Geoffrey T. LaFlair

Curriculum Vitæ

Duolingo
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Education

2010 - 2015	**Ph.D. in Applied Linguistics**, *Northern Arizona University*, Flagstaff, AZ.
	Dissertation: Testing, Teaching & Transfer: Helping First-Year ESL Business Students Make the Transition (Chair: Joan Jamieson)
2011 - 2013	**Graduate Certificate in Applied Statistics**, *Northern Arizona University*, Flagstaff, AZ.
2007 - 2009	**M.A. in TESOL**, *Central Michigan University*, Mount Pleasant, MI.
1999 - 2003	**B.A. in French Language & Literature**, *Kalamazoo College*, Kalamazoo, MI.

Experience

2019 - Present	**Assessment Researcher**, *Duolingo*, Pittsburgh, PA.
	o Conduct research and development on the Duolingo English Test
2017 - Dec 2018	**Assistant Professor, Department of Second Language Studies**, *University of Hawai'i at Mānoa*, Honolulu, HI.
	o Research issues related to language assessment and quantitative research methods in applied linguistics
	o Teach undergraduate and graduate level language assessment and quantitative research methods courses
	o Serve on Faculty Senate, MA admissions committee
2015 - 2017	**Director of Assessment, Lecturer in the Center for ESL**, *University of Kentucky*, Lexington, KY.
	o Manage placement, achievement, and post-entry language assessments
	o Lead professional development sessions to build instructor assessment literacy
	o Teach in intensive English, English for academic purposes, and MA TESL programs
2010 - 2015	**Graduate Teaching Assistant, English Department & Program for Intensive English**, *University of Northern Arizona*, Flagstaff, AZ.
	o Member of assessment team in the intensive English program
	o Taught breakout sessions for large section undergraduate linguistic and grammar courses
	o Taught first-year composition; worked in the writing center

Summer 2014 **Temporary Assessment Coordinator, English Language Institute**, *Central Michigan University*, Mount Pleasant, MI.
- Consulted on implementation of common achievement tests
- Trained teachers in language assessment development

Summer 2013 **Research Intern**, *Cambridge Michigan Language Assessments (CaMLA), Supervisor: Jayanti Banerjee*, Ann Arbor, MI.
- Conducted differential item/test functioning and rater severity studies
- Prepared documentation for linking a test to the Canadian Language Benchmarks
- Developed R function for design of experiments using Rasch analysis

Summer 2013 **Item Writer**, *Second Language Testing, Incorporated (SLTI)*, Remote.
- Developed items for a listening test linked to the Common European Framework of Reference (CEFR)

Summer 2012 **Summer Assessment Coordinator, Program in Intensive English**, *Northern Arizona University*, Flagstaff, AZ.
- Managed the development, administration, scoring, and analysis of the achievement tests for summer courses

2009 - 2010 **Full-time Instructor, English Language Institute**, *Central Michigan University*, Mount Pleasant, MI.
- Taught integrated reading and writing, integrated listening and speaking, and grammar courses
- Mentored MA TESOL practicum students
- Served on the assessment committee

2008 - 2009 **Graduate Teaching & Research Assistant, English Language Institute & English Department**, *Central Michigan University*, Mount Pleasant, MI.
- Taught integrated reading and writing and integrated listening and speaking; served on the curriculum committee
- Research assistant on a phonological sociolinguistics case study of a native Japanese speaker of English

Summer 2008 **Part-time Instructor, English Language Center**, *Michigan State University*, East Lansing, MI.
- Taught grammar and a content-based language course
- Co-organized community activities for students

Fall 2007 **Writing Center Consultant, CMU Writing Center**, *Central Michigan University*, Mount Pleasant, MI.
- Consulted writers in all stages of the writing process (face to face & online)

Summer 2007 **Part-time Instructor, English Language Program**, *Saginaw Valley State University*, Saginaw, MI.
- Taught integrated listening and speaking courses and grammar
- Organized local field trips
- Volunteered as a writing tutor

2004 - 2007 **Electrician's Apprentice**, *T & S Electric Service*, Saginaw, MI.
- Installed electrical wires, panels, and fixtures in residential, commercial, and industrial buildings in both new and remodel construction projects
- Aided in writing job estimates for potential customers

2003 - 2004	**English Language Teaching Assistant**, *Lycée Joseph Savina*, Tréguier, France.
	○ Taught conversational English courses to supplement the English curriculum in the high school and the attached two-year post-secondary business English program

Refereed Journal Articles

LaFlair, G. T., Isbell, D., Gutierrez Arvizu, M. N., May, L. D. N., & Jamieson, J. (2017). Equating in small-scale language testing programs. *Language Testing*, *34*, 127–144.

