

# Atsusi “2c” Hirumi, PhD

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## Curriculum Vitae

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### ADDRESS

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### ACADEMIC PREPARATION

Ph.D. Instructional Systems, Florida State University, Tallahassee, FL. 1993  
M.A. Educational Technology, San Diego State University, San Diego, CA. 1988  
B.S. Biology, Secondary Teaching Certification, Purdue University, West Lafayette, IN. 1985

### TEACHING EXPERIENCE

*Associate Professor & Co-Chair  
Instructional Design & Technology  
University of Central Florida  
Aug. 2003-Present*

As an Associate Professor, I am responsible for teaching nine graduate level courses, including (a) Instructional Systems Design, (b) Advanced Instructional Design, (c) Interactive Distance Education, (d) Instructional Game Design, (e) Planned Change, (f) Instructional Development and Evaluation, (g) Trends and Issues in Instructional Technology, (h) International Trends and Issues in Instructional Systems, and (i) Research in Instructional Technology. I also advise master's and doctoral students, serve as chair and member of doctoral dissertation committees, advise and coordinate graduate interns, and prepare and evaluate comprehensive exams. As Co-Chair for the program, I lead and coordinate program development efforts, prepare and implement marketing and recruitment plans, coordinate the Instructional Technology Advisory Council, serve as the coordinator for the Instructional Technology track within the Ph.D. in Education program, serve as faculty advisor for the UCF chapter of AECT, and act as liaison between the program and local/state-wide organizations. Major accomplishments include: (a) establish online master's degree and two professional certificate programs, (b) establishing two professional certificates (on e-Learning and the Instructional Design for Simulations and Games), (c) creating a new e-Learning master's degree track, (d) establishing a common core for the Instructional Systems, e-Learning and Educational Technology tracks within the program, (e) equipping a research and development lab, and (f) formalizing the master's and doctoral internship programs.

*Assistant/Associate Professor & Program Coordinator  
Instructional Technology  
University of Houston-Clear Lake  
Aug. 1993-May 2003*

Responsible for the design and delivery of seven graduate level and two undergraduate level courses, including (a) Performance Technology, (b) Systematic Design of Technology-Based Instruction, (c) Advanced Design and Development, (d) Motivational Design of Instruction, (e) Interactive Distance Learning, (f) Applications of Computer Technology, (g) Internet Fundamentals. As Program Coordinator (*Summer 1996-Summer 2002*), I was responsible for: setting master course schedule, scheduling and staffing courses, ensuring faculty have required hardware and software, coordinating and training adjunct faculty, establishing off-campus programs, establishing and supervising the internship program, recruitment, and acting as the liaison between administration and program faculty. Achievements included: (a) establishing online degree and certification programs (b) launching several cohort programs with local area school districts, (c) developing an online portfolio assessment system, and (d) formalizing internship program. Earned tenure and rank of Associate Professor, Jan. 2000.

*Adjunct Faculty  
Nova Southeastern University  
Jan. 1998 – May 2003*

With research interests in distance education, I wanted to get as much experience as a distance educators as possible. So, along with my faculty position at UHCL, I was given permission to become an adjunct faculty member for prominent distance education university. At Nova, I was responsible for teaching four Web-based courses on the systematic design and development of instruction and the design and analysis of educational systems. I also assisted in the design of course curriculum, evaluation instruments, class assignments and activities.

*Teaching Assistant  
Florida State University  
January 1990 - Dec. 1991*

Assisted two professors in designing and implementing of two graduate level courses, one on curriculum design and the other on macro instructional systems design. Responsible for teaching classes, facilitating class activities, and grading assignments. Also assisted in the design of course curriculum, evaluation instruments, class assignments and activities.

*Teaching Assistant  
San Diego State University  
Aug. 1987 - May 1988*

Instructor for seven sections of an upper division pre-service education course on media use in elementary and secondary classrooms. Responsible for delivering instruction, helping students on class assignment, and grading. Also assisted in the design and development of course materials.

*Instructional Designer*  
*San Diego Natural History Museum*  
*April 1987 - May 1988*

Participated in the design, production, and implementation of an interactive videodisc exhibit of desert explorations. Responsible for conducting a front-end analysis of media use in the museum, contributing to the design and development of the interactive exhibit and field testing the program.

*Student Teacher*  
*McCutcheon High School*  
*Aug. 1985 - Dec. 1985*

Instructor for four sections of a 10th grade biology course. Delivered instruction and developed lesson plans, course materials, activities, assignments, and examinations. Also participated in school functions, meetings and events.

*Teaching Assistant*  
*Purdue University*  
*Jan. 1984 - May 1985*

Co-instructor for the laboratory section of a biology course for elementary education majors which emphasized the use of laboratory equipment and activities. Responsibilities included delivering instruction, facilitating laboratory experiments, and grading assignments. Co-instructor for the recitation section of an introductory class focusing on current biological trends and issues. Delivered instruction and graded assignments.

## **RESEARCH AND SCHOLARLY ACTIVITIES**

### ***Refereed Journal Articles***

Hirumi, A., Sivo, S., & Pounds, K. (in press). Telling stories to enhance teaching and learning: The systematic design, development and testing of two online courses. *International Journal on E-Learning*.

Bai, H., Pan, W., Hirumi, A., & Kebritchi, M. (in press). Assessing the effectiveness of a 3-D instructional game on improving mathematics achievement of middle school students. *British Journal of Educational Technology*.

Hirumi, A., Bradford, G., & Rutherford, L. (2011). Selecting delivery systems and media to facilitate blended learning: A systematic process based on skill level, content stability, cost and instructional strategy. *Journal for Online Learning and Teaching*. 7(4), 489-501.

Hirumi, A., Appelman, R., Reiber, L., Van Eck, R. (September, 2010). Preparing instructional designers for game-based learning: Part III. *Tech Trends*. 54(5), 38-45

- Hirumi, A., Appelman, R., Reiber, L., Van Eck, R. (July, 2010). Preparing instructional designers for game-based learning: Part II. *Tech Trends*, 54(4), 19–27.
- Hirumi, A., Appelman, R., Reiber, L., Van Eck, R. (May, 2010). Preparing instructional designers for game-based learning: Part I. *Tech Trends*, 54(3), 27-37.
- Kebritchi, M., & Hirumi, A., Bai, H. (2010). The effects of modern mathematics computer games on mathematics achievement and class motivation, *Computers & Education*, 55(2), 427-443.
- Kebritchi, M., Hirumi, A., Kappers, W., & Henry, R. (2009). Analysis of the supporting websites for the use of instructional games in K-12 settings. *British Journal of Educational Technology*, 40(4), 733-754.
- Kebritchi, M. & Hirumi, A. (2008). Examining the pedagogical foundations of modern educational computer games. *Computers in Education*, 41(4), 1729-1743.
- Chen, B., Hirumi, A., & Zhang, N. J. (2007). Investigating the use of advance organizers as an instructional strategy for web-based distance education. *Quarterly Review of Distance Education*, 8(3), 223-232.
- Hirumi, A. (2005). In search for quality: A review of distance education guidelines and industry standards. *Quarterly Review of Distance Education*, 6(4), 309-330.
- Hirumi, A. (2003). Get a life: Six tactics for reducing time spent online. *Computers in Schools*, 20(3), 73-101.
- Hirumi, A. (2002). A framework for analyzing, designing and sequencing planned e-learning interactions. *Quarterly Review of Distance Education*, 3(2), 141-160.
- Hirumi, A. (2002). Interactivity in distance education: Current perspectives on facilitating e-learning. *Quarterly Review of Distance Education*, 3(2), v-viii.
- Hirumi, A. (2002). The design and sequencing of e-learning interactions: A grounded approach. *International Journal on E-Learning*, 1(1), 19-27.
- Hirumi, A. (2002). Student-centered, technology-rich, learning environments (SCenTRLE): Operationalizing constructivist approaches to teaching and learning. *Journal for Technology and Teacher Education*, 10(4), 497-537.
- Hirumi, A. (2000). Chronicling the challenges of Web-basing a degree program: A systems perspective. *The Quarterly Review of Distance Education*, 1(2), 89-108.
- Bermudez, A.B. & Hirumi, A. (2000). Examining the effectiveness of systematically designed web-based instruction. *Interactive Learning Environments*, 8(2), 1-12.

- Hirumi, A., & Bermudez, A. (1996). Interactivity, distance education, & instructional systems design converge on the super information highway. *Journal of Research on Computing in Education*, 24(1), 1-16.
- Hirumi, A., & Grau, I. (1996). A review of state standards, textbooks, and journal articles: Implications for pre-service teacher education and professional development. *Journal for Computers and Teacher Education*, 12(4), 6-17.
- Harmon, S. W., & Hirumi, A. (1996). A systemic approach to the integration of interactive distance learning into education and training. *Journal of Education for Business*. 71(5) 267-71.
- Hirumi, A. (1995). What performance technologists need to know about public schools to affect change in education. *Performance Improvement Quarterly*, 8(4), 89-114.
- Hirumi, A., & Harmon, S.W. (1995). The design and implementation of a system for infusing computer technology into teacher education. *Journal of Technology and Teacher Education*, 2(4), 265-284.
- Hirumi, A. (1994). Assessing the needs of public education: A tale of two models. *Performance & Instruction*, 33(5), 23-30.
- Hirumi, A., Savenye, W., & Allen, B. (1994). Designing interactive videodisc-based museum exhibits: A case study. *Educational Technology Research and Development*, 42(1), 47-56.
- Kaufman, R., & Hirumi, A. (1992). Ten steps to implementing total quality management "plus." *Educational Leadership*, 50(3), 33-34.
- Hirumi, A., & Bowers, D. (1991). Enhancing motivation and the acquisition of coordinate concepts through the use of concept trees. *Journal of Educational Research*, 84(5), 273-279.
- Diamond, J., Bond, A., & Hirumi, A. (1989). Desert Explorations--A videodisc exhibit designed for flexibility. *Curator*, 32(3), 161-173.

**Books**

- Hirumi, A. (Ed.) (in press). *Grounded Designs for Facilitating Online and Hybrid Learning: Practical Guidelines for Educators and Instructional Designers*. Eugene, WA: International Society for Technology in Education.
- Hirumi, A. (Ed.) (2010). *Playing Games in School: Using Simulations and Videogames for Primary and Secondary Education*. Eugene, WA: International Society for Technology in Education.

