

# Rebeca Peacock

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## EDUCATION

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- Ed.D., Educational Leadership/Instructional Design & Technology  
Idaho State University
  - *Academic librarian competencies for online library instruction: A competency-based needs assessment*
- M.Ed., Instructional Technology  
Wayne State University
  - Designed and developed an online course on parenting, working with a local SME
- M.S., Library and Information Science  
Syracuse University
- B.A., Biology/Secondary Education  
St. Thomas University

## EXPERIENCE

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### CLINICAL ASSISTANT PROFESSOR AND COE ID, UNIVERSITY OF WEST GEORGIA (present)

- Leads faculty through one-on-one consultations and workshops on instructional design, online teaching and learning practices, and educational technology.
- Manages schedule of incoming requests from faculty and departments and provides project management.
- Collaborates with co-COE-ID on projects and presentations.
- Teaches online asynchronous courses with a focus on using Community of Inquiry and emotion techniques to increase motivation and engagement.

#### Notable Projects:

- *Change to Microsoft 365* - led the college's response to an IT technology change at the university where faculty and staff were not provided enough support to use new technology. Conducted a needs assessment and developed training to meet college needs. Provided one-on-one support to faculty. Wrote help articles that were designated weekly through the college newsletter.

### ONLINE MBA COURSE DELIVERY MANAGER, BOISE STATE UNIVERSITY

- Leads faculty through one-on-one consultations and workshops on instructional design, online teaching and learning practices, and educational technology.
- Manages the master schedule of course improvements using Quality Matters, identifying and addressing faculty needs to enhance course delivery.
- Leads strategic initiatives to enhance online learning, instruction, and course delivery, acting as a liaison to various internal and external partners.

- Collaborates on university programmatic assessment and accreditation efforts.
- Collaborates with Learning Technology Solutions, eCampus, and the Center for Teaching and Learning on campus initiatives related to online teaching and learning.

#### Notable Projects:

- *Programmatic Assessment and Continuous Improvement* - led the internal audit of all courses in the program using a variety of data sources to create a plan for course improvement to meet university assessment and accreditation standards. Used course audits to supply program directors and faculty with course improvement recommendations and faculty mentoring. Mentored faculty (4) increased student evaluation scores and reported greater satisfaction with their courses.

### ASSISTANT PROFESSOR/LIBRARIAN, BOISE STATE UNIVERSITY

- Led first-year instructional strategies.
- Coached and provided training to library faculty to support their liaison instruction efforts, focusing on Universal Design for Learning, digital accessibility, and Learning Experience Design.
- Developed instructional materials, curriculum design, and assessments for library faculty, optimizing teaching in synchronous and asynchronous environments.
- Designed multimedia artifacts, including videos, graphics, and assessments.
- Supported programmatic assessment efforts, including analyzing data, making recommendations, and writing reports.
- Taught information literacy sessions in person, hybrid, and online environments.

#### Notable Projects:

- *Microcourse Design for University Foundations* - Led the redesign of the library's First-Year Experience workshop into an online microcredential. Led the design process using a needs assessment, got buy-in from internal and external stakeholders, developed a project management timeline, coordinated with subject matter experts, and developed all multimedia elements. Evaluated the project after a year and changed the approach based on student feedback, drastically improving the student learning experience by targeting real-world relevance of the material.
- *Canvas Pilot Study* - Assessed the suitability of Canvas LMS for library instruction through a qualitative study using the library microcourse, influencing the pilot committee's decision to adopt a new LMS.

### INSTRUCTIONAL DESIGN LIBRARIAN, WAYNE STATE UNIVERSITY

- Member of the Organizational Communication and Development team
- Conducted needs assessments for tenure, course redesigns, and employee training, ensuring effective learning outcomes.
- Developed and delivered organizational development training for library workers on topics in Learning Experience Design, instructional best practices, and educational technology tools.
- Supervised Graduate Student Assistant work, providing guidance and support in teaching and learning practices.

#### Notable Projects:

- *COM1010 Virtual Library* - Led the design and development of an asynchronous online tutorial for the Department of Communications' COM1010 course. Led content design and development and coordinated team members to create a virtual library instructional website.
- *Carnival* - Designed and developed a new student library worker orientation using a Carnival experience format, incorporating hands-on learning stations to build necessary skills using the Learning Experience Design paradigm.
- *Tenure Training* - Conducted a needs assessment on tenure and promotion processes. The data suggested that new faculty did not feel adequately supported and mentored during the 5-year process. This data was presented to leadership and a new training program was designed and developed to meet the gaps identified.

