

VITA

Ward Mitchell Cates, Professor
Department of Education and Human Services, College of Education, Lehigh University

EDUCATION

- Ed.D. Curriculum & Instruction/Instructional Design, Duke University
Dissertation: *An examination of the conceptual foundations of communication and of their implications for school personnel in devising and selecting strategies for communicating with their publics.*
- B.A. English/Education, Duke University

PROFESSIONAL EXPERIENCE

- 11/05- Associate Dean for Educational Practice, Lehigh University, Bethlehem, PA.
(Interim 11/05-7/07)
- 8/01- Professor, Education & Human Services, Lehigh University, Bethlehem, PA.
Educational Technology Program Coordinator 1995-2005.
Technology-based Teacher Education Program Coordinator, 2004-05
- 8/91 - 7/01 Associate Professor, Education & Human Services, Lehigh University, Bethlehem, PA.
- 8/86 - 7/91 Associate Professor, Center for Interactive Educational Technology,
George Mason University, Fairfax, VA.
- 8/81 - 7/86 Associate Professor
Department of Curriculum and Administration, Pittsburg State University, Pittsburg, KS.
- 8/80-1/81 High school English grammar teacher (1 class) and elementary language arts teacher
(grades K-5), Pittsburg, Kansas, Unified School District 250 (mini-sabbatical)
- 8/75-7/81 Assistant Professor
Department of Curriculum and Administration, Pittsburg State University, Pittsburg, KS.
- 8/74 - 8/75 Project director, Title V-C ESEA, Burlington City Schools, Burlington, NC.
- 9/73 - 6/75 Media Specialist, Department of Education, Duke University, Durham, NC.
- 9/72 - 6/73 Classroom English teacher, George Wythe High School, Richmond, VA
- 9/71 - 6/72 Classroom Special Education teacher (LD/EBD), The Learning Center, Richmond, VA.

TEACHING EXPERIENCE:

Professor & Associate Professor, Lehigh University (8/91 – present)

[Online teaching in brown.]

Courses taught (all graduate):

- Foundations of Educational Technology
- Instructional Design (formerly Instructional Systems Design) (online Spring 2001, Fall 2002)
- Principles of Instructional Interface Design (online Fall 2001, Fall 2002)
- Technology-based Teaching and Learning: Problems and Methods
- Overview of Learning Science & Technology
- Advanced Instructional Design
- Planning for Implementing Technology in School Settings (International online Spring 2003, Fall 2005)
- Research Topics in Educational Technology
- Research Methods
- Critical Reading and Writing in Educational Technology (writing for publication),
- Integrating Experience in Educational Technology (product and portfolio development)
- Applied Research in Educational Technology
- Managing e-Learning Projects (blended 2005)
- Designing Learning Environments

Associate Professor, George Mason University (8/86-8/91)

Courses taught (all graduate):

- Programming Microcomputers in BASIC for Instructional Applications
- Instructional Design
- Utilization of Instructional Technology (tech-based methods for secondary teachers)
- Introduction to Computer-based Training (CBT)
- Education Methods of Research (masters level research course)
- Seminar in Computer Applications in Education
- Introduction to Authoring in Computer-based Instruction
- Designing Instructional Materials for Microcomputers

Assistant & Associate Professor, Pittsburg State University, Pittsburg, KS (8/75 – 8/86)

Courses taught:

- Utilizing Audiovisual Techniques in Teaching (undergraduate)
- Educational Psychology (undergraduate)
- Introduction to Microcomputers (graduate)
- Effective Use of Film in the Classroom (graduate)
- Introduction to Filmmaking (undergraduate)
- Research Methods (graduate)
- Elementary Language Arts Methods (undergraduate)
- Elementary School Social Studies Methods (undergraduate)
- Advanced Methods for Teaching Elementary School Language Arts (graduate)
- Advanced Filmmaking (undergraduate)

DISSERTATION & QUALIFYING PROJECT COMMITTEES**Chair, completed dissertations**

- Mari P. King (2002). *Deterrents to Participation In Web-Based Continuing Professional Education for Radiologic Technologists in the Commonwealth of Pennsylvania*. (Moved from member to chair when chair retired)
- Mary Jean Bishop (2000): *The Systematic Use of Sound in Multimedia Instruction to Enhance Learning*
- Jeannette S. Berkley (2000): *A comparison of metaphorical and non-metaphorical graphical user interfaces for delivering a computer-based instructional program on stress and stress management*.
- Susan Goodling (1995): *An empirical investigation of the effectiveness of learning options in two interactive multimedia spelling programs*.

Member, completed dissertations

- Tonya Amankwatia (2008)
- Patricia Slaughter von Tryon (2008)
- Louise Shive (2003)
- Carla Krieger (1997)
- Floyd Miller (1994)
- Barbara Fischel (1994)
- Adam Nelson (1994)

Chair, completed doctoral qualifying projects

- Violet Kulo (2005) *Investigating the Instructional Design of Science Inquiry Web Sites.*
- Andrea Harmer (2005) *Blended Learning 6th Grade Scientific Inquiry: Design and Development Findings.*
- Robert Varisco (2005) *Survey of Web-Based Educational Resources in Self-Identified US Art Museums.*
- Yufeng Qian (2001). *Investigation of Existing Web-based Instructional Design Principles and Exemplary Instructional Web Sites.*
- Woei Hung (1998) *The effect of systematically designed sounds on immediate recall of instructional materials delivered in educational multimedia programs.*
- Kristel Kemmer (1997).

Member, completed qualifying projects

- Robert Weidman (2006)
- Patricia Slaughter von Tryon (2005)
- Tonya Amankwatia (2005)
- Barry Kramer (2005)

RESEARCH INTERESTS

- How museums and public history sites are using the World Wide Web to fulfill their educational missions.
- The effectiveness of 1:1 laptop initiatives. This leads to my work as an external evaluator and presenter.
- How to create a greater sense of connection between online learners and instructors in synchronous and asynchronous online courses.
- Those aspects of instructional products and interfaces that affect cognitive processing. This leads to an interest in mental models, imagery research, and the use of sound, video, and animation to reduce cognitive load and enhance processing and retention. One manifestation of this is my interest in metaphorical graphical user interfaces.
- How limitations in learner information processing can be overcome in new types of environments. For instance, how to overcome navigational confusions and metacognitive deficiencies in free-form environments like hypermedia and the World Wide Web. One manifestation of this is my interest in learner support systems.
- How novice instructional developers learn their crafts ("learning the profession"). This leads to exploring ways to reduce start-up time and produce more efficient development teams. One manifestation of this is my research on production ratios and development team dynamics.
- How new technologies (like the World Wide Web) may be used most effectively. My primary focus in this area is on making certain that instructional materials designed for such new technologies emphasize sound principles of instruction and recognize the fact that new technologies often impose higher cognitive loads on learners and teachers. One manifestation of this is my work on applying instructional design principles and appropriate affordances to the World Wide Web.

BOOKS

- (1990). *Panduan amali untuk penyelidikan pendidikan*. {S. Abdullah, Trans., *A practical guide to educational research*}. Malaysia, Kuala Lumpur: Dewan Bahasa dan Pustaka & Allyn and Bacon.
- (1985). *A practical guide to educational research*. Englewood Cliffs, NJ: Prentice-Hall.
- (1975). *The school communications system: A handbook for school personnel*. Burlington, NC: US Office of Education and the North Carolina Department of Public Instruction.