**Book Chapters**

- Hirumi, A. (in press). Why ground your design? In A. Hirumi (ed). *Grounded Designs for Facilitating Online and Hybrid Learning: Practical Guidelines for Educators and Instructional Designers*. Eugene, WA: International Society for Technology in Education.
- Hirumi, A. (in press). Aligning learning objectives and learner assessments: An essential precursor for design. In A. Hirumi (ed). *Grounded Designs for Facilitating Online and Hybrid Learning: Practical Guidelines for Educators and Instructional Designers*. Eugene, WA: International Society for Technology in Education.
- Hirumi, A. (in press). Applying grounded strategies to design and sequence e-learning interactions. In A. Hirumi (ed). *Grounded Designs for Facilitating Online and Hybrid Learning: Practical Guidelines for Educators and Instructional Designers*. Eugene, WA: International Society for Technology in Education.
- Regan, D. & Hirumi, A. (in press). Reusing educational resources. In A. Hirumi (ed). *Grounded Designs for Facilitating Online and Hybrid Learning: Practical Guidelines for Educators and Instructional Designers*. Eugene, WA: International Society for Technology in Education.
- Stapleton, C. & Hirumi, A. (in press). Designing InterPLAY learning landscapes to evoke emotions, spark the imagination, and promote creative problem solving. In A. Hirumi (ed). *Grounded Designs for Facilitating Online and Hybrid Learning: Practical Guidelines for Educators and Instructional Designers*. Eugene, WA: International Society for Technology in Education.
- Hirumi, A. & Stapleton, C. (2011). Applying pedagogy during game development to optimize game-based learning. In M. Shaughnessy & S. Fulgham (eds). *Pedagogical Models: The Discipline of Online Teaching* (pp. 153-181). Hauppauge, NY: Nova Science Publishers, Inc.
- Stapleton, C. & Hirumi, A. (2011). Interplay instructional strategy: Learning by engaging interactive entertainment conventions. In M. Shaughnessy & S. Fulgham (eds). *Pedagogical Models: The Discipline of Online Teaching* (pp. 183-211). Hauppauge, NY: Nova Science Publishers, Inc.
- Hirumi, A. & Hall, R. (2010). Presenting Content Information and Facilitating Instruction: Design Techniques for Advancing Game Flow. In M. S. Khine (Ed.). *Learning to Play: Exploring the Future of Education with Video Games* (pp. 55-78). New York: Peter Lang Publishing.

- Hirumi, A., & Kidney, G. (2010). Contemporary Issues Facing Distance Educators: An eLearning Perspective. In G. Anglin (ed.). *Instructional Technology: Past, Present and Future* (3<sup>rd</sup> ed.) (pp. 145-160). Santa Barbara, CA: ABC-CLIO publishing.
- Hirumi, A. (2010). A grounded approach to integrating games and facilitating game-based learning. In A. Hirumi (ed.). *Playing Games in School: Using Simulations and Videogames for Primary and Secondary Education* (pp. 229-248). Eugene, WA: International Society for Technology in Education.
- Atkinson, T. & Hirumi, A. (2010). The Game Brain: What does the brain tell us about playing games in schools? In A. Hirumi (ed.). *Playing Games in School: Using Simulations and Videogames for Primary and Secondary Education* (pp. 57-73). Eugene, WA: International Society for Technology in Education.
- Hirumi, A. (2009). In search of quality: An analysis of e-learning guidelines and specifications. In A. Orellana, T. L. Hodgins, & M. Simonson (eds). *The Perfect Online Course: Best Practices for Designing and Teaching* (pp. 39-68). Charlotte, NC: Information Age Publishing.
- Hirumi, A. (2009). A framework for analyzing, designing, and sequencing planned e-learning interactions. In A. Orellana, T. L. Hodgins, & M. Simonson (eds). *The Perfect Online Course: Best Practices for Designing and Teaching* (pp. 201-228). Charlotte, NC: Information Age Publishing.
- Chen, B., Hirumi, A., & Zhang, N. J. (2009). Investigating the Use of Advance Organizers as an Instructional Strategy for Web-Based Distance Education. In A. Orellana, T. L. Hodgins, & M. Simonson (eds). *The Perfect Online Course: Best Practices for Designing and Teaching* (pp. 377-388). Charlotte, NC: Information Age Publishing.
- Hirumi, A. & Stapleton, C. (2008). Integrating fundamental ID tasks with game development processes to optimize game-based learning. In C. Miller (ed). *Games: Their Purpose and Potential in Education* (pp. 127-160). New York: Springer Publishing.
- Huh, J., & Hirumi, A. (2008). Reading assessment strategies for online learners. In T. Kidd & H. Song (Eds.), *Handbook of Research on Instructional Systems and Technology* (Vol. 2, pp. 560-570). Hershey, PA: IGI Global.
- Hirumi, A. (2006). A framework for analyzing and designing e-learning interactions. In C. Juwah (ed.). *Interactivity and Interactions in Distance and Online Education* (pp. 46-72). London, UK. Kogan Page.
- Hirumi, A. (2005). Systematic Instructional Design. With K. Dooley, J.R. Lindner, & L. M. Dooley in *Advanced Methods in Distance Education: Applications and Practices for Educators, Trainers, and Learners* (pp. 99-117). Hershey, PA: Idea Group.

- Hirumi, A. (2005). Analyzing instruction and facilitating interactions. With K. Dooley, J.R. Lindner, & L. M. Dooley in *Advanced Methods in Distance Education: Applications and Practices for Educators, Trainers, and Learners*. Hershey, PA: Idea Group.
- Hirumi, A. (2003). Get a life: Six tactics for reducing time spent online. In M. Corry & C. H. Tu (eds.). *Distance Education: What Works Well*. New York, NY: The Haworth Press, Inc.
- Branson, R. K. & Hirumi, A. (1994). Designing the Future: The Florida Schoolyear 2000 Initiative. In G. Kearsley & W. Lynch (eds.). *Educational Technology: Leadership Perspectives*. Englewood Cliffs, NJ: Educational Technology Publications.

### ***Keynote and Invited Conference Presentations***

- Hirumi, A. (2012). *InterPLAY: Applying Story, Game and Play to Foster Creativity*. Invited Plenary Session presented at the annual Canadian Society for Training and Development Conference and Trade Show, Toronto, ON. Oct. 31.
- Johnson, T., & Sikorski, E. (Facilitators), Gibbons, A., Hirumi, A., Ifenthaler, D. & Pirmary-Dummer, P. (2011). *Interconnecting Training Simulations and ISD: Can We Learn from Each Other?* Invited Presidential Panel session presented at annual Association for Educational Communications and Technology conference, Jacksonville, FL. November 11.
- Hirumi, A. (2011). *The Design and Sequencing of e-Learning Interactions*. Invited presenter for a synchronous and an asynchronous program at the Brazilian Virtual Congress on Distance Education (Jornada Virtual Associacao Brasileira de Educacao a Distancia-JOVED), Brazil, June 10-21.
- Hirumi, A. & Atkinson, T. (2011). *Applying Neuroscience: What Does Our Brain Tell Us about Human Learning and Performance?* Invited symposium presentation for the Research-to-Practice Day at the Annual Performance Improvement Conference sponsored by the International Society for Performance Improvement, Orlando, FL, April 10.
- Atkinson, T. & Hirumi, A. (2011). *The Game Brain: New Theories and Practices for Experiential Learning*. Invited roundtable session for the Applied Research in Virtual Environments for Learning Special Interest Group (ARVEL SIG) at the annual American Educational Research Association conference, New Orleans, LA, April 10.
- Hirumi, A. (2010). *21<sup>st</sup> century e-learning systems: The need for systemic thinking and change*. Invited keynote presentation at the 2nd Annual International Conference on e-Learning and Teaching, hosted by the Iran University for Science and Technology, Tehran, Iran, November 30-December 2.



- Hirumi, A. (2010). *Playing (Video) Games in Schools and in Business and Industry to Enhance Learning*. Invited workshop presented at the 2nd Annual International Conference on e-Learning and Teaching, hosted by the Iran University for Science and Technology, Tehran, Iran, November 30-December 2.
- Hirumi, A. (2010). *What do Educators Need to Know and Do to Design, Deliver and Evaluate Effective Online Training, Education and Professional Development?* Invited workshop presented at the 2nd Annual International Conference on e-Learning and Teaching, hosted by the Iran University for Science and Technology, Tehran, Iran, November 30-December 2.
- Bazargan, A. (Coordinator), Hirumi, A., Kadivar, P., Mashayekh, F., Kardan, A., Attaran, M., & Badic, K. (2010). *Rules of Pedagogy in e-Learning*. Invited panel session presented at the 2nd Annual International Conference on e-Learning and Teaching, hosted by the Iran University for Science and Technology, Tehran, Iran, November 30-December 2.
- Hirumi, A. (2009). *Transforming Training and Education to meet the Needs of 21<sup>st</sup> Century Learners*. Invited keynote presentation at the 1st Annual International Conference on e-Learning and Teaching, hosted by the Iran University for Science and Technology, Tehran, Iran, December 8-9.
- Hirumi, A. (2009). *Designing Alternative Online and Blended Environments to Facilitate e-Learning*. Invited workshop at the 1st Annual International Conference on e-Learning and Teaching, hosted by the Iran University for Science and Technology, Tehran, Iran, December 8-9.
- Hirumi, A. (2009). *Playing Games in Schools: Engaging Students with Interactive Entertainment*. Invited Speaker. Technology in Practice Webinar Series: International Society for Technology in Education. April 21.
- Hirumi, A. (2009). *Systematic Design of Blended Learning Interactions: A Grounded Approach*. Invited speaker at the 8<sup>th</sup> Annual Army Training Support Center (ATSC) Distance Learning (dL) Workshop, Newport News, VA. March 10-12.
- Hirumi, A. (2008). *Systematic Design of Alternative e-Learning Environments: A Grounded Approach to Using Podcasts and Other Media*. Invited speaker at the Leadership Symposium on Digital Media in Health Care, Tampa, FL. November 21-23.
- Hirumi, A. (2008). *SCORM 2.0: Is it Time to Grow Up?* Invited keynote presentation at the annual Joint Advanced Distributed Learning Co-Laboratory (JADL) Implementation Fest, Orlando, FL. August 27.
- Shelton, B., Adcock, A., Betrus, A., Lotturi, L., Hirumi, A., & Winn, B. (2008). *What should I do now that I'm in the Game?: Three years later...* Invited panelist at the annual Games, Learning and Society Conference, Madison, WI. July 9-11.

- Hirumi, A. (2007). *Engaging Digital Natives with Story and Inquiry-Based e-Learning Strategies*. Invited keynote presentation and 4 day workshop at the 2<sup>nd</sup> International Learning Congress, Guadalajara, MX. Sept. 10-14.
- Hirumi, A. (2007). *The Design and Sequencing of e-Learning Interactions: Are Grounded Approaches SCORM Conformant*. Invited guest speaker at the annual Joint Advanced Distributed Learning Co-Laboratory (JADL) Implementation Fest, Orlando, FL. Aug. 27-30.
- Hirumi, A. (2007). *Using Stories and Alternative ID Tactics to Increase Student Motivation*. Invited one day workshop at the 18th International Conference on College Teaching and Learning, April 2-5, Ponte Vedra Beach, FL.
- Hirumi, A., & Hall, R. (2007). *Video Games and Education: Where Alien Worlds Collide*. Invited panel session at the Visual Culture Conference on Video Games, Orlando, FL. February 8-11.
- Hirumi, A., Bates, A.W., Rubio, P., & Goyal, Y. (2006). *Challenges Facing Education in an Information-based Society*. Invited panel session at the 1<sup>st</sup> International Learning Congress, Guadalajara, MX. Sept. 25-29.
- Hirumi, A. (2006). *Engaging Digital Natives with 21<sup>st</sup> Century Instructional Design Tactics and Strategies*. Invited 3 Day Workshop at the 1<sup>st</sup> International Learning Congress, Guadalajara, MX. Sept. 25-29.
- Hirumi, A. & Stapleton, C. (2006). *Interplay Instructional Strategy: Engaging Learners by Harnessing the Power of Interactive Entertainment*. Invited guest presentation at the 1<sup>st</sup> International Learning Congress, Guadalajara, MX. Sept. 25-29.
- Hirumi, A. (2006). *Serious Games: In Search of Quality*. Invited guest speaker at the annual Joint Advanced Distributed Learning Co-Laboratory (JADL) Implementation Fest, Orlando, FL. Aug. 22-24.
- Hirumi, A. (2006). *Digital Natives: Engaging Learner with ID Tactics and Strategies*. Invited one-day workshop for faculty and staff at Florida Community College at Jacksonville, Jacksonville, FL. July, 27.
- Hirumi, A. (2006). *Engaging digital natives with 21<sup>st</sup> century training*. Invited keynote presentation at the 3<sup>rd</sup> Annual e-Learning Expo sponsored by the Pittsburgh Chapter of ASTD and Regional Learning Alliance at Cranberry Woods, Cranberry Township, PA. March, 29.
- Hirumi, A. (2005). *Digital natives and immigrants: Tactics for engaging online learners*. Invited guest speaker at the 2<sup>nd</sup> Annual Learning Sciences Conference, Puerto Vallarta, Mexico.