#### MATHEMATICS AND INFORMATION LITERACY LIBRARIAN, MICHIGAN STATE UNIVERSITY

- Designed and developed resources for library-based first-year seminar and First-Year Writing courses using Learning Experience Design
- Evaluated library instruction learning objectives by assessing student term papers and rubrics and providing instructor feedback.
- Supported faculty and taught students in the Department of Mathematics and Statistics.

##### Notable Projects:

- *Freshman Seminar Design* - Designed a seven-week first-year seminar to engage students in the creation, analysis, and evaluation of information. Developed a Wikipedia project to assess all outcomes from the course using a rubric.

#### FIRST-YEAR EXPERIENCE AND SCIENCE LIBRARIAN, WAYNE STATE UNIVERSITY

- Lead first-year experience instructional initiatives.
- Conducted a needs assessment and developed training to support library employee technology needs.
- Designed and led workshops on various topics in instructional design and technology.
- Served as a liaison to various departments involved in the First-Year experience, fostering new integrated relationships with the library.
- Supported faculty and taught students in the physical, life, and medical sciences.

##### Notable Projects:

- *Information Literacy Tutorial Redesign* - Led the complete overhaul of the library's online information literacy tutorial, incorporating Learning Experience Design principles. Coordinated development, assessment, and integration into 1000 and 2000-level courses.
- *iStart Academic Orientation* - Led the integration of the library into the first-year experience orientation program, including selecting the first-year read book, interactive summer engagement through a read-along forum, introduction to library services during orientation, and the development of an instructional card game to teach essential library concepts. Provided training to student mentors and orientation staff for successful implementation with 1500 first-year students.

#### 9TH GRADE EARTH SPACE SCIENCE TEACHER, SOUTH MIAMI SR HIGH SCHOOL

- Design and development of instructional materials.
- Assessment and evaluation of students.
- Class instruction.

## COURSES TAUGHT

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### LIS7880 (INSTRUCTIONAL METHODS FOR LIBRARIANS) ONLINE

Introduction to library instruction, bibliographic instruction, information literacy, or user education for those expected to provide library instruction with a focus on online learning, instructional design, and educational technology.

Semester	N° Sections	N° Students
Summer 2013	1	13

### MEDT7490 (VISUAL AND MEDIA LITERACY FOR TEACHING AND LEARNING) ONLINE

Introduction to visual and media literacy principles that support student learning in specific content areas. Students will explore elements of photography and videography that support learner-centered instruction. Instructional applications in the workplace and instructional settings, shooting high-quality digital photographs and video vignettes, how to produce enhance digital-based instructional materials and resources are covered..

Semester	N° Sections	N° Students
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Fall 2024	2	49
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Spring 2025	2	50
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## SCHOLARLY, CREATIVE, RESEARCH, & BIBLIOGRAPHIC ACTIVITIES

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### PUBLICATIONS

#### Refereed Journal Articles

Curry, J. H. & **Peacock, R.** (data analyzed). TechTrends 2016-2024: A content analysis. *TechTrends*

**Peacock, R.** (2025). Barriers to online library instruction in academic libraries: A qualitative study. *The Journal of Academic Librarianship*, 51(2). <https://doi.org/10.1016/j.acalib.2025.103021>

McCann, S. & **Peacock, R.** (2021). Accessibility is not a feature: An analysis of common accessibility errors on academic library websites. *Journal of Electronic Resource Librarianship*, 33(4), 273-284.

<http://dx.doi.org/10.1080/1941126X.2021.1988465>

**Peacock, R.**, Grevatt, H., Dworak, E., Marsh, L., & Doty, S. (2020). Developing and evaluating an asynchronous online library microcredential: A case-study. *Reference Services Review*, 48(4), 699-713.

