

CURRICULUM VITAE
MARY ANN CASTLE, Ph.D.
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Key qualifications: 25 years' experience conducting **Applied Research & Evaluation (qualitative, participatory, self assessment, quantitative methods):** Project/Programme Design & Management (clinical, social service, education), Curriculum writing, Proposal development, Data analysis and report writing, Presentation of research results. Designed & implemented numerous evaluation, participatory and applied research projects in Public Health (HIV/AIDS, Reproductive and Sexual Health, Maternal and Infant Health, Gender, Harm Reduction, Domestic Violence, Trafficking in Persons into the US) among diverse racial & ethnic populations **throughout the US, Puerto Rico, India, Kenya, Zambia and South Africa.** I have had the unique and primary responsibility as (1) applied researcher and evaluator for SRHR services, (2) design of clinician training, (3) advocacy/organizing and (3) project management. I utilize theories of change, extant data, and primary data collection to develop tailored tools and outcome indicators for these projects. Currently, Senior Consulting Associate: Planning Alternatives for Change (www.planningalternatives.com), SAE& Associates (www.sae&assoc.com) and Cora Group, Inc. (www.coragroupinc.com).

HIV and SRHR-Related Experience: (Domestic and International)

INTERNATIONAL

The Memory Box Project, South Africa. Senior Consultant Current

- Contributed to the development of proposals to provide self-efficacy workshops and counselling to children and adolescents infected and/or affected by HIV/AIDS & suffering from sexual & physical abuse.

Nanga Vhuthilo (Choose Life), Soweto, Johannesburg, South Africa. Senior Consultant 2012

- Wrote proposals to support a violence and trauma counselling-treatment-educational program for orphaned girls and young women who seek services from Nanga Vhuthilo, a multi-service organization for children and youth who have been orphaned by AIDS.

Femconsult International Team Leader, South Africa. Senior Consultant 2005-08

- Researched and developed a national framework of good practices in HIV prevention for institutes of higher education throughout South Africa. Applied framework to develop evaluation design including IRB, research questions and instruments; trained interviewers, and provided data analysis.

Planned Parenthood Federation of America-International Dept. Senior Consultant 2005-07

- Analysed qualitative and quantitative data for development of policy positions and publications about interventions and **advocacy to increase access to reproductive health care in Kenya, Thailand, and Latin America.** Developed a strategic plan to re-frame International Department's technical assistance and international NGO re-granting program as human rights/health equity, social justice and sexual and reproductive advocacy foci. Provided ideas to increase **visibility of issues & accomplishments.** Prepared plan to diversify funding. Wrote papers for peer reviewed journals.

Population Council. Senior Consultant (Long-Term Consultant) 1990-2000

- Researched and wrote a draft background paper **on infant feeding options for women with HIV infection in developing countries**. Paper suggested positive actions and potential challenges of community based support for medical interventions, counselling issues for women, and training needs of health care providers. Part of background paper for WHO 2000 Conference on HIV/AIDS in South Africa and used to train in-country program staff.
- Analysed, integrated, developed cross-sectional and ethnographic data for major published comparative social epidemiological study assessing impact of health services, socio-economic factors, cultural **parameters, and consumer behaviour on infant feeding** in Colombia, Indonesia, Kenya and Thailand (Greenwood Press, 1988). Research findings were utilized by WHO to develop policies related to infant formula.
- Conducted research on indicators of quality of care and response to scope and consequences of illegal abortion (**Kenya and Zambia**). Developed and wrote research-based memorandum to Board of Directors informing decision of Population Council to initiate research on RU 486; its accessibility, the acceptability of contraception, and the question of maternal depletion syndrome.

Engender Health, India. Senior Consultant 1996, 2005

- **Team leader of research and needs assessment of reproductive health care in rural districts in Lucknow and Uttar Pradesh**. Trained and supervised in-country research staff. Conducted interviews with Hindu and Muslim women in their villages and at health facilities, and with medical officers, physicians, ANMs, ward boys, and nurses. **Findings provided recommendations for improved delivery of services**.
- Provided technical assistance, training, and oversight to a research **project assessing post-abortion care in major hospitals and clinics in Turkey, India, Colombia, and Indonesia**. Identified issues and developed qualitative and quantitative survey instruments. Trained staff; reviewed findings, provided recommendations used to enhance programmatic work.

