TOM HAYMES

(281) 748-3684 ◊ E-Mail: tom@ideaspaces.net
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EDUCATION

GEORGETOWN UNIVERSITY, Washington, D.C.
  Master of Arts in Government (May 1996).
  Master of Arts in German and European Studies (November 1995).
UNIVERSITY OF TEXAS, Austin, TX.
  B.A. with Honors in Government (May 1991)

LEADERSHIP EXPERIENCE

May 2018-	*President and Founder,* Ideaspaces, Katy, TX (ideaspaces.net) (Contract Consulting):
	• Published *Learn at Your Own Risk: 9 Strategies for Thriving in a Pandemic and Beyond* (ATBOSH MEDIA, 2020) (http://atbosh.com/books/learn-at-your-own-risk/).
	• Published *Discovering Digital Humanity* to be published in Spring 2022 from ATBOSH Media (atbosh.com/books/discovering-digital-humanity/)
	• Developed Modular, Game-based Certificate Master's curriculum for the University of Houston-Clear Lake's Diplomacy Institute
	• Developed Humanizing Teaching Toolset model to connect teaching strategies with virtual and physical toolsets (https://shapingedu.asu.edu/teaching-toolset-triangle-project)
	• Developed the Hybrid Plus Strategy in response to the Covid-19 Pandemic
	• Developed a Design Template for the Katy Campus Project (completion Spring 2022)
	• Created the Emergent Design Iterated Teaching (EDIT) Program to develop faculty for the Learning Spaces Institute and the new Katy Campus
	• Developed the STAC (Stickiness-Toolsets-Adjacencies-Community) Model for informal learning spaces
	• Developed and implemented the Learning Spaces Institute concept for Houston Community College's West Houston Institute (ideaspaces.net/westhoustoninstitute)
	• Innovation Strategist at Arizona State University's ShapingEDU initiative (shapingedu.asu.edu)
	• 2020-21 Storyteller in Residence Arizona State University's ShapingEDU initiative
	• 2021-22 Innovator in Residence Arizona State University's ShapingEDU initiative
	• Created Empowered Learning Seminars for Houston Community College
	• Created Systems Thinking Workshops for Houston Community College's Innovation Fellows Program
	• Applied and evaluated Design-Based Empowered Learning teaching strategies at Houston Community's West Houston Institute
	• Write for *eCampus News* on issues of re-imagining education (www.ecampusnews.com)
	• Speak at conferences on empowered learning, technology integration, systems design
May 2017- May 2018	*Director, Learning and Innovation,* PBK Architects, Houston, TX:
	• Acted as a resource for learning, technology, and futuring for PBK and PBK clients
	• Facilitated innovation within PBK and with PBK clients
	• Supported Design Teams in the development of empowered learning spaces
	• Spoke at conferences and wrote materials in support of preparing schools, colleges and universities for the challenges of the digital age
	• Created resources for planning and design teams to sustain innovation in design processes
	• Developed a typology of MakerSpaces to simplify design and implementation
	• Developed a Knowledge Base of articles on technologies and spaces designed to facilitate active and empowered learning
	• Developed the FAR Strategy and design system for connecting Active Learning curricula to NextGen learning space programming and design
	• Integrated Sustainability into design and learning processes
	• Facilitated partnerships with educational, technology, and thought leaders

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March 2008- May 2017	*Director, Technology and Instructional Computing,* HOUSTON COMMMUNITY COLLEGE NORTHWEST, Houston, TX:

