

# Richard Dickson Amoako

## CONTACT



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<https://rd-amoako.com>

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## EDUCATION

### **Ph.D. in Evaluation, Statistics and Methodology**

University of Tennessee, Knoxville, TN, USA.

Aug. 2022-Present

Expect: May 2026

### **Graduate Certificate in Educational Data Science**

University of Tennessee, Knoxville, TN, USA.

Aug. 2024-Present

Expect: May 2026

### **Master of Science- Development Evaluation & Management**

Institute of Development Policy

University of Antwerp, Belgium.

Sept. 2019-Aug. 2021

Awarded: Sept. 15, 2021.

### **Master of Public Health (MPH)**

Ensign Global University- Kpong & KNUST, Ghana.

Sept. 2015-June 2017

Awarded: July 15, 2017

### **Bachelor of Arts- Social Work with Information Studies**

University of Ghana-Legon, Accra.

Aug. 2009- May 2013

Awarded: Nov. 9, 2013

## WORK EXPERIENCE

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### **Graduate Research Assistant**

Aug 2024-July 2025

University of Tennessee, Knoxville.

*Supervisor:* Dr. Robert Kelchen, Department of Educational Leadership and Policy Studies.

- Conduct comprehensive research on state funding formulas for public colleges and universities, analyzing data from 2017 to 2024 to identify trends and implications for institutional characteristics.
- Collaborate with a multidisciplinary team to investigate variations in local funding sources for community colleges, contributing to reports that inform policy decisions.
- Assist in the development of research methodologies, including data collection, statistical analysis, and interpretation of findings to support evidence-based recommendations.
- Prepare reports and presentations summarizing research outcomes, ensuring clarity and accessibility for diverse audiences, including policymakers and educational stakeholders.

- Engage in regular meetings with faculty and team members to discuss project progress, share insights, and refine research strategies based on feedback.

### **Program Evaluator**

Aug 2023- Present

Rural Appalachian Mental Health Partnership (RAMHP) Program, University of Tennessee, Knoxville, USA.

- Assist with the design of surveys, questionnaires, and assessment tools to measure the effectiveness of mental health interventions in rural Appalachian communities.
- Compile data into comprehensive reports, presenting findings and recommendations to program leadership and external stakeholders to guide decision-making.
- Design measures to monitor program activities, ensuring adherence to established goals, timelines, and performance metrics.
- Work closely with community partners, program staff, and academic researchers to ensure accurate data collection, reporting, and program evaluation processes.

### **Graduate Research Assistant**

Aug 2023-June 2024

University of Tennessee, Knoxville.

*Supervisor:* Dr. Fatima Zahra, Department of Educational Leadership and Policy Studies,

- Conducted comprehensive research on AI applications in education and evaluation methodologies, contributing to multiple studies that informed policy decisions.
- Performed in-depth literature reviews and assisted in developing innovative research designs, enhancing the department's research capabilities.
- Utilized advanced data analysis tools to extract valuable insights from complex datasets, presenting findings through clear, concise reports and visualizations.
- Collaborated on grant proposal writing and applications with the aim of securing funding for key research initiatives.
- Managed project timelines, projects, and team meetings, ensuring efficient research execution and fostering effective collaboration among team members.
- Maintained meticulous records of research processes and methodologies, ensuring the reproducibility and integrity of research outcomes.

### **Graduate Assistant**

Aug. 2022-June 2023

University of Tennessee, Knoxville.

*Supervisor:* Dr. Anne Skutnik, Students Success Office, Tickle College of Engineering.

- Managed program data and provided analysis and assessment reports for the director, program managers, and coordinators for reports and program planning to enhance performance.
- Responsible for accurately organizing, cleaning, analyzing, and reporting student recruitment data such as applications, admissions, confirmations, enrollments, and retention.
- Ensured the validity of all data presented to staff.
- Provided data-driven information promotes diversity, inclusion, and equity.

- Attends and leads, as appropriate, training sessions and site meetings related activities and other assigned responsibilities.

### **Internet Evaluator/AI Trainer**

May 2020- July 2022.