PUBLICATIONS IN REFEREED JOURNALS

- (2009). Kulo, V., & Cates, W. M. **Avoiding the perils of "teacher-proof" online design: A content analysis**. *Computers in the Schools*, 26, 1-15.
- (2008). Duffield, J. A., & Cates, W. M. **Establishing and maintaining professional development schools: A Delphi study**. *School-University Partnerships*, 2(2), 27-50.
- (2008). Bishop, M. J., Amankwata, T. B., & Cates, W. M. **Sound's use in instructional software to enhance learning: A theory-to-practice content analysis**. *Educational Technology Research & Development*, 56, 467-486
- (2007). Harmer, A. J., & Cates, W. M. **Designing for learner engagement in middle school science: Technology, inquiry, and the hierarchies of engagement**. *Computers in the Schools*, 24, 105-124.
- (2006). Cates, W. M., & Duffield, J. A. **Technology-enriched integrated professional development schools: Enhancing connections between teacher education and U.S. schools**. *Global Issues in Educational Technology*, 7, 274-320.
- (2006). Ohl, T., & Cates, W. M. **The nature of groups: Implications for learning design**. *Journal of Interactive Learning Research*, 17(1), 71-89.
- (2005). Varisco, R., & Cates, W. M. **Survey of Web-based educational resources in selected U.S. art museums**, *First Monday*, 10(7). Available online at www.firstmonday.org/ISSUES/issue10_7/varisco/index.html

- (2005). Martindale, T., Cates, W. M., & Qian, Y. **Analysis of recognized Web-based educational resources.** *Computers in the Schools*, 21(3/4).
- (2004/5). Cates, W. M., Bishop, M. J., & Hung, W. **Characterization versus narration: Empirical investigations of drama's role in multimedia instructional software.** *Journal of Educational Technology Systems*, 33, 437-460.
- (2004). Shive, L. E., Bodzin, A.M., & Cates, W. M. **A national science standards-based study of Web-based inquiry in chemistry.** *Journal of Chemical Education*, 81, 1066-1072.
- (2003/4). Bodzin, A. M., & Cates, W. M. **Enhancing preservice teachers' understanding of Web-based scientific inquiry.** *Journal of Science Teacher Education*, 14, 237-257.
- (2003). Cates, W. M., & Bishop, M. J. **Learner as bobsled operator: The physics of learner engagement.** *Journal of Educational Technology Systems*, 31, 291-305.
- (2003). Cates, W. M., Price, B., & Bodzin, A. M. **Implementing technology-rich curricular materials: Findings from the *Exploring Life* project.** *Computers in the Schools*, 20, 153-169. [Also published as a chapter in D.L. Johnson & C.D. Maddox (Eds.) (2003). *Technology in education: A twenty-year prospective*. Binghamton, NY: Haworth Press.]
- (2002). **Calculating production ratios for multimedia computer-based instruction: Descriptive analyses of production data of experienced developers.** *Journal of Educational Computing Research*, 26, 109-131.
- (2002). Bodzin, A. M., & Cates, W. M. **Inquiry dot com.** *Science Teacher*, 62(9), 48-52.
- (2002). **Systematic selection and implementation of graphical user interface metaphors.** *Computers & Education*, 38, 385-397.
- (2001). Bishop, M. J., & Cates, W. M. **Theoretical foundations for sound's use in multimedia instruction to enhance learning.** *Educational Technology Research & Development*, 49(3), 5-22.
- (2000). Cates, W. M., & Bruce, R. **Conceptualizing learner support space.** *Educational Technology Research & Development*, 48(1), 85-98.
- (1997). Cates, W. M., & Goodling, S. **The relative effectiveness of learning options in multimedia computer-based fifth grade spelling instruction.** *Educational Technology Research & Development*, 45(2), 27-46.
- (1996). **The technology of educational restructuring: Planning for change in teacher education.** *Computers in the Schools*, 11(4), 65-83.
- (1994). **The influence of default values on the evaluative behavior of respondents completing computerized evaluations.** *Computers in Human Behavior*, 10, 333-345.
- (1994). **Estimating the time required to produce computer-based instructional lessons: Descriptive analyses of the production data of novice instructional developers.** *Journal of Educational Computing Research*, 10, 29-40.
- (1993). Cates, W. M., Fontana, L., & White, C. **Designing an interactive multimedia instructional environment: The *civil war interactive* project.** *Journal of the Association for Learning Technologies*, 1(2), 5-16.
- (1993). Cates, W. M., & McNaull, P. **The influence of inservice training and university coursework on the expressed attitudes and reported microcomputer use of teachers of 7th and 8th grade learning disabled students.** *Journal of Research on Computing in Education*, 25, 447-463.
- (1993). **A small-scale comparison of the equivalence of paper-and-pencil and computerized versions of student end-of-course evaluations.** *Computers in Human Behavior*, 9, 401-409.

- (1993). **The importance of subject matter instructional expertise in research on the effectiveness of instructional computer programs.** *Journal of Educational Technology Systems*, 21, 363-367.
- (1992). **The influence of microcomputer ownership on the academic achievement of graduate students: How real is the effect?** *Journal of Research on Computing in Education*, 24, 399-409.
- (1991). **An instructional designer's evaluation of the ABC news InterActive package: Martin Luther King, Jr.** *Social Education*, 55, 165-168.
- (1991). **What we need to teach students before they work on computer-assisted instruction: Lessons gleaned from CAI failures.** *International Journal of Instructional Media*, 18(2), 129-140.
- (1990). **Helping students learn to think critically: Detecting and analyzing bias in films.** *The Social Studies*, 81, 15-18.
- (1989). **Research findings applied to software design: Computerized instructional spelling programs.** *Journal of Computer-Based Instruction*, 16, 1-10.
- (1984). **Retesting: A logical alternative in college teaching.** *Improving College and University Teaching*, 20, 50-67.
- (1983). **Teaching time/rate/distance problems, Or ladies and gentlemen, start your engines.** *Arithmetic Teacher*, 30, 35-37.
- (1982). **The efficacy of retesting in relation to improved test performance of college undergraduates.** *Journal of Educational Research*, 75, 230-236.

PUBLICATIONS IN PRESTIGIOUS NON-REFEREED JOURNALS

- (2009.) Cates, W. M., & Mattke, P. H. **Open educational resources on U.S. public history Websites: Implications for designers and developers.** *Educational Technology*, 49(1), 9-18.
- (2003). Martindale, T., Cates, W. M., & Qian, Y. **Educational Web sites: A classification system sites for educators and learners,** *Educational Technology*, 43(6), 47-50.
- (2001). Guest editor, special January-February 2001 issue of *Educational Technology* on instructional software design that included:
 Cates, W. M. **Introduction.** *Educational Technology*, 41(1), 5-6.
 Cates, W. M. **Splamulating one's way to understanding: The uncanny physics-of-energy experience.** *Educational Technology*, 41(1), 48-59.
 Cates, W. M., & Bishop, M. J. **Authors' discussion of special issue.** *Educational Technology*, 41(1), 60-61.
- (1997). Ohl, T., & Cates, W. M. **Applying metaphorical design principles to the World Wide Web.** *Educational Technology*, 37(6), 25-38
- (1992). **Fifteen principles for designing more effective hypermedia/multimedia instructional products.** *Educational Technology*, 32(12), 5-9.
- (1981). **Do or die spelling: Teaching spelling without the struggle.** *English Journal*, 71, 45-47.
- (1976). **Electrifying the reading course, Or how I galvanized 'em into reading.** *English Journal*, 63, 97-98.

