

Kirmser Undergraduate Research Awards Essay

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Selecting and Refining the Topic

This research topic was something that I had been thinking about before I put my application in for the McNair Scholars and started the research course to develop this research proposal. I have my Community Health Worker (CHW) certification and my Train the Trainer certification, which allows me to teach people to be CHWs. I knew from previous work that helping people to overcome issues in life helps with self-confidence. So, the thought process was what better way to help someone help themselves and others at the same time. Originally the CHW was the focus, but as I started working on this, I knew that I needed to start smaller and focus on getting the wardens' permission to even start a training class. To get that okay meant knowing what would influence them to say yes. Originally the topic was the effects of CHW training on those currently incarcerated. I spoke with Elaine Johannes, who was the former president of the Kansas CHW Coalition. She suggested making the motivation of the wardens the focus since getting their permission was the first step before I could even think about teaching a class. Dr. Jun, my faculty mentor, also had asked for a pre-lit review and that review showed me that there was not a lot of studies on anything to do with CHWs. Through the process, I decided to focus on understanding what the motivation for starting a CHW class would be for wardens and what impacts can be expected.

Research Strategies

Most of the research was done one of two ways. The first way was using the KS CHW Coalition website. It had the basic information about CHWs. The other way involved using the Kansas State University library search engine. Thomas Bell, the librarian assigned to me through the McNair Scholars program to assist with research and using the library system, helped me to figure out keyword combinations to find information about everything from research studies

involving CHWs to data on how effective CHWs have been in their communities. Part of the strategy for finding information also came from Dr. Jun's suggestions. She helped me to focus on what the main topic I wanted to get across. The only way to do that was to make sure that the focus of the research had to do with explaining clearly what a CHW was and what they do, plus how the motivation piece could possibly work for the wardens. To organize the information, the first thing I did was use a suggestion from Thomas. Zotero was good for storing resources and for organizing information. Zotero made it where I could put a source in the file and go back later to read it more in-depth. If the source worked, then I could have it in the file so that it also helped with the references section of my research so I could credit those that I got my information from.

Library Research Tools

I had never stepped foot in Hale Library before working on this project. I had also never used the online research tool that allows research using the library sources and the interlibrary loan resources. Thomas, the librarian, gave me a quick guide through the first day that we met and then a more thorough tutorial of how that worked the second day that we met. It opened the possibilities up for me. Since then, I have used it extensively for research in different classes. I have been able to make use of several of the tools available: databases, search engines, reference books, and online discussion lists. The databases came in handy because there is one that is specifically social work focused. I used Search It through Kansas State was used, but also Google Scholar because the results that they produced fit within the parameters that I had set for what data I could use. One of the reference books that I found had a listing about recidivism rates and mental health, which lead back to looking in Library Search It for mental health motivators for wardens. The discussion lists that I looked at were not directly used, but gave me ideas for

other subjects to search for in Search It. The sources all contributed to different searches for information.

Finding Information

I did have an issue finding some information because the subject of CHWs is a newer topic. Kansas has only had CHWs since 2022. So that made finding sources a little harder than, say, trying to find something like volcanoes. For the one time that I got really stuck, I messaged my McNair librarian Thomas, and he was able to guide me to a better way to research the subject of workforce development programs and how those affect recidivism rates. Workforce development programs are the category that CHW falls under because it is not a list of classes, but a class that has parts to it and at the end it is only pass or fail. The other issue was when I first started the subject was down the road farther than I was going to be able to do. So, the research had to be redefined and narrowed to a beginning subject. Through talking with Dr. Jun and Dr. Johannes, that helped to find a better fit for this research. That then allowed me to use the Search It tool on the library's site to find better resources.

