

## **CURRICULUM VITAE**

**William D. Milheim**

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### **EDUCATIONAL BACKGROUND:**

1988 - 1989 Postdoctoral Fellow, Educational Psychology, Kent State University, Kent, Ohio.

1983 - 1988 Ph.D., Curriculum & Instruction (Educational Technology), Kent State University, Kent, Ohio.

1982 - 1983 M.Ed., Community Health Education, Kent State University, Kent, Ohio.

1972 - 1976 B.A., Psychology, College of Wooster, Wooster, Ohio.

### **ACADEMIC EXPERIENCE:**

Franklin University, Columbus, Ohio

2015 - pres. Adjunct Faculty (part-time), Instructional Design & Performance Technology.

North Carolina State University, Raleigh, North Carolina

2014 - pres. Lecturer / Teaching Assistant Professor (part-time), Education.

Purdue University, West Lafayette, Indiana

2014 - pres. Lecturer (part-time), Education.

Penn State Harrisburg, Harrisburg, Pennsylvania.

2005 - 2014 Professor, Education.

Penn State Great Valley School of Graduate Professional Studies, Malvern, Pennsylvania.

2002 - 2005 Professor, Instructional Systems.

1996 - 2002 Associate Professor, Instructional Systems (early tenure - July, 1996).

1991 - 1996 Assistant Professor, Instructional Systems.

Bloomsburg University, Bloomsburg, Pennsylvania.

1989 - 1991 Assistant Professor, Mathematics and Computer Science.

College of Education, Kent State University, Kent, Ohio.

1986 - 1989 Temporary Instructor.

1983 - 1984 Teaching Fellow.

1982 - 1983 Graduate Assistant.

**ADMINISTRATIVE EXPERIENCE:**

Penn State Harrisburg, Harrisburg, Pennsylvania.

2012 - 2013 Acting Coordinator, Training and Development Program.

2005 - 2010 Director, School of Behavioral Sciences and Education.

Penn State Great Valley School of Graduate Professional Studies, Malvern, Pennsylvania.

2000 - 2005 Campus Executive Officer and Associate Dean of the Graduate School.

1999 - 2000 Acting Campus Executive Officer.

1996 - 1999 Academic Division Head, Education.

1994 - 1996 Coordinator, College of Education Programs.

1991 - 1995 Coordinator, Instructional Systems Program.

Bloomsburg University, Bloomsburg, Pennsylvania.

1989 - 1991 Assistant Director, Institute for Interactive Technologies.

College of Education, Kent State University, Kent, Ohio.

1984 - 1988 Instructional Design Specialist / Equipment Services Supervisor.

**TEACHING EXPERIENCE:**

Franklin University, Columbus, Ohio

Principles of Human Performance Technology  
Principles of Instructional Design

North Carolina State University, Raleigh, North Carolina

Evaluating Training and Transfer Effectiveness  
Methods and Techniques of Training and Development  
Organization Change in HRD: Theory and Practice

Purdue University, West Lafayette, Indiana

Advanced Practices in Learning Systems Design  
Human Performance Technology  
Introduction to Learning Systems Design  
Learning Theory and Instructional Design

Penn State Harrisburg, Middletown, Pennsylvania.

Analysis and Interpretation of Statistical Data in Education  
Applications in Training Technologies  
Distance Learning for Trainers  
Educational Statistics and Measurement  
Instructional Methods in Training and Development  
Learning Styles and Learning Theory in Training  
Project Management in Training and Development  
Systematic Instructional Design in Training  
Technology in Training  
Video Production in Training  
Web-Based Training

Penn State Great Valley School of Graduate Professional Studies, Malvern, Pennsylvania.

Authoring Systems  
Design, Development, and Evaluation of Computer-Based Instruction  
Foundations of Instructional Systems  
Innovation and Change  
Instructional Design Models, Strategies, and Tactics  
Instructional Utilization of the Internet  
Orientation to Instructional Systems  
Systematic Instructional Development

Bloomsburg University, Bloomsburg, Pennsylvania.

Authoring Systems I  
Authoring Systems II  
Innovations and Technology  
Instructional Design I  
Instructional Design II

Kent State University, Kent, Ohio.

Design and Production of Educational Media  
Designing Computer Assisted Instruction

Diffusion and Adoption of Innovations in Education  
Instructional Design  
Introduction to Educational Media  
Introduction to Microcomputers in Education  
Principles of Educational Media  
Programming for Educators: BASIC

Credit Workshops, Kent State University, Kent, Ohio.

Advanced Computer Assisted Instruction  
Advanced Interactive Video  
Desktop Publishing  
Interactive Video  
Using the Computer as a Tool in Education  
Using the Computer as a Tool II

**PUBLICATIONS:**

Books

Milheim, W. D., & Milheim, K. L. (2014). *Free technology software for trainers and teachers (and everyone else)*. Leola, PA: Milheim and Associates.

Milheim, W. D. (Ed.) (1994). *Authoring-systems software for computer-based training*. Englewood Cliffs, NJ: Educational Technology Publications, 187 p.

Refereed Articles

Kaminski, K., & Milheim, W. D. (2002). Institutional challenges in the creation and delivery of an online degree program. *The Technology Source*, November/December, 6 pages.

Harvey, D. M., Godshalk, V. M., & Milheim, W. D. (2001). Using cognitive flexibility hypertext to develop sexual harassment cases. *Computers in the Schools*, 18(1), 213-229.

Osciak, S. Y., & Milheim, W. D. (2001). Multiple intelligences and the design of Web-based instruction. *International Journal of Instructional Media*, 28(4), 355-361.

Milheim, W. D. (2001). Faculty and administrative strategies for the effective implementation of distance education. *British Journal of Educational Technology*, 32(5), 535-542.

Kaminski, K., Milheim, W. D., & Rezabek, L. L. (2001). The effect of printing on satisfaction with Web-based instruction. *Quarterly Review of Distance Education*, 2(3), 241-246.

Milheim, W. D. (1997). Instructional design issues for electronic performance support systems. *British Journal of Educational Technology*, 28(2), 103-110.

Milheim, W. D. (1996). Utilizing case studies for teaching effective instructional design

principles. *International Journal of Instructional Media*, 23(1), 23-30.

Milheim, W. D. (1995-96). Interactivity and computer-based instruction. *Journal of Educational Technology Systems*, 24(3), 225-233.

Milheim, W. D. (1995). Learner interaction in a computer-based instructional lesson. *Journal of Educational Computing Research*, 13(2), 163-172.

Milheim, W. D. (1995). Virtual reality and its potential applications in education and training. *Machine-Mediated Learning*, 5(1), 43-55.

Bane, A. F., & Milheim, W. D. (1995). Internet insights: How academics are using the Internet. *Computers in Libraries*, 15(2), 32-36.

Bohlin, R. M., & Milheim, W. D. (1994). Analyses of the instructional motivation needs of adults. *Canadian Journal of Educational Communication*, 23(1), 47-55.

Milheim, W. D. (1994). A comprehensive model for the transfer of training. *Performance Improvement Quarterly*, 7(2), 95-104.

Milheim, W. D. (1994). Instructional utilization of three dimensional graphics. *International Journal of Instructional Media*, 21(1), 93-99.

Bohlin, R. M., Milheim, W. D., & Viechnicki, K. J. (1993-94). The development of a model for the design of motivational adult instruction in higher education. *Journal of Educational Technology Systems*, 22(1), 3-17.

Milheim, W. D. (1993). How to use animation in computer assisted learning. *British Journal of Educational Technology*, 24(3), 171-178.

Milheim, W. D. (1993). Using computer-based instruction with adult learners. *Journal of Continuing Higher Education*, 41(3), 2-8.

Milheim, W. D. (1993). Computer-based voice recognition: Characteristics, applications, and guidelines for use. *Performance Improvement Quarterly*, 6(1), 14-25.

Milheim, W. D. (1992). Performance support systems: Guidelines for system design and integration. *Canadian Journal of Educational Communication*, 21(3), 243-252.

Milheim, W. D., & Martin, B. L. (1991). Theoretical bases for the use of learner control: Three different perspectives. *Journal of Computer-Based Instruction*, 18(3), 99-105.

Milheim, W. D., & Bailey, H. J. (1991). Instructional technology update: Using a corporate advisory council to link academia and industry. *Canadian Journal of Educational Communication*, 20(1), 37-43.

Viechnicki, K. J., Bohlin, R. M., & Milheim, W. D. (1990). Instructional motivation of adult learners: An analysis of student perceptions in continuing education. *Journal of Continuing*

*Higher Education*, 38(3), 10-14.

Milheim, W. D. (1990). The effects of pacing and sequence control in an interactive video lesson. *Educational and Training Technology International*, 27(1), 7-19.

