

## **RESUME OF**

Constance Mulligan Baird  
1476 Lancaster Road  
Richmond, Kentucky 40475  
(859) 624-0742 (home); (859) 257-8135 (office) (859) 625-7427 (cell)  
[bairdc@email.uky.edu](mailto:bairdc@email.uky.edu)  
[www.uky.edu/DistanceLearning](http://www.uky.edu/DistanceLearning)

**EDUCATION** Furman University, Bachelor of Arts, Philosophy/Spanish, June 1973

Instituto International, Madrid, Spain, Foreign Studies including Language, Drama and Art through Furman University Study Abroad, 1970

Middle Tennessee State University, Master of Education in Educational Media with specialization in film, August 1974

George Peabody College for Teachers of Vanderbilt University, Master of Library Science, Academic Libraries, August 1975

Indiana University School of Continuing Studies Professional Certificate in Distance Education - 2000

## **WORK EXPERIENCE**

April 1984- June 1995 Director, Extended Campus Programs, University of Kentucky

July 1995- July 1998 Associate Dean, University Extension/Distance Learning Programs, University of Kentucky

August 1998- February 2005 Director, Distance Learning Technology Center/Distance Learning Programs, University of Kentucky

March 2005- Present Director/Senior Program Mgr./Distance Learning Programs, Teaching and Academic Support Center

Job Description: Major responsibility for managing distance learning programming and support services for distance learning faculty and students at the University of Kentucky. Included in this responsibility is strategic planning, developing, academic scheduling, marketing, budgeting, administering and providing a variety of academic, informational and technical support services for credit generating distance learning programs on a local, statewide, regional, national and international basis. Programming occurs in close cooperation with academic colleges and departments, the Graduate School, the Kentucky Community and Technical College System and regional institutions of higher education. Synchronous and asynchronous modes of delivery for distance learning include online/WEB, interactive video, satellite using KET STAR Channels (phased-out), desktop delivery, open-air broadcasts of nationally produced telecourses and cablecasting.

Supervises and manages a staff of over 25 full and part-time employees who comprise the in-house staff on the Lexington campus as well as distance learning support staff statewide and nationally at distance learning remote sites. These teams provide academic support services for over 11,000 enrollments annually as well as for 400 distance learning faculty. Administers an annual expenditure budget of over 2.2 million and is expected to generate over 10 million annually.

### **WORK EXPERIENCE continued**

August 1982- Extended-Campus Librarian, University of Kentucky Libraries Faculty, University of  
April 1984 Kentucky, Lexington, Kentucky

Job Description: Held position of first full-time extended-campus librarian at the University of Kentucky. Responsible for the coordination and provision of library and information services to students and faculty in extended-campus, distance learning and University Extension programs on the Lexington campus, throughout the state of Kentucky and in cooperating border states. Programs included the Extended-Campus Programs, the Evening and Weekend College, the UK Center at Ft. Knox, Media Education, Academic Support Services for the Adult Student and Independent Study. Services provided include library orientation and instruction, computer literature searching, reference service, interlibrary loan and on-site reserve collections. Supervision of one student assistant. Administered collection development budget for University Extension as well as computer literature searching budget.

July 1978- Assistant Professor of Library Science/Coordinator of Instructional Services,  
August 1982 Northern Kentucky University, Highland Heights, Kentucky

Job Description: Responsible for the development, coordination and evaluation of a bibliographic instruction program at the remedial, undergraduate and graduate level; responsible for the development and teaching of subject-specialized bibliographic instruction modules at the undergraduate and graduate level; responsible for the composition, design and production of audio-visual materials, specialized resource guides, subject bibliographies and other orientation and instruction aids for students, faculty and community; responsible for public relations to promote bibliographic instruction; regular Reference desk hours and duties; Reference collection development in the areas of fine arts, communications, education and philosophy.

June 1977- Part-time Reference Librarian, Northern Kentucky University, Highland Heights,  
June 1978 Kentucky

Job Description: Basic reference duties; preparation of "Pathfinders" on special topics for student use; development of an instructional slide/tape package on the Northern Kentucky University library (script writing and production); library displays.