BOOK CHAPTERS AND MONOGRAPHS

- (1991). **Dynamic history in the classroom: How one teacher makes it happen.** In *The Civil War hypermedia project design document* (pp. 1-30). Fairfax, VA: Center for Interactive Educational Technology, George Mason University, the Corporation for Public Broadcasting, and Florentine Films.
- (1991). **Design and operational specifications of the hypermedia environment.** In *The Civil War hypermedia project design document* (pp. 57-87). Fairfax, VA: Center for Interactive Educational Technology, George Mason University, the Corporation for Public Broadcasting, and Florentine Films.
- (1984). **Evaluation and testing.** (Associate editor) in *The Clearing House: A closer look*. Washington, DC: Heldref.
- (1978). (with Clinesmith, R.). **Exploring new teaching strategies.** Pittsburg, KS: Pittsburg State University School of Education and Nevada Missouri Public Schools.

VALIDATED TESTS AND INSTRUMENTS

- (2000-02). **Web-based inquiry for learning science (WBI): Instrument and manual: Version 1.** Available at http://www.lehigh.edu/~amb4/wbi/wbi-v1_0.pdf
- (2003-04). Bodzin, A., Waller, P., Edwards, L., Cates, W. M., & Shive, L. **The reflective practice inventories: Science in the inclusive classroom [Curriculum and instruction (RPI: SIC-CI), Technology use (RPI: SIC-TU), and Communication (RPI: SIC-Com)]**

ARTICLES IN NON-PEER REVIEWED PUBLICATIONS

- (1997). **Computerized instruction.** *World Book Encyclopedia* (1997 ed.).
- (1993). **New optical technologies.** *The Clearing House*, 66, 324-325.
- (1993). **The instructional design debate.** *The Clearing House*, 66, 133-134.
- (1992). **What's new in instructional technology: Making sense of high tech acronyms.** *The Clearing House*, 65, 260-261.
- (1991). **What's new in instructional technology: Making the most of multimedia: Advice for developers.** *The Clearing House*, 65, 70-71.
- (1990). **Adding professional recording effects to instructional audiotapes.** *The Clearing House*, 63, 405-410.
- (1989). **Making more effective use of films and videotapes in the classroom.** *The Clearing House*, 62, 401-407.
- (1988). **Putting student spelling devils out of your misery in three to ten minutes a day: A teacher's guide to new techniques.** *The Clearing House*, 58, 101-107.
- (1985). **A review of the Zenith educational system (ZES).** *Computers in Math and Science Teaching*.
- (1981). **Perhaps, sorta, kinda, maybe: The student as faker.** *Clearing House*, 51, 217-218. [Reprinted in (1981). *Education Digest*, 47, 50-52.]
- (1980). **Animation for the Sesame Street generation.** *Instructional Innovator*, 25, 41.
- (1980). **Sharp shooting: Adjusting your camera's diopter for sharper focus.** *Super8Filmmaker*, 8, 43-45.
- (1978). **Organized non-activity: A proposed solution to some common classroom problems.** *Clearing House*, 51, 220-222. [Reprinted in (1978). *Education Digest*, 43, 36-37.]

- (1976). **Recording tips for teachers.** *Clearing House*, 49, 229-230. [Reprinted in *Multi-Media Forum*].

PAPERS PRESENTED AT NATIONAL OR INTERNATIONAL MEETINGS (partial, since 1991)

[Green indicates inclusion in published proceedings; brown indicates invited presentation]

- (2009). Kulo, V., Cates, W. M., & Bodzin, A. M. **Designing for geospatial information technologies.** *Proceedings of the 2009 national convention of the Association for Educational Communications and Technology: Vol. 1: Selected research and development papers*, 32, xx-xx.
- (2009). Cates, W. M., & Mattke, P. H. **Open educational resources on science museum Websites: Best practices.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Louisville, KY, October.
- (2009). Cates, W. M. **Socratic seminar: What I believe – A leader’s philosophy of education.** Invited presentation at the annual convention of the Association for Educational Communications and Technology, Louisville, KY, October.
- (2008). Cates, W. M., & Mattke, P. H. **Public history on the Web: Design of educational resources.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Orlando, FL, November.
- (2008). Cates, W. M. **What does leadership in instructional design and technology look like? A view from three perspectives.** Invited presentation at the annual convention of the Association for Educational Communications and Technology, Orlando, FL, November.
- (2007). Cates, W. M. **One laptop for each middle schooler: Practical findings from a recent study.** *Proceedings of the 2007 national convention of the Association for Educational Communications and Technology: Vol. 1: Selected research and development papers*, 30, 36-45.
- (2007). Cates, W. M. **Understanding and enhancing the adoption of technology in education.** *Proceedings of the 2007 Korean Society for Educational Technology conference: Towards emerging instructional design theories and models for the future*, 104-110.
- (2007). Duffield, J. A., & Cates, W. M. **Important issues and concerns facing professional development schools: A Delphi study.** Paper presented at the annual convention of the American Educational Research Association. Chicago, IL, April.
- (2006). Kulo, V., & Cates, W. M. **Perils of teacher-proof online design: Study findings from science WBIs.** *Proceedings of selected research and development presentations at the 2006 national convention of the Association for Educational Communications and Technology*, 29, 194-203.
- (2006). Cates, W. M. **How 1-to-1 affects teachers and the culture of teaching and learning: Recent findings.** Invited paper presentation at the annual One-to-One Computing Conference. State College, PA, March.
- (2005). Harmer, A., & Cates, W. M. **Blended learning 6th-grade scientific inquiry: Design and development findings.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Orlando, FL, October.
- (2004). Cates, W. M., & Varisco, R. **Analyzing online educational practices of U.S. art museums.** Paper presented at the annual convention of the Association for Educational Communications and Technology. Chicago, IL, October.
- (2003). Cates, W. M., & Varisco, R. **Closed Mondays: Assessing museum online educational practices in the U.S.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Anaheim, CA, October.