Milheim, W. D. (1989). Computers and satellites: Effective new technologies for distance education. *Journal of Research on Computing in Education*, 22(2), 151-159.

Milheim, W. D. (1989). Microcomputers in the classroom: Answers to questions about their selection, purchase, and use. *Ohio Media Spectrum*, 41(2), 44-47.

Milheim, W. D., Bredemeier, N. I., & Clemente, R. (1989). A computer-based, student-operated advising system for education majors. *NACADA Journal*, 9(1), 25-32.

Milheim, W. D., & Evans, A. D. (1989). Software publishers and copyright: A survey of current practices and concerns. *Ohio Media Spectrum*, 41(1), 56-62.

Tiene, D., Evans, A. D., Milheim, W. D., Callahan, B., & Buck, S. (1988/89). The instructional effectiveness of interactive video versus computer assisted instruction. *Interact*, 1, 15-21.

#### Refereed Conference Proceedings

Kaminski, K., & Milheim, W. D. (October, 2003). Visual communication: The impact of incorporating video over IP for distance learning (pp. 105-107). *Selected Readings of the International Visual Literacy Association Conference*, Newport, RI.

Bohlin, R. M., & Milheim, W. D. (February, 1994). Applications of an adult motivational instructional design model. (pp. 69-78). *Proceedings of the Association for Educational Communications and Technology Conference*, Nashville, TN.

Milheim, W. D. (August, 1993). Motion video vs. animation vs. still images with sound. (pp. 164-166). *Proceedings of the Society for Applied Learning Technology Conference*, Arlington, VA.

Bohlin, R. M., Milheim, W. D., & Viechnicki, K. J. (January, 1993). Factor analyses of the instructional motivation needs of adult learners. (pp. 177-191). *Proceedings of the Association for Educational Communications and Technology Conference*, New Orleans, LA.

Milheim, W. D. (August, 1992). The appropriate use of voice recognition in computer-based learning materials. (pp. 149-151). *Proceedings of the Society for Applied Learning Technology Conference*, Arlington, VA.

Bailey, H. J., & Milheim, W. D. (February, 1991). A comprehensive model for designing interactive video based materials. (pp. 26-33). *Proceedings of the Society for Applied Learning Technology Conference*, Orlando, FL.

Milheim W. D., & Bailey, H. J. (February, 1990). Evaluating computer-based interactive

video authoring systems: Guidelines for selection and use. (pp. 38-41). *Proceedings of the Society for Applied Learning Technology Conference*, Orlando, FL.

Bohlin, R. M., Milheim, W. D., & Viechnicki, K. J. (February, 1990). A model for the motivational instruction of adults. (pp. 85-91). *Proceedings of the Association for Educational Communications and Technology Conference*, Anaheim, CA.

Milheim, W. D. (February, 1989). Perceived attitudinal effects of various types of learner control in an interactive video lesson. (pp. 301-320). *Proceedings of the Association for Educational Communications and Technology Conference*, Dallas, TX.

Milheim, W. D., & Azbell, J. W. (January, 1988). How research on learner control can aid in the design of interactive video materials. (pp. 459-472). *Proceedings of the Association for Educational Communications and Technology Conference*, New Orleans, LA.

Evans, A. D., Cupp, G. R., & Milheim, W. D. (November, 1986). Videodisc simulations for teaching classroom discipline: Critical incidents in discipline. (pp. 54-56). *Proceedings of the National Videodisc Symposium for Education Conference*, Lincoln, NE.

### Book Chapters

Harvey, D. M., Godshalk, V. M., & Milheim, W. D. (2001). Using cognitive flexibility hypertext to develop sexual harassment cases. In C. D. Maddux and D. L. Johnson (Eds.), *The Web in higher education: Assessing the impact and fulfilling the potential*. (pp. 213-229). New York: The Haworth Press. (Reprint of an earlier article.)

Milheim, W. D., & Bannan-Ritland, B. (2001). Web-based training: Current status of this instructional tool. In B. H. Khan (Ed.), *Web-based training*. (pp. 279-286). Englewood Cliffs, NJ: Educational Technology Publications.

Loughner, P. D., Harvey, D. M., & Milheim, W. D. (2001). Web-based instructional methods for corporate training curricula. In B. H. Khan (Ed.), *Web-based training*. (pp. 185-190). Englewood Cliffs, NJ: Educational Technology Publications.

Loughner, P. D., & Milheim, W. D. (2000). World Wide Web sites for instructional design and human performance technology. In J. A. Woods and J. W. Cortada (Eds.), *The 2000 ASTD training and performance yearbook*. (pp. 439-446). New York: McGraw-Hill. (Reprint of an earlier article.)

Milheim, W. D. (1998). Interactivity and computer-based instruction. In J. J. Hirschbuhl and D. Bishop (Eds.), *Computer studies: Computers in education*. (pp. 38-42). Guilford, CT: Dushkin/McGraw-Hill. (Reprint of an earlier article.)

Bannan, B., & Milheim, W. D. (1997). Existing Web-based instruction courses and their design. In B. H. Khan (Ed.), *Web-based instruction* (pp. 381-387). Englewood Cliffs, NJ: Educational Technology Publications.

Milheim, W. D. (1994). A comprehensive approach to preparing multimedia designers: A

faculty perspective. In J. J. Hirschbuhl (Ed.), *Computer studies: Computers in education*. (pp. 162-165). Guilford, CT: Dushkin Publishing Group. (Reprint of an earlier article.)

Milheim, W. D. (1993). A comprehensive approach to preparing multimedia designers: A faculty perspective. In D. M. Gayeski (Ed.), *Multimedia for learning: Development, application, evaluation* (pp. 87-96). Englewood Cliffs, NJ: Educational Technology Publications. (Reprint of an earlier article.)

### Encyclopedia Entry

Milheim, K. L., & Milheim, W. D. (2015). Learning in the manufacturing sector with simulated systems. In J. M. Spector (Ed.), *The SAGE encyclopedia of educational technology*. (pp. 471-472). Thousand Oaks, CA: SAGE Publications.

### Non-Refereed Articles

Milheim, W. D. (2013). Massive open online courses (MOOCs): Current applications and future potential. *Educational Technology*, 53(3), 38-42.

Milheim, W. D. (2006). Strategies for the design and delivery of blended learning courses. *Educational Technology*, 46(6), 44-47.

Milheim, W. D., & Harvey, D. M. (2005). Appropriate design and utilization of computer-based instructional simulations. *Educational Technology*, 45(1), 58-60.

Levitch, S., & Milheim, W. D. (2003). Transitioning instructor skills to the virtual classroom. *Educational Technology*, 43(2), 42-46.

Loughner, P., & Milheim, W. D. (1999). World Wide Web sites for instructional design and human performance technology. *Performance Improvement*, 38(1), 32-36.

Bannan-Ritland, B., Harvey, D. M., & Milheim, W. D. (1998). A general framework for the development of Web-based instruction. *Educational Media International*, 35(2), 77-81.

Milheim, W. D., & Harvey, D. M. (1998). Design and development of a World Wide Web resource site. *Educational Technology*, 38(1), 53-56.

Milheim, W. D. (1997). Instructional utilization of the Internet in public school settings. *TechTrends*, 42(2), 19-23.

Bannan, B., & Milheim, W. D. (1997). Design, development, and delivery of instructional materials over the Internet. *CSS Journal - Computers in the Social Studies*, 5(1), 3-4. (Reprint of a conference paper.)

Starr, R. M., & Milheim, W. D. (1996). Educational uses of the Internet: An exploratory survey. *Educational Technology*, 36(5), 19-28.

Bossinger, J., & Milheim, W. D. (1993). The development and application of expert systems:



A national survey. *Educational Technology*, 33(7), 7-17.

Milheim, W. D. (1993). Appropriate use of voice recognition in computer-based learning materials. *Journal of Interactive Instruction Development*, 5(4), 14-17. (Reprint of a conference paper.)

Milheim, W. D. (1992). A comprehensive approach to preparing multimedia designers: A faculty perspective. *Educational Technology*, 32(5), 43-46.

Milheim, W. D., & Lavix, C. (1992). Screen design for computer-based training and interactive video: Practical suggestions and overall guidelines. *Performance & Instruction*, 31(5), 13-21.

Viechnicki, K. J., Bohlin, R. M., & Milheim, W. D. (1992). Instructional motivation of adult learners: An analysis of student perceptions in continuing education. *Journal of Adult Training*, 4(1), 2-9. (Reprint of an earlier article.)

Milheim, W. D. (1991). Linking education and industry: Reasons for mutual cooperation. *TechTrends*, 36(4), 15-18.

Milheim, W. D. (1991). Implementing distance education programs: Suggestions for potential developers. *Educational Technology*, 31(4), 51-53.

