

# Dr. Bridget G. Brooks

2873 129<sup>th</sup> St, Lengby, MN 56651

Phone: (701) 412-1905 Email: [bridget.brooks@und.edu](mailto:bridget.brooks@und.edu)

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## Academic Positions

February 2023-Present	University of North Dakota- <i>Instructional Designer</i>
May 2024-Present	University of South Carolina, Columbia- <i>Curriculum Coordinator II</i>
August 2024-Present	Mayville State University- <i>Adjunct Faculty Member</i>
August 2020-Present	Lakewoods Educational Consultants, LLP- <i>Founder, Educator, Researcher, Presenter, Writer, Entrepreneur, Mentor, Presenter, Grant Writer, Universal Instructional Designer</i>
August 2018-Present	White Earth Tribal and Community College- <i>Adjunct Faculty Member</i>
August 2019-May 2019	University of North Dakota- <i>Graduate Teaching Assistant</i>
December 2014-May 2018	Northland Community and Technical College- <i>Adjunct Faculty Member</i>
January 2014-December 2016	University of North Dakota, School of Graduate Studies- <i>Graduate Assistant</i>
November 2012-January 2014	University of North Dakota, Master of Public Health Program- <i>Academic Coordinator</i>
June 2011-November 2012	University of North Dakota, Indians into Medicine- <i>Summer Institute Program Coordinator</i>
October 2010-June 2011	Minnesota School of Business, Online Division- <i>Instructor</i>
March 2010-June 2011	Minnesota School of Business, Moorhead- <i>Director of Career Services, Instructor</i>
December 2008-March 2010	Minnesota School of Business, Moorhead- <i>Massage Therapy Program Coordinator, Instructor, and Advisor</i>

## Education

June 2022	University of North Dakota, <i>Teaching and Learning-Higher Education, Doctor of Philosophy with a cognate in Criminal Justice Studies</i> Dissertation: <i>Campus Climate for LGBTQIA+/Two Spirits at a midwestern tribal college</i>
March 2011	Minnesota School of Business, <i>Master of Business Administration</i>
January 2008	UltraSports Massage Therapy, Sports Massage Training, Clearwater, FL
April 2003	Sister Rosalind's School of Professional Massage, Fargo Campus, <i>Diplomas in Massage Therapy and Reflexology</i>
December 1996	University of North Dakota, <i>Bachelor of Science Degree in Criminal Justice Studies</i>

## Specialized Training

January 2024	Quality Matters Coordinator (QMC)
August 2023	Quality Matters Peer Reviewer Certification (PRC)
July 2023	Introduction to Quality Matters (I2QM)
June 2023	Quality Matters Rubric Update, Seventh Edition (RU) 2023
June 2023	WebAIM Accessible Documents: Word, PowerPoint, & Acrobat
November 2021	Quality Matters Applying the Quality Matters Rubric (APPQMR)
May 2020	Quality Matters Teaching Online Certification (TOC) Assessing Your Learners (AYL) Gauging Your Technology Skills (GYTS) Creating Presence in Your Online Course (CPOC) Orienting Your Online Learners (OYOL) Exploring Your Institution's Policies (EYIP) Evaluating Your Course Design (EYCD) Connecting Learning Theories to Your Teaching Strategies (CLTTS)
April 2013	University of North Dakota Human Resources, <i>Leadership Development</i>
October 2009	Upledger Institute, <i>Craniosacral Therapy I</i> , Minneapolis, MN

## Qualifications

Earned doctorate in teaching and learning with a higher education emphasis.  
Experience in teaching AI in education and learning analytics related trainings  
Experience and expertise in teaching and/or implementing educational technology integration in K-20 and the business industry.  
Demonstrated experience and excellence in creating asynchronous online Blackboard Ultra courses implementing teaching learning sciences and instructional design for faculty.  
Experience in teaching the ADDIE process, Quality Matters implementation, SMART Thinking, and the HIDOC Model  
Teaching experience at the undergraduate level  
Emerging scholarly research publications and presentation experience in the IDT field  
Experience and training in instructional design, multimedia development, digital media and the use of related software applications  
Experience advising undergraduate students  
Experience in designing and teaching face-to-face, online, and hybrid/hyflex courses for a wide audience range.