- Managed technology and instructional computing at Northwest College
- College Design Lead and Project Manager for $14 million Alief-Hayes Bond Project 2013-15
- College Design and Project Lead for $53 million West Houston Institute Bond Project 2015-17
- Implemented and facilitated the New Media Faculty Seminar, a 13 week faculty seminar designed to get faculty to engage in changes and
- Directed strategic planning team for Northwest College 2010-14
- Served on President's Executive Team for a community college of 20,000 students
- Oversaw technology and departmental budgets of over $1 million
- Oversaw a staff of 56 full- and part-time employees responsible for faculty, staff and student technology training, technical support, web design and maintenance, computer labs, and graphic design
- Developed strategic technology plans for Northwest College and system committees
- Served on Information Technology Advisory Board for a Community College District serving 70,000 students
- Served on Educational Technology Council consisting of six colleges and district Distance Education representatives
- Chair of the Northwest College Professional Development Council 2014-2015
- Oversaw and coordinated implementation of Active Directory, Eagle Online (Moodle), Wordpress, and The Learning Web (Plone) at Northwest College
- Oversaw technology training at Northwest College
- Oversaw ongoing development of the Learning Web, a faculty web platform based on Plone that receives over 1 million unique visitors per month
- Serve or served on district committees including the Certification in Technology Program Committee, the LMS Oversight Committee, Learning Management RFP Committee, the Training Council, and the SACS Accreditation Committee
- EDUCAUSE IT Leaders Panel 2013-2015
- Served on the New Media Consortium's *Horizon Report* Board 2010-2017
- Served on the New Media Consortium Task Force on Learning Analytics
- One of 100 Educational Technology thought leaders invited to the New Media Consortium 2012 *Future of Education* Summit
- Contributing Editor New Media Consortium (nmc.org) 2012-2017
- Notable projects:
  - HCC Learning Web Redesign 2010-2017
  - One-button Studio Project 2014-2017
  - New Media Faculty Seminar (75+ graduates) 2010-2015
  - Multimedia Room Redesign 2012-2015
  - Wireless Classroom (AppleTV) 2014-2015
  - Learning Space Pilots (Active Learning and FlexSpace Rooms) 2006-2017
  - Design Lab 2016-2017
  - West Houston Institute Technology Integration 2012-2017

May 2006-March 2008	*Instructional Design Coordinator,* HOUSTON COMMUNITY COLLEGE NORTHWEST, Houston, TX: • Managed technology and instructional computing at Northwest College including budget oversight of college technology purchases • Coordinated on system-wide efforts such as implementation of course management systems, system-wide software licenses, strategic planning, and human resource issues with instructional design coordinators from the other five colleges in the HCC system • Oversaw department of 20+ full- and part-time employees responsible for faculty, staff and student technology training, technical support, web design and maintenance, computer labs, and graphic design • Supported faculty in technology projects
Oct. 2000-June 2001	*Director of Research and Marketing*, RMR INTERNATIONAL, Austin, TX: • Managed all research and marketing projects for an online conferencing company • Researched conference proposals and coordinated their implementation • Wrote conference text and press releases
July 1999-May 2000	*Project Manager/Intelligence Analyst*; STRATFOR SYSTEMS, Austin, TX: • Managed international competitive intelligence intranet product for Fortune 100 client • Wrote analyses on international relations for the Stratfor.com website
Aug. 1997-June 1999	*Senior Macintosh System Analyst,* A.P. TECHNICAL RESOURCES/MOTOROLA, Austin, TX: • Managed all Macintosh support in a facility with over 600 computers and 1200 users • Managed projects including computer and software upgrades and rollouts • Developed and produced an internal training website
April 1996-Dec. 1996	*Operations/Publications/Information Manager*, TRANSATLANTIC FUTURES, Washington, DC: • Managed information systems for international media relations consulting firm • Produced and edited two weekly publications on PageMaker. Did extensive Internet research in support of ongoing projects

TEACHING EXPERIENCE

Aug. 2004-May 2017; June 2018-present	*Professor of Government,* HOUSTON COMMUNITY COLLEGE, Houston, TX (Adjunct after June 2019)
Aug. 2002-May 2004	*Government Instructor*, WHARTON COUNTY JUNIOR COLLEGE, Wharton, TX
Aug. 2001-Aug. 2004	*Government Instructor*, HOUSTON COMMUNITY COLLEGE NORTHWEST (Part-time)
Sept. 1991-Dec. 1994	*Teaching/Research Assistant,* GEORGETOWN UNIVERSITY, Washington, DC (Part-time)

ADDITIONAL TECHNICAL EXPERIENCE

Jan. 1997-Aug. 1997	*Macintosh Technical Support*, ADECCO/APPLE COMPUTER, Austin, TX
Pre-1997	Computer user since 1981, Macintosh user since 1987, and PC user since 1985

