R511: Instructional Technology Foundations (Spring 2015)
IST Department, IU School of Education
(Section 17527; Online Version; Syllabus (HTML, Word, PDF)
Syllabus: http://php.indiana.edu/~cjbonk/P511_syllabus_spring_2015.htm
Adobe: http://connect.iu.edu/worldisopenspring2013; Course Link to Canvas: http://canvas.iu.edu/

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Course Description
This is a foundational course in Instructional Systems Technology (IST) and provides an overview of instructional technology (IT) (which many people refer to as “educational technology” (or just “ed tech”) and more recently, some might refer to “learning technology” and “digital technology”). Your instructor was trained at the University of Wisconsin where they referred to the field as educational technology, in which he minored, while majoring in educational psychology. Hence, he will refer to the field using different terms this semester. The course also explores the important and fast emerging field of human performance technology (HPT). There are several courses in IST related to HPT.

Given that many IST students come from diverse fields and backgrounds, R511 provides a sense of history and an explanation of how the components of instructional technology, educational technology, learning technology, and human performance technology, and other associated fields all fit together. The course has been designed to focus primarily on IT and HPT. An introduction to IT and HPT includes definitions, theories, histories, trends and issues, and career opportunities. Class discussions and activities will be devoted to broadening your understanding of these fields as they relate to learning and performance in diverse organizations and institutions (e.g., schools, colleges and universities, military training departments, corporate learning, non-profit entities, government settings) as well as in more self-directed and often solitary educational pursuits.

Learning Objectives
Those enrolled in this course are expected to develop an understanding of the basic vocabulary and underlying principles of IT and HPT as well as learn about many of the key contributors to these fields. By the end of this course, you should be able to:

1. Use and comprehend many of the basic terms in IT and HPT with comprehension, confidence, and high minded character (i.e., ethics).
2. Generate personal definitions and conceptual frameworks for thinking about the fields of IT and HPT.
3. Compare and contrast different conceptual models, frameworks, and definitions that have emerged over the past century or more; in particular, the past two or three decades.
4. Trace the evolution of major ideas in IT and HPT over time, including being able to explicate one’s internal understanding in the forms of concept maps, timelines, taxonomies, flowcharts, models, etc..
5. Begin to associate key people with different ideas in terms of HPT and IT. As the course moves into the latter stages, one should begin to discern people with common perspectives or instructional philosophies.
6. Identify and discuss trends and issues that affect the fields of IT and HPT today. In addition, one should predict new trends and concerns on the near horizon.
7. Gain an understanding of career development and potential roles in IT, HPT, and associated fields. As part of this, one should learn about key professional organizations and associations as well as popular
and emerging conferences, institutes, and meetings in the field. One might even become a member, reviewer, or contributor within one or more of such professional organizations. Exploring possible career paths and goals is a part of this objective.

8. Become aware of performance standards advocated by different professional organizations and institutions, technical reports and white papers, and governmental policies.

9. Appreciate the different values espoused by those in these fields as they push for greater access, instructional efficiencies, effective educational processes, and generally enhancing the human condition through educational and instructional technologies.

10. Grapple with ethical challenges that characterize IT, HPT, and related fields.

**Tentative Schedule** (may change depending upon circumstances)

Week 1 (January 11): Course Introductions and Open Explore Week
Week 2 (January 18): Instructional Technology Overview
Week 3 (January 25): Instructional Systems Design
Week 4 (February 1): Instructional Development Process (Task #2 due)
Week 5 (February 8): Theories of Learning: Behaviorism
Week 6 (February 15): Cognitive and Constructivist Perspectives
Week 7 (February 22): Authentic Learning and Cognitive Apprenticeship
Week 8 (March 1): Theories of Learning Comparison
Week 9 (March 8): History of IT (Task #3 and Task #4 due)
Week 10 (March 22): Trends and Issues in IT
Week 11 (March 29): Human Performance Technology: Concepts and Process Models
Week 12 (April 5): History, Trends, and Issues in HPT
Week 13 (April 12): Professional Ethics
Week 14 (April 19): Career and Professional Development
Week 15 (April 26): Self-Selection Week, Explore, and Final Projects (Task #5 and Task #6 due)

**Textbooks and Resources**

No particular book is required for this course. Book chapters and articles are available in Canvas and Dropbox. If you want to purchase the books below, please try to acquire cheap used versions at Amazon. But you will likely find them cheaper at Half.com, AbeBooks.com, Half-Priced Books.

