

IBR



2023 ANNUAL REPORT FOR THE INSTITUTE OF BEHAVIORAL RESEARCH



**COLLEGE OF
SCIENCE & ENGINEERING**

INSTITUTE OF BEHAVIORAL RESEARCH

Special thanks to the editorial team:

Audrey Armstrong

Sarah Hunter

Chase Crossno



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In Memoriam

Dr. George Washington Joe, loving brother, uncle, friend, and devoted scientist, passed away on August 24th, 2023 at the age of 80.

George was born on February 22nd, 1943 in Augusta, Georgia, to Jim Hung Joe and Wong Gum Liu (Rose). He attended Aquinas High School and Augusta College, graduating from the University of Georgia with a bachelor's degree and intending to teach mathematics. Instead, he pursued graduate study in research design and received a Doctorate of Education from the University of Georgia.



George joined the Institute of Behavioral Research at Texas Christian University as a Research Scientist in 1969 and devoted the rest of his 54-year career to researching drug addiction treatment, efficacy models, and the etiology of drug abuse. He wrote and published several books on his research findings, and over one hundred professional journal publications. He was a member of the NIDA Treatment Research Subcommittee and Special Emphasis Panels. George was devoted to his work, contributing greatly to the scientific understanding of how to treat drug addiction. Beyond his professional role at the IBR, he regarded his colleagues as family, too.

He took a very active role at St. John's Anglican Church, faithfully serving as an usher and attending weekly Bible study. He especially enjoyed the coffee times after service every Sunday.

George had a passion for music and classic Hollywood films. He loved musicals, especially movies featuring stars like Judy Garland and Fred Astaire, who were among his favorites. He reveled in the musical heyday of the three decades following those early loves.

He also loved sports, especially football and basketball, faithfully and fervently following the Georgia Bulldogs & TCU Horned Frogs football as well as the Tom Landry Dallas Cowboys. He was definitely conflicted when UGA played TCU.

George was known for his quiet humility, goofy sense of humor, and egoless generosity toward everyone around him. He was a steadfast friend and companion to many, going out of his way to be present for his family, friends, colleagues, and beloved church community.



Excerpt from the obituary for George W. Joe.



**IBR
2023**





Dear TCU Faculty, Staff, and Friends,

As we embark on a new year, I am thrilled to reflect on the remarkable achievements and ongoing impact of TCU's Institute of Behavioral Research (IBR) in 2023. This past year was truly one of momentum and progress, marked by significant research milestones, impactful collaborations, and a continued commitment to serving our students and community.

Celebrating 60 Years of Excellence: This year, we proudly celebrated our 60th anniversary with a landmark conference that brought together leading researchers, practitioners, and students to reminisce on our history while also looking into our future. The theme, "Impact of Health & Justice Research on Policy & Practice," resonated deeply, highlighting the enduring importance of our work in understanding and shedding light on ways to improve human behavior for the greater good.

Projects Making a Difference: Beyond the conference, our researchers continued to tackle critical issues with real-world impact. From developing and implementing innovative interventions that address access to community health services to collaborating with community and academic partners on projects aimed at improving substance use and HIV risk outcomes, the IBR's work is making a tangible difference in the lives of individuals and communities.

SOAR Lab, A Beacon of Student Inspiration: We are particularly excited about the continued success of IBR's undergraduate SOAR (Student Overview of Applied Research) Lab. The lab continues to grow and provide a dynamic opportunity for interdisciplinary collaboration, allowing undergraduate students from various backgrounds and interests to work together with IBR faculty and graduate students on developing community-based studies resulting in meaningful societal implications.



Looking Ahead: As we move forward, we remain committed to:

- **Advancing groundbreaking research:** We will continue to pursue and expand our innovative studies of addiction and health sciences, with a continued focus on criminal legal populations.
- **Fostering collaboration:** We believe that collaboration is key to maximizing our impact. We will continue to partner with our colleagues and members of the community to ensure our research addresses real-world needs.
- **Engaging the community:** We are dedicated to sharing our research findings and expertise within the broader community, promoting positive change through our expansion of social media, training, and technical assistance efforts.

I am incredibly proud of the dedication and passion of IBR staff and our collaborators. Together, I believe we are making a meaningful difference in the world.

Thank you for your continued support. I am excited to see what the future holds for the IBR as we continue to unlock the power of science to create a better tomorrow.



Kevin Knight, Ph.D.

Professor, Saul B. Sells Endowed Chair of Psychology (<https://cse.tcu.edu/psychology>)

Professor, TCU Burnett School of Medicine (<https://mdschool.tcu.edu>)

Director, Institute of Behavioral Research (<https://ibr.tcu.edu>)



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Our staff and the ongoing activities we participate in over the year.

By the Numbers

Our financial and personnel growth over the past 5 years.





IBR's IMPACT in 2023

The Institute of Behavioral Research continues to lead in its efforts to improve circumstances and services for people affected by substance use, incarceration, and risky health practices and to help them break out of the cycle of behaviors that imprison them physically, medically, and emotionally. These efforts have resulted in hundreds of published scholarly research articles and stories from the field. Over the years, these stories from the field are what have inspired our researchers to work further to build and refine their findings into interventions, forms, and assessments.



