

DONALD E. KNIGHT

CONTACT INFORMATION

UMBC at The Universities at Shady Grove
Department of Psychology
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ACADEMIC PREPARATION

Ph.D., Counseling Psychology, College of Education, Western Michigan University, Kalamazoo, 2012
Dissertation Title: *Examining the Role of Research Mentoring in Predicting Minority Professional Psychology Doctoral Students' Research Self-Efficacies*
Dissertation Chair: Lonnie E. Duncan, PhD

M.A., Student Personnel Administration, Steinhardt School of Education, New York University, New York, 1999

B.A., Psychology, College of Arts & Sciences, University of Maryland, Baltimore County, Baltimore, 1997
Minor (Certificate): African American Studies

SELECTED HONORS & AWARDS

2013	Quantitative Training for Underrepresented Groups Research Award for <u>Research mentoring experiences of racial/ethnic minority professional psychology doctoral students</u> – APA Convention
2013	National Psychologist Trainee Register Credentialing Scholarship Recipient
2012	Alpha Kappa Mu National Honor Society Inductee, Mu Omicron Chapter at WMU
2007	Inaugural Annual Research and Creative Activity Award Graduate Student Recipient, Presented by the Lewis Walker Institute for the Study of Race and Ethnic Relations at WMU
2004 – 2007	King-Chavez-Parks Future Faculty Fellow, Western Michigan University
2006	American Psychological Association of Graduate Students Convention Committee Citation
2006	Kenneth Bullmer Endowed Scholarship for Doctoral Studies in Counseling Psychology, WMU
2006	Department Graduate Student Teaching Effectiveness Award, Western Michigan University
2002-2004	Doctoral Associate, WMU Department of Counselor Education & Counseling Psychology
2002	Omicron Delta Kappa National Leadership Honor Society Inductee
1999	Malcolm/King Leadership Award, OASIS Office, New York University
1996-1997	Member, President's Student Advisory Council, University of Maryland, Baltimore County
1996	Fellow & Scholar, UMBC Ronald E. McNair Postbaccalaureate Achievement Program

TEACHING INTERESTS

❖ Psychology and Culture	❖ Abnormal Psychology	❖ Applied Psychology
❖ Introduction to Psychology	❖ Theories of Personality	

TEACHING EXPERIENCE

UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

Department of Psychology

Aug 2015 - Lecturer

Present *Teach three courses per semester to undergraduate students at the UMBC at Shady Grove campus. Maintain a high undergraduate academic advisement load. Provide service to various campus committees and organizations. Devise and execute various courses through multiple platforms including in-class and hybrid course options.*

UNIVERSITY OF MARYLAND, BALTIMORE COUNTY

Department of Psychology

2013 - 2015 Adjunct Assistant Professor

Taught mini- (Winter and Summer) and semester-long, undergraduate course on Psychology and Culture, for class sizes ranging from 15 to 75 students. Taught the Human Diversity in Psychotherapy and Research course to class sizes ranging from six to twenty-one doctoral students in the Human Services Program. Prepared syllabi and selected appropriate course materials for graduate and undergraduate courses. Set up e-learning platforms (i.e., Blackboard) for the courses, importing slide presentations and posting required reading materials. Evaluated student performance over the course of the mini-/semester and submitted final course grades. Mentored both graduate and undergraduate students in professional development.

SPRING ARBOR UNIVERSITY, SPRING ARBOR, MI

Master of Art in Counseling

Spring 2007 Adjunct Faculty, Assessment & Testing

Taught an eight-week intensive, graduate student course on testing and measurement for a class size of twenty students. Prepared weekly lesson plans. Assessed student progress and evaluated student performance throughout the course. Established online e-learning platform (i.e., Blackboard) for the course. Utilized instructional technology in order to incorporate various learning styles, including: PowerPoint presentation, recitation, and experiential learning.

LAKE MICHIGAN COLLEGE, SOUTH HAVEN, MI

Humanities/Fine Arts/Social Sciences Department

Fall 2005 Adjunct Faculty, Introduction to Psychology

Taught a semester-long course to twenty-five, advanced high school and community college level students. Developed course syllabus. Assessed student progress and evaluated student performance. Established online e-learning platform (i.e., Blackboard) for the course. Instructed in a variety of traditional and non-traditional formats, including PowerPoint presentation, recitation, and experiential learning. Attended division, department and other college meetings. Met with students before and after class to provided additional support for grasping course material.

