

Jeff Kupperman

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Innovative learning design, educational technology, and professional learning leadership

Tools & Skills

Learning & Development	Online and blended program design and development, online course design, program management, program evaluation
Content Creation	Articulate 360 (Storyline, Rise), Adobe CS, Camtasia, Canva, Canvas LMS, H5P
Web/software Design & Prototyping	HTML, CSS, MySQL, Claude Code AI, JavaScript, Ruby on Rails, Git, Linux, Figma, Miro
Teaching Experience	Professional development, higher ed, K-12, coaching
Design Process	Human centered design, action mapping, user research, persona mapping, prototype testing
Languages	English (native), Japanese (fluent speaking, reading, writing), Spanish (beginner)

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

Experience

2025 - current	Learning Experience Designer BDO USA Chicago, IL Full time Designed learning materials for internal clients across the organization. <ul style="list-style-type: none">• Carried out needs assessments and skill gap analyses with a focus on business value.• Translated complex financial and regulatory concepts into engaging self-paced and live facilitated trainings.• Created design documents, content outlines, and scripts.• Developed standard operating procedures and guidelines for learning development.• Contributed to AI integration strategies and practices.
2010 – current	Executive Director InGlobal Learning Design Remote Part time Created, managed and led projects and partnerships at the intersection of learning, technology, and human-centered design, including online course design, user experience design, user research, and social impact innovation, while directing a nonprofit corporation with average revenue of approximately \$100,000 per year. <ul style="list-style-type: none">• Managed in-person and remote cross-functional teams.• Designed online courses, in-person workshops, and hybrid learning experiences.• Built web interfaces, customized LMS and CMS software, and managed web servers.• Carried out needs assessments, course design testing, learning assessments, and evaluations.• Performed WCAG accessibility audits for online courses.• Provided project management, budget management, and fiscal support services.
2023 – 2025	Learning Experience Designer Start Early Chicago, IL Full time Created training and professional learning experiences for adult learners in collaboration with

program leaders and subject matter experts inside and outside the organization.

- Co-designed and co-led an internal-facing Professional Learning Certification program that certified over 80 staff.
- Developed standard procedures and guidance for learning development and review cycles.
- Used action mapping and human centered design across the organization to frame problems, define observable learning goals, identify barriers, and propose learning activities.
- Created design documents, storyboards, and curriculum maps for internal and external clients.
- Built eLearning modules in Articulate Storyline and Rise.
- Developed and carried out virtual instructor-led training (VILT).

1998 – 2023

Program Manager / Learning Designer | University of Michigan – Ann Arbor | Part time

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 | Full time

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

- Developed and managed new accredited graduate programs in Educational Technology that enrolled over 350 new students and generated an estimated \$4 million in tuition revenue, including a fully online degree program and a Global Program based in Geneva, Switzerland.
- 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.
- 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.
- Supervised graduate research assistants and lecturers.
- Managed external grants totaling over \$650,000.
- Developed custom web software for use in courses and outreach projects.

2008 – 2011

Research Associate | Community Systems Foundation | Ann Arbor, MI | Part time

- 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 for \$119,000 to fund the DevInfo GameWorks project.

1994 – 1996

Project Planner | Atelier Aza Corp. | Tokyo, Japan | Full time

- 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 | Full time

- 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.: AI, Science, & Unix Division | Tokyo, Japan | Full time

- Designed and wrote custom software for an industrial image recognition system.
- Supported international licensing of AI products and venture capital initiatives.