

Clewiston D. Challenger, Ph.D., NCC
Rutgers, The State University of New Jersey
Graduate School of Education
Department of Psychology
School Counseling and Counseling Psychology Program

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New Brunswick, NJ 08901

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EDUCATION

Ph.D. 2017 Pennsylvania State University

University Park, PA

Degree: Counselor Education and Supervision

Dissertation: *Perception of College Adjustment and Institutional Attachment Among Student-Athletes of Color at Predominately White Institutions and its Relation to Academic Motivation*

M.A. 2008 University of Connecticut

Storrs, CT

Degree: Educational Psychology, School Counseling

B.A. 2003 University of Connecticut

Storrs, CT

Degree: Psychology (major), Criminal Justice (minor)

CERTIFICATIONS

Nationally Certified Counselor (NCC) by the National Board of Certified Counselors (NBCC)
NCC #238626

Certified School Counselor, (New York) Provisional Status
Certificate Number: 2325970

PROFESSIONAL EXPERIENCE

Rutgers University, New Brunswick, NJ August 2021-present
Associate Professor of Professional Practice, School Counseling
CACREP Liaison
Practicum Coordinator
Co-Admissions Coordinator

- Teach master's level courses in school counseling
- Assist in maintaining CACREP accreditation
- Serve as coordinator for the school counseling program practicum experience
- Advise master's students
- Conduct research, scholarship, and grant-seeking work
- Assist in the coordination of the admissions process

University of Connecticut, Storrs, CT August 2020-August 2021
Assistant Professor In-Residence, Counselor Education

University of Connecticut, Storrs, CT August 2017-August 2020
Assistant Professor Tenure-Track, Counselor Education

- Teach master's level course in the Counselor Education –School Counseling program
- Teach students counseling theories and counseling skills with multicultural competency
- Undergo scholarly research, writing, and publication
- Seek grants to fund studies
- Practicum Coordinator
- Admissions Coordinator

COURSES TAUGHT

Rutgers University

- 15:297:507:90: Multicultural Issues
- 15:297:501:90: Introduction to Counseling and Interviewing Skills
- 15:297:508:90: Family Systems Development
- 15:297:505:01: Group Counseling Theory and Practice
- 15:297:604:01: Professional Ethics
- 15:297:627:01: School Based Practicum

University of Connecticut

- EPSY 5301: Group Counseling Process
- EPSY 5307: Professional Orientation for School Counselors
- EPSY 5308: Theories and Practice
- EPSY 5315: Advanced Counseling Skills
- EPSY 5316: Cross Cultural Counseling Skills
- EPSY 5317: Fieldwork in School Counseling: Practicum

RESEARCH INTERESTS

- College Adjustment
- Sense of Belonging
- Student-Athletes, Student-Athletes of Color
- Self-Efficacy
- Academic Motivation
- Academic Buoyancy
- Boys and Males of Color
- School Attachment
- School Involvement
- Mental Health
- Mentorship
- High School to College Transition

ADDITIONAL PROFESSIONAL EXPERIENCE

Academic Advisor for Student-Athletes, University Park, PA The Morgan Academic Center for Student Athletes, Penn State University	2014-2017
School Counselor, Grades 6-9, Harlem The Opportunity Charter School, New York City	2012-2013
Upper Academy School Counselor, Grades 7-9, The Bronx The Bronx Lighthouse Charter School, New York City, NY	2010-2012
School Counselor Intern, Grades 6-8, Hartford Batchelder Middle School, Connecticut	2007-2008
Student Assistance Center Intern, Grades 9-10, East Hartford East Hartford High School, Connecticut	2006-2007

MANUSCRIPT PUBLICATIONS

Challenger, C. D., Duquette, K., & Mason, I. T. (2022). School Counseling for College and Career Readiness Using Existential Theory model: A humanistic approach to counseling students of color in urban school settings. *Journal of Humanistic Counseling*, 00, 1– 13. <https://doi.org/10.1002/johc.12184>

Lombardi, A. R., Rifenshield, G. G., Hicks, T. A., Taconet, A., & **Challenger, C.** (2022, in press). College and career readiness support for youth with and without disabilities based on the National Longitudinal Transition Study 2012. *Exceptional Children*

Challenger, C. D., Duquette, K., & Mason, I., (2022, in press). School counseling for college and career readiness using existentialist theory (S3CRET) model: A humanistic approach to counseling urban students. *The Journal of Humanistic Counseling*.

