

Curriculum Vitae

Nikita Khalid

Cell (929) 969-1094
New York, NY | Miami, FL
Email: nikitakhalid@gmail.com
Website: <https://www.nikitakhalid.com/>

EDUCATION

The Graduate Center, City University of New York
June 2025

Ph.D., Educational Psychology
MPhil., Educational Psychology (Conferral on 02/01/24)
(GPA: 4.0)

The Graduate Center, City University of New York
Summer 2021

M.S., Quantitative Methods in the Social Sciences
(GPA: 4.0)

Baruch College, City University of New York
May 2018

B.A., Psychology and Global Mediation
(GPA: 3.7)

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 education and in professional development, and presented at over 20 national conferences regarding this work. My expertise spans generative and evaluative research, usability studies, surveys, validity studies, longitudinal research, and strategic research programs.

RESEARCH AND PROFESSIONAL EXPERIENCE

Senior Manager of Research at Scratch Foundation

Global nonprofit, creative platform and online community

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 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
- Conducted end-to-end mixed-methods product research identifying unmet user needs and platform gaps which informed platform innovation and ensured user perspectives shaped product strategy and decision-making
- Conducted research with participants across international user communities to understand how cultural differences influence platform engagement, resulting in public-facing user insights
- Translated strategic product questions into research hypotheses, evaluation metrics, survey instruments and data collection plans; performed statistical analyses and modeling; generated actionable recommendations
- Developed and validated user-centered measurement scales and frameworks, defining constructs, evaluating reliability and validity, and establishing measures to assess changes in user attitudes, behaviors, and experiences
- Contributed research frameworks to the ideation and development of an AI-powered creative learning assistant, with attention to usefulness, context, and appropriate human control
- Communicated complex findings through concise, decision-focused readouts for product teams, executives, external partners, and international research audiences

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

- 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 mixed research methods across company target markets including external research partnerships, proof of concept studies, and client specific study deliverables
 - Studies include evaluating Navy sailors' mental health concerns identification, approach and referral behaviors, evaluating a Colorado public health initiative, and multiple national studies evaluating identification of mental health concerns and suicide prevention behaviors in educators and students in PK12 and higher education
- Created and maintained a centralized, company-wide research repository serving as the primary source for publications, whitepapers, research findings, study documentation, grant applications, survey instruments, and research examples, increasing access to and dissemination of organizational research knowledge
- Managed researchers and statistical analysts and trained colleagues in research methods, quality standards, and effective communication of evidence
- Partnered with Product Design, Engineering, Sales, Marketing, Client Success and senior leadership to translate research insights into product improvements, customer-facing solutions, and go-to-market strategy
- Designed large-scale studies integrating embedded surveys with simulated product experiences, collecting pre/post behavioral and attitudinal data to assess product outcomes
- Built, validated and modified scales assessing constructs such as mental health and substance use identification and referral behaviors
- Applied statistical analyses to identify factors associated with user outcomes and evaluate changes following product exposure
- Authored research papers in scholarly journals demonstrating product impact within contexts including suicide prevention and postvention in PK12 and the military, and substance use prevention in healthcare
- Presented research findings both internally and to external research partners to inform policy and practice decisions across healthcare and education markets

SKILLS

- Experience with analysis tools: R, MAXQDA, NVivo, Atlas.ti, using AI to analyze JSON files/process-trace data
- Experience working with Data Science/Engineering teams informing ML models with research frameworks to streamline detection of research outcomes
- Experience with Google ecosystem, Microsoft Suite, Confluence, JIRA, Smartsheet
- Survey methodology, scale development & validation, construct validity, reliability testing
- Statistical modeling, regression, ANOVA, T-Tests, Grade of Membership Poisson Factorization, Negative Binomial Grade of Membership (GoM) Factorization, Multiple Factor Analysis, and longitudinal analysis
- Experience validating scales and frameworks, and with reliability testing
- Behavioral & attitudinal analysis, measurement frameworks, user-centered metrics
- Experimental and quasi-experimental research
- Data visualization and executive research storytelling/presentation
- Fluent in Russian, both reading and writing; Conversational Spanish, both reading and writing

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.