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PUBLICATIONS AND CONFERENCE PRESENTATIONS

BOOKS:
- *Learn at Your Own Risk* (Atbosh Media, 2020) – http://atbosh.com/books/learn-at-your-own-risk/
- *Discovering Digital Humanity* (Atbosh Media, Summer 2021), http://atbosh.com/books/discovering-digital-humanity/ – *prepublication manuscript available on request*

BLOGS, ARTICLES, WORKSHOPS, and PRESENTATIONS:
- "Electrifying Education Part III: Designing Our Way Out of the Class-Size Contradiction" *ShapingEDU Reshaping Learning* (October 28, 2021) at: https://shapingedu.asu.edu/blog/electrifying-education-part-iii-designing-our-way-out-class-size-contradiction
- "Electrifying Education Part II: If Tesla Engineers Designed Instruction" *ShapingEDU Reshaping Learning* (October 28, 2021) at: https://shapingedu.asu.edu/blog/electrifying-education-part-ii-if-tesla-engineers-designed-instruction
- "Electrifying Education Part I: Being There" *ShapingEDU Reshaping Learning* (October 28, 2021) at: https://shapingedu.asu.edu/blog/electrifying-education-part-1-being-there
- "The Broken Clock – How We Get Time Wrong in Education" *eCampus News* (September 22, 2021) at: https://www.ecampusnews.com/2021/09/22/the-broken-clock-how-we-get-time-wrong-in-education/
- "Designing Antifragile Learning Systems" *ShapingEDU Reshaping Learning* (July 21, 2021) at: https://shapingedu.asu.edu/blog/designing-antifragile-learning-systems
- "Out of the Information Thicket – The XR Connection" *ShapingEDU Reshaping Learning* (June 24, 2021) at: https://shapingedu.asu.edu/blog/out-information-thicket-xr-connection
- "Through the Digitial Looking Glass: Reflections on the Toolset Hackathon So Far" *ShapingEDU Reshaping Learning* (June 21, 2021) at: https://shapingedu.asu.edu/blog/through-digital-looking-glass-reflections-toolset-hackathon-so-far
- "Ozymandias – The Power of Creating Meaningful Artifacts" *ShapingEDU Reshaping Learning* (June 1, 2021) at: https://shapingedu.asu.edu/blog/ozymandias-power-creating-meaningful-artifacts
- "The Power of the Moment: Building Communities of Thought," *ShapingEDU Reshaping Learning* (May 17, 2021) at: https://shapingedu.asu.edu/blog/power-moment-building-communities-thought
- "The Four Stages of Zoom Enlightenment," *eCampus News* (May 3, 2021) at: https://www.ecampusnews.com/2021/05/03/the-4-stages-of-zoom-enlightenment/
- "The System-Tool Paradox: The Perils of Letting Systems and Tools Dictate Practice," *ShapingEDU Reshaping Learning* (April 5-6, 2021) Part 1 of 2 at https://shapingedu.asu.edu/blog/system-tool-paradox-part-i-perils-letting-systems-and-tools-dictate-practice
- "Going Small: Lessons from Remote Instruction," *ShapingEDU Reshaping Learning* (March 9, 2021) at https://shapingedu.asu.edu/blog/going-small-lessons-remote-instruction
- "Humanizing Education with Community," *eCampus News* (February 3, 2021) at https://www.ecampusnews.com/2021/02/03/humanizing-education-with-community/
- "Thinking Backward: A Knowledge Network for the Next Century," *Current Issues in Education* vol. 22/1, (January 2021) *at https://cie.asu.edu/ojs/index.php/cieatasu/article/view/1913*
- "The Power of Positive Community," *ShapingEDU Reshaping Learning* (January 13, 2021) at https://shapingedu.asu.edu/blog/power-positive-community-winter-games-hackathon-reflection
- "Hackathon: Learn at Your Own Risk," *ShapingEDU Winter Games* (January 6, 2021) at https://youtu.be/yTp_xdyiuk8
- "Technosymbiosis," *ShapingEDU Reshaping Learning* (January 2021) at https://shapingedu.asu.edu/blog/technosymbiosis
- "Making Our Learning Networks Antifragile," *ShapingEDU Reshaping Learning* (September 2020) at https://shapingedu.asu.edu/blog/making-our-learning-networks-antifragile

