

EDUCATION

University of Tennessee, Knoxville

Knoxville, TN, U.S.A.

Ph.D. in Education

May 2016

Concentration in Instructional Technology

Certificate obtained:

- Graduate Certificate in Evaluation, Statistics, and Measurement

Relevant coursework:

- Computer Applications in Education, Administering Instructional Media Programs, Instructional Systems Design, Design Thinking and Theory, Web Design

University of Edinburgh

Edinburgh, Scotland, U.K.

M.Ed. in Teaching English to Speakers of Other Languages

November 2007

Huazhong University of Science and Technology

Wuhan, Hubei, China

Certificate obtained:

November 2005

- Completing Master Courses of Linguistics and Applied Linguistics
- Qualification Certificate for the Teachers in Colleges and Universities
(Subject: Linguistics)

Huazhong University of Science and Technology

Wuhan, Hubei, China

B.A. in English

June 2002

LL.B. in Economic Law

EXPERIENCE

University of Tennessee, Knoxville

Knoxville, TN, U.S.A.

Instructional Design Specialist

September 2017 – Present

- I lead the design, development, and delivery of high-quality online courses and instructional materials. I collaborate with faculty, subject matter experts, and cross-functional teams to create accessible, engaging, and pedagogically sound learning experiences.
- I manage complex instructional design and technical writing projects, while also mentoring junior designers and student staff. I facilitate training sessions and workshops on course development, instructional strategies, and educational technologies for faculty, staff, and teaching assistants in both face-to-face and online formats.
- Additionally, I lead initiatives to explore and implement emerging technologies aligned with institutional goals. My work strengthens faculty readiness, promotes innovation in teaching, and supports the university's commitment to high-impact, student-centered digital education.

Fort Lewis College

Instructional Designer

*Durango, CO, U.S.A.**January 2017 – August 2017*

- As an Instructional Designer, I have conducted a series of faculty training and development workshops.
- I have designed and developed online courses and have advised on the design and delivery of hybrid courses. Also, I have designed and developed an ADA Compliance and UDL training program for FLC employees.
- I have drafted the FLC Online Course Design Planning Guide. I have also revised and updated the FLC Distance Education Course Development Handbook.
- I have worked on subscriptions and incorporated various technology tools to FLC campus, such as 3Play Media.

Bath Spa University

Intern Learning Technologist

*Bath, England, U.K.**May – July 2016*

- As a Learning Technologist, I worked with a faculty member in Technical Theater Production in the College of Liberal Arts and designed a module in Blackboard for distance learning for undergraduate students in stage lighting planning using Vectorworks Spotlight tools.

University of Tennessee, Knoxville

Graduate Research Assistant

Graduate Teaching Assistant

*Knoxville, TN, U.S.A.**August 2010 – May 2016*

- As a Graduate Research Assistant, I have conducted in-depth attrition and persistence research in distance education. During 2010 and 2016, I collected and analyzed data regarding online program design and implementation at the University of Tennessee.
- Between 2011 and 2014, I have collected and analyzed data regarding major components of the regional teacher assessment system in East Tennessee. My other duties as a graduate assistant included collecting the Southern Association of Colleges and Schools data, revising unit goals, drafting a Graduate Certificate proposal for the Grief Outreach Initiative program, improving our department website, planning the EPC newsletter, updating a book website for a newly published Statistics textbook, and creating a book page for it on Facebook.
- In 2013, I served as a Graduate Teaching Assistant in the *Integrating Technology into the Curriculum* course to undergraduate students in the Department of Theory and Practice in Teacher Education. In 2015, I taught the undergraduate courses *Elementary Chinese* and *Intermediate Chinese*.

Zhongnan University of Economics and Law

Tenured Faculty

*Wuhan, Hubei, China**July 2002 – August 2006, July 2008 – July 2010*

- I have taught undergraduate and graduate level courses in English in the Department of Foreign Language. Example courses I have taught included *English Speaking, Reading, Writing, Listening, Translation*, and *Training for College English Test Band Four and Six*.
- I have conducted learner analysis, designed, and developed related online courses, and learning materials.

- I was awarded “**Outstanding Faculty**” by the university from 2003 to 2004.

East Tennessee Chinese School

Knoxville, TN, U.S.A.

Part-time Instructor

September 2010 – November 2015

- I have taught Mandarin Chinese for K-12 students from local high schools.

•

Branch College of Central China Normal University

Wuhan, Hubei, China

Adjunct Faculty

July 2002 – August 2006, July 2008 – July 2010

- I have taught undergraduate level *New Concept English* courses.

The Language Room Ltd.

Linlithgow, Scotland, U.K.

