

# BRANDY NICOLE CROWLEY

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## EDUCATION

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**Ph.D.**      **Baylor University**, Curriculum and Instruction      **August 2021**  
Cognate Area: Mathematics Education

Dissertation: *Preservice Teacher's Purposeful Questioning: A Descriptive Case Study of Elementary Mathematics Preservice Teachers*

Dissertation Committee: Sandi Cooper, Ph.D. (Chair), Rachelle Meyer Rogers, Ed.D., T. Philip Nichols, Ph.D., and Tommy Bryan, Ph.D.

**M.Ed.**      **Texas A&M University**, Curriculum and Instruction      **August 2016**

**B.S.**      **Sam Houston State**, Education Interdisciplinary Studies      **May 2001**

## CERTIFICATIONS

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### *Texas Standard Teaching Certificate*

Elementary Self-Contained Grades (1-8)  
English as a Second Language Grades (1-8)  
Elementary English Grades (1-8)  
Mathematics Grades (4-8)

## PROFESSIONAL EXPERIENCE

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2025 - present      *Director of Elementary Education*  
The Teachers College, Emporia State University

2025 - present      *Associate Professor*  
The Teachers College, Emporia State University

2024 - 2025      *Program Lead, Elementary Education – Face-to-Face & Distance Education*  
The Teachers College, Emporia State University

2023 - 2024      *Program Lead, Elementary Education – Main Campus*  
The Teachers College, Emporia State University

2023 - 2025	<i>Assistant Professor</i> The Teachers College, Emporia State University
2021 - 2023	<i>Assistant Professor</i> Elementary Education, Early Childhood, and Special Education, Emporia State University
2021 - present	<i>Lecturer</i> EdD Online in Learning and Organizational Change, Baylor University
2017 - 2021	<i>Teacher of Record and Graduate Assistant</i> Curriculum and Instruction, Baylor University
2017 – 2021	<i>Program Coordinator, Math for Early Learners Academy</i> Partnership with Baylor University, Waco ISD, La Vega ISD, Mayborn Museum
2017 - 2020	<i>Coordinator, Mathematics Education Lab</i> Mathematics Education Program, Baylor University
2016	<i>Trainer for Texas Mathematics Academy – 3<sup>rd</sup> Grade</i> Texas Education Agency

## PUBLICATIONS, PEER REVIEWED

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- McCall, M., Shelton, R.N., **Crowley, B.N.**, & Ritter, K. (2023). Doctoral student perceptions of a project-based learning approach in an instructional design course. *Impacting Education: Journal on Transforming Professional Practice*, 8(3), 1-9.  
<https://doi.org/10.5195/ie.2023.366>
- Cooper, S., **Crowley, B.**, Matsuo, H., & Donham, M. (2022). Mathematics Courses Matter: Preparing PSTs for Certification. *Journal of Mathematics Teacher Education in Texas*, 12(3), 4-7. <https://amte-tx.com/wp-content/uploads/2023/01/JMTET-Winter-2022.pdf>
- Cooper, S., Shelton, R.N., Padgett, N., **Crowley, B.**, Kerschen, K., & Donham, M.P. (2022). The impact of a summer intervention focused on foundational concepts of number sense for early learners. *Investigation in Mathematics Learning*.  
<https://doi.org/10.1080/19477503.2022.2073120>
- Schwerdtfeger, S., Hill, T., **Crowley, B.**, Caballero, M., & Udell, A. (2022). *Anchoring mathematics practices to teaching*. Kendall Hunt.

Rogers, R., McCall, M., & **Crowley, B.N.** (2021). Implementing Co-teaching: What mentors believe and what they do. *School-University Partnerships*, 14(2), 105-114.

## PUBLICATIONS, OTHER

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Shelton, R.N., Kerschen, K., **Crowley, B.N.**, & Cooper, S. (accepted). Building a collaborative partnership to support early learners in mathematics during a summer experience at a museum. *International Perspectives on Mathematics Outreach*

**Crowley, B.N.**, Roberts, C., & Donham, M. (2020). Find the mathematics...in donuts! *Texas Mathematics Teacher*, 66(2), 17-18.

**Crowley, B. N.** & Harper, T. D. (2019). *Math by the month: Field trips*. Teaching Children Mathematics, 25 (5), 272-273.

