

Diversity in Research & Evaluation



BEHAVIORAL
ASSESSMENT
INC.

CAPABILITY STATEMENT

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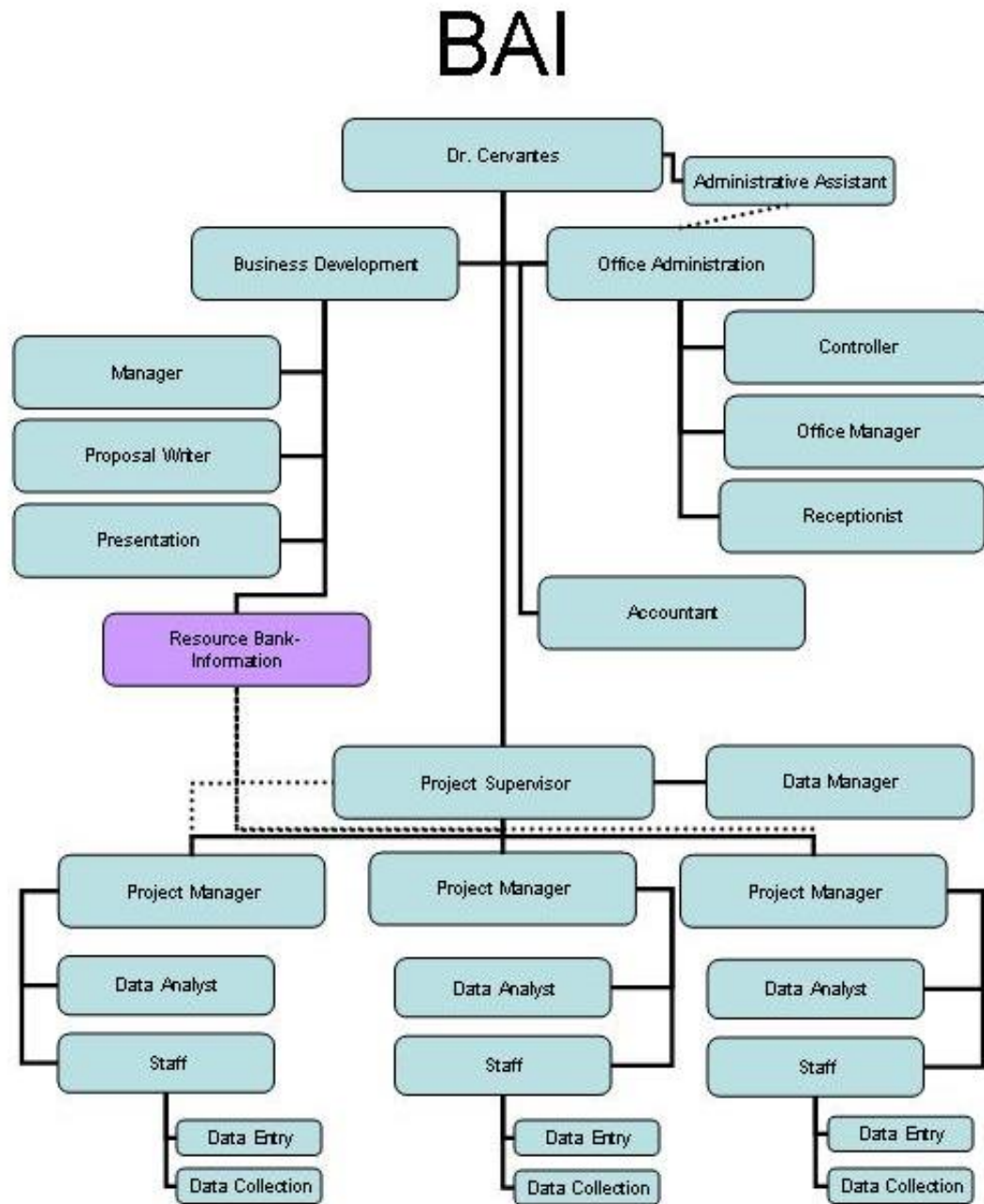


Company Background

Behavioral Assessment, Inc. (BAI) was established in 1987 and incorporated in 1993. In addition, in November 2002 BAI was certified with the United States Small Business Administration as a Small Disadvantaged Business in the 8(a) program. The corporation offers research, training, and consultation services, as well as professional program evaluation services. BAI has a long history of providing culturally sensitive and community based services that address the needs of emerging ethnic and cultural groups, and longer-term resident communities. BAI staff and consultants have over 30 years experience in the community and hold academic positions at major research and teaching universities. Staff and consultants are bilingual, bicultural, and represent Latino, Asian and Pacific Islander, and African American communities. BAI has provided services to international, federal, state and local governments, for profit and non-profit 501c(3) organizations. BAI clients have included the U.S. Department of Health and Human Services, the states of Texas, Arizona, and New Mexico, the City of Los Angeles, and foundations such as the California Endowment, Ford Foundation, and Mott Foundation. Currently BAI serves as technical advisor to the United Nations Developing Countries Program. The overall mission of BAI is to build the research, training, and evaluation capacity of communities.

NAICS CODE: 541720.

Organizational Chart



SERVICES OFFERED

BAI is a knowledge management and advisory firm offering clients a combination of value-added and cost-saving services. The company is committed to providing first-rate service to organizations by providing a team of talented, committed, and professional staff and consultants with advanced experience and education. Services offered by the company are represented by, but are not limited to, the following areas:

- Evaluation
- Training
- Research
- Data Analysis
- Technical Assistance
- Survey Development
- Sampling
- Delinquency Prevention
- Developing Just Societies
- Database Management
- Violence Prevention
- Language Capability
- Workforce Development
- Mental Health
- Substance Abuse
- Family Planning
- HIV
- Immigration & Border Health
- Child Development
- Policy Analysis



PROJECT EXPERIENCE

BAI CORE COMPETENCY MATRIX				
PROJECTS	SURVEY DEVELOPMENT	SAMPLING	ANALYSIS	EVALUATION
SUBSTANCE ABUSE				
Project Fuerza Planning Grant		X		
NM BHSD	X	X	X	X
Project Youth Connect (PYC) – Costa Mesa	X	X	X	X
Stop Short of Addiction – Spanish Language Program	X	X	X	X
Project SAFE – San Antonio Family Enhancement	X	X	X	X
HIV/AIDS				
Project Youth Connect (PYC) – Santa Ana	X	X	X	X
Youth Adelante	X	X	X	X
Joven Noble – Male Involvement Program	X	X	X	X
Project HEAL	X	X	X	X
Institute for Women’s Health– Targeted Capacity Expansion (TCE)	X	X	X	X
HIV/AIDS Prevention & Intervention Services for Female Youth at Risk for Juvenile Delinquency	X	X	X	X
MENTAL HEALTH				
Center for Multicultural Development	X	X	X	X
Latina Youth Development Project	X	X	X	X
NIMH-SBIR Program Phase I	X	X	X	X
NIMH-SBIR Program Phase II	X	X	X	X
PROJECT EVALUATION				
New Mexico State Incentive Grant	X	X	X	X
Texas State Incentive Grant	X	X	X	X
California State Incentive Grant	X	X	X	X
Project Bienestar	X	X	X	X
Sunrise Community Counseling Ctr	X	X	X	X
Orange County Bar Project	X	X	X	X
SW Region Behavioral Health Conference Evaluation	X	X	X	X
New Mexico Mental Health Transformation (TSIG)	X	X	X	X
CAPACITY BUILDING				
OWH Model Mentorship 2005	X	X	X	X
OWH Model Mentorship 2006	X	X	X	X

SUBSTANCE ABUSE

PROJECT FUERZA:

NOVEMBER 2003 – PRESENT

The *FUERZA Project* is a selective intervention to target those individuals who are at greater risk for substance abuse. Implementation will occur during the second year, allowing year one to be fully designated to planning. Targeted individuals are identified based on the number of risk factors for substance abuse to which they may have been exposed. This approach was taken by the *Greater Alliance of Prevention Services (GAP)* that provided prevention information in a culturally relevant manner; alternative activities for youth to help them learn about their culture; a social competence component on peer leadership groups; educational groups for parents to learn about child development; and involvement of community leaders in the development of a community action plan that promotes substance abuse prevention (Department of Health and Human Services, 2002). The theoretical rationale for the *FUERZA Project* is to reduce the risk factors among the targeted high-risk youth while enhancing the protective factors across multiple domains.

