# Table of Contents

**Foreword** .................................................................................................................. xxiii

**Preface** ......................................................................................................................... xxv

**Acknowledgment** ......................................................................................................... xxvii

## Volume I

### Chapter 1
**Improving Workforce Education and Adult Learning: New Concepts** .......................... 1

*Victor C. X. Wang, Florida Atlantic University, USA*

*Jeff Allen, University of North Texas, USA*

### Chapter 2
**Transformative Learning in the Workplace** ................................................................. 13

*Patricia Cranton, University of New Brunswick, Canada*

*Ellen Carusetta, University of New Brunswick, Canada*

### Chapter 3
**Engaging Adult Learners with Innovative Technologies** ........................................... 26

*Dennis Beck, University of Arkansas, USA*

*Claretha Hughes, University of Arkansas, USA*

### Chapter 4
**Lifelong Tools for the Learner, Educator, and Worker** ................................................ 42

*Lyle Yorks, Columbia University, USA*

*Leodis Scott, Columbia University, USA*

### Chapter 5
**Technology, the 21st Century Workforce, and the Construct of Social Justice** ............ 56

*Marianne Robin Russo, Florida Atlantic University, USA*

*Valerie C. Bryan, Florida Atlantic University, USA*
Chapter 6
Game-Based Virtual-World Environments to Engage Lifelong Learners in Open Courseware for Open Learning ......................................................... 76
  Wen-Hao David Huang, University of Illinois at Urbana-Champaign, USA
  Jessica Li, University of Illinois at Urbana-Champaign, USA
  Meng-Fen Grace Lin, University of Hawaii at Manoa, USA

Chapter 7
Andragogy or Pedagogy as a Means to Improve the Workforce? ........................................... 98
  Victor C. X. Wang, Florida Atlantic University, USA
  Beth Kania-Gosche, Lindenwood University, USA

Chapter 8
Development and Sustainability of Learning Societies .......................................................... 110
  Linda Ellington, Palm Beach Atlantic University, USA

Chapter 9
Technology Aspects of Information Literacy in the Workplace .............................................. 122
  Lesley S. J. Farmer, California State University at Long Beach, USA

Chapter 10
A Critical Theory of Adult and Community Education ........................................................ 141
  Stephen Brookfield, University of St. Thomas, USA

Chapter 11
Teaching Digital Natives Using Technology: Learning Requirements, Multimedia Design Elements, and Effectiveness .............................................. 157
  Merideth Dee, Florida Atlantic University, USA

Chapter 12
The Heifer International Model of Sustainable Adult Education ............................................. 178
  Carrie J. Boden McGill, University of Arkansas at Little Rock, USA
  Lauren Merritt, University of Arkansas at Little Rock, USA

Chapter 13
Public-Private Partnerships (P3s) between Businesses and Adult Education Providers ........... 192
  Courtney Curatolo, Florida Atlantic University, USA
  Valerie Bryan, Florida Atlantic University, USA

Chapter 14
Employability, E-Entrepreneurship, and Economic Recovery .............................................. 210
  Teresa Torres-Coronas, Universitat Rovira i Virgili, Spain
  Maria-Arantzazu Vidal-Blasco, Universitat Rovira i Virgili, Spain
  Mario Arias-Oliva, Universitat Rovira i Virgili, Spain
  Ricard Monclús-Guitart, Universitat Rovira i Virgili, Spain
Chapter 15
Workplace Learning: A Paradigm Shift to Improve the 21st Century Workforce ............................. 228
  Victor C. X. Wang, Florida Atlantic University, USA
  Jeff Allen, University of North Texas, USA

Chapter 16
Teacher Training and Technology: Current Uses and Future Trends .............................................. 243
  Jeremy Dickerson, Coastal Carolina University, USA
  Joseph Winslow, Coastal Carolina University, USA
  Cheng Yuan Lee, Coastal Carolina University, USA

Chapter 17
Historical Evolution of Adult Education in America: The Impact of Institutions, Change, and Acculturation .................................................................................................................. 257
  Terry Liddell, ICF International, USA

