

# MICHAEL D. HARDT

## Office:

*John Chambers College of Business and Economics  
West Virginia University  
83 Beechurst Ave.  
Morgantown, WV 26505  
E-Mail: [mdh00025@mix.wvu.edu](mailto:mdh00025@mix.wvu.edu)*

## PROFESSIONAL SPECIALTIES

- Knowledge Systems Design, Development, and Management
- Learning Performance Analytics
- Assessment and Evaluation Training
- Instructional Design and Development

## EDUCATION

<b>Doctoral</b>	Educational Tests & Measurement <i>Syracuse University, School of Education A.B.D</i>
<b>Masters of Science</b>	Learning Disabilities <i>Syracuse University, School of Education Conferral date: August 23, 1996</i>
<b>Bachelor of Arts</b>	Psychology with a minor in Art <i>Simpson College, Indianola, Iowa Conferral date: May 11, 1988</i>

## PROFESSIONAL EXPERIENCE

West Virginia University, Morgantown, WV  
Service Assistant Professor, September 2022 - present  
Kendrick Center, Director of Assessment, September 2022 - present

Le Moyne Institute, Syracuse, NY  
Senior Director, September 2018 - September 2022

Performance by Design, Inc., Fayetteville, NY  
President, August 2004 - September 2018

Optimal Environments, Detroit, MI  
Chief Learning Officer, August 2017 - 2018

Syracuse University, Instructional Design, Development & Evaluation Department, Syracuse, NY  
Adjunct Instructor; Psychometrics, August 1999 - 2022

Le Moyne College, School of Business, Syracuse, NY  
Adjunct Professor; Leadership, August 2016 - 2022

Ontario Ministry of Education - GAINS Literacy, Toronto, Ontario  
Literacy Researcher, August 2007 - September 2011

# MICHAEL D. HARDT

Performance by Design, Inc., DeWitt, NY  
Vice-President, August 1999 - 2004

Office of Professional Development, Syracuse University, Syracuse, NY  
Senior Educational Program Associate, October 1995 - September 1999

Office of Academic Services, Syracuse University, Syracuse, NY  
Learning Disabilities Service Reviewer, May 1999 - September 1999

Gebbie Psychoeducational Clinic, Syracuse University, Syracuse NY  
Co-coordinator, June 1996 - August 1998

Syracuse University Athletic Department, Syracuse University, Syracuse, NY  
Master Tutor and Mentor, August 1994 - August 1998

New York State Education Department, Albany, NY  
Educational Consultant; Liberty Partnership, August 1994 - May 1995

DePaul Hospital, St. Charles, MO  
Child Counselor and Educational Learning Specialist, June 1992 - July 1994

Meadowbrook Rehabilitation Hospital, Gardner, KS  
Neuropsychological Psychometrician and Referral Coordinator, April 1991 - May 1992

University of Iowa Hospitals, Child Psychiatry, Iowa City, IA  
Child Counselor, May 1989 - April 1991

Systems Unlimited, Iowa City, IA  
Group Home Manager, May 1989 - April 1991

University of Kansas Medical Center, Kansas City, KS  
Clinical Lab Research Associate, May 1988 - May 1989

## TEACHING EXPERIENCE

### Service Assistant Professor

West Virginia University, John Chambers College of Business and Economics, General Business Department, Morgantown, WV

- Introduction to Business: BCOR-199, Fall 2022 - Present

### Adjunct Faculty

Syracuse University, School of Education, Reading and Language Arts Department and Instructional Design & Development, Syracuse, NY

- Educational Test and Measurement: EDU 655, Spring 1999 - Spring 2022
- Comprehension and Composing: RED 602, Fall 2001 - Spring 2002
- Statistical Thinking: EDU 647, Fall 2000 - Spring 2003
- Education Forum; Learning Strategies: EDU 100, Fall 1995 - Fall 1998

Le Moyne College, Madden School of Business, Management and Leadership, Syracuse NY

- Statistics: STA201, Fall 2017 - Fall 2018
- Group Skills and Team Leadership: MGT451, Fall 2016 - Fall 2018
- Leadership: MGT 450, Spring 2017 - Fall 2018
- Le Moyne College Emerging Leaders Institute, Spring 2017 - Spring 2022

# MICHAEL D. HARDT

Jesuit Virtual Learning Academy, Omaha, NE

- AP Statistics, Fall 2014 - Summer 2017
- Assessment Educator Webinar Series, Fall 2013 - Summer 2017

## Trainer

National Center for Educational Statistics, Washington, D.C.

