Langston University (LU), a historically Black college/university (HBCU), has been awarded a $750,000 grant by the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR) to offer a two-year post-doctoral fellowship in Solutions-Focused Translational Scholarship to Improve the Employment Outcomes for Persons with Disabilities from Traditionally Underrepresented Racial and Ethnic Populations. The Goal of the Advanced Rehabilitation Research Training (LU-ARRT) Program, situated within the Rehabilitation Research and Training Center on Research and Capacity Building for Minority Entities (LU-RRTC), is to improve minority serving institutions’ (MSIs [HBUs, Hispanic serving institutions, and American Indian tribal colleges and universities]) capacity to develop and support rehabilitation training pipeline infrastructure that can facilitate the development of the talent and produce MSI-based investigators who can participate in research and development aimed at improving the employment status of individuals with disabilities from traditionally underrepresented racial and ethnic populations and communities. The LU-ARRT works in concert with the LU-RRTC drawing upon the center’s extensive MSI research capacity building expertise, collaborative networks, resources, and peer-to-peer mentoring interventions to holistically address fellows’ research skill building needs.

The LU-ARRT represents a collaborative effort between Langston University, the Institute for Community Inclusion at the University of Massachusetts Boston ([ICI] Asian American and Native American Pacific Islander-serving institution), North Carolina Agricultural and Technical State University ([NCA&T] HBCU), South Carolina State University ([SCSU] HBCU), and Jackson State University ([JSU] HBCU). The Program implements a Peer-to-Peer Multiple Mentor Model to help fellows cross-fertilize their independent research project and research grant proposal through exchanges with a primary mentor and a scientific panel of mentors comprised on content experts, multicultural specialists, methodologists, and statisticians.

ADVANCED REHABILITATION RESEARCH TRAINING PROJECT GOALS

The ARRT objectives are to:

1. Implement a recruitment strategy that will attract 4 to 6 well-qualified MSI-based fellows, including individuals with disabilities, interested in pursuing research or academic careers in the rehabilitation of individuals with disabilities for advanced research training.

2. Provide fellows with a multidisciplinary training program that includes didactic research coursework and classroom instruction offered through alternative technological platforms (Skype or on-line) that will increase their knowledge of scientific research methodologies, multicultural research best-practices, and solutions-focused translational approaches suitable to the field of rehabilitation.

3. Implement mentoring through an interface between fellows and a Peer-to-Peer Multiple Mentor approach that consist of a primary mentor and a scientific mentorship panel comprised of context experts, multicultural specialists, methodologists, and a statistician.

4. Increase fellows’ scientific writing abilities by having them collaborate with researchers on grant writing and preparation of independent research findings for submission to peer-reviewed journals.

5. Improve fellows’ presentation abilities to both professionals and consumers.

6. Provide fellows with interdisciplinary research experiences.
7. Involve fellows in **consumer-related experiences** by providing opportunities to deliver clinical employment support interventions and/or participate in structured community-based settings with organizations representing individuals with disabilities such as Oklahoma Department of Rehabilitation Services, Goodwill Industries of Central Oklahoma, and Oklahoma City Public School District-Department of Special Education.

**PARTICIPATION INCENTIVES**

- Salary and benefits package- 43k annual salary with full health benefits
- Peer-to-Peer multiple research mentorship opportunity with scientific panel mentors
- Financial research agenda start-up package- i.e., study participant honorariums/fellow research travel
- Peer reviewed publications
- Present research findings at national rehabilitation related conferences

**INVITATION TO APPLY**

We invite individuals who have earned a doctorate from a minority-serving institution (i.e., HBCU, Hispanic serving institution, or American Indian tribal college) or traditionally White institution (TWI) within 5 years of their proposed start date and current doctoral candidates (must graduate before beginning fellowship) at minority-serving institutions or TWIs interested in employment research to apply to participate in the post-doctoral fellowship. Minority-serving institution-based faculty members who have earned doctorates or advanced degrees within 5 years of their proposed start date are also eligible to apply (i.e., 80% research supplements through subcontract for such faculty in residence at their employing minority-serving institution are optional). We strongly encouraged individuals with disabilities to apply. We are particularly interested in recruiting candidates who have a strong desire to obtain an academic faculty position or research position at a minority-serving institution upon completion of the fellowship program.