## Research Interests

Faculty satisfaction with HIDOC training implementation. (Current Study)  
The impact of course mapping on SELFI scores.  
High impact practices in online learning environments.  
Campus climate for 2SLGBTQIA+ at tribal colleges.  
Campus climate for 2SLGBTQIA+ community college students.  
Retention of high-risk college students.

## Professional Experience

September 2023-Present	Peer Reviewer, Quality Matters
January 2019-Present	Consultant and Grant Writer
June 2003-December 2016	Bridget Hoffman, LMT, NCBTMB-Board Certified in Therapeutic Massage <i>Owner, Massage Therapist</i>
September 2006-October 2008	Element-University of North Dakota Wellness Center, <i>Independent Contractor, Massage Therapist, Reflexologist</i>
March 2002-April 2003	Sister Rosalind's School of Professional Massage- <i>Student</i>
January 1997-May 2002	North Dakota Highway Patrol- <i>Trooper</i>

## Conference Presentations

Brooks, B. (2024-Proposed) *Quality Course Design Implementation: A Real Time Adventure*. QM Connect. Presentation to be given at QM Connect Conference, Loews Chicago O'Hare, Rosemont, IL.

Brooks, B. (2024-Selected) *AI Assignment Design at the University of North Dakota*. QM Connect. Lightening Talk Presentation to be given at QM Connect Conference, Loews Chicago O'Hare, Rosemont, IL.

Brooks, B. (2024). *Campus Climate for Two Spirits at a Midwestern Tribal College*. Presentation given at the UND Multicultural Conference for Belonging and Inclusion: Advancing belonging and inclusive practices in teaching, research, and service., University of North Dakota, Grand Forks, ND.

Brooks, B. (2023). *From Just Good Enough to PhD: The Impact of Educators Over a Lifespan*. Presentation given at the North Dakota Council of Teachers of Mathematics Conference, Eagles Club, Valley City ND.

Brooks, B. (2023). *Campus Climate for Two Spirits at a Midwestern Tribal College*. Selected to present at the National Association of Diversity Officers in Higher Education Conference, Baltimore, MD.

Brooks, B. (2022). *Campus Climate for Two Spirits at a Midwestern Tribal College*. Presentation given at the Fall Diversity, Equity, and Inclusion in Higher Education & Beyond Conference, University of North Dakota, Grand Forks, ND.

Brooks, B. (2010). *Career services: getting the most out of faculty involvement*. Presentation given at the Minnesota Career College Association Annual Professional Development Conference, McNally Smith College of Music, St. Paul, MN.

Brooks, B. (2010). *Massage therapy for the aging and those with disabilities*. Presentation given at the North Dakota Activity Professionals Areas 3 & 4 Spring Conference, Valley Eldercare Center, Grand Forks, ND.

## **Other Talks, Trainings, and Presentations**

Brooks, B., K., & Macek, T. (2024) *Differentiating activities from assessments* University of South Carolina, College of Hospitality, Retail, and Sports Management. Half-day training provided for HRSM faculty.

Brooks, B., Edwards, K., & Macek, T. (2024) *Blackboard ultra course view workshop*. University of South Carolina, College of Hospitality, Retail, and Sports Management. Two-day training provided for HRSM faculty.

Brooks, B., Buri, D., and Malisky, J. (2024). *LGBTQ+ faculty & staff panel discussion*. Panel discussion held as part of the University of North Dakota Pride Week.

Brooks, B. (2024). *Flipping, active design & other important aspects of design*. Presentation given at the University of North Dakota during the Open Educational Resources Workshop.

Creating a Quality Course Map-ULTRA (2024) This online asynchronous course is the place to build a course alignment map. Learners start by creating measurable course objectives and module outcomes. After a solid foundation of course and module objectives have been established, learners will scaffold assessments, activities, tools and instructional materials to make sure that they all align. An Instructional Designer will work with you throughout the entire process. Learners will earn a digital badge upon completion of the course and will have a completed and aligned course map.