*TELUS International AI Inc, Belgium.*

- Conducted web page quality assessments and search engine optimization evaluations, contributing to overall user experience and search result relevance.
- Performed rigorous Needs Met Rating analyses for search engines, focusing on user intent satisfaction and result helpfulness.
- Executed in-depth market analyses and optimized ad performance, contributing to improved digital marketing strategies, helping refine search algorithms and enhancing overall search engine performance.
- Evaluated internet safety protocols and conducted quality assessments of online maps, ensuring accuracy and user reliability.
- Managed and assessed online and social media advertisements, tested applications, and evaluated home assistance devices, contributing to product improvement and user satisfaction.
- Provided AI training through data annotation and labeling, and assessed the best practices for machine learning models, ensuring alignment with user expectations and making AI assessments more accurate.

### **Research and Evaluation Consultant**

Jan. 2016-Aug. 2019

*Temple Acasearch Consult (Independent), Accra-Ghana*

- Designed and evaluated projects in health, education, development, and social services.
- Developed and assisted with proposals for grants, needs assessment, research, and evaluation projects.
- Developed monitoring and evaluation plans, logic models, and budgets.
- Worked on community health profiling and health needs assessment surveys. Designed, refined, and finalized survey instruments.
- Provided online/offline data collection, data entry, cleaning, coding, validation, and transcription services.
- Ensured data quality, performed statistical analysis, and interpreted quantitative, qualitative, and spatial data.
- Prepared reports, proofread, and reviewed manuscripts.
- Provided training services on statistical and office applications to clients.
- Created maps, spatial modeling, and image analysis using remote sensing and GIS techniques.

### **Teaching and Research Assistant**

Sept. 2013- June 2015

*University of Ghana's Distance Learning Center, Koforidua, Ghana.*

- Taught Information Studies, Social Work and Computing courses at the undergraduate level in the distance education program.
- Performed institutional research and assessment activities including data collection, data

management, data analysis, and report writing.

- Provided general student support duties and administrative work.

### **Purchasing/Marketing Officer**

Sept. 2007- Aug. 2011

*Cocoa Buying Unit, Olam Ghana Ltd, Anyinam*

- Provided cocoa training and facilitated community engagement among farmers.
- Coordinated all cocoa purchasing activities in the sub-area.
- Ensured quality standards of cocoa beans purchased.
- Served as a liaison between cocoa farmers and the district cocoa officer.
- Led cocoa farmers social support initiatives.

### **RECENT INTERNSHIP POSITIONS**

**Summer 2023** – Needs Assessment of the Engineering Fundamentals Program, Tickle College of Engineering, University of Tennessee, Knoxville

- **Skills:** Online survey development, evaluation design, interviews, participant recruitment, document analysis, data analysis, and project management.
- **Deliverables:** Developed an evaluation plan, conducted a needs assessment, compiled an evaluation report, and delivered a client presentation summarizing key findings and recommendations to enhance the program's effectiveness.

**Summer 2024** – Evaluation Intern at the Synergy Evaluation Institute, University of Tennessee, Knoxville

- **Skills:** Online survey design, data visualization, data analysis, qualitative interviews and coding, and technical report writing.
- **Deliverables:** Created evaluation reports with key insights from data analysis, developed data visualizations to support findings, and presented results in a client to inform decision-making and program improvements.

### **RESEARCH, PUBLICATION, AND SCHOLARLY EXPERIENCE**

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#### **Peer Reviewer:**

- Journal of MultiDisciplinary Evaluation- Since 2024
- Journal of Measurement and Evaluation in Education and Psychology- Since 2024
- International Journal of Maternal and Child Health and AIDS (IJMA)- Since 2021
- PLOS One - Since 2019
- PLOS Neglected Tropical Diseases & PLOS Medicine - Since 2018

**ORCID Number:** 0000-0001-5254-7866

## PUBLICATIONS

### Peer Review Journal Articles

- Enos, J.Y., **Amoako, R.D.**, Doku, I.K. (2021). Utilization, Predictors and Gaps in the Continuum of Care for Maternal and Newborn Health in Ghana (2021). *International Journal of Maternal and Child Health and AIDS (IJMA)*, 10(1);98-108.  
<https://doi.org/10.21106/ijma.425>
- **Amoako, R. D. .**, Doku , I. K. ., & Enos , J. Y. . (2020). Predictors of Antenatal Care Utilization in the East Akim Municipality of Ghana. *International Journal of Sciences: Basic and Applied Research (IJSBAR)*, 54(3), 42–58. Retrieved from <https://www.gssrr.org/index.php/JournalOfBasicAndApplied/article/view/11826>

