
Rose M. Baker

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Ph.D.
Instructional Systems
Pennsylvania State University
updated: February 2008

Objective

To continue to enhance my teaching, technology, analysis, management, and organizational development skills while contributing to the mission of the organization through a team effort.

Education

- May 2006* *Ph. D., Instructional Systems, Pennsylvania State University,*
Emphasis: Training, Technology, and Systems Design and Development
Thesis: A meta-analytic assessment of the use of rehearsal strategies in the Program of Systematic Evaluation
- August 1998* *M. Ed., Adult Education, Pennsylvania State University,*
Paper: Designing computer-based instruction for the user in the workplace: A critical review of literature
- May 1987* *B. A., Mathematics/ Chemistry, Washington and Jefferson College*

Certifications

- June 2004* *Project Management Professional, Project Management Institute*
- May 1987* *Instructional II, Pennsylvania Department of Education,*
Mathematics, Chemistry

Professional Experience

- November 2006 - present* *Program Manager, Economic and Workforce Analysis Initiative*
Assistant Professor of Education, Workforce Education and Development
Professional Associate Management Development Programs and Services
Penn State Outreach Office of Economic and Workforce Development, Learning and Performance Systems Department in the Penn State College of Education, Management Development Programs and Services, University Park, Pennsylvania
- Research management techniques and complete statistical applications for operations improvement
 - Perform economic analyses using a variety of structural economic models and statistical analysis tools
 - Benchmark organizational financial positions, training techniques, and employee demographics
 - Evaluate training outcomes through surveys, interviews, and return-on-investment analysis
 - Analyze training needs and perform job task analysis
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July 2001 -
October 2006

Project Manager

Instructional Designer

Faculty Member in Management Development Programs and Services

Management Development Programs and Services, University Park, Pennsylvania

- Managed design and development of electronic and print based instructional materials for \$14 million project
- Developing assessment tools for electronic and print based implementation
- Completed courses for Six Sigma Black Belt certification
- Certified as a Professional Project Manager (PMP) with the Project Management Institute
- Teach statistical applications for operational improvement

Feb 2001 -
August 2001

Web and Print Based Researcher

Instructional Designer

PricewaterhouseCoopers, Florham Park, New Jersey

April 1999 -
August 1999

- Employed Information Mapping for instructional materials
- Analyzed trends of major consulting firms for best practices and use of coaching in professional development
- Recommended consulting firms for outsourcing for the North American theater

August 2000 -
May 2001

Web-based Course Evaluator

Educational Technology Integration Program

World Campus, Pennsylvania State University, University Park, Pennsylvania

- Developed survey and interviewed students to assess the effectiveness and efficiency of the interaction within the online Educational Technology Integration Program courses
- Coordinated evaluation through survey research for the currently offered Educational Technology Integration Program courses

June 2000 -
June 2005

Instructional Designer

Instructor

Training and Educational Systems Associates, State College, Pennsylvania

- Designed, developed, and evaluated TI-85 Graphics Calculator Workshop Manual following analysis for General Motors Technical Education Program
- Instructed TI-85/TI-86 Graphics Calculator Workshop at General Motors Milford Proving Grounds for GM Technical Education Program, received excellent teaching evaluations
- Identified emerging trends and best practices for e-business

May 1999 -
Dec 2000

Teaching Assistant

Pennsylvania State University, University Park, Pennsylvania

- Instructed lessons within INSYS 413 (Text and Manual Design), INSYS 522 (Analyzing Learners and Outcomes) and INSYS 551 (Performance Technology)
- Presented research techniques within INSYS 545 (Research in Instructional Computing)

May 2000 -
June 2000

Continuing Education Instructor

University of Phoenix, Michigan Campus, Troy, Michigan

- Co-instructed Understanding and Optimizing Investment Choices to General Motors United Auto Workers, primary focused on appropriate use of calculators and computer research for investment information

January 2000 -
April 2000

Training, Technology and Systems Development Intern

General Motors University, Warren, Michigan

- Authored \$500,000 grant proposal to the National Science Foundation for support and research of development of Electronic Performance Support Systems at Penn State University and General Motors University
- Designed and developed prototype Electronic Performance Support System for Controls, Robotics and Welding product line
- Advised General Motors University Leadership Team on research for graphical layout and screen design for web based courses
- Received certification as a General Motors University Professional Instructor for Curriculum

August 1999 -
January 2000

World Campus Survey Research Assistant

Office of Marketing Research and Continuing and Distance Education,
Pennsylvania State University, University Park, Pennsylvania

