

Nicholas M. Bauman

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Learning and Development professional with expertise in instructional design, learning technologies, and digital learning strategy. Proven ability to partner with stakeholders and subject matter experts to identify learning challenges, design scalable solutions, and lead learning initiatives from strategy through implementation while leveraging AI and emerging technologies to improve learner outcomes.

Experience

E-Learning Program Manager

October 2021 – Present

Executive Director Inc. (International Parkinson and Movement Disorder Society) • Milwaukee, WI

- ❖ Lead end-to-end e-learning initiatives from needs analysis and project planning through development, launch, and continuous improvement for the International Parkinson and Movement Disorder Society.
- ❖ Design and develop interactive e-learning modules using Articulate Storyline and Rise 360 in partnership with organizational stakeholders and subject matter experts, transforming complex medical concepts into engaging learner-centered digital experiences.
- ❖ Developed a custom HTML/JavaScript enhancement for Articulate Storyline using generative AI to make transcript content accessible to browser-based translation tools, expanding multilingual access for more than 7,000 international members at virtually no additional cost. More than 90% of learners rated the translated experience as good or excellent.
- ❖ Spearheaded the redesign of the curriculum development process, delivering the organization's flagship asynchronous learning program featuring more than 30 hours of progressive, interactive education on Parkinson's disease while establishing a more scalable development workflow.
- ❖ Partner with global leadership committees and subject matter experts to identify learning needs, define objectives, and align educational initiatives with organizational priorities.
- ❖ Administer the organization's Learning Management System, configuring learning pathways, managing course structures, troubleshooting technical issues, and ensuring reliable delivery of educational content.
- ❖ Analyze LMS usage data and learner feedback to identify opportunities for continuous improvement and inform future learning initiatives.
- ❖ Enhanced LMS usability and accessibility using HTML/CSS and created tutorial videos and visual job aids to support learners.
- ❖ Managed publication of more than 150 hours of annual conference video content within the LMS, reducing external hosting costs while improving learner access.
- ❖ Coordinate domestic and international educational programs while supporting faculty, leadership, and participants across global learning initiatives.

Learning Strategist

August 2017 – October 2021

Oconomowoc Area School District • Oconomowoc, WI

- ❖ Advocated for 100% inclusion, equity, and accessibility for all students inside and outside the classroom.
- ❖ Modified curriculum using Universal Design for Learning principles to ensure that students with disabilities were able to access and engage with educational materials.
- ❖ Effectively managed and trained a team of paraprofessionals to best meet the needs of students with disabilities.

Special Education Teacher/Training Instructor

September 2013 – March 2017

The Richardson School • West Allis, WI

- ❖ Led building-wide trainings and oriented new hires in crisis training as a certified Handle With Care instructor.
- ❖ Collaborated with parents, therapists, and IEP teams to support needs of students.

Education and Skills Summary

University of Wisconsin-Madison - Bachelor of Arts in Psychology

Instructional Design • E-Learning Development • Articulate Storyline & Rise 360 • Learning Management Systems (LMS) • HTML/CSS • Generative AI (OpenAI, Claude) • Data Analysis • Microsoft Excel & PowerPoint • DaVinci Resolve • OBS Studio