

Maritza Torres, Ph.D.

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PROFESSIONAL SUMMARY

Influential, adaptable, data-driven leader with 10+ years of experience managing multiple online instructional design projects, collaborating with internal and external teams, and applying instructional design principles and methodologies. Proven track record of facilitating leadership development workshops, delivering innovative learning programs, and building relationships at all levels across the organization. Dedicated leader with the proven ability to evaluate the effectiveness of training curricula, identify and present insights and trends, and work on several initiatives simultaneously in a fast-paced, environment.

Core Competencies

Process Improvement | Learning & Development | Strategic Planning | Instructional Design | Learning Solutions | Curriculum Design
| Vendor Relations | Curriculum Strategy | Demand Analysis | Budgeting | Talent Development | Project Management | Adult Learning Theories | Project Management | Learning Solutions | Training | Learning Content Development

EMPLOYMENT HISTORY

Leadership and Talent Development Partner | AdventHealth | 2021 – Present

Provides leadership development programs for the Central Florida South Division's for more than 30,000 employees ranging from front-line caregivers to c-suite executives; Creates, designs, and delivers online and in-person leadership development curriculum appropriate for emerging leaders and mid-level managers; Served as Master Facilitator for the Central Florida Division Leading in AdventHealth executive leadership program training over 20 facilitators (virtually and in-person) and managing curriculum

- Collaborates with various company partners to design and facilitate leadership courses
- Serves as a program manager for an emerging leader's leadership program including but not limited to, keeping curriculum updated, creating an executive summary, recruiting SMEs for presentations, serving as point of contact for program execution, and maintaining an in-person and virtual learning experience versions of the program
- Coordinates and organizes programming calendar for the department; Deploys brand learning and development resources and solutions to support the talent development strategy and integration across brands
- Maintains the department's knowledge center and documentation to support knowledge transfer across internal and external staff; Supports the business in building leadership capability
- Provides oversight, support, and measurement of various learning and development programs including participant communications, reporting, and facilitating webinars

Assistant Director | LEAD Scholars Academy University of Central Florida | 2019 – 2021

Facilitated 5-10 leadership development workshops and training for student groups each semester; Taught 3-5 leadership courses each semester both in-person and online; Supported efforts and defined initiatives for the LEAD Scholars Academy such as marketing, recruitment, selection, and coaching; Coached and mentored students with their academic planning and individual leadership needs; Administered assessment instructors to students and cultivated professional development workshops on their assessment results

- Developed learning objectives and assessment of effectiveness for leadership offerings to the campus community
- Identified and obtained alternative funding sources to support identity-based leadership programs; Awarded two grants to expand identity-based curriculum and programming
- Supported the development of change initiatives for our current leadership offerings and curriculum
- Created professional development and training curricula for graduate assistants
- Presented research and development findings, to C-level leadership for additional university regulations and support; Prepared and delivered learning outcomes, needs assessments, and learning objectives for grant proposals.
- Collaborated with organizational partners to develop targeted leadership training for specific audiences, such as DEI education, government and policy leadership, and emerging leader education

Teaching & Research Assistant | Florida State University | 2015 – 2019

Facilitated leadership workshops and retreats for leadership certificate students; Taught 15+ leadership courses and created and managed the Latinx Leadership Development course; Coached and mentored leadership certificate students in the development of their programs of studies

- Served as the lead instructor in the Undergraduate Certificate in Leadership Studies
- Advised and managed the Undergraduate Certificate in Leadership Studies program, including but not limited to, listserv management (with 300 + students), teaching assistant training, communication with instructors, and managing the certificate enrollment and completion process
- Contributed to the ongoing development and design of the curriculum, in a manner that supports a research-led and scholarly approach to student learning

- Participated in the assessment process, using a variety of methods and techniques and providing effective, timely, and appropriate feedback to students to support their learning

Additional Employment History:

Assistant Director Student Activities and Student Organizations | University of Miami | **2012-2015**

Program Advisor | University of Illinois Urbana-Champaign | **2011-2012**

EDUCATION

Florida State University, *Doctor of Philosophy: Higher Education*, Tallahassee, FL

The University of Florida, *Master of Education: Student Personnel in Higher Education*, Gainesville, FL

DePaul University, *Bachelor of Arts: Communication*, Chicago, IL

TECHNICAL SKILLS

Microsoft Office Suite (Word, Excel, PowerPoint, Outlook), Canvas, NVivo, Qualtrics, SurveyMonkey, Anthology, Google Drive, Canva Pro, Articulate (RISE 360)

CERTIFICATIONS & COMMUNITY INVOLVEMENT

University of Central Florida | Instructional Design | Orange County, FL | **2023**

University of South Florida | DE&I in the Workplace | Hillsborough County, FL | **2022**

University of Central Florida | Seeking Education Equity & Diversity | Orange County, FL | **2022**

DiSC Certified | **2022**

LeaderShape Facilitator | **2017**