- Literacy Construct Trainer for Long-Term National Literacy Study

Performance by Design, Inc., Fayetteville, NY

- Introduction, Intermediate, & Advanced Institutes; Structure-Based Training

BASIS Schools, Tucson, AZ

- Washback: Assessment to Instructional Design, Development, and Delivery

Ontario Ministry of Education, GAINS Project Learning Leader, Toronto, ON

- Question Structure Response (QSR)

## Classroom Learning Specialist/Educator

Provide professional development training and coaching for teachers grade K - 12. The professional development consisted of developing and delivering week-long summer learning institutes and following up with weekly instructional modeling in teacher classrooms for 15 years.

- Avon-Maitland Central School Board, Ontario
- Baldwinsville Central School District, NY
- Cincinnatus Central School District, NY
- Cortland City School District, NY
- Enlarged City School District of Middleton, NY
- DeRuyter Central School District, NY
- Dryden Central School District, NY
- Fabius-Pompey Central School District, NY
- Halton Central School Board, Ontario
- Liverpool Central School District, NY
- Near North Central School Board, Ontario
- Onondaga Central School District, NY
- Ottawa Catholic School Board, Ontario
- Oswego City School District, NY
- Syracuse City School District, NY
- Valley Central School District, NY
- West Genesee Central School District, NY

Complete list available upon request.

# MICHAEL D. HARDT

## PUBLICATIONS

JSA Certification Program Analysis: e-paper, July 2020

Jesuit Strategic Alliance, Syracuse, NY

Whitepaper defining the driving factors for providing non-credit bearing certificate programs at scale across a national educational network.

Toys to Tools: Learning Futures Initiative Whitepaper, May 2015

Jesuit Secondary Education Association, Washington, D.C.

Whitepaper detailing the results of how moving into blended-learning affects pedagogy.

Controlling Complexity: Introduction to Question Structure, May 2012

SkillPlan, Vancouver, British Columbia;

Co-authored book on the theory and practice of structure-based learning and the practice of Question Structure.

The Learning Nexus of Oral Proficiency and Literacy for Adults; April 2011

DataAngel, Ottawa, Ontario;

Literature review written for Canadian Government on the connection between adult oral proficiency and literacy skills acquisition.

Reading at Work, August 2008

SkillPlan, Vancouver, British Columbia;

Manual to follow the tenets of structure-based learning.

## ASSESSMENT INSTRUMENTS

Observable Competencies, 2020

Le Moyne College, Syracuse, NY;

The process guides hiring committee members through a guided process to develop and agree upon measurable competencies that can be used as an instrument to score submitted applications in a manner that significantly reduces multiple types of bias.

Effectiveness Team Characteristics Profile (ETcP), 2019

Syracuse University, Syracuse, NY;

The ETcP instrument assesses individual and collective perspectives on how well a team is performing across the twelve effective team characteristics as defined by Parker (2006).

Core Values Portrait, 2015

Mercy Education Collaborative of Cincinnati, Cincinnati, OH;

Developing a process and designing an instrument to measure initial and ongoing development of the mission critical core values of faith, compassion, service, leadership, and excellence in young women attending Mother of Mercy or McAuley High Schools.

Ignatian Educational Leadership Survey (IELS), 2014

Jesuit Schools Network / Jesuit Secondary Education Association, Washington, D.C.;

Designed and developing an instrument to profile Jesuit educational leader's discernment of their own Graces and educational leadership skills in collaboration with a cohort of nation-wide Jesuit Secondary School Leaders.

# MICHAEL D. HARDT

## Grad at Grad Learner Profile, 2013

Jesuit Virtual Learning Academy, Omaha, NE;  
Designed and developing the AMDG Learning Profile Series to measure the core context, learning, ingraining, and performance skills of students attending middle and secondary Catholic schools.

## Educational Diagnostic Test (EDT), 2012

BASIS Schools, Tucson, AZ;  
Developed a table of specifications, items, and scoring protocols for a multi-state charter school system to profile the overall learning skills of their incoming freshman cohorts in an online platform.