WESTERN MICHIGAN UNIVERSITY, KALAMAZOO, MI

Department of Counselor Education & Counseling Psychology

2004 – 2005 Graduate Teaching Assistant, Intellectual Assessment / Tests & Measurement

Assisted instructor in providing feedback to students on test administrations and scoring. Taught segment of course on score interpretation. Tutored individuals who experienced difficulty grasping assessment concepts. Graded students' test protocols. Assisted in the selection of course textbook for an additional course on testing and measurement.

2002 – 2004 Graduate Teaching Assistant, Counseling Techniques

Led and co-led small group sections on honing basic attending skills. Taught specific sections of the course on deepening empathy and making interpretations within sessions. Reviewed students' skills tapes. Provided feedback on students' mastery of counseling techniques. Structured the small group experience such that peer evaluation was built into the feedback process.

Upward Bound Summer Program

Summer 2003 Instructor, Research Presentation Skills

Taught presentation skills to two sections of twenty-five, college-bound students. Selected course material appropriate for a six-week summer learning experience. Developed weekly lesson plans. Devised experiential learning opportunities for students to practice public speaking, including impromptu and prepared speech making. Maintained weekly roster of attendance and grades. Evaluated students' progress on a weekly basis and over the course of the program. Facilitated mastery of presentation skills through the development of students' final group research presentations.

HARLEM CENTER FOR EDUCATION, NEW YORK, NY

Summer Transitional High School Component

Summer 1998 Instructor, Science

Developed an intense, six-week course aimed at preparing participants for high school science. Taught concepts of earth and biological science to approximately forty, inner-city seventh and eighth graders. Constructed weekly lesson plans relevant to the target population. Created opportunities for experiential learning (inside and outside of classroom), utilizing resources within New York City (i.e., the American Museum of Natural History's Movable Science Museum). Conferred with participants' parents regarding their children's progress in the class. Provided weekly and overall participant evaluations. Aided students in presenting their science projects to the entire program.

INTERNSHIP, PRACTICUM & OTHER RELEVANT EXPERIENCE

Sept 2012 –
Present

Associate, Maximum Mental Training Associates, Bethesda, MD

Provide mental toughness skills training to individual athlete, small group, and team clients in the metropolitan Washington-DC area. Develop individual and group activities geared to teaching mental toughness skills (i.e., imagery, attention control, relaxation, etc.). Communicate with coaching staff and other stakeholders regarding athlete development. Assess and evaluate client development over the course of trainings.

2011 – 2012;
2008 – 2010

Psychological Associate/Consultant, Acumen Behavioral Consulting, Washington, DC

Interface with students, teachers, parents, special education coordinators, counselors, and school psychologists in order to conduct comprehensive assessments with primarily at-risk, school-aged students. Assess cognitive, emotional, behavioral, and achievement functioning within this population, utilizing assessment tools including: WISC-IV, WIAT-II, WJ-3, BASC-2, VMI, etc. Conduct clinical interviews with students, parents and teachers to gain a broader sense of the student's current functioning. Write up integrated psychological reports. Participate in weekly supervision sessions with the fully-licensed, supervising psychologist.

2010 – 2011

Predoctoral Intern, UNC Charlotte Counseling Center (APA-Accredited), Charlotte, NC

Managed a weekly caseload of fifteen clients. Participated in weekly and biweekly training seminars, including: multicultural, assessment, case conference (individual and group), outreach and consultation, etc. Co-led weekly structured and unstructured counseling groups. Intervened in weekly crisis walk-in appointments. Conducted outreach presentations and liaised with campus offices, organizations, etc. Provided backup mental health services to center staff. Contributed in regular administrative staff meetings. Utilized Titanium software to manage case documentation and records.

2006 – 2007

Personal Counseling Graduate Assistant, WMU University Counseling and Testing Center

Managed an average caseload of ten clients (i.e., students) per week. Maintained files and records on each client. Participated in an hour of supervision on a weekly basis. Took part in professional development training seminars for two hours per week. Assisted in university-wide outreach activities.