### Published Book Chapters

- **Amoako, R. D.** (2024). Discussion of Artificial Intelligence Innovations and Challenges for Paramedicine. IntechOpen. <http://doi.org/10.5772/intechopen.115530>
- Enos, J. Y., **Amoako, R.D.**, Enos, S.K., Hayford, B. & Tette, M.E. “Perspective Chapter: Challenges to Postnatal Care in Sub-Saharan Africa – A Review” in Connell, T. (Ed.). (2024). *Contemporary Challenges in Postnatal Care*. Intech Open. Doi: <http://doi.org/10.5772/intechopen.113846>

### Preprints

- **Amoako, R. D.** Spatial Analysis of Fire Incidents and Urban Vulnerabilities in the Accra Metropolis of Ghana. <https://www.researchsquare.com/article/rs-5285054/v1>

### Blog Posts

- My Journey in Writing a Bibliometric Analysis Paper (June 2025). In the MADBlog, ESM program, University of Tennessee, Knoxville. <https://cehhs.utk.edu/elps/my-journey-in-writing-a-bibliometric-analysis-paper/>
- Finding Your People: The Importance of Mentorship and Networking Early On (2024). In the MADBlog, ESM program, University of Tennessee, Knoxville. <https://cehhs.utk.edu/elps/finding-your-people-the-importance-of-mentorship-and-networking-early-on/>
- Evaluation in the era of Emerging Technologies. MAD with Methods and Measures (2023). In the MADBlog, ESM program. University of Tennessee, Knoxville. <https://elps.utk.edu/2023/11/15/evaluation-in-the-age-of-emerging-technologies/>

## Manuscripts Under Review

- **Amoako, R. D** & Morrow, J. A. A Systematic Review of Instruments and Frameworks for Measuring Faculty AI Integration Knowledge, Attitudes, and Behaviors in Higher Education. Submitted to the *International Journal of Artificial Intelligence in Education (IJAIED)*
- **Amoako, R. D** & Morrow, J. A. Development and Initial Validation of the Comprehensive AI Integration Readiness Survey. Submitted to the *International Journal of Teaching and Learning in Higher Education (IJTLHE)*.
- **Amoako, R. D.** Towards a Culturally Responsive Evaluation Framework for Rural Appalachian School Mental Health Programs. Submitted to the *Journal of Appalachian Studies*.
- Zahra, F.T., **Amoako, R. D.** Artificial Intelligence in Higher Education: A Systematic Review of Applications, Perceptions, and Ethical Considerations. Submitted to the *International Journal of Artificial Intelligence in Education*.

## Manuscripts (In-Progress)

- Data Visualization and Communication in Evaluation: A Bibliometric Analysis. Author: **Amoako, R. D.**
- Defining the Emerging Evaluator: A Survey of Practitioners' Perceptions on Criteria, Competencies, and Skills (**Amoako, R.D.**; Collaborators: Young, M.A., Workings, J., Morrow, J.A., Rocconi, L.M.)
- Higher Education Faculty's Understanding, Perceptions, and Use of Artificial Intelligence in their Classrooms: A Thematic Analysis. Authors: Morrow, J.A., **Amoako, R.D.**, & Jacobs, C.
- Predictors and Mediators of Faculty's Perceived Artificial Intelligence Integration into Teaching and Learning in Higher Education. Authors: **Amoako, R.D.**, Rocconi, L.M., & Morrow, J.A.
- Diagnostic Review of the Monitoring and Evaluation System of the National Malaria Control Program (NMCP) of Ghana. Author: **Amoako, R. D**
- Spatial Analysis of Acute Respiratory Infections in Proximity to Limestone Quarries in the Eastern Region Ghana. Author: **Amoako, R. D.**

## Current/Ongoing Projects:

- Assessing Emerging Evaluators Survey. -Co-Investigators: Workings, J., Young, M.A., **Amoako, R.D.** PIs- Rocconi, L. M., & Morrow, J. A.
- Comprehensive Artificial Intelligence Integration Readiness Survey (CAIIRS) for university educators. National and global surveys. PI: Dr. Jennifer Morrow, Co-Investigator: **Amoako, R. D.**
- Client Report for Needs Assessment Survey of the Engineering Fundamentals (EF) Program, Tickle College of Engineering (2023-2024), PI- Dr. Jennifer Morrow, Co-PI- Rache Ellestad, Co-Investigator - **Amoako, R.D.**