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- "Surfing Chaos: Narratives Across the Digital Divide," *ShapingEDU Learning [Hu]man*, July 23, 2020 at https://youtu.be/5NVwlba03lU
- "The Importance of Thinking of Technology as Legos," *ShapingEDU Reshaping Learning*, June 15, 2020 at https://shapingedu.asu.edu/teaching-toolset-triangle-project/Legos
- "Designing a Digital Narrative," *eCampus News*, June 22, 2020 at https://www.ecampusnews.com/2020/06/22/designing-a-digital-narrative/
- "Digitally Shifting to Create Communities of Learning," (June 15, 2020) *eCampus News* at https://www.ecampusnews.com/2020/06/15/digitally-shifting-to-create-communities-of-learning/
- "The Teaching Toolset Triangle," *ShapingEDU LIVE Session*, June 13, 2020 at https://youtu.be/95oOqcrtX4o
- "The STAC Model: Rethinking the Basic Functionality of Informal Learning Spaces," *Current Issues in Education* vol. 21/2, (June 2020) at *https://cie.asu.edu/ojs/index.php/cieatasu/article/view/1915*
- "Hybrid Plus: Student-centric Remote Learning," (June 9, 2020) *eCampus News* at https://www.ecampusnews.com/2020/06/15/digitally-shifting-to-create-communities-of-learning/
- "Scholus Interruptus: Making Systems of Learning Antifragile," (May 13, 2020) *eCampus News* at https://www.ecampusnews.com/2020/05/13/scholus-interruptus-making-systems-of-learning-antifragile/
- "Rethinking Tools for Hybrid and Online Learning," (February 28, 2020) *eCampus News* at https://www.ecampusnews.com/2020/02/28/rethinking-tools-for-hybrid-and-online-learning/?all
- "We Are Talking But Are We Hearing?" (December 13, 2019) *eCampus News* https://www.ecampusnews.com/2019/12/13/talking-hearing-feedback/
- "Driving Digital Tools with Pedagogical Strategies," (October 2, 2019) *eCampus News* at https://www.ecampusnews.com/2019/10/02/driving-digital-tools-with-pedagogical-strategies/
- "Moving from Textual Thinking to Visual Thinking," (June 5, 2019) *eCampus News* at https://www.ecampusnews.com/2019/06/05/moving-from-textual-thinking-to-visual-thinking/
- "3 Strategies to Start Reimagining the Learning Management System," (April 11, 2019) *eCampus News* at https://www.ecampusnews.com/2019/04/11/reimagining-learning-management-system/
- "Higher Ed: We Are Missing the Boat in Online Learning," (March 15, 2019) *eCampus News* at https://www.ecampusnews.com/2019/03/15/higher-ed-we-are-missing-the-boat-in-online-learning/
- "How Power Dynamics Can Undermine Effective Learning," (March 7, 2019) *eCampus News* at https://www.ecampusnews.com/2019/03/07/how-power-dynamics-undermine-effective-learning/
- "Why Do We Still Have Basic Textbooks in Higher Ed?" (February 12, 2019) *eCampus News* at https://www.ecampusnews.com/2019/02/12/why-do-we-still-have-basic-textbooks-in-higher-ed/
- "The Biggest Barrier to Deconstructing Education is Not Money," (January 29, 2019) *eCampus News* at https://www.ecampusnews.com/2019/01/29/the-biggest-barrier-to-deconstructing-education-is-not-money/2/
- "Leveraging Transparency to Create Zones of Empowerment in Traditional Systems," The FOEcast Network, August 2018 at https://www.foecast.net/reports/
- "Castles in the Sand vs, Networks in the Sky," The FOEcast Network, April 30, 2018 at https://www.foecast.net/blog/2018/4/30/castles-in-the-sand-vs-networks-in-the-sky
- "There is Nothing New Under the Sun," The FOEcast Network, March 27, 2018 at https://www.foecast.net/blog/nothingnew
- "Mapping Digital Terra Incognita: Here Be Dragons," The FOEcast Network, March 15, 2018 at https://www.foecast.net/blog/mappingdigitalterraincognita
- "A Vision for a Global, Decentralized Innovation Network," The FOEcast Network, February 28, 2018, at https://www.foecast.net/blog/2018/2/28/a-vision-for-a-global-decentralized-innovation-collective
- "What the Houston Astros Can Teach Us About Integrating Technology with Learning," The New Media Consortium, October 29, 2017 at https://www.nmc.org/blog/what-the-houston-astros-can-teach-us-about-integrating-technology-and-learning/
- "Digital Space and Time," PBK Insight, September 18, 2017 at http://pbk.com/#!/insight/digital-space-and-time/
- "Hacking School," PBK Insight, September 5, 2017 at http://pbk.com/#!/insight/hacking-school/

