

Curriculum Vitae

Nikita Khalid

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EDUCATION

The Graduate Center, City University of New York
June 2025

Ph.D., Educational Psychology
MPhil., Educational Psychology (Conferral on 02/01/24)

The Graduate Center, City University of New York
Summer 2021

M.S., Quantitative Methods in the Social Sciences

Baruch College, City University of New York
May 2018

B.A., Psychology and Global Mediation

RESEARCH AND APPLIED INTERESTS

My broad research interests include behavioral health, human interaction with virtual environments, and efficacy of educational technology. Most recently I have begun exploring the relationship between artificial intelligence and children's educational development, specifically focusing on creativity. I have worked in the educational technology field for eight years, working for companies such as Scratch Foundation, Ascend Learning, and Kognito. I have published in multiple scholarly journals addressing the use of digital technology in child education and in professional development, and presented at over 20 national conferences regarding this work.

RESEARCH AND PROFESSIONAL EXPERIENCE

Senior Manager of Research at Scratch Foundation

Educational technology non-profit organization

New York, NY

Feb 2024 - April 2026

- Partnered with senior leadership to develop long-term research strategy, identify product insights, and translate research findings into actionable recommendations that informed product direction and expanded organizational research capabilities
- Led strategic product research that informed roadmap decisions for Scratch's platform experience and user engagement initiatives including user persona generation, user interviews, focus groups, participatory design, playtesting, and survey research
- Led end-to-end mixed-methods product research with children and educators, uncovering unmet user needs that informed platform innovation and long-term strategy
- Conducted research with participants across international user communities to understand cultural differences influencing platform engagement
- Defined data needs, study design and evaluation metrics
- Managed all aspects of scientific process ranging from research claim generation and study methodology to analysis and interpretation in an applied research setting
- Analyzed data using statistical methods such as regressions, ANOVA, T-Tests, Grade of Membership Poisson Factorization, Negative Binomial Grade of Membership (GoM) Factorization, Multiple Factor Analysis
- Built and validated scales and frameworks assessing cognitive and non-cognitive constructs
- Coordinated research studies integrating quantitative and qualitative research methodology
- Synthesized qualitative and quantitative findings into executive-ready recommendations adopted by leadership across product, research, and organizational strategy

Research Scientist at Ascend Learning & Kognito Solutions, LLC.*Simulation and educational technology company***New York, NY***Jan 2018 – Jan 2024*

- Partnered with senior leadership to develop long-term research strategy and define actionable next steps to communicate research impact across multiple business units
- Led research assessing the efficacy of simulation technology and interactive educational tools on academic and public health outcomes, supporting product augmentation and validity of the instructional methodology
- Led multiple concurrent research studies integrating quantitative and qualitative research methods across company target markets including external research partnerships, proof of concept studies, and client specific study deliverables
 - Including studies with the Navy evaluating sailors' mental health concerns identification, approach and referral behaviors, a study evaluating a Colorado public health initiative, and multiple national studies evaluating suicide prevention behaviors in educators and students in PK12 and higher education
- Partnered with Product Design, Engineering, Sales, Marketing, Client Success and executive leadership to translate research insights into product improvements, customer-facing solutions, and go-to-market strategy
- Generated insights from research findings and presented them both internally and to external research partners to inform policy and practice decisions across healthcare and education markets
- Analyzed data using statistical methods such as ANOVA, and T-Tests
- Built, validated and modified scales assessing constructs such as gatekeeper behaviors for mental health intervention, violence prevention, and substance use prevention
- Managed a team of statistical analysts and researchers to fulfill company research needs
- Trained team members in research trends, and best practices to support revenue generation
- Authored research papers in scholarly journals to demonstrate the impact of research outcomes across the team and within the research community specifically on suicide prevention and postvention in PK12 and military contexts, and substance use prevention in healthcare contexts

SKILLS

- Fluent in Russian, both reading and writing; Conversational Spanish, both reading and writing
- Experience with Google ecosystem, Microsoft Suite, R, MAXQDA, NVivo, Atlas.ti, using AI to analyze JSON files/process-trace data
- Experience applying statistical analysis methods such as regressions, ANOVA, T-Tests, Grade of Membership Poisson Factorization, Negative Binomial Grade of Membership (GoM) Factorization, Multiple Factor Analysis
- Experience validating scales and frameworks, and with reliability testing

TEACHING EXPERIENCE

Baruch College, CUNY (Fall 2019; Fall 2020; Fall 2021; Fall 2022; Fall 2023)**Teaching Assistant**

- Introduction to Psychology (PSY1001)

AWARDS AND HONORS

The Graduate Center, CUNY, News Article, [The Psychology Behind Kids Who Code](#)

The Graduate Center, CUNY, Dean University Fellowship (2019-2020)

Baruch College, CUNY, Travel Grant (April 2018)

