

---

# Karen B. Francis

---

## Education

- Ph.D. Expected 2010, Howard University, Sociology, Field Concentration: Medical Sociology
- M.A. 1986, American University, Sociology
- B.A. 1984, The Catholic University of America, Sociology

## Present Position

### **Senior Research Analyst, American Institutes for Research (AIR) (2005–Present)**

Serve as consultant to the Child, Adolescent, and Family Branch, CAFB/SAMHSA, U.S. Department of Health and Human Services on Cultural and Linguistic Competence. Responsibilities in this capacity include initiating work activities in cultural and linguistic competence, serve as a liaison with CAFB staff and external organizations, monitor and oversee cultural and linguistic competence activities and provide training, technical assistance, consultation services and facilitating capacity building, provide direction to facilitate the effective integration of cultural and linguistic competence within systems of care and other federally funded grant programs focused on children, youth and families. Other duties at AIR focus on the provision of training and technical assistance to communities nationally related to children's mental health programming and service delivery. This includes project management, administration, and coordination of project staff consultants and contractors.

## Professional Experience

### **Senior Project Specialist, American Institutes for Research (AIR) (2004–2005)**

Responsible for identifying, operationalizing, and implementing special projects related to the delivery of technical assistance and ensuring the successful day-to-day direction, coordination, and management of the operations, schedule, staff, and consultants involved with the special projects. This work includes regional meetings, work related to sustainability and cultural competence, organizing consultant resources, and product development.

### **Executive Director, Safe Schools/Healthy Students Action Center (SSHSAC), National Mental Health Association. A Cooperative Agreement, U.S. Departments of Education, Justice and Health and Human Services (2000–2004)**

Responsible for fiscal management and operational administration of the Center to deliver training and technical assistance services to multifaceted community coalitions nationally. Managed professional staff, content area experts, and a consortium of national organizations to coordinate the provision of training and technical assistance.

### **Director, Technical Assistance Coordination and Evaluation, Safe Schools/Healthy Students Action Center, National Mental Health Association. A Cooperative Agreement, U.S. Departments of Education, Justice and Health and Human Services (1999–2000)**

Responsible for the coordination of training and technical assistance services to grantees. Management of all aspects of the delivery of technical assistance to SS/HS grantees. Monitored quality assurance activities and program evaluation efforts. Worked collaboratively with other project staff to develop and implement a comprehensive program to monitor the technical assistance delivery.



---

**Project Director, Training and Technical Assistance for National Innovations to Reduce Disproportionate Minority Confinement, Cygnus Corporation. A Cooperative Agreement, Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice (1998–1999)**

Managed administrative and development operations of cooperative agreement. Responsible for the management and development of training and technical assistance materials; provided management for the provision of technical assistance nationally. Provided training and technical assistance services to communities nationally.

**Director, National Training and Technical Assistance Center (NTTAC), Community Research Associates. A Cooperative Agreement, Office of Juvenile Justice and Delinquency Prevention (OJJDP), U.S. Department of Justice (1997–1998)**

Responsible for the management and operational administration of the Center. Coordinated activities associated with product development, subcontracting, marketing, budget development, management, and grant monitoring. Managed the development of training and technical assistance protocols.

**Other professional positions held in the areas of Training and Technical Assistance, Research, Counseling and Direct Services. (1988–1997)**

## **Publications**

### ***Books and book chapters***

- Poirier, J., Francis, K., Fisher, S., Williams-Washington, K., Goode, T., & Jackson, V. (2008). Practice Brief 1: Providing Services and Supports for Youth Who Are Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, or Two-Spirit. Washington, DC: National Center for Cultural Competence, Georgetown University Center for Child and Human Development.
- (1992). "Caribbean Islanders." Understanding Cultural Diversity. American Correctional Association, Laurel, MD.

### ***Technical reports***

- Systems Improvement Activities to Enhance Children's Mental Health Services – Cultural Competence, American Institutes for Research, January 2006, co-author.
- Francis, K., Quinn, M. M., & Poirier, J. (2005). Rural mental health symposium final report. Washington, DC: American Institutes for Research. Submitted to: Center for Mental Health Services, Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services; Rockville, MD.
- Lessons Learned Through the Building of a National Training and Technical Assistance Center Safe Schools/Healthy Students Action Center Final Report, National Mental Health Association, 2003.
- Falling through the Cracks, Children and our Mental Health System—Safe Schools/Health Students Initiative. Congressional Testimony provided on behalf of the National Mental Health Association. 1999.
- Brain Trust, Liberty and Justice for All? An examination of criminal issues in the 104<sup>th</sup> Congress. Congressional Black Caucus' 25<sup>th</sup> Annual Legislative Weekend testimony provided on behalf of the American Correctional Association. Washington DC, September 22, 1995.
- Training in cultural differences for law enforcement/juvenile justice practitioners: Preliminary report. Laurel, MD: American Correctional Association. (September 1992).