For example, the ACTION Mobile Health Unit (MHU) has been of particular importance. “The ACTION mobile health unit (MHU) has been busy delivering much-needed healthcare to research participants across Tarrant County. In 2023, we increased our clinical coverage to three half-days a week by bringing on board 3 new clinicians with JPS Urgent Care and Psychiatry, including Sally Spann, PA-C, Lessie Harlin, FNP-C, and Madi Escamilla, PA.

They join our existing team of clinicians including Dr. Hunter Scarborough, MD, from JPS. He provides clinical supervision of advanced practice providers in tandem with JPS site-PI Dr. Dustin DeMoss, DO, and Lynnette Howington, DNP, from the TCU Harris College of Nursing and Health Sciences. We have also expanded our community health worker (CHW) team working on the MHU to include Ahrein Bennet, MPH, Sabrina Roberson, MPH, Christy Wooten, LMSW, LCDC, and Crystal Moran, MPH. Participant feedback regarding receiving healthcare in a mobile setting has been very positive, with our team making their way out to convenient locations for participants week after week. PI, Kevin Knight highlighted, “We had an individual who broke down crying because they were so thankful to have access to healthcare. These aren’t hardened criminals you see on TV, and it’s not a matter of not wanting to use [substances]. This is a difficult problem that’s a public health and community concern.” Our work was featured in the TCU Endeavors and TCU Magazine (see QR codes for link).



Communicating Your Science



An informed and engaged community is the first step to a healthier population. As public health scientists and researchers, we have a responsibility to share the meaning and implications of our work. Chase Crossno, Assistant Director of Training & Interventions, led a workshop for IBR staff to build skills to communicate their research clearly and vividly for a range of audiences.

Dr. Randi Profitt said of the workshop, “Communicating science effectively is more than just writing manuscripts and giving conference presentations to other scholars. Communicating science to the public, interdisciplinary professionals, and the media is an essential part of being a good scientist. It is the first step in turning evidence into practice, the ultimate goal of creating improvements in public health. During the workshop, I was reminded of the importance of a hook—an introduction that makes people want to listen, delivered in a way free of fancy jargon or big words. We practiced simplifying our message to ensure we can drive the point home in a short amount of time is the most likely formula for successful science communication.”



Dr. Scarborough Presents on Fentanyl Impact in Tarrant County



Audrey Armstrong, IBR Research Support Staff person, attended the presentation and shared the knowledge she gained with her adult child that evening. She opened by asking her 22 year-old what they knew about Fentanyl. When they said they didn't know anything about Fentanyl, Audrey said, "then I'll share what I learned about Fentanyl today." The resulting conversation was a "really poignant parental moment," Audrey said. "I was able to talk to them adult to adult, no judgment. They felt support and love in the information I shared."



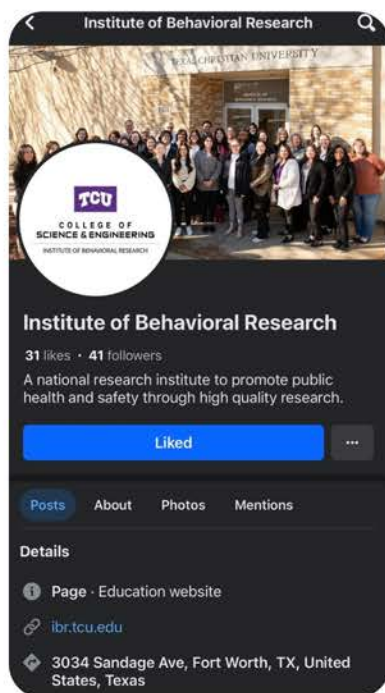
The Institute of Behavioral Research hosted its first-ever Saul B. Sells Research in Practice Speaker Series on February 16, 2023, in the Dee J. Kelly Alumni Center. Dr. Hunter Scarborough presented "**The Opioid Epidemic: How Tarrant County is Fighting Fentanyl.**"

An event flyer with a purple and white color scheme. At the top right is the TCU logo and 'COLLEGE OF SCIENCE & ENGINEERING INSTITUTE OF BEHAVIORAL RESEARCH'. The main text reads 'SAUL B. SELLS RESEARCH IN PRACTICE SPEAKER SERIES' followed by the title 'THE OPIOID EPIDEMIC: HOW TARRANT COUNTY IS FIGHTING FENTANYL' and the speaker 'DR. HUNTER SCARBOROUGH'. A circular portrait of Dr. Scarborough is on the right. Below the title, it says 'THURSDAY 16 FEBRUARY' and 'TIME 12:00 PM'. The location is 'DEE J. KELLY ALUMNI CENTER' with 'BOX LUNCH PROVIDED'. At the bottom left is the 'IBR SOAR LAB' logo, and at the bottom right is a QR code and a 'Reserve Your Spot' button.

International Day of Women & Girls in Science

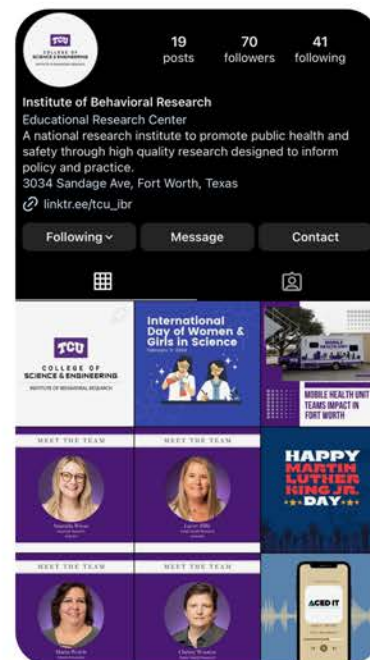
February 11, 2024

Social Media



In 2023, the Institute of Behavioral Research began its social media presence, beginning with Facebook. The page launched on October 6, with the launch of Instagram following close behind on October 27. Both pages have seen a steady increase in both follows and likes. The pages have been valuable for sharing a variety of content, from office events to educational content. For example, in December of 2023, the accounts shared a podcast that Dr. Jenny Becan had recently appeared on as a resource for our followers. The accounts also utilize educational holidays to provide learning opportunities for followers, with plans to continue expanding the resources shared on these days.

