

Conference Brochure

**NEW LEARNING TECHNOLOGIES
2009 SALT[®] CONFERENCE**

FEBRUARY 18 - 20, 2009

Conference & Exhibits Sponsored by
SOCIETY FOR APPLIED LEARNING TECHNOLOGY[®]
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Conference & Exhibits Managed by
LEARNING TECHNOLOGY INSTITUTE[®]
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Registration Desk Hours

Tuesday, Feb 17	7:30 AM to 5:00 PM
Wednesday, Feb 18	7:30 AM to 5:00 PM
Thursday, Feb 19	7:30 AM to 5:00 PM
Friday, Feb 20	8:00 AM to 12 NOON

Exhibit Hours

Paradise Ballroom II

Wednesday, Feb 18	10:00 AM to 3:30 PM
Thursday, Feb 19	10:00 AM to 3:30 PM
Friday, Feb 20	10:00 AM to 12:00 NOON

Networking Reception

SALT® will be sponsoring a reception for all conference participants on Wednesday, February 18th in the Exhibit Hall. The reception will take place from 5:00 pm to 6:30 pm. There will be a cash bar and complementary hors d'oeuvres. To help us plan appropriately, please indicate whether you plan on attending this reception by sending an email to carrie@lti.org no later than January 12th.

Conference Floor Layout

TUESDAY (FEB 17) - PRE-CONFERENCE TUTORIALS 2ND FLOOR OF RAMADA CONVENTION CENTER

8:30 am - 12:00 Noon PreConference Tutorials

- A. Rapid e-Learning Using Open-Source Drupal Modules..... Cocoa
- B. Develop eLearning Activities using Simple Flash Coding..... Ft. Lauderdale
- C. Stick Your Fingers Into Social Media: Blogs, Podcasts & Video Boca Raton

1:30 pm - 5:00 pm PreConference Tutorials

- D. Teaching Online Outside the LMS with Free, Easy-to-Use Shareware Cocoa
- E. Step-by-Step Introduction to ActionScript 3 Ft. Lauderdale
- F. Hands On Mobile Learning Boca Raton

WEDNESDAY (FEB 18) - CONFERENCE 1ST FLOOR OF RAMADA CONVENTION CENTER

- 1 - E-Learning Paradise A
- 2 - Performance Support Paradise B
- 3 - Design Paradise C
- 4 - Training Paradise D
- 5 - Knowledge Management Paradise E

THURSDAY (FEB 19) - CONFERENCE

- 1 - E-Learning Paradise A
- 2 - Mobile Computing Paradise B
- 3 - Gaming & Simulation Paradise C
- 4 - Training Paradise D
- 5 - Knowledge Management Paradise E

FRIDAY (FEB 20) - CONFERENCE

- 1 - Design Paradise A
- 2 - Mobile Computing Paradise B
- 3 - Gaming & Simulation Paradise C
- 4 - Training Paradise D
- 5 - Knowledge Management Paradise E

Registration Fees

Pre-Conference Tutorials (Tuesday, Feb 17, 2009) - \$195 ea.

SALT® MEMBER FULL CONFERENCE REGISTRATION

Paid by Nov 19, 2008 - \$650

Paid by Feb 4, 2009 - \$700

Paid After Feb 4, 2009 - \$750

To Be Invoiced - \$750

NON-MEMBER FULL CONFERENCE REGISTRATION

Paid by Nov 19, 2008 - \$700

Paid by Feb 4, 2009 - \$750

Paid After Feb 4, 2009 - \$800

To Be Invoiced - \$800

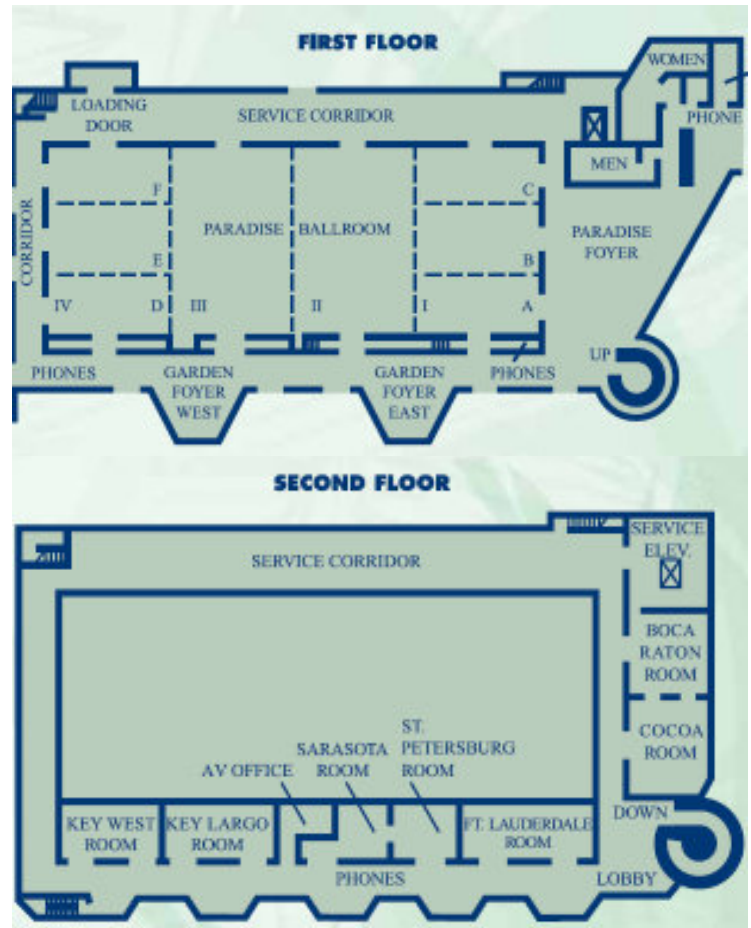
SALT® MEMBER/NON-MEMBER PARTIAL REGISTRATION

One Day Registration - \$350

Two Day Registration - \$550

Salt Membership - \$55

Ramada Orlando Celebration Hotel and Convention Center
6375 West Irlo Bronson Memorial Hwy. Kissimmee, FL 34747
Phone: (407) 390-5800





SALT® is pleased to have Joseph Ganci, President and CEO of *Dazzle Technologies Corporation*, as this year's keynote speaker.

Joe Ganci has been involved in the e-learning field since 1983, while still an undergraduate, working on creating learning programs on the university's learning system. Upon graduating with a degree in Computer Science, he went on to Ford Aerospace where his job was to bridge the gap between the team maintaining and updating Ford's authoring system and the team of designers and developers using that system. Working as a programmer and also as a lesson designer, Joe wrote manuals and helped develop better approaches to what was then called computer-based training.

After leaving Ford Aerospace, Joe climbed the ladder at different companies for the next ten years, becoming Multimedia Technical Director at two different companies before starting his own company, Dazzle Technologies Corp., in Sterling, VA, right outside Washington, D.C. He was determined to improve both the design and the technical aspects of e-learning. Joe has written several books and articles about e-learning development and has taught classes and seminars at leading universities, in many government facilities, commercial firms, and educational institutions, and at many industry conferences. He is on a mission to better the quality of e-Learning with practical approaches that work. His advice continues to be sought by authoring tool vendors, by client training departments and by individuals trying to find better ways to impart learning.

Change Is Coming

Change is coming. In fact, it's already here. We have entered the collaboration age with its promise of social networking, teams of real human beings from each of 24 time zones working together to achieve a common goal. The goal may be to make money; it may be to wage virtual war on distant planets; it may be to...wait for it...learn together. We are not talking here about a video of a professor's lecture being delivered long distance, not about a virtual classroom. We are talking about continuous improvement, productivity-boosting paradigm shifts, a wholesale change in learning. We've all heard the buzzwords but what is the reality? Just what can we do as real human beings to make sure we avoid missteps and apply real ways to enhance learning and not distract learners from the content they need to assimilate? Is this real-time learning or is this bothering the guy in the cubicle next to us when we're too lazy to look it up ourselves, except this time the cubicle is in a distant town? Where does informal learning butt heads with more standard approaches? We're going to explore this strange new world. Bring an open mind, bring some enthusiasm...come to learn and participate in an experience that will spark your imagination and give you new and effective ways to deliver learning in this new world of collaboration.

A Cocoa Room - 2nd Floor
8:30 – 12:00 **Rapid e-Learning Using Open-Source
Drupal Modules**

Keith Bailey, Director, e-Learning Institute, *Penn State University*, Bryan Ollendyke, Instructional Technology Specialist, e-Learning Institute, *Penn State University*

Over the past two years, the Penn State College of Arts and Architecture's e-Learning Institute has been developing and releasing a series of free, educationally-focused, Drupal modules. These modules have been designed to streamline both the course creation process as well as improve the efficiency of course maintenance and delivery. The purpose of this workshop is to provide a hands-on experience with our custom e-Learning Management System (ELMS). Attendees will learn to use the drag-drop module to organize instructional materials, as well as utilize the HTML export module to publish their courses.

B Ft. Lauderdale Room - 2nd Floor
8:30 – 12:00 **Develop eLearning Activities using
Simple Flash Coding**

Phil Cowcill, Coordinator, Interactive Multimedia, School of Communication Arts, *Canadore College*

This is a hands-on course that will help extend the participant's knowledge on using Flash to create interactive eLearning objects. The participant will be given simple templates in which they can use to incorporate their material. The activities will range from Drag 'n' Drop, multiple choice quiz, fill in the blank and media control. Participants will also be shown how to convert Windows or QuickTime video to Flash video that can be setup to stream. The streaming Flash video does not require any special server configuration or any coding.

Along with the course material, participants will also be shown some of the new drawing and animating features of the CS4 version of Flash.

Prerequisites:

Each person needs to bring their own laptop with Flash CS3 or CS4 installed (the 30 day trial version will also meet the need). It would help if the participants are required to have a basic knowledge of Flash. Each participant will be expected to know how to add key frames, add layers, import media into the library and be familiar with Property Inspector. Some knowledge of ActionScript is beneficial but not necessary.

Each participant will receive a CD with all the sample files, an electronic version of the workbook and additional resources.

C Boca Raton Room - 2nd Floor
8:30 – 12:00 **Stick Your Fingers Into Social Media –
Blogs, Podcasts and Video**

Dick Carlson, Owner, *TechHerding.com*

If you've been wondering about social media, and want to hear someone talk about it – don't show up! This session is not a speech, a presentation, or some kind of discussion. You'll use your laptop (and some of our equipment) to actually start your blog, record a podcast, or shoot some simple viral video.

Before you arrive, we'll provide a 60 minute "homework" assignment for you to complete to make sure you understand the basics and are up to speed and ready to go. Once you arrive, you'll pull out your laptop (or grab a camera, or pick up a microphone) and start doing something.

The Rules:

- Bring your laptop with wireless capability (our site will provide the connection).
- Complete the pre-session work, or have the knowledge it covers.
- No "watchers" or "just interested" types allowed – if you're here, your fingers are on the keys.
- Be proud! There are lots of people who'd love to be able to do this, but it's too scary! You're brave!