Part-time Instructor

April 2007 – June 2008

- I have designed and developed Chinese learning content using e-learning tools, taught Mandarin Chinese to non-Chinese speakers with different-levels of Chinese, evaluated learning outcomes.
- I have facilitated a Chinese club to help students explore Chinese culture and expand their horizons.

West Lothian Council, James Young High School

West Lothian, Scotland, U.K.

Part-time Instructor

April 2007 – June 2008

- I have taught Mandarin Chinese for K-12 students and faculty in high schools. The audience was from elementary schools, middle schools, and colleges in the West Lothian region.

PUBLICATIONS

Karabatak, S., Alanoglu, M., Yang, H., & **Su, J.** (2025). Validating the Turkish Version of the Self-Directed Online Learning Scale (SDOLS-T): An Empirical Psychometric Study. *Technology, Knowledge and Learning*, 30(1), 327-351. <https://doi.org/10.1007/s10758-024-09791-w>

Alam, M. I., **Su, J.**, Yang, H., & Benner, J. (2024). Investigating Students' Perception with an Online Dynamic Earth Course during COVID-19: A Quantitative Inquiry. *Geosciences*, 14(6), 145. <https://doi.org/10.3390/geosciences14060145>

Yang, H., & **Su, J.** (2021). A construct revalidation of the Community of Inquiry survey: Empirical evidence for a general factor under a bifactor structure. *International Review of Research in Open and Distributed Learning*, 22(4), 22-40. <https://doi.org/10.19173/irrodl.v22i4.5587>

Yang, H., **Su, J.**, & Bradley, K. D. (2020). Applying the Rasch model to evaluate the self-directed online learning scale (SDOLS) for graduate students. *International Review of Research in Open and Distributed Learning*, 21(3), 99-120. <https://doi.org/10.19173/irrodl.v21i3.4654>

Su, J., & Waugh, M. (2018). Online student persistence or attrition: Observations related to expectations, preferences, and outcomes. *Journal of Interactive Online Learning*, 16(1), 63-79.

Waugh, M., & **Su, J.** (2016). Student perceptions of a successful online collaborative learning community. *Journal of Interactive Online Learning*, 14(1), 1-16.

Waugh, M., & **Su, J.** (2015). Online instructional program design: One size may not fit the needs of all. *Quarterly Review of Distance Education*, 16(1), 1-10.

Waugh, M., & **Su, J.** (2014). Student Persistence and Attrition in an Online M. S. Program: Implications for Program Design. *International Journal on E-Learning*, 13(1), 101-121.

Waugh, M., **Su, J.**, Trovinger, D. & Morse, M. (2013). Preferences of M.S. in Instructional Technology Students for Selected Instructional Program Characteristics. In R. McBride & M. Searson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2013* (pp. 1120-1127). Chesapeake, VA: AACE. Retrieved from <http://www.editlib.org/p/48269>

Waugh, M., & **Su, J.** (2012). Successful online students' perceptions of the value of a collaborative learning community. In *Proceedings of the 35th Annual Meeting of the Association for Educational Communications and Technology* (pp. 416-424). Louisville, KY. Retrieved from: http://aectorg.yourwebhosting.com/pdf/proceedings12/2012i/12_25.pdf

Waugh, M. & **Su, J.** (2012). Online Program Design: One Size May Not Fit The Needs of All. In P. Resta (Ed.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2012* (pp. 988-993). Chesapeake, VA: AACE. Retrieved from <http://www.editlib.org/p/39703>

Waugh, M., & **Su, J.** (2011a). A Comparison of Successful and Unsuccessful Online Students: Implications for Reducing Student Attrition. *Proceedings of the 33rd Annual Meeting of the Association for Educational Communications and Technology*, Anaheim, CA. Retrieved from: http://aectorg.yourwebhosting.com/pdf/proceedings11/2011/11_31.pdf

Waugh, M. & **Su, J.** (2011b). Online Program Design and Student Attrition: Feedback from Students. In M. Koehler & P. Mishra (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2011* (pp. 808-815). Chesapeake, VA: AACE. Retrieved from <http://www.editlib.org/p/36377>

PRESENTATIONS

Emberton, C. & **Su, J.** (2025, March). Enhancing Experiential Learning: The Journey of Implementing Simulation-Based Learning for Online Courses. Presentation at *The 2025 ACHE South Conference*

Yang, H., **Su, J.**, & Bradley, K. D. (2024, August). *A psychometric investigation of the Self-Directed Online Learning Scale (SDOLS) through Rasch rating scale modeling*. Paper presented at the 2024 Inaugural Conference of the Society for the Study of Measurement, Berkeley, California.

