

Robert A. Mahlman

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Education

THE OHIO STATE UNIVERSITY

M.A., Industrial/Organizational Psychology, 1990

Minor: Quantitative Psychology (Psychometrics)

UNIVERSITY OF ILLINOIS AT CHICAGO

B.A., Psychology, 1986

Distinction in Psychology

Professional History

THE OHIO STATE UNIVERSITY, CENTER ON EDUCATION AND TRAINING FOR
EMPLOYMENT

Director, Center on Education and Training for Employment,
November 2007 to present

Senior Research Specialist, Director of Assessment and
Evaluation Services, July 2001 to November 2007

Research Specialist II, Director of Assessment and Evaluation
Services, July 1997 to July 2001

Research Specialist I, February 1995 to July 1997

COLUMBUS STATE COMMUNITY COLLEGE

Evaluation Specialist, Academic Affairs, July 1992 to February
1995

Primary Areas of Expertise

- Project development, administration, and management for assessment and evaluation systems
- Occupational knowledge and skills assessment (education, personnel selection & placement, certification)
- Job and practice analysis
- Program evaluation

Professional Service

- American National Standards Institute Personnel Certification Accreditation Committee (ANSI PCAC)
- Vice President for North America, International Vocational Education and Training Association

Professional Experience

Center on Education and Training for Employment, The Ohio State University

Director, Center on Education and Training for Employment

Responsibilities include:

- leadership for Center on Education and Training for Employment (CETE), a research and development (R&D) center employing about 25 staff;
- policy development and implementation for CETE;
- personnel management for multiple Principal Investigators;
- serving as Principal Investigator for multiple R&D projects;
- planning and implementing R&D projects;
- resource development and proposal writing;
- budget development and fiscal management;
- managing contractual arrangements;
- managing the design, development, and maintenance of various assessment and evaluation systems;
- delivering presentations on various assessment-related topics;
- serving as a representative of CETE and The Ohio State University (OSU) on various committees focusing on assessment, evaluation, and accountability;
- serving as representative and liaison with educational administrative and testing personnel at local, state, and national levels.

Senior Research Specialist, Director of Assessment and Evaluation Services

Responsibilities included:

- serving as Principal Investigator for multiple research and development (R&D) projects;
- planning and implementing R&D projects;
- policy development for Assessment and Evaluation Services unit;
- assisting in policy development and implementation for the Center on Education and Training for Employment (CETE) and the College of Education (budget committees);
- resource development and proposal writing;
- budget development and fiscal management;
- service on various College of Education committees and subcommittees;
- managing contractual arrangements;
- personnel management;
- managing design, development, and maintenance of various assessment and evaluation systems;
- delivering presentations on various assessment-related topics;
- serving as a representative of CETE and The Ohio State University (OSU) on various committees focusing on assessment, evaluation, and accountability;
- serving as representative and liaison with educational administrative and testing personnel at local, state, and national levels;
- conducting research on statewide testing and accountability data for clients and for continuous improvement of the CETE's testing systems;

Projects directed include:

- Maintenance of Ohio Career-Technical Competency Assessment System - statewide web-based and paper-pencil testing system (1995-present)
- Direct Care Service Workers Career Lattice and Certification Development (2010 to present)
- Automated Materials Joining Curriculum Development (2010 to present)
- Adult Basic and Literacy Education (ABLE) Evaluation Design Project (2001 - present)
- MarkEd Online Certification Assessments (June, 2003 - present)

- Phlebotomy Online Certification Assessments (March 2004 - present)
- Recreational Vehicle Dealer's Association Certification Assessment Development and Administration (January 2005 - present)
- Creation of Pre-Employment tests for CTE instructors (August 2008 - present)
- Creation of an Online Data Collection Tool for Teaching Portfolio Ratings (August 2008 - present)
- Development of Ohio's New Generation Career-Technical Pathway Assessments (January 2009 - present)
- Reliability and Validity Testing of the ASFPM National Certified Floodplain (CFM) Exam (April, 2009 - present)
- Laborer's AGC Vocational English as Second Language Assessment Development (February 2007 - August, 2008)
- Ohio Department of Education Educational Consultants Job Analysis Project (April - October 2007)
- Laborers-AGC Training Evaluation Project (2006-2007)
- Certified Learning in Cosmetology Assessment System Review (July - September, 2005)
- WIA Youth Assessments – Review and cataloging of assessments for youth involved with Workforce Investment Act one-stop centers. (March 2004 - December, 2004)
- CoLabs Evaluation Project (October 2003 - June, 2004)
- National Ground Water Association Certification Assessment (2003)
- Ohio Peace Officer Statewide Certification Assessment (1999-2001)
- Columbus Career Academies Program Evaluation (2000 - 2002)
- West Virginia Statewide Career-Technical Assessment System Development (2000 - 2002)
- American Electric Power Protection and Control Technician Exams (2000 - 2001)
- American Electric Power Fleet Maintenance Diagnostic Exams (2000 - 2001)
- Department of Youth Services Managerial Placement Exams (1999 - 2000)
- Tech Prep Information Technology Assessment Development (1999 - 2001)
- Evaluation of Ohio's Career-Technical Education Programs (1999)
- Columbus Firefighter Selection Examination (1998 - 1999)
- Mississippi Statewide Career Planning and Assessment System (1996 - 2000)