- (2003). Bodzin, A. M., Cates, W. M., Price, B., & Pratt, K. **Implementing a Web-integrated high school biology program.** Presentation at the National Educational Computing Conference, Seattle, WA, June.
- (2003). Cates, W. M., Bishop, M. J., & Slagter van Tryon, P. J. **Web-based audio online teaching: Findings and concerns.** Poster presentation at the Computer-assisted Learning (CAL'03) annual conference, Belfast, N. Ireland, April.
- (2003). Bodzin, A. M., Cates, W. M., & Price, B. **Formative evaluation of the Exploring Life curriculum: Year two implementation findings.** Presentation at the annual meeting of the National Association for Research in Science Teaching, Philadelphia, March.
- (2003). Bodzin, A. M., & Cates, W. M. **Enhancing preservice teachers' understanding of Web-based scientific inquiry.** Paper presented at the Association for the Education of Teachers in Science annual international conference, St. Louis, MO, January-February.
- (2002). Shive, L., Bodzin, A. M., Cates, W. M. **Pedagogical and design characteristics of chemistry-related Websites.** Presentation at the annual meeting of the National Association for Research in Science Teaching, New Orleans, LA, March.
- (2002). Cates, W. M., & Slagter van Tryon, P. J. **Thinking systematically about online learning: Strategies for enhancing social connectedness.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Dallas, TX, November
- (2002). Alec M. Bodzin, A. M., Price, B., Cates, W. M., Heyden, R., & Weidenaar, J. **Developing a Web-enhanced high school biology program.** Presentation at the annual National Educational Computer Conference, Orlando, FL, June.
- (2002). Martindale, T., & Cates, W. M. **What makes a Website "exemplary"?** Paper presented at the annual convention of the Association for Educational Communications and Technology, Dallas, TX, November.
- (2001). Martindale, T., Qian, Y., & Cates, W. M. **Categorizing exemplary educational Websites.** Paper presented at the annual meeting of the Association for Educational Communications and Technology, Atlanta, GA, November.
- (2001). Cates, W. M., & Bodzin, A. **Designing for Web-based scientific inquiry: Research findings into practice.** Paper presented at the annual meeting of the Association for Educational Communications and Technology, Atlanta, GA, November.
- (2001). Bishop, M. J., & Cates, W. M. **Sound decisions in Web-based learning: Moving from text-based to two-way.** Paper presented at the annual meeting of the Association for Educational Communications and Technology, Atlanta, GA, November.
- (2001). Bishop, M. J., & Cates, W. M. **A model for the efficacious use of sound in multimedia instruction.** Paper presented at the annual meeting of the Association for Educational Communications and Technology, Denver, CO, October.
- (2001). Bodzin, A., & Cates, W. M. **Web-based science inquiry.** Paper presented at the annual meeting of the National Association for Research in Science Teaching, St. Louis, MO, March.
- (2000). Cates, W. M., & Berkley, J. **What price metaphor? Calculating metaphorical interfaces' return-on-investment.** *Proceedings of selected research and development presentations at the 2000 national convention of the Association for Educational Communications and Technology, 22, 59-70.*
- (2000). Cates, W. M., Bishop, M. J., & Hung, W. **Characterization versus narration: Empirical investigations of drama's role in multimedia instructional software.** *Proceedings of selected research and development presentations at the 2000 national convention of the Association for Educational Communications and Technology, 22, 43-58.*

- (2000). Cates, W. M., Rieber, L., Merrill, M.D., Hannum, W., Matzko, M., & Bishop, M. J. **Different designers: Different designs.** A session presented at the annual convention of the Association for Educational Technology & Communications, Long Beach, CA, February.
- (1999). Bishop, M. J., & Cates, W. M. **Necessary bells and whistles: Some guidelines for the systematic use of sound in computerized instruction.** A paper presented at the annual convention of the Association for Educational Technology & Communications, Houston, TX, February.
- (1998). Cates, W. M. **Dejá vu all over again: Considering instructional design and the world wide Web.** A paper presented at the annual convention of the Association for Educational Technology & Communications, St. Louis, MO, February.
- (1998). Berkley, J., & Cates, W. M. **From “vaporware” to functional metaphorical interface: Delivering the goods.** A paper presented at the annual convention of the Association for Educational Technology & Communications, St. Louis, MO, February.
- (1998). Schaeffer, R., & Cates, W. M. **Analyzing color’s role across the spectrum of instructional software: Guidelines for instructional designers and developers.** A paper presented at the annual convention of the Association for Educational Technology & Communications, St. Louis, MO, February.
- (1998). Cates, W. M., Bishop, M. J., Fontana, L., & vanNest, C. **The thoughtful reporter, one year later: An update on the multimedia thinking skills project.** A paper presented at the annual convention of the Association for Educational Technology & Communications, St. Louis, MO, February.
- (1997). Bishop, M. J., & Cates, W. M. **The physics of immersion: Investing one’s energy in designs that motivate learners to get involved.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Albuquerque, NM, February.
- (1997). Berkley, J., & Cates, W. M. **User-centered design calls for the active voice: Using focus groups to improve instructional software and metaphorical interfaces.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Albuquerque, NM, February.
- (1997). Cates, W. M., & Bruce, R. **Designing learner support devices in interactive multimedia software.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Albuquerque, NM, February.
- (1997). Toporski, N., & Cates, W. M. **Transparency is a pane: Metaphorical language and graphical user interfaces.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Albuquerque, NM, February.
- (1997). Cates, W. M., Bishop, M. J., & vanNest, C. **The thoughtful reporter: Teaching thinking skills using the Internet.** Paper presented at the annual convention of the Association for Educational Communications and Technology, Albuquerque, NM, February.
- (1996). **Toward a taxonomy of metaphorical graphical user interfaces: Demands and implementations.** *Proceedings of selected research and development presentations at the 1996 national convention of the Association for Educational Communications and Technology, 18, 101-110.*
- (1996). Bishop, M. J., & Cates, W. M. **A door is a big wooden thing with a knob: Getting a handle on metaphorical interface design.** *Proceedings of selected research and development presentations at the 1996 national convention of the Association for Educational Communications and Technology, 18, 80-88.*

- (1996). Berkley, J., & Cates, W. M. **Building coping skills on a firm foundation: Using a metaphorical interface to deliver stress management instruction.** *Proceedings of selected research and development presentations at the 1996 national convention of the Association for Educational Communications and Technology, 18, 71-79.*
- (1996). Schaeffer, R., & Cates, W. M. **Cooperative software for the Internet.** *Proceedings of selected research and development presentations at the 1996 national convention of the Association for Educational Communications and Technology, 18, 674-682.*
- (1995). Cates, W. M., & Goodling, S. **Interactive research-based spelling software: Stage I — The design.** A paper presented at the Annual Meeting of the Association for Educational Communications and Technology, Anaheim, CA, February.
- (1994). **Designing hypermedia is hell: Metaphor's role in instructional design.** *Proceedings of selected research and development presentations at the 1994 national convention of the Association for Educational Communications and Technology, 16, 95-108.*
- (1994). **Exploring the reasons behind design decisions: Interactive multimedia learning environments.** In M. Orey (Ed.), *Proceedings of the thirty-fifth international ADCIS conference, (pp. 207-214).* Nashville, TN: Association for the Development of Computer-Based Instructional Systems.
- (1993). **Making the most of imagery: Theoretical issues in selecting metaphorical images.** A paper presented at the Annual Meeting of the American Educational Research Association, Atlanta, GA, April.
- (1993). **750,000 students under the sea: Interactive bilingual multimedia science instruction.** A presentation at the Annual Meeting of the National Educational Computing Conference, Orlando, FL, June.
- (1993). Fontana, L. A., Dede, C., White, C., & Cates, W. M. **Multimedia: A gateway to higher order thinking skills.** *Proceedings of selected research paper presentations at the annual convention of the Association for Educational Communications and Technology, 15, 351-364.*
- (1992). **Considerations in evaluating metacognition in interactive multimedia/hypermedia products.** A paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA, April.
- (1991). **Fifteen principles for designing effective instructional multimedia products.** A paper presented at the Annual Meeting of the Minnesota Educational Computing Consortium, Minneapolis, MN, November.
- (1991). White, C., Cates, W. M., & Fontana, L. **The Civil War Interactive Project: Meeting four major design challenges.** *Proceedings of the International Conference on Multi-Media in Education and Training, Japan Association for Educational Technology and International Society for Technology in Education, Tokyo, Japan.*
- (1991). Fontana, L., White, C., & Cates, W. M. **The Civil War Interactive: Using interactive multimedia to teach history.** *Proceedings of Interactive Multimedia '91 Conference, The Society for Applied Learning and Technology, Washington, DC.*
- (1991). Cates, W. M., White, C., & Thomas, W. **Reflections on building a multimedia project development team.** A project paper presented at the National Educational Computing Conference, Phoenix, AZ, June.
- (1991). **Differential effects of default values in computerized evaluations of instructional performance: Implications and applications.** A paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL, April.
- (1991). (with Austin, M.). **A comparison of the reliabilities of evaluations obtained using computerized and noncomputerized forms.** A paper presented at the Annual Meeting of the American Educational Research Association, Chicago, IL, April.

