Doctoral Dissertation Defense Announcement

“The Role of Culture in Child Death Review Teams”

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Candidate for Doctor of Public Health
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Medical College of Wisconsin

Committee in Charge
Zeno Franco, PhD (Mentor)
Michael Cull, PhD
Christopher Simenz, PhD

Location Details
Date: Wednesday, April 3, 2024
Time: 3:00 PM (CT)
Location: Alumni Center in the Medical Education Building (MEB) at the Medical College of WI
Zoom: https://mcw-edu.zoom.us/j/96250583474?pwd=ZEtBR1F4M0piQUJUZVZvMWhRSNhNqZz09
Meeting ID: 962 5058 3474
Passcode: heDE9kqf
Graduate Studies

Research Theory (PUBH 28150)

Public Health Practice I: Building a Foundation (PUBH 282021)

Doctoral Seminar (PUBH28301)

Public Health Research Study and Design (PUBH28160)

Public Health Practice II: Building Community Partnerships and Coalitions (PUBH28202)

Introduction to Community Engagement (PUBH28106)

Data Collection and Analysis (PUBH28151)

Public Health Practice III: Strategies for Eliminating Health Disparities (PUBH28203)

Executive and Organizational Leadership (PUBH28152)

Doctoral Dissertation (PUBH28399)

Applied Practice Experience
Dissertation

“The Role of Culture in Child Death Review Teams”

The death of a child is a community tragedy and blame does not rest in any one place. Child death review (CDR) teams are comprised of professionals from a wide variety of disciplines who seek to understand the complex risk and protective factors surrounding the death of a child. CDR teams explore the connections between individual, family, community, and societal systems. The goal of CDR teams is to help communities celebrate more birthdays.

The work of a CDR team is considered high-risk and high-consequence. Professionals who work in high-risk and high-consequence disciplines benefit from a strong culture rooted in safety. This culture, known as a safety culture, can act as a protective measure to reduce the negative impacts (e.g., burnout, emotional exhaustion, and secondary trauma) of participating in high-consequence work. A healthy culture emphasizes psychological safety, connection, and interpersonal risk taking. The literature on psychological safety and culture is robust. However, there is no research on these concepts within fatality review teams.

Using a convenience sampling approach, the TeamFirst Assessment of Safety Culture (TASC) survey was made distributed to CDR team members throughout the United States. TASC measured several domains of culture including mindful organizing, psychological safety, emotional exhaustion, workplace connectedness, secondary trauma, and racial justice. TASC was comprised of validated scales that are commonly used to evaluate these concepts in human service agencies. Key demographics about the individual and their CDR team were collected. Demographics about each state CDR program such as budget, FTE, and home agency were also collected for analysis.

120 CDR team members responded to TASC. Descriptive statistics, an analysis of variance (ANOVA), t-tests, and regressions were conducted in SPSS. Results demonstrated the respondents were primarily White, female, and college educated. The range for age of respondents was 18 years old to
more than 60 years old, with the largest number of respondents in the 40-49 years old range. Slightly more than half of respondents had participated in CDR for less than six years. The respondents were evenly split between team members and staff roles such as a coordinator, data abstractor, or facilitator.

Key results demonstrated that age had the most significant effect on psychological safety, burnout, and secondary trauma. Differences in burnout were also noted based on profession, with child welfare workers reporting higher levels of burnout than other groups. At the agency level, mindful organizing was positively correlated with psychological safety and racial justice. Psychological safety was negatively correlated with burnout and secondary trauma. At the agency level, budget had a positive correlation with mindful organizing and legislative mandate.

The findings from this research are consistent with other research on psychological safety and team culture. The positive relationship between psychological safety, mindful organizing, workplace connectedness, and racial justice suggests that intentional organizational planning can reduce negative impacts on the individual. The intentional planning fosters unity, connectedness, and interpersonal risk taking. Additional resources, both financial and human, could improve a CDR program's ability to build a positive culture.
Abigael (Abby) Drew Collier
Director, National Center for Fatality Review and Prevention
Curriculum Vitae