- 2003 – 2006 Intake Counselor, WMU Center for Counseling & Psychological Services, Kalamazoo, MI
Conducted intake interviews with prospective clients. Established file for client. Wrote intake interview reports incorporating an assessment of the client's biopsychosocial history. Presented client cases at weekly disposition meetings. Collaborated in the diagnostic process. Coordinated the external field practicum registration process. Liaised with CCPS practicum supervisors in distributing clients, providing feedback, and orienting supervisors and students to the Center. Worked closely with the Center's director in establishing clinic policies and procedures. Organized monthly Brown Bag Lunch sessions regarding practice-oriented workshops relevant to counseling graduate students.
- March – June 06 Counselor, GEAR-UP Counseling Services, Southwestern Junior Academy, Battle Creek, MI
Provided individual and group counseling for sixth, seventh, and eighth grade students. Conducted therapy with students and their parents. Managed a caseload of six students. Received weekly supervision by a licensed psychologist. Consulted with teachers, administrators, and paraprofessional staff regarding client cases.
- Sept – Dec 2004 Practicum Group Counselor
Relationships in Black, WMU, Center for Counseling & Psychological Services, Kalamazoo, MI
Co-facilitated a seven-week, personal growth group concerning relationships between Black men and women. Provided group counseling for 4-5 undergraduate and graduate students, for 1.5 hour sessions each week. Advertised for group participation through fliers, attending student group meetings, and establishing personal contacts. Received one hour of weekly supervision. Reviewed videotaped sessions in order to improve counseling skills. Met weekly with co-facilitator in preparation for the subsequent group session.
- Sept – Dec 2004 Practicum Group Counselor
Power Parenting: Reclaiming Your Out of Control Child
Family & Children Services, Kalamazoo, MI
Co-led an eight-week, cognitive-behavioral group developing parenting skills in those with children diagnosed as oppositional defiant. Provided group counseling for 3-5 parent/units, over 1.5 hour sessions each week. Advertised for the group through personal contacts, agency approved fliers, and announcements at staff meetings. Prepared for each weekly session by meeting with co-leader and doling out responsibilities for didactic training modules. Received group supervision on a weekly basis.
- Jan – Dec 2004 Practicum Counselor, Family & Children Services, Kalamazoo, MI
Provided weekly individual and group counseling. Managed a caseload of approximately six to nine clients. Participated in weekly individual supervision sessions with a licensed psychologist. Conducted intellectual assessments (i.e., Wechsler Intelligence Scale for Children – III) and achievement tests (i.e., Wide Range Achievement Test – 3) on children and adolescents.
- Summer 2004 Practicum Counselor, WMU, Center for Counseling & Psychological Services, Kalamazoo, MI
Established phone contact with client(s). Reviewed client's case file in order to become familiar with client's presenting concern(s) and their respective symptoms. Provided weekly therapy with client in an effort to bring about change in their situation. Received weekly supervision regarding the nature of the therapeutic dyad and how it could be improved upon.

RESEARCH EXPERIENCE

- 2009 - 2012 Doctoral Candidate, Doctoral Dissertation
Western Michigan University
Examined a three-predictor model associated with minority professional psychology doctoral students' research self-efficacy. Assessed the unique contribution of minorities' research mentoring experiences on their research self-efficacies above and beyond that which is explained by their perceptions of their research training environments and their research interests. Conducted extensive literature searches on research mentoring experiences of doctoral students in

professional psychology. Met regularly with dissertation chair to discuss design, efficiency, and timely progression of the doctoral dissertation.