**Crowley, B. N.** & Harper, T. D. (2019). *Math by the month: The A-town neighborhood*. Teaching Children Mathematics, 25 (6), 336-337.

**Crowley, B.** (2018). Find the Mathematics in the Pumpkin Patch! *Texas Mathematics Teacher*, 64(2), 14.

**Crowley, B.** & Shelton, R. (2018). Find the Mathematics in Butterflies. *Texas Mathematics Teacher*, 64(1), 21.

**Crowley, B.** (2017). Find the Mathematics in Bridges. *Texas Mathematics Teacher*, 63(2), 22.

## PUBLICATIONS, IN DEVELOPMENT

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Donham, M., Ritter, K., Cooper, S., **Crowley, B.N.**, Smith, M., & Jones, L. Learning to notice in video clubs: Preservice teacher noticing in a summer math field experience. *Action in Teacher Educator*.

**Crowley, B.N.**, Warren, M.L., Cooper, S., Donham, M., Ritter, K., Salisbury, K., & Eubank, M. PSTs' in-the-moment responses to student's mathematical thinking: Exploring teacher moves in an alternative field experience. *School Science and Mathematics Journal*.

Warren, M.L., Salisbury, K., **Crowley, B.N.**, Cooper, S., & Donham, M. What did you notice? Exploring elementary preservice teachers' in-the-moment noticing during a varied field experience. *Journal of Early Childhood Teacher Education*.

## INTERNAL FUNDING

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\$991.64 **Crowley, B.** (2022). *Promoting Access and Equity in Mathematics*. Resources supported by the Kathrine K. White Faculty Incentive Grant Program.

\$7,500 Cooper, S. & **Crowley, B.** (2019-2020). *Developing an Assessment of Early Number Sense for Pre-Kindergarten and Kindergarten Children*. Research project supported by the University Research Committee at Baylor University.

\$30,000 Cooper, S. & **Crowley, B.** (2018). *Math for Early Learners Academy*, Continued project supported by the School of Education in partnership with Waco ISD and Mayborn Museum.

## EXTERNAL FUNDING

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\$1.8M Cooper, S., Morgan, G., Padgett, N., **Crowley, B.**, & Ketterlin Gellar, K. (2020). *Kindergarten Readiness in Math: Developing an Intervention Curriculum and Assessment of Early Number Sense for Prekindergarten and Kindergarten Children*. Proposal submitted to the National Science Foundation DRK12. (Not funded)

\$55,337 Cooper, S. & **Crowley, B.** (2020). *Mathematics for Early Learners Academy: A Summer Learning Experience Focused on the Development of Early Number Sense*. Proposal submitted to Honda Foundation. (Not funded)

\$399,774 Cooper, S., **Crowley, B.**, Padgett, N., & Morgan, G. (2020). *Kindergarten Readiness in Math: Developing an Intervention Curriculum and Assessment of Early Number Sense for Prekindergarten and Kindergarten Children*. Proposal submitted to the Spencer Foundation, Research-to-Practice Grants Program. (Not Funded)

\$75,000 Cooper, S. & **Crowley, B.** (2019) *Math for Early Learners Academy*, Project supported by the Cooper Foundation, Waco, Texas.

## CONFERENCE PRESENTATIONS, PEER-REVIEWED

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Cline, E., Shave, M., & **Crowley, B.** (November 2024). *Developing pre-service teachers' mathematical questioning*. Presented at the School Science and Mathematics Association Conference, Knoxville, TN.

**Crowley, B.**, Neff, A., Cline, E., Shave, M., & Arthur, S. (November 2024). *Fostering future educator's fraction confidence*. Presented at the School Science and Mathematics Association Conference, Knoxville, TN.

Shave, M., Arthur, S., Cline, E., Neff, A., & **Crowley, B.** (November 2024). *Inquiry, instruction, and technology...oh my!* Presented at the School Science and Mathematics Association Conference, Knoxville, TN.

**Crowley, B.**, Cline, E., Neff, A., & Shave, M. (October 2023). *Purposefully using Problem-Based Lessons to Support Young Mathematicians*. Presented at the National Council of Teachers of Mathematics Annual Meeting, Washington, D.C.

Cline, E., Shave, M., Neff, A., & **Crowley, B.** (October 2023). *Purposeful Questioning in the Elementary Classroom*. Presented at the National Council of Teachers of Mathematics Annual Meeting, Washington, D.C.