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- "The Hidden Future," The New Media Consortium, August 9, 2017 at https://www.nmc.org/blog/the-hidden-future

- "Missing the Point by Design: Creativity and Learning in the In-Between," The New Media Consortium, Cambridge, MA, June 15, 2017

- "The West Houston Institute Concept: A Unique Approach to Community College Innovation," American Association of Community Colleges, New Orleans, LA, April 20, 2017

- "Creativity and Complexity: Adapting Technological Ecosystems for 21st Century Teaching and Learning." PA-COMP Annual Meeting Keynote Address, Elizabethtown University, Elizabethtown, PA, March 7, 2017

- "Just Let It Happen: Living with Open-Ended Outcomes," The New Media Consortium, August 11, 2016 at http://www.nmc.org/blog/just-let-it-happen-living-with-open-ended-outcomes/

- "Looking Backward, Looping Forward: Designing Innovation Loops at the West Houston Institute," The New Media Consortium Summer Conference, Rochester, NY, June 2016 at http://www.ideaspaces.net/2016-innovation-loops-ideaspaces-presentation/

- "Teaching Creativity, Not Conformity," The New Media Consortium, April 8, 2016 at http://www.nmc.org/blog/teaching-creativity-not-conformity/

- "The Visualization Gap," The New Media Consortium, October 16, 2015 at http://www.nmc.org/blog/the-visualization-gap/

- "Catching Lightning in a Bottle," Presentation, National Association of Community College Entrepreneurs Conference, Houston, TX, October 12, 2015

- "99% Invisible Part 4: A Holistic Approach to Learning Space Design," The New Media Consortium, August 2015 at http://www.nmc.org/blog/99-invisible-holistic-approach-learning-space-design/

- "Rapid Incremental Change," Presentation, The New Media Consortium Summer Conference, Alexandria, VA, June 12, 2015 at http://www.ideaspaces.net/2015-ideaspaces-presentation/

- "99% Invisible Part 3: The Goldilocks Zone," The New Media Consortium, April 2015 at http://www.nmc.org/blog/99-invisible-the-goldilocks-zone/

- "Top 10 IT Issues 2015," Panelist, co-author, *Educause Review*, Jan./Feb. 2015, pp. 10-48

- "99% Invisible Part 2: Simplicity, The Essence of Good Design," The New Media Consortium, December 2014 at http://www.nmc.org/news/99-invisible-technology-design-and-communication/

- "99% Invisible," The New Media Consortium, August 2014, at http://www.nmc.org/news/99-invisible-technology-design-and-communication/

- "IdeaSpaces," Presentation, The New Media Consortium Summer Conference, Portland, OR, June 2014 at http://www.ideaspaces.net/2014-ideaspaces-presentation/

- "Top 10 IT Issues 2014," Panelist, co-author, *Educause Review*, March/April 2014, pp. 10-52.

- "Idea Spaces," Presentation, HCC Faculty Conference, February 22, 2014

- "Creating the Decisive Moment," The New Media Consortium, December 10, 2013, at www.nmc.org/news/creating-decisive-moment

- "Unbound: Teaching Questioning Instead of Answering," The New Media Consortium, September 23, 2013 at www.nmc.org/news/unbound-teaching-questioning-instead-answering

- "Unbound: The Grader's Dilemma," The New Media Consortium, August 14, 2013, at www.nmc.org/news/graders-dilemma

- "Unbound: Observations on the Structure of the Class, July 15, 2013, at www.nmc.org/news/unbound-observations-structure-class

- "EACOS: A Framework for Reinventing Education," Presentation, The New Media Consortium Summer Conference, Hilton Head, NC, June 6, 2013

- "Pivoting the World: Creating Environments Where Learners Can Iterate," The New Media Consortium, April 9, 2013 at www.nmc.org/news/pivoting-world-creating-environments-where-learners-can-fail

