

VITA
DR. RICHARD P. HASSLER
ED.D., C.E.R.T., CFI, Remote Pilot

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Certifications

FANUC Certified Educational Robotics Trainer (C.E.R.T.)
FANUC Handling Tool and Operation Programming
Yaskawa/Motoman FS100 Basic Programming with Material Handling
Yaskawa/Motoman FS100 Basic Programming with Material Handling – Trainer
Certified Rockwell/Allen Bradley Automation – PLC Trainer
Certified Parker Hannifin Hydraulics Trainer
FAA: Commercial Pilot, Remote Pilot (sUAS), Flight Instructor (CFI, Exp.
11-30-2026)

Education

Doctor of Educational Leadership and Change	Fielding Graduate University - 2005
Bachelor of Specialized Studies	Ohio University – 2001

PROFESSIONAL HIGHLIGHTS (IN ORDER OF RELEVANCE)

Kent State University (August 2018 – Present)

Full-Time Assistant Professor – College of Aeronautics and Engineering

Contributed to the success of Kent State's College of Aeronautics and Engineering by integrating industry-recognized certifications into existing coursework related to automation, hydraulics, and robotics. Instructed and collaborated on curriculum research programs that improved instructional quality and delivery in the college.

Mahoning County Career and Technical Center (April 2016 – Present)

RAMTEC (Advanced Manufacturing) Coordinator

Created ongoing progress resulting in full implementation of RAMTEC by managing and implementing all aspects of the RAMTEC initiative including lab layout, equipment receipt and set-up, participation in required certification training, outreach to community stakeholders and course/curriculum development.

Mahoning County Career and Technical Center COG (August 2016 – July 2017)

Simulated Workplace Instructional Coach

Maintained proper alignment of and compliance with the Simulated Workplace grant requirements through regular participation in professional learning community meetings, successful completion of all required training, learning and understanding Simulated Workplace implementation, and coaching teachers to carry on the program.

Mahoning County Career and Technical Center (April 2010 – August 2018)

Instructor – Customized Training Developer

Enhance the Adult Career Center by co-managing, designing, and evaluating customized workforce training. Maintain student engagement by teaching classes in Motor Control, Electricity, Programmable Logic Controllers, Business Communications, Computer Fundamentals, and Production Certification.

Ashford University (November 2012 – November 2014)

Full-time Assistant Professor - Remote

Improved student engagement through evaluation and instruction with entry-point classes in Psychology and Educational Philosophy through the Division of General Education. Participated in curriculum review and program development targeting student engagement and success.

Ashford University; Clinton, Iowa (April 2007 – January 2017).

Associate Faculty – Reviewer

Maintained student success by teaching classes and reviewing assignments and curriculum in Psychology, Educational Philosophy, Business Ethics and Communications. Help improve the university's image by earning consistent exceptional supervisor and student reviews. Earn continuous contract offers to teach Graduate-Level Business Communications, Supply Chain Management, and Organizational Behavior, and Undergraduate Psychology and Ethics.

ITT Technical Institute; Youngstown, OH; (August 1989 – January 2011).

Full-time Online and In-house Faculty – Training Assessment

Instructed and collaborated on curriculum research programs that improved corporate instructional quality and delivery. Local campus and students benefited from my frequent superior evaluations teaching Computer and Electronics Engineering Technology, Ethics, Research Methods, and Government. Lead a new instructor mentorship initiative which improved faculty expertise and retention.

Key Achievements:

- Consistently superior student, peer, and supervisor ratings
- Effective curricula assessment influenced corporate course development
- Improved relationships between faculty and management
- Notable student satisfaction comments and reviews

RG Steel, LLC.; Sparrow's Point, MD (September 2011 – August 2012)

Human Resources Training Manager

Hired to create and define the vision of a new HR training department to align with a corporate mission of continuous improvement. Generated financial gains for RG Steel by leading a team of hourly, contract, and salaried, employees engaged in the analysis, design, development, implementation, and evaluation (ADDIE) of plant and human resource training initiatives. Successfully managed an hourly Union workforce of 27 employees and 5 training contractors, which enhanced personnel relationships. Collaborated with Labor Union officers and Maryland State officials to manage and allocate the budget for a \$400,000 training grant from the Maryland Department of Labor, Licensing, and Regulation.

Key Achievements:

- Noticeable increases in training efficiency
- Improved stakeholder relationships across corporate and hourly boundaries

Warren Steel Holdings; Warren, OH (February 2011 – August 2011).

Training Supervisor

Attained enhanced product quality and improved plant production through my implementation and use of technology and training leadership. Created, managed, and evaluated HR training programs (ADDIE) for a maintenance and automation team in a 160 + employee steel making facility. Eight electrical maintenance and three automation employees engaged in ongoing training and professional development to maximize the efficiency of plant electrical and automation services.

Key Achievements:

- Technology-based improvements
- Greater product quality through improved production
- Improved customer satisfaction

Instructor – Instructional Supervisor/Consultant; 1980 – 1989.

