

Education

2011 Ph. D. in Special Education, Minor in Ethnomusicology. Indiana University, Bloomington, IN
2000 *M.A.*, English Literature, Osmania University, Hyderabad, India
1986 *Diploma in Special Education*, Mental Retardation, KPAMRC, Bangalore, India
1983 *B.Sc.*, Chemistry, Botany, Zoology Bangalore University, Bangalore, India

Licenses & Certificates

EdX HarvardX CHA01. Strengthening Community Health Worker Programs (2025-ongoing)

AI For Educators Certificate (2024-2025). CELT, PFW.

Transform Course Content with Creator+ in Brightspace, CELT, PFW. (10/2024).

Council for Exceptional Children Professional Development 2024

- Strategies and Interventions within Multi-Tiered Systems Part 1
- Using the Arts to Accelerate Social-Emotional Learning
- Universal Design for Learning
- Effective & High-Leverage Practices for Paraeducators.
- Using AI for Speech Recognition and Sensory Access in Supporting Teacher Candidates

3 workshops on qualitative research at The Qualitative Report 14th Annual Conference, Nova Southern University, FL (FEB 16-18 2023).

The Qualitative Report in a Post-COVID World - Ronald J. Chenail, Sally St. George, Dan Wulff, and Adam Rosenthal, Conference Opening Panel (Saturday, February 18th, 2023).

Navigating the Opportunities and Challenges of Teaching in the AI-Powered Age, by CELT, PFW (2/20/2023).

2023 T Fall Teaching Conference: Tapping into Motivation (08/17/2023).

Your student is a Chatbot: Motivational Aphorisms for Re-Designing Activities in the Age of AI (08/17/2023).

An Introduction to Qualitative Data Analysis by Johnny Saldaña, April 2022, Nova Southern University.

Attended a workshop on Achieving Rigor in Qualitative Analysis by Dr. Stine Grodal (Northeastern), May 2022.

CEC Professional Development Workshops 2020

- Workshop 10 - Becoming a Lighthouse Rather than a Tugboat: Coaching for Success
- Workshop 17 - The Diagnostic-Prescriptive Reading Teacher (A Workshop for Literacy Nerds)

Applying the QM Rubric (APPQMR), Quality Matters, December 19, 2019.

Language, Behavior, and the Brain: Designing Effective Early Learning Environments and Experiences October 15 -16, 2019, Harvard Graduate School of Education

AHA Health Care Provider Certificate 2016

Professional Development Training Certificate, Society for the Prevention of Teen

Suicide 2016

NJ. Georgia Educator Certificate, International Exchange, Interrelated Special Education, P-12.

Rehabilitation Council of India, Special Education (Mental Retardation)

Professional Experience

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|--------------------------|---|
| 8/13/2018-current | Purdue Fort Wayne, IN <i>Associate Professor</i> , School of Education, College of Professional Studies |
| 04/08/2013 to 08/12/2018 | IPFW, Fort Wayne, IN <i>Assistant Professor</i> , Department of Professional Studies, College of Education and Public Policy. |
| 08/2011-10/13/2012 | IPFW, Fort Wayne, IN <i>Assistant Professor</i> , Department of Professional Studies, College of Education and Public Policy. |
| 06/2011-08/2011 | IPFW, Fort Wayne, IN <i>Visiting Professor</i> , Department of Professional Studies, College of Education and Public Policy. |
| 08/2006 – 05/2011 | Indiana University, Bloomington, IN <i>Associate Instructor</i> , Department of Curriculum & Instruction |
| 12/2008 – 12/2009 | <i>Research Assistant</i> , Department of Curriculum and Instruction, Indiana University, Bloomington, IN |
| 01/2009 – 05/2009 | <i>Teaching Assistant</i> , Department of Curriculum and Instruction Indiana University, Bloomington, IN |
| 06/2009- 07/2009 | Indiana University Purdue University, Columbus, IN <i>Adjunct Faculty</i> |
| 10/2006- 10/2007 | Indiana University, Bloomington, IN <i>Co-investigator</i> , Autism Project, Department of Computer Science |
| 08/2005 – 05/2008 | <i>Graduate Research Associate</i> , CSSProject Quantitative and Qualitative Data Collection and Analysis |
| 01/2006 – 05/2006 | <i>Research Assistant</i> , Department of Curriculum and Instruction Primary data coder for a multiple probe single subject design study |
| 01/2006 – 05/2006 | <i>Research Assistant</i> , Department of Psychology and Brain Sciences Project on Social and Emotional Processing in Children with Autism |
| 08/2005 – 12/2005 | <i>Graduate Assistant</i> , Department of Curriculum and Instruction Online course K548: Families, School and Society |
| 08/03 – 07/2005 | Gwinnett County Public Schools, Lawrenceville, GA <i>Class Teacher</i> , 6-8 grades MOID |
| 12/2000 – 07/2003 | National Institute for the Mentally Handicapped, India. <i>Research Officer</i> , Project on Autism, <i>Special Teacher</i> , Mental Retardation |
| 11/1999 – 12/2000 | <i>Research Assistant</i> , UNICEF Project on EC Special Education |