Baruch College, CUNY, Macaulay Honors Scholarship (2014-2018)

PROFESSIONAL SERVICE

Kognito

Panel Member

Brooklyn, NY

February 2020

- Spoke at Polytechnic Institute of New York University Q&A

InspiraBag

Co-founder

Queens, NY

May 2017

- Created a community-driven not-for-profit organization working with NYC artists, business owners, and students to provide educational amenities such as backpacks to children and young adults in impoverished rural areas
- Managed strategic collaboration efforts for community expansion, financial expenditures, website analytics, and social media reach

MANUSCRIPTS & PUBLICATIONS

Albright, G., Fazel, M., Khalid, N., Hilty, D., McMillan, J., Shockley, K. & Joshi, S. (2022). High School Educator Training by Simulation to Address Emotional and Behavioral Concerns in School Settings: A Randomized Study. *Journal of Technology in Behavioral Science*.

Albright, G., Khalid, N., Ferguson, T. (Revise and resubmit). Transforming Student Athletes into Mental Health Gatekeepers Through Virtual Role-Play. *Journal of Athlete Development and Experience*.

Albright, G., Khalid, N., Shockley, K., Hughes, K., Robinson, K. & Pace-Danley, B. (2021). The Effectiveness of an Innovative Role-Play Simulation in Teaching Individuals to Manage Conversations about Substance Use: Pilot Study Results and Relevance During COVID-19 and Beyond. *JMIR: Formative Research*.

Khalid N. (2025). Creative Coding Communities: Exploring The Relationship Between Scratch Use And Child Well-Being. [Doctoral dissertation, City University of New York, The Graduate Center]. CUNY Academic Works. https://academicworks.cuny.edu/gc_etds/6219/

Khalid, N., Zapparrata, N., Loughlin, K. & Albright, G. (2022). Postvention as prevention: coping with loss at school. *International Journal of Environmental Research and Public Health*, 19(18), 11795.

Khalid, N., Zapparrata, N. & Phillips, B.C. (2023). Theoretical underpinnings of technology-based interactive instruction. *Teaching and Learning in Nursing*. <https://doi.org/10.1016/teln.2023.10.004>.

Phillips, B.C., Johnson, J., Khalid, N., Zapparrata, N., and Albright, G. (2023). Benefits of an Online Interactive Educational Program over Traditional Textbooks, *Nurse Educator*.

Quinn, J. F., Khalid, N. & Albright, G. (2023). Validity of a medical professional-patient communication scale. *Frontiers in Communication*, 8:1271649.

Sullivan, A., Albright, G. & Khalid, N. (2021). Impact of a Virtual Role-Play Simulation in Teaching Motivational Interviewing Communication Strategies to Occupational Therapy Students for Readiness in Conducting Screening and Brief Interventions. *The Journal of Higher Education Theory and Practice*.

BOOK CHAPTERS PUBLISHED

Albright G. & Khalid N. (2020). Swimming Upstream: Preventing Adverse Childhood Experiences in Preparing Students for PK12. *Games and Simulations in Teacher Education, Advances in Game-Based Learning*. Springer Nature.

Khalid N. (2020). Preparing Educators to Address Trauma Using Virtual Role-play Simulation. *Games and Simulations in Teacher Education, Advances in Game-Based Learning*. Springer Nature.

Khalid N. & Albright G. (2020). Trauma-informed practices for K12 schools. *Games and Simulations in Teacher Education, Advances in Game-Based Learning*. Springer Nature.

CONFERENCE PRESENTATIONS

Khalid, N., Gagnon, T. & Forest A. (2025, October). *The Scratch Community and Scratch Projects: How We Can Use AI for Serendipity and the Surprise of Discovery* [Conference Session]. Connected Learning Summit. (Virtual).

Khalid, N. & Gagnon, T. (2025, October). *Designing for Well-Being and Engagement: How Scratch Research Informs Equitable Platform Innovation* [Conference Session]. Connected Learning Summit. (Virtual).

Khalid, N. (2025, July). *Creative Coding Communities: Exploring The Relationship Between Scratch Use And Child Well-Being*. [Conference Session]. Scratch Conference 2025: Imagination in Action. (Virtual).

Khalid, N. (2025, June). *Creative Coding Communities: Exploring The Relationship Between Scratch Use And Child Well-Being*. [Conference Session]. Games for Change Festival. New York, NY, United States.

Khalid, N. (2024, November). *Scratching the Surface of How Educational Technology Can Improve Child Well-Being*. [Poster Session]. Joint Conference on Serious Games 2024. Brooklyn, NY, United States.

Janelli M. & Khalid, N. (2024, July). *Scratching the Surface of How Educational Technology Can Improve Child Well-Being*. [Conference Session]. Scratch Conference 2024: Create Your Own Adventure. (Virtual).