LaFlair, G. T. & Staples, S. (2017). Using corpus linguistics to examine the extrapolation inference in the validity argument for a high-stakes speaking assessment. *Language Testing*, *34*, 451–475.

Staples, S., **LaFlair, G. T.**, & Egbert, J. (2017). Comparing language use in oral proficiency interviews to language use in target domains: Conversational, academic, and professional discourse. *Modern Language Journal*, *101*, 194–213.

Plonsky, L., Egbert, J., & **LaFlair, G. T.** (2015). Bootstrapping in applied linguistics: Assessing its potential using shared data. *Applied Linguistics*, *36*, 611–634.

Book Chapters

Egbert, J. & **LaFlair, G. T.** (in press). Statistics for distribution free data. In L. Plonsky, P. DeCosta, A. Phakiti, & S. Starfield (Eds.), *Handbook of applied linguistics research methodology*. London: Palgrave Macmillan.

LaFlair, G. T. (under contract-a). Managing assessment data in second language acquisition studies. In A. Berez-Kroeker, B. McDonnell, & E. Koller (Eds.), *The open handbook of linguistic data management*. Cambridge: MIT Press Open.

LaFlair, G. T. (under contract-b). Non-parametric statistics. In P. Winke & T. Brunfaut (Eds.), *Handbook of second language aquisition and language testing*. London: Routledge.

LaFlair, G. T. & Kyle, K. (under contract). Assessment. In N. Tracy-Ventura & M. Paquot (Eds.), *Handbook of second language aquisition and corpora*. London: Routledge.

LaFlair, G. T., Staples, S., & Yan, X. (in press). Triangulating corpus linguistics and language assessment-using corpus linguistics to enhance validity arguments. In J. Egbert & P. Baker (Eds.), *Using corpus methods to triangulate linguistic analysis*. London: Routledge.

LaFlair, G. T., Egbert, J., & Plonsky, L. (2015). A practical guide to bootstrapping descriptive statistics, correlations, *t* tests, and ANOVAs. In L. Plonsky (Ed.), *Advancing quantitative methods in language research*. London: Routledge.

Research Reports

LaFlair, G. T., Staples, S., & Egbert, J. (2015). *Variability in the MELAB speaking task: Investigating linguistic characteristics of test-taker performances in relation to rater severity and score.* Cambridge Michigan Language Assessments, Ann Arbor, MI.

Conference Presentations, Invited Talks**, & Workshops*

Kyle, K., **LaFlair, G. T.**, & Ziegler, N. (2018). The TMLE Corpus project: Academic language in technology-mediated contexts. Paper presented at the American Association for Corpus Linguistics (AACL), Atlanta, GA.

***LaFlair, G. T.** (2018). Reproducible data visualization in R and Rstudio. Demonstration to be delivered at the Hawai'i-Pacific Evaluation Association Workshops and Conference, Kane'ohe, HI.

**LaFlair, G. T., Staples, S., & Egbert, J. (2018). Uncovering pragmatic competence in speaking through corpus-based register analysis. Paper presented in the American Association for Applied Linguistics (AAAL) invited colloquium, "Assessing meaning-making ability in context: Exploring register-specific pragmatic competence", at the 45th International Systemic Functional Congress (ISFC18) Boston, MA.

*LaFlair, G. T. (2017). Project management with RStudio and Git. Workshop given at the Language Data Science Group at UH Mānoa.

LaFlair, G. T. (2016). Meeting the demands of accreditation and best practice by using R, Shiny, and SQLite. Work in progress presented at the Georgetown University Round Table (GURT): Useful Assessment and Evaluation in Language Education, Washington, DC.

LaFlair, G. T., Forest, R. W., & Fisher, A. M. (2016). Corpora and alignment in a university IEP. Paper presented at the American Association for Corpus Linguistics (AACL), Ames, IA.

LaFlair, G. T., Sarver, W., & Pippin, Z. (2016). The missing piece: Alignment of curriculum, instruction, and assessment. Paper presented at the English USA Professional Development conference, Monterey, CA.

**LaFlair, G. T. & Staples, S. (2016). Applications of corpus linguistics for investigating target domain language in high stakes assessments. Paper presented in the joint ILTA and AAAL invited colloquium, "Connecting Corpus Linguistics and Language Assessment", at the American Association for Applied Linguistics conference (AAAL), Orlando, FL.

LaFlair, G.T. & Richardson, W. (2016). Improving post-entry language assessment: An overview of an in-house test. Paper presented at the Southeast Teachers of English to Speakers of Other Languages (SETESOL), Louisville, KY.