Brooks, B. (2024) *Creating and aligning measurable learning outcomes*. Presentation given at the Teaching Transformation and Development Academy Summer Workshop Series.

Brooks, B. (2024) *Introduction to Quality Matters*. Presentation given at the Teaching Transformation and Development Academy Summer Workshop Series.

Brooks, B. (2024) *Innovative teaching*. Presentation given at the Teaching Transformation and Development Academy Summer Workshop Series.

Best Practices in Online Teaching – ULTRA (2023) This ongoing asynchronous online professional development course was created to assist faculty design or revise an online course. There are many tips in this course that can be used in asynchronous online, synchronous online, hybrid, hi-flex, multi modal, face to face and web enhanced courses as well. Faculty are enrolled in this course as students and learn from the perspective of a student. The course has three modules and includes: Pedagogical Planning; Design or Evaluate, Engage Your Learners, and Organize, Connect and Reflect.

Brooks, B. (2023) *Getting started with Blackboard Ultra*. Ongoing training session through the Teaching Transformation and Development Academy at the University of North Dakota.

Brooks, B. & Kinney, A (2023). *Effective classroom management strategies and supporting DEIA in your classroom*. Presentation given at the University of North Dakota during Graduate Teaching Assistants' Best Practices for College Teaching.

Brooks, B. & Becker, E (2023). *Creating instructor presence within your course*. Presentation given at the University of North Dakota during Graduate Teaching Assistants' Best Practices for College Teaching.

Brooks, B. (2023). *Flipping, active design & other important aspects of design*. Presentation given at the University of North Dakota during the Open Educational Resources Workshop.

Brooks, B. (2019). *The job search and application process*. Presentation given at White Earth Tribal and Community College during Career Readiness Week.

Brooks, B. (2019). *Creating a resume and cover letter draft*. Presentation given at White Earth Tribal and Community College during Career Readiness Week.

Brooks, B. (2019). *Resume & cover letter revision*. Presentation given at White Earth Tribal and Community College during Career Readiness Week.

Brooks, B. (2019). *The interview and follow-up process; Acceptance, promotion, and handling rejection*. Presentation given at White Earth Tribal and Community College during Career Readiness Week.

Brooks, B. (2011). *Career services: getting the most out of faculty involvement*. Elluminate! presentation given at Minnesota School of Business, Moorhead, MN.

Brooks, B. (2010). *The massage therapy program at the minnesota school of business*. Invited speaker at the Moorhead Rotary Club, Moorhead, MN

Brooks, B. (2010). *Massage therapy for the aging and those with disabilities*. Invited speaker at the Grand Forks Senior Citizens Center, Grand Forks, ND.

Brooks, B. (2010). *Career services: getting the most out of faculty involvement*. Elluminate! presentation given at the Globe Education Network Training Extravaganza.

Brooks, B. (2001). *Defensive driving*. Invited speaker at the Grand Forks Senior Citizens Center, Grand Forks, ND.

Brooks, B. & Pulju, D. (1998). *North dakota highway patrol*. Invited speaker at the University of North Dakota Criminal Justice Club meeting, Grand Forks, ND.

## **Teaching Experience**

CJ 210 Policing

*Mayville State University*

The course focuses on the role police and police organizations play in the criminal justice system and in the larger society. The course will examine the historical development of police and variation between early types of policing systems. Current issues such as the changing nature of police work, recent research, police discretion and misconduct, and different types of policing strategies will also be explored.

BUS 110 Office Methods and Human Resources

*White Earth Tribal and Community College*

This course is the study of current office procedures including time management, organizational behavior, leadership, and social interactions in an office environment. Human resources will be explored to learn the screening process of hiring and the process of terminations.

### BUS 251 Business and It's Legal Environment

*White Earth Tribal and Community College*

Laws and regulations affecting the legal business environment and managerial decisions will be reviewed, including parts of the legal system and some methods of dispute resolution. Topics include torts, crimes, contracts, product liability, business organization, employment, antitrust and environmental protection.

