

## Abbas “Aubteen” Darabi Curriculum Vita

4619-C University Center  
The Learning Systems Institute  
Florida State University  
Tallahassee, Florida 32306-2540  
Phone: (850) 644-5652  
Fax: (850) 644-4952  
Email: [adarabi@lsi.fsu.edu](mailto:adarabi@lsi.fsu.edu)

### Education

#### **Ph.D. in Mass Communication**

**Florida State University**  
**Defense: September, 1981**

**Emphasis:** Theory and Research, Social Change and Innovation

**Dissertation:** *The Differential Impact of Communication Campaigns: A Secondary Analysis of Colombia’s Accion Cultural Popular (ACPO) Project.*

Chairs: Dr. John K. Mayo and Dr. Edward C. Wotring

#### **Master of Science in Communication**

**Florida State University**  
**September, 1979**

**Emphasis:** Mass Media

Theses: *Alienation and Uses of Mass Media among Women in Florida*

#### **Bachelor of Science in Educational Administration**

**Abooraihan University, Tehran, Iran, 1973**

### Teaching Philosophy

Systems thinking and “cognitive apprenticeship” are two approaches that dominate my teaching philosophy. I design and teach my courses based on the principals of holistic method of inquiry and “situated learning.” The former enables the students to simplify complex situations using systemic problem-solving strategies and the latter immerses them in practical experiences while receiving an extensive amount of coaching, scaffolding, and feedback.

### Research Interests

My research interests concern promoting learning and training of complex cognitive skills, advancing adults’ transfer of training, and improving organizational performance through application of performance technology principals.

- My current research project involves the effectiveness of different instructional strategies in learning and training complex cognitive skills such as troubleshooting a chemical plant. For this purpose, I use simulation that uses trouble-shooting scenarios to measure the subjects’ problem-solving abilities monitor students strategies, goal setting, and transfer of training.

### Employment

#### **Current**

#### **Associate Professor/ Research Program Director**

**Department of Educational Psychology and Learning Systems:**

Advising masters and doctoral students of Instructional Systems.

Teaching the following graduate courses as assigned:

**EME 6691:** *Performance Systems Analysis,*

**EME 6636:** *Systems Approach to Change Management,*

**EDF 5461:** *Program Evaluation.*

**The Learning Systems Institute**

*Principal and Co-principal Investigator* for multi-million dollar research projects contracted with government agencies and private companies funded through ongoing proposal writing in response to those agencies' solicitations.

Currently Directing a \$6 million project developing a training curriculum for port security personnel. Also a \$3 million project for the United States Navy on providing guidelines for a web-based training program as part of their integrating learning environment.

**2000-2006** ***Assistant Professor***  
**Department of Educational Psychology and Learning Systems**

**1994-2000** ***Research Program Administrator and Research Associate***

**Government agencies, State of Florida,**  
Managing research units, supervising professional research staff and clerical support, conducting research and evaluation of educational, vocational, and treatment programs.

**1989-1994** ***Research Project Director***  
**Center For Educational Technology, FSU**

Designing, developing, and managing a federally funded computer-based instruction (CBI) projects and occupational analysis studies:

- Planning, designing, and for the last two years of the project, managing a multi-million dollar computer-based instruction project called Job Skills Education Program (JSEP) for the United States Army.
- Conducted numerous occupational analysis projects for government agencies and private businesses.
- Conducted and managed research and evaluation projects for the State of Florida.

**1981 – 1989** ***Research Associate***

Center for Educational Technology, Florida State University:  
Assisting in design and development of Job Skills Education Program (JSEP)- a curriculum of over 400 hours of computer-based instruction.

***Awards &  
Honors***

In 1976, Awarded a four-year scholarship by of Iran's Ministry of Science and Higher Education to complete my graduate studies in the United States.

## Professional Membership

Academy of Human Resource Development (AHRD)  
American Educational Research Association (AERA)  
Association for Educational Communications and Technology (AECT)  
European Association for Research on Learning and Instruction (EARLI)

## Professional Contributions & Services

### **Consulting Editor:**

- *Journal of Educational Technology Research & Development (ETR&D)* published by Association for Educational Communication Technology (AECT).
- *Computers in Human Behavior*, scholarly journal published by Elsevier Publishing and edited by an international board of editors.
- *Educational Research Review*, Scholarly journal published by European Association for Research on Learning and Instruction (EARLI).