1985 - 1999

Special Teacher, public and private schools, India

Honors, Awards and Grants

- 02/01/2024 2024 Purdue Focus Award for Disability Accessibility and Disability Diversity, Purdue University, West Lafayette, IN.
- 05/01/2022 Spring 2022 Course Gamification Cohort Program Grant, CELT, PFW
- 04/01/2021 Grant from DCS, PFW for developing Online Learning Readiness Workshop.
- 07/01/2020 Appreciation Award: by Samarthy Seva Sansthan, India, for conducting webinars for service providers and families of individuals with disabilities during COVID-19 pandemic.
- 04/01/2019 Excellence in Online or Hybrid Teaching Award, 2019, CELT, PFW.
- 01/11/2019 Grant for Quality Matters training, DCS and CELT, PFW.
- 01/01/2019 Purdue Travel Grant for conference presentation at Las Vegas
- 11/18/2015 Reeta Peshawaria Menon Fellowship for study "Exceptional Leaders" by India Vision Foundation.

Academic Publications

- Cousik, R. (in press). In Kelly Vaughan, Lewis University & Erin Hayden (Eds), "Navigating Inclusion: Student and Caregiver Perspectives on Access, Advocacy, and Belonging." Bloomsbury Publishing. USA.
- Cousik, R. & Mishra, P. (2025). Fostering Leadership in Children with Disabilities: Insights from adult leaders with disabilities. *Psychology in Schools*, 62 (10), 3835-385.
- Cousik, R. (2025). Empowered: Case studies in strengths-based inclusive education (2nd edition). Kendal Hunt Publications, USA.
- Cousik, R. (2024). *Inclusion of diverse learners: A case study reader*. Kendal Hunt Publications, USA.
- Cousik, R. (in press). Watchfully Tending to Plants Yields Backyard Bounty. In Engaging Questions: A Guide to Writing by Carolyn E. Channell, Timothy W. Crusius. McGraw Hill Publishers, US.
- Cousik, R. (2022). COVID-19 pandemic and special education teacher voices. *The Qualitative Report*, 27(11), 2486-2500. <https://doi.org/10.46743/2160-3715/2022.5553>
- Mishra, P. & Cousik, R (2022). Exceptional Leadership Project Report. India Vision Foundation.
- Mishra, P. & Cousik, R (2021). Making Pandemic Response Disability-Inclusive: Challenges and Opportunities for Organizations. *Industrial and Organizational Psychology*.
- Cousik, R. (2021). Qualitative Research and Arts-Based Research: From Experiments to Empowerment- A Book Review. *The Qualitative Report*, 26 (3).
- Menon, D.K., Cousik, R., Mishra, P., Lakhan, R. & Kishore, T. M. (2021). Valuing Persons with Intellectual and Developmental Disabilities: Perspectives from NIEPID. In B.S. Chavan, Wasim Ahmad & Raj Kumari Gupta (Eds.). *Comprehensive Textbook on Disability* (pp. 83-88). New Delhi, India: Jaypee Brothers Medical Publishers Ltd.
- Cousik, R. (2020). How to address problem behaviors In Individuals With Autism Spectrum Disorder (Special focus-during crisis), in *Capacity Building of Families Having Persons with Disabilities*, Series 7. National Institute for the Empowerment of Persons with

