

KARL M. KAPP

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EDUCATION:

University of Pittsburgh, Pittsburgh, PA

Ed. D. in Instructional Design and Technology, April 1997

Dissertation: Measuring Training Competencies Using the Analytic Hierarchy Process

Used the Analytic Hierarchy Process for the development of a model of competencies necessary to deliver a training message. The competency model was then converted into an assessment instrument that was used to judge an individual's ability to deliver a training message. My research interest is in the convergence of learning, technology and business operations

- Passed Doctoral Comprehensive Exam with Honors

M.Ed. in Instructional Design and Technology, December 1990

Dickinson College, Carlisle, PA

B.A. in English, May 1989

CURRENT PROFESSIONAL EXPERIENCE:

Professor, Bloomsburg University, Bloomsburg, PA (August 1997-present) Promoted from Assistant to Associate to Full Professor. Teach the design, development, implementation and deliver of E-Learning within a corporate setting. Responsible for the development of Bloomsburg University's E-Learning Developer Certificate. Teach an innovative class in which students form "companies", write a business plan, receive a Request for Proposal (RFP), respond to the RFP in writing and by developing a prototype, and then present their solution to a group of representatives from various corporation. The class mixes corporate needs with academic and scholarly work.

Assistant Director, Institute for Interactive Technologies, Bloomsburg, PA (September 1998-present) Responsible for development group within the university with a focus on working with corporate clients to analyze, design, develop, implement and evaluate instructional design solutions. Write proposals, grants and conduct other efforts to raise outside monies to support a staff of six. Clients include AT&T, CIGNA Healthcare, Merck Pharmaceuticals, Pennsylvania Department of Public Welfare, Toys R Us, Sovereign Bank and other organizations.

Software Review Editor, APICS Magazine, (1998-Present). Coordinate software and book reviews for the manufacturing trade publication. Contact personnel to contribute to the magazine, review and edit submitted materials.

External Evaluator, National Science Foundation, Advanced Technology Education (ATE), (2002-Present). The grants are funded by the National Science Foundation (NSF). One of the ATE projects evaluated is the National Center for Telecommunications Technology (NCTT) and the other is a project titled Plastics Resources for Educators.

PAST PROFESSIONAL EXPERIENCE:

Director of Product Deployment, Telesis Computer Corporation, Pittsburgh, PA (April 1991-August 1997). Progressively rose from position of Training Coordinator to Training Manager to final position as Director of Product Deployment. Plan, develop, and deliver an instructor-led training curriculum designed to help organizations develop the competencies necessary to successfully implement a manufacturing management computer system (MRP II, ERP, MES).

- Responsible for development, evaluation and management of entire training curriculum.
- Courses developed include; Project Management, Implementation Leadership, EDI, UNIX Systems Administration, Manufacturing Concepts, Purchasing, Costing, Master Scheduling.
- Served as technical manufacturing resource during the securing of over \$500,000 of revenue.
- Wrote a 200+ page implementation guide providing a step-by-step list of tasks required for the successful implementation of a computerized manufacturing system (MRP II/ERP).
- Conducted classes at over a dozen manufacturing organizations including Eaton Corp. and Lockheed Martin. Audiences include CEOs as well as shop floor personnel.
- Responsible for establishing and enforcing departmental policies and procedures.
- Secured over \$15,000 worth of consulting business in a 3 month time period from existing customers.

Staff Associate, Applied Science Associates, Butler, PA (May 1989-April 1991). Served as technical writer and training material developer for the development of various training program development projects for Fortune 500 companies.

- Conceptualized, designed, and developed instructor-led training materials for GTE telephony courses.
- Edited, analyzed Computer-Based Training (CBT) programs for AT&T training course.
- Conducted needs assessment for Baker Engineers and designed a detailed course outline for a training workshop based on the results.
- Analyzed, wrote and organized pre-instructional reading materials, exercises and a glossary of Health Maintenance Organization (HMO) terms for a SmithKline and French Sales course.

CLASSES TAUGHT

57.575 Managing Multimedia Projects

57.585 Learning Management System Administration

57.546 Research in Instructional Technology

57.560 Multimedia Productions

57.556 Applying Theories of Learning to Instructional Technology

PUBLICATIONS AND PRESENTATIONS:

Books, Book Chapters, and Monographs

Kapp, K. M. (*In Press*, anticipated Q1 2007) *Games, Gadgets and Gizmos: Tools for Transferring Knowledge from the Boomers to the Gamers*. New York: Pfeiffer.

Kapp, K. M. (April 2005) Winning an E-Learning Proposal or Grant. Chapter in *Encyclopedia of Distance Learning*, edited by Caroline Howard et. al. Idea Group Incorporated, New York.