**ELIGIBILITY CRITERIA**

Between 4 and 6 individuals will be selected to participate in the project. The individuals selected to participate must meet the following entry criteria:

A. Satisfactory completion of all academic requirements for a doctoral degree from an accredited university in one of the following branches of rehabilitation: rehabilitation counseling, psychology, special education, social work, rehabilitation teaching, counseling, orientation and mobility, physical therapy, occupational therapy, communication [speech] therapy, and nursing; or economics and health statistics/mathematics, or other related areas.

B. A demonstrated interest in the rehabilitation of individuals with disabilities as evidenced by prior relevant professional and/or research experiences;

C. A strong commitment in obtaining employment as a faculty member or researchers at a minority-serving institution at the end of the training, if not already employed at such an institution.

D. Long term academic goals related to pursuit of research in a related area of disability and employment research;

E. A willingness to commit two years to advanced rehabilitation research training.
ANNOUNCEMENT

Applicants will be notified via e-mail or U.S. Postal Service of the results of the competition by September 4, 2017. Notifications will be sent via e-mail or U.S. Postal Address listed in the application document. If you do not receive a notification by September 4, 2017 please contact Dr. Corey L. Moore, Principal Investigator/Training Director, at capacitybuildingrrtc@langston.edu or at (405) 530-7530. The anticipated start date for the fellowship is October 2, 2017.

APPLICATION PROCEDURES AND REQUIREMENTS

Each individual interested in participating in the post-doctoral training will complete the application, which must be received by August 18, 2017 at the attention of Dr. Corey L. Moore, LU-RRTC, 6700 N. Martin Luther King Avenue, Oklahoma City, OK 73105, and must include the following attachments:

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

The ARRT Program’s Selection Committee will review these application materials and make final determinations as to which applicants are interviewed. The Selection Committee will conduct interviews for all appropriate candidates and then make the final selection of fellows.

Fellows Selection Criteria

The following criteria will be used to evaluate and select entities to participate in the Institutional Research Capacity-Building and Infrastructure Model (IRCBIM) project:

- Academic performance (10 points)
- Research experience and capabilities (20 points)
- Research philosophical statement- interest in disability and employment research (20 points)
- Communication skills (10 points)
- Expressed interest in employment as a faculty member at a minority-serving institution (20 points)
- Demonstrated commitment to the two-year ARRT fellowship and its activities (15 points)
- Overall quality of the application (5 points)
ARTR at the LU-RRTC on Research and Capacity Building for Minority Entities

**Form I**

**POST-DOCTORAL FELLOWSHIP APPLICATION**

**INSTRUCTIONS:** *(Please Type).* Before Mailing, Please Be Sure You Have: (1) answered all questions completely; (2) verified your social security number; and (3) signed and dated this application and all supplemental documents.

1. Applicant’s Full Legal Name ____________________________
   - Last Name       First       Middle Initial

2. Other Names under which you may appear:
   - Last Name       First       Middle

3. Present Title: ________________________________________

4. Department/School: _____________________________________

5. Institution: ____________________________________________
   - Work Address: ________________________________________
   - Work Phone Number: _________________________________

6. Home Mailing Address:
   - Number   Street   City   State   Zip Code
   - Home Phone Number: _________________________________Cell

7. Emergency Contact (optional):
   - Last Name       First       Middle       Relationship
   - Address: ____________________________________________
   - Number   Street   City   State   Zip Code
   - Phone Number: _________________________________Cell

8. Social Security Number: ____________________________ E-Mail Address____________________

9. Are you a veteran?       Yes___ No___
   - If yes, what is your discharge date? ______________________

10. Gender:   Male___ Female___

11. Race/Ethnic Background:
    - African American _______ Asian American _______ Hispanic _____ White _________
    - American Indian _______ Other (please specify) __________________________


   If no, country of citizenship__________________________
   Do you have permanent resident alien status? Yes____No____. If you have permanent resident alien status, please include a photocopy of your registration card (front and back).

13. List all colleges/universities attended. List in order of attendance (most recently attended first). If sufficient space is not provided, please list additional schools on a separate sheet of paper and submit with application.

