AC 2009-152: TOWARD ELIMINATING AN UNSUPPORTED STATEMENT IN ENGINEERING EDUCATION RESEARCH AND LITERATURE

Keith Holbert, Arizona State University

Toward Eliminating An Unsupported Statement In Engineering Education Research And Literature

Keywords: learning styles, citation accuracy, learning cone

Abstract

What evidence exists to support the commonly used STATEMENT that people remember: 10% of what they read; 20% of what they hear; 30% of what they see; 50% of what they hear and see; 70% of what they say; and 90% of what they say as they do a thing? The first archived occurrence of the STATEMENT emerges in a trade magazine article by Treichler (1967). The present paper provides a critical review of this unsupported STATEMENT and its proliferation. Those recent ASEE conference papers which provide a reference mostly cite Stice (1987), either directly or indirectly through Felder and Silverman (1988). Some authors do not provide a reference, but perhaps worse yet are those authors who erroneously cite Dale or Glasser as the source. In 2003, Subramony refuted the connection between Edgar Dale's Cone of Experience and the STATEMENT. Perhaps most disturbing are those papers that not only provide an erroneous reference, but which also augment the STATEMENT with non-existent phrases such as "after two weeks, people generally remember..." A study by Lee and Bowers (1997) of students studying physics found that reading is, in fact, more important than hearing.

Introduction

Having been challenged by a member of the public—specifically a K-12 school teacher—to provide authoritative source(s) of the STATEMENT, what was envisioned as a simple search and proof would ultimately reveal a lack of evidence for the cited statistics. The STATEMENT being referred to here is that people (or students) learn (or recall/remember):

- 10% of what they read
- 20% of what they hear
- 30% of what they see
- 50% of what they hear and see
- 70% of what they say (and write)
- 90% of what they say as they do a thing

There are various forms and permutations of the STATEMENT found in published literature. This paper details the results of the quest to find support for the STATEMENT. This is not the first investigation into the source of these numbers, as a literature search reveals that Molenda essentially debunked these numbers in 2004¹.

The STATEMENT in Literature

In this section, some of the sources of the STATEMENT are examined as well as a brief genealogy depicting its propagation through archival literature. The first occurrence of the STATEMENT seems to appear in a 1967 trade magazine article ² by Treichler, who was affiliated with the

Socony-Vacuum Oil Co. (note that Socony is an abbreviation for Standard Oil Company of New York) which would eventually become Mobil Oil Corp. An exact replica of the information presented by Treichler is shown in Figure 1. Treichler does not provide any reference for the source of these numbers, but within the article states that these data are from "studies that indicate what people generally remember". Perhaps what should alert us to the possibility that these are contrived statistics is the fact that each number is a perfect multiple of ten and the spacing of the values is somewhat even. In fact, Treichler states "These figures, of course, are only approximate and subject to exceptions." Another questionable aspect of the retention values is whether hearing and seeing are independent with respect to memory recall since the sum of the individual percentages for hearing (20%) and seeing (30%) equals the 50% attributed to their combined mental effect.

PEOPLE GENERALLY REMEMBER

10% OF WHAT THEY <u>READ</u> 20% OF WHAT THEY <u>HEAR</u> 30% OF WHAT THEY <u>SEE</u> 50% OF WHAT THEY <u>HEAR & SEE</u> 70% OF WHAT THEY <u>SAY</u> 90% OF WHAT THEY <u>SAY AS THEY</u> DO A THING

Figure 1. Original appearance of the STATEMENT in a 1967 article by Treichler².

An early appearance of the STATEMENT in engineering education occurs in a 1987 paper by Stice. Stice reports that the data are "from the old Socony-Vacuum Oil Company" and that "the source indicates the data are from the 1930s or 1940s, but I have no other information"³. One difference in Stice's paper is that "what they hear" is given a 26% retention value instead of the 20% shown earlier, but it is readily imaginable that a typographic error exists somewhere. More recently, Prof. Stice stated in an email that he received that Socony-Vacuum Oil Co. data "as a one-page handout at a workshop I attended in the 1970s at the University of Wisconsin - Eau Claire"⁴. Prof. Stice also notes that at the same workshop he obtained "a handout called 'The Cone of Learning,' as adapted by a Bruce Nyland after work done by Dr. Edgar Dale."