<https://doi.org/10.1108/RSR-07-2020-0048>

**Peacock, R.** & Vecchione, A. (2020). Accessibility best practices, procedures, and policies in Northwest United States Academic Libraries. *The Journal of Academic Librarianship*, 46(1).  
<https://doi.org/10.1016/j.acalib.2019.102095>

**Befus, R.** & Byrne, K. (2011). Redesigning with them in mind: Evaluating an online library information literacy tutorial. *Urban Library Journal*, 17(1). <http://ojs.gc.cuny.edu/index.php/urbanlibrary/article/view/1245>

#### Trade Articles

**Peacock, R.,** & Digges-Elliott, H. (2025). Design Dialogues: Voices from Instructional Design Practice. *TechTrends*.  
<https://doi.org/10.1007/s11528-025-01054-4>

Wetcho, S., **Peacock, R.,** & Arslan, O. (2022). Supporting a T-shaped identity through professional associations: A graduate student perspective. *TechTrends*, 66(3), 391 - 393. <https://doi.org/10.1007/s11528-022-00721-0>

Stark, A., & **Peacock, R.** (2019). Microlearning in Academic Library Instruction. *Tips and Trends: ACRL Instruction Section, Fall2019*. <http://bit.ly/tipsandtrendsfa19>

McCann, S., & **Peacock, R.** (2019). Be an ally for accessibility: Tips for all librarians. *College & Research Libraries News*, 80(5), 266. <https://doi.org/10.5860/crln.80.5.266>

#### Monograph - Editor

**Peacock, R.** & Wurm, J. (Eds.). (2014). *The New Academic Librarian: Essays on changing roles and responsibilities*. McFarland Publishing.

#### Refereed Monograph Contributions

Curry, J., **Peacock, R.,** & Digges Elliott, Hannah. (2023). TechTrends: A History. In Miller, C., Piña, A., Molena, M., Harris, P., & Lockee, B. (Eds.), *AECT at 100: A Century of Leadership in Educational Technology*. Brill.

Curry, J., Johnson, S., & **Peacock, R.** (2020). Robert Gagné and the systematic design of instruction. In J. McDonald, J. & West, R. (Eds.), *Design for learning: Principles, processes, and praxis*. EdTechBooks.org (OER platform).

**Peacock, R.** & Ruppel, M. (2019). Holistic onboarding of a Generation Y team member. In Rysavy, M. & Michalak, R. (Eds.), *Onboarding 2.0: Methods of designing and deploying effective onboarding training for academic libraries*. Nova Science Publishers.

**Peacock, R.** (2014). My first years as a First-Year Librarian. In R. Peacock & J. Wurm (Eds.), *The New Academic Librarian: Essays on changing roles and responsibilities* (pp. 27-33). McFarland Publishing.

Beilat, V., **Befus, R.,** & Arnold, J. (2013). Integrating LibGuides into the teaching and learning process. In A. W. Dobbs, R. L. Sittler, & D. Cook (Eds.), *Using LibGuides to enhance library services* (pp.121-142). American Library Association.

#### Reviews

**Befus, R.** (Spring 2012). Introduction to Information Science and Technology. [Book Review]. *Issues in Science and Technology Librarianship*, 69.

**Befus, R.** (2010). Strategies for the Science Classroom. [Book Review]. *Currents in Teaching and Learning*, 2(2). 101-103.

**Befus, R.** (Summer 2010). The Accidental Taxonomist. [Book Review]. *Issues in Science and Technology Librarianship*, 62.

## WORKSHOPS TAUGHT

Learning “To Go”: Using the Learning Object Model to Develop Online Instruction (online, ACRL; 3 week course; 2010, 2011 & 2012) Co-taught with Judith Arnold and Veronica Bielat

## PRESENTATIONS

### Invited

**Peacock, R.** (2023, February 23). *The Changing World Of Academic Libraries: Competencies For Online Instruction* [Conference session]. Transforming the Teaching & Learning Environment, online.

Arslan, O., Digges Elliott, H., Muljana, P., **Peacock, R.**, & Wetcho, S. (2021, November). *Hacking the convention experience: Quick tips to thrive at the hybrid/virtual convention* [Conference session]. Association for Educational Communications and Technology (AECT) International Convention, Chicago, IL, United States.

**Peacock, R.** & Vecchione, A. (2020, October 19). *Info2Go! A library for everyone: building a model for library digital accessibility* [Invited presentation]. Idaho Commission for Libraries (ICfL), online.

**Peacock, R.**, Grevatt, H., & Ramsey, E. (2020). *Critical inquiry and the first-year experience* [Invited presentation]. Boise State University, Center for Teaching and Learning, Boise, ID, United States.