- Multiple Disabilities (NIEPMD), India.
- Cousik, R. (2019). The story of my dis-ability: Three poems. *Families, Systems, & Health*, 37 (1), 91–92. <https://doi.org/10.1037/fsh0000398>
- Cousik, R. (2019). Poetry across the Curriculum: New Methods of Writing Intensive Pedagogy for US Community College and Undergraduate Education: A Book Review. *The Qualitative Report*, 24(2), 258-261.
- Cousik, R. & Maconochie, H. (2017). “Hey the tomatoes didn’t grow, but something else did!”: Contesting containment, cultivating competence in children labeled with disabilities. *Disability Studies Quarterly*.
- Cousik, R., Mishra, P., & Rang, M (2017). Writing with the ‘Other’: Combining poetry and participation to study leaders with disabilities. *The Qualitative Report*, 22 (11), 3039-3054.
- Anderson, J. A., Cousik, R. & Dare, M. J. (2016). How schools can support children in foster care and state custody. *Journal of Family Diversity in Education*, 2 (2), 82-99
- Stone-McDonald, A & Cousik, R. (2016). Global perspectives: Autism treatment in other nations. In Z. Dianne, D. Cihak & A. K. Stone-MacDonald (Eds.), *Autism Spectrum Disorders: Identification, education, and treatment* (4th edition, pp. 96-123). Routledge Taylor & Francis Group.
- Cousik, R., & Hickey, M. (2016). Pregnancy and childbirth practices among immigrant women from India: “Have a healthy baby”. *The Qualitative Report*, 21(4), 727-743. Retrieved from <http://nsuworks.nova.edu/tqr/vol21/iss4/9>
- Cousik, R. (2016). “Shh! Don’t talk about It!” *Families Systems & Health*, 34 (1), 70.
- Cousik, R. (2016). Research in special education: Poetic data anyone? In Monica Prendergast & Kate. T. Galvin (Eds.), *Poetic Inquiry II: Seeing, understanding, caring: Using poetry as and for inquiry* (pp. 303-312). Sense Publishing: Rotterdam, Netherlands.
- Cousik, R. (2015). An international student perspective: Navigating Identities and conducting ethnography fieldwork in the U.S. *Interactions: UCLA Journal of Education and Information Studies*, 11(3), 1-18.
- Cousik, R. (2015). Cultural and functional diversity in the elementary classroom: strategies for teachers. *Journal for Multicultural Education*, 9(2), 54 – 67.
- Anderson, J. A. & Cousik, R. (2015). Grand accomplishment or work in progress: An introduction to special education in the United States. In Mary Gloria C. Njoku, Christian Anieke, Patrick McDevitt, Melissa Ockerman (Eds.), *Frontiers in education: Principles, theories and case studies* (pp. 175-205). ABIC Books & Equip. Ltd: Enugu, Nigeria.
- Gioioui, D., & Cousik, R. (2015). Conference report: 4th International Scientific Conference: Creative Arts Interconnection-Paideia-Therapy. *Approaches: Music Therapy & Special Music Education*, First View (Advance online publication), 1-4.
- Cousik, R. (2014). Research in special education: Using research poetry to teaching relationship building. *Qualitative Report*, 19(51), 1-16.
- Hickey, G. M & Cousik, R. (2014). “It was a marriage of two families”: Exploring US South Asians’ perspectives about marriage. *Exemplar: The Journal of South Asian Studies*, 2 (2), 14-29.
- Cousik, R. (2014). Yashoda’s songs to her playful son Krsna: Periyalvar’s 9th Century Tirumoli by Lynn Ate. *Exemplar: The Journal of South Asian Studies*, 2 (2), 97-99.
- Cousik, R. (2012). Disability as a narrative construction. *International Journal of Appreciative Inquiry*, 14 (3), 32-35.