**Recommended Books and Resources:**


2. Reiser, R. A., & Dempsey, J. V. (Eds.) (2012). *Trends and issues in instructional design and technology* (3rd ed.). Boston, MA: Pearson Education, Inc. (Note: the second edition of this book from 2007 is much cheaper to find online used and perhaps is all you need.)

**Bonus Bonk Book:** You also have access to a new free e-book from the course instructor:  

**Narrated Presentations and Course Resources (and acknowledgements)**

Most modules include narrated presentations featuring Dr. Michael Molenda and Dr. James Pershing,
IST Professors Emeritus, with their take on IT and HPT. We should all recognize and appreciate their respective contributions to this class and to this field. I personally thank them for their assistance and knowledge in forming many of the course materials that we will use. I also wish to thank Professor Yonjoo Cho and Professor Kyungbin Kwon for their time, resources, and kindness. Dr. Kwon also provided help with the activities and resources that we will access in Canvas.

**Bonus Bonk Resource:** To help you understand learning and instructional theories, you might also want to access and watch one or more of my set of video lectures on learning theories developed for a different course (i.e., P540). Video Lectures: [http://mypage.iu.edu/~cjbonk/September102008.html](http://mypage.iu.edu/~cjbonk/September102008.html)

**Incompleteness, Plagiarism, and Original Work**
I expect that you will turn in original work for every deliverable in this course. Please acquaint yourself with the “[IU Code of Student Rights, Responsibilities, and Conduct](http://myiu.edu/student/rights.htm)” for the concept of plagiarism. You can also go through the IST department tutorial on “Understanding Plagiarism” as a means to better understand what is considered plagiarized material and what you can do to prevent it from happening. Any assignment containing plagiarized material will be awarded a grade of F. At the discretion of the instructor, any assignment turned in that is deemed incomplete, failing to address the task objectives, or seriously flawed in any way may be turned back to the student for revision or correction of the problem. No incompletes will be awarded unless there is an emergency.

**Optional Weekly Synchronous Meetings (i.e., chats with former IST students)**
I will not be lecturing in this class. Instead, I will post PowerPoint files and various other resources from a couple of the IST instructors. In addition, I will use [Adobe Connect](http://www.adobeconnect.com/) (and perhaps Google Hangouts, Google On Air, or Skype) for optional weekly meetings with former master’s and doctoral students of the IST program from the past two or three decades, including those from Taiwan, Hong Kong, Korea, and the USA. We will vote on the time, but perhaps Tuesday, Wednesday, Thursday, or Friday nights might work. I am thinking of inviting a different person for each week of the course (i.e., all master’s and doctoral graduates of the IST program at IU). If you attend, you can ask them any question about the field or their professional life or research that you want. The conversation might be about what they got out of the IST program (and R511, in particular) as well as their current job responsibilities, other jobs or major projects or accomplishments since graduating, and any trends and issues that they see for the field now or on the near horizon. At the end of the session and the guest has departed, you can ask me questions that you have about the weekly readings, assignments, field or IT or HPT, etc. If we use Adobe Connect, they will be recorded and the link will be shared.

**Task Option:** If you attend 5 or more of the synchronous sessions and write a 2-3 page single spaced reflection paper on what the guest speakers said about the field of IT and/or HPT, you can replace Task #3, #4, or #5. If you attend 9 or more of these sessions and write a 4-6 page single spaced reflection paper, you can replace the final assignment (i.e., Task #6). If you select this option, I want you to include at least 3 similarities across two or more guests and at least 3 differences. Look for themes in the trends and issues which they mention for the field of IST. The inclusion of a few direct quotes is optional but strongly encouraged. How has the field of IT and HPT evolved and changed according to these former students of this class? And where is it headed? What insights have these guests revealed or hinted at? What kernels of knowledge and wisdom can you now bank on or at least lean on? Can you come up with a summary of the top 10 kernels of wisdom from these guests and relate these to your own future career goals?
Assignments, Grading Criteria, and Due Dates