- Hirumi, A. (2005). *Designing student centered e-learning environments: A grounded approach*. Invited guest speaker. Encuentro de Facilitadores en Tecnicas Didacticas. Tecnologico de Monterrey, Monterrey, MX.
- Hirumi, A. (2005). *The ARCS model of motivational design*. Three day workshop at annual meeting of Learning Sciences program faculty at the Universidad de Guadalajara, July 27-30, Guadalajara, MX.
- Hirumi, A. (2004). *The design and sequencing of e-learning interactions: A grounded approach*. Invited guest speaker for the Orlando Chapter of the Society for Technical Communications (STC), Orlando, FL.
- Hirumi, A. (2004). *21<sup>st</sup> Century Schools: Systemic Change in Education*. Invited guest speaker, Learning Sciences Program, Universidad de Guadalajara, Mexico.
- Hirumi, A. (2003). *Adult Learning Principles and Instructional Design: A Grounded Approach to Teaching and Learning*. Invited briefing presented at the Annual Armed Services Training and Education Meeting , Ft. Leonard, MO.
- Hirumi, A. (2003). *K12 Education for the 21<sup>st</sup> Century: A Modern E-Learning System*. Invited keynote speaker at the Annual Utah State University Instructional Technology Institute. Logan, UT.
- Hirumi, A. (2002). *The design and sequencing of elearning interactions: A grounded approach*. Invited keynote speaker at the annual University of Texas Health Science Center San Antonio Dental Faculty Advance, San Antonio, TX.
- Hirumi, A. (2002). *Designing eLearning Interactions and eLearning Quality Standards*. Invited three-day workshop presented at the 11th Annual International Distance Education Conference (XI Encuentro Internacional de Educacion a Distancia), Guadalajara, Mexico.
- Hirumi, A. (2000, September). *Interactivity and eLearning: What all the fuss?* Invited guest speaker at the annual Texas Computer Education Association Area IV & V fall conference, Houston, TX.
- Hirumi, A. (2000, May). *Demystifying Web-Based Training: WBT, EPSS and KMS—Converging Technologies for the 21<sup>st</sup> Century*. Invited guest speaker at the E-Commerce Success Super Conference sponsored by Atiwa Computer, Inc. Houston, TX.
- Hirumi, A. (1999, August). *Web-Based Training, Electronic Performance Support and Knowledge Management Systems: Converging Technologies for the 21<sup>st</sup> Century*. Invited guest speaker International Society for Performance Improvement—Houston Chapter, Houston, TX.

- Hirumi, A. (1998, March). *The Systematic Design of Student-Centered, Technology-Rich Learning Environments*. Invited guest presentation given at the first Education Graduate Students and Academic Staff Regional Meeting, Guadalajara, Mexico.
- Hirumi, A. (1997). *Dietitians & Emerging Technology: Essential Skills and Knowledge for the 21st Century*. Invited keynote presentation given at the annual Houston Area Dietitians Association conference, Houston, TX.
- Hirumi, A. (1997, November). *DISTED: An Electronic Performance Support System for Distance Educators*. Invited speaker presentation conducted at the annual International Society for Technology in Education conference, Austin, Texas.
- Hirumi, A. (1997). *Networked-Based Electronic Performance Support Systems: Converging Technologies for the 21st Century*. Invited guest speaker, Educational Seminar Series sponsored by DA Consulting, Houston, TX.
- Hirumi, A. (1996). *The Implications of Emerging Technologies for Health Care Professional*, Invited plenary session presented at the National Association of Women, Infant & Children Directors meeting, Amarillo, TX.
- Hirumi, A. (1996). *GMC Pacer or Rolls Royce: How will Dietitians Merge onto the Super Information Highway*, Invited Keynote Address presented at the Texas Dietetic Association Annual Meeting and Trade Show, Corpus Christi, TX.
- Hirumi, A. (1996, December). *Applying Internet resources for student-centered distance education*. Two-day invited workshop held at the 5th Annual International Distance Education Conference (V Encuentro internacional de Educacion a Distancia), Guadalajara, Mexico.
- Hirumi, A. (1995, August). *The application of emerging technologies for research and training in veterinary sciences*. Invited guest speaker for seminar given to faculty, staff, and students at Obhiro University, Obhiro, Japan.
- Hirumi, A. (1995, March). *Opportunities in educational technology: The virtually endless journey*. Invited Keynote Address presented at the annual San Diego State University Careers Forum Conference, San Diego, CA.
- Hirumi, A. (1995, October). *A system for integrating computer technology with teacher education: A cognitive-constructivist approach*. Invited guest speaker sponsored by the Instructional Systems Department at Penn State University and the Pennsylvania Chapter of the Association for Educational Communication and Technology, Penn State University, State College, Pennsylvania.
- Hirumi, A., & Palumbo, D. (1994, December). *Graduate programs in instructional technology: Addressing the needs of developing countries*. Invited guest speakers at the Autonomous University of Guadalajara, Instructional Technology Conference, Guadalajara, Mexico.

***Presentations and Workshops at International & National Conferences***

- Hirumi, A. (2012). *Designing Web-Based Training Interactions: A Grounded Approach*. Workshop facilitated at the annual Canadian Society for Training and Development Conference and Trade Show, Toronto, ON. Oct. 31.
- Hirumi, A., Atkinson, T., Stapleton, C. (2011). *Interplay: Evoking Emotions and Sparking Imagination through Story, Play and Game*. Concurrent Session presented the annual Association for Educational Communication and Technology conference, Jacksonville, FL. Nov. 8-12.
- Malone., N. & Hirumi, A. (2011). *Pedagogical Foundations of Virtual Worlds: A Review of Literature*. Concurrent Session presented the annual Association for Educational Communication and Technology conference, Jacksonville, FL. Nov. 8-12.
- Rideaux-Henry, H., & Hirumi, A. (2011). *The Use of Variables to Facilitate Transfer in the Design of Instruction*. Roundtable Session presented the annual Association for Educational Communication and Technology conference, Jacksonville, FL. Nov. 8-12.
- Hirumi, A. (2010). *A systematic process for analyzing military training and formulating blended course nominations*. Current session presented at the annual Association for Educational Communication and Technology conference, Anaheim, CA. Oct. 26-30.
- Atkinson, T. & Hirumi, A. (2010). *The Game Brain*. Current session presented at the annual Association for Educational Communication and Technology conference, Anaheim, CA. Oct. 26-30.
- Hirumi, A. (2010). *Integrating games to enhance learning: A grounded approach*. Current session presented at the annual International Society for Technology in Education conference, Denver, CO. June, 28.
- Smith, E., Stapleton, C., and Hirumi, A. (2010). *Toys to Tools: Tools to Toys*. Workshop facilitated at the annual GameTech Conference, Orlando, FL. March 29.
- Hirumi, A. (2010). *Designing Alternative e-Learning Environments: A Grounded Approach*. Concurrent session presented at the annual Meeting Planners International conference, Cancun, MX. Feb. 21.
- Kebritchi, M., Hirumi, A., & Bai, H. (2009). *The Effects of Modern Mathematics Computer Games on Mathematics Achievement and Class*. Concurrent session presented at the annual American Educational Research Association conference, San Diego, CA. April 13-17.

- Hirumi, A., Kappers, W., Kebritchi, M., Bai, H., Cooper, K., and Henry, M. (2008). *Examining the Use of Single and Multi-Player Computer Math Games in Schools and their Effects on Students' Math Achievement and Motivation*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Orlando, FL, Nov. 5-8.
- Hirumi, A. & Rimmerman, S. (2008). *Developing a Theory for Instructional Game Design based on Cognitive Neuroscience Research*. Roundtable session presented at the annual Association for Educational Communications and Technology conference, Orlando, FL, Nov. 5-8.
- Ketbrichi, M., Hirumi, A., Kappers, W., & Henry-Nease, R. (2008). *Key Features of Supporting Websites for Facilitating the Use of Educational Computer Games*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Orlando, FL, Nov. 5-8.
- Ketbrichi, M., & Hirumi, A. (2008). *Effects of a Series of Educational Computer Games on Achievement and Motivation*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Orlando, FL, Nov. 5-8.
- Hogg, J., Marquez., R., Hirumi, A., & Shultz, N. (2008). *On the Horizon: The Virtual Hospitality Lab – Rays of Change that use effective instructional design in virtual worlds*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Orlando, FL, Nov. 5-8.
- Hirumi, A. (2008). *Developing Game Design Guidelines Based on Cognitive Neuroscience Research*. Poster session at the annual Games, Learning and Society Conference, Madison, WI, July 9-11.
- Hirumi, A. & Hall, R. (2007). *Tactics for Presenting Content Information and Facilitating Instruction without Disrupting the Flow of Game-Based Learning*. Roundtable session conducted at the annual Association for Educational Communications and Technology conference, Anaheim, CA, Oct. 22-27.
- Hirumi, A., Van Eck, R., Appleman, R., Rieber, L. (2007). *Four Perspectives on Preparing Instructional Designers to Optimize Game-Based Learning*. Panel session conducted at the annual Association for Educational Communications and Technology conference, Anaheim, CA, Oct. 22-27.
- Hirumi, A., Clark, K., Etuk, N., Azoulay-Lewin, C. (2007). *Got Game: Teaching the M-Generation using Immersive Technology*. S. Fivecoat (Moderator). Panel session conducted at the annual National Educational Computing Conference, Chicago, Illinois.
- Kebritchi, M., & Hirumi, A. (2007). *Pedagogical Foundations of Instructional Games*. Concurrent session conducted at the annual Association for Educational Communications and Technology conference, Oct. 22-27, Anaheim, CA.