- Assisted with the design, development, implementation, and distribution of marketing and evaluation online surveys for web-based World Campus (Distance Learning) Courses
- Analyzed and prepared reports of data received from the marketing and evaluation surveys for web-based World Campus Courses
- Utilized Level 2 and 3 questions within World Campus Surveys to infer amount of transfer of learning to the workplace environment
- Analyzed adoption and diffusion of various techniques for Distance Education and Learning Environments relative to Change Management models

May 1999 -
February 2002

Research Assistant

Pennsylvania State University, University Park, Pennsylvania

- Examined the Meta-Analytic Effects of Using Visualization in Instruction
- Awarded Pennsylvania Educational Research Association Distinguished Research Paper
- Presented research at national, regional and state conferences
- Published research in referred journal and conference proceedings

August 1988 -
May 1991

Continuing Education Instructor, Computer Literacy

Huntingdon County Career and Technology Center, Mill Creek, Pennsylvania

- Created an applied curriculum with direct transfer to actual business situations

August 1987 -
August 1999

*Mathematics, Chemistry, Computer Applications Teacher
Student Council Advisor*

Southern Huntingdon County School District, Three Springs, Pennsylvania

- Created aggressive curriculum for non-academic students, which influenced increased student achievement of SAT and Assessment Test scores resulting in receipt of \$92,000 in incentive grants
- Established partnerships with area businesses then designed a project-based mathematics curriculum for high school students to exceed the identified new-hire employment requirements
- Utilized the Internet, graphing calculators, spreadsheets and databases as instructional tools within a co-operative, team-oriented learning environment
- Analyzed prior strategic plan, performed needs analysis based on revised standards, and made curriculum design, development and implementation recommendations as a member of Strategic Planning Committee
- Supervised Student Forum team, designed web page and yearbook using digital camera images
- Managed multiple projects including the 1996 District VI Student Council Conference, fund raising activities, prom events, and Huntingdon County Teachers' In-Service Day

August 1985 -
May 1986

Chemistry Laboratory and Instrument Manager

Washington and Jefferson College, Washington, Pennsylvania

- Managed inventory for all chemistry laboratories
- Tested instruments for proper working procedures

August 1983 -
September 1993

Office, Sales and Marketing Manager, Accountant

Trew's Distributing, Waynesburg, Pennsylvania

- Managed all aspects of operating \$300,000 distribution business
- Coordinated accounting with a second businesses, Trew's Sports Shop, Bentleyville, Pennsylvania, and West Newton, Pennsylvania
- Researched Pennsylvania Liquor Control Board (PLCB) rules and regulations for changes

July 1983 -
July 1987

Evening Shift Supervisor, New Hire Trainer

The SpringHouse, Eighty Four, Pennsylvania

- Ensured all new hires were proficient in performing company operating procedures
- Supervised evening shift employees
- Verified procedures followed restaurant operation regulations

Publications

Books, Monographs, Book Chapters, and Contributions to Proceedings

Baker, R. M., and Passmore, D. L. (2005). Self-organizing social learning through the monastery gates. In V. Uskov (Ed.), *Web-based education*. Anaheim, CA: ACTA Press.

Passmore, D. L. and Baker, R. M. (2005). Sampling strategies and power analysis. In R. A. Swanson and E. Holten (Eds.), *Research in organizations: Foundations and methods of inquiry*. San Francisco: Berrett-Koehler.

Baker, R. M. and Passmore, D. L. (2005, February). Self-organizing social learning through the monastery gates. Paper at the 4th International Association of Science and Technology for Development International Conference on Web-Based Education, Grindelwald, Switzerland.

Dwyer, F. M. and Baker, R. M. (2000). A systemic meta-analytic assessment of the instructional effects of varied visuals on different types of educational objectives. *International Visual Literacy Association Conference Proceedings: IA*.

Baker, R. M. and Dwyer, F. M. (2000). A meta analysis assessment of the effect of visualized instruction. *Association for Educational Communications and Technology (AECT) Conference Proceedings: Long Beach, CA*

Refereed Journal Publications

R. Baker, D. Passmore, and E. Servan-Schreiber. Economic information markets. *Advances in Developing Human Resources*, in press.

Passmore, D. L., Cebeci, E., and Baker, R. (2005). Potential of idea future markets in educational technology. *Journal of Derivatives Markets*, 2(4), 56-66.