Clemente, R., Shapiro, W., Milheim, W. D., & Bohlin, R. M. (1990). Publishing opportunities in educational communications, technology, and library science journals and magazines. *Educational Technology*, 30(6), 49-56.

Milheim, W. D., Bailey, H. J., & Job, K. A. (1989). Stalking the IVI authoring system. *CBT Directions*, 2(12), 13-19.

Milheim, W. D. (1988). Learner control options as an effective strategy. *Instruction Delivery Systems*. 2(5), 4-6.

Milheim, W. D. (1988). Present and future uses of computers in distance education. *International Council for Distance Education Bulletin*, 16, 43-47.

Milheim, W. D., & Evans, A. D. (1987). Using interactive video for group instruction. *Educational Technology*, 27(6), 35-37.

Evans, A. D., & Milheim, W. D. (1986). Keep your Apple polished. *TechTrends*, 31(3), 24-26.

### Monograph

Milheim, W. D. (1990). *Expert systems in education and training: What instructional designers need to know*. Washington, DC: National Society for Performance and Instruction, 29 p.

### Bibliographies

Milheim, W. D. (1992). *Computer-based simulations in education and training: A selected bibliography*. Educational Technology Selected Bibliography Series (vol. 8), Englewood Cliffs, NJ: Educational Technology Publications, 58 p.

Milheim, W. D. (1989). *Artificial intelligence and instruction: A selected bibliography*. Educational Technology Selected Bibliography Series (vol. 1), Englewood Cliffs, NJ: Educational Technology Publications, 51 p.

Evans, A. D., & Milheim, W. D. (1987). *Selected bibliography: Interactive video*. Englewood Cliffs, NJ: Educational Technology Publications, 35 p.

Milheim, W. D., & Buttlar, L. (1985). *Clinical materials bibliography*. Kent, Ohio: Kent State University, College of Education, in-house publication, 144 p. Updated with Julie A. Landis, Spring, 1988, 187 p.

## Reviews

### Software

Milheim, W. D. (1988). Number master. *Arithmetic Teacher*, 35(5), 39-40.

Milheim, W. D. (1987). Fractions worksheet generator. *Arithmetic Teacher*, 35(1), 49.

Milheim, W. D. (1987). Speedway math. *Arithmetic Teacher*, 34(8), 50.

### Books

Milheim, W. D. (2012). Computer games and instruction. *Educational Technology*, 52(4), 53-54.

Milheim, W. D. (2009). .edu: Technology and learning environments in higher education. *Educational Technology*, 49(3), 52.

Loughner, P. D., Kopasko, K. L., & Milheim, W. D. (1995). Instructional technology: Past, present, and future. *Performance Improvement Quarterly*, 8(2), 144-149.

Milheim, W. D. (1990). Blacks who stole themselves. *Ethnic Forum*, 10(1-2), 135-136.

### Videotape

Milheim, W. D. (1988). Whose America is it? *Ethnic Forum*, 8(2), 110-11.

Series Editor, Educational Technology Selected Bibliography Series. Englewood Cliffs, NJ: Educational Technology Publications.

Olson, J. R., Ryan, D. F., & Reigeluth, C. M. (1996). *Public school restructuring*. (vol. 15), 50 p.

Lehman, E. R., & Grabowski, B. L. (1995). *Constructivism: Its foundations and applications*. (vol. 14), 49 p.

Romiszowski, A. J., & Gratch, B. (1995). *Telecommunications and teleconferencing in education and training*. (vol. 13), 63 p.

Olive, F. (1995). *The educational technology profession: A bibliographic overview of a profession in search of itself*. (vol. 12), 65 p.

Bane, A. F., & Lear, A. C. (1994). *Technology and adult learning*. (vol. 11), 53 p.

Tipton, M. H., & Dumba-Safuli, S. (1994). *Instructional design: Theory, higher education, and teacher education*. (vol. 10), 52 p.

Huyvaert, S. H., & Huyvaert, T. R. (1993). *Management of the computer in K-12 environments*. (vol. 9), 69 p.

Milheim, W. D. (1992). *Computer-based simulations in education and training*. (vol. 8), 58 p.

Maddux, C. D. (1992). *Distance education*. (vol. 7), 71 p.

McLellan, H. (1992). *Virtual reality*. (vol. 6), 60 p.

Romiszowski, A. J. (1992). *Computer-mediated communication*. (vol. 5), 55 p.

Lamb, A. C. (1991). *Emerging technologies and instruction: Hypertext, hypermedia, and interactive multimedia*. (vol. 4), 64 p.

Tennyson, R. D., & Anderson, R. O. (1990). *Evaluation and educational technology*. (vol. 3), 65 p.

Clemente, R., & Bohlin, R. M. (1990). *Visual literacy*. (vol. 2), 50 p.

Milheim, W. D. (1989). *Artificial intelligence and instruction*. (vol. 1), 51 p.

#### Associate Editor

Chambers, J. A. (Ed.) (2001). *Is online learning for you?* 30 p. Florida Community College, Jacksonville, FL.

### **CONFERENCE PRESENTATIONS:**

#### National / International Conferences

Milheim, W. D. (April, 2011). *Technology and health education: Options for communication, training, and research*. Alliance for Health, Physical Education, Recreation and Dance

Conference, San Diego, CA. Presented in absentia.

Milheim, W. D. (June, 2005). *Appropriate use of blended learning strategies in educational environments*. National Educational Computing Conference, Philadelphia, PA.

Milheim, W. D. (February, 2005). *Blended learning options for education and training*. Society for Applied Learning Technology, Orlando, FL.

Milheim, W. D. (October, 2003). *Web-based authoring software: Criteria for selection and use*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Kaminski, K., Keeler, L., & Milheim, W. D. (October, 2003). *Video over the Internet: Implications for distance learning*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Kaminski, K., & Milheim, W. D. (October, 2003). *Visual communication: The impact of incorporating video over IP for distance learning*. Presentation at the meeting of the International Visual Literacy Association, Newport, RI.

Levitch, S., Wilkinson, E., & Milheim, W. D. (April, 2003). *Synch or swim? Selecting the right synchronous training tool*. Presentation at the meeting of the International Society for Performance Improvement, Boston, MA.

Harvey, D. M., & Milheim, W. D. (November, 2001). *Strategies for the instructional utilization of computer-based simulations*. Presentation at the meeting of the Association for Educational Communications and Technology, Atlanta, GA.

Harvey, D. M., Loughner, P., & Milheim, W. D. (November, 2001). *Good, better, and best combinations of case-based instruction and the World Wide Web*. Presentation at the meeting of the Association for Educational Communications and Technology, Atlanta, GA.

Milheim, W. D. (October, 2000). *Faculty incentives for distance education and Web-based instruction*. Presentation at the meeting of the Association for Educational Communications and Technology, Denver, CO.

Loughner, P., & Milheim, W. D. (October, 2000). *Considerations for the design, development, and utilization of Web-based instruction*. Presentation at the meeting of the Association for Educational Communications and Technology, Denver, CO.

Bannan-Ritland, B., Dabbagh, N., Milheim, W. D., & Harvey, D. M. (February, 2000). *Evolution of Web-based instruction: Connecting technical attributes to conceptual bases*. Presentation at the meeting of the Association for Educational Communications and Technology, Long Beach, CA.

Milheim, W. D. (February, 2000). *Authoring systems framework for Web-based instruction and multimedia*. Presentation at the meeting of the Association for Educational Communications and Technology, Long Beach, CA.

Milheim, W. D., Rezabek, L. L., & Westhoff, G. M. (February, 2000). *The most significant instructional technology resource books: A survey*. Presentation at the meeting of the Association for Educational Communications and Technology, Long Beach, CA.

Milheim, W. D., & Loughner, P. (February, 1999). *Web-based resources for corporate instructional designers and developers*. Presentation at the meeting of the Association for Educational Communications and Technology, Houston, TX.

Westhoff, G. M., Rezabek, L. L., & Milheim, W. D. (February, 1999). *WWW users' perceptions of visual literacy basics: On-line survey results*. Presentation at the meeting of the Association for Educational Communications and Technology, Houston, TX.

Rezabek, L. L., Westhoff, G. M., & Milheim, W. D. (October, 1998). *Visual literacy basics through the eyes of WWW users*. Presentation at the meeting of the International Visual Literacy Association, Athens, GA.

Milheim, W. D. (February, 1998). *Using the World Wide Web for corporate training and development*. Presentation at the meeting of the Association for Educational Communications and Technology, St. Louis, MO.

Milheim, W. D., & Harvey, D. M. (February, 1998). *Supporting Web-based instruction through a WWW resource site*. Presentation at the meeting of the Association for Educational Communications and Technology, St. Louis, MO.