Su, J., Emberton, C., Ross, R., & Adams, B. (2024, March). Virtual Simulations: A New Frontier in Social Work Education. Presentation at *The Innovative Teaching and Learning 2024 Conference*

Su, J. & Goode, C. (2023, April). *Building An Online Learning Community*. Presented at the OLC Innovate 2023 Conference, Nashville, TN.

Su, J. & Erlewine, M. (2020, November). *More Than Just Eye Candy: Visual Design for Online Content Presentation*. Presented at the OLC Accelerate 2020 Conference, Washington, DC.

Larson, M., **Su, J.** & Loboda, I. (2019, October). *Use CC-Hello! Inspiring faculty to create positive change through OER*. Presented at the 42th Annual Association for Educational Communications and Technology Conference, Las Vegas, NV.

Su, J., & Yang, H. (2019, April). *Applying the Rasch model to evaluate the self-directed online learning scale for graduate students*. Presented at the AERA Annual Meeting 2019, Toronto, Canada.

Su, J., Goode, C. & Loboda, I. (2019, March). *Use them or lose them: Digital devices for student engagement*. Presented at Encore! The 2019 ELI Annual Meeting, Online Event.

Su, J., Goode, C. & Loboda, I. (2019, February). *Use them or lose them: Digital devices for student engagement*. Presented at the ELI Annual Meeting 2019, Anaheim, CA.

Su, J., Yang, H., & Bradley, K. D. (2019, February). *Psychometric validation of the Self-Directed Learning Scale for online learning*. Presented at the ELI Annual Meeting 2019, Anaheim, CA.

Su, J., Goode, C. & Loboda, I. (2018, April). *Better learning in the age of digital distraction*. Presented at the TN Higher Education IT Symposium 2018, Counce, TN.

Su, J. (2017, May). *Ethical Issues in Online Education*. Paper presented at the Teaching of Ethics Conference, Durango, CO.

Su, J., & Waugh, M. (2013, November). *Assessing online learning readiness*. Paper presented at the 36th Annual Association for Educational Communications and Technology Conference, Anaheim, CA.

Waugh, M., **Su, J.**, Trovinger, D. & Morse, M. (2013, March). *Preferences of M.S. in*

Instructional Technology students for selected instructional program characteristics. Paper presented at the 24th Annual Society for Information Technology & Teacher Education International Conference, New Orleans, LA.

Waugh, M., & **Su, J.** (2012, November). *Successful online students' perceptions of the value of a collaborative learning community*. Paper presented at the 35th Annual Association for Educational Communications and Technology Conference, Louisville, KY.

*One of the 10 finalists for the 2012 Division of Distance Learning (DDL) Burmeister Outstanding DDL-sponsored Association for Educational Communications and Technology (AECT) Presentation Award.

Waugh, M., & **Su, J.** (2012, March). *Online program design: One size may not fit the needs of all*. Paper presented at the 23rd Annual Society for Information Technology & Teacher Education International Conference, Austin, TX.

Waugh, M., & **Su, J.** (2011, November). *A comparison of successful and unsuccessful online students: Implications for reducing student attrition*. Paper presented at the 34th Annual Association for Educational Communications and Technology Conference, Jacksonville, FL.

Waugh, M., & **Su, J.** (2011, March). *Online program design and student attrition: Feedback from students*. Paper presented at the 22nd Annual Society for Information Technology & Teacher Education International Conference, Nashville, TN.

Su, J., & Lee, D. S. (2010, December). *Movie-making: "Like learning on steroids"*. Presented at the 28th Annual Tennessee Educational Technology Conference, Nashville, TN.

AWARDS

Travis Hawk Fellowship

August 2011 – July 2012

Department of Educational Psychology and Counseling, College of Education,
University of Tennessee, Knoxville

Knoxville, TN, U.S.A.

PROFESSIONAL DEVELOPMENT

**A selected list of PD achievements from the past 18 months*

Coursera Specializations: Professional Certificate

[Credentials](#)

Google Project Management	7 course series
Google Gemini for Google Workspace	8 course series
IBM Generative AI for Data Engineers	3 course series
IBM AI Project Manager	8 course series
IBM Generative AI for Cybersecurity Professionals	3 course series
IBM Generative AI for Data Scientists	3 course series

LinkedIn Learning

[Credentials](#)

Managing Projects with Microsoft 365
Project Management Foundations: Communication

Microsoft 365 Copilot: The Art of Prompt Writing
CSS: Advanced Layouts with Grid
Data Visualization: Storytelling
Public Speaking Foundations

Asana Academy

[Credentials](#)

Workflow Specialist Certificate
Asana Ambassador Orientation
Asana Foundation Skill Badge
AI for Work Skill Badge