Passmore, D. L., Cebeci, E., and Baker, R. (2005). Market-based information for decision support in human resource development. *Human Resource Development Review*, 4(1), 33-48.

Baker, R.M. and Dwyer, F.M. (2005). A meta-analytic assessment of the effects of instructional strategies and individual differences in reducing achievement differences in between FI/FD learners. *International Journal of Instructional Media*, 32(1), 69-84.

Baker, R. M. and Dwyer, F. M. (2000). The meta-analytic effects of using visualization in instruction, *International Journal of Instructional Media*, 27(4), 417-426.

Non-refereed Publications and Reports

Baker, R. M., and Passmore, D.L. (January 2008). *Forecast of economic, population, and employment consequences of the Closing of the Willow Grove Naval Air Station Joint Reserve Base*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative. (available at <http://WillowGrove-BRAC.notlong.com>)

Baker, R. M., Loiacono, M., and Passmore, D.L. (January 2008). *Benchmarking the economic impact of construction of electric power transmission lines in selected eastern Pennsylvania counties*. University Park, Pennsylvania: Workforce Education and Development Initiative.

Baker, R. M., Passmore, D.L., and Ward, S. (November 2007). *Performance assessment of frontline workers and managers of Femco Machine*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative.

With R.M. Baker and S. Ward. (October 2007). *Education and training opportunities in the finance and insurance sector in northeast Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative.

Baker, R. M., and Passmore, D.L. (July 2005). *Current and anticipated labor market for long-term care in Bucks and Montgomery counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative. (available at <http://PA-LTCJobs.notlong.com>)

Baker, R. M., Passmore, D.L., and Ward, S. (September 2007). *Performance assessments for direct care workers and managers*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September, 2007.

Baker, R. M., and Passmore, D.L. (July 2005). *Forecast of employment and job openings in Pennsylvania plastics manufacturing, 2004-2017*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 2007. (available at <http://PaPlasticsJobs.notlong.com>)

Baker, R. M., Donahue, W.E., and Passmore, D.L. (September 2006). *Client reports of the impact of customized contract training, 2002-2006*. University Park, Pennsylvania: The Pennsylvania State University, Penn State Outreach, Management Development Programs and Services.

Baker, R. M., and Passmore, D.L. (July 2005). *Industry cluster analysis and forecasting*. University Park, Pennsylvania: The Pennsylvania State University, Penn State Outreach, Management Development Programs and Services.

Baker, R. M., and Passmore, D.L. (July 2005). *A précis for industry cluster analysis and forecasting: Technical summary and capabilities*. University Park, Pennsylvania: The Pennsylvania State University, Penn State Outreach, Management Development Programs and Services.

Baker, R. M. (2000). Internship at General Motors. *Instructional Systems Program, Fall 2000 Newsletter*.

Baker, R. M. (1999). Using graphing calculators to facilitate mastery of complex algebraic concepts. *Tech Times*, Spring Issue, 12-14.

Economic and Workforce Brief Series

The *Economic and Workforce Brief* is a product developed for Penn State's Workforce Education and Development Initiative to provide workforce planners, educators, and journalists a quick-response report that describes the macroeconomic effect of a change in industry employment (e.g., plant closing or opening or a natural disaster) on total county jobs, employee compensation, and local property taxes (see <http://PSUBrief.notlong.com/>).

