrastructure: The Use of Non-Instructional Interventions to Support Design Activity. Panel discussion for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Peters, D. T. & Giacumo, L. A. (2020, November). Emerging Best Practices for Semi-structured interview data collection in cross-cultural settings. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Villachica, S. & Giacumo, L. A. (2020, November). A student project success story: Supporting diverse team reflection and feedback in situated learning environments. Roundtable discussion for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A., Mao, J., Bradshaw, A., & Peters, D. T. (2020, November). Collecting data ethically and responsibly across unfamiliar cultures: Challenges and opportunities. Panel discussion for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Breman, J., Giacumo, L. A., Dickson-Deane, C., & Sulecio de Alvarez, M. (2020, November). Designing instruction for global audiences. Panel discussion for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A. & Asino, T. (2020, September). A system mapping process in Namibia: Cross cultural performance improvement. Presentation for the International Society for Performance Improvement Europe, Middle East, and Africa, Virtual. **Single blind review**
- Villachica, S. W., Giacumo, L. A., & Stieha, V. (2020, May). An online master's-level career-coaching course: Successes and limitations. Presentation for the International Society for Performance Improvement, Virtual. **Single blind review**
- *Simkins, L., Giacumo, L. A., *Meindersma, M., & *Dale, D. (2020, May) Storyboarding: Build your skills. Presentation for the International Society for Performance Improvement, Virtual. **Single blind review**
- Giacumo, L. A. & Villachica, S. W. (2019, October). Framing ID/HPT project scopes that matter: How can I demonstrate value? Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A., Bradshaw, A., Rogers, S., & Lumpkin, P. (2019, October). Building an equitable, accessible organization: Investigating systems-level facilitators and barriers. Panel discussion for the

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- Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- *Peters, D. T. & Giacomo, L. A. (2019, October). Evaluation of TEFL Training in Thailand: A Technology Driven, Cross-cultural approach. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Villachica, S. W. & Giacomo, L. A. (2019, October). Using Job-Focused Objectives to Improve Learning Transfer. Presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Stieha, V., Villachica, S. W., & Giacomo, L. A. (2019, October). Understanding graduates' career readiness and confidence following a career coaching course. Poster presentation for the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- *Peters, D. T., & Giacomo, L. A. (2019, September). Cross-cultural interviewing best practices: 7 Tips for ethically collecting valid data across cultures. Presentation for the Europe, Middle East, and Africa International Society for Performance Improvement, Skopje, Macedonia. **Single blind review**
- *Peters, D. T., & Giacomo, L. A. (2019, April). Evaluation of Intensive training: What, How, and Thai? Presentation for the International Society for Performance Improvement, New Orleans, LA, USA. **Single blind review**
- Villachica, S. W., Giacomo, L. A., & Stieha, V. (2018, November). Exploring the outcomes of career coaching and internships on graduate student job placement and promotion. Round table presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Kansas City, MO, USA. **Double blind review**
- *Dombrowski, R. & Giacomo, L. A. (2018, April). Designing eLearning for cross-cultural workplace needs. Presentation for the International Society for Performance Improvement, Seattle, WA, USA. **Single blind review**
- Giacomo, L. A., Watkins, R., & Gu, G. (2018, April). Performance improvement and HR relevance in the Data Age. Roundtable presentation for the International Society for Performance Improvement, Seattle, WA, USA. **Single blind review**
- *Goff, K. & Giacomo, L. A. (2018, April). Transfer to Performance: Deliver Valued Results! Presentation for the International Society for Performance Improvement, Seattle, WA, USA. **Single blind review**
- *Johnson, S. & Giacomo, L. A. (2018, April). Manage cognitive load to increase training transfer. Presentation for the International Society for Performance Improvement, Seattle, WA, USA. **Single blind review**
- Villachica, S. W. & Giacomo, L. A. (2018, April). Working Together: PI Employers, Academics, & Students. Presentation for the International Society for Performance Improvement, Seattle, WA, USA. **Single blind review**
- Villachica, S., Giacomo, L., & Breman, J. (2017, November). Big Data Readiness in Organizations: A Co-construction Process to Inform the Next Steps. Poster presentation at the annual meeting of the

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- Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA. **Double blind review**
- Villachica, S., Giacomo, L., Breman, J., & Persichitte, K. (2017, November). A Panel Discussion of Assessment, Instructional Design, and Bloom's Taxonomy: Exploring ID Practice in Educational and Workplace Settings. Panel at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA. **Double blind review**
- Asino, T., Young, P., Spector, M. Kowch, E., Tracey, M., Giacomo, L., & *Bass-Flimmons, E. (2017, November). Leading Learning for Change: A Precious Partnership Across Cultures. Presidential panel at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA. **Double blind review**
- *Chen, J., Giacomo, L. & *Seguinot Cruz, A. (2017, November). Mentoring, workplace learning, and performance improvement: Evidence, evaluation, and research methods updates from a multiple studies review. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA. **Double blind review**
- Giacomo, L., Villachica, S., Breman, J., & Pera, S. (2017, September). Determining big data readiness in organizations: A Client co-construction strategy for success. Presentation for Europe, Middle East, and Africa International Society for Performance Improvement, Bologna, Italy. **Single blind review**
- Giacomo, L. & Villachica, S. (2017, May). Big data: Hype, Promise, and PI Applications. Presentation for the International Society for Performance Improvement, Montreal, Canada. **Single blind review**
- *Wareham, J. & Giacomo, L. A. (2017, May). Death by PowerPoint: Reversing the curse. Presentation for the International Society for Performance Improvement annual conference, Montreal, Canada. **Single blind review**
- Asino, T., Giacomo, L., & Chen, V. (2017, April). Culture as Design for "next." Presentation for the European Academy of Design, Design for Next annual conference, Rome, Italy. **Double blind review**
- Giacomo, L., & Asino, T. (2016, November). Instructional designers, culture, and ID practices in international non-governmental organizations. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacomo, L. & Breman, J. (2016, November). Big data, learning analytics, and performance improvement: Emerging evidence. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Harris, C., Bechtold, S., Giacomo, L., & Schneider, E. (2016, November). Shaping your career in instructional science. Panel at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacomo, L. A., Breman, J., & Villachica, S. (2016, November). Big Data and analytics for big wins: Environmental cues, readiness indicators, and select analytics applications for improving