- 2007- 2010 Electronic Communications, Research and Database Manager
American Psychological Association of Graduate Students (APAGS)
American Psychological Association (APA), Washington, DC
Oversaw the development and distribution of APAGS surveys and collaborated with other directorates and APA offices (i.e., Center for Workforce Studies) to design surveys, analyze data, and present survey findings. Served as the liaison for the Executive Office and APAGS to the CWS interoffice committee. Managed both offices' SurveyGizmo accounts from which surveys were constructed, revised, and distributed. Worked closely with the Associate Executive Director of APAGS to establish and to implement research priorities between the APAGS governance structure and its central office. Collaborated with APAGS governance members to develop research ideas, questions, and agenda to meet the needs of constituents. Maintained a close working relationship with the CWS office to ensure delivery of survey results and timely data analysis between offices.
- June – Nov 2007 Intern, Center for Workforce Studies (previously the Research Office)
American Psychological Association, Washington, DC
Created Statistical Package for the Social Sciences (SPSS) databases in which to enter data. Cleaned data to ensure consistency of the information entered into the SPSS database. Entered evaluation data on the Minority Fellowship Program's Summer Program in Neuroscience. Entered data on the APA Membership Directory Survey.
- 2002 – 2005 Research Assistant, Department of Counselor Education and Counseling Psychology
Western Michigan University, Kalamazoo, MI
Reviewed, discussed, and wrote up relevant literature on issues (i.e., college student academic retention, preparation of doctoral students for the professoriate, masculine identity development, and coping resources) affecting the African American community. Conducted extensive searches for appropriate test and measurements to be employed within studies. Interfaced with research institutions (i.e., APA, American Counseling Association, and National Science Foundation) in order to obtain research data for projects.
- 2002 - 2003 Research Assistant, Kalamazoo Community-Based Abstinence Initiative (KCAI)
New Genesis Inc., Kalamazoo, MI
Successfully completed facilitator training in data collection using Krueger's Focus Group Procedure and Nominal Group Technique. Facilitated focus groups with teens throughout Kalamazoo County as part of an adolescent risky sexual behaviors research project. Collected and prepared data for analysis by the lead evaluator. Reported focus group participants' feedback to the Lead Evaluator and the KCAI Program Coordinator.
- Spring 1999 Research Assistant, Office for African American, Asian, & Latino Student Services (OASIS)
New York University, New York, NY
Conducted an extensive review of the literature germane to African American (AA) male academic achievement. Assisted in the development of a pilot program for AA males in order to augment their academic achievement and personal development at New York University.
- 1996 - 1997 Research Assistant, Psychology Department
University of Maryland, Baltimore County
Coded videotaped group therapy sessions of male domestic abusers who were also substance abusers. Entered information from psychological measures into the existing program database. Executed SPSS analyses to discern plausible relationships between examined variables. Reviewed and discussed current, relevant literature on domestic abuse.

Summer 1996 Fellow, Ronald E. McNair Postbaccalaureate Achievement Program Summer Research Institute
University of Maryland, Baltimore County
Conducted an independent research project investigating the relationship between religiosity and self-esteem within a sample of African American high school and university students. Performed a secondary data analysis of research previously collected on coping mechanisms resourced by high school and university students from various racial/ethnic backgrounds. Accessed and synthesized the relevant research literature on African American spirituality and self-esteem. Met regularly with my research advisor to discuss the study's findings and the nature of the original research. Wrote up the research report on the findings from analyses carried out on the African American sample. Completed the eight-week, summer research institute and presented findings at the Annual UMBC McNair Scholars Research Conference.

PROFESSIONAL EXPERIENCE

2007 – 2010 Electronic Communications, Research and Database Manager
American Psychological Association of Graduate Students (APAGS), and
2009 – 2010 International Communications and Database Manager, Office of International Affairs
American Psychological Association, Washington, DC
Coordinated with both the Associate Executive Director of APAGS and the Director of the Office of International Affairs to accomplish the communication, database, and research needs of both offices. Designed, managed, edited and provided technical leadership and expertise for websites, including redesigning and updating to ensure that the electronic presence of both offices is current and accessible. Oversaw, monitored and participated in and ensured the quality and integrity of all electronic materials managed and published beyond the website. Developed and implemented information gathering and analysis, including surveys, membership demographics, etc. Liaised across directorates with other staff to orchestrate research initiatives through the Center for Workforce Studies' Internal Workforce Committee. Designed, analyzed, and presented data for presentation to governance, staff and general members. Oversaw and created various presentations using photos, videos, animations, and podcasts.