<table>
<thead>
<tr>
<th>Name of College/Address/City/State</th>
<th>Degree Earned</th>
<th>Dates Attended</th>
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14. Are you currently employed as a faculty member at a minority serving institution? Yes___No____
   If yes, what type? HBCU _______ Hispanic Serving Institution _______ Tribal College _______

15. What is the name of your employing institution? ____________________________________________

16. When did you complete requirement for your doctoral degree? _________________________________

17. Are you currently a doctoral student? Yes___No____
   If yes, where are you pursuing your degree? __________________________________________________
   If yes, when do you plan to complete degree requirements? _________________________________

18. What disciplinary area is your doctorate in?

<table>
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<tr>
<th>Social Sciences/Other Areas</th>
<th>Check</th>
<th>Health And Allied Health Professions</th>
<th>Check</th>
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</thead>
<tbody>
<tr>
<td>Special education</td>
<td>_____</td>
<td>Rehabilitation counseling</td>
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<tr>
<td>Economics</td>
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<td>Physical therapy</td>
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<tr>
<td>Other(s)_______</td>
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Each fellow will agree on an individualized work plan. Answers to the questions below will help us pair mentors and selected faculty fellows.
19. **Research philosophical statement (Not more than 2 pages):** On separate paper, write your personal research philosophy. Please note that fellows will be **required** to conduct research and develop a research grant proposal that examines experiences and outcomes of individuals with disabilities from traditionally underserved racial and ethnic populations. Applicants must focus their research activities on topics that fall under the Employment major life domain identified in the National Institute on Disability, Independent Living, and Rehabilitation Research’s (NIDILRR) Long-Range Plan for Fiscal Years 2013-2017 (78 FR 20299).

20. Please describe in a few sentences the kinds of teaching you do or expect to do (undergraduate teaching, graduate teaching, and advising, etc.)

____________________________________________________________________________________________

____________________________________________________________________________________________

____________________________________________________________________________________________

____________________________________________________________________________________________

____________________________________________________________________________________________

21. Please state three areas where you feel a mentor could help you:

1. __________________________________________________________________________________________

2. __________________________________________________________________________________________

3. __________________________________________________________________________________________

22. Do you currently have a research mentor? YES_____ NO______. If yes, please provide your mentor’s contact information(optional):

Name of mentor: __________________________________________________________
School: __________________________________________________________
Department: __________________________________________________________
Phone: ________________________________________________________________
E-mail ________________________________________________________________

22. How did you hear about the LU-ARRT Post-Doctoral Fellowship?

____________________________________________________________________________________________

____________________________________________________________________________________________

23: If currently a faculty member, what is your annual salary? ______________________________

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**Required of All Applicants**

By my signature below, I certify that the information provided above is complete and accurate to the best of my knowledge.

____________________________________________________________________________________________

____________________________________________________________________________________________

Name Here ______________________________ Signature ______________________________ Date _______________

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**ARRT at the LU-RRTC on Research and Capacity Building for Minority Entities**
FORM II
POST-DOCTORAL FELLOWSHIP RECOMMENDERS

Each candidate for the academy must submit two letters of recommendation (from chairman of candidate’s doctoral program, internship coordinator, or research supervisor; individuals who are professionally familiar with the candidate’s research work).

REFERENCES

1. Applicant's Professional Recommender:

   Name: ________________________________________________________________
   Title:_________________________________________________________________
   Department: _____________________________________________________________
   Institution: _____________________________________________________________
   Address: ___________________________________________________________________
   Phone ______________________ Fax ____________________ E-mail ______________

2. Applicant’s Professional Recommender:

   Name: ________________________________________________________________
   Title:_________________________________________________________________
   Department: _____________________________________________________________
   Institution: _____________________________________________________________
   Address: ___________________________________________________________________
   Phone ______________________ Fax ____________________ E-mail ______________
PLEASE NOTE: It is allowable to write a recommendation statement for more than one applicant.

To be completed by the applicant's professional recommender:

Name ______________________________________________
Title: ______________________________________________
Department: _________________________________________
Institution: __________________________________________
Address: ____________________________________________

Applicant’s Name: __________________________________________

1. How long have you known the applicant and in what capacity?
____________________________________________________________________________________________
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2. Please comment on the qualifications and (professional) accomplishments, and research capabilities of the applicant. What are the applicant’s strengths and skills that could be (further) developed in the area of disability and employment/rehabilitation research?
____________________________________________________________________________________________
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3. Please comment on the applicant’s communication and interpersonal skills, and ability to collaborate with peers on research projects.
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4. Please comment on the applicant's proposed research project, its feasibility, and potential to generate findings that will advance disability and employment/rehabilitation research and/or vocational rehabilitation policy or practice?