Progressively increased program and teaching quality as a faculty member, administrator, and consultant at technical schools in Arizona and Ohio.

Key Achievements:

- Improved curricula offerings
- Mentored new faculty and administrators increased employee and student retention

United States Air Force; 1976 – 1980 (Honorable Discharge).
Maintenance Control Specialist

Developed management strategies that allowed the maintenance control department to receive high military performance marks. Managed the incoming orientation and safety training of maintenance personnel, and supervised junior Non-Commissioned Officers and civilian employees.

Key Achievements:

- High personal and group performance ratings
- Considered for a position at the US Air Force Academy

Primary Research Interest

Mixed methodologies that capture, evaluate, and analyze the psychodynamics of first year college students and how this might influence student absenteeism, engagement, and retention.

RESEARCH EXPERIENCE

Ashford University – Targeted Engagement Study.

Detailed student engagement analysis comparing historical engagement data from previous courses to a six month, ten-course regimen of same-course facilitation. The study group was subjected to regular targeted correspondence concerning online behaviors including discussion forum participation, timely assignment submission, and the frequency of visiting critical online classroom portals such as faculty expectations and weekly course guidance.

ITT Technical Institute Independent Research Project.

An evaluation and analysis of standardized curricula and its implementation in the classroom to determine the extent to which its delivery influences both attendance and retention.

Dissertation Research.

As part of an action research project, conducted a two-tier pretest/posttest correlational analysis to determine if information density influenced memory retention in both working and long-term memory, as contained in the standardized curricula of a postsecondary for-profit educational institution (2005). ITT Technical Institute

Pre-Dissertation Research

Developed and evaluated the pretest/posttest instruments for the dissertation correlational study (2004).

PUBLICATIONS AND PRESENTATIONS

Academic Publications:

Hassler, R. P. (2006). Essay; The Flogging of For-Profit Colleges. Article highlighting the positive aspects of for-profit educational institutions; Academic Questions; National Association of Scholars (Summer, 2006).

Hassler, R. P. (2005). Does Information Density in Standardized Postsecondary For-Profit Curricula influence Memory Retention in both Working and Long-Term Memory: A Correlational Study Contributing to an Action Research Project. Dissertation on file.

Hassler, R. P. (2001). Class Personality. Safe Cycling, 21(1)

Hassler, R. P. (2001). Class Personality. The Teaching Professor, 15(1).

Other Publications:

Hassler, R. P. (2015). The Murder of Henry Clerval: A Lost Chapter to Mary Shelley's *Frankenstein*. Amazon
Hassler, R. P. (2013). Tumble in the Desert: A Wake Turbulence Wake-up. *AOPA Pilot Magazine*.
Hassler, R. P. (2013). Big "B", little "e": Business before Education in For-Profit Colleges. Amazon
Hassler, R. P. (2012). The Tao of Flying. Amazon
Hassler, R. P. (2003). Sensory Overload. *AOPA Flight Training Magazine*.
Hassler, R. P. (2001). Heavy Airplane. *Flying Magazine*.

PRESENTATIONS:

Hassler, R. P. and Imhoff, B. (Fall, 2009). Conducted a roundtable discussion at Kent State University entitled Big 'B', little 'e' for the 16th Annual University Teaching Council Conference highlighting an analysis that discussed the comparative aspects of for-profit and traditional university postsecondary education.

Hassler, R. P. (Summer, 2009). Conducted part 2 of a workshop entitled 'Using Synthesis to Construct Understanding' for faculty professional development to the faculty and administration of ITT Technical Institute, Youngstown, Ohio.

Hassler, R. P. (Spring, 2009). Conducted part 1 of a workshop entitled 'Using Synthesis to Construct Understanding' for faculty professional development to the faculty and administration of ITT Technical Institute, Youngstown, Ohio.

Hassler, R. P. (2008). Conducted a workshop on Academic Q & A for faculty professional development to the faculty and administration of ITT Technical Institute, Youngstown, Ohio.

Hassler, R. P. (2006). Conducted a workshop on Action Lesson Plans and Planning for Spring in-service training to the faculty and administration of ITT Technical Institute, Youngstown, Ohio.

Hassler, R. P. (2005). Dissertation overview and workshop on Bloom's Taxonomy of Educational Objectives (enhanced) conducted for spring in-service training to the faculty and administration of ITT Technical Institute, Youngstown, Ohio.

Hassler, R. P. (2005). Oral dissertation defense and presentation. Presented in public to the students, faculty, and administration of Fielding Graduate University.

Hassler, R. P. (1997). Calvin's Ultimate Source. First place essay recipient. Paper presented to the faculty, staff, and students- Department of Philosophy and Religious Studies-Youngstown State University.

AWARDS and ACHIEVEMENTS

Member of the Provost's Circle; Ashford University; 2009

First place essay contest winner; Department of Philosophy and Religious Studies-Youngstown State University (1997).

ITT Technical Institute Instructor of the Quarter (Q2, 1999).