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Bruce

EXPERIENCE

From Jan 1942 through May 1985, when I retired, I was employed by the USAF. During this period I served in many positions of increasing responsibility, first at training bases and then at Headquarters, Air Training Command. This tabulation summarizes the kinds of experience these positions involved:

INSTRUCTOR

40 months

Taught aircraft mechanics. Taught ground training part of their training to pilots, co-pilots and flight engineers.

SUPERVISOR

48 months

Served as Shift Supervisor, Instructional Coordinator (for 3 shifts), Assistant Senior Instructor, and Senior Instructor.

Educational Specialist (Course Materials)

100 months

Developed, wrote, and evaluated training standards (the Air Force's primary training control document), course outlines, syllabi, instructor handbooks, lesson plans, and student training literature. Also supervised the development of these training documents and materials.

Training Specialist (Test and Measurements)

11 months

Processed written and performance tests (including development, administration, control, scoring, grading, test analysis, and utilization of data obtained to improve instruction). Conducted graduate evaluation through observation of on-the-job performance of graduates, interview of graduates and their supervisors, development and administration of evaluation questionnaires, and analysis of the questionnaire data.

Training Specialist (Quality Control)

65 months

Served as project officer for pilot testing of new instructional techniques. Was project officer for all of the programmed instruction projects at the Base for 40 months (1962-5). Was responsible for final staff review and approval of all training standards and course charts prepared at the Base (about 800 of each).

Advisory/Consultant Service

242 months

Provided a unique instructional technology advisory service on the state-of-the-art, and how and where to apply the technology, with particular reference to (but not limited to) the instructional system development process. This advisory service was available to, and used by, Air Training Command, USAF, and others who requested it. Established, operated, and maintained an instructional technology reference library of about 6000 documents, augmented by services available from the Defense Technical Information Center (DTIC), and the National Technical Information Service (NTIS), and the Educational Resources Information Center (ERIC). Provided major input in the formulation of Air Force policy regarding Instructional System Development (ISD), the prescribed way to design/develop Air Force instruction. Authored the Air Force manual (concept) and pamphlet (how-to-do-it guidance) on instructional systems development.

A sample of achievements include the following;

1. Together with Willard Baker, pioneered the application of Training Standards to the design of Air Force Types I and II Special Training (training on new weapon/support systems).
2. Directed the initial application of the instructional system development (ISD) process to the identification of maintenance training requirements and the design of Type I training (for AWACS).
3. Devised "QEW FACTORS", a management-friendly way of evaluating a composite of courses for management concerns.
4. Authored AFM 50-2, "Instructional System Development".
5. Consulted to the Air Force Human Resources Laboratory on the development of the Technical Report that was converted to AFP 50-58, "Handbook for Designers of Instructional Systems"; had a major input in the conversion process; and authored two of the three chapters of Volume I. Later, substantially revised Volumes I through V, and created Volume VI.
6. Was responsible for the creation of the Air Force Newsletter "Development of Instructional Technology (DO IT)".
7. Co-authored (with two others) the training section of "Air Reserve Force 2000", a long-range planning project which supplemented "Air Force 2000". The study identified appropriate roles and missions for the Air Reserve Forces in the 21st century.
8. Authored the chapter on "Instructional Systems Development in the United States Air Force" in Instructional Development: The State of the Art, ed. Ronald Bass and Charles Dills (1984, Kendall/Hunt Publ. Co.
9. Authored article on "Integration of Text and Illustrations" which was published in the Air Training Command's publication, "TA&D Informational Bulletin". Also authored an article on "multi-media" approach in presenting instruction for the "USAF Instructor Journal".
10. Made major presentations to:

- ° three national conventions of the National Society for Performance and Instruction (NSPI)
- ° two national conferences for the National Laboratory for the Advancement of Education (NLAE)
- ° a national conference on instructional technology conducted by the U.S. Civil Service Commission
- ° a California Adult Education conference
- ° the Great American Cities Curriculum Development Conference
- ° the Technical Writing Staff of American Airlines (1½ day training workshop)

EDUCATION

B.S. Chemistry, University of Minnesota, 1939
 Graduate Training in Education, Biochemistry, and Bacteriology

Technical Training in Instructional Technology:

Institute and workshop on Programmed Instruction, 40 hours,
 American Institute for Research, 1961

Methodology for Curriculum Development, 80 hours, USAF Air Training
 Command, 1963

Instructional Programmer Course, 200 hours, USAF Air Training Command,
 1965

Designing Education and Training Systems, 50 hours, USAF Air Training
 Command, 1976

PROFESSIONAL ASSOCIATION

National Society for Performance and Instruction (NSPI)

- ° have been a national member since 1962, the year NSPI was founded
- ° was founder and first president of the second chapter to be formed (the West Texas Chapter)
- ° am a past president of the San Antonio Chapter
- ° was co-founder of the Armed Forces Chapter
- ° am the Conference Manager for the 25th Anniversary International Conference of NSPI, to be held in San Antonio March 15-21, 1987

As to why I joined ISPI, and why I have stayed with it, for me it all began in 1961 when the Air Force decided to ~~initiate~~^{initiate} an orderly transition of programmed learning from the research and development phase to application and evaluation in an operational environment. The Air Force Air Training Command was named the responsible agency for this effort and began investigating the use of programmed instruction under operational conditions in November 1961. Col. ~~Labrtel~~^{F. Labrtel} Ofeish

at Headquarters ATC, Randolph AFB, was the person in ~~charge~~^{charge} of the effort. I was then in Civil Service at Amarillo AFB with responsibility for the design of training. I found enough people who shared my interest in programmed instruction for us to form a group. When Col. Ofeish and seven others in San Antonio created the National Society for Programmed Instruction, our group in Amarillo immediately joined them and became the second Chapter of the Society. That is when and why I joined what is now ISPI. Several years later, I was the Conference Manager for ISPI's 25th annual conference, which was held in San Antonio. And since 1987 I have been responsible for the San Antonio's 11 monthly programs a year.

I can't think of a more worthy project than ISPT and what it stands for.. That is why I have stayed with ISPI.