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- workplace performance. Poster at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Villachica, S., Conley, Q., Giacumo, L., Persichitte, K., & Sabo, K. (2016, November). A Panel Discussion of Instructional Design for Education and the Workplace: Cousins, But Not Twins. Panel at the annual meeting of the Association for Educational Communications and Technology International Convention, Las Vegas, NV, USA. **Double blind review**
- Giacumo, L. A. & Villachica, S. (2016, September). Big data meets performance improvement: Separating promise from hype. Presentation for Europe, Middle East, and Africa International Society for Performance Improvement, Bonn, Germany. **Single blind review**
- Catlin, L., Giacumo, L. A., & Miller, S. (2016, April). Successes and Lessons from a Multi-disciplinary Capstone Project. Presentation for the Pacific Northwest Division of the American Association of Engineering Education, Boise, ID, USA. **Single blind review**
- Villachica, S., Landrum, R., & Giacumo, L. A. (2016, April). The Skills Summit: Creating a (Semi-) Permanent Venue to Decrease Graduates' Time to Competence in the Workplace. Presentation for the Pacific Northwest Division of the American Association of Engineering Education, Boise, ID, USA. **Single blind review**
- Giacumo, L. A. & Conley, Q. (2015, November). *E-Learning authoring tools: How do e-learning developers gain competency using and selecting appropriate multimedia development tools*. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Indianapolis, IN, USA. **Double blind review**
- Giacumo, L. A. & Breman, J. (2015, October). *The Gift that keeps giving: Eleven ways to extend the reach of capacity building projects for sector wide performance improvement*. Presentation at the annual LINGOs Global Learning Forum, Little Rock, AK, USA. **Single blind review**
- Giacumo, L. A. (2015, October). *Blogs in Blackboard: One instructional design strategy to support iterative, project based learning in an online or blended learning course*. Presentation at the Putting the Tech in Teach, 2nd annual Digital Ecosystem Conference, Boise State University, Boise, ID, USA. **No blind review**
- Conley, Q., Giacumo, L. A., & Sabo, K. (2014, November). *Authoring tool shootout: The Big bands and best practices for choosing the right e-learning development tools*. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA. **Double blind review**
- Breman, J. & Giacumo, L. A. (2014, November). *Badges in workforce education: The case of certification of humanitarian logistics in Oxfam*. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA. **Double blind review**
- *Wright, K., Giacumo, L. A., & Savenye, W. (2013, October). *The Use of a holistic or analytic rubric in a self and peer evaluations*. Presentation at the annual meeting of the Association for Educational Communications and Technology International Convention, Anaheim, CA, USA. **Double blind review**

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- Giacumo, L. A., & Savenye, W. (2013, April). The Effects of explicit guidance in an undergraduate asynchronous discussion. Paper accepted for presentation at the annual meeting of the American Educational Research Association, San Francisco, CA, USA. **Double blind review**
- Giacumo, L. A., Savenye, W., Smith, N., & Su, Y. (2011, April). The Effects of facilitation and rubrics on critical thinking performance in asynchronous discussions. Paper session presented at the annual meeting of SLOAN-C Blended Learning Conference, Oak Brook, IL, USA. **Double blind review**
- Giacumo, L. A., Kisicki, T., & Bostick, B. (2011, October). Student engagement: 140 Characters at a time. Paper session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Jacksonville, FL, USA. **Double blind review**
- Kisicki, T., Bostick, B., & Giacumo, L. A. (2011, October). Engaging students 140 characters at a time. Paper session presented at the annual meeting of E-Learn, the World Conference on E-Learning in Corporate, Healthcare, and Higher Education, Manoa, HI, USA. **Unknown review type**
- Foulger, T., Giacumo, L. A., Legacy, J., & Williams, M. K. (2011, March). Experience TPACK through the eyes of a preservice teacher: Learn how to teach the mini-teach project. Workshop session presentation at the annual meeting of the Society for the Integration of Technology in Education National Convention, Nashville, TN, USA. **Unknown review type**
- Williams, M. K., Wetzel, K., Foulger, T., Kisicki, T., & Giacumo, L. A. (2011, March). Explicitly addressing tpack in preservice teacher curriculum. Paper session presented at the annual meeting of the Society for the Integration of Technology in Education National Convention, Nashville, TN, USA. **Unknown review type**
- Giacumo, L. A., Steeby, A., & Savvides, P. (2010, October). Making instructional design accessible in recessionary times: Lessons learned developing high-quality, instructional design on a shoestring budget. Paper session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Anaheim, CA, USA. **Double blind review**
- Giacumo, L. A., Savenye, W., & Sausville, G. (2010, October). 21st century community college teaching strategies and medieval history. Paper session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Anaheim, CA, USA. **Double blind review**
- Kisicki, T., Giacumo, L. A., & Pilbeam, R. (2009, October). Do teachers enrolled in an online science course learn more when participating in discussion boards? Poster session presented at the annual meeting of the Association for Educational Communications and Technology International Convention, Louisville, KY, USA. **Double blind review**
- Giacumo, L. A. & Koshy, B. (2008, January). Educational technology certificate programs @ ASU. Exhibition session conducted at the annual meeting of the Microcomputers in Education Conference, Tempe, AZ, USA. **No blind review**
- McCarthy, C., & Giacumo, L. A. (2006, April). Creating a faculty development strategic plan (revised). Paper session presented at the annual meeting of the League of Innovations National Conference, Atlanta, GA, USA. **Single blind review**