Cousik, R. (2011). Ethnographing the garden. *The Review of Disability Studies*, 7 (3 & 4).
Cousik, R. (2008). The Autism Mantra. *The Review of Disability Studies*, 4 (3).

Dissertation

Cousik, R. (2011). A case study of four children with multiple risk factors in a music class (Doctoral dissertation). Retrieved from <http://gradworks.umi.com/34/81/3481387.html>. (3481387).

Publications for the Community:

Cousik, R (2025). Autism knows no Gender Boundaries. *The Journal Gazette*, FW.

Cousik, R (2025). Education takes wings: Careful cultivation yields multiple benefits. *The Journal Gazette*, FW.

Cousik, R (2023). Advancing Acceptance: Tips for accommodating those with Autism, *The Journal Gazette*, FW.

Mishra, P, & Cousik, R. (2023). International Understanding: Foreign students need help in adjusting to campus life. *The Journal Gazette*, FW.

Cousik, R (2022). Asparagus Rice to Zucchini Rice: 50 Rice Dishes from India: Vegetarian and Vegan Cooking Kindle Edition. Published on Amazon.com, Kindle Publications.

Cousik, R (2022). Watchfully Tending to Plants Yields Backyard Bounty. *The Journal Gazette*, FW.

Cousik, R. (2021). *Plastington*. Published on Amazon, Kindle Publications.
<https://www.amazon.com/PLASTINGTON-Rama-Cousik-ebook/dp/B08X3SW4G5>

Cousik, R. (2016). Universal Design for Learning: Making the Curriculum Accessible for All. IPFW CELT News. December 2016.

Cousik, R. (2013). IPFW opens doors for kids with autism. *The Journal Gazette*, Fort Wayne, IN. Copy in possession of author.

Cousik, R. (2012). Diversity aids in developing healthier kids. *The Journal Gazette*, Fort Wayne, IN. Copy in possession of author.

Cousik, R. (2012). ADHD medication no substitute for effective parenting. *The Journal Gazette*, Fort Wayne, IN. Copy in possession of author.

Cousik, R (2012). Transition issues with children with autism-Part II. A Piece of the Puzzle: A Network Dedicated for Special Needs. Retrieved from <http://www.apieceofthepuzzle.net/puzzlepals/wp-content/uploads/2012/04/Transition-And-Children-With-Autism2.pdf>

Cousik, R (2012). Transition issues with children with autism. A Piece of the Puzzle: A Network Dedicated for Special Needs. Retrieved from <http://www.apieceofthepuzzle.net/puzzlepals/wp-content/uploads/2012/02/Transition-and-children-with-autism1.pdf>

Conferences, Presentations and Workshops

03/10/2026 Saunak, V. & Cousik, R. Leveraging AI for instruction: Case Study Examples. Presented at the Midwest Conference on the Scholarship of Teaching and Learning [SoTL], IUSB.

12/20/2025 Cousik, R. Workshop #1 “Inclusive Education Training Module for Key Stakeholders in India” conducted on zoom, for Sahara Health