INSTRUCTIONAL COMPUTER PROGRAMS

- (2001). **Rallytowne: The Physics of the Bicycle** (a *Thoughtful Reporter* science product, see below): A Web-based product on the physics and history of the bicycle. For both Windows and Mac. Working with representatives of the National Museum of American History at the Smithsonian Institution, science teachers, and a science education expert, I developed the scaffolding in inquiry-based science and specified or formulated most of the content in the database. Part of the two-year *Multi-user Virtual Museum Project* funded by NSF. (Product beta tested, fall 2001.)
- (2000). (with Lehigh Valley Hospital). **Community-oriented Primary Care: An Initiative-based Introduction** (a *Thoughtful Reporter* medical training product, see below): A CD-ROM-based product for medical residents on community-oriented primary care. For both Mac and Windows. I helped generate/derive the content, produced many of the learning objects, and supervised the programmer. (Prototype tested fall 2000)
- (1999). **Sexist PorQué** (with Michael Bender). A 15-minute program on sexist stereotypes. Designed for use with Multicultural Issues-type courses. For both Windows and Macintosh. Written in Oracle Media Objects.
- (1998). **The IPP Package-shipping Center** (with Woei Hung and MJ Bishop). A 15-minute computer based lesson on the Information-processing model. I formulated the original instructional design and worked with one of my doctoral students on its creation and coding. I acted as subject matter expert for the project as well. For both Windows and Macintosh. Written in Oracle Media Objects.
- (1998). **The 1850's: An Increasingly Divided Nation** (a *Thoughtful Reporter* history product, see below): A CD-ROM-based product on the period leading up to the Compromise of 1850. For both Mac and Windows. Field tested in three countries in Europe in spring 1998. The new version is scheduled for further field testing in the United States and Europe in 1999. Funded through the President's Technology Initiative (PTI) for use in DoDDS (Department of Defense) schools worldwide. I directed its coding and worked with a team of subject matter experts on its content.
- (1998). **Accuracy** (a *Thoughtful Reporter* thinking skills development course, see below). I was principally responsible for the instructional design and content of the course and I directed its coding in mTropolis. For both Windows and Macintosh.
- (1998). (with M. J. Bishop) **Synthesis** (a *Thoughtful Reporter* course on analyzing potential historical sources to create multimedia class presentations, see below). I collaborated with one of my doctoral students on the instructional design. I supplied the content of the course and directed its coding. For both Windows and Macintosh.
- (1997). **Credibility** (a *Thoughtful Reporter* thinking skills development course, see below). I was principally responsible for the instructional design and content of the course and I directed its coding in mTropolis. For both Windows and Macintosh.
- (1997). **Interpreting Graphs** (a *Thoughtful Reporter* course on interpreting and analyzing data, see below) This was developed under NSF funding. I served as content expert and designer and supervised the coding. In mTropolis for both Windows and Macintosh.
- (1997). **Our Waters, Our World** (a *Thoughtful Reporter* science product, see below): A CD-ROM-based product on the ecology of watersheds. For both Mac and Windows. Funded through NSF. I directed its coding and worked with a team of subject matter experts on its content. Both Windows and Macintosh.
- (1997). **Thomas Jefferson: The Founding of a Nation** (a *Thoughtful Reporter* history product, see below): A CD-ROM-based product on the life and presidency of Thomas Jefferson. Funded through the Department of Defense and president's Technology Initiative. Presently in use in DoDDS schools in Europe. I directed its coding and worked with a team of subject matter experts on its content. Both Windows and Macintosh.

- (1997). **Computer Hardware**. A CD-ROM-based interactive multimedia program that teaches about computer equipment. Coded in Oracle media objects. For both Windows and Macintosh. I guided the original design and worked with the students who did the actual coding. My work accounts for approximately 40% of the product's content.
- (1996-97). (with J. Berkley) **Building Coping Skills on a Firm Foundation**. A stress management instructional program for college freshman. I collaborated with my doctoral student to produce this program for Windows and Mac computers. Written in mTropolis and Macromedia Director.
- (1995-99). **The Thoughtful Reporter**: A large-scale patented instructional shell that uses a metaphorical interface to deliver instruction. It supports formal and indirect instruction in thinking skills while teaching learners to create presentations using primary source materials. Dynamically linked to the World Wide Web. Presently offers instruction in American History (slavery and government) and Science (ecology). For both Windows and Apple Macintosh computers. Written in Filemaker Pro, Macromedia Director, and mTropolis. The shell's major components include a Log-in, a Virtual Office, and a Source Investigator.
- (1996). **Slavery in the United States** (a *Thoughtful Reporter* history product, see above): A CD-ROM-based product on slavery. Field tested in three countries in Europe in spring 1997 in its Oracle Media Objects version and then recoded in summer 1997 in mTropolis. Funded through the Department of Defense. The new version is being used in DoDDS schools worldwide. I directed its coding and worked with a team of subject matter experts on its content. Both Windows and Macintosh.
- (1996). **Assignments** (a *Thoughtful Reporter* thinking skills development course, see above). I was principally responsible for the instructional design and content of the course and I directed its coding in mTropolis. For both Windows and Macintosh.
- (1996). **Relevance** (a *Thoughtful Reporter* thinking skills development course, see above). I was principally responsible for the instructional design and content of the course and I directed its coding in mTropolis. For both Windows and Macintosh.
- (1996). **ModMath**. An instructional multimedia program for teaching college undergraduates about modular math. For both Macintosh and Windows computers. Written in Oracle Media Objects. I worked with a math professor at Kutztown who served as the subject matter expert. I was responsible for the instructional design and I directed the actual coding of the program, working with one of my doctoral students (M. J. Bishop).
- (1995-96). **Learning the American Psychological Association Referencing Style**: An instructional unit of five lessons that teaches the learner how to use APA style correctly. I served as instructional design team leader and contributed about 30% of the total design personally. For both MS-DOS and Apple Macintosh computers; written in Oracle Media Objects.
- (1994-95). (with S. Goodling). **You Toucan Spell**. An instructional program for teaching spelling to fifth graders using innovative (cognitive research-based) instructional approaches. Coded in Macromedia Director. For Macintosh computers. The design was based on my previous work in spelling research and I was largely responsible for the interface and instructional design employed.
- (1994-95). (with S. Goodling). **S.P.O.T.S. (Skills Outcomes Targeting Spelling)**. An instructional program for teaching spelling to fifth graders using more traditional instructional approaches, but based on research findings. Coded in Macromedia Director. For Macintosh computers. The design was based on my previous work in spelling research and I was largely responsible for the interface and instructional design employed.
- (1994). **CBI Design: Screen Design**: An instructional lesson on how to design and compose screens for microcomputer-based instructional lessons. I served as subject matter expert as well as instructional design and authoring team leader for the project. This lesson is the first in a series on CBI design. MS-DOS computers; written in Toolbook.