- Ohio Statewide Work and Family Life Assessments (1995 - 1998)

Columbus State Community College

Evaluation Specialist and Tech Prep Coordinator

Experiences and accomplishments include the following:

- Wrote the Assessment Plan for Columbus State Community College, submitted to the North Central Association of Colleges and Schools. Participated in a nationally broadcasted teleconference based on the college's Assessment Plan.
- Conducted evaluation research and presented evaluation results to faculty and administrators on a regular basis.
- Wrote the Student Outcomes Validation procedures for the college.
- Assisted in defining college-wide general education philosophy and outcomes.
- Compiled Student and Program Outcomes Assessment Resource Guide for the College-Wide Task Force on Outcomes Assessment.
- Coordinated and administered ACT CAAP and College Outcomes Surveys, including sampling and recruitment of students. Analyzed and reported on ACT CAAP and College Outcomes Survey data annually.
- Implemented ongoing tracking systems to determine student success and retention in Mathematics and Communications courses.
- Performed various student tracking analyses and student outcomes validation analyses based on departmental requests.
- Served as internal consultant to faculty and administrators in the area of student outcomes assessment.
- Participated in all phases of planning for the implementation of Tech Prep.
- Coordinated the development of Tech Prep Competencies in Engineering Technology.
- Coordinated the development of curriculum pathways, curriculum pathway narratives, and competency documentation sheets for all Central Ohio high school Tech Prep participants as well as for the Columbus State Engineering Technology Programs.
- Performed process and outcome evaluations for the implementation and professional development activities

associated with Tech Prep. Included the development of measures as well as analysis of their psychometric properties.

- Conducted numerous presentations on Tech Prep to local, state, and national audiences.
- Served on committee to write RFP and select vendor for statewide evaluation of Tech Prep.

PRESENTATIONS AND WORKSHOPS

- Employability Skills: Defining, Measuring, and Teaching. Saudi Technical Conference and Exhibition (STCEX). Riyadh, Saudi Arabia, 04/25/2011.
- Occupational Knowledge and Skills Testing in Vocational Education and Training: Policy and Practice in the United States of America. European Association of Test Publishers, Barcelona, Spain, 09/30/2010.
- The Test Development Cycle: From Defining Test Purpose to Maintaining Assessment Systems. Institut Technik und Bildung (ITB), Universität Bremen, Bremen, Germany, 09/07/2010.
- Ohio's New CTE Assessments. Ohio Association of Career-Technical Education, Columbus, Ohio, 07/29/2010
- Web-Based TVET Occupational Knowledge Assessment Systems. International Vocational Education and Training Association, Nashville, TN, 11/18/2009
- Experiences with Distance Education in TVET Teacher Education. UNEVOC Sub-Regional Seminar: Developing and Reforming TVET in Southern and Eastern Africa. Maputo, Mozambique, 07/16/2009.
- Assessment for Articulation: Ohio's New Career Technical Skills Assessment System. National Association of Career-Technical Education Information. Albuquerque, NM, 05/14/2009
- Data Informed Decision Making. Ohio CTE Leadership Academy, Columbus, OH 05/08/2009
- Technical Skill and Occupational Knowledge Testing. DACUM International Conference, Charlotte NC, 12/07/2008
- Test Development Workshop, Denver Colorado. 08/11/2009 - 08/12/2008
- The Webxam Online Tech Skills Assessment and Data Collection System. National Association of Career-Technical Education Information. Boise, ID 05/21/2008.
- The Development of a Software Catalog for the Certification Assessment Industry. Association of Test Publishers, Dallas, TX 03/04/2008.