- and Development Society, India.
- 12/23/2025 Cousik, R. Workshop #2 “Inclusive Education Training Module for Key Stakeholders in India” conducted on zoom, for Sahara Health and Development Society, India.
- 12/27/2025 Cousik, R. Workshop #3 “Inclusive Education Training Module for Key Stakeholders in India” conducted on zoom, for Sahara Health and Development Society, India.
- 11/14/2025 Cousik, R. Paper “Mindfulness of Mindfulness”. Presented at Special Education Conference 2025, Kalahari Resort and Convention Center, Wisconsin Dells, WI.
- 11/14/2025 Saunak, V. V & Cousik, R. “A case for AI cases?: Evaluating human versus AI-assisted case studies”, Alliance Conference, PFW.
- 06/10/2025 Cousik, R. “Autism unpacked: A workshop for inclusive educators”. Presented at InnovatEd, PFW.
- 04/00/2025 Cousik, R. “Mindfulness to promote teacher and student health and well-being”. Indiana CEC conference.
- 11/11/2025 Cousik, R. “Mindfulness practices for the teacher and the student”, Teacher Education Division, CEC conference.
- 07/11/2024 Mishra, P. & Cousik, R. (2024). “The Untapped Potential: Insights from Disabled Leaders Across Cultures.” Poster presented at the 26th International Leadership Association Global Conference, Chicago.
- 09/07/2024 Gerardot, A & Cousik, R. Presented a paper titled Forge Ahead! Technology in the Classroom-To Use or Not to Use? 47th Annual TED Conference, Pittsburgh, PA
- 10/24/2024 Cousik, R. & Mishra, P. Presented a webinar titled Qualitative Research: current practices and future directions, Webinar Series by India Inclusion Research Network.
- 07/22/2024 Invited guest speaker presentation and workshop on Mindfulness for college students, at the Evolve Yourself: An International Conference on Mindfulness (EYAICM) 22nd & 23rd July 2024, Mother Theresa Women’s University, Madurai Campus, India.
- 04/12/2024 Christian, E & Cousik, R. Presented a poster titled Educator Preparation: Engaging and Assessing Standout Students in the ECE Class at the Midwest Conference on the Scholarship of Teaching and Learning [SoTL], 2024, IUSB.
- 03/15/2024 Christian, E & Cousik, R. Presented a poster titled Equity For One: Preservice Teacher Questions About Individual Learners_at the Council for Exceptional Children (CEC) Convention and Expo, 2024, San Antonio, TX.
- 01/28/2023 Blackmon, A., Cousik, R., Hoppe, J., Ramsey, R., Guieswende, R. CELT panel “After identifying students at Risk of failing your Course – Now What?”
- 2/01/2023 Invited by Disability Access Center PFW to speak at a Faculty/Student Coffee Chat
- 2/16/2023 Qualitative Data Analysis Workshop by Johnny Saldana. 3 workshops on qualitative research at The Qualitative Report 14th Annual Conference, Nova Southern University, FL (FEB 16-18 2023).

The Qualitative Report in a Post-COVID World - Ronald J. Chenail, Sally St. George, Dan Wulff, and Adam Rosenthal
 Conference Opening Panel (Saturday, February 18th, 2023).

02/18/2023 Presented paper "COVID-19 Pandemic and Special Education Teacher Experiences", at The Qualitative Report 14th Annual Conference, Nova Southern University, FL, 18th February

03/01/2023 Impact of COVID-19 pandemic: Special Education Teacher Survey, presented at the CEC Convention & Expo 2023, Louisville, KY.

01/11/2022 Conducted a workshop on Behavior Management in the classroom, International Leadership School, FW.

01/20/2022 Co-authored presentation "Enabling Leadership in Children With Disabilities: Tips for Teachers", The 13th Annual Qualitative Report Conference, Nova Southern University, FL.

01/22/2022 CELT workshop "After Identifying Students at risk of failing in your courses- Now what? PFW.

02/25/2022 Guest Lecture, "Disability Inclusion Matters: COVID-19 Pandemic and College Students with Disabilities, Presented at Faculty Lecture Series: The Psychology of COVID-19 and Public Health, St. Mary's College, MD.

04/02/2022 Webinar on Autism Awareness Day, "The Power of Acceptance. Way Forward. For the Parents of Persons with Autism" NIEPMD, India.

08/18/2022 Lead a Panel Discussion "Embracing accessibility: Working together to optimize learning environments that benefit ALL of our students", Fall Teaching Conference, CELT, PFW.

10/13/2022 Presentation of my publication "The Story of my Disabilities-3 Poems", at The Collaborative Family Healthcare Association (CFHA), Boise, ID.

11/10/2022 Guest Lecture IUFW "Special Education- My 37 years in the field".

11/11/2021 Guest Lecture, "Cultural and Functional Diversity in the Elementary Classroom", presented at IUPUC.

11/19/2021 Commemorating Dr. Reeta-Peshawaria Menon, India Vision Foundation. Presented paper titled "Exceptional Leadership."