- (1991). **The Civil War Interactive:** A working demonstration hypermedia interactive computer program written for the Macintosh computer, with accompanying laserdisc of video segments from Ken Burns' PBS film series, *The Civil War*, along with the audio compact disc of music from that series. This program implements new instructional design approaches for hypermedia programs, including reduced cognitive load, readily-available metacognitive support, and minimal navigational confusion.
- (1990). **The Hersey-Blanchard Effectiveness Model:** An instructional lesson on this leadership model which is the first lesson in the computer-based instructional unit **Five Educational Leadership Models**. I designed and programmed this lesson and was leader for both the instructional design and programming teams for the development of the five-lesson unit. MS-DOS computers. (total: 5 hours of instruction).
- (1990). **Gagné's Nine Significant Events:** An instructional unit on the application of Gagné's model to classroom and industrial instruction. I served as instructional design team leader and programming supervisor for this unit as well. MS-DOS computers. (total: 2 hours of instruction).
- (1987). **Writing Performance Objectives:** A computer-based instructional lesson written using **Fileauthor**, the lesson-authoring software that I wrote. Both for MS-DOS computers.
- (1982). **Computer Poet:** An instructional program on writing four types of poems. Apple II.
- (1982). **Grading on the Curve:** An instructional program on the theory behind grade curving. Apple II.
- (1981). **How to Operate an Apple II Computer:** Instructional introduction to the Apple II.

EDUCATIONAL TOOL SOFTWARE FOR COMPUTERS

- (1988-90). **Evalshell & Evalstat: Student Course Evaluator and Summation Package.**
Evalshell: A program that permits students to enter their evaluations of a course on disk. The program traps the number and type of keystrokes employed and response latency values. This program also incorporates a small word processing module to permit students to enter comments. **Evalstat:** A series of programs that compile and analyze the data gathered in Evalshell and create files for statistical analysis using *Research Analyst*. MS-DOS computers.
- (1982-89). **Research Analyst:** Complete multivariate analysis and statistical package. (3 disks & documentation. Requires 256K and hard disk). MS-DOS computers. (Versions 1.0 - 4.0)
- (1984). **Survey Analyst:** Complete multivariate item analysis of survey data. (4 diskettes, documentation. Requires minimum 256K and hard disk). MS-DOS computers.
- (1983). **School Assigner:** A custom database management system for assigning students to teaching assignments. MS-DOS computers.
- (1982). **Quick Grader:** A grading and record-keeping program for teachers. MS-DOS; Apple; Radio Shack computers.
- (1982). **Test Item Analysis Program:** A multi-stage program for computing test item difficulty and discrimination. MS-DOS computers; Apple; Radio Shack.

PATENTS

- (2002). Fontana, L. A., & Cates, W. M. **A system for instructional thinking skills: The multimedia thinking skills engine** (Patent # 6,361,326 B1).

INSTRUCTIONAL VIDEOTAPES

(1975-78). I worked with the staff of the university's instructional television studio to produce a series of one-inch instructional videotapes for broadcast to in-service and pre-service teachers. I scripted the videos and served as the on-screen instructor as well. These tapes include:

- Operating the Bell & Howell Autoload 16mm projector.
- Operating the Bell & Howell filmstrip projector.
- Operating the Kodak Caramate slide-tape projector.
- Setting up a portable auditorium-size movie screen.
- Operating the Kodak Carousel slide projector.
- Operating the Dukane sound-filmstrip projector.
- Operating the Viewlex filmstrip projector.
- The opaque projector.
- Using filmloop projectors.
- Using cassette audiotape recorders.
- Using reel-to-reel audiotape recorders.
- Using the Kodak Visualmaker.
- Introducing the Voxcom card reader.
- Body language for teachers.
- Overhead projection: 3M's Thermofax machine and the overhead projector.
- Setting up and using the Sony Portapak portable videorecorder (five-part series).

EDITORIAL BOARD MEMBERSHIP / MANUSCRIPT REVIEWING

- *Educational Technology Research and Development* (ETR&D -- Research, Consulting Editor)
- *Educational Technology*, Contributing Editor
- *Journal of Educational Multimedia and Hypermedia*
- Chair, *Non-Periodic Publications Committee*, Association for Educational Communications and Technology (1995-1998)
- *Educational Technology Research and Development* (ETR&D -- Development, Consulting Editor)
- *Journal of Educational Computing Research*
- *Computers and Education*

HONORS AND AWARDS

- (2008). **Distinguished Service Award**, Association for Educational Communications and Technology.
- (2003). **Outstanding Service to the Division Award**, Design and Development Division, Association for Educational Communications and Technology.
- (2001). **Outstanding Reviewer Award**, *Educational Technology Research and Development* (Research).
- (2000). Coauthor with MJ Bishop of the **Young Scholar** paper, Association of Educational Communications and Technology, Research award.
- (1991). **Distinguished Service Award**, Instructional Technology Special Interest Group, American Educational Research Association.
- (1981). **MacDonough Outstanding Chapter Counselor Award**, Sigma Phi Epsilon Fraternity national award.

GRANTS AND EXTERNAL FUNDING AWARDED

<i>Building a Multi-user Virtual Environment (MUVE) for Museum Exhibits:</i> 2 years of funding to link the Multimedia Thinking Skills product line (as scaffolding for thinking skills) to a MUVE so that learners could use the World Wide Web to explore Smithsonian Museum "virtual" exhibits.	National Science Foundation	2000-2002.
<i>Introduction to Community-oriented Primary Care (COPC) for Medical Residents:</i> One year of funding to develop a proof-of-concept MMTS content unit on COPC using thinking skills.	Lehigh Valley Hospital	2000.
<i>Multimedia Thinking Skills in Political Science:</i> Six-month funding to expand further work done for both Defense Department and National Science Foundation. MMTS content unit teaches 8 th grade students American government: <i>The 1850's, An Increasingly Divided Nation</i> .	DARPA (Computer-Assisted Education and Training Initiative)	1997.
<i>Our Waters, Our World:</i> One year of funding to expand on the previous work done for the Defense Department. Prototype of MMTS science content unit focuses on water ecology for eighth graders.	National Science Foundation.	1996-1997.
<i>Multimedia Thinking Skills Project:</i> Two-year funding to design, develop, and field test a computer program to deliver instruction to Department of Defense Dependent schools worldwide over the Internet (WWW). The program supports development of critical thinking skills and metacognitive awareness through modeling and implicit and explicit instruction. Two history MMTS content units for 8th graders produced: <i>Thomas Jefferson, The Founding of a Nation, and Slavery in the United States</i> .	DARPA (Computer-Assisted Education and Training Initiative)	1995-1997.
<i>The Civil War Interactive Project:</i> Six month funding to create a prototype of the educational software designed under 1990 initial funding.	Corporation for Public Broadcasting.	1991.
<i>The Civil War Interactive Project:</i> One year grant to design educational software based on Ken Burns' PBS film series, <i>The Civil War</i> .	Corporation for Public Broadcasting.	1990-1991.
<i>Writers and Scholars Conference</i> (Seed Grant).	Phi Delta Kappa District Board.	1980.
<i>Reporting School Performance to the Publics.</i>	Title V-C ESEA.	1974-1975.