By the time you leave, you'll have one of these to show off:

- Your new blog online, visible to the world, with five posts.
- An actual short audio podcast, digitized and online.
- And actual short viral video, digitized and online.

D Cocoa Room - 2nd Floor
1:30 – 5:00 **Teaching Online Outside the LMS with Free, Easy-to-Use Shareware**

Phil Ice, Ed.D., Director of Course Design, Research & Development, *American Public University System*, Lore Kupczynski, Instructional Designer, Center for Online Learning, Teaching and Technology, *University of Texas-Pan American*, Melanie Winter, Director, Office of the Provost, *American Public University System*

This workshop will introduce three free, beta-level, sharable content technologies and allow for exemplification and further examination of the use of each as instructional design workflow models and in other areas. Each of the technologies and their capabilities will be presented along with ideas for implementation. As each is presented, participants will have the opportunity to test it and to develop stand-alone and integrated learning environments. Case studies related to student satisfaction and effectiveness will also be presented as the workshop strives to include practitioners in government, industry, academia and military. Finally, this workshop will offer a discussion forum for application.

E Ft. Lauderdale Room - 2nd Floor
1:30 – 5:00 **Step-by-Step Introduction to ActionScript 3**

Phil Cowcill, Coordinator, Interactive Multimedia, School of Communication Arts, *Canadore College*

There has been a lot of discussion and hype around using Flash's ActionScript 3 (AS3) to develop Flash content. However, the process of developing with AS3 is radically different than previous versions of ActionScript. This hands-on course will step you through the process of developing Flash using AS3. It will allow you to see the advantage that AS3 has over AS2. There is a full workbook that you can take back with you so you repeat the lessons when you return home. The workbook also explains in layman's terms how to best develop with AS3.

Along with the course material, participants will also be shown some of the new drawing and animating features of the CS4 version of Flash.

Prerequisites:

Each person needs to bring their own laptop with Flash CS3 or CS4 installed (the 30 day trial version will also meet the need). Each person should already be familiar with the basics of ActionScript and Flash. Participants who took the Pre Conference course *Develop eLearning Activities using Simple Flash Coding* would find this course a good next step.

Each participant will receive a CD with all the sample files, an electronic version of the workbook and additional resources.

F Boca Raton Room - 2nd Floor
1:30 – 5:00 **Hands on Mobile Learning**

Bob Sanregret, Chief Executive Officer, *Hot Lava Software, Inc.*

This tutorial will focus on all aspects of mobile e-learning from authoring to publishing, delivery and tracking solutions. This tutorial will review content development approaches for delivery to a remote workforce. Utilization of Learning Mobile Author to generate cell phone, smart phone, Palm OS and Pocket PC delivered learning and knowledge solutions will be discussed and the tutorial's leaders will reference case studies involving corporate clients and partners. This tutorial will also explore how mobile learning solutions can have an immediate impact on your organization today and revolutionize your business strategy for the future. In this tutorial you will learn how mobile learning is used by corporations and universities as an addition to instructor led and as stand alone knowledge solutions.

Hands-On Exercises (Bring Your Own Laptop):

- 1) Design and author a mobile learning module using a mLearning design templates.
- 2) Create a mobile survey and publish and view results.
- 3) Create and publish mobile learning for BlackBerry or other cell phone use.
- 4) Use mobile learning from a mobile phone and track the results.
- 5) Add images, video, Flash, FlashLite and Audio to your mobile learning project and re-publish.

Each attendee will take with them a copy of the mobile learning design and authoring tools for use after the conference.

About the SALT® Conference

The SALT® 2009 New Learning Technologies Conference in Orlando, Florida will address the important issues that affect individuals and organizations who are involved in designing, developing or implementing technology based education and training systems. The conference provides a unique opportunity to obtain a cross-disciplinary exposure to technology applications in a concrete manner and to learn from speakers who are practitioners of current technology applications. The conference experience should provide the potential for a broad exposure to professionals from Education, Government, Industry and Consulting who will be sharing their knowledge and experience. Attendees will hear real-world and practical examples of how your peers came to recognize the challenges facing them and then identified the technology-based solutions to address them. These solutions include:

- Application Service Provider (ASPs)
- Training Technologies
- Learning Management Systems (LMS)
- Learning Content Management Systems (LCMS)
- E-learning Solutions
- Enterprise Management Systems
- Industrial Training Systems and Courseware
- On-line Professional Staff Development Systems
- Personal Digital Assistants (PDAs)
- Mobile Computing and Wireless Solutions
- Web-Based Training
- WiFi/Wireless Networking Technologies

Who Attends the SALT® Conference on New Learning Technologies

Decision makers involved in the selection and implementation of technology-based solutions for education, training and performance support which include the following:

Corporate and Industrial Trainers

Directors and managers seeking current information on E-learning, Mobile Computing Technology, and Content and Enterprise Management Systems for their organizations' training needs. Industry professionals who require training and communication programs utilizing strategies which engage the learner. Corporations seeking to leverage current knowledge and investment in DVD technologies.

Government and Military Professionals

Military and government staff tasked with integrating the latest multimedia technologies into their training, compliance and logistics support programs. Courseware developers seeking SCORM compliant technologies to assist them in manpower development, personnel training, and safety programs. Government agencies interested in Customizable Off The Shelf (COTS) training solutions for their learners.

Educators

IT Managers and Curriculum Developers responsible for implementing technology based-systems now driving institutions of higher education. Educators who want to know how the latest technologies (PDAs, LMS,) are being applied to improve the learning experience. Instructional designers who need to be on top of the latest application technology to help them exploit existing content and develop more accessible courseware.

- University and community college professionals
- State and local education professionals
- Education/Training facilitators
- Educational research professionals
- Hardware and software systems developers
- Consultants
- Users of interactive systems in training and job performance support programs
- Technology-based systems manufacturers & integrators
- Human resource development managers
- Corporate training managers
- Publishers and distributors of educational software
- Instruction design professionals
- Instructional systems professionals
- Training systems designers and developers
- Military and Homeland Security systems training professionals
- Multimedia developers and distributors

With 90 speakers scheduled to speak in 5 different conference tracks over 3 days, the *New Learning Technologies Conference* offers one of the best values in the market place. SALT® has always made it a priority to offer exceptional content to attendees at registration rates which are competitive. By controlling overhead expenses and negotiating favorable hotel rates, this conference offers the lowest cost with the widest program selection from recognized professionals in the field.

This conference offers you and your organization a cost-conscious method to stay up-to-date on the latest technology for improving learning, reducing training time and increasing employee effectiveness.

General Information

Meeting Location

Ramada Orlando Celebration Hotel and Convention Center
6375 West Irlo Bronson Memorial Highway
Kissimmee, Florida 34747
Phone: (407) 390-5800

Registration

For earlybird registration rates, your registration submission with payment must be completed by November 19, 2008, or faxed to us by that date with credit card information included. For early registration rates, your registration submission with payment must be completed by February 4, 2009, or faxed to us by that date with credit card information included. All registrations made after February 4, 2009 OR requiring Invoicing will be billed at the higher (SALT Members \$750 and Non-Members \$800). All foreign checks must be paid in US dollars. **Checks should be made payable and mailed to Learning Technology Institute®, 50 Culpeper Street, Warrenton, Virginia 20186.**

Hotel Accommodations

Attendees should make their own room reservations. A limited number of rooms have been set aside at the discounted rate of \$79.00 single/double. Room rates are subject to availability, so please make your reservations as early as possible. Special room rates may not be available after January 16, 2009. To receive the special conference rate, call reservations at the hotel at (407) 390-5800 and indicate that you are with the SALT® conference and reference **special code SALT02**.

Registration Desk Hours at Conference

Tuesday	7:30 AM to 5:00 PM
Wednesday	7:30 AM to 5:00 PM
Thursday	7:30 AM to 5:00 PM
Friday	8:00 AM to 12 Noon

One-Day/Two Day Registration

For those who prefer to attend only one or two days, there is a one-day registration fee of \$350 and a two-day fee of \$550.

Program Topic Organization

Program headings are grouped by general categories for convenience of those who wish to focus on specific areas. However, many presentations relate to more than one area and attendees are encouraged to select those presentations of greatest relevance to their needs. Schedules are arranged to provide for attendees to change locations without disruption.

Employment Bulletin Board

A bulletin board will be available for posting of employment information or resumes. If interested, please bring your own materials to post on this board.



ADA Compliance

The Ramada Orlando Celebration Hotel and Convention Center has warranted that it complies with ADA requirements. Please indicate on the registration form if you would like assistance at the conference.

Program Changes

Learning Technology Institute® reserves the right to make necessary changes in this program. Every effort will be made to keep presentations and speakers as represented. However, unforeseen circumstances may result in the substitution or cancellation of a presentation topic and/or speaker. For the latest conference information visit SALT®'s web site at www.salt.org.

Program Updates

Program updates will be sent to all conference registrants via email. To ensure receipt of this information, it is essential that you include your email address when registering for the conference. It is also essential that if your e-mail system supports a "known senders" list, to add salt.org to it. For the latest conference information visit SALT®'s web site at www.salt.org.

Inquiries

Inquiries concerning this conference should be addressed to the Society for Applied Learning Technology®, 50 Culpeper Street, Warrenton, Virginia 20186, (540) 347-0055 or fax at (540) 349-3169. You may also find useful information on the SALT® Home Page at WWW.SALT.ORG

Conference Sponsorship

This conference is being conducted by the Learning Technology Institute® (LTI®) in cooperation with the Society for Applied Learning Technology® (SALT®). However, SALT® assumes no responsibility for program content, facilities, schedules, or operations. Learning Technology Institute® programs are educational in nature and are considered continuing professional education. Attendees are advised that some presentations made by representatives of the U.S. Government may be available at little or no cost by making direct request to those presenters. While the Learning Technology Institute® is an educational organization, tax exempt under Section 501(c)3 of the Internal Revenue Code, the fees for the program described in the brochure are considered to be tuition expenses and not donations to the Institute.

Conference Proceedings

Conference proceedings will be provided to conference registrants on CD-ROM at the conference. The proceedings will be available for purchase by non-registrants after the conference. Please call (540) 347-0055 to place an order.

Cancellation Policy

Cancellations received by February 4th, 2009 will be refunded after the conference less a \$50 processing fee. We also accept attendee substitutions, or your fee may be applied to the next SALT conference. No monetary refunds for cancellations made after February 4th, 2009.