- Chen, Y., & Hirumi, A. (2007). *Chinese Students' Perceptions of Cooperative Online Distance Education Interaction*. Concurrent session conducted at the annual Association for Educational Communications and Technology conference, Oct. 22-27, Anaheim, CA.
- Chen, Y., Zygouris-Coe, V., & Hirumi, A. (2007). *Evaluating the Quality of Asynchronous Online Discussions In A Statewide Reading Professional Development Project*. Concurrent session conducted at the annual Association for Educational Communications and Technology conference, Oct. 22-27, Anaheim, CA.
- Henry-Nease, R. & Hirumi, A. (2007). *Teaching challenges using educational video games: Bridging the gap between k12 teachers and instructional designers*. Roundtable session conducted at the annual Association for Educational Communications and Technology conference, Oct. 22-27, Anaheim, CA.
- He, J., Li, Z., Hogg, J. & Hirumi, A. (2007). *Collaboration: How to Make a Virtual Team Effective*. Roundtable session conducted at the annual Association for Educational Communications and Technology conference, Oct. 22-27, Anaheim, CA.
- Hirumi, A. (2006). *Integrating Fundamental Instructional Design Tasks with Game Development Processes to Optimize Game-Based Learning*. Concurrent session presented at the annual Association for Educational Communications and Technology international conference, Oct. 10-14, Dallas, TX.
- Chen, B. & Hirumi, A. (2006). *Investigating the use of advanced organizers as a instructional strategy for web-based distance education*. Proceedings of the annual Association for Educational Communications and Technology conference, Oct. 10-14, Dallas, TX.
- Leblanc, S., Hogg, J. & Hirumi, A. (2006). *Storytelling: A Practical Method for Facilitating Knowledge Management*. Roundtable session conducted at the annual Association for Educational Communications and Technology international conference, Oct. 10-14, Dallas, TX.
- Stevens, M. & Hirumi, A. (2006). *Bridging The Gap: Strengthening the Connection Between Digital Game Technology and Student Literacy Goals*. Roundtable session conducted at the annual Association for Educational Communications and Technology international conference, Oct. 10-14, Dallas, TX.
- Hogg, J., Schultz, N., Huei-Hsuan, & Hirumi, A. (2006). *Connecting New Technologies and Educational Goals: Analyzing Game Engines for "Serious Game" Development*. Roundtable session conducted at the annual Association for Educational Communications and Technology international conference, Oct. 10-14, Dallas, TX.

- Huh, J. & Hirumi, A. (2006). *Effects of Two Selected Instructional Techniques of Information Presentation (Graphics-first vs. Text-first) in Web-based Learning among Gen-Y Learners*. Roundtable session conducted at the annual Association for Educational Communications and Technology international conference, Oct. 10-14, Dallas, TX.
- Chen, B., Voorhees, D., Weaver, D., & Hirumi, A. (2006). Improving professional development for teaching online. Presentation at the Edutainment: International conference on E-learning and Game, Hangzhou, China, Apr. 16-19, 2006.
- Hirumi, A. (2005). *Designing Alternative E-Learning Environments: A Grounded Approach*. Concurrent session presented at the 11<sup>th</sup> Annual Sloan-C International Conference on Asynchronous Learning Networks, Nov. 17-19, Rosen Centre, Orlando, FL.
- Lorins, P., Hoggs, J. & Hirumi, A. (2005). *An Analysis of Game Engines for the Development of Serious Games*. Concurrent session presented at the 11<sup>th</sup> Annual Sloan-C International Conference on Asynchronous Learning Networks, Nov. 17-19, Rosen Centre, Orlando, FL.
- Hirumi, A., Sivo, S., & Pounds, K. (2005). *Measuring the Effects of Storytelling on Learners' Motivation and Performance Over-Time*. Roundtable session presented at the annual Association for Educational Communication and Technology conference, Oct. 18-22, Orlando, FL.
- Hirumi, A. (2005). *Designing Alternative E-Learning Environments: A Grounded Approach*. Workshop presented at the annual Association for Educational Communication and Technology conference, Oct. 18-22, Orlando, FL.
- Bhati, D., Marrett, C. & Hirumi, A. (2005). *A Review of Alternative Storytelling Strategies for Enhancing Learning*. Roundtable session presented at the annual Association for Educational Communication and Technology conference, Oct. 18-22, Orlando, FL.
- Chen, B., Voorhees, D., & Hirumi, A. (2005). *Improving Professional Development for Teaching Online*. Poster session presented at the annual Association for Educational Communication and Technology conference, Oct. 18-22, Orlando, FL.
- Yang, J., Huh, J., & Hirumi, A. (2005). *Academic Gaming Study: Learning to Play and Playing to Learn – a Strategy for Engaging Learner's Motivation*. Roundtable session presented at the annual Association for Educational Communication and Technology conference, Oct. 18-22, Orlando, FL.
- Hirumi, A. (2004). *ECOT: A study of systemic change in action*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.



- Hirumi, A., Knowland, K., & Pounds, K. (2004). *The professional development of online distance educators: A study of K12, university and corporate collaboration*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Mckenna, C., Pounds, K., & Hirumi, A. (2004). *Storytelling: A strategy for promoting online learner engagement*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Chen, B., & Hirumi, A. (2004). Adapting reading interventions for on-line students. Proceedings of the Association for Educational Communications and Technology, 27th, Chicago, IL, Oct. 19-23, 2004 (ED485049).
- Rawls, C. & Hirumi, A. (2004). *Performance support for online distance educators*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Lee, J., & Hirumi, A. (2004). *Essential skills and characteristics analysis for teaching online*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Tsai, M., Hirumi, A., & Cornell, R. (2004). *The effects of different strategies of information presentation in software training*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Zeng., R. & Hirumi, A. (2004). *The derivation, organization and assessment of performance outcomes associated with an e-learning professional certificate program*. Roundtable session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Huh, J. & Hirumi, A. (2004). *All that read: Reading assessment strategies for online learners*. Roundtable session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Tao, Y., Hirumi, A., & Yao, Y. (2004). *Demystifying open source initiatives for the development of online learning platforms*. Roundtable session presented at the annual Association for Educational Communications and Technology conference, Chicago, IL.
- Hirumi, A. (2003). *In Search of Quality: An Analysis of Education Guidelines and Industry Standards*. Concurrent session presented at the Sloan-C International Conference Presentation, November 15, Orlando, FL.
- Hirumi, A. (2002). *Designing and Sequencing eLearning Interactions*. Concurrent session presented at the annual Association for Educational Communications and Technology conference, Dallas, Texas.

- Hirumi, A. & Harbich, J. (2001, October). *The Design and Sequencing of eLearning Interactions: A Grounded Approach*. Three hour workshop presented at the annual American Association of Blood Bankers conference, San Antonio, Texas.
- Hirumi, A. & Ley, K. (2000, May). *Interactivity as a Framework for the Design of Web-Based Training*. Concurrent session held at the annual American Society for Training and Development conference, Dallas, Texas.
- Hirumi, A. & Ley, K. (2000, February). *Interactivity as a Framework for Web-Based Course Design*. Concurrent session held at the annual Association for Educational Communication and Technology conference, Long Beach, California.
- Hirumi, A., Ley, K., Willis, J., Crawford, C., Curry, J. (2000, February). *Performance Assessment System for IT Graduate Students: Part II*. Symposium conducted at the annual Association for Educational Communication and Technology conference, Long Beach, California.
- Hirumi, A., Youngman, T., Gannon-Cook, R., & Haggerty, B. (2000, February). *The Systematic Design, Development, and Implementation of an On-Line Degree and Certification Programs*. Symposium conducted at the annual Association for Educational Communication and Technology conference, Long Beach, California.
- Hirumi, A. & Ley, K. (2000, January). *Seven levels of planned interactions: A framework for facilitating the development of web-based training and instruction*. Concurrent session held at the 7th Annual National Distance Education Conference sponsored by The Center for Distance Learning Research at Texas A&M University and GTE, Austin, Texas.
- Haggerty, B. & Hirumi, A. (2000, January). *Being realistic about web-based instruction: A web developers perspective*. Proceedings of the 7th Annual National Distance Education Conference sponsored, College Station, TX. p. 79-84.
- Youngman, T., Gotcher, L., Dinsmore, S., Goucher, O.B., Vafa, S. & Hirumi, A. (2000, January). *Applying business models to the design of on-line distance education: The experiences of a university design team*. Proceedings of the 7th Annual National Distance Education Conference, College Station, TX. p. 213-219.
- Hirumi, A., Gannon-Cook, R., & Crawford, C. (1999, Oct.). *Putting IT (Instructional Technology) Down on Paper: One Team's Blueprint for Analyzing, Designing and Developing An On-line Master's Degree and Certificate Program*. Proceedings of the Association for the Advancement of Computing in Education WebNet 1999 World Conference, Charlottesville, VA.
- Cook, R. G., Hirumi, A., & Crawford, C. M. (1999, Oct.). *Course interface for distance education*. Poster session presented at the annual Association for the Advancement of Computing in Education conference, Honolulu, Hawaii.

- Hirumi, A., & Crawford, C. M. (1999, Oct.). *Epistemological underpinnings of distance education*. Poster session presented at the annual Association for the Advancement of Computing in Education conference, Honolulu, Hawaii.
- Hirumi, A. & Willis, J. (1999, February). *Performance Assessment for IT Graduate Students: Standards for Education and Business & Industry*. Concurrent session held at the annual Association for Educational Communication and Technology conference, Houston, Texas.
- Hirumi, A. (1999, February). *Return on Investment (ROI) of a Web-Based EPSS for Distance Educators*. Concurrent session held at the annual Association for Educational Communication and Technology conference, Houston, Texas.
- Hirumi, A. (1998, February). *The Systematic Design of Network-Based EPSS for Distance Educators*. Concurrent session held at the annual Association for Educational Communication and Technology conference, St Louis, Missouri.
- Hirumi, A. (1998, January). *Distributed Information, Support and Training for Education at a Distance (DISTED): A Networked Based Performance Support System*. Invited Presentation at the Fifth Annual Distance Education Conference, Austin, TX.
- Kantor, R. & Hirumi, A. (1997, March). Designing effective student-centered ITV-based learning environments: Combining new theory with traditional ISD approaches. In B. Kozma (Chair), *Design and Development of Learning Environments In Support of Life-Long Learning: An Invitation to a Dialog*. Symposium conducted at the annual American Educational Research Association conference, Chicago, Illinois.
- Bermudez, A. & Hirumi, A. (1997, March). *Examining the Instructional Effectiveness of a Multicultural Website*. Roundtable discussion held at the annual American Educational Research Association conference, Chicago, Illinois.
- Hirumi, A. (1997, February). *Training faculty on the systematic design of interactive distance education: A case study*. Concurrent session held at the annual Association for Educational Communication and Technology conference, Albuquerque, New Mexico.
- Ely, D., Peck., K, & Carr, A. (1997, February). *The state of the art in systemic change*. In A. Hirumi (Discussant) Panel session held at the annual Association for Educational Communication and Technology conference, Albuquerque, New Mexico.
- Gotcher, L., Hirumi, A. & Kearney-Caldwell, D. (1997, February). *A collaborative approach to teacher technology training: Perceived levels of attention, relevance, confidence and satisfaction*. Concurrent session held at the annual Association for Educational Communication and Technology conference, Albuquerque, New Mexico.

- Monk, M., & Hirumi, A. (1997, February). *A motivational interactive multimedia mathematics program*. Roundtable discussion held at the annual Association for Educational Communication and Technology conference, Albuquerque, New Mexico.
- Buckley, B., & Hirumi, A. (1997, February). *Preservice teachers and technology*. Roundtable discussion held at the annual Association for Educational Communication and Technology conference, Albuquerque, New Mexico.
- Jackson, F., & Hirumi, A. (1997, February). *Making the technology connection: A system to transparently integrate technology into curricular areas*. Roundtable discussion held at the annual Association for Educational Communication and Technology conference, Albuquerque, New Mexico.
- Copenhaver, A., Kearney-Caldwell, D., Hirumi, A. & Mayo, N. (1996, December). *Toward heeding the call of business and industry: Empowering educators through technology training*. Paper presented at the 3rd Annual EDINEB International conference, Orlando, FL.
- Hirumi, A. (1996, June). *A system for training and empower educators on the systematic design of interactive distance education programs*. Concurrent session held at the Association for Educational Communication and Technology Distance Education Conference and Professional Development Seminar, Tallahassee, Florida.
- Hirumi, A. (1996, February). *Student-Centered, Technology-Rich Learning Environments: A cognitive-constructivist approach*. Concurrent session held at the Association for Educational Communication and Technology Conference, Indianapolis, Indiana.
- Hirumi, A., & Bermudez, A. (1996, February). *The systematic design of Internet-based distance education programs: A case study*. Concurrent session held at the Annual Association for Educational Communication and Technology Conference, Indianapolis, Indiana.
- Jackson, F., Kearney-Caldwell, D., & Hirumi, A. (1996, February). *What should educational administrators know about computer technology?* Concurrent session held at the Annual Association for Educational Communication and Technology Conference, Indianapolis, Indiana.
- Grau, I. & Hirumi, A. (1996, February). *Utilizing the World Wide Web to advance teacher development into the 21st century*. Concurrent session held at the Annual Association for Educational Communication and Technology Conference, Indianapolis, Indiana.
- Hirumi, A. (1995, July). *Teacher-centered vs. student-centered learning: Implications for the design of distance education programs*. Roundtable discussion held at the Association for Educational Communication and Technology Distance Education Conference and Professional Development Seminar, Ames, Iowa.