GRANT PROJECT CONSULTING/PARTICIPATION

<i>High School Laptop Evaluation Project</i> , Bethlehem Area School District, Bethlehem, PA. Co-wrote grant; evaluation consultant.	Pennsylvania Department of Education: Enhancing Education Through Technology	2006-2007.
<i>Enhancing Elementary Math Instruction Through Professional Development and Technology Mentor Support</i> ; Allentown School District, Allentown, PA. Member grant-writing team; external evaluator.	Pennsylvania Department of Education: Enhancing Education Through Technology	2004-2006.
<i>Middle School One-to-One Laptop Initiative Evaluation Project</i> , Bethlehem Area School District, Bethlehem, PA. Wrote grant; external evaluator.	Pennsylvania Department of Education: Enhancing Education Through Technology	2004-2005.
<i>Syandus Physician Education Software Development</i> : Created instructional design model, designed product interface.	National Science Foundation: Small Business Innovation Research	2003.
<i>BioMachine Cellular World 3-D Software Prototype Evaluation</i> : Conducted formative evaluation on software prototype and prepared external evaluator report for NSF.	National Science Foundation: Small Business Innovation Research	2002.
<i>Biology: Exploring Life</i> : Evaluated and redesigned interface for online science materials to accompany textbook in year 1. In years 2 and 3, served as evaluation specialist, designing and validating measurement instruments and protocols; assisted in analysis and interpretation of findings.	National Science Foundation: Instructional Materials Development	2000-2003.

ACADEMIC HONORARIES / PROFESSIONAL AFFILIATIONS

Association for Educational Communications and Technology

- National/International Offices and Major Responsibilities
 - ECT Foundation Board Secretary and Executive Committee Member, 2009-2011
 - ECT Foundation Board of Trustees (member), 2008-present
 - Immediate Past President and ECT Foundation Board Liaison, 2007-08
 - International President, 2006-07
 - President-elect and Convention Chair, 2005-06
 - AECT Board Executive Committee (member), 2003-08
 - AECT Board of Directors (member), 2002-08
 - Design and Development Division, President 2001-02
 - Design and Development Division, Vice-president 2000-01
- Committees
 - Nominations Committee (member), 2009-10
 - Mentor Scholarship Award Selection Committee (member), 2009
 - Distinguished Service Awards Selection Committee (member), 2009
 - AECT/ECT Foundation Investment Policy Committee (member), 2009
 - Nominations Committee (chair), 2007-08
 - Publications Committee (member), 2002-present
 - National Convention Program Planning Committee (member), 2000-01

American Educational Research Association

- Instructional Technology Special Interest Group, Founding member and Newsletter Editor 1987-91

Phi Delta Kappa

- Chapter president 1979-80; treasurer 1980-81; research representative 1980-82

Kappa Delta Pi

Pennsylvania State Teacher Education Organizations

- Pennsylvania Deans Forum (representative) 2005-
- Graduate Teacher Preparation Programs Forum (moderator) 2008-
- Pennsylvania Department of Education
 - Instructional Technology Specialist Certification Work Group for Incorporation of Special Education and English Language Learner Additional Competencies (2009)
 - Post-baccalaureate Programs Work Group (member) 2008-09

UNIVERSITY SERVICE

Chair, Major University Committee

(2008-2010, *Chair 2008-09*). **Faculty Personnel Committee** (*Lehigh*)

This committee hears all appeals of tenure and promotion denials and any other faculty personnel-related appeals. It also formulates changes to the Rules and Procedures of the Faculty that govern appointments and appeals. This committee brought to the faculty changes related to tenure and promotion and to joint appointments. The term of service for those elected to the committee is five years and one may only serve a single term.

(1997-98, *Chair*). **Graduate and Research Committee** (*Lehigh*)

This committee approves all curricular changes and formulates and proposes to the university faculty policies related to graduate study and research. I chaired the committee during the period when—at the direction of the university administration, the Faculty Steering Committee, and the Board of Trustees—the GRC designed and field tested an evaluation system for all graduate programs at Lehigh. In addition to my duties as chair of the GRC as a whole, I served as chair of the subcommittee that designed the initial instruments for the field test. I guided the conducting of the initial field test in academic year 1997-98. In June of 1998, I was personally responsible for writing a report to each of the 29 graduate programs, a report I based on the reports of the two or three evaluation teams who examined each program dossier. I also served as a member of one such evaluation team.

(1985, *Chair*). **University Computer Facilities Committee** (*Pittsburg State*).

This committee made all decisions about implementation of computing technology across campus. It controlled resource allocation for facilities development and equipment purchases. The UCFC oversaw the operation of the University Computing Center and had authority to make policies governing the operation of university computing.

Program Coordinator

- (2004-05). Technology-based Teacher Education program coordinator (*Lehigh*).
- (1995-2005). Educational Technology program coordinator (*Lehigh*).
- (1987). Human Resources Masters program coordinator (*George Mason*).

Chair, Non-major University Committee

- (1994-98, *Chair*). University Library Users Committee (*Lehigh*).
- (1978–81, *Chair*). Parking Violations Appeal Board (*Pittsburg State*).
- (1977–78, *Chair*). Instructional Media Committee (*Pittsburg State*).
- (1977–78, *Chair*). Library Media Master's Degree Development Committee (*Pittsburg State*).

Chair, College Committee

- (2009, *Chair*). Elizabeth V. Stout Outstanding Dissertation Award Selection Committee.
- (2009, *Chair*). College of Education Graduate Leadership & Service Award Committee.
- (2007-present, *Chair*). Teacher Certification Curriculum Revision Committee (*Lehigh*).
- (2008, *Chair*). College of Education Promotion and Tenure Committee (*Lehigh*).
- (2003-05, *Chair*). Learning Sciences and Technology Ph.D. Design Committee (*Lehigh*).
- (2001-2003, *Designer*). Classroom of the Future [innovative multimedia teaching facility] (*Lehigh*).
- (1999-2000, *Chair*). Search committee for new Educational Technology faculty (*Lehigh*)
- (1994-95, *Chair*). Task Force on Resource Allocation and Utilization (*Lehigh*).
- (1981-82, *Chair*). North Central Accreditation Learning and Resources Committee (*Pittsburg State*).
- (1980-81, *Director*). Minimal Competency Testing Program (*Pittsburg State*).
- (1980-81, *Designer*). Multimedia Classroom for Teacher Education (*Pittsburg State*).