- Keynote Speaker: “Considerations in Developing Occupational Knowledge Assessments”. Psychometric Testing Symposium, Kingdom of Bahrain, 10/30/07.
- The Use of DACUM Task Survey Data in Constructing Employment Tests. DACUM International Seminar, Atlanta GA, 11/27/06.
- Credentials and Personnel Decisions: Legal Defensibility. Austin & Mahlman. Presentation to the National Organization for Competency Assurance, Long Beach CA, 11/17/05.
- Employment Testing. Presentation to the Ohio State Apprenticeship Council, Huron, Ohio 09/08/05.
- The Use of Certifications in Career-Technical Education. Presentation to the National Organization for Competency Assurance, Miami FL 11/20/04.
- Improvements to The Webxam Assessment System. Presentation to Ohio Career Technical Education Directors, Columbus, OH 11/01/04.
- Setting Cutoff Scores for Competency-Based Assessments. ACTE presentation, Orlando, FL, 12/11/03.
- Webxam User’s Workshop, Akron, OH 08/20/03
- Evaluating Occupational Certifications for Use in Career-Technical Education. Presentation to the National Conference on Industry Skill Standards and Occupational Certifications, Madison, WI, 05/07/03
- Assessment literacy for career-technical educators. Paper presented at the Hawaii International Conference on Education, Honolulu, HI. (January, 2003)
- Ohio’s Web-Based Career Technical Competency Assessment System: Implications for Students on IEPs. Ohio Career Technical Education Conference, Toledo, OH, 8/6/02
- Information Technology Assessments: A Modular Web-Based Testing System, ACTE presentation, New Orleans, LA 12/15/01
- Community Colleges and Displaced Workers. Presentation to the National Conference on Occupational Education, Fort Lauderdale, FL. 10/21/01
- Tech Prep Information Technologies Modularized Online Assessments, Ohio Career Technical Education Conference, Toledo, OH, 7/31/01
- Occupational Certification in CTE and Employment, ACTE presentation, San Diego CA, 12/07/00.
- 1999 Standards for Testing, ACTE presentation, San Diego CA, 12/08/00.
- Assessment Literacy for Educators, presentation to Omicron Tau Theta, 09/18/00.

- Assessment in Business and Industry: A Researcher-Practitioner Perspective, QREME Symposium, The Ohio State University, 7/14/00.
- Curriculum Match and Item Writing Workshops: West Virginia, September, 2000 - June 2001.
- Measuring and Conceptualizing the Employability Construct in Career-Technical Education, ACTE presentation, Orlando FL, 12/14/99.
- Assessment in Career-Related Education: OTT Forum, The Ohio State University, 2/8/99
- Integrating Assessment Modalities for Accountability Purposes: AVA, New Orleans, LA. 12/14/98
- Assessing Work Readiness at the Secondary Level: Two States' Perspectives: CCSSO National Conference on Large Scale Assessment, Colorado Springs, CO, 06/14/98
- Development of Statewide Vocational Assessments: AVA, Las Vegas, Nevada. 12/12/97
- Ohio Peace Officers Training Commission Item-Curriculum Match Workshops; Item Writing Workshops; Content Validation Workshops: London, OH. 10/97-1/98
- Ohio's Vocational Assessment System: Virginia Governor's Council on the Future of Education, Richmond VA, 2/27/97.
- Curriculum Match and Item Writing Workshops: Jackson, Mississippi September, 1996 - March, 2000
- Test Administrator's Workshops: Tupelo, Pearl, and Gulfport Mississippi 01/28/97 - 01/30/97
- Score Interpretation Workshops: Columbus, Ohio (multiple, 1996-2000)
- Ohio's Work and Family Life Assessment System, Ohio Vocational Association Conference: Columbus, OH 08/13/96
- OCAP to Career Passport. AVA, Denver Colorado, December 1995

PUBLICATIONS

- Mahlman, R.A., & Austin, J.T. (2003). Evaluating Credentialing Systems: Implications for Career-Technical Educators. Paper commissioned by the National Skills Standards Board, Washington, D.C.
- Austin, J.T., & Mahlman, R.A. (2002). High stakes testing (Highlight Zone: Research @ Work #7). Columbus OH: National

Dissemination Center for Career-Technical Education.

- Austin, J.T., Scherbaum, C.S., & Mahlman, R.A. (2002). History of research methods in industrial and organizational psychology: Measurement, design, and analysis. In S. Rogelberg (Ed.), Handbook of research methods in industrial-organizational psychology. London: Basil Blackwell.
- Austin, J.T., & Mahlman, R.A. (2000). Using the Internet for career-technical assessment: A pilot project in Ohio. Journal of Career Technical Education, 16, 27-39.
- Austin, J.T., & Mahlman, R.A. (2000). Technology and assessment (InBrief #5). Columbus, OH: National Dissemination Center for Career-Technical Education.
- Austin, J.T., Sidick, J.T., & Mahlman, R.A. Distance assessment: Theoretical, technical, and practical issues. Manuscript in preparation for special issue on Distance Learning for International Journal of Human Resource Management Education.

MEMBERSHIPS, ASSOCIATIONS

- International Vocational Education and Training Association (IVETA); Vice President for North America
- American National Standards Institute (ANSI); Member, Personnel Certification Accreditation Committee (PCAC).
- Association Of Test Publishers (ATP)
- Institute for Credentialing Excellence (ICE, Formerly NOCA)
- Association for Career Technical Education (ACTE)
- National Council on Workforce Education (NCWE)