Lisa A. Giacomo – CV

McCarthy, C., Vannier, V., & Giacomo, L. A. (2005, June). Creating a faculty development strategic plan. Paper session presented at the annual meeting of the SUNY State-wide Conference for Instructional Technology, Binghamton, NY, USA. **Double blind review**

Technical reports

*Denotes student-authors

Giacumo, L. A., *Girvan, T., *Snyder, S., *Tucker B., *Wilson, T. M. (September, 2025). Web Accessibility and Design: EDIT 526. A participatory evaluation report for the Learning Design and Technology Program, George Mason University, USA.

Giacumo, L. A. & *Chabot, M. (May, 2025). Benchmarking the learning and performance technology certification industry A report for the International Board of Standards for Training, Performance, and Instruction Certification Policy & Partnerships Goals, Virtual, USA.

Giacumo, L. A., Lowen, J., Rhoton, J. (August, 2022). Military Equal Opportunity Best Practices in the 2020s: Scoping a DEOMI Needs Assessment. Organizational research technical report developed for the executive leadership team at the Defense Equal Opportunity Management Institute (DEOMI), Patrick Airforce Base, FL, USA.

*Early, C., Giacomo, L. A., *Bayas, L., *Beaudry, J., *Peterson, K., *Shukla, S. (July, 2021). SEnS-GPS Year 1 Internal Evaluation Report. Organizational research technical report developed for the Boise State University College of Engineering and SEnS-GPS NSF grant executive leadership teams, Boise, ID, USA.

Other presentations

*Denotes student-authors

*MacDonald, M., Giacomo, L. A., & Villachica, S. (2020). The LeaPS ID model explained.
<https://www.youtube.com/watch?v=c8GY7JCg6N8>

Giacumo, L. A., Carter, T., Alexander, S., & Allen, D. (2016, April). Professional Pathways: Fresh Out and Flying High. Webinar presentation hosted by the Organizational Performance and Workplace Learning Department, College of Engineering, Boise State University, Boise, ID, USA.

Other scholarly activities

Marginalized and Cross-Cultural Research and Development Learning Tech Lab, (2018 - 2024). Boise State University, College of Engineering. Role: Director.

OPWL Research Lab, (2016-2018). Boise State University, College of Engineering. Role: Director.

Student dissertation and thesis projects

Moeller, K. (in progress). Investigating employer perceptions of digital badges and micro-credentials. PhD Committee chair: Dr. Norman Friesen, Committee members: Drs. Jesus Trespalacios & Lisa A. Giacomo.

Lisa A. Giacomo – CV

Murphy, G. (2024). Constructing a Blueprint for an Assertive Communication Training Module for Nursing Faculty: Bullying and Self-Advocacy. PhD Committee chair: Dr. Ross Perkins, Committee members: Drs. Yu-hui Ching & Lisa A. Giacomo.

Morgan, M. (2020). How are organizations evaluating and assessing mentoring program outcomes: A Systematic literature review. MS Committee chair: Dr. Lisa A. Giacomo, Committee members: Dr. Anthony Marker & Dr. Steven W. Villachica.

Student directed presentations

Diawara, M. (2024, April). POPP3R Cybersecurity: Digital Defense 101. Boise State University Graduate Showcase 2024 and winner of the Graduate College College of Engineering OPWL Department award category. Faculty sponsor: Dr. Lisa A. Giacomo.

Gorshekova, A. (2024, April). Scenario-Based Learning at Scale: Lessons from the Idaho Foodbank. Boise State University Graduate Showcase 2023. Faculty sponsor: Dr. Lisa A. Giacomo.

Connolly, Midori. (2024, January). Midori shares OPWL 537 lessons learned Q&A. Presented for the OPWL department instructional design course participants. Faculty sponsor: Dr. Lisa A. Giacomo

Cowen, Michael. (2023, April). Making food safety a priority at the Idaho Foodbank. Presented at the Boise State University Graduate Showcase 2023 and winner of the Graduate College College of Engineering OPWL Department award category. Faculty sponsor: Dr. Lisa A. Giacomo.

Peterson, K., Ndebbio, O., & Cowen, M. (2022). The Idaho Foodbank Food Safety Refresher Video. <https://www.youtube.com/watch?v=ZMFm7wNMEY>

MacDonald, M., Beaudry, J., & Frazier-Aich, L., (2021, November). HERO Award for HPT practice during the pandemic. Presented at the Association for Educational Communications and Technology annual conference and the HERO award winners session. Faculty sponsor: Dr. Lisa A. Giacomo.

Ambriz, S., (2017, August). Mentoring underrepresented groups in science, technology, engineering, and mathematics: What have we learned? Presentation for the LSAMP Undergraduate Student Research Project Showcase, Boise State University, Boise, ID. Faculty sponsor: Dr. Lisa A. Giacomo.