Evaluation Information

For the sources that I used, I knew they needed to be scholarly or professional sources. Anything that was not a professional type of source I did not use. I also wanted sources that were up to date so the source had to be ten years old or newer, with the preference being five years or newer. To narrow down the sources, I would start with the abstract and see if it sounded promising to use with my research. If the information in the abstract fit with what I was looking for, then I would read the introduction and conclusion. Usually by then I knew if something was going to be useful to what I needed for my research paper. In one case I did look at the methods and results next, but that let me decide that it was not going to work so there was no need to look

at the discussion section. I found quite a few sources for my research paper by following this method from the beginning, and this was effective for what I needed.

Conclusion

While I know that I am not an expert at the library or the tools that it has for using in research, I feel that this opportunity gave me a way of expanding my knowledge so that I can continue to grow. I was lost when I first entered that library and had no idea how to use any of the online tools, like Search It. I had no idea about the different databases and how you could narrow the databases down to specific ones, such as the database for social work. The advanced search that could be used by using word combinations was not something that I had looked at. I was pretty lost when I started this process. Thanks to the librarian guiding me through the different options, I feel more confident in my ability to find information for other projects. I have an appointment with Thomas to expand on that so that the more research I do, the more my skills will strengthen. I am looking forward to the possibilities that this has opened up for me, my schoolwork and my professional research.

Community Health Worker (CHW) Training Effects on Prisons

Group # 11

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Abstract

Community Health Workers (CHWs) are a new concept to the state of Kansas, with the Kansas CHW Coalition being founded in 2022 (Rankin, 2022). CHWs impact the communities that they serve by case management services that help their clients find resources and education, plus gain confidence, which as a workforce development program that could help to change the way that the Kansas prison system works. The wardens of this system have certain motivations for implementing programs. The main research questions are what motivates wardens to implement a program like the CHW program and what is the impact of CHWs on the prison and how do the wardens view this impact. This study will show the impact that CHWs have and what will motivate the 4-5 wardens who participate in the Zoom interviews in this study to want to have a CHW training program as a part of their rehabilitation program for the incarcerated individuals in their prisons. Patterns in what they need and what motivates them to want to implement new programs will be studied. The impact of the CHW training program can improve the prison system on the micro and macro levels of a system theory. This could possibly lead to other workforce programs becoming a regular part of the rehab of those that are serving time in the Kansas prisons.

Community Health Worker (CHW) Training Effects on Prisons

Introduction

The research study focuses on exploring how Kansas prison wardens would be motivated to implement CHW training and how that training impacts the prison system. It will explore the possible improvements that are needed and how the prison system could be affected by workforce development programs, such as CHW training. This could lead to opening doors for other programs, such as peer mentoring. Studies show that the lower the education level someone has, the higher the recidivism rate (Justice Center, 2025). Not counting the return rate, and just looking at the incarceration rate, those with high school level education or lower are more likely to be incarcerated (Justice Center, 2020). According to the Justice Center (2020), 3,500 people who are incarcerated do not even have high school diplomas. And as of 2019, over 80% of jobs in demand require a high school diploma or higher and almost half of those out on parole being unemployed (Justice Center, 2020, p. 9). There are about 5,436 parolees currently in Kansas (Kansas Department of Corrections, 2025). Incarcerated individuals equal 9,673 total for adults and 153 for juveniles (KDOC, 2025). Not having any significant training means that approximately 7,600 individuals, in Kansas, that are or will be released into our communities do not have the skills to be employed (Justice Center, 2020). This affects society in a negative way by contributing to the need for things like food banks, state assistance and prisons due to returning individuals (Justice Center 2020).

Kansas prisons are working at maximum and parole/probation officers are overworked as it is (KDOC, 2025). These numbers are just scratching the surface of the issue. We need a way to help those in our community, regardless of if it is in the community or on the outskirts of it still

locked behind walls. CHWs with lived experience have been shown to help themselves and the populations needing service, but more research is needed to show the full benefits of this (O'Connor, 2023). This starts by finding out what the views of the wardens are and what they see as needed improvements and qualified programs to achieve those improvements.