NEW MEXICO BHSD – SUBSTANCE ABUSE PREVENTION:

APRIL 2004 – PRESENT

As a result of the effective prevention programming and evaluation system, New Mexico Department of Health/Behavioral Health Services Division was awarded monies for an additional initiative in April of 2004. This initiative, funded by the Substance Abuse and Mental Health Services Administration (SAMHSA)/ Center for Substance Abuse Prevention (CSAP) focused on implementing evidence-based substance abuse preventions programs directed at reducing risks and promoting resiliency and school preparedness. Participants include children ages 0 to 6, (NM 0-6) inclusive of families and communities.

Service providers selected a variety of science-based curricula to implement in their communities. BAI's role was to continue to develop an evaluation plan. New service providers or sub-recipients were added to this initiative, therefore training and Technical Assistance also continued. This NM 0-6 initiative will start its second year of service to NM youth and families in July of 2004.

PROJECT YOUTH CONNECT (PYC) – COSTA MESA:

OCTOBER 1998 – PRESENT

This project is an extension of the PYC designed for the Orange County Bar Foundation in Santa Ana and demonstrates BAI's evaluation expertise interviewing very young Latina women, within their own environment, to fulfill the requirements important to conducting a process evaluation. PYC Costa Mesa is a unique mentoring program targeting younger high-risk Latina girls, ages 9-15, residing in the city of Costa Mesa, California. The program serves approximately 173 youth/families during an 18-month period. The goal of the program is to reduce and/or delay substance abuse and HIV/AIDS-STDs infection among youth who are participating in the program. The intervention focus is on strengthening school bonding and academic performance, life management skills, and promoting family formation, family bonding, and family functioning.

STOP SHORT OF ADDICTION – SPANISH LANGUAGE PROGRAM:

OCTOBER 2003 – PRESENT

Funded by the California Endowment and the Unihealth Foundation, the PSSOA is a program designed by the Orange County Bar Foundation conjunctively with BAI. The main program goals are to prevent substance abuse, criminal activity and mental health problems in Latino adolescents (male and female), ages 12-17, and their families. The targeted participants are identified as currently using alcohol and/or drugs by a law enforcement agency, parent or family member, school official, or a community agency. A total of 250 high-risk Latino youth (10 in the start-up year and 60 in years 2-5) living in economically strained communities dealing with acculturation issues and exposure to crime and/or violence will be recruited throughout the project. Program objectives are to reduce drug and alcohol use, criminal involvement, and emotional behavioral problems, while increasing prevention and improving school bonding, academic performance, and family and peer functioning.

Intervention activities are organized in 3 pre-therapy sessions and 8 family system drug treatment sessions based on four models: Strategic Therapy (Salvador Minuchin), Family systems (Virgilia

Satir), Functional Family Therapy (Alexander & Parsons) and the Brief Strategic Family Therapy (Jose Szapoznick). Youth are evaluated on demographic information, CSAT/GPRA questionnaire on drug and alcohol use, education, employment, and attitudes and beliefs of drug use. Parents are evaluated on demographic information, Stress (using the Hispanic Stress Inventory), and youth behavior (using SIPA). The effectiveness of the program is based on comparing information collected at baseline, post-test (around 6 months) and follow-up (12 months). This program demonstrates BAI's cultural competence and expertise in diagnosing social conditions of high risk, minority youth as well as an expertise in designing and implementing programs, providing input on outreach and recruitment, and providing training to staff on data collection, scientific methods, and scientific based models for treatment and prevention.

PROJECT SAFE – SAN ANTONIO FAMILY ENHANCEMENT:

OCTOBER 2002 – PRESENT

Funded by the SAMHSA Center for Substance Abuse Treatment (CSAT), the University of Houston developed Project SAFE to focus on the expansion of outreach, prevention, and treatment capacity for high-risk, HIV/AIDS-STDs, criminal activity, and gang affiliated youth from the ages 12 to 17. The program utilizes three community based organizations (Guadalupe Community Center, YWCA of San Antonio and JOVEN) in Texas to provide drug treatment and social services to high-risk Mexican American youth in three distinct *barrios* in the Hispanic community.

Program objectives are to conduct community based outreach and recruitment, improve school bonding, academic performance, family bonding, family and peer functioning, and to reduce gang identification, gang involvement, and HIV/AIDS-STDs risks. The evaluation of the program effectiveness consists on a quasi-experimental study that compares random assigned control and treatment groups. The evaluation of the program is based on comparing information between control and comparison groups collected at baseline, post-test (6 months) and follow-up (12 months). BAI is the external evaluator of this program and is supporting the Houston University on designing the program, entering and analyzing data for GPRA and the internal database to evaluate the program effectiveness.

HIV/AIDS

PROJECT YOUTH CONNECT (PYC) – SANTA ANA:

OCTOBER 1998 – PRESENT

Funded by SAMHSA CSAP through the Orange County Bar Foundation, PYC is a culturally sensitive mentoring program created for young Hispanic girls and their mothers in the city of Santa Ana, California. This project demonstrates BAI's evaluation skills including an annotated literature review, site visits, protocol development, interviews, and data analysis work. The program uses a science-based, family mentoring approach to prevent high-risk behaviors, substance abuse, HIV/AIDS, STDs, and unwanted pregnancies in a high-risk population of young Hispanic women (ages 12-17). PYC promotes family and school bonding, education on each family preservation topic, as well as teaching these young women life management skills. Individual and group mentoring are the primary strategies to reach these goals. The program also works to improve family communication and women's negotiation skills with male partners, including strategies for encouraging male condom use. The program serves approximately 178 youth and their mothers during each 10-month period. Recent data analysis performed by BAI researchers show that PYC has proven effective in minimizing risk factors (impulsivity, conduct disorder, etc.) and maximizing protective factors (i.e., bonding with families, HIV knowledge, condom use negotiation with partners, etc.) to prevent high-risk behaviors and HIV/AIDS-STDs infection in young Latinas of Santa Ana, CA.

YOUTH ADELANTE:

OCTOBER 2001 – PRESENT

Funded by SAMHSA CSAP, the Youth Adelante program is a ten-week substance abuse & HIV prevention program for middle school youth in the San Fernando Valley. BAI evaluates the effectiveness of the curriculum to improve youth well-being and family bonding while decreasing stress and reducing conflict within the family. The proposed study is a three-year project, targeting to date 153 youth and their parents. Youth range in age from 12-14 and include both males and

females. Youth are referred to the program by school staff. Youth criteria are based on recent history of mild to moderate behavioral problems, contacts with school police or law enforcement, possession of alcohol and drug substances, excessive absences and/or promiscuous behavior. Process evaluation identifies barriers to program implementation, track modifications to the intervention, document the extent of satisfaction with cultural relevance of the Youth Adelante Project; and monitor the effects of the proposed interventions and dosage. The evaluations are mostly qualitative in nature, however, has not excluded the use of quantitative information (i.e., client satisfaction). All data has been collected for both youth and their parents at baseline, posttest (6 month), and follow-up (12-months) measurement points for each cohort. Data entry is conducted at the Behavioral Assessment, Inc. office.