Technical Sessions Overview

Room:	Paradise A Room	Paradise B Room
Wed 18th	e Learning	Performance Support
9:00	Keynote Address - Paradise A & B	
10:30	Learning 2.0: Could it, Should it, Will it? - James Wetzel	Concept of Mastery linked to Competency - Tim Adams
11:15	The Ins and Outs of Getting an e-Learning Initiative Started in Higher Education - Keith Bailey, Bill Rose	Coast Guard Lifesavers – An Innovation for Bridging the Gap - Becky Palmore, Anita Moseley
1:30	Compliance Training and the Organizational Sentencing Guidelines - Michael Jernigan	Integrating Enterprise Learning and Performance Improvement - Tom Keller, Ed.D., Fred Erickson
2:15	What E-Learning Developers Need to Know about Competency Management - Christine Hipple	The Connection Between Learning and Performance Support - David Austin
3:30	An Industry/Academia Collaboration Model for Online Courses - Thomas Cavanagh	Installation Asset Management for DOD agencies - James Watson
4:15	Multi-dimensional Assessment for eLearning; Traditional and Social Assessment Models - Thomas Downey	The Technological Tool to Performance Management Success - John Pyecha
Thur 19th	e Learning	Mobile Computing
8:30	Report from the Edge: What are Companies' Experiences with Web 2.0 in eLearning? - Roger Mundell	Mobil Learning Panel Discussion - Bob Sanregret - Robert Gadd - Anthony Contino - Dr. Henry van Zyl - Dana Alan Koch - Mike Jenkins - Nancy Munro - Ann Boland
9:15	Blackboard: A Launching Pad to Control Distance Learning - Daniel Keenan	Anatomy of Wiki Participation - Deborah Coleman, Carla Lorek
10:30	How to Use the Technologies of Generation Y Students to Enhance Teaching and Learning - Henry Findlay	Sun Learning eXchange: Open and Mobile Learning Platform for Corporate Education - Joseph Campbell, Paul Casanova
11:15	Meeting learners' preferences: implementing content adaptability in e-learning - Silvia Mirri, Ph.D., Paola Salomoni	Using Thin Clients in a University Setting - Mike Carr, Bob Bair
1:30	Media Magic - Phil Cowcill	Sports Bytes Delivers STEM Content to Mobile Phones Worldwide - Heather Katz, Ph.D.
2:15	Motivating Online Learners: Tips, and Tricks To Keep Learning Going - Curtis Odom	Accenture Education "Mobilizes" a New Kind of Learning - Dana Alan Koch
3:30	Strategies to Build Online Patient Self-Management System: Based on Self-Regulated Theory and Distance Learning Studies. - Hannah Kim	Mobilizing Content: Building & Deploying Information & Assessments to Cellphones - Robert Gadd
4:15	Sharing Knowledge Quickly to Increase Performance NOW! - Karla Roberts	
Fri 20th	Design II	Mobile Computing
8:30	Engaging e-Learning Exploration – A Look at an Award Winning Solution on Law Enforcement Response to Terrorism - Steve Lee, John Welsh	Using Forums and Wikis for Classroom Social/Learning Network - Marcia Gibson, Ed.D.
9:15	A Unique Blended Learning Approach and Technology - David Miller	The Mini-Computer We Are Not Allowing Our Students to Use - John Mercier, Matt Dugan, Craig Struble
10:30	General Aviation Security: A Safety Management System Model for Distant Learning - William Rankin	Corporate Mobile Learning - "A View from the Field" - Mike Jenkins, Anthony Contino
11:15	Making Simple Sequencing "Simple" - Fred Banks	Designing Arabic Language and Culture in m-Learning - Kassy Tyler, Cindy Mersereau

For more detailed descriptions of speaker presentations, visit the SALT web site at www.salt.org

Technical Sessions Overview

Room:	Paradise C Room	Paradise D Room	Paradise E Room
Wed 18th	Design I	Training	Knowledge Management
9:00	Keynote Address - Paradise A & B		
10:30	Instructional Design Strategies for Effective Blended Learning - Katherine Pang	Generation Why? Designing Training and Learning to Engage the New Workforce - James Guilkey, Ph.D.	Achieving "Portal-topia" - Billy Biggs
11:15	Lifecycle Management of Learning Objectives - Jake Aplanalp, Paul Graf	Lessons Learned in Creating an Effective Immersive Training Strategy - John Lewis	Industry Trends in Learning Management - Justin Hearn
1:30	Blending Web 2.0 Technologies into the Collaborative Learning Environment - Curt Shreiner	Tapping into the Power of Social Learning - Michelle Jansen	LMS Interoperability Standards for the Uninitiated, II (SCORM, AICC, IMS, IEEE) - Debra Reynolds
2:15	Instructional Technology is Moving Offline Again - Helmut Doll	PIRL The Next Generation Training Process - John Hirschbuhl, Ph.D., Anthony Sterns, Ph.D.	Wiki vs. LMS: One Professor's Decision Process - Sara Rofofsky Marcus
3:30	Worked examples: A design strategy to address remote learners - Sonya Bland-Williams	Use of a Modified Weapon Engagement Skills Trainer - Banderet, Frykman, Goldman, Seay, Merullo	The explosion of Mobile Learning and the impact on reusable knowledge products - Peter Rizza, Matthew Sadinsky, Curtis Odom, Ann Boland, and John Hirschbuhl
4:15	Enhance Your Professional Image with Publication - Trudy Abramson, Ed.D.	How Apple partnered with a 3rd party publisher to meet our IT Training Needs - LeRoy Dennison	
Thur 19th	Gaming & Simulation	Training	Knowledge Management
8:30	Maximize the ROI on your investment in Training via Simulation - Matthew Sadinsky	Joint Forces Weapons Training, the Real "Distance Learning" - Webster, Polanco, Owens, Shafer	How the use of "Single-Sourcing" for SOPs can reduce training development time... - Peter Rizza
9:15	S6 Staff Simulation: The Capstone Exercise - Andrew Christie, Kirk McCullough	Using Virtual Environments for Training - Walter Chandler, Barbara Sealund	LCMS selection, Selecting the Right LCMS for Your Business - John Alonso
10:30	High-Fidelity Simulation: Transforming Classroom Learning for the Gamer Generation - Dana Alan Koch	Avatars at Leading Edge of Successful Transformational Initiative - Rod Mebane, Michelle Johnson, Mark Lutz	Using Collaborative Tools in the ANGEL LMS - Risa Blair, Sheryl Hartman, Ph.D.
11:15	Game Pedagogy for E-learning: 10 Guiding Principles of Game-based Learning - Dan Lim	Blended Learning Strategy and Plan for Boeing Aircraft Builders - Suzanne Malsberry, Lisa Sanchez	Selection and Adoption of a Course Management System - Phillip Powell
1:30	Integrating Games to Teach a Fist Programming Course - Soumia Ichoua	The Strategy of Keeping Employees Engaged - James A. Haudan	Avoid An "LMesS": Take Control of Your LMS Selection Process - Nyla Reed
2:15	Incorporating Gaming into Healthcare Continuing Education - Barbara Lebron, Paula Sanderson	Common Mistakes in New Online Training Initiatives - Aimee Barnes	Learning Architectures – Securing the "Back Office" - Ari Vidali, Cory Myers
3:30	AGILE: Creating an Online, Virtual Radar Laboratory - David Bunker, Ronald Tuttle, Donald Heminger	Implementing Learning Technologies Within Your Organization: Identifying and Overcoming the Challenges - James Guilkey, Ph.D., Cindy Rockwell, LeRoy Dennison, Grant Ricketts, J. Dexter Fletcher, Ph.D.	Exploring Faculty Mental Models of a Course Management System - Patricia Banyas
4:15	Low-Cost Gaming Technology Tools for High-Fidelity Training - Matthew Lisa, Kam Clinton		Building Business Intelligence Into A Student Tracking System - Jerry Alexander, Rebel Jones
Fri 20th	Gaming & Simulation	Training	Knowledge Management
8:30	Gaming and Simulation for Decision-Making Training - David Versaw	Meeting High Expectations for Training - Carolyn Otto	Pedagogical Transformations: A Five-Year Analysis of Instructional Practices - Stephen Asunka
9:15	Developing Project Leadership Skills Using Simulations - Lawrence Suda	Cloud Computing: How to Adopt for Online Training - Steve Brodie	Validating Knowledge - Bruce Nagy
10:30	Evaluation of Small Boat Simulators - Michael Roper, Glenda Feldt	The Age of online Video - Nadeem Khan	Medical Technical Knowledge Training Evaluation And Reporting System - John Anton
11:15	Leverage™: Using In-Game Data to Seamlessly Assess Learning - Jody Underwood, Stacy Kruse, Peter Jakl	Trends in Video for Corporate Training Applications - Rich Mavrogeanes	Capturing Knowledge: Know What You Know, Know What You Don't - Nyla Reed, Greg Daniel

For more detailed descriptions of speaker presentations, visit the SALT web site at www.salt.org

Wednesday - eLearning

9:00 – 9:10 **Introduction and Welcome**

John G. Fox, II, Executive Director, *SALT®*

9:10 – 10:00 **Keynote Address**

Joseph Ganci, President & CEO, *Dazzle Technologies*

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **Learning 2.0: Could it, Should it, Will it?**

James Wetzel, Director of Strategic Account Services, *Med-Point Communications*

Learning 2.0 is appealing on many fronts, both to learners and to training developers. Learning development, its practices, and technologies are at this point, mature. Most organizations have settled on blended learning approaches to training, with self-paced courses varying little from the page-turning format of their early years. This session will describe how Learning 2.0 offers a chance to do things differently and potentially better than older technologies.

11:15 – 12:00 **The Ins and Outs of Getting an e-Learning Initiative Started in Higher Education**

Keith Bailey, Director, e-Learning Institute, *Penn State University*, Bill Rose, Senior Instructional Designer, e-Learning Institute, *Penn State University*

In early 2006, the College of Arts and Architecture of The Pennsylvania State University received funding to create a new unit charged with the responsibility of managing all activities related to e-learning within the College. The focus of this presentation is to present the various strategies used by the e-Learning Institute as well as numerous lessons learned since its inception. More specifically, the custom ID&D process used to facilitate the course creation process, the revenue strategies used to support course creation and maintenance, and the Colleges use of TEACH Act to support the use of digital media will be explained.

12:00 – 1:30 **Lunch Break**

1:30 – 2:10 **Compliance Training and the Organizational Sentencing Guidelines**

Michael Jernigan, Compliance Training Manager, Office of Legal Compliance, *Microsoft Corporation*

The Federal Sentencing Guidelines were established by the United States Sentencing Commission in 1987 and provide rules that help establish a uniform sentencing policy for defendants found guilty of violation of various rules and regulations. Chapter 8 of the Federal Sentencing Guidelines, the Organizational Sentencing Guidelines (which apply to corporations, partnerships, labor unions, pension funds, trusts, non-profit entities, and governmental units) became effective November 1, 1991 and provide for mitigation of punishment based on the establishment of an "effective compliance program". There are 7 key criteria for establishing an effective compliance program according to the requirements of the guideline, one of which relates specifically to compliance training and ethics awareness. In this presentation, the 7 criteria for an effective compliance program will be presented with special emphasis on recommendations and "best practice" ideas relating to training and communication.

