



## Professional Experience

### *Consulting*

#### **Independent Evaluation Consultant (2008-present)**

- Conducting strategy development and team building for education and business clients to integrate evaluation processes into organizational cultures for increased organizational and program effectiveness
- Planning conducting, and presenting external program, product, and process evaluations for education and business clients that simplify business operations while maximizing revenue and customer base
- Conducting evaluation seminars for education and business clients
- Conducting organizational development, social impact assessment, and other evaluation consulting for education and business clients

### *Employment*

#### **Evaluation Team Leader and Consultant** Center for Teaching and Learning, Brigham Young University, Provo, Utah (2005-2008)

- Served as the evaluation team lead for planning, conducting and presenting course effectiveness evaluations for university faculty members, staff, and administrators; participated in over 20 evaluations leading to revision and improvement of courses and associated instructional materials
- Planned and conducted course evaluation consultations with faculty, staff, and administrators in preparation for business school (AACSB) re-accreditation

#### **Evaluation Team Member/Leader** United States Army Reserve (1986-2007)

- Army career spanning over 20 years in evaluation of information systems and security, as well as operations management
- Served as an evaluation team lead (40%) and team member (60%) to plan, conduct, and present evaluations of federal programs to streamline business processes and increase operational efficiency; participated in over 25 evaluations leading to the restructure of federal military programs
- Planned, conducted, and presented evaluations to streamline information security procedures for over 10,000 personnel
- Planned and supervised the installation, management, and evaluation of a multi-national joint communications network on sites throughout the United States to receive a 95% efficiency rate
- Provided the management and leadership necessary to ensure the organization met its goal of 100% unit property accountability and personnel assignment
- Reinvigorated the command inspection program to the point where routine site visits and evaluations became the norm rather than the exception

### *Short-term Employment Projects*

#### **Evaluation Team Member** Research Information Division, LDS Church, Salt Lake City, Utah (2008)

- Served on an evaluation team to plan, conduct, and report on an evaluation of high school curriculum effectiveness with teachers and students in four countries; this led to significant curriculum revision
- Accomplished deliverables under tight deadlines and budget limitations

#### **Evaluator** Allen Communications, Salt Lake City, Utah (2004)

- Planned and conducted quality assurance evaluations of corporate Web sites to increase usability, functionality, and revenue generation
- Accomplished deliverables under tight deadlines

#### **Evaluator** Cache County American Red Cross, Logan, Utah (2003)

- Planned and conducted evaluations of organizational recruitment and retention to increase utility and effectiveness of Red Cross services
- Trained staff members in service evaluation processes to increase self-sufficiency, direction, and attention to detail with regard to Red Cross services

## Teaching Experience

**Instructional Technology in Elementary Education**, Brigham Young University, Provo, Utah (2007-2008)

- Taught technology integration for undergraduate students in elementary education

**Program Evaluation and Capacity Building**, United States Army Reserve (2004-2007)

- Trained staff members in program evaluation and capacity-building skills

**Information Systems and Security and Evaluation**, United States Army Reserve (1996-2002)

- Trained staff members in information systems and security evaluation processes

## Educational Background

**Ph.D. Instructional Psychology & Technology**, concentration in Evaluation and Research, Brigham Young University, Provo, Utah. Dissertation: *Understanding How Evaluators Deal with Multiple Stakeholders* (2009), GPA 3.81

**M.S. Training & Development**, emphasis in Instructional Technology, Utah State University, Logan, Utah (2003)

**B.A. Political Science** with a minor in Economics, University of North Carolina at Greensboro, Greensboro, North Carolina (1991)

**Commission in the Army Reserve**, Reserve Officer Training Corps, North Carolina A&T State University, Greensboro, North Carolina (1991)

## Publications

Baron, M. E. (2009). *Developing an evaluation checklist for open education courses*. Manuscript submitted for publication.

Baron, M. E. (2009). *Designing an internal evaluation unit for a small organization with limited resources*. Manuscript submitted for publication.

Baron, M. E. (2009). *Understanding how evaluators deal with multiple stakeholders*. Manuscript submitted for publication.

Baron, M. & Graham, C. (2007, September). Identifying key factors in the adoption of innovative practices. *International Journal of Instructional Technology and Distance Learning*, 4(9). Also available at [http://itdl.org/Journal/Sep\\_07/index.htm](http://itdl.org/Journal/Sep_07/index.htm).

## Presentations

Baron, M. E. (2009, November). *Designing an internal evaluation unit for a small organization with limited resources*. Paper presented at the annual conference of the American Evaluation Association, Orlando, FL.

Baron, M. E. (2009, November). *Understanding how evaluators deal with multiple stakeholders*. Paper presented at the annual meeting of the American Evaluation Association, Orlando, FL.

Baron, M., & Williams, D. (2008, September). *Evaluation of Learning Objects: From Infancy to Effectiveness*. Paper presented at the annual meeting of the Open Education Conference, Logan, Utah.

Baron, M., & Graham, C. (2007, March). *Identifying key factors in the adoption of innovative practices*. Paper presented at the annual meeting of the Society for Information Technology and Teacher Education, San Antonio, Texas.

Baron, M., (2006, November). *Identifying key factors in the adoption of innovative practices*. Paper presented at the annual meeting of the International Conference on Multimedia and Information and Communication Technologies in Education, Seville, Spain.

## Professional Organizations

American Evaluation Association

American Educational Research Association

Association for Educational Communications & Technology