For my research, I will be discussing the motives and the impacts of a CHW training program as a regular part of some of the Kansas prisons rehabilitation programs with the participating wardens. The findings will show how the wardens view their prisons and what motivates them to make positive changes. This is unique in the fact that we only have one class that has even been completed with this population. Kansas is just beginning the start of this process of using CHWs to improve their communities (Denise, 2024). This will be a chance to show what needs to be looked at to implement programs that can improve the prisons and the communities that those individuals that are currently incarcerated will be released into. This could lead to more programs that improve lives in the prison system and lower recidivism rates. Further this could lead to reduced costs for prisons, homelessness, addiction issues, and welfare services that take up a large amount of the state budget.

Literature Review

To understand the effects that a Community Health Worker (CHW) can have on prisons, one needs to first understand what a CHW is. More than anything else, a CHW is a case manager that approaches how they help their clients through a lived experience type of lens. They assist clients in gaining a better understanding of their health but also being self-sufficient so that they can move forward in life (Robinson, 2022). Most people who have interacted with a CHW on a professional level, usually have done so when they are in crisis. More communities are looking for ways to change that so that those who need the services of a CHW can eventually take their

lived experience to help those in need as CHWs (Afeefah, 2024). Until recently for those that have been incarcerated, that interaction is always after they are released from a jail or prison so that the worker can help the client with whatever health and community issues that the person is experiencing. Now it is more of a way to help the individual to have the services set up for them so that the day that they are released, things are in place (Afeefah, 2024).

CHWs and Their Work

A shift in what makes a qualified CHW has come about recently. It is no longer viewed as someone who just gets the training, but someone who has the experience to understand what their clients are experiencing firsthand. Those who have experienced incarceration are now being sought out to become CHWs (Aminawung, 2021). Their pasts are viewed as their futures. They connect those they serve to the possibilities and opportunities by taking their experiences and showing those in the same situations as they once were what could be if they were willing to use their resources (Bedell, 2015). Because of this shift, there is a different way of looking at how a CHW becomes a CHW and who should be one. It is no longer a person with other degrees or a person with a medical background. The shift has become one of lived experience and that has become more of a strength to allow someone to be sought after to become a CHW (Wennerstrom, 2021). While the term CHW is a job title, they have specific roles that they do. CHWs are now looked at as valuable members of a mental health or medical team as case managers that work to set up services with other organizations (O'Connor, 2023). They take their lived experience, what they have been through and know from those experiences, and use it to refer people to mental health clinics, assist with housing, connect their clients to other resources for employment, etc. (Aminawung, 2021). These individuals with trauma and other negative

experiences need to hide or completely change who they are (Kissinger, 2022). They are starting to be viewed as citizens with unique contributions to society.

CHW Trainings and Effects on Prisons

Very little work has been done on the effects of how CHW Training can influence those who are incarcerated or how the training affects the surrounding prison system. The Kansas study showed that currently incarcerated women could provide preventative care to their fellow inmates and improvement in post-incarceration hiring (Denise, 2024). One study showed the need for more CHWs (Dunn et al., 2021). Most people agree that the recidivism rates of prisons need to be dropped, but do not have a good idea how that can be done. CHWs are now being sought after by state and federal prisons, who see the value of them helping those in the same circumstances. They aren't just granted the title though. There is training that is required. For Kansas CHW training as an example (KS CHW Education Provider, 2024). The training involves 3 areas that must be passed to get certification. The first is taking a 100-hour webinar course that covers topics from incarceration, homelessness, poverty, mental health and other important case management topics. The second area is what is called service learning. This can be done in a variety of ways, such as reading books, taking a class, going to a lecture, attending training, etc. Once someone completes a service-learning opportunity, they write it in a list of done service-learning and then fill out a sheet to explain what they learned from the event or reading. To complete this area, 60 hours of service learning must be completed by the end of the course. The last part involves a presentation that must teach others in the class about a specific topic (KS CHW Education Provider, 2024).

