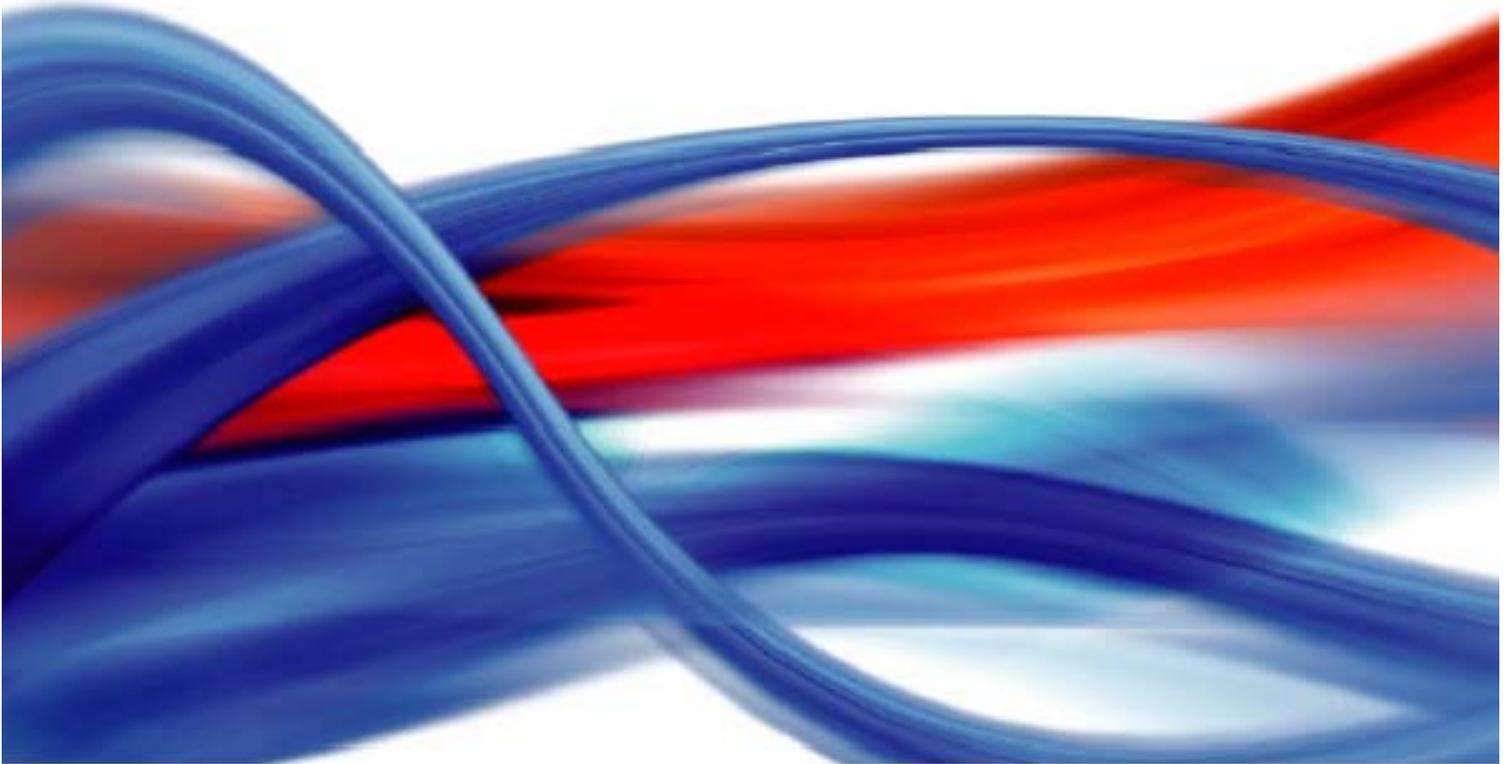


INVITATION TO ATTEND

August 19-21, 2009
Sheraton Crystal City Hotel
Arlington, Virginia

2009 **Interactive Technologies Conference**



Conference Sponsored by
Society for Applied Learning Technology®
SALT®

Conference & Exhibits managed by
Learning Technology Institute®
LTI®

WWW.SALT.ORG

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Registration Hours

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

Exhibit Hours

Wednesday	10:00 AM to 3:30 PM
Thursday	10:00 AM to 3:30 PM
Friday	10:00 AM to 12 NOON

Map of Session Locations

TUESDAY (AUG 18) - TUTORIALS

8:30 am - 12:00 pm Tutorials

A. Developing with Flash CS4	Crystal 6
B. Mobile Learning - Design, Development, and Delivery	Crystal 3
C. Effective Tools, Techniques for E-learning	Crystal 5

1:30 pm - 5:00 pm Tutorials

D. Step-by-Step Introduction to ActionScript 3.0	Crystal 6
E. Creating Outstanding e-Learning with Adobe Captivate 4	Crystal 3
F. Everything Google: Collaboration Tools for Trainers	Crystal 5
G. TBA	Crystal 4

WEDNESDAY (AUG 19) - CONFERENCE

KEYNOTE ADDRESS - 9:00 am to 10:00 am

1 - Gaming & Simulation	Crystal 3
2 - Compliance	Crystal 5
3 - Design	Ballroom C
4 - Web 2.0 Technologies	Crystal 6
5 - E-Learning	Ballroom B

THURSDAY (AUG 20) - CONFERENCE

1 - Gaming & Simulation	Crystal 3
2 - Mobile Computing	Ballroom B
3 - Training	Ballroom C
4 - Web 2.0 Technologies	Crystal 6
5 - Virtual Worlds	Crystal 5

FRIDAY (AUG 21) - CONFERENCE

1 - Gaming & Simulation	Crystal 3
2 - Design	Ballroom C
3 - Training	Crystal 5
4 - Knowledge Management	Crystal 6
5 - E-Learning	Ballroom B

Registration Fees

Pre-Conference Tutorials (Tuesday, August 18)

Half Day Tutorial - \$195

Full Day Tutorial - \$390

Member Full Conference Registration (August 19-21)

Paid by May 20, 2009 - \$650

Paid by Aug 5, 2009 - \$700

Paid After Aug 5, 2009 - \$750

To Be Invoiced - \$750

Non-Member Full Conference Registration (August 19-21)

Paid by May 20, 2009 - \$700

Paid by Aug 5, 2009 - \$750

Paid After Aug 5, 2009 - \$800

To Be Invoiced - \$800

SALT® Member/Non-Member Partial Registration

One Day Registration - \$350

Two Day Registration - \$550

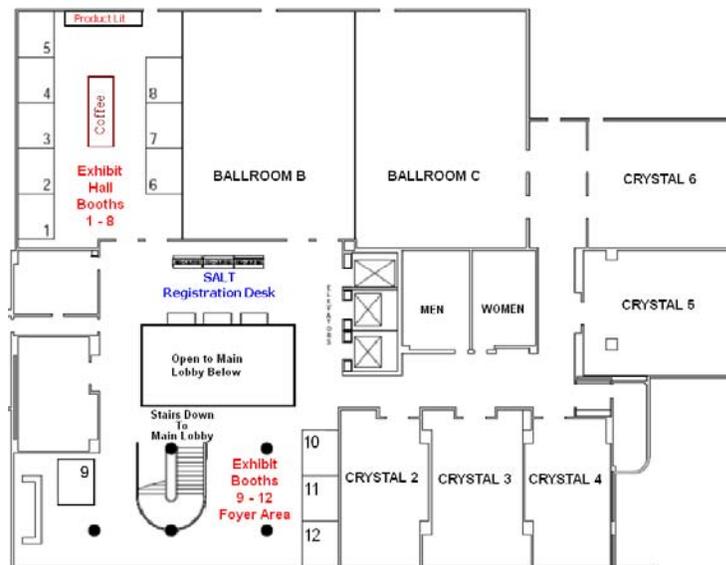
SALT® Membership - \$55

Networking Reception

WEDNESDAY (AUG 19) - 5:00 PM TO 6:30 PM

Sign Up by July 31st

The Society for Applied Learning Technology® (SALT®) is sponsoring this reception for all conference participants. There will be a cash bar and complementary hors d'oeuvres. The reception will be located in the exhibit hall. To help us plan appropriately, please email Carrie Janssen at carrie@lti.org or call (540) 347-0055 to sign up to attend this reception.



*Keynote Address - Wednesday, August 19th - 9:00 am to 10:00 am
Sheraton Crystal City Hotel - Ballroom B*

"Training the Army's Ordnance Corps in an Era of Persistent Conflict...How the Army is Meeting the Challenge"



**Major General Vincent E. Boles
Assistant Deputy Chief of Staff, G-4
US Army**

The Society for Applied Learning Technology® (SALT®) is pleased to announce that Major General Vincent Boles will be giving the Keynote Address at the upcoming Interactive Learning Technologies Conference in Arlington, Virginia.

In his address General Boles will detail the challenges of training today's "digital natives" as soldiers in an era where the nature of conflict has transformed to one where we must, as an Army, be prepared to be persistently engaged anywhere, at anytime.

Major General Boles will discuss and display the challenges he faced as the Army's 33rd Chief of Ordnance (the Army's 2nd Largest branch with over 120,000 soldiers). Responsible for the doctrine, training, and development of the force, he will lay out the difficulties and demonstrate how interactive training simulations proved to be a force multiplier and enabled the Ordnance Corps to better train its soldiers in this era.

Major General Vincent E. Boles assumed duties as the Assistant Deputy Chief of Staff, G-4, in the Pentagon on October 30, 2006. In this position he is responsible for the oversight of Army Logistics Operations and Readiness, Force Deployment and Distribution, and Logistics Strategy and Integration.

A native of New York City, Major General Boles graduated from Niagara University with a Bachelor of Arts degree in History and was commissioned Second Lieutenant of Ordnance in 1976. He later earned a Master's degree in Business Administration from Babson College, MA.

