This paper presents a schema for academic and corporate organizations to create a fully functional yet simple laboratory for the usability study of ELearning courses, websites, applications and materials. At the University of Missouri, a successful usability laboratory (“IE Lab”) has operated for nearly six years under the management of one of the authors. With IE Lab collaboration and assistance, three universities in East Asia have created their own usability laboratories on the IE Lab Model. Based on this extensive experience, we discuss the requirements in 1) training staff members to conduct successful usability studies, 2) identifying and configuring appropriate equipment, 3) acquiring usability data recording and analysis software, 4) recruiting test subjects for usability studies, 5) creating instruments for data collection, and 6) basic data analysis recommendations.