

Lanean Lang, Ed.D., MBA, RRT

Instructional Designer | Learning Experience Designer | Curriculum Developer

Austin, Texas | Portfolio: LaneanLang.com | LinkedIn: [linkedin.com/in/lanean-lang/](https://www.linkedin.com/in/lanean-lang/)

PROFESSIONAL SUMMARY

Instructional designer, educator, and curriculum developer with an Ed.D. in Organizational Leadership and an MBA, bringing deep experience translating complex, technical, and regulated subject matter into practical learning. Experienced in adult learning, scenario-based learning, assessment design, LMS platforms, Articulate Storyline development, and AI-assisted learning workflows. Creates learner-centered experiences that connect information to real-world decisions and performance.

INSTRUCTIONAL DESIGN & LEARNING EXPERIENCE

Founder & Program Developer - Pathways Career Academy

Remote | 2025-Present

- Designed online curricula, learning pathways, assessments, and learner resources for adult education.
- Developed healthcare education programs using LMS platforms and AI-assisted tools.

Founder & Program Developer - VentCare LMS

Remote | 2025-Present

- Designed caregiver-focused learning experiences for ventilator and tracheostomy education.
- Developed scenario-based training to support real-world decision making.

Clinical Instructor - Angels of Care

2025-Present

- Provide in-person education and clinical instruction for private-duty nurses, translating complex respiratory care concepts into practical bedside application.

Client & Caregiver Educator - RespirTech

2023-Present

- Create and deliver individualized education for patients and caregivers using practical instructional approaches.

SELECTED LEARNING DESIGN PROJECTS

Northstar Consulting: Prioritization Simulation | Articulate Storyline

Designed and developed an interactive workplace prioritization simulation using variables, conditional triggers, object states, layers, button sets, decision-specific feedback, restart logic, and accessibility QA.

Bridge | Learning Experience Design Case Study

Designed an AI-supported, scenario-based learning experience including discovery, learner journey, capability framework, UX/UI system, prototype specifications, and AI coaching strategy.

The Meeting Difference | AI-Animated Leadership Microlearning

Created a concise leadership microlearning experience contrasting ineffective and improved meeting behaviors using AI-assisted visual development, video generation, and editing.

PROFESSIONAL EXPERIENCE

Respiratory Therapist | Multiple Texas Facilities | 2009-Present

Extensive critical care, acute care, and home care respiratory therapy experience supporting complex clinical environments and educating patients, caregivers, nurses, and interdisciplinary teams.

SKILLS

Instructional Design: Instructional Design; Learning Experience Design (LXD); ADDIE; Adult Learning; Bloom's Taxonomy; Curriculum Development; Needs Analysis; Learning Objectives; Assessment Design; Storyboarding; Scenario-Based Learning; Learning Strategy; Performance Improvement; SME Collaboration

Learning Technologies & Platforms: Articulate Storyline; Canvas LMS; CourseBox

Design & Multimedia: Figma; Canva; Google Flow (AI Video Generation); ElevenLabs

AI-Assisted Learning Design: ChatGPT; Claude; Google Gemini; Base44; Lovable; Scenario Development; Rapid Prototyping; Content Development; Research & Ideation; Workflow Automation

EDUCATION

Doctor of Education (Ed.D.), Organizational Leadership - Abilene Christian University

Master of Business Administration (MBA) - University of Dallas

Bachelor of Science, Medical Informatics - Rochester Institute of Technology

Associate of Applied Science, Respiratory Therapy - Collin College