- "Unbound: The Role of Textbooks in the New Media Environment," The New Media Consortium, February 5, 2013 at www.nmc.org/news/unbound-role-textbooks-new-media-environment

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- "The Geometry of Shadows," The New Media Consortium, November 26, 2012, at www.nmc.org/news/geometry-shadows
- "Toward a Model for a Technology Ecosystem," The New Media Consortium, September 24, 2012, at www.nmc.org/news/toward-model-technology-ecosystem
- "The Challenge of Shifting Paradigms," The New Media Consortium, August 8, 2012, at www.nmc.org/news/challenge-shifting-paradigms
- "Riding the Curve," The New Media Consortium, July 5, 2012 at www.nmc.org/news/riding-curve.
- "Learning Analytics," Panel Member, New Media Consortium Conference, Cambridge, MA, June 2012
- "Squaring the Circle: The Learning Analytics Dilemma," The New Media Consortium, May 21, 2012, at www.nmc.org/news/squaring-circle-learning-analytics-dilemma
- "Square Pegs and Round Holes," The New Media Consortium, April 5, 2012, at www.nmc.org/news/square-pegs-and-round-holes-0
- "New Media in the Trenches" The New Media Consortium, March 8, 2012, at www.nmc.org/news/new-media-in-the-trenches
- "Learning Analytics Webinar," Panelist, The New Media Consortium, December 15, 2011
- "Online Presence for the Masses: HCC's Learning Web," Poster Session, New Media Conference, Madison, WI, June 15, 2011
- "Crossing the Digital Frontier: Unbinding the *Northwest College Review*," Presentation at the New Media Consortium Conference, Madison, WI, June 16, 2011
- "Crossing the Lines Between Technical and Creative Photography," Presentation to the Katy Photographers Meetup Group, Katy, TX, September 21, 2010
- "We are All Cyborgs: The Human Element in the Success or Failure of Technologies," Presentation at the New Media Consortium Conference, Anaheim, CA, June 10, 2010
- "The Three-E Strategy for Technology Adoption," Presentation at the League of Innovation Conference on Information Technology, Detroit, MI, October 10, 2009
- "Pennzoil Converge," *Popular Photography* (April 2009), p. 68 or at http://www.popphoto.com/Features/Photography-s-Sure-Fire-Shots
- "The Three-E Strategy for Overcoming Resistance to Technological Change;" *Educause Quarterly*, vol. 31, no. 4 (October-December 2008). Available at: http://www.educause.edu/library/EQM08411
- "Web 2.0" Pre-conference Workshop, Texas Blackboard Users Group, October 16, 2008
- "Narvik: On the Brink of Victory," *World War II History* (March 2005)
- "South Africa," in Sonia Benson, ed., *History Behind the Headlines: Origins of Conflict Worldwide,* Vol. 6. (Detroit: Gale Group, 2003)
- "European Union: Advancements and Delays in European Integration," in Sonia Benson, ed., *History Behind the Headlines: Origins of Conflict Worldwide,* Vol. 6. (Detroit: Gale Group, 2003)
- "Gibraltar," in Sonia Benson, ed., *History Behind the Headlines: Origins of Conflict Worldwide,* Vol. 6. (Detroit: Gale Group, 2003)
- "Africa's Infection of Guns and Chaos," in Sonia Benson, ed., *History Behind the Headlines: Origins of Conflict Worldwide,* Vol. 6. (Detroit: Gale Group, 2003)
- "Sidi Rezegh: Rendezvous in the Desert," *Military Heritage* (December 2002)
- "Côte d'Ivoire: The End of a Cosmopolitan Society," in Sonia Benson, ed., *History Behind the Headlines: Origins of Conflict Worldwide,* Vol. 4. (Detroit: Gale Group, 2002)
- "Looking for an Out," ABCNews.com (May 5, 2000)
- Numerous analyses on Statfor.com (text available on request) 1999-2000
- "What is Nationalism Really?" *Nations and Nationalism* v. 3, no. 4 (December 1997) at https://onlinelibrary.wiley.com/doi/epdf/10.1111/j.1354-5078.1997.00541.x

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Please note that some of the externally hosted writings, particularly those on the nmc.org site and the foecast.net sites are no longer be available at those locations. Texts for those articles are available upon request.