Staples, S., Egbert, J., & **LaFlair, G. T.** (2015). A multi-dimensional comparison of oral proficiency interviews to conversation, academic, and professional spoken registers. Paper presented at the Corpus Linguistics (CL) conference, Lancaster, UK.

Banerjee, J. & **LaFlair, G. T.** (2014). Expanding bias investigations: The influence of reasons for taking the MELAB. Paper presented at the Mid-west Association of Language Testers (MwALT) conference, Ann Arbor, MI.

Gutierrez-Arvizu, M. N., **LaFlair, G. T.**, & Isbell, D. (2014). Using circle-arc to equate placement tests in small language programs. Paper presented at the Mid-west Association of Language Testers (MwALT) conference, Ann Arbor, MI.

Isbell, D., Gutierrez-Arvizu, M. N., & **LaFlair, G. T.** (2014). Is equating reasonable for small-scale language testing programs? Paper presented at Language Testing Research Colloquium (LTRC), Amsterdam, Netherlands.

LaFlair, G. T. (2014). Developing a post-admissions business language assessment. Paper presented at the Mid-west Association of Language Testers (MwALT) conference, Ann Arbor, MI.

*LaFlair, G. T. & Egbert, J. (2014). Introduction to graphics with R. A workshop given at the American Association for Corpus Linguistics conference (AACL), Flagstaff, AZ.

LaFlair, G. T., Egbert, J., & Staples, S. (2014). Comparing oral profciency interviews to academic and professional spoken registers. Paper presented at the American Association for Corpus Linguistics conference (AACL), Flagstaff, AZ.

Plonsky, L., **LaFlair, G. T.**, & Egbert, J. (2014). Bootstrapped *t* tests and ANOVAs: Using data re-analysis to assess their potential in L2 research. Paper presented at American Association for Applied Linguistics (AAAL), Portland, OR.

Staples, S., **LaFlair, G. T.**, & Egbert, J. (2014). Investigating the multi-faceted nature of speaking performance with a multivariate method. Paper presented at the Mid-west Association of Language Testers (MwALT) conference, Ann Arbor, MI.

LaFlair, G. T. (2013b). Calibrating a test of business english. Poster presented at the Midwest Association of Language Testers (MwALT), Lansing, MI.

LaFlair, G. T., Egbert, J., & Miller, D. (2012). Structural compression and elaboration across levels of ESL reading textbook series. Paper presented at American Association for Applied Linguistics (AAAL), Boston, MA.

LaFlair, G. T. (2011). ESL students' development of self-regulatory writing skills. Paper presented at Arizona TESOL state conference (AZ-TESOL), Prescott, AZ.

LaFlair, G. T. & Egbert, J. (2011). Grammatical complexity in ESL reading textbooks. Paper presented at Mini AZ-TESOL, Flagstaff, AZ.

*Davidson, J. & **LaFlair, G. T.** (2010). Résumés and curriculum vitæ. A Workshop presented at the Michigan Writing Center Association (MWCA), Muskegon, MI.

▬▬▬▬ R Packages

LaFlair, G. T. (under development). riris: R package for sharing SLA and L2 research instruments and metadata collected by the IRIS Digital Repository (Version 0.1.0).

LaFlair, G. T. (2018). rcrtan: Criterion-referenced test analysis (Version 0.1.0). Retrieved from https://cran.r-project.org/package=rcrtan

▬▬▬▬ Grants

2018   **Co-PI: TOEFL Committee of Examiners (COE) Research Grants**, *A linguistic analysis of the communication demands in typical technology-mediated learning environments (with Kristopher Kyle & Nicole Ziegler)*, Amount $99,996.

2017   **Co-PI: Paragon Assessment Grant**, *Using Corpus-based Register Analysis to Examine Validity Evidence for the Canadian English Language Proficiency Index Program (with Kristopher Kyle, Shelley Staples, & Jesse Egbert)*, ($30,000 CAD) short-listed but not awarded; submitted 7-2017.

2016   **Co-PI: Paragon Assessment Grant**, *Using Corpus-based Register Analysis to Examine Validity Evidence for the Canadian English Language Assessment (with Kristopher Kyle, Shelley Staples, & Jesse Egbert)*, ($30,000 CAD) short-listed but not awarded; submitted 7-2016.

2014   **TOEFL Small Grants for Doctoral Research in Second or Foreign Language Assessment**, *Testing, teaching, & transfer: Helping first-year ESL business majors make the transition*, Amount $1,200.

2014   **Co-PI: CaMLA's Spaan Research Grant (with Shelley Staples & Jesse Egbert)**, *Investigating examiner variability and its relation to linguistic characteristics of test taker performances*, Amount $3,000.