Kapp, K. M. (May 2003) *Winning E-Learning Proposals: The Art of Development and Delivery*. New York, J. Ross Publishing. p. 333.

Kapp, K. M. with Latham, W. F., & Ford-Latham, H. N. (2001) *Integrated Learning for ERP Success: A Learning Requirements Planning Approach*. New York, St. Lucie Press. p. 334.

Kapp, K. M. (August, 1998) CPIM Just-In-Time Certification Review Course Instructor Guide. *APICS~The Educational Society for Resource Management*. Falls Church. VA. pp. 400.

Kapp, K. M. (August, 1998) CPIM Just-In-Time Certification Review Course Participant Workbook. *APICS~The Educational Society for Resource Management*. Falls Church. VA. pp 218.

Kapp, K. M. (1998) Transforming Your Manufacturing Organization into a Learning Organization in APICS CPIM Just-In-Time Revised Reprints. *APICS~The Educational Society for Resource Management*. Falls Church. VA. October 1998. (Reprinted from 1997 APICS International Conference Proceedings).

Peer Reviewed Publications:

Kapp, K. M., & Phillips, T. L. (Winter 2003) Teaching the Business of Instructional Technology: A Collaborative Corporate/Academic Partnership, *TechTrends*, Vol. 47, Issue 1. pp. 46-51.

Kapp, K. M. & Felice. H. (Spring 2003) Creating a Cost Effective Government/University E-Learning Partnership. *Journal of Interactive Instruction Development*, Vol. 17. No. 2. pp. 33-37.

Kapp, K. M., Phillips, T. L. & Wanner, J.H. (2002) A Problem-based Learning Model for Teaching the Instructional Design Business Acquisition Process, *Performance Improvement Quarterly*, Vol. 15, No. 1. pp. 25-46.

Kapp, K. M. Kapp, W. F., & Ford-Latham, H. N. (First Quarter 2001) Learning Requirements Planning: A Model for Developing Enterprisewide Training and Education, *The Journal of Enterprise Resource Management*, Vol. 5, pp. 36-43. (Reprinted from the Production and Inventory Management Journal.)

Kapp, K. M., & Phillips, T. L. (Fall 2000) Building a Profitable Corporate Advisory Council, *Journal of Interactive Instruction Development* pp. 32-35.

Kapp, K. M., Latham, W. F., & Ford-Latham, H., (Third Quarter, 2000) Learning Requirements Planning: A Model for Developing Enterprisewide Training and Education. *Production and Inventory Management Journal*. 42(3) pp. 52-59.

Kapp, K. M. (May 1999) Transforming Your Manufacturing Organization into a Learning Organization. *Hospital Material Management Quarterly*. Fredrick, MD. 20 (4), pp. 46-54. (Reprinted from 1997 APICS International Conference Proceedings).

National Professional Publications:

Engel, S. & Kapp, K. M. (Feb 2004), Sovereign Bank Develops a Methodology for Predicting the ROI of Training, *Journal of Organizational Excellence*.

Kapp, K. M. & McKeague, C. (August 2002) Blend Two Proven Training Methods to Improve Results, *Chemical Engineering*, Vol. 109, No. 8, pp. 191-194.

Kapp, K. M. (June 2002) Anytime, Anywhere: E-Learning Takes Off in Manufacturing, *APICS~The Performance Advantage*, Vol. 12, No. 6, pp. 38-43.

Kapp, K. M. (Spring 1999) Moving Training to the Strategic Level with Learning Requirements Planning. *National Productivity Review: The Journal of Organizational Excellence*. 19 (2), pp. 15-21.

Kapp, K. M. (March 1999) Invest in Education. *APICS~The Performance Advantage*, 9 (3)

Kapp, K. M. (June 1998). Avoiding the HAL Syndrome. *APICS~The Performance Advantage*, 8 (6), 34-36.

Kapp, K. M. (June, 1997). The USA Principle: The Key to ERP Implementation Success. *APICS~The Performance Advantage*, 12, 62-66.

Kapp, K. M. and Mueller, D. E. (1997) Options in the Quest for Seamless EDI-ERP. *The EDI Forum: The Journal of Electronic Commerce*, 10.(1), 72-77.

Kapp, K. M. (September, 1996). Lone Ranger Need Not Apply. *APICS~The Performance Advantage*, 6, 75.

Kapp, K. M. (August, 1996). The USA Principle: A Three Step Solution to Reengineering. *Manufacturing Systems*, 14, 94-96.

Kapp, K. M. (March, 1994). MRP II: It's Not a Computer System. *APICS~The Performance Advantage*, 4, 57-58.