Challenger, C. D., Duquette, K., & Pascascio, D. (2020). "Black Boys: Invisible to Visible": A Psychoeducational Group Fostering Self-Efficacy, Empowerment, and Sense of Belonging for African American Boys. *The Journal for Specialists in Group Work*, 45(3), 257-271.

O'Neil, J. M., **Challenger, C.**, Renzulli, S., Crapser, B., & Webster, E. (2013). The boy's forum: An evaluation of a brief intervention to empower middle-school urban boys. *The Journal of Men's Studies*, 21, 191-205. DOI: 10.3149/jms.2102.191

NEWSPAPER

Challenger. C., (2020, December 17). College financial aid application down 16% this year. *The CT Mirror.org*. <https://ctmirror.org/2020/12/11/college-financial-aid-applications-down-16-this-school-year/>

Challenger. C., (2018, October 9). UConn athletic department makes strides in mental health care; participating in mental health awareness week, *Hartford Courant*.

MANUSCRIPTS IN PROGRESS

Challenger, C., Duquette, K., & Eng, T. (in progress): The Adolescent Cultural, Racial, and Ethnic Support (ACRES) Model: A practical model for school and mental health counselors to guide adolescent students of color in their cultural, racial, and ethnic identity development and its relation to home, school, community, and sociopolitical environments. *Journal of Child and Adolescent Counseling* (December, 2020).

Challenger, C., Duquette, K., Eng, T., & Naderman, K. (in progress): Discover the dream model (DTD Model): A career readiness model for school and career counselors for postsecondary planning with immigrant students. *Journal of College Access* (October, 2020).

MANUSCRIPTS SUBMITTED

Lombardi, A. R., Rifenshield, G. G., Hicks, T. A., Taconet, A., & **Challenger, C.** (2022, under review). An examination of school counselor support for youth with disabilities based on the National Longitudinal Transition Study 2012. *Exceptional Children*

Challenger, C., Duquette, K., & Bowen, R. (2020, in review): “*No Walls. Bridges to Higher Education*”: A schoolwide college readiness guidance curriculum for undocumented high school students. *Journal of College Access* (October, 2020).

Challenger, C., & Duquette, K. (2020, In Review). *CTPSA: A psychoeducational group for boys of color who are student-athletes*.

BOOK CHAPTERS

Vereen, L., **Challenger, C.**, Hill, N. (2020, in review). I did my part. Textbook chapter in *Critical incidents in counselor education: Teaching, supervision, research, and leadership and advocacy*.

Challenger, C., Eng, T. (2020). Chapter 3: Challenges mostly unique to African americans. Textbook chapter in *African Americans and mental health: Practical and strategic solutions to barriers, needs, and challenges*. Springer Nature. Switzerland

OPINION EDITORIAL

Challenger, C. (2019, October 23). Teaching soft skills or college readiness. *Education Week*, 20.

WEBINARS

Challenger, C., Brenick, A. (2021). *Making Voices Heard: Diversity, disadvantage, and discrimination in educational settings*. <https://chhd.uconn.edu/making-voices-heard/>

PRESENTATIONS AND WORKSHOPS

NATIONAL

Challenger, C. (2020, March 20). *Easing the transition to college for boys of color who are student-athletes: A program and group design*. Evidence Based School Counseling Conference. University of Central Florida, Boca Raton, FL

Challenger, C. (2017, March 18). *The culturally competent career counselor: effective assessment strategies and skill development for work with minority populations*. American Counseling Association (ACA), San Francisco, CA

Challenger, C. (2015, October 11). *Counseling the minority athlete: Strategies for a successful transition from high school to college*. Association for Counselor Education and Supervision (ACES), Philadelphia, PA.

REGIONAL

Challenger, C., Cooper, Lombardi, A., (2022, April 5). *Exploring Relationships between College and Career Readiness, Self-Determination, and Transition Planning among Adolescents with and without Disabilities*. Connecticut School Counselor Association (CSCA), Hartford, CT (Virtual event)

Challenger, C., Cooper, J., Dougherty, S., & Newton, A. (2020, March 27). *A Mixed Methods Exploratory Study of American Athletic Conference (AAC) Student-Athletes' Adjustment to College, Sense of Belonging, and Mental Health*. American Athletic Conference Symposium. University of South Florida, Tampa, FL

Challenger, C. (2018, April 12). *Is this school a fit? The importance of college adjustment, institutional attachment, self-efficacy, and academic buoyancy in young men of color and how it influences their motivation towards academics and degree attainment*. Men of Color Summit. Clemson University, Greenville, SC

Challenger, C. (2019, November 7). *Thriving or surviving: The importance of meeting our client's non-cognitive needs so they can find their sense of meaning and purpose*. Illinois Counselor Association 71st Conference. Skokie, IL