DeSapio, J. (2017, March). Transformational learning: A Literature review of contemporary criticism and a path forward. Poster presentation for the Graduate Student Showcase, Boise State University, Virtual. Faculty sponsor: Dr. Lisa A. Giacomo.

Johnson, S. (2017, March). Redesigning SACR Process Training. Poster presentation for the Graduate Student Showcase, Boise State University, Virtual. Faculty sponsor: Dr. Lisa A. Giacomo.

Shamsy, J. (2017, May). Virtual teams and OPWL coursework: Tips from my master's program team project experiences. Faculty sponsor: Dr. Lisa A. Giacomo.

Grants awarded

Giacumo, L. A. (2022). Office of Naval Research Summer Fellowship. \$16,000 awarded for equal opportunity barrier analysis research project.

Farid, A., Sadegh, M., Giacomo, L. A., Vacha-Haase, & T., Plumlee, D. (2019). SEEn-GPS: Stellar Engineering Students-Graduate Program Scholarship, National Science Foundation, Co-Principle

Lisa A. Giacomo – CV

Investigator, 2019 - 2024. \$999,867.00 awarded for research project and graduate student scholarships.

Elon University's Research Seminar on Writing Beyond the University: Fostering Writers' Lifelong Learning and Agency, Invited participant, 2019-2021. \$500.00 + lodging and per diem awarded for travel to North Carolina professional development event.

Arizona State University, Division of Educational Leadership and Innovation – Travel Grant (2012, October). \$500.00 awarded for travel expenses to Louisville, KY for AECT, including multiple presentations of current research.

Arizona State University, Division of Educational Leadership and Innovation – Travel Grant (2011, October). \$500.00 awarded for travel expenses to Jacksonville, FL for AECT, including multiple presentations of current research.

Arizona State University, Graduate College – Travel Grant (2010, October). \$500.00 awarded for travel expenses to Anaheim, CA for AECT, including multiple presentations of current research.

Arizona State University, Graduate Student Organization – Jump Start Grant (2010, May). \$500.00 awarded for technology expenses to support an independent research project leading to dissertation work.

Arizona State University, Division of Psychology in Education – Travel Grant (2007, October). \$500.00 awarded for travel expenses to Anaheim, CA for AECT.

Hudson Valley Community College, Academic Affairs - New Course Development Grant (2004, May). \$500.00 awarded for a pre-service teacher educational technology course design and development.

Other grant applications

Scafide, K., Lattanzi, D. & Wojtusiak, J. (2025). Augmented Reality Approach to Injury Detection among Diverse Victims of Violence (NIH). \$3,013,287 requested, not funded. Role: Co-Investigator

Chittoori, B., Giacomo, L. A., Humeda, N., Marker, A., Sadegh, M., Yang, D. (2023). IUSE/PFE:RED Innovation: Inclusion in Practice: Evolving Professional Identity for Inclusive and Equitable Innovation. Grant submitted to the National Science Foundation (NSF). \$2,558,182 requested, not funded. Role: Co-PI

Zaballero, A., Asino, T., Park, J. G., Giacomo, L. A. (2021). Exploring the (Mis)Alignment between post-secondary educational institutions and business organizations on the future of work. \$100,000 requested from Russel Sage Foundation (RSF), not funded. Role: Co-PI

Smith, M., Giacomo, L. A., Uhlenkott, T. (2019). Changing the Culture of Health: Reducing ACEs via Community Coalition in Rural Idaho. Grant submitted to Robert Wood Johnson Foundation (RWJF), \$300,000 requested, not funded. Role: Co-PI

Farid, A., Sadegh, M., Giacomo, L. A., Vacha-Haase, & T., Plumlee, D. (2020). SSTEM: SEnS-GPS: Stellar Engineering Students - Graduate Program Scholarship. Grant submitted to the National Science Foundation, \$999,908 requested, funded. Role: Co-PI

Lighty, J., Mohtar, R., Zhuang, Gaolack, B., J. Han, S. J., Giacomo, L. A. (2019). AccelNet: Food, Energy, and Water: A network of networks for a system of systems (FEW:N2S2). Grant submitted to the National Science Foundation, \$999,908 requested, not funded. Role: Senior personnel.

Lisa A. Giacomo – CV

Farid, A., Vacha-Haase, T., Plumlee, D., Anderson, A., Giacomo, L. A. (2018). SSTEM: SEnS-GPS: Stellar Engineering Students - Graduate Program Scholarship. Grant submitted to the National Science Foundation, \$999,908 requested, not funded. Role: Co-PI

Farid, A., Vacha-Haase, T., Plumlee, D., Anderson, A., Giacomo, L. A. (2017). SSTEM: SEnS-GPS: Stellar Engineering Students - Graduate Program Scholarship. Grant submitted to the National Science Foundation, \$999,908 requested, not funded. Role: Co-PI

Giacumo, L. A., Ashworth, L. (2017, February). Needs assessment proposal – National Japanese respiratory care hospital staff: Training transfer and readiness study. Submitted to Director of Grants, College of Health Sciences, Boise State University. \$85,000 requested from Japanese Hospital, not funded. Role: Co-PI

Giacumo, L. A. (2017, November). Faculty International Development Award. Grant submitted to Boise State University, Global Learning Opportunities. \$1500.00 requested, not funded. Role: PI

Giacumo, L. A., (2016, October). Portfolio Grant. Grant submitted to Boise State University, Center for Teaching and Learning. \$500.00 requested, not funded. Role: PI

Other grant activities

National Science Foundation grant to support innovative 2 + 2 + 2 true educational pathways to genomics, (2009-2010), \$14,000. Role: Instructional Designer. Responsibilities included designing and developing instruction for genomics curriculum to for use at the high school, community college, and 4 year college degree programs.