Preston M., Jacobstein, S., Gilutz, S., Corlin, P., Khalid, N., & Collins, G. (2024, June). *How to Build Digital Play for Well-being*. [Conference Session]. Games for Change Festival. New York, NY, United States.

Khalid N., Lykins J., Albright G. (2023, June). *Virtual Simulations Improve the Safety of Academic Environments*. [Conference Session]. National Association of Student Personnel Administrators Region II Conference. New York, NY, United States.

Albright G., Jacobson G., Khalid N., Zapparrata N., Lowe K. Lin, Y. (2023, April). *What's your question? An introduction to conducting research*. [Pre-conference session]. ATI Nurse Educator Summit. San Antonio, TX, United States

Phillips, B.C., Johnson, J., Khalid, N., Zapparrata, N., & Albright, G. (2023, April). *Traditional Textbooks Obsolete? A Retrospective Study*. [Conference Session]. Wisconsin League of Nursing. Green Bay, WI, United States (Virtual).

Khalid N, Albright G, Wieland K. (2023, January). *Building skills to reduce alcohol misuse of residential students*. [Conference Session]. National Association of Student Personnel Administrators Alcohol, Other Drug, and Violence Prevention Strategies Conference. Kansas City, MO, United States.

Khalid N, Albright G, Bornheimer D. (2022, October). *Using Virtual Humans to Teach Faculty and Staff to Identify and Respond to Mental Health Concerns in Students*. [Conference Session]. Association of Schools Advancing Health Professions. Long Beach, CA, United States.

Khalid N, Zapparrata N, Albright G. (2022, October). *Black Early Childhood Educators Impacting Social Emotional Learning*. [Conference Session]. Advancing School Mental Health. Baltimore, MD, United States (Virtual).

Albright G, Khalid N, Rodriguez, J. (2022, October). *Creating a School Climate to Support Social, Emotional and Mental Health* [Conference Session]. Advancing School Mental Health. Baltimore, MD, United States (Virtual).

- Khalid N, Zapparrata N, Albright G. (2022, October). *Fostering Safe Spaces in Campus Communities via Sexual Misconduct Prevention Training Using Innovative Virtual Role Plays*. [Conference Session]. 2022 Conference on Instruction and Technology.
- Albright, G, Khalid, N, & Weathersby, D.A. (2022, March). *Virtual Role-Play Conversations: Teaching Faculty and Students Gatekeeper Skills During COVID-19* [Conference Session]. National Association of Student Personnel Administrators Annual Conference, Baltimore, MD, United States (Virtual).
- Khalid N, & Albright G. (2021). *Virtual Human Simulations Train Healthcare Providers in Screening and Brief Intervention to Help Address the Increased Need for Substance Use, Mental Health Care and Suicide Prevention Due to Covid-19* [Conference Session]. American Association of Suicidology, Lake Buena Vista, FL (Virtual).
- Khalid N, Albright G & Myers K. (2021). *A Role-Play Simulation for Coping with Loss at School* [Conference Session]. American Association of Suicidology, Lake Buena Vista, FL (Virtual).
- Albright, G, Khalid N, Kettlewell K. (2021). *Teaching Students Resiliency, Self-Empowerment and Gatekeeper Skills During COVID-19* [Conference Session]. American Association of Suicidology, Lake Buena Vista, FL (Virtual).
- Khalid N, Zapparrata N, Albright, G. (2021). *Student Social-Emotional Success Strengthened by Black Early Childhood Educators Through the Use of a Virtual Role-Play Professional Development Simulation* [Conference Session]. American Association of Suicidology, Lake Buena Vista, FL (Virtual).
- Khalid N, Albright G & Wren R. (2021, January). *Virtual Role-Play Conversations: Students Promoting Safe Academic Environments Through Sexual Misconduct Prevention* [Conference Session]. National Association of Student Personnel Administrators Mental Health Strategies, Virtual.
- Albright G, Khalid N & Kettlewell K. (2021, January). *Virtual Role-Play Conversations: Teaching Students Resiliency, Self-Empowerment and Gatekeeper Skills During COVID-19* [Conference Session]. National Association of Student Personnel Administrators Mental Health Strategies, Virtual.
- Khalid N & Albright G. (2020, October). *Resilient Together: A Role-Play Simulation for Coping with Loss at School* [Conference Session]. Advancing School Mental Health, Virtual.
- Albright G & Khalid N. (2019, March). *Engaging High School Teachers in Connecting Students to Mental Health Care Using Online Role-Play with Emotionally Responsive Virtual Students* [Conference Session]. The 32nd Annual Research and Policy Conference on Child, Adolescent, and Young Adult Behavioral Health, Tampa, FL.
- Khalid N. (2018, April). *Transforming Student Athletes into Effective Gatekeepers Through Virtual Role-Play* [Conference Session]. The SUNY Undergraduate Research Conference, Oneonta, NY.