Carnevale, K. & Challenger, C. (March, 2016). *Career counseling black college students at predominantly white institutions*. Pennsylvania Black Conference on Higher Education (PBCOHE), Harrisburg, PA

Carnevale, K. & Challenger, C. (February, 2016). *Predominantly white institutions and career counseling with black college students*. University of Maryland, Maryland Student Affairs Conference (MSAC), College Park, MD

Carnevale, K. & Challenger, C. (December, 2015). *Mistrust and misunderstanding: Career counseling with black college students at predominantly white institutions*. Mid-Atlantic Career Counseling Association (MACCA), Lancaster, PA

Carnevale, K. & Challenger, C. (November, 2015). *Mistrust and misunderstanding: Career counseling with black college students at predominantly white institutions*. Pennsylvania Counselor Association (PCA), State College, PA

Challenger, C. (March, 2015). *Black gladiator: Strategies to successfully transition the male athlete from high school into college*. The Pennsylvania Black Conference of Higher Education (PBCOHE), Harrisburg, PA.

Challenger, C, & Clarke, E. S. (November, 2014). *Counseling the minority athlete: Strategies for a successful transition from high school to college*. Pennsylvania Counselors Association (PCA) Conference, State College, PA.

Challenger, C, & Clarke, E. S. (November, 2014). *Counseling the minority athlete: Strategies for a successful transition from high school to college*. Michigan School Counselors Association (NSCA) Conference, All Michigan Counselors Conference (AMCC), Pontiac, MI.

Challenger, C, & Clarke, E. S. (November, 2014). *Counseling the minority athlete: Strategies for a successful transition from high school to college*. New York State School Counselors Association (NYSSCA) Conference, Albany, NY.

Challenger, C, & Clarke, S. (October, 2014). *Counseling the minority athlete: Strategies for a successful transition from high school to college*. North Central Association for Counselor Education and Supervision (NCACES) Conference, St. Louis, MO.

Challenger, C, & Clarke, S. (October, 2014—Accepted). *Counseling the minority athlete: Strategies for a successful transition from high school to college*. Sponsored by Florida School Counselors Association (FSCA) Conference, Orlando, FL.

Challenger, C, & Clarke, S. (April, 2014). *Counseling the minority athlete: Strategies for a successful transition from high school to college*. Sponsored by Chi Sigma Iota (Penn State Chapter) Pennsylvania Statewide Conference, University Park, PA.

KEYNOTE SPEAKERSHIP

Challenger, C. (2019, November 7). *Letting the light back in: Connecting personal development to effective client care*. Illinois Counselor Association 71st Conference. Skokie, IL

INVITED TALKS

REGIONAL

- Challenger, C. (2019, May 1). *Coaching the millennial student-athlete workshop: Tips, strategies, and techniques*. UConn Men's Soccer Coaching Staff. University of Connecticut. Storrs, CT
- Challenger, C. (July, 2016). *Broadening our perspectives for understanding and respecting the needs of african american/black students*. New York Institute of Technology (NYIT), Department of School Counseling, New York City, NY
- Challenger, C. (June, 2016). *The culturally competent career counselor: effective assessment strategies and skill development for work with minority populations*. Middle Atlantic Career Counseling Association (MACCA), Lancaster, PA
- Challenger, C. (July, 2017). *Broadening our perspectives for understanding and respecting the needs of african american/black students*. New York Institute of Technology (NYIT), Department of School Counseling, New York City, NY
- Challenger, C. (July, 2015). *Broadening our perspectives for understanding and respecting the needs of african american/black students*. New York Institute of Technology (NYIT), Department of School Counseling, New York City, NY.
- Challenger, C. (June, 2015—Accepted). *Strategies to successfully transition the male athlete from high school into college*. American School Counselor Association (ASCA), Phoenix, AZ.
- Challenger, C. (April, 2015—Accepted). *Strategies to successfully transition the male athlete from high school into college*. The University of Akron, Black Male Summit, Akron, OH.
- Challenger, C. (June, 2013). *Broadening our perspectives for understanding and respecting the needs of african american/black students*. Sponsored by New York Institute of Technology (NYIT), Department of School Counseling, New York City, NY.
- Challenger, C. (June, 2012). *Broadening our perspectives for understanding and respecting the needs of african american/black students*. Sponsored by New York Institute of Technology (NYIT), Department of School Counseling, New York City, NY.