Elumn et al. (2023)'s study took CHWs and paired them with women who were incarcerated and dealing with substance use disorder and human immunodeficiency virus. They

found that CHWs empowered those that they were working with and at the same time gained confidence and empowered themselves to help others further (Elumn et al., 2023). Researchers have noticed that attitudes change, and positive results happen when peers are focused on helping peers as CHWs, such as in when Aminawung et al. (2021) showed that 79% of the individuals in the study had an interaction with a CHW within 6 months of being released. CHWs helped the study participants focusing on one of 4 areas including health insurance, housing, transportation or government benefits, such as Electronic Benefits Transfer or as it used to be called Food Stamps, Social Security Income (SSI), etc. Having someone that knows what that situation feels like was better suited to help these individuals because they knew what the situation felt like first-hand (Aminawung et al., 2021). Other areas have focused on how prisons can work with CHWs to improve communities, such as reducing crime, which reduces the recidivism rate (Hood et al., 2024). This is both for the individuals coming out of situations like prisons, but also for the community itself to have a better understanding of what the circumstances require (Hood et al., 2024). Two Examples of how CHWs have impacted prisons. One in Topeka Correctional Facility in Kansas has had 15 women graduate the program to become CHWs and 40 are on a waiting list for the next class so far (Denise, 2024). Attitudes were noticed to change for the better and those who took the course gained confidence in themselves (Denise, 2024). Alaska's program, which helps with the legal system, does not involve the incarcerated in becoming CHWs (Denise, 2024). It takes paralegals, tribal employees, law students, combined with special CHW training and they are categorized as Community Justice Workers. They are basically CHWs with some law training. Community Justice Workers help those who would not have sufficient legal counsel to get the help that is needed for legal cases (Denise, 2024). Overall, CHW studies have shown that CHWs improve

the lives of their clients, their community and themselves (Aminawung et al., 2021; Denise, 2024; Elumn et al., 2023). The training that is given to impact the incarcerated by bringing about confidence in them and by influencing their surrounding communities to help those struggling with the legal system.

Theoretical Framework

To build this research, the ecological systems theory is used as a framework. The theory posits that individual in microsystem affected by different systems, both on a small scale and on a larger societal scale including meso, exo, macro, and chrono systems (Guy-Evans, 2024).

