

# Francisco Sastre, PhD

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## PUBLIC HEALTH RESEARCH, EVALUATION, AND IMPACT SPECIALIST

Behavioral Health Research • HIV/AIDS • Applied Research • Program Evaluation

Data-Informed Strategies • Quality Improvement • Data Analytics • Management

## PROFESSIONAL EXPERIENCE

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**Health Research & Evaluation Consultant, Independent Consulting** 2018 - Present

- Provide technical assistance, evaluation support, and research consulting services
- Conduct data analysis for health and substance use prevention programs
- Assist with the implementation of federally funded behavioral health projects/programs
- Develop grant applications for behavioral health programs to federal agencies
- Compile research briefs, project summary reports, data analyses, and evaluation reviews

**Adjunct Faculty & Project Coordinator, Albizu University** 2018 - Present

- Administrative, logistic, and implementation of HRSA OUD/SUD Graduate Education Program
- Design and teach PhD level Qualitative Research Methods course
- Mentor students in the PhD Program in Human Services

**Director of Quality, Compliance & Contracts, Healthy Start Coalition of Miami-Dade** 2018 - 2019

- Conducted gap analysis to identify \$100K of unpaid Medicaid reimbursements
- Develop agency-wide formulary under new Medicaid reimbursement system of care
- Assessed and recommended the inhouse transition of the county-wide intake and referral system
- Closed standing unresolved out of compliance fiscal and programmatic issues from FL State contract
- Executed contract documents to ensure service provision through FY2018-19
- Promoted staff development to ensure professional growth

**Director of Quality Management & Improvement, Behavioral Science Research Corporation** 2015 - 2017

- Guided improvements for Miami-Dade's Ryan White Program (RWP) HIV services
- Pioneered the implementation of the systems to monitor outcomes across RWP HIV providers
- Implemented evidence-based performance improvement interventions and research projects
- Automatized Ryan White HIV case manager certification with web-based certification portal
- Streamlined Quality Management's functions with unit-wide management systems
- Supervised, supported, and managed 4-member quality management team
- Established staff development program to ensure professional growth

**Senior Research Scientist, Behavioral Science Research Corporation** 2015

- Implemented the HIV Care Continuum as framework for continuous quality improvement efforts
- Provided technical assistance to improve program outcomes in the Ryan White Program (RWP)
- Developed research intervention to increase HIV clients' retention in care rate and adherence
- Spearheaded qualitative research studies for the Miami-Dade's RWP yearly needs assessment
- Established data protocols to monitor health outcomes in the Miami-Dade's RWP

**Quality Improvement Specialist**, Behavioral Science Research Corporation 2014

- Developed online tools to measure client satisfaction with Miami-Dade Ryan White HIV services
- Led the review, updating, pilot testing of medical case management proficiency examination
- Developed intervention using texting technology to increase HIV retention in care & adherence

**Research Scientist**, Center for Research on US Latino HIV & Drug Abuse, Florida Int' University 2012 - 2014

- Led the design, implementation, and analyses of HIV qualitative research studies
- Co-wrote grant proposals to conduct research on HIV health disparities (NIH: R01, R24, R21)
- Conducted the investigation of a 5-year reoccurring study on federal HIV funding patterns
- Disseminated research findings through peer-reviewed journals and national conferences
- Provided mentorship and reviewed graduate students' HIV research proposal (F31)

**Research Associate**, Center for Research on US Latino HIV & Drug Abuse, Florida Int' University 2011 - 2012

- Assisted with grant writing of research proposals on HIV health disparities (NIH: P20, R24, F31)
- Developed manuscripts for peer reviews journals
- Presented research findings at national professional conferences
- Fostered relationships with HIV community organizations and community stakeholders

**Director of Research and Evaluation**, Latin American Health Institute 2009

- Provided direction and oversight to the evaluation of the agency's social and health programs
- Guided the implementation of high quality, responsive, and timely research activities
- Developed real-time reporting system to monitor programs' performance and outcomes
- Co-wrote grant proposals to provide mental health and substance abuse services (CMHS; CSAP)
- Supervised, supported, and managed the research and evaluation team

**Research Assistant**, Center for Research on US Latino HIV & Drug Abuse, Florida Int' University 2005 - 2011

- Assisted with the writing of multiple NIH research grants on HIV health disparities (P20, F31)
- Assisted with data collection and analysis of HIV and substance use qualitative studies
- Conducted interviews on a longitudinal research study on recent Latino immigrants
- Directed the evaluation of the County-wide youth HIV-prevention campaign "You Gotta Know!"

**Professional Resources Coordinator - Associate Director**, Latin American Health Inst. 2003 - 2005

- Guided, marketed, and managed organization's professional consulting services
- Led the cultural competency training program to improve access and health services
- Developed quality assurance programs to improve the delivery of health and social services
- Co-wrote grant proposals to provide HIV and substance abuse services (HRSA; CDC; CSAP)
- Provided in-house technology and cultural competency training to agency-wide staff

**Principal Evaluation Associate**, Latin American Health Institute 2002 - 2003

- Conducted the evaluation of agency's case management program for Latino HIV+ youth
- Conducted the evaluation of agency's mental health program for Latinos living with HIV
- Implemented agency-wide software for client management and tracking health outcome system

