
David Hibsher

276 Washington St. #136
Boston, MA 02108

dhibsher@ix.netcom.com
617-875-6776

TRAINING AND EDUCATION EXPERIENCE

Instructional Designer for Learning & Development (L&D) Department 2004 - present
Tufts Health Plan Watertown, Massachusetts

Tufts Health Plan is one of the largest health maintenance organization (HMO) in Massachusetts.

- Worked with L&D manager to plan the content and organization of a new Stellent-based on-line document management system to support the 300-person Claims Department. Developed and HTML-coded a functioning prototype of the system which used cascading style sheets and JavaScript functions. Helped develop testing scripts and performed system testing. Delivered training to end-users on new system. Used a combination of MS Word and Excel to manipulate 127 code tables to convert them from the legacy to the new system. Created an announcement poster in Photoshop.
- Designed and developed an online learning module enabling learners to make keyboard shortcuts for MS Word styles.
- Designed, developed, and taught a 1-day, instructor-led Introduction to Photoshop course to enable L&D staff to modify screen prints for use in training documents.
- Designed, developed, and taught an orientation class for a RoboHelp-based documentation system. Students learned to navigate the system and practiced finding information.
- Provided valuable technical and software support to other L&D staff on Microsoft Word, Excel, Photoshop, and Stellent Content Server.

Graduate Student, MS in Adult and Organizational Learning 2002 - 2004
Suffolk University Boston, Massachusetts

- Acquired competencies in instructional design, teaching and learning styles, needs assessment, training methods, adult learning theory, and organizational learning.
- Performed and presented an analysis of instructional design models comparing the basic ADDIE model to several significant alternatives, such as the Thiagi Rapid Instructional Design model.
- Developed an assessment instrument for e-learning programs that analyzed the methods and techniques used in design, organization, pedagogy, navigation, and practical feasibility.

Adjunct Faculty 2002
Northeastern University Boston, Massachusetts

- Designed, developed, and taught the project-based capstone course for Art and Graphic Design seniors in the Animation concentration. Supervised students during lab time and provided one-on-one skills development coaching. Students created a 3D animated TV commercial and a computer-graphics-heavy public service announcement.

3D Animation and Special Effects Instructor 1995 - 2000
The American Film Institute, Video Symphony, 3D Exchange, Los Angeles, California
Maine Photographic Workshops Camden, Maine

These schools train hundreds of artists and technicians each year for jobs in the film, video, and graphics industries.

- Designed, developed, and taught a series of beginning, intermediate, and advanced 3D animation and computer special effects courses. Supervised students during lab time and provided one-on-one skills development coaching. These hands-on courses focused on creating animated characters, virtual environments, machinery, and other visual effects and integrating those elements into film and video shots.

Technical Writer and Trainer

1993 - 1997

NewTek, Inc.

Austin, Texas

NewTek creates hardware and software products for the film, video, and graphics industries.

- Designed, developed, and taught 2-day, 3D animation and video effects seminars to approximately 2000 students in 60 U.S. and European cities over three years.
- Designed and HTML-coded a complete web-based help system for Light Wave 3D that included getting started materials, beginning and advanced tutorials, and a reference section.
- Planned, wrote, edited, tested, and performed page layout of a 29-page introduction book for 3D animation software technical manuals.

Freelance Writer, Editor, and Teacher

1994 - 2002

- Technical editor for the book LightWave 3D Power Guide by Dan Ablan.
- Co-wrote a case study on doing visual effects for a TV commercial for the book Digital Compositing in Depth by Doug Kelly.

OTHER PROFESSIONAL EXPERIENCE

Freelance 3D Computer Animator and Special Effects Artist

1997 - 2001

SONY Development, OCS/Pixel Magic, Digital Muse, Planet Blue,

Los Angeles, California

Calico Entertainment, Brazil Design, Digital Film Labs, and Keller Entertainment, et al.

- Performed 3D animation, modeling, lighting, compositing, and other visual effects for feature films (The X Men, Red Planet, Final Destination, Scream 3), TV shows (Star Trek: Deep Space Nine, Conan the Adventurer), and commercials (Airwalk tennis shoes, Carlton Cold beer).
- Designed custom animation and rendering techniques for shots of up to 5000 frames (over 3 minutes) with hundreds of characters in a 270-degree field of view for the amusement park ride film The Beatles' Yellow Submarine Adventure.
- Simultaneously coordinated multiple projects with producers, visual effects supervisors, art directors, clients, and other technicians to meet tight deadlines.

EDUCATION

MS in Adult and Organizational Learning

2004

Suffolk University

Boston, Massachusetts

BA in Mathematics with Minor in Technical Writing

1997

San Jose State University

San Jose, California

SOFTWARE SKILLS

- LightWave 3D; Adobe Photoshop, After Effects, and Illustrator; digital video editing; RoboHelp and Stellent document management system; Microsoft Word, Excel, and PowerPoint; Lotus Notes, Folio; all major operating systems.

THINGS THAT MAKE ME INTERESTING

- Showed outstanding tenacity and drive by making two extended solo backpacking trips throughout the world. Countries visited include: Vietnam, China, Indonesia, Laos, India, Thailand, Egypt, El Salvador, Guatemala, Nicaragua, Australia, and 29 other countries.
- Volunteer tutored homeless elementary school students for School on Wheels in Los Angeles.