



**A brief account of the education, qualifications,
and work experience of:**

Cecil Harold McManus, Ph.D.

Curriculum Vitae

Cecil Harold McManus, Ph.D.

Contact Information

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Academic Credentials

- 1995 Post Doctorate study in Adult Development & Aging, The Duke University Medical Center, Department of Psychiatry Durham, North Carolina.
- 1993 Ph.D. in Personality Psychology, concentrating on Assessment and Psychophysiology, Howard University, Washington, District of Columbia.
- 1987 M.S. Counselor Education with a concentration in Guidance and Personnel Services, North Carolina State University, Raleigh, North Carolina.
- 1984 B. S. in Psychology with a Minor in Marketing and Management, Western Carolina University, Cullowhee, North Carolina.

Employment History

- 2019 to present: Senior Data Analyst and Principal Divergent Thinker, PROBE Consulting Company, LLC. P.O. Box 5308, Cary, North Carolina.
<https://probeconsulting.com/>
- 2018 to 2019: Director of Assessment and Accreditation, Fayetteville State University, Fayetteville, North Carolina.
- 2016 to 2018: Director of Institutional Effectiveness, Francis Marion University, Florence, South Carolina.
- 2015 to 2016: Senior Data Analyst and Principal Divergent Thinker, PROBE Consulting Company, LLC. P.O. Box 5308, Cary, North Carolina.
<https://probeconsulting.com/>

Employment History—continued

- 2010 to 2015: Director, Office of Strategic Planning, Institutional Research and Effectiveness, Shaw University, Raleigh, North Carolina.
- 2009 to 2010: Coordinator of Academic Computing and Associate Professor of Psychology, Office of Academic Affairs, Shaw University, Raleigh, North Carolina.
- 2007 to 2009: Coordinator of Assessment and Research, Department of Education Shaw University, Raleigh, North Carolina.
- 2006 to 2007: Director, Center for Survey Research, Shaw University, Raleigh, North Carolina.
- 2003 to 2006: The Charles Stewart Mott Distinguished Professor of Social Sciences, Saint Augustine's College, Raleigh, North Carolina.
- 2000 to 2003: Chairperson, Division of Social Sciences. Saint Augustine's College, Raleigh, North Carolina.
- 1996 to 2000: Associate Professor of Psychology and Program Coordinator. Saint Augustine's College, Raleigh, North Carolina.
- 1997 to 1998: Director of the Assessment, Counseling, and Enrichment (ACE) Program. Saint Augustine's College, Raleigh, North Carolina.
- 1995 to 1997: Research Associate, Department of Psychiatry, Duke University Medical Center, Durham, North Carolina.
- 1992 to 1994: Assistant Professor of Psychology, North Carolina Agricultural and Technical State University, Greensboro, North Carolina.
- 1992 to 1993: Assistant Professor of Psychology, Shaw University Cape Center, High Point, North Carolina.
- 1988 to 1991: Research Assistant, Institute for Urban Affairs and Research, Howard University, Washington, District of Columbia.
- 1988 to 1991: Research Assistant, Department of Psychology, Howard University, Washington, District Columbia.
- 1986 to 1987: Personnel Technician, Department of Human Resources, North Carolina State University, Raleigh, North Carolina.

Membership in Professional Associations

Full Membership, Sigma Xi, the Scientific Research Society (1992 to Present)

The Alfred P. Sloan Consortium on Asynchronous Learning Networks (2002 to Present)

The Southern Association of Institutional Research (2017 to Present)

The Society for the Teaching of Psychology (2003 to Present)

The Association for Psychological Science (2003 to 2020)

Association for the Advancement of Educational Research (2008 to 2012)

The Association for Supervision and Curriculum Development (2003 to 2013)

Honors, Awards, Community, and Professional Service

Committee on Grants-in-Aid of Research, Grant Reviewer, Sigma Xi, The Scientific Research Society, Research Triangle Park, North Carolina, (2005 to present)

Member, University of North Carolina System Surveys Advisory Group (2018)

Member, University of North Carolina System Assessment Council (2018)

Board of Directors, Association for the Advancement of Educational Research. (2009 to 2011).