Chair, Departmental Committee

- (1985-86, *Chair*). Undergraduate Teacher Education Committee (*Pittsburg State*).
- (1985-86, *Chair*). Elementary Education Program Committee (*Pittsburg State*).

Member, University Committee

- (2004-present). Faculty Personnel Committee (*Lehigh*).
- (2008-present). Faculty Steering Committee (*Lehigh*).
- (2005-present). Graduate Associate Deans Council (*Lehigh*).
- (2005-present). Committee on Standing of Graduate Students (*Lehigh*).
- (2001-04; 2005-present). Graduate and Research Committee (*Lehigh*).
- (2005-present). University Mentor (*Lehigh*).
- (2005-present). University Commencement Committee (*Lehigh*).
- (2003-present). Lehigh Lab Consortium (*Lehigh*).
- (2008-09). Provost Search Committee (*Lehigh*).
- (2008-09). Sloan Committee [for Enhancing Recruitment and Retention of Faculty] (*Lehigh*).
- (2007-08). Search Committee for Director of Distance Education and Summer Programs (*Lehigh*).
- (2006). Presidential Inauguration Ceremonies Planning Committee (*Lehigh*).
- (2004-05). Global Information Program 20/20 Design Committee (*Lehigh*).
- (2002-04). Distance Education Marketing and Planning Committee (*Lehigh*).
- (2001-04). Environmental Initiative Planning Committee (*Lehigh*).
- (2000). College of Education Dean Search Committee (*Lehigh*).
- (2000). Planning Committee, Information Technology/Information Science Workshop (*Lehigh*).
- (1997-98, 1999-2000). Lehigh Publications Board (*Lehigh*).
- (1997-98). Faculty Steering Committee (*Lehigh*).
- (1995). Learning Innovations Committee (*Lehigh*).
- (1994-95). Search Committee for the Vice-Provost for Information Resources (*Lehigh*).

- (1993-94). University Library Users Committee (*Lehigh*).
- (1992-97). Computer Center Advisory Committee (*Lehigh*).
- (1991-93). High Speed Network Advisory Committee (*Lehigh*).
- (1990). University Student Center Committee (*George Mason*).
- (1988-91). Faculty Committee on the Library (*George Mason*).
- (1988-91). Faculty Senate Representative (Parliamentarian, 1988–90) (*George Mason*).
- (1989-91). University Learning Initiatives Task Force (*George Mason*).
- (1987-91). Masters of Arts in Telecommunications Program Committee (*George Mason*).
- (1987-89). Social Affairs Committee (*George Mason*).
- (1983). Information Systems Advisory Committee (*Pittsburg State*).
- (1978-82). University Honors Committee (*Pittsburg State*).
- (1980-83). University Teacher Education Committee (*Pittsburg State*).
- (1981-83). Kansas Regents Press Editorial Committee (*Pittsburg State*).
- (1981-83). University Public Relations Committee (*Pittsburg State*).
- (1976–77). Library Media Master's Degree Development Committee (*Pittsburg State*).
- (1977-78). University Student Affairs Committee (*Pittsburg State*).
- (1976). Student Course Evaluation Committee (*Pittsburg State*).

Member, College Committee

- (2004-present). Integrated Professional Development School Policy Committee (*Lehigh*).
- (2004-07). College Promotion and Tenure Committee (*Lehigh*).
- (2003-04). Mentoring Guidelines Committee (*Lehigh*).
- (2003-04). Learning Sciences and Technology Ph.D. Design Committee (*Lehigh*).
- (2001). College Promotion and Tenure Revisions Committee (*Lehigh*).
- (1995-98, 1999-2007). Coordinators' Council (*Lehigh*).
- (1999-2000). Shared Core Planning Committee (*Lehigh*).
- (1998). Educational Technology Futures Committee (*Lehigh*).
- (1996-98). Retention and Diversity Committee (*Lehigh*).
- (1994-1995). Steering Committee for College Planning Retreats (*Lehigh*).
- (1990-91). Search Committee for Department Chairperson (*George Mason*).
- (1988-89). Doctor of Arts in Education Committee (*George Mason*).
- (1986-91). Center for Applied Research in Education (*George Mason*).
- (1986-91). College Parliamentarian (*George Mason*).
- (1986-88). Academic Appeals Committee (*George Mason*).
- (1986-87). NCATE Accreditation Steering Committee (*George Mason*).
- (1982-86). Coordinator of Computer Utilization (*Pittsburg State*).
- (1985). School of Education Computer Facilities Committee (*Pittsburg State*).
- (1977-86). Numerous position search committees as member or chair (*Pittsburg State*).

Member, Department Committee

- (1991-present). Numerous position search committees (*Lehigh*).
- (1986-91). Center for Interactive Educational Technology Committee (*George Mason*).
- (1988-91). Instructional Applications of Microcomputers Program Committee (*George Mason*).
- (1988-91). Departmental Liaison to the Library (*George Mason*).
- (1980-84). Elementary Education Program Committee (*Pittsburg State*).
- (1978-86). Departmental Honors Committee (*Pittsburg State*).
- (1977-86). Numerous position search committees as member or chair (*Pittsburg State*).

University-related Community Service

- (1977-82). Faculty advisor to Sigma Phi Epsilon Fraternity (*Pittsburg State*).
- (1980).
 - Chapter named one of the 13 best chapters in the nation
- (1982-85). District Governor (Nebraska and Kansas) for Sigma Phi Epsilon (*Pittsburg State*).
- (1985-86). United Way Board of Directors (*Pittsburg State*).
- (1985). City Division Captain for United Way (*Pittsburg State*).
- (1978). Campus Chairperson for United Way (*Pittsburg State*).
- (1979-84). United Way campus building worker (*Pittsburg State*).
- (1976-77). United Way campus building worker (*Pittsburg State*).

NATIONAL CONSULTATION

- (March 1994). I served on the Air Force Academy's National Technology Symposium. My area of specialization was the integration of metacognition, thinking skills, and technology. The purpose of the symposium was to inform the instructional and administrative staff of the Academy about issues in adopting instructional technology and to advise the General and the 19 permanent professors on how the Academy should approach the implementation of technology in the preparation of Air Force officers.

CORPORATE & BUSINESS EXPERIENCE

- (1995-present). *Intelligent Applications Development* (Owner/President), Center Valley, PA
IAD is a software-development firm that specializes in both interface and instructional design of training and educational programs. It has had contracts for design, development, and evaluation projects with a wide range of clients, including DARPA, NSF, and various private companies.
- (2002-05). *Thoughtful Technologies, LLC* (Co-owner, Senior vice-president), Baltimore, MD
T2 was a company created to market the patented Multimedia Skills product, including its *Thoughtful Reporter* line of critical thinking software.
- (1983-86). *MicroSupport, Inc.* (Co-owner/President), Pittsburg, KS
MicroSupport was a software-development and hardware sales firm that had a 2000-square-foot retail computer store authorized to sell IBM computers and a wide range of software. It also had a twenty-seat corporate training center where it provided training in the use of software.