**Peacock, R.** & McCann, S. (2018, June 15). *Accessibility, the final frontier: These are our voyages into best practices...* [Invited presentation]. LOEX: Encore, online.

**Befus, R.** (2011, November 18). *Creating effective online tutorials: five design principles* [Invited presentation]. Southeast Michigan League of Libraries (SEMLOL) Fall Meeting, Auburn Hills, MI, United States.

### International

**Peacock, R.** (2023, April). *Teaching Information Literacy Online: Competencies for Academic Librarians* [Conference session]. Librarians' Information Literacy Annual Conference (LILAC), Cambridge, England, United Kingdom

**Peacock, R.** (2022, November). *The changing world of academic libraries: Competencies for online instruction* [Conference session]. Online Learning Consortium (OLC) Accelerate, online.

**Peacock, R.** (2022, October). *Competencies for Online Library Instruction: A Competency-Based Needs Assessment* [Conference session]. Association for Educational Communications and Technology (AECT) International Convention, Las Vegas, NV, United States.

**Peacock, R.** (2022, May). *Academic librarian competencies: A competency-based needs assessment* [Conference session]. CILIP: The Library and Information Association North East Conference, online.

Shook, E., Paul, Y., Davis, M., Dworak, E., & **Peacock, R.** (2022, April). *Developing and implementing competencies for a library research data management team* [Panel session]. Research Data Management Librarian Academy

(RDMLA) Symposium, online.

Curry, J. & **Peacock, R.** (2021, November). *TechTrends 2016-2020: A content analysis* [Conference session]. Association for Educational Communications and Technology (AECT) International Convention, Chicago, IL, United States.

Arslan, O., Digges-Elliott, H., Muljana, P., **Peacock, R.**, & Wetcho, S. (2021, November). *Standing still or moving forward? An analysis of the 2020 AECT virtual international convention* [Conference session]. Association for Educational Communications and Technology (AECT) International Convention, Chicago, IL, United States.

Herbert, W., Digges-Elliott, H., Karakaya, O., Muljana, P., Nguyen, P., **Peacock, R.**, & Zhang, H. (2021, November). *Balance in higher education: A case of multiple identities* [Panel session]. Association for Educational Communications and Technology (AECT) International Convention, Chicago, IL, United States.

**Peacock, R.** & Grevatt, H. (2021, June). *Visions of the future: Translating information literacy into career readiness* [Conference session]. Workshop on Instruction in Library Use (WILU), online.

**Peacock, R.** (2020, November). *Exploring library faculty perceptions of online learning* (Conference session). Association for Educational Communications and Technology (AECT) International Convention, online.

**Peacock, R.**, Liauw, A. M., Donahue, D., & Wurm, J. (2014, May 22). *E-volving information literacy tutorials with E-maginative and E-ngaging design* [Conference session]. Workshop on Instruction in Library Use (WILU), London, Ontario, Canada.

**Peacock, R.** & Wurm, J. (2014, May 22). *E-magine a new way of thinking: Design Thinking for student-centered instructional design* [Conference workshop]. Workshop on Instruction in Library Use (WILU), London, Ontario, Canada.

**Peacock, R.** & McCann, S. (2013, March 26). *A gift given is a gift received: Improving instruction through design thinking* [Conference workshop]. Librarians' Information Literacy Annual Conference (LILAC), Manchester, England, United Kingdom.

McCann, S. & **Peacock, R.** (2013, March 25). *On cloud 9: Using Google to make assessment a breeze* [Conference workshop]. Librarians' Information Literacy Annual Conference (LILAC), Manchester, England, United Kingdom.

**Befus, R.** & McCann, S. (2012, April 12). *Tell them, and they forget. Teach them, and they remember. Involve them, and they learn -- Incorporating active learning into information literacy* [Conference workshop]. Librarians' Information Literacy Annual Conference (LILAC), Glasgow, Scotland, United Kingdom.

## National

**Peacock, R.** (2025, March). *Transforming Academic Library Instruction: Competencies and Challenges for Online Learning* [Conference Session]. Empirical Studies in Libraries Summit, online.

**Peacock, R.** & Arslan, O. (2025, March). *Addressing Student Overconfidence in Generative AI Use: The Dunning-Kruger Effect in Digital Learning* [Conference Session]. SITE, Orlando, FL, United States.