An example of the misconnection between the STATEMENT statistics and Dale's Cone of Experience ⁵ is given in Figure 2. These augmented versions of the Cone of Experience are sometimes termed the 'cone of learning'. For an actual example in archival literature of the Cone combined with the STATEMENT, see ⁶. But in 2003, Subramony refuted the connection between Edgar Dale's Cone and the STATEMENT ⁷. Molenda states that the misrepresentation of the Cone with the retention chart has, again, been traced to the Socony-Vacuum Oil Co. ⁸.

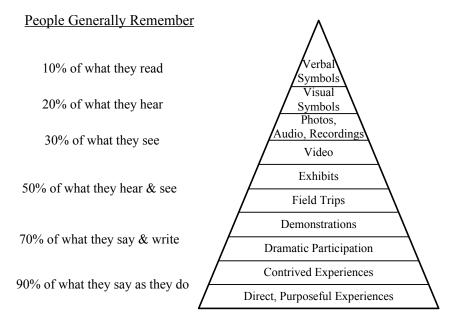


Figure 2. A representative example of the mistaken connection between Dale's Cone of Experience and the statistics quoted in the STATEMENT.

In 1988, Felder and Silverman cite the Socony-Vacuum Oil Co. statistics via Stice in a paper ⁹ that is more readily available in electronic format through the Internet. Perhaps the Internet is to blame for the subsequent proliferation of the STATEMENT. Not less than 35 papers at recent ASEE Annual Conferences, and other papers in various peer reviewed journals, including some in the *Journal of Engineering Education*^{10,11,12,13}, affirmatively repeat the STATEMENT. Note that three of the four *Journal of Engineering Education* articles cite Dale as the source of the STATEMENT. Other engineering and computer education journals are not immune to this phenomenon, for example, see ^{14,15,16}. Table I shows that the number of ASEE conference papers with the STATEMENT is generally increasing over time. An illustration of how such an assertion propagates through the literature is shown in Figure 3. Many of the papers citing these statistics are proponents of multimedia based education.

Of those ASEE conference papers which provide a reference, four cite Stice ³. But some authors do not provide a reference, and perhaps worse yet are those authors who erroneously cite Edgar Dale ⁵ (e.g., see ^{11,13,17}) or William Glasser (e.g., see ^{18,19}) as the source. (Please note that some people mistakenly reverse Edgar Dale's first and last names, that is, his name is not Dale Edgar.) Most disturbing of all, are those papers ²⁰ that not only provide an erroneous reference, but the authors also augment and/or embellish the STATEMENT with non-existent phrases such as "after two weeks, people generally remember...", "found that six weeks after a test", "over a period of 3 days" and "in a famous study...". Moreover, those articles of the last decade which claim that the numbers originate from "recent studies," "modern educational research" and "recent findings" become almost humorous. The percentage values from Treichler are not unique. For example, the quotation by references ²¹ and ²² reads "Studies have shown that people/students retain 25% of what they hear, 45% of what they see and hear, and almost 70% when they actively participate in the process", which is taken from an unreferenced anecdote in a trade

magazine ²³. These same statistics are quoted by Rickel ²⁴, who credits them to Edwards ²⁵. These values are similar to those (of 20% hear, 40% see & hear, and 75% see, hear & do) presented by Eskicioglu and Kopec ²⁶ who cited Oblinger ²⁷, who in turn attributed the data to Fletcher ²⁸. Fletcher was performing a study on videodisc instruction, which was sponsored by the U.S. Department of Defense, but the actual text by Oblinger leaves one to question whether she intended to attribute Fletcher as the source of that information. Table II presents further examples of the variability of the retention statistics commonly reported.