- Hirumi, A. & Bermudez, A. (1995, July). *The systematic design of an Internet-based distance education program: A case study*. Paper presented at the Association for Educational Communication and Technology Distance Education Conference and Professional Development Seminar, Ames, Iowa.
- Hirumi, A. (1995, February). *Computer related proficiencies for K12 educators: Implications for restructuring preservice and inservice teacher education*. Paper presented at the annual American Association for Colleges of Teacher Education Conference, Washington DC.
- Mayo, N., Hirumi, A., Spuck, D. (1995, February). *TEA<sup>3</sup>M Collaborative: The systematic restructuring of preservice and inservice teacher education*. Paper presented at the annual American Association for Colleges of Teacher Education Conference, Washington DC.
- Hirumi, A., Jones, A., Ajuria, A, & Kemp, D. (1995, February). *Developing public school, university, government and business partnerships: A key to restructuring teacher education*. Roundtable discussion held at the annual American Association for Colleges of Teacher Education Conference, Washington DC.
- Ajuria, A., DeAnda, V., Durrington, C. Fish, B., Hallman, P, & Wubbena, C. (1995, February). *Results from the formative evaluation of the Centers for Professional Development and Technology: A holistic approach to educational reform in Texas*. In A. Hirumi (Discussant) Paper presented at the annual American Association for Colleges of Teacher Education Conference, Washington DC.
- Hirumi, A., & Durham, M. (1995, February). *The final frontier: An EPSS helping teachers utilize NASA resources*. Paper presented at the annual Association for Educational Communication and Technology, Anaheim, CA.
- Grau, I, & Hirumi, A. (1995, February). *Teachers and computer technology: Review of literature and practitioners perspectives*. Roundtable held at the annual Association for Educational Communication and Technology, Anaheim, CA.
- Harmon, S., & Hirumi, A. (1995, February). *Integrating computer technology: A strategy for instituting systemic change in education*. Paper presented at the annual Association for Educational Communication and Technology, Anaheim, CA.
- Banathy, B., Peck, K., Reigeluth, C., & Jenlink, P. (1995, February). *System change process I: Beginning the journey*. In A. Hirumi (Chair). Panel discussion held at the Association for Educational Communication and Technology, Anaheim, CA.
- Hirumi, A., Palumbo, D., & Desrosiers, S. (1994, March). *A framework for organizing and applying educational evaluation models*. Paper presented at the Annual Convention of the American Educational Research Association, New Orleans, LA.

- Hirumi, A., Harmon, S., & Palumbo, D. (1994, February). *TEA<sup>3</sup>M: System for infusing computer-technology*. Paper presented at the Annual Convention of the Association for Educational Communications and Technology, Nashville, TN.
- Hirumi, A. (1993, January). Schoolyear 2000: System planning and design. In D. Salisbury (Chair), *The Florida Schoolyear 2000 Initiative: An Overview and Status Report*, Symposium conducted at the Association for Educational Communications and Technology conference, New Orleans, LA.
- Hirumi, A. (1992, March). *Restructuring and research of 21st century schools: Four working strategies in action*. (Organizer and Chair), Symposium conducted at the Annual Meeting of American Educational Research Association, San Francisco, CA.
- Hirumi, A. (1991, February). *The effects of CBI on students' motivation and cognition*. In R.M. Gagne (Chair), Panel presentation conducted at the Association for Educational Communications and Technology conference, Orlando, FL.
- Salisbury, D. & Hirumi, A. (1991, February). *The design of 21st century schools*. Roundtable presentation conducted at the Association for Educational Communications and Technology conference, Orlando, FL.
- Hirumi, A. (1990, October). *The development of a learning strategies program: An example of instructional and motivational design models in action*. Paper presented at the Association for the Development of Computer-Based Instructional Systems conference, San Diego, CA.
- Hirumi, A., & Bowers, D. (1990, January). *Enhancing motivation and the acquisition of coordinate concepts in a technology-based global society*. In M. Simonson & C. Hargrave (Eds.), *Proceedings of the Association for Educational Communication and Technology conference*, Anaheim, CA.
- Hirumi, A., Savenye, W., & Allen, B. (1989, February). Convergent technologies and public information: Using videodiscs to interactivate museum exhibits. In S. Siedman (Chair), *Designing for videodisc production*. Concurrent session conducted at the Association for Educational Communication and Technology conference, Dallas, TX.

### ***Presentations and Workshops at Regional, State and Local Conferences***

- Hirumi, A. (2010). *Applying grounded events and strategies to design online and hybrid training*. Invited workshop presented at the 4<sup>th</sup> annual meeting of the North American Division, Management Leadership and Organizational Development Team, Staples, Inc., Tampa, FL, Oct. 19.
- Putchinski, L., Hamann, K. & Hirumi, A. (2008). *Managing students online*. Invited panelist. University of Central Florida Winter Development Conference, Orlando, FL, Dec. 16<sup>th</sup>.

- Hirumi, A. (2007). *Instructional systems design: A systemic view of a systematic process*. Invited opening speaker. Joint meeting of Boeing systems engineers from across the United States responsible for training, Kennedy Space Center, FL., Nov. 13<sup>th</sup>.
- Hirumi, A. (2006). *Integrating fundamental instructional design tasks with game development processes to optimize game-based learning*. Concurrent session at the 3<sup>rd</sup> Annual e-Learning Expo sponsored by the Pittsburgh Chapter of ASTD and Regional Learning Alliance at Cranberry Woods, Cranberry Township, PA.
- Hirumi, A. (2003). *In search of quality: An analysis of educational guidelines and industry specifications*. Concurrent session presented at the annual Texas Distance Learning Association conference, Austin, TX.
- Hirumi, A. & Pettit, A. (2003). *Get a life: Tactics for reducing time online*. Concurrent session presented at the annual Texas Distance Learning Association conference, Austin, TX.
- Hirumi, A. (2002). *Emerging technologies for the 21<sup>st</sup> century: Meeting the needs of students and student support staff*. Concurrent session presented at the annual Texas Association of College and University Student Personnel Administrators summer conference, Houston, TX.
- Hirumi, A. (2002). *Analyzing, designing and sequencing elearning interactions*. Concurrent session presented at the annual Texas Distance Learning Association conference, Dallas, TX.
- Hirumi, A., Nawrot, A., and Ferris, C. (2002). *Innovations in design*. Concurrent session presented at the annual Texas Distance Learning Association conference, Dallas, TX.
- Hirumi, A., Holland, C., and Nawrot, A. (2002). *eLearning Central: A repository of elearning resources*. Concurrent session presented at the annual Texas Distance Learning Association conference, Dallas, TX.
- Hirumi, A. (2001). *How to design and sequence eLearning interactions: A grounded approach*. Concurrent session presented at the annual Texas Distance Learning Association conference, Houston, TX.
- Hirumi, A., Hill, N., Williams, R., Joyce, B. & Martinez, C. (2001). *Facilitating the development of eLearning through a support site*. Concurrent session presented at the annual Texas Distance Learning Association conference, Houston, TX.
- Hirumi, A., Willis, J., Mahoney, S., Gause, C., & Frey, J. (2001). *Online TEKS Training: Educating Texas Teachers on the TA of TEKS*. Concurrent session presented at the annual Texas Distance Learning Association conference, Houston, TX.

- Hirumi, A., Arneson, W. & Chandler, K. (2001). *Training faculty on the systematic design of eLearning*. Concurrent session presented at the annual Texas Distance Learning Association conference, Houston, TX.
- Holland, C. & Hirumi, A. (2001). *eLearning Central: A repository for information, training and support on eLearning*. Concurrent session presented at the annual Texas Distance Learning Association conference, Houston, TX.
- Freeman, V., Zundel, B., Singleton, C., Joyce, B., Hirumi, A. (2001). *Leadership & collaboration in the development of an on-line degree program*. Concurrent session presented at the annual Texas Distance Learning Association conference, Houston, TX.
- Hirumi, A. (2001). *The Systematic Design of Instruction Online*. Online distance education shootout presented at the annual Texas Distance Learning Association conference, Houston, TX.
- Hirumi, A. (2001). *Interactive Distance Learning Online*. Online distance education shootout presented at the annual Texas Distance Learning Association conference, Houston, TX.
- Hirumi, A. (2000, May). *Interactivity as a Framework for Web-Course Design*. Workshop presented for the University of Houston–System CampusNet Online Workshop, Houston, TX.
- Hirumi, A. & Driskell, T. (2000, February). *The Systematic Design of an On-Line TEKS Certificate Program*. Concurrent session held at the annual Texas Computer Education Association conference, Austin, TX.
- Hirumi, A. (1996). *The Application of Telecommunication Technologies for Accountants*, Invited guest speaker, 22nd Annual Accounting Educators Seminar, Houston, TX.
- Hirumi, A. (1996, February). *Student-Centered, Technology-Rich Learning Environments (SCenTRLE): Operationalizing constructivist approaches to teaching and learning*. Awarded People's Choice for the Most Outstanding Presentation given at the Annual ENRON Teaching Excellence Symposium, Houston, TX.
- Hirumi, A. (1995, November). *A cognitive-constructivist approach to integrating computer technology with teacher education*. Concurrent session presentation given at the First Florida State University Instructional Systems Academic Forum and Reunion.
- Hirumi, A. (1995, July). *The design of student-centered, technology-based learning environments*. Presentation given at the 9th annual Phi Delta Kappa Research into Practice conference, Houston, TX.
- Gotcher, L., Hirumi, A. & Bermudez, A. (1995, July). *Strategies for using Internet resources for distance education*. Awarded Outstanding Practitioner for presentation given at the 9th annual Phi Delta Kappa Research into Practice conference, Houston, TX.