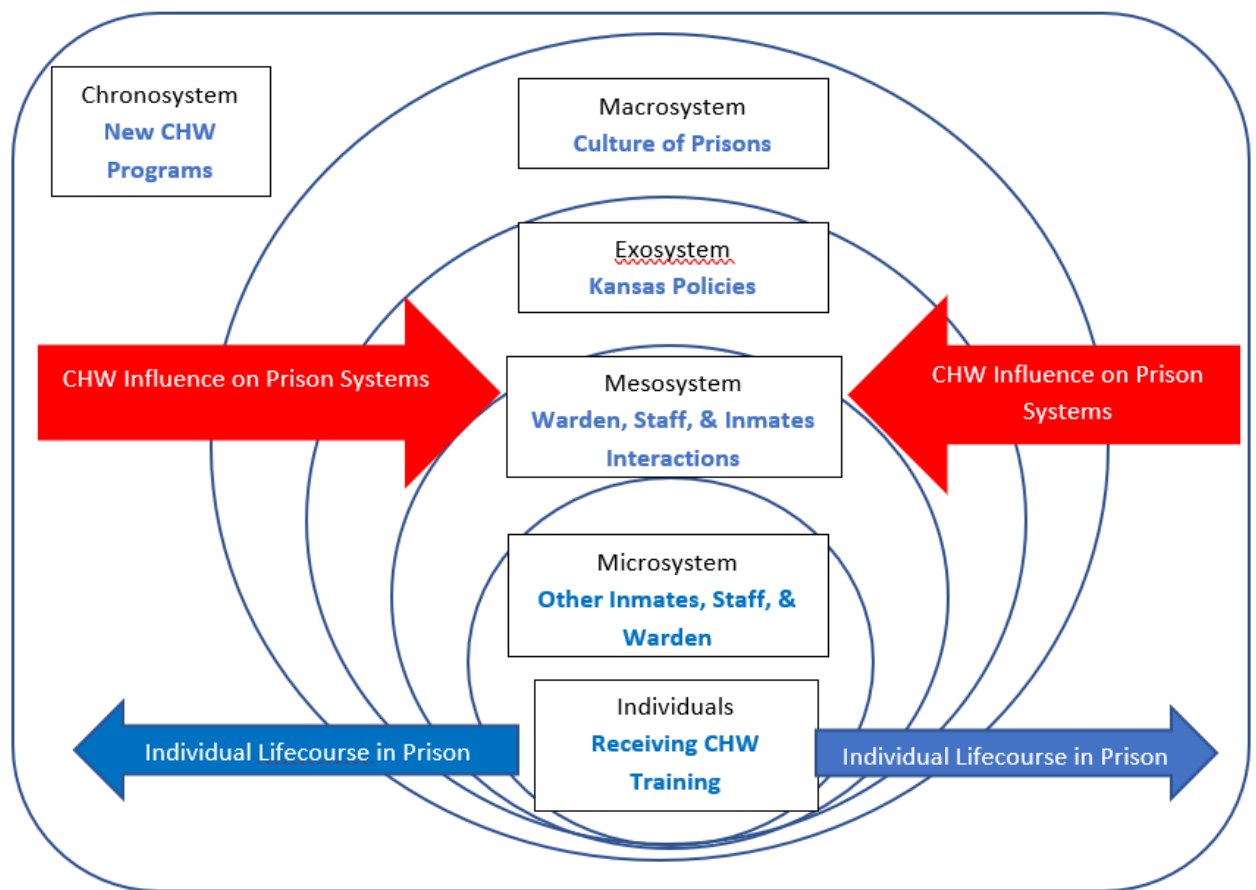


Figure 1. Theoretical Framework of CHW Impacts on Prison Systems

Figure 1 provides how the theory can support for the theoretical framework of this study.

Systemic influences can affect views, behavior, attitudes, etc.; however, as the system expands,

influences are added, such as other inmates, staff and the warden in the microsystem. Then comes the mesosystem, which is where those microsystems work together. Next is the exosystem, which is the outside influences, such as Kansas policies. Fourth is the macrosystem that involves culture, which some people may not think of prison as having a culture, but it does and its culture influences how people think and function. Finally, the chronosystem or how things shift overtime and how this influences an individual's thinking and behavior. An example of this would be Kansas prisons adding more programs, such as the CHW Training so that when people are released back into the community, they have a greater success rate. This research will be conducted through interviews to see the interest that the wardens would have in implementing the workforce development program of CHW Training. Wardens might be willing to try implementing new programs that can help them reduce their recidivism rates and improve the general overall environment of the prisons.

Research Questions

Previous studies have talked about how CHWs influence those they help, but do not look at how those with lived experience could have profound impact on themselves, their fellow incarcerated and the prison itself (O'Connor, 2023). More work needs to be done, but there are barriers to that work. Some of those barriers include socioeconomic factors, such as job insecurity and low pay due to instability of funding due to grants; communities not understanding what a CHW does; or communities not appreciating the value of what CHWs do (Johns Hopkins Center for Health Equity, 2021). For these barriers to be overcome requires looking at the problem in a different way. To fill this gap, this research proposes two research questions. The first question is about the reasons that would influence getting more CHW training programs started. 1) What is the motivation of Kansas wardens to implement the CHW

training for those currently incarcerated? The second question is about the impact. 2) What is the CHW impact on the prison system and how do Kansas wardens see it?

Methods

Research Design

A qualitative design using interviews is how this study will be conducted to explore the motivations for Kansas wardens to implement a workforce development program like the CHW training (Ahmed, 2024). It will also look at the impact of CHWs on the prison system and how the wardens view this.