Baker, R.M., and Passmore, D.L. *The role of the nonferrous foundry and forging industry in the economy of Centre County, Pennsylvania*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 2 February 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of hospitals in the economy of Butler County, Pennsylvania*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 11 January 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of electronic and appliance stores in the economy of Centre County, Pennsylvania*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 11 January 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Potential role of basic organic chemical manufacturing in the economy of Clearfield County*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 11 January 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of pump and pumping equipment manufacturing in the economy of Allegheny and Westmoreland Counties*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 9 January 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of airports in the economy of Allegheny County*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 9 January 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of retail trade in the economy of Carbon and Northampton Counties*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 9 January 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of gas and oil operations in the economy of Elk, Forest, McKean, and Warren Counties*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 7 January 2008.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of monetary authorities and depository credit intermediation in the economy of Lancaster County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, 12 November 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of miscellaneous ambulatory health care services in the economy of Bedford County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, 2 November 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of wholesale trade in the economy of Franklin (PA) and Washington (MD) counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, 2 November 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of biotechnology and pharmaceuticals in the economy of Bucks and Montgomery counties*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 31 October 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of gas and oil extraction and refining in the economy of McKean County*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 31 October 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of business support services in the economy of Blair and Cambria counties*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 31 October 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of wood products in the economy of Adams, Dauphin, and York counties*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 31 October 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of plastics plumbing fixture and miscellaneous plastics products manufacturing in the economy of Adams and York counties*. University Park, Pennsylvania: Penn State Workforce Education and Development Initiative, 31 October 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of credit and lending services in the economy of northeast Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of securities, commodities contracts, and investments in the economy of northeast Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of insurance carriers in the economy of northeast Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of insurance agencies and brokerages in the economy of northeast Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of funds and trusts in the economy of northeast Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of central banking functions in the economy of northeast Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of coal mining in the economy of Allegheny and Washington counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of power generation and supply in the economy of Bucks County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 3, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of spectator sports in the economy of Allegheny County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, October 2, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of hardware manufacturing in the economy of Lackawanna and Luzerne counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 28, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of wholesale trade in the economy of Lackawanna and Luzerne counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 28, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *The role of chemical manufacturing on Philadelphia County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 19, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *The role of glass and glass products manufacturing in the economy of Blair County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 19, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of warehousing and storage in the economy of Lehigh and Northampton counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 19, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of recreation and fitness centers in the economy of Lancaster County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 18, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of retail trade in the economy of Lancaster County*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 18, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *Role of retail trade in the economy of Lehigh and Northampton counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 18, 2007.

Baker, R.M., Loiacono, M., and Passmore, D. *The role of frozen food manufacturing in the economy of Lehigh and Northampton counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, September 4, 2007.

Baker, R.M., and Passmore, D. *Role of motor vehicle parts manufacturing in Bedford, Blair, and Huntingdon counties, Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, August 9, 2007.

Baker, R.M., and Passmore, D. *Role of federal military spending in the economy of South Central Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, July 27, 2007.

Baker, R.M., and Passmore, D. *Role of scientific research and development services in the economy of Armstrong, Butler, and Indiana Counties*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, July 27, 2007.

Baker, R.M., and Passmore, D. *Role of business support services in the economy of Potter County, Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, July 20, 2007.

Baker, R.M., and Passmore, D. *Role of federal military spending in the economy of south central Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, July 19, 2007.

Baker, R.M., and Passmore, D. *Role of electronic connector manufacturing in the economy of Adams, Dauphin, and York Counties, Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, June 29, 2007. (see <http://electconnect.notlong.com> for Penn State Live news release)

Baker, R.M., and Passmore, D. *Role of audio and video equipment manufacturing in the economy of Dauphin County, Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, March 23, 2007.

Baker, R.M., and Passmore, D. *Role of confectionery manufacturing in the economy of Dauphin County, Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, February 16, 2007. (see <http://hersheyjobloss.notlong.com> for Penn State Live news release)

Baker, R.M., and Passmore, D. *Role of Osram Sylvania in the economy of Elk County, Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, February 9, 2007.

Baker, R.M., and Passmore, D. *Role of freightcar manufacturing in the economy of Cambria County, Pennsylvania*. University Park, Pennsylvania: Penn State University, Workforce Education and Development Initiative, January 24, 2007 (reported by Piatek, S. Freightcar exit would cost entire region. *The Tribute-Democrat*, January 24, 2007, p. A1.)