National Professional Software Reviews

Kapp, K. M. (April, 1998). AliahTHINK! *APICS~The Performance Advantage*, 4, 74 -76.

Kapp, K. M. (January, 1997). Iso-Pro For Windows. *APICS~The Performance Advantage*, 7, 60-62.

National Professional Book Reviews

Kapp, K. M. (August 30, 2005) Learning by Doing: A Comprehensive Guide to Simulations, Computer Games and Pedagogy in e-Learning and Other Educational Experiences. *eLearn Magazine* at <http://www.elearnmag.org/subpage.cfm?section=reviews&article=7-1>

Kapp, K. M. (July 1999) Inside the Tornado: Marketing Strategies from Silicon Valley's Cutting Edge. *APICS~The Performance Advantage*, (12) 7. 49.

Kapp, K. M. (January 1999) MRP II: Making It Happen. *APICS~The Performance Advantage*, (9) 1. 28.

Kapp, K. M. (December 1998) The Fifth Discipline Fieldbook. *APICS~The Performance Advantage*, (8) 12.

Kapp, K. M. (October, 1998) Focus Forecasting Computer Techniques for Inventory Control. *APICS~The Performance Advantage*, 8 (10).

Kapp, K. M. (September, 1998) High-Mix, Low-Volume Manufacturing. *APICS~The Performance Advantage*, 8 (4).

Kapp, K. M. (May 1998). The Circle of Innovation: You Can't Shrink Your Way to Greatness. *APICS~The Performance Advantage*, 5 71.

Web Articles

Kapp, K. M. (February 2006) Teaching Facts with Fun, Online Games. *Learning Circuits*. <http://www.learningcircuits.org/2006/February/kapp.htm>

Kapp, K. M. (April 2005) Are You Ready for E-Learning? *Learning Circuits*. <http://www.learningcircuits.org/2005/apr2005/kapp.htm>

Kapp, K. M. (June 2005) Learning at Byte Speed, *Learning Circuits*. <http://www.learningcircuits.org/2005/jun2005/kapp.htm>

Kapp, K. M. (Four Part Series published between 09/2004 and 05/2005) Selecting an E-Learning Solution, *Elearn Magazine*, http://www.elearnmag.org/subpage.cfm?section=best_practices

Kapp, K. M. (July 2003) Five Technological Considerations When Choosing and E-Learning Solution, *Elearn Magazine*. <http://www.elearnmag.org>

Kapp, K. M. (July 2003) How Long Does it Take? Estimation Methods for Developing E-Learning. *Learning Circuits*. <http://www.learningcircuits.org/2003/jul2003/kapp.htm>

Kapp, K. M. & Plano, M. (July 2003) How Long Does e-Learning Development Take? *Performance Xpress*. <http://performancexpress.org>

PRESENTATIONS:

Papers Presented at International Conferences

Kapp, K. M. Clients are from Mars and Vendors are From Venus. ASTD 2006 TechKnowledge, Denver, CO. March 2006.

Kapp, K. M. Clients are from Mars and Vendors are From Venus. ASTD 2005 International Conference and Exposition, Orlando, FL. June 5, 2005.

Kapp, K. M. Writing and Presenting a Savvy HPT Proposal. International Society of Performance Improvement 2005 43rd International Conference, Vancouver, BC, April 2005.

Kapp, K. M. E-Learning Explained. American Law Institute –American Bar Association Committee on Continuing Professional Education, ALI-ABA, Professional Development Institute. December 2, 2004.

Kapp, K. M. Developing and Presenting a Savvy E-Learning Request for Proposal. ASTD 2004 International Conference and Exposition, Washington, DC. May 23, 2004

Kapp, K. M. & Felice, H. Forging University and Government E-Learning Partnership for Success. ASTD 2003 International Conference and Exposition, May 21, 2003.

Kapp, K. M. Maximizing Your ERP System, 44th International APICS Conference, Nashville, TN, October 2002.*

Kapp, K. M. & Langenwalter, G. 1999. Assessing the True Cost of Implementing an ERP System. *APICS Educational & Research Foundation 1999 Summer Academic/Practitioner Workshop*. Toronto, Canada. August 1, 1998.

Kapp, K. M. 1998. How to Develop a Learning Requirements Plan (LRP) for Your Manufacturing Organization, 41st International APICS Conference, Nashville, TN. November 2, 1998.*

Kapp, K. M. 1998. Teaching Integrated Resource Management Using Problem-based Learning. *APICS Educational & Research Foundation 1998 Summer Academic/Practitioner Workshop*. Seattle WA. August 1, 1998.

Kapp, K. M. 1997. Transforming Your Manufacturing Organization into a Learning Organization, 40th International APICS Conference, Washington, DC. October 27, 1997.*

*Indicates bound proceedings.