A Developing with Flash CS4

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

You may have heard that Flash is a wonderful animation tool that has been hijacked by “computer geeks.” In order to do anything amazing, you had to know how to write ActionScript code. Adobe released the CS4 version of Flash with a lot of new animation tools. These new tools and features have put the power of amazing animations back in the hands of designers. In this hands-on workshop you will learn some of the new animation techniques that are built into Flash. You will work with the 3D Rotation and Transition tools, apply the Bone modifier to a shape, and work closely in the new Motion Editor. We will also develop what is normally a complex animation called Parallax without having to write any code. Once participants are comfortable with the new CS4 interface, we will quickly add what we have learned to existing eLearning projects. Watch as you take a static display with a question start to animate and come alive. Each participant will receive a copy of the workbook with the steps of what was covered in class. This step-by-step set of instructions will help you reproduce the effects in your projects. Please bring your laptop loaded with Flash CS4 and, if possible, a copy of Photoshop. We will use Photoshop to alter an image for the parallax effect.

B Mobile Learning - Design, Development, and Delivery

Dan Govar, Creative Director, *MetaMedia Training International, Inc.*

This pre-session is designed for training directors and instructional designers with an interest in developing and implementing mobile or mLearning. Mobile Learning is entering the mainstream of education and training delivery. The multiple platforms, generally non-compatible, and development strategies, including conforming with eLearning standards, often impede the decisions to implement mLearning applications. This tutorial will provide an overview of the current landscape of mLearning delivery platforms including game devices (Sony PSP, Nintendo), ITouch, PDAs, and handheld laptops. Successful case study implementations for the

lodging industries and government agencies will be presented. Topics will include:

- Developing new content
- Repurposing existing content
- Design strategies
- Incorporating video, flash elements, and 3-D animations
- Cost comparisons to Estimating cost of content development
- Fulfillment and distribution of hardware and courseware
- Video displays
- Web and Interactivity constraints
- Reliability and user acceptance

C Effective Tools, Techniques, and Technologies for the Blended World of E-learning

Marie-Pierre Huguet, *Rensselaer Polytechnic Institute*

In this hands-on workshop, participants are led through a series of mini-presentations, discussions, and activities that enables them to identify, compare, contrast, and use the tools, techniques, and technologies presented and consider their application in e-learning and blended instruction. The highly interactive approach allows participants to try and test some of the tools, techniques, and technologies discussed and ultimately develop their own successful e-learning solution. Topics presented include course design models, learning management systems, Web 2.0 technologies (such as YouTube, podcasting, blogs, wikis, and social networking), synchronous and asynchronous tools, media creation tools, assessment tools, and accessibility tools.

D Step-by-Step Introduction to ActionScript 3.0

Phil Cowcill, Coordinator, 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. A full workbook is provided so that you can repeat the lessons when you return home. The workbook also explains in layman's terms how to best develop with AS3. Please bring your laptop with Flash CS3 or CS4 installed.

E Creating Outstanding e-Learning with Adobe Captivate 4

Joseph Ganci, President & CEO, *Dazzle Technologies Corp.*

Adobe Captivate 4 was released this year, along with many new features that allow for excellent e-learning to be created. You will learn how to use Captivate on its own and how it works with other applications too. Adobe Captivate has become popular for some very good reasons; come learn from an Adobe Certified Captivate Expert, Joe Ganci, who has used Captivate for many years. You will have fun and learn a lot!

F Everything Google: Collaboration Tools for Trainers

Mark Frydenberg, Senior Lecturer, Computer Information Systems, *Bentley University*

Google's web-based applications are becoming popular collaboration tools for teams to create presentations, documents, spreadsheets, and websites. With the applications and the data "live" on the web, exchanging data between them becomes a powerful and simple task. This session offers participants hands-on experience in using these applications, and also shares ways to incorporate them in an educational setting. Participants should bring a laptop with wireless capability and sign up for a Gmail address before they arrive.

G Optimizing Talent and Web 2.0

Grant Ricketts, *Learning Governance*

Do you know where to find the right talent exactly when you need it? Is this capability widely repeatable and scalable, even 'self-organizing' across your organization?

This tutorial features a "talent pipeline" model for organizations and will discuss strategies for creating greater value by linking talent, learning and performance practices, integrating currently fragmented business practices, incorporating new capabilities provided by emerging Web 2.0 technologies, and aligning executive support to optimize talent investments. The result is a strategy to maintain an ongoing state of "people readiness" to address the many challenges that lie ahead.

Highlights include:

- Assuring the talent management processes are fully aligned with business performance.
- Linking competencies with learning and performance management to optimize development.
- Providing a consistent, enterprise-wide approach to talent planning, learning and performance.
- Designing training plans to address skills gaps for individuals that roll up to enterprise goals.
- Building stronger talent pools and communities of practice with emerging collaboration and Web 2.0 technologies.

The discussion will also incorporate three case examples demonstrating business impact using different elements of the model.

About the SALT® Conference

The SALT® 2009 Interactive Technologies Conference in Washington, DC 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 academia, government, industry and the military 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:

- Gaming & Simulation Applications
- Application Service Providers (ASPs)
- Training Technologies
- Learning Management Systems (LMS)
- Learning Content Management Systems (LCMS)
- E-learning Solutions
- Social Networks
- 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

Decision makers involved in the selection and implementation of technology-based solutions for education, training, and performance support.

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 Professional

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
- Education/Training facilitators
- Hardware and software systems developers
- Consultants
- Training and Job Performance Support Professionals
- Technology-based systems manufacturers & integrators
- Human resource development managers
- Corporate training managers
- Publishers and distributors of educational software
- Instructional design professionals
- Instructional systems professionals
- Training systems designers and developers
- Military and Homeland Security systems training professionals
- Multimedia developers and distributors

With over 90 speakers scheduled to speak in 5 different conference tracks over 3 days, the *Interactive 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 technologies for improving learning, reducing training time and increasing employee effectiveness.

General Information

Meeting Location

Sheraton Crystal City Hotel
1800 Jefferson Davis Highway
Arlington, VA 22202
Reservations: 703-486-1111

Registration

For earlybird registration rates, your registration submission with payment must be completed by May 20, 2009, 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 August 5, 2009, or faxed to us by that date with credit card information included. All registrations made after August 6th OR requiring invoicing will be billed at the higher rate (SALT Members \$750 and Non-Members \$800). All foreign checks must be paid in US dollars.

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.

Hotel Accommodations

A limited number of rooms have been set aside at the Sheraton Crystal City Hotel at the discounted rate of \$179.00 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 July 28, 2009. To receive the special conference rate, call reservations at the Sheraton at (703) 486-1111 and indicate that you are with the SALT® conference.

Registration Desk Hours During the 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

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 contact Carrie Janssen at carrie@lti.org or call (540) 347-0055.



ADA Compliance

The Sheraton Crystal City Hotel 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 e-mail address when registering for the conference. It is also essential that if your e-mail system supports a white list, 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.

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.

Cancellation Policy

Cancellations received by Aug 5, 2009 will be refunded after the conference less a \$50 processing fee. In the event of cancellation we also accept attendee substitutions, or your fee may be applied to the next SALT® conference. **No refunds will be made after August 5, 2009.**

Local Attractions (miles/kilometers)

- ◆ Ford's Theater (3.0 /4.828)
- ◆ The Smithsonian Museums (2.0 /3.219)
- ◆ Washington, DC (1.0 /1.609)
- ◆ Washington National Cathedral (10.0 /16.093)
- ◆ Crystal City Shops (0.06 /0.1)
- ◆ John F. Kennedy Center for the Performing Arts (5.0 /8.047)
- ◆ US Capitol (3.0 /4.828)
- ◆ Arlington National Cemetery (3.0 /4.828)
- ◆ The White House (3.0 /4.828)
- ◆ Jefferson Memorial (5.0 /8.047)
- ◆ Tidal Basin Pedal Boats (1.0 /1.609)
- ◆ Mount Vernon Estate (17.99 /28.968)

Some links of interest to people traveling to the Washington D.C. area are listed below.

- ◆ About the Arlington area: www.arlingtonvirginiausa.com
- ◆ Public transportation: www.wmata.com
- ◆ Washington Dulles International and Ronald Reagan Washington National Airports: www.metwashairports.com
- ◆ Baltimore/Washington International Airport: www.bwiairport.com
- ◆ Tourist Information on Washington, DC: <http://seewashingtondc.net>