The course will be broken into three main areas or modules:

1. IT definitions, concepts, models, theories, history, and trends and issues
2. HPT definitions, concepts, models, theories, history, and trends and issues
3. IT and HPT career and professional development, ethics, and standards

Tasks/Assignments:

1. Weekly discussion postings in Canvas 30 points
2. Personal definition of IT in Canvas 10 points February 1
3. Comparing Learning Theories 30 points March 8 (Midterm team)
4. Video and Script on an IT Issue or Trend 30 points March 8 (Midterm team)
5. Display Understanding of IT and/or HPT 30 points April 26
6. Final Project and Reflection (see options) 50 points April 26

Note: Many of the course tasks will require an associated reflection paper. Note also that the “Midterm Teams” will be determined democratically and with student voices, if possible.

Total Points = 180 (Grading will be according to a 90-80-70-60 scale; see below.)

Grades: 180 or more = A+; 168 = A; 162 = A-; 156 = B+; 150 = B; 144 = B-; 138 = C+; 132 = C; 126 = C-; 120 = D+; 114 = D; 108 = D-.

Grading Guidelines:
All papers will be evaluated for criteria such as (1) organization and clarity; (2) coherence and flow; (3) content appropriateness and relevancy; (4) apparent effort expended and completeness; (5) originality and creativity; (6) attention to details (including the use of APA 6th edition where appropriate).

Lateness: I have a 48 hour lateness policy with no penalties. Anything submitted after that 48 hour cushion or window loses 1 point per day.

R511 Course Tasks

Class Discussion (Task #1 Group; Task #2 Individual but shared)

Task #1: Weekly Postings (30 points)
One student in the class will post a set of questions each week as the discussion starter and moderator (you can sign up for online for this role: http://trainingshare.com/r511.php). This person will also wrap up discussion at the end of the week as the closer. They will be required to post their questions by 10 am EST Sunday morning of the week (for example, Week 2 would be due on Sunday January 18th). All students are also required to reply to at least two other students’ questions by the end of Friday (11:55 pm EST) each week in Canvas (Discussion). The instructor will decide whether postings are acceptable by reviewing the quality and the quantity of the postings throughout the semester.
Task #2: Researching Your Own Definition of IT (10 points)
Definitions of instructional technology and educational technology are diverse and are often not agreed upon because they are constantly evolving. To be frank and honest, I am the instructor and even I do not fully know what IT means. In this first task, you are asked to conduct interviews with at least two educational technology or instructional technology people located anywhere on Planet Earth or in the international space station hovering above. One interviewee should be a faculty member, instructional designer, learning center director, trainer, instructional consultant, or similar. The second interviewee should be a graduate student or recent graduate in the field of education (preferably someone who has taken R511, but that is not required). Based on your interviews, readings, and associated class discussions, you will write up your definition of IT as well as educational technology along with your key interview notes and post it to Canvas. At the instructor’s discretion, a bonus point will be awarded to one or more students who interview someone highly distinctive, interesting, important, or unusual.

Midterm Tasks (In Teams of Two or Three Members (Tasks #3 and #4)

Task #3: Designing a Learning Theories Matrix and Explanation Guide (30 points)
In this task, I want you to work with one other course member and display your basic understanding of the underlying concepts and principles of behaviorism, cognitive theory, constructivism, and cognitive apprenticeship in theory and application. As a team of two (or three) people, you will negotiate your understanding. In essence, you will create a matrix table that indicates characteristics, principles, theorists, and examples for at least 3 learning theories. You will develop a customized matrix that showcases your understanding of the three frameworks and how they fit into your context. The context could be a business, school, university, government agency, non-profit organization, consulting firm, or military training institute. Please be sure to mention how your matrix would affect approaches to instructional design and delivery. Prepare a comparison advance organizer (matrix table) and an accompanying explanation guide that walks others through your customized learning theories matrix. The visual should be a maximum of 2 pages while a one page single spaced reflection paper of your learning growth and on the ideas in your display should accompany it (i.e., 3 pages total).