JOVEN NOBLE – MALE INVOLVEMENT PROGRAM:

OCTOBER 1997 – PRESENT

This project demonstrates BAI's expertise in evaluation research that especially calls upon our use of logic models, site visit protocol development, and site visit interviews in conducting a process evaluation. The main goal of the Male Involvement Program, a federally funded research project by the Bienvenidos Family Services & Children's Center, Inc., is to prevent and reduce unplanned pregnancies, promote abstinence, and improve male reproductive health and responsibility among participating high risk or at risk males. The project focus is to increase participating male and/or families' knowledge of sexually transmitted disease prevention, HIV prevention, family planning methods, male family planning services (i.e., increasing the use of contraceptives and safe sex practices), and to increase community involvement in the prevention of unplanned pregnancies. The program also works with and involves the parents or adult caregiver, offering them the above education with an emphasis on the family unit focused on improving parental skills and supervision, as well as family communication on reproductive health and healthy relationships. The project is divided into three Tiers. Tier I is a ten-session core Joven Noble Curriculum serving a total of 120 males and 60 parent/adults per year. Evaluation will occur as a qualitative/quantitative questionnaire both at baseline and upon exit with dosage being tracked during each session. Tier II is a two session Joven Noble crash course on male reproductive health for males between the ages of 14 to 24. A total of 400 males will receive this curriculum per year. Evaluation will be assessed on a voluntary basis at the end of the sessions with a three-page qualitative/quantitative questionnaire. Tier III will service 2140 males per year between the ages of 14-24. These males will receive numerous materials regarding male reproductive health. They will also be invited to the male clinic for testing on STI's and HIV/AIDS. Sign-in sheets will be collected to track the number of males reached and to identify which events attracted more males. A one-page qualitative/quantitative male satisfaction questionnaire will be distributed to assess those males who have received services from the clinic.

PROJECT HEAL:

OCTOBER 1997 – PRESENT

In this Center for Substance Abuse Prevention (CSAP) funded program, a federally funded program by (SAMHSA), designed to provide substance abuse and HIV/STD prevention services to both young men and women and their parents or guardians, BAI is performing a process evaluation that includes site visits, site administration, staff training, data collection, and database management activities. Participants are provided with a one-year substance abuse and HIV/STD education program, family counseling, and family and youth activities. Project curriculum promotes family formation, positive family communication, parenting techniques, physical and psychological effects of alcohol, tobacco, and drugs, HIV/STD transmission, risk reduction, and safer sex practices (including abstinence, contraception, and teen pregnancy prevention). To help evaluate the progress of each participant, each member is given three questionnaires/surveys distributed at the beginning of the educational group, at 6 months, and again at 12 months.

INSTITUTE FOR WOMEN'S HEALTH: TARGETED CAPACITY EXPANSION (TCE HIV)

OCTOBER 1997 – PRESENT

Originally funded as the Instituto Para La Salud Femenina to provide comprehensive treatment service for Latina women residing in East and Southeast Los Angeles who engage in high-risk behaviors and/or are HIV positive, this project was refunded by SAMHSA as the Institute for

Women's Health Targeted Capacity Expansion (TCE) – HIV Project. The program demonstrates BAI's culturally sensitive approach to site visit work and process evaluation competencies. Participants are provided a one-year Drug Treatment and Education Program that includes baseline, 6-month, and 12-month follow-up phases. BAI is providing a process evaluation that requires site visits and home visit follow-up data collection interviews with difficult to reach, at-risk populations. Program services included high-risk behavior prevention, substance abuse treatments, HIV/AIDS related services, as well as psychologist in-home assessment and counseling. The program curriculum emphasizes relapse prevention, physical and psychological effects of engaging in high-risk behaviors, HIV/STD/Hepatitis C transmission, risk reduction, and safer sex practices (including contraception, pregnancy prevention, and abstinence). In addition, project participants are provided with community based recovery services and outpatient treatment for substance abuse and HIV/AIDS prevention. The project also provides outreach, case management, parent-child interaction activities, transportation, respite childcare, and a drop-in center. A marriage and family counselor is also on site to provide mental health services, counseling on healthy relationships, healthy marriages, recovery classes, preventive education classes for children, and parenting classes to enhance parenting skills and communication.

The evaluation of this treatment program will be conducted by BAI using the local site-specific qualitative/quantitative questionnaires and the GPRA tool (developed by SAMHSA), which are provided in both English and Spanish. Evaluation takes place at baseline, 6-months, and a 12-month follow-up. A total of 55 women per year will be assessed for the duration of a five-year project. BAI developed the local data codebook and database and has trained an on-sight data collector for convenience and accuracy to the program.

HIV/AIDS PREVENTION & INTERVENTION SERVICES FOR FEMALE YOUTH AT RISK FOR JUVENILE DELINQUENCY
OCTOBER 2007-PRESENT

In this Office on Women's Health, Office of Public Health and Sciences, Young Women's Health Project, BAI proposes a quality program design for the prevention of violence and substance abuse for young Latinas who are at-risk for delinquency and high-risk behavior, including unprotected sexual activity. BAI's will coordinate and work with three partner community based organizations: Orange County Bar Foundation (OCBF), San Fernando Valley Partnership (SFVP), and Sunrise Community Counseling Center (SCCC) to articulate program goals and implementation strategies. During the planning phase, BAI will establish an Advisory Group to oversee the curriculum, program materials, and staff training manuals. BAI will supervise all program activities including recruiting the participants. At-risk Latina youth who exhibit behavioral problems such as truancy, substance abuse, and/or incidents of violence will be recruited from local schools by various sources: school counselors, teachers, and principals. An intensive 10-week program will be offered that addressed risk factors across 5 domains: Individual, Family, Community, School, and Peer factors. Program activities surround life skills, mentoring, and health education on HIV/AIDS, pregnancy, and substance abuse. Youth participants will have opportunities to engage in leadership and recreational activities designed to build their confidence and self-esteem. The program demonstrates BAI's culturally sensitive approach to program design and program development competencies.

CAPACITY BUILDING AND ORGANIZATION DEVELOPMENT

THE MODEL MENTORSHIP PROGRAM FOR STRENGTHENING ORGANIZATIONAL CAPACITY TO DELIVER HIV/AIDS SERVICES (MENTORS)
OCTOBER 2004 – 2005

This program is funded by the Office of Women's Health. The primary intent is to improve community-based (CBO) and women's service organizations (WSO) capacity to deliver HIV/AIDS prevention services to minority women in both rural and urban communities. Behavioral Assessment, Inc. (BAI) provided mentorship services for two protégé organizations:

- 1) *Chambers & Associates, LLC, a For-Profit, Minority-Owned Business, located in the Southern rural community of Grand Chain, Illinois*
- 2) *Mujeres Unidas Contra el Sida, a Non-Profit Community-Based Organization, located near the center of San Antonio, Texas.*

The four main areas of capacity building for each protégé were delivered through quarterly site visits in addition to monthly conference calls and regular e-mail contacts with both agencies. Both organizations actively participated in identifying the four areas of need, however, BAI has extended mentoring services to include several additional capacity building areas that were identified as areas of need by both BAI and each of the protégés. BAI and both protégés determined that mentorship/training in these additional areas of need would strengthen capacity for both agencies prior to their beginning direct services with their clients. BAI conducted an assessment of each protégé's needs in the areas of administration (Fiscal Management), Technology, and Marketing, using the Strengths, Weaknesses, Opportunities and Threats Analysis (SWOT) Assessment Tool at three data collection points (e.g. baseline, midyear and at program completion). The results of the SWOT analysis identified areas of capacity building that needed improvement, and helped to establish goals.

This project demonstrates BAI's professional skills in the areas of capacity building, organizational development, technical assistance and training. BAI targets capacity of these two protégés in the areas of management, fiscal policies, board development, program management, and developing viable community partnership, as well as areas that increase the sustainability of the organizations.

