

# Kyle Alan Znamenak

University of Idaho  
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## EDUCATION

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- 2020 Cleveland State University Graduate School of Education, Cleveland, OH  
Ph.D. in Urban Education with specialization in Adult, Continuing, and Higher Education
- 2011 Cleveland State University Graduate School of Psychology, Cleveland, OH  
M.A., Psychology with specialization in Diversity Management
- 2008 Baldwin-Wallace University, Berea, Ohio  
B.S., Psychology; Minor: Sociology/Anthropology

## CERTIFICATIONS

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- 2015 Training & Development Certification, Cleveland State University
- 2010 Diversity Management, Cleveland State University

## PROFESSIONAL EXPERIENCE

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- 2023 - Clinical Assistant Professor  
University of Idaho, Leadership and Counseling, Moscow, ID
- 2023 - Research Associate  
Cleveland State University, The Diversity Institute, Cleveland, OH
- 2015 - Freelance Consultant, Community Relations Police Training  
Mutual Respect Consulting, Cleveland, OH
- 2021 - Adjunct Professor  
2023 Cleveland State University, Adult, Professional, & Higher Education Program  
Cleveland, OH
- 2017 - Career, Data, and Research Specialist  
2023 Cleveland State University, Office of Career Development & Exploration  
Cleveland, OH
- 2015 - Research Associate  
2017 Cleveland State University, Division of University Engagement, Cleveland, OH
- 2013 - Coordinator, Data & Research,  
2017 Cleveland State University, Division of University Engagement, Cleveland, OH
- 2010 - Social Media Director & Digital Strategist  
2013 Sampson/Carnegie Inc., Cleveland, OH

2011 - Research Assistant

2012 Case Western Reserve University, Frances Payne Bolton School of Nursing,  
Cleveland, OH

2010 - Interim Diversity Program Specialist

2011 Case Western Reserve University, Office of Inclusion, Diversity, & Equal  
Opportunity, Cleveland, OH

2008 - Leadership & Service Graduate Assistant

2010 Cleveland State University, Center for Leadership & Service, Cleveland, OH

#### AWARDS

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2021 Excellent Achievement Award: Dissertation in Education, Social Sciences,  
Humanities, or Business, Cleveland State University

#### UNIVERSITY TEACHING EXPERIENCE

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##### ***University of Idaho, Moscow, ID***

Introduction to Research in Adult, Organizational Learning, and Leader. (AOLL 570;  
Graduate course; online). Fall 2023

Adult Learners: Foundations and Characteristics. (AOLL 573; Graduate course; online). Fall  
2023

The Future of Education and Work. (AOLL 507; Graduate course; online). Fall 2023

##### ***Cleveland State University, Cleveland, OH***

Teaching Methods for Adult Learners. (ALD 664; Graduate course; in-person and hybrid).  
Spring 2023; Spring 2022

Career Exploration. (CSC 224; Undergraduate & Graduate course, in-person). Spring 2023

Planning Programs for Adult Learners. (ALD 663; Graduate course; asynchronous and  
synchronous). Spring 2021; Fall 2021

Employment Strategies. (CSC 321; Undergraduate course). Fall 2017; Spring 2018; Summer  
2018

#### INVITED LECTURES AND PRESENTATIONS

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Equity, Inclusion, and Policing: A Program for Northeast Ohio Mayors/City Managers  
(Summer 2021). Maxine Goodman Levin College of Urban Affairs, Cleveland, Ohio.

Warriors, Guardians or Both: Police Officers Building Allies in the Community (Fall 2019).  
Invited lecturer by Dr. Jeremy Bohonos for graduate class ADE 640: Human Resource  
Development at Buffalo State University, Buffalo, New York.

## RELEVANT ON-CAMPUS PRESENTATIONS

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Developing Your CV and Cover Letter for the Academic Job Search (Fall 2022). Invited by the College of Graduate Studies at Cleveland State University, Cleveland, Ohio.

A Qualitative Approach of Understanding the Professional Development of Patrol Officers (Fall 2021). Invited by Dr. Katherine Clonan-Roy for PhD class EDU: 807 Introduction to Qualitative Research in Education at Cleveland State University, Cleveland, Ohio.

How to Use NVivo for Qualitative Research (Spring 2021). Invited by Dr. Catherine Hansman for PhD class EDU: 895 Advance Qualitative Research at Cleveland State University, Cleveland, Ohio.

