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**Rehabilitation Research and Training Center (RRTC)
on Research and Capacity Building for Minority Entities**

Post-doctoral Opportunity: Advanced Rehabilitation Research Training (ARRT) Program Synopsis

Presenters: Edward O. Manyibe, Andre L. Washington & Corey L. Moore
LU-RRTC State-of-the-Science Conference
September 28-29, 2017 Atlanta Georgia

Advanced Rehabilitation Research Training (ARRT) Program Situational Context

- + The two-year Post-doctoral ARRT Program is funded through a grant (\$875,000 over five years) from the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR).
- + Housed at the Langston University Rehabilitation Research and Training Center (LU-RRTC) on Research and Capacity Building for Minority Entities. Draws upon the Center's extensive research capacity building resources.
- + Collaborators: Institute for Community Inclusion (ICI) at the University of Massachusetts Boston; North Carolina Agricultural and Technical State University; South Carolina State University; and Jackson State University.



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Advanced Rehabilitation Research Training (ARRT) Program Goal

+ Goal: Improve minority-serving institutions' (i.e., HBCUs, TCUs, and HSIs) capacity to develop and support disability and rehabilitation research training pipeline infrastructure and produce qualified minority-serving institution-based researchers available to participate in research and development aimed at improving employment experiences of individuals with disabilities.



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Advanced Rehabilitation Research Training (ARRT) Program Objectives

- + **Recruit** 4 to 6 well-qualified post-doctoral fellows.
- + Provide **didactic coursework** to increase knowledge about scientific research methods, multicultural research best practices, and knowledge translation approaches.
- + **Mentoring** using a Peer-to-Peer Multiple Mentor approach inclusive of a primary mentor and a multidisciplinary scientific mentorship panel.



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Advanced Rehabilitation Research Training (ARRT) Program Objectives (continued)

- + Increase Post-doctoral Fellows' **scientific writing abilities.**
- + Improve Post-doctoral Fellows' **presentation abilities.**
- + Provide **interdisciplinary research experiences.**
- + Involve Post-doctoral Fellows in **consumer-related experiences**



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ARRT Program Research Coursework

+ Mandatory Core Courses

- **Research Strategies Seminar:** Ten session seminar covering essential principles fellows need to begin their independent research (i.e., common pitfalls and barriers).
- **Research National Advisory Panel Meeting:** Annual “think tank” and guidance oriented meeting between project principals/ co-principals and panel members.
- **Interdisciplinary Research Team Meetings:** Weekly meetings with lead investigators and team members from six different research project to discuss research concepts, designs, project progress, success and challenges, etc.



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ARRT Program Research Coursework (continued)

+ Mandatory Core Courses

- **Qualitative Research Design in Rehabilitation:** Six-week seminar series that provides conceptual understanding of qualitative research and how it differs from traditional quantitative methods.
- **Diversity, Disability and Best Practices:** Nine-week seminar focused on issues of diversity, disability, and rehabilitation research. Topics will include disability and cultural identity, Section 21, universal design, etc.
- **Participatory Action Research (PAR) in Rehabilitation Settings:** Four-week seminar series provides a conceptual foundation for understanding utility of a PAR research environment.



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ARRT Program Research Coursework (continued)

+ Mandatory Core Courses

- **Critical Review of Rehabilitation Research:** On-going weekly seminar where select rehabilitation journal articles will critically reviewed.
- **Manuscript and Grant Development Course:** On-going seminar that focuses on the practical aspects of manuscript development and grant writing. Fellows will work on developing manuscript and research grant application.
- **Advanced Training in Data Management Software Applications:** Ten-session seminar that will introduce and describe the functions for select qualitative (i.e., Nvivo) and quantitative (i.e., SPSS and SAS) data management and analysis programs. Covered topics include data coding and entry, data mining and analysis, figure and table development, etc.



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ARRT Program Research Coursework (continued)

+ Other Courses or Lectures

- **Human Subjects Protection in Research:** Review of self-study and successful passing of exam on its research content.
- **Health Insurance Portability and Accountability Act (HIPPA):** Review of self-study and pass a web-based exam on regulations and guidelines of HIPPA.
- **LU-RRTC sponsored webinars and Community of Practices (COPs):** Participate in periodic webinars and COPs covering topics on minority serving institution research capacity building and improving rehabilitation services to under-represented populations.



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ARRT Peer-to-Peer Multiple Mentor Model

- + **Primary Mentor:** Work collaboratively with Post-doctoral Fellows to create an Individual Work Plan of research tasks, monitor their timelessness in accomplishing objectives, and support and inspire fellows.
- + **Multidisciplinary Scientific Mentorship Panel:** Content experts, multicultural specialists, methodologists, and a research statistician from the LU-RRTC, ICI, North Carolina Agricultural and Technical State University, South Carolina State University, and Jackson State University guide Fellows' research and grant writing agendas.