Cundiff, N. and **Peacock, P.** (2023, June). *Revolution: From AACSB Red Flags to Golden Stars* [Conference Session].

Management and Organizational Behavior Teaching Society (MOBTS), Jacksonville, FL, United States.

**Peacock, R.** and Vecchione, A. (2021, April). *Where are the captions?: Using Universal Design for Learning to develop a model for accessible library media access* [Conference session]. Association of College and Research Libraries (ACRL) Conference, online.

**Peacock, R.,** & Grevatt, H. (2021, February). *Know, Do, Become: Promoting information literacy using working professionals' testaments* [Conference session]. 40th Annual Conference on The First-Year Experience Conference, online.

**Peacock, R.** & Grevatt, H. (2020, July 22-24). *Know, Do, Become: Using working professionals to promote information literacy skills in a library microcourse* [Conference session]. Library Instruction West (LIW), Seattle, WA, United States. (Conference cancelled)

**Peacock, R.** & McCann, Shawn. (2020, May). *Putting the Q in quality: Creating data visualizations for library instruction storytelling* [Conference workshop cancelled]. Library Orientation Exchange Conference (LOEX), Ypsilanti, MI, United States.

**Peacock, R.** & McCann, S. (2019, November). *Universally accessible: Practical methods for digital accessibility for ordinary librarians* [Conference session]. Brick & Click Conference, Maryville, MO, United States.

**Peacock, R.,** Grevatt, H., Marsh, L., & Doty, S. (2019, Spring). *What do we do now? Using multiple datasets to improve online library instruction* [Virtual poster session]. ALA Distance Library Instruction Virtual Poster Session. Online.

**Peacock, R.** & McCann, Shawn. (2018, May 4). *Accessibility, the final frontier: These are our voyages into best practices...* [Conference session]. Library Orientation Exchange Conference (LOEX), Houston, TX, United States.

**Befus, R.** & McCann, S. (2012, May). *Constructivist cosmo: 2 oz. discovery learning, 1 oz. peer instruction, a dash of Skype. Shake. Serve over ice* [Conference session]. Library Orientation Exchange Conference (LOEX), Columbus, OH, United States.

**Befus, R.** & Byrne, K. (2012, February 12). *No Money. No Technology. No Time. No Problem! Using an active learning game to introduce foundational library research skills during freshman orientation* [Conference session]. 31st Annual Conference on the First Year Experience, San Antonio, TX, United States.

**Befus, R.** & Neds-Fox, J. (2011, May 6). *TILTing toward millennials: Updating online information literacy instruction for post-modern learners* [Conference session]. Library Orientation Exchange (LOEX) Annual Conference, Fort Worth, TX, United States.

**Befus, R.** & Wurm, J. (2011, February 8). *This ain't your grandma's library: Programs and promotions that communicate to the millennial student* [Conference session]. 30th Annual Conference on the First Year Experience, Atlanta, GA, United States.

**Befus, R.** (2010, June 27). *I made it online* [Lightening session]. American Library Association Annual Conference: LIRT Capitalizing on Technology: A Teaching Technology Fair, Washington, D.C., United States.



## Regional

**Befus, R.** (2010, October 1). *Strengthening the library relationship: Connecting to first-year students in and out of the classroom* [Conference session]. Midwest First-Year Experience Conference, Elgin, IL, United States.

## State

Wilcox, A., & **Peacock, R.** (2025, April). *Inviting AI into Your Online Course Design: Practical Tools and Strategies for Online Course Designers* [Conference Session]. USG Teaching and Learning Conference.

Randall, R., **Peacock, R.**, Doty, S., & Marsh, L. (2020, July). *Will I get credit for my badges? A College of Western Idaho x Boise State University partnership* [Conference Session]. MOSS Meetup, online.

**Peacock, R.** & Grevatt, H. (2019, October). *Best in show: Which edtech app will win?* [Conference session]. Idaho Library Association Annual Conference (ILA), Nampa, ID, United States.

**Peacock, R.** & Ruppel, M. (2019, October). *Onboarding new employees: Turning outsiders into insiders* [Conference session]. Idaho Library Association Annual Conference (ILA), Nampa, ID, United States.

