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Sharon A. Shrock is a professor in Curriculum and Instruction at Southern Illinois University at Carbondale. She specializes in instructional design and program evaluation and has been an evaluation consultant to international corporations, school districts, and federal instructional programs.

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Author Bios William C. C. Coscarelli is a professor in Curriculum and Instruction at Southern Illinois University at Carbondale. He was the editor of Performance Improvement Quarterly and an ISPI past president and has consulted with a number of global corporations on criterion-referenced test development.

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