

Professional Bio

As an 18-year veteran in the learning and talent development field, I have managed, led, and shaped educational initiatives for over 25 clients and partners. My customer base covers startups, higher education, state agencies, major health systems, insurance, and pharmaceuticals.

I use client management, performance improvement, risk and change management techniques to scope and coordinate effective learning programs. I am capable of:

- Consulting organizations on efficacy of current training initiatives
• Designing singular and comprehensive learning curriculums and learning systems for face-to-face, virtual, and self-paced formats including assessment and evaluation plans
• Guiding internal training entities in assessing and refining processes
• Vetting and selecting vendors
• Working as an additional team member and/or managing staff and project tasks
• Writing reports, action plans, and proposals
o I am also versed in writing assessments, case studies, and branching-styled stories

Additionally, I enjoy teaching the art and science of instructional design and have done so for over 7 years in both face-to-face and virtual programs.

Technical Skills (Selected)

Authoring/Development/Productivity Tools

Table with 2 columns listing software tools: Adobe Acrobat, Adobe Buzzword, Adobe Photoshop CS, Adobe Photoshop Elements, Articulate, Audacity, Captivate, Dreamweaver, HTML (Basic), MS-Office Suite/Publisher, MS Project, Canvas, Collaborate, Blackboard, D2L/BrightSpace, Elluminate, GoToMeeting/Training, Moodle, Saba (Centra), TestTrack LMS, TurnItIn, WIMBA.

LMS/Online Tools

Table with 1 column listing LMS/Online Tools: MS Visio, NVU, ProjectConnect, ProShow Gold, Symplicity, Qualtrics, TechSmith Suite (Camtasia/Snag-It), Vegas Pro, VideoScribe, Windows Movie Maker, WordPress.

Education

Table with 3 columns: Date (August 2015, May 2000, May 1998), Degree (Ph.D., M.S., B.S.), and Institution (Indiana University of Pennsylvania, Bloomsburg University of Pennsylvania).

## Professional Positions (Selected)

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### Director of Internships and Career Experience

Bloomsburg University of PA  
Bloomsburg, PA  
2015 – 2017

### Sr. Instructional Designer

Red Nucleus  
Yardley, PA  
2016 - Present

### Consultant

Medicine in Practice  
Bloomsburg, PA  
2015

### Course Developer/Sr. Instructional Designer

St. Francis University  
Loretto, PA  
2014

### Analyst/Sr. Instructional Designer

Talented Learning  
Bloomsburg, PA  
2014

### Analyst/Sr. Instructional Designer/Project Manager

PinPoint Strategies  
Bloomsburg, PA  
2008-2009, 2012- 2013

### Sr. Instructional Designer

Designing Digitally, INC.  
Franklin, OH  
2013

### Sr. Instructional Designer

Central Susquehanna Intermediate  
Unit #16  
Lewisburg, PA  
2012

### Sr. Instructional Designer

Weatherbee Media  
Collegetown, PA  
2009

### Technical Writer/Sr. Instructional Designer

KMS Learning, LLC (TestTrack)  
West Chester, PA  
2008-2009

### Sr. Instructional Designer/Project Manager

UL EduNeering  
Princeton, NJ  
2007-2008

### Sr. Instructional Designer

Medtronic  
Mounds View, MN  
2007-2008

### Project Manager/Sr. Instructional Designer

Institute of Interactive Technologies  
Bloomsburg, PA  
2006-2008

### Instructional Designer

Vitesse Learning  
Princeton, NJ  
2006-2007

### Instructional Designer

Axiom Professional Health Learning  
Yardley, PA  
2005-2007

### Project Manager/Instructional Designer

Wyeth Pharmaceuticals  
Collegetown, PA  
2004-2005

### Information Technology Specialist

Ben Franklin Technology Partners  
Bethlehem, PA  
2000 – 2004

## Publications

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Defelice, R. A. (2018). How long to develop one hour of training? Updated for 2017. *Insights: ATD's Source for E-Learning*. Retrieved from: <https://www.td.org/insights/how-long-does-it-take-to-develop-one-hour-of-training-updated-for-2017>

Defelice, R. A., & Sittler, R. L. (2010). A brief history of the Dick and Carey model. *Journal of Communications Media Studies*, 2(1), 101

Defelice, R. A. & Kapp, K.M. (2010). Reducing the time to develop one hour of training. *Learning Circuits: ATD's Source for E-learning*. Retrieved from [http://www.astd.org/LC/2010/0310\\_defelice.htm](http://www.astd.org/LC/2010/0310_defelice.htm).

Kapp, K.M. & Defelice, R. A., (2009). Time to develop one hour of training. *Learning Circuits: ATD's Source for E-Learning*. Retrieved from <https://www.td.org/Publications/Newsletters/Learning-Circuits/Learning-Circuits-Archives/2009/08/Time-to-Develop-One-Hour-of-Training>.