- Benson, A., Buckley, B. & Hirumi, A. (1995, July). *Connecting the Internet to student-centered learning*. Presentation given at the 9th annual Phi Delta Kappa Research into Practice conference, Houston, TX.
- Jackson, F. & Hirumi, A. (1995, July). *What administrators need to know about computer technology using TENET*. Awarded Outstanding Graduate Student Research Paper presented at the 9th annual Phi Delta Kappa Research into Practice conference, Houston, TX.
- Hirumi, A. (1994, October). *Factors influencing the integration of computer technology with teacher education*. Concurrent session at the Joint Conference on Teacher Education, Austin, TX.
- Grau, I. & Hirumi, A. (1994, July). *What every teacher should know and be able to do with computer technology: Implications for pre-service and in-service teacher education*. Awarded Outstanding Graduate Student Research Paper presented at the 8th Annual Phi Delta Kappa Research Into Practice Conference, Houston, TX.
- Harmon, S. & Hirumi, A. (1994, July). *A systemic model for infusing technology into teacher education: Research on the TEA<sup>3</sup>M Collaborative*. Paper presented at the Eighth Annual Phi Delta Kappa Research Into Practice Conference, Houston, TX.
- Desrosiers, S., Hirumi, A., & Palumbo, D. (1994, July). *IDF: A framework for developing interactive databases with Hypercard*. Paper presented at the Eighth Annual Phi Delta Kappa Research Into Practice Conference, Houston, TX.
- Hirumi, A. (1994, June). *Systemic integration of computer technology with pre-service teacher education*. Paper presented at the Collaboration: The Key to Student Learning Conference, Houston, TX.
- Hirumi, A., & Grau, I. (1994, June). *What teachers should know and be able to do with computer technology: A review of current literature*. Paper presented at the Collaboration: The Key to Student Learning Conference, Houston, TX.
- Hirumi, A., Stailey, J., Wilson, S., & Schaper, L. (1994, April). *A system for integrating computer technology with teacher education*. Paper presented at the Annual Convention of the Texas Center for Educational Technology, Dallas, TX.
- Harmon, S., & Hirumi, A. (1994, April). *Instructional Technology as a Systemwide Process for Innovation*. Paper presented at the Annual ENRON Teaching Excellence Symposium, Houston, TX.
- Hirumi, A. (1992, September). *Student and family service subsystem description and design approach*. Paper presented at the Florida Association for Student Service Administrators conference, St. Petersburg, FL.

Hirumi, A., & Gaede, O. (1992, September). *Automating student and family services*. Roundtable session held at the Florida Association for Student Service Administrators conference, St. Petersburg, FL.

Hirumi, A. (1991, September). *The design and implementation of student and family services for the year 2000*. Concurrent session conducted at the Florida Association for Student Service Administrators conference, ST. Petersburg, FL.

Hirumi, A. (1991, July). *Schoolyear 2000: A technology-based model of schooling*. Presentation made at the meeting of Florida's Council for Student Services, Orlando, FL.

Hirumi, A. (1988, May). Using hypercard as a research tool. In B. Dodge (Chair). *HyperCard Programs at SDSU*. Symposium conducted at the Computer-Using Educators conference, San Diego, CA.

### ***Non-Refereed Journals, Technical Reports, ERIC Documents & Other Media***

Hirumi, A. (2011). Interview by Michael F. Shaughnessy & Susan M. Fulgham. Q & A with Ed. Tech Leaders: Interview with Atsusi Hirumi. *Educational Technology*. *LI*(4), 47-52.

Hirumi, A. (2010). Interview by Shervin Ostadzadeh. Playing in School. "Donya e Bazi" [the first official Iranian game magazine], (99), 44-45.

Hirumi, A. (2009). Trends and Issues for Facilitating Blended Learning at USAICoE (Technical Report). Fort Huachucha, AZ: United States Army Intelligence Center of Excellence, Training Development and Support.

Hirumi, A., Bradford, G., Aktinson, R., Reese, A., & Cydrus, W. (2009). Guidelines and Procedures for Formulating Face-to-Face (F2F) and Distributed Learning (dL) Nominations for US Army Military Intelligence Training. (Technical Report). Fort Huachucha, AZ: United States Army Intelligence Center of Excellence, Training Development and Support.

Hirumi, A., Miller, C., Hooper, S., Choi, I., Lee, K., Brush, T., Saye, J., Doering, A., Reese, D. & Kim, Y. (2008). Innovative Training and Educational Programs Showcased at the 2007 AECT Conference. *Tech Trends*, *52*(1), 34-38.

Kebritchi, M., Hirumi, A. & Bai, H. (2008). *The effects of modern math computer games on learners' math achievement and math course motivation in a public high school setting* (Technical Report). Orlando, FL: Instructional Technology Department, College of Education, University of Central Florida.

Hirumi, A. (2003). A New System for e-Learning (white paper). Columbus, OH: Electronic Classroom of Tomorrow.

- Hirumi, A., & Ley, K. (2000, April). Design and sequence your way to interactive WBT: An instructional design methodology for building interactivity into WBT. *Learning Circuits*. Retrieved April 3, 2000 from the World Wide Web: <http://www.learningcircuits.org/>
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### ***Funded Research and Development Initiatives***

*Principal Investigator*  
*Institute for Advanced Online Studies*  
*University of Central Florida*  
*Spring 2004-Present*

Principal Investigator and Director for the Institute for Advanced Online Studies. To date, I have secured over \$500,000 to establish the research and development (R&D) laboratory, facilitate R&D, and support graduate assistants at UCF. The Institute's mission is to optimize human performance through research and the development of alternative e-learning environments. I am directing teams of graduate students, faculty and staff from across disciplines to design instructional games for K12, higher education, business and industry settings, and to conduct research on the effects of totally online and hybrid instruction on human learning and performance. Current research examines the neuro-biological foundations of learning and applies related findings to guide the design of instructional games and explain game-based learning.

*Principal Investigator**The Effects on Modern Math Videogames on Student Achievement and Motivation**University of Central Florida**Spring 2007-Fall 2008*

Principal Investigator for two experimental and one quasi experimental study examining the effects of two single player and four multi-player pre-algebra and algebra videogames on middle school and high school math achievement and math class motivation. Secured over \$60,000 of gifts to support the research study that is being conducted in three middle schools and one high school in Central Florida. As PI, I am responsible for coordinating (a) a team of faculty and graduate students to gather and analyze data and report findings, (b) efforts with administrators, teachers and staff at participating schools, (c) efforts with school district administrators and staff, (d) efforts with game publishers, and (e) ensuring all university and public school requirements for such studies are being met. All data has been gathered and are in process of being analyzed. Initial results from the participating high school have been published as a technical report (See Technical Reports).

*Principal Investigator & Coordinator**Web-Based Instructional Technology Certificate and Degree Program**University of Houston–Clear Lake**January 1999-2002*

Principal Investigator and Coordinator for the systematic design of web-based certificate and degree programs in Instructional Technology. Initiative includes \$120,000 of preliminary funding, plus access to university resources. Primary responsibilities include: writing proposals and status reports; obtaining and allocating required resources; preparing, articulating and implementing systematic design process; coordinating the development of the web-based courses; designing and developing courses; working with faculty and program staff to establish program wide design standards and educational philosophy statement; marketing program and preparing marketing materials; working with university administration on articulation agreements, related policies, and addressing distance education support and logistical issues.

*Project Leadership Team Member & Lead Instructional Designer**Web Based Clinical Laboratory Science (WebCLS)**Collaborative Grant Project**January 1999-2002*

Project leadership team member and lead instructional designer for the development of a web-based undergraduate degree program for medical technologists. Project includes \$1.16 million funding over three years from FIPSIE. Primary responsibilities include: assisting in the writing of the grant proposal; preparing, articulating and managing systematic design process; leading project leadership team and instructors from seven institutions through the analysis and design process; developing and maintaining web-based project support site; working with faculty and program staff to establish program wide design standards and working with participants on articulation agreements, related policies, and addressing logistical issues.



*Principal Investigator*

*The Effects of e-Learning Interactions on Student and Instructor Attitudes and Performance*  
*University of Houston–Clear Lake*  
*October, 2002-May 2003*

Principal Investigator for research study examining the effects of planned e-learning interactions on student and instructor attitudes and performance. For this study, I: wrote an internal grant proposal and was awarded \$5,170 to hire graduate assistants and to generate materials; coordinated four graduate research assistants; created a Web site to facilitate collaboration; and designed the study.

*Principal Investigator*

*Advancing Student Learning through the Systematic Design and Continuous Improvement of a Program-Wide Electronic Portfolio Assessment System*  
*University of Houston-Clear Lake*  
*November, 1999 – 2002*

Principal Investigator for the development of a program-wide electronic portfolio assessment system for the instructional technology graduate degree program. Project includes \$6,000 of internal funding, and over \$10,000 of funds provided by the School of Education and the UHCL. Responsible for: writing the grant proposal; budgeting, obtaining and allocating resources; coordinating faculty and project staff; supervising related data collection; revising program standards; developing guidelines and training materials; working with administration and staff to implement system; coordinating pilot testing of portfolio assessment system.

*Principal Investigator & Director*

*Center for Distributed Information, Support and Training for Education at a Distance (DISTED)*  
*University of Houston-Clear Lake*  
*September, 1997 – January 1999*

Principal Investigator and Director for the development of a networked-based, electronic performance support system designed to train and empower educators on the systematic design and delivery of interactive distance education. Project includes \$25,000 of external funding, and over \$50,000 of resources provided by the School of Education and the University of Houston--Clear Lake. Responsible for: budgeting, obtaining and allocating resources; managing a team of ten program developers; coordinating project activities; designing program architecture; developing user interface; designing instructional materials; and conducting formative evaluations.

*Coordinator for Interactive Distance Education Training  
University of Houston-Clear Lake  
January, 1996 – January, 1998*

Developed and coordinated university-wide effort to train and empower faculty on the design and delivery of interactive distance learning programs. Responsible for: the design, development and delivery of all training materials; working with 15 university faculty to transform coursework from traditional classroom instruction to interactive distance learning programs; directing and managing seven staff members; identifying, acquiring, and allocating course development resources. Currently developing the Center for Distributed Information, Support and Training of Education at a Distance (DISTED); a world-wide-web site designed to provide just-in-time training, information and support for potential and practicing distance educators.

*Co-Principal Investigator & Director of Technology  
Center for Professional Development and Technology  
University of Houston-Clear Lake  
Aug. 1993 – January 1998*

Co-Principal Investigator and Director of Technology for a \$1,570,000 grant to develop a new Center for Professional Development and Technology at the University of Houston–Clear Lake. Responsible for: strategic planning, administration, budgeting, and the allocation of technology related resources; designing and implementing a system for training pre- and in-service educators and university faculty on the use and integration of technology; conducting technology needs assessment; establishing local area and wide area electronic networks; designing and implementing workshops on the use and integration of technology; creating a Teacher Technology Exploration Center (TTEC); directing four graduate assistants; and developing a distance learning program.

*Principal Investigator  
Direct High Speed Public School/University Connections  
University of Houston--Clear Lake  
December 1994-January 1997*

Principal Investigator for a \$60,000 grant funded by IBM's Total Quality Management Award and the Texas Higher Education Network (THEnet). The grant provided the hardware and software necessary to establish the University of Houston--Clear Lake as the primary THEnet/Internet provider for the South Houston Community. As PI, I was responsible for writing the grant and establishing the necessary partnerships.

*Co-Principal Investigator  
High Technology Classroom of the Future  
University of Houston-Clear Lake  
Dec. 1993 – January 1995*

Co-Principal Investigator of a \$45,000 grant to create a high technology classroom at the University of Houston– Clear Lake, designed to: (a) teach and facilitate the use of new, technology-based instructional techniques; (2) improve quality processes by facilitating collaborative work and group decision making; and (3) support the university's goal of becoming a national and international leader in higher education. Primary responsibilities include purchasing and budget allocations; conducting technology needs assessment; and designing and delivering workshops and instructional modules.