This assignment will be graded for its overall originality, logic, clarity, parsimony, relevance, and persuasiveness. The main terms used should be explained or defined. Effort should be made to include terms and ideas from both the readings as well as the class discussions in Canvas. There should be a brief overview of each theory. The categories and format of different classifications in the table should make comparisons and contrasts relatively easy.

Task #4: Creating a Script and Video for an Issue or Trend (30 points)
In the same team, you will create a video of some pressing issue or trend in the field of IT or HPT. The purpose of this task is to help you better understand the history, issues, trends, and views surrounding the IT or HPT field. Please select an issue that seems highly pressing or important to you. Next, develop a script that discusses the issue from different points of view. After that, put this script into a video format which should be of 5-10 minutes in length (12 minutes maximum). A video creation tool like Go Animate, Moovly, PowToon, VideoScribe, Wideo, Make Web Video, or some other such tool can help. Finally, you should complete this task with a one page maximum single spaced reflection paper discussing your stance on the issue as well as the process you went through in creating your
video. Make sure to include supporting evidence and place the issue in your own context, including your possible role in the future in terms of this issue or trend. Please post a link to your video in Canvas and attach your reflection paper.

This assignment will be graded for its overall originality, completeness or depth, logic and coherence, clarity, parsimony, relevance, and persuasiveness. The script should include at least 2 characters discussing or debating the issue, trends, or concept. Key terms within that issue should be included. In addition, an effort should be made to link this issue to class discussions in Canvas. References should be included where appropriate. And substantial evidence should be provided to back up any claims made.

Project Example (courtesy of Michael Karlin and Sabina Ramazanova, Fall 2014):
https://www.youtube.com/watch?v=uq47rjTP2Wc

Final Tasks (Task #5 is individual; Task #6 is individual or team-based)

Task #5: Displaying Understanding of IT and/or HPT (30 points; completed individually)
This task has three pages. On page one, using the terms below and at least 10-15 additional terms
learned in this class, I want you to create a graphical representation (e.g., Venn diagram, comparison
and contrast chart, taxonomy, timeline, flowchart, mindmap, concept map, etc.) to show how these
terms relate to each other. To explain this diagram, include a second page that lists your own
definitions for each term and a third page which contains a 2 or 3 paragraph summary explaining the
ideas, connections, and relationships in your visual design or diagram. If some of these terms overlap
for you, feel free to combine these or choose other more relevant terms or entirely new terms in your
diagram. Here are some starter terms: 1. Instructional technology; 2. Educational technology; 3.
Instructional Systems Technology; 4. Instructional Systems Design; 5. Instructional Design; and 6
Human Performance Technology. Please add additional terms of your own choosing.

These visuals depictions will be graded on many aspects or dimensions. For instance, I will look at
their overall connectedness, macrostructure, micro linkages or details, casual relations, descriptions and
explanations or relationships made, and formatting or organization. In addition, creativity and
innovation in your design and ideas will be assessed.

Task #6: Final Project Options (50 points)
The final project will exhibit your understanding of IT and HPT. There are four options for this task
which are listed below. You can work alone or in a team. It is your choice.

Option 1: Promotional Visual Material. Think of the project as an advertisement or a promotional
piece that presents the fields as you explain them to people in your context. This promotional piece can
be in whatever platform (e.g., a website or 2-4 page brochure) you feel most appropriate as long as it
meets the requirements as expressed in the grading rubric. The visual or graphic should answer the
following questions for the intended audience: What do IT and HPT fields mean to you? Where did IT
and HPT come from? Who are the influential people and what are the “big ideas”? How might you
implement IT and HPT in your organization? Remember, this is 30% of your grade and it also serves as
a capstone to what you have learned! A 1-2 page single spaced reflection paper should be included with
this assignment. First of all, that paper should explain the conceptual aspects of your website design, brochure, or similar type of promotional material. Second, it should include a recap of key ideas that you have learned in the course in the context of your past, present, and anticipated future plans in the field.