Co-Administrator, Shaw University IRB, (2009 to 2011)

Session Facilitator, 12th Annual Meeting of the Association for the Advancement of Educational Research. Hutchinson Island, Stuart, Florida, (November 2009)

Associate Director, Institutional Review Board, Shaw University, Raleigh, NC, (2006 to 2009)

Membership Committee, Sigma Xi, the Scientific Research Society, North Carolina State University Chapter, (2005 to 2006)

Charles Stewart Mott Distinguished Professorship, Saint Augustine's College, Raleigh, NC. (2003 to 2006)

Asynchronous Web-based Learning Network Coordinator. Andrew Mellow Foundation multi-year grant (*Connected Learning Community Initiative*) supporting a linkage between four Episcopal Colleges to teach blended religion courses on the Blackboard[™] *Course Management System* (2004 to 2006)

Honors, Awards, and Community & Professional Service--continued

Director, Institutional Review Board, Saint Augustine's College, Raleigh, NC. (2002).

"North Carolina Now" UNC-TV appearance. Segment devoted to active coping and stress in African Americans—John Henryism and hypertension. (Air date August 8, 2002)

The State of Things on WUNC Public Radio/ (NPR) 30-minute interview and commentary on *John Henryism* and the health of African Americans. (September 2002)

"Working While Black"--Raleigh News and Observer Sunday-edition cover story in *Work and Money* Section on *John Henryism* and stress. (June 9, 2002)

Who's Who Among College and University Faculty, (2002 to 2004)

Session Convener, Sloan-C International Conference on Asynchronous Learning Networks, Orlando, Florida, (November 2002)

Research Fellow, *College of Saint Scholastica's*, Psychology of Aging Institute, a nationally recognized program in aging research, Duluth, Minnesota (1999 & 2000)

Publications

- McManus, C. H. (2023). *Functional adventures in the deep end: The evolution of a Pragmatic 48-month undergraduate curriculum*. In Press.
- McManus, C. H. (2019). *Deploying a Synergistic collector Swarm -- A modest proposal on how to know you are having the impact you think you are having*. Proceedings of the 2019 Annual Meeting of the Southern Association of Institutional Research. September 29 through October 5, 2019. Greenville, South Carolina.
- McManus, C. H. (2018). *Mainstreaming an authentic institution-wide assessment system—Developing a success construct using a Contextualist approach*. Proceedings of the 2018 Annual Meeting of the Southern Association of Institutional Research. October 6 through October 9, 2019. Norfolk, Virginia.
- McManus, C. H. & Lewis, S. (2006). Communicating cultural control: John Henryism, Personality and Social Isolation in African Americans. *The Journal of Intergroup Relations*. 33, (1), 25-44.
- McManus, C. H. (2005). Enhanced access and shared tools: A report on a connected learning community. *Proceedings of the 2005 Sloan-C International Conference on Asynchronous Learning Networks*, Orlando, Florida, November 17-19.
- McManus, C. H. (2002). Using inquiry-based learning in a web-enhanced environment: Asynchronous Learning Networks can level the playing field. *Proceedings of the 2002 Sloan-C International Conference on Asynchronous Learning Networks*, Orlando, Florida, November 8-10.

Publications—continued

McManus, C. H. (2000). Social isolation and loneliness. In J. J. Seymore & F. C. Jones (Eds.), *An Interdisciplinary look at the twenty-first century: A faculty's view of the future* (pp. 31-59). Kearney, NE: Morris Publishing.

McManus, C. H., Sambou, K. U., & McManus, S. E. (1999). *Inquiry-based learning in small Classrooms: The evolution of a pragmatic psychology curriculum*. Proceedings of the 1999 Sigma Xi Forum, "Reshaping Undergraduate Science and Engineering Education: Tools for Better Learning." Minneapolis, Minnesota, November 4-5.

McManus, C. H. (1997). *Aggression-Prone Personality types and lifecourse indices of violence: Issues of violence prevention in the minority community*. Proceedings of the Third National Conference on Family and Community Violence Prevention, New Orleans, LA., November 15-17.

McNeilly, M., Anderson, N. B., Robinson, E. L., McManus, C. H., Armstead, C. A., Clark, R., Pieper, C. F., Simons, C. & Saulter, T. D. (1996). Convergent, Discriminant, and Concurrent Validity of the Perceived Racism Scale: A multi-dimensional assessment of the experience of racism among African Americans. In R. L. Jones, (Ed.), *Handbook of Tests and Measurements for Black Populations, Volume 2*. (pp. 359-373). Cobb and Henry Publishers.

McManus, C. H. (1995). *Automated Physiological Laboratory Manager (APLM) 6.0*. [Computer Program]. Cary, NC: PROBE Consulting Services, Inc., Research Software Division. (919-406-5475).