Cooper, S., Smith, M., & **Crowley, B.** (October 2023). *Empowering Girls in Mathematics: Let's Reveal the Contributions of Historically Excluded Women*. Presented at the National Council of Teachers of Mathematics Annual Meeting, Washington, D.C.

Cooper, S., Donham, M., Ritter, K., Warren, M., Salisbury, K., Eubank, M., & **Crowley, B.** (February 2023). *Learning to Notice in Video Clubs: Preservice Teacher Noticing during a Varied Field Experience*. Presented at the Annual Conference of the Association of Mathematics Teacher Educators, New Orleans, LA.

Ritter, K., Cooper, S., **Crowley, B.**, Donham, M., Warren, M., Salisbury, K., & Eubank, M. (October 2022). *Learning to Notice in Video Clubs: Preservice Teacher Noticing in a Summer Math Field Experience*. Presented at the School Science and Mathematics Association Conference, Missoula, MT.

**Crowley, B.** (October 2022). *Preplanning Purposeful Mathematics Questions*. Presented at the School Science and Mathematics Association Conference, Missoula, MT.

**Crowley, B.** (February 2022). *Elementary Mathematics Preservice Teachers' Purposeful Questioning*. Presented at the Association of Teacher Educators Annual Meeting, Chicago, IL.

Cooper, S., Bailey, K., Donham, M., Salisbury, K., Warren, M., Eubank, M., & **Crowley, B.** (February 2021). *PST noticing: Reflecting after watching their own videos*. Presented at the Research Council on Mathematics Learning Virtual Conference.

Cooper, S., Donham, M., & **Crowley, B.** (February 2021). *Geometry for early childhood: The important thing is...?* Presented at the Association of Teacher Educators, Virtual Annual Meeting.

**Crowley, B.**, Cooper, C., & Donham, M. (February 2021). *Building number line concepts while measuring*. Presented at the National Council of Teachers of Mathematics Virtual Conference.

Donham, M., Salisbury, K., & **Crowley, B.** (February 2021). *Using Desmos in elementary grades*. Presented at the National Council of Teachers of Mathematics, Virtual Annual Meeting.

Rogers, R., McCall, M., & **Crowley, B.** (February 2021). *Implementing co-teaching: What mentors believe and what they do*. Presented at the Association of Teacher Educators, Virtual Annual Meeting.

Harper, T., & **Crowley, B.** (February 2021). *Syllabi review through a social justice lens*. Presented at the Association of Teacher Educators, Virtual Annual Meeting.

Cooper, S., **Crowley, B.**, Salisbury, K., Warren, M., Eubank, M., Donham, M., & Bailey, K. (February 2021). *PST noticing: Reflecting after watching their own videos*. Presented at the Annual Conference of the Research Council of Mathematics Learning, Virtual Conference.

**Crowley, B.** (February 2021). *Preservice teacher questioning in the mathematics classroom*. Presented at the Baylor Emerging Research Virtual Conference.

Eubank, M., **Crowley, B.**, Warren, M., & Cooper, S. (November 2019). *Teacher noticing in a varied field experience*. Presented at the School Science and Mathematics Association, Salt Lake City, UT.

Coopers, S. & **Crowley, B.** (September 2019). *Measurement: What's a line got to do with it?* Presented at the Texas Association for the Education of Young Children, Frisco, TX.

Cooper, S., Salisbury, K., **Crowley, B.**, & Warren, M. (February 2019). *The development of teacher noticing for PSTs in a varied field experience*. Presented at the Association of Mathematics Teacher Educators, Orlando, FL.

Cooper, S., & **Crowley, B.** (October 2018). *5E lesson planning in the elementary mathematics classroom*. Presented at the School Science and Mathematics Association, Little Rock, AR.

Eubank, M., & **Crowley, B.** (September 2018). *Got skills!: exploring pre-service teacher's knowledge of prerequisite skills in the elementary mathematics classroom*. Presented at The American Association for Teaching & Curriculum, Dallas, TX.

Cooper, S., & **Crowley, B.** (September 2018). *Engaging, exploring, explaining, elaborating and evaluating in the elementary mathematics classroom*. Presented at the Association of Mathematics Teacher Educators in Texas, Nacogdoches, TX.