The fan-favorite post series has been, by far, "Meet the Team," where staff are featured on social media on a regular basis. This allows followers to see the faces behind the science. It is nice to see the faces of people conducting the research happening at the Institute of Behavioral Research. Through the use of social media - particularly in sharing office events and "Meet the Team" posts - those outside of the office are afforded a glimpse at the people who make the Institute of Behavioral Research such a successful team.



HAPPY
MARTIN
LUTHER
KING JR.
DAY

IN 5 NEW HIV INFECTIONS
OCCUR AMONG BLACK AMERICANS

Social Media



Amanda Wiese
Associate Research
Scientist

NATIONAL BLACK HIV/AIDS AWARENESS DAY

Source: Centers for Disease Control & Prevention.

In December of 2023, TCU's Institute of Behavioral Research continued its social media launch on LinkedIn. This allows employees to connect with other colleagues in the field, as well as share valuable resources and research updates.



Connect with us on Social Media



Instagram



Facebook



LinkedIn

RESEARCH PROJECTS

ACTION

The project is led by highly experienced Multiple PIs at TCU, Yale, and UTSW and includes partnerships with service provider leaders in the participating communities. ACTION represents the opportunity to engage in a community-wide effort focused on addressing gaps along the service/prevention cascade of care for the target population, with the primary goal being the improvement of linkage to HIV/MOUD and related services for justice-involved individuals.



Scan to
Learn More



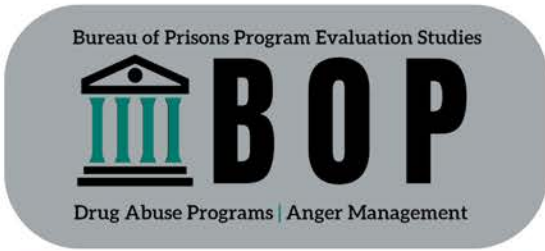
Scan to
Learn More



JCOIN

Justice Community Opioid Innovation Network
The TCU Research Hub

The JCOIN project examines both implementation fidelity and efficacy, seeking to answer the question of which implementation strategy (top-down versus horizontal cascading) is most effective for the rapid uptake of evidence-based practices within justice settings. The study also examines which strategy is most effective for increasing service linkage and initiation, service retention, and improved opioid-related public health safety outcomes.



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The purpose of this study is to help the BOP address First Step ACT of 2018 requirements by evaluating the Bureau's drug abuse treatment programs: Drug Education (DE), Residential Drug Abuse Program (RDAP), Non-Residential Drug Abuse Program (NRDAP) and Medically-Assisted Treatment (MAT), as well as evaluating outcomes for people who have participated in two or more of these programs; as part of a separate contract, we also are evaluating the BOP's Anger Management (AM) program. A major component of our research design examines the existing screening and assessment process that serves as an essential first step to understanding the nature and severity of the health and social problems that might have led to or resulted from substance use.



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Learn More



The FAMLI study tests the integration of existing tools applied to juvenile justice populations and examines the feasibility, acceptability, and preliminary efficacy of a caregiver-youth intervention aimed at increasing substance use treatment initiation and engagement. The proposed study addresses the sizeable gap in service receipt among JJ youth by addressing family engagement and focuses on improving motivation to change, linkage to services, and treatment engagement.





The LeSA study adapts Trust-Based Relational Intervention® (TBRI® a relational, attachment-based intervention that promotes emotional regulation through interaction with responsive, trained adults) for use as a prevention intervention targeting youth at risk for substance use (especially non-medical use of opioids). Safe adults (e.g., parent/guardian, extended family member) are trained in behavior management techniques for empowering youth to appropriately express their needs, connecting them with others in pro-social ways, and correcting or reshaping undesirable behavior.



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The SUHRI feasibility trial adapts and pilot tests an integrated health risk-reduction and motivational enhancement intervention for justice-involved youth culminating in a sustainable intervention for use within a juvenile justice supervision/case management context to teach and facilitate positive, prosocial, and expected behaviors. Graphical approaches are used to encourage introspection and problem identification, enhance self-regulation, improve analytical problem-solving skills, and promote healthy behaviors. More specifically, this study aims to examine intervention feasibility and acceptability and test the feasibility of the study protocol (adherence, subject retention, instrumentation) with the justice-involved youth.