2:15 – 3:00 **What E-Learning Developers Need to Know about Competency Management**

Christine Hipple, Director of Workforce Development Solutions, *Avilar*

Competency management is the foundation of all talent management activities, especially learning. It improves the ability to support strategic talent management initiatives such as recruiting, performance management and succession planning by enabling organizations to better analyze organizational skill gaps and training needs. This session will examine the role of competency models and why so many organizations are taking a competency-based approach to learning to identify skills gaps and monitor for improvements in skill levels by managing an employee's historical skills data.

3:00 – 3:30 **Coffee Break**

3:30 – 4:10 **An Industry/Academia Collaboration Model for Online Courses**

Thomas Cavanagh, Director of Online Course Design & Production, *Worldwide Online, Embry-Riddle Aeronautical University*

Embry-Riddle Aeronautical University (ERAU) Worldwide Online is the distance learning operation of an institution of higher learning related to aviation and aerospace. This presentation will describe how Worldwide Online, by applying multimedia training strategies within courses and pursuing industry partnerships with appropriate corporations, has made its courses more relevant, more robust, and richer. The end result is a course that contains both employee training value and the broader critical thinking skills, writing practice, and accredited quality of a traditional university course.

4:15 – 5:00 **Multi-dimensional Assessment for eLearning; Traditional and Social Assessment Models**

Thomas Downey, Chief Academic Officer, *Embanet ULC*

New modalities of learning require new models of assessment for learners. No longer do we look for mastery of an instructional objective, we also look for communication, team building and critical thinking skills. Multiple models of assessment can converge into a new portfolio of assessment for online learning. This session will focus on a multi-dimensional approach to assessment of eLearning success based on the learning environment and how it prepares students for the virtual / collaborative professional environment.

Thursday - eLearning

8:30 – 9:10 **Report from the Edge: What are Companies' Experiences with Web 2.0 in eLearning?**

Roger Mundell, CEO, *Udutu, Inc.*

Businesses today struggle to understand how Web 2.0 and social applications can benefit their organization, and if they should restrict employees' use of this still evolving platform. Meanwhile, many companies - small and large - are hard-pressed to find a Learning Management System (LMS) that doesn't require lengthy and costly IT implementations and that can be accessible to anyone in the organization. This session will provide real-world business examples to examine what happens when organizations combine the social networking platform with e-learning. For example, are the expected cost, implementation and accessibility advantages real, and can Web 2.0 really improve interactions with employees?

9:15 – 10:00 Blackboard: A Launching Pad to Control Distance Learning

Daniel Keenan, Academics Officer, Department of Defense, *US Marines*

Blackboard, Inc. (Bb) has been in existence since 1997 and has revolutionized the way distance learning (DL) is organized, delivered, and managed. Nearly 85% of the universities and community colleges in America as well as American government entities use Bb as a means to launch various DL products, manage their courses, and assessments. The presentation will describe how Bb can be used as a tool to make education interesting and a real chance to get students excited about learning again.

10:00 – 10:30 Coffee Break

10:30-11:10 How to Use the Technologies of Generation Y Students to Enhance Teaching and Learning

Henry Findlay, Professor & Acting Director, Continuing Education, Continuing Education Program, *Tuskegee University*

For the Generation Y students, the traditional ways of teaching and learning may be out-dated. Today's young people respond differently to how professors teach. To understand Generation Y students, we must first understand the times that shaped them. For example, Generation Y students have never known life without cell phones, iPods, pagers, the Internet, email and voice mail, chat rooms, etc. When they come to the classroom, they expect an environment that mirrors their own world. Lessons learned from using the gadgets that generation Y students bring to the classroom will be discussed in this interactive session.

11:15 – 12:00 Meeting learners' preferences: implementing content adaptability in e-learning

Silvia Mirri, Ph.D., Researcher Associate, Department of Computer Science, *University of Bologna*, Paola Salomoni, Professor, *University of Bologna*

Today the importance of accessibility in e-learning is well recognized. Standards have been defined to guide authors and developers in creating accessible learning materials and learning environments. The presentation will describe the implementation of the IMS AccessForAll metadata specification in the ATutor Learning Management System (LMS), as a way to offer content in formats tailored to individual users based on their personal preferences. This session presents our experiences implementing this specification for the first time in a LMS, describing the challenges and outlining potential improvements that could be incorporated into the next version of the standards.

12:00 – 1:30 Lunch Break

1:30 – 2:10 Media Magic

Phil Cowcill, Coordinator, Interactive Multimedia, School of Communication Arts, *Canadore College*

While it is important to know how to convert media to other formats, knowing WHY one format is better than another is more important. This presentation will demonstrate how to convert from one format to another as well as provide you a technical reason why a particular format has been chosen. This presentation will also explain the settings and terms for the different video files. A variety of commercial and shareware software applications and utilities will be shown throughout the session.

2:15 – 3:00 Motivating Online Learners: Tips, and Tricks To Keep Learning Going

Curtis Odom, Doctoral Candidate, *Pepperdine University*

Online learning has introduced a new learning culture of on demand, and self-directed options. However, even as organizations spend a lot of time planning for, and investing in, technologies - they often forget about the culture change involved with this new learning environment. In order for online learning to be successful, learning professionals need to not only embrace the change, but become change agents in the creating of environments where learners, regardless of generation, can effectively learn. This session will discuss tips and tricks to motivate your online participants to not only start a course but finish it.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Strategies to Build Online Patient Self-Management System: Based on Self-Regulated Theory and Distance Learning Studies.

Hannah Kim, Educational Technology, *Purdue University*

With the augmented interests in health education and patient self-care, there are some recent attempts to construct effective e-learning environments to assist patients through more effective self-management mechanism. Building an effective online patient self-management environment requires a firm theoretical groundwork. In considerations of the similarities of distance learning and patient self-management system including delivery method, learner behaviors, knowledge construction, and social interaction, through investigating on self-regulated learning theory and reviewing existing distance learning studies, new strategies to build effective online patient self-management system will be introduced.

4:15-5:00 Sharing Knowledge Quickly to Increase Performance NOW!

Karla Roberts, Owner, *Seminars Express*

Creating engaging rich media eLearning FAST is the answer to many workplace performance issues. A discussion on appropriate subject matter for Rapid eLearning will set the stage for a demonstration of the creation of a small eLearning module with PowerPoint and Articulate Presenter. In addition, a video-based module will also be created to demonstrate the ease in which a rich media course can be developed using authoring tools.

Attendees will be able to:

- Choose subject matter appropriate for Rapid eLearning
- Design instruction into small amounts of information for just-in-time instruction
- Increase performance with "micro-events"

Wednesday - Performance Support

9:00 – 9:10 **Introduction and Welcome**

John G. Fox, II, Executive Director, *SALT®*

9:10 – 10:00 **Keynote Address**

Joseph Ganci, President & CEO, *Dazzle Technologies*

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **Concept of Mastery linked to Competency**

Tim Adams, Co-Founder & Chief Learning Officer, *Knowledge Factor*

This session will explore the research of a unique diagnostic and methodology that provides some revealing results in knowing what people really know. The methodology helps organizations understand what people will do differently that will have long-term impact on performance that eliminates mistakes on the job and will redefine how we approach competency measurement in the future.

11:15 – 12:00 **Coast Guard Lifesavers – An Innovation for Bridging the Gap**

Becky Palmore, e-Learning Specialist, Performance Technology Center, *US Coast Guard*, Anita Moseley, Instructional Systems Specialist, Performance Technology Center, *US Coast Guard*

Due to increased operational tempo for Search and Rescue (SAR) execution, the Coast Guard's ability to provide SAR services steadily diminished. Additional certified On Scene Coordinators (OSC) was needed. This session will feature a "cradle to grave" performance support project that began with identifying the accomplishments that are required in the Coast Guard SAR world of work and culminated in a performance intervention. This e-Learning intervention enables the target population, coxswains and aircraft commanders, to complete the requirements for certification without waiting for acceptance to a residence course convening.

12:00 – 1:30 **Lunch Break**

1:30 – 2:10 **Integrating Enterprise Learning and Performance Improvement**

Tom Keller, Ed.D., *Knowledge Capital Alliance, Inc.*, Fred Erickson, President and CEO, *Knowledge Capital Alliance, Inc.*

This session will provide attendees with a framework for integrating strategic planning, leadership development, and performance improvement within an enterprise. Attendees will view examples of blended-learning strategies and selected IT tools utilized to 1) deliver innovative leadership training to both organizations, 2) develop strategic plans, 3) create operational planning tools, and 4) prepare and deliver quarterly operational performance improvement reports.

2:15 – 3:00 **The Connection Between Learning and Performance Support**

David Austin, President & COO, *Contextware, Inc.*

Employees today have to adapt to interacting with multiple technology applications that support the specific tasks and duties associated with their role in the business. The information worker commonly shuttles among these multiple applications and resources, often with no clear best, or preferred practice for completing a particular aspect of their job. As organizations seek new ways to cut costs and improve productivity, they will concentrate on improving information work by streamlining major business processes. This session will discuss the role learning and training professionals will have in developing the Enterprise Workplace.

3:00 – 3:30 **Coffee Break**

3:30 – 4:10 **Installation Asset Management for DOD agencies**

James Watson, Director of Federal Programs, *Facility Lifecycle Group A Division of MACTEC*

Faced with Federally mandated requirement to reduce footprint by 20 % and reduce the overall cost of ownership of Real Property while increasing the Mission Readiness of the nation's WarFighters, the US Navy and the Distribution Division of the Defense Logistics Agency have taken the first steps in implementing a IT enabled process to accomplish those goals. This presentation will transfer the lessons learned in this transformation from a budget based process to a business process based on Stewardship of Taxpayers Dollars. Attendees will learn about the IT systems and the performance metrics utilized by these agencies.

4:15 – 5:00 **The Technological Tool to Performance Management Success**

John Pyecha, Executive Vice President & Partner, *Competitive Solutions, Inc.*

This presentation will demonstrate how organizations can combine business processes with the latest technological tools to successfully achieve key business goals in a more effective and efficient manner. Attendees will gain a great perspective from these improvement processes in business focus, communication and accountability systems.

Thursday - Mobile Computing

8:30-10:00 **The future of mobile learning: panel discussion by experts in the area of mobile learning, mobile testing and mobile surveys**

Bob Sanregret, Chief Executive Officer, *Hot Lava Software, Inc.*, Anthony Contino, Training Manager, *Alcatel-Lucent University, Alcatel-Lucent*, Heather Katz, Ph.D, Senior Instructional Technologist, *Hot Lava Software, Inc.*, Nancy Munro, CEO, *KnowledgeShift*, Ann Boland, Partner, *OHE Associates*, Mike Jenkins, Sales Executive, *Hot Lava Software*, Robert Gadd, President, *OnPoint Digital, Inc.*, Henry van Zyl, Ph.D., Vice Provost for *DIAL, Thomas Edison State College*, Dana Alan Koch, Learning Strategist, *Accenture*, Barbara Jorge, Senior Manager, Sales Training, *Alcatel-Lucent*

Mobile learning is to 2009 what eLearning was to 1999! Mobile Learning discussions are burning the ears at executive levels in corporations, government agencies and universities.