**Crowley, B.** (January 2018). *Length and capacity and weight, oh my!* Presented at the Central Texas Council of Teachers of Mathematics, Waco, TX.

Wilkerson, T., Warren, M., Eubank, M., **Crowley, B.**, & Hamilton, K. (February 2018). *Mathematics immersion: an investigation of problem solving perceptions*. Presented at the Research Council on Mathematics Learning, Baton Rouge, LA.

Cooper, S., Wilkerson, T., Kerschen, K., Shelton, R., & **Crowley, B.** (February 2018). *Varied field experiences for preservice teachers in a math academy*. Presented at the Research Council on Mathematics Learning, Baton Rouge, LA.

Rogers, R., Osborne, L., McCall, M., & **Crowley, B.** (March 2016). *Our next generation of co-teachers in secondary clinical experiences: challenging teachers to move beyond their favorite co-teaching models*. Presented at the National Association for Professional Development Schools Conference, Jacksonville, FL.

## CONFERENCE PRESENTATIONS, OTHER

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**Crowley, B.** (March 2024). *Promoting reasoning and problem solving with the Poster Method*. Presented at the Kansas Association of Teachers of Mathematics Conference, Liberal, KS.

Crowley, B. (March 2023). *A Caring Mathematics Community working on Self-Management and Interpersonal Skills*. Presented at the Kansas Association of Teachers of Mathematics Conference, Emporia, KS.

Robert, T., Shave, M., & **Crowley, B.** (November 2022). *Finding Potential Teachers In Your OWN District*. Presented at KASB 2022 Annual Convention, Wichita, KS.

Crowley, B. (April 2022). *Multiplying with Lego®*. Presented at Emporia State University, The Teachers College Lego Fest, Emporia, KS.

Crowley, B. (March 2022). *Utilizing representations in high quality math tasks*. Presented at the Kansas Association of Teachers of Mathematics Conference, Emporia, KS.

## RESEARCH PROJECTS

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AIM Project (November 2018- June 2019). Served as Social Science/Humanities Research Associate II at University of Texas-Austin, AIM Project coordinated by Dr. Diane Bryant, Project Director and Professor, Department of Special Education

## UNIVERSITY TEACHING EXPERIENCE

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### ***Emporia State University, Emporia, KS***

**2021-Current**

#### *Course Instructor*

- EE 320: Observing Teaching and Learning Modules Fall 2024 - Current
- EL 750: Classroom Management & Positive Behavior Support (Undergraduate and Graduate Courses) Summer 2024
- Intern Supervisor Spring 2022 - Current
- EE 317: Elementary Mathematics Methods Spring 2022 - Current
- EL 375 Elementary Ethics and Law Spring 2022 - Summer 2022
- EL 350: Math Application for the Elementary Classroom Summer 2021 - Current
  - Honors Contract Course Fall 2021
- EL 751: Application of Developmental Theories (Graduate Course) Summer 2022, Fall 2021, Spring 2022, Spring 2023, Fall 2023
- EL 802: Best Practice in Elementary Mathematics (Graduate Course) Summer 2021 - Fall 2022

### ***Baylor University, Waco, TX***

**2016 – Current**

#### *Course Instructor*

- EDC 6360: Instructional Design (Graduate Course) Summer 2021 - Current
- EDC 5305: Model of Teaching and Learning (Graduate Course) Summer 2021



- TED 4623: Internship Elementary Part IV Spring 2021
- TED 4622: Internship Elementary Part III Spring 2021
- TED 4620: Internship Elementary Part I Fall 2020
- TED 4621: Internship Elementary Part II Fall 2020
- TED 4326: Mathematics in the Elementary Grades Spring 2019 - Spring 2021
- TED 2831: American Education Thought Fall 2017 - Spring 2018

*Courses Co-Instructor*

- TED 4326: Mathematics in the Elementary Grades Fall 2018
- EDC 6340: Research on Teacher Noticing in Mathematics (Graduate Course) Summer 2020

*Courses Shadowed*

- TED 4326: Mathematics in the Elementary Grades Spring 2018

*Invited Speaker*

- TED 4326: Mathematics in the Elementary Grades Fall 2017
- TED 4336: Mathematics in the Early Grades Fall 2017
- TED 4349: Critical Issues in Mathematics Education Spring 2028
- TED 4621: Internship Elementary Part II Spring 2019
- TED 4348: Secondary Math Methods Fall 2019

## PK-12 TEACHING EXPERIENCE

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### ***District Instructional Coach: K-6<sup>th</sup> grade Math Coach, Conroe ISD*** ***2015-2017***

- Participated in coaching cycles to grow teachers' capacity (modeled, observed, and provided teachers with feedback).
- Participated in Professional Learning Communities to increase teachers' content knowledge on various campuses.
- Created and presented staff developments for campuses and the district based on teacher needs.