Volume II

Chapter 18
Electronic Health Record Implementation in the United States Healthcare Industry: Making the Process of Change Manageable ................................................................. 272
  Michelle Lee D’Abundo, University of North Carolina at Wilmington, USA

Chapter 19
Doctoral Student Experiences in an Online Degree Program: A Review of the Distance Education Literature and an Exploration of Their Perspectives ......................................... 287
  Edward C. Fletcher Jr., University of South Florida, USA

Chapter 20
Online Graduate Programs and Intellectual Isolation: Fostering Technology-Mediated Interprofessional Learning Communities .............................................................. 302
  Kathleen Kevany, Nova Scotia Agricultural College, Canada
  Elizabeth Lange, St. Francis Xavier University, Canada
  Chris Cocek, St. Francis Xavier University, Canada
  Catherine Baillie Abidi, St. Francis Xavier University, Canada

Chapter 21
If at First You Don’t Succeed, Become a Lifelong Learner: Gaining Capital through Online Higher Education Environments ................................................................. 322
  Kathleen P. King, University of South Florida, USA
  Christina M. Partin, University of South Florida, USA
  Hidelisa C. Manibusan, University of South Florida, USA
  Gillian M. Sadhi, University of South Florida, USA
Chapter 22
Examining the 21st Century Workforce Leaders’ Perceptions of Ethical Leadership and Organizational Health ................................................................. 340
   Gregory C. Petty, University of Tennessee, USA
   Jessica H. Chambers, University of Tennessee, USA

Chapter 23
Improving the Workforce in Kazakhstan through Distance Learning Technologies .................. 359
   Judith E. Parker, Columbia University, USA
   Gainiya Tazhina, University of International Business, Kazakhstan

Chapter 24
An Exploratory Study of the Experiences of Older Non-Traditional Students in an Online Learning Environment ............................................................................. 373
   Wenzhen Li, University of Nevada, Reno, USA
   Leping Liu, University of Nevada, Reno, USA

Chapter 25
Lifelong Learning in Europe: The Erasmus Program ................................................................. 387
   Harun Yılmaz, Scientific and Technological Research Council of Turkey (TÜBİTAK), Turkey
   Sami Şahin, Gazi University, Turkey

Chapter 26
Affective Side of Technology Incorporation in the Workplace ................................................. 405
   Lesley S. J. Farmer, California State University, Long Beach, USA

Chapter 27
Millennial Adult Learners in the 21st Century: Implications for Adult and Community Educators ........................................................................................................ 425
   Thomas G. Reio, Florida International University, USA
   Keisha Hill-Grey, Florida International University, USA

Chapter 28
The Perception Educators Have of their Leader’s Support and their Own Perceived Level of Burnout ................................................................................................. 440
   Gregory C. Petty, University of Tennessee, USA
   Cherie Barnett Gaines, Lincoln Memorial University, USA

Chapter 29
Partnerships between Business and Adult Education Providers ............................................. 460
   Carsten Schmidtke, University of Arkansas, USA
Chapter 30
Nation Building through Andragogy and Lifelong Learning: On the Cutting Edge Educationally, Economically, and Governmentally ......................................................... 480
John A. Henschke, Lindenwood University, USA

Chapter 31
Parallels of the Nurse-Patient, Facilitator-Learner Trust Relationships as they Affect the National Economy ..................................................................................................... 507
Lori M. Risley, Lindenwood University, USA

Chapter 32
Evolving Web Based Technologies and their Potential for Developing Online Learning Communities and Support for Lifelong Learning ................................................................. 522
Catherine McLoughlin, Australian Catholic University, Australia

Chapter 33
Evolving Online Learning: The Journey from Talking Heads to Ultraversity ............................................. 534
Geraint Lang, University of Chester, UK

Compilation of References .................................................................................................................. xxviii

About the Contributors ................................................................................................................ lxxxvi

Index ............................................................................................................................................... xcix