THE MODEL MENTORSHIP PROGRAM FOR STRENGTHENING ORGANIZATIONAL CAPACITY TO DELIVER HIV/AIDS SERVICES (MENTORS) ***OCTOBER, 2005 – 2006***

Behavioral Assessment, Inc. (BAI) provided mentorship services for two Protégé organizations:

- 1) *Inner Summit Inc., a non-profit organization, located in Decatur, Georgia*
- 2) *Vision Leadership Institute, a non-profit organization, located in Columbia, South Carolina.*

The primary intent of this program, funded by the Office of Women's Health, was to improve capacity to deliver HIV/AIDS prevention services to minority women in both rural and urban communities.

BAI conducted the Strength, Weakness, Opportunities & Threats (SWOT) assessment of each Protégé's needs in the areas of administration (fiscal management), technology, and marketing. BAI and both Protégés determined that these areas of need would strengthen capacity for both Protégés before they begin direct services with their clients under the OWH Mentorship program.

Behavioral Assessment, Inc. assisted both Protégés in successfully achieving their goals for this OWH project through Technical Assistance, on-site training, weekly support and follow-up, and continuous assessment of their needs and accomplishments. In addition, BAI conducted regular bi-weekly conference calls, e-mail contact (as necessary) and regularly scheduled site visits.

This project demonstrates BAI's professional skills in the areas of capacity building, organizational development, technical assistance and training. BAI targets capacity of these two protégés in the areas of Curriculum Development, Funding, Board development, Technology, Volunteer Planning, and developing viable community partnership, as well as areas that increase the sustainability of the organizations.

MENTAL HEALTH

CENTER FOR MULTICULTURAL DEVELOPMENT (CMD): ***OCTOBER 1997 – PRESENT***

The Center for Multicultural Development received funding for a Cultural Competence project by The California Endowment (TCE). The overall goal of the project is to assess 7-counties for cultural competence in mental health. The assessment plan was to assess three levels: systems, organizational, and the clinical levels in order to establish the "Best Practices" and create a template on Cultural Competence. The template will then serve as a means to make policy changes within the mental health system. BAI was contracted to evaluate the above evaluation process. Process data (e.g. agendas, instruments, training materials, etc.) and outcome methodologies were also applied (e.g. development of questionnaires- on site and via phone interviews, observations, etc.).

LATINA YOUTH DEVELOPMENT PROJECT: ***OCTOBER 2002 – PRESENT***

Funded by the Esperanza Del Pueblo Community Services, this project focuses on the unique issues faced by Latino youth who are at most risk of engaging in problem behaviors such as those with a parent who is incarcerated, children of substance abusers and youth who have recently immigrated.

Family participants will seek support and consensus from key stakeholders in Central Oklahoma. All the instruments used in this project have been formatted by BAI.

NATIONAL INSTITUTE OF MENTAL HEALTH-SBIR PROJECT –PHASE I: 2004 – 2006

The long-term objective of this research program is to develop an innovative stress assessment tool for Hispanic adolescents. A SBIR Phase I study will determine the feasibility of a Phase II study to further validate and norm a commercial adolescent version of the Hispanic Stress Inventory (HSI-A). The target participants of this program are Hispanic adolescents. The program will specifically aim to: 1) identify the salient conceptual psychosocial stress domains; 2) specify discrete domain-specific stressor events and their appraisal for clinical and non-clinical samples that include immigrant, language and ethnic origin subgroups; 3) generate a pool of closed-ended stressor and appraisal items formatted in a Likert style to be included in the HSI-A draft tool; 4) evaluate the content validity of the HSI-A for each adolescent conceptual stress domain.

A cross-sectional, multi-stage research design with multi-site, multi-method and multi-measure features will be applied. Stage 1 will telephone interview an expert panel in order to identify the conceptual and relevant psychosocial stress domains. Stage 2 will use focus group interview methods. A stratified sample of middle school and high school students and clinical clients will be selected (N=250) to participate in focus groups (N=30) from the research sites of Trenton, New Jersey and San Fernando, California. Stage 3 will conduct qualitative analysis of the telephone data to generate a logically interconnected pool of items. In Stage 4 the content validity will be evaluated using Cohen Kappa statistic of inter-rater agreement and an item analysis. The feasibility of the Phase II study will be determined by multiple criteria that includes: obtaining targeted number of participants; adequate representation from the sub-groups of ethnic populations and consensus among expert panel on HSI item content as evidenced by a Cohen Kappa of 0.70 or higher. Ultimately, the HSI-A will be advertised and supplied to the mental health care field where it will have relevance as an early warning mental health-screening tool to improve diagnostic formulation.

NATIONAL INSTITUTE OF MENTAL HEALTH-SBIR PROJECT –PHASE II: 2007 – PRESENT

This Phase II study builds upon the results of the Phase I feasibility study. The study will further validate and norm immigrant and non-immigrant versions of the Hispanic Stress Inventory-Adolescent (HSIA.). A cross-sectional research design with a nested test-retest component and multisite, multimeasure features will be applied. A stratified sample of middle and high school students (N=1600) and clinical sample of adolescents with a diagnosed behavioral health problem will be selected (N=400) in 4 research sites representing the diversity of the United States Hispanic population: Los Angeles, Miami, Dallas and Boston. The 160 items developed in the Phase I study will be self administered to the adolescents along with the criterion measures and analysis will determine the standardized version of the HSI-A. The six objectives of this study of Hispanic early (13-15 years) and late adolescents (15-17 years) are: 1) To determine, through a series of exploratory factor analyses, the global construct validity and factor structures of the HSI-A immigrant and nonimmigrant versions; 2) Estimate the construct validity of the final HSI-A by analyzing the similarities and differences in scale and subscale scores between the student sample and the clinically defined contrast group; 3) Assess the HSI-A for criterion-related validity using concurrent measures; 4) Assess the reliability of the HSI-A through the use of internal consistency, split-half and test-retest procedures; 5) Using survey data from a national sample of Hispanic adolescents, generate national normative data and actuarial profiles of the HSI-A; 6) Assess the reliability of the HSI-A that includes web-based administration and scoring features as an integral part of the commercialization plan. The HSI-A will be marketed through a commercialization plan and will provide a screening tool for early detection of elevated stress and the prevention of the onset of mental health disorders by mental health professionals.

PROGRAM EVALUATION

NEW MEXICO STATE INCENTIVE GRANT & PREK-6

OCTOBER 1998 – PRESENT

The State of New Mexico's Department of Health, Behavioral Services Division is dedicated to providing a comprehensive system of prevention services that is community driven, strategically focused, research based and culturally relevant to individuals, families and communities in New Mexico. These services are designed to contribute to the health, safety and economic well-being of people in New Mexico by reducing the incidence of alcohol, tobacco and other drug abuse. BAI was awarded a contract by the state of New Mexico Department of Health/Behavioral Health Services Division to provide professional evaluation & training services to the State. BAI's expertise in this area is aiding the State of New Mexico in the development of an effective, science based prevention system. BAI has served as the lead evaluator for the New Mexico State Incentive Grant (NMSIG) project since 1998. BAI was hired to develop and facilitate the implementation of a comprehensive process and outcome evaluation plan for New Mexico that included a multi-level assessment of state, community, and local sub-recipient prevention activities. In evaluating these activities an evaluation plan was developed that implemented methods to document the state level activities and the accomplishments associated with the SIG, and all sub-recipients. The NMSIG initiative began in October of 1998 and was scheduled to be completed in September of 2003. The goals of this initiative include the development of state of the art prevention technologies for youth ages 12-17 with a focus on ethnic minority youth and high-risk females. Nineteen service providers or sub-recipients were funded to provide model prevention programming to youth across the state. Service providers were at liberty to choose a science-based program to implement in their communities. Due to the variety of programming in the state, NMSIG required an external evaluator to assist in the evaluation of the local process or curricula. The next tier that NMSIG developed was that of the statewide evaluation process. BAI's role included the development, monitoring, collecting and reporting of instruments utilized by all service providers. Those contributing to this process included local service providers, local evaluators, state department staff, and state-wide evaluators. As a result of this process, a statewide evaluation plan was implemented. Such activities include gathering input from local and state providers, training and TA to service providers and local evaluators, choosing and/or developing evaluation instrument/s, piloting and testing instrument/s, organizing data collection and sharing outcomes with service providers and community. The program was successfully completed and renewed for an additional two-year term in June of 2003. The renewed contract was awarded with an additional initiative that focused on a younger population and their families, Pre-Kindergarten to sixth grade (PreK-6). This program continued to develop culturally appropriate prevention programming and evaluation services in New Mexico.