Presentations

By Invitation

- September 2007* With D. Passmore. Analysis of regional economic and workforce development opportunities
Northeast Region Outreach Council, Wilkes Barre, Pennsylvania
- June 2007* With D. Passmore. Workforce data: Its meaning and use
Tri-County Workforce Investment Board, Kittanning, Pennsylvania
- November 2006* With D. Passmore and J. Jamrog. Information futures markets for human resource planning and
management
The 2006 CEO's Conference on Human Resources Metrics and Analytics, "Measuring Your Talent
and Organization: Beyond the Basics," sponsored by the Marshall School of Business, University of
Southern California, Los Angeles, California
- November 2006* With D. Passmore. Applications of stock markets for information in instruction
Innovators' Speakers Series sponsored by Educational Technology Services, Teaching and Learning
with Technology, Penn State University, University Park, Pennsylvania
- October 2006* With D. Passmore. Financial forecasting of benefits of training and development
Volunteer Hospital Association, State College, Pennsylvania
- September 2006* With D. Passmore. Information markets: Exciting new possibilities for organization strategy
through future forecasting
Rocky Mountain Human Resource Planning Society, Denver, Colorado
- June 2006* With D. Passmore. Forecasting return on investment for continuing education services and
programs
Continuing Education Professional Development Conference, University Park, Pennsylvania
- June 2006* With D. Passmore. Research and analysis of local economies
Moving a Demand-Driven Innovation System Forward through Industry Partnerships: A Symposium
for Planners in Workforce Development, Education, and Economic Development, University Park,
Pennsylvania
- June 2006* With D. Passmore. Potential uses of economic markets for aggregating and diffusing information
about patient-focused care
Patient-Focused Care Symposium sponsored by the AMD3 Research and Education Foundation and
the University of Pittsburgh Medical Center at Magee Women's Hospital, Pittsburgh, Pennsylvania
- April 2006* With D. Passmore. A tool for identifying training needs
WEDnetPA Training and Development Conference, Williamsport, Pennsylvania
- April 2006* With D. Passmore. The power of information markets
"Thought Leaders Breakfast" at the 2006 Global Conference of the Human Resource Planning
Society, Tucson, Arizona
- April 2006* With D. Passmore. Wikis in instruction
Penn State Symposium for Teaching and Learning with Technology: A Symposium of Faculty
Excellence, University Park, Pennsylvania
- April 2006* Web logs and Other Technology Tools for Educators
Huntingdon County School Districts' Teacher In-Service, Huntingdon, Pennsylvania
- February 2006* With D. Passmore. A market for HR ideas: An invitation to put your assets where your thoughts are
34th Annual Human Resource Institute Issue Management Conference, St. Pete Beach, Florida,
(see <http://www.personal.psu.edu/dlp/hrinstfl/>)
- November 2005* With D. Passmore. Self-organizing e-learning opportunities
Faculty Development Seminar for Penn State Online, University Park, Pennsylvania

- November 2005* With D. Passmore. Employment in Pennsylvania health care and service occupations conditional on two national health care spending scenarios: A structural economic simulation
REMI Seminar on Economic Modeling and Policy Analysis, Harrisburg, Pennsylvania
- October 2005* With D. Passmore. Playing the market in human resource futures
HR Futures Symposium sponsored by Nike and HRInstitute, Nike World Headquarters, Beaverton, Oregon
- April 2005* When will we use this: Business applications of concepts in education
Huntingdon County School Districts' Teacher In-Service, Alexandria, Pennsylvania
- March 2005* Nine steps to making an ethical decisions
Juniata College, Huntingdon, Pennsylvania
- April 2004* Using web-based space information in science and math
Huntingdon County School Districts' Teacher In-Service, Mt. Union, Pennsylvania
- February 2004* Using style guides to increase customer service
TLC Outreach conference, University Park, Pennsylvania
- April 2003* Using technology in science and applied math
Huntingdon County School Districts' Teacher In-Service, Three Springs, Pennsylvania
- April 2002* Using graphing calculators in the classroom
Huntingdon County School Districts' Teacher In-Service, Huntingdon, Pennsylvania
- April 2000* The Factory Floor Assistant: An EPSS Performance Solution
General Motors University, to Web-Based Instruction Design Team and to General Motors University Leadership Team, Warren, Michigan
- April 1999* Performance assessment and virtual tour of Interforest, Inc.
Huntingdon County School Districts' Teacher In-Service, Three Springs, Pennsylvania

At International and National Meetings

- October 2007* With D. Passmore. Tossing the cap: Electrical rate changes in Pennsylvania starting in 2010
Presentation at 2007 Annual Regional Economic Modeling Users Conference, "Regional Economies: the Building Block of the Global Community," La Jolla, California
- February 2005* With D. Passmore. Self-organizing social learning through the monastery gates
International Association of Science and Technology for Development International Conference on Web-Based Education, Grindelwald, Switzerland
- November 2003* Integrating instructional design and project management
October 2003 Association for Educational Communications and Technology (AECT), Anaheim, California
Pennsylvania Association for Educational Communications and Technology (PAECT), Hershey, Pennsylvania
- October 2002* With F. Dwyer. Relative effectiveness of individual differences in reducing achievement differences between FI/FD learners: A meta-analytic assessment
Association for Educational Communications and Technology (AECT), Dallas, Texas
- November 2000* Using EPSS to support decisions for performance choices
October 2000 Association for Educational Communications and Technology (AECT), Denver, Colorado
Pennsylvania Association for Educational Communications and Technology (PAECT), Hershey, Pennsylvania
- October 2000* With F. Dwyer. A systemic meta-analytic assessment of the instructional effects of varied visuals on different types of educational objectives
International Visual Literacy Association (IVLA) Conference, Iowa