STATE

Challenger, C. (2018, July 9). *BMT: Breathe. move. talk, mindfulness meditation*. Young Scholars Senior Summit Program, Jack Kent Cook Grant, Storrs, CT

Challenger, C. (2018, February 20). *Retaining students of color: How college adjustment, self-efficacy, buoyancy, and institutional attachment play important roles in student academic motivation and degree commitment*. African American Faculty and Staff Organization, Storrs, CT

Challenger, C. (2017, November 1). *The importance of college adjustment and institutional attachment in the retention of millennial students*. Eastern Connecticut State University, Willimantic, CT

CAMPUS

Challenger, C. (2020, August 27). *“Will I fit in?”*. Student Support Services GRIT Retreat. University of Connecticut, Storrs, CT

Challenger, C. (2020, February 22). *College to Career Transition, “What’s Next?”: Navigating the job hunt process and understanding your role as a black male in the workplace*. Black Male Enterprise Summit. University of Connecticut, Storrs, CT

Challenger, C. (2019, November 20). *The Un-Masking: Discussion on masculinity, mental health, & sense of belonging*. El Camino Club. Puerto Rican and Latin American Cultural Center. University of Connecticut, Storrs, CT

PODCAST

Singleton II, P., & Lester III, L. (Producers/ Hosts). (2020, March 1). Thoughts from a counselor. Episode 5: Grief, love and reflection: How do we cope with losing someone [Audio podcast]. Retrieved from <https://open.spotify.com/episode/35II4BtVVx3UHZpGdWIEWs?si=Hx0ymRYiQxuwK-w5qt39Bg>

Challenger, C (Producer, Host). (2020). The Submarine Way presents Frankly Speaking with Curtis Challenger. Episode 4.

COMMITTEE MEMBERSHIP

Rutgers University

- GSE Resources Committee (2021-present)

University of Connecticut

- University Senate Diversity Committee (2020-present)
- Social and Behavioral Workgroup Committee (UConn COVID response and re-opening subcommittee)- (Summer 2020)
- Neag School of Education Assessment Committee- (2018-2019)

DOCTORAL ADVISORY ROLE

Rutgers University

Committee member-

- Kyra Clemmons, doctoral candidate in the Design for Learning Environments (EdD; DLE) program
- Kevin Ewell, doctoral candidate in the Education, Culture and Society (EdD; ECS) program

University of Connecticut

Dissertation Committee Chair

- Paul Singleton II; Current PhD student in Educational Psychology with a focus in Counselor Education
 - Dissertation title: *A Qualitative Approach to a Psychoeducational Group on College and Career Readiness for African American Males*

Dissertation Committee Member

- Charles McCauly (graduated May 2021)
- Kimberly Traverso
- Bobbi-Jo Whaten

- Polly Marston, (graduated December 2019)
 - Dissertation title: *The Experience of Gender Role Conflict in School Shooters: A Qualitative Study*

- Emmanuel Ihemedu (graduated May 2018)
 - Dissertation title: *Parenting Style, Adolescent Suicidal Behavior and Self-disclosure in a Sample of Saint Lucian Adolescents*

SERVICE

Rutgers University

- GSE NTT Full-Time Faculty Union Representative (2022-present)
- Educational Psychology Department AAUP Department Representative (2022-present)

- Faculty Mentor for Rutgers University Faculty Mentoring Program for Student-Athletes (2022-present)

University of Connecticut

- UConn Mentor for First-Gen Underrepresented PhD students (August 2020-present)
- Guest Speaker for Westfield State University counseling program, (2020, July 20). Presentation titled, "*Counseling the Culturally Diverse*". Presentation made to counseling master's students at Westfield State University in Westfield, MA
- Assistant football coach, New Britain High School, New Britain, CT (2017-present), Coach the defensive line for the varsity football program. Coordinate the college readiness and postsecondary planning for the boys/players
- Student Support Services *GRIT Retreat* (2020, August 27), presentation to students of color and transfer students on college adjustment and college involvement titled "*Will I fit in?*" University of Connecticut, Storrs, CT
- Career Day (2020, February 14). Unity Prep School, Williamsburg, Brooklyn NYC
- Career Day (March 2019). East Hartford Middle School, grades 7 & 8, East Hartford, CT
- Mentor (2018-2019). HuskyLeads, Student Development Mentorship Program. Student Athlete Success Program (SASP). UConn Athletic Department, Storrs, CT

FACULTY AFFILIATIONS

Rutgers University

- Pending

University of Connecticut

- Center for the Study of Culture, Health, and Human Development (CHHD)—Faculty Affiliate (since 2020)
- Institute for Collaboration on Health, Intervention, and Policy (InCHIP)- Faculty Affiliate (since 2017)
- UConn Collaboratory on School and Child Health (CSCH)—Faculty Affiliate (2018-present)