National Science Foundation grant to support electronics technology curriculum development, (2008-2009), \$10,000. Role: Instructional Technologist. Responsibilities included designing and developing instruction for community college level electronics technology degree programs.

Carl D. Perkins Vocational and Applied Technology Education Act (VTEA III) grant to support nontraditional career path students (2003-2005), \$30,600. Role: Academic Counselor. Responsibilities included tracking and advising students in nontraditional career paths, creating and maintaining a student activities club for nontraditional career path students, reporting progress, and developing a network of other campus resources for this population.

Awards and honors

Association for Educational Communications and Technology (AECT) Culture, Learning, and Technology (CLT) Best Book Award for Giacomo, L., Villachica, S. W., & Stepich, D. (2024). Instructional Design for Organizational Justice: A Guide to Equitable Learning, Training, and Performance in Professional Education and Workforce Settings. Routledge, 2025.

Association for Educational Communications and Technology (AECT) Division of Distance Learning (DDL) Best Book Chapter Award for Giacomo, L., Villachica, S. W., & Stepich, D. (2024). An Introduction to culturally relevant and equitable instruction. In Giacomo, L., Villachica, S. W., & Stepich, D., Instructional Design for Organizational Justice: A Guide to Equitable Learning, Training, and Performance in Professional Education and Workforce Settings (pp. 1-16). Routledge, 2025.

George Mason University, Stearns Center Inclusive Excellence in Teaching Programming, AY 2024-2025 First Year Five Finishers, 2025.

Lisa A. Giacumo – CV

Association for Educational Communications and Technology (AECT) Culture, Learning and Technology (CLT) Division Best Journal Article Award for Pearson, J., Giacumo, L. A., Farid, A., & Sadegh, M. (2022). A systematic multiple studies review of low-income, first-generation, and underrepresented, STEM-degree support programs: Emerging evidence-based models and recommendations. *Education Sciences*, 12(5), 333, 2024.

Association for Educational Communications and Technology (AECT) Presidential Award for research in progress: How Can IDs, LXDs, and HRDs Support Diverse Learners? The Intersection Between Neuroscience, Culture, & Technology, 2024.

Boise State Graduate College Excellence in Mentoring Award, Boise State University, 2022.

Fellow, Office of Naval Research (ONR) at the Defense Equal Opportunity Management Institute (DEOMI), 2022.

Exceptional Service Award, Culture, Learning, and Technology Division, Association for Educational Communications and Technology (AECT), 2021.

Exceptional Service Award, Culture, Learning, and Technology Division, Association for Educational Communications and Technology (AECT), 2020.

Elon University's Research Seminar on Writing Beyond the University: Fostering Writers' Lifelong Learning and Agency, Invited participant, 2019.

Association for Educational Communications and Technology (AECT) Presidential Award for scholarly panel presentation: Leading Learning for Change: A Precious Partnership Across Cultures, 2017

Association for Educational Communications and Technology (AECT) Design and Development Board Associate Fellow, 2013-2014.

Carnegie Mellon University and Pittsburgh Learn Lab Intensive Training, Invited participant, 2009.

Preparing Future Faculty (PFF) Fellow, 2008-2009.

Certificate of Completion for Teaching and Learning Workshop, Hudson Valley Community College, 2006.

Courses developed/completely redeveloped

Instructional Design (OPWL 537, 4 credits), Assistant Professor, Boise State University, Fall 2020

e-Learning Content Design (OPWL 551, 3 credits), Assistant Professor, Boise State University, Fall 2018

Mentoring for organizational improvement and workplace learning (OPWL 597, 1 credit), Assistant Professor, Boise State University, Summer 2017.

Technology in the Classroom (EDUC 217, 3 credits), Adjunct Instructor, Hudson Valley Community College, Fall 2005.

Courses taught

George Mason University						
Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2025, Summer	EDIT 526 - Web Accessibility and Design	Online	Graduate	2.0	9	18.00

Lisa A. Giacumo – CV

2025, Summer	EDIT 526 - Web Accessibility and Design	Online	Graduate	2.0	13	26.00
2025, Spring	Study leave	NA	NA	NA	NA	NA
2024, Fall	Analyzing the User Experience in Learning Design and Technology, EDIT 732	Online	Graduate	3.0	8	24.00
2024, Fall	Designing and Evaluating the User Experience in Learning Design and Technology, EDIT 752	Online	Graduate	3.0	8	24.00
Boise State University						
Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2024, Spring	Instructional Design, OPWL 537	Online	Graduate	4.0	44	176.00
2023, Fall	Instructional Design, OPWL 537	Online	Graduate	4.0	25	100.00
2023, Spring	Sabbatical	NA	NA	NA	NA	NA
2022, Fall	Sabbatical	NA	NA	NA	NA	NA
2022, Spring	Instructional Design, OPWL 537	Online	Graduate	4.0	18	72.00
	Storyboarding & scenario-based e-learning	Online	Graduate	3.0	21	63.0
	Independent study	Online	Graduate	1.0	4	4.0
2021, Fall	e-Learning Authoring & Development OPWL 523	Online	Graduate	3.0	11	33.00
	Instructional Design, OPWL 537	Online	Graduate	4.0	15	60.00
	Independent study, OPLW 596	Online	Graduate	1.0	2	2.00
2021, Spring	E-Learning Content Design, OPWL 551	Online	Graduate	3.0	18	54.00
	Instructional Design, OPWL 537	Online	Graduate	4.0	15	60.00
	Practicum/Internship OPWL 590	Online	Graduate	1.0	3	3.00
2020, Fall	e-Learning Authoring & Development OPWL 523	Online	Graduate	3.0	20	60.00
	Instructional Design, OPWL 537	Online	Graduate	4.0	9	36.00
2020, Spring	Needs Assessment, OPWL 529	Online	Graduate	4.0	14	56.00
	E-Learning Content Design, OPWL 551	Online	Graduate	3.0	19	57.00