### **Symposium Discussant:**

- 11th Biennial Conference of European Association for Research on Learning and Instruction (EARLI), Nicosia, Cyprus, August, 2005.
- AECT International Convention, Orlando, Florida, October 18-22, 2005

### **Reviewer:**

- *International Association for Development of Information Society (IADIS) Conference on Cognition and Exploratory Learning in Digital Age (CELDA)*
- *American Educational Research Association (AERA) Annual Conference Presentations.*
- *Florida Educational Research Association*
- Program Committee member of *IEEE International Conference on Advanced Learning Technologies (ICALT).*

## Awarded Contracts & Grants

September, 2005

### **Principal Investigator:**

Awarded a \$6.2 million grant by the US Department of Homeland Security Office of Domestic Preparedness to develop a port security training curriculum (Award number: 2005-GT-T5-K011). The curriculum uses a blended approach to provide a computer-based and face-to-face training curriculum to the first responders, law enforcement and security personnel of commercial ports across the United States. The project has enlisted 12 major seaports as its training sites and will focus on training situational awareness, preparedness, prevention, and recovery in case of a weapon of mass destruction attack.

September, 2004

### **Co-Principal Investigator:**

Contract with National Training Support Center (NTSC), funded by the U.S. Department of Education to develop a Web-based Career Decision-Making Tool (W-CDT) for high school students & counselors. The contract was for \$250,000 the first year to be extended for three years. The contract first reduced and then discontinued due to lack of funding by Federal Government (Gary Peterson and Jim Sampson, PI and Co-PI)

**2003** ***Co-Principal Investigator:***

Awarded \$3 million contract with the United States Navy, the Naval Education and Training Command (NETC), Contract Number ( N00140-03-Q-2897, August, 2003). Research and development on guidelines and tools for the Navy's Integrated Learning Environment: evaluating and validating different instructional aspects of the Navy's online training program (Laura Hassler, PI).

**2002** ***Principal Investigator:***

Awarded a \$10,000 grant (Srinivas Palanki, Co-PI) from Council for Instruction, Instructional Development Project, FSU to conduct research on the impact of learning strategies on complex learning and use the results in the improvement of Chemical Engineering Curriculum at FSU

**2001** ***Principal Investigator:***

Awarded a \$7,000.00 grant Center for Research and Creativity, FSU as a result of which a computer-based simulation software was developed to be used for my research in the area of complex cognitive skills.

## Publications

### ***Published Refereed Papers:***

**Darabi, A.,** Nelson, W. D., Paas, F. (2007). Learner Involvement in Instruction on a Complex Cognitive Task: Application of a Composite Measure of Performance and Mental Effort. *Journal of Research on Technology in Education*, 40 (1), xx-xxx

Dennen, V., **Darabi, A.,** Smith L. (2007). Instructor-learner interaction in online courses: the relative perceived importance of particular instructor actions on performance and satisfaction. *Journal of Distance Education*. 28(1), pp.65-79.

**Darabi, A.,** Nelson, D. W., Palanki, S., (2007). Acquisition of troubleshooting skills in a computer simulation: Worked example vs. conventional problem solving instructional strategies. *Computers in Human Behavior*, 23(4), pp. 1809-1819

Seel, N. M., **Darabi, A.,** Nelson, D. W. (2006). A dynamic mental model approach to examine schema development in performing a complex troubleshooting

task: Retention of mental models, *Technology, Instruction, Cognition, and Learning, Vol. 4.*

- Darabi, A.,** Sikorski, E., Harvey, R. (2006). Validated competencies for distance teaching. *Journal of Distance Education, Vol. 27, No. 1, pp. 105-122.*
- Darabi, A.,** Sikorski, E. G., Nelson, D. W., and Palanki S. (2006). Efficient, motivational, and effective strategies for complex learning: Computer-based simulation experiments in troubleshooting. *Technology, Instruction, Cognition, and Learning, Vol. 3, pp233-247.*
- Darabi, A.,** Nelson, D. W., Mackal, M.C. (2005). Instructional efficiency of performance analysis training for learners at different levels of competency in using a web-based EPSS, *Performance Improvement Quarterly, Vol.17, No.4, pp. 18-30.*
- Darabi, A.** (2005). Application of cognitive apprenticeship model to a graduate course in performance systems analysis: A case study. *Educational Technology Research and Development (ETR&D), Vol. 53, Number 1*
- Paas, F., Touvinen, J. E., van Merriënboer, J., & **Darabi, A.** (2005). A motivational perspective on the relation between mental effort and performance: optimizing learners' involvement in instructional conditions, *Educational Technology Research and Development (ETR&D), Vol. 53, No. 3, pp. 25-34.*
- Darabi, A.,** Nelson, D. W., Mackal, M.C. (2004-05). Self-regulated learning of performance analysis as a complex cognitive skill: contribution of an electronic performance support system (EPSS). *Journal of Educational Technology Systems, Vol. 33, No.1.*
- Darabi, A.** (2002). Teaching program evaluation: using a systems approach. *American Journal of Evaluation, Vol. 23, No. 2, pp. 219-228.*
- Darabi, A.** and Dempsey, J. V. (1989). A quality control system for curriculum-based CBI projects. *Journal Of Educational Technology Systems, Vol. 18, No. 1.*