## Test of Workforce Essential Skills (TOWES Prime), 2009 - 2011

Bow Valley College, Calgary, AB;  
Worked as part of the core lead team to redesign and internationally launch an online computer-adaptive version of the Test of Workplace Essential Skills (TOWES).

## Academy of Reading and Math, 2004 - 2008

AutoSkills, Ottawa, ON;  
Co-developed and implemented an international online reading and quantitative literacy instrument for children and young adults with learning differences.

## Career Development and Occupational Skills Test (CDOS), 2000 - 2002

New York State Department of Education; Albany, NY;  
Co-designed and developed an instrument to measure New York State secondary students' potential occupational skills relative to growth industries in New York State.

## Early Literacy Profiling System (ELPS), 1999 - 2003

Performance by Design AIM Learning Systems, Fayetteville, NY;  
Co-designed, developed, and published the prose, document, and quantitative literacy profiling instrument for elementary and middle school students.

## MATERIALS

### Scaffold

Bow Valley College, Calgary, Alberta September 2012;  
Designed, developed, and programmed an online instructional system.

### SkillStarter Series 8.0, June 2010

Performance by Design, Inc., Fayetteville, NY;  
Designed, developed, and published lesson series for eighth grade curriculum.

### SkillStarter Series 7.0, July 2009

Performance by Design, Inc., Fayetteville, NY;  
Designed, developed, and published lesson series for seventh grade curriculum.

### SkillStarter Series 6.0, May 2008

Performance by Design, Inc., Fayetteville, NY;  
Designed, developed, and published lesson series for sixth grade curriculum.

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SkillStarter Series 5.0, August 2007

Performance by Design, Inc., Fayetteville, NY;

Designed, developed, and published lesson series for fifth grade curriculum.

SkillStarter Series 4.0, July 2006

Performance by Design, Inc., Dewitt, NY;

Designed, developed, and published lesson series for fourth grade curriculum.

SkillStarter Series 3.0, July 2005

Performance by Design, Inc., Dewitt, NY;

Designed, developed, and published lesson series for third grade curriculum.

SkillStarter Series 2.0, July 2004

Performance by Design, Inc., Dewitt, NY;

Designed, developed, and published lesson series for second grade curriculum.

## PRESENTATIONS

Event: National OLC Accelerate 2021 Conference  
Sponsor: Online Learning Consortium  
Host: Tracy Balduzzi [tmbalduz@syrr.edu](mailto:tmbalduz@syrr.edu)  
Location: virtual  
Date: May 17<sup>th</sup>, 2020  
Title: Developing Structure-Based Construct-Valid Online Training; Olympic Level Learning

Description: This featured presentation provided a 'how to' guide to measure the construct-valid learning structures used to design and develop online learning. The presentation used the narrative of a collaborative partnership between two higher education institutions to make the learning structures and constructs understandable and useable.

Event: Assessment Webinar Series  
Sponsor: Jesuit Virtual Learning Academy  
Host: Jeff Hausman [jhasuman@jvla.org](mailto:jhasuman@jvla.org)  
Location: virtual  
Date: Fall 2014 - Fall 2017  
Title: Washback: Assessment Feeding Instruction

Description: The series is an ongoing virtual webinar series for Jesuit Secondary teachers from across the U.S. The scope of the series takes teachers from basic instrument design, to item design and development, to administration, analysis, and revision.

Event: World Class Assessment Series  
Sponsor: BASIS Schools  
Host: Cate Johnson [cate.johnson@basiseducation](mailto:cate.johnson@basiseducation)

# MICHAEL D. HARDT

Location: Arizona  
Date: Spring 2013 - Spring 2014  
Title: Item Construction and Analysis for Learning

Description: The series was presented to BASIS educators to increase their assessment skills of instrument and task development. The series expanded into the additional development of item analysis skills for educators.

Event 2011 National College Sector Committee  
Sponsor: Ontario CSC  
Host: Lynn Wallace [l.wallac@explorernet.com](mailto:l.wallac@explorernet.com)  
Location: Kingston, Ontario  
Date: May 27<sup>th</sup> -29<sup>th</sup> 2011  
Title: The Writing's on the Wall....Again?

Description: The presentation provided an analysis of the new Ontario Curriculum Framework using the IALS constructs to provide a connection between theory, politics, and exemplar practice.

