MIA FITE, M. ED

Instructional Design Leader **|** Learning Experience Strategist **|** AI-Enhanced eLearning Expert
Los Angeles, CA **|** MJR8790805@GMAIL.COM
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PROFESSIONAL SUMMARY

Dynamic and forward-thinking instructional design leader with 12+ years of experience transforming learning ecosystems across higher education, corporate training, government and nonprofit sectors. Expert in full-cycle instructional design, project management, and digital pedagogy, known for building learning infrastructures from the ground up and aligning cross-functional stakeholders to deliver scalable, high-impact solutions that improve performance and retention. Highly skilled in integrating AI technologies that streamline development, create adaptive learning pathways, and analyze learner engagement data for continuous quality improvement.

DEGREES AND CERTIFICATES

Northern Arizona University | Master's – Educational Leadership| May 2019
Arizona State University | Master's – Criminal Justice | December 2013
Arizona State University | Bachelor's – Liberal Arts & Science/Business | December 2009
Quality Matters | Certification – Teaching Online | June 2019

CORE STRENGTHS AND CAREER HIGHLIGHTS

Learning Ecosystem Architecture | AI-Enhanced Design & Analytics (Synthesia, Render, Replit, GitHub) | Instructional Design (ADDIE, SAM) | SCORM/xAPI Development | Project & Change Management (Smartsheets, Monday.com, Asana, ClickUp, MS Project) | Strategic Stakeholder Engagement | Graphic Design & Branding (Adobe Creative Suite, Canva) | Multimedia Production (Camtasia, Vyond, Animaker) | LMS Administration (Canvas, Blackboard, D2L, Moodle) | Accessibility Expertise (WCAG, Section 508) | Faculty Coaching | Knowledge Base Development | Thought Leadership & Networking

- Scaled National Training: Modernized Huntington Learning Center's franchise programs, resulting in a 22% increase in course completions and a 30% increase in module views across 200+ locations.
- Standardized Quality: Contributed to elevating Johns Hopkins' course design standards, creating a more consistent, high-quality learner experience and strengthening overall program outcomes.
- Innovated Virtual Clinicals: Designed interactive patient simulations for University of Phoenix Nursing programs, allowing students to practice assessments, order labs, and diagnose cases, reducing faculty supervision requirements while increasing student confidence.
- Built L&D Strategy from Scratch: Created enterprise-wide learning infrastructures for organizations with no prior framework, implementing ADDIE/SAM workflows and educating stakeholders on adult learning principles.
- Drove Technology Adoption: Increased faculty engagement with new edtech tools by 25% and reduced revision cycles by 18% at Goucher College through training, documentation, and cross-department collaboration.

PROFESSIONAL EXPERIENCE

eLearning Instructional Designer| Huntington Learning Center, Inc.   **04/2022 - 01/2025**

- Directed the modernization of national training programs, leading cross-functional collaboration to produce SCORM-compliant, multimedia-rich modules.
- Created custom master slides and branded design systems to ensure consistency across 200+ franchise locations.
- Managed projects with Smartsheets and Excel, aligning milestones with organizational priorities.
- Integrated AI-driven tools to generate scenario-based learning and analyze learner performance, resulting in data-informed program enhancements.
- Storyboards and professional video shoots directed end-to-end, ensuring instructional clarity and polished delivery.
- Developed post-module assessments and leveraged SCORM/xAPI data to refine content and improve knowledge retention.

eLearning Instructional Designer| Goalsetter, Inc.   **08/2022 - 07/2024**

- Led the end-to-end design of FinTech training programs in D2L Brightspace, creating custom HTML/CSS templates for accessibility and brand compliance.
- Managed sprint cycles and stakeholder feedback using ClickUp, ensuring projects stayed on schedule.
- Developed gamified simulations and scenario-based case studies, driving higher learner engagement and satisfaction.
- Utilized AI-powered analytics to surface engagement gaps and generate adaptive feedback loops.
- Created a knowledge base of screencasts and "how-to" articles to empower internal teams and reduce support dependencies.

Learning Experience Designer |Louisiana State University   **05/2020 – 06/2022**

- Standardized online and blended courses, resulting in a 20% improvement in course evaluation scores.
- Facilitated faculty workshops and mentored a team of remote instructional designers, improving overall design capacity.
- Created course templates, style guides, and SOPs that streamlined development and accelerated production timelines.
- Partnered with IT to implement QA processes for accessibility and usability, ensuring compliance and student success.
- Cultivated a collaborative culture across academic programs, aligning stakeholders around shared design best practices.

eLearning Instructional Designer| Johns Hopkins University   **08/2019 – 06/2022**

- Provided strategic design and delivered scalable, grant-funded and institutional learning programs. Collaborated with faculty, divisional partners, and L&D teams to create learner-centered, performance-driven solutions.
- Conducted needs analyses and developed design documents and storyboards aligning objectives, methods, and assessments.
- Oversaw the project lifecycle, managing timelines and deliverables while applying visual design and multimedia skills to produce interactive Storyline simulations, videos, and podcasts.
- Led usability testing and evaluation, refining programs based on learner data. Mentored junior designers and created a shared knowledge base, reducing duplicate support requests.

- Conducted Section 508 audits, elevating accessibility and user experience.

eLearning Instructional Designer| Chatham University   01/2018 – 11/2021
- Conducted performance gap analyses to identify instructional and operational solutions.
- Designed culturally relevant, outcome-driven courses and built them directly in Moodle using HTML.
- Produced infographics, job aids, and branded learning materials that boosted adoption and learner engagement.
- Integrated branding and marketing strategies into training rollouts, increasing stakeholder buy-in.

Instructional Designer/Faculty Development Lead| Goucher College   05/2018 – 01/2021
- Provided strategic leadership to faculty cohorts developing online courses aligned with Quality Matters Standards.
- Managed development timelines, conducted instructional audits, and provided video-based feedback to strengthen alignment.
- Created Canvas tutorials, gradebook configurations, and job aids to improve faculty independence and reduce support requests.
- Offered live launch support during the first weeks of classes to ensure smooth student experiences.

Instructional Designer| University of Phoenix   01/2015 – 01/2019
- Managed the full lifecycle of course development, from analysis to LMS implementation.
- Developed interactive assets using Storyline, Rise, Camtasia, and Adobe Creative Suite, improving learner engagement.
- Produced multimedia content, from storyboards to final recording and editing, for consistency and polish.
- Created faculty training guides and delivered onboarding sessions to promote consistent delivery across campuses.

Teacher Assistant| Arizona State University   01/2011 – 01/2013
- Facilitated undergraduate and graduate-level discussions and graded assignments.
- Supported faculty with course material preparation and integration of online learning tools to expand student access.

FREELANCE & CONSULTING EXPERIENCE

Partnered and built long-term relationships with diverse organizations to design, develop, and implement custom eLearning solutions, corporate training programs, and learning strategies.

Alchemy, Inc. / Nectar | Developed interactive eLearning programs and edited video content for youth leadership initiatives.
City University of New York (CUNY) | Designed faculty/student support resources and built engaging online courses.
Insignia Federal | Created digital training solutions supporting workforce development and compliance.
Candid Learning | Designed nonprofit learning programs and led LMS implementation projects.
SportsGait | Produced health and safety training modules for coaches and athletes.
MNK Infotech | Built corporate eLearning assets and optimized LMS functionality.
Ease Learning | Consulted on curriculum design and ensured accessibility compliance.
Centering Healthcare Institute | Healthcare provider training.