### ***2<sup>nd</sup> Grade at San Jacinto Elementary, Conroe ISD*** ***2013-2015***

- Trained campus on Marzano's 6 Strategies to improve vocabulary acquisition.
- Invited by principal to attend the Conroe ISD Leadership Training sessions.
- Presented Nearpod training for Campus Staff Development as a way to integrate technology into the classroom.
- Taught through Guided Math to reach all learners (2013-2015).

### ***2<sup>nd</sup> and 3<sup>rd</sup> Grade at Creighton Elementary, Conroe ISD*** ***2009-2013***

- Looped with students to third grade when data showed that student success dropped drastically from 2<sup>nd</sup> to 3<sup>rd</sup> grade (2011-2012).
- Sparked campus interest in Daily 5 Reading Centers as a way to improve reading scores and keep students interested in reading.
- Participated in 2<sup>nd</sup> Grade Math Scope and Sequence Development (2011).
- Mentored new teachers, many of which have gone to receive their masters in areas such as counseling and/or administration.

### ***Title I Math/Science Coach: Creighton Elementary, Conroe, ISD*** ***2008-2009***

- Provided math training to campus based on current needs.
- Disaggregated campus data in order to celebrate successes and find trends and weaknesses that we could improve on.

### ***4<sup>th</sup> Grade at Creighton Elementary, Conroe ISD*** ***2003-2008***

- Organized campus booth for District Sci://Tech Fair in an effort to get students and parents excited about science and school (2004-2006).
- Used pre-assessments to compact lessons for Gifted Students.
- Worked as a member of the Site Based Decision Making Team to make decisions about technology upgrades and generated a 3-year purchase plan as well as collaborating to create new school rules and expectations (2004-2006).

### ***5<sup>th</sup> Grade at Jackson Elementary, Lamar Consolidated ISD*** ***2001-2003***

- Participated in school-wide decision making as a Site Based Decision Making member (2002-2003).

## INVITED PROFESSIONAL DEVELOPMENT WORKSHOP PRESENTATIONS

**Crowley, B.** (January 2024). *Fluency Workshop*. Presented at Southern Lyon County In-Service with elementary through high school teachers, Olpe, KS.

**Crowley, B.** (February 2023). *Cuisenaire Rods and Improving Questioning*. Presented at Osage City Math Professional Development with 3rd-5th grade teachers, Osage City, KS.

**Crowley, B.** (April 2022). *Multiplying with Lego®*. Presented at LegoFest at Emporia State University, Emporia, KS.

Cooper, S., & **Crowley, B.** (Spring 2021). *Early Number Concepts*. Presented to Prekindergarten Teachers at La Vega Primary, Waco, TX.

**Crowley, B.** (June 2019). *Smaller, shorter, longer, taller*. Presented at Mathematics for Teachers of Early Learners (MTEL) professional development, Waco, TX.

**Crowley, B.** (July 2018). *The Triangle Task*. Presented at The Mathematics Teacher Academy (MTA) hosted by the Department of Curriculum and Instruction Baylor School of Education, Waco, TX.

## SERVICE

### **Program Service:**

<i>Motivate &amp; Elevate Committee</i>	2023 - present
<i>Admissions Committee</i>	2023 - present
<i>Prospective Student Visits</i>	2022 - present
<i>Search 1665 Committee Member</i>	Spring 2024
<i>Flint Hills Technical College Apply Kansas Event</i>	November 9, 2023
<i>Search 1193 Committee Chair</i>	Spring 2023
<i>Search 836 Committee Member</i>	Spring/Summer 2022
<i>China ANHU Partnership</i>	Spring 2022