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BEAUTY SHOP



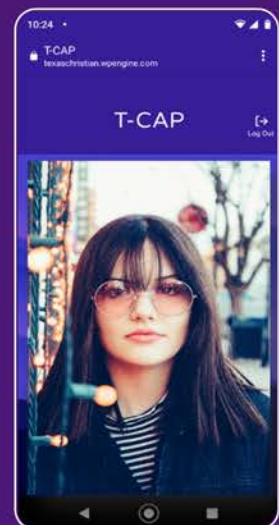
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Learn More

The Beauty Shop Study is a 1-year pilot research study that seeks to test the feasibility and uptake of a sexual and reproductive healthcare approach for Black women using a mobile health unit (MHU) for healthcare delivery to underserved communities. HIV diagnosis rates among black women are 11 times higher than those for White women, and Tarrant County is a known national hot spot for new HIV infections. The study's novel intervention approach includes training hair stylists as community-based health advocates (CHAs). In their role as CHAs, they will be taught how to encourage their Black female clients to get tested for HIV, seek PrEP (a pre-exposure prophylactic drug) when medically appropriate, and receive sexual and reproductive healthcare on the MHU. The study will recruit and enroll a minimum of 40 participants, screen them for HIV, Hepatitis C, and STIs, and provide cervical cancer screening, HPV vaccination, and prescriptions or referrals for contraceptives and PrEP. The proposed project will provide the critical pilot data needed to support a larger 5-year R01-funded project through the NIH National Institute on Drug Abuse (NIDA).

Telehealth-Clinical Advocacy Project (T-CAP) is a development and feasibility study to examine the impact of integrating clinical

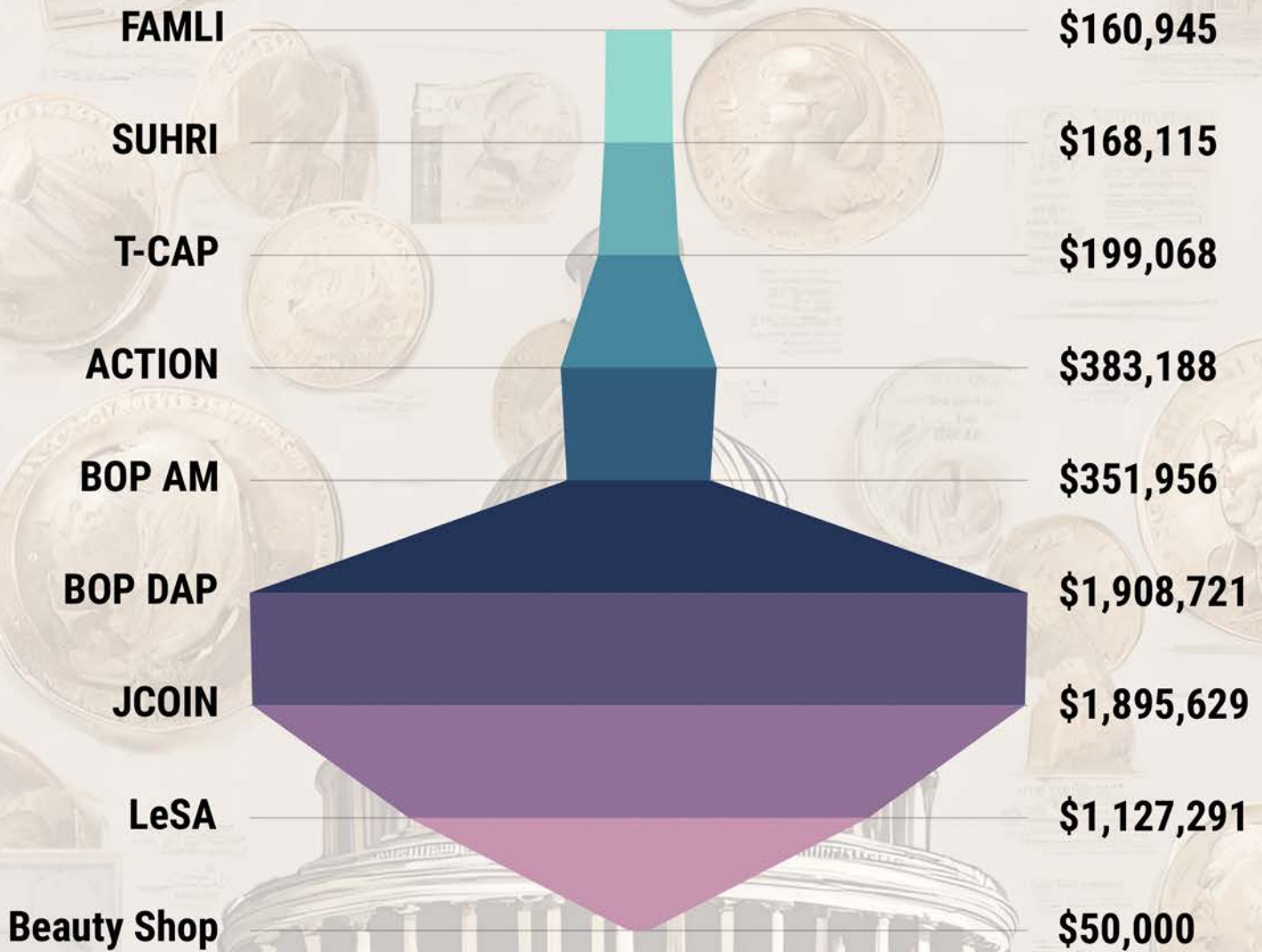


telehealth services within a police opioid diversion program in a midwestern state. As part of a state response to the opioid crisis, law enforcement agencies and community stakeholders launched an Opioid Diversion Program (ODP), where individuals voluntarily enter a police department and ask for help with substance use treatment without fear of arrest. The T-CAP intervention focuses on enhancing one county ODP by (1) introducing a telehealth model that links participants to a trained clinician throughout the intervention process and (2) expanding the community treatment services infrastructure (including expanded options for pain management and increased access to medical services that can provide medication-assisted treatment or MAT).