Lisa A. Giacumo – CV

	Thesis, OPWL 593	Online	Graduate	1.0	1	1.00
2019, Fall	Instructional Design, OPWL 537	Online	Graduate	4.0	15	60.00
	Rapid e-Learning Development, OPWL 523	Online	Graduate	3.0	16	48.00
	Thesis, OPWL 593	Online	Graduate	1.0	1	1.00
2019, Spring	Needs Assessment, OPWL 529	Online	Graduate	4.0	19	76.00
	E-Learning Content Design, OPWL 523	Online	Graduate	3.0	9	27
	Thesis, OPWL 593	Online	Graduate	1.0	1	1.00
2018, Spring	E-Learning Content Design, OPWL 523	Online	Graduate	3	19	57.00
	Mentoring for organizational improvement and workplace learning, OPWL 597	Online	Graduate	1.0	9	9.00
	Thesis, OPWL 593	Online	Graduate	1.0	1	1.00
2017, Fall	Needs Assessment, OPWL 529	Online	Graduate	4.0	13	52.00
	Rapid E-Learning Development, OPWL 523	Online	Graduate	3.0	16	48.00
	Thesis, OPWL 593	Online	Graduate	1.0	1	1.00
2017, Summer	E-Learning Content Design, OPWL 523	Online	Graduate	3	15	45.00
	Thesis, OPWL 593	Online	Graduate	1.0	1	1.00
2017, Spring	Internship, OPWL 590	Online	Graduate	1.0	1	1.00
	Rapid E-Learning Development, OPWL 523	Online	Graduate	3.0	14	42.00
	Principles of Adult Learning, OPWL 535	Online	Graduate	4.0	19	76.00
2016, Fall	Reading and Conference, OPWL 595	Online	Graduate	1.0 – 2.0	2	3.00
	Foundations of Organizational Performance and Workplace Learning, OPWL 536	Online	Graduate	4.0	16	64.00
	Principles of Adult Learning, OPWL 535	Online	Graduate	4.0	15	60.00
2016, Summer	Reading and Conference, OPWL 595	Online	Graduate	1.0	2	2.00
	Rapid E-Learning Development, OPWL 523	Online	Graduate	3.0	14	42.00

Lisa A. Giacumo – CV

2016, Spring	Reading and Conference, OPWL 595	Online	Graduate	1.0	1	1.00
	Principles of Adult Learning, OPWL 535	Online	Graduate	4.0	15	60.00
2015, Fall	Principles of Adult Learning, OPWL 535	Online	Graduate	4.04	15	60.00
George Mason University						
Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2015, Summer	Educational Research in Technology, EDUC 590	Online	Graduate	3.0	19	57.00
2015, Spring	Educational Research in Technology, EDUC 590	Online	Graduate	3.0	18	54.00
2014, Fall	Educational Research in Technology, EDUC 590	Online	Graduate	3.0	16	48.00
2014, Summer	Educational Research in Technology, EDUC 590	Online	Graduate	3.0	24	72.00
Arizona State University						
Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2011, Fall	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	22	66.00
	Computer Literacy	On-campus	Undergraduate	3.0	30	90.00
2011, Spring	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	23	69.00
	Educational Technology Integration in Early Childhood Programs	On-campus	Undergraduate	3.0	16	48.00
2010, Fall	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	31	91.00
	Educational Technology Integration in Early Childhood Programs	On-campus	Undergraduate	3.0	27	81.00
2010, Spring	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	37	111.00
2009, Fall	The ASU Experience	On-campus	Undergraduate	1.0	18	18.00
	Educational Technology in K-12 Curriculum	On-campus	Undergraduate	3.0	34	102.00

Lisa A. Giacumo – CV

	Computers in Education	On-campus	Undergraduate	1.0	64	64.00
2009, Summer	Computers in Education	On-campus	Undergraduate	1.0	67	67.00
2009, Spring	Computers in Education	On-campus	Undergraduate	1.0	67	67.00
2008, Fall	Computers in Education	On-campus	Undergraduate	1.0	70	70.00
2008, Spring	Computer Literacy	On-campus	Undergraduate	3.0	21	63.00
	Computers in Education	On-campus	Undergraduate	1.0	24	24.00
2007, Fall	Computers in Education	On-campus	Undergraduate	1.0	79	79.00

Hudson Valley Community College

Year & semester	Course title	Location	Level	Credit hours	Enrollment #	Contact hours
2007, Spring	Foundations of Education	On-campus	Undergraduate	3.0	18	54.00
	Technology in the Classroom	Online	Undergraduate	3.0	10	30.00
2006, Spring	Technology in the Classroom	Online	Undergraduate	3.0	10	30.00
2005, Fall	College Forum	On-campus	Undergraduate	1.0	19	19.00
	Foundations of Education	On-campus	Undergraduate	3.0	13	39.00
	Technology in the Classroom	Online	Undergraduate	3.0	15	45.00
2005, Spring	Foundations of Education	On-campus	Undergraduate	3.0	33	99.00
	Individuals with Exceptionalities in the School and Community	On-campus	Undergraduate	3.0	10	30.00
2004, Fall	Individuals with Exceptionalities in the School and Community	On-campus	Undergraduate	3.0	13	39.00
	College Forum	On-campus	Undergraduate	1.0	31	31.00

Service

International

- Board Member, International Board of Standards for Training, Performance, and Instruction, 2024 - present.
- Incoming President Elect Board Member, Association for Educational Communications Technology Design and Development Division, 2025 - present.