1999 – 2002 Assistant Director, University of Maryland, Baltimore County, McNair Scholars Program
Prepared first-generation, low-income, and underrepresented minority students for doctoral study in their respective disciplines. Planned, implemented, and evaluated activities geared to expose students to the graduate school experience. Coordinated seminars, experiences, and other activities involved in the annual McNair Summer Research Institute. Chaired three Annual UMBC McNair Scholars Research Conference committees.

1997 – 1999 Programs Assistant, New York University, Gallatin School of Individualized Study
Advised three school-specific student organizations; the Student Council, the First-Year Activities Board, and the Student of Color Alliance (SOCA). Assessed needs and programmed activities for the student of color population. Coordinated and implemented recruitment efforts for students of color. Assisted in the coordination of summer orientation.

RELEVANT GRANT EXPERIENCE

2002 Principal Investigator, DC Commission on National and Community Service / Freddie Mac Foundation (\$1,000) "National Youth Service Day" St. Thomas More Church.

1999 – 2002 Program Administrator, Office of Postsecondary Education, U.S. Department of Education (Budget: \$234,369) UMBC, Ronald E. McNair Postbaccalaureate Achievement Program.

PUBLICATIONS

Hall, S. Y. L., McDonnell, K. A., & Knight, D. E. (2011). *Relationships in Black*. In T. Fitch & J. Marshall (Eds.). *Group Work and Outreach Guide for College Counselors: Group Plans and Resources*. Alexandria, VA: American Counseling Association.

Johnson, P. D., Bradley, C. R., **Knight, D. E.**, & Bradshaw, E. S. (2007). Preparing African American counselor education doctoral students for the professorate. *College Student Journal*, 41 (4, Pt. A), 886-890.

SELECTED PRESENTATIONS

Knight, D. E., Duncan, L. E., Morris, J. R., & Davidson, D. (2013, August). Research mentoring experiences of racial/ethnic minority professional psychology doctoral students. Poster presented at the 121st Annual American Psychological Association Convention, Honolulu, HI.

Knight, D. E. (2012, November). Mentoring in graduate school. Workshop presented to the McNair Scholars Program at the University of Maryland, College Park, MD.

Knight, D. E. (2012, July). Turning Points: Resources for completing the doctoral dissertation. Discussion presented to the PROMISE Program, Maryland's Alliance for Graduate Education and the Professorate during their summer Success Seminars and Workshops Series at UMBC, Baltimore, MD.

Knight, D. E. (2009, July). Careers in Academia/Research: Beliefs, barriers, and opportunities. Discussion facilitated at the 2008 Psychology Summer Institute (PSI) hosted by the APA Minority Fellowship Program, Washington, DC.

Knight, D. E., Holm, G., & Duncan, L. E. (2007, August). Lived experiences of Black male college students from single-parent homes. Poster presented at the 115th Annual American Psychological Association Convention 2007, San Francisco, CA.

Knight, D. E., Foster, S. L., Graham, S., Silvia, P., & Burkard, A. W. (2007, August). Surviving the dissertation process. Chaired discussion presented at the 115th Annual American Psychological Association Convention 2007, San Francisco, CA.

Field, M., Donnelly, K., Hall, B. J., **Knight, D. E.**, & Lieu, R. (2007, August). Making the most of APA Convention: Strategies for graduate students. Discussion presented at the 115th Annual American Psychological Association Convention 2007, San Francisco, CA.

Field, M., Valle, M., Hall, B., **Knight, D.**, & Reis, R. (2006, August). Making the most of APA Convention. Symposium presented at the 114th Annual American Psychological Association Convention 2006, New Orleans, LA.

Johnson, P. D., Bradley, C. R., & **Knight, D. E.** (2005, August). Preparing African American male doctoral students for the professorate: A focus on publishing. Poster presented at the American Psychological Association Convention (APA) 2005, Washington, DC.

Frazier, T. A., Juarez, A. J., **Knight, D. E.**, Palmer, J. G., Rawls, G. J., White, D. D. (2005, February). Race and the graduate school process. Chaired panel discussion presented at the First Annual Conference on Race – Western Michigan University, Kalamazoo, MI.

Knight, D. E., & Hall, S. Y. L. (2004, November). Relationships in Black: Reflections on the formative stage of group counseling with African American males and females. Poster presented at the Eighth Annual Joint Fellows (DFI/KCP) Conference, Lincolnshire, IL.