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2023 RESEARCH PROJECT FUNDING



FAMLI (5/1/22 - 4/30/23)

SUHRI (9/1/22 - 8/31/23)

T-CAP (8/1/22 - 7/31/23)

ACTION (9/30/22 - 8/31/23)

Beauty Shop (6/1/23 - 5/31/24)

BOP AM (9/1/22 - 8/31/23)

BOP DAP (9/17/22 - 9/16/23)

JCOIN (5/1/22 - 4/30/23)

LeSA (9/1/22 - 8/31/23)



STUDENT-LED INITIATIVES

The IBR is a leading research institute at the University. Our research scientists function much like other university faculty members in that the director is a professor of psychology, and all IBR scientists hold associate graduate faculty appointments, serve on student thesis and dissertation committees, supervise graduate students, and assist with independent studies.

In addition to supporting IBR graduate stipends, the IBR provides stipends for two collaborative graduate students, Savannah Hastings and Francesca Gentea. In addition to their work with the IBR, Savannah works in Sarah Hill's lab and Francesca is also a part of Cathy Cox's lab.



The SOAR lab had over 40 students actively involved in meetings and 5-6 students serving in Tier 2 or Tier 3 activities. Undergraduate students are not the only ones connected through SOAR. Our current graduate students also have the opportunity to lead and mentor our undergraduate students through research projects.

The Student Overview of Applied Research (SOAR) Lab is a student organization sponsored by the IBR and facilitated by graduate students for TCU undergraduates interested in learning more about research. Program goals for SOAR include learning about our IBR graduate student program, participating in discussions with experienced researchers, and engaging in activities aimed at preparing students for



advanced degrees in experimental psychology. This year the SOAR Lab has added both a campus-wide speaker series and a community engagement aspect to the lab.

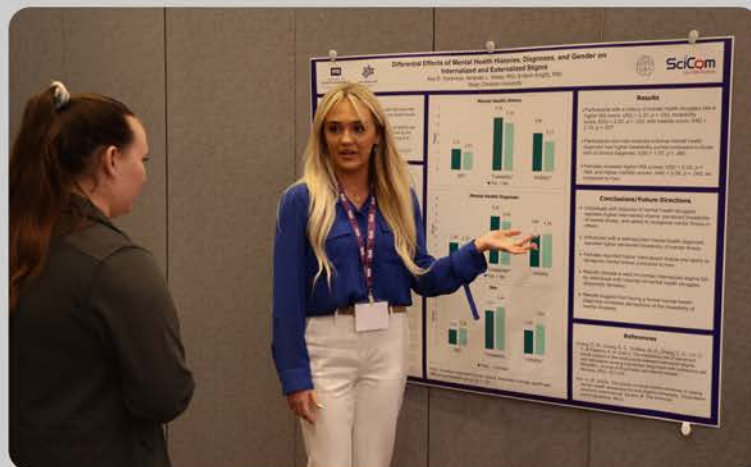
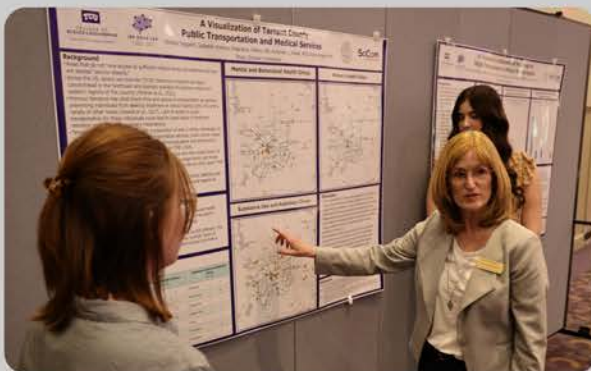
The lab features monthly meetings (Tier 1) that are open to all students and a more immersive research opportunity for interested students, available as an independent study/IBR apprenticeship (Tier 2). 2022 also saw the addition of an IBR Internship opportunity (Tier 3). All Tiers provide mentoring opportunities with graduate students and senior researchers.

Tier 1 students experience writing a proposal, collecting data, and analyzing and reporting results. They also present projects at the College of Science and Engineering's annual Student Research Symposium (SRS). Undergraduate students are currently working on projects in Tarrant County, partnering with local women's shelters, community centers, and homeless shelters.



Student Research Symposium

The purpose of the College of Science & Engineering Student Research Symposium (SRS) is to showcase both undergraduate and graduate science research in a relaxed, interdisciplinary setting. Any science student involved in research is encouraged to give a presentation at this event. Participation in the Symposium offers students practical experience in giving presentations in a professional but relaxed setting. It is also a fun social event where students can learn about research in other departments in the College.





Sarah Gonzalez (a junior in the TCU Nursing program) reflected on her experience conducting a research project and presenting the results at the Student Research Symposium. She noted that the experience helped prepare her for a future in research and allowed her to grow her skills in professional presentation and sharing the results of her work. She also felt more confident about her ability to conduct and present her research in the future. She concluded by saying that she “felt the support of her community of students and work-study colleagues through this experience and learned a lot!”