Technical Sessions Overview

Wed 19th	Gaming & Simulation	Compliance
9:00	Keynote Address - Major General Vincent Boles - 9:00 am to 10:00 am	
10:30	(Virtual) Experience is the Best Teacher - Lyn McCall	Connecting the Dots: Can We Really Teach Effective Oversight at Sheriff School? - Matthew Sadinsky
11:15	Nuts & Bolts of Harmonizing Instructional Design and Game Design - Richard Blunt	Compliance Training and the Organizational Sentencing Guidelines - Michael Jernigan
1:30	Training Applications of Online Distributed Multiplayer Gaming Systems - Donald Lampton	A Case Study in the Use of a Knowledge-Object Repository for Rapid Training Implementation - William Peratino Courtney Cox
2:15	Designing Training Games for a New Generation of Workers - Diane Wilcox	Driving Performance Improvement in Compliance Training Using Experiential Simulations - Ken Spero, Charles Zoda
3:30	Agent-Based Gaming for Incident Command - Henry Ryng	Meeting 508 Compliance Head On for eLearning: The What, Why, and How of Building Accessible eLearning Courseware - Joe Gorup
4:15	NAIT's Approach to Simulation-Based Learning: Optimizing Real World Performance - W.A. Sam Shaw, Ph.D., Norbert Werner	Developing and Delivering an Effective Online Compliance Training Curriculum - Sandy Becker, Richard Montanaro
Thu 20th	Gaming & Simulation	Mobile Computing
8:30	Training in Cultural and Social Complexity Using an Immersive Game Framework - Paul Cummings, Michael Golson	Educational Handheld Video: Examining Shot Composition, Graphic Design and Their Impact on Learning - Jason Hutchens, Ph.D.
9:15	Do Serious Games Really Work? - Richard Blunt	Digital Generation Learners and Cell Phones: Making the Connection - Christy Hawkins
10:30	High Impact 3D/Virtual Reality Now Readily Available - Barry Lawson, Michael Mazen	viaPlace - A Framework to Provide Location-based Services & Experiences - Todd Marks
11:15	Simulation in Dental Education - David Taylor	Entering the Mobile Zone - Doug Stone
1:30	The Road to Wisdom: Using Simulation to Train Future Project Leaders At NASA - Lawrence Suda	Mobi-Role Play - Nancy Munro
2:15	Lessons Learned: Adult Learners and Serious Game Design - Rachel Joyce	Evaluating the Use of Mobile Technology for Learning and Training - Cathy Stawarski
3:30	Simulated Patients for Tactical Trauma Triage Training - Paul Kizakevich, Col. Richard T Dombroski, Robert Furberg	The Future of Mobile Learning: Panel Discussion by Experts in the Areas of Mobile Learning, Mobile Testing, and Mobile Surveys - Bob Sanregret
4:15	Blending Interactive Simulation Technology Into Traditional Pedagogy - Elizabeth Holmes, Ph.D., ABPP	
Fri 21st	Gaming & Simulation	Design
8:30	All Work and No Play Makes Jack a Dull Boy - Samta Chowdhary	Authoring Tools for the Web and their Effectiveness - Nadeem Khan
9:15	Modeling and Simulation: When Do We Really Need It? - James Hill, Ed.D.	A Pattern Approach to Media - W T Stille, Steven Swanson
10:30	One-Size Does Not Fit All Educational Games - Melody Doering	Application of Thiagi's Four-Door Model for Rapid Instructional Design - Russ Powell, Brandon Carson
11:15	CyGaMEs: Effective Game Design for Successful Learning and Assessment - Debbie Denise Reese, Ph.D.	Knowledge Transfer via Guided Active Review in Blackboard and Moodle - James Janossy

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

Technical Sessions Overview

Wed 19th	Design	Web 2.0 Technologies	E-Learning
9:00	Keynote Address - Major General Vincent Boles - 9:00 am to 10:00 am		
10:30	Determining the Best Design Approaches and Development Tools - Joseph Ganci	Optimizing Talent and Web 2.0 - Grant Ricketts	Creating Irresistible E-Learning - Ethan Edwards
11:15	Generation Why? Designing Training and Learning to Engage the New Workforce - Guilkey	A Day in the Life at IBM - A Peek under the Web 2.0 Covers - Anthony Griswold	E-Learning for the Hands-On Work Force - Stuart Flatow
1:30	The Dark Side: Anonymity in Cyber Education - Bobbe Baggio	Why should I care about Twitter? (or "Twitter for Trainers") - Mark Frydenberg	Managing Knowledge and Communications - Trudy Abramson, Ed.D.
2:15	Instructional Design Factors As They Relate To The Creation of a VLE - Elizabeth Fanning	Wikis: Wonderful or Worrysome? Overcoming Information Sharing Obstacles - Robb Bingham	Factors Influencing Instructor Success in Online Courses - Phil Ice, Ed.D.
3:30	Death by PowerPoint 2.0 - Anthony Contino	Blending Web 2.0 Technologies with Traditional Formal Learning - Thomas Stone	Transforming Sages into ICT Facilitators - Mary Hricko, Ph.D.
4:15	Exemplary Courses Exemplary Designs - Marie-Pierre Huguét, Tom Haley, Frank Wright	Being Authentic: Organizations in Twitter - Rob Pongsajapan	Designing e-Learning for the Multigenerational Workforce - Erin Sappington, Rabindra Nanda
Thu 20th	Training	Web 2.0 Technologies	Virtual Worlds
8:30	Digital Audio/Video and Voice Recognition in a Team Training Environment - Wilson, Williams	ROI of Web 2.0 - Cindy Rockwell	VLEs Are Making a Positive Impact For All Learners - Barbara Sealund, Walter Chandler
9:15	The Dynamic Progression of Online Training Effectiveness - John Finn, Ed.D.	A Task Oriented Methodology for Designing Effective Web 2.0 Online Courses - Medina-Mora, Sherry	Virtual Worlds: Interactive Learning in Science - Roger Paul, Derek Parks, Daniel Laughlin, Hackathorn
10:30	Getting to Level 3 and Beyond in Kirkpatrick's Model of Evaluation - Timothy Adams	Integration of Web 2.0 Technologies in the Academic Environment - Jo Thomas	Get a Second Life - Jayne Klenner-Moore
11:15	The Future of Learning Systems - Justin Hearn	How Leading Companies Attract and Retain Critical Human Capital - Maria Fee, Sandra Holloway	Towards Mobile Location and Virtual Worlds-based Learning - Bryan Eldridge
1:30	Contemporary Organizational Learning via EPSS - Curtis Odom	Blending Web 2.0 Technologies into the Collaborative Learning Environment - Curt Shreiner, Ph.D.	Real Results from Virtual Worlds - Heiphetz, Aliyev, Bishop, Liberman, Woodill, Barreaud, Miyaki, Veale, Gerald, Naboulsi, Pearson, Steinberg, Antonacci
2:15	Blended Training Approach - Veronika Eskova	Professionals' Attitudes to Wiki-Technology: A Case Study - Ayse Kok	Evaluating Learning in Virtual Worlds: How Can We Measure? - Diane Chapman
3:30	Implementing Learning Technologies Within Your Organization: Identifying and Overcoming the Challenges - James Guilkey, Ph.D., Cindy Rockwell, LeRoy Dennison, Matthew Wald, J. Dexter Fletcher, Ph.D.	Social Networks: Are They an Investment Worth Making? - Camille Tchoi	Bonfire In Second Life: An Ethnography Of A Music Festival In A Virtual World - Deborah Wise
4:15		Web 2.0 to the Rescue: Matching Your Needs to the Technology - Sara Rofofsky Marcus	
Fri 21st	Training	Knowledge Management	E-Learning
8:30	Maximizing Your Reach to Educate Employees, Customers and the Extended Organization - Waid	LMS Superusers - Help For The Most Basic User - Robert Bradley	SCORM Compliance with Critical E-Learning Issues - Badrul Khan, Patrick Shane Gallagher
9:15	Does Learning Improve When You Don't Fall Down? - Sherry Williams, Ph.D., Al Hydeman, Lora Connor	Embedding KM into Learning and Work Processes - David Austin, Dori Ramsey	Integrating Social Media in E-Learning - Jeff Tyson
10:30	"Learning 2.0" What it Means to Organizations in the Business of Learning - Cindi Johnson	US Department of Labor LMS Implementation - Michael Gerwitz, Courtney Cox	e-Learning: RU Engaging Generation Digital? - Christy Hawkins
11:15	Blended Learning and Preparing the Local and State Public Health Workforce - Dawn Bleyenburg	Learning Management System (LMS) Configuration - Valerie Whitcomb	Adaptive Learning Based on Learning Style: e-Learning in a Statistics Course - C. Adams, N. Aljojo

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

Wednesday - Gaming & Simulation

9:00 – 9:10 Introduction and Welcome

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

9:10 – 10:00 Keynote Address

10:00 – 10:30 Coffee Break

10:30 – 11:10 (Virtual) Experience is the Best Teacher

Lyn McCall, COO, *WILL Interactive, Inc.*

This session is a highly interactive introduction to Virtual Experience Immersive Learning Simulations (VEILS). VEILS were chosen by the U.S. DOD Joint Chiefs of Staff to train Level 3 Commanders in Anti-terrorism and Force Protection immediately following September 11. Since that time, the U.S. Army has adopted VEILS for promulgating lessons learned in Iraq and Afghanistan throughout the force. The session will include a short overview about VEILS, followed by an interactive demonstration in which the audience will make decisions that alter the storyline and lead to different outcomes. Based entirely on actual events, VEILS have won every major award in the learning software industry.

11:15 – 12:00 Nuts & Bolts of Harmonizing Instructional Design and Game Design

Richard Blunt, Director, e-Learning, *Oak Grove Technologies*

This presentation offers an overview of the nuts and bolts to bridge the gaps between instructional design and game design. Learn about the considerable divide between Instructional Designers and Game Designers in their approaches, opinions, attitudes, practices, academic rearing, and respect for one another. Learn how this lack of co-mingling of professions is detrimental to the hybridization of each profession to synthesize a new "Instructional Game Designer" profession.

12:00 – 1:30 Lunch Break

1:30 – 2:10 Training Applications of Online Distributed Multiplayer Gaming Systems

Donald Lampton, Research Psychologist, *Army Research Institute*

This presentation provides an overview of completed, ongoing, and planned research to examine training applications of online distributed multiplayer gaming systems. Our gaming research laboratory is itself geographically distributed with military, government, industry, and academia members. The research focus is on distributed training for small teams such as infantry, law enforcement, and first responders. New research of training for multi-cultural environments will also be described. Examples from each of these training domains will be presented within the context of the behavioral research objectives and the technological challenges encountered in adapting commercial off-the-shelf gaming systems for training research use.

2:15 – 3:00 Designing Training Games for a New Generation of Workers

Diane Wilcox, Assistant Professor, Learning, Technology & Leadership Education, *James Madison University*

Over the next 10 years, the workforce will undergo a generational shift as Baby Boomers retire and Millennials enter the workforce. This generational shift presents a unique challenge for instructional designers and trainers charged with training the new workers. This presentation will examine the learning

differences between Millennials, Generation Xers, and Baby Boomers; and describe how to design games that are effective for each generation.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Agent-Based Gaming for Incident Command

Henry Ryng, President, *inXsol*

Incident command is a management protocol that applies to the first responder. This presentation outlines lessons learned in the course of a NIEHS SBIR funded effort to evaluate effectiveness of low cost simulations for Hazmat and Emergency Response. The research approach taken was similar to a computerized chess game where avatar resources and a dynamic incident challenged the learner to perform and develop information processing, multi tasking, and decision skills portable to real world challenges while exercising and reinforcing desirable protocols.