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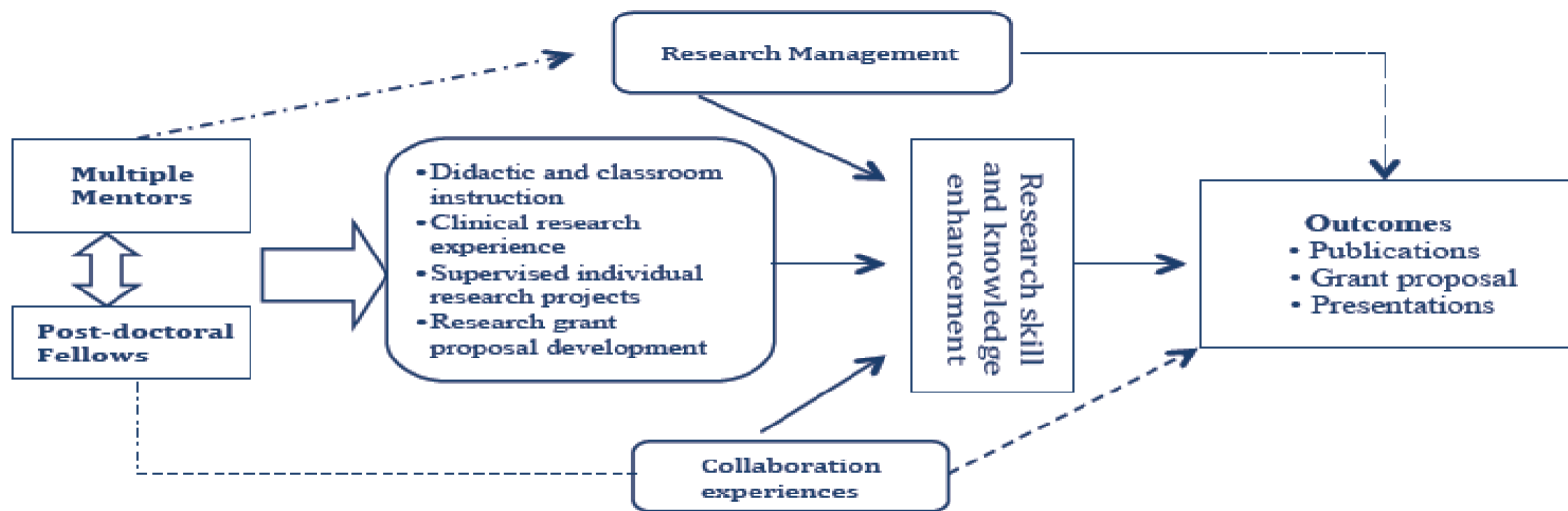
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ARRT Peer-to-Peer Multiple Mentor Model Conceptual Framework



ARRT Peer-to-Peer Multiple Mentor Model (PPMMM) Conceptual Framework

The model facilitates post-doctoral fellows' expansion of professional networks in the work they are completing during the fellowship, but most importantly for the rest of their professional careers.

Post-doctoral Fellows' Scientific Writing Abilities

- + **Research Project:** Development of a project with feedback from multiple mentors will lead to increased project conceptualization, methodology, and manuscript and scientific writing skills.
 - + - **Outcome:** At least one (1) Fellow led article in refereed journal.
- + **LU-RRTC Project Integration:** Integration into on-going LU-RRTC research projects will increase Post-doctoral Fellows' knowledge of team science concept, methodology, and scientific writing skills.
 - + - **Outcome:** Co-author at least one (1) article or technical/policy brief.
- + **Research Grant Proposal:** Grant proposal development feedback from multiple mentors will lead to increased project conceptualization and technical grant writing skills.
 - + - **Outcome:** At least one (1) proposal (FIP or Switzer) submitted to NIDILRR.



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Post-doctoral Fellows' Presentation and Interdisciplinary Other Experiences

- + **Presentation Experiences:** Present research findings at national conferences to professional and consumer oriented audiences.
- + **Interdisciplinary Research Experiences:** Integration into on-going LU-RRTC research projects.
- + **Consumer-Related Experiences:** Research practicum at agencies and entities serving individuals with disabilities such as Oklahoma Department of Rehabilitation Services, Goodwill Industries of Central Oklahoma, and Oklahoma City Public School Department of Special Education.



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ARRT Participation Incentives

- + Salary and benefits package- Annual salary with full health benefits;
- + Peer-to-Peer multiple research mentorship opportunity with scientific panel mentors;
- + Financial research agenda start-up package- i.e., study participant honorariums/fellow research travel;
- + Peer reviewed publications; and
- + Present research findings at national rehabilitation related conferences.



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Eligibility Criteria

- + Doctoral degree in rehabilitation counselor education, psychology, special education, social work, rehabilitation teaching, counseling, orientation and mobility, physical therapy, occupational therapy, communication [speech] therapy, nursing; or economics and health statistics/mathematics, or other related areas;
- + Minority-Serving Institution and Traditionally White Institution Doctoral Program Candidates and Graduates can apply;
- + Demonstrated interest in the rehabilitation of individuals with disabilities;
- + Relevant professional and/or research experiences;
- + Strong commitment in obtaining employment as a faculty member or researcher at a minority-serving institution at the end of the training;
- + Long term goals related to pursuit of research in disability and employment research; and
- + A willingness to commit two years to advanced rehabilitation research training.



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Application Packet

- + Completed Application;
- + All post-secondary academic transcripts;
- + Two letters of reference provided by the candidate from the chairman of the candidate's doctoral program, internship coordinator or research supervisors;
- + Copy of up to date curriculum vitae or resume;
- + Copies of prior publications or collaborative scholarly materials;
- + Research philosophical statement inclusive of rehabilitation research interests and how these interests match learning objectives and research experiences provided in the ARRT Program.



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FUNDING AGENCY ACKNOWLEDGEMENT

The contents of this presentation were developed under a grant from the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR grant number 90AR5029-01-00). NIDILRR is a Center within the Administration for Community Living (ACL), Department of Health and Human Services (HHS). The contents of this presentation do not necessarily represent the policy of NIDILRR, ACL, HHS, and you should not assume endorsement by the Federal Government.

