



Center for Mental Health Services Research

GEORGE WARREN BROWN SCHOOL OF SOCIAL WORK

**Postdoctoral Training in Mental Health Services Research  
Center for Mental Health Services Research  
Brown School of Social Work, Washington University in St. Louis  
Supported by the National Institute of Mental Health (T32 MH019960)**

The Brown School's T32 postdoctoral training program in mental health services research, now in its 22<sup>nd</sup> year of consecutive funding and the only one of its kind in a school of social work, addresses the critical need for scholars trained to investigate mental health challenges confronted by social service clients. Our program has an emphasis on vulnerable populations and on those receiving services at the intersection between mental health and human (social) services systems.

Postdoctoral fellows, while focused on conceiving and launching their own research agendas (e.g., preparing K applications, R03s), learn through engagement in externally funded research projects, they serve on study teams, attend seminars, work with consultants, and co-author papers for publication. Each postdoctoral trainee is supported for two years.

For each post-doctoral trainee, we work to establish a firm mentoring relationship early in the training period. Each postdoctoral trainee has a three-person mentoring committee to help establish Individual Development Plans (IDP) for each trainee, and to conduct evaluations of progress every six months. We accelerate the selection of mentors by sending newly appointed post-docs information on T32 faculty projects that might be a match for them, identifying their primary mentors in advance of their arrival, and providing mentors with a packet to familiarize them with the post-doc's prior work. We attend to the unique mentoring needs of women and members of underrepresented racial/ ethnic minority groups. Training directors guide initial assignments and monitor the trainee's satisfaction with the mentoring team. At least one of these faculty mentors is a junior faculty member and at least one mentor is outside of the postdoc's degree field. This enables the junior faculty member to gain experience in mentoring and also provides the postdoctoral trainee with someone more at a peer level with whom to discuss issues pertaining to early career transitions. The mentoring team helps the postdoctoral trainee: a) develop their IDP, b) conceive a long-

"The opportunity to learn not only content, but also the process of becoming a grant-funded investigator from an experienced NIH-funded faculty member cannot be overstated in its value to postdocs" (Matthieu, Bellamy, Pena, and Scott, 2009, p. 246) .

range research agenda, and c) plan for pilot work and proposal submissions. The Mentoring Team meets as a group at least twice annually to review progress, problem solve, and readjust goals.

Our post-doctoral trainees also participate in the Washington University Office of Postgraduate

Affairs' monthly professional development seminars, grant writing workshops, journal article development and writing workshops, a post-doc journal club in the WU School of Medicine's Department of Population Health Sciences, and workshops focused on navigating peer review and responsible authorship processes.

We structure our postdoctoral training program around seven elements, with specifics tailored to complement and deepen the research expertise of each individual postdoc.

**First**, as part of their IDP, we work with postdoctoral fellows to identify a specialized topic for their own 3-5 year research agenda, to chart the course of sequential studies required to develop that agenda, and to prepare themselves to launch an independent research career in pursuit of that agenda. We emphasize that the postdoc is not a period of employment or service around a faculty member's research agenda; rather postdoctoral training is a period of investment in the postdoc's budding research agenda. Our postdoctoral training is highly individualized and demanding. The postdoc's "eye" must be on the "prize" of the first independent grant (e.g., R03, K), which itself is preparatory to subsequent grants (e.g., R34's, R01's). Training activities include weekly meetings with the primary mentor, periodic meetings with other mentors, participating in the T32 Seminar, study of NIMH program announcements, writing concept papers in preparation for consultation with national experts or members of NIMH staff, and drafting a grant proposal. Mentorship includes guidance and advice on research projects, career decisions, and support and counsel through difficult experiences.

A **second** expectation is that postdoctoral fellows to learn to publish and enhance their record of research dissemination. Postdocs learn to plan, organize, and execute the writing process; target journals and tailor a paper's content and organization appropriately; seek and use critical feedback from peers and mentors; and write, edit, and re-write manuscripts. This area of activity also requires that trainees learn to manage time around self-imposed deadlines and structure their time in support of scholarly writing. All post docs also participate in a workshop targeted to early-stage investigators on writing the first paper for publication in peer-reviewed health sciences journals provided by the School's Health Communications Research Laboratory.

**Third**, we expect postdocs to add to their repertoire of research skills. During the first few months of the postdoctoral appointment, each postdoc will explore the range of on-going research projects directed by training faculty and, in consultation with mentors, select a project to join as a team member. Selection criteria include substantive compatibility of the research project to the trainees identified research agenda and opportunity for the postdoc to acquire or deepen research skills that complement their past training. The postdoc will function as a team member, attending regular project meetings, assuming a role appropriate to the study and their learning goals, and (depending on the stage of project development and implementation) writing papers for publication.

**Fourth**, trainees are expected to take appropriate course work or formal workshops to deepen their substantive and methodological knowledge. Because we will recruit only individuals with high quality doctoral training, we expect them to need course work in specialized, rather than basic areas. Each trainee's IDP lists coursework with a justification for how these courses are aligned to their career goals. Trainees may enroll in one course per academic year. All postdocs enroll for, and teach at least one session of, the *Mental Health Services Research* course and, unless they have a prior course in psychiatric epidemiology, enroll in the psychiatry department's *Psychiatric Epidemiology* course, and in the T32 Seminar. The T32 Seminar is a bi-monthly peer-review meeting in which T32 predoctoral and postdoctoral fellows provide and

receive constructive feedback and critiques on concept papers they are developing in preparation for their grant proposals.

**Fifth**, all postdocs are trained in the responsible conduct of research.

**Sixth**, postdocs will engage in extensive networking and socializing to know and become known by national experts in their areas of research interest. They will attend national conferences on mental health services research (listed above), participate in technical assistance sessions frequently held at or after national conferences, and identify experts whose consultation they will seek on their developing research agendas. As appropriate substantively or methodologically, we schedule postdoctoral scholars for one-on-one meetings with experts who visit our research centers, the Institute of Public Health, the Clinical and Translational Science Awards (CTSA), and the Department of Psychiatry.

**Seventh**, each postdoctoral trainee will develop expertise and become known and treated as an expert colleague in a topical area relevant to the Center's research agenda. The postdoc will select the topic in consultation with Dr. Proctor, and the postdoc's primary mentor. The postdoc will then conduct literature searches, read and perhaps abstract literature, present a seminar to CMHSR on the topic, and be available to consult or write short products on the topic as needed by the Center directors and other faculty. This activity will help the postdoc perceive him or herself, and be perceived by others, as a "budding expert" in a topic or around a pressing policy or research issue in mental health services research.

### Participating Faculty Members

#### Program Director:

Cabassa, Leopoldo J, Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Racial/ethnic disparities in health and mental health care, implementation science, integration of physical and mental health services, and mental health services
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#### Associate Director:

Proctor, Enola K., Ph.D.	Shanti K. Khinduka Distinguished Professor of Social Work Research; Associate Dean for Faculty	George Warren Brown School of Social Work, Washington University;  Director, Center for Mental Health Services Research, Washington University	Dissemination and implementation research, mental health services delivery, post-acute health and mental health community care, outcomes of clinical practice, evaluation of clinical social work
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#### Faculty Mentors (as of Dec 2017):

Name/Degree(s)	Rank	Primary (& Secondary) Appointment(s)	Research Interest
Allen, Peg, Ph.D.	Research Assistant Professor	George Warren Brown School of Social Work, Washington University	Dissemination research, chronic disease prevention, local and state capacity building for evidence-based interventions
Auslander, Wendy, Ph.D.	Barbara A. Bailey Professor of Social Work	George Warren Brown School of Social Work, Washington University	Health and behavior promotion; childhood abuse and adolescent risky behaviors; community participatory research; cultural and ethnic factors related to health; intervention research and evaluation
Baum, Carolyn, Ph.D.	Elias Michael Executive Director and Professor of Occupational Therapy;	Occupational Therapy, School of Medicine, Washington University;	Rehabilitative and recovery-oriented approaches in mental health, chronic disease, disability, and Alzheimer's disease.

Brown, Derek, Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Health and mental health economics; stated preference methods and health-related quality of life; child abuse and neglect; Medicaid
Brownson, Ross, Ph.D.	Bernard Becker Professor	George Warren Brown School of Social Work, Washington University;  Co-Director, Prevention Research Center, Washington University	Chronic disease prevention; built environment and health policy research; dissemination research
Bucholz, Kathleen K., Ph.D.	Professor	Psychiatry, School of Medicine, Washington University	Substance abuse disorders and co-occurrence with mental disorders; risky behaviors; data set libraries and code books for cross-study analyses
Butler-Barnes, Sheretta, Ph.D	Assistant Professor	George Warren Brown School of Social Work, Washington University	Positive youth development; African Americans; academic achievement; mental health
Carpenter, Brian D., Ph.D.	Professor	Psychology, School of Arts & Sciences, Washington University	Aging, health communication, mental health services for older adults, dementia
Carpenter, Christopher R., M.D., M.S.	Associate Professor of Emergency Medicine	Emergency Medicine, School of Medicine, Washington University	Evidence-based practice; implementation science
Cavazos-Rehg, Patricia, Ph.D.	Associate Professor	Psychiatry, School of Medicine	Substance abuse and sexual risk behaviors; administrative data research
Constantino, John, M.D.	Blanche F. Ittleson Professor of Psychiatry and Pediatrics	Psychiatry and Pediatrics, Washington University School of Medicine;  Director, William Greenleaf Eliot Division of Child and Adolescent Psychiatry, Washington University School of Medicine	Conduct disorder; aggression; autism
Corcoran, Heather, M.F.A	Herbert F. Hitzeman Jr. Professor of Art	Communication Design, Sam Fox School of Design and Visual Arts, Washington University	Design of health data; data and information visualization; data communication
Cunningham-Williams, Renee, Ph.D.	Associate Professor; Associate Dean for the Doctoral Program	George Warren Brown School of Social Work, Washington University	Epidemiological, prevention, and intervention research; health and mental health disparities; pathological gambling and comorbidity; risk taking, substance use and antisocial behaviors; crisis intervention

Drake, F. Brett, Ph.D.	Professor	George Warren Brown School of Social Work, Washington University	Child protection and child protective practice
DuBois, James M., Psy.D., Ph.D.	Steven J. Bander Professor of Medical Ethics and Professionalism	Internal Medicine, Division of General Medical Sciences, School of Medicine, Washington University;  Director, Center for Clinical Research Ethics, Institute for Clinical and Translational Sciences, School of Medicine, Washington University	Mental health research ethics
Duncan, Alexis, Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Psychiatric epidemiology; substance use and related disorders; comorbidity; child abuse and neglect
Edmond, Tonya, Ph.D.	Associate Professor, Associate Dean for Diversity	George Warren Brown School of Social Work, Washington University	Trauma-focused intervention research, evidence based practice
Evanoff, Bradley, M.D., M.P.H	Dr. Richard A. and Elizabeth Henby Setter Professor of Occupational, Industrial, and Environmental Medicine, Assistant Dean for Clinical and Translational Research	Medicine, Division of General Medical Sciences, School of Medicine, Washington University;  Director, Institute of Clinical and Translational Science; Assistant Dean for Clinical and Translational Science, School of Medicine	Translational science
Eyler, Amy A., Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Health policymaking for preventative interventions
Fowler, Patrick J., Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Child maltreatment and child welfare; developmental psychopathology; prevention science; housing and homelessness
Fraser, Victoria J., M.D.	Adolphus Busch Professor of Medicine	Medicine, Division of Infectious Disease, Washington University School of Medicine	Health services research; infectious disease and healthcare epidemiology
Gabel, Matthew, Ph.D.	Professor	Political Science, School of Arts & Sciences	Efficacy of expert consensus panels; group-decision making in mental health

Garbutt, Jane, M.B.,Ch.B., F.R.C.P.	Professor	Internal Medicine, Division of General Medical Sciences, Washington University School of Medicine	Improving the quality of care in the ambulatory settings; community-based and community- partnered research; assessment of treatment strategies; implementing practice guidelines
Gill, Jeff, Ph.D.	Professor	Political Science, School of Arts & Sciences, Washington University;  Surgery, Division of Public Health Sciences; and Division of Biostatistics, School of Medicine, Washington University	Statistical computing; research methods and public administration; Bayesian hierarchical models, Markov chain Monte Carlo theory;
Glowinski, Anne L., M.D., M.P.E.	Professor	Psychiatry, School of Medicine, Washington University	Psychiatric epidemiology; youth suicide
Goodman, Melody S., Ph.D.	Assistant Professor	Surgery, Division of Public Health Sciences, School of Medicine, Washington University	Biostatistical methods for community based interventions; statistical techniques for modeling disparities
Griffey, Richard T., M.D., M.P.H.	Associate Professor	Internal Medicine, Division of Emergency Medicine, School of Medicine, Washington University	Implementation research
Haire-Joshu, Debra, Ph.D.	Joyce Wood Professor	George Warren Brown School of Social Work, Washington University	Health policy; transdisciplinary approaches to biomedical, behavioral, and public health research
Hamilton, Barton, Ph.D.	Robert Brookings Smith Distinguished Professor of Economics, Management & Entrepreneurship	Finance, Olin School of Business, Washington University  Department of Economics, School of Arts and Sciences, Washington University	Health economics and policy; risk adjustment and healthcare costs; HMO selection and enrollee costs; effects of tax-advantaged money and enrollee choice in health plans; econometrics
Harris, Jenine, Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Dissemination research; social network analysis; systems science; social media
Hudson, Darrell L., Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Health disparities; mental health; health behavior

Hovmand, Peter, Ph.D.	Associate Professor of Practice; Director, Social System Design Lab	George Warren Brown School of Social Work, Washington University	System dynamics; group model building; implementation of evidence based practices
James, Aimee, Ph.D.	Associate Professor	Surgery, Division of Public Health Sciences	Health disparities; community-based research
Joe, Sean, Ph.D.	Benjamin Youngdahl Professor of Social Work	George Warren Brown School of Social Work, Washington University	Health disparities; suicide; African American mental health
Jonson-Reid, Melissa, Ph.D.	Ralph and Muriel Pumphrey Professor of Social Work Research; Director, Center for Violence and Injury Prevention	George Warren Brown School of Social Work, Washington University	Education and child welfare services policy; child abuse and neglect; interagency service delivery systems; school social work
Knight, Andrew, Ph.D.	Associate Professor	Organizational Behavior, Olin School of Business	Healthcare organizations
Kohl, Patricia, Ph.D.	Associate Professor, Associate Dean for Social Work	George Warren Brown School of Social Work, Washington University	The intersection of child welfare and mental health; evidence-based parent training programs; engaging hard to reach populations in treatment
Kreuter, Matthew W., Ph.D.	Kahn Family Professor of Public Health	George Warren Brown School of Social Work, Washington University	Health communication; health disparities
Lawlor, Edward F., Ph.D.	William E. Gordon Distinguished Professor	George Warren Brown School of Social Work, Washington University	Access to health care; health care reform; policy analysis; aging
Lenze, Eric J., M.D.	Professor	Psychiatry, Washington University School of Medicine	Anxiety and depression intervention in geriatrics; elderly persons' mental health during rehabilitation after a disabling medical event
Lester, Rebecca, Ph.D.	Associate Professor	Anthropology, School of Arts & Sciences, Washington University	Personality disorders; eating disorders; suicide; ethnographic methods
Luke, Douglas A., Ph.D.	Professor; Director, Center for Public Health Systems Science	George Warren Brown School of Social Work, Washington University	Systems science; social network analysis; health policy; tobacco control
McBride, Timothy, Ph.D.	Professor	George Warren Brown School of Social Work, Washington University	Health policy; health economics; health insurance; Medicare and Medicaid policy; health reform; state health policy

Metzger, Molly W., Ph.D.	Assistant Professor	George Warren Brown School of Social Work, Washington University	Poverty and inequality; social policy; affordable housing
Morrow-Howell, Nancy, Ph.D.	Betty Bofinger Brown Distinguished Professor of Social Policy	George Warren Brown School of Social Work, Washington University	Community services to older adults; Productive and civic engagement in late life
Nicol, Ginger E., Ph.D.	Assistant Professor of Psychiatry	Psychiatry, Division of Child and Adolescent Psychiatry, School of Medicine, Washington University	Cardiometabolic risk in mentally ill children; psychopharmacology
Olsen, Margaret A., Ph.D., M.P.H	Professor	Medicine, Division of Infectious Diseases, School of Medicine, Washington University; Director, Center for Administrative Data Research	Administrative data research; Medicare and Medicaid; claims data analysis; claims-based disease surveillance
Patterson, David A., Silver Wolf (Adelv unegv Waya) Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Implementation of evidence-based practices; Native American and indigenous people's health and wellness
Pettus-Davis, Carrie, Ph.D.	Assistant Professor	George Warren Brown School of Social Work, Washington University	Intervention research; criminal justice; mental health; social support
Pollak, Robert A., Ph.D.	Herrreich Distinguished Professor of Economics	Economics, School of Arts & Sciences, Washington University	Health economics, long-term care of the disabled elderly, families and social policy
Powderly, William G., M.D.	J. William Campbell Professor of Medicine	Medicine, Division of Infectious Diseases, School of Medicine, Washington University; Director, Institute of Public Health; Director, Center for Global Health	Global health; clinical trials for HIV/AIDS
Purnell, Jason Q., Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Health behavior; health disparities
Sanders-Thompson, Vetta, Ph.D.	Professor	George Warren Brown School of Social Work, Washington University	Racial identity, psychosocial implications of race and ethnicity in health and mental health, health services utilization, and determinates of health and mental health disparities

Stoner, Bradley, M.D., Ph.D.	Associate Professor	Anthropology, School of Arts & Sciences, Washington University;  Medicine, Division of Infectious Diseases, School of Medicine, Washington University	Health care delivery, care- seeking for STD testing, psychosocial effects of STD's
Tate, William F., Ph.D., M.P.E.	Edward Mallinckrodt Distinguished University Professor; Dean of the Graduate School of Arts & Sciences	Education, Program in African and African American Studies, School of Arts & Sciences, Washington University	Adolescent development and health
Trani, Jean-Francois, Ph.D.	Associate Professor	George Warren Brown School of Social Work, Washington University	Mental health; disabilities; global health and mental health