▬▬▬▬ Service

Fall 2018-present   **UH Faculty Senate**, *General Education Committee*.

Fall 2018	**Panelist**, *University of Hawai'i at Mānoa New Faculty Orientation*.
Spring 2018	**Organizer**, *Department of Second Language Studies Open Science Symposium*.
Spring 2018-present	**Maintainer for Social Sciences Open Refine Lesson**, *The Carpentries: Data Carpentry*.
Spring 2018-present	**Member of Social Sciences Curriculum Advisory Committee**, *The Carpentries: Data Carpentry*.
2017-present	**Conference abstract reviewer**, *American Association of Applied Linguistics, American Association for Corpus Linguistics*.
2017-present	**Certified Instructor**, *The Carpentries: Data Carpentry*.
2014-present	**Manuscript reviewer**, *Applied Linguistics, Language Testing, Language Teaching Research, Studies in Second Language Learning and Teaching*.

in progress	**Author/Maintainer**, *riris: R package for sharing SLA and L2 research instruments and metadata collected by the IRIS Digital Repository*. ○ ⬡ github.com/ropenscilabs/riris ○ www.iris-database.org
2016	**Author/Maintainer**, *rcrtan: R package for criterion-referenced item and test analysis*. ○ ⬡ github.com/gtlaflair/rcrtan
2013 - 2015	**Organizer (with Jesse Egbert & Luke Plonsky)**, *Coffee & Cronbach: A discussion group for research methods and issues in applied linguistics*.
2011 - 2012	**Co-president (with Shelley Staples) & Treasurer**, *Graduate Student Association of Applied Linguistics (GSAAL)*.

Professional Development

Fall 2018-Spring 2017	○ UH Mānoa Open Access Materials workshop and talk series ○ UH Mānoa Open Education Week

Awards

2012	**Program in Intensive English Research Award**, *Northern Arizona University*, The Generalizability of Summary Writing Tasks on Achievement Tests.

2012   **Student Travel Awards**, *Northern Arizona University*.

2010 - 2012   **Doctoral Summer Research Award**, *Northern Arizona University*.

2010 - 2012   **Applied Linguistics Doctoral Research Fellowship**, *Northern Arizona University*.

Professional Affiliations

American Association for Applied Linguistics (AAAL)

American Educational Research Association (AERA)

International Language Testing Association (ILTA)

National Council on Measurement in Education (NCME)

Courses Taught

University Courses
- SLS 490: Second Language Testing (UH)
- SLS 600: Introduction to Second Language Research (UH)
- SLS 670: Second Language Quantitative Research Methods (UH)
- TSL 675: English Grammar - Analysis & Pedagogy (UK)
- ENG 321: English Grammars (TA at NAU)
- ENG 308: Introduction to Linguistics (TA at NAU)
- ACC 206: Language for Business Law (NAU)
- EAP 120: Reading for Academic Purposes (UK)
- WRD 110: Composition and Communication 1 (UK)
- ENG 105: Critical Reading and Writing in the University Community (NAU)

Intensive English Programs
- ESL 120: Reading for Academic Purposes (UK)
- ELI 083: Advanced Grammar for International Students (CMU)
- ELI 081: Listening and Speaking for International Students (CMU)
- ELI 073: Grammar for International Students III (CMU)
- ELI 072: Reading and Writing III (CMU)
- ELI 063: Grammar for International Students II (CMU)
- ELI 061: Integrated Skills II (CMU)
- ESL 051: Intensive Writing (UK)
- ESL 031: Intensive Writing (UK)
- ESL 023: Intensive Grammar (UK)

Guest Lectures	o SLS 600: Language Assessment, Fall 2017
	o ENG 657: TESOL Methods II, Texas A & M University-Commerce *Classroom-based Language Assessment*, Spring 2016 (video recorded mini-lecture)
	o SPA 653/MCL 665: L2 Language Assessment, University of Kentucky, *Reliability in Language Assessment*, Fall 2015
	o ENG 578: ESL Curriculum and Administration, Northern Arizona University, *A needs' analysis for language diagnosis and support*, Spring 2013

Consulting

| Summer 2017 | o Laureate International Universities: Design plan and Rasch analysis of rater severity |
| | o University of Kentucky KYOTE college readiness test: Item reponse theory cut-score evaluation |

Technical Skills

Data analysis & visualization	R base, tidyverse, boot, psych, equate, lme4, rcrtan, Facets/Winsteps, GENOVA
Corpus analysis	tidytext, koRpus, RQDA, stringr, tm, pdftools
Reproducible research	git, github, markdown, knitr, LaTeX, Shiny, riris, rmarkdown, RSQLite
Operating systems	Linux (Debian/Ubuntu) & Windows