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5. Please feel free to provide, in an attached letter, any other information you believe would be of assistance in evaluating the applicant's qualifications for this post-doctoral fellowship opportunity, the potential value of the applicant’s research in the field of disability and employment/rehabilitation research and vocational rehabilitation policy and practice, and the potential value of the LU-ARRT Fellowship to his/her career development.

Please confirm by your signature below that you support the applicant’s proposed fellowship plan.

Signature of recommender:_______________________________________________________________

Name (Typed or printed):_______________________________________________________________
LU-ARRT POST-DOCTORAL FELLOWSHIP APPLICATION
LETTER OF REFERENCE INSTRUCTIONS

A. THE PROGRAM

The **Goal** of the Langston University ARRT Program, situated within the LU-RRTC, is to improve minority serving institutions’ (MSIs; historically Black colleges/universities, Hispanic serving institutions, and American Indian tribal colleges and universities) capacity to develop and support rehabilitation training pipeline infrastructure that can facilitate the development of the talent and produce MSI-based investigators who can participate in research and development aimed at improving the employment status of individuals with disabilities from traditionally underrepresented racial and ethnic populations and communities.

Applicants must demonstrate training, experience, OR interest in disability and employment/rehabilitation research in rehabilitation, social sciences, or related branches such as rehabilitation counseling, psychology, special education, social work, rehabilitation teaching, counseling, orientation and mobility, physical therapy, occupational therapy, communication [speech] therapy, and nursing; or economics and health statistics/mathematics, or other related areas. Applicants must be individuals who have completed their doctoral degree requirements at an MSI or traditionally White institution (TWIs) within 5 years of their proposed start date, or doctoral students at MSIs or TWIs expected to complete such requirements by their fellowship start date. Individuals who are current faculty members or early career researchers (having received their doctorates within 5 years of start date) at MSIs are also eligible to apply (80% research training supplements are optionally available). Between 4 and 6 fellows will be selected by a Selection Committee to be trained through this fellowship opportunity. The duration of LU-ARRT Post-Doctoral Fellowship is two years; we anticipate starting 2 fellows beginning October 1, 2017.

B. INSTRUCTIONS FOR LETTERS OF REFERENCE

In submitting a letter of reference, please include the following information:

1) Indicate the period of time you have known the applicant and in what capacity.

2) Comment on the applicant's qualifications and accomplishments, specifically in the disability and rehabilitation services research field.

3) Describe what you would see as the applicant’s strengths or skills that could be (further) developed in the area of disability and rehabilitation research.

4) Evaluate the caliber of the applicant's work and potential for productive research in and contribution to disability and rehabilitation research.

5) Assess the value of the LU-ARRT Fellowship experience to the candidate or the contributions the fellowship will make on the applicant’s career development. Explain how this fellowship will be a productive experience for the applicant.

6) Comment on the applicant’s communication and interpersonal skills, and ability to collaborate with peers on research projects.

7) Explain any particular qualifications, experiences, or reasons why the applicant should be selected. To ensure confidentiality, the letter of reference should be submitted in an envelope with the signature of the person making the recommendation across the sealed flap. In order to be considered in the application process, the letter of reference must be submitted by the applicant with the full application and be received by the application deadline.
## Important Dates and Deadlines for the Institutional Research Capacity Building Infrastructure Model (IRCBIM) Application Process

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<td>Call for 2017 LU-ARRT Applications Open</td>
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<td>Informational for Interested Individuals (i.e., MSI and TWI doctoral</td>
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<td>candidates, MSI-Based Faculty Members and Early Career Investigators)</td>
</tr>
<tr>
<td>To Be Determined</td>
<td>Pre-Application Teleconference – Information for Potential Applicants</td>
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<tr>
<td>August 18, 2017</td>
<td>Deadline – Applications Due</td>
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<tr>
<td>September 4, 2017</td>
<td>Selected Minority Entities Notified</td>
</tr>
<tr>
<td>September 11, 2017</td>
<td>Selected Applicants to Submit any Required Information</td>
</tr>
</tbody>
</table>

Thank you for your time and effort in applying to participate in the Langston University Advanced Rehabilitation Research Training Program (LU-ARRT). We look forward to giving your application our most serious consideration. If you have any questions, please contact Dr. Corey L. Moore, Principal Investigator/Training Director at (405) 530-7531 or email: capacitybuildingrrtc@langston.edu.