A Qualitative Approach of Understanding the Professional Development of Patrol Officers (Spring 2020, Spring 2021). Invited by Dr. Catherine Hansman for PhD class EDU: 895 Advance Qualitative Research at Cleveland State University, Cleveland, Ohio.

The Next Steps of Developing Your CV for Graduate School (Spring 2020, Fall 2020, Spring 2021, Summer 2021). Invited by Dr. Ángel L. Reyes-Rodríguez for McNair Scholars Program at Cleveland State University, Cleveland, Ohio.

Lessons Learned in a Community of Practice (Fall 2019). Invited by Dr. Catherine Hansman for PhD class ALD 802: Advance Seminar in Adult Learning and Development at Cleveland State University, Cleveland, Ohio.

Careers Exploration in Adult Education (Fall 2018). Invited by Dr. Elise Rogers for graduate class ALD 668: Student Affairs at Cleveland State University, Cleveland, Ohio.

## RESEARCH PUBLICATIONS

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### Articles (\* = Peer Reviewed)

**Znamenak, K.**, Lieberth, M., Murphy, J. L., & Sheaffer, A. (2022). Experiences and viewpoints of PhD students completing their dissertations during crises. *New Directions for Adult and Continuing Education*, 2022, 33-43. \*

Olszewski, C., Pontikos, K., **Znamenak, K.**, Selker, M., Paoletta, T., Coffman, K., & Hansman, C. (2022). Utilizing autoethnography within a course structure to support developing scholars. *Adult Learning*, 33(2), 82 – 88. \*

Olszewski, C. A., **Znamenak, K. A.**, Paoletta, T. M., Hansman, C. A., Selker, M. L., Coffman, K. A., & Pontikos, K. B. (2022). The Development of a Doctoral Program CoP and Its Members. In I. Management Association (Ed.), *Research Anthology on Doctoral Student Professional Development* (pp. 319-333). IGI Global

Olszewski, C., **Znamenak, K.**, Paoletta, T.M, Hansman, C.A., Selker, M.L., Coffman, K.A., & Pontikos, K.B. (2020) Development of a doctoral program cop and of its members. *International Journal of Adult Vocational Education and Technology*, 11 (2), 1-13. \*

Adkisson, A., Coffman, K., Galloway, C., Jefferson-Evans, A., Miller-McCollum, K., Olszewski, C.A., Spivey, D.A., & **Znamenak, K.** (2020). Peer mentoring and communities of practice: Reflections from newly minted PhDs. *New Directions for Adult & Continuing Education*, 2020 (167-168), 107-118.\*

Olszewski, C., **Znamenak, K.**, Paoletta, T.M, Hansman, C.A., Selker, M.L., Coffman, K.A., & Pontikos, K.B. (2020) Development of a doctoral program cop and of its members. *International Journal of Adult Vocational Education and Technology*, 11 (2), 1-13. \*

Clochesy J.M., Buchner M, Hickman R.L., Pinto M.D., & **Znamenak K.** (2015). Creating a serious game for health. *Journal of Health and Human Services Administration*, 38, 163-174.\*

### **Refereed Conference Proceedings (\* = Peer Reviewed)**

**Znamenak, K.**, & Hansman, C. (June 2022). Moving from warrior to guardian: Informal learning in police and community relations. *The 63<sup>rd</sup> Annual Adult Education Research Conference*. Norman, OK: Adult Education Research Conference.\*

**Znamenak, K.** (June 2019). Bridging the Community Police Divide through the Planning Table. *The 60<sup>th</sup> Annual Adult Education Research Conference*. Buffalo, NY: Adult Education Research Conference. \*

Olszewski, C., **Znamenak, K.**, Pontikos, K.B., Paoletta, T.M., Hansman, C.A., Coffman, K.A., & Selker, M.L. (June 2019). Unexpected Learning: Development of the CoP and Its Members #generational-shift. *The 60<sup>th</sup> Annual Adult Education Research Conference*. Buffalo, NY: Adult Education Research Conference.\*

Olszewski, C. A.,Paoletta, T. M., Pontikos, K.B, Selker, M. L., **Znamenak, K. A.** & Hansman, C. A. (June 2018). Navigating Scholarly Development Through a CoP: #generational-lenses. *The 59<sup>th</sup> Annual Adult Education Research Conference*. Victoria, BC Canada: Adult Education Research Conference.\*

### **Other Writings**

**Znamenak, K.**, & Hutson, M (September 2016). Police & University Team Up to Build Public Trust. Calibre Press.

**Znamenak, K.** (July 2016). From Uncle Sam to Aunt Samantha: Our drag queens are leaders. *On Top Magazine: LGBT News & Entertainment*.