PROCEED, US and Puerto Rico. Senior Researcher/Evaluator (F/T) 2005-2008

- Lead author, HIV prevention curriculum and staff training manual for out- of- treatment injection drug users, in collaboration with the Universidad Central del Caribe, Puerto Rico (CDC funded).
- **Lead author, HIV prevention and reproductive health curriculum and staff training manual for incarcerated women with drug and trauma histories. Trained NGO staff to implement curriculum, and wrote evaluation component (US CDC)**.
- Wrote proposal for HIV prevention for Latino, African American and immigrant substance users (funded-**SAMSHA \$500,000 per year for 5 years**).
- Assisted Haitian American after-school program to design surveys and train youth participants to conduct a community assessment to identify problems faced by young people in their neighbourhoods (including HIV/AIDS, pregnancy, gangs, poverty, etc.). Designed youth anti-violence program and wrote proposal for disadvantaged youth to assist them to remain in school (Federally funded grant-\$279,000).
- Designed and implemented comprehensive evaluation for capacity building assistance to NGOs, Health Departments, and faith-based organizations for infrastructure enhancement in order to initiate and improve HIV prevention programs for community residents throughout US, Puerto Rico, and the US Virgin Islands.

DOMESTIC:

SAE & Associates. Senior HIV/AIDS Consultant 2012

- **Assisted NGO in Georgia, US to develop HIV/AIDS prevention/treatment program to be integrated** into on-going drug and alcohol and mental health treatment programs in 3 counties.
- Wrote grant for \$500,000 per year for 5 years (SAMSHA) for same that included community outreach and effective interventions for HIV prevention as well as an extensive evaluation component. Funding received.

Cora Group, Inc. Senior Consultant (Evaluation Specialist) 2012-current

- Current proposal development in response to National Institute of Justice (USA) RFP for Research and Evaluation on **Trafficking in Persons** in New York State. This proposal develops strategies and mechanisms for program evaluation in order to identify, refer or provide services to, and/or advocate for health and social justice of trafficked individuals. Seven NYS anti-trafficking programs are collaborating with this evaluation-capacity building project.

Community Resource Exchange, Asian American Federation, Federation of Protestant Welfare Agencies, the Hispanic Federation. (US) Director of Evaluation (F-T) 2000-2004

- Designed and directed evaluation of a \$3.6 million collaboration of four technical assistance (TA) agencies providing capacity building assistance to 140 NYC community based organizations (CBOs) serving people of colour; enabling them to initiate, expand/enhance HIV/AIDS prevention programs. Conceptualized and implemented multi-level participatory and evidence-based evaluation that systematized a model for TA providers to use with ethnically diverse CBOs. Collaboratively developed the theory of change and logic model, engaging stakeholders from different communities in outreach and education activities, and formalizing culturally-appropriate assessment methods and tools for use by community institutions and grassroots organizations. Facilitated coalition- and capacity- building, as well as evidenced-based information sharing on best practices and lessons learned. Created instrumentation and trained grassroots organizations to assess effectiveness of technical assistance provided through observation of outcomes for community-based clients and residents and maintenance of longitudinal database. **Developed tools for quality control, assessment of TA needs, and evaluation of outcomes, follow-up. Designed all data collection instruments, including CBO organizational needs assessment, TA work plan protocols, quarterly reports on TA provider to CBOs, workshop surveys, CBO interviews, and observation guides.** Hired/trained/supervised 3 Ph.D. evaluation specialists throughout implementation process. Designed a facilitated self-assessment guide and tool kit for CBO staff/managers; and facilitated self-assessments with 10 CBOs.

Abortion Access Project (USA) Senior Director (F/T) 2008-2011

- Conceptualized, supervised multi-level social action advocacy-organizing approach to integrating reproductive health care into social and health care services in three politically conservative Southern U.S. states having state-level laws and policies that restricting access; particularly to poor women, women of color, youth, and rural women (\$5 million project). Hired and supervised in-state directors & consultants. **Established theoretical/practical approach to this social action/advocacy utilizing the work of Paolo Freire, feminist organizing, and participatory strategies. Implemented systems approach in order to achieve; educational and behaviour change, organizational development, and a transformational Reproductive Justice Initiative.** The goal was to strengthen 3 state-wide organizational infrastructures to support advocacy and increased services for reproductive health & abortion rights in “Bible-belt” states. Grant writing, proposal

development, and publication of results. Hired and supervised external evaluators. **Participated in design of evaluation and protocols for organizing, advocacy, and capacity building components.**