TEXAS STATE INCENTIVE GRANT:

SEPTEMBER 2002 – SEPTEMBER 2006

Through funding by the Texas SAMHSA CSAP, The Texas Commission on Alcohol and Drug Abuse (TCADA) formed the Texas State Incentive Programs (TSIP), to implement science based prevention efforts for youth, ages 12-17 years old and improve the nature and quality of prevention services. This program demonstrates BAI's expertise in prevention, evaluation, training, technical assistance, and developing a state of the art logical data management system. The scope and nature of the TCADA / TSIP is comprehensive with intermediate and long-term impact. Using a quasi-experimental design, BAI implemented a core outcome evaluation tool and a high tech, web based data management system for local evaluators was developed in a pre-post data collection approach to determine changes in a variety of risk factors, protective factors, alcohol, tobacco, and other drug use outcomes. A multi site evaluation methodology was used in order to allow for a comprehensive statewide assessment to be conducted.

Technical assistance is provided on issues related to prevention evaluation implementation, data collection, data analysis and report preparation in order to increase the capacity of the State and local communities to engage in meaningful self-assessment and evaluation. BAI also assists in preparing a series of published manuscripts that emphasize various prevention approaches and findings generated from the TCADA database. These publications provided the prevention field with useful information on statewide planning, development of evaluation systems, outcome findings, and

information on culturally relevant prevention strategies, particularly those aimed at Hispanic and Native American populations.

CALIFORNIA STATE INCENTIVE GRANT:

NOVEMBER 2003 – PRESENT

In cooperation with the U.S. Department of Health and Human Services, Center for Substance Abuse Prevention (CSAP), California has been awarded a State Incentive Grant that will use evidence-based prevention and early intervention programs to reduce binge drinking in youth and young adults in California. BAI was brought in to evaluate these efforts. The Goals of the project are to develop and implement a comprehensive prevention strategy, develop sustainable programs using science-based prevention practices that focus on youth and young adults (ages 12-25), and reduce binge drinking among youth and young adults (ages 12-25) by 50 percent in five years.

California baseline studies have established that binge drinking is a serious problem among California's youth which lead to threats in the long-term development and well being, increased incidence of traffic crashes, and problem behaviors including violence, suicide, and educational failure. This behavior also affects the broader community of California and therefore the California State Incentive Grant is highly focused on creating a program to address this problematic behavior.

PROJECT BIENESTAR:

OCTOBER 2001 – PRESENT

The Pinal Hispanic Council, through federal funding, implements the three year Proyecto Bienestar program in the rural cities and towns of Eloy, Casa Grande, Coolidge, Florence, Picacho, and Arizona City in Pinal County, Arizona. Projects objectives include: 1) Developing a Recovery Community ALIANZA (Alliance), consisting of individuals in recovery and their family members, 2) Training Alliance members, 3) Implementing a public education campaign, 4) Developing a Consumer Affairs Department within the agency structure, 5) Training community stakeholders, 6) Implementing Public Policy Initiatives, and 7) Conducting a needs assessment.

SUNRISE COMMUNITY COUNSELING CENTER SAMHSA-CSAP PROJECT

OCT 2005 - PRESENT

Sunrise Community Counseling Center, Inc. (SCCC) and Behavioral Assessment, Inc. will design and implement a 5-year program that integrates health services delivery and epidemiological monitoring in the SPA4 Metro area on Los Angeles County (LAC).

The program will target Latino and re-entry youth aged 12-17 incarcerated for gang-related activities. The goal of the program is to build the capacity of SCCC to provide substance abuse prevention intervention, HIV and hepatitis prevention and screening among Latino youth who have been through the state juvenile detention system due to their gang affiliation and are reentering the community in a post incarceration phase. The program will work with these youth and their families. The program also includes community stakeholder and epidemiological monitoring activities that will be an essential part of the evaluation.

The program has the following specific objectives: 1) To enhance the existing substance abuse prevention and treatment program of SCCC to serve gang affiliated and reentry Latino youth and to build agency capacity for effective substance treatment for this population; 2) To build capacity among SCCC and BAI's community stakeholder partners, (CCNP, YMCA, CARECEN, Inner City Law Center, Los Angeles Police Department, Los Angeles Public School District East Los Angeles Alternative Education Center, New Economics for Women, Los Angeles STD Program) in recognizing substance abuse issues and in providing wrap-around and supportive services for re-entry youth aged 12-17 in substance abuse prevention and identification of high risk behavior that could lead to HIV and hepatitis infection; 3) To provide substance abuse treatment/prevention services using Brief Strategic Family Therapy (BSFT) model to high-risk reentry gang affiliated youth aged 12-17. The design and implementation of the BSFT will include a needs assessment of the target population that will include community epidemiological data. This needs assessment will be utilized to build a component in the BSFT model that will address specific issues in substance abuse, HIV and hepatitis prevention.

ORANGE COUNTY BAR FOUNDATION SAMHSA-CSAP PROJECT

OCTOBER 2005 - PRESENT

The Orange County Bar Foundation Project uses the *Stop Short of Addition* substance abuse intervention model to include integrated HIV/Hepatitis prevention education and counseling, testing,

and referral services for a target population of hard to reach Latino and re-entry youth in Orange County, California that have been identified as abusing alcohol/drugs and are at high risk of HIV/AIDS and Hepatitis. The purpose of the project is to reduce the spread of substance abuse, which increases the risk for HIV/AIDS, Hepatitis, and other infectious diseases among Latino and re-entry youth populations. The project provides integrated substance abuse and HIV/Hepatitis prevention services in a culturally competent manner to the target population. The Orange County Bar Foundation targets Latino youth, males and females, ages 12-18, in Orange County, CA that are at high risk of substance abuse and HIV/Hepatitis infection. These youth have been identified as currently using alcohol and/or drugs by law enforcement agencies, parent/family members, school officials, a community agency, or by the County's juvenile detention facilities as re-entering the Orange County population.

The Orange County Bar Foundation's model program, Stop Short of Addiction, includes: 1) clinical intake assessment; 2) substance abuse prevention sessions; 3) ethnic-specific, science-based Brief Strategic Family Therapy, and 4) Case management and referral services. All program services are provided in Spanish, in a culturally appropriate and sensitive manner. The project will incorporate components of the HIV/Hepatitis prevention curriculum from our current CSAP and CDC approved programs, *Project Youth Connect* and *Hermana Project*, to the existing Stop Short of Addiction program services. Access is provided to HIV and Hepatitis C testing, pre/post counseling, and referrals to Hepatitis A/B immunization services.

The proposed project will fill the gap in existing community services by providing substance abuse, HIV, and Hepatitis prevention services that address the unique needs of underserved populations of Latino and re-entry youth. To effectively plan, deliver, and sustain our proposed services, the Orange County Bar Foundation will engage in the five steps of SAMHSA's Strategic Prevention Framework by: 1) Conducting a community needs assessment; 2) Building local capacity and mobilizing community resources; 3) Using the documented community needs assessment to develop a comprehensive strategic plan; 4) Implement evidence-based substance abuse, HIV, and Hepatitis prevention interventions; and 5) Monitoring and evaluating project effectiveness.

