



The Empowerer

QUARTERLY NEWSLETTER PROJECT EMPOWERMENT

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Welcome to the sixth issue of THE EMPOWERER, the quarterly newsletter of Project Empowerment. In this issue, we welcome new team member, Mimi Getachew and congratulate Dr. Mark Richardson, as he transitions from being a team member at Virginia Commonwealth University to an affiliate member and accepts a full-time faculty position at a local university. The Project Empowerment team continues to make strides toward finding willing Hispanic serving institutions and expanding the scope of our capacity building efforts on the grant.

The Research to Action Note (RAN) is **Cultural competence in the multidisciplinary rehabilitation setting: Are we falling short of meeting needs?** The lead author, Janet Niemeier, Ph.D, is a well-respected researcher at Virginia Commonwealth University in the Department of Physical Medicine and Rehabilitation. Dr. Niemeier is also a mentor to Project Empowerment's post-doctoral fellow, Dr. Kelli Gary, who is featured in this issue.

The Project Empowerment team believes strongly in the concept of continuous quality improvement, which requires that we constantly strive for advancement in research and scholarship, capacity building, and knowledge translation activities. As always, we look forward to and encourage your feedback on the contents of this newsletter and about the activities of Project Empowerment.

Sincerely,

Allen Lewis, Principal Investigator
Chair, Department of Rehabilitation Counseling
School of Allied Health Professions
Virginia Commonwealth University

Spotlight on Minority Disability Scholarship

Special Issues:

- Lewis, A. N. & Arango-Lasprilla, J. C. (Eds.). 2010. Multicultural Challenges in Employment of People with Disabilities. *Journal of Vocational Rehabilitation*, 33 (1).
- Lewis, A. N. (Ed.). (In press). Influence of cultural factors on the experience of being disabled in the United States. *Journal of Minority Disability Research and Practice*.

Journal Articles:

- Arango, J.C., Ketchum, J., Francis, K., Lewis, A., Premuda, P., Wehman, P., Kreutzer, J. (In press). A longitudinal study of effect of race/ethnicity on employment outcomes at 1, 5, and 10 years post spinal cord injury. *PM&R: Journal of Injury, Function, and Rehabilitation*.

- Arango, J.C., Kreutzer, J. (2010). Racial and Ethnic Disparities in Functional, Psychosocial, and Neurobehavioral Outcomes after Brain Injury. *Journal of Head Trauma Rehabilitation*, 25(2), 128-136.
- Datti, P. A., & Conyers, L. M. (2010). Application of the behavioral model of service utilization to predicting factors associated with vocational rehabilitation use among a sample of Latino men with HIV/AIDS in New York State. *Journal of Vocational Rehabilitation*, 33 (1), 15-25.
- Arango, J.C., Olivera, S., Drew, A., Perdomo, J., Kreutzer, J. (2010). Family needs and psychological functioning in a group of caregivers of individuals with spinal cord injury from Colombia, South America. *Neurorehabilitation*, 27, 83-93.
- Arango, J.C., Quijano, M., Aponte, M., Cuervo M., Nicholls, E., Rogers, H., Kreutzer, J. (2010). Family needs in caregivers of individuals with traumatic brain injury from Colombia, South America. *Brain Injury*, 24 (7-8):1017-1026.
- Gary, K.W., Ketchum, J. M., Arango-Lasprilla, J. C., Kreutzer, J. S., Novack, T., Copolillo, A., & Deng, X. (2010). Differences in employment outcomes 10 years after traumatic brain injury among racial and ethnic minority groups. *Journal of Vocational Rehabilitation*, 33 (1): 65-75.
- Getachew, A.M. (in press). Ethiopian Americans: What counseling professionals need to know. *Journal of Minority Disability Research and Practice*.
- Hurley, J. E., Lewis, A. N., Koch, L.C., Armstrong, A. J., Gary, K. W., & McMahon, B. T. (In press). An examination of the relationship between race of ADA Title 1 claimants and attributes of their employers. *Journal of Minority Disability Research and Practice*.
- Jordan, d. U., & Verdugo, M. A. (2010). Evaluation and follow up of Supported Employment initiatives in Spain from 1995 to 2008. *Journal of Vocational Rehabilitation*, 30 (1), 39-49.
- Lewis, A. N. (In press). Addressing culture and disability: Building capacity, knowledge and solutions through the next generation of minority disability researchers.....the time is now! *Journal of Minority Disability Research and Practice*.
- Lewis, A. N., Arango, J.C. (2010). The multicultural challenges of employment of people with disabilities. *Journal of Vocational Rehabilitation*, 33, 1-2.
- Lewis, A. N., Davis, K. E., & Zhang, N. J. (2010). Admissions of African Americans to state psychiatric hospitals. *International Journal of Public Policy*, 6 (3/4), 219-236.
- Lewis, A. N., Hurley, J. E., Armstrong, A. J., Koch, L. C., Gary, K. W., & McMahon, B. T. (In press). The influence of race on allegations of discrimination due to disability. *Journal or Minority Disability Research and Practice*.
- Lewis, P. H. (In press). A theory of planned behavior: Assessing readiness to change and self-efficacy in service delivery among behavioral health care professionals. *Journal of Minority Disability Research and Practice*.
- Lewis, P.H., & Lewis, A.N. (2010). Profile of cultural awareness and sensitivity in behavioral health care providers in a state behavioral health care organization. *Journal of Minority Disability Research and Practice*, 1(2), 3-33.
- Pitt, J. S., Romero-Ramirez, M., Lewis, P. H., & Boston, Q. (In press). Triple threat of disability, race, and poverty: Considerations for rehabilitation practice and research. *Journal of Minority Disability Research and Practice*.
- Taylor-Ritzler, T., Balcazar, F. E., Suarez-Balcazar, Y., Kilbury, R., Alvarado, F., & James, M. (2010). Engaging ethnically diverse individuals with disabilities in the vocational rehabilitation system: Themes of empowerment and oppression. *Journal of Vocational Rehabilitation*, 33 (1), 3-14.
- Vaughn, M., & Boston, Q. (2010). Predicting employment outcomes among women of color with psychiatric disabilities. *Journal of Vocational Rehabilitation*, 30 (1), 27-37.
- Velcoff, J., Hernandez, B., & Keys, C. (2010). Employment and vocational rehabilitation experiences of Latinos with disabilities with differing patterns of acculturation. *Journal of Vocational Rehabilitation*, 30 (1), 51-64.

Conference Presentations:

- Lewis, A.N. (July 17, 2010). What Parents Can Do Starting Tomorrow to Eliminate Disability Disparities. 38th Annual National Down Syndrome Congress Convention (invited concurrent session presentation). Orlando, FL.
- Lewis, A.N., Gary, K.W., & Shamburger, A. (July 21, 2010). Project Empowerment: Progress on Building Minority Disability Research Capacity. National Association of Multicultural Rehabilitation Concerns (peer reviewed poster presentation). Las Vegas, NV.
- Lewis, A.N., Shamburger, A., & Gary, K.W. (July 23, 2010). Strategies toward Eliminating Disability Disparities in Vocational Rehabilitation. National Association of Multicultural Rehabilitation Concerns (invited concurrent session presentation). Las Vegas, NV.
- Richardson, M.A., Shamburger, A., & Gary, K.W. (July 24, 2010). Perceptions of Psychiatric Services Held by African-American Males. National Association of Multicultural Rehabilitation Concerns (invited concurrent session presentation). Las Vegas, NV.

Update on Research Studies

Study 1 -- This is a national survey examining the experiences of Americans with disabilities from racial and ethnic minority groups to illuminate the current capacity of the public rehabilitation and disability system, and to learn what research methods and dissemination practices are needed to advance the field in culturally competent research.

- An initial draft of the national survey has been disseminated for the first round of feedback from targeted members of the National Council on Rehabilitation Education and Project Empowerment stakeholders.
- Drs. Michael Pyles and Kelli W. Gary, along with Aisha Shamburger, doctoral student, are currently working on a comprehensive literature review on the experiences of minorities with disabilities in the public rehabilitation and disability services system AND minority disability research methods and dissemination practices.
- Drs. Michael Pyles, Kelli Gary, and Aisha Shamburger are working with the University of Virginia Center for Survey Research to move this survey along to final form.

Study 2 -- This is a longitudinal investigation examining post-injury unemployment for racial and ethnic minority persons with traumatic brain and spinal cord injuries (TBI/SCI).

- The first part of Study 2 that addresses post-injury unemployment for racial and ethnic minority individuals with SCI has been completed, and a journal article reporting the findings is currently in press.
- The portion of Study 2 that examines TBI is projected to be completed by December 2010 with the following target dates proposed for working on the discrete parts of the research process:
 - Introduction: July & August
 - Literature Review: September & October
 - Methods & Results: October & November
 - Discussion: November & December
- Brett Dodd, a graduate of the grant's partner institution Norfolk State University and a current doctoral student at Regent University, is participating in the TBI portion of Study 2 through participatory action research (PAR), as a participant observer. The study director and biostatistician will devote adequate time to the participant observer to ensure he fully understand the intricacies of the research process. The purpose of including PAR as a component is to give culturally diverse students and faculty the opportunity to participate in the research process and be mentored for the purpose of improving capacity.

Study 3 -- This is a longitudinal investigation examining prevalence and trends in employment discrimination due to disability for different racial and/or ethnic minority groups.

- The VCU IRB application has been approved.
- The timeline for study implementation is currently under revision.
- Bill Draper, doctoral student at Virginia Commonwealth University, is providing assistance on this study and building on his growing experience interfacing with the dataset from the Equal Employment Opportunity Commission.

Capacity Building Forum

The capacity building component of this project is very important. It represents a way to engage in succession planning by identifying individuals who can be developed to be ready, passionate and interested in devoting careers to the study of racial and ethnic minorities with disabilities.

- Recruitment strategies to attract students at Hispanic-serving institutions (HSIs) are still underway. The dean, chair of the Rehabilitation Counseling Department and several interested faculty from the University of Texas - Pan American in McAllen, Texas, will meet with Dr. Allen Lewis, Principal Investigator, and Dr. Juan Carlos Arango-Lasprilla, Co-Principal Investigator, in November to discuss their participation in Project Empowerment.

- We have a new capacity building strategy called the Minority Disability Research Incubator (MDRI). The purpose of the MDRI will be to meet monthly with a core group of individuals to develop new grant and publication ideas. For the grants, the MDRI would serve a three-way focus of 1) constantly scanning the landscape for grant opportunities that are off shoots of Project Empowerment making sure no opportunities are missed, 2) continually brainstorming and generating ideas based on previous and current work and interests that will form the basis for any grant proposals for which we submit applications. This will serve the added benefit of keeping fresh ideas on the table that can be sufficiently vetted to be ready and refined enough to roll into grant applications, helping us to avoid having to developing a content focus amid the usual grant proposal time constraints. 3) This will begin to tell us our strongest division of labor, asset- and interest-wise, so that rapid deployment and proficient output can occur as needed when the time comes because our grant writing infrastructure (capacity) is known and formalized.

For publications, the MDRI would serve as a publication pod that 1) can identify the combinations of manuscripts that we should produce as natural offspring of existing Project Empowerment grant activities and publications, 2) can help us to know our own interests and assets as they align with the usual tasks associated with producing quality published manuscripts, and 3) can ensure that manuscripts go to press rapidly and efficiently. This could also take on an aspect that addresses production of conference presentations.

The MDRI is slated to begin during the fall of 2010. Dr. Juan Carlos Arango-Lasprilla will convene and serve as the chair. Additional project members currently include Drs. Allen Lewis, Kelli Williams Gary, and Jessica Ketchum from Virginia Commonwealth University, Dr. Reginald Alston from University of Illinois, Urbana-Champaign, Dr. Keith Wilson from Pennsylvania State University, Dr. Rene Gonzalez from University of Texas - Pan America and Lillian Flores, Mimi Getachew and Aisha Shamburger of Virginia Commonwealth University. We anticipate soon having some members of the MDRI from our partner universities in Virginia as well.

- The third Project Empowerment Research Day was held on Friday, October 8, 2010, at Virginia Commonwealth University. Twenty-three people were in attendance including undergraduate and graduate students, faculty and grant staff. One grant affiliate participated via teleconference. Topics included the importance of knowledge translation, developing and submitting at conferences and workshops, preparing and submitting conference posters, creating fact sheets and newsletters, and editing and publishing a special issue of a peer-reviewed journal. The Research Day also included a special presentation by Dr. Kate Lapane of the Clinical and Translational Science Award (CTSA) consortium.

The National Institutes of Health National Center for Research Resources recently awarded VCU a twenty million dollar CTSA consortium grant. This is the largest federal award to VCU or any other state institution in history within the state of Virginia. The purpose of these new funds will be to accelerate the transformation of laboratory discoveries into treatments for patients, engage communities in clinical research, and train a new generation of clinical and translational researchers. This collaboration between Project Empowerment and the CTSA consortium represents a “win win” since both grants have a capacity building mission around training the next generation of researchers.

Additional information about the day and the PowerPoint presentations can be downloaded from the Project Empowerment website at <http://www.vcu-projectempowerment.org/research/research-Days.cfm>. The next Research Day is tentatively scheduled for January 2011.

- Considerable thought is currently being devoted to a process for jumpstarting minority disability research communities of practice (COPs) at each of our minority serving institutions. Such an activity would naturally be an offspring of our Research Day events that already occur quarterly and engage a significant number of faculty and students from these institutions. One idea is to request a small pot of funds to support the start of COPs at minority institutions that can be spearheaded by Project Empowerment affiliates and current faculty at our minority-serving partner institutions. Stay tuned for more discussion and development of this idea, and please let us know if you have ideas as well.
- Project Empowerment has embarked on the development of two online courses: (1) Rehabilitation and Disability Research; and (2) Rehabilitation and Disability Grant Writing and Management. Each course will be completed through a progressive module/session format. At present, each course will consist of 6 modules to contain the content. The Research course will introduce students to the basic principles of rehabilitation and disability research and program evaluation, including an emphasis on the critical review of published research for use in clinical practice. Participants will gain a fundamental understanding of the application of research and program evaluation tools to enhance the quality of rehabilitation and disability services delivered.

The Grant Writing and Project Management course will introduce students to the overall process of grant-writing, as well as web-based resources that will assist in fully developing a proposal. Participants

will examine how to identify opportunities for developing a competitive proposal and the components of a typical proposal. Participants will learn about different types of grants; prepare/assemble components of a typical proposal; discuss the submission process; and examine post-award responsibilities.

The anticipated completion date of the development of both courses is March 2011.



Profile: Dr. Kelli Williams Gary

Kelli Williams Gary, Ph.D., MPH, OTR/L, is a clinical researcher at Virginia Commonwealth University (VCU) and has been a licensed occupational therapist for 15 years. In 1990, Dr. Gary sustained a severe traumatic brain injury (TBI) in a motor vehicle accident and overcame cognitive and physical deficits to obtain a B.S. in occupational therapy from Chicago State University in Chicago, IL, a M.S. in post-professional occupational therapy, a M.P.H. from Columbia University in New York, NY, and finally, a Ph.D. from VCU in Richmond, VA. Prior to completion of her Ph.D., she worked as a staff occupational therapist in the Veterans Administration and academic medical centers in Chicago, New York, and Philadelphia. In addition, she was a clinical rehabilitation director for a skilled long term care company in Wilmington, DE, where she supervised occupational, physical and speech therapists, while being responsible for generating \$500,000 in revenue per year. She completed a National Institute on Disability and Rehabilitation Research (NIDRR) pre-doctoral research fellowship at VCU, Department of Physical Medicine and Rehabilitation, Neuropsychology Division from 2005-2008. She has published ten articles in peer reviewed medical and rehabilitation journals on post-injury outcomes following TBI for racial and ethnic minorities and their caregivers, and presented on these topics nationally and internationally.

Dr. Gary currently serves as a post-doctoral research fellow on both the Project Empowerment NIDRR minority disability research grant and a National Institutes of Health RO1 grant evaluating acute neurobehavioral intervention for individuals with brain injury with the VCU Departments of Rehabilitation Counseling and Physical Medicine and Rehabilitation. Dr. Gary is the Vice-Chair of the Virginia Brain Injury Council and co-facilitates a brain injury support group for the Brain Injury Association of Virginia.

Dr. Gary's primary career goal is to establish herself as a noted investigator in the area of disparity research related to TBI and other disabling conditions. Project Empowerment has contributed to this goal by providing opportunities for publications, presentations at national conferences, and teaching. In addition, she has had the opportunity to encourage minority students in exploring research careers and teaching the research process.

In the near future, Dr. Gary looks forward to publishing textbooks and establishing a consistent record of manuscripts as a first author in peer-reviewed journals. She aims to become more astute in teaching classes related to research, minority health, and occupational therapy practice. Most important to Dr. Gary, is writing grants to become a principal investigator in disparities research.

**Training,
Dissemination, and
Knowledge
Translation Corner**

Project Empowerment deploys 14 strategies for training and dissemination. Each is designed to promote minority disability knowledge system-wide. Together, they constitute a multi-pronged approach to ensure broad reach and maximum system penetration of knowledge generated by Project Empowerment. The strategies are:

- newsletter,
- listserv,
- website (www.vcu-projectempowerment.org),
- minority disability research training module in Blackboard (under construction),
- grant writing training module in Blackboard (under construction),
- webcasts on minority disability topics,
- fact sheets on minority disability topics (in production),
- conference presentations,
- published manuscripts,
- planned state of the science conference,
- planned handbook of minority disability research best practices,
- Facebook page,
- Research Days, and
- Research to Action Notes.

- Research to Action Notes (RANs) are simple summaries of the bottom-line “lessons learned” from Project Empowerment research and other related minority disability research that apply to rehabilitation practice. The following RAN is based on the journal article: Niemeier, J., Burnett, D. & Whitaker, D. (2003). Cultural competence in the multidisciplinary rehabilitation setting: Are we falling short of meeting needs? *Archives of Physical Medicine and Rehabilitation*, 84(8), 1240-1245.
- Many areas in rehabilitation have ethical codes that address remedies for cultural incompetence, however, such codes are not consistently reflected in medical, professional education, and practice.
- Cultural and ethnic studies tend to be generically mixed into many medical, nursing and psychology programs or offered as electives.
- Many hospitals and rehabilitation centers that require annual in-service trainings are beginning to offer more seminars on cultural competence.
- Barriers to health care providers becoming more culturally competent include:
 - Medical facilities usually provide continuing education in language and cultural issues on a voluntary basis.
 - Assessment instruments may not have been tested on diverse populations and may have been developed from an English-speaking, European-American perspective.
 - Lack of awareness of cultural differences may lead to frequent judgment errors.
 - A lack of understanding of acculturation and the difficulty of the immigration experience.
 - A lack of knowledge about differences in cultural attitudes and beliefs about disabilities or illnesses.
 - Negative experiences of clients at the hands of prior rehabilitation professionals who were not culturally competent.
- Future recommendations for rehabilitation professionals include:
 - Employers and graduate programs can increase offering courses specific to ethnic and cultural awareness. This information should include knowledge about the values, beliefs, and customs of diverse groups.
 - Apply culturally relevant knowledge in an ethical and caring manner.
 - Administrators can require staff and rehabilitation professionals to routinely participate in continuing education courses.
 - Improve one’s own awareness of cultural diversity through self-reflection, self-awareness and increased learning.
- The Project Empowerment State of the Science Conference will be held March 2012 in Washington, DC. Please save this date!
- The 2nd Annual Project Empowerment Think Tank was held on August 13, 2010 in Richmond, Virginia. There were seventeen participants, including Project Empowerment leadership and team members, affiliates, national consultants, advisory board members, student mentees, post-doctoral fellows and invited guests. The topics of discussion were a general project update, update on study 1 – status of national survey/ presentation from the UVA Center for Survey Research, updates on studies 2 and 3, review of grant writing and research modules, discussion of plans for the state of the science conference, update on the status of the Handbook on Culturally Competent Research Methods in Rehabilitation, preparation and positioning to go for the second round of DRRP funding, other potential spin off grants, e.g., NIDRR Field Initiated, and the Minority Disability Research Incubator. Key take away points from the day were:

1. There is a lot to learn about cultural difference and acceptance of it within the field of rehabilitation and even among Project Empowerment Think Tank participants.
2. Project Empowerment needs to move forward with the Minority Disability Research Incubator (MDRI).
3. Project Empowerment needs to consider securing a small amount of funds, perhaps a NIDRR supplement, that will jumpstart Communities of Practice in minority partner institutions.
4. The services of the University of Virginia Center for Survey Research will be very helpful in implementing the national survey for study 1.
5. Efforts are underway to pull in the University of Texas - Pan American as a Latino serving minority institutional partner.
6. The state of the science conference will take place in March of 2012.
7. Elliot and Fitzpatrick, Inc., is interested in publishing the book to be produced by Project Empowerment on culturally competent research approaches in rehabilitation.
8. Grant writing and research modules are near completion and should be launched in spring 2011.
9. Efforts are underway to generate ideas for a second round of Disability and Rehabilitation Research Project (DRRP) after this first five years of funding expires.
10. There was some discussion about having more than one Think Tank session a year. This is something that the Project Empowerment grant team has taken under advisement.

- Topic Sheets are a presentation of relevant information and/or research on any subject with key points of interest. For Project Empowerment, the role of the POINTS OF EMPOWERMENT Topic Sheet is to offer a concise and informative format for providing information relevant to disability and culture. The first four Topic Sheets produced under the auspices of the Project Empowerment grant pertain to the perceptions of psychiatric services held by African-American males. The specific Topic Sheets focused on youth, adults, older males and veteran populations.
- Dr. Juan Carlos Arango-Lasprilla, Co-Principal Investigator of Project Empowerment, is developing a Spanish webcast that will be aired on Wednesday, November 10, 2010, from 2:00pm - 2:45pm (EST) with the goal of reaching Latino disability researchers. The webcast is entitled "Traumatismos craneoencefalicos en personas de habla hispana: Investigaciones recientes en Estados Unidos y Latinoamerica" (Head injury in Spanish speakers: Recent research in the United States and Latin America). The webcast will provide a discussion and implications of studies conducted in the United States and South America. Specific areas that will be highlighted are cognitive performance, quality of life, caregiver issues and neurocognitive behavior. To register for the webcast, please visit the Project Empowerment website at www.vcu-projectempowerment.org.
- The latest archived webcast is "The Three-Factor Model for Counseling Culturally Diverse Individuals" conducted by Dr. Allen Lewis and doctoral student, Aisha Shamburger. This webcast covered the use of the three-factor model to assist clinicians with improving their ability as service providers of rehabilitation or disability services to connect cross-culturally. The three-factor model is an assessment tool developed to enhance one's ability to become acquainted with clients along the three factors of cultural identity, stage of development, and adjustment to disability.

News and Accomplishments

- Dr. Mark Richardson, a former post-doctoral research fellow on the Project Empowerment grant, accepted a full-time faculty position in the Department of Teaching and Learning at Virginia State University in Petersburg, Virginia. Dr. Richardson currently teaches four courses (Foundations of Education, Diagnosis of Learning Behaviors, Collaborations, and Classroom Management) and has also been chosen to lead the University's creation of an online degree program in the Department of Education.

- Dr. Kelli Gary, current Project Empowerment post-doctoral research fellow, was awarded \$65,000 from the National Institutes of Health (NIH) Health Disparities Loan Repayment Program. The award was given specifically by the National Center on Minority Health and Health Disparities (NCMHD) in recognition of Dr. Gary having a promising future in the conduct of disparity research, as well as to assist in repaying federal student loans. The award will also grant Dr. Gary the opportunity to continue pursuing a career conducting disparity research.
- Mimi Getachew, M.S., a doctoral student in the Rehabilitation Counselor Education program from the University of Iowa, joined the Project Empowerment team in August. Ms. Getachew received a fellowship from the Minority Health and Health Disparities International Research Training Grant to study in Ethiopia. She is looking forward to returning to her home country in the fall to collect data for her dissertation.
- The Project Empowerment team had a powerful impact presenting at the 17th Annual National Association of Multicultural Rehabilitation Concerns in Las Vegas, Nevada, July 2010.



(left to right, clockwise)
Kelli Gary, Frank Gary (Kelli Gary's husband), Aisha Shamburger, Jason Gines (Penn State doctoral student), Keith Wilson, & Mimi Getachew



(left to right, clockwise)
PE Staff: Kelli Gary, Mimi Getachew, & Aisha Shamburger

Project Empowerment Team: Key Stakeholders

National Institute of Disability Rehabilitation Research Project Officer -- Delores Watkins, M.S.

Partnerships

- Kent State University
- Norfolk State University
- Penn State University
- The American Association of People with Disabilities
- Virginia Department of Rehabilitative Services
- University of Illinois-Urbana Champaign
- Virginia State University
- Virginia Union University

Lead Project Personnel...

- Allen Lewis, Ph.D., principal investigator
- Juan Carlos Aranga-Lasprilla, Ph.D., co-principal investigator
- Paul Wehman, Ph.D., co-principal investigator
- Jessica Ketchum, Ph.D., biostatistician

Project Staff

- Mike Barcus, M.S., project coordinator
- Teri Blankenship, M.S., dissemination coordinator
- Keith Caleb, B.A., fiscal staff
- Douglas Erickson, M.S., coordinator of information technology
- Kelli Gary, Ph.D., post-doctoral research fellow
- Mimi Getachew, M.S., doctoral research assistant
- Pamela Lewis, Ph.D., post-doctoral research fellow
- Brian McMahon, Ph.D., senior research associate
- Jeanne Roberts, coordinator of publication services
- Charles Schroeder, M.P.A., fiscal administrator
- Aisha Shamburger, M.S., doctoral research assistant

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- Elin Doval, Ph.D., Virginia State University
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- Jenelle Pitt, Ph.D., California State University -- Fresno
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- Mark Richardson, Ph.D., Virginia State University
- Heidi Villanueva, Ph.D., at Virginia Union University

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- Philip Rumrill, Ph.D.
- Andrew Imparato, J.D.
- Keith Wilson, Ph.D.

Advisory Board

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