4:15 – 5:00 NAIT's Approach to Simulation-Based Learning: Optimizing Real World Performance

W.A. Sam Shaw, Ph.D., President and CEO, *Northern Alberta Institute of Technology*, Norbert Werner, Associate Chair, Health Sciences Clinical Simulation, *Northern Alberta Institute of Technology*

NAIT is Alberta's third largest post-secondary institution and serves over 86,000 full and part-time students in a comprehensive array of programming. Simulation-based learning (SBL) has been a hallmark of the NAIT experience since the Institute's founding in the early 1960s. The presentation will highlight examples of NAIT's innovative approach to simulation-based learning, including best practices and lessons learned. There will also be a discussion of NAIT's future direction in simulation-based learning, including its plans for an unprecedented world-class Centre for Applied Technologies (CAT).

Thursday- Gaming & Simulation

8:30 – 9:10 Training in Cultural and Social Complexity Using an Immersive Game Framework

Paul Cummings, Chief Technologist, Modeling and Simulation Division, *ICF International*, Michael Golson, Service Leader Modeling and Simulation, Defense Solutions - Technology Management Systems, *ICF International*

The counterinsurgency environments in Iraq and Afghanistan pose special challenges that are difficult, time-consuming, and expensive to emulate using conventional training approaches. The ICF Social Complexity Framework applies culturally realistic and highly variable behavior modeling in complex and critical decision-oriented social scenarios patterned after actual critical incidents gathered from the field. The system uses a multi-tiered model of cultural, cognitive, and affective modeling to drive the actions of agents (e.g., simulated members of the civilian population) that interact, producing variable group behavior.

9:15 – 10:00 Do Serious Games Really Work?

Richard Blunt, Director, e-Learning, *Oak Grove Technologies*

Three research studies were conducted at a national university to examine the difference in academic achievement among students who did and did not use video games in learning. Three different video games were added to approximately 50% of the sections of the following courses:

Introduction to Business and Technology courses
3rd year Economics courses

3rd year Management courses

Identical testing situations were used in all courses while data collected included game use, test scores, gender, ethnicity, and age. Students in classes using games scored significantly higher means than classes that did not.

10:00 – 10:30 Coffee Break

10:30 – 11:10 High Impact 3D/Virtual Reality Now Readily Available

Barry Lawson, Business Development Manager, Interactive Digital Center, *Southeastern Institute of Mfg. and Technology*
Michael Mazen, Assistant Director, Interactive Digital Center, *Southeastern Institute of Mfg. and Technology*

This presentation provides a vivid introduction to 3D/Virtual Reality, including an illuminating demonstration of projects that the Interactive Digital Center at SIMT developed to maximize and enhance presentation, training, education, and performance goals. It will focus on immersion as the key added value of 3D/Virtual Reality and the advantages of immersive visual displays over non-immersive simulations producing substantially higher learning and recall percentages.

11:15 – 12:00 Simulation in Dental Education: Rationale, Configuration, and Design Considerations for the UTDB Simulation Clinic and Learning Center

David Taylor, Director, Educational & Technology Services, Health Sciences Center, *University of Texas Dental Branch*

The use of simulation is a powerful method for training dental students during their pre-clinical and clinical years, when students must learn many complex skills. Research in learning theory shows skill learning is more likely to transfer to the real world if the simulation/training environment closely mimics the eventual real-world performance environment. These findings argue in favor of conducting dental simulation in a realistic clinic environment, as contrasted with a traditional pre-clinical skills laboratory.

12:00 – 1:30 Lunch Break

1:30 – 2:10 The Road to Wisdom: Using Simulation to Train Future Project Leaders At NASA

Lawrence Suda, CEO and Managing Partner, *Palatine Group, Inc.*

This presentation is about the project manager's and the project team's behavior: how the simulation technology behaves, how people behave, and how the simulation and people behave, and sometimes misbehave, together. Ultimately the real test of the people on the project is not so much what they know; it's what they do with their knowledge. Making a decision is not the same as implementing it. Knowledge, insight and project wisdom are needed to execute a successful project.

2:15 – 3:00 Lessons Learned: Adult Learners and Serious Game Design

Rachel Joyce, Research Associate, Institute for Simulation & Training - Retro Lab, *University of Central Florida*

Scientists have attempted to develop game-based learning tools to assist learning in a variety of settings, from traditional classrooms to industrial training to the military. This session will discuss lessons learned from recent efforts to develop a game-based learning platform for adult addiction patients. The presentation will include issues related to game design, art style, and working with medical professionals.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Simulated Patients for Tactical Trauma Triage Training

Paul Kizakevich, Medical Modeling and Simulation, Research Computing Division, *RTI International*, Col. Richard T. Dombroski, *US Army*, Robert Furberg, *RTI International*

A 3-D interactive medical simulation has been developed to augment casualty training to non-surgical military physicians and combat medics. Thirty virtual casualties were developed with realistic visual and physiological models associated with blast injuries from improvised explosive device detonation — including barotrauma, brain injury, amputations, thermal burns, and shrapnel injuries. The caregiver can interact with the patient, use medical devices, monitor diagnostic data, and perform treatments. The purpose of this training was to promote clinical decision making which would result in the best-case patient outcomes while improving the assessment and management skills among these providers in the austere environment.

4:15 – 5:00 Blending Interactive Simulation Technology into Traditional Pedagogy to Teach Moral Decision Making to Future Military Leaders

Elizabeth Holmes, Ph.D., ABPP, CAPT, MSC, USN (RET) Director of Assessment, VADM James B. Stockdale Center for Ethical Leadership, *US Naval Academy*

Blending innovative simulation technology into traditional academic environments has been successfully achieved at the US Naval Academy and the Surface Warfare Officer School. Students joining the military expect greater degrees of activity and experiential learning. Teaching ethical decision making using computer based interactive simulations over the last three years, resulted in positive, quantitative, and qualitative assessment results. This presentation will report the results on the use of the interactive simulation "Dilemmas: Last Call" developed to teach ethical decision making and character development, give the attendees a direct experience of the content, and provide them facilitation guidance.

Friday- Gaming & Simulation

8:30 – 9:10 All Work and No Play Makes Jack a Dull Boy
Samta Chowdhary, Head - ID Center of Excellence, *eLearning, Infopro Learning, Inc.*

"Tell me, and I'll forget. Show me, and I may remember. Involve me, and I'll understand." This is exactly what game-based learning does. It involves, motivates, and challenges. It has the capability of making even dull and serious trainings interactive and fun. This session looks at some key advantages of game-based learning and examines how simulation and game-based learning can be used to provide an effective, engaging, and enriching eLearning experience to students from diverse portfolios and different learning styles.

9:15 – 10:00 Modeling and Simulation: When Do We Really Need It?

James Hill, Ed.D., *Proofpoint Systems*

The sole purpose of training and education (T&E) is to increase expertise – the thinking worker. Modeling and Simulation (M&S) offers a means of increasing performance in safe and innovative ways. This session will outline the challenges of M&S selection, and present a decision model tested within the US Department of Defense. 10:00 – 10:30 **Coffee Break**

10:30 – 11:10 One-Size Does Not Fit All Educational Games

Melody Doering, *Smart Ways 2 Learn*

Generic interactive games often do not fit classroom activities, causing teachers to modify their plans to adapt to available games, or not use interactive games at all. Many on-line games have advertising or distractions that make the game more a frenetic activity than a learning experience. By creating games to fill the specific needs of a classroom, students continue the lessons of the classroom as they use the activities at home from the school's web site.

11:15 – 12:00 CyGaMEs: Effective Game Design for Successful Learning and Assessment

Debbie Denise Reese, Ph.D., Center for Educational Technologies, *Wheeling Jesuit University*

Videogames are powerful learning technologies. When videogames are successful, players learn the game world well. But, if the game world misaligns with targeted learning goals, the player may learn the content incorrectly. CyGaMEs is a research-based approach to videogame design and assessment to ensure alignment between targeted learning, game, and assessment. This session will introduce the approach, the embedded and external assessment toolset, research paradigm, and findings to date.

Wednesday - Compliance

9:00 – 9:10 Introduction and Welcome

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

9:10 – 10:00 Keynote Address

10:00 – 10:30 Coffee Break

10:30 – 11:10 Connecting the Dots: Can We Really Teach Effective Oversight at Sheriff School?

Matthew Sadinsky, CEO, *Prequalified Ready Employees for Power (PREP) Intl*

What should every Chief Learning Officer, military officer, organizational compliance maven, corporate counsel, ethicist, and Ethics Officer know about assuring that the "Sheriffs" in their organization are being hired right, trained well, and that they in turn are teaching, developing, and building the right "culture of compliance" with the right levels of oversight. This presentation introduces these issues and explores how technology-based knowledge management systems can help address these challenges.

11:15 – 12:00 Compliance Training and the Organizational Sentencing Guidelines

Michael Jennigan, Compliance Training Manager, Office of Legal Compliance, *Microsoft*

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 defen-

dants 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.

12:00 – 1:30 Lunch Break

1:30 – 2:10 Customize Rather than Develop: A Case Study in the Use of a Knowledge-Object Repository for Rapid Training Implementation

William Peratino, Director, OPM, *GoLearn*, Courtney Cox, President, *PowerTrain, Inc.*

This session will present a case study of how mandatory training that must be completed annually across the federal government, can rapidly and inexpensively be customized for individual agency use. Rather than each agency producing its own version of these mandatory courses, GoLearn from its knowledge repository is providing a standardized course that is reusable and customizable across the Federal enterprise. This approach has the potential to save the federal government tens of millions of dollars in training development costs. The case study will present how this approach was implemented for the Obama Presidential transition team to meet an immediate training requirement, as well as how GoLearn's new model can address other agency training needs.

