Jeff Kupperman

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Over 25 years' experience in innovative learning experience design and leadership.

2023 – current **Learning Experience Designer** | Start Early | Chicago, IL

Create training and professional learning experiences for adult learners in collaboration with program leaders and subject matter experts inside and outside the organization.

- Co-design and co-lead an internal-facing Professional Learning Certification program.
- Develop standard procedures and guidance for learning development and review cycles.
- Use Action Mapping and Human Centered Design to frame problems, define observable learning goals, identify barriers, and propose learning activities.
- Create design documents, storyboards, and curriculum maps.
- Build eLearning modules in Articulate Storyline and Rise.
- Design online courses, instructor-led workshops, and blended learning experiences.

2010 – current **Executive Director** | InGlobal Learning Design | Ann Arbor, MI

Lead projects at the intersection of learning, technology, and human-centered design, including online course design, user experience design, user research, and social impact innovation.

- Manage in-person and remote cross-functional teams.
- Design online courses, in-person workshops, and hybrid learning experiences.
- Build custom web interfaces, developed enhancements to LMS and CMS software, and managed web servers.
- Carry out needs assessments, course design testing, learning assessments, and course evaluations.
- Provide project management, budget management, and fiscal support services.
- Clients have included the University of Michigan, Wayne State University, Eastern Michigan University, Zingerman's Bakehouse, the Arab-American National Museum, Glenbard (Illinois) District 87, Learning Forward Michigan, and the Michigan Center for Civic Education.

1998 – 2023 **Learning Experience Designer & Project Lead** | University of Michigan – Ann Arbor

Designed and implemented on-line educational projects and seminars with the Interactive Communications & Simulations group and School of Education at the University of Michigan.

- Led iterative design and program management for online and hybrid learning programs for K-12, undergraduate, and graduate students.
- Co-designed a university-wide Learning Experience Design certificate program.
- Designed and built project-specific interactive websites used by thousands of students and teachers.

2002 – 2018 **Educational Technology Faculty and Program Director** | University of Michigan – Flint

Carried out teaching, research, and service in Educational Technology, as Assistant Professor (2002-2008) and Associate Professor with Tenure (2008-2018).

- Designed and taught online, in-person, and hybrid format courses on educational technology, web development, mobile app development, educational simulations, instructional design, civic engagement, communication, and other topics for adult learners.
- Developed and managed new graduate programs in Educational Technology, including a fully online degree program and a Global Program based in Geneva, Switzerland.
- Supervised graduate research assistants and lecturers.
- Managed external grants totaling over $650,000.
- Founded and led the Institute for Innovation in Education, which partnered with institutions

across the U.S. and in the Czech Republic, South Africa, and Canada on workshops aimed at sparking creative solutions to educational and social challenges.
- Developed custom web software for use in courses and outreach projects.

2008 – 2011   **Research Associate** | Community Systems Foundation | Ann Arbor, MI
- Designed and built DevInfo GameWorks, a digital platform for learning about the UN Millennium Development Goals, piloted at school sites in South Africa, Jamaica, and the USA.
- Wrote a successful proposal to the MacArthur Foundation's Digital Media and Learning program to fund the DevInfo GameWorks project.

1994 – 1996   **Project Planner** | Atelier Aza Corp. | Tokyo, Japan
- Coordinated the activities of the Tokyo Children's Museum Planning Committee.
- Created prototype designs for educational exhibits.

1993 – 1994   **Software Developer** | Data Pop Corp. | Tokyo, Japan
- Developed and revised educational software used in Japanese schools.
- Wrote user manuals.
- Led training sessions for clients and customers.

1991 – 1993   **Software Engineer** | CSK Corp. | Tokyo, Japan
- Designed and wrote custom software for an industrial image recognition system.
- Supported international product licensing and venture capital initiatives.

Education

Ph.D. Educational Technology | University of Michigan - Ann Arbor

MA   Educational Technology | University of Michigan - Ann Arbor

BA   East Asian Languages and Civilizations | University of Chicago

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Tools & Skills

Learning & Development	Online program design, online course design, program management
Learning Tech & Content Creation	Articulate Storyline & Rise, Adobe CS, Camtasia, Canva, Canvas LMS, H5P
Web/software Design & Prototyping	HTML, CSS, MySQL, JavaScript, Ruby on Rails, Git, Linux, Figma, Miro
Teaching Experience	Professional learning, K-12, undergraduate, graduate, informal learning
Design Process	Action mapping, user research, persona mapping, prototype testing
Languages	English (native), Japanese (fluent speaking, reading, writing), Spanish (basic)