

December 29, 2017

To Whom It May Concern,

Denise Kreiger was my direct report for 5.5 years as an Instructional Design and Technology Specialist (2012-2016) and Senior Instructional Design and Technology Specialist (2016-2017) in the School of Communication and Information at Rutgers University. Denise is a highly dynamic professional, a reliable self-starter, willing to take calculated risks to achieve higher than expected results, and always focused on creating high quality learning environments focused on student learning outcomes. I would enthusiastically recommend her to any organization seeking to create highly impactful learning experiences.

Some observations that I would highlight regarding Denise's work include:

- Broad **instructional design** expertise including managing the process of designing and developing online, hybrid/blended, and web-enhanced courses at the graduate and undergraduate levels in a broad array of subject areas.
- Integration of **instructional technology** using diverse tools in creative ways to facilitate learning (e.g., multiple LMSs, Diigo, Google Apps, digital storytelling, social media, Panopto for narrated lectures, online presentations, eLearning tools, etc.).
- Incorporation of diverse **instructional strategies** in innovative ways (e.g., collaborative projects; digital storytelling; project-based, inquiry-based, and game-based learning).
- Designing learning experiences based on **industry standards such as Quality Matters** course design standards (working with a Rutgers faculty member, Denise designed the first QM-certified Rutgers course).
- The creation of **model courses, templates, samples** to make projects scalable and sustainable, streamline course design and development, and promote quality assurance.
- **Professional development of faculty** (full-time, PTLs/adjuncts, doctoral students) to design, develop, and teach/facilitate online and hybrid courses through workshops, orientations, video tutorials, and group and 1:1 training sessions. From 2015 through 2017, Denise successfully managed all instructional onboarding activities for new faculty through the office of Instructional Design and Technology Services (IDTS). Her outstanding service and support to faculty earned her the first "**Service Excellence Award**" awarded to a staff member by the School of Communication & Information in 2016.

Finally, while Denise consistently maintained a very busy schedule, she was also able to maintain her knowledge and expertise in the field of online and hybrid learning. She was further able to help the development of other industry professionals through her presentations at regional, national, and international conferences.

If you have further questions, please contact me at sgarwood@tesu.edu or 609-379-9918.



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