| Year | No. of Papers | Specific Papers | | | |
|---|---------------|---|--|--|--|
| 1996 | 1 | X ²¹ | | | |
| 1997 | 2 | N ²⁹ , D ³⁰ | | | |
| 1998 | 1 | D ³¹ | | | |
| 1999 | 1 | X ³² | | | |
| 2000 | 3 | N^{33}, D^{34}, C^{35} | | | |
| 2001 | 1 | S ³⁶ | | | |
| 2002 | 3 | S^{37}, X^{22}, C^{38} | | | |
| 2003 | 4 | $X^{39}, X^{40}, D^{41}, C^{42}$ | | | |
| 2004 | 5 | D ⁴³ , N ⁴⁴ , D ⁴⁵ , D ⁴⁶ , X ⁴⁷ | | | |
| 2005 | 4 | $S_{48}^{48}, F_{49}^{49}, X_{50}^{50}, X_{51}^{51}$ | | | |
| 2006 | 4 | $D^{32} D^{33} D^{34} (DS)^{33}$ | | | |
| 2007 | 5 | $C^{50}, D^{57}, X^{58}, D^{59}, D^{60}$ | | | |
| 2008 | 3 | N^{61}, X^{62}, X^{63} | | | |
| Key to capital letters: | | | | | |
| (C) = uses Cone of Experience diagram with STATEMENT statistics | | | | | |
| (D) = references Dale | | | | | |
| (F) = references Felder | | | | | |
| (N) = no reference given | | | | | |
| (S) = references Stice | | | | | |
| (X) = miscellaneous references | | | | | |

Table I. ASEE Annual Conference Papers Positively Citing the STATEMENT

| Table II. | Variations of the Statistics Associated with the STATEMENT |
|-----------|--|
|-----------|--|

| Recall | Treichler 2 | Stice ³ | Eskicioglu | Arnold ⁶⁴ | McGoldrick 65 | Wade ⁶⁶ |
|----------------------------------|-------------|--------------------|------------|----------------------|---------------|--------------------|
| What they read | 10% | 10% | | | | |
| What they hear | 20% | 26% | 30% | 20% | 10% | 10% |
| What they see | 30% | 30% | 20% | 40% | 15% | 15% |
| What they see and hear | 50% | 50% | 50% | | 25% | 20% |
| What they say | 70% | 70% | | | | |
| What they say as they do a thing | 90% | 90% | | | | |

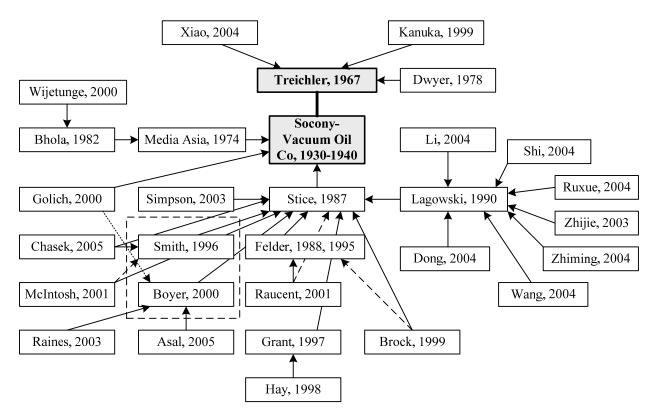


Figure 3. Depiction of the proliferation of the STATEMENT into educational literature. The dashed lines indicate information passage between papers and authors by either direct or indirect means.

In rare papers, the author simply admits that the source is unknown ⁶⁷. And of course, there are those papers which do not reference anyone in particular. One of the more interesting of these citations, taken verbatim, is "There are numerous references (outside the scope of this article) in educational journals and books that give mathematical definition to the efficacy of tutorial methods, and averaging those numbers gives us the following general statistics: 'we remember about 20% of what we hear, 50% of what we see, but 80% of what we do.'" ⁶⁸. Other disciplines are not immune to propagating the STATEMENT, for instance, the Federal Bureau of Investigation (FBI) Law Enforcement Bulletin ⁶⁹ and others ^{70,71,72,73} (note that these latter two references actually cite Treichler).