Who is using mobile learning today?

Is tracking important when rolling out a mobile learning solution?

Can people learn from a cell phone?

What can be done with podcasting?

Our panel of executive leaders in learning, education and training will discuss, debate and help define mobile learning and uses of mobile learning in the corporate, government and education markets.

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **Anatomy of Wiki Participation**

Deborah Coleman, Associate Professor, Information Technology, *Rochester Institute of Technology*, Carla Lorek, Communications Director, North American Division, *Xerox Corporation*

Wikis are useful for collective content development and knowledge management. More so, they are living systems of shared

ideas. Wiki "health and fitness" are fostered through a solid infrastructure or skeleton with supporting internal system objects, a little muscle to influence ongoing contribution, the beating heart of collaboration, continual assessment of vital signs, and a strong immunity to threats against its integrity. This presentation draws upon human gross anatomy as a metaphor to investigate wiki participation. Two case studies are juxtaposed: an academic wiki that enhances pedagogy and illustrates total participation and an industry application that struggles for adoption.

11:15 – 12:00 Sun Learning eXchange: Open and Mobile Learning Platform for Corporate Education

Joseph Campbell, *Sun Microsystems, Inc.*, Paul Casanova, *Sun Microsystems, Inc.*

Sun Microsystems, like many corporations, is facing mounting pressure to increase training at the same time that training budgets are being slashed and the time available to employees for formal learning is being reduced. Sun used Open Source technology to create an Open, Mobile Learning Platform that leverages social networking principles to manage content. This session will discuss Open Learning as a strategic approach to the changing demands of corporate learning. Demonstration of the platform, instructional design strategy and content management will be demonstrated and discussed.

12:00 – 1:30 Lunch Break

1:30 – 2:10 Using Thin Clients in a University Setting

Mike Carr, Desktop Support Manager, Information & Technology Services, *University of North Carolina at Charlotte*, Bob Bair, Technology Support Specialist, Information & Technology Services, *University of North Carolina at Charlotte*

Thin Clients are gaining popularity in University settings because of their overall low cost of ownership. This session will discuss what thin client technology is, how it works, where it works best, and why you would want to use this technology.

2:15 – 3:00 Sports Bytes Delivers STEM Content to Mobile Phones Worldwide

Heather Katz, Ph.D., Senior Instructional Technologist, *Hot Lava Software, Inc.*

During the summer 2008, Hot Lava Software will use mobile phone technology during major summer sports events—Soccer, Baseball, Basketball, Swimming, and Cycling—to engage over 100,000 people worldwide with a Sports Bytes Competition. Sports Bytes are sports-themed STEM (science, technology, engineering, mathematics) modules delivered via mobile phones sponsored by the Ewing Marion Kauffman Foundation. This session will describe how this replicable model demonstrates the sheer scale possible with education via mobile phones that can facilitate governments, foundations, educational institutions, and others in delivering education to everyone using mobile technology.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Accenture Education "Mobilizes" a New Kind of Learning

Dana Alan Koch, Learning Strategist, *Accenture*

Eighteen months ago Accenture Education began a journey into mobile learning. We have now released courses our executives can take on their mobile device. Development of "myLearning Mobile" has required clearing technical hurdles, addressing content and interaction design considerations. This session will describe the process, lessons learned and our vision for the future.

4:15 – 5:00 Mobilizing Content: Building & Deploying Information & Assessments to Cellphones

Robert Gadd, President, *OnPoint Digital, Inc.*

This session focuses on real world, affordable solutions for training delivery (e.g., performance support, reinforcement, reference) to mobile workers using basic features available on virtually every cellular phone. The session showcases several value-oriented tools for creating 2-way messages and audio-based content/assessments for mobile workers on basic cell phones as well as highlights what's possible for rich content delivery to advanced smartphones.

Friday - Mobile Computing

8:30-9:10 Using Forums and Wikis for Classroom Social/Learning Network

Marcia Gibson, Ed.D., NESC Academy Program Director, *National Institute of Aerospace*

This presentation will describe two social/learning network approaches to engage student collaboration and dialogues across a nationally distributed organization. Anecdotal data will be provided in terms of what worked and didn't work from the course developers/management point of view.

9:15 – 10:00 The Mini-Computer We Are Not Allowing Our Students to Use

John Mercier, Assistant Director, *State Education Resource Center*, Matt Dugan, Network Support Specialist, Technology Department, *State Education Resource Center*, Craig Struble, Education Consultant, Technology Department, *State Education Resource Center*

Cell phones are a ubiquitous piece of technology in the hands of our students. This presentation will not address the question of whether cell phones should be allowed in the classroom. Instead, it will explore a few of the innovative uses of cell phones that could be used in classrooms. Topics will include enabling greater student organization through the use of automatic Short Message Service (SMS) messaging and the use of cell phones to enhance teacher-student interaction in and out of the classroom. Educational outcomes for all students can be maximized by leveraging the technologies that they use on a daily basis.

10:00 – 10:30 Coffee Break

10:30-11:10 Corporate Mobile Learning - "A View from the Field"

Mike Jenkins, Sales Executive, *Hot Lava Software*, Anthony Contino, Training Manager, *Alcatel-Lucent University, Alcatel-Lucent*

As a leading provider of telecommunications and data networks worldwide, Alcatel-Lucent is an innovator in cutting edge technology. To keep its sales force current and maintain its competitive edge, Alcatel-Lucent turned to the power of mobile technology for a learning deployment solution. In this session, we will describe the evaluation process used to determine how an m-learning would be deployed, what impact m-learning has on the design and development process, and how our strategic partnership with Hot Lava Software is key to the success of the m-learning program. Moving beyond e-learning to m-learning requires a paradigm shift at a number of levels, but understanding what it entails beforehand will help you make better implementation decisions.

11:15 – 12:00 **Designing Arabic Language and Culture in m-Learning**

Kassy Tyler, Instructional Designer, Academic Technology Center, *University of West Florida*, Cindy Mersereau, Director Learning Technology, Academic Technology Center, *University of West Florida*

The Academic Technology Center at the University of West Florida has developed an undergraduate Arabic Language and Culture certificate using ultra mobile personal computers (UMPC). The iterative instructional design and development of the program incorporates language instruction with multi-media rich content for the civilian and military community. Courses delivered on the UMPC are integrated with the university's LMS taking pedagogically sound mobile learning to rapidly deployed service members. The LMS compliments the mobile course delivery when Internet connectivity is available. The m-learning environment uses synchronous and asynchronous activities enabling student engagement, instructor feedback and assessment. The design process will be presented.

Wednesday - Design

9:00 – 9:10 **Introduction and Welcome**

John G. Fox, II, Executive Director, *SALT®*

9:10 – 10:00 **Keynote Address**

Joseph Ganci, President & CEO, *Dazzle Technologies*

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **Instructional Design Strategies for Effective Blended Learning**

Katherine Pang, Assistant Professor, Department of Social Sciences, *University of Texas Tyler*

Faculty members and institutions of higher education are increasingly aware that students are seeking new ways to meet their educational requirements. This presentation emphasizes instructional design strategies that allow faculty and other providers of instruction to develop blended learning environments using e-learning technology authoring and delivery tools combined with face-to-face and collaborative interactive resources. Participants will learn techniques and strategies for designing and delivering blended learning that is grounded in constructivist and active learning pedagogy embedded in tested instructional design strategies.

11:15 – 12:00 **Lifecycle Management of Learning Objectives**

Jake Aplanalp, *NAWCTSD*, Paul Graf, Lead Instructional Designer, *Columbus Technologies and Services, Inc.*

This session describes the US Navy's experiences with implementing a content planning system to address the life cycle management of learning objectives and will discuss the solutions an organization could use to successfully manage learning objectives associated with multiple content objects across an entire organization's learning/performance support portfolio.

12:00 – 1:30 **Lunch Break**

1:30 – 2:10 **Blending Web 2.0 Technologies into the Collaborative Learning Environment**

Curt Shreiner, Senior Instructional Designer, Learning and Performance Enhancement, *SRA International*

Much is discussed about the Web 2.0 technologies and their potential impact on learning. From blogs and wikis to social networks and virtual worlds, there is considerable potential when harnessing these tools for formal and informal learning experiences. How can the Designer contextualize these Web tools as practical instructional strategies that will maximize student participation and solidify learner performance? This

conference session will present a model for linking best practice Web 2.0 tools with instructional strategies in order to satisfy the learning objective

2:15-3:00 **Instructional Technology is Moving Offline Again**

Helmut Doll, Professor, Instructional Technology, *Bloomsburg University*

In the last several years the general direction in instructional technology had been to move from desktop applications to purely web-based systems. Learning Management Systems, university courses and corporate training are examples of this. However, now, Adobe, Microsoft and Google are creating tools to create specialized applications that incorporate the advantages of the web (e.g. currency) as well as the advantages of the desktop (e.g. permanent storage). In the presentation I will look at the impact of this development on education and training and present samples uses of these tools.

3:00 – 3:30 **Coffee Break**

3:30 – 4:10 **Worked examples: A design strategy to address remote learners**

Sonya Bland-Williams, Instructional Systems Specialist, *CAS-COM*

Instructional designers offer the expertise to purposely design these environments along with the responsibility of providing empirical evidence for design. Learning, while at times may be vicarious, is also a designed experience. Using the design of a course within a learning management system, this session looks at the use of an instructional strategy defined by upfront examples to promote transfer of learning by schema retraining.

4:15 – 5:00 **Enhance Your Professional Image with Publication**

Gertrude (Trudy) Abramson, Ed.D., Professor, Computing Technology in Education, Grad School of Computer & Information Sciences, *Nova Southeastern University*

SALT publishes two practitioner, online journals: the Journal of Instruction Delivery Systems (JIDS) and the Journal of Inter-active Instruction Development (JIID). The session will address how to get published and how publication will improve one's professional image and resume. Offered in a presentation slot, the session will be conducted as a workshop. Prospective authors and presenters are invited to bring manuscripts-in-progress to the discussion.

Friday - Design

8:30-9:10 **Engaging e-Learning Exploration – A Look at an Award Winning Solution on Law Enforcement Response to Terrorism**

Steve Lee, Co-Founder & Strategic Relationship Manager, *Allen Interactions*

Explore and examine how the unique aspects of interactivity and iterative design create engaging learning experiences by looking at an award-winning anti-terrorism e-learning solution developed for The California Commission on Peace Officer Standards and Training (POST).

9:15 – 10:00 **A Unique Blended Learning Approach and Technology**

David Miller, A Unique Blended Learning Approach and Technology, Public Sector, *RWD Technologies*

This presentation describes a unique approach toward enabling real-time support for accomplishing work in a computer-based environment. The approach results in deployable, main-

tainable and affordable solution sets. The session will focus on rapid creation, storage, organization, update, and instant access to learning and performance support materials and use of collaborative techniques both on-the-job and during discrete learning events as possible.