## **WORK EXPERIENCE continued**

- Jan. 1977-  
May 1977      Developmental Researcher, Vanderbilt University, Nashville, Tennessee
- Job Description: Research and analysis of information about individuals, corporations and foundations considered potential prospects for gifts and grants to the University; oral and written communication of research results to Development officers, the Chancellor, faculty members and administrative staff; reviewing of annual reports, fund-raising proposals.
- Sept. 1975-  
Dec. 1976      Assistant Librarian, Chattanooga State Technical Community College, Chattanooga, Tennessee
- Job Description: Circulation supervisor; reference duties; bibliographic instruction in a variety of disciplines; instruction for students and faculty in effective use of audio-visual materials; development of a class in audio-visual usage for elementary education majors; public relations work for the college; supervision of videotaping; humanities collection building.

## **ONLINE COURSE DEVELOPMENT AND TEACHING (with Blackboard CMS)**

- 2000-  
Present      Collaborator on multimedia graduate course - Distance Education: Delivery with Dr. Belva Collins, Professor, Department of Special Education and Rehabilitation Counseling
- 2001-  
present      Content developer, designer and instructor for multimedia graduate course -Distance Education: Management and Support
- 2006-  
Present      Core faculty for the University of Kentucky Graduate Certificate in Distance Education
- 2000-  
Present      Online course evaluation development and administration  
Midterm Formative and Summative

## **SAMPLE FACULTY DEVELOPMENT PROJECTS**

- 1987-  
current      Engaging UK faculty in proposal submission for and program participation in the Cooperative Center for Study Abroad – a consortium providing faculty at member institutions with the opportunity to teach abroad in such countries as Great Britain, Ireland, Australia, New Zealand and South Africa
- 2002-  
2005      Collaborative development of early childhood education coursework for statewide online delivery working with University of Kentucky and Lexington Community College faculty
- 2002-  
current      Collaborative management of interdisciplinary coursework on Canadian Studies for statewide online delivery with five public and private Kentucky institutions
- 1999-  
2001      Worked in collaboration with the Teaching and Learning Center and Media Design and Production to conceptualize and develop the CATalyst Project – a faculty development initiative to encourage interest in using technology to teach

1999 Collaborative development of the first Pilot Projects from the Kentucky Virtual University in Rehabilitation Counseling and Communication Disorders

### **SAMPLE CONSULTATIONS**

1997 Consultant Team Member on Distance Learning for the Commission on Distance Education at Auburn University

1997 Consultant Team Member on Distance Learning to Ohio State University faculty/administration

1983 Consultant for library faculty, library science students and library staff on library instruction at the Belk Library, Appalachian State University, Boone, North Carolina

### **SAMPLE PROFESSIONAL AND SCHOLARLY ACTIVITY**

2004 Panel presentation with KTC Postsecondary Education Manager and the Senior Manager, Adult Learning Service at PBS at the WCET 18<sup>th</sup> Annual Conference on “The Evolving Role of Telecourse Consortia”

Paper presentation with UK Distance Learning Librarian and School of Library and Information Science faculty at the 11<sup>th</sup> Annual Off-Campus Library Services Conference on “Progressive Partnering: Expanding Student and Faculty Access to Information Services”

2002 Panel presentation with Dr. Belva Collins, Professor, Department of Special Education and Rehabilitation Counseling, University of Kentucky, and others at the Council for Exceptional Children Teacher Education Division Conference in Savannah, Georgia - “Distance Education Delivery: Research and a Model”

Paper presentation with Pat Wilson, Professor, WT Young Library, University of Kentucky, at the 10<sup>th</sup> Annual Off-Campus Library Services Conference in Cincinnati, Ohio – “Distance Learning Librarian – Essential Team Member in Distance Learning Design”

Paper presentation with Dr. Ernest Yanarella, Professor, Political Science, University of Kentucky, at the Kentucky Political Science Association 41<sup>st</sup> Annual Meeting – “Creating a Canadian Studies Online Program”