**Znamenak, K.** (February 2011). Awareness of Diversity. Cleveland Metropolitan Bar Journal.

### **PEER REVIEWED CONFERENCE PRESENTATIONS**

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**Znamenak, K.**, & Hansman, C. (June 2022). Moving from warrior to guardian: Informal learning in police and community relations. The 63<sup>rd</sup> Annual Adult Education Research Conference. Norman, OK.

**Znamenak, K.** (June 2019). Bridging the Community Police Divide through the Planning Table. 60th Annual Adult Education Research Conference Buffalo, NY.

Olszewski, C. A., **Znamenak, K. A.**, Paoletta, T. M., Selker, M. L., & Hansman, C. A. (June 2019). Unexpected Learning: Development of the CoP and Its Members #generational-shift. 60th Annual Adult Education Research Conference Buffalo, NY.

**Znamenak, K.** (2019). Warriors, Guardians or Both: A Grounded Theory Approach of Exploring the Development of Patrol Officers in Urban Community Relations. Poster Presentation at Research Day at the Center for Urban Education: Cleveland State University.

Olszewski, C. A., **Znamenak, K. A.**, Paoletta, T. M., Selker, M. L., & Hansman, C. A. (June 2018). Navigating Scholarly Development Through a CoP: #generational-lenses. 59th Annual Adult Education Research Conference Victoria, BC Canada.

White, B, Piazza, M, Colombi, J, & **Znamenak, K** (2015). Career and Knowledge Pathways in an Urban Setting. Maxine Goodman Levin College of Urban Affairs 3rd Annual Research Conference. Cleveland, OH.

Gaynier, L, Slane, S, Fisher, L. **Znamenak, K**, & Banik, S (2012). The Effect of Stereotype Threat on Reported Medical History. Poster presentation at Science of Eliminating Health Disparities Summit. Washington, D.C.

## GRANTS

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### **History of Cleveland's AsiaTown Documentary, 2019**

Cleveland Foundation's Minority Arts and Education Fund  
\$15,000

### **Cleveland Asian Festival, 2019**

Cleveland Foundation's Minority Arts and Education Fund  
\$5,000

### **OCA Interactive Kiosks, 2013**

Neighborhood Connections  
\$5,000

### **OCA Image TV Ohio, 2012**

Cleveland Foundation's City of Cleveland's Cable Television Minority Arts and Education Fund  
\$5,000

### **OCA Image TV Ohio, 2011**

Cleveland Foundation's City of Cleveland's Cable Television Minority Arts and Education Fund  
\$20,000

## **OCA Image TV Ohio, 2010**

Neighborhood Connections

\$5,000

## OTHER PROFESSIONAL CONSULTING EXPERIENCE

Gateway District, Cleveland, OH. (2018 - 2019).

Consulted and trained staff on the transfer of the existing website platform to Squarespace

Warehouse District, Cleveland, OH. (2018 - 2019).

Consulted and trained staff on transferring the existing website platform to Squarespace.

Campus District Inc., Cleveland, OH (2013 - 2018).

Created user-friendly websites and marketing strategies utilizing WordPress, Squarespace, and MailChimp.

Ensemble Theater, Cleveland, OH (2014).

Redesigned website to be more user-friendly to attract visitors.

## TECHNICAL SKILLS

Adobe Creative Suite, Blackboard, SPSS, NVivo, Microsoft Access, Microsoft Excel, Social Media, Database Management, Google Tools, PowerPoint, PeopleSoft, SQL, Qualitative Analysis, Quantitative Analysis, Process Consulting, Training Development, Workshop Facilitation, Zoom, Microsoft Teams, Basecamp, Trello

## UNIVERSITY SERVICE

2021 - Cleveland State University: Diversity Institute

2023 Collaborating with a cross-department team in developing a diversity and inclusion assessment, evaluation, and training for Cleveland-Marshall College of Law

2021 - Cleveland State University: Center for Refugee and Immigrant Success (CRIS)

2023 Collaborating with the CRIS and College of Business in the development of a workforce development program for Immigrant Success, which explores entrepreneurial and traditional employment

## COMMUNITY INVOLVEMENT

2015 - Cleveland Cultural Garden Foundation, Survey & Assessment Consultant

2009 - Cleveland Asian Festival, Survey & Assessment Consultant

2018 Campus District Marketing Task Force

2012 - OCA Cleveland Chapter: Image TV Ohio

2015