Participants

This study will invite 4-5 wardens of the Kansas prison system to conduct in-depth interviews. Kansas has eleven prisons in the entire state (Prison Locator, 2023), not all of whom would or could participate. Because wardens are the ones that make the decisions of what programs are allowed to be started in the prisons and understand CHW's outcomes. That is the reason why only the wardens will be the ones that are interviewed for this study.

Data Collection Procedures

Kansas only has a total of ten adult prisons and one juvenile. Of those ten, one is a federal prison at Leavenworth. Those nine other prisons include one that is work release only and another that is a women's prison that currently already has a CHW program that has participants in it. That only leaves seven prisons that the majority of the incarcerated are inside the walls on a regular basis and are not currently part of the CHW program (Prison Locator, 2023).

After getting an approval from the campus IRB, invitations to participate in the interviews will be sent out to the seven state prisons via email that will explain the research and the interview process for this study. In the invitation letter, I will explain the study purpose and

brief descriptions in the informed consent form. The interviews will be voice recorded for transcription. All forms include informed consent and agreement to recording would need to be emailed back.

For the interview, it will take approximately 30-45 minutes and be open-ended questions. These interviews would be done via Zoom so that they are recorded to make sure that the data that is being used in the analysis is accurate. Pseudonyms will be used for the transcript to ensure the confidentiality of the wardens, and this will be explained in the initial invitation letter. I will have a list of semi-structured interview questions.

The focus of this interview will be to find out the motivation of the wardens to bring in the CHW program because of the changes that this program could have on the prison system so that it could become a regular part of their curriculum for reform. Part of the questions will depend on how their motivation appears to be. If they are motivated by the finances, a question would be “if this training would be helpful to change the atmosphere so that the environment was more harmonious so less officers were needed, how would that influence you on allowing this to be a part of your regular programs? If the motivation is more about the views of the state for wanting the recidivism rate down, the question would be something like “if this training would be helpful to change the number of returning incarcerated so that your recidivism rates that the state sees were lower, how would that influence your on allowing this to be a part of your regular programs? Some other questions will be taken from The Great Wardens Project Survey (Just Detention International., 2021). An example of a question from this is “One aspect of a healthy culture that means the prison is a safe place, is where incarcerated people and staff feel comfortable voicing concerns and trust that their issues will be taken seriously. I would describe the culture of my facility as:” When the interview is completed, I will have the interview

transcribed to begin analyzing patterns that may occur. The interviews, both recorded and transcribed versions, will be stored on a pass coded computer so that they are secure. The researcher is the only one that will have access to these.

Data Analysis

For the analysis part of the research, transcripts will be reviewed to examine for coding involving main ideas and phrases. The interview results would be analyzed using thematic analysis and content analysis. Thematic analysis is where the recordings are analyzed to find repeated themes, patterns or concepts between all the interviews. Content analysis is finding repeated patterns of words or phrases or very similar content (Social Work Institute, 2024).

Once the data is analyzed, then it will be reviewed as it ties to the research questions and theory that was proposed. There are two research questions for this study. 1) What is the motivation of Kansas wardens to implement the CHW training for those currently incarcerated? 2) What is the CHW impact on the prison system and how do Kansas wardens see it? Once this data is studied, I will interpret if there's a reoccurring theme. This allows for the possibility of changes or in this case, the possibility of a CHW training to be started that will be a way to further analyze questions about CHWs and CHW trainings on those that have experience the negatives in life, such as poverty and incarceration. It will also help to see if the training would help some of the problems that occur in the prison system.

Expected Results

Regarding the Topeka Correctional facility, it was reported that there was a positive effect of CHWs on the prison and the incarcerated individuals (Denise, 2024). The theoretical framework (see Figure 1) based on the ecological systems theory presents the systematic impact from CHW training on different levels on prison. Therefore, I am expecting to find that Kansas

prison wardens are motivated to incorporate the workforce development program that is CHW Training. I also am expecting to find that CHWs have a positive impact on prisons and that the wardens look at this as a favorable thing for adding to their prison curriculum.

