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<tr>
<th>Citation</th>
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<tbody>
<tr>
<td>Figure 1. Chapnick, S. (2000). <em>Needs Assessment for E-Learning</em>. Alexandria VA: ASTD.</td>
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<tr>
<td>Figure 2. Borotis, S., &amp; Poulymenakou, A. (2004). E-learning readiness components: Key issues to consider before adopting e-learning interventions. In Richards (Ed.), <em>Proceedings of E-learn</em></td>
<td><img src="image" alt="Permission to Use Diagram" /></td>
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</tbody>
</table>

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**To:** info@editlib.org  

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Figure 3.

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Kinshuk

to me
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Figure 4.

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Figure 8.

February 25, 2016

Cathy James-Springer  
Virginia Tech  
Instructional Design and Technology  
cjspring@vt.edu

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