ERIK KRISTIAN HART

LEARNING SYSTEMS DESIGNER | SENIOR INSTRUCTIONAL SYSTEMS DESIGNER

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PROFESSIONAL SUMMARY

Learning systems designer and senior instructional systems designer who modernizes complex technical training across military, corporate, academic, and nonprofit environments. Builds connected solutions spanning curriculum architecture, performance-based assessment, multimedia, LMS delivery, learning data, automation, and AI-assisted development. Trusted to translate expert knowledge and operational requirements into maintainable learning products, guide cross-functional teams through ADDIE, and introduce emerging technology without sacrificing accessibility, source control, or human judgment.

CORE COMPETENCIES

Learning Strategy: Instructional Systems Design (ISD), ADDIE, curriculum architecture, needs analysis, learning objectives, storyboarding, instructor-led training, eLearning, blended learning, technical training

Assessment & Evidence: Performance-based assessment, question-bank modernization, QTI, test-item development, CTS alignment, evaluation, xAPI, learning record stores (LRS)

Platforms & Delivery: Blackboard Original and Ultra, Canvas, SuccessFactors, SABA, SCORM Cloud, SCORM, LMS migration, SharePoint, Teams

Development & Media: Articulate Storyline and Rise, MELD, Lectora, Adobe Captivate and Creative Suite, HTML, CSS, JavaScript, JSON, XML, multimedia, simulation and 3D learning strategy

Automation & AI: AI-assisted curriculum development, prompt design, workflow automation, Microsoft Power Apps, Power Automate, Planner, source-validation workflows

PROFESSIONAL EXPERIENCE

Besitca, Inc. - U.S. Air Force School of Aerospace Medicine, 711th Human Performance Wing | Multimedia Instructional Systems Designer | Oct 2024 - Present

- Modernize aerospace medicine and flight-surgeon education into modular, standards-aligned curricula, producing instructor guides, student materials, assessments, visual media, and Blackboard-ready learning assets with subject-matter experts and government stakeholders.
- Designed a CTS-mapped pilot-training curriculum spanning 15 technical and operational topics, integrating explicit objectives, verbatim screen content, instructor notes, practice, and assessment into standardized 50-minute instructional blocks.
- Lead research and transition planning for migration from Blackboard Original to Ultra, identifying implications for course structure, assessment content, media, instructor workflows, and maintainability.
- Built assessment-modernization workflows that convert Blackboard QTI packages into editable, auditable Word review documents and reconstitute approved content for LMS delivery while preserving metadata and alignment evidence.
- Designed Team DAGGER project operations in Microsoft 365, connecting Power Apps intake, SharePoint records, Planner work management, and bidirectional Power Automate flows to improve visibility and reduce duplicate updates.
- Proposed a reusable, browser-based Flight Medicine Workstation for 14 online AMP 2 lessons, combining scenario decisions, save/resume, scoring, accessibility, LMS launch, xAPI reporting, and selective Unreal Engine/Blender media.
- Developed AI-assisted curriculum-maintenance practices that pair authoritative-source monitoring and SME validation with faster drafting, crosswalk analysis, case updates, and quality review.
- Created an ICW3 digital tabletop exercise and case-based multimedia concepts for classroom, hybrid, and online delivery.

PROFESSIONAL EXPERIENCE, CONTINUED

University of Dayton Research Institute (UDRI) via Insight Global | Senior Course Developer | May 2022 - Feb 2024

- Designed and developed four new technical courses across online and instructor-led formats, translating complex source material into structured learning experiences and production-ready courseware.
- Led cross-functional teams through analysis, design, development, review, and delivery across the ADDIE lifecycle; coordinated stakeholders, content decisions, schedules, and quality controls.
- Created internal process guides and evaluated practical uses of generative AI and large language models for course development, reuse, and quality assurance.

Carley Corporation | Instructional Designer | Mar 2021 - May 2022

- Converted ICW2 materials into interactive learning and authored ICW3/ICW4 content for complex federal training programs.
- Contributed to work supporting a $200M federal contract and received Employee of the Month recognition for performance and collaboration.

U.S. Department of Commerce | Clerk | Jul 2020 - Nov 2020

- Supported time-sensitive federal operations requiring accuracy, confidentiality, procedural compliance, and clear public communication.

DARKROGUE | Principal Consultant | 2001 - Present

- Advise clients and develop learning, web, media, and technical concepts that connect instructional goals with practical delivery systems and audience needs.

SELECTED EARLIER EXPERIENCE

Senior Instructional Designer, Luxottica (2015-2016) | Instructional Designer, WellPoint (2013-2014) | eLearning Developer, DISAM/Tier1 and O'Neil & Associates (2000-2012) | Management Consultant, Department of Defense (1999) | Shelter Manager, The Other Place (1991-1998)

EDUCATION & PROFESSIONAL AFFILIATIONS

Education: B.A., Humanities, Antioch University Midwest | Academic MCSD Track, Miami-Jacobs College | International Studies and Modern Languages, Wright State University

Affiliations: The Learning Guild | President Emeritus, Dayton Amateur Soccer Association

Languages: English (native), German (fluent), Dutch (reading/listening), French and Spanish (studied)