### BUS 270 Business Ethics

*White Earth Tribal and Community College*

This course is a general introduction to ethics and applied ethics. The course presents and examines moral theories and applies these theories to contemporary moral issues. No prerequisites.

### ECON 220 Microeconomics

*White Earth Tribal and Community College*

This course teaches the fundamentals of microeconomics. This course introduces microeconomics concepts and analysis, supply and demand analysis, theories of the firm and individual behavior, competition and monopoly, and welfare economics. Students will also be introduced to the use of microeconomic applications to address problems in current economic policy.

### ENT 220 Entrepreneurship

*White Earth Tribal and Community College*

This course is designed to provide a sound understanding of entrepreneurship worldwide.

### ACCT 1100 Principles of Bookkeeping

*Northland Community and Technical College-East Grand Forks Campus*

This course covers the basic accounting cycle for service and merchandising businesses. Topics include the analyses of business transactions, recording and posting transactions, payroll procedures and the preparation of financial reports.

### BUSN 2218 Legal Environment of Business-Hybrid

*Northland Community and Technical College-East Grand Forks Campus*

This course is an introduction to the principles of law as they apply to citizens and businesses. Topics include the court system, legal system, contract, negotiable instruments, agency and employer/employee relationships.

### CPTR 1104 Introduction to Computer Technology

*Northland Community and Technical College-East Grand Forks Campus*

This course covers the operation of the personal computer including both hardware and software concepts. It includes an overview of a professional computer operating system, word processing, spreadsheets, presentation software, database management, e-mail usage, and Internet operations.

### CPTR 1104 Introduction to Computer Technology-Online

*Northland Community and Technical College-East Grand Forks Campus*

This course covers the operation of the personal computer including both hardware and software concepts. It includes an overview of a professional computer operating system, word processing, spreadsheets, presentation software, database management, e-mail usage, and Internet operations.

### CRLT 2103 Job Seeking and Keeping

*Northland Community and Technical College-East Grand Forks Campus*

This course covers such contemporary career topics as employer expectations, job market trends, networking, and various aspects of the employment search process, including legal and ethical issues. To apply their knowledge of the employment process, students develop resumes, letters, and applications, as well as identify and use effective interviewing techniques. This course emphasizes a comprehensive knowledge of career processes that will serve students throughout their working lives.

### CRLT 2103 Job Seeking and Keeping-Online

*Northland Community and Technical College-East Grand Forks Campus*

This course covers such contemporary career topics as employer expectations, job market trends, networking, and various aspects of the employment search process, including legal and ethical issues. To apply their knowledge of the employment process, students develop resumes, letters, and applications, as well as identify and use effective interviewing techniques. This course emphasizes a comprehensive knowledge of career processes that will serve students throughout their working lives.

**MKTG 2304 Applied Sales Techniques-Hybrid**

*Northland Community and Technical College-East Grand Forks Campus*

This course provides opportunity for the student to apply the steps of a sales presentation by planning and performing sales presentations in role-playing situations. Students apply strategies in sales communications, customer-oriented selling, and sales management.

**MKTG 2306 Small Business Management-Hybrid**

*Northland Community and Technical College-East Grand Forks Campus*

This course provides a summary of many of the major issues faced by anyone starting a small business.

**MKTG 2306 - Small Business Management-Online**

*Northland Community and Technical College-East Grand Forks Campus*

This course provides a summary of many of the major issues faced by anyone starting a small business.

**ADMS 1116 - Business Communications-Online**

*Northland Community and Technical College-East Grand Forks Campus*

This course covers composing, editing, and proofreading memos, letters, and other business documents. The principles of grammar, punctuation, spelling, and word use are applied. Emphasis is on purpose, content, planning, writing, and formatting of these documents. The application of teamwork and critical thinking skills is included in the course.

**BUSN 2210 - Principles of Management-Hybrid**

*Northland Community and Technical College-East Grand Forks Campus*

This course is designed to expose students to a variety of concepts presented within the framework of the traditional functions of management. The various approaches to planning, decision making, organizing, motivation, leadership, communications, and controlling are explored.