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **General Aviation Security: A Safety Management System Model for Distant Learning**

William Rankin, Chair, Department of Aviation, *University of Central Missouri*

A well constructed plan-do-check-act (PDCA) tool, in the context of a Safety Management System (SMS), which incorporates a structured field survey, can help students prepare for real-world problems, situations and crises in general aviation (GA) security by providing an actual professional environment to study. This presentation will analyze all the elements of GA airport security plan are at the collegiate level.

11:15 – 12:00 **Making Simple Sequencing “Simple”**

Fred Banks, CBT Software Engineer, *The Boeing Company*

This presentation discusses why SCORM Simple Sequencing appears to be hard to developers. Examples will be given showing that sequencing rules can be easy to understand and easy to develop. There will be no programming examples in this presentation. Included will be examples of a proposal submitted to LETSI for replacing Simple Sequencing with an easier to understand interface.

Thursday - Gaming & Simulation

8:30 – 9:10 **Maximize the ROI on your investment in Training via Simulation.**

Matthew Sadinsky, President and CEO, *System Operations Success, Intl*

Your Simulator is not a “Toaster” that can be plugged in so effective training “pops out”; but rather a “BRICK” to be built on in the overall training program. This session reports on the success and use of generic and custom simulators as an effective component in training programs across NA energy organizations and more recently with the Army Corps of Engineers in Iraq.

9:15 – 10:00 **S6 Staff Simulation: The Capstone Exercise**

Andrew Christie, Project Manager, Training Center of Excellence, *CSC*, Kirk McCullough, Senior Instructional Designer, *Computer Sciences Corp*

Digital Natives no longer tolerate translating learning experiences in and out of textual material. They want to take action and see the resultants now. This presentation demonstrates a gaming approach to an exercise focusing on personnel interactions, rather than on specific equipment operations.

10:00 – 10:30 **Coffee Break**

10:30-11:10 **High-Fidelity Simulation: Transforming Classroom Learning for the Gamer Generation**

Dana Alan Koch, Learning Strategist, *Accenture*

“No deal. You’ve wasted my time.” No sales executive wants to hear these words, but that’s real life. And it’s also real “high-fidelity simulation.” As Accenture’s leadership population moves from busters through Generations X and Y, Accenture Education is applying a fresh approach to engage all participants in a face-to-face learning environment. The result is a “high-fidelity simulation,” combining the best elements of an online business simulation with an intensive role-playing component... using actual clients. In this session, we will

describe the approach in detail, share the results, and talk about future evolutions.

11:15 – 12:00 **Simulation-Based Training for Management Training: District Business Analysis and Planning**

Matt Selvaggio, US Practice Lead, Academy for Commercial Transformation, *IMS Health*

Supported by Edgar Dale’s theory, the Cone of Learning, two weeks after a learning experience, participants remember 90% of what they say and do. Working in groups of three to four of varying tenure, learners benefit from peer exchange in situations making similar types of decisions as they would in real life. This session will discuss how, in addition to replicating business models, simulations also replicate the daily interpersonal and environmental challenges faced.

12:00 – 1:30 **Lunch Break**

1:30 – 2:10 **Integrating Games to Teach a First Programming Course**

Soumia Ichoua, Assistant Professor, Computer Science & Engineering, *Johnson C. Smith University*

In the past few years, there has been an increased interest in game-based learning as a powerful tool to stimulate students’ interest and promote their engagement in the learning process. The presenters will discuss their experience in integrating gaming to teach a first programming course. The course is restructured and redesigned to allow teaching the basics of programming through games. Students actively use fundamental programming concepts learned to modify and create two dimension games using C# and XNA with .Net framework. Surveys and worksheets are used to assess the effectiveness of the proposed approach.

2:15 – 3:00 **Incorporating Gaming into Healthcare Continuing Education Learning Activities**

Barbara Lebron, Online Course Developer, Global Customer Services, *Philips Healthcare*, Paula Sanderson, MS, MBA, Ed.S., Director Online Education Global Customer Services, Global Customer Services, *Philips Healthcare*

Royal Philips Electronics, Netherlands, is a global leader in healthcare, lifestyle, and technology. Philips Healthcare has developed the Philips Learning Center offering learning activities for accredited and non-accredited continuing education. Recently, interactive gaming has been incorporated into the Learning Center as an alternative training and education delivery method. Interactive games can be developed rapidly and at low cost using simple off-the-shelf applications. This session will explore the value of incorporating interactive gaming for healthcare education; discuss delivery method, development, and challenges; and provide gaming demonstrations.

3:00 – 3:30 **Coffee Break**

3:30 – 4:10 **AGILE: Creating an Online, Virtual Radar Laboratory Environment for Graduate Education**

David Bunker, Center for MASINT Studies & Research, *Air Force Institute of Technology*, Ronald Tuttle, Director, Center for MASINT Studies & Research, AFITENP, *Air Force Institute of Technology*, Donald Heminger, *Riverside Research Institute*

The Air Force Institute of Technology (AFIT) recently developed an online version of an in-residence graduate engineering courses in synthetic aperture radar. However, conversion of the accompanying lab to an online format required a different approach due to the inherently interactive nature of lab courses. AFIT teamed with the Naval Postgraduate School to create AGILE, an interactive, online virtual environment built on the open-source Delta 3D gaming and simulation engine, and de-

signed to allow students to apply technical concepts introduced in their radar class. This session will describe the AFIT approach to creating the online virtual radar lab, as well as lessons learned during the course of the project.

4:15 – 5:00 Low-Cost Gaming Technology Tools for High-Fidelity Training

Matthew Lisa, Developmental Engineer, 2Lt, Air Force Research Laboratory, *US Air Force*, Kam Clinton, Developmental Engineer, 1Lt, Air Force Research Laboratory, *US Air Force*

Commercial off the shelf (COTS) gaming technologies may be exploited to improve visual graphics, usability and connectivity for military training, while offering rapid development and customization capabilities at very low cost. In 2008 the Air Force Research Laboratory initiated a research and development project to evaluate and exploit the potential of COTS gaming technology. This session will describe the research into the military training applications of such technology, with specific focus on the use of the X-Plane flight simulation program, the Wii Remote, and the TrackIR head-tracking system.

Friday - Gaming & Simulation

8:30 – 9:10 Gaming and Simulation for Decision-Making Training

David Versaw, CFO, *WILL Interactive, Inc.*

For years, the United States Military has utilized the power of serious games to make our soldiers shoot straighter, fly safer and act quickly in tactical situations. But our military is a complicated microcosm of our society, plagued recently by sexual harassment, ethical concerns over actions of soldiers, and now increased rates of depression, PTSD and suicide. From the negative stigma that surrounds a soldier seeking mental health help, to continued concerns over the actions of contingency contractors and those deployed in Iraq and Afghanistan, the military has also turned to serious games to combat these complicated issues. Interactive programs being developed aim to teach how to think - by going through the decision making process, rather than the traditional model of telling you what to think in certain situations. Examples of new behavior modification immersive virtual experience games that go far beyond the traditional first person shooters and tactical applications will be shown to demonstrate the power of this emerging technology.

9:15 – 10:00 Developing Project Leadership Skills Using Simulations

Lawrence Suda, CEO, *Palatine Group*

This presentation will describe how NASA and other leading organizations are using simulation technologies to help train their future mission critical project managers. The simulation provides a realistic environment for planning and executing a complex set of deliverables. Participants have all the decision-making capabilities given to a project manager to staff, plan, and execute a project and to receive the results of their decisions.

10:00 – 10:30 Coffee Break

10:30 – 11:10 Evaluation of Small Boat Simulators

Michael Roper, Performance Analyst, *US Coast Guard*, Glenda Feldt, *US Coast Guard*

Performance consultants from the Performance Technology Center developed an evaluation methodology for simulator evaluation and applied it to a Response Boat – Small full cabin simulator and to a Motor Life Boat partial cabin simulator. The process included a look at the functionality and realism of each simulator through observation, studying the “live” vessel, and

interviews and observations of Subject Matter Experts (SMEs) and Accomplished Performers (APs). The evaluation also looked at the Terminal Performance Objectives and Enabling Objectives of CG courses for which the simulator had some potential to serve as a training aid. Participants will brainstorm with presenters on other measures that may be added to this evaluation process which is a work in progress. The long-term goal is to develop an evaluation process that can be replicated on various simulators through the Department of Homeland Security.

11:15 – 12:00 Leverage™: Using In-Game Data to Seamlessly Assess Learning

Jody Underwood, Chief Scientist, Research and Development, *Pragmatic Solutions, Inc.*, Stacy Kruse, Program Manager for Serious Games, *Pragmatic Solutions, Inc.*, Peter Jakl, *Pragmatic Solutions, Inc.*

Games and simulations have become accepted tools for driving student learning. However, gauging learning usually happens outside of the environment (i.e., post-tests). This session presents a data-driven approach to seamlessly assessing what people are learning during game play through a platform-agnostic technology that allows stakeholders to aggregate data and draw inferences by using in-game events as embedded assessment. This presentation will focus on events related to strategic thinking, teamwork, and problem solving while outlining our methodology for creating adaptive systems that offer a richer user experience and higher level of customized and effective learning than existing solutions.

Wednesday - Training

9:00 – 9:10 Introduction and Welcome

John G. Fox, II, Executive Director, *SALT®*

9:10 – 10:00 Keynote Address

Joseph Ganci, President & CEO, *Dazzle Technologies*

10:00 – 10:30 Coffee Break

10:30 – 11:10 Generation Why? Designing Training and Learning to Engage the New Workforce

James Guilkey, Ph.D., President, *S4 NetQuest*

This presentation will examine the profile of today's new workforce and discuss how training must change to meet their needs and expectations. Examples of technology-based gaming and simulations geared towards Generation 'Y' will be presented, and the measurable results from these cases will be discussed. If you are concerned about how the new workforce will affect your organization, this is the perfect presentation.

11:15 – 12:00 Lessons Learned in Creating an Effective Immersive Training Strategy

John Lewis, Director Education and Programs Integration, Training and Education Division, *Cubic Applications, Inc.*

Many educational and training challenges require the right combination of Live, Virtual and Constructive applications to improve learner performance. Lessons Learned in developing this capability for military training indicate a training strategy is needed that will integrate an effective learning methodology, serious game applications and careful selection of a delivery technology to support the immersive training. The presentation will demonstrate the effective use of immersive training components (learning methods, serious games, simulations) linked to improve “live” on-the-job performance.

12:00 – 1:30 Lunch Break

1:30 – 2:10 **Tapping into the Power of Social Learning**

Michelle Jansen, Training and Development Manager, *Lockheed Martin*

Informal learning accounts for roughly 80% of the learning taking place in organizations today. The new multi-generational workforce calls for new, innovative learning strategies. This presentation will discuss how these new transformational approaches and Web 2.0 technologies for collaboration and learning have become paramount to changing the workplace and truly enable “learning while doing.”