NEW MEXICO MENTAL HEALTH TRANSFORMATION EVALUATION (TSIG) OCT 2006- PRESENT

Behavioral Assessment, Inc. (BAI) was contracted to evaluate Year Two of the New Mexico Mental Health Transformation – State Incentive Grant project. New Mexico is one of 7 States that has successfully competed to win a Substance Abuse and Mental Health Services Administration (SMHSA) Center for Mental Health Services (CMHS) a Mental Health Transformation State Incentive Grant (T SIG) to implement the goals set forth in the New Freedom Commission (NFC) Final Report. Through this award, NM has emerged as a forerunner state in the transformation of the American mental health system. The long-term evaluation goal is to assess how effective the MHT SIG is in transforming NM from a fragmented, non-evidence-based patchwork of mental health services characterized by large disparities into a single behavioral health service delivery system in which funds are well managed, recovery and resiliency are supported, mental health is promoted and mental illness prevented or reduced and consumers participate fully in the life of their communities. BAI's short term goal of the evaluation is to consult with the area Leads and other state evaluation agents in the development of feasible evaluation plans for the T SIG activities targeting each of 6 goals for mental health transformation outlined by the NFC. This project demonstrates BAI's professional skills in the areas of large-scale evaluation, systems change and transformation, expertise in working with integrated data management systems, and in designing & managing multi system, state-level evaluation projects.

STAFF & CONSULTANTS

BAI's staff consists of professional individuals with advanced experience in working with culturally sensitive data. The staff of BAI consists of PhD's and other trained professionals with numerous years of experience in counseling, project management, and evaluation.

EXPERIENCE AND CAPABILITIES MATRIX											
Staff & Consultants	Educ.	Literature Review.	Program. Eval & Family Planning	High Risk Pop.	Interview Protocol Dev.	Data Collection & Mgmt	Site Visit	Data Analysis	Multi-Cultural	Report Writing	Bilingual
R. Cervantes	<i>Ph.D.</i>	X	X	X	X	X	X	X	X	X	X
M. Felix-Ortiz	<i>Ph.D.</i>	X	X	X	X	X	X	X	X	X	X
N. Karim	<i>Ph.D.</i>	X	X	X	X	X	X	X	X	X	X
C. Kaplan	<i>Ph.D.</i>	X	X	X	X	X	X	X	X	X	X
R. Kim	<i>Ph.D.</i>	X	X	X	X	X	X	X	X	X	X
A. Rey	<i>Ph.D.</i>	X	X	X	X	X	X	X	X	X	X
V. Stewart	<i>MA</i>	X	X	X	X	X	X	X	X	X	
C. Keig	<i>MS</i>	X	X	X	X	X	X		X	X	X
T. Shelby	<i>MA</i>	X	X	X	X	X	X	X	X	X	
R. Willis	<i>MBA</i>	X	X	X		X	X		X	X	
C. Lopez-Gutierrez	<i>BA</i>		X	X	X	X	X		X		X
A. Reyes	<i>BA</i>					X		X			
J. Kumamoto	<i>BA</i>	X	X	X	X	X	X		X	X	
P. Chavez Anaya	<i>BA</i>	X	X	X	X	X	X	X	X	X	X
D. Camacaro	<i>AA</i>	X	X	X	X	X					X



PH.D. LEVEL STAFF & CONSULTANTS

RICHARD CERVANTES, Ph.D.

As the President/CEO of BAI, Dr. Cervantes provides the managerial, financial and operational leadership of the firm. He serves as the senior executive and principal investigator for the firm's engagements and provides direction for all the marketing and administrative tasks of the company.

Dr. Cervantes is a leader in his field. He has nearly 25 years of experience in the field of mental health and HIV/AIDS research and program evaluation. He pioneered the application of statistical analysis and epidemiological techniques to Latino and other multi-ethnic populations in a community health environment. Dr. Cervantes has contributed significantly to the development and sophistication of a body of knowledge to address complex health and human services issues using scientific-based solutions.

He received his Ph.D. and master's degrees in psychology and his bachelors in business administration and psychology from Oklahoma State University. His past teaching and academic positions include the University of Southern California, Department of Psychiatry, the California Professional School of Psychology, the University of Oklahoma, Department of Human Relations and the California State University at Northridge. His professional and clinical experience consists of forensic consultation and staff positions at Didi Hirsch Community Mental Health Center, the Oklahoma Department of Corrections and the Children's Medical Center. He began his career as a research psychologist at the University of California, Los Angeles Spanish Speaking Mental Health Research Center, School of Medicine, Department of Psychiatry and Behavioral Sciences.

Dr. Cervantes is well published with over 40 publications/articles in mental health and HIV/AIDS areas including A Juvenile Delinquency Diversion Program for Latino Youth (Under Review), Predictor of Alcohol Use Among Young Adult Latinos (Under Review), Evaluating Hispanic/Latino Programs: Ensuring Cultural Competency (1998), Handbook of Child and Adolescent Psychiatry (1998), The Challenge of Participatory Research: Prevention of Alcohol-Related Problems in Ethnic Communities (1995) and Substance Abuse and Gang Violence(1992-Sage Publication).

He has completed more than 20 individual advisory engagements as an evaluator/research consultant for numerous governmental agencies, community-based organizations and foundations in the last three years. He has been a member of numerous professional committees including the Hispanic High Risk Cluster Group, U.S. Center for Substance Abuse Prevention (CSAP), Substance Abuse and Mental Health Services Administration, SAMSHA State Incentive Grant Evaluation Guidance Committee and CSAP's.

MARÍA FÉLIX-ORTIZ, PH.D.

María Félix-Ortiz, Ph.D. obtained her doctorate in clinical psychology from UCLA in 1993, and an undergraduate degree in psychology from Bryn Mawr College in Pennsylvania. She has held faculty positions at Florida International University, University of Southern California, and University of California, Los Angeles; and was a research associate for the Hispanic Research Center at University of Texas, San Antonio, and UT Health Science Center at San Antonio. Her research interests are in the etiology, prevention, and treatment of drug use and abuse, especially among Latino and multicultural youth; cultural factors in drug use especially acculturation and immigration stress; and in the use of assisted mutual support groups to extend mental health services and staff support. She has expertise in instrument development, database management and statistical analysis including structural equation modeling, and she is a Spanish-English bilingual/bicultural, and has worked extensively with investigators at Mexico's National Institute of Psychiatry in Mexico City. She has received grants from the John Randolph Haynes and Dora Haynes, the National Institute on Drug Abuse, and the Ford Foundation.

She was also worked as a psychotherapist at University of California, San Francisco, with a variety of populations including HIV-infected, psychiatrically-ill adult substance abusers, addicted mothers, and gang-affiliated Latino youth. She has extensive needs assessment, program development and evaluation experience, which includes development and evaluation of a peer-led support group for methadone maintenance clients, a parent training support group for the Los Angeles Police Department Jeopardy Program to serve families of high risk youth (including violence prevention), a workshop/support group program for Los Angeles paraprofessionals, and has conducted support group "training for trainers" for various groups like the National Arthritis Foundation, and the UCLA Neuropsychiatric Institute. She has also evaluated substance abuse/dependence prevention and treatment services in urban and rural areas including the Texas-Mexico border. She has consulted pro-bono for several mental health agencies in Los Angeles, and served on the board of directors for East Los Angeles Women's Center.

She is a member of American Psychological Association, American Evaluation Association, is listed as an expert in the Center for Substance Abuse Prevention Directory, and a charter member of NIDA's National Hispanic Science Network on Drug Abuse. She's published over a dozen peer-reviewed articles, made numerous presentations, and has been recognized with several awards for outstanding teaching and research. Her research has been published in the Hispanic Journal of Behavioral Sciences, Journal of Personality and Social Psychology, and Journal of Community Psychology. She also writes a regular mental health column for the San Antonio Express-News.

NADIM KARIM, PH.D.