Lisa A. Giacumo – CV

- Board Member, Association for Educational Communications Technology Organizational Training and Performance Division, 2024 - present.
- Reviewer, International Journal of Learning Designs, 2023 - present.
- Reviewer, Technology, Knowledge, and Learning, 2023 - present.
- Reviewer, Journal of Applied Instructional Design (JAID), 2022 - present.
- Reviewer, Journal of Global Education and Research, 2017- present.
- Reviewer, TechTrends, 2017 – present.
- Interim Board Member, Association for Educational Communications Technology Organizational Design and Development Division, 2024.
- AECT Design & Development Division, Board Officer (2024), for the Association of Educational Communications and Technology.
- Interim Board Member, Association for Educational Communications Technology Organizational Design and Development Division, 2024.
- Reviewer, (2023, July; 2022, July; 2020, July), International Society of Performance Improvement Europe, Middle East, and Africa (ISPI EMEA).
- AECT Culture, Learning and Technology Division, Vice President of Professional Development Board Officer (2017 – 2023), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Design and Development Division (2013 - 2017, 2025 - present), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Culture, Learning, and Technology Division, (2016 - present), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Organizational Training and Performance Division, (2015 - present), for the Association of Educational Communications and Technology.
- Simulation Team Leader, (2019, September), Wines of Macedonia, for the International Society of Performance Improvement Europe, Middle East, and Africa (ISPI EMEA).
- Speed Mentor, (2019, April), for the International Society of Performance Improvement (ISPI EMEA).
- Speed Mentor, (2018, April), for the International Society of Performance Improvement (ISPI EMEA).
- AECT Organizational Training and Performance Division, Board secretary (2016 – 2017), for the Association of Educational Communications and Technology.
- AHRD Annual Conference of the Americas, proposal reviewer (2019, October; 2020, October), Academy of Human Resource Development.
- AECT Design and Development Division Competition, Committee member (2010 – 2018), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Culture, Learning, and Technology Division, (2016 - 2017), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, International Division, (2015 - 2016), for the Association of Educational Communications and Technology.
- Reviewer, British Journal of Educational Technology, 2013 – 2017.
- Speed Mentor, (2017, April), for the International Society of Performance Improvement (ISPI EMEA).
- Simulation Team Leader, (2016, September), Never Again Rwanda, for the International Society of Performance Improvement Europe, Middle East, and Africa (ISPI EMEA).
- AECT Design and Development Board Associate, (2013 - 2014), for the Association of Educational Communications and Technology.
- AECT International Convention Proposal Reviewer, Research and Theory Division (2010 - 2012, March), for the Association of Educational Communications and Technology.
- AECT International Convention Burmeister Award Judge, Design and Development Division (2012, November), for the Association of Educational Communications and Technology.

Lisa A. Giacumo – CV

- ISTE Conference Proposal Reviewer, Research SIG, (2010, November) for the International Association of Technology in Education.

National

- Reviewer, American Society for Engineering Education annual conference, 2025.
- Eagle College Industry Advisory Board Member (2023 - present), invited online learning Subject Matter Expert.
- Developing Effective Driver Training for Automation Workshop (November 13, 2023, invited adult learning and instructional design Subject Matter Expert. Sponsored by AAA and Virginia Tech Transportation Institute.
- National Commission on Innovation and Competitiveness Frontiers, Working Group 3: Future of Work (2023 - 2024), invited workplace learning Subject Matter Expert. Sponsored by Council on Competitiveness.
- Wiley Handbook of Learning Technology Chapter 3.7 Learning Technology in Developing Nations Review (2014).

University/college

- Elected Committee Member and Faculty Senate Representative, Adult learning and executive education university standing committee, George Mason University (2025 - 2027).
- Senator, School of Education representative on the Faculty Senate, George Mason University (2025 - 2027).
- External evaluator. National Science Foundation Career Award course evaluation for Sai Manoj Pudukotai Dinakarrao, PhD, associate professor of electrical computing engineering (2025).
- Learning Design and Technology Program Recruitment Events, George Mason University (2025 - present).
- Learning Design and Technology Program Social Media Outreach, George Mason University (2025 - present).
- College of Education and Human Development Web Task Force, George Mason University. (2024-present).
- College of Engineering Dean Search Committee, Boise State University. (2023 - 2024).
- Marginalize and Cross-Cultural Research and Development Technology Group Lab, Boise State University, College of Engineering. (2018-2024).
- Graduate Committee Member, Boise State University, College of Engineering. (2015-2024).
- Promotion and tenure guidelines update, committee member, Boise State University, College of Engineering, Organizational performance and workplace learning department. (2020-2021; 2023 - 2024).
- Sage Scholar Faculty Mentor, Boise State University, College of Engineering. (2020, Fall; 2017, Fall).
- Faculty Search Committee, Member, Boise State University, OPWL, 2021.
- Pre-Tenure Women's Group, Co-Chair, Boise State University, Provost's Office. (2017 – 2018).
- Faculty Search Committee, Member, Boise State University, OPWL, 2017.
- Louis Stokes Alliance for Minority Participation Faculty Mentor, Boise State University, College of Engineering. (2017, Summer).
- OPWL Research Lab, Boise State University, College of Engineering. (2016-2018).
- Shelter Lab, Faculty advisor, Boise State University, College of Engineering. (2015 – 2016).
- Jump Start Grant Proposal Reviewer, Graduate and Professional Student Association (2010, 2011, 2012), at Arizona State University.