This paper is certainly not the first to call these statistics into question. For example, in 2005 Jacobs said, "Can we trust the often cited alleged facts about memory retention, statistics which tell us, for instance, that we remember 10% of what we read, 20% of what we hear, 30% of what we see, 70% of what we see and hear, and 90% of what we see and hear when we have discovered something for ourselves?" ⁷⁴. Najjar (1996) referred to Treichler's STATEMENT as a "completely unsupported assertion" ⁷⁵. Perhaps the earliest criticism originated in 1978 from Dwyer, who stated that the reported percentages are misleading ⁷⁶.

Closing Remarks

The purpose of this paper is neither to criticize others for repeating an assertion put forth in the literature, nor to suggest that active learning is ineffective. Rather the intention is to clarify that the statistics cited in the STATEMENT do not appear to have evidentiary support. Oftentimes we must rely upon the publication review process to remove faulty information and conclusions. In our busy lives, little time remains to check every fact cited or produced by others. Perhaps one might fault the existing (or perceived) academic pressures to produce quantity rather than quality. More importantly, the fact that these STATEMENT statistics are unsupported should be an impetus for actual controlled studies in this area.

A literature search revealed one study that compares the STATEMENT statistics to an actual experiment conducted. Lee and Bowers exposed 112 undergraduate students to training materials concerning the basic physics of light and diffraction ⁷⁷. The students were assigned to one of eight conditions: control, audio alone, text alone, animation/graphics alone, audio plus text, audio plus graphics, text plus graphics, and combined audio, text and graphics. The results from one of their experiments are shown in Table III. The tabular values show that 'seeing' is more important than 'reading', which in turn is of greater significance than 'hearing'—this is qualitatively in disagreement with the STATEMENT.

| | STATEMENT Statistics | | | Lee and Bowers Experiment 1 | | | |
|--------------|----------------------|-------|---------|-----------------------------|----------|---------|--|
| Base | +Audio | +Text | +Visual | +Audio | +Text | +Visual | |
| Control | 20% | 10% | 30% | 7.2% | 26.7% | 63.2% | |
| Audio | — | | 50% | — | 32.3% | 91% | |
| Text | | — | | 11.9% | <u> </u> | 55.6% | |
| Visual | 50% | | — | 25.5% | 20.9% | — | |
| Audio+Text | — | — | | | <u> </u> | 45.5% | |
| Audio+Visual | — | | | | 0.8% | — | |
| Visual+Text | | | | 4.6% | | — | |

| | Table III. | Comparison | of STATEMENT | Statistics with | Lee and Bowe | rs Experiment 77 |
|--|------------|------------|--------------|-----------------|--------------|------------------|
|--|------------|------------|--------------|-----------------|--------------|------------------|

In terms of the reliability of information found in publications, other disciplines have performed studies on the accuracy of citations within published literature in their field. A similar search of scientific literature in the engineering fields found no such studies (although there may be). Several evaluations of citation and/or quotation accuracy have appeared in medical related journals. For example, in a study of 199 randomly selected references in three anatomy journals, Lukić *et al.* found errors in 19% (52 of 272) of the quotations, and 94% of the errors were classified as major ⁷⁸. In another investigation, Pitkin *et al.* found that between 18% to 68% of the abstracts in a random sampling of 44 articles from six medical journals were 'deficient', which was defined as containing data that were either inconsistent with corresponding data in the body of the article or not found in the body at all ⁷⁹. Based on quotation errors, Evans *et al.* hypothesized that authors do not check their references or may not even read them, and they questioned whether the reviewers check references⁸⁰.

