

ROBERT E. NORTON
Center on Education and Training for Employment
The Ohio State University
1900 Kenny Road
Columbus, OH 43210

CURRENT POSITION: Senior Research and Development Specialist, and DACUM/SCID Program Director, Center on Education and Training for Employment/The Ohio State University

PROFESSIONAL BACKGROUND AND EXPERTISE: DACUM Job/Occupational Analysis, SCID (Systematic Curriculum and Instructional Development), Administrator Education, Program Planning and Evaluation, Competency-Based Education

EDUCATION: Cornell University - B.S., Agriculture
Cornell University - M.Ed., Education
Cornell University - Ph.D., Education

RECENT EXPERIENCES:

Director of DACUM Facilitator Training Institutes, 1982-present (have conducted over 285 week-long institutes and trained over 5,5 00 persons from 48 countries to be certified DACUM Facilitators)
Facilitator for DACUM job occupational analysis workshops, 1976-present (Have conducted over 480 different DACUM job/occupational analysis workshops)
Director of SCID Curriculum Development workshop, 1990-present (Over 125 of these have been conducted in the U.S. and seven other countries)
Director and Sponsor of 19 International DACUM Invitational Seminars held each December for DACUM Facilitators who want to share and advance professionally, 1989 – present
Project Director of Joint DACUM and SCID Workshops sponsored by CETE/OSU and ITE (Institute for Technical Education), Singapore. Conducted by CETE and hosted by ITE twice yearly for three years (2002-2004).
Director, DACUM Institutes for Hungarian-World Bank supported Market-Oriented Youth Training Project. Eight week-long institutes were conducted for 117 trainees at Esztergom and Szekesfehervar, Hungary, November 1998-March, 1999
Project Director, DACUM/SCID Occupational Standards and Curriculum Development Project for the Technical Educational Education and Skills Development Authority, Manila, Philippines, May-November, 1997

EMPLOYMENT HISTORY:

Applied Research/Development

Management of the development of over 100 learning guides for four different jobs in the recreational vehicle industry
Management of the development of over 150 learning guides for Marathon Oil Company (several engineering positions)
Management of the development, field review, and revision of over 120 performance-based training materials (learning guides) for instructors in the electric power industry
Identification and verification of competencies needed by persons in a wide variety of skilled, technical, and professional occupations
Management of the development and field testing of competency-based modules and other materials for local administrators of vocational education

Management of the development and field testing, and revision of PBTE modules for vocational teachers and instructors
Identification of linkages between organized labor and vocational education

Personnel Development

Direct DACUM Facilitator Training institutes and job analysis workshops
Conduct workshops on the systematic curriculum and instructional development (SCID) model
Conduct workshops on the implementation of teacher training (PBTE) and instructor training (CBSD) programs
Conducted international training programs for groups from Barbados, Chile, Germany, Kuwait, Malaysia, Turkey, China, Kyrgyzstan, Singapore, Moldova, and the Philippines

Selected Publications

Norton, Robert E. DACUM Handbook, Second Edition. Columbus, OH: Center on Education and Training for Employment, The Ohio State University, 1987, revised 1997, 2008.
Norton, Robert E. Systematic Curriculum and Instructional Development (SCID). A workshop handbook developed and assembled for the purpose of providing resources for five-day curriculum development workshops, 1991, revised 1996, 1998, 2003, and 2008.

INTERNATIONAL EXPERIENCES:

Served as consultant to GTZ (German Vocational Training) organization March 24-25, 1999 on the DACUM process at Darmstadt, Germany Technical Consultants Conference
Served as consultant on the DACUM process for the National Taiwan Normal University and the Taiwan Ministry of Education at Taipei, Taiwan on April 12-14, 1999
Served as Project Director for seven month DACUM/SCID curriculum development project in Manila, Philippines, May-November, 1997
Conducted DACUM Institute Facilitator Training Program, Ankara, Turkey, January 1996
Served as curriculum Consultant for DACUM and curriculum development, Bishket, Kyrgyzstan, September 1995
Conducted DACUM Training Institute in Stockholm, Sweden for Ericsson Inc., October 1995 and March 1994
Served as resource persons for conducting DACUM and SCID awareness training in Port Douglas, Melbourne, and Sydney, Australia, October 1995.
Served as Program Director for DACUM Facilitator and SCID curriculum development training, Ebene Hill, Mauritius, February 1994.
Served as Program Director for DACUM Facilitator, and SCID curriculum training, Colombo, Sri Lanka, August 1993
Conducted a series of workshops on curriculum development and competency-based education, Vocational Industrial Training Board, Singapore, April 1990
Conducted a DACUM Training Institute conducted for the National Manpower and Youth Council, Manila, Philippines, October 1987

PROFESSIONAL ACCOMPLISHMENTS/AFFILIATIONS:

Vice President of IVETA-North American Region (2006 – 2010)
Association for Career and Technical Education (Life Member)
American Society for Training and Development
Ohio Vocational Association
Author and Co-author of numerous papers and other publications on career education, instructor training, staff development, administrator education, occupational analysis, and competency-based education.