*Principal Investigator  
The Assessment of Learning at UHCL II  
University of Houston-Clear Lake  
Dec. 1995-January 1997*

Principal Investigator for a \$10,000 grant to support travel, materials and consultants for a university-wide task force on learning assessment. The task force is charged with developing a strategic plan for integrating assessment across the university. It will also compile an inventory of current assessment practices at UHCL; best practices at similar institutions; and recommend data sets that are needed to support institutional assessment.

*Co-Principal Investigator  
The Assessment of Learning at UHCL  
University of Houston-Clear Lake  
Dec. 1993 - 1994*

Co-principal investigator of a \$11,500 grant to examine the use and integration of Performance Assessments at the University of Houston-Clear Lake. Member of a four-person team responsible for collecting and reviewing existing methods for assessing learning in higher education; directing graduate student in the creation of a resource library; evaluating and offering the suitable methods to UHCL faculty and shared governance committees in workshops and consultations.

***Unfunded Research and Development Initiatives****Principal Investigator*

*Integrating Nutrition and Physical Education with Exergaming to Prevent Childhood Obesity  
Agriculture and Food Research Initiative (AFRI) competitive grants program  
Submitted Spring 2011 (Unfunded)*

Principal Investigator (PI) for five year, \$2.5 million grant proposal submitted to AFRI competitive grants program, Spring 2011, to develop and evaluate the effects of an innovative exergame on child health and behavior. As the PI, I led efforts to bring together participants from the College of Education, College of Engineering, School of Medicine, and the Florida Interactive Entertainment Academy at UCF along with Orlando All Star After School Program, Hebni Nutrition Consultants, and eXtensions to prepare and submit the grant proposal.

*Principal Investigator*

*Integrating Nutrition and Physical Education with Exergaming to Prevent Childhood Obesity  
National Institute for Health (NIH) Exploratory Developmental Research Grant Program  
Submitted Spring 2011 (Unfunded)*

Principal Investigator (PI) for two year, \$275,000 grant proposal submitted to National Institute for Child, Health and Human Development (NICHD) Spring 2011 to gather baseline data and generate a photo-type of the proposed exergame as a proof of concept. As the PI, I led efforts to bring together participants from the College of Education, College of Engineering, School of Medicine, and the Florida Interactive Entertainment Academy at UCF along with Orange County School District, Orange County Community Centers, and Hebni Nutrition Consultants to prepare and submit the grant proposal.

*Co-Principal Investigator*

*Conventional Training Versus Game Based Training  
University of Central Florida  
STTR Proposal Submitted Spring 2006 (Unfunded)*

Co-Principal Investigator and lead UCF faculty member working with representatives from two companies (Technical Systems Integration, Inc. and Jardon and Howard Technologies, Inc.) and colleagues in the College of Education to prepare and submit a \$100,000 Phase I Small Business Technology Transfer (STTR) proposal to the Department of Defense (Topic Number N06-T006). Primary contributions include: (a) meeting with representatives from two companies to plan and prepare response to RFP; (b) meeting with local representatives from DoD to gather information about the initiative, and (c) writing the research section of the proposal.

*Co-Principal Investigator  
Army Training for TRADOC Centers and Schools  
University of Central Florida  
SBIR Proposal Submitted Spring 2004 (Unfunded)*

Member of primary writing team and UCF lead representative for a five year, \$10 million proposal to the \$500,000,000.00 TRADOC Omnibus Grant Program to, “design and deliver education-training products for TRADOC Centers and Schools and other Army Agencies.” Led efforts at UCF to formulate UCF team (including faculty and staff in the College of Arts and Science, the College of Engineering and Computer Science, Course Development and Web Services, the Institute for Simulation and Training, the Team Performance Laboratory, the Center for Research on Electronic Arts, Technology and Entertainment, and the College of Education), gather and organize information, meet with representatives from collaborating partners, and prepare two areas of final proposal.

***Professional Consultation***

*Instructional Design Consultant  
Ascent Learning and ExamFX  
Leawood, Kansas  
October 2012-Present*

Instructional Design (ID) Consultant for Ascend Learning and ExamFX; two interrelated companies preparing individuals for work and certification in insurance, financial services, and healthcare industries. As the ID Consultant, I’ve been contracted to analyze existing online coursework, identify areas of improvement and prepare short and long-term recommendations for distinguishing the coursework offered by other companies.

*Instructional Design Consultant  
Museum of Science & Industry: Mission LEAP  
Tampa, FL  
August 2010-September 2011*

Instructional Design (ID) Consultant for \$1.36 million NASA funded project to create an innovative museum exhibit on space exploration. Using mixed reality and video game technology, the exhibit is designed to spark the imagination of the next generation of Science, Technology, Engineering, and Math (STEM) professionals and build their confidence and interest in pursuing space concepts and careers. As the ID Consultant, I led efforts to complete goal, subordinate skill, learner and context analyses. I also define objectives, specified assessment methods, and worked with the prime contractor to generate experiential learning plans and develop the exhibit.

*e-Learning Consultant*  
*United States Army Intelligence Center for Excellence*  
*Ft Huachuca, AZ*  
*March 2009-December 2009*

e-Learning Consultant for the analysis and design of blended training of Military Intelligence officers and soldiers at Ft. Huachuca, AZ. Led team of research assistants to define and refine guidelines for generating distributed learning (DL), residential (face-to-face), and blended (BL) course nominations, analyzing eleven courses applying the guidelines, documenting process, and preparing draft implementation and strategic plans for the DL division of the schoolhouse. Also briefed leadership at Ft. Huachuca, including the commanding officer, General Custer, and other top ranking officers, on the results of the analyses.

*Game Design Consultant*  
*360ed.com*  
*Orlando, FL*  
*August 2008-May 2009*

Worked with professional staff at 360ed.com to design, develop and test Conspiracy Code™, an immersive 3D multiplayer game that educates high school students on American History. . Specifically, I worked with the project team to: (a) posit the use of neuroscience research and brain-based learning principles to serve as the pedagogical foundations for the game, (b) formulate game design guidelines and identify specific game features based on brain-based learning principles, and (c) to design research studies examining the effects of the game on students' physiology.

*e-Learning Consultant*  
*Orange County Library System*  
*Orlando, FL*  
*January 2007-December 2009*

e-Learning Consultant for the analysis, design, development and evaluation of 3 hybrid training programs for library patrons: one on the professional uses of MS Word, another on getting a job, and the third on preparing candidates for the U.S. Naturalization interview and exam. Primary responsibilities include (a) analyzing and providing recommendations for the improvement of existing web-based training, (b) working with library staff and administration to establish instructional design infrastructure, (c) designing and delivering a series of workshops for library staff on instructional design (e.g., cognitive task analysis; generating, cluster and sequencing objectives; developing and aligning learner assessments; formatting e-learning and instructional strategies; conducting formative evaluations), and (d) planning and conducting formative and summative evaluations of web-based training.

*Learning Advisor**Tabula Digita**New York, NY**November 2006-December 2008*

Learning Advisor for the design and development of five 3D immersive educational games, including a single player pre-algebra and algebra game, two multi-player pre-algebra games, and one multi-player algebra game. Worked with subject matter experts, game developers, and math teachers to integrate pedagogy with games, as well as to generate teaching modules and related teacher resources. Also responsible for planning and conducting formative evaluations and extensive research studies with teachers and students from target population.

*Learning Consultant**MD Anderson Cancer Center**Houston, TX**January 2007-December 2007*

e-Learning Consultant for the analysis, design, development and evaluation of web-based training created for by MD Anderson for doctors, nurses and staff at the Cancer Center. Primary responsibilities include (a) analyzing and providing recommendations for the improvement of existing web-based training, (b) analyzing training requirements, and (c) developing and delivering a series of workshops for instructional design support staff.

*Game Design Consultant**Florida Interactive Entertainment Academy (FIEA)**Orlando, FL**August 2007-May 2008*

Worked with graduate students and faculty at FIEA to design, develop and test an immersive 3D multiplayer game titled Danger Zone that trains Navy personal on how to put out fires on Navy Ships. Specifically, I (a) recommended alternative instructional approaches, (b) helped establish and refine the pedagogical foundations for the game, and (c) provided input on the design and delivery of instructional events and content.

*Instructional Design Consultant**Digitec, Inc.**Orlando, FL**November 2005-December 2006*

Worked with Digitec management and clients to design two instructional games: (a) Dream Machine (designed to educate military personal and their families on how to manage finances), and (b) Marketing Live (designed to educate students on market segmentation). Worked with subject matter experts to complete task analysis and delineate learner assessment method, and with game developers to integrate learning goals and objectives, learner assessments, and grounded instructional strategy with instructional game design. Planning and implementing formative evaluations with experts and learners from target population.

*Instructional Design Consultant**Lockheed Martin-Florida Interactive Entertainment Academy**Orlando, FL**May 2006-December 2006*

Instructional Design Consultant for development of a prototype for an instructional (video) game (Danger Zone) on putting out fires on Navy ships. Working with subject matter experts and game developers to complete task analysis, delineate learner assessment methods, define and integrate learning goals and objectives, and apply grounded instructional strategies and events to optimize game-based learning.

*Instructional Design Consultant**Nova Law Center, Nova Southeastern University**Ft. Lauderdale, FL**April 2006-August 2006*

Instructional Design Consultant for Nova Law Center at Nova Southeastern University. Currently working on two initiatives: (a) conducting a needs assessment to improve the predictability of their online alternative admissions program, and (b) designing a system to develop, maintain, and continuously improve online graduate programs and coursework.

*e-Learning Advisor**Electronic Classrooms of Tomorrow (ECOT)**Columbus, Ohio**2002-2004*

e-Learning Advisor for statewide initiative to develop and continuously improve a charter K12 virtual school in Ohio. Primary responsibilities include the continuous improvement of the current system, as well as working with management to design and develop a new e-school system for K12 children. Primary areas of contribution include coordinating the Teacher Advisory Council, managing \$100,000 RFP and subsequent training development project, needs assessment and strategic planning, curriculum development, teacher training and professional development.

*Instructional Design Consultant**Centro Universitario de Ciencias Economico Administrativas (CUCEA)**Universidad de Guadalajara, Mexico**May 2003-Aug. 2005*

Instructional Design Consultant for new master's degree program in Learning Technology (Maestria en Tecnologias del Aprendizaje) at the largest public university in Guadalajara, Mexico. Primary responsibilities include: designing an online course on the systematic design of e-learning materials and delivering the course to students and faculty in the program so that they are able to guide the translation of and teach a Spanish versions of the course.



*Instructional Design Consultant  
Educational Technology Center  
Lamar University  
2002-2003*

Instructional Design Consultant for center created to help faculty develop and deliver technology-based instructional materials. Primary responsibilities include: designing and delivering workshops on the systematic design of Web courses; analyzing and providing recommendations on the design and delivery of Web courses; and assisting in the development of the professional development Web site.

*Instructional Design Consultant  
Developing e-High School for Cobb County Public Schools  
Cobb County Public School District  
2001-2002*

Instructional Design Consultant for district-wide effort to Web-base high school courses and programs. Primary responsibilities include: presenting workshops on the systematic design of Web-based courses; analyzing and providing recommendations on the design and delivery of Web courses; and assisting in the development of the distance learning website.

*Instructional Design Consultant  
UT TeleCampus  
University of Texas System  
2001-2002*

Instructional Design Consultant for University System wide effort to support the training, development and delivery of Web courses. Primary responsibilities include: presenting workshops on the systematic design of Web-based courses; analyzing and providing recommendations on the design and delivery of Web courses; providing recommendations for system operations, and assisting in the development of a Web course development support site.