Paper presentation with Dr. Belva Collins, Professor, Department of Special Education and Rehabilitation Counseling, University of Kentucky, and others at the American Council on Rural Special Education (ACRES) Conference in Reno, Nevada – “Online Learning: Opening the Door for Rural Special Educators and Students”

2001 Paper presentation at the Kentucky Council on Postsecondary Education Conference on Building a Scholarly Structure for Teaching and Learning - “Student Questionnaire Evaluating Web-Based Instruction (SQEWBI): A Web-Based Evaluation Tool for Higher Education”

Paper presentation with William Burke, UK Associate Director for the Teaching and Learning Center, at the Kentucky Council on Postsecondary Education Conference on Building a Scholarly Structure for Teaching and Learning - “UK’s Catalyst Program for Pedagogically-Driven Technological Solutions: Lessons Learned”

- 2000 Paper presentation with Dr. Belva Collins, Professor, Department of Special Education and Rehabilitation Counseling, and Dr. Jennifer Grisham-Brown, Associate Professor, Department of Family Studies, at the American Council on Rural Special Education (ACRES) Conference in Alexandria, Virginia- "Training Rural Educators in Kentucky: Impact with Follow-up Data"
- Paper presentation with Dr. Belva Collins, Professor, Department of Special Education and Rehabilitation Counseling, at the Kentucky Council on Postsecondary Education Conference on the Scholarship of Teaching and Learning: Effective Practices - "Preparing Distance Educators and Distance Education Administrators"
- 1999 Invited reviewer for the South Carolina Council on Higher Education - Instructional Technology Incentive Grants
- 1997 On-air moderator/developer for Kentucky Education Television (KET) statewide telecourse faculty workshop
- 1995 Paper presentation with Sarah Vaughn, library faculty, at the Seventh Annual Off-Campus Library Services Conference in San Diego, California - "Dialogue for Distance Learning: Ensuring Excellence in Extended-Campus Library Services"
- 1994 Guest speaker at the Kentucky Library Association Public Library Section on "Long-Distance Learning: Possibilities for the Library World"
- 1989 Guest speaker at the Kentucky Library Association Public Library Section on the Kentucky Network Pilot Library Project
- 1986 Invited paper presentation at the International Symposium on Underground Mining Methods and Technology, Nottingham, England
- Paper presentation at the Eighth Annual conference on Quality in Off-Campus Credit Programs: Student, Faculty and Institutional Issues in Orlando, Florida - "The Information Age Move Off-Campus: Do-It-Yourself Computer Searching"
1985. Award recipient and guest speaker at the National University Continuing Education Association Region III meeting, Knoxville, Tennessee
- Paper presentation at the 11th World Wide Military Services Education Conference, College Park, Maryland
- 1984 Invited guest speaker at the Florida Library Association annual meeting, Orlando, Florida
- 1983 Invited guest speaker at the Tennessee Library Association meeting, George Peabody College for Teachers of Vanderbilt University, Nashville, Tennessee
- Paper presentation at the 4th Annual Southeastern Bibliographic Instruction Conference, University of North Carolina at Charlotte, North Carolina
- 1982 Guest lecturer, Bibliographic Instruction Module, George Peabody College for Teachers of Vanderbilt University, Graduate School of Library and Information Science, Nashville, Tennessee

Paper presentation at the 12th annual Library Instruction Conference, Eastern Michigan University, Ypsilanti, Michigan, sponsored by LOEX (Library Orientation and Instruction Exchange)

Guest speaker at the first annual Peabody Alumni Conference held at Vanderbilt University, Nashville, Tennessee

1981 Invited Keynote speaker at the 2nd International Conference on Library User Education, Keble College, Oxford, England

1979-1981 Lecturer at George Peabody College for Teachers of Vanderbilt University, Graduate School of Library and Information Science, Library Instruction Modules

## **GRANTS**

2002-2003 Recipient of back-to-back grants from the Kentucky Telecommunications Consortium for collaborative development of online courses for statewide distribution in the area of early childhood education