2:15 – 3:00 **PIRL The Next Generation Training Process**

John Hirschbuhl, Ph.D., Chief Scientist, College of Education, *Computer Knowledge International (CKI)*, Anthony Sterns, Ph.D., Vice President of Research, *Creative Action LLC*

This presentation will define the process used to design, deliver, and assess learner performance and satisfaction in a web-based learning environment. The project required resources of two organizations in order to provide all the skill sets needed to deliver the Prison Information Resource Library. This library was used to train corrections officers to better manage older prisoners.

3:00 – 3:30 **Coffee Break**

3:30 – 4:10 **Use of a Modified Weapon Engagement Skills Trainer**

Louis Banderet, Section Leader, Warfighter Cognitive Performance, Peter N. Frykman, MAJ Sarah Goldman, Ph.D., Joseph Seay, Ph.D., Donna J. Merullo, Military Performance Division, *USARIEM*

More than 1000 Engagement Skill Trainers (EST 2000) are used world-wide for training, with 20 different weapons, for varied aspects of weapon engagement, e.g., Marksmanship, Collective, and Shoot—Don’t Shoot, by branches of the military service, law enforcement personnel, and U.S. allies. At the U.S. Army Research Institute of Environmental Medicine, researchers quantify the effects of extreme environments and situational stressors upon the Warfighter; they also identify and evaluate strategies (nutraceuticals, changes in training or doctrine, modifications to uniform or equipment systems) to counter such adverse effects.

4:15 – 5:00 **How Apple partnered with a 3rd party publisher to meet our IT Training and Certification Development Needs**

LeRoy Dennison, Sr. Manager, Technical Training, Apple Global Training, *Apple Inc.*

Attend this session to learn how Apple Inc. has successfully “outsourced” development of technical training certification courseware, while still maintaining control of the overall process to meet their very detailed design specifications and quality standards.

Thursday - Training

8:30 – 9:10 **Joint Forces Weapons Training, the Real “Distance Learning”**

Ron Webster, Branch Manager, Joint Forces Weapons Training Branch, *NAVSEA-Crane*, Dave Polanco, Asst. Branch Manager, *NAVSEA-Crane*, Edward J. Owens, President, *Kell-Sibley Enterprises, LLC* Summer Shafer, Data Management Specialist, *NAVSEA-Crane*

Joint Forces SOF Weapons Division has the responsibility to train joint forces in small arms maintenance regardless of their location in the world. This responsibility requires a variety of training formats: classroom, mobile training, online training, and media-based training. Determining the ROI on these for-

mats and rolling the various ROIs into a single, meaningful result has proven to be a challenge. This session will present the process-based approach with examples, used e-Learning strategy, current SOF Weapons Division Knowledge Management System usage, metric-gathering techniques, and means for determining ROI.

9:15 – 10:00 **Using Virtual Environments for Training**

Walter Chandler, Training Manager, Technical Services, *Northrop Grumman*, Barbara Sealund, President and CEO, *Sealund & Associates*

Many organizations are beginning to see the value of Simulations for training. Virtual environments have the advantage of offering interactive and repetitive training scenarios — two attributes that help increase the retention of new information. This session will demonstrate how distributed learning through Simulations and Serious Games implemented within a rich interactive virtual environment brings users into an engaging and realistic virtual world where they are able to collaborate with other people.

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **Avatars at Leading Edge of Successful Transformational Initiative**

Rod Mebane, Partner, *St. Charles Consulting Group, LLC*, Michelle Johnson, Learning Manager and Designer, *Grant Thornton*, Mark Lutz, Founder, *LutzGO Multimedia Productions*

After creating strategic context, this presentation will detail the design & development effort using high-quality digitally animated characters, well-honed scripts and professional voices, imported audio tracks, and lip syncing software from CodeBaby. The technical issues encountered will be identified, as well as the work-arounds employed to generate dynamic flash modules that conveyed consistent messages about the new way of doing business.

11:15 – 12:00 **Blended Learning Strategy and Plan for Boeing Aircraft Builders**

Suzanne Malsberry, Boeing Commercial Airplane, Lisa Sanchez, Boeing Commercial Airplane, *The Boeing Company*

Boeing Commercial Airplanes Everett Plant which produces the 747, 767, 777 and 787 airplanes has experienced a significant increase in employment. Training new employees needed to be updated to accommodate the growth and ensure skilled employees. “Generation Y” also drove the need for change. Boeing chose a blended strategy to include fully virtual environments, decision support models, e-learning modules and physical simulations. This 3 phased approach will allow the learners to obtain the information in small increments and differing formats while allowing them to practice immediately following the “learning” session.

12:00 – 1:30 **Lunch Break**

1:30 – 2:10 **The Strategy of Keeping Employees Engaged**

James A. Haudan, Chairman, CEO and Co-founder, *Root Learning, Inc.*

This interactive session will not only explore the concept of “engagement” in business and its importance in executing strategy, but also look at how people learn and what holds them back from engaging/succeeding. It will detail how to create visual representations of communication gaps and corporate strategy, and how to use those visuals to facilitate discussion around everyone’s roles.

2:15 – 3:00 **Common Mistakes in New Online Training**

Initiatives

Aimee Barnes, Program Coordinator, Knowledge Engineering Center, *Texas Engineering Extension Service*

In their haste to enter the online training market, organizations sometimes decide that it is better to have something available online rather than nothing. Though it can be important to have the first-mover advantage, the results of an offering that is either not well designed or not visually appealing may be less than impressive. Based on actual customer experiences, this panel discussion will address some of the common pitfalls encountered when getting started with online training, including common quality trade-offs, technology challenges, and a discussion of what are true essentials when getting started in the online training arena.

3:00 – 3:30 **Coffee Break**

3:30 – 5:00 **Implementing Learning Technologies Within Your Organization: Identifying and Overcoming the Challenges**

James Guilkey, Ph.D., President, *S4 NetQuest*, Cindy Rockwell, Chief Executive Officer, *CustomerVision*, LeRoy Dennison, Sr. Manager, Technical Training, Apple Global Training, *Apple Inc.*, Grant Ricketts, *Learning Governance*, J. Dexter Fletcher, Ph.D., Member Research Staff, *Institute for Defense Analysis*

This panel presentation will provide an interactive forum that is designed specifically for the attendee. Rather than having panelists determine the topics, you the audience will decide the topics that will drive the forum's focus. Through the use of wireless, handheld survey devices, you will be able to share your most critical needs and learn the most critical needs of your colleagues. Once the issues have been identified and prioritized, a panel of industry experts will share their knowledge and experiences to address your most pressing needs. All audience responses will be displayed and discussed in real time. As a result, the audience will walk away with real-time knowledge of attendee demographics, major issues in the technology-based learning, what others are doing in this field, and so much more. Please come and be a part of this new and innovative discussion forum where the focus is on YOU.

Friday - Training

8:30 – 9:10 **Meeting High Expectations for Training: How to Plan for the Lowest Common Denominators without Compromising Quality**

Carolyn Otto, Systems Analyst Advanced, Operations Development and Learning Management, *Blue Cross Blue Shield of Michigan*

Today's leadership expects quickly designed and condensed training modules that provide outstanding results. Lowest common denominators may include lower reading and comprehension levels, low performance issues, substandard equipment, grandfathered skills, a bypass on prerequisites, or poor communication skills. This session will discuss the need to and process of including early analysis tools, focused learning sessions, alternate training schedules, and alternate training materials.

9:15 – 10:00 **Cloud Computing: How to Adopt for Online Training**

Steve Brodie, Chief Products Officer, *Skytap*

New developments in cloud computing mean the benefits of a virtualized training lab and distance learning are available to professional training organizations without the heavy investment in onsite infrastructure. This session provides an over-

view of how you can use a hosted virtual training lab to solve some of the most pressing and expensive challenges with on-line learning.

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **The Age of online Video**

Nadeem Khan, President, *Softtech Worldwide LLC*

Few technologies have more potential than video for improving learning. Digital, streaming, and two-way video over the Internet offer distance education departments' opportunities to improve the quality and personalization of the learner experience. Combining powerful mediums of video and the Internet also opens doors for on-demand learning. The presentation will describe how video is being used for learning.

11:15 – 12:00 **Trends in Video for Corporate Training Applications**

Rich Mavrogeanes, Founder and CTO, *VBrick Systems, Inc.*

Training delivery systems are in transformation. From live instruction to CBT, one technology that is catching the wave of the future is video. Take a look at the latest trends and you'll see why video broadcasting is the perfect complement to any training system. This presentation will focus on the latest technical trends in video broadcasting and how video is no longer a capital investment, but an operational expense that no company can be without.

Wednesday - Knowledge Management

9:00 – 9:10 **Introduction and Welcome**

John G. Fox, II, Executive Director, *SALT@*

9:10 – 10:00 **Keynote Address**

Joseph Ganci, President & CEO, *Dazzle Technologies*

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **Achieving "Portal-topia": Six Things to Consider Before Leveraging an Enterprise Portal for Your Corporate Online University**

Billy Biggs, Assistant Director, Knowledge Consulting, *General Physics Corporation*

This session will provide attendees tips and recommendations for changing conventional project management strategy to ensure a successful LMS deployment. While scope will be the primary area addressed, attendees will gain a better understanding of what a successful rapid implementation project management plan encompasses. Other presentation topics will include communication, risk and staffing. Also, attendees will gain an awareness of successful project management integration with other systems and/or phases of an enterprise wide LMS implementation. Finally, attendees will learn how a phased implementation approach can be successful and what some of the most common elements are to those phases.

11:15 – 12:00 **Industry Trends in Learning Management**

Justin Hearn, President, *GeoMetrix Data Systems Inc.*

This session will discuss the current industry trends in learning management and what the future may hold for this technology. Begin with a brief history of the LMS from its origin as classroom administrative software through to elearning compatible technology. The presentation will then cover the development of enterprise learning management, and what that marketplace looks like today.

12:00 – 1:30 **Lunch Break**

1:30 – 2:10 LMS Interoperability Standards for the Uninitiated, II (SCORM, AICC, IMS, IEEE)

Debra Reynolds, Instructional Developer/Editor, Defense Technology Systems, *CIBER, Inc.*

This is a continuation of the August 2008 SALT topic for the intrepid, but uninitiated (the experienced are welcome as well). Start from a brief comparison of the four specifications and review of project management challenges. Review the structure of the four specifications. Consider project management challenges associated with interoperability in more detail against the structure of the specifications. Take away three job-aids: a birds'-eye comparison of the specifications' structures, an anatomy of relevant programming skills and a project model annotated with potential points of difficulty for projects involving interoperability.

2:15 – 3:00 Wiki vs. LMS: One Professor's Decision Process

Sara Rofofsky Marcus, Assistant Professor, Kurt R. Schmeller Library, *Queensborough Community College*

This presentation will demonstrate how the author determined to use a wiki as opposed to the school-provided LMS to enhance her face-to-face cataloging course.

