

Andrew F. Rosbury

Experienced instructional designer and learning experience creator with 16+ years of expertise in developing diverse learning experiences across learning management systems meeting and exceeding Quality Matters standards. Passionate about leveraging instructional design to enhance employee training effectiveness, engagement, and application within a dynamic professional environment.

[LinkedIn](#)

[Portfolio](#)

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Murfreesboro, TN

KEY SKILLS

- Instructional Design
- Curriculum Development
- Adult Learning & Instruction
- E-learning Development
- Learning Management Systems
- Cross-functional Collaboration
- Workshop facilitation
- Organizational Leadership
- Universal Design for Learning
- ADDIE, SAM, Kemp

EXPERIENCE

Tennessee State Government

Instructional Designer, Department of Human Resources, 2025-Present

- Designed targeted learning experiences for government agencies across individual contributor, managerial, and executive levels.
- Revised and updated learning content to meet WCAG 2.1 AA accessibility standards.
- Advised and consulted with agencies on implementing AA accessibility standards for online and internal training programs.
- Created new and revised existing training and learning material to meet AA accessibility standards for digital access and distribution.
- Tested user ability and access for published learning programs, implementing revisions and updates.
- Coordinated with agency leaders to grant access to LinkedIn Learning accounts for employees for their continued professional development.

Belmont University

Adjunct Professor, Department of Communication Studies, 2023-Present

- Led the planning, organization, and implementation of oral communication coursework focused on skills development, content selection, and professionalism.
- Conducted research to identify areas requiring additional training or further skill development for practical applications.
- Assessed, revised, and improved existing or proposed learning programs, recommending and implementing changes towards effectiveness and engagement.
- Designed, developed, and sourced new training materials to enhance program quality and assignment completion.
- Collaborated with external consultants and resource providers to identify and improve existing curriculum.

- Managed and tracked learning assessments and created improvement plans for learners who did not meet performance standards.
- Coordinated training and development sessions for learners, including setting up virtual conferencing platforms (Zoom), preparing training materials, and distributing relevant resources to participants.

Middle Tennessee State University

Graduate Internship, MTSU Online, *Summer 2024*

- Designed and storyboarded engaging teaching and learning activities, incorporating text, imagery, and archival materials from MTSU's campus and local community resources.
- Developed clear, student-centered content for module landing pages, section introductions, and LMS navigation prompts to support a smooth user/learner experience.
- Scripted, recorded, narrated, and edited instructional walkthrough videos to guide students in effectively using MTSU Online's resources.
- Created and edited visual assets with accessibility in mind, ensuring content was usable for students with visual impairments.
- Designed interactive learning elements using H5P tools to enhance engagement and retention for online learners.
- Ensured all course materials aligned with Quality Matters standards for instructional design and online learning excellence.

Middle Tennessee State University

Adjunct Professor, Department of Communication Studies, *2022 – 2023*

- Designed and developed hybrid and online learning experiences using SnagIt and Camtasia to create interactive digital resources.
- Measured learning outcomes and performance through the creation of formative and summative assessments within the D2L LMS.
- Developed hands-on activities and resources for general education courses, resulting in a 30% increase in course completion and a 55% boost in student retention.
- Led and delivered 150 hours of collegiate-level coursework, presenting advanced content in an accessible format for non-expert audiences.
- Supported adult learners by developing and evaluating their academic and comprehension skills.

Collin College

Associate Faculty, Division of Humanities and Social Sciences, *2016-2021*

- Managed onboarding and matriculation processes for 100 students per semester, ensuring smooth transitions and integration into the academic environment.
- Developed e-learning content for 75 on-campus and distance learning courses using Adobe Captivate, Camtasia, and Canvas, while logging over 2,500 hours of face-to-face instruction.
- Produced instructional videos and job aids using Camtasia and SnagIt to onboard new students to the college LMS (Canvas) and various technical tools and resources.

- Facilitated in-person workshops on translating course content to real-world applications, enhancing group communication, and fostering professional conduct in diverse, inclusive work environments.
- Designed and implemented creative learning strategies, including verbal and non-verbal solutions, to support neurodiverse and functionally challenged learners.
- Utilized performance and learning metrics to guide course redesigns and support instructors in maintaining quality assurance standards.
- Created and standardized a distance learning master template for a communication course, adopted by instructors across five campuses.

TECHNICAL SKILLS & TOOLS

E-learning Development: Adobe Captivate, Articulate Storyline, Articulate Rise 360, Canva, Genially

Learning Management Systems: Canvas, Blackboard, Desire-2-Learn, Moodle

Video and Media: Adobe Premiere, Adobe Audition, Camtasia, Final Cut

Content Creation: Adobe Design Suite, SnagIt

Document and Template: Microsoft Office Suite

EDUCATION

Master of Science, Instructional Design/Learning Technology, University of Tennessee Knoxville

PhD, Strategic Communication, Regent University

Master of Arts, Communications, Southwestern Baptist Theological Seminary

Bachelor of Behavior Science, Telecommunications, Hardin-Simmons University