### **Published Editor- Reviewed Papers:**

- Darabi, A.** (2003). Systems thinking and systematic methodology: A semi-empirical experience in support of the ISPI value position, *Performance Improvement, Vol. 42, Number 1.*
- Salisbury, D., Brightbill, D., **Darabi, A.,** Dawson, G., Laugen, R., Weage, B. (1989). Development and utilization of computer- assisted instruction at Florida State University, *Educational Technology, Vol. 29, No. 1. 50-52.*

### **Refereed Conference Proceedings:**

- Darabi, A.** & Nelson, W. D. (2006). Learner involvement in instruction on a complex cognitive task: application of a composite measure of performance and mental effort. *Proceedings of the Cognition and Learning In Digital Age Conference Sponsored by International Association for Development of Information Society*, Barcelona, Spain, December 2006.
- Darabi, A.** & Nelson D. W. (2005). Comparison of instructional conditions for novice and intermediate learners of a complex cognitive skill: Performance, efficiency, and involvement. *Proceedings of the 11th Biennial Conference of European Association for Research on Learning and Instruction (EARLI)*, Nicosia, Cyprus, August, 2005.
- Sievert, J. S., Smith, L. J., & **Darabi, A.** (2005). Three levels of need: A framework for pre-assessing online learner readiness. *Proceedings of the Distance Learning Administration Annual Conference*, (pp. 169-176).
- Darabi, A.** (2004). Measuring motivation in instruction and training: a cognitive load perspective. *Proceedings of 46<sup>th</sup> International Military Testing Association, Brussels, Belgium.*
- Darabi, A.** & Nelson, D. W. (2004) Training and Transfer of Complex Cognitive Skills: Effects of Worked Examples and Conventional Problem-Solving, *Proceedings of 27<sup>th</sup> Association for Educational Communications and Technology (AECT) Conference, Chicago, IL.*
- Darabi, A.** Melissa M. C., & Nelson, D. W. (2003). A taste of their own medicine: Use of an Electronic Performance Support System (EPSS) By Performance Technologists. *Proceedings of 26<sup>th</sup> AECT Annual Conference, Anaheim, CA*
- Darabi, A.** (2002). Conducting performance analysis: The case of missing systems approach. *Proceedings of 44<sup>th</sup> International Military Testing Association, Ottawa, Canada.*
- Darabi, A.** (1994). Lessons from the Job Skills Education Program (JSEP), the largest computer-based education project. *Proceedings of International Seminar on Technological Education, Vol.2, Secretariat Division of Council for Technological Education, Tehran, Iran.*
- Darabi, A.** (1994). Job and task analysis: foundation for developing training and instruction. *Proceedings of International Seminar on Technological Education, Vo.2, Secretariat Division of Council for Technological Education, Tehran, Iran.*
- Darabi, A.,** Hassler, L., Smith, L. (2005). Guidelines for learner-instructor interaction in an online learning environment: comparison of perspective from either side of the line. In G. Chiazzese, M. Allegra, A. Chifari, & S. Ottaviano (Eds.), *Methods*

## Presentations

*and technologies for learning* (pp. 29-35). Southampton, Boston: WIT Press.

**Darabi, A.** (2004). Contribution of an electronic performance support system to learning a complex cognitive skill. In K. Morgan & J. M. Spector (Eds.), *The internet society: Advances in learning, commerce and security* (pp.214-225). Southampton, Boston: WIT Press.

### **Refereed Conference Presentations**

**Darabi, A.** & Nelson, W. D. (2006). *Learner involvement in instruction on a complex cognitive task: application of a composite measure of performance and mental effort*. Paper presented at Cognition and Learning In Digital Age Conference Sponsored by International Association for Development of Information Society, Barcelona, Spain, December 2006. *This paper was recognized as one of the three “outstanding” paper of the conference among over 150 submissions.*

Sikorski, E. G., **Darabi, A. A.**, & Nelson, D. W. (2006). *Teaching Change Management: The Fusion of Theory and Practice*. Presented at the Association for Educational Communications and Technology Conference Dallas, TX.