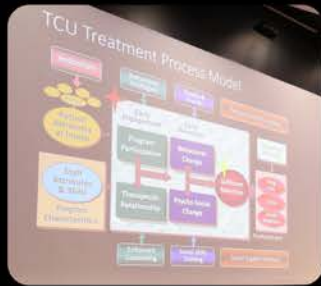
IBR SOAR LAB

STUDENT OVERVIEW OF
APPLIED RESEARCH



THE IBR TEAM

The **Impact of Health & Justice Research on Policy & Practice Conference** was held April 17-18, 2023, in TCU's Brown-Lupton University Union (BLUU). The two-day event celebrated the 60-year history of TCU's Institute of Behavioral Research, commemorating its rich history with fun celebrations and reflecting on its vast impact. After opening remarks by TCU's President Pullin set the stage for the conference, two of our international collaborators highlighted research going on in the United Kingdom as well as in Greece, showcasing IBR's global reach.



A panel of former IBR directors and NIH colleagues followed with a lot of laughter as they reminisced on the past. Other talks highlighted collaborations within multiple juvenile justice systems, TCU's Nursing program, and John Peter Smith Hospital, along with a presentation featuring the real-world impact of IBR research on policy and practice. Guided tours of the IBR and the Mobile Health Unit were also conducted for interested participants. Deans Michael Kruger and Floyd Wormley concluded the conference with insightful words about the ongoing contributions the IBR is making within the TCU and local communities. For current IBR staff and colleagues, the conference offered a platform to hear from local, national, and international partners as they engaged with them and shared their experiences. Conference participants also had an opportunity to visit several poster presentations by student researchers in conjunction with the university's annual Student Research Symposium.

The conference's focus on collaborations emphasized the significance of partnerships in advancing research and its application. Overall, the Impact of Health & Justice Research on Policy & Practice Conference was a successful event that not only celebrated the rich history and diverse collaborations of TCU's Institute of Behavioral Research but also looked forward to the future impact of its research on policy and practice.





OFFICE CULTURE

Building a positive culture within IBR continues to be a priority. Together, we are striving to improve staff communication and connections, as well as create consistent yet adaptable policies and procedures based on collective staff feedback to create a thriving and happy work environment. Based on our training in 2023 led by Dr. Wendy Williams and Elisabeth Apperson, we have increased our focus on leading by example, emphasizing the need to foster respectful communication, celebrating the successes of our colleagues, and offering supportive feedback. We also have worked on empowering staff regardless of their role within the Institute, with an increased focus on delegating tasks with greater autonomy, continuing to encourage open communication, and recognizing individual and group contributions.

Dr. Wendy Williams, a professor at the TCU Honors College, worked with IBR staff from August to December 2023 to help create a stronger workplace culture. After meeting with the director to learn what was going well and which areas could be improved, a five-month program of activities was developed. Wendy reflected, "It was clear that Kevin was a strong leader who deeply cared about his staff. He worked tirelessly to bring everyone together and build a culture of trust and belonging. He organized social opportunities, made decisions thoughtfully, and kept an open-door policy for anyone who wanted to discuss concerns."

Step 1: Create a Culture Inventory

Wendy started with a culture inventory, extensively interviewing seven employees in various positions across levels at the institute and asking the following questions: What is the best part of working here?; Do you feel your work is valued?; Describe the level of trust that you experience among team members.; Do you feel you can speak freely at work?; How does IBR support professional development?; How are decisions typically made within the organization?; What is the process of feedback?; What are the core values of IBR, and how are those values reflected in day-to-day operations?; What are the challenges among the team?; How would you describe the overall work culture here?; In what ways could the workplace environment at IBR be improved?



The inventory revealed that the IBR team was experiencing typical post-COVID challenges: an influx of new employees, people wanting to work from home, cross-generational misunderstandings, and occasional friction between veteran employees who revered the history and culture of the institute and new employees who had different ideas about how things should be done.

Step 2: Conduct a Survey

Next, Wendy developed a survey for all IBR employees asking them to rate the following statements on a 1-5 scale (strongly disagree to strongly agree):

- My colleagues care about me.
- My colleagues listen to me.
- My colleagues and I work together as a team.
- My colleagues and I communicate effectively with one another.
- My colleagues value my ideas.
- The work environment allows me to do my best work.
- The work environment is positive.
- The work environment values relationships and is a culture of care.

The statements were carefully chosen to focus on creating a positive, high-trust work environment which, in turn, would increase engagement, collaboration, and productivity. The average score of the initial survey across all categories was 3.65.

Step 3: Hold a Retreat

With that initial data in hand, the two-day retreat at Pinstripes hosted research-based and experiential activities focusing on empathetic communication and covering the following topics: What is Empathy in the Workplace?; Why is Empathy Essential for Success?; Self-Awareness – Understanding Mindset; Self-Awareness – Shifting Mindset; Communication – Out of Conflict; Communication – In Conflict; Next Steps.

The “Next Steps” portion involved having staff identify suggestions for improving the culture at the institute. Suggestions were grouped into four categories: staff engagement, staff resources, staff newsletter, and ??. Staff members signed up for one of the four teams, brainstormed ideas, and developed practical solutions to problems. The survey was conducted a second time following the retreat. The second-round surveys averaged out to 3.95, showing a noticeable increase from 3.65.

Step 4: Follow-Up

Next, Wendy met with the director and staff members to see how people were doing. Part of the work was to hear people’s stories—whether of frustration or success—and offer constructive suggestions using the empathy-related skills learned at the retreat.