Bradley, C. R., Johnson, P. D., Bradshaw, L., & **Knight, D.** (2004, October). Preparing African American counselor education students for the professoriate. Paper presented at the North Central Association for Counselor Educators and Supervisors 2004 Conference, St. Louis, MO.

Knight, D. E. (2004, June). Presentation skills. Workshop presented for the King/Chavez Parks Research Scholars Program, Kalamazoo, MI.

Knight, D. E. (2003, April). Developing competence in counseling African American males. Poster presented at the 2003 Great Lakes Conference, Kalamazoo, MI.

Johnson, P. D., Duncan, L. E., **Knight, D. E.**, & Manick, L. (2003, April). Racism and Progress: The way Americans talk about race. Roundtable discussion presented at the 2003 Great Lakes Conference, Kalamazoo, MI.

Knight, D. E. (1999, January). Who am I: A workshop exploring self-identification issues. Workshop presented at the Annual New York University Diversity Weekend, New York.

Knight, D. E. (1996, November). The relationship between spirituality and self-esteem in African American males and females. Paper presented at the Fifth Annual Ronald E. McNair Scholars National Conference, Delavan, WI.

TRAINING & SKILLS

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| August 2009 | Quantitative Training for Underrepresented Groups
Society of Multivariate Experimental Psychology, Ryerson University, Toronto, Ontario, Canada
<i>Participated in a three (3) day series of presentations and workshops focused on developing quantitative statistical skills.</i> |
| Spring 2009 | <i>The Clinician's Corner</i>
Office of Cont. Education in Psychology, American Psychological Association, Washington, DC
<i>Attended two three-hour continuing education sessions addressing Internet (and other) Addictions.</i> |
| Spring 2009 | SPSS Training & Education Services
SPSS, Washington, DC
<i>SPSS-certified training in the following: Intro to SPSS, Survey Methodology, Data Management and Manipulation with SPSS, Advanced Statistical Analysis, Advanced Techniques: Regression, etc.</i> |
| Spring 1998 | Future Administrators Cultural Training Seminar (FACTS)
Office of African American, Latino, and Asian American Student Services (OASIS)
New York University, New York
<i>Engaged in the inaugural 8-week training course emphasizing issues of equity and education. Aspects of the FACTS training were centered on identity, power dynamics, and privilege.</i> |

ACADEMIC & PROFESSIONAL SERVICE

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| 2013 – 2015 | Listserv Manager, Section 2 (Performance Psc) APA Division 47 (Exercise & Sport Psychology) |
| 2012 – Present | Co-Lead, General Assembly (GA) Public Policy Committee, Association of Black Psychologists |
| 2009 – 2010 | Committee Member, Mentoring Committee, American Psychological Association (Central Office) |
| 2005 – 2007 | Convention Committee Member 2005-2007, American Psychological Association of Graduate Students (APAGS) |
| 2004 | Doctoral Associate, Counselor Education & Counseling Psychology, WMU
<i>CACREP Self-Study Application for Accreditation</i> |
| 2003 – 2004 | President, CECF Black Graduate Student Association, Western Michigan University |
| 2001 – 2002 | Senator, Professional Staff Senate, University of Maryland, Baltimore County |
| 2001 – 2002 | Co-President, Black Faculty Staff Association, University of Maryland, Baltimore County |
| 1998 – 1999 | Founding Treasurer, Graduate Students of Color Network, New York University |

PROFESSIONAL AFFILIATION

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| 2013 – Present | Member, American Psychological Association (APA) |
| 2013 – Present | Member, Division 47 – Exercise & Sport Psychology, APA |

2013 – Present	Member, Association of Black Psychology (ABPsi)
2003 – 2012	Student Affiliate, American Psychological Association of Graduate Students (APAGS) Student Affiliate, Division 17 – Society of Counseling Psychology, APA
2011 – 2012	Graduate Student Member, Association of Psychological Science (APS)
2006 – 2012	Student Member, Association of Black Psychologists (ABPsi)
2006 – 2010	Graduate Student Member, American Educational Research Association (AERA)