2000 Recipient of a grant from the University of Kentucky Graduate School for development of an online graduate course in distance education

1991-1996 Recipient of funding from a Mellon Foundation grant to initiate and direct the Appalachian College Project which provides faculty and students at over a dozen, small, private colleges in Kentucky, Tennessee, North Carolina, Virginia and West Virginia the opportunity to teach and study in Great Britain and Ireland through the Cooperative Center for Study in Britain and the University of Kentucky

1988-1989 Recipient of funding to administer a grant from The Annenberg/CPB (Corporation for Public Broadcasting) Project for a pilot program aimed at providing telecourses to Kentucky students using public libraries as distance learning sites

1981 Recipient of a faculty project grant from Northern Kentucky University to conduct research on library instruction in eleven university and polytechnic libraries in Great Britain

## **AWARDS**

1994 National University Continuing Education Association Certificate of Special Commendation for "The Extended-Campus Ed.D. Program via Compressed Video" from the Educational Telecommunication Awards Committee

1986 National University Continuing Education Association Region III, Programs of Excellence Award, Downtown at Noon Program

Association for Continuing Higher Education Region VII, Exceptional Programming Award, Downtown at Noon Program

## **SAMPLE PUBLICATIONS**

Keramidas, C. G., Ludlow, B. L., Collins, B. C., & Baird, C. M. (2007). Saving your sanity when teaching in an online environment: Lessons learned. *Rural Special Education Quarterly*, 26(1), 28-39.

Collins, B. C., & Baird, C. M. (2006) University of Kentucky Online Modules for Faculty Development. In B. Ludlow, B. C. Collins, & R. Menlove (Eds.) *Online Instruction for Distance Education: Preparing Special Educators In and For Rural Areas*. Morgantown, WV: American Council on Rural Special Education.

Baird, C.M. & Wilson, P. (2002). Distance Learning Librarian: Essential Team Member in Distance Learning Design. *Journal of Library Administration*, 37, 49-57

Grisham-Brown, J., Knoll, J.A., Collins, B.C. & Baird, C. M. (1998). Multi-University Collaboration via Distance Learning to Train Rural Special Education Teachers and Related Service Personnel. *Journal of Special Education Technology*, 13, 110-121

Baird, C.M. (1986). Video Outreach Program-Industry and University Connect for Mining Industry Education. In A. B. Szwilski and M. J. Richard (Eds.), *Proceedings of the International Symposium on Underground Mining Methods and Technology* (pp. 189-197). Amsterdam: Elsevier Science Publishers

Baird, C.M. (1982). B. I. in Britain: Comp. 102, Where Are You? In *Bibliographic Instruction and the Learning Process - Theory, Style and Motivation* (pp. 85-91). Ann Arbor, Michigan: Pierian Press

Baird, C.M. (1981) Speaking in Tongues: Erecting a Professional Tower of Babel. In Carolyn Kirkendal (Ed.), *Proceeding of the Second International Conference on Library User Education* (pp. 2-8). Loughborough, England: Infuse Publications

## **SAMPLE COMMITTEE WORK**

Served on the American Council on Rural Special Education (ACRES) National Conference Committee – Distance Learning 2006

Co-chair of the ACRES Pre-conference Planning Committee on E-Learning 2006

Distance Learning Committee – University of Kentucky – Presidential Appointment – 1992-2003

Southern Association of Colleges and Schools – Distance Learning Subcommittee – Team Leader for 1992 accreditation visit; 2002 accreditation visit

Lexington Community College Distance Learning Task Force – 1999

Cooperative Center for Study Abroad - Curriculum Committee – 2000-2002

## **MEMBERSHIPS**

Western Cooperative for Educational Telecommunications (WCET-UK representative)

Cooperative Center for Study Abroad, Board of Trustees

Cooperative Center for Study Abroad Foundation, Vice-President

United States Distance Learning Association (UK representative)

Beta Phi Mu-Honorary Library Fraternity