Presentations at National Conferences

Kapp, K. M. Fun, Interactive Games for Turning Boring Facts and Dry Concepts into Edutainment, Training 2006 Conference and Exposition (Training Magazine's 29th Annual Event). March 7, 2006.

Kapp, K. M. Creating Effective and Selective E-Learning RFPs, Training 2006 Conference and Exposition (Training Magazine's 29th Annual Event). March 7, 2006.

Kapp, K. M. Effective and Selective E-Learning RFPs, Training Fall Conference and Exposition, October 2005

Kapp, K. M. Award Winning E-Learning RFPs, Training Fall Conference and Exposition, October 2004

Kapp, K. M. Building a Business Case for Learning and Development Efforts, Training Fall Conference and Exposition, October 2004

Kapp, K. M. Stop Guessing: Using a Systematic Approach for Estimating e-Learning Development Times. *Performance-Based Instructional Systems Design*, International Society of Performance Improvement. Chicago, IL. September 18, 2003.

Felice, H. A. & Kapp, K. M. Creating a Cost Effective Government/University E-Learning Partnership. *New Learning Technologies*. Society for Applied Learning Technologies. February 21, 2003.

Kapp, K. M., Writing and Developing a Savvy E-Learning Request for Proposal. *ASTD TechKnowledge 2003*. Orlando, FL. January 29, 2003.

Kapp, K. M. & Latham, W. Individual Learning Styles. *APICS Region 10 Meeting*. San Jose, CA. July 17, 1999

Kapp, K. M. ERP/MRP Software and the Business Processes Needed to use ERP Software. *Winter Niche-Building and Practice Development Conference for CPAs* hosted by CPA Manufacturing Services Association. Las Vegas, Nevada. December 7, 1998.

Kapp, K. M. Forging Corporate and Academic Ties. *Western Association of Cooperative and Work Experience Educators 23rd Annual Conference*. Reno, Nevada. February 7, 1998.

Professional Presentations

Kapp, K. M. *Games and Simulations for e-Learning*, PA/DE/NJ Distance Learning Association, West Trenton, NJ. January 19, 2006.

Kapp, K. M. *Games, Gadgets and Gizmos, Bridging the Boomer/Gamer Knowledge Gap*, Johnson & Johnson Dean's Summit, New Brunswick, NJ, November 10, 2005.

Kapp, K. M. *E-Learning: Past Present and Future*. Stryker, Mahwah, NJ. September 2005

Kapp, K. M. *Bridging the Boomer/Gamer Knowledge Gap*, EduNeering, 2005 Knowledge Summit, EduNeering, June 16, 2005.

Kapp, K. M. *E-Learning: Past, Present, Future*, ORC Human Resources Information Technology Forum, Tampa, Florida, March 7, 2005

Kapp, K. M. *E-Learning: Past Present and Future*. Johnson & Johnson Dean's Summit, New Brunswick, NJ, November 4, 2005.

Kapp, K. M. *Effective Evaluation*, Clinical Global Advisory Board, EduNeering Corporation, October 1, 2004

Kapp, K. M. *Samples of E-Learning*, Sovereign Bank, Community Banking Learning and Development Team Meeting, October 19, 2004.

Kapp, K. M. *Plastics Survey Results*, NEPIRC, September 20, 2004 (reporting finds from report on plastics industry in local area.)

Kapp, K. M. Keynote: *Leveraging Learning to Gain a Competitive Advantage*, EduNeering Corporation, Client Meeting, May 3, 2004.

Webinars

Kapp, K. M. (September 23, 2005) *The Business of E-Learning: Successful RFP Responses*. Sponsored by Macromedia. Recording at <http://www.macromedia.com/resources/elearning/presentations/>

Kapp, K. M. (December 9, 2004) *Making the Most of Virtual Classrooms*. Sponsored by Macromedia. Recording at <http://www.macromedia.com/resources/elearning/presentations/>

Workshops

Kapp, K. M. (December 5-7, 2005) *E-Learning Readiness and Needs Assessment Workshop*, Chicago, IL.

INTERVIEWS

I have conducted interviews with the following individuals in the field of learning and e-learning. The interviews are all available at the following site: <http://www.e-learningguru.com/interview.htm>

- John Beck
- Mark Burke
- Tom Kelly
- Clark Aldrich
- Will Thalheimer

CERTIFICATIONS

Production and Inventory Management at the Fellow level by APICS (CFPIM).
Integrated Resource Management by APICS (CIRM).

PROFESSIONAL MEMBERSHIPS:

American Society of Training and Development (ASTD)
APICS~The Educational Society for Resource Management
International Society of Performance Improvement (ISPI)