Milheim, W. D., & Rezabek, L. L. (October, 1997). *Visual connections: Screen design issues for WWW courseware*. Presentation at the meeting of the International Visual Literacy Association, State College, PA.

Bannan, B., Milheim, W. D., & Harvey, D. M. (February, 1997). *A framework for delivering instruction on the World Wide Web*. Presentation at the meeting of the Association for Educational Communications and Technology, Albuquerque, NM.

King, M., & Milheim, W. D. (February, 1997). *Effective strategies for home page design*. Presentation at the meeting of the Association for Educational Communications and Technology, Albuquerque, NM.

Milheim, W. D. (February, 1997). *Instructional utilization of desktop videoconferencing*. Presentation at the meeting of the Association for Educational Communications and Technology, Albuquerque, NM.

Bannan, B., & Milheim, W. D. (October, 1996). *Design, development, and delivery of instructional materials over the Internet*. Presentation at the WebNet Conference, San Francisco, CA.

Milheim, W. D., & Peck, K. L. (June, 1996). *The Internet and K-12 education: Home page design and utilization*. Presentation at the National Educational Computing Conference, Minneapolis, MN.

Milheim, W. D. (April, 1996). *Educational utilization of Internet home page sites: Analysis and discussion*. Presentation at the meeting of the American Educational Research Association, New York, NY.

Milheim, W. D. (March, 1996). *Providing instruction over the Internet: Current status and future potential*. Presentation at the International Conference on Technology and Education, New Orleans, LA.

Lee, M. D., & Milheim, W. D. (February, 1996). *Effect of feedback and ability grouping in secondary education*. Presentation at the meeting of the Association for Educational Communications and Technology, Indianapolis, IN.

Milheim, W. D. (February, 1996). *Designing effective electronic performance support systems*. Presentation at the meeting of the Association for Educational Communications and Technology, Indianapolis, IN.

Milheim, W. D. (February, 1996). *Strategies for searching the Internet: Everything from Archie to Veronica*. Presentation at the meeting of the Association for Educational Communications and Technology, Indianapolis, IN.

Milheim, W. D. (August, 1995). *Effective tools and strategies for searching the Internet*. Presentation at the meeting of the Society for Applied Learning Technology, Arlington, VA.

Milheim, W. D., & Bane, A. F. (April, 1995). *A survey of Internet users in educational settings*. Presentation at the meeting of the American Educational Research Association, San Francisco, CA.

Milheim, W. D. (March, 1995). *Delivering graduate level courses at multiple sites through distance education technology*. Presentation at the International Conference on Technology and Education, Orlando, FL.

Milheim, W. D. (February, 1995). *A training model to increase workplace applications of new skills*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Milheim, W. D. (February, 1995). *Mosaic: A multimedia interface for world-wide Internet access*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Milheim, W. D., Campbell, J., Haag, B. B., Nichols, P., & Roberts, T. (February, 1995). *Authoring systems: An introduction to the technology and selection methods*. Conference workshop at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Randall, J. P., & Milheim, W. D. (August, 1994). *Potential utilization of virtual reality technologies for education and training*. Presentation at the meeting of the Society for Applied Learning Technology, Arlington, VA.

Milheim, W. D. (June, 1994). *Instructional applications of learner-controlled, three dimensional graphics*. Presentation at the National Educational Computing Conference, Boston, MA.

Milheim, W. D. (March, 1994). *The appropriate use of animation in computer-based training and multimedia*. Presentation at the International Conference on Technology and Education, London, England.

Milheim, W. D. (March, 1994). *Using LinkWay Live for the development of multimedia instruction*. Presentation at the International Conference on Technology and Education, London, England.

Bohlin, R. M., & Milheim, W. D. (February, 1994). *Applications of an adult motivational instructional design model*. Presentation at the meeting of the Association for Educational Communications and Technology, Nashville, TN.

Milheim, W. D. (February, 1994). *Authoring systems for computer-based instruction and multimedia development: Choosing an appropriate authoring system*. Presentation at the meeting of the Association for Educational Communications and Technology, Nashville, TN.

Milheim, W. D. (February, 1994). *Instructional strategies for the effective utilization of computer-based animation*. Presentation at the meeting of the Association for Educational Communications and Technology, Nashville, TN.

Milheim, W. D. (February, 1994). *LinkWay Live: An effective tool for multimedia instruction*. Presentation at the meeting of the Association for Educational Communications and Technology, Nashville, TN.

Shoffner, M. B., & Milheim, W. D. (February, 1994). *Designing computer-based instruction for the returning adult student*. Presentation at the meeting of the Association for Educational Communications and Technology, Nashville, TN.

Milheim, W. D. (August, 1993). *Motion video vs. animation vs. still images with sound*. Presentation at the meeting of the Society for Applied Learning Technology, Arlington, VA.

Bohlin, R. M., Milheim, W. D., & Viechnicki, K. J. (January, 1993). *Factor analyses of the instructional motivation needs of adult learners*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Milheim, W. D. (January, 1993). *Microcomputer-based voice recognition: Potential for education and training*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Milheim, W. D., & Bossinger, J. (January, 1993). *Expert system use and development: A national survey*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Milheim, W. D., Haag, B. B., & Nichols, P. (November, 1992). *Authoring options for developing computer-based training materials*. Conference workshop at the meeting of the Association for the Development of Computer-Based Instructional Systems, Norfolk, VA.

Milheim, W. D., Haag, B. B., & Nichols, P. (November, 1992). *Effective screen design for computer-based training and interactive video*. Presentation at the meeting of the Association for the Development of Computer-Based Instructional Systems, Norfolk, VA.

Milheim, W. D. (August, 1992). *The appropriate use of voice recognition in computer-based learning materials*. Presentation at the meeting of the Society for Applied Learning Technology, Arlington, VA.

Milheim, W. D. (July, 1992). *Authoring systems for multimedia instruction: Design and development considerations*. Presentation at the Professional Development Seminar of the Association for Educational Communications and Technology, Blacksburg, VA.

Milheim, W. D. (May, 1992). *Choosing an appropriate authoring package for developing computer-based training and interactive video materials*. Presentation at the Canadian Symposium on Instructional Technology, Montreal, Quebec, Canada.

Bailey, H. J., & Milheim, W. D. (February, 1992). *Teaching post-partum physical assessment through interactive video and a student keypad system*. Presentation at the meeting of the Society for Applied Learning Technology, Orlando, FL.

Bailey, H. J., Milheim, W. D., Haag, B. B., & Jones, J. (February, 1992). *An innovative design for group-based interactive video in nursing education*. Presentation at the meeting of the Association for Educational Communications and Technology, Washington, DC.

Milheim, W. D. (February, 1992). *LinkWay: An inexpensive, easy-to-use authoring package for developing multimedia programs*. Presentation at the meeting of the Association for Educational Communications and Technology, Washington, DC.

Milheim, W. D., Haag, B. B., & Nichols, P. (November, 1991). *Authoring options for developing computer-based interactive video programs*. Conference workshop at the meeting of the Association for the Development of Computer-Based Instructional Systems, St. Louis, MO.

Schwartz, E., Okey, J. R., Milheim, W. D., & Barron, A. (November, 1991). *Curbside consulting: Selecting authoring systems*. Presentation at the meeting of the Association for the Development of Computer-Based Instructional Systems, St. Louis, MO.

Bohlin, R. M., Viechnicki, K. J., & Milheim, W. D. (March, 1991). *Picking the best of 36 instructional motivational strategies*. Presentation at the Adult Teaching Trends Conference, Boston, MA.

Bailey, H. J., & Milheim, W. D. (February, 1991). *A comprehensive model for designing interactive video based materials*. Presentation at the meeting of the Society for Applied Learning Technology, Orlando, FL.



Bailey, H. J., & Milheim, W. D. (February, 1991). *Interactive video: Design and authoring techniques*. Conference workshop at the meeting of the Association for Educational Communications and Technology, Orlando, FL.

Bailey, H. J., & Milheim, W. D. (February, 1991). *Linking education and business through a corporate advisory council*. Presentation at the meeting of the Association for Educational Communications and Technology, Orlando, FL.

Milheim, W. D., & Bohlin, R. M. (February, 1991). *Applying the ARCS model of instructional motivation to instructional materials*. Presentation at the meeting of the Association for Educational Communications and Technology, Orlando, FL.

Bailey, H. J., & Milheim, W. D. (October, 1990). *Design and authoring techniques for developing interactive video instruction*. Conference workshop at the meeting of the Association for the Development of Computer-Based Instructional Systems, San Diego, CA.

Milheim, W. D., & Bailey, H. J. (October, 1990). *An instructional design model for the design and development of interactive videodisc projects*. Presentation at the meeting of the Association for the Development of Computer-Based Instructional Systems, San Diego, CA.