8/2021 Conducted Workshop on "Trauma Informed Teaching in College", 8/24/21, Manchester University, Fort Wayne.

8/2021 Fall Teaching Conference, CELT, PFW.

6/2021 Management & Organizational Behavior Teaching Society (MOBTS) conference, presented paper titled "Career Success and Satisfaction of People with Disabilities: The Role of Management Educators."

4/2020 Amity Institute of Rehabilitation Sciences, India. Conducted a webinar on "Autism Spectrum Disorder- Seeing the World from a Different Angle."

5/2020 National Institute for the Empowerment of Persons with Multiple Disabilities, India. Conducted a webinar, "How to address Problem Behaviours in individuals with ASD (Special focus during crisis period)."

5/21/2020 National Institute for the Empowerment of Individuals with

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| | Intellectual Disabilities, India. Conducted a webinar, “Mindfulness Practices to Reduce Stress, for Parents, and Professionals Working with Individuals with Developmental Disabilities.” |
| 4/2020 | The Society for Disabilities Studies Conference, Ohio State University (2020). Presented paper titled ‘Nurturing the Voices of Children with Disabilities: Lessons from Leaders with Disabilities.’ |
| 2/2019 | Fort Wayne Teaching Conference, PFW, Presented paper titled “Supporting Students With Autism Spectrum Disorders On Campus” and round table discussion session. |
| 10/2019 | Harvard School of Education, Attended Workshop on “Language, Behavior, and the Brain: Designing Effective Early Learning Environments and Experiences (LBB)”. |
| 12/2019 | Attended Quality Matters Workshop by MarylandOnline, Inc. |

Service and Outreach

UNIVERSITY

Member, Sub Committee Taskforce
 Member, Senate Library Subcommittee, PFW
 Member, Professional Development Subcommittee, PFW
 Member, ACITAS, PFW
 Faculty Advisory Board Member, Brightspace, PFW
 Advisory Board Member, Student Research and Creative Endeavor Symposium
 Member, Fall Teaching Conference Committee, CELT, PFW
 Member, Online Teaching Awards Committee for CELT, PFW
 Member, Online Course Development Review Committee, CELT, PFW
 Member, Senate Fall 21 Planning Task Force PFW
 PFW Advisory Board Member, Center for Enhancement of Learning and Teaching (CELT)

College

Moderator, FW Teaching and Learning Conference.
 Member, Faculty Affairs Committee
 Chair, Curriculum Review Committee, SOE
 Chair, P and T Committee, Dept. of CGRE
 Member, P and T committee SOE
 Member, Student Affairs Committee, SOE
 Member Academic Affairs Committee, SOE

Community

Conducted Inclusive Nature Journaling Camp for children and families.
 Conducting cooking classes at the YMCA, St. Joe Cr Rd. FW
 Volunteer at the community garden, YMCA children’s summer camp
 Conducting Indian classical music performances at temples in FW, Indianapolis and Ohio.
 Committee Member, Shruti, Fort Wayne, an organization that promotes Indian performing arts
 Conducted a lecture/demonstration of Indian music at IPFW in collaboration with IPFW Indian student organization.

Service to the Profession

- Manuscript Reviewer, The Qualitative Report journal.

- Awards Committee Member, Division B Outstanding Dissertations Award, AERA.
- Peer Review Panel Member, Council for Exceptional Children publications
- Editorial Board Member for *The Qualitative Report since April 2018*
- Peer reviewed manuscripts for scholarly journals such as *The Qualitative Report*
- Served as External Examiner/Reviewer for Ph. D Thesis “Effect of Arts and Crafts and Games on Developing Functional Academic Skills Among Children with Intellectual Disabilities”, Mother Theresa Women’s University, Kodaikanal, India.

Media

- Featured in *Inside PFW*, 2023-2025
- YouTube Shorts <https://www.youtube.com/@DailyKapi>
 - Ten Tips for Providing Accommodations in College
 - Ten Tips on Inclusion for General Education Teachers
 - Teaching Reading for Children with Autism