**MKTG 2320 - Marketing Management-Online**

*Northland Community and Technical College-East Grand Forks Campus*

This course provides an overview of the critical aspects of marketing management. Emphasis is placed on applying marketing principles and strategies through case analysis and the development of a marketing plan.

**MS 107 Swedish Massage**

*Minnesota School of Business-Moorhead Campus*

Hands-on training to provide the basic skills and knowledge to perform basic full-body relaxation massage. Additional topics include the history of massage, legal considerations, equipment, safety practices, basic musculoskeletal identification, benefits and contraindications, technique application, client consultation, assessment, and basic documentation.

**MS 155 Pregnancy and Special Populations Massage**

*Minnesota School of Business-Moorhead Campus*

Hands-on training to provide the skills and knowledge to perform pregnancy massage. Introduction to massage techniques for geriatric and hospice settings and the application of those skills in a clinical setting.

### MS 195 Business of Massage

*Minnesota School of Business-Moorhead Campus*

Scope of practice, ethical standards, policies and regulations that affect a massage business. Self-care, successful therapeutic relationships and professional alliances. Sales, marketing and retention strategies. How to apply financial, administrative and insurance processes to the massage profession. Creation of a massage business plan is a large portion of the course.

### MS 262 Sports Massage

*Minnesota School of Business-Moorhead Campus*

Hands-on training needed to work with common rehabilitative and sport injury conditions and symptoms as well as a complete full sports massage routine. Proprioceptive Neurotransmitter Facilitation Stretching is a major component of this course.

### MS 263 Sports Massage Clinic

*Minnesota School of Business-Moorhead Campus*

Hands-on course where students perform Sports Massage on outside clientele. Students learn how to interact with the public. Health history documentations, evaluations and SOAP notes are provided for each client.

### MS 271 Massage Clinical Practicum

*Minnesota School of Business-Moorhead Campus*

Capstone course where students integrate knowledge, skills and abilities acquired in all massage technique courses. Students create a final program paper and complete a mock national exam.

### MS 301 Craniosacral/Lymphatic Drainage Therapies

*Minnesota School of Business-Moorhead Campus*

Introduction of the advanced skills of craniosacral and lymphatic drainage

### CJ 100 Introduction to Criminal Justice

*Minnesota School of Business-Moorhead Campus*

Examination of the three main components of the criminal justice system; policing, judicial, and correctional. American criminal justice theories are introduced with current practices.

### CJ 205 Introduction to Juvenile Justice

*Minnesota School of Business-Moorhead Campus*

Juvenile justice policies, programs and practices. Juvenile law and procedure, juvenile corrections, juvenile delinquency, delinquency prevention, and the future of juvenile justice in the United States.

### PD 250 Career Development

*Minnesota School of Business-Moorhead Campus*

Prepares students for job searches. Students must create a resume, cover letter and reference page. Interview techniques and career planning strategies are learned.

### PD 250XM Career Development

*Minnesota School of Business-Online Division*

Online course prepares students for job searches. Students must create a resume, cover letter and reference page. Interview techniques and career planning strategies are learned.

## **Memberships**

University of North Dakota LGBTQ Faculty & Staff Association

2024-2025 Chair

2023-2024 Chair Elect

Charter Member North Dakota Troopers Association

Quality Matters

National Education Association

North Dakota United

### **Grants, Honors, and Awards**

2022 American Indian College Fund, *Doctoral Fellow*

2019 \$300,000 Minnesota Department of Employment and Economic Development (DEED) Pathways to Prosperity

2019 \$5,000 The American Indian College Fund AT&T Braiding Success TCU Career Readiness Program

2011 Minnesota School of Business, *Graduated with Highest Honors*

2009 Minnesota School of Business, Moorhead Campus-*Faculty Member of the Year*

2009 Minnesota School of Business, Moorhead Campus-*Recognized Service-Learning Project*

Fall Quarter MS 155 Pregnancy and Special Populations Massage, *Riverpointe Living Center, Moorhead, MN 2009*

Minnesota School of Business, Moorhead Campus-*Recognized Service-Learning Project*