Bailey, H. J., Milheim, W. D., & Lavix, C. (April, 1990). *Teaching employability skills: An interactive approach*. Presentation at the Computer-Based Training Conference & Exposition, Chicago, IL.

Bohlin, R. M., Milheim, W. D., & Viechnicki, K. J. (April, 1990). *A prescriptive model for the design of motivating instruction for adults*. Presentation at the meeting of the American Educational Research Association, Boston, MA.

Viechnicki, K. J., Opie, C., Bohlin, R. M., & Milheim, W. D. (April, 1990). *A comparison of motivating instruction: American and British perspectives*. Presentation at the meeting of the American Educational Research Association, Boston, MA.

Milheim, W. D. (March, 1990). *Expert systems and their implications for instructional design*. Presentation at the meeting of the National Society for Performance and Instruction, Toronto, Ontario, Canada.

Bailey, H. J., & Milheim, W. D. (February, 1990). *An examination of three appropriate computer-based interactive video instructional models*. Presentation at the meeting of the Society for Applied Learning Technology, Orlando, FL.

Bohlin, R. M., Milheim, W. D., & Viechnicki, K. J. (February, 1990). *A model for the motivational instruction of adults*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Clemente, R., Shapiro, W., Milheim, W. D., & Bohlin, R. M. (February, 1990). *Publishing opportunities in educational technology, communications, and library science*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim,

CA.

Milheim, W. D., Anglin, L. W., & Shapiro, W. (February, 1990). *A college-wide local area network: Design, implementation, and use*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Milheim W. D., & Bailey, H. J. (February, 1990). *Evaluating computer-based interactive video authoring systems: Guidelines for selection and use*. Presentation at the meeting of the Society for Applied Learning Technology, Orlando, FL.

Price, R., Evans, A. D., Milheim, W. D., & Savenye, W. (February, 1990). *Teaching interactive video*. Presentation at the meeting of the Association for Educational Communications and Technology, Anaheim, CA.

Milheim, W. D. (November, 1989). *Using a mouse with PC-Pilot: Controlling sequence, elaboration, and context-sensitive help screens*. Presentation at the meeting of the Association for the Development of Computer-Based Instructional Systems, Washington, DC.

Milheim, W. D., & Argyle, S. B. (November, 1989). *A computer bulletin board system for teaching the writing process: A pilot project*. Presentation at the meeting of the Association for the Development of Computer-Based Instructional Systems, Washington, DC.

Milheim, W. D., & Job, K. A. (November, 1989). *A comparison of interactive video hardware/software tools*. Presentation at the meeting of the Association for the Development of Computer-Based Instructional Systems, Washington, DC.

Milheim, W. D. (March, 1989). *Satellites and computers: Reshaping distance education through new technologies*. Presentation at the meeting of the American Educational Research Association, San Francisco, CA.

Milheim, W. D., Bohlin, R. M., & Viechnicki, K. J. (March, 1989). *Motivating adult learners in continuing education computer workshops*. Presentation at the meeting of the International Association for Computing in Education, San Francisco, CA.

Viechnicki, K. J., Bohlin, R. M., & Milheim, W. D. (March, 1989). *Designing motivational instruction for adult education*. Presentation at the meeting of the American Educational Research Association, San Francisco, CA.

Bohlin, R. M., Evans, A. D., & Milheim, W. D. (February, 1989). *Survey of interactive video: Education and training*. Presentation at the meeting of the Association for Educational Communications and Technology, Dallas, TX.

Milheim, W. D. (February, 1989). *COUNSELOR: A multimedia advising system for undergraduate education students*. Presentation at the meeting of the Association for Educational Communications and Technology, Dallas, TX.

Milheim, W. D. (February, 1989). *Perceived attitudinal effects of various types of learner control in an interactive video lesson*. Presentation at the meeting of the Association for

Educational Communications and Technology, Dallas, TX.

Milheim, W. D., Bredemeier, N. I., Barber, D., Byers, E., Gudel, S., & Pencin, D. (November, 1988). *COUNSELOR: A computer enhanced advising system*. Presentation at the meeting of the Association for the Development of Computer-Based Instructional Systems, Philadelphia, PA.

Bohlin, R. M., Evans, A. D., & Milheim, W. D. (January, 1988). *Survey of interactive video: Current and future applications*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Evans, A. D., Milheim, W. D., & Sisco, H. (January, 1988). *Repurposing videodiscs for interactive learning: Some successful projects in northeastern Ohio*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Milheim, W. D., & Azbell, J. W. (January, 1988). *How research on learner control can aid in the design of interactive video materials*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Milheim, W. D., & Callahan, B. (January, 1988). *Cost saving methods in interactive video design and production*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Tiene, D., Callahan, B., Evans, A. D., & Milheim, W. D. (January, 1988). *Examining the instructional significance of television sequences in an interactive video lesson*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Tipton, M. H., Bohlin, R. M., & Milheim, W. D. (January, 1988). *AppleWorks and an Apple II series computer: Media center administrative applications*. Presentation at the meeting of the Association for Educational Communications and Technology, New Orleans, LA.

Evans, A. D., Bohlin, R. M., & Milheim, W. D. (October, 1987). *Current and future applications of interactive video in education*. Presentation at the meeting of the National Videodisc Symposium for Education, Lincoln, NE.

Milheim, W. D. (February, 1987). *Past, present, and future use of educational media in world-wide distance education*. Presentation at the meeting of the Association for Educational Communications and Technology, Atlanta, GA.

Milheim, W. D., & Callahan, B. (February, 1987). *How to author your own interactive videodisc lessons with an Apple computer, a videodisc player, and \$300*. Presentation at the meeting of the Association for Educational Communications and Technology, Atlanta, GA.

Milheim, W. D., Evans, A. D., Cupp, G. R., & Nelson, P. (February, 1987). *Teaching classroom discipline through interactive video: Videodisc simulations for teachers*. Presentation at the meeting of the Association for Educational Communications and

Technology, Atlanta, GA.

Tiene, D., Callahan, B., Evans, A. D., & Milheim, W. D. (February, 1987). *Does video substantially augment the computerized learning sequence in an interactive video lesson?* Presentation at the meeting of the Association for Educational Communications and Technology, Atlanta, GA.

Evans, A. D., Cupp, G. R., & Milheim, W. D. (November, 1986). *Videodisc simulations for teaching classroom discipline: Critical incidents in discipline.* Presentation at the meeting of the National Videodisc Symposium for Education, Lincoln, NE.

### Regional Conferences

Milheim, W. D. (November, 2002). *Searching the World Wide Web: Strategies and shortcuts.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D., & Loughner, P. (November, 1999). *Utilizing resources from the World Wide Web for effective visual design.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Camplese, K. Z., & Milheim, W. D. (November, 1998). *Using value-added templates for the creation of Web-based instruction.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D. (November, 1997). *Desktop videoconferencing as an instructional tool.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D., Bannan, B., & Harvey, D. M. (November, 1996). *World Wide Web-based instruction: Examples of successful implementation.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D., & King, M. (November, 1996). *Designing your own Web page.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D. (June, 1996). *Interactive keynote address: Authoring systems.* Invited presentation at the Multimedia Software Authoring Systems Conference, New Jersey Institute of Technology, Newark, NJ.

Yancey, C. B., & Milheim, W. D. (November, 1995). *Internet "Jewels" for instructional technology professionals.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D. (November, 1994). *Using Mosaic to access multimedia-based information on the Internet.* Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D., & Cooper, R. (May, 1994). *New trends in educational technology*. Presentation at the Literacy, Health and the Changing Face of America Conference, Philadelphia, PA.

Milheim, W. D. (November, 1993). *The instructional potential of computer-based three dimensional graphics*. Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D., Shoffner, M. B., & Bane, A. F. (November, 1993). *Cross-curriculum utilization of technology in a higher education setting*. Presentation at the Computers on Campus Conference, Myrtle Beach, SC.

Shoffner, M. B., Clarke, M. L., Milheim, W. D., & Wisniewska, S. (November, 1993). *The strategic planning process for technology in a higher education setting: Faculty and administrative perspectives*. Presentation at the Computers on Campus Conference, Myrtle Beach, SC.

Milheim, W. D. (January, 1993). *Using technology for training: It's easier than you think*. Presentation to the Great Valley Chapter of the National Society for Performance and Instruction, Penn State Great Valley, Malvern, PA.

Haag, B. B., & Milheim, W. D. (November, 1992). *Screen design issues for computer-based instruction: Guidelines and practical suggestions*. Presentation at the meeting of the Pennsylvania Association for Educational Communications and Technology, Hershey, PA.

