

Michelle A. Payton

1354 Heathbrook Circle | Asheville, NC 28803

www.MichellePaytonWriter.com | mamichellepayton@gmail.com | 828-681-1728

Education

M.A. 2015, *Western Carolina University*
Master of Arts: Rhetoric and Composition
Technical and Professional Writing Postgraduate Level Certificate

B.A. 1986, *University of Cincinnati*
Bachelor of Arts
Communication Arts

Asheville-Buncombe Technical College Continuing Education
German, Beginning 1 (2019), Spanish, Beginning 1 (2019), Spanish,
Beginning 2 (2019), Spanish, Beginning 3 (2020), Spanish, Intermediate 1
(2021), Spanish, Intermediate 2 (2021)

Summary

As an Adjunct Instructor of English, exclusively at A-B Tech Community College since 2014, I put theory into practice for the advancement of non-traditional students and academic professionals who serve them. Curriculum design and development clear the way for student success initiatives that are engaging with effective scaffolding, inclusive lesson planning, timely student assessment and evaluation, writing workshops, reading and researching comprehension, active learning strategies, and critical thinking coaching. All materials, instruction and LMS—synchronous, asynchronous/self-paced online, hybrid, traditional face-to-face, and HyFlex—embrace the A-B Tech RISE values and mission. Students C or better for multiple hundreds of my students, as measured since spring 2022, average 85% to 95% per semester. Achievements also include up to 100% retention for online and HyFlex courses.

Academic Experience

A-B Tech Community College, Asheville, NC

Adjunct Instructor (2014 to present).

-Developmental, Integrated Reading and Writing II (097) and III (098)—Traditional Face-to-Face (2014-2019).

-ACA 122 Transfer Success—Traditional Face-to-Face (2016-2019).

-English 111, Writing and Inquiry (2020-present)—Traditional Face-to-Face, Synchronous, Self-Paced Online/Asynchronous, Hybrid, and HyFlex.

-English 112, Writing/Research in the Discipline (2016-present)—Traditional Face-to-Face, Synchronous, Self-Paced Online/Asynchronous, Hybrid, and HyFlex.

-English 114, Professional Research and Reporting—Self-Paced Online/Asynchronous (2020-present).

-English 111A, Writing and Inquiry Lab (2020)—Traditional Face-to-Face.

-Tutor, English Studies (2018-present—A-B Tech and Independent).

Research in Learning Assistance and Developmental Education (RiLADE)--official publication of the Council of Learning Assistance and Development Education Associations, Boone, NC
Editorial Assistant (2022 to present).

National Center for Developmental Education, Boone, NC
Associate of Research (2020-2021).

Select Academic Accomplishments

- Teams early adopter (since 2024) and (paid) PD Trainer (2025/2026)
- Up to 100% retention for online and HyFlex courses (day after census).
- Overall C or better for multiple hundreds of students, as measured spring 2022 to present, average 85% to 95% per semester.
- HyFlex early adopter--pilot instructor/researcher, designed and conducted breakthrough research.
- Synchronous early adopter--one of the first instructors during COVID to offer synchronous.
- Dedicated learner as academic researcher, published writer, and conference presenter.
- Formulated and completed 4 year plan to develop skills to teach face-to-face, synchronous, asynchronous, hybrid, HyFlex and self-paced online.
- Developed scaffolding processes for self-paced online, hybrid, face-to-face, synchronous, asynchronous, and HyFlex courses.
- Customized teaching tools--created instructional videos, YouTube channel, Zoom/Teams workshops, and course design to advance diverse students with various learning styles and abilities.
- Educated in English, French (proficient), and Spanish (beginning) to enhance instruction commitment to the RISE values and mission.
- Educated in Pathways as ACA-122 for transfer students' instructor.
- Trained in variety of student services--*SAFE ZONE*, *EarlyAlert*, Title IX...
- Committed to best practices with multiple hundreds of hours of PD.
- Collaborated with Colleagues—created videos and demos, researched/presented within and across departments that included remote Writing Center demos, research collaborations with the library, and HyFlex pilot committee.

Academic Research, Articles, and Conferences

For academic articles, white paper, and conferences, see
<https://michellepaytonwriter.com/michelles-books/>.

Other Professional Experience

The Left Side

Founder (1997-part-time current).

Wholistic developmental and growth professional trained in advanced mind over matter techniques to coach individuals and groups. Local community collaborations in this community resulted in serving thousands of clients, colleagues, and community members in the Asheville

area. Additionally, the first ten years were dedicated to manufacturing, promoting, and wholesaling wholistic focused products nationally and internationally.

Elmer's Products, Columbus, OH

Product Manager, Arts and Crafts Division (1996-1998).

Hillshire Farm & Kahn's, Sara Lee Brands, Cincinnati, OH

Product Manager, Dinner Segment (Ham, Turkey, Roasts) and Service Deli (1995-1996).

The Iams Company, Dayton, OH

Eukanuba Dog Brand Manager (1994-1995).

Van Melle, USA, Erlanger, KY

-**Brand Manager**, Airheads and New Kids Candy (1993-1994).

-**Brand Manager**, Mentos Mint and Hard Roll Candy Category (1991-1993).

-**Brand Assistant, Mentos**, Airheads, Fruit-tella, New Products (1989-1991).

Mosler, Inc., Hamilton, OH

Public Relations Assistant, Writer, Associate Editor--Electronic and Physical Security (1986-1989).

Pereira & Schwartz, Inc., Covington, KY

Senior Account Executive and Creative, Advertising Agency (1985-1986).

Academic Civic Activities

Volunteer/Committee Member, 2018 Western Regional NCADE Spring Conference (A-B Tech).

Academic Workshops & Training

-Spanish for the Work Place (2024 to present)

-French courses, distance learning—The Inspire Academy, Pays Basque (July-August 2023).

-Getting Started with Hybrid-Flexible (HyFlex) Course Design (June 2022).

-Asheville-Buncombe Technical College Continuing Education:

--Adult and Continuing Education: German, Beginning 1 (2019)

--Adult and Continuing Education: Spanish, Beginning 1 (2019)

--Adult and Continuing Education: Spanish, Beginning 2 (2019)

--Adult and Continuing Education: Spanish, Beginning 3 (2020)

--Adult and Continuing Education: Spanish, Intermediate 1 (2021)

--Adult and Continuing Education: Spanish, Intermediate 2 (2021)

-Post-Graduate work at Advanced Kellogg Institute, National Association of Developmental Education Training (July-August 2019, 1-week residency, 32 classroom contact hours).

-Post-Graduate work at Kellogg Institute, National Association of Developmental Education Training (June 2018, 2-week residency, 32+ classroom contact hours).

-IRB - Human Subject Research - CITI certified (Nov. 2013).

-Independent French Studies (2000-2001, 2010-2020).

-French Immersions, Saumur, France (May-June 2012, June 2014)

Honors & Awards

- Adjunct Instructor of the Year, 2023-2024, A-B Technical Community College.
- 2018 Kellogg Institute Scholarship Recipient, National Association for Developmental Education, Appalachian State University.
- 2018 NISOD Excellence Award (for academic organization promoting and celebrating excellence in teaching, learning, and leadership at community and technical colleges).
- Adjunct Instructor of the Year, 2016-2017, A-B Technical Community College.