Dr. Nadim Karim is a criminologist and clinical psychologist. He has performed program evaluations and facilitated training in the areas of substance abuse, jail violence, gang violence, and child welfare. His research interests have primarily focused on traumatic stress, youth violence, and youth victimology. He completed his doctoral thesis in the area of Post-Traumatic Stress Disorder at the University of Cambridge, England (2001). Dr. Karim has also completed Masters degree in Criminology (University of Cambridge, England. 1997), and Criminal Justice (University of Reading, England, 1994). Dr. Karim's violence prevention expertise has included consulting work on various gang prevention initiatives with the Museum of Tolerance, and the Los Angeles County Sheriff's Department. In terms of mental health, Dr. Karim is a recognized expert on the juvenile population and "at-risk" youth. In this respect, he has collaborated with the Los Angeles County Department of Mental Health, the National Association of Social Workers, and the National Conference for Community and Justice.

CHARLES KAPLAN, PH.D.

Dr. Charles Kaplan participates in a senior role at BAI on research teams contributing his expertise and experience on the issues of theory, methodology qualitative research data, evaluation,

measurement and assessment and research design. He currently holds positions in university research and teaching at the Graduate School of Social Work, University of Houston, Houston, Texas, and the Department of Psychiatry Maastricht University, Maastricht, The Netherlands. He studied at the University of California, Los Angeles and Berkeley, 1967-1973; at the University of Liverpool, U.K. 1964-1965; at Tulane University, New Orleans, U.S.A., 1962-1964, and 1965-1966. He received a Ph.D. in Sociology at the University of California, Los Angeles, in 1973, an M.A. in Sociology, at the University of California, Los Angeles, 1968; a B.A. with Honors in Political Science, at Tulane University, 1966.

Dr. Kaplan has wide experience in both qualitative and quantitative research and is an expert methodologist in sociology and public mental health. He has received and carried out numerous government grants as a NIH Principle and Co-Principle Investigator in the USA and as an EC DG XII Project Leader in Europe. His research focuses on psychosocial issues related to children and adolescent criminal behavior, mental health and substance abuse and comparative sociological research on social capital and health. He has worked on process and outcome evaluation studies in several countries. In this research he has developed innovative sampling, measurement and analytical models. He has led and consulted on a number of complex international projects that aimed at the development of databases and research applications for performance monitoring and policy development. These included an organization of therapeutic communities for substance abusers that interfaced with probation and pretrial services, a research network on self-employment behaviors and policies in women and migrant populations and university-municipal health department services research center for African street children.

Dr. Kaplan is an editor for the Journal of Psychoactive Drugs and the International Journal of Social Welfare.

RICHARD KIM, PH.D.

Dr. Kim has served as one of the Evaluation & Technical Assistance Managers for BAI since 1993. He provides consultation services to governmental and non-governmental organizations in the areas of applied research and program evaluation with specialty in cultural issues. Dr. Kim's formal experience began in 1986 while associated with Queen's Medical Center, Honolulu, Hawaii. Other significant employment positions include serving as a clinical psychologist and the Adult Service Coordinator with the Coastal Asian-Pacific Mental Health Services, Program Director with Child and Family Service, Honolulu, Hawaii and researcher at the California School of Professional Psychology in Los Angeles. During this period, he completed several studies in the areas of substance abuse reduction, guilt and shame in Asian families and recruitment and retention of minorities in the psychology/counseling field. His experience includes customer satisfaction survey research, leadership training outcome study, cancer prevention and early intervention evaluation, evaluation of substance abuse treatment program, and evaluation of numerous high-risk youth (e.g., substance abuse, gang, delinquency) prevention programs. Dr. Kim works closely with Dr. Cervantes in assisting agencies obtain funding by identifying funding sources and assisting in grant writing.

Dr. Kim received his Ph.D. in clinical psychology with a specialty in multicultural community psychology proficiency and his bachelors in psychology from the University of Hawaii at Manoa, Honolulu, Hawaii. He has published and presented manuscripts to numerous journals including the Journal of Creative Sociology, Transcultural Psychiatric Research Review, The California Psychologist and the Journal of Personality and Individual Differences. He is a member of key professional associations including the American Evaluators Association (AEA), the Asian-American Psychological Association (AAPA), American Psychological Association (APA) and the Society for the Psychological Study of Ethnic Minority Issues (Division 45, APA).

ANTONIO (TONY) REY, PH.D.

Dr. Rey is an Evaluation & Technical Assistance Manager at BAI. His professional focus is providing evaluation and training services for alcohol, tobacco and other drug programs. Currently, he is the

local data coordinator for New Mexico's Behavioral Health Services Division, co-evaluator for the Texas Commission on Alcohol and Drug Abuse Statewide Incentive Grant Project (TSIP), and is an evaluation team member on the Center for Substance Abuse Prevention (CSAP) California State Incentive Grant and the New Mexico State Incentive Grant (NM SIG). He has over eight years experience working with BAI as a lead trainer and co-evaluator consultant. Dr. Rey has special expertise in facilitating community based, multi-site data collection. His prior relevant experience includes serving as an evaluator for several Center for Substance Abuse Prevention (CSAP) funded projects including the West Dallas Community Centers, Inc., La Familia Fuerte Hispanic drug prevention program in Dallas, Texas, the Centro de la Familia de Utah Nuevo Dia Latina drug prevention program in Salt Lake City, Utah as well as the City of Dallas People for Promoting Community Project, CODAC Behavioral Health's Family Health Promotion Project and Integrated Family Services Project in Dallas, Texas. He was also part of the CSAP funded US/Mexico border cultural competence in prevention research project. Dr. Rey's expertise is working at depth with recovering alcoholics, addicts, and their families.

Dr. Rey received his Ph.D. in organizational effectiveness from the University of Utah, where Dr. James Alexander, head of the clinical division and founder of functional family therapy, supervised his doctoral work. Dr. Rey completed his master's in communications and bachelors in political science from the University of New Mexico. Dr. Rey was a postdoctoral fellow in the field of aging at the University of North Texas and research director at the Nebraska Educational Television network. Funded by the US Administration on Aging, Dr. Rey explored ways of increasing social service delivery to elderly Latino populations. He provided training to the Los Angeles based Association Nacional Pro Personas Mayores. For several years Dr. Rey worked as a consultant to the Bilingual Education Department of the Dallas Independent School District where his work included writing and producing documentary and training videos. He taught psychology at Richland Community College in Dallas and has made numerous drug and HIV prevention presentations to high school students in Dallas. From 1985 to 1990, Dr. Rey evaluated Job Training Partnership Act (JTPA) education programs for Math instruction, English instruction, and Computer education. Dr. Rey served as a consultant to the nurse education program at Baylor Hospital in Dallas.

Educational / Experience Levels of Staff

VICTORIA STEWART

Victoria Stewart is a Research Associate for BAI. Managing cross-site evaluations surrounding prevention efforts in substance abuse, HIV, and Hepatitis among minority youth and homeless women, Stewart is using her experience with evaluation framework models such as Empowerment and Participatory for building evaluation capacity among specific BAI clients.

Ms. Stewart has a long history working with program staff and participants from diverse cultural backgrounds. Her interests and training in cross-cultural psychology and program evaluation has guided her work to manifest cultural sensitivity and awareness. Many of her cultural experiences was gained in educational research, working with bilingual students, and interpreting outcome analyses. Her participation in the many National Council for Community Education Partnership (NCCEP) conferences on behalf of Gaining Early Academic Readiness for Undergraduate Programs (GEARUP) has furthered her professional responsibilities to encourage student diversity in higher education. Stewart has a Masters of Arts in Psychology and Program Evaluation.