Milheim, W. D. (June, 1992). *Computer-based nutrition instruction: ToolBook*. Presentation at the Bridge to Excellence Conference, Penn State University, State College, PA.

Milheim, W. D. (March, 1992). *Making multimedia work for you*. Presentation at the Eastern Pennsylvania Educational Computing Conference, Valley Forge, PA.

Milheim, W. D. (December, 1991). *LinkWay*. Workshop at the Multimedia in Education Conference, Doylestown, PA.

Milheim, W. D. (December, 1991). *Multimedia authoring options: Choosing an appropriate software package*. Presentation at the Multimedia in Education Conference, Doylestown, PA.

Milheim, W. D. (November, 1991). *LinkWay: A multimedia development tool*. Presentation at the meeting of the Pennsylvania Business Education Association, Harrisburg, PA.

Milheim, W. D. (March, 1991). *Multimedia in the classroom: Potential applications for teachers and students*. Presentation at the Eastern Pennsylvania Educational Computing Conference, Valley Forge, PA.

Milheim, W. D. (February, 1991). *Instructional application in multimedia: Multimedia tools and lesson building*. Presentation at the Multimedia in Education Conference, Bethlehem, PA.

Milheim, W. D. (December, 1990). *Multimedia in the classroom: It really can work effectively*. Presentation at the Multimedia in Education Conference, Doylestown, PA.

Bredemeier, N., Barber, D., & Milheim, W. D. (March, 1989). *COUNSELOR: A self-help tool for advising undergraduate students*. Presentation at the meeting of the National Academic Advising Association, Region V conference, Columbus, OH.

Milheim, W. D. (October, 1988). *Learner control strategies in interactive video instruction: Effects on achievement and time on task from pacing and sequence control*. Presentation at the meeting of the Midwestern Association of Teachers of Educational Psychology, Bloomington, IN.

Borthwick, A., Bohlin, R. M., & Milheim, W. D. (October, 1987). *AppleWorks: Applications, add-ons, and enigmas*. Presentation at the meeting of the Educational Computer Consortium of Ohio, Cleveland, OH.

Tipton, M., Milheim, W. D., & Bohlin, R. M. (October, 1987). *Administrative applications of AppleWorks in the media center*. Presentation at the meeting of the Ohio Educational Library/Media Association, Dayton, OH.

Milheim, W. D., & Callahan, B. (October, 1986). *Producing interactive video instructional materials*. Conference workshop at the meeting of the Educational Computer Consortium of Ohio, Cleveland, OH.

Milheim, W. D., & Callahan, B. (November, 1985). *Authoring interactive videotape and videodisc*. Presentation at the meeting of the Ohio Educational Library/Media Association, Cincinnati, OH.

Milheim, W. D., & Callahan, B. (October, 1985). *Interactive video for teachers*. Presentation at the meeting of the Educational Computer Consortium of Ohio, Cleveland, OH.

Milheim, W. D. (April, 1985). *Computer graphics*. Presentation at the meeting of the Ohio Educational Library/Media Association, Higher Education Division, Kent, OH.

Milheim, W. D., & Callahan, B. (April, 1985). *Interactive video*. Presentation at the meeting of the Ohio Educational Library/Media Association, Higher Education Division, Kent, OH.

## **OTHER PROFESSIONAL ACTIVITIES:**

### Presentations

*The Changing Landscape of the Master's Degree at Penn State*. Presentation to faculty and administrators, Penn State University, State College, PA, October 3, 2001.

*New Deans Panel: Outreach at Penn State Great Valley*. Presentation at the Outreach Professional Development Conference, Penn State University, State College, PA, February 6, 2001.

*The Instructional Motivation of Web-Based Learners.* Presentation to World Campus faculty and administrators, Penn State University, State College, PA, March 26, 1999.

*Web-Based Instruction: Strategies and Teaching Methods.* Presentation to faculty and administrators, Goucher College, Baltimore, MD. Presented with Brenda Bannan-Ritland, March 7, 1998.

*Professional Utilization of the Internet.* Presentation to the Delaware Valley Chapter of the International Society for Performance Improvement, Philadelphia, PA, October 17, 1995.

*Designing for Multimedia-Based Instruction.* Presentation to the Philadelphia / Delaware Valley Chapter of the American Society for Training and Development, Penn State Great Valley, Malvern, PA. Presented with Paul Nichols, May 17, 1995.

*Classroom Applications of the Internet and Compressed Video Technology.* Presentation to state and county government officials, Penn State Great Valley, Malvern, PA, September 29, 1994.

*Using Technology in the Classroom.* Presentation to faculty and staff, Teaching and Learning with Computers Seminar, Penn State University, State College, PA, June 18, 1993.

*Using Multimedia for Training.* Presentation to corporate trainers and managers, Workforce Development Conference, Penn State Great Valley, Malvern, PA, October 28, 1992.

*IBM Multimedia Tools for Education.* Presentations to teachers, administrators, computer coordinators, and consultants.

Montgomery County Intermediate Unit, Erdenheim, PA, February 22, 1993.

Holidaysburg High School, Holidaysburg, PA, June 11 - 12, 1992.

Reading High School, Reading, PA, June 9, 1992.

Pennsbury High School, Levittown, PA, October 17, 1991.

Spring Grove High School, Spring Grove, PA, May 2, 1991.

IBM Customer Service Center, Valley Forge, PA, April 29, 1991.

IBM Customer Service Center, Scranton, PA, April 12, 1991.

Lancaster - Lebanon Intermediate Unit, Lancaster, PA, April 4, 1991.

IBM Customer Service Center, Harrisburg, PA, March 5, 1991.

IBM Customer Service Center, Reading, PA, February 26, 1991.

Eastern Lebanon County High School, Myerstown, PA, January 18, 1991.

*Educational Applications of Interactive Video.* Presentation to teachers and school administrators, State College School District, State College, PA. Presented with Harold J. Bailey, March 8, 1990.

*Introduction to Interactive Video.* Presentation to university faculty and administrators, Indiana University of Pennsylvania, Indiana, PA. Presented with Harold J. Bailey, February 16-17, 1990.

### Workshops

*Battling Negativity*. Workshop for Penn State Lion Ambassadors and the Blue and White Society, Penn State Harrisburg, Middletown, PA. Presented with Gregory Carrow-Boyd, March 17, 2013.

*IBM Multimedia Tools for Education*. Workshops for teachers, administrators, computer coordinators, and consultants.

Oaks Elementary School, Oaks, PA, November 9, 1993.

Bristol Township High School, Bristol, PA, November 3, 1992.

Bellefonte Middle School, Bellefonte, PA, October 9, 1992.

IBM Customer Service Center, Reading, PA, August 12-13, 1992.

Chester County Intermediate Unit, Exton, PA, July 28-30, 1992.

Hershey High School, Hershey, PA, July 22, 1992.

Colonial Middle School, Norristown, PA, July 6 - 8, 1992.

Muhlenberg High School, Muhlenberg, PA, March 27, 1992.

Trinity High School, Washington, PA, March 13 and March 27, 1992.

Regional Computer Resource Center, Harrisburg Area Community College, Harrisburg, PA, February 25, 1992.

Coughlin High School, Wilkes-Barre, PA, November 22, 1991.

Bucks County Intermediate Unit, Doylestown, PA, May 3, 1991.

Norristown High School, Norristown, PA, October 25, 1990.

Lancaster School District, Lancaster, PA, September 28, 1990.

*Interactive Video*. Workshop and presentation to faculty and staff from several community colleges, Lord Fairfax Community College, Middletown, VA. Presented with Harold J. Bailey, December 18, 1990.

*Interactive Video: A Technology-Based Instructional Delivery System*. Workshop and presentation to university faculty, Slippery Rock State University, Slippery Rock, PA. Presented with Harold J. Bailey, October 9, 1990.

*Multimedia / Authoring Systems Workshop*. Workshop for college faculty, Cuyahoga Community College, Cleveland, OH. Presented with Harold J. Bailey, May 10-11, 1990.

### Media Interviews

McCollum, K. (1997). A new industry sprouts up to help professors put courses on line. *The Chronicle of Higher Education*, 44(10), A33-A34.

Metz, G. (2004). A lion's share of the economy. *Daily Local News*, December 3, B1,B5.

Mowday, B. E. (2003). Customizing the classroom. *Business 2 Business*, May, 10-11.

### **GRANTS AND RESEARCH SUPPORT:**



### Funded Grants

*An Internet Survey Concerning Appropriate Design Characteristics for Web-Based Instruction.* Research Development Grant, Penn State Great Valley, 1998-99. Amount \$1,200.

*Developing an Instructional Technology Resource List for the Internet.* Research Development Grant, Commonwealth Educational System, Penn State University, 1995-96. Amount \$975.

