

REMZI KIZILBOGA

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Professional Summary

Senior Instructional Designer with 20+ years of experience designing training programs that drive measurable behavior change — across compliance, leadership, and technical domains. I've worked across corporate and academic environments, managing the full design lifecycle from needs analysis through deployment and evaluation. With a PhD in Instructional Systems Technology and an MS in Data Science, I bring both the pedagogical depth and analytical rigor to design learning experiences that are not just engaging but genuinely effective. My current focus is on integrating AI and learner data into the design process to build smarter, more adaptive training solutions.

Work History

Senior Instructional Designer | Evernorth/Cigna - Bloomington, IN

07/2021 - Present

- Analyzed Performitiv learner feedback data to identify gaps and refine course design — driving a 20% improvement in instructional effectiveness scores over two review cycles.
- Introduced a pretest design that reduced seat time by over 70% and significantly improved learner satisfaction scores.
- Built an in-house microlearning library using Articulate 360 and Camtasia, cutting external vendor reliance by more than 60%.
- Developed a set of reusable branded course templates that shortened development time by about 25% across the team.
- Centralized project tracking in Wrike, SharePoint, and OneNote across multiple business units, cutting coordination time by roughly 15%.
- Designed, developed, and continuously refined training programs that consistently achieved 90%+ learner satisfaction benchmarks.
- Integrated AI tools into the design workflow for drafting, QA, and asset generation — cutting production time by 25% and shifting the team's focus toward strategy and stakeholder work.

Instructional Designer | Network of National Libraries of Medicine - Salt Lake City, UT

02/2018 - 07/2021

- Co-designed and facilitated a four-part workshop series on cultural humility, effective teaching strategies, feedback, and technology — delivered across eight regions to 100+ learners, with direct facilitation of the cultural humility and technology topics.
- Designed and developed the organization's first online cultural humility training — a scenario-based, gamified course that complemented the in-person sessions and extended access to learners across all locations.
- Audited and restructured existing course content to eliminate redundancy and improve clarity.

Instructional Design Consultant | Indiana University Bloomington - Bloomington, IN

05/2016 - 01/2018

- Designed and developed new e-learning courses in Articulate Storyline and Canvas for faculty and staff, including HIPAA Privacy and Security training, in collaboration with the Office of Online Education.
- Embedded formative assessments and iterative design reviews throughout development to ensure courses met both instructional and compliance standards.

Associate Instructor | Indiana University - Bloomington, IN

08/2016 - 05/2017

- Co-designed and developed weekly lessons on classroom technology integration and learner engagement strategies for preservice teachers — then individually taught and facilitated each session.

Education

- MS, Data Science, Indiana University, Bloomington, IN, 2025
- PhD, Instructional Systems Technology, Indiana University, Bloomington, IN, 2018
- MA, Computer Education and Instructional Technology, Marmara University, Istanbul, Turkey, 2010
- BS, Computer Education and Instructional Technology, Firat University, Elazig, Turkey, 2008

Skills & Tools

Instructional Innovation: Adaptive Learning, Microlearning, Adult Learning Theories, Instructional Design, Scenario-Based Learning, Cognitive Load Theory, ADDIE, SAM.

AI & Analytics: AI-driven Learning Analytics, Personalized Learning, AI Asset Generation (WellSaid, Copilot), NLP, Python, QA Automation, Scripting.

UX & Accessibility: UX Design, Usability Testing, Inclusive Design, ADA & Section 508 Compliance, NVDA, JAWS.

Graphic Design: Brand Application, Storyboarding, Adobe Creative Suite (Photoshop, Illustrator, Stock), Snagit.

Authoring & Production: Articulate 360 (Storyline, Rise), Camtasia, Vyond, Adobe Creative Suite.

Project Management: Wrike, Jira, OneNote, SharePoint, OneDrive, LMS Administration.