Two additional mini-workshops were held in the months following the retreat. One workshop addressed team building and retreat follow-up, encouraging teams to continue their work on proposed projects. The other was an optional mindfulness workshop. Fourteen people attended the optional workshop, almost half of the staff! This further exemplified the employees’ eagerness to grow personally and connect with each other.

Step 5: Final Survey

A final third survey was conducted three months after the two-day workshop and yielded an average score of 4.02*, further demonstrating continued team growth.

*responses from staff who did not attend all events were not included in the survey results.





**“The strength of the team is
each individual member. The
strength of each member is
the team.”**

-- Phil Jackson

BY THE NUMBERS

IBR PROJECT EXPENDITURES

PROJECT	2019	2020	2021	2022	2023	PROJECT TOTAL
ACTION	NA	NA	\$305,931	\$426,183	\$355,911	\$1,088,025
BOP	NA	NA	NA	\$580,542	\$1,427,322	\$2,007,864
JCOIN	NA	\$748,187	\$1,287,721	\$2,171,749	\$2,083,505	\$6,291,162
LESA	NA	\$575,048	\$760,101	\$994,097	\$896,036	\$3,225,282
FAMLI	NA	\$103,426	\$203,224	\$141,793	\$117,955	\$566,398
SUHRI	NA	\$139,540	\$176,044	\$78,292	\$171,223	\$565,099
T-CAP	NA	\$123,663	\$85,726	\$21,098	\$96,496	\$326,983
MAP-IT	NA	\$302,698	\$61,237	NA	NA	\$363,935
IOWA	NA	\$42,379	\$42,379	NA	NA	\$84,758
DRR2	\$135,821	\$770,134	NA	NA	NA	\$905,955
YEAR TOTAL	\$135,821	\$770,134	\$905,955	\$1,811,910	\$3,623,820	\$7,247,640

Annual total of grant funds has more than quintupled since 2020. Regarding staff growth, the total number of staff has more than doubled since that time with the number of Research Scientists and Public Health Research Associates both increasing by more than double. Research Assistants have more than doubled since 2021. And, other positions have been added to accommodate the institute's growth into more training and intervention efforts as well as digital content and marketing.

STAFF GROWTH



	2019	2020	2021	2022	2023
RESEARCH SCIENTISTS (incl. Director)	6	8	9	10	11
PHRA's	2	5	7	11	11
RA's			11	13	22
Administrative/ Support Staff	4	4	4	5	5
Other (Data Mgr., Marketing, Training Academy Director)			2	2	3
TOTAL STAFF	12	17	33	41	52

New Employees



Chase Crossno
Assistant Director of
Interventions & Training



Crystal Moran
Public Health
Research Assistant



Sarah Hunter
Marketing & Digital
Content Coordinator



Keely Self
Administrative
Support Assistant



Ian Armstrong
Research Assistant



Melanie Lozano
Research Assistant



Genesis Hernandez
Research Assistant

of 2023



Val Garcia
Research Assistant



Francesca Gentea
Research Assistant



Carly Marincasiu
Research Assistant



Jen Marony
Research Assistant



Xander Shannon
Research Assistant



Kailey Tamaz
Research Assistant



Nicholas Bravo
Research Assistant

2023 Publications & Presentations

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PRESENTATIONS

Becan, J., Wiese, A., Belenko, S., Joseph, V., Campos, S., & Scogin, H. (2023, August) Identifying Gaps in Connecting Underserved Populations to Community-based Substance Use Services using Needs Assessment Exercises among Justice-provider Partnerships. Presented at the International Community Justice Association, ICJA Research Conference in Cleveland, OH.

Becan, J., Wiese, A., Wood, C., Carey, P., **Marincasiu, C., & Knight, K.** (2023, October) The TCU Clinical Trial within the Justice Community Opioid Innovation Network – Workgroup Approaches for Promoting Service Access Improvement. Presented at the Addiction Health Services Research Conference, AHSR in New York City, NY.

Becan, J., Wiese, A., Wood, C., Howell, D., Chavez, R., Painter Davis, N., Olson, D., **Knight, D., & Knight, K.** (2023, December) Strategies for Enhancing Collaborative Practice in Criminal-Legal (CL) Settings: Lessons Learned from the JCOIN TCU Hub. Presented at the 16th Annual Conference on the Science of Dissemination and Implementation in Health in Washington, D.C..

Howell, D., Williams, A., Parrack, J., Garnett, J., **Becan, J.**, Olson, D., & Ross, J. (2023, January) Panel Regarding Initiatives for Justice-involved Individuals at the State and National Levels. Presented at the Illinois Certification Board Spring Conference in Itasca, IL.

Joseph, V., Painter Davis, N., **Becan, J., & Knight, K.** (2023, August) Identifying Multiple Forms of Stigma: Findings from Needs Assessments Across New Mexico. Presented at the International Community Justice Association, ICJA Research Conference in Cleveland, OH.

Knight, D.K., Yang, Y., & Shelley, L.T. (2023, April). HEAL Prevention Cooperative Annual Meeting-Texas Christian University: Leveraging Safe Adults (LeSA) [Conference presentation]. NIH HEAL Initiative: Preventing Opioid Use Disorder in Older Adolescents and Young Adults, Washington, D.C.

Knight, K. (2023, August). Best practices for treatment and community supervision of the substance-using criminal population. Invited presentation given at the Maricopa County Attorney's Office, Phoenix, AZ.