Publications—continued

- McManus, C. H. (1994). *A study of anger in African American males: Issues of physiological reactivity, personality, and culture*. (Doctoral Dissertation, Howard University, 1994). Dissertation Abstracts International: Section-B: The Sciences and Engineering, 54(9-B): 4957.
- McManus, C. H. (1989). *Pilot Substance Abuse and Training (PSAT) Data Retrieval System (3.0.2)*. [**Computer Program**]. Silver Springs, MD: McManus and Associates.
- McManus, C. H. (1989). The Problem-Solving Approach to group employment counseling and its use with males of African-American Descent: A Proposed Plan of Behavioral Intervention. *Urban Research Review*, 12, (1), 5-6, 10.
- McManus, C. H. (1987). *The effects of group participation on self-concept and locus of control of SPA Employees at North Carolina State University*. Unpublished master's thesis, North Carolina State University, Raleigh, North Carolina.

Presentations at Professional Meetings

McManus, C. H. (2019). *Deploying a Synergistic collector Swarm -- A modest proposal on how to know you are having the impact you think you are having*. Paper accepted for presentation at the 2019 Annual Meeting of the Southern Association of Institutional Research. September 29 through October 5, 2019. Greenville, South Carolina.

McManus, C. H. (2018). Mainstreaming an authentic institution-wide assessment system—Developing a success construct using a Contextualist approach. Paper presented at the 2018 Annual Meeting of the Southern Association of Institutional Research. October 6 through October 9, 2019. Norfolk, Virginia.

McManus, C. H. (2013). Mainstreaming an authentic institution-wide assessment system—Lessons learned from a Gestalt approach to institutional research. Paper presented at the 9th Annual North Carolina Independent Colleges and Universities (NCICU) Assessment Conference, Guilford College, Greensboro, North Carolina, May 22.

McManus, C. H. (2012). *A Multi-trait Multi-method assessment system to enhance ongoing, integrated, and institution-wide research-based planning and evaluation at Shaw University*. Paper presented at the 8th Annual North Carolina Independent Colleges and Universities (NCICU) Assessment Conference Methodist University, Fayetteville, North Carolina, May 31.

McManus, C. H. (2009). *Inquiry-based learning and the 21st Century teacher--a web-based multi-trait multi-method assessment system for constructing a success construct*. Paper presented at the 12th Annual Meeting of the Association for the Advancement of Educational Research. Hutchinson Island, Stuart, Florida, November 3–7.

Presentations at Professional Meetings—continued

- McManus, C. H. & Ford, V. J. (2009). *Five Pillars and Seven Principles—A pragmatic Discussion of Online Education, ALNs, CQI, and the ABCs*. Symposia presented at the 12th Annual Meeting of the Association for the Advancement of Educational Research. Hutchinson Island, Stuart, Florida, November 3 – 7.
- McManus, C. H. (2008). *Functional adventures in the deep end: The evolution of a Pragmatic 48-month undergraduate curriculum*. Paper presented at the 11th Annual Meeting of the Association for the Advancement of Educational Research. Hutchinson Island, Stuart, Florida, November 4 – 8.
- McManus, C. H., Howard, D. & Walker, T. (2007). *Web-based asynchronous hybrid protocols To investigate health Disparities in ethnic minority populations*. Paper presented at the National Export Health Conference--Community Connections: Using Research to Reduce Health Disparities. Wintergreen, Virginia, June 25-28.
- McManus, C. H. (2005). *Enhanced access and shared tools: A report on a connected learning community*. Paper presented at the Eleventh Annual Sloan-C International Conference on Asynchronous Learning Networks, Orlando, Florida, November 17-19.
- McManus, C. H., Rolle, T., Terry, B., Hicks, D., White, L., White, J., & Tombuktu, S. B. (2004). *Cumulative experiences of racism in African Americans: A clear and present danger*. Poster presented at the 16th Annual Convention of the American Psychological Society, Chicago, Illinois, May 27th through May 30th.
- McManus, C. H. (2003). *Web-enhanced education using Blackboard^m and Inquiry Based Learning*. Paper presented at the Cognitive Technology: Transforming Thought and Society Conference, Winston-Salem, North Carolina, June 13th through June 14th.

Presentations at Professional Meetings—continued

McManus, C. H., Tombuktu, S. B., Porter, M. Pinckney, J., Blue, R. & Rolle, T. (2003).