*Instructional Design Consultant  
College of the Mainland  
2001-2002*

Instructional Design Consultant for community college efforts to support the training, development and delivery of Web courses. Primary responsibilities include: presenting workshops on the systematic design of e-learning courses and programs; analyzing and providing recommendations on the design and delivery of Web courses; establishing e-learning development support site, and providing recommendations for system policies, procedures and operations.

*Instructional Design Consultant  
SJCC Distance Education Program  
San Jacinto Community College  
2001-2002*

Instructional Design Consultant for community college efforts to support the training, development and delivery of Web courses. Primary responsibilities include: presenting workshops on the systematic design of Web-based courses; analyzing and providing recommendations on the design and delivery of Web courses; and providing recommendations for system operations.

*Instructional Design Consultant  
Delivery System for Distance Learning through Career and Technology Education Programs  
University of Houston  
September, 1999 – 2001*

Instructional Design Consultant for \$50,000 statewide grant to (a) research distance education delivery systems, (b) create a website for distance educators, and (c) design a model program for delivering distance education. Primary responsibilities include: working with the PI to examine current distance education delivery systems; assisting in the development of the distance learning website; creating a model for the design and delivery of model distance education programs for the State of Texas; and, designing a distance education course based on the model.

*Instructional Design Consultant  
IBM  
Armonk, N.Y.  
June 1989 - December 1989*

Consulted on two projects. Project 1: Assisted in the formative evaluation and subject matter expert review of design documents prepared by IBM for their course in instructional systems design. Specific areas of analyses included the instructional and motivational design of course materials. Project 2: Assisted in the front-end analysis of mid-level management course for IBM. Conducted literature review, interviews, and extant data analysis. Co-authored final report describing results of the analysis, issues for further analysis, and recommendations for course design and delivery.

### ***Honors and Awards***

- dL Maverick Award (2009). Awarded by the Army Training Support Center and the U.S. Army for visionary “Maverick” leadership in distance learning.
- Commitment to Excellent and Innovation (2003). Awarded by the Texas Distance Learning Association (TxDLA) for contributions to the field.
- Exemplary On-line Coursework (2002). Awarded by WebCT for the design and delivery of Web-based course (INST6437 Interactive Distance Learning). One of eight awardees from over 80 nominations received by WebCT from the U.S. and Canada.

- Exemplary On-line Coursework (2000), awarded by WebCT for the design and delivery of Web-based course (INST5333 Systematic Design of Technology Based Instruction). One of ten awardees from over 70 nominations received by WebCT from the U.S. and Canada.
- Nominated for the Piper Award (1999, 2001), by one or more students for excellence in teaching, University of Houston–Clear Lake, Houston, TX.
- 2nd Place Award of Excellence (1997), given for electronic performance support system that best represents and illustrates the principles of performance centered software design, 1997 EPSS Design Contest sponsored by epss.com, The Performance Support Group and The Performance Support 97 Conference.
- People’s Choice Award (1996), given for the most outstanding presentation at the Third Annual ENRON Symposium on Teaching Excellence, Houston, TX.
- Award for Innovation (1996), finalist at the Third Annual ENRON Symposium on Teaching Excellence, Houston, TX.
- Outstanding University Practitioner Award (1995), Phi Delta Kappa (Houston Chapter).
- University of Houston--Clear Lake Star Faculty Award (1995), for outstanding research, teaching and service, School of Education, University of Houston--Clear Lake.
- Gagne & Briggs Award for Outstanding Doctoral Student (1991), Department of Educational Research, Florida State University.
- Ruby Diamond Scholarship Award for Developing Scholars (1990), Department of Educational Research, Florida State University.
- Outstanding Young American (1990), Outstanding Young Men of America, Montgomery, Alabama.

## **PROFESSIONAL SERVICE**

### ***National & State***

- Consulting Editor (2012-Present). International Journal of Designs for Learning. Association for Educational Communications and Technology.
- Consulting Editor (2006-Present). Tech Trends. Springer Publishing.
- Consulting Editor (1997-Present). Educational Technology Research and Development, Springer Publishing.
- Associate Editor (1996-Present). Journal of Research on Computing in Education, International Society for Technology in Education.
- Executive Peer Reviewer (2010-Present). Journal of Educational Technology & Society. International Forum of Educational Technology & Society.
- Judge (2008). Serious Games Showcase & Challenge. I/ITSEC conference.
- D&D Division Showcase Coordinator (2007). Association for Educational Communication and Technology.
- Grant Proposal Reviewer (2007). Institute for Creative Technology grant program. U.S. Army RDECOM STTC.
- Elected Board Member (2006-2009). Design and Development Division. Association for Educational Communication and Technology.
- Proposal Reviewer (2004-Present). Design and Development Division. Association for Educational Communication and Technology.

- Invited Member (2001-2004). Texas IQ Project: Defining quality standards for online K12 coursework across the state of Texas.
- President (1997/98). CHANGE: Systemic Change in Education Division, Association for Educational Communication and Technology,
- President-Elect 1996/97). CHANGE: Systemic Change in Education Division, Association for Educational Communication and Technology,
- Secretary-Treasurer (1994/1995, 1995/96). CHANGE: Systemic Change in Education Division, Association for Educational Communication and Technology,
- Guest Editor (2002). Quaterly Review of Distance Education Volume 3, Number 2.
- Manuscript Reviewer (1994-1995). Research Section of *Educational Technology*,
- Program Planner (2001). Annual Conference for the Texas Distance Learning Association.
- Host Coordinator (1999). Annual Conference for the Association for Educational Communication and Technology.
- Member (1991). Planning Committee for the Professors of Instructional Design and Technology.
- Proposal Reviewer (2003). Annual Conference for the Texas Distance Learning Association (TxDLA).
- Proposal Reviewer (1994-2001). CHANGE: Systemic Change in Education Division, Association for Educational Communication and Technology.
- Proposal Reviewer (1994-2000). Instructional Technology SIG, American Educational Research Association.
- Proposal Reviewer (1994). Division of Teaching and Teacher Education, American Educational Research Association.
- Proposal Reviewer (1993). Instructional Technology SIG, American Educational Research Association.
- Proposal Reviewer (1993). Division of Instructional Development, Association for Educational Communication and Technology.

***Regional & Local***

- Member (2008-Present). Advisory Board. Tampa Museum of Science and Industry (MOSI).
- Member (Spring 2010-Present). Advisory Board. Napford Charter School. Orange County, Orlando, FL..
- Member (1997-2003). District Technology Advisory Council, Clear Creek Consolidated Independent School District, Houston, Texas.
- Member (1997-2003). District Technology Advisory Council, Deer Park Independent School District, Houston, Texas,
- Member (1996-2003). District Technology Steering Committee, La Marque Independent School District, Houston, Texas,.
- Member (1995-2003). Advisory Council, Region IV ESC, Houston, Texas.
- Chair (1994-1996). State-Wide Technology Subcommittee, Centers for Professional Development and Technology, Texas,
- Member (1991-1993). Interagency Workgroup for Full Service Schools,

***University Level Committees***

- Elected Chair (2010-2012): University Research Committee. University of Central Florida.
- Elected Member (2008-2010): College of Education representative to University Research Committee. University of Central Florida.
- Appointed Member (2004-2009): College of Education representative to University International Committee. University of Central Florida.
- Committee Member (2003-2005): University - Member of UCF Graduate Studies Fellowship Selection Committee. University of Central Florida.
- Elected School of Education Representative (2000-2002). Learning Resource Committee, University of Houston–Clear Lake.
- Member (1999-2002). Course Development Workgroup, University of Houston–Clear Lake.
- Member (1997-2002). Computer Services Committee, University of Houston–Clear Lake.
- Member (1999-2000). Academic Support Workgroup for Web-based Courses, University of Houston–Clear Lake.
- Member (1998-1999). Campus Technology Committee, University of Houston–Clear Lake.
- Chairperson (1997-1998). University-Wide Committee for Training and Instruction (Subcommittee of the Steering Committee for Campus Instructional Technology), University of Houston–Clear Lake.
- Member (1995-1999). University-Wide Task Force on Learning Assessment, University of Houston–Clear Lake.
- Appointed Member (1995-2001). University-Wide Steering Committee for Campus Instructional Technology, University of Houston–Clear Lake.
- Member (1994-2000). Systems Engineering Committee, University of Houston–Systems.

***College and Department Level Committees***

- Elected Member (2011-present). Graduate Curriculum Committee. College of Education. University of Central Florida.
- Appointed Member (2011-present). EdD Program Steering Committee. College of Education. University of Central Florida.
- Appointed Coordinator (Spr 2010-2012). Adult, Career and Higher Education and Training Program Area, Dept. of Education and Human Sciences, University of Central Florida.
- Elected Chair/Member (2009-2012). Instructional Resources Committee. College of Education. University of Central Florida.
- Elected Chair/Member (2006-2009). Faculty Council. College of Education. University of Central Florida.
- Appointed Member (2006). Unit Operations Task Force. College of Education. University of Central Florida.
- Appointed Member (2005-Present). Annual Review Procedures & Standards Committee. College of Education. University of Central Florida.
- Appointed Member (2005-Present). Strategic Plan Implementation Committee. College of Education. University of Central Florida.
- Elected Member (2003-Present). Advanced Graduate Admissions and Retention Committee. College of Education. University of Central Florida.

- Elected Member (2004-2006). Success to Significance Appraisal Group. College of Education. University of Central Florida.
- Elected Member (2005-2006). Faculty Council. College of Education. University of Central Florida.
- Appointed Member (2004-2005). Promotion and Tenure Guidelines Committee. Department of Educational Research, Technology & Leadership. University of Central Florida.
- Search Committee Member (2004). Member of committee to search for Chair. Department of Educational Research, Technology & Leadership. University of Central Florida.
- Ad Hoc Committee Member (2003). Member of Ad Hoc Budget Committee. College of Education. University of Central Florida.
- Chairperson (1999-2001). Academic Review Committee, School of Education, UHCL.
- Elected Member (1996-2000). School of Education Academic Review Committee, School of Education, UHCL.
- Member (1997-1999). Task Force on Teaching, School of Education, UHCL.
- Member (1995-1996). Nominations Committee, School of Education, UHCL.
- Member (1995-1996). Teacher Certification Committee, School of Education, UHCL.
- Program Coordinator (1996-2002). Instructional Technology, School of Education, UHCL.
- Search Committee Chair (1997/98, 1999/2000). Instructional Technology, School of Education, UHCL.
- Search Committee (1994/95, 1995/96, 2001/2002). Instructional Technology, School of Education, UHCL.
- Member (1994-1995). Instructional Technology Center Policy Committee, UHCL
- Chairperson (1990, 1991). Student Advisory Council, College of Education, FSU,
- President (1989-91). Student Advisory Council, Department of Educational Research, FSU,
- Student Representative (1991, 1992). Search Committee, Department of Educational Research, Florida State University.

### ***Professional Organizations and Affiliations***

Association for Educational Communication and Technology, 1988-Present

International Society for Technology in Education, 2008-Present

American Society for Training and Development, 1999-Present

International Society for Performance Improvement, 1999-Present

Texas Distance Learning Association, 2000-2004

American Association for Colleges of Teacher Education, 1995-2001

American Educational Research Association, 1990-2000

Association for the Development of Computer-Based Instructional Systems, 1990-1994