NADAP (US) Senior Director of New Initiatives / Team Leader (F/T) 2003-2005

- Designed and directed a \$1 million initiative to provide culturally and linguistically appropriate drug-alcohol & HIV prevention education, counselling & referral services to diverse immigrant and marginalized NYC populations. Service design and provision in relationship to increased stress levels experienced due to 9/11, and its economic-social-political consequences. Services were conducted through 80 community based and religious organizations as well as city-wide agencies (e.g., Cab Watch, American Indian House, Radio Tropicale, Hondurans against AIDS, Korean American Family Services, Filipino Services Centre, etc.).
- Hired and supervised 3 full-time professional staff and 25 consultants to provide services to diverse populations, including new immigrant groups with high (although often hidden) prevalence of alcohol, drugs, HIV/AIDS, family violence and trafficking situations. **Collaborated with Asian NGOs to develop mechanism to identify and refer to legal and advocacy services women who had been trafficked for domestic work from Korea and the Philippines. Monitored program outcomes, wrote final reports with policy and service provision recommendations.**
- Designed and implemented educational call-in radio show on reproductive health care, HIV and drug prevention and domestic violence in Haitian Kreyol for Haitian populations. Initiated a youth-run project in which NYC youth-wrote and produced a video about young people's understandings and beliefs about their future possibilities post 9/11. Wrote Facilitator's Guide to incorporating Youth Perspectives into Community Development and prepared "Bridging NYC Communities and Cultures," a lessons- learned document about the initiative.

NYC- HIV DOH. Senior Consultant Researcher & Strategic Planning 1999-2000

- Developed multiple RFPs on unmet HIV prevention and service needs. Awarded and supervised contractors to conduct research and data initiatives. HIV/AIDS-related research on: mental health, substance use, intimate partner violence, reproductive and sexual health, capacity building needs of CBOs, immigrant populations, PLWA empowerment. **Findings were used to prioritize \$9 million federal funding for HIV services in NYC.** Developed Strategic Planning approach for Tri-County HIV/AIDS Planning Council.

Metis Associates (US) Senior Researcher (F/T) 1997-2000

- Principal investigator of a study at three reproductive health clinics examining patients' experiences, acceptability, accessibility and satisfaction with emergency hormonal contraception services. Findings were utilized to improve clinics' emergency contraceptive services.
- Designed and implemented survey and qualitative components of multi-year evaluation of Family Resource Centre, a community building partnership in Georgia, including teaching youth to conduct their own research on problems in their community. Provided technical assistance on self-evaluation at community partnerships to improve the well- being of families and youth.
- Director of evaluation of multi-service South Bronx redevelopment project to provide housing, health, and social services to assist women, currently on welfare, to become economically self-sufficient through job training and placement.
- **Conducted research on the relationship between HIV/AIDS and intimate partner violence for legal and advocacy department of Bronx AIDS Services.**

Pacific Institute for Women's Health, California (US). Senior Associate Consultant 1996-1998

- Principal Investigator in a study assessing effects of media campaign on introduction of emergency contraception to 8 family planning clinics. Principal Investigator on perceptions of Latinas about medical abortion. Researched and Co-authored "A Clinician's Guide to Providing Emergency Contraceptive Pills," which has been distributed to 25,000 physicians and other clinicians in the U.S., and internationally.

Planned Parenthood of NYC. Founding Director of Clinician Training Initiative (F/T) 1994-1997

- Directed multifaceted national initiative to increase access to reproductive health care.
- Designed & implemented one of the first physician training programs in first trimester abortion, i.e. curricula development, quality assurance, evaluation, follow-up. Program was replicated nation-wide.
- **Developed and implemented national level advocacy campaign to include abortion in graduate medical school education and residency training programs. Collaborated with attorneys, health care professionals, national health organizations, and legislators to expand reproductive health care options.**
- **Major contribution to the creation of Medical Students for Choice.**
- Conducted research on access to reproductive health care, including survey of Physician Assistants in New York State, focus groups on RU 486, and patient surveys at HHC facilities. Findings formed the basis for legal advocacy resulting in State-level policy changes.
- **Principal Researcher** of a seminal study on acceptability of medical abortion by patients in NYC clinical trials. Findings contributed to improvements in clinic services.
- Designed and supervised pilot research on relationship between intimate partner violence and HIV/AIDS among women clients of Bronx AIDS Services.
- Wrote grants, liaison with foundations, provided fiscal oversight for \$3 million budget.
- Wrote nationally distributed counselling guide for clinicians. Substantial contribution to curriculum, development and writing in order to train family medicine physicians to perform first trimester abortion.
- **Conducted Research in New York City's public hospitals to assess timely access to abortion services. NYC's Human Rights Commissioner used these findings to propose/implement changes in hospital policies.**