Bibliography

- M. Molenda, "On the origins of the 'Retention Chart'," Educational Technology, vol. 44, no. 1, Jan.-Feb. 1. 2004, p. 64.
- 2. D.G. Treichler, "Are you missing the boat in training aids?," Film and Audio-Visual Communications, vol. 1, Feb. 1967, pp. 14-16, 29-30, 48.
- J.E. Stice, "Using Kolb's learning cycle to improve student learning," Journal of Engineering Education, vol. 3. 77, no. 5, Feb. 1987, pp. 291-296.
- J.E. Stice, "Socony-Vacuum retention study," email communication to Robert Befus, May 12, 2007. E. Dale, *Audiovisual Methods in Teaching*, 3rd ed., NY: Dryden Press, 1969. 4.
- 5.
- R.V. Krivickas, "Active learning at Kaunas University of Technology," Global Journal of Engineering 6. Education, vol. 9, no. 1, 2005, pp. 43-47.
- D.P. Subramony, "Dale's cone revisited: critically examining the misapplication of a nebulous theory to guide 7. practice," Educational Technology, vol. 43, no. 4, July-Aug. 2003, pp. 25-30.
- M. Molenda, "Cone of experience," Education and Technology: An Encyclopedia, edited by A. Kovalchick 8. and K. Dawson, Santa Barbara, CA: ABC-CLIO, 2004, pp. 161-165.
- 9. R.M. Felder, L.K. Silverman, "Learning and teaching styles in engineering education," Journal of Engineering Education, vol. 78, no. 7, April 1988, pp. 674-681.
- Y. Joshi, D.B. Barker, M.S. Ojalvo, "A new graduate educational program in electronic packaging and 10. reliability (EPAR)," Journal of Engineering Education, vol. 86, no. 2, April 1997, pp. 183-187.
- 11. S.K. Starrett, M.M. Morcos, "Hands-on, minds-on electric power education," Journal of Engineering Education, vol. 90, no. 1, Jan. 2001, pp. 93-99.
- C.J. Finelli, A. Klinger, D.D. Budny, "Strategies for improving the classroom environment," Journal of 12. Engineering Education, vol. 90, no. 4, Oct. 2001, pp. 491-497.
- S. Shooter, M. McNeill, "Interdisciplinary collaborative learning in mechatronics at Bucknell University," 13. Journal of Engineering Education, vol. 91, no. 3, July 2002, pp. 339-344.
- T. W. Simpson, H. J. Thevenot, "Using product dissection to integrate product family design research into the 14. classroom and improve students' understanding of platform commonality," International Journal of *Engineering Education*, vol. 12, no. 1, pp. 120-130, 2007.
- 15. S. Goel, D. Pon, "Innovative model for information assurance curriculum: a teaching hospital," ACM Journal of Educational Resources in Computing, vol. 6, no. 3, Sept. 2006, Article 2.
- 16. E. Granado, W. Colmenares, M. Strefezza, A. Alonso, "A web-based virtual laboratory for teaching automatic control," Computer Applications in Engineering Education, vol. 15, no. 2, pp. 192-197, 2007.
- 17. T.W. Simpson, "Experiences with a hands-on activity to contrast craft production and mass production in the classroom," International Journal of Engineering Education, vol. 19, no. 2, 2003, pp. 297-304.
- 18. R.S. Ascough, "Designing for online distance education: putting pedagogy before technology," Teaching Theology and Religion, vol. 5, no. 1, 2002, pp. 17-29.
- R. Wichert, "A mobile augmented reality environment for collaborative learning and training," Proceedings of 19. World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education, Montreal, Canada, 2002, pp. 2386-2389.
- Please note that explicit references to these papers and those with the embellishments have been intentionally 20. omitted to avoid potentially embarrassing the authors of those articles.
- P.-M. Lee, W.G. Sullivan, "Using multimedia in an engineering economy course," Proc. 1996 ASEE Annual 21. Conference, Washington, DC.
- 22. S.G. Tragesser, G.S. Agnes, J. Fulton, "SIMSAT: a ground-based platform for demonstrating satellite attitude dynamics and control," Proc. 2002 ASEE Annual Conference, Montreal, Canada.
- 23. D.K. Myers, "Interactive video: a chance to plug the literacy leak," Industry Week, vol. 239, no. 7, April 2, 1990, pp 15-18.
- 24. J. W. Rickel, "Intelligent computer-aided instruction: a survey organized around system components," IEEE Transactions on Systems, Man, and Cybernetics, vol. 19, no. 1, Jan./Feb. 1989, pp. 40-57.
- M. Edwards, "The Mercedes Benz of interactive video," *Hardcopy*, vol. 14, no. 5, May 1985, pp. 74-80. 25.
- A. M. Eskicioglu, D. Kopec, "The ideal multimedia-enabled classroom: perspectives from psychology, 26. education and information science," Journal of Educational Multimedia and Hypermedia, vol. 12, no. 2, April 2003, pp. 199-221.