John Henryism and the A2PT: A fifteen-year look at active coping. Poster presented at the 15th Annual Convention of the American Psychological Society, Atlanta, Georgia, April 30th through June 2nd.

McManus, C. H. (2002). *Using Inquiry-Based Learning in a Web-enhanced environment:*

Asynchronous Learning Networks can level the playing field. Paper presented at the 8th Sloan-C International Conference on Asynchronous Learning Networks, Orlando, Florida, November 8-10.

McManus, C. H., Muhammad, F. & Conyers, C. (2001). *The Aggression Prone Personality*

Topology (A2PT) and cognitive independence in African-American Youth--A pragmatic approach to education, research, and juvenile justice. Paper presented at the Annual Conference of Black Administrators in Child Welfare, Crystal City, Virginia, March 5-6. Annual Conference of Black Administrators in Child Welfare, Crystal City, Virginia, March 5-6.

McManus, C. H. (2000). *The Associations Among Anger, Hostility and Nutritional factors in an older sample of African Americans.* Paper presented at the Third Annual Meeting of the American Association of Behavioral and Social Sciences, Las Vegas, Nevada, January 25-27.

McManus, C. H., Sambou, K. U. & Higgs, T.E. (2000). Something *old is something*

New: Using 16-bit technology and inquiry-based learning to develop a pragmatic scientific-based curriculum. Paper presented at the Third Annual Meeting of the American Association of Behavioral and Social Sciences, Las Vegas, Nevada, January 25.

Supervised Student Presentations at Professional Meetings

A High Impact Practice

Terry, B., Rolle, T. & McManus, C. H. (2005). *College Student Success Strategies: Issues of Attribution and Control*. Paper Presented at the 30th Annual Carolinas Psychology Conference, April 15-16, North Carolina State University, Raleigh, North Carolina.

Terry, B., Rolle, T. & McManus, C. H. (2005). Multi-year investigation of student success strategies: Issues of *Control and responsibility*. Paper presented at the Thirteenth Annual Imhotep Student Research Forum, Florida Agricultural and Mechanical State University, Tallahassee, Florida, April 1st-2nd.

Rolle, T., Terry, B., Hicks, D., White, L. & McManus, C. H. (2004). *Differences in anger expression style and cardiovascular reactivity based on socioeconomic indicators*. Poster presented at the North Carolina Psychological Foundation Poster Session 2004, The University of North Carolina at Charlotte, The Cone Center, Charlotte, North Carolina, April 24th.

White, J., Rolle, T., Hicks, D., White, L., Terry, B. & McManus, C. H. (2004). *Relationships among hostility, trait anger, anger expression, and cardiovascular reactivity*. Paper Presented at the 29th Annual Carolinas Psychology Conference, April 18-19, Meredith College, Raleigh, North Carolina.

Rolle, T., Terry, B., White, L., White, J. & McManus, C. H. (2004). *A study of anger expression and active coping in college students*. Paper Presented at the 29th Annual Carolinas Psychology Conference, April 18-19, Meredith College, Raleigh, North Carolina.

Supervised Student Presentations at Professional Meetings—continued

White, L., Rolle, T., Hicks, D., White, J., Terry, B. & McManus, C. H. (2004). *Social reticence and alcohol consumption in African American College students*. Paper Presented at the 29th Annual Carolinas Psychology Conference, April 18-19, Meredith College, Raleigh, North Carolina.

Terry, B., Rolle, T., White, L. & McManus, C. H. (2004). Student success strategies: A multi-year investigation of study skills in college students. Paper Presented at the 29th Annual Carolinas Psychology Conference, April 18-19, Meredith College, Raleigh, North Carolina.

Hicks, D., White, L., Terry, B., White, J., & McManus, C. (2004). *Gender difference in anger expression style and the magnitude of cardiovascular reactivity*. Poster accepted for presentation at the 6th Annual Convention of the American Psychological Society, Chicago, Illinois, May 27th through May 30th.

Terry, B., Rolle, T., White, L., White, J., Hicks, D. & McManus, C. H. (2004). *Inquiry-Based Learning in small classes improves academic outcomes*. Poster accepted for presentation at the 6th Annual Convention of the American Psychological Society, Chicago, Illinois, May 27th through May 30th.

Blue, T., Rolle, T., Grant, N., Andrews, C., and McManus, C., (2003). *Perceptions of Hope in African American Students: An exploratory study*. Paper Presented at the 28th Annual Carolinas Psychology Conference, April 11-12, North Carolina State University, Raleigh, North Carolina.