- February 2000* With F. Dwyer. A meta analysis assessment of the effect of visualized instruction
Association for Educational Communications and Technology (AECT), Long Beach, California
- November 1999*
April 2000 With F. Dwyer. The effects of varied types of instructional illustrations in facilitating student
achievement of different educational objectives: A meta-analytic assessment
Pennsylvania Educational Research Association (PERA), Hershey, Pennsylvania and American
Educational Research Association (AERA), New Orleans, Louisiana as the Pennsylvania Educational
Research Association Distinguished Research Paper

At Regional Meetings

- November 2007* With D. Passmore. Working close apart: Web 2.0 tools for collaboration and cooperation
Presented at Living the Vision of a Student-Centered University Conference, University Park,
Pennsylvania
- November 2007* With R.M. Baker, M. Lawrence, and M. Loiacono. Job, income, and tax effects of agri-energy
activity in Pennsylvania communities
Presented at the 2007 Penn State Agri-Energy Extension In-Service, University Park, Pennsylvania
- August 2007* With D. Passmore. Performance and competitiveness of the Pennsylvania economy
Presented at Regional Economic Modeling, Inc. Seminar, Harrisburg, Pennsylvania (see
<http://REMI2007.notlong.com>)
- July 2007* With D. Passmore. Penn State's role in economic, workforce, and community development
Presented to the National Surface Warfare Center, University Park, Pennsylvania
- July 2007* With D. Passmore. Labor market for long-term care in Bucks and Montgomery counties
Presented to Bucks County Long Term Care Consortium, Levittown, Pennsylvania (see
<http://train.ed.psu.edu/LTC/>)
- June 2007* With D. Passmore. Creating a snapshot of your local economy and workforce
Paper presented at the Annual Meeting of the Pennsylvania Association of Workforce Investment
Boards, University Park, Pennsylvania
- June 2007* With D. Passmore. Methods for analyzing regional workforces
Paper presented at the Annual Meeting of the Pennsylvania Association of Workforce Investment
Boards, University Park, Pennsylvania
- May 2007* With D. Passmore. Capabilities and opportunities in economic and workforce development
Paper presented at Delta Development Corporation seminar, Mechanicsburg, Pennsylvania
- April 2007* With D. Passmore. mmm, del.icio.us: Social bookmarking in instruction and research
Presented at the Penn State Symposium for Teaching and Learning with Technology: A Symposium
of Faculty Excellence, University Park, Pennsylvania (see related interview on iTunes by
navigating to <http://SocialComplTunes.notlong.com>)
- August 2006* With D. Passmore. Nuts and bolts of your regional economy
Presented to Duquesne Power and Light Company, Monaca, Pennsylvania (Also presented at Penn
State University, University Park, Pennsylvania, October 2005)
- April 2006* With D. Passmore. Wikis in instruction
Presented at the Penn State Symposium for Teaching and Learning with Technology: A Symposium
of Faculty Excellence, University Park, Pennsylvania (see podcast at <http://tinyurl.com/jqfgx>,
streaming video at <http://symposium.tlt.psu.edu/?p=98>, and social commentary about this
presentation at <http://symposium.tlt.psu.edu/index.php?s=passmore>)
- January 2006* With D. Passmore. Data analysis in workforce education and development: An example in design
of blended learning
Presentation at Exploring Blended Learning Symposium, University Park, Pennsylvania

- November 2005* With D. Passmore. New labor market information for planning school-to-career programs
14th Annual Conference on Integrated Learning: The School-To-Career Connection, University
Park, Pennsylvania
- October 2005* With D. Passmore, S. Jin, Y. Kim, and H. Lu. Use of labor force dynamics for planning and
evaluating school-to-work programs
Northeastern Educational Research Association, Kerhonkson, New York
- June 2005* With D. Passmore. Using new information about the dynamics of labor markets for planning local
workforce development
Workforce Investment Board, Demand-Driven Innovation System Conference, Penn State
University, University Park, Pennsylvania
- May 2005* With D. Passmore. Integrating media into ANGEL: Use of podcasts
ANGEL III Day: A symposium of faculty excellence, University Park, Pennsylvania
- November 2002* With F. Dwyer. Effect of instructional strategies and individual differences: A meta-analytic
assessment
Northeastern Educational Research Association Conference, Kerhonkson, New York
- March 2002* With F. Dwyer. Relative effectiveness of individual differences and varied instructional strategies:
A meta-analytic assessment
Eastern Educational Research Association Conference, Sarasota, Florida
- October 2001* With F. Dwyer. The effect of learning style on student achievement
Northeastern Educational Research Association Conference, Hudson Valley, New York
- April 2001* Using boolean operators to effectively and efficiently search the Internet
Huntingdon County School Districts' Teacher In-Service, Alexandria, Pennsylvania
- October 1999* With F. Dwyer. A meta-analytic assessment of the effects of visualized instruction
Northeastern Educational Research Association (NERA), Ellenville, New York
- November 1999* Using technology to improve the skill/knowledge level of non-academic students
Pennsylvania Association for Educational Communications and Technology (PAECT), Hershey,
Pennsylvania
- November 1999* County school districts unite for collaborative in-service
Pennsylvania Association for Educational Communications and Technology (PAECT), Hershey,
Pennsylvania
- November 1999* Strategic planning in distance education
Pennsylvania Association for Educational Communications and Technology (PAECT), Hershey,
Pennsylvania