## Past Research Projects

- Nutritional Status Assessment of Children Under Five Years in the Lower Manya Krobo Municipality in the Eastern Region of Ghana. Published in the *Ghana Weekly Epidemiological Report*, 2019.
- Identifying key policy options for growth and gainful employment in Ghana: An analysis of the planting for food and jobs (PFJ) policy, (2018-2019). By STAR Ghana and Tenple Acasearch Consult, Accra.
- The Effects of Records Management on service delivery and good governance in the Public Sector of Ghana: A Case of Public Records and Archives Administration Department, (2019), by Tenple Acasearch Consult, Accra.
- Web-based pedagogical tools and self-regulated learning among university students: A study of the Virtual Classroom of the Kwame Nkrumah University of Science and Technology (2018), by Tenple Acasearch Consult, Accra
- Factors influencing mortgage loan default among bank clients in Greater Accra (2017). By HFC Bank and Tenple Acasearch Consult, Accra.

## Grant Applications

- **Russell Sage Foundation, 2023:** Assisted Dr. Fatima Zahra in the development of a comprehensive research proposal focused on Artificial Intelligence, automation and the future of work issues, including literature reviews and budget preparation, assisting in the submission of a competitive grant application.
- **Spencer Foundation, Education Research Grant 2024:** Supported the formulation of an education research proposal on AI application in the graduate classroom by conducting background research and drafting sections that addressed key educational integration challenges, enhancing the project's alignment with the foundation's goals.
- **NSF AI Research Grant, 2024:** Collaborated on the preparation of a grant application aimed at advancing artificial intelligence research in education, including data analysis and project design, to secure funding for innovative research initiatives.

## FELLOWSHIPS, AWARDS, HONORS AND FEATURES

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- Recipient: Educational Leadership and Policy Studies (ELPS) Department Awards (May 2025) - Graduate Student Research Excellence Award
- Recipient: Educational Leadership and Policy Studies (ELPS) Department Awards (May 2025)- Graduate Student of the Year Award (Evaluation, Statistics and Methodology Program)
- Recipient: Graduate Student Senate Travel Award (\$850), University of Knoxville, Tennessee (2025).
- Recipient: Eastern Evaluation Research Society (EERS) 2025 Conference, Best Student Proposal Award (\$250)
- ELPS Student Spotlight, December 2024 [https://tiny.utk.edu/elps\\_spotlight](https://tiny.utk.edu/elps_spotlight)
- ELPS Newsletter, December 2024. Student highlights feature.
- Recipient: Best poster presentation award, ELPS department, at the Graduate Student Research Colloquium, 2024 (Award amount, \$250).

- Recipient: Graduate Student Senate Award for Excellence in Graduate Research (2024).
- Recipient: Center for Measurement Justice 2024 Scholar and CMJ/NCME Travel Scholarship, 2024 (\$3,000).
- Recipient: Graduate Student Senate Travel Award (\$850), University of Knoxville, Tennessee (2023).
- Recipient: Diversity Enhancement Fellowship, from the Graduate School, University of Tennessee, Knoxville (2023), Award (\$3,000).

## CONFERENCE & PRESENTATION

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- Presented 2025 Emergent Voices in Evaluation (EViE) Conference. Virtual Conference, May 22-23, 2025. Presentation Topic: *“The Mediating Role of Anxiety in Faculty's Integration of AI into Teaching Practices: Implications for Evaluation and Institutional Support”*
- Presented at the Eastern Evaluation Research Society (EERS, 2025). Virtual Conference, May 1-2, 2025. Presentation Topic: *Towards a Culturally Responsive Evaluation Framework for Rural Appalachian School Mental Health Programs.*
- Presented at the 2025 AERA Annual Meeting (April 23-27, Denver, Colorado): Paper Title- *“Development and Initial Validation of the Comprehensive AI Integration Readiness Survey (CAIIRS).”* First paper from the CAIIRS project.
- Presented at the University of Tennessee Graduate Student Research Colloquium, Knoxville. April 1, 2025. Poster presentation: *“Faculty Perspectives on AI in Higher Education: Knowledge, Usage, and Institutional Support at the University of Tennessee, Knoxville”*
- Presented at the Texas Evaluation Network (TEN)2025 conference, March 27, 2025. A virtual conference. Presentation Topic: *Buzzwords Defined by the Hive Itself: What do the 'Evaluator-bees' Across the Globe Believe About the Term 'Emerging Evaluator'?*
- Presented at the University of Tennessee Graduate Student Research Colloquium, April 2024.
- Presented at the American Educational Research Association (AERA, April 2024) conference-Graduate Students Research In-progress Around Table series, Philadelphia, USA.
- Presented poster at American Evaluation Association (2023) Evaluation Conference, Indianapolis, USA.
- Attended the 5<sup>th</sup> Annual DC Student Conference on Evaluation Policy organized by Washington Evaluators (April 2023).
- Presented at the 2023 EViE conference on Emergent Voices in Evaluation (May 2023)
- Participated in the American Evaluation Association’s first-ever student evaluation case competition (June 2023).