REVIEW AND EDITORIAL ADITORIAL ACTIVITIES

- **Guest Reviewer:** Psychology of Men and Masculinities (2020)

GRANTS AWARDED

- (2022). UConn Neag School of Education Dean's Research Incentive Award Grant (DRIA) (\$10,000). *Development and Validation of a Measure of College Student*

Organization Hazing. Principal Investigator, Dr. Adam McCready (UConn), Co-Principal Investigator Clewiston Challenger (Rutgers). (Awarded)

- (2021). Institute of Education Sciences, U.S. Department of Education, through GrantR324A210245 (\$300,000). College and Career Readiness Support for Youth with and without Disabilities based on the National Longitudinal Transition Study 2012. Principal investigator, Allison Lombardi (University of Connecticut), with Co-Principal Investigators Graham G. Rifenbark, Ashley Taconet, Eric Loken, Rongxiu Wu, Shannon Langdon from the University of Connecticut, Tyler Hicks and Kerrie Shogren from the University of Kansas, and Clewiston Challenger from Rutgers University. (Awarded)
- (2020). University of Connecticut President's Commitment to Community Initiative Award (\$5,000). *Making voices heard: Diversity, disadvantage, and discrimination in educational settings*. Principal Investigator, Sara Harkness with Co-Principal Investigators Clewiston Challenger, Alaina Brenick, Charles Super, Caroline Mavridis from UConn, and Saskia van Schaik from the Radbound University in the Netherlands. (Awarded).
- (2019). American Athletic Conference (AAC) Research Grant Program (\$10,00). *A mixed methods exploratory study of American athletic conference (AAC) student-athletes' adjustment to college, sense of belonging, and mental health*. Principal Investigator with Co-Principal Investigators Joseph Cooper (UConn Assistant Professor in Education Leadership, Sports Management), Ajhanai Keaton (UConn doctoral student, Sports Management). (Awarded).
- (2019). UConn Dean's Research Incentive Award Grant (DRIA) (\$10,000). *Dr. Challenger's Transition to College Program for Student-Athletes (CTCPSA)*. Principal Investigator along with Co-Principal Investigators Joseph Cooper (Assistant Professor in Education Leadership, Sports Management), Erik Hines (Associate Professor in Education, Counseling Education and Counseling Psychology).(Awarded)
- (2018). Office for Vice President for Research Scholarship Facilitation Fund (SSF). *Dr. Challenger's College Transition Program for Student-Athletes (CTCPSA)*. Principal Investigator. (\$2,000) (Awarded).

GRANTS SUBMITTED

- (2022). National Federation of State High School Associations; NFHS Foundation Grants (\$191,436). *A Longitudinal Examination of Hazing in High School Athletics and Performing Arts: Understanding Hazing to Inform Prevention and Save Lives*. Principal investigator, Adam McCready and **Clewiston D. Challenger** as the Co-Principal Investigator. (Not Awarded)

- (2018). Institute for Collaboration on Health, Intervention, and Policy (InCHIP) Faculty Seed Grant (\$11,000). *A study of the relation of demographic factors, psychological assessment, self-efficacy, academic buoyancy, adjustment to college, and academic motivation among student-athletes who seek mental health services*. Principal Investigator along with Co-Principal Investigator Dawn Shadron (Director of Student-Athlete Counseling and Mental Health Services, UConn). (Not Awarded).
- (2018). Deans Research Incentive Award Grant (DRIA) (\$10,000). *Dr. Challenger's Transition to College Program for Student-Athletes (CTCPSA)*. Principal Investigator along with Co-Principal Investigators Joseph Cooper (Assistant Professor in Education Leadership, Sports Management), Frank Staples (Director of Guidance, East Hartford Public School System), Trisha-Anne Hawthorne-Noble (Director of Student-Athlete Development, UConn Athletics). (Not Awarded).
- (2018). Aetna Foundation Grant (\$100,000). *Hartford Health-lete Ambassadors*. Principal Investigator and consultants. (Not Awarded).
- (2017). American Athletic Conference (AAC) Research Grant Program (\$10,000). Principal Investigator. *Self-Efficacy and academic buoyancy: influential factors in college adjustment and academic motivation in student-athletes*. (Not Awarded).

PROFESSIONAL MEMBERSHIPS

- American School Counseling Association (2008-present)
- Connecticut School Counseling Association (2008, 2017-present)
- American Counseling Association (2013-present)
- Association for Counselor Education and Supervision (2013-present)
- National Board of Certified Counselors (2008-present)