Discussion

Due to the limited number of prisons in the state of Kansas, one concern is not having enough of the wardens agree to do this study. There are ten prisons, but the women's facility already has a program, one is a work-release program, and one is a federal prison (Prison Locator, 2023). That only leaves seven potential participants for this study. I will invite 4-5 that are agreeable to participate in this, so that only leaves room for three to say no. I am also concerned if they will find value in a college research project or if they will dismiss the idea as something that does not have value. The strength of this study is the possibility that there could be a significant impact on the prison system that Kansas currently has. It would change the system for the better in improving the environment of the prisons. The incarcerated individuals that are serving time in these prisons could have their lives changed for the better, which could possibly reduce the recidivism rate that Kansas currently has. Also, when those that are in the prison system right now are released, they could influence their communities for the better and have improved their lives themselves by being case managers and peer mentors or even going back to college to get degrees. If the research shows this, it could allow for there to be opportunities for other programs to come in, such as peer mentoring (Department of Aging and Disability Services, 2025). Peer mentoring is where people who have experienced substance use disorders or mental health issues but have gone so long without using or without having mental health breaks, are certified by the state to assist others in recovery. They can help their fellow

citizens that are struggling with these issues to be able to gain coping skills and find resources that they need to live improved lives.

Conclusion

The purpose of this study is to show how the wardens in charge of the Kansas prisons view the system, what they see as motivations for changing certain elements of that system, and what they expect to see CHW trainings' impact on the systems. With this study, the hope is that the gaps that the current prison system has in the education piece can be filled with a positive alternative to what is currently available.

A qualitative design will be used for Zoom interviews of 4-5 Kansas prison wardens on their views of the workforce development program of CHW certification and motives for implementing this training (Ahmed, 2024). I am expecting to find that they will see that such training can impact their prisons using the ecological systems theory, which will show how such programs can benefit the prison system, both as a whole and the individuals in the system.

Data collection will first involve sending out letters to the wardens to see if they would be willing participants and then setting up Zoom meetings to record the interviews. Once that is done, the data will be analyzed to show how the wardens view the CHW program, and which are willing to let the research continue with the incarcerated individuals taking the CHW Training program.

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Appendix A

INFORMED CONSENT FORM

PROJECT TITLE: Community Health Worker (CHW) Training Effects on Prisons

PROJECT APPROVAL DATE:

PROJECT EXPIRATION DATE:

LENGTH OF STUDY: 1 year

PRINCIPAL INVESTIGATOR: Dr. Sim Jun

CONTACT DETAILS FOR PROBLEMS/QUESTIONS: Emails can be sent to Shawna Logue at sllogue76@ksu.edu or to Dr. Sim Jun at simj@ksu.edu

IRB CHAIR CONTACT INFORMATION: comply@k-state.edu

PROJECT SPONSOR: McNair Scholars

PURPOSE OF THE RESEARCH:

Kansas has approved a program called Community Health Work (CHW) in recent years. The program has been implemented at the Topeka Correctional Facility; however, none of the men's prisons have added it to their curriculum. The research is to see what would motivate the wardens to implement the CHW Training for those currently incarcerated. The other question is to see what the CHW impact on the prison system would be.

CHWs have been shown to improve the communities that they work with by connecting people to resources and education. The individuals in these communities and the communities have been shown to improve, if not thrive after CHW work has been started.

PROCEDURES OR METHODS TO BE USED:

This research will use a qualitative method of 4-5 wardens from the Kansas prison system. Invitations will be sent out to see which wardens are possibly interested. An informed consent form will be emailed back before any interviews are conducted and participants will also be reminded that this is voluntary, and they can withdraw from the study at any time. All interviews will be coded with pseudonyms so that the wardens have anonymity. Then Zoom meetings will be set up to record the approximately 45-minute interview with each warden and 12 semi-guided questions for each interview. The answers will be recorded and analyzed to see what patterns appear and how the CHW program might be of benefit to the Kansas prison system.