**Darabi, A.**, Sievert, J., Sikorski, E., & Nelson, D. W. (2005) *Successful Online Instruction: Research-based Guidelines and Recommended Practices*. Symposium Presented at AECT International Convention, Orlando, Florida, October 18-22, 2005

**Darabi, A.** (2005). *Comparison of Instructional Conditions for Novice and Intermediate Learners of a Complex Cognitive Skill: Performance, Efficiency, and Involvement*. Paper presented at the 11th Biennial Conference of European Association for Research on Learning and Instruction (EARLI), Nicosia, Cyprus, August, 2005

**Darabi, A.**, Hassler, L., Smith, L. (2005). *Interaction guidelines for learners and instructors in an online learning environment*. Paper presented at the First International conference on methods and technologies for learning (ICTML), Italian National Research Council & Institute for Educational Technology, Palermo, Italy.

**Darabi, A.** (2004). Measuring motivation in instruction and training: a cognitive load perspective, *46<sup>th</sup> annual conference of International Military Testing Association, Brussels, Belgium*.

**Darabi, A.** & Nelson, D. W. (2004) *Training and Transfer of Complex Cognitive Skills: Effects of Worked Examples and Conventional Problem-Solving*. Selected Paper presented at the 27<sup>th</sup> Annual Conference of Association for Educational Communications and Technology (AECT), Chicago, IL.

- Darabi, A.** (2004, January) *Evaluation questions: business drivers of program evaluation*. Paper presented at the 16<sup>th</sup> Annual Conference of the Southeast Evaluation Association, Tallahassee, Florida.
- Darabi, A.,** Melissa M. C., & Nelson, D. W. (2003). *A taste of their own medicine: Use of an Electronic Performance Support System (EPSS) By Performance Technologists*. Selected Paper presented at the 26<sup>th</sup> Annual Conference of AECT, Anaheim, CA.
- Darabi, A.** (2003, January). *Evaluation of Training Program: Beyond Kirkpatrick's four-level mode*. Paper presented at the 15<sup>th</sup> Annual Evaluation Conference of the Southeast Evaluation Association, Tallahassee, Florida.
- Darabi A.** (2002, November). *Effects of process, outcome, and shifted goal orientations on transfer of complex cognitive skills*. Paper presented at the Association of Educational and Communication Technology (AECT) conference, Dallas, Texas.
- Darabi A.** (2002, November). *Application of the "Holistic Process of Inquiry" in program evaluation*. Poster paper presented at the American Evaluation Association Annual Conference, Washington DC.
- Darabi, A.** (2002, October) *Conducting performance analysis: The case of missing systems approach*. Paper presented at the International Military Testing Association (IMTA) Annual Conference, Ottawa, Canada.
- Darabi, A.** (2002, January). *Conducting program evaluation: The systems approach*. Paper presented at the 14<sup>th</sup> annual conference of the Southeast Evaluation Association, Tallahassee, Florida.
- Darabi, A.** (1989, December). *Program evaluation of Florida DC substance abuse treatment programs*. Paper presented at The Project REFORM Fifth Annual Workshop, Wilmington, Delaware.

### ***Presentations by Invitation***

- Darabi, A.** (1998). *Evaluation of performance-based budgeting standards for juvenile justice contracts*. Paper presented at Juvenile Justice Service Providers and Contract Managers Conference; Orlando, Florida.
- Darabi, A.** (1997). *Program evaluation procedures for juvenile treatment program*. Paper presented at the Juvenile Justice Service Providers and Contract Managers Conference; Orlando, Florida.
- Darabi, A.** (1992). *Conducting research in correctional settings*. Paper Presented at The Florida Department Of Corrections Substance Abuse Annual Training Conference, Orlando, Florida.

- Darabi, A.** (1992). *Outcome evaluation of treatment programs in correctional setting*; Paper presented at the State Of Florida Epidemiology Work Group, Tallahassee, Florida.
- Darabi, A.** (1992). *Research foundations and theoretical bases of substance abuse treatment programs*. Paper presented at The Southern Conference Of Corrections, Tallahassee, Florida.
- Darabi, A.** (1989). *Program evaluation of Florida DC substance abuse treatment programs*. Paper presented at The Project REFORM Fifth Annual Workshop, Wilmington, Delaware.