*The Instructional Potential of Learner Controlled Three Dimensional Graphics.* Research Development Grant, Commonwealth Educational System, Penn State University, 1993-94. Amount \$975.

*AT&T University Equipment Donation Program.* AT&T, Philadelphia, PA, 1993. Amount \$117,000. (Team member).

*Technology Classroom Demonstration Project.* CBEL--Teaching and Learning Technologies Group, Center for Academic Computing, Penn State University, 1992-93. Amount \$23,000. (Co-authored with Adele Bane).

*Effective Instructional Strategies for Teaching Adults through Computer-Based Training Programs.* Research Development Grant, Commonwealth Educational System, Penn State University, 1992-93. Amount \$959.

*Determining Appropriate Instructional Strategies for the Effective Utilization of Multimedia CD-ROM Technology.* Research Development Grant, Commonwealth Educational System, Penn State University, 1991-92. Amount \$937.

*Identifying Appropriate Design Characteristics for Performance Support Systems Using Expert Systems Software and Voice Input.* College of Education Alumni Society, Penn State University, 1991-92. Amount \$600.

### Graduate Research Assistant Support

*The Design and Development of an Effective Computer Interface for Computer-Based Training and Multimedia Instruction.* Penn State Great Valley, 1993-94. Amount \$9,000.

### **PROFESSIONAL AWARDS:**

*Executive Director's Award,* Transportation Management Association of Chester County, Malvern, Pennsylvania, April, 2004.

*Award for Teaching Excellence,* Penn State Great Valley, Malvern, Pennsylvania, May, 1996.

*Outstanding Faculty Award,* College of Education, Pennsylvania State University, University Park, Pennsylvania, December, 1994.

*Young Academics Award*, presented by the National Society for Performance and Instruction, Toronto, Ontario, Canada, March, 1990.

*Honorable Mention, Excellence in Training Research Award*, presented by the Instructional Systems Association, Sunset Beach, California, February, 1989.

*Meryl E. Englander Graduate Student Award*, presented by the Midwestern Association of Teachers of Educational Psychology, Bloomington, Indiana, October, 1988.

*Distinguished Achievement by a Graduate Education Student*, presented by Phi Delta Kappa, Kent State University, Kent, Ohio, April, 1988.

*Graduate Student Senate Dissertation Award*, presented by the Graduate Student Senate, Kent State University, Kent, Ohio, April, 1988.

*Graduate Student Senate Research Award*, presented by the Graduate Student Senate, Kent State University, Kent, Ohio, April, 1988.

*Graduate Student Senate Teaching Award*, presented by the Graduate Student Senate, Kent State University, Kent, Ohio, April, 1988.

## **EDITORIAL REVIEW:**

### Journal Articles

2006 - 2014 Consulting Editor, Research Section, *Educational Technology Research and Development*. Ad-hoc Reviewer, 2004-2006.

2002 - 2014 Ad-hoc Reviewer, *Human Resource Management*.

1996 - 2015 Editorial Board, *British Journal of Educational Technology*.

1996 - 2014 Ad-hoc Reviewer, *Journal of Educational Computing Research*.

1993 - pres. Contributing Editor, *Educational Technology*.

1993 - 1998 Ad-hoc Reviewer, *Canadian Journal of Educational Communication*.

1988 - 1997 Ad-hoc Reviewer, *Ohio Media Spectrum*.

### Conference Proposals

2004 - 2005 *International Conference on Education and Technology*.

1995 - 2015 *American Educational Research Association*.

Adult Literacy and Adult Education - Special Interest Group.

Advanced Technologies for Learning - Special Interest Group.

Computer and Internet Applications in Education - Special Interest Group.  
 Design and Technology - Special Interest Group.  
 Education and the World Wide Web - Special Interest Group.  
 Instructional Technology - Special Interest Group.  
 Learning and Instruction Division.  
 Technology as an Agent of Change in Teaching and Learning - Special  
 Interest Group.  
 Technology, Instruction, Cognition & Learning - Special Interest Group.

1984 - 2015 *Association for Educational Communications and Technology*.  
 Design and Development Division.  
 Design and Development Showcase.  
 Division of Instructional Development.  
 Division of Learning and Performance Environments.  
 Educational Media Management Division.  
 Featured Research Proposals.  
 Interactive Systems and Computers Division.  
 Research Paper Track.  
 Training and Performance Division.

### Books

2004 *The ID casebook: Case studies in instructional design (2nd edition)*. Upper  
 Saddle River, NJ: Merrill Prentice Hall.

2002 *Instructional technology management*. Columbus, OH: Merrill Prentice Hall.

### Book Chapter

1993 Gredler, M. E. (1996). Educational games and simulations: A technology in  
 search of a (research) paradigm. In D. H. Jonassen (Ed.), *Handbook of Research  
 for Educational Communications and Technology* (pp. 521-540). New York:  
 Simon & Schuster Macmillan.

### Grant Proposal

1989 - 1991 Ben Franklin Technology Center, Bethlehem, PA.

### Instructional Software

2001 Learning Software Design Competition, University of Minnesota, Minneapolis,  
 MN.

## **CREATIVE WORKS:**

World Wide Web, Penn State Great Valley, Malvern, Pennsylvania.

Web-Based Instruction Resource Site. Summer and Fall, 1997.

Interactive Videodisc, College of Education, Kent State University, Kent, Ohio; Institute for Interactive Technologies, Bloomsburg University, Bloomsburg, Pennsylvania.

Fire Safety. Summer, 1991.

Physical Assessment and Basic Self-Care of the Post-Partum Patient. Fall, 1990; Spring, 1991; and Summer, 1991.

Adopting Work Attitudes for Retaining Employment (Office/Clerical Module). Fall, 1990.

Pennsylvania Right to Know. Spring and Summer, 1990.

AIDS Education: An Interactive Approach. Spring, 1990.

Computer Numeric Control. Spring, 1990.

Computerized Numerical Control Lathe Training. Spring, 1990.

Extended Programs Adult Advisement Program. Fall, 1989 and Spring, 1990.

Attributes for Successful Employability. Fall, 1989.

35mm Photography: It's Easier Than You Think. Fall, 1987.

Decent Exposure. Spring, 1986 and Fall, 1987.

Critical Incidents in Discipline. Summer, 1986.

Videotape, College of Education, Kent State University, Kent, Ohio.

Kent State University Elementary Education: A Challenge in Variety. Spring, 1988.

Early Childhood Education at Kent State University: An Introduction. Fall, 1987.

Repurposing Videodiscs for Interactive Learning: Some Successful Projects in Northeastern Ohio. Fall, 1988.

Teaching Classroom Discipline through Interactive Video: Videodisc Simulations for Teachers. Spring, 1987.

Understanding Non-Objective Art. Summer, 1986.

America: Its Heartland. Spring, 1986.

I.P.P. & N.P.: More than Initials. Fall, 1985.

Identification and Development of Giftedness in Early Childhood. Fall, 1985.

High Schools for the Future: The Change Process. Spring, 1985.

Give Life: It's In Your Blood. Summer, 1984.

High Schools for the Future. Summer, 1984.

Physical Barriers to People in Wheelchairs. Spring, 1983.

Computer Software, College of Education, Kent State University, Kent, Ohio.

COUNSELOR. Fall, 1988.

Multi-Image, College of Education, Kent State University, Kent, Ohio.

The College of Education: Past, Present and Future. Fall, 1984.

## **PROFESSIONAL AND SCHOLARLY ORGANIZATIONS:**

American Educational Research Association

Member (1986 - 2015)

Association for Educational Communications and Technology

Member (1984 - 2015)

Division of Instructional Development

Book Award Selection Committee (1997 - 1999)

Interactive Systems and Computers Division

Board Member (1995 - 2000)

Convention Computing Technology Task Force

Member (1993 - 1995)

Periodic Publications Committee

Member (1992 - 1998)

Co-Chairperson (1993 - 1996)

Association for the Development of Computer-Based Instructional Systems

Member (1989 - 1994)

International Conference on Education and Technology

International Program Committee (2004 - 2005)

International Interactive Communications Society, Delaware Valley Chapter, Media, PA

Member (1993 - 1997)

Board Member (1993 - 1994)

International Visual Literacy Association

Member (1997 - 2004)

Pennsylvania Association for Educational Communications and Technology

Member (1993 - 1999)

Instructional Design, Training and Development Special Interest Group

Chairperson (1991 - 1992)

## **ACADEMIC SERVICE:**

Penn State Harrisburg, Harrisburg, Pennsylvania.

2013 - 2014 Chairperson, College Promotion and Tenure Committee (Member, 2010 - 2013).

2013 - 2014 Chairperson, Lecture Series Committee.