BIOLOGICAL SAMPLES COLLECTED (Describe procedure, storage, etc.):

Not applicable to this study.

ALTERNATIVE PROCEDURES OR TREATMENTS, IF ANY, THAT MIGHT BE

ADVANTAGEOUS TO SUBJECT: Not applicable

RISKS OR DISCOMFORTS ANTICIPATED:

If a warden feels uncomfortable with the interview, either the interview can be paused, or they can withdraw. I will restate the anonymity, and we can discuss the research a little more in-depth if that would help. Everything will focus on the CHW program possibilities and how this program might benefit the prisons.

BENEFITS ANTICIPATED:

This research will show what the motivating factors are for wardens to want to implement the CHW Training, and possibly other future workforce development programs. It would also show how this program could impact the prison system itself.

EXTENT OF CONFIDENTIALITY:

Invitations for the research will be emailed to explain the research and how the wardens' information will be maintained so that their information is confidential, and anonymity is maintained. An informed consent form will be required to be signed and submitted before any interviews. There will be pseudonyms used on the files/videos. The only one with access to this will be the researcher. All information will be stored on a computer locked with a passcode. Any paperwork that has information will use these pseudonyms.

IS COMPENSATION OR MEDICAL TREATMENT AVAILABLE IF INJURY OCCURS? NO**PARENTAL APPROVAL FOR MINORS:** Not applicable

Terms of participation: I understand this project is research, and that my participation is voluntary. I also understand that if I decide to participate in this study, I may withdraw my consent at any time, and stop participating at any time without explanation, penalty, or loss of benefits, or academic standing to which I may otherwise be entitled.

I verify that my signature below indicates that I have read and understand this consent form and willingly agree to participate in this study under the terms described, and that my signature acknowledges that I have received a signed and dated copy of this consent form.

(Remember that this is a requirement for the P.I. to maintain a signed and dated copy of the same consent form signed and kept by the participant).

PARTICIPANT NAME:

PARTICIPANT SIGNATURE: 

DATE:

WITNESS TO SIGNATURE:

DATE:

Appendix B: Semi-Structure Interview Questions

Socio-demographic:

1. Could you please tell me about you? (age, gender, education, professional experience, etc.)

Experience & Roles:

1. How long have you been a warden at a Kansas prison?
2. Before becoming the warden, have you had any other jobs in the Kansas prison system?
If yes, what jobs and what was the experience in those roles?
3. What security levels do you have here? (If different levels, how are they separated? What is the maximum number of incarcerated individuals that this prison can hold and approximately how many do you have on average?)

Regarding Research Question 1: Motivation

1. Have you had programs here that did work? What were they and what about that program was positive?
2. Have you had programs in here that did not work? If yes, what about the program failed either the prison or the incarcerated?
3. What are your thoughts on the recidivism rate here? What could possibly help that to be reduced?
4. What are your thoughts on workforce development programs (i.e., CHWs) for those currently incarcerated?

I have a program that I am looking at doing some research this fall that is a workforce development program called Community Health Worker Training. (Explain what CHW Training is consciously, including how there's a program to pay for the needed supplies). Would something like that be something that you would be interested in hearing more about and the possibility of implementing it?

Regarding Research Question 2: Impact

1. What do you picture as the positive impact in here if you implement CHWs? (in terms of inmates, staff, wardens, community, policy)
2. How would you describe the culture of this prison as? How would the culture of this prison be impacted after CHWs?
3. What do you feel would be one area that needs improvement in this prison and one area in the Kansas prison system?

Exit Questions:

1. After hearing about the CHW program, what are your thoughts on implementing this program?
2. Any final thoughts to add?