- 27. D. Oblinger, *Introduction to Multimedia in Instruction*, An IAT technology primer, Chapel Hill, NC: Institute for Academic Technology, Report No. IAT-TPR-03, 1992, p. 4.
- 28. J.D. Fletcher, *Effectiveness and Cost of Interactive Videodisc Instruction in Defense Training and Education*, IDA Report R2372, Arlington, VA: Institute for Defense Analysis, July 1990.
- 29. E. Gohmann, "Materials I: creating a common ground of basic skills," *Proc. 1997 ASEE Annual Conference*, Milwaukee, WI.
- 30. J.T. Bell, H.S. Fogler, "Ten steps to developing virtual reality applications for engineering education," *Proc.* 1997 ASEE Annual Conference, Milwaukee, WI.
- 31. J.T. Bell, H.S. Fogler, "Virtual reality in the chemical engineering classroom," *Proc. 1998 ASEE Annual Conference*, Seattle, WA.
- 32. F.T. Najafi, W.M. Maalouf, "Effective educational delivery tools using multimedia and distance learning," *Proc. 1999 ASEE Annual Conference*, Charlotte, NC.
- 33. S.J. Pisarski, "The UPJ EET MicroMouse: this new addition impacts learning in embedded microcontrollers," *Proc. 2000 ASEE Annual Conference*, St. Louis, MO.
- 34. C.A. Shooter, S.B. Shooter, "Enhancing design education by processing the design experience," *Proc. 2000 ASEE Annual Conference*, St. Louis, MO.
- 35. S. Farrell, R.P. Hesketh, "An inductive approach to teaching heat and mass transfer," *Proc. 2000 ASEE Annual Conference*, St. Louis, MO.
- 36. J.L. Barrott, "Why should cases be integrated into the engineering technology curriculum?," *Proc. 2001 ASEE Annual Conference*, Albuquerque, NM.
- 37. B.S. Motlagh, A. Rahrooh, N. Safai, "Redefining engineering education methods using new technologies," *Proc. 2002 ASEE Annual Conference*, Montreal, Canada.
- 38. R.P. Hesketh, S. Farrell, C.S. Slater, "The role of experiments in inductive learning," *Proc. 2002 ASEE Annual Conference*, Montreal, Canada.
- 39. M. Alley, H. Robertshaw, "Rethinking the design of presentation slides," *Proc. 2003 ASEE Annual Conference*, Nashville, TN.
- 40. A.M. Eskicioglu, D. Kopec, "The ideal multimedia-enabled classroom: perspectives from psychology, education and information science," *Proc. 2003 ASEE Annual Conference*, Nashville, TN.
- 41. K.R. Most, M.P. Deisenroth, "ABET and engineering laboratory learning objectives: a study at Virginia Tech," *Proc. 2003 ASEE Annual Conference*, Nashville, TN.
- 42. R.P. Hesketh, S. Farrell, C.S. Slater, "An inductive approach to teaching courses in engineering," *Proc. 2003 ASEE Annual Conference*, Nashville, TN.
- 43. J.W. Bruce, L. Mann Bruce, "Maximizing your productivity as a junior faculty member: being effective in the classroom," *Proc. 2004 ASEE Annual Conference*, Salt Lake City, UT.
- 44. A.A. Kedrowicz, "Negotiating comfort in difference: making the case for interdisciplinary collaboration," *Proc. 2004 ASEE Annual Conference*, Salt Lake City, UT.
- 45. P. Avitabile, C. Goodman, J. Hodgkins, K. White, T. Van Zandt, G. St. Hilaire, T. Johnson, N. Wirkkala, "Dynamic systems teaching enhancement using a laboratory based hands-on project," *Proc. 2004 ASEE Annual Conference*, Salt Lake City, UT.
- 46. W. Akili, "Improving the classroom environment: with a focus on the Arab Gulf States," *Proc. 2004 ASEE Annual Conference*, Salt Lake City, UT.
- 47. G. Javidi, E. Sheybani, "Teaching an online technology course through interactive multimedia," *Proc. 2004 ASEE Annual Conference*, Salt Lake City, UT.
- 48. O. Hoffman, P. Dobosh, T. Djaferis, W. Burleson, "Moving towards a more systems approach in a robotics based introductory engineering course at Mount Holyoke College," *Proc. 2005 ASEE Annual Conference*, Portland OR.
- 49. S. Hansen, R.L. Bertini, "Using an intelligent transportation system data archive to improve student learning at Portland State University," *Proc. 2005 ASEE Annual Conference*, Portland OR.
- 50. D.L. Silverstein, "An experiential and inductively structured process control course in chemical engineering," *Proc. 2005 ASEE Annual Conference*, Portland OR.
- 51. E. Sheybani, G. Javidi, "Teaching an online technology course through interactive multimedia," *Proc. 2005 ASEE Annual Conference*, Portland OR.
- 52. P. Avitabile, T. Van Zandt, J. Hodgkins, N. Wirkkala, "Dynamic systems teaching enhancement using a laboratory based project (RUBE)," *Proc. 2006 ASEE Annual Conference*, Chicago, IL.
- 53. P. Avitabile, J. Hodgkins, T. Van Zandt, "Innovative teaching of Fourier series using LabView," *Proc. 2006 ASEE Annual Conference*, Chicago, IL.