3:00 – 3:30 Coffee Break

3:30 – 5:00 Panel Discussion - The explosion of Mobile Learning and the impact on reusable knowledge products

Peter Rizza, President, *Princeton Center for Education Services, Inc.*, Ann Boland, Partner, *OHE Associates*, Curtis Odom, Doctoral Candidate, *Pepperdine University*, Matthew Sadinsky, President and CEO, *System Operations Success, Intl*, John Hirschbuhl, Ph.D., Chief Scientist, *College of Education, Computer Knowledge International (CKI)*

Thursday - Knowledge Management

8:30 – 9:10 How the use of "Single-Sourcing" for Standard Operating Procedures (SOP) can reduce training development time, increase compliance and improve quality, while reducing risk.

Peter Rizza, President, *Princeton Center for Education Services, Inc.*

This session will:

- 1- Show how using "Single Sourcing" can help regulated industries manage their SOP's, increase compliance and improve quality, while reducing risk.
- 2- Review a novel approach to accelerate the capture of core content using templates based on knowledge class structures
- 3- Review a process used to create a single source repository for all procedures, processes, and related content associated with manufacturing operations.
- 4- Provide examples from Pharmaceutical and High-Tech Manufacturing Projects.

9:15 – 10:00 LCMS selection, Selecting the Right LCMS for Your Business

John Alonso, Founder and Chief Technology Officer, Research Department, *OutStart*

Unlike familiar Learning Management Systems (LMS) technology, Learning Content Management Systems (LCMS) took more time to make their way in to the mainstream of e-learning programs for enterprises and medium sized businesses. Once the short lived ROI of the LMS was realized, LCMS quickly became a crucial component of corporate e-learning strategies by enabling the development, management and delivery of content that is critical to an organization's performance. Organizations that make the proper selection of the breed of LCMS that is suitable for their needs will discover a dramatic improvement in

employee performance, sales productivity, customer service, enterprise profitability, and the ability to meet ongoing compliance regulations.

10:00 – 10:30 Coffee Break

10:30 – 11:10 Using Collaborative Tools in the ANGEL LMS

Risa Blair, Senior Instructional Designer, Virtual College, *Miami Dade College*, Sheryl Hartman, Ph.D., Department of Social Science, *Miami Dade College*

The ANGEL Learning Management System provides a variety of tools to promote student interaction and teamwork in online and hybrid courses. This presentation will focus on using creative strategies to promote collaboration through the use of Discussion Boards, Blogs, Wikis, and Wimba voice tools.

11:15 – 12:00 Selection and Adoption of a Course Management System

Phillip Powell, Assistant Professor, Communication, *Valparaiso University*

Institutions rely heavily on developments of e-learning applications to deliver distance education. As technologies change, institutions are forced to adapt and provide practical and logical solutions. This session will highlight the processes involved in selecting a Course Management System (CMS) and recommend strategies for the selection and adoption processes.

12:00 – 1:30 Lunch Break

1:30 – 2:10 Avoid An "LMesS": Take Control of Your LMS Selection Process

Nyla Reed, Founding Partner, *The Educe Group*

To achieve your business, budget, and timeline goals when implementing a Learning Management System (LMS), an honest assessment and prioritization of detailed requirements is critical. The best vendors offer many of the same features and functionality, claim system architectures that can support more users that you have in your organization, and tout their robust integration capabilities. This session will describe the process and requirements to for effectively selecting an appropriate LMS.

2:15 – 3:00 Learning Architectures – Securing the "Back Office"

Ari Vidali, CEO, *ENVISAGE Technologies Corporation*, Cory Myers, Vice President of Homeland Security Solutions, *Envisage Technologies*

This session will explore proven secure learning architecture strategies for today's high-risk training environments (Homeland Security and Military) that link LMS and ERP solutions to deliver seamless learning environments that are scalable, secure, and adaptable.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Exploring Faculty Mental Models of a Course Management System

Patricia Banyas, Academic Technology Specialist, Eli Broad College of Business, *Michigan State University*

This study looks at the mental models held by faculty using the ANGEL course management system at Michigan State University. Through interviews and observations with faculty who interact with the system, not only can better strategies be devised to train and assist its users, but valuable insights can be gained to inform future system development for tools of this nature. Three faculty members were asked to describe their teaching experience and philosophy, diagram their ideal course design and complete sample tasks in the ANGEL CMS. Their reactions and implications for teaching are discussed.

4:15 – 5:00 Building Business Intelligence Into A Student Tracking System

Jerry Alexander, Director, Health Science Center, *University of North Texas*, Rebel Jones, Manager, Testing and Evaluation, Health Science Center, *University of North Texas*

The goal of this project, called *No Medical Student Left Behind*, was to integrate multiple data sources—from pre-admission data through the latest test scores—into a robust student tracking system. The functionality of the system is enhanced through extensive use of visualization, including color coding, score histograms and comparisons with class and national norms. With active use of the system by administrators and academic counselors, the school's failure rate on national licensing examinations has dropped seventy-five percent.

Friday - Knowledge Management

8:30 – 9:10 Pedagogical Transformations: A Five-Year Analysis of Instructional Practices in a University Learning Management System

Stephen Asunka, Teachers College, *Columbia University*

This study examines the usage of the Blackboard Learning Management System (LMS) by faculty members and instructors at a graduate school of education in the Northeast United States. Specifically, the researchers investigate the adoption of Blackboard by members of the university's instructional group, the educational context within which instructors are using Blackboard, and changes in the instructional practices of "expert" Blackboard instructors. The researchers employ unobtrusive data collection procedures to analyze five years of backend usage records for the purposes of describing the LMS technologies that instructors are assimilating, and highlighting pedagogical shifts within the instructional unit over time.

9:15 – 10:00 Validating Knowledge

Bruce Nagy, President, *Catalyst Technologies*

There are many methodologies and technologies that focus on collecting knowledge. Yet, is it only knowledge that an organization is really collecting? How much bias does this knowledge contain and is it knowledge that is needed? What is the quantitative value of this knowledge to your customer, business and workforce? How efficiently and effectively can this knowledge be communicated? These are the key questions that are answered based on a series of demonstrations performed within the government and private sector. Validation of knowledge is recognizing needs within the four tier environments in which tasks and activities are accomplished. This session describes a proven validation process and associated metrics to answer the questions described above.

10:00 – 10:30 Coffee Break

10:30 – 11:10 Medical Technical Knowledge Training Evaluation And Reporting System For The United States Army Medical Simulation Training Centers (MSTC).

John Anton, Principal Investigator, *IVIR Inc.*

The application of advanced learning technologies to military medical education represents a relatively new venue. This session will describe a current government project to produce a medical technical knowledge training evaluation and reporting system, as part of an overall learning management system for the United States Army's Medical Simulation Training Centers.

11:15 – 12:00 Capturing Knowledge: Know What You Know, Know What You Don't

Nyla Reed, Founding Partner, *The Educe Group*, Greg Daniel, Principal, *The Educe Group*

When capturing organizational knowledge, knowing what you don't know is as important as knowing what you do. All too often, knowledge management is focused on identifying experts, then leaving others to approach those individuals with requests to share their knowledge and expertise. However, for a knowledge management program to be effective, it must include the identification of experts as well as novices, and all skill levels in between. The program must also go beyond the categorization of individuals under pre-determined subject headings, and delve into the specific strengths and deficiencies within the group. This session will present in a knowledge capture activity in an informal and collaborative atmosphere, explore the benefits that this type of approach can yield, and discuss how results of the activity can be applied to further develop the knowledge base of your organization.

Current Conference Exhibitors

The companies listed below will be exhibiting at the New Learning Technologies 2009 Orlando Conference.

Atlantic Link, Inc. - Booth: 1
102 Mary Alice Park Road, Suite 501
Cumming, GA 30040
(678) 845-1131 ext. 101
Contact: Mark Sharp
mark.sharp@atlanticlinkglobal.com

IEEE - Booth: 2
445 Hoes Lane
Piscataway, NJ 08854
(732) 562-3992
Contact: Mike Petro
m.petro@ieee.org

Technical Training, Inc. - Booth: 3
2750 Product Drive
Rochester Hills, MI 48309
(248) 853-5550
Contact: Mike Counsman
mcounsman@ttinao.com

UltraLearn.com - Booth: 4
47370 Westwood PL
Sterling, VA 20165
(703) 436-2125
Contact: Nadeem Khan
nadeem@softtechww.com

Learn.com - Booth: 5
14001 N.W. 4 Street
Sunrise, FL 33325
(954)233-4000
Contact: Don Cook
don@learn.com

Wisc-Online Resource Center - Booth: 6
FVTC, 1825 N. Bluemound Drive
P.O. Box 2277
Appleton, WI 54912
(920) 735-5682
Contact: Kay Chitwood
chitwood@fvtc.edu

SumTotal Systems - Booth: 7
1808 North Shoreline Blvd.
Mountain View, CA 94043
(866) 768-6825
Contact: Sheri Miller
sales@sumtotalsystems.com

TrainingPartner - Booth: 8
240 Bay Street
Victoria, BC, Canada V9A 3K5
(250) 361-9300 ext. 224
Contact: Karla Willems
kwillems@trainingpartner.com

Option Technologies - Booth: 9
4399 36th Street SW
Orlando, FL 32811
(407) 872-3333
Contact: Stan Hawley
shawley@optiontechnologies.com

Seminars Express - Booth: 10
125 E. Merritt Island Cswy., Suite 209-155
Merritt Island, FL 32952
(321) 453-8133
Contact: Karla Roberts
karla.roberts@seminarsexpress.com

TrainingPros - Booth: 11
P.O. Box 18620
Atlanta, GA 31126
(866) 659-7767
Contact: Steve Kapaun
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Hot Lava Software - Booth: 12
50 Culpeper Street, Suite 1A
Warrenton, VA 20186
(540) 428-2988
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Bluewater Learning, LLC - Booth: 13
5770 Rockhill Road
Fort Worth, TX 76112
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Contact: Jeff Bond
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Sealund & Associates - Booth: 14
450 Carillon Pkwy, Suite 105
St. Petersburg, FL 33716
(727) 572-1800
Contact: Melonie Wood
Melonie.Wood@sealund.com

The following organizations will have Product Literature on display

CourseAvenue, Inc.
35721 West Avenue, Suite 600
Warrenville, IL 60555
(630) 225-1222
Contact: Sue Pearson
sales@courseavenue.com

Journal of Instruction Delivery Systems
50 Culpeper Street
Warrenton, VA 20186
(540) 347-0055
Contact: Learning Technology Institute
info@lti.org

Nova Southeastern University
Graduate School of Computer and Info Sciences
3301 College Avenue, Carl DeSantis Bldg.
Ft. Lauderdale, FL 33314
(800) 986-2247 ext. 22001
Contact: Office of Admissions
scisinfo@nova.edu

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