2:15 – 3:00 Driving Performance Improvement in Compliance Training using Experiential Simulations

Ken Spero, CMO, *Humentum*, Charles Zoda, Senior Project Director, Compliance Training, *Schering Plough Corporation*

The traditional approach to deploying compliance training is via a modular/content approach built on instructionally designed information or slides. The challenge associated with deploying compliance training is that the cause of the issues is based on individuals' behaviors and the need to change what or how they do their jobs. Compliance issues fall into a "gray" area that is easy to miss and has an associated slippery slope that is difficult to halt. To address this challenge, Humentum worked with Schering Plough Corporation to develop a series on-line experiential computer-based compliance simulations to focus on performance improvement as well as the compliance requirement. This session will explore how Schering utilized an experiential design approach to capture the complexities of compliance to affect performance in the field.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Meeting 508 Compliance Head On for eLearning - The What, Why, and How of Building Accessible eLearning Courseware

Joe Gorup, CEO, *CourseAvenue, Inc.*

This session will articulate a better way to build 508 Compliance into your eLearning and discuss the challenges of bringing 508 Compliance to the eLearning market.

4:15 – 5:00 **Developing and Delivering an Effective Online Compliance Training Curriculum**

Sandy Becker, Curriculum Designer - Project Consultant, HR, *Regeneron Pharmaceuticals*, Richard Montanaro, Associate Director, Training & Organizational Development, *Regeneron Pharmaceuticals*

This presentation highlights a case study that captures the journey of designing, developing and deploying an online compliance training curriculum for the Regeneron Pharmaceuticals Inc. organization. The purpose of this initiative was to deliver a set of business compliance lessons to an audience of 660 learners, from multiple locations, hosted by a third party Learning Management System (LMS).

Thursday - Mobile Computing

8:30 – 9:10 **Educational Handheld Video: Examining Shot Composition, Graphic Design, and Their Impact on Learning**

Jason Hutchens, Ph.D., Multimedia Communications, *Darden Restaurants Inc.*

Formal features of video such as shot composition and graphic design can weigh heavily on the success or failure of educational videos. Many studies have assessed the proper use of these techniques given the psychological expectations that viewers have for video programming. This presentation will discuss the study which examined formal features within the context of the newly emerging distribution method of viewing video productions on mobile handheld devices. Shot composition and graphic design were examined in the context of an educational video to measure whether or not they had any influence on user perceptions of learning and learning outcomes.

9:15 – 10:00 **Digital Generation Learners and Cell Phones: Making the Connection**

Christy Hawkins, Assistant Professor, Science and Allied Health, *Thomas Nelson Community College*

Classroom facilitators continually seek new strategies to integrate instructional technology with learner-centered activities to engage participants. Likewise, the digital generation learner seeks new technology applications to improve his or her learning experience. So stop asking participants to power down their cell phones, and use their connectivity to your advantage! This session provides sample icebreakers, individual and team games, and problem-solving exercises - all of which have participants using their cell phones to find answers and solve problems. Session participants will brainstorm and share additional ways to apply classroom cell phone use to activities in various disciplines.

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **viaPlace - A Framework to Provide Location-based Services & Experiences**

Todd Marks, President, *Mindgrub Technologies*

Imagine walking up to a store and having the store's hours, prices, and specials delivered right to your mobile phone or device. Sitting in front of a computer searching for information is old. The paradigm shift is "now I'm here, what information is around me?" viaPlace is twofold: a registry system that mirrors a domain registrar which allows for the delivery of advertising, entertainment and education to end users based on their geographic location.

11:15 – 12:00 **Entering the Mobile Zone**

Doug Stone, Vice President for Program Development, *Meta-Media Training International, Inc.*

While interest and emerging technological advances in mLearning are on the rise, most training directors remain reluctant to become the pioneers in their company to launch an mLearning initiative. Understandably, none want to possibly hear the slings and pull the technological arrows from their backs if their first deployment falls short of the mark. This is a compelling story of how one corporate giant, Marriott, took one giant step in a new direction to bravely go where few have gone before . . . the Mobile Zone!

12:00 – 1:30 **Lunch Break**

1:30 – 2:10 **Mobi-Role Play**

Nancy Munro, *KnowledgeShift*

This session will demonstrate how to create interactive simulations using mobile devices. Whether you have a "low-tech" mobile device or a sophisticated one, the presenters will demonstrate how to combine mobile browser content with IVR technology to create simulations or role-playing applications. Using the actual voice capabilities of the phone, combined with mobile web functionality, allows for a variety of simulations and role playing activities that can be created for users to practice skills such as language training, sales skills, and customer service.

2:15 – 3:00 **Evaluating the Use of Mobile Technology for Learning and Training**

Cathy Stawarski, Program Manager, Strategic Performance Improvement and Evaluation, *HumRRD*

This session will discuss the use of the evaluation framework to create an evaluation strategy for mobile device learning. The presenters will then examine the use of mobile technology to improve performance and to facilitate discussion regarding the rationale, the practicality, and the pitfalls of mobile learning.

3:00 – 3:30 **Coffee Break**

3:30 – 5:00 **The Future of Mobile Learning: Panel Discussion by Experts in the Areas of Mobile Learning, Mobile Testing, and Mobile Surveys**

Bob Sanregret, Chief Executive Officer, *Hot Lava Software, Inc.*, Henry van Zyl, Ph.D., Vice Provost for DIAL, *Thomas Edison State College*, and Dave Batchelder, Sales Training Manager, *Alcatel-Lucent*

Mobile learning is to 2009 what eLearning was to 1999! Mobile learning discussions are burning 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.

Wednesday - Design

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

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

9:10 – 10:00 **Keynote Address**

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 Determining the Best Design Approaches and Development Tools

Joseph Ganci, President & CEO, *Dazzle Technologies Corp.*

Creating e-learning is not always easy, precisely because the process requires custom solutions to different scenarios. Once you've determined what you need to teach and who the learner audience is, a number of additional factors come into play that, properly addressed, will let you create the most effective and engaging e-learning possible for that audience and that content. When these factors are not addressed, time and money are not only wasted, but the results are ineffective. This session will describe an effective approach for addressing these factors.

11:15 – 12:00 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.

12:00 – 1:30 Lunch Break

1:30 – 2:10 The Dark Side: Anonymity in Cyber Education

Bobbe Baggio, CEO, *Advantage Learning Technologies, Inc.*

This presentation will explore and evaluate both sides of the issue and present them in a way that will help cyber educators and instructional designers understand the social, cultural, and educational implications of anonymity. The PATRIOT Act and other initiatives impacting anonymity are discussed, including the far-reaching effects of anonymity within online educational settings and group dynamics.

2:15 – 3:00 Instructional Design Factors As They Relate To The Creation of a Virtual Learning Environment

Elizabeth Fanning, Instructional Technologies, *University of Virginia*

This presentation will compare the processes followed by developers of virtual learning environments in commercial, academic, and government settings, and examine the role of learning elements and approaches identified in the literature for distance learning in supporting the learning success within a Virtual Learning Environment (VLE).

3:00 – 3:30 Coffee Break

3:30 – 4:10 Death by PowerPoint 2.0

Anthony Contino, Training Manager, *Alcatel-Lucent University, Alcatel-Lucent*

Rapid elearning development tools use PowerPoint as the basis for content development. Unfortunately, all too often these rapidly developed elearning programs become an electronic version of "death by PowerPoint," leading some to question PowerPoint's ability to be used as an effective elearning development tool. But like any tool, PowerPoint is only as effective as those who use it. By following a different approach and applying a few simple techniques, designers and developers can transform a dull "slide and audio" presentation into a rich multimedia-enhanced elearning course using PowerPoint.

4:15 – 5:00 Exemplary Courses, Exemplary Designs - A Tale of Three Faculty

Marie-Pierre Huguet, *Rensselaer Polytechnic Institute*, Tom Haley, MANE, *Rensselaer Polytechnic Institute* Frank Wright, Director of the Undergraduate Program, Lally School of Management and Technology, *Rensselaer Polytechnic Institute*

Three different schools, three distinct courses, three unique instructors, all winners of the Exemplary Course award. How did they do it? This presentation answers the question from the perspective of a seven-year long project that led from using an institutional, unimaginative template to designing fully customized, award-winning courses that truly reflect the instructor's teaching style and philosophy, supports the institution's mission statement and the course objectives, and accounts for the wide variety of student learning styles

Friday - Design

8:30 – 9:10 Authoring Tools for the Web and their Effectiveness

Nadeem Khan, President, *UltraLearn.com*

A great many tools are now available for authoring rich eLearning content. While they differ in ease of use and features, most of them do not treat videos as primary learning content. They are therefore not designed to convert raw videos into interactive learning material, or to add tracking, feedback, and searchability to videos. This session will demonstrate an application that provides for rapid conversion of raw videos to interactive learning content without the need for complex tools and uses supporting multimedia from internet sources to enhance and rejuvenate videos to make them more engaging.

9:15 – 10:00 A Pattern Approach to Media

W T Stille, Mgr, Distributed Learning, Diplomatic Security Training Center - Instructional Systems Management, *US Department of State*, Steven Swanson, Mgr, Curriculum and Instructional Design, Diplomatic Security Training Center - Instructional Systems Management, *US Department of State*

Selecting the best delivery medium for training is often done using checklists, guides, and "rules of thumb." Some choices seem obvious, while others may be complex and carry significant costs and consequences. The U.S. Department of State Diplomatic Security Training Center has a Delivery Mode Analysis Tool (DMAT) that uses basic pattern analysis in selecting media for different types of content. Running in MS Excel, the DMAT is a quantitative approach using 25 input variables. Use of the tool and associated guides for coding DMAT will be presented. An electronic copy of the DMAT material will be available.