- 54. D. Millard, J. Coutermarsh, K. Connor, "Re-engaging engineering students in hands-on education," *Proc.* 2006 ASEE Annual Conference, Chicago, IL.
- 55. H. Lukman, S. Shooter, F. Alizon, A. Sahin, J. Terpenny, R. Stone, T. Simpson, S. Kumara, "An interuniversity collaborative undergraduate research/learning experience for product platform planning: year 2," *Proc. 2006 ASEE Annual Conference*, Chicago, IL.
- 56. A. Verma, "Enhancing student learning in engineering technology programs? A case for physical simulations," *Proc. 2007 ASEE Annual Conference*, Honolulu, HI.
- 57. J. Bell, "Developing educational software in an undergraduate lab? Serving education on two fronts at VRUPL," *Proc. 2007 ASEE Annual Conference*, Honolulu, HI.
- 58. D. Millard, M. Chouikha, F. Berry, "Improving student intuition via Rensselaer's new mobile studio pedagogy," *Proc. 2007 ASEE Annual Conference*, Honolulu, HI.
- 59. P. Avitabile, "An integrated undergraduate dynamics systems teaching methodology utilizing analytical and experimental approaches," *Proc. 2007 ASEE Annual Conference*, Honolulu, HI.
- 60. J. Sherwood, P. Avitabile, "A real-world experience using linkages to teach design, analysis, CAD and technical writing," *Proc. 2007 ASEE Annual Conference*, Honolulu, HI.
- 61. Z. Pasek, "It's all there: teaching complex management content using feature films," *Proc. 2008 ASEE Annual Conference*, Pittsburgh, PA.
- 62. L. Whitman, "Lean and green production systems class project," *Proc. 2008 ASEE Annual Conference*, Pittsburgh, PA.
- 63. E. S. Uria, M. G. Mujika, "Teaching part visualization in first year engineering courses: general scheme for part visualization problem solving," *Proc. 2008 ASEE Annual Conference*, Pittsburgh, PA.
- 64. R. Arnold, "Will distance disappear in distance studies? Preliminary considerations on the didactic relevance of proximity and distance," *Journal of Distance Education*, vol. 14, no. 2, 1999, pp. 1-9.
- 65. KM. McGoldrick, "Service-learning in economics: a detailed application," *The Journal of Economic Education*, vol. 29, no. 4, Autumn 1998, pp. 365-376.
- 66. R.C. Wade, J.B. Anderson, "Community service-learning: a strategy for preparing human service-oriented teachers," *Teacher Education Quarterly*, vol. 23, no. 4, Fall 1996, pp. 59-74.
- 67. F. Brown, "Indexing workshops for technical writers," *The Indexer*, vol. 23, no. 3, April 2003, pp. 134-137.
