

# Resume for Steven Schatz

## Instructional Design | Organizational Learning | Performance Improvement

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### Instructional Design & Delivery

- Project manager for teams nationwide for corporate ID projects.
- Graduate level faculty at UMass, Boston teaching instructional design, evaluation, project management. Developed and taught online, hybrid and F2F courses.
- Undergraduate & Master level faculty at University of Hartford teaching ed tech and instructional design. Accreditation coordinator guiding systemic change.
- Consultant for dozens of ID and HPT solutions in financial, tech, manufacturing, education, and military organizations.
- Targeted solutions with clear goals and measure achieving excellent ROI.
- Use of technology to support and share learning across groups.

### Organizational Learning, Communication, Structure, Use of Knowledge

- Knowledge sharing, discovery, and growth (How do we know what we know?).
- Analysis of needs, motivations, and sensemaking of pertinent players.
- Goal setting and strategic attainment.
- Design and implementation of feedback systems to improve performance.
- Design and implementation of effective communication tools and methods.

### Small Business Planning

- Support the design of business plans.
- Goal clarification, identifying metrics, and strategizing attainment.
- Use of online tools to improve effectiveness.

## Education

**Ph.D. Instructional Systems Technology**  
Indiana University 2004.

**Masters of Arts, Education**  
Department of Instructional Technologies San Francisco State University 1993.

**Bachelor of Arts, Government**  
University of Texas, Austin, 1977, Cum laude.

## Work History

**Independent Corporate Consultant and Trainer in Organizational Communication, Instructional Design, Training in Software and Design Skills 1999-present**

**Principal – Any Summer Sunday Books 2018 – Present**

**Consultant/Trainer for Massachusetts Department of Rehabilitation, 2011 - 2015**

**Core Faculty: UMass, Boston Masters' program in Instructional Design 2012-2015**

Developed and taught classes in Analysis; Evaluation; Project Management.

Teaching modalities: online asynchronous, online synchronous, blended, F2F.

**Assistant Professor, Educational Technology University of Hartford 2004 – 2009**

Accreditation lead for School of Education

## Software Skills

**CorelDraw Suite** – competent and experienced in layout and basic photo editing. Not a graphic designer.

**Audacity** – competent and experienced in voice audio recording

**Camtasia/Snaggit** – Advanced and very experienced user including audio/ video editing, special effects, creating training videos for online delivery, online lectures

**Office Suite** – Advanced user of word, excel. Competent at database design and construction.

**Elearning** – Competent in Storyline 360 & basic HTML. Familiar with other authoring software.

## Consulting Projects

**Connecticut Coalition to End Homelessness** Effective use and support of the implementation of online data collection tool. Fundamentally changed training and implementation approach resulting in 54% increase in use of tools and substantial savings.

**U.S. Navy – Develop prototype performance support portal.** Recommend functionalities to support user-centric knowledge transfer and support and reach agreement between diverse players with substantially different motivations.

**Web Based Training project - Consultation, Design and Production - Versity.com** Over 10,000 trained with excellent terminal behavior sustained over time. All instructional goals met and exceeded.

**Adjunct Faculty San Francisco State University 1995 - 1998**

Graduate courses: Using Computer Graphics in Instruction. Web Based Training: Theory and Practice

**Project Manager: PowerStart CD ROM & Video Tutorials – Design, Production, Sales**

Minimalist instruction for software tools. Unique methodology using Show/Do/Cue technique. Hundreds of copies sold. Design, production and marketing of 16 products.

## **Instructional Design: Workshops for in-service teachers in Oregon, Washington, California**

Building Presentations, Planning Presentations, Designing and Building WBT, Writing process, authoring process, technology in education, multimedia.

## **Curriculum Guide, Apple Computer**

Using technology, computers and the writing process to support writing throughout the curriculum -- Grades 5 – 12.

**E-read Ohio** Design and implementation of meta tag system for statewide literacy programs.

## **Conference Presentations**

<b>Training 2014</b>	Change Design Process: The Evolution of Instructional Design and Organizational Learning.
<b>AECT</b>	Dynamic Online Performance Support Systems – A New Class of Learning Intervention for the Information Age; Changing Practice with Sociotechnical Implementation of Web –based Tools.
<b>AERA 2005</b>	Improving Learning Object Schemas and Performance Support Systems Through Information Retrieval Evaluation.
<b>TechLearn 2004</b>	The trouble with training is training. A new class of online performance improvement interventions.
<b>ADL Performance</b>	Invited presenter for military and government associated companies involved in using ADL SCORM to increase performance.
<b>ELearn 2003</b>	Dynamic Online Performance Support Systems: Methods and reasons for a new class of performance support tools.
<b>AERA 2002</b>	Effects of HPT on developing functions and unique meta tagging schemas for a Performance Support Portal.
<b>ISPI National 2002</b>	Harnessing Learning Objects in a Performance Support Portal.
<b>Training '99</b>	1) Creating Online Learning Spaces. 2) Harnessing the Power of Interactivity – A New Model for Design.
<b>ASTD National</b>	Effective Electronic Presentations – Using Idea Clusters for Effective Communication.
<b>ASTD</b>	Effective Web Based Training presentation for instructional designers.

## Professional Publications

**Inviting the Democratization of the Adolescent.** (August, 2020) Bray, P.M., & Schatz, S. C. AMI Journal, p 120-125.

**A model for developing meta-cognitive tools in teacher apprenticeships.** (July 2013) Bray, P.M., & Schatz, S. C. *Journal of Teacher Education for Sustainability*, (15):1, p 48-56.

**Improving Performance Support Systems through Information Retrieval Evaluation.** (2006) Schatz. *Journal of Interactive Learning Research* (17):4 , p 407-423.

**Designing Performance Interventions for the Information Age.** (2006) Schatz and Schwen. *Performance Improvement Quarterly* (19)2, p 189-210.

**Unique Meta- Data Schemas: A model for user-centric design of a performance support system.** (2005) Schatz. *Educational Technology Research and Development* (53)4, p. 69-85.

**A Little DOPSS will do you: A New Class of Performance Intervention.** (2004) Schatz. *Performance Improvement* (43)1, p. 30-35.

**A Matter of Design: Proposal to encourage the evolution of design in instructional design.** (2004) Schatz, *Performance Improvement Quarterly* (16)4, p. 59-76.

**Using activity theory to conceptualize online community.** (2004) Barab, Schatz, and Scheckler. *Mind, Culture and Activity* (11),1, p. 25-47.

**Meta Tagging Knowledge Bits: A Model for Instructional Designers** Schatz, 2002, Featured article on IMS site – [www.imsproject.org](http://www.imsproject.org).

**Show/Do/Cue: A model for introductory software instruction** Schatz, 1998, *Encyclopedia of Library and Information Science*, Volume 62, Supplement 25.