EDUCATION

<table>
<thead>
<tr>
<th>INSTITUTION AND LOCATION</th>
<th>DEGREE (if applicable)</th>
<th>YEAR</th>
<th>FIELD OF STUDY</th>
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<tbody>
<tr>
<td>Alverno College, Milwaukee, WI</td>
<td>BA</td>
<td>2005</td>
<td>English &amp; Sociology</td>
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<tr>
<td>Mount Mary University, Milwaukee WI</td>
<td>MS</td>
<td>2009</td>
<td>Community Counseling</td>
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<tr>
<td>Medical College of Wisconsin, Milwaukee WI</td>
<td>DrPH</td>
<td>2024</td>
<td>Public Health</td>
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A. Positions and Honors

Positions and Employment
2005-2008  Assistant Program Director, Wisconsin Community Services, Milwaukee, WI
2008-2009  Intern, Milwaukee Lesbian, Gay Bisexual and Transgender Center, Milwaukee, WI
2009-2016  Senior Project Manager, Children’s Health Alliance of Wisconsin at Children’s Hospital of Wisconsin, Milwaukee, WI
2016-2017  Project Coordinator, National Center for Fatality Review and Prevention at the Michigan Public Health Institute, Okemos, MI
2017-  Director, National Center for Fatality Review and Prevention at the Michigan Public Health Institute, Okemos, MI

Other Experience and Professional Memberships
2009-2016  Member, Wisconsin Public Health Association
2009-2012  Member, Society for Advancement of Violence and Injury Research (SAVIR)
2010-2016  Coordinator of Midwest CDR coordinators work group
2012-2017  Board member, Midwest Injury Prevention Alliance
2013-  Member, American Public Health Association
2017-  Member, Association of Maternal Child Health Programs
2017-  Member, CityMatCH
2017-  Executive Committee member, American Academy of Pediatrics Section on Child Death Review and Prevention
2018-  Member, International Society for the Prevention of Child Abuse and Neglect
2018-  Executive Committee member, Children’s Safety Now-Alliance lead by Children’s Safety Network
2023 -  Member, Equity Advisor Committee at Safe Kids Worldwide

B. Publications

Peer-reviewed publications

Select Other Publications


C. Research Support

Current Funding

Source: Health Resources and Services Administration
Title: National Data Center for Child Death Review
Role: Principal investigator
Start Date: 08/05/2017
Direct Funds: $5,200,000 (annually)

Source: Casey Family Programs
Title: National Child Safety Partnership
Role: Technical assistance provider
Start Date: 10/01/2019
Direct Funds: $10,000 (annually)

Source: Centers for Disease Control and Prevention via National Network of Public Health Institutes
Name: Using Fatality Review to Understand Disasters
Role: Principal investigator
Start Date: 10/01/2021
Direct Funds: $135,000 (annually)

Source: Centers for Disease Control and Prevention via National Network of Public Health Institutes
Name: Feasability study for national drowning surveillance
Role: Principal investigator
Start Date: 10/21/2021
Direct Funds: $750,000 (annually)

Source: Centers for Disease Control and Prevention via National Network of Public Health Institutes
Name: Removing barriers to participating in SUID and SDY
Role: Principal investigator
Start Date: 10/01/2022
Direct Funds: $1,000,000 (annually)

Source: American Academy of Pediatrics
Name: Sudden Unexpected Infant Death Prevention Program
Role: Subject Mater Expert
Start Date: 10/01/2022
Direct Funds: $50,000 (annually)

Previous Funding

Source: Wisconsin Partnership Program
Title: Keeping Kids Alive in Wisconsin
Role: Community partner
Dates: 6/30/2008-6/30/2011
Source: Wisconsin Partnership Program
Title: Preserving Infant and Child Health
Role: Community partner
Dates: 7/1/2012-6/30/2015

Source: Centers for Disease Control and Prevention
Title: Sudden Unexpected Infant Death Case Registry
Role: Principal investigator (Wisconsin)
Dates: 9/1/2015-8/31/2016

Source: Centers for Disease Control and Prevention
Title: Sudden Death in the Young (Wisconsin)
Role: Principal investigator

Source: Within Our Reach
Title: Child Safety Forward
Role: Technical assistance provider
Dates: 10/01/2019 – 09/30/2023

D. Invited Professional Presentations
Available upon request

E. Professional Trainings
2. Evaluation Institute (2012). Center’s for Disease Control and Prevention
5. Unlearning Racism (2020). YWCA of Greater Milwaukee