

# CELESTE CARMICHAEL

INSTRUCTION | DESIGN | ANALYSIS

Instructional design and program development leader with 20+ years of experience designing, evaluating, and scaling statewide educational systems. Expertise in digital learning design, evaluation, data-informed decision-making, and professional development. Proven ability to lead cross-disciplinary teams, build collaborative infrastructures, and translate research and practice into accessible learning experiences that foster dialogue, action, and stewardship.

## EMPLOYMENT

### CORNELL COOPERATIVE EXTENSION ADMINISTRATION

Assistant Director: focus *Program Development & Accountability* | November 2024 - present (Assistant Director); November 2011 - 2024 (Specialist)

- Leadership to system-wide digital and in-person professional development initiatives, including instructional design and evaluation training, a statewide staff leadership cohort, and a monthly webinar series serving educators and administrators across New York State.
- Coordinator of program planning and development efforts for the CCE system
- Director of statewide program reporting and evaluation processes, overseeing data collection, quality control, and federal reporting to USDA-NIFA, and supporting staff and directors through training, review, and compliance guidance.

### CORNELL COOPERATIVE EXTENSION STATE 4-H OFFICE

STEM Specialist | October 1999 - October 2011

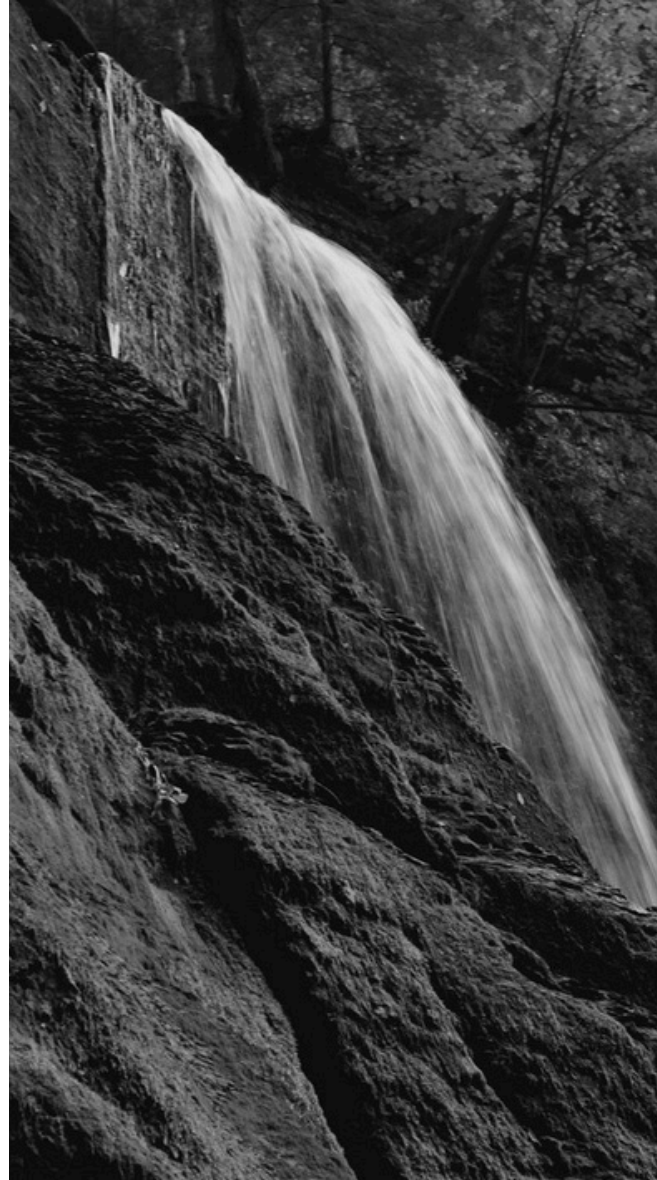
- Planned and delivered large-scale statewide STEM initiatives, including the Cornell Career Explorations Conference for teens, statewide 4-H presence at the New York State Fair, and youth leadership events, engaging diverse audiences across multiple regions.

## ACADEMIC BACKGROUND

### CORNELL UNIVERSITY

PhD | Department of Natural Resources & the Environment Civic Ecology Lab 2026

- Research focus: Youth and family learning, nature-based STEM, dialogue, and stewardship



DESIGNING | EVALUATING DIGITAL EXPERIENCES

## CONTACT DETAILS

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[celcarmichael.com](http://celcarmichael.com)

### QUINNIPIAC UNIVERSITY

MS | *Instructional Design of Online Learning* 2017

- Capstone: Digital Volunteer Onboarding System for Cornell Cooperative Extension

### SUNY ENVIRONMENTAL SCIENCE & FORESTRY

MS | *Environmental Resource Engineering* 1999

### SUNY CORTLAND

Bachelor of Arts | *Biology* 1989

## SKILLS

I stay informed of new and changing digital applications and software changes. I'm often looking for and piloting new tools intended to enhance collaboration and efficiency & then demonstrating the use of tools to colleagues in person, through Zoom, or at conferences. I bring my skills to professional & community organizations as appropriate.

## TECHNOLOGY

### APPLICATIONS | SOFTWARE

- Instructional Design & Learning Platforms: Moodle, Blackboard
- Webinars & Multimedia: Zoom, Webex, Camtasia, Adobe Premiere Pro
- Data & Evaluation: Excel (Pivot Tables), Qualtrics, Wufoo
- Collaboration & Web: SharePoint, Teams, Padlet, WordPress

## LEADERSHIP

### MANAGING PEOPLE | PROCESSES

- Build staff capacity in needs assessment, instructional design, evaluation planning, and outcome reporting
- Guide teams in strategic planning and process improvement across programs and units
- Coordinate statewide data systems supporting staff, faculty, stakeholders, and federal accountability requirements

## COMMUNITY BUILDING

### ENCOURAGING SYSTEMCOLLABORATION

Support to campus/County Program Work Teams (900+ members)  
Assisting staff & campus units in thinking through digital collaboration options

## INVOLVEMENT EXAMPLES

### EPSILONSIGMAPHI, LAMBDACHAPTER

### YOUTH, NATURE, AND OUTDOOR ENVIRONMENT PROGRAM WORK TEAM

### NATIONAL ASSOCIATION OF PROGRAM AND STAFF DEVELOPMENT PROFESSIONALS



INTERESTS: BUILDING COLLABORATION | FOSTERING COMMUNITY | ENVIRONMENTAL STEWARDSHIP

## FIND OUT MORE

### WORD PRESS

[celcarmichael.com](http://celcarmichael.com)

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