Knight, K. (2023, September). Addiction research. Invited plenary presentation given at KETHEA, Therapy Center for Dependent Individuals, Athens, Greece.

Nijhawan, A., Pulitzer, Z., Torres, B., Noreen, N., Schultheis, A., Frank, C., Colon, R., Brooks, R., **Proffitt, R., Pankow, J., Bennett, A., Salyards, M.,** Kuo, I., **Knight, K.,** & Springer, S. (2023, April) Indications for HIV Pre-Exposure Prophylaxis (PrEP) in a Justice-involved population: Intersection of Substance Use and Sexual Risk. Presented at the Academic Consortium on Criminal Justice Health Conference in Raleigh, NC.

Proffitt, R., Nijhawan, A., Springer, S., & **Knight, K.** (2023, April) Early lessons learned from a multisite randomized controlled trial of evaluating methods to improve linkage to HIV prevention and treatment services for persons with opioid and stimulant use involved in the justice system: addressing risk through Community treatment for infectious diseases and opioid use disorder now among justice-involved populations (ACTION). Presented at the 16th Annual Academic and Health Policy Conference on Criminal Justice Health (ACCJH) in Raleigh, NC.

Shelley, L. T., Joseph, E. D., **Yang, Y., & Knight, D. K.** (2023, May). Understanding the Implementation Process of Trauma-Informed Care Among Juvenile Justice Facilities through the Lens of the Trust-Based Relational Intervention. Society of Prevention Research Annual Conference, Washington, D.C.

Webster, M., Fallin-Bennett, A., Tillson, M., Oser, C., **Becan, J., Knight, K.,** & Staton, M. (2023, June) Assessing Recovery Coach Roles and Responsibilities in Substance Use Recovery. Presented at the College on Problems of Drug Dependence (CPDD) Annual Meeting in Minneapolis, MN.

Wiese, A., Becan, J., Wood, C., Carey, P., Howell, D., Stein, B., Guadagno, L., Gentea, F., Ayebaze, A., & Knight, K. (2023, August) Overview of the Needs Assessment Process across Three JCOIN Research Hubs. Presented at the International Community Justice Association, ICJA Research Conference in Cleveland, OH.

Yang, Y., & Knight, D. K. (2023, June). Testing the Validity of Novel Substance Use Involvement Measures with Prospectively Collected Data Among Youth Involved in the Legal System. Submitted in a panel titled Process and Evidence of Prospective Harmonization of Novel Outcomes Measures of Substance Involvement for Opioids, Cannabis, and Alcohol in HEAL Prevention Cooperative Studies. Society of Prevention Research Annual Conference, Washington, D.C.

Yang, Y., & Knight, D. K. (2023, June). Association between social exposure and substance use among youth in the legal system. Conference of Problems on Drug Dependence Annual Meeting, Denver, CO.

Yang, Y., Joseph, E. D., Shelley, L. T., & Knight, D. K. (2023, May). Preventing the Initiation and Escalation of Opioid Use Among Youth Involved in the Legal System: A Feasibility Study. Society of Prevention Research Annual Conference, Washington, D.C.

2023 IBR Staff Roster

Director and Saul B. Sells Chair of Psychology

Kevin Knight, PhD

Research Scientists

Wayne E. K. Lehman, PhD
Jennifer Edwards Becan, PhD
Jennifer Pankow, PhD, CADC
Yang Yang, PhD
Randi Proffitt, PhD
Amanda Wiese, PhD
Thomas Sease, PhD
Pam Carrol, PhD
Dona Howell, PhD

Assistant Director of Interventions and Training

Chase Crossno, MPH

Public Health Research Associates

Elaine Tinius, MSW, LCSW
Ahrein Bennett, MPH
Lacee Bills, BSW, LBSW
Ashley Gainey, MS, LPC-A
Crystal Moran, BCH, MPH
Christian Marin
Olivia Persinger, BS
Sabrina Roberson, MPH
Brandi Stein, MPH
Chelsea Wood, MPH
Christy Wooten, LMSW

Marketing and Digital Content Coordinator

Sarah Hunter, BA

Data Manager

Mansour Salami, MA, MS

Operations Coordinator

Holly Harrelson, BA

Grants Compliance and Contract Assistant

Amanda Soto, BS

Research Support Specialist

Audrey Armstrong, MA

Administrative Support Assistants

Melinda Portillo
Keeley Self

Research Assistants

Kristen Adams, MSSW, LCSW
Renee Castillo, BS
Stacey Castiglione
Heather Hines, BS
Audrey Gandy, BA
Nathalia Gonzalez, BA
Viridiana Munoz, BS
Maria Welch, MEd
Ian Armstrong, MA
Nicholas Bravo
Samantha Dehner, MSW, LMSW
Amani Dotson, MA
Lynzie Ferguson, BA
Val Garcia, BS
Beverly Gardner-Nelson, LMSW, LCDC
Francesca Gentea, MS
Genesis Hernandez, MS
Melanie Lozano, BS
Carly Marincasiu, BS
Jen Marony, MA
Edwin Paz, BA
Xander Shannon, BA
Mikala Smith
Kailey Tamaz

Graduate Research Assistants

Lillyan Shelly, BBA
Stephanie Villaire, MS
Savannah Hastings, BS

Undergraduate Intern

Faith Thomas-Moore
Vinisha Inaganti



@tcu_ibr



ibr.tcu.edu



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