Event TOWES Reading to Succeed National Conference  
Sponsor: Bow Valley College  
Host: Conrad Murphy [cmurphy@bovalleycollege.ca](mailto:cmurphy@bovalleycollege.ca)  
Location: Montreal, QC, CA  
Date: 11/08/10 - 11/09/10  
Title: Washback: Connecting Instruction and Assessment

Description: This was a keynote presentation to a Canadian national audience related to developing and designing instruction on assessment constructs. The presentation served as a launch for an online learning system titled Read to Succeed.

Event QSR Introduction and Advanced Training  
Sponsor: Ontario Ministry of Education; GAINS Literacy  
Host: Todd Gribbons [GRIBBONT@nearnorthschools.ca](mailto:GRIBBONT@nearnorthschools.ca)  
Location: North Bay, ON, CA  
Date: 10/18/10 - 10/22/10  
Title: Question Structure Response (QSR)

Description: This was a keynote presentation to a Canadian national audience related to developing and designing instruction on assessment constructs. The presentation served as a launch for an online learning system titled Read to Succeed.

Event TOWES Item Writing Training with Stanley Jones & Michael Hardt  
Sponsor: Bow Valley College  
Host: Melissa Gardner [MGardner@bowvalleycollege.ca](mailto:MGardner@bowvalleycollege.ca)  
Location: Calgary, AB, CA  
Date: 07/25/10 - 07/29/10

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Title: Construct-Based Item Writing

Description: The presentation was an intensive training session for internationally based item writers. Writers were hand selected to receive the four days of intensive training. The original International Adult Literacy Survey (IALS) constructs were reviewed, extended, and practiced with the participants.

Event: Assessment Training Session  
Sponsor: Academic Foundations, Centre for Foundational Learning, and The Assessment Resource Project  
Host: Robin Houston-Knopff [rhouston@bowvalleycollege.ca](mailto:rhouston@bowvalleycollege.ca)  
Location: Calgary, AB, CA  
Date: 06/10/10 - 06/12/10  
Title: IALS Construct Item Development for Assessment and Instruction

Description: Developing test questions is part of teaching however there are few opportunities to learn how to construct test items. In this two-day training session, participants learned practical ways to understand, control difficulty, and develop questions with IALS (International Adult Literacy Survey) constructs. Beginning with broad conceptual understanding of testing constructs the training will focus on IALS constructs through specific examples and use of IALS constructs for item writing with specific content.

Event: DATAG Summer Conference  
Sponsor: New York Schools Data Analysis Technical Assistance Group DATAG  
Host: Don DeJohn [DDeJohn@cnyric.org](mailto:DDeJohn@cnyric.org)  
Location: The Saratoga Hilton, Saratoga Springs, New York  
Date: 07/15/10  
Title: Structure-Based Learning: The Mosenthal Taxonomy

Description: This presentation will share the research and progress toward developing a universal metric for measuring and enhancing learning: the Mosenthal Taxonomy, also known as the Periodic Table of Learning. This instrument has the potential to move education beyond Bloom's Taxonomy. The presentation will overview the significant features of the taxonomy, share current research, and discuss potential future utility as it relates to the nexus of assessment and instruction.

Event: Document Literacy Workshop  
Sponsor: Office of Partnerships and Innovation from the Waterloo Region District School Board  
Host: Lesley Brien [Lesley\\_brien@wrdsb.on.ca](mailto:Lesley_brien@wrdsb.on.ca)  
Location: Four Points Sheraton, Kitchener, CA  
Date: 4/4/05 - 4/5/05  
Title: Unlock the Hidden Code of Documents and Questions

Description: An intensive, innovative research-based approach to using authentic documents found in the Construction Homebuilding Industry. Topics include: Document Types and Structures; Questions Structures and Strategies; Practical Applications for Adult Learners.



# MICHAEL D. HARDT

Event: 2000 National Reading Conference  
Sponsor: National Reading Conference  
Host: Double Tree Paradise Valley Resort  
Location: Scottsdale, AZ  
Date: November 29<sup>th</sup> - December 2, 2000  
Title: Understanding Children's Developmental Acquisition of Story Structure and Processing Strategies: With Implications for Assessment, Instruction, and Technology

Description: The presentation provided an overview of four years of developmental research on elementary schools children's narrative structure development based on an administered story prompt. The research uncovered a distinct sequential narrative development that was then used to enhance narrative instruction.

Complete list available upon request.