10:00 – 10:30 Coffee Break

10:30 – 11:10 Application of Thiagi's Four-Door Model for Rapid Instructional Design

Russ Powell, Lead Instructional Designer Project Manager, *Sun Microsystems*, Brandon Carson, Manager, Media Design Services, *Sun Microsystems*

Up until now, there has been a lot of talk about the four-door model, but not much serious application of it. This session will present a fully-formed application of the model — an application that has met with a tremendous amount of success, including kudos from all major stakeholders, and requests to have more courses built in this style — as well as lessons learned and recommendations for enhancements for future users.

11:15 – 12:00 Knowledge Transfer via Guided Active Review in Blackboard and Moodle

James Janossy, Instructional Designer, Information Service, College of Computer Science, *DePaul University*

Blended learning and distance learning depend heavily on interactions between learners and material, learners and the instructor, and learners and learners, mediated by electronic technology in the form of Course/Learning Management Systems (C/LMS). This session focuses on a key aspect of factual knowledge transfer, the process of learner interaction with subject matter, feedback, review, and repeated involvement. This presentation will define and identify the most critical aspects of guided active review and feedback, and compares the implementation facilities of the widely used Blackboard system in innovative ways, and the capabilities of the open-source Moodle C/LMS in a like manner.

Thursday - Training

8:30 – 9:10 Use of Digital Audio/Video and Voice

Recognition Technologies in a Team Training Environment

Charlie Wilson, ESC Director, *VT Aepco, Inc*, Hubert Williams, Marketing Director, ESC, *VT Aepco, Inc*

The presentation will discuss and demonstrate current technologies that can be employed to support the automated assessment and debriefing of individuals and teams following a training event. These capabilities have been integrated with systems currently used aboard US Navy ships and have applicability to the training of emergency response teams, sports teams, teachers, or in other situations where a rapid debrief capability supports learning by example, self assessment, rapid feedback to trainees, and train the trainer requirements.

9:15 – 10:00 The Dynamic Progression of Online Training Effectiveness

John Finn, Ed.D., Educational Management, *Veterans Training Corporation*

Education and training requirements are a dynamic process that require innovative adaptation of technology for online delivery and new presentation methods. These requirements are unique and provocative when applied to the learning process as created by new technology and skills.

10:00 – 10:30 Coffee Break

10:30 – 11:10 Getting to Level 3 and Beyond in Kirkpatrick's Model of Evaluation

Timothy Adams, Founder & Chief Learning Officer, *Knowledge Factor*

One of the hardest tasks in training today is evaluating whether training has had an impact on the business! According to a Bersin Research study, 85% of companies conduct a Level 1 and 76% achieve a Level 2, however only 15% ever get to Level 3. This session will explore a technology that will put an organization immediately at the end of Level 2 and examine a methodology that will allow them to begin to conduct a Level 3 and potentially achieve Level 4, ahead of schedule and with impact!

11:15 – 12:00 The Future of Learning Systems

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

In recent years we have become aware that a great deal of learning takes place outside of formal training activities. It is now accepted that as much as 70% of learning takes place on the job, while another 20% comes from drawing on the knowledge of others — with as little as 10% of learning coming from

formal training. In addition to the advances in managing formal training, learning management systems of the future must provide tools to support informal learning and communities of practice. This presentation will discuss the challenges and the benefits of managing informal learning within an organization.

12:00 – 1:30 Lunch Break

1:30 – 2:10 Dated Technology, Updated Applicability: Contemporary Organizational Learning via EPSS

Curtis Odom, Doctoral Candidate, Graduate School of Education and Psychology, *Pepperdine University*

Electronic performance support systems (EPSS) are a decades old technology made generationally relevant as a growing facet of organizational learning. From a contemporary perspective, companies with large, complex systems can clearly benefit, as these systems can more than pay for themselves in reduced costs, increased productivity, and service quality. This presentation will discuss how EPSS can be used effectively to reduce training and support costs while increasing employee motivation and performance in the modern learning organization.

2:15 – 3:00 Blended Training Approach

Veronika Eskova, Instructional Systems Specialist, *US Department of the Interior*

US federal agencies are facing budgetary constraints that force them to consider new ways to conduct business and training. It is time to implement training programs using effective online training methodologies and virtual collaboration tools. This presentation will describe how the Virtual Campus online training model will help federal agencies disseminate training information effectively and inexpensively.

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, CEO, *CustomerVision, Inc*, LeRoy Dennison, Sr. Manager, Technical Training, Apple Global Training, *Apple Inc.*, Matthew Wald, Partner, 3982 Powell Road, *Context Advisory Group*, 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 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 Learning Portals: Maximizing Your Reach to Educate Employees, Customers, and the Extended Organization

Kathleen Waid, Director - Business Consulting, *Expertus*

In this session, you will learn how others have used learning portals to extend the reach of their training organization, meet compliance standards, and enable and measure informal learning. Kathleen Waid from Expertus will discuss strategies recently employed by a client to launch a new learning portal that will reach more than one million users. She will also offer an overview of the results of a recent study on learning portals and informal learning technologies, and discuss the key benefits of these learning tools.

9:15 – 10:00 Does Learning Improve When You Don't Fall Down?

Sherry Williams, Ph.D., Director, Quality Assurance & Research, *Motorcycle Safety Foundation*, Al Hydeman, Managing Director, *Motorcycle Safety Foundation*, Lora Connor, Research Assistant, *Motorcycle Safety Foundation*

This presentation will report on the results of a two-group field experiment with a random sample of the Motorcycle Safety Foundation's Basic RiderCourse participants who self-identify as true novices. The experimental group was given additional training on the Honda SMARTrainer, an advanced, interactive instructional tool where the participant learns how to operate the basic controls such as the brakes, clutch, and throttle while stationary. Measurement of pre-course anxiety and post-course outcomes for both groups were compared. Expert observations of BRC Range Level 1 were conducted to compare operational skills of the two groups.

10:00 – 10:30 Coffee Break

10:30 – 11:10 "Learning 2.0" - What it Means to Organizations in the Business of Learning

Cindi Johnson, Curriculum Solutions Manager, Product Development, *ESI International, Inc.*

In the last five to ten years, entire industries have found the internet to be a disruptive technology with profound implications for their businesses. The news, music, movie, and publishing industries, for example, have had to come up with entirely new and untried business models to remain viable – with varying levels of success. The training delivery industry is now faced with the same challenge. Universities and commercial training organizations must consider the evolution of learning that has resulted from consumers becoming more comfortable with, indeed more demanding of, alternative methods of consuming information and the attendant shifts in those consumers' attitudes. There are several new business models that may prove useful to learning organizations.

11:15 – 12:00 Blended Learning and Preparing the Local and State Public Health Workforce

Dawn Bleyenburgh, Assistant Director, School of Public Health, *Center for Public Health Continuing Education*

The Center for Public Health Continuing Education (CPHCE) at the University at Albany School of Public Health provides diverse training programs for the professional development of physicians, nurses, health educators, and other health professionals. These training programs consist of online courses, live trainings, webinars, and webcasts to enrich the adult learning experience. CPHCE will highlight two statewide public health

training programs: Field Epidemiology 101- Outbreak Investigation and the Basic Environmental Health Program.

Wednesday - Web 2.0 Technologies

9:00 – 9:10 Introduction and Welcome

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

9:10 – 10:00 Keynote Address

10:00 – 10:30 Coffee Break

10:30 – 11:10 Optimizing Talent and Web 2.0

Grant Ricketts, *Learning Governance*

This session features a "talent pipeline" model for organizations and will discuss strategies for creating greater value by linking talent, learning and performance practices, integrating currently fragmented business practices, incorporating new capabilities provided by emerging Web 2.0 technologies, and aligning executive support to optimize talent investments. The result is a strategy to maintain an ongoing state of "people readiness" to address the many challenges that lie ahead.

11:15 – 12:00 A Day in the Life at IBM - A Peek under the Web 2.0 covers

Anthony Griswold, Managing Consultant, Human Capital Management, *IBM Global Business Services*

The focus of this presentation is on how not only a large globally integrated enterprise, but a business of any size, can use Web 2.0 technologies to promote innovation from a grass roots level and enable collaboration and performance support across businesses and geos.

12:00 – 1:30 Lunch Break

1:30 – 2:10 Why should I care about Twitter? (or, "Twitter for Trainers")

Mark Frydenberg, Senior Lecturer, Computer Information Systems, *Bentley University*

Twitter is a social networking and micro-blogging platform based on the question: What are you doing? Now that there are over six million people on twitter, the application has become a powerful source for gathering and sharing knowledge. This session will introduce twitter, and share ways to use it in both professional and educational settings.

2:15 – 3:00 Wikis: Wonderful or Worrisome? Overcoming Information Sharing Obstacles within Your Organization

Robb Bingham, Senior Training Consultant/Manager, Enterprise Program Management Organization, *Ameriprise Financial*

When it comes to information sharing, sometimes the biggest obstacles facing larger organizations are not the technology costs, but the business culture that resists supporting changes. In this session, participants will learn how a leading financial services firm (1) implemented a company wiki as the result of a single developer's grass roots effort, (2) generated sufficient ground-swell to create and justify a business need for a full implementation of the wiki, and (3) partnered with champions from across the organization to build out the support network needed to move content to the wiki.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Blending Web 2.0 Technologies with Traditional Formal Learning

Thomas Stone, Product Design Architect, *Element K*

How do you integrate Web 2.0 technologies and approaches (wikis, blogs, and more) to the "tried and true" of traditional

formal learning? What collaborative technology is best to use in various learning program scenarios? What are some strategies for blending Web 2.0 technologies with the learning modalities you've invested so much in over the years? In this session you'll get actionable ideas that will let you preserve the investments you've already made, while moving ahead with Web 2.0.