- 68. N.G. Das, S.K. Das, "An approach to pharmaceutics course development as the professional changes in the 21st Century," *Pharmacy Education*, vol. 1, 2002, pp. 159-171.
- 69. B.C. Della, "Nontraditional training systems: realizing the effectiveness of an agency's most valuable resource," *FBI Law Enforcement Bulletin*, vol. 73, no. 6, June 2004, pp. 1-9.
- 70. Y.-F. Chen, P.-C. Chan, K.-H. Huang, H.-H. Lin, "A digital library for preservation of folklore crafts, skills, and rituals and its role in folklore education," *Lecture Notes in Computer Science*, vol. 4312, 2006, pp. 32-41.
- 71. A. F. Adami, "Enhancing students' learning through differentiated approaches to teaching and learning: a Maltese perspective," *Journal of Research in Special Educational Needs*, vol. 4, no. 2, June 2004, pp. 91-97.
- 72. Z. Baykan, M. Naçar, "Learning styles of first-year medical students attending Erciyes University in Kayseri, Turkey," *Advances in Physiology Education*, vol. 31, no. 2, June 2007, pp. 158-160.
- 73. L. Shams, A. R. Seitz, "Benefits of multisensory learning," *Trends in Cognitive Sciences*, vol. 12, no. 11, Nov. 2008, pp. 411-417.
- 74. G. Jacobs, "Hypermedia and discovery based learning: What value?," *Australasian Journal of Educational Technology*, vol. 21, no. 3, 2005, pp. 355-366.
- 75. L. J. Najjar, "Multimedia information and learning," *Journal of Educational Multimedia and Hypermedia*, vol. 5, no. 2, 1996, pp. 129-150.
- 76. F.M. Dwyer, *Strategies for Improving Visual Learning: a handbook for the effective selection, design, and use of visualized materials*, State College, PA: Learning Services, 1978, pp. 8-11.
- 77. A.Y. Lee, A.N. Bowers, "The effect of multimedia components on learning," *Proceedings of the Human Factors and Ergonomics Society* 41st Annual Meeting, 1997, pp. 340-344.
- 78. I.K. Lukić, A. Lukić, V. Glunčić, V. Katavić, V. Vučenik, A. Marušić, "Citation and quotation accuracy in three anatomy journals," *Clinical Anatomy*, vol. 17, 2004, pp. 534-539.
- 79. R.M. Pitkin, M.A. Branagan, L.F. Burmeister, "Accuracy of data in abstracts of published research articles," *Journal of the American Medical Association*, vol. 281, no. 12, March 1999, pp. 1110-1111.
- J.T. Evans, H.I. Nadjari, S.A. Burchell, "Quotational and reference accuracy in surgical journals. A continuing peer review problem," *Journal of the American Medical Association*, vol. 263, no. 10, March 1990, pp. 1353-1354.