Lisa A. Giacomo – CV

- College of Education, Division of Psychology in Education, Hooding Committee (2007, 2008, 2009), at Arizona State University.
- Graduate Student Assembly Senator, Graduate and Professional Student Association (2007-2008), at Arizona State University.
- Secretary, EduGATE, graduate student club for Educational Technology (2007-2008), at Arizona State University.
- Organized Student Research Symposium series for EduGATE, (2008), at Arizona State University.
- Student recruitment for Educational Technology Department, @ Microcomputers in Education (MEC, 2008), at Arizona State University.
- Co-authored Employee Strategic Development Plan, committee member (2007), at Hudson Valley Community College.
- Educational Policy and Standards Committee, adjunct representative elected by peers (2006-2007), at Hudson Valley Community College.
- Faculty Workshop Day Committee, program subcommittee co-chair (2006, 2007), at Hudson Valley Community College.
- New Faculty Orientation Committee, website subcommittee chair and program subcommittee member (2006, 2007), Hudson Valley Community College.
- WE@HVCC (Women's Enterprise), spring luncheon donations chair (2006, 2007), at Hudson Valley Community College.
- Co-authored Faculty Strategic Development Plan, committee member (2006), Hudson Valley Community College.
- Instructional Resource Committee, member (2006), Hudson Valley Community College.
- Introduced "The Adjunct Connection;" a campus-wide web based resource for all adjunct faculty (2006), at Hudson Valley Community College.
- Revised the Office of Continuing Education and Summer Session web page (2006), at Hudson Valley Community College.
- Revised the Workforce Development Institute web page (2006), at Hudson Valley Community College.

Regional

- Developed and implemented a community outreach instructional technology survey to determine the need to develop a new credit-bearing course for the Teacher Preparation Department (2005) distributed throughout the Capital District and Albany, NY.
- Provided YMCA Swim Instructor Training, Swim Instruction, Instructor Candidate Training, Lifeguard Training, and First Aid training at local YMCA (2003-2007), in Albany, NY.
- Provided American Red Cross CPR, First Aid, and Lifeguard training at local YMCA (2002-2007), in Albany, NY.

External consulting

- Eagle College Industry Advisory Board Member (2023 - present), invited online learning Subject Matter Expert.
- Developing Effective Driver Training for Automation Workshop (November 13, 2023, invited adult learning and instructional design Subject Matter Expert. Sponsored by AAA and Virginia Tech Transportation Institute.
- National Commission on Innovation and Competitiveness Frontiers, Working Group 3: Future of Work (2023 - 2024), invited workplace learning Subject Matter Expert. Sponsored by Council on Competitiveness.
- Dignity Health Global Education. Lead Instructional Designer, (2019 - present).

Lisa A. Giacumo – CV

- Instructional design and needs assessment project scoping. (2017 - present). ATK (Veteran Owned Small Business Incubator), Idaho Food Bank, Meridian Canine Rescue, Family Advocates, Ada County Libraries, Boise State University Disability Resources Center and Human Resources department.
- Needs assessment project scoping. (2019) US Coast Guard.
- Needs assessment and organizational systems mapping project for MANCO, Windhoek, Namibia (2019).
- Developed a proposal in response to an RfP distributed by a financial advisement firm located in Windhoek, Namibia (2018).
- Training program evaluation. (2017). Overseas Educational Group.

Professional affiliations

- 2025 - present, Member, Academy of Human Resource Development (AHRD)
- 2025 - present, Member, Interaction Design Federation (IxDF)
- 2024 - present, Board Member, International Board of Standards for Training, Performance, and Instruction (IBSTPI)
- 2007 – present, member of the Association for Educational Communications and Technology (AECT)
- 2015 – 2022, member of the International Society for Performance Improvement (ISPI)
- 2015 – 2021, member of the Association for Talent Development (ATD)
- 2015 – 2021, member of the Guild (i.e., formerly known as the eLearning Guild)
- 2007 – 216, member of the American Educational Research Association (AERA)
- 2016 – 2024, member of the Treasure Valley Association for Talent Development (ATDTV)
- 2016 – 2024, member of the International Society for Performance Improvement Bay Area Boise State (ISPI BABS) 2013 – 2014, certified reviewer for Quality Matters (QM)
- 2011 – 2012, member of Online Learning Consortium (formerly known as SLOAN-C)
- 2010 – 2011, member of International Society for Technology in Education (ISTE)
- 2010 – 2011, member of the Society for Information Technology and Teacher Education (SITE)

Technology skills (selected)

Adobe Acrobat Pro Adobe Captivate Adobe Spark Articulate 360 (e.g., Storyline, Rise) Audacity Banner Basecamp Blackboard Camtasia Canva Canvas ChatGPT Dreamweaver Elicit AI Flash Gemini AI	GarageBand iMovie Google Office Suite HTML InVivo Jing Java Script Lectora LearnDash LiveMeeting MAC OS Moodle MovieMaker Mural MS Office Nvivo	OpenOffice Photoshop Presenter Qualtrix SnagIt SPSS Task Stream Twitter Unity Unix Windows OS Wix Weebly WordPress YouTube Studio Zoom
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