**Befus, R.** & Neds-Fox, J. (2010, November 12). *We can make it 'un-boring': Redesigning online instruction for today's student* [Conference session]. Michigan Library Association Annual Conference. Traverse City, MI, United States.

## SERVICE CONTRIBUTIONS

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### SERVICE TO THE UNIVERSITY

#### Current

#### Past

- Co-Chair, Professional Staff Association Remote Work Subcommittee, Boise State University (2023-)
- Member, Digital Transformation of Learning Working Group, Boise State University (2019 - )
- Member, Learning Technologies Advisory Group, Boise State University (2018 - )
- Member, Employee Learning Collective, Boise State University (2017- ).
- Member, Accessible Media Community of Practice, Boise State University (2018 - )
- Member, Canvas Pilot Strategic Planning Committee, Boise State University (2019-2020)
- Exhibits & Sponsorships CoChair, Success Through Access Conference, Boise State University (2019 - 2021)
- Member, Tenure and Promotion Committee, Boise State University, Albertsons Library (2019 - 2020)
- Member, Head of Instruction and Research Services Search Committee, Albertsons Library (2018 - 2019)
- Member, Strategic Plan Focus Area 2, Albertsons Library (2018 - 2019)
- Member, Technology for Learning and Teaching Group, Boise State University (2017 - 2018)
- Volunteer, Success through Access Conference (October 2018)
- Volunteer, Bronco Day, Boise State University, Albertsons Library (2018)
- Volunteer, Learning Technology Solutions (LTS) Open House. Boise State University (2018)

### SERVICE TO THE PROFESSION & COMMUNITY

#### Current

- Vice President of Records and Archives, Division of Distance Learning, Association for Educational Communication and Technology (2023-2026)

## Past

- Judge, Student Technology Fair, Middle Grades (2024)
- Member, Leadership Development Committee, Association for Educational Communication and Technology (2020-)
- Member, Leadership Development Committee, Association for Educational Communication and Technology (2020-)
- Addie Kissinger Internship Project Advisor, Association for Educational Communication and Technology (2023)
- Member, 2022 Convention Planning Committee, Association for Educational Communication and Technology (2021-2022)
- First Timers Sub-Committee Co-Chair, Leadership Development Committee Association for Educational Communication and Technology (2021-2022)
- Distance Learning Division Representative, AECT Graduate Student Assembly, Association for Educational Communication and Technology (2020-2021)
- Referee, 2021 International Convention, Association for Educational Communication and Technology (2021)
- Referee, 41st Annual Conference on the First Year Experience Conference (2021)
- Member, ACRL Information Literacy Frameworks and Standards Committee, Association of College and Research Libraries (2020 - 2021)
- Member, Instructional Technologies Committee, Association of College and Research Libraries (2018 - 2020)
- Judge, National History Day (2018, 2019, 2020)
- Member, Professional Development Committee, New Members Round Table (2017 – 2018)
- Member, Science & Technology Section Assessment Committee, Association of College Research Libraries (2012 - 2013)
- Referee, 32nd Annual Conference on the First Year Experience Conference (2012)
- Member, Professional Development Council, Special Library Association (2012 - 2013)
- Archivist, Special Library Association Michigan Chapter (2012)
- Referee, 31st Annual Conference on the First Year Experience Conference (2011)
- Webmaster, Michigan Library Association Conference Committee (2010, 2011)
- Member, Transitions to College Committee, Library Instruction Round Table (2009-2011)
- Referee, Informing Science & IT Education Conference (2009)

## GRANTS

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- Co-PI Georgann Kurtz-Shaw & Rebeca Peacock. INFUSE Grant. Supporting diversity, equity, and inclusion in FYE library courses. 2021-2022. Awarded \$4,204.
- PI Toni Franklin; Team members Trina Wood, Ashley Sutton, Rebeca Peacock. Affordable Materials Grant GA. 2025. Awarded \$20,000

## HONORS AND DISTINCTIONS

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- AECT Presidential Special Service Award for Contributions to the AECT 2020 Virtual Convention  
- 2021
- Association of Educational Communications and Technology Lee W. Cochran Internship Award - 2020
- Boise State Uniting for Inclusion and Leadership in Diversity (BUILD) Certificate - 2020
- Minnesota Institute for Early Career Librarians from Traditionally Underrepresented Groups – 201