4:15 – 5:00 Being Authentic: Organizations in Twitter

Rob Pongsajapan, *Georgetown University*

Organizations (and employees representing organizations) have increasingly established accounts on Twitter and other social network sites. Inevitably, collisions between individuals, organizations, and the companies behind these sites have increased as well. In the course of conducting research for my graduate thesis, I surveyed Twitter users to determine people's uses of Twitter and their attitudes towards organizational accounts. This presentation investigates how Twitter users understand and interact with these types of accounts, and offer insights into how organizations might enter Twitter and similar social network sites.

Thursday - Web 2.0 Technologies

8:30 – 9:10 The Third Wave of Online Education: Web 2.0 & the Progress of Democratization

Fred Stielow, Dean of Libraries, American Public University System

After two centuries and several paradigm shifts, remote educational services for adults is finally reaching acceptability in elite Higher Education. This shift is seen as socially complex and increasingly powerful phenomenon. It draws on evolving learning technologies—but also generational change, pedagogical trends, governmental and private interventions, and the forces of democratization. Instead of an ignored stepchild, Web-based Online Education has the potential to redefine the very basis of collegiate studies. In less than a generation, it has rippled from raw experimentation into polished Learning Management Systems (LMS) and spawned a new type of university. As emphasized here, the Third Wave of Web 2.0 applications is now fulfilling the promise of democratization—as well as the revolutionary movement of formal education beyond the confines of the classroom.

9:15 – 10:00 A Task Oriented Methodology for Designing Effective Web 2.0 Online Courses

Maricel Medina-Mora, Center for Air Transportations System Research, *George Mason University*, Lance Sherry, Associate Professor, Center for Air Transportations System Research, *George Mason University*

Web 2.0 is the term to describe the second generation of applications that facilitate the communication, socialization, and collaboration through the World Wide Web. Web applications that include social networking, video-sharing, wikis, and blogs are being used more and more to deliver instruction on formal environments. Despite the good intention from faculty members to include Web 2.0 capabilities on their courses, the truth is that often courses are not designed with usability in mind. This session will present a framework to design online courses that integrate Web 2.0 applications using a task oriented methodology. This methodology facilitates the interaction of the learner with the system in such a way that the learner will spend less time trying to figure out where the functionality is than completing the learning tasks.

10:00 – 10:30 Coffee Break

10:30 – 11:10 Integration of Web 2.0 Technologies in the Academic Environment

Jo Thomas, Instructional Design and Technology, *Old Dominion University*

Digital natives have been born and bred on technology that is rich in social network communication. However, many members of the digital native population are unprepared to utilize familiar online tools in a productive manner. The integration of Web 2.0 technologies into the academic environment has the ability to provide for a more globally aware 21st century workforce that is better prepared to collaborate efficiently, communicate effectively, and think critically. This session will propose free Web 2.0 applications for integration into a financially challenged educational arena and present research demonstrating the value of the same online tools.

11:15 – 12:00 How Leading Companies Attract and Retain Critical Human Capital During Turbulent Economic Times

Maria Fee, Knowledge Management and Organizational Learning, *SAIC*, Sandra Holloway, Managing Consultant - Practice Manager, Knowledge Management and Organizational Learning, *SAIC*

This presentation explores how organizations are harnessing the convergence of knowledge sharing strategies, collaboration, Next Generation Internet (Web 2.0), and social computing tools to transform the way people work and address the underlying challenges of an aging work force, competition for talent, and generational shifts during turbulent economic conditions.

12:00 – 1:30 Lunch Break

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

Curt Shreiner, Ph.D., Senior Instructional Designer, Center of Excellence for Learning and Performance Enhancement, *SRA International*

Organizations are experiencing the growing impact that Web 2.0 technologies have upon 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. New levels of collaboration and interaction accompany these socially-based tools, giving the instructional designer opportunities to produce new and dynamic blended strategies that incorporate collaborative instruction. This conference session will present a model for linking best practice Web 2.0 tools with instructional strategies in order to satisfy the learning objectives, while creating a satisfying experience for the learner.

2:15 – 3:00 Professionals' Attitudes to Wiki-Technology: A Case Study for Academic Partnerships

Ayse Kok, Department of Education, *University of Oxford*

The development of new technologies are giving rise to new models of collaboration. One of these models is "Mass Collaboration" that is based on Web 2.0 technologies and services. Within this context, wikis offer new possibilities to exploit in a more effective way the entire potential of the collaborative work coming from the active participation of all the individuals that are present in dispersed locations. This presentation will contribute to the current debate on the cultural shift that the introduction of this tool in academic partnerships with even less developed countries is able to produce.

3:00 – 3:30 Coffee Break

3:30 – 4:10 Social Networks: Is it an Investment Worth Making?

Camille Tchoi, Principal, *The Educe Group*

Facebook, LinkedIn, MySpace, Blogs, Wikis... Social networks are abuzz and organizations have been exploring ways to improve networking, collaboration, communication, and knowledge management in the workplace. Many tools are emerging in the market, but what are the things you need to prepare for and know about when considering if enterprise social networking is right for your organization? Why are some organizations successful while others wait? This session explores various challenges and risks that organizations may face and reveals what questions need to be asked when determining if this is an investment worth making.

4:15 – 5:00 Web 2.0 to the Rescue: Matching Your Needs to the Technology

Sara Rofofsky Marcus, Electronic Resource Web Librarian, Kurt R. Schmeller Library, *Queensborough Community College*

With the plethora of technologies, which is the best? This session explores how various technologies meet, and don't meet, various needs.

Friday - Knowledge Management

8:30 – 9:10 LMS Superusers - Help For The Most Basic User

Robert Bradley, Distance Learning Coordinator, Emergency Preparedness and Response, *Virginia Department of Health*

The Virginia Department of Health found that their learning management system (LMS) was not being used as it should be. It was determined that the LMS was implemented poorly, with little to no user training. This session will describe how a Superuser program was devised where one or two people at each work unit within the department would have training in enough areas of the LMS to provide initial tier one support and training.

9:15 – 10:00 Embedding KM into Learning and Work Processes

David Austin, President & COO, *Contextware, Inc.*, Dori Ramsey, Director, Organization and Employee Development, *Washington Gas*

This presentation focuses on one of the approaches Washington Gas is using to mitigate knowledge loss. Washington Gas, like most utility companies, is facing workforce challenges in the upcoming decade as many of its seasoned, experienced utility industry employees will retire. The speakers will talk about creating a systematic method to identify the most critical work processes, assess the methods in place to capture and transfer knowledge related to these processes, and develop solutions when gaps are discovered. The session will include a presentation as well as demo of the Washington Gas solution.

10:00 – 10:30 Coffee Break

10:30 – 11:10 US Department of Labor LMS Implementation

Michael Gerwitz, Distance Learning Manager, *US Department of Labor*, Courtney Cox, President, *PowerTrain, Inc.*

This case study will discuss the challenges and lessons learned in implementing a new LMS across a cabinet-level federal agency.

11:15 – 12:00 Learning Management System (LMS) Configuration

Valerie Whitcomb, *Oce Business Services*

Configuring an online learning management system for optimal functionality requires some up front process analysis. Can the organization's current processes be mirrored in the new system, or will employees have to change the way they request and receive training? Can the system be configured to maximize the learning program's effectiveness? What information must be gathered and evaluated when establishing a new system? Does the overall program contribute to achieving organizational goals? These questions and many others will be answered as participants are led through the complete configuration process. This session is ideal for those implementing an online LMS, or considering doing so. It is also useful to those who want an in depth understanding of managing the organizational learning processes with or without software.

Wednesday - e-Learning

9:00 – 9:10 Introduction and Welcome

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

9:10 – 10:00 Keynote Address

10:00 – 10:30 Coffee Break

10:30 – 11:10 Creating Irresistible E-Learning

Ethan Edwards, Chief Instructional Strategist & Consultant, *Allen Interactions*

This presentation will describe an iterative rapid-prototyping design methodology to drive creative learning solutions. Sharing many characteristics with the guiding principles of structured improvisation, this process fosters creativity, reflects participant's needs, and integrates learning objectives into true instructionally-interactive training. This session describes this process and presents several outstanding examples of e-learning that are irresistible and provide actual working examples to illustrate the design principles and take away ideas on how to add engaging interaction to the design process.

11:15 – 12:00 E-Learning for the Hands-On Work Force – Increasing Safety and Performance for Propane Industry Personnel

Stuart Flatow, Vice President, Safety & Training, *Propane Education & Research Council*

In 2006, the propane industry funded a multi-million dollar, multi-course training program in an e-Learning format for the purpose of expanding the reach and frequency of workforce training at lower costs than traditional classroom training. The Certified Employee Training Program (CETP e-Learning) covers four distinct training programs in a DVD format that includes the transportation, handling, and installation of propane and propane appliances. CETP e-Learning was developed from previous text-based material. This presentation will showcase development strategies and key features that include (1) re-formatting original text-based course materials into an E-Learning format, (2) using a needs assessment to organize course material while aligning objectives, content, and assessments to create scenario based e-learning and (3) creating learning activities that engage variant learning styles, address key concepts, and provide learners a chance to apply and practice what they have learned.

12:00 – 1:30 Lunch Break

1:30 – 2:10 **Managing Knowledge and Communications**

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

Organizations with dispersed workers and universities with global students share the common need for a reliable upload/download document repository with a set of readily accessed communications tools. Developed by a team of faculty and technology staff, the Dissertation Tracking System (DTS) was implemented beginning in January 2006. On an as-needed basis, new tools were added and existing tools modified to serve the academic needs of professors and doctoral candidates. The process, applicable to multiple settings, will be presented and tool use demonstrated.

2:15 – 3:00 **Factors Influencing Instructor Success in Online Courses**

Phil Ice, Ed.D., Director of Course Design, Research & Development, *American Public University System*

With growth of online course enrollments outpacing enrollments in traditional courses by 500%, institutions of higher education are experiencing significant changes in terms of long-term strategic planning. Along with providing for the infrastructure requirements associated with online course offerings, the issue of faculty preparedness and training is considered problematic from an administrative perspective. This presentation examines the relationship between technical support and pedagogical guidance, two factors deemed critical to successful programs, and student satisfaction and perceived learning. Additional faculty demographics are also examined to determine if these factors may have an impact on teaching effectiveness. Outcomes will be discussed in terms of effective practices for administrators and online program directors.