**College Service:**

<i>Emporia Teacher Council</i>	Fall 2024
<i>ESU/USD 253 Administrative Council</i>	Fall 2023 - present
<i>Committee on Initial Programs (CIPS)</i> <i>*Previously Initial Programs Leads/Directors Meeting</i>	Fall 2023 - present
<i>Mentor to New Faculty</i>	Fall 2022 - present
<i>General TTC Scholarship Committee Member</i>	Academic Year 2024 - 2025
<i>Virginia Engly Memorial Scholarship TTC Committee Member</i>	Academic Year 2024 - 2025
<i>Search Committee Member for TTC Dean's Position</i>	Spring/Fall 2024
<i>Together Forward Campaign Showcase</i>	February 17, 2024
<i>Dean's Innovation and Creativity Fund Committee</i>	2022 - 2023
<i>TTC Committee for Strategic Planning</i>	2022
<i>Faculty Advisor for Kansas NEA - Aspiring Educators Club (Emporia State Chapter)</i>	Fall 2021 - Spring 2023

**University Service:**

<i>Faculty Recognition Documents Task Force</i>	Spring 2024 - present
<i>University Diversity and Inclusion Alliance as representative of The Teachers College</i>	2023 - present
<i>Emporia High School Scholarship Admissions Visit</i>	December 5, 2023
<i>Retention Action Team Member</i> <i>*Co-chair Academic Year 2022 - 2023)</i>	Fall 2022 - Fall 2023
<i>Judge for ESU SPURS Homecoming Royalty</i>	Fall 2021

**Other Service**

<i>Southern Lyon County Elementary In-Service</i>	January 15, 2024
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<i>Osage City Math Professional Development</i>	February 20, 2023
<i>TTC Representative for Rotary Club of Emporia Award Committee</i>	Spring 2022
<i>Kappa Delta Pi International Honor Society in Education Beta Xi Chapter, Vice President</i>	2019 - 2020
<i>Graduate Student Association Department Representative, Baylor University</i>	2019 - 2021

### **Professional Service**

<i>School Science and Mathematics Association Awards and Endowment Committee</i>	2024 - 2027
<i>School Science and Mathematics Association Publications Committee</i>	2020 - 2023
<i>Conference Coordinator, Math for Teachers of Early Learners</i>	2018, 2019
<i>NCTM Representative, Central Texas Council of Teachers of Mathematics</i>	2018 - 2020
<i>*Collaborated to organize Fall and Spring Professional Development Opportunities</i>	
<i>Local Arrangement Committee Chair, Association of Mathematics Teacher Educators in Texas</i>	2019

### **Manuscript Reviewer**

<i>Action In Teacher Education</i>	2021 - 2024
<i>Special Issue of School University Partnerships Journal</i>	2023-2024
<i>Article Reviewer for School University Partnerships Journal</i>	2023, 2024
<i>Journal of Mathematics Teacher Education in Texas</i>	2018, 2022

### **Conference Proposal Reviewer**

Association of Mathematics Teacher Educators	2022
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### **Conference Proceeding Reviewer**

<i>School Science and Mathematics Association</i>	2022, 2023, 2024
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### ***Grant Reviewer***

*Kappa Delta Pi International Honor Society Teacher Grants*

2018 - 2020

## **PROFESSIONAL ORGANIZATION MEMBERSHIP**

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Kansas Association of Teachers of Mathematics, <b>KATM</b>	2021-Current
Association of Teacher Educators- Kansas, <b>ATE-K</b>	2021-Current
Association of Teacher Educators, <b>ATE</b>	2020-Current
Association of Mathematics Teacher Educators, <b>AMTE</b>	2019 – Current
National Association for School-University Partnerships, <b>NASUP</b> formerly NAPDS	2018- Current
School Science and Mathematics Association, <b>SSMA</b>	2018 – Current
National Council of Teachers of Mathematics, <b>NCTM</b>	2017 – Current
Association of Mathematics Teacher Educators Texas, <b>AMTE-TX</b>	2017 – 2021
Central Texas Council of Teachers of Mathematics, <b>CTCTM</b>	2017 – 2021
Kappa Delta Pi International Honor Society, <b>KDP</b>	2018 – 2021
Research Council of Mathematics Learning, <b>RCML</b>	2017 – 2020

## **HONORS**

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Association of Mathematics Teacher Educators' Service, Teaching, & Research (STaR) Program in Mathematics Education: Supporting Early Career Professionals, Park City, Utah, Summer 2022.

Designing for Online Teaching Success – Higher Education Online Teaching Program, Baylor University, Texas, 2020.