2013 Health Education Faculty Search Committee.

2012 Chairperson, Senior Associate Dean for Academic Affairs Search Committee.

2012 Human Development and Family Studies Faculty Search Committee.

- 2011 - 2012 Curriculum Committee, Health and Professional Studies Division, School of Behavioral Sciences and Education.
- 2011 - 2013 Faculty Senate Enrollment Management and Outreach Committee.
- 2008 Director of Instructional and Information Technologies Search Committee.
- 2006 - 2007 Uganda Project Core Planning Group.
- 2015 - pres. Training and Development Program Advisory Board.  
2005 - 2014
- 2005 - 2010 Academic Council.
- 2005 - 2007 Blue Sky Group of the Penn State Harrisburg Strategic Planning Committee.
- 2005 - 2006 Community Outreach Committee.
- 2005 - 2007 eLearning Course Development Team.
- 2005 - 2008 Honors Faculty Advisory Council.
- 2005 - 2010 Strategic Planning Committee.
- 2001 - 2002 Academic Administrative Evaluation (AD-14) Review Committee for the Associate Dean for Research and Graduate Studies.

Penn State University, University Park, Pennsylvania.

- 2005 - 2008 Children, Youth, and Families Steering Committee.
- 2003 - 2005 E-Learning @ PSU Cooperative Steering Committee.
- 2003 - 2005 Campus College Council of Academic Deans.
- 2003 - 2005 National Council on Penn State Philanthropy.
- 2003 - 2004 Task Force on Continuing Education at Penn State.
- 2000 - 2005 Advisory Committee on Graduate Education.
- 1999 - 2005 Council of Campus Administrators.

College of Education, Penn State University, University Park, Pennsylvania.

- 2000 - 2001 Instructional Systems and Information Sciences and Technology Faculty Search Committee (University Park positions).

- 1998 - 2000 Special Education Faculty Search Committee (Great Valley position).
- 1997 - 2000 Department Promotion and Tenure Committee.  
(Adult Education, Instructional Systems, and Workforce Education and Development).
- 1997 - 1998 Chairperson, Special Education Faculty Search Committee (Great Valley positions).
- 1997 - 1998 Dean of the College of Education Search Committee.
- 1995 - 1996 Chairperson, Special Education Faculty Search Committee (Great Valley position).
- 1994 - 1995 Department Head Search Committee.  
(Adult Education, Instructional Systems, and Vocational and Industrial Education).
- 1994 - 1995 Education Faculty Search Committee.  
(Curriculum & Instruction, Instructional Systems, and Special Education - Great Valley positions).
- 1993 - 1994 Committee on Graduate Studies.
- 1993 - 1994 Chairperson, Instructional Systems Faculty Search Committee (Great Valley position).
- 1993 - 1994 Instructional Systems Faculty Search Committee (University Park position).
- 1993 - 1994 Special Education Faculty Search Committee (Great Valley position).
- 1992 - 1993 Special Education Faculty Search Committee (Great Valley position).

Penn State Worthington Scranton

- 2010 Campus Promotion and Tenure Committee.

School of Information Sciences and Technology, Penn State University, University Park, Pennsylvania.

- 2001 - 2002 Faculty Academy Advisory Committee.

Commonwealth College, Penn State University, University Park, Pennsylvania.

- 1998 Director of the Jack P. Royer Center for Learning and Academic Technologies Search Committee.

Penn State Great Valley, Malvern, Pennsylvania.

- 2005 Delaware Valley Diversity Leadership Academy Steering Committee.
- 2000 - 2005 Secretary, Great Valley Advisory Board.
- 1999 - 2005 Great Valley Advisory Board Nominating Committee.
- 1999 - 2005 Campaign Executive Committee.
- 1999 - 2005 Council of Administrative Directors.
- 1999 Management Division Head Search Committee.
- 1999 Continuing Education Area Representative Search Committee.
- 1999 Publications Specialist Search Committee.
- 1998 - 2000 School Promotion and Tenure Committee.
- 1998 Great Valley Expansion Program Committee.
- 1997 - 1998 Great Valley Web Committee.
- 1997 Chairperson, Groupware Committee.
- 1996 - 1999 Good Offices Coordinator.
- 1996 - 1999 Legislative Advocacy Network.
- 1996 - 1997 Great Valley Planning and Budget Advisory Committee.
- 1996 - 1997 Great Valley Center Executive Officer / Associate Dean Search Committee.
- 1996 - 1997 Recognition and Awards Committee.
- 1996 - 1997 Ad Hoc Committee on Excellence in Teaching and Service.
- 1996 Classroom Space Allocation Committee.
- 1995 - 2005 Academic Executive Council.
- 1995 - 1996 Chairperson, Distance Education Task Force (Member, 1996 - 1999).
- 1995 - 1997 Co-Chairperson, Task Force for Academic Benchmarking and Assessment (Member, 1997 - 2000).
- 1995 - 1999 Curricular Affairs Committee (formerly Academic Affairs Committee).



- 1995 - 2000 Regional Advertising Advisory Committee.
- 1995 - 1996 Chairperson, Head Librarian Faculty Search Committee.
- 1995 - 1996 Instructional Designer Search Committee.
- 1995 Director of Information Technology Search Committee.
- 1995 Great Valley Home Page Task Force.
- 1994 University Appeals Board.
- 1994 - 1996 Building Expansion Committee.
- 1994 - 1995 Senate Research Committee.
- 1994 - 1995 Regional Collaboration Senate Subcommittee.
- 1993 - 1994 Faculty Expectations Ad Hoc Senate Committee.
- 1993 - 1994 Graduate Research Assistantship Selection Committee.
- 1993 Martin Luther King Day Committee.
- 1992 - 1998 Student Affairs Committee.
- 1991 - 1995 Council of Academic Program Coordinators.
- 1991 - 1995 Information Systems and Computing Committee.
- 1991 - 1995 Videoconferencing and Instructional Support Committee.

Bloomsburg University, Bloomsburg, Pennsylvania.

- 1990 - 1991 University-Wide Technology Advisory Committee.
- 1990 - 1991 Evaluation and Tenure Committee, Department of Mathematics and Computer Science.
- 1990 - 1991 Promotion and Sabbatical Committee, Department of Mathematics and Computer Science.
- 1989 - 1991 Interactive Technology Committee.

Kent State University, Kent, Ohio.

- 1988 - 1989 Task Force on Wellness and Employability, College of Education.

1987 - 1989 Computerization Committee, College of Education.

1986 - 1987 Computer Network Task Force, College of Education.

University of Texas, Brownsville, Texas.

1997 - 1998 Nationwide Advisory Committee for the Educational Technology Program.

## **COMMUNITY SERVICE:**

Chester County Chamber of Business & Industry, Malvern, Pennsylvania

2002 - 2005 Board of Directors.

Chester County Council on Addictive Diseases (COAD), Exton, Pennsylvania.

1999 - 2000 Training Institute Advisory Board.

1997 - 2000 Board of Directors.

Chester County Intermediate Unit, Exton, Pennsylvania.

1995 - 1997 Technology Advisory Board.

1994 - 1995 Steering Committee, Chester County Training Consortium.

1993 - 1994 Educational Technology Study Committee.

Consortium of Graduate Schools, Immaculata College, Immaculata, Pennsylvania.

2001 - 2005 Member.

Eastern Technology Council, Wayne, Pennsylvania.

2000 - 2004 Judge, Enterprise Awards.

Paoli Memorial Hospital, Paoli, Pennsylvania.

2001 - 2002 Paoli Hospital Foundation Community Services Committee.

Sanchaar Corporation, Philadelphia, Pennsylvania

2004 - 2005 Advisory Board.

Xtel Systems, Paoli, Pennsylvania.

1997 - 1999 Advisory Board.

**CONSULTING:**

- 2001 - 2002 Access Technologies Group, Plymouth Meeting, PA. Instructional design consultant.
- 1994 SmithKline Beecham Animal Health, Exton, PA. Instructional design consultant.
- 1994 Insurance Institute of America, Malvern, PA. Multimedia design consultant.
- 1994 Automated Financial Technology, Wayne, PA. Training room design consultant.
- 1993 - 1996 Blue Lightning Data and Software, Paoli, PA. Instructional consultant.
- 1993 - 1994 Ford Motor Company (Electronics Division), Lansdale, PA. Instructional design consultant.
- 1992 Users, Inc., Valley Forge, PA. Instructional designer and computer-based training consultant.
- 1990 - 1994 International Business Machines, Wayne, PA. Education Instruction Specialist.
- 1990 - 1991 Kent State University, Kent, OH. Consultant for the restructuring of a campus-wide computer center.
- 1989 - 1991 Bailey Interactive, Inc., Bloomsburg, PA. Instructional designer and project evaluator.
- 1988 - 1989 Farrell School District, Farrell, PA. Consultant for telecommunications writing project.