3:00 – 3:30 **Coffee Break**

3:30 – 4:10 **Transforming Sages into ICT Facilitators: Faculty Development Programs that Transform Teaching**

Mary Hricko, Ph.D., Library, *Kent State University Geauga*

Developing an effective training program to migrate faculty from traditional teaching methods to using technology for blended and fully integrated online teaching can be challenging. This presentation will detail the process by which our campus not only transformed the teaching practices of its faculty, but also the culture of our learning environments, in turn transforming the KSU Geauga Campus into one of the leading units in the KSU system for distance education.

4:15 – 5:00 **Designing e-Learning for the Multigenerational Workforce**

Erin Sappington, Instructional Designer, *Vivid Learning Systems*, Rabindra Nanda, Chief Operating Officer, *Vivid Learning Systems*

Are you faced with the challenge of providing e-Learning for a multigenerational workplace? With employee ages often spanning as much as forty years, organizations are faced with a new challenge: designing and delivering training for a workplace with tremendously diverse learning needs and preferences. This session explores the specific training needs of three generations in today's workforce: Boomers, Gen X, and Millennials.

Friday - e-Learning

8:30 – 9:10 **SCORM Compliance with Critical E Learning Issues**

Badrul Khan, President, *McWeldon Education, USA*, Patrick Shane Gallagher, Program Director, *ADL Co-Laboratory Hub*

A successful and meaningful e-learning experience depends on how well it incorporates critical design issues encompassing the eight categories of an open and distributed learning environment: pedagogical, institutional, technological, interface design, evaluation, management, resource support, and ethical consideration. The information technology industry appears willing to build in compliance with the SCORM standard if they perceive a marketplace that ultimately rewards their investments. SCORM is a de facto international interoperability standard that supports the development of e-learning content. This presentation will discuss the potential benefits and challenges associated with SCORM's compliance with the categories of issues described above and how this may pertain to SCORM's future.

9:15 – 10:00 **Integrating Social Media in E-Learning**

Jeff Tyson, Manager, Red Hat University Shared Services, Red Hat University, *Red Hat*

This presentation provides a brief introduction to Social Learning (aka Learning 2.0) and provides specific examples of how to design e-learning courses that leverage social media resources.

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **e-Learning: RU Engaging Generation Digital?**

Christy Hawkins, Assistant Professor, Science and Allied Health, *Thomas Nelson Community College*

Connect, communicate and collaborate! Facilitators of online learning recognize these defining characteristics of digital learners and design course content and activities with these ends in mind. This session will include a brief overview of digital learners and their unique learning preferences, followed by demonstrations of interactive tools common to learning management systems. Session participants will discuss strategies for using wikis and blogs in a variety of training modules and academic disciplines.

11:15 – 12:00 **Adaptive Learning Based on Learning Style: e-Learning in a Statistics Course**

Carl Adams, Ph.D., School of Computing, *University of Portsmouth*, Nahla Aljojo, School of Computing, *King Abdul Aziz University*

This presentation reports on the development of a prototype adaptive learning system for beginner's level statistics courses for undergraduate students. A framework and prototype has been developed to represent learning material to match students' learning styles based on Felder-Silverman's Learning Style Theory. The session discusses the practicality of presenting learning materials differently to meet the learning styles of individuals, and discusses issues of evaluation and how to measure the effectiveness of adaptive learning systems.

Thursday - Virtual Worlds

8:30 – 9:10 **Case Study: Virtual Learning Environments Are Making A Positive Impact For All Learners**

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

The immediate engagement in the Virtual Learning Environment and increased retention upon completion of the training equates to a substantial return on investment. This session will present a case study that illustrates the value of virtual worlds for learning. Northrop Grumman will share its experiences in deploying Virtual Learning Environments for several key topics and training challenges.

9:15 – 10:00 **Virtual Worlds: Interactive Learning in Science**

Roger Paul, Education Project Manager, *Capella University*, Derek Parks, Policy Analyst (NOAA-OAR), Policy, Planning, and Evaluation (PPE-OAR), *National Oceanic and Atmospheric Administration*, Daniel Laughlin, Ph.D., Project Manager (NLT), NASA Learning Technologies, UMBC GEST, *National Aeronautics and Space Administration*, Eric Hackathorn, Program Manager, New Media Specialist (NOAA), Earth System Research Laboratory (ESRL), *National Oceanic and Atmospheric Administration*

NASA and NOAA have promoted a collaborative environment with other federal agencies and private sector organizations to enhance their ability to achieve their educational goals. This presentation will explore how Second Life as an emerging technology is being used by government agencies in education and analyze the issues involved in implementing this new virtual world technology in virtual worlds.

10:00 – 10:30 **Coffee Break**

10:30 – 11:10 **Get a Second Life**

Jayne Klenner-Moore, Associate Professor, Mass Communications, *King's College*

Working with remote employees and/or students, Second Life provides a virtual world in which the learner can engage with content, simulations, and other engaging learning activities. It is not without its pitfalls, however, and is best used when learning communities are widely dispersed or asynchronous in their learning activities. How to structure this type of learning environment and what to look out for will be discussed.

11:15 – 12:00 **Towards Mobile, Location, and Virtual Worlds-based Learning Content Personalization in Developed Economies**

Bryan Eldridge, Chief Solution Architect, *Abbazia dell'Annunziata, Giunti Labs*

This presentation details how organizations can add new generation Digital Repositories and Marketplaces and Learning Content Management Systems to streamline and integrate their existing eLearning content authoring solutions and LMS platforms to achieve wider reusability, interoperability, accessibility, and durability of their learning content, while also empowering new generation learning experiences by employing Mobile, Virtual and Rich Media learning contents. The presentation will introduce leading EU R&D projects such as Mobilearn (www.mobilearn.org), Wearitatwork (www.wearitatwork.com), Sculpteur (www.sculpteurproject.org), and Irmos (www.irmosproject.org).

12:00 – 1:30 **Lunch Break**

1:30 – 3:00 **Real Results from Virtual Worlds: First Case Studies Show Real Dollar Value in Second Life.**

Alex Heiphetz, CEO, *AHG, Inc.*, Ramin Aliyev, Business Analyst, *World Bank*, Christopher Bishop, Internal & Executive Communications, *IBM Global Technology Services*, Sveta Liberman, VP, Technology, *AHG, Inc.*, Gary Woodill, Director of Research and Analysis, *Brandon Hall Research*, Philippe Barreaud, Chief Enterprise Architect, *Michelin Group*, Russell Miyaki, VP National Interactive Creative Director, *TMP Worldwide*, Dannette Veale, New Media Program Manager, *CISCO*, Stephanie Gerald, Educational Technologist, SAH Liaison, *University of Kansas Medical Center*, Zain Naboulsi, MSDN Developer Evangelist, *Microsoft*, Polly Pearson, VP of Employment Brand and Strategy Engagement, *EMC*, Paul Steinberg, Course Architect, *Intel*, David Antonacci, Director of Teaching & Learning Technologies, *University of Kansas Medical Center*

The introduction of virtual worlds in corporate training has been met with enthusiasm, as well as reservations, concerning security, access, intellectual property rights, the learning curve, usability, and applicability to established corporate learning goals. While return on investment (ROI) and other business considerations might not be on the list of issues that first come to mind for training professionals, these parameters will make or break corporate acceptance of virtual worlds as a training platform. This presentation will focus on the business side of the implementation of virtual worlds such as Second Life for training, recruiting, new hire orientation and collaboration.

3:00 – 3:30 **Coffee Break**

3:30 – 4:10 **Evaluating Learning in Virtual Worlds: How Can We Measure?**

Diane Chapman, Teaching Associate Professor, Adult and Higher Education, *NC State University*

The past few years have seen growth in the use of virtual worlds in higher education. Initial reports about successful educational uses are positive, but the evidence is largely anecdotal or based on student reactions. Little has been published about how to measure the learning occurring in these worlds. This presentation will review what has been published in the realm of evaluation in virtual worlds and suggest strategies and instruments that can be used to measure learning in virtual world environments. Evaluation needs and barriers will be addressed, as will lessons learned from initial attempts at evaluation in Second Life.

4:15 – 5:00 **Bonfire In Second Life: An Ethnography Of A Music Festival In A Virtual World**

Deborah Wise, PhD Candidate, Educational Leadership and Innovation, *University of Colorado at Denver*

This presentation explores Second Life, a virtual world introduced in 2002, as a mediating environment with opportunities for identity formation, interaction, and the portability of personal culture in cyberspace. BONFIRE, a 24-hour live music festival held in June 2007, illustrates global interactivity using music as a cultural symbol. This session hopes to contribute to an understanding of connections between activity, culture, and identity development through anonymous participation.

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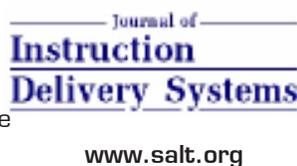
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Hotel Information: A limited number of rooms have been set aside at the Sheraton Crystal City Hotel at the discounted rate of \$179.00 single/double. Room rates are subject to availability, so please make your reservations as early as possible. Special room rates may not be available after July 28, 2009. Please indicate the SALT Interactive Technologies Conference when making your reservation to receive the discounted rate.

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Networking Reception: The Society for Applied Learning Technology® (SALT®) will be sponsoring a reception for all conference participants on Wednesday, August 19th 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@liti.org.

The **Interactive Technologies 2009 SALT Conference** is sponsored by the Society for Applied Learning Technology (SALT), and managed by the Learning Technology Institute (LTI). If you have any questions regarding the conference, please call (540) 347-0055.