## **PROFESSIONAL ASSOCIATIONS/MEMBERSHIPS**

- 2023- Present American Education Research Association (AERA), USA.
- 2023- Present Phi Kappa Phi Honor Society, USA.
- 2023 -Present American Evaluation Association (AEA), USA.
- 2019- 2023 European Evaluation Society
- 2020- Present African Evaluation Association
- 2020- Present Ghana Monitoring and Evaluation Forum
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## **TRAINING, WORKSHOP AND SKILLS**

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### **Training:**

- Qualtrics and NVivo training from the Office of Research and Engagement and OIT, 2023
- CITI training: Social and Behavioral Research- Stage 1 Basic Course, Conflict of Interest Stage 1-(Sept-Nov. 2022)
- Certificate- Academic Program Assessment, UTK (September-December 2022)
- OIT training in software: R: Basic, R-Statistics and data visualization (Sept-Nov. 2022)

### **Workshops and Seminars:**

- Co-led students training in “Equivalence Testing” during graduate seminar in the Evaluation, Statistics and Methodology (ESM) program, Spring 2023.
- Attended-A symposium on Emerging AI and its implications for evaluation organized by the Center for Research Evaluation, UCONN's Neag School of Education (March 2023).
- Attended- Conflict of Interest-Outside interest disclosure by Office of Research, Innovation, & Economic Development (September 2022).
- Research: Practical Tools for your evaluation tools by Evaluate (September 2022)
- Attended- Strategies to enhance and emphasize the value of your interpretative phenomenological analysis (IPA) by APA (October 2022).
- Attended- Qualitative Research for Intervention Development and Evaluation: an introduction to the Person-Based Approach by APA (November 2022).

### **Technical Skills**

#### **Technology and Statistical Application Skills:**

- Advanced skills in office applications such as Word, Excel, PowerPoint, Access, Publisher, and Adobe Acrobat Pro.
- Advanced proficiency with Microsoft Office, Teams, Outlook, Zoom, and SharePoint.
- Statistics, survey, and data visualization applications: advanced skills in STATA, SPSS, NVivo, Dedoose, R, Qualtrics, Tableau and Power BI.
- Generative Artificial Intelligent use and prompt engineering. Familiar with ChatGPT, DeepSeek, Copilot, Google Gemini, Dalle-2 and Mid-Journey.

- Data Science Skills: Machine Learning Algorithms, Natural Language Processing (NLP), Topic Modeling, Network Analysis, Sentiment Analysis, dashboards.
- Immediate programming skills in Python and R.
- Advanced expertise in geographic information systems such as ArcGIS, QGIS, GeoDa and Envi.
- Basic to Intermediate skills in database systems and language such as Ms. SQL, Ms. Access and ArcCatalog.
- Advanced graphic design skills using Gimp, Adobe-Photoshop, Illustrator, Premier Pro.

#### **Soft Skills:**

- Strong analytical writing, communication, and presentation skills.
- Strong relationship management skills and the ability to work independently in a dynamic, fast-paced setting.
- Critical thinking skills with the ability to take ownership and initiative independently.
- I am proactive, reflective, and engage in planning to manage my own workload.
- Self-directed and patient in the workflow
- Flexible and comfortable with change, both in individual and work settings.
- Comfortable learning how to use additional and new technology platforms.

**Language Skills:** Twi (Native), English (Fluent), Pidgin (Fluent), Dutch (Beginner)

#### **INTERESTS/HOBBIES**

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I like sports, particularly tennis, gym, and athletics. I enjoy community involvement. Also, I enjoy reading or watching current news items. I love to travel, and I am passionate about experiencing other cultures.