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138

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# E-Learning, E-Education, and Online Training

First International Conference, eLEOT 2014  
Bethesda, MD, USA, September 18–20, 2014  
Revised Selected Papers

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## Preface

The First International Conference on e-Learning, e-Education and Online Training, or eLEOT 2014, was held during August 18–20, 2014 at the Bethesda Marriott Hotel in Bethesda, Maryland, USA. This conference has been in the works for many years, with its original date set for 2010. After a few delays, some changes in aims, location, and circumstances, we are happy to report on its success! This year's goal was a simple one: presenting a cross-section of educational technologies and practices that spans over multiple disciplines.

The work was coordinated by our Organizing Committee, which is reported later in this publication. The program was composed of 26 technical papers, which were presented in six sessions over the span of 2 days. The Technical Program Committee Chair, Dr. Alberto Bucciero, managed a team of 30 scholars and practitioners who carefully reviewed the 76 submissions that we received. The final program included three tracks: the main track, dedicated to affirmed researchers, the online track, which extended the boundaries of eLEOT 2014 to include those who could not join us physically, and a student track, which gave ample space and resonance to the work of those just getting started. Overall, eLEOT 2014 included collaborators and participants from Europe, North America, Asia, Africa, and Australia/Oceania.

The highlights of the conference included three main events. This year's edition was kicked off with a keynote address by John "Pathfinder" Lester, a pioneer of online education, evangelist of virtual worlds, and constantly working as a connector between research and practice. His past experiences range from Linden Lab (Second Life), to Massachusetts General Hospital and Harvard Medical School, leading him to his current position as Chief Learning Officer at ReactionGrid. Then we opened our TechTalk series with Stefano Santo Sabato, of MediaSoft, S.r.l.. This group has become one of Italy's premier private endeavors in bridging the gap between industry and academia in the area of distance education, among other fields. As the TechTalk is aimed at "looking under the hood" of technological solutions, MediaSoft offered the perfect palette for audiences of all levels of expertise. They also represent our first industry sponsor, which is supporting the Best Student Paper award. We also would like to thank Daniel Bliton and his colleagues at Booz Allen Hamilton, who prepared the pre-conference workshop.

The Organizing Committee is grateful to each member of the Technical Program Committee, and I am grateful to each member of the Organizing Committee for their tireless support of this idea that has finally completed its first edition. I would like to also thank the European Alliance for Innovation (EAI) as our primary sponsor and organizer, with a special mention of Sinziana Vieriu, who kept us all sane, synchronized, and (somewhat) on schedule. Lastly, I would like to thank all the presenters, who have been the true protagonists of this event.

See you in Italy for eLEOT 2015!

Giovanni Vincenti



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## Hands-On Play and Redesign of a Leadership Game from Analog to Digital

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**Abstract.** Although serious games are an effective approach for learning higher-level cognitive skills, there is an ongoing challenge to design and verify instructional effectiveness without incurring significant coding expenses. This workshop explores the design and development considerations for analog and digital games. Join us for a lively discussion, engage in hands-on play of a sample analog game, and wrap up with the development of a plan for moving the game from analog to digital. The initial portion of the workshop includes discussion of: general game mechanics; reasons for ‘analog first’ prototyping prior to digital development; considerations for analog and digital games; factors that make any learning experience effective; and the process used to convert an analog game to a digital simulation for leadership development. During the second portion of the workshop, participants will play a quick board game (Leaders of Innovation) and then small groups will work together to apply the concepts discussed previously by creating an initial design of a digital game. The workshop will culminate with design pitches from all of the small groups. Designers and developers will leave this workshop with a reusable, but powerful, 5-step framework for designing/evaluating conversion efforts for training (instructor-led training to eLearning) and games (analog to digital) that you can apply to your own projects.

This workshop is intended for anyone designing, developing, or testing simulations and other serious games. It is intended for instructional designers, game designers, and project managers. To gain the maximum benefit from this workshop, participants need only to have a passion and interest in using serious games to improvement learning and performance. The workshop learning objectives are:

- Identify tenets of serious game design that apply to an ‘analog first’ approach
- Perform an analog to digital conversion, given an example game
- Apply tenets for ‘analog first’ design to your own situations and needs
- Apply a reusable 5-step framework for designing/evaluating conversion efforts

### Workshop Facilitators

**Daniel Bliton** is a learning strategist with Booz Allen Hamilton. He is a passionate learner and has been designing computer-based and web-based training solutions for over 24 years. Dan is a casual game designer and he has been deeply engaged with research on effective learning transfer. He is the creator of the documentary film “The Machinima Primer” which showcased the use of video game technologies for storytelling and the rapid production of movies. One of his favorite projects was the creation of a web comic for the Smithsonian National Museum of Natural History.

**Jamie Catania** is a learning experience designer with Booz Allen Hamilton. A lifelong advocate of problem-based learning, he has been designing and developing immersive, web-based training solutions for over 5 years across several industries, including K-12, higher education, high-tech, and government. Jamie's current work emphasizes the application of user-centered design and rapid prototyping methodology in a context of learning. He partnered with the Leadership Development team at Booz Allen to redesign a successful leadership simulation to be delivered in a mobile, networked environment.

**Aimee Norwood** is an immersive learning strategist with Booz Allen Hamilton's Strategic Innovation Group. Having been engaged in learning and technology for over 24 years, she continues to partner with organizations to improve performance through holistic learning solutions. She is currently a Program Manager, creating virtual and face-to-face learning for both civil and defense health agencies focused on health information technology.