## PUBLICATIONS & REPORTS

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- Sastre, F.**; Sheehan, D.; Gonzalez, A. Dating, marriage, & parenthood for HIV-positive heterosexual Puerto Rican men: shifting perspectives on everyday life with HIV. *American Journal of Men's Health*. 2015; 9(2):139-49.
- Sastre, F.**; Sanchez, M.; De La Rosa, M. Changes in pre to post immigration HIV risk behavior among recent Latino immigrants. *AIDS Education and Prevention*. 2015; 27(1), 44-57.
- Sastre, F.**; De La Rosa, M.; Ibanez, G.; Martin, S.; Whitt, E.; O'Connell, D. Condom use preferences among Latinos in Miami-Dade: emerging themes on men and women's culturally-ascribed attitudes and behaviors. *Culture, Health, and Sexuality*. 2015; 17(6):667-81.
- Sanchez, M., De la Rosa, M., Lee, T., Rojas, P., **Sastre, F.** Pre- to Post-Immigration Alcohol Use Trajectories Among Recent Latino Immigrants. *Psychology of Addictive Behaviors*. 2014; 28(4):990-9.
- Sastre, F.**; Rojas, P.; Cyrus, E.; De La Rosa, M; Khoury, A. Improving the health status of Caribbean people: recommendations from the Triangulating on Health Equity summit. *Global Health Promotion*. 2014; 21(3):19-28.
- Dillon, F.; De La Rosa, M; **Sastre, F.**; Ibanez, G. Alcohol Misuse among Recent Latino Immigrants: The Protective Role of Pre-Immigration Familismo. *Psychol. Addict. Behav*. 2013; 27(4):956-65.
- De La Rosa, M; Dillon, F.; **Sastre, F.**; Babino, R. Alcohol Use among Recent Latino Immigrants Before and After Immigration to the United States. *The American Journal on Addictions*. 2013; 22(2), 162–168.
- Felizzola, J.; Pernia, E.; Rajabiun, S.; **Sastre, F.**; McKinney, S.; et al. Report on the Assessment of HIV/AIDS Needs and Pathways for Change of Latinos in the Southern U.S. [www.miamiidsprojectinc.org](http://www.miamiidsprojectinc.org). 2013.
- Sastre, F.** *Living Positive: Life in Community Among Puerto Rican Men living with HIV in Boston*. Dissertation Thesis, Florida International University. *FIU Electronic Theses and Dissertations*. 2011; Paper 393.

## SELECTED INVITED PRESENTATIONS

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- Disparities in VL suppression among new and established clients of Ryan White HIV/AIDS program in Miami Dade County, FL*. Co-author: Bhoite, P.; Sastre, F.; Brock-Getz, P.; Valle-Schawenk, C. American Public Health Association Annual Meeting (APHA), Denver, CO, 2016.
- Living Positive: HIV's Impact on Machismo Informed Attitudes and Behaviors Among Puerto Rican Men in Boston*. 2013 Biennial Meeting of the Society for Psych. Anthropology, San Diego, CA. April 2013.
- Comunidades positivas y responsables: procesos de des-estigmatización de personas que viven con VIH*. 2012 COMI Conference; United Nations 2012 Millennium Meeting. Miami, FL. November 2012.
- Life goes on: sex, marriage, and parenthood among HIV-positive Puerto Rican men*. CRUSADA/C-SALUD Brown Bag Lecture, Florida International University, November 2012.
- Living positive with HIV: rituals, traditions, and life in community among Puerto Rican men in Boston*. 2011 American Public Health Association Annual Meeting (APHA), Washington, DC. November 2011.

*Soy Positivo Estoy Positivo (I'm HIV Positive I Live Positive)*. United Nations 2010 Millennium Conference. Miami-Dade College, November 2010.

*Living Positive: Life in Community among Puerto Rican Men Living with HIV/AIDS in Boston*. Society for Applied Anthropology 2010 International Meeting. Merida, Mexico, March 2010.

*Living Positive: fears, challenges, and lives with HIV among Latinos*. Keynote Speaker Hispanic Forum - 2009 World AIDS Day. Arkansas State University, December 2009.

*Living Positive: Life in Community among Puerto Rican Men living with HIV/AIDS in Boston*. Marking 20 Years of AIDS in Sociology: Reflecting Back & Moving Forward. San Francisco, 2009.

*One nation, many faces: HIV/AIDS among Latinos in the United States*. Cultures in Context: HIV/Substance Abuse Research in the Southeast. Meharry Medical College, Nashville, TN, 2008

## EDUCATION

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**Ph.D.**, Comparative Sociology, Florida International University - 2011

**M.A.**, Comparative Sociology, Florida International University - 2009

**M.S.**, Management, University of Florida - 2001

**M.A.**, Latin American Studies, University of Florida - 2000

**B.A.**, Latin American Studies and Spanish, Stetson University - 1997

## SPECIALIZED TRAINING

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**Tableau 10 A-Z: Hands-On Tableau Training For Data Science**. Tableau by SuperDataScience, online learning <https://www.superdatascience.com>. 2019.

**Health Disparities Translational Research**. NIHMD Health Disparities Research Institute. National Institute on Minority Health & Health Disparities, National Institutes of Health. Bethesda, MD. 2013.

**Program Evaluation**. AEA/CDC Summer Evaluation Institute. American Evaluation Association & the Centers for Disease Control. Atlanta, GA. 2012.

## SERVICE & COMMUNITY ACTIVITIES

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- Miami-Dade County HIV/AIDS Strategic Planning Committee, Chair-Elect, 2011-2014
- South Miami-Dade HIV/AIDS Care and Treatment Needs Workgroup, Chair-Elect, 2013-2014
- Miami-Dade County HIV/AIDS Partnership, Board Member, 2012-2014
- Cuba Urban Ministry Mission Trip, Rhythm Church (South Miami, FL), 2013
- Honduras Medical Mission Trip, Luke 9:2 Ministries (Nashville, TN), 2000, 2004, 2012
- Guatemala Medical Mission Trip, Crieviewood Baptist Church (Nashville, TN), 2006
- Hurricane Katrina Relief Effort Mission, Crosspoint Church Baptist Church (Gulfport, MS), 2005