**Grants & Contracts Products Produced and Delivered under my supervision as Principal Investigator (PI), CO-PI & Project Director:**

- ***How to Respond to Training Needs Related to Acquisition, Transfer, Retention, Automaticity, and Expertise: A HPT-based Heuristic***, Prepared for the Naval Education and Training Command, Contract Number: N00140-03-C-0036, Prepared by: The Learning Systems Institute Florida State University, Suite C4600 University Center, Tallahassee, Florida 32306-2540, August, 23, 2007.
- ***Literature Review for the Optimization of Online Participation and Collaboration in the Integrated Learning Environment***, Prepared for the Naval Education and Training Command, Contract Number: 00140-03-Q-2897, Prepared by: The Learning Systems Institute Florida State University, Suite C4600 University Center, Tallahassee, Florida 32306-2540, August 16, 2004
- ***Strategies and Best Practices to Optimize Online Participation and Collaboration in the Integrated Learning Environment***, Prepared for the Naval Education and Training Command Contract Number: N00140-03-Q-2897, Prepared by: The Learning Systems Institute, Florida State University, Suite C4600 University Center, Tallahassee, Florida 32306-2540 August 16, 2004
- ***Literature Review for Learner-Learner Interaction in the Online Learning Environment***, Prepared for the Naval Education and Training Command, Contract Number: N00140-03-Q-2897, Prepared by: The Learning Systems Institute, Florida State University, Suite C4600 University Center, Tallahassee, Florida 32306-2540, September 8, 2004
- ***Guidelines for Learner-Learner Interaction in the Online Learning Environment***, Prepared for the Naval Education and Training Command, Contract Number: N00140-03-Q-2897, Prepared by The Learning Systems Institute, Florida State University, Tallahassee, Florida 32306, September 8, 2004
- ***Revalidation of IDS Guidelines for Learner-Instructor Interaction in the Navy Integrated Learning Environment***, Prepared for the Naval Education and Training Command Contract Number: N00140-03-Q-2897, Prepared by: The Learning Systems Institute, Florida State University, Suite C4600 University Center Tallahassee, Florida 32306-2540, September 8, 2004
- ***Literature Review for Online Learner Characteristics and Skills***, Prepared for the Naval Education and Training Command, Contract Number: N00140-03-Q-2897,

Prepared by: The Learning Systems Institute, Florida State University Suite C4600 University Center, Tallahassee, Florida 32306-2540 September 22, 2004

- ***Online Learner Characteristics and Skill Sets***, Prepared for the Naval Education and Training Command, Contract Number: N00140-03-Q-2897, Prepared by: The Learning Systems Institute, Florida State University, Tallahassee, Florida 32306-2540, September 22, 2004
- ***Literature Review for Online Course Completion***, Prepared for the Naval Education and Training Command Contract Number: N00140-03-Q-2897, Prepared by The Learning Systems Institute, Florida State University, Tallahassee, Florida 32306-2540, October 18, 2004
- ***Strategies/Best Practices to Optimize Online Course Completion***, Prepared for the, Naval Education and Training Command, Contract Number: N00140-03-Q-2897, Prepared by: The Learning Systems Institute, Florida State University, Suite C4600 University Center Tallahassee, Florida 32306-2540, October 18, 2004
- ***IDS Duties and Tasks in an Online Learning Environment***, Prepared for the Naval Education and Training Command, Contract Number: 00140-03-Q-2897, Prepared by: The Learning Systems Institute, Florida State University, Suite C4600 University Center Tallahassee, Florida 32306-2540, February 22, 2005
- ***Psychological impact of tier programs: An outcome evaluation***. Tallahassee, FL: Florida Department Of Corrections, 1991
- ***Research foundations and theoretical bases of substance abuse treatment programs***. Tallahassee, FL: Florida Department Of Corrections 1989.
- ***Substance abuse programs: program evaluation***. Tallahassee, FL: Florida Department Of Corrections, 1989
- ***Job skills education program, data management system: features & functions***. Tallahassee, FL: Center for Educational Technology, Florida State University, 1988.
- ***Job skills education program, curriculum catalog***. Tallahassee, FL: Center for Educational Technology, Florida State University, 1987.
- ***Job and task analysis of Florida correctional officers: Final Report***. Tallahassee, FL: Florida Department Of Law Enforcement, 1984.
- ***Review of job and task analysis and clustering schema***. Tallahassee, FL: Center For Educational Technology, Florida State University, 1983.

## **Consulting Experience & Skills**

Numerous clients from private business and government agencies assisted with variety of research projects. Specifically, provided consulting services to several hospitals, banks, and HRD agencies with occupational analysis, job and task analysis, for the purpose of restructuring their workforce and redesigning their organizational performance.