Media Participation

- January 18, 2008* Zimble, H. (Interview). 2008: A period of great uncertainty. Pennsylvania Business Central, p. 6.
(see <http://forecast2008.notlong.com>).
- January 19, 2008* Fontaine, T. (Interview). Airport effects [sic] this economy more than most. Beaver County Times
(see <http://PittAirport-BCT.notlong.com>)
- December 3, 2007* Schreiber, M. (Interview). Boom in oil and gas drilling paying big dividends across McKean County.
Bradford Era (see http://www.ed.psu.edu/educ/news/media-coverage-folder/news/media-coverage-folder/BradfordEra_4Dec07.pdf)

- August 17, 2007* Zimbler, H. (Interview). Despite “pork” criticism, I-99 seen as major economic boost. Pennsylvania Business Central, p.6. (see http://www.personal.psu.edu/dlp/pdfs/PA_Bus_Centr_I-99_17Aug07.pdf)
- August 5, 2007* With D. Passmore. (op-ed). Plan now to capture opportunities: Communities should prepare now for I-99 opportunities. Altoona Mirror, p. A6. (see http://www.personal.psu.edu/dlp/pdfs/Baker_Passmore_altmir_5Aug07.pdf)
- June 2007* Swain, J. 2007 Symposium interview: Rose Baker and David Passmore on educational uses of social bookmarking. To launch an iTunes version of this interview, navigate to <http://SocialCompltunes.notlong.com>.
- May 18, 2007* Rosman, K. The rise of MeMail (Interview). Wall Street Journal, May 18, 2007, p. W1; p. W9. (see http://www.ed.psu.edu/news/WSJ_Passmore.pdf)
- May 15, 2007* Gilbert, S. (Interview), New report shows ripple effect of Hershey job cuts in the midstate, Broadcast on WITF-FM public radio. (See <http://tinyurl.com/2pu7hl> for summary and audio clip; see also, Ripple effect of job loss in confectionery industry examined in Penn State report on Penn State Live at <http://train.ed.psu.edu/documents/11May2007Hershey.pdf>)
- January 24, 2007* Piatek, S. Freightcar exit would cost entire region (Interview). The Tribute-Democrat, p. A1.
- November 21, 2006* Management Development Programs have multi-million dollar impact on state economy (Interview). on Penn State Live at <http://train.ed.psu.edu/documents/21Nov2006MDEV.pdf>.
- Summer 2006* Janzen, M. Symposium for teaching and learning with technology kindles ongoing dialogue (Interview). ITS Academic Computing Newsletter, pp. 3-3.
- June 2006* Wayne, S. Idea futures market makes HR decisions easier (Interview). Connections. (see <http://thnlk.com/psu/idea.futures.in.connections/191>)

Funded Projects

- January 2008* Project Co-Director with D. Passmore. Calculations of regional economic impact of construction of electricity line transmission in eastern Pennsylvania
Memorandum of Agreement between PPL Corporation and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach—\$3,000
- November 2007* Project Co-Director with D. Passmore and W. Paletski. Development of environmental, health, and safety workshops and educational needs assessment for the funeral home sector
Project through Penn State’s Thematic Initiative Fund—\$10,000
- October 2007* Project Co-Director with D. Passmore. Calculations of regional economic indicators for the Greater Upper Perkiomen Valley, Pennsylvania
Memorandum of Agreement between Delta Development Group and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach—\$6,000
- September 2007* Project Co-Director with D. Passmore. Calculations of regional economic and demographic indicators for Cranberry Township, Pennsylvania
Memorandum of Agreement between Delta Development Group and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach—\$9,000
- June 2007* Project Co-Director with D. Passmore. Current and anticipated labor market for long-term care workers in Bucks and Montgomery counties
Contract from the Bucks County Office of Employment and Training, Inc. to forecast the economic, population, and employment consequences of long-term care workers in Bucks and Montgomery counties—\$40,986