**Trey Reyher** is an immersive learning expert with Booz Allen Hamilton. Since 2007, he has managed the development of games, virtual environments, and novel user interfaces for research, educational, and entertainment objectives. He currently serves as the chair for the Washington, D.C. chapter of the International Game Developers Association. Before joining Booz Allen, he developed games and neurofeedback systems at the Massachusetts Institute of Technology.

# Contents

|   |    |
|---|----|
| Scripted Animation Towards Scalable Content Creation for eLearning—A Quality Analysis . . . . .   | 1  |
| <i>Nicoletta Adamo-Villani, Jian Cui, and Voicu Popescu</i>   |    |
| E-Learning Repository System for Sharing Learning Resources Among Saudi Universities . . . . .  | 10 |
| <i>Ayidh Alanazi and Maysam Abbod</i>   |    |
| Lecturers' Attitude to Social Network Media: Implication for Accessibility and Usability Need in Open and Distance Education . . . . .        | 19 |
| <i>Apata Funke Susan</i>  |    |
| Introducing Online Learning in a Small Organization: The Case of the Diplomatic Institute of the Italian Ministry of Foreign Affairs. . . . . | 30 |
| <i>Stefano Baldi</i>  |    |
| Building a Mobile Collaborative Learning Environment for the Identification and Classification of Real World Objects . . . . .                | 41 |
| <i>Otto Borchert and Brian M. Slator</i>  |    |
| The PoSE Project: An Innovative Approach to Promote Healthy Postures in Schoolchildren . . . . .  | 49 |
| <i>Ilaria Bortone, Alberto Argentiero, Nadia Agnello, Valentina Denetto, Cosimo Neglia, and Marco Benvenuto</i>                               |    |
| Experiential and Transformative Learning in an Informal Online Learning Environment: An Approach to Initiate Sustainable Changes . . . . .    | 58 |
| <i>Efua Akoma, Nichole Boutte-Heiniluoma, and Jacquelyn Petrovic</i>  |    |
| Legal Risk Management: A Best Practice for e-Learning Legal Issues . . . . .  | 63 |
| <i>Carlo Bucciario</i>  |    |
| From Planning to Launching MOOCs: Guidelines and Tips from GeorgetownX . . .  | 68 |
| <i>Dedra Demaree, Anna Kruse, Susan Pennestri, Janet Russell, Theresa Schlafly, and Yianna Vovides</i>  |    |
| Computer Animation for Learning Building Construction Management: A Comparative Study of First Person Versus Third Person View . . . . .      | 76 |
| <i>Hazar N. Dib, Nicoletta Adamo-Villani, and Jun Yu</i>  |    |
| A Qualitative Exploration of the EU Digital Competence (DIGCOMP) Framework: A Case Study Within Healthcare Education . . . . .                | 85 |
| <i>George Evangelinos and Debbie Holley</i>   |    |

|  |            |
|--|------------|
| An Innovative Educational Format Based on a Mixed Reality Environment:<br>A Case Study and Benefit Evaluation . . . . .                                | 93         |
| <i>Alessandro Fiore, Luca Mainetti, and Roberto Vergallo</i>   |            |
| Virtual, Immersive, Translational, Applied Learning: The VITAL Project. . . . .  | 101        |
| <i>Charles S. Layne, Lisa Alastuey, Amber M. Chelette, Anne Ogborn,<br/>Tracey A. Ledoux, Prashant Mutgekar, Rebecca E. Lee, and Brian K. McFarlin</i> |            |
| Guess the Score, Fostering Collective Intelligence in the Class . . . . .  | 116        |
| <i>Josep M. Monguet and Jaime Meza</i>   |            |
| A Way of Supporting Non-Arabic Speakers in Identifying Arabic Letters<br>and Reading Arabic Script in an E-Learning System . . . . .                   | 123        |
| <i>Ahmed Mosa and Kakehi Katsuhiko</i>   |            |
| Social Collaborative e-Learning in Higher Education: Exploring the Role<br>of Informal Learning . . . . .  | 130        |
| <i>Francis Otto and Shirley Williams</i>   |            |
| Virtual Labs Improve Student’s Performance in a Classroom . . . . .  | 138        |
| <i>Rakhi Radhamani, Hemalatha Sasidharakurup, Gopika Sujatha,<br/>Bipin Nair, Krishnashree Achuthan, and Shyam Diwakar</i>                             |            |
| Segmented and Interactive Modules for Teaching Secure Coding: A Pilot Study . . . . .  | 147        |
| <i>Sagar Raina, Siddharth Kaza, and Blair Taylor</i>   |            |
| From the First Generation of Distance Learning to Personal Learning<br>Environments: An Overall Look . . . . .   | 155        |
| <i>Andrea Santo-Sabato and Marta Vernaleone</i>  |            |
| Inter-University International Collaboration for an Online Course: A Case Study . . . . .  | 159        |
| <i>Claudia Igrude, John O’Connor, and Dudley Turner</i>  |            |
| Smart e-Learning as a Student-Centered Biotechnical System . . . . .   | 167        |
| <i>Vladimir Uskov, Andrey Lyamin, Lubov Lisitsyna, and Bhuvana Sekar</i>   |            |
| <b>Author Index . . . . .</b>  | <b>177</b> |