CINDY KEIG

Cindy is currently working on a Mental Health Transformation Evaluation project in the state of New Mexico as a part of BAI's project team. Cindy provides technical assistance to non-profit organizations on program development and project management, and organizational development and training, she provided capacity building and mentoring services for community-based HIV/AIDS prevention programs in San Antonio, TX, and St. Louis, MO., and was recently the Project Director

for a mentoring project for HIV/AIDS prevention programs in Decatur, GA and Columbia, S.C. Cindy is knowledgeable in Workforce issues, assisting with the development of a certification process for Workforce Central New Mexico, and has studied the Hispanic expansion across Oklahoma and worked with a gang violence prevention/intervention program in SW OKC. Cindy assists with grant writing efforts, research and report development, and electronic media and website materials. Cindy previously served as the Marketing and Sales Coordinator and Assistant Publications Editor for the Cooperative Extension Service at Oklahoma State University. Cindy has a BS in Liberal Sciences from University of Oklahoma, and an MS in Adult Education and Vocation from Oklahoma State University.

TIFANY SHELBY

Tiffany Shelby is a Research Assistant for BAI. Ms. Shelby received her Master of Arts Degree in Clinical Psychology with a Marriage and Family Therapy Concentration and Child Studies Specialization in 2004. While attending graduate school, she did her internship at Airport Marina Counseling Service Center, where she received intensive training, counseled children, adolescents and adults. She also counseled students at Westchester High School (*Healthy Start Program*). She then continued her internship at San Martin Counseling Center, where she was sent to Saint Bernadette Catholic School (Kindergarten – 8th Grade) to complete her Child Studies requirement.

She assists in data management on various projects (Bienvenidos Family Services TCE/HIV, Sunrise Community Counseling Center and New Mexico Mental Health Transformation Projects). She corresponds with the Sunrise Staff regarding the youth and parent recruitment and attends monthly meetings at the site. On the New Mexico Mental Health Transformation Project, she performed literature searches and reviews on various topics, such as Wrap-Around Programs. Ms. Shelby is responsible for creating agendas and distributing minutes from the monthly conference calls, general correspondences between project staff and other general support duties as required. She schedules monthly meetings and conference calls and ensures all reports are timely. She also assists in report development as required.

RHONDRA O. WILLIS

Rhondra Willis is currently part of the consultant team for BAI. She is an Assistant Professor of Management at Saint Leo University at Shaw Air Force Base and serves as a research consultant at the Moore School of Business in the Research Division. Ms. Willis founded Vision Leadership Institute (VLI), a nonprofit that provides programs for at-risk youth in the immediate community of Columbia, South Carolina, including HIV/AIDS prevention services to high risk minority women between the ages of eighteen and twenty-five.

Ms. Willis has been involved in various projects and committees including but not limited to: the Young Women's Health Summit (South Carolina Mentor) 2000 and 2001 - United States Department of Health and Human Services, Core Committee member for the Behavior and Dress Policy - School District Five of Richland and Lexington Counties, South Carolina Youth Network Executive Committee - University of South Carolina, Youth Empowerment Advisory Committee - University of South Carolina, Educational Materials Committee -United States Department of Health and Human Services, Voter Registration/Education Committee - Benedict College Center of Excellence, and the African American Peoples Leadership Awards Committee - Cush Fellowship. Willis obtained an MBA in Business Administration from Webster University, and is currently working on a Ph.D. in Leadership & Organizational Change at Walden University.

CHRISTINA LOPEZ-GUTIERREZ

Christina Lopez-Gutierrez is a research associate at BAI, currently in a support role for the state-wide evaluation process in the state of New Mexico. This includes development of instruments, data management, and providing technical assistance to local providers. Her background includes over 10 years of experience in the substance abuse prevention field, including implementing science-based curricula for youth and families, monitoring performance outcomes, grant writing, project

management (local, state and federal monies), contract reporting, and process evaluation. Other related areas include staff management and development, community coalition building, group facilitation, and presentation skills.

Ms. Lopez-Gutierrez served as the prevention director of a social service entity along the U.S.-Mexico border. Christina is bilingual and has translated and provided state of the art prevention training to service providers along the border. Christina is currently part of the statewide New Mexico training team and provides a variety of substance abuse prevention training to service providers. She received her Bachelors degree in Communication Studies and Foreign Language from New Mexico State University.

ADRIAN REYES

Adrian Reyes is the founder and president of Adrian Information Strategies, a full service market research and data processing company in Dallas, Texas. With over thirty years experience in all facets of market research and data processing, he has established and managed local, state, and national accounts, and has conducted hundreds of qualitative and quantitative studies. Mr. Reyes is fully bi-lingual in English and Spanish.

Mr. Reyes attended City College of New York and the Computer Programming Institute of New York. He was instrumental in the development of interactive computer programs for survey research tabulation. Currently, Mr. Reyes serves as data manager to BAI and has been responsible for data collection, database management, Web site development and maintenance. He has also been instrumental in questionnaire design, providing both web-based online and offline survey data entry of evaluation instruments.

JOANNE KUMAMOTO

Joanne Kumamoto provides technical assistance to non-profit organizations on program development and evaluation, project management, and organizational development and training. She specializes in market research, needs assessments, and feasibility studies. Ms. Kumamoto was the project manager for a Transportation Communications Needs Assessment Study, to understand communication channels and information needs for non-English speaking Asian communities. She was the principal evaluation investigator for an entertainment job training program. Prior to forming Kumamoto Associates, Ms. Kumamoto was an appointee in the Los Angeles City Mayor's Office, Division of Human Resources, where she was responsible for staffing city department task forces and community advisory committees, and establishing a low interest loan, volunteer, and energy conservation projects. After leaving the Mayor's Office Ms. Kumamoto also consulted as a sole proprietor with business organizations, major arts institutions, and engineering firms. Ms. Kumamoto is a former Commissioner for the City of Los Angeles Housing Authority and Telecommunications Board.

PATRICIA CHAVEZ ANAYA

Patricia Chavez Anaya has devoted her career to the betterment of families and youth through program development, education, research, prevention, and intervention. Her ability to successfully train, facilitate and provide insightful consultation services for diverse audiences – everyone from CSAP prevention practitioners to state-level policymakers – stems from her twenty-two years of dedicated service in the behavioral health field. Ms. Chavez Anaya's belief in community-based change is evidenced by her years in Arizona where she developed and administered innovative community outreach programs through the Arizona Recovery Centers Association, Westside Mental Health Services, and Community Organization for Drug Abuse and Alcoholism Services.

Ms. Chavez Anaya's consistent commitment to community education and cultural competency positioned her to serve in a variety of capacities in organizations looking to develop programs in these areas. Ms Chavez-Anaya is currently the Executive Director of Esperanza del Pueblo Community Services in SW Oklahoma City, devoting her career to the betterment of families and youth through program development, education, research, prevention, and intervention. She has

significant experience in developing, implementing and evaluating programs specifically aimed at the Latino community. Ms. Anaya has an MA in Human Relations.

DANIBEL CAMACARO

Ms. Camacaro is a member of BAI's data team and focused primarily on comparison group data. She also provides assistance to lead evaluators through providing logistics for meetings, filing, and research for reports. Ms. Camacaro handles invoices for both the states of New Mexico and Texas. She assists Dr. Cervantes in project management and staffing logistics for the New Mexico and Texas State Incentive Grants and trains incoming employees in data entry and data collection as well as arranging meetings.

Ms. Camacaro is currently a college student at Mt. Sac majoring in Spanish with a focus on interpreting. She is bi-lingual in English and Spanish, has four children, and has a keen interest in the physical and emotional growth of child development.

SUMMARY

By discussing Behavioral Assessment, Inc.'s combined capability, we have presented our team's knowledge and experience in assessment, program evaluation, our ability to conduct literature reviews, develop surveys, execute data management and analysis skills, and use culturally sensitive approaches when conducting site visits – all of which is critical to the success of any program. We look forward to continuing discussions with your organization in order to establish a beneficial working relationship and overall, to collectively build the research, training, and evaluation capacity of communities and societies as a whole.



BEHAVIORAL
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INC.