- December 2006 Project Co-Director with D. Passmore. Forecast of Economic, Population, and Employment Consequences of the Closing of the Willow Grove Naval Air Station Joint Reserve Base Contract from the Montgomery County Workforce Investment Board to forecast the economic, population, and employment consequences of closing the Willow Grove Naval Air Station Joint Reserve Base —\$99,698
- August 2006 Project Co-Director with D. Passmore. Benchmarking performance and competitiveness of the Pennsylvania plastics industry
Pennsylvania plastics initiative: integrating workforce, economic development, and education resources for a comprehensive industry response. Contract from the U.S. Department of Labor, Employment and Training Administration to the Pennsylvania Workforce Investment Board and Penn State University—\$75,000 within a \$4,900,000 contract
- August 2006 Project Co-Director with D. Passmore. Occupational forecasts for Pennsylvania plastics industries
Pennsylvania plastics initiative: integrating workforce, economic development, and education resources for a comprehensive industry response. Contract from the U.S. Department of Labor, Employment and Training Administration to the Pennsylvania Workforce Investment Board and Penn State University—\$50,000 within a \$4,900,000 contract
- April 2006 Co-directed with D. Passmore. A proposal for the professional development presentation at a WEDnetPA Training and Development Conference
WEDnetPA, Williamsport, Pennsylvania—\$3,000
- January 2006 Co-directed with D. Passmore. Support for research and development of David L. Passmore and Rose M. Baker related to information markets
Human Resource Institute, St. Petersburg, Florida—\$5,000

Manuscript and Article Review

- August 1997 - August 1999 *Manuscript Reviewer*
Corwin Press, California
- May 1988 *Evaluation Standards Author*
Western Michigan University, Kalamazoo, Michigan
- Researched and authored two standards for the National Standards for Evaluation, published 2002

Community Service

- January 2006 - present Boy Scout Troop 367 Committee Member - Training Coordinator
Boy Scout Troop 367, Houserville, Pennsylvania, Nittany District, Juniata Valley Council
- May 1984 - June 2005 Director of Pennsylvania Junior Shooting Camp
National Rifle Association, Pennsylvania Rifle and Pistol Association
- August 1990 - June 2003 Junior Rifle Coach
Huntingdon County 4H, Huntingdon County Cooperative Extension
- April 2000 - May 2003 Director of BB gun shooting events, Pennsylvania Outdoor Heritage Days
Pennsylvania Game Commission, Westsylvania, Pennsylvania Heritage
- September 2000 - July 2003 Girl Scout Leader
Hemlock Girl Scout Council
- April 1995 - April 2003 Treasurer of Pennsylvania Sportsmen for Youth
Pennsylvania Sportsmen for Youth

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|------------------------------|---|
| May 1995 - September 1998 | Director of Huntingdon County Youth Field Day Pennsylvania Game Commission, Pennsylvania Fish Commission, National Wild Turkey Federation, Department for the Conservation of Natural Resources |
| February 1994 - present | Instructor of Hunter and Trapper Education Courses Pennsylvania Game Commission |
| September 1982 - May 1987 | Pennsylvania Blind Association Volunteer Pennsylvania Blind Association Washington, Pennsylvania |

Awards

- 2005 Outstanding Book of the Year, Academy of Human Resource Development—book chapter submitted with D. Passmore
- 2005 Best Quality Award, Penn State Continuing Education
- 2002 Dean's Research Initiation Grant Award, College of Education
- 2000 Lavanda Mueller Award for Outstanding Academic Achievement
- 2000 Phi Delta Kappa, Andrew V. Kozak Award for Leadership, Research and Service to Public Education
- 1999 Paul W. Welliver Outstanding Graduate Student of the Year
- 1999 Distinguished Alumni Graduate Student Scholarship for Outstanding Performance in the School and Community
- 1999 Pennsylvania Educational Research Association Distinguished Research Paper
- Phi Delta Kappa, National Education Honor Society
- Pi Lambda Theta, National Honor Society for Educators and Education Studies
- 1996 District VI Advisor of the Year, Pennsylvania Association of Student Councils
- 1983 Girl Scout Gold Award