

September 15, 2024

Dr. Richard MacKinnon  
Vice-President Academic and Provost  
Cape Breton University  
Sydney, NS B1P 6L2

**Re: 4-Year Probation, Promotion and Tenure (PPT) Review Dossier**

Dear Dr. Nicholls and members of the PPT Committee,

Please accept my submission for review by the PPT committee following my fourth year of service with the Department of Education, School of Education and Health, at Cape Breton University. My submission contains this cover letter, my current Curriculum Vitae (CV), my Statement of Research Activities, my Statement on Teaching, my Statement on Service, and Appendices of supporting documentation. A table of contents follows this cover letter.

My appointment to the rank of Assistant Professor, Education, began on January 2, 2020. This was at a time when the COVID-19 pandemic was just beginning and was just 2.5 months before Cape Breton University was forced to close its doors to most on-campus academic and operational activities. While this transition had a short-term impact on my ability to pursue new research initiatives, I was able to maintain active roles in the areas of research, teaching, and service. In fact, I have found that the transition has provided me with some unique, meaningful research and collaboration opportunities (which are outlined in the various sections of my Dossier). In preparing this 4-year PPT Review Dossier, I noted three over-arching themes to my recent work:

- Facilitation of Collaborative Interaction
- Reduction of Barriers to Learning
- Promotion of Teacher Self-Efficacy

The various sections of this Dossier highlight the links between my work and the overarching themes expressed in the CBU Strategic Plan 2019-2024 of commitment to “high-quality, accessible education; innovative research; and a vibrant, multicultural future for the Island.”<sup>1</sup> (Cape Breton University, 2019, p. 2).

Notable highlights of my first four years of service at CBU have included:

- Receiving the CBU 2021 Instructional Leadership Award.
- Serving on the CBU Faculty Development Working Group in response to the impacts of COVID-19.

---

<sup>1</sup> Cape Breton University (2019). *Strategic plan 2019-2024*. [PDF file]. <https://www.cbu.ca/wp-content/uploads/2018/10/Strategic-Plan-Document.pdf>

- Serving on the CBU Future of Online Learning Panel Discussion for the February 2021 Executive Retreat.
- Serving on the CBU Accessibility Advisory Committee.
- Election to the Board of Directors of the Canadian Network for Innovation in Education (CNIE).
- Providing technical and pedagogical support to faculty from the Department of Education, the School of Education and Health, and the wider CBU faculty committee, during their transitions to teaching online.
- Collaborating with multiple CBU departments on the creation of the Start Smart! 2020 online learning orientation program for CBU students.
- Receiving consistent positive reviews from my students on my teaching approaches, and the impacts of my courses on their ability to manage their own transitions to online teaching in their professional practice.
- Collaborating with CBU colleagues and organizations including Dyslexia Canada and Jesse's Journey to deliver several educational technology-themed webinar presentations.
- Concluding an REB-approved research study into Higher Education Faculty Responses to the Transition to Online Teaching During the COVID-19 pandemic.
- Concluding an REB-approved research study on Evaluating Graduate Education Students' Self-Efficacy with the Use of Artificial Intelligence Agents.
- Collaborating with colleagues from CBU and Dyslexia Canada to initiate a proposal for a potential new Open Access online learning resource, as well as research into the efficacy of educational technology tools to support students and adults who have Dyslexia.
- Publication of four peer-reviewed journal articles, with an additional peer-reviewed journal article currently in-press.
- Publication of two chapters in a peer-reviewed, edited, Open Access anthology funded through eCampus Ontario.
- Publication of the open-access digital textbook *Everyday Instructional Design: A Practical Resources for Educators and Instructional Designers*, which has reached an audience of over 11-thousand readers and has been adopted for use by at least 18 Canadian and international academic institutions since January 2023.
- Publication of the open-access digital textbook *The ALT Text: Accessible Learning with Technology* in March 2024.
- Publication of a wide-range of additional open access digital textbooks and instructional video resources that have reached an audience of nearly 125-thousand people since February 2020.

In addition to these achievements, my experiences with online teaching and learning, and those of CBU's faculty and students throughout the COVID-19 pandemic and beyond, will have a direct impact on my research activities in the immediate future, and the years to come. I look forward to exploring the efficacy of the online teaching approaches we have implemented, their impact on the professional practice and career pathways of students from the Department of Education, and their potential implications for the future of Cape Breton University. I am also currently exploring the impacts of alternative pathways to teacher training and certification on access to careers in education, and addressing K12 teacher shortages that have been identified as priority issues throughout Atlantic Canada.

I have thoroughly enjoyed my first four years at CBU, and I look forward to continued engagement in my ongoing and future research initiatives, impactful teaching and learning experiences, and impactful service to CBU and the wider community.

I sincerely thank you and the PPT committee for your time in reviewing this Dossier, and I look forward to the PPT Committee's feedback on my academic career progress during my first four years of service. I would be happy to answer any questions that you or the PPT Committee members may have for me.

**Note:** A digital copy of this dossier can be accessed online at <https://rb.gy/smd6te>

Sincerely,

A handwritten signature in blue ink, appearing to read 'Rob Power', with a long horizontal flourish extending to the right.

Dr. Rob Power  
Assistant Professor, Education  
School of Education and Health, Cape Breton University

encl

## TABLE OF CONTENTS

<b>Document 1</b>	
<b>Cover Letter</b> _____	1
<b>Document 2</b>	
<b>Curriculum Vitae (CV)</b> _____	5
<b>Document 3</b>	
<b>Statement of Research</b> _____	40
<b>APPENDIX R: RESEARCH-RELATED DOCUMENTATION</b> _____	49
Appendix R1: Evaluating Graduate Students' Self-Efficacy with the Use of Artificial Intelligence Agents: A Case Study (Power, in press) _____	50
Appendix R2: Higher Education Faculty Supports for the Transition to Online Teaching during the COVID-19 Pandemic (Power and Kay, 2023) _____	68
Appendix R3: The Effects of COVID-19 on Higher-Education Teaching Practices (Power, Kay & Craig, 2023) _____	93
Appendix R4: Design of Mobile Teaching and Learning in Higher Education: An Introduction (Power, 2019) _____	142
Appendix R5: Using the mTSES to Evaluate and Optimize mLearning Professional Development (Power, et al., 2016) _____	152
Appendix R6: Accessibility in Online Learning (Power, 2022) _____	189
Appendix R7: Creating Online Learning Modules (Power, 2022) _____	198
<b>Document 4</b>	
<b>Statement of Teaching</b> _____	209
<b>APPENDIX T: TEACHING-RELATED DOCUMENTATION</b> _____	221
Appendix T1: Teaching Experience _____	222
Appendix T2: EDUC4108 Syllabus F23 _____	225
Appendix T3: EDUC5103 Syllabus S24 _____	243
Appendix T4: EDUC5107 Syllabus S24 _____	261
Appendix T5: Informal Student Feedback _____	272
Appendix T6: Thank-you Letter _____	276
Appendix T7: Course Evaluations Rob Power winter 2023 _____	278
Appendix T8: Course Evaluations Rob Power spring summer 2023 _____	286
Appendix T9: Course Evaluations Rob Power fall 2023 _____	316
Appendix T10: Course Evaluations Rob Power winter 2024 _____	330
Appendix T11: Problem-Based Learning Exemplars _____	346
<b>Document 5</b>	
<b>Statement of Service</b> _____	350
<b>APPENDIX S: SERVICE-RELATED DOCUMENTATION</b> _____	367
Appendix S1: Thank-You Letter (UTP) _____	368
Appendix S2: Open-Access Content Production _____	369