Example from Gina Howard and Michael Karlin (Fall 2014): [http://mkarlin1.wix.com/r511final](http://mkarlin1.wix.com/r511final)

**Option 2: Useful Textual Material.** In this option, instead of a visual or graphical overview and reflection, I want students to create a text-based summary. Such a text might be a wikibook, mobile book, study guide, glossary, series of job aids, technical report, white paper, research report, or something similar. This text material should explicate some aspect of IT or HPT. You might attempt to publish it or make it available free to the world community. A 1-2 page single spaced reflection paper should be included with this assignment. First of all, that paper should explain the conceptual aspects of your final project. Second, it should include a recap of key ideas that you have learned in the course in the context of your past, present, and anticipated future plans in the field.

**Option 3: Voluntary Services or Materials.** This option involves using the content of the course to help another person or an entire organization or entity out. This could be helping a non-profit agency with a strategic plan involving IT or HPT content. It might take the form of tutoring, mentoring, or teaching one or more people about the field or IT or HPT. You might develop an instructional module or one-to-one personal tutorial. You might also create a lecture or speech that you deliver in a class, conference workshop, or some other training event. A 1-2 page single spaced reflection paper should be included with this assignment. First of all, that paper should explain the conceptual aspects of your final project. Second, it should include a recap of key ideas that you have learned in the course in the context of your past, present, and anticipated future plans in the field.

Grading of the final will depend, in part, on which option was selected. Be sure to include references (in APA format), examples, and evidence where appropriate. Key terms should be defined in a key or ending glossary. The final product or design should display some sense of creativity as well as unity in the design.

**Option 4: Personal Choice or Design.** This option allows you to design your own final product that meets the goals of showing your knowledge growth within this course. You will need to obtain approval from the course instructor by April 1 if you intend to select this option.

**Course Readings and Videos**

**Weekly Instructional Task:** There are 3 to 6 articles assigned each week. You are required to read 3 or 4 of them. If you find interesting articles to read in one of the two recommended books above, you can substitute them at any time without penalty. I also highly recommend that you watch the video interviews with many of the highly well-known authors below so that you will be better able to recognize these IT and HPT leaders and appreciate their decades of commitment to the profession. Those who find similar highly informative video interviews of other scholars in our reading list and share them with the class will receive a bonus point. I have also included 4 of my 8 video lectures on learning theories which I produced back in September 2008. You should also review the PowerPoint slides posted for each week or module as well as the audio files from Dr. Mike Molenda.
Week 1 (January 12). Course Introductions and Open Explore Week

Open Week: I recommend that you download all of the articles and read through a few of them. Please also post your personal introductions in the Week 1 discussion forum in Canvas. You might also get started on Task #2. And you might post your article reflections in Canvas.

Week 2 (January 18). Instructional Technology Overview


Week 3 (January 25). Instructional Systems Design


Week 4 (February 1). Instructional Development Process


Week 5 (February 8). Theories of Learning: Behaviorism


Week 6 (February 15). Cognitive and Constructivist Perspectives


   **Also published in:**

6. **Video Lecture Supplement:** Curt Bonk on the Cognitive Information Processing (CIP) model. Archive URL (73 minutes):

7. **Video Lecture Supplement:** Curt Bonk on Cognitive and Social Constructivism, including Jean Piaget, Lev Vygotsky, Jerome Bruner, and Robert Gagne. Archive URL (45 minutes):

**Week 7 (February 22). Authentic Learning and Cognitive Apprenticeship**


Week 8 (March 1). Theories of Learning: Comparison


Week 9 (March 8). History of IT


**Week 10 (March 22). Trends and Issues in IT**


**Week 11 (March 30). Human Performance Technology: Concepts and Process Models**


performance technology (pp. 2-20). Washington, DC: International Society for Performance Improvement.


Week 12 (April 6). History, Trends, and Issues in HPT


Week 13 (April 12). Professional Ethics


Week 14 (April 19). Career and Professional Development


Week 15 (April 26). Self-Selection Week, Personal Explorations, and Final Projects