

J. Dontae' Roberts, Ph.D., LCSW, LSSBB, CCS
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Professional Summary

As a dynamic and results-driven leader, I have extensive experience in research, program implementation, organizational transformation, and community engagement. My career is characterized by an unwavering dedication to promoting constructive change and producing significant outcomes in the communities I work with. I'm well-known for my ability to forge strong bonds with people. I also thrive at navigating challenging operational environments and leading interdisciplinary teams to the highest standards of service excellence.

I base my leadership style on strong analytical, critical, and strategic thinking abilities. I am skilled at handling massive amounts of information and adjusting to changing internal goals and expectations, ensuring these changes go smoothly in hectic and demanding work settings. My capacity to perform under duress and make wise decisions supporting community needs and organizational goals complements my agility.

I am strongly dedicated to improving individuals' welfare, which is central to my work ethic. My quest demonstrates this commitment to managerial and technological advancements that boost productivity and enhance service provision. My leadership approach is defined by a resolute emphasis on outcomes and an acute awareness of recognizing and executing strategic enhancements that appeal to and benefit the larger community. As an experienced leader, I combine operational savvy with strategic insight. I bring about significant improvements and produce observable outcomes. I aim to use these abilities and experiences to improve the lives of the community substantially.

More precisely, my time as co-lead and social worker on the PACT Intensive Management (PIM) project—a federally supported process improvement initiative—has been distinguished by an unwavering commitment to quality and innovation and a tireless focus on improving the care veterans receive. My policies and led projects have enhanced operational effectiveness and made a significant contribution to the VA's transformation into a more efficient, effective, and sensitive to the requirements of the Veterans it serves. I was steadfast in my devotion to the VA's purpose and the welfare of our country's veterans, and I aimed for excellence in all facets of my work.

EDUCATION

2024 The University of North Carolina – Greensboro & North Carolina Agricultural & Technical State University
Doctor of Philosophy in Health and Human Sciences

Dissertation Title: Exploring the Effects of Racial Discrimination on African American Fathers' Mental Health and Parenting Satisfaction (Chair: Jay Poole)

2020 Project Management Institute
Program Management

- 2016** Stanford University
Chronic Disease Self-Management
- 2013** University of Illinois at Chicago – Jane Addams
Master of Social Work (Community Health and Urban Development)
- 2012** University of North Carolina – Greensboro
Bachelor of Social Work (Magna Cum Laude)

LICENSURES

Licensed Clinical Social Worker— C009523
Certified Advanced Social Work Case Manager
Certified Clinical Supervisor
Lean – Black Belt
Program Management Professional

FACULTY APPOINTMENTS

Jan. 2022 – July 2024 Visiting Professor
School of Social Work
Winston-Salem State University

Jan. 2018 – May 2024 Professor of Clinical Practice
School of Social Work
UNC – Greensboro

Classes Taught: Intro. to Social Work, Intro. to Data Analysis, Applied Research, Policy I & II, Human Behavior Social Environment (HBSE) I & II

RESEARCH GRANTS & FINANCIAL AWARDS

Roberts, J. D. (2025). Enhancing Housing Conditions for Health Equity. Partnering for Health Equity. (5,000) to Center of Housing and Community Studies. Cone Health Foundation (UNCG) (Approved).

Roberts, J. D. (2025). Comprehensive Opioid, Stimulant, and Substance Use Program (COSSUP). (105,000) to Black Legacy Alliance. Bureau of Justice Association (BJA). (Approved).

McDowell, M., **Roberts, J.D.**, Sanders, A. (2024). Beyond the Barbershop: Understand Mental Challenges Faced by Black Men. Faculty Research (\$6,197.50) to Saginaw Valley State University, Faculty Research Grant. (Approved)

Roberts, J.D., Ellison, L., Rich, R. (2023). An Assessment of Reentry Housing Opportunities for Justice-Involved Person with Behavioral and Mental Health Challenges. Community Research (25,000). To UNCG Center for Housing and Community Studies. Robert Wood Johnson. (Approved)

Roberts, J. D., & Pearson, M. (2022). Invisible African American Fathers: African American Fathers

Without Homes. UNC – Greensboro. Summer Research Grant. (\$3,000). (Approved)

Roberts, J. D. (2021). Fathers' mental health and family resiliency. UNC - Greensboro Summer Research Grant. (\$3,000). (Approved)

PUBLICATIONS (by date)

Submitted: Shears, J., Hopper, L. N., Bledsoe, S., Miller, D., **Roberts, J.D.**, Hodges, B., & Antwi, K. (2025). Be There, Listen, See What It Is They Need": Fathers' Roles in Supporting Black Mothers During Pregnancy. *Child: Care, Health & Development*.

Submitted: Roberts, J. D. (2025). The Burden of Racism: How Black Emerging Adult Women Cope with Racism-based Traumatic Stress. *Journal of Sociology & Social Welfare*.

Submitted: Stanley, L., **Roberts, J. D.**, & L., Morrison, C. (2024). Imposter Syndrome Among HBCU Social Work and Health Science Students.

Accepted: Roberts, J. D., Motley, R. O., McDowell, M. (2025). How African American men cope with race-based traumatic stress: A Quantitative Study. *Social Work Research*.

Roberts, J. D. (2025). Exploring the effects of racial discrimination on the mental health and parenting satisfaction of African American fathers: A Mixed-Methods Study. *Journal of Fathers and Child Welfare: Conceptual Frameworks, Theoretical Foundations, Empirical Approaches, and Innovations in Research and Practice*. