

Pink Paper Productions (P3)
Official Bid

**Mapping the Mental Health and Substance Use System of Care in the
Northeast Kingdom (NEK) of Vermont**

October 6, 2022

Submitted to:

Kari White
Director of Community Health Equity
Northern Counties Health Care
kariw@nchevt.org

Response prepared by:

Dr. Dilara K. Üsküp
Owner
Pink Paper Productions (P3)
(248) 635-5632
admin@pinkpaperproductions.com



October 6, 2022

Kari White
Director of Community Health Equity
Northern Counties Health Care
kariw@nchevt.org

Re: NEK BH Mapping Proposal

Dear Kari White,

On behalf of Pink Paper Productions (P3), I am pleased to submit this bid for Mapping the Mental Health and Substance Use System of Care in the Northeast Kingdom (NEK) of Vermont. In addition to being a BIPOC and women-owned entity, my company has partnered with Paul Luciano, MPH to complete this project. Together, we offer the following experience and capabilities to support successful delivery of this contract:

- **Regional Knowledge, Relationships, and Experience Specific to the NEK:** Paul has worked with communities in the NEK since 2014. His contracted work includes numerous towns and cities within the region, funded directly and through the Northeast Vermont Development Association, with current projects through 2023.
- **Health System Process Mapping:** Paul worked with the University of Rochester Medical Center's Primary Care Network to lead implementation of an opioid stewardship initiative, including integration of an EMR-based system to better track patient status through the levels of care in the community. Provider, patient, and community engagement served as key mechanisms to support project completion, and the resulting process maps detailed how providers and their support staff operationalize workflows.
- **Community-Engaged Research:** Much of my research investigates the ways institutions, attitudes, and ideology interact and shape health behavior. Among my other research projects, I am currently a researcher on a programmatic review study to determine efficacy of a citywide initiative aimed at supporting equitable business opportunities. The study relies heavily on community engagement and utilizes mixed methods to collect feedback from a diverse population, with the overall goal of supporting health equity through addressing the social determinants of health.

We are prepared to take on this opportunity and to provide Vibrant ONE with exemplary service that will create a solid foundation for future visioning.

Sincerely,

Dilara Üsküp

Dr. Dilara Üsküp
Pink Paper Productions

I. Contact Information

Please direct communications regarding this bid to the project team via phone or email.

Staff	Contact	Phone	Email
Dilara Üsküp	Primary	248-635-5632	dilarauskup@gmail.com
Paul Luciano	Secondary	802-881-1654	ophconsultingservices@gmail.com

II. Interest and Ability to Meet Described Steps and Deliverables

We are passionate about enhancing community health and well-being through collaborative relationship building and take pride in our ability to establish trust through empathic, equitable community engagement. Our project staff are versed in process mapping methodology and have demonstrated success in engaging Vermonters.

With current projects in the NEK, Paul will be available to set the pace in forming the relationships needed to build a solid foundation of engagement, assuring all are heard and that every stakeholder has an opportunity to share. We propose the following approach to the requested scope of work:

1. Define Aim for Project

a. Meet with Vibrant ONE Design Team to finalize the scope of information/processes to be documented, including project timeline

Upon award, P3 will schedule a kick-off meeting with the Vibrant ONE Design Team to discuss project needs and develop a final timeline of all contracted deliverables.

b. Project would be primarily limited to the 3 counties of the Northeast Kingdom, while acknowledging that some individuals will be referred to entities outside of the NEK

P3 acknowledges that individuals may be referred to providers outside of the NEK and will suggest work to capture a behavioral health system map that details the impact to access to care with these entities' involvement.

2. Involve Staff and Partners in Mapping and Analysis of Process Mapping

a. Work with Vibrant ONE to identify the stakeholders who should be involved

P3 will coordinate with Vibrant ONE to define the stakeholder roster and develop a facilitation plan for launching the project, including initial outreach to stakeholders.

b. Develop process to secure input from stakeholders—particularly from clinicians who may have limited availability

In previous projects, our project team members have successfully engaged clinicians with strict time constraints by targeting initial outreach to practice managers. Our experience has shown that clinical support staff and/or practice managers provide valuable input in addition to acting as liaisons for clinicians with limited availability.

We will seek invitation to attend practice/provider meetings, as appropriate, if additional input is needed from practice teams.

c. Identify strategies for outreaching people who have experience accessing mental health and/or substance use services

Our team has obtained strong sample sizes on past projects from working with care providers. Strategies may include asking providers to (1) identify/list patients that the project team may contact, and/or (2) directly solicit project involvement during their regular patient interactions.

d. Develop a process to secure input from people who have experience accessing mental health and/or substance use services

We will coordinate with stakeholders and Vibrant ONE to develop data collection methods tailored to the identified patient population. The project team will develop an interview script to gather patient suggestions for improvement and information regarding their experiences and perceptions related to service access and treatment.

e. Collect relevant information in the above processes to help inform the development of a coordinated screening tool, referral process, and/or intake process

P3 will utilize stakeholder data, including providers and those with experience accessing mental health and/or substance use services, to inform development of a coordinated screening tool, referral process, and/or intake process. We will also incorporate our knowledge of state and local benchmarks, and national case studies of success and mitigation actions related to access, specific to rural communities.

3. Construct Process/Asset Map

a. Develop process/asset/systems map and patient journey maps or actor maps

We will develop maps to provide comprehensive documentation of the behavioral health systems of care in Vermont's Northeast Kingdom, including all services and assets available. These maps will include an overview of patient experience in navigating and interacting with these systems, as well as critical decision points and system constraints faced by providers during the process.

P3 expects that these maps will help illustrate strengths and potential issues associated with the current system. As such, we will use the maps to facilitate

discussion with key stakeholders and develop recommendations for improvement and objective measures of success/impact.

b. Present process/asset/system map and patient journey/actor map to Vibrant ONE and community stakeholders with facilitated discussion for fine tuning/feedback

As with all deliverables, P3 will present drafts and concepts to Vibrant ONE and community stakeholders for feedback as appropriate. P3 will revise draft documents to incorporate feedback and address needs for modifications in content or design.

c. Facilitate discussion with group to focus on significant decision points and crisis intercept points in the process maps

We will convene relevant stakeholders to (1) present significant decision and crisis intercept points identified during the mapping process, (2) provide benchmarks, when available, for contextual awareness of opportunities, and (3) discuss strategies for resolution.

4. Recommend Changes

a. Present finalized process/asset/system map and patient journey map to Vibrant ONE

P3 will present finalized deliverables, including maps, recommendations, and processes, to Vibrant ONE in a format of their choosing (e.g., in-person, remote, or hybrid).

b. Develop a set of recommended changes and measures for improvement using collective impact

We will implement robust stakeholder engagement throughout the process to ensure that final recommendations and measures for improvement align with the collective impact approach.

c. Develop a recommended universal screening, referral, and/or intake process that could be implemented by all community agencies to help move towards a coordinated referral process with coordinated data collection

With the goal of efficiency through standardization, we will enter into the project knowing the benchmarks in other areas of the state and nation along with the trajectory of the UVM Medical Center and other entities charged with innovation. P3 will combine this knowledge with provider and patient input to develop recommendations for a universal screening tool, referral, and/or intake process.

III. Strategies and Processes for Stakeholder Engagement and Mapping

Stakeholder Engagement

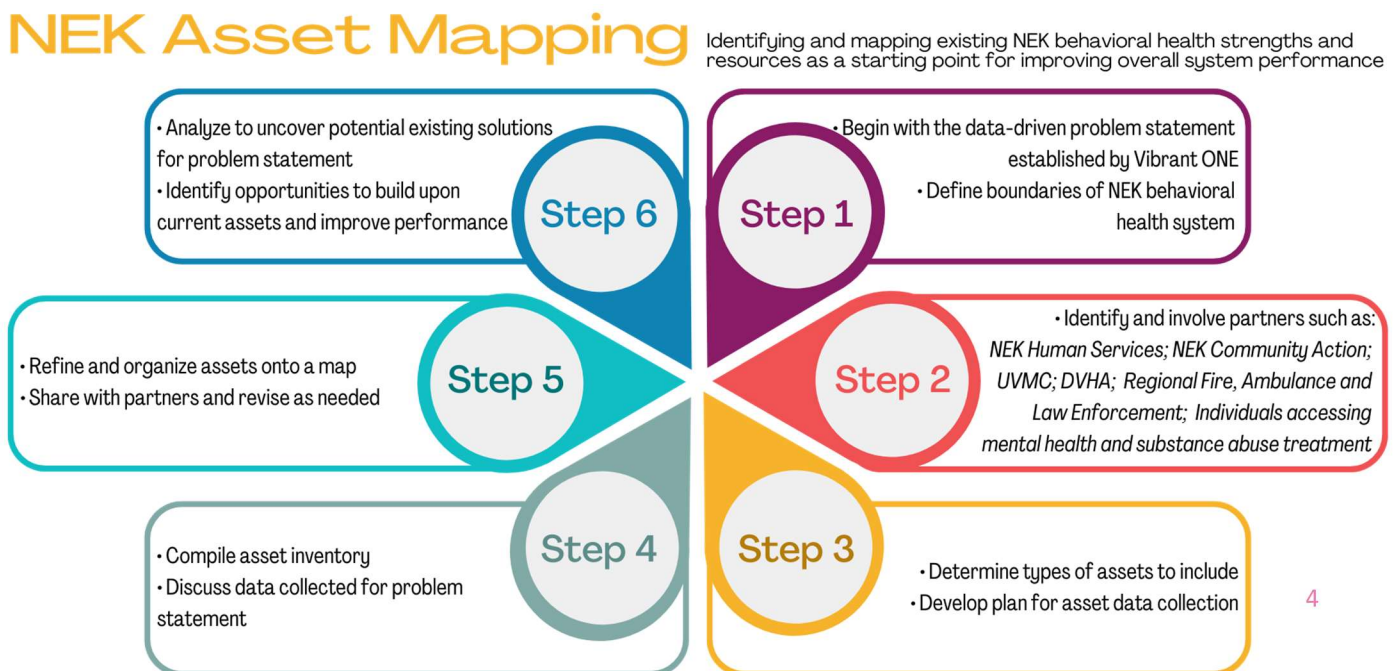
We will work with Vibrant ONE to identify a list of key stakeholders for engagement. Our outreach methodology will be designed to meet the needs of each stakeholder group to encourage participation to the greatest extent possible. We will clearly explain the goal of the project as it relates to each individual or entity. Establishing rapport through quality communication and coordination is a critical component of our engagement strategy. We understand that time, prior experience, and perceptions all play a role in an individual’s willingness to engage; P3 will assess these factors prior to stakeholder engagement and tailor messaging accordingly.

P3 will use methodology based on state and national benchmarks for engaging individuals accessing mental health services. We anticipate that soliciting participation through providers will be the most efficient and effective method, so we will likely leverage points of health access to communicate with populations of interest. Among others, we will form relationships with the following entities to drive stakeholder involvement:

- Northeast Kingdom Human Services
- Northeast Kingdom Community Action
- University of Vermont Medical Center
- Department of Vermont Health Access
- Regional Fire, Ambulance, and Law Enforcement

Through this engagement, we will obtain necessary input for identifying and mapping existing NEK behavioral health assets to serve as a starting point for improving overall system performance. Our proposed asset mapping process is illustrated in Graphic 1.

Graphic 1: NEK Behavioral Health Asset Mapping Process



IV. Relevant Experience with Similar Projects

Along with a proven track record of successful projects within the NEK, the project team brings a wealth of experience in health system process mapping and community-engaged research.

Regional Knowledge and Experience Specific to the NEK

Paul has contracted with communities in the NEK since 2014. His previous work includes establishing planning teams composed of community members and stakeholders for over 15 Vermont municipalities, including Newport City. While the focus of this engagement is distinct from the proposed scope of work, his ability to effectively engage those within the region reflects a keen understanding of the local communities' subtle characteristics and social norms. Paul has worked as an employee and consultant for the Vermont Department of Health and Regional Planning Commissions in addition to serving as Town Health Officer.

Health System Process Mapping

Beginning in 2017, Paul served as a researcher for a study focused on the efficacy of care navigation embedded within primary care. Results showed significant cost savings and improved patient outcomes, and Paul was asked to implement a Patient Advocacy Program for a participating provider's office which then was acquired by University of Rochester Medical Center (URMC) in 2018.

He recently completed another project at URMC that involved engagement across all levels of opioid prescribing at the primary care level and with community partners, treatment centers, and patients. The resulting process maps detailed how providers and their respective office staff operationalize workflows specific to opioid prescribing, dosage reduction protocols, and referrals to mental health services, community-based support (including the establishment of a mobile crisis unit for opioid use disorder), and care management.

Community-Engaged Research

Dilara is currently working as a researcher for the City of Sacramento to review citywide business equity programming. The study team is working closely with community stakeholders to evaluate program efficacy through an online survey, individual interviews, and focus groups. Community engagement involves four primary groups: business owners, program participants, those disproportionately impacted by the war on drugs, and municipal staff, with the overall goal of providing recommendations to support community health through equitable, viable, and sustainable business models.

She is also working on mapping cocaine use in Black individuals, particularly Black men. Services for cocaine treatment are lacking and this may be due to structural racism (e.g., systematically not providing addiction services in these areas). Telemedicine vans may be a point of contact to engage disadvantaged Black individuals using cocaine and the goal of this project is to explore the efficacy of a mobile treatment paradigm that has seen success in other models across the country for both psychiatric and substance abuse support.

V. Availability and Ability to Meet Project Timeline

All project staff are committed to completing the project within 7 months, beginning in November 2022 and concluding in May 2023.

Both Paul and Dilara are well-versed in meeting project deadlines from previous experience with academic and contract-based work. Dilara is available to provide remote support throughout the proposed timeline, and Paul's current work in the NEK positions us to address any onsite needs.

VI. Anticipated Cost

Based on the requested scope and timeline, we estimate the total cost to complete this project will be **\$29,330**. We anticipate that initial project implementation will require greater hourly commitments and that staff hours will gradually taper off towards the end of the contract period. Average monthly costs are detailed in the following table.

Staff	Hourly Rate	Hours (Estimated)	Monthly Total
Dilara Üsküp	\$250.00	7.0	\$1,750.00
Paul Luciano	\$200.00	10.0	\$2,000.00
Admin staff	\$80.00	5.5	\$440.00
			\$4,190.00

VII. Company Ownership/Leadership

Pink Paper Productions is a BIPOC women-owned business led by Dr. Dilara Üsküp.

VIII. Appendix: Project Team Resumes

Resumes are provided for the following key project team members:

- Dilara Üsküp, PhD, PhD
- Paul Luciano, MPH

**DILARA KADRIYE ÜSKÜP, Ph.D., Ph.D.,
CURRICULUM VITAE**

ADDRESS:

10880 Wilshire Boulevard, Suite 1800, Los Angeles, CA 90024|310.794.8296
DilaraUskup@gmail.com | DilaraUskup@cdrewu.edu
www.dilarauskup.com

EDUCATION:

University of Michigan, Ann Arbor Gerald R. Ford School of Public Policy—BA in Public Policy (2011)
Focus Area—The intersection and implications of race, socio-economic status, and gender as it relates to sexual and reproductive health policy

University of Chicago—MA in Social Science (2014)
MA Paper—“Blue Bible, Red Bible: Sin or Right? Examining the Impact of Theology on Morality-Based Opinions Among Faith Centered African Americans”

University of Chicago—PhD in Political Science (2018) & PhD in Theology (2018)
Dissertation—“Sex in God’s City: Theology as Political Persuasion”
Dr. Michael C. Dawson (Co-Chair), Dr. Dwight Hopkins (Co-Chair), Dr. John Brehm, and Dr. Linda Zerilli

University of California, Los Angeles—NIMH T-32 Post-Doctoral Scholar (September 2018-March 2021)
Center for HIV Identification, Prevention, & Treatment Services (CHIPTS)
Mentoring Team: Drs. Steven Shoptaw, Nina Harawa, and Kathryn Derose
Ruth L. Kirschstein Institutional National Research Service Award, T-32 (Grant No. 5T32MH109205-03)

Charles R. Drew University of Medicine and Sciences—Post-Doctoral Scholar (January - August 2021)
Substance Abuse Disorders Research Training Program (SART)
Mentoring Team: Drs. Theodore Friedman, Steven Shoptaw, Ziva Cooper, and Nina Harawa
Focus Areas: Cannabis, Race, & Social Equity; Cannabis and Pain; COVID-19

PROFESSIONAL EXPERIENCE:

Assistant Professor under the Department of Internal Medicine August 2021-
Charles R. Drew University of Medicine and Sciences
Los Angeles, California

Assistant Professor in the Department of Family Medicine July 2022-
University of California, Los Angeles
Los Angeles, California

Project Director/Investigator with the Department of Family Medicine March 2021- June 2022
University of California, Los Angeles
Los Angeles, California

Visiting Assistant Professor in Politics & Policy July 2018-December 2019
Scripps College
Claremont, California

Ordained Minister & Theologian April 2017-

Word of Encouragement Community Church, Los Angeles

Project Coordinator August 2013-August 2016
Chicago Violence Prevention Collaborative (QCDC)
Chicago, Illinois

Research Assistant September-Dec. 2016
University of Chicago
Chicago, Illinois

125th Departmental Histories Fellow June 2016-August 2016
University of Chicago
Chicago, Illinois

Assistant Director June 2013-August 2013
University of Chicago, Black Youth Project Summer Research Institute
University of Chicago
Chicago, Illinois

White House Intern January-May 2012
Domestic Policy Council, Office of National AIDS Policy
Washington D.C.

Research Assistant September 2010-July 2012
University of Michigan, Office of Academic Multicultural Incentives
Ann Arbor, Michigan

PROFESSIONAL ACTIVITIES:

Professional & Scholarly Associations:

- Member of the UCLA Cannabis Research Initiative (UCRI)
- College on Problems of Drug Dependence (CPDD)
- The American Political Science Association (APSA)
- The American Academy of Religion (AAR)
- The Society for the Scientific Study of Religion (SSR)
- The Association for the Sociology of Religion (ASR)
- National Center for Faculty Development and Diversity

EDITORIAL ACTIVITIES/PEER REVIEWER/ACADEMIC SERVICE:

- Reviewer: National Review of Black Politics (2021-Onward)
- Reviewer: Cannabis and Cannabinoid Research (2020-Onward)
- Reviewer: Cultural Diversity and Ethnic Minority Psychology(2020-Onward)
- Reviewer: Humanity and Society (2020)
- Reviewer: Drug and Alcohol Dependence (2019-Onward)
- Reviewer: Journal of Mental Health, Religion & Culture (2018)
- Grant Reviewer: American Political Science Association, Religion & Politics Research Grants (2020)

CONSULTING ACTIVITIES:

- Founder, Owner & Manager, Pink Paper Productions® LLC (July 2009-Present)
- Research Associate, Williams Wade-Golden Research and Consulting Group (September-December 2014)
- Research/Data Lead, Los Angeles Metropolitan Churches, Consultant to Cannabis Technology Business Development Services with the City of Los Angeles Department of Cannabis Regulation (May 2021-)

TRAINING ACTIVITIES:

- National Institutes of Health, National Institute of Neurological Disorders and Stroke Congruent Mentorship to Reach Academic Diversity (COMRADE: R25NS094093) in Neuroscience Research Training (New York University, Center for Healthful Behavior Change) (Summer 2019 & 2020)
- UCLA CHIPTS Training on Diversity and Implicit Bias (May 2019)
- Duke University, Ralph Bunche Summer Institute Participant (Summer 2011)

COMMUNITY SERVICE:

- Alpha Kappa Alpha Sorority, Incorporated ®
- Licensed/Ordained Minister, Word of Encouragement Community Church (2017-Onward)
- Board Director, Chicago International Youth Peace Movement (2018-2021)

HONORS & SPECIAL AWARDS:

- Ford Foundation Pre-Doctoral Fellowship Honorable Mention (2013)
- Ford Foundation Dissertation Fellowship Honorable Mention (2016)
- National Conference of Black Political Scientists (NCOBPS), Sammy Younge Best Student Paper Award (2018)
- National Institute of Mental Health (NIMH) Loan Repayment Program Award (~\$83,660, 2020)

RESEARCH GRANTS & FELLOWSHIPS:

Active:

- *Charles R. Drew University of Medicine and Sciences, Urban Health Institute, Emerging Scientist Award*

- *“Inclusion of Priority Populations in the Broad Scale Implementation of COVID-19 Vaccinations in Los Angeles County”*
California Community Foundation September 1, 2020-
August 31, 2021
The primary intent of our activities is to collect data with the intent of creating scientific evidence aimed to inform best practices to improve COVID-19 vaccine equity and access (e.g., publication, a publicly accessible report and/or infographics) in south Los Angeles.
\$145,000
Co-Principal Investigator
- *“A Demographic Analysis of the California Licensed Cannabis Industry & Consumer Market”*
State of California Bureau of Cannabis Control June 1, 2021
– June 30, 2023
This study will evaluate the racial, gender and socioeconomic landscape that Prop.64 era policies, licensing and consumption exist in. Findings will be used to provide street level context for the State and jurisdictions to appropriate public health, safety, treatment, prevention, business support and employment resources.
\$781,707
Co-Principal Investigator
- *“Developing Implementation Strategies to Optimize PrEP Delivery to Immigrant Latino Men Who Have Sex with Men in Los Angeles County (3P30MH058107-25S1)”*
National Institute of Mental Health September 1, 2021-
January 31, 2023
HIV disproportionately affects Latino men who have sex with men (LMSM), especially immigrants. Pre-Exposure Prophylaxis (PrEP) is an evidence-based intervention highly effective in preventing HIV acquisition, with the potential to reduce the number of new HIV infections in immigrant LMSM. However, implementation of PrEP with immigrant LMSM may not reach its full potential due to challenges and barriers in delivering PrEP to this population. As such, the development of appropriate and feasible implementation strategies (e.g., training of providers, additional resources, expanded services, community education) holds the potential to improve PrEP delivery to this population. The goal of this planning project is to develop implementation strategies for medical care facilities and community-based organizations to facilitate uptake of PrEP among immigrant LMSM in Los Angeles County (LAC).
\$247,882 including indirect costs
Co-Principal Investigator
- *“The Use of Cannabis for Pain Management Among Black/African American Chronic Pain Patients”*
New York University Congruent Mentorship to Reach Academic Diversity in Neuroscience Research (COMRADE) Small Research Grant (R25NS094093)
March 2020-August 31, 2021
\$18,000
Principal Investigator

Completed:

- “Use of Tech-Based PrEP Services to Improve Uptake, Adherence, and Persistence”
National Institute of Mental Health (P30 MH058107-23S) September 1, 2019-
August 31, 2020
The project will involve conducting a one-time community consultation with private and public stakeholders and PrEP consumers. Findings from this consultation will generate a compendium of practices that promote deployment of PrEP using technology-based services in both conventional healthcare settings and non-clinical community-based organizations.
\$120,891
Co-Principal Investigator

Completed During Training:

- National Science Foundation Graduate Fellow, Grant No. DGE-1144082 (~\$100,000, 2013-2016)
- State of Illinois: Diversifying Higher Education Faculty in Illinois Fellowship (\$15,450, 2017-2018)
- American Political Science Association, Travel Grant (2017)
- Political Networks Workshop & Annual Conference Travel Fellowship, NSF Sponsored (2016)
- University of Chicago Center for the Study of Race, Politics, and Culture Travel Grant (\$5000, 2013, 2015, 2016)
- University of Chicago & Mellon Foundation Social Sciences Dissertation Completion Fellowship (2016-2017)
- University of Chicago Social Sciences Division Research Grant (Division Wide Competition: \$18,900, 2015)
- The Louisville Institute Doctoral Fellowship (\$4,000, 2015-2017)
- University of Chicago Office of Multicultural Student Affairs Research Initiative Grant (Campus Wide Competition, \$2,000, 2015)
- University of Chicago, Graduate Student Association Travel Grant (\$500, 2015)
- University of Chicago, UChicagoGRAD Travel Award (Campus Wide Competition: \$500, 2015)

LECTURES & PRESENTATIONS:

Community-Engaged Panels, Moderated & Co-Organized:

- Dr. Üsküp and Dr. Alicia Morehead-Gee, M.D., (National Clinician Scholar at UCLA) National Women & Girls HIV Awareness Day at LA Plaza de Cultura y Artes on March 10, 2020 at 12:00 P.M., ““Girl Talk”: Exploring ways to increase PrEP use among women”
- UCLA CHIPTS, Medical Mistrust Conference (2019 & 2020)
- Moderator & Co-Organizer, Inter-CFAR (Center for AIDS Research) Faith and Spirituality Research Collaborative, Summer Webinar Series: “Faith & Works: Innovative Approaches to Community Engaged HIV Research,” June 16, 2020
- Moderator & Co-Organizer, Inter-CFAR (Center for AIDS Research) Faith and Spirituality Research Collaborative, Summer Webinar Series: “Faith & Works: HIV, Research, & Ethics,” July 21, 2020

- Dr. Üsküp and Dr. Ronald Brooks, Los Angeles Commission on HIV virtual meeting on August 20, 2020, “Technology-Based PrEP Delivery and Retention Services for Black and Latino MSM, Black and Latina Transgender Women, Black and Latina Cisgender Women, and Persons Who Inject Drugs in Los Angeles County”
- Moderator & Co-Organizer, Inter-CFAR (Center for AIDS Research) Faith and Spirituality Research Collaborative, Fall Webinar Series, Faith & Community Engagement: “How HIV is Informing COVID-19 Vaccine Research,” August 28, 2020
- Moderator & Co-Organizer, Inter-CFAR (Center for AIDS Research) Faith and Spirituality Research Collaborative, Fall Webinar Series, Faith & Healing: “Harm Reduction and the HIV Community,” Friday, Oct. 9, 2020
- Moderator & Co-Organizer, Inter-CFAR (Center for AIDS Research) Faith and Spirituality Research Collaborative, Winter Webinar Series, “Medical Mistrust at the Intersection of HIV & COVID-19,” Thursday, March 4, 2021
- Moderator & Co-Organizer, Inter-CFAR (Center for AIDS Research) Faith and Spirituality Research Collaborative, Summer Webinar Series, “Offering Hope for the Future: How HIV Vaccine Research Informed COVID-19 Vaccine Research,” Wednesday, July 14, 2021

Conference Presentations:

- American Academy of Religion Annual Meeting: Panel Presenter “Red Bible, Blue Bible,” November 22, 2015
- West Coast Experiments Conference: Poster Presenter “Politics & The Bible: Experimenting with Religious and Political Messages,” May 21, 2016
- Political Networks Workshops and Conference: Poster Presenter “Live Experiments: Experimenting with a Womanist Bible Study Seminar”, June 23, 2016
- American Political Science Association: Panel Presenter “Politicking Pastors: Experimenting with Womanist Theological Messages “I’m with Her,”” September 1, 2016
- National Conference of Black Political Scientists: Panel Presenter “Politicking Pastors: Experimenting with Womanist Theological Messages “I’m with Her,”” March 16, 2017
- Midwest Political Science Association: Panel Presenter “Politicking Pastors: Experimenting with Womanist Theological Messages “I’m with Her,”” April 8, 2017
- American Political Science Association: Panel Presenter “The Prophetic President: Reflections on President Barack Obama’s legacy by African American pastors,” September 1, 2017
- The Claremont Colleges Black Intersections Conference: Ignite. Imagine. Invest “Womanist Research Methods: Reflections from a Womanist Bible Study Experiment, February 23, 2019

Invited Seminar or Invited Talk:

- “The Black Church & Black Politics,” Catholic University of America (Course: Black Politics), March 29, 2018
- “I’m With Her: Experimenting with Womanist Theological Messages,” (Women & Gender Studies: University of Colorado Boulder), February 21, 2018

- “Theology Within: Race, Sexuality, & God,” (Political Science: University of Colorado Boulder), January 17, 2018
- “I’m With Her: Experimenting with Womanist Theological Messages,” (African American Studies Department: Loyola Marymount University), February 1, 2019

Service:

- Conference Organized: “Graduate Student Working Conference: Sexual Justice Beyond Reproduction,” Center for the Study of Gender and Sexuality, University of Chicago, April 5, 2013
- Conference Organized: “Graduate Student Working Conference: Sexual and Reproductive Justice,” Center for the Study of Gender and Sexuality, University of Chicago, April 11, 2014
- Conference Organized: “Graduate Student Working Conference: Sexual and Reproductive Justice,” Center for the Study of Gender and Sexuality, Center Interdisciplinary Inquiry and Innovation in Sexual and Reproductive Health (Ci3), and the Urban Network, University of Chicago, May 15, 2015
- Panel Chair & Discussant: “Measuring American Religious Diversity and Its Association with Out-group Threat” September 2, 2016

TEACHING:

- Visiting Assistant Professor: Scripps College, Women & Public Policy (Fall 2019)
- Visiting Assistant Professor: Scripps College, Introduction to Public Policy (Fall 2019)
- Visiting Assistant Professor: Scripps College, Black Americans & Political Systems (Fall 2019)
- Visiting Assistant Professor: Scripps College, Introduction to Public Policy (Spring 2019)
- Visiting Assistant Professor: Scripps College, Black Feminist/Womanist Thought (Spring 2019)
- Visiting Assistant Professor: Scripps College, Politics of God (Spring 2019)
- Visiting Assistant Professor: Scripps College, Introduction to U.S. Politics (Fall 2018)
- Visiting Assistant Professor: Scripps College, Senior Seminar (Fall 2018)
- Teaching Assistant: University of Chicago, Introduction to Data Analysis, Graduate Course (2014)
- Teaching Intern: University of Chicago, Social Science Inquiry Sequence 1, Research Theory & Inquiry (2014)
- Teaching Assistant: University of Chicago, The Practice of Social Science Research (Winter 2015)
- Teaching Assistant: University of Chicago, The Practice of Social Science Research (Lead TA, Spring 2015)
- Teaching Intern: University of Chicago, Social Science Inquiry Sequence 2, Statistics and Causal Inference (2015)
- Teaching Intern: University of Chicago, Social Science Inquiry Sequence 3, Research Methods (2015)

PRESS:

- “In Black Churches, Pastors Recognize a #MeToo Moment Among their Clergy.” September 18, 2018.

<http://www.latimes.com/local/abcarian/la-me-abcarian-women-pastors-20180918-story.html>

- “Raising HIV/AIDS Awareness: Alum Continues Dedication as White House Intern.” June 27, 2012.
http://www.fordschool.umich.edu/news/?news_id=819
- “Unbreakable Bonds: The Last Strand of Hope in a Wig of Solidarity.” September 16, 2014.
<http://photos.essence.com/galleries/unbreakable-bonds-last-strand-hope-wig-solidarity>

PUBLICATIONS:

Research Papers:

A. Research Papers—Peer Reviewed

- Üsküp, D. K., Nieto, O., Rosenberg-Carlson, E., Sung-Jae, L. G., Milburn, N. G., & Brooks, R. A. (Accepted). “Acceptability and Appropriateness of Digital PrEP Interventions for Black and Latina Cisgender Women: Perspectives from Service Providers in Los Angeles County.” *Journal of AIDS*
- Avery, L., Ward, L. M., Moss, L., & Üsküp, D. (2016). Tuning Gender: Representations of femininity and masculinity in popular music by Black artists. *Journal of Black Psychology*, 43(2), pages 159-191.
- Cobb, R. J., Üsküp, D. K., and Jefferson, S. (2017). Congregational composition and explanations for racial inequality among black religious affiliates. *Race and Social Problems*, A 9(2), pages 163-169.
- Üsküp, D., Sung-Jae, L., Milburn, N., Nieto, O., Rosenberg-Carlson, E., and Brooks, R., (Accepted *Journal of Acquired Immune Deficiency Syndromes*) TelePrEP for Black and Latina Cisgender Women: Perspectives of Community Stakeholders in Los Angeles County.

B. Research Papers—Peer Reviewed (In Press)

- None

C. Research Papers— (Submitted)

- Üsküp, D. President not Pastor: Black Clergy and the Political Response to President Obama’s Evolution on Same-Sex Marriage (*Journal of Race, Ethnicity, and Politics*).

D. Research Papers—Non-Peer Reviewed

- None

E. Research Papers—Non-Peer Reviewed (In Press)

- None

F. Research Papers—Non-Peer Reviewed (Summited)

Chapters:

1. Chapters (Accepted)

- Üsküp, D. and Cobb, R. J. (2021) Syndemics During a Pandemic: Race/Racial Inequity, Poverty, and COVID-19 in Djupe, P. & Friesen, A. in “An Epidemic on my People: Religion, Politics, and Society in the Age of COVID-19.”

Letters to the Editor: None

Reviews: None

Editorials: None

2. *Policy*

- The White House—Presidential Memorandum for the Heads of Executive Departments and Agencies “Establishing a Working Group on the Intersection of HIV/AIDS, Violence Against Women and Girls, and Gender-related Health Disparities” March 30, 2012; Co-Authoring Memorandum and wrote background memorandum on behalf of the Acting Director of the Office of Management and Budget (OMB).

3. *Papers in Preparation*

- Morehead-Gee, A., Uskup, D., Omokaro, U., Shoptaw, S., Harawa, N., and Heilemann, M, V., (Resubmitting) “Girl Talk”: A Grounded Theory analysis of cosmetologists’ and estheticians’ relationships with clients in Black beauty salons to inform sexual health interventions.
- Üsküp, D., Landovitz, R., and Shoptaw, S. (Drafted) Getting Real About Ending the Ending the HIV Epidemic in the U.S.: An Integrative Strategy.

4. *Abstracts*

- Üsküp, D., Hudson, J., Reinhardt, B., and Shoptaw, S., Chronic Relief: Exploring the use and impact of cannabis in the setting of chronic pain with attention to underlying mechanisms to pain and neurocognitive function among Black American pain patients (2021 CPDD Annual Scientific Meeting).

5. *Op-Eds and Blog Articles*

- Sexual and Reproductive Health & Justice Blog: “Female Unauthorized Hairstyles” and the US Army. May 20, 2014.
<http://chicagofamilyplanning.wordpress.com/2014/05/20/female-unauthorized-hairstyles-and-the-us-army/>
- Sexual and Reproductive Health & Justice Blog: The History and Politics of Hair. March 5, 2014.
<http://chicagofamilyplanning.wordpress.com/2014/03/05/history-and-politics-of-hair/>
- Black Youth Project: “How Christianity is the White Man’s Religion” Feeds the Damaging Disconnect between the Diaspora and Africa. February 28, 2018.
<http://blackyouthproject.com/christianity-white-mans-religion-feeds-damaging-disconnect-diaspora-africa/>
- The Christian Recorder: Abraham—the Father of Many Nations, Christianity & Islam in a Time of Terror. May 3, 2019.
<https://www.thechristianrecorder.com/abraham-the-father-of-many-nations-christianity-islam-in-a-time-of-terror/>
The Christian Recorder is the oldest existing periodical published by African-Americans in the U.S..

Paul A. Luciano, MPH

802-881-1654 ophconsultingservices@gmail.com

Experience:

2021-2022

Senior Vice President of AM Bioscience

Applied Memetics, LLC

- Provide leadership strategy in large initiative execution and delivering complex scopes of work for contracted clients in areas of emergency response, cannabis equity, and research
- Promote and maintain a culture of excellence through positive engagement, conflict resolution, and team building
- Lead cannabis strategy and proposal development team with high success ratio
- Acquired \$7 million in new contracts during first six months of employment
- Executive recruitment and retention

2017-2021

Program Director

University of Rochester Medical Center/Partners in Internal Medicine

- Program management for the implementation of an opioid stewardship initiative for a 44-site primary care network
 - Development of provider and community relationships, workflows, and training
 - Data management, EMR-based technical support, staff training and provider-based communication around performance improvement
 - Production of program module for staff training and regional blueprint
- Implementation and management of an older adult advocacy program following research project with the NY Academy of Medicine and local CBO
 - Operationalized comprehensive case management and advocacy services at the primary care level
 - Improved patient compliance and outcomes through quality engagement
- Operationalized sustainability initiatives for primary care practices during COVID-19
- Developed/led mitigation strategies for staff conflicts and dissatisfaction with management

2020-2021

Project Officer

CDC Foundation

- Operational management for NYSDOH COVID-19 response efforts
- Led call-center training development and delivery to assure staff competence and retention
- Developed vaccine confidence-building strategy for state engagement with SNFs
- Developed national communication strategy and training on effective staff matriculation into government-based health agencies

2009-2022

Owner/Operator

OPH Consulting Services

- Procure and manage essential planning and implementation projects for state and local governments
- Achieve state and Federal approval for planning documents for clients
- Acquired millions of dollars of Federal funding for local government clients
- Manage complex five-year planning requirement for communities with limited resources

2006-2015

Town Health Officer/Emergency Management Director

Town of Jericho, VT

- Investigated public health complaints and code violations
- Hospital and School Preparedness Planning Team Member
- Cross-agency case coordination and community engagement

Adjunct Faculty

State College of Vermont, 2006-2013

- Developed curriculum and taught Anatomy & Physiology (A&P) I and II, Human Biology and Medical Terminology
- Developed public health course for post-baccalaureate program

Academy of Oriental Medicine at Austin, 2003-2006

- Developed curriculum and taught public health course at graduate level
- Institutional effectiveness planning
- Authored peer-based communication strategy for students with area physicians to assist in establishing referral programs

Education:

Master of Public Health

Emory University, Atlanta, GA

Bachelor of Science in Biology

State University of New York College at Brockport