Additional Consultancies:

Cora Group, Inc. 2011-12

- Provided an evaluation framework for a U.S.-based program of a global sustainability organization. Program participants included municipal, state, community-based and regional urban environmental practitioners and stakeholders engaged in climate action across a wide range of areas in civic life. Tested and enhanced the organization's theory of change by: facilitating the co-creation of a logic model with evaluation metrics, and using extant and new data to test and enhance the theory of change and metrics model. Prepared a report that was disseminated to major funders of strategic urban and regional initiatives. Recommended system-wide changes for scalability of internal research efforts. Reviewed evaluation approach and data collected over 3-year period; conducted stakeholder interviews, developed qualitative case studies, implemented and analyzed quantitative and qualitative data from online participant survey and website analytics. Client is currently conducting a strategic planning process informed by our recommendations.

Education:

Post-doctoral Fellow, School of Public Health, University of Washington, Seattle, Washington, US
Ph.D., M.A. Social Anthropology, New York University, NY, US
B.A. Anthropology-History, City University of New York, NY, US

Professional Memberships:

American Anthropological Association, American Public Health Association, Society for Applied Anthro.

Research and Publication Awards: National Institute of Health award for public health research (University of Washington, Dept. of Public Health); American Museum of Natural History, award for research among the Navajo; National Science Foundation pre-doctoral award.

College level teaching: Anthropology: Brooklyn & York Colleges of the City University of NY.

Other skills: Computer literate; Statistical Package for the Social Sciences (SPSS), WORD, EXCEL, POWER POINT etc.

SELECTED PUBLICATIONS AND MANUSCRIPTS

Learning Science in “Real Time” <http://www.cpet.ufl.edu/teachingscience/elementary.htm> Journal of Teaching Science. 2011.

Abortion in the U.S Bible Belt: Organizing for Power and Empowerment. January 2011. Reproductive Health, Vol 11. <http://www.reproductive-health-journal.com/content/8/1/1>

Framework for Good Practices in Integrating HIV/AIDS prevention activities into Institutions of Higher Education throughout South Africa. HEAIDS. August 2008.

Best Practices in Capacity Building: Utilizing Process Facilitation to Assist Grass Roots Organizations to enhance their infrastructure and improve programs. August 2007.

MIP, an adaptation of an HIV prevention intervention for out-of-treatment, street injection drug users. Program Manual and Training Curriculum. July 2007 (CDC funded) Co-authors: Dr. Barbara Fisher

“Women to Women: an HIV prevention curriculum for incarcerated women with drug and trauma histories.” April 2007 (CDC funded) Co author: Dr. Lorinda Arella.

“Moving Forward: a Post 9-11 Community Initiative: Bridging NYC Communities-Bridging NYC Cultures.” January 2005. (NADAP)

“A Guide for using a Youth-Designed Documentary to Generate Discussion and Community Action.” To accompany a Moving Forward-supported youth-video 9:11-The Future. Oct. 2004 (NADAP)

“Infant feeding options for women with HIV infection who live in developing countries.” Paper suggested positive actions and potential challenges of community based support for medical interventions, counseling issues, and training needs of health care providers. Used as part of background paper for WHO 2000 Conference on HIV/AIDS in South Africa and used to train in-country program staff. April 2000

“A Clinician’s Guide to Providing Emergency Contraceptive Pills,” with Francine Coeytaux, Pacific Institute for Women’s Health. 2000. (Translated into Bahasa Indonesian and published in an Indonesian Journal of Family Planning).

The Use of Patient Surveys to Improve Practice: The Acceptability of Emergency Hormonal Contraceptives in Inner City Clinics. MA Castle, et al. October 1998, JAMWA.

“The Invisible Anthropologist in Advocacy and Social Action, in Crisis in Academia: Opportunities and Challenges for an Engaged Anthropology. Washington, D.C., Amer. Anthro. Assoc. 1998.

Cognitive Approach to Patient-Centered Care in The New Civil War: Social, Psychological and Political Aspects of Abortion, ed., Harvey, M. and Beckman, L. American Psychological Association. 1998.

Anatomy of a Physician Education Programme, Reproductive Health Matters, 9, May 1997.

Notes from the Field: Youth Participation in Community Assessment, Georgia Academy Journal, Vol. IV, Number 3, Winter 1997.

“Planned Change: The Behavioral Management of Reproductive Health Innovations, Proceedings of the National Conference— Health Promoting Schools in South Africa: Challenges to the 21st Century, University of the Western Cape, Bellville, South Africa, January 19, 1996.

A Physician’s Guide to Patient-Centered Care: Supporting Women During an Abortion, 1996, Planned Parenthood of New York City, Inc.

Abortion Training For Residents, @ with E. Hakim-Elahi, M.D. Journal of Obstetrics and Gynecology, Vol. 87, No. 4, April 1996.

Listening and Learning from Women about Mifepristone: Implications for Counselling and Health Education @ Sept.-Oct. 1995 Women’s Health Issues.

Knowledge and Perceptions of Mifepristone to Potential Users, Family Planning Perspectives, with M. Harvey et al., Fall 1996.

"RU 486 Beyond the Controversy: Implications for Health Care Practice," with F. Coeytaux in Journal of the American Medical Women’s Association, Sept. 1994.

"Defining Maternal Depletion Syndrome," with B. Winikoff, M.D. in American Journal of Public Health, July 1993, Vol. 83, No. 7.

“Observations on Abortion in Africa,” July-August 1990, Studies in Family Planning.

The Infant Feeding Study in Bogota, Colombia and Semarang Indonesia with B. Winikoff, M.D. et al. The Population Council 1986.

"The Maternal Depletion Syndrome: Clinical Syndrome or Eco-Demographic Deterioration? with B. Winikoff, M.D. Biology and Society, 1988. (Translated and published in Sekai to Jinko (World and Population Journal of the JOICFP.)

Other Selected Articles, Papers, and curricula:

“Evaluation as Technical Assistance for System Change. Paper prepared for the American Evaluation Conference, November 2002. Co-author: Dr. Lorinda R. Arella.

“Facilitated Self-Assessment Guide and Tool Kit,” with Lorinda R. Arella. 2000.

“To Whom Are We Accountable? Success and Challenges in Conducting Combined Results-Based and Participatory Evaluation.” with Dr. Lorinda R. Arella Paper prepared for SQEP Evaluation Conference. Montreal. 10/01

“Teatro El Punte,” a Latino youth HIV/AIDS peer education program. Association of Hispanic Arts, NYC, March 2002 and Sexual Health Exchange.

“Integrating HIV into After-School Activities” HIV Impact Office of Minority Health. 2002.

“Asian Immigrant Women in New York City and the Risk of HIV,” Sexual Health Exchange, 2001, & HIV Impact, Office of Minority Health, U.S.H.H.S., December 2001.

Castle, M.A., et al. “Introducing Emergency Contraceptive Pill Services at Family Planning Clinics in Philadelphia: The Organizational and Social Context.” Pacific Institute for Women’s Health, Los Angeles, Ca. 1999. www.piwh.org.

Castle, M.A. et al. “Emergency Contraception Pill Service Research: Final Report.” June 1999. Metis Associates.

“A Surgical Abortion Education Curriculum” Marji Gold, M.D. (primary author) to develop curriculum for family practice physicians. Planned Parenthood of New York City, Inc. 1996.

"Methods of Research to Improve Quality of Women’s Reproductive Health Care," Population Council, 1991.

Infant Feeding in Bogota," in Class Magazine, May 1991.

"Notes from the Field: Abortion in the Third World," in ZETA, June 1989.

Feeding Infants in Four Societies: Causes and Consequences of Mothers' Choices, with B. Winikoff, M.D., V. Laukaran, Greenwood Press. 1987.

"Queen's Men's Shelter Study" (New York State Office of Mental Health).

"RCCA: A Model Residential Care Program for Mentally Ill Homeless Men." (New York State Office of Mental Health, Report to the Governor).

"A Profile of Men in the Queens Homeless Shelter," Carib News.

"Social Aetiology of Visual Impairment: Inner City Elderly."

"Social Reproduction and the Egyptian Agricultural Transformation," Ph.D. thesis.

"New York City Health Standards: A Study in the Neglect of Human Resources," in Introduction to Community Medicine, Vol. 1, ed. R.I. Jahiel, M.D., Ph.D., New York University, (M.A. Thesis).