

JOURNAL OF MILITARY LEARNING

Conference Edition 2023, Vol. 7, No. 1

**Commander, U.S. Army Combined Arms Center;
Commandant, Command and General Staff College**
Lt. Gen. Milford Beagle, U.S. Army

**Editor in Chief; Deputy Director, Academic Affairs,
The Army University**
Dr. Keith R. Beurskens

**Deputy Commanding General—Education Provost,
The Army University; Deputy Commandant,
Command and General Staff College**
Brig. Gen. David C. Foley, U.S. Army

Editorial Board Members

**Deputy Director, Directorate of Training and
Doctrine, Maneuver Center of Excellence**
Dr. Jay A. Brimstin

**Chief Institutional Research and Assessment Division,
Academic Affairs, Army University**
Dr. A. (Sena) Garven

**Dean of Academics and Professor,
The Army University**
Dr. Jack D. Kem

**Department Chairman, School of Strategic
Landpower, U.S. Army War College**
Col. Michael Hosie, PhD, U.S. Army

**Associate Professor, College of Education,
Kansas State University**
Dr. Susan M. Yelich Biniecki

**Command Sergeant Major,
The Army University**
CSM Jason Porras, U.S. Army

**Director, Civilian Intermediate Course,
Army Management Staff College**
Dr. David M. Quisenberry

Associate Editors

Dr. David T. Culken—Director of Innovation and Strategy, Army Management Staff College
Dr. Charles D. Vance—Faculty and Staff Development, The Army University
Dr. John M. Persyn—Instructional Design Division, Directorate of Academic Affairs, The Army University
Dr. Louis W. Smith—Dean and Chief Academic Officer, U.S. Army Recruiting and Retention Command
Dr. Jeffery Sun—Professor, College of Education & Human Development, University of Louisville
Dr. Gary Raufuss—Curriculum Manager, Homeland Security Acquisition Institute
Dr. Christina Parker—Chief, Faculty and Staff Development Office, U.S. Army Aviation Center of Excellence
CW5 (Dr.) Leonard Momeny, Research Chair and Academic Advisor, US Army Warrant Officer Career College
Dr. Weyhrauch William, Research Team Leader, Army Research Institute

Production

Director and Editor in Chief, Army University Press: Col. Todd A. Schmidt, PhD, U.S. Army
Managing Editor: Col. William M. Darley, U.S. Army, Retired
Operations Officer: Vacant
Senior Editor: Lt. Col. Jeffrey Buczkowski, U.S. Army, Retired
Writing and Editing: Beth Warrington; Dr. Allyson McNitt
Design Director: Michael Serravo
Layout and Design: Michael Lopez

Table of Contents

3 **Army University Learning Symposium 2022**

Dr. Keith R. Beurskens

PEER-REVIEWED ARTICLES

-  **5 Leader Presence and Its Impact on Organizational Climate**
Janetta Harris, Mounir Bouchareb, and Bernard F. Harris Jr.
-  **16 Modernizing the U.S. Army's Captains Career Course**
Elvin J. Fortuna
- 27 iFEST 2022 Summary**
-  **29 Investigating the Impact of Mobile Microlearning and Self-Regulated Learning Support on Soldiers' Self-Efficacy and Retention within an Army Schoolhouse**
Scotty D. Craig, Dawn L. Riddle, Shanda Lauer, Gregory I. Hughes, Wade R. Elmore, Chad E. Udell, Jennifer S. Murphy, and Laura M. Milham
-  **46 Learning Engineering at a Glance: Based on the iFEST Poster**
Jim Goodell, Aaron Kessler, and Sae Schatz
-  **60 Learning Ecosystems: Forging Stakeholder Partnerships to Fuel Optimal Advanced Distributed Learning Practices**
David A. Rude
-  **73 The Holy Grail of Developing Partnerships for DL in Military Education: The Keys to Success**
Dina Kurzweil, Linda Macaulay, and Karen Marcellas