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**Biography**

**Dr. Kimberly A. Case** is a certified instructional designer with 25+ years of experience in education and corporate learning. She works full-time as an instructional designer at EY, teaches doctoral courses in instructional design and technology at Saint Peter's University, and has authored several works. Dr. Case holds degrees from St. John Fisher College, The University of Georgia and a Ph.D. from New York University in Higher Education Administration.

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Conflict of Interest Statement

The authors have no conflict of interest.

**Data Availability** (for research manuscripts only)

The data reported in this manuscript are available on request by contacting the corresponding author.