

Dr. Kelly Droege, PhD

Operations and Management Department, University of Wisconsin – Stout
Droegek2005@uwstout.edu (715) 232-5234

Education

Education		
Doctor of Philosophy	Specialization in Instructional Design for Online Learning (IDOL) Capella University - Minneapolis, MN Dissertation: <i>Factors that facilitate engagement and improve usage within virtual manufacturing communities of practice</i> Training and Development	2019
Master of Science	University of Wisconsin - Stout, Menomonie, WI Thesis: <i>Nontraditional students' perceptions of student support services at the University of Wisconsin-Stout</i>	2007
Bachelor of Arts	Psychology Minor in Human Resources, University of Wisconsin – Stout	2005

Academic and Discipline-Specific Work Experience

University of Wisconsin – Stout, Menomonie, Wisconsin

Assistant Professor/Program Director – MS Training and Human Resources Development (August 2020 to Present)

- Provide leadership for program continuous improvement, including program assessment, curriculum modifications, reporting, and responding to advisory committees and accreditor
- Identify, monitor, and coordinate program certification and accreditation requirements
- Develop, adjust, and maintain the strategic enrollment management plan for program sustainability, including monitoring program admissions, enrollments, and graduation
- Monitor program costs, revenues, and budget; recommend adjustments to ensure the financial viability of the program
- Coordinate and facilitate Program Advisory Committee meetings to consider student outcomes and ensure that the current/changing economic and workforce demographics are met via the MS Training and Human Resource Development curriculum
- Teaching undergraduate and graduate level Training/Human Resources Development and Organizational Leadership classes in multiple modalities: Online, in-person, and blended
- Updating and creating course content for delivery via Canvas
 - Canvas Certified Educator

Courses Taught

TRHRD 360/560	Training Systems in Business and Industry Updated 2023: Foundations of Talent Development	Online, asynchronous Traditional HyFlex
INMGMT 400/600	Organizational Leadership	Online, asynchronous Traditional HyFlex
INMGMT 430/630	Facilitating Teams and Negotiations	Online, asynchronous
TRHRD 450/650	New 2023: Managing Organizational Change Initiatives	Online, asynchronous
INMGMT 700	Research Methods	Online, asynchronous
INMGMT 715	Organizational Consulting	Online, asynchronous
TRDIS 700	Plan B Continuation	

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TRHRD 730-900C	Systematic Training Design Updated 2023: Designing Workplace Learning Experiences	Online, asynchronous
TRHRD 731-900C	Systematic Training Evaluation	Online, asynchronous
TRHRD 735	Field Problem: Training & HRD	Online, synchronous
TRHRD 740	Leading the Learning Function	Online, asynchronous
TRHRD 746	Seminar in Training & HRD	Online, asynchronous
INMGT 750	Organization Development	Online, asynchronous

Resolute Forest Products, Calhoun, Tennessee

Employee Learning and Development Manager (May 2017 to August 2020)

- Conducted needs analysis at the individual, departmental, regional, and enterprise levels to identify training and non-training interventions to improve performance
- Coached, mentored, and supported employees at all levels of the organization
- Managed a team of employee learning and development professionals
- Established and maintained healthy working relationships with employees of diverse cultural, social, and/or educational backgrounds
- Evaluated internal/external training programs for effectiveness
- Selected and implemented two learning management systems (LMS) and an incident management system (IMS)
- Developed, implemented, and facilitated a variety of learning and development activities, including but not limited to the following: New Hire Orientation, Onboarding, Structured on-the-job (SOJT) training for union production employees, and a Performance Management Program
- Partnered with a local community college, electrical workers union, and the Department of Labor to register an Electrical Technician Apprenticeship Program
- Co-created a mentorship program and implemented a mentorship platform to facilitate engagement in the program

Resolute Forest Products, Calhoun, Tennessee

Training and Organizational Business Partner (March, 2016 to May, 2017)

- Assisted with the start-up of a new business unit through designing, developing, and implementing training and organizational development activities
- Participated in production and crafts (Mechanical and Electrical) pre-employment testing using Nowlin® System and ACT WorkKeys® and candidate interviews
- Partnered with cross-functional business units to design, develop, implement, and evaluate employee orientation, onboarding, and on-going individual professional development
- Conducted needs assessments at the individual and department levels
- Collaborated with cross-functional business units to develop an on-going organizational professional development strategy
- Partnered with original equipment manufacturers (OEM) to coordinate on and off-site training events

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eBay Enterprise, Eau Claire, Wisconsin

Learning Supervisor (July 2015 to March 2016)

- Led the Learning Specialist Team responsible for the delivery of learning solutions in a third-party call center environment, while ensuring that processes and training records were kept and reported by the team
- Conducted the delivery of training content as needed to support business needs
- Collaborated with the Learning Design Team to ensure the module development pipeline is prioritized based on company initiatives and direction from the Senior Manager of Learning
- Coordinated training plans (new hire and core employees) and calendar for all of Customer Service with operational leaders, workforce management, and support departments to ensure training was completed in a timely fashion and within budget
- Managed local training budget, including ensuring billing hours are reported and recorded for accurate client billing
- Partnered with key stakeholders to ensure employees' performance (customer satisfaction, first contact resolution, and quality metrics) exceeded corporate objectives
- Worked with a peer team to implement the Learning Department vision, strategy, and goals, which were in alignment with business objectives

Cascades Tissue Group, Eau Claire, Wisconsin

Training & Development Manager (April 2008 to July 2015)

- Analyzed training needs to develop new training and development programs or modify and improve existing programs
- Designed, developed, implemented, and managed relevant and progressive employee training and development programs, based on adult learning theory, with input from personnel at all levels of the organization
- Trained employees assigned as instructors in techniques and skills for training, developing, and interacting with other personnel
- Assessed the effectiveness and efficiency of instruction according to learning transfer, stakeholder satisfaction, and use of instructional technology
- Marketed and communicated new and/or ongoing training and development opportunities
- Designed and developed e-learning via Articulate Storyline
- Administration of the organization's Learning Management System (LMS)
- Developed testing and evaluation procedures
- Evaluated instructor performance and the effectiveness of training programs, as well as providing recommendations for improvement.
- Organizational Change Manager (OCM) for system-wide conversion to SAP

Midwest Dental Management, Mondovi, Wisconsin

Training & Development Manager (Nov. 2005 – April 2008)

- Established training standards, policies, and guidelines
- Responsible for all aspects of a system-wide software conversion training, including developing and organizing training
- Developed and implemented a comprehensive Regional Coordinator's training program

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- Evaluated the effectiveness of current training programs, providing recommendations for improvement
- Identified training needs based on projected production processes, changes, and other factors

Certificates/Certifications

Association of Talent Development (ATD)	Master Instructional Designer Certificate	April 2021
Instructure	Canvas Certified Educator Higher Education Certification	December 2021
Association of Talent Development (ATD)	Certified Professional in Talent Development (CPTP) Certification	February 2024
Association of Talent Development (ATD)	Artificial Intelligence (AI) for Talent Development Certificate	June 2025
Association of Talent Development (ATD)	Artificial Intelligence (AI) for Instructional Design Certificate	June 2025

Grant Activity

Wisconsin Department of Workforce Development	Worker Advancement Initiative (WAI) Grant – Awarded \$109,000	2023
Universities of Wisconsin System	Innovation Grant - Implementation and Expansion of Apprenticeship Programs at UW-Stout and the Universities of Wisconsin Not awarded.	2024

Conference Presentations

MBAA International Conference	Virtual poster presentation: Promoting Engagement in Virtual Communities of Practice	2021
Academy of Human Resource Development (AHRD) International Research Conference	Refereed poster: Applying Cognitive Apprenticeship in Online Education: A Case Study of a Nontraditional Registered Apprenticeship	2024
Canadian Polytechnic Summit	Presentation: Academic Innovations to Amplify Workforce Partnerships	2024
UW-Stout Polytechnic Summit	Presentation: Designing and Implementing Career-focused Learning Experiences at Polytechnic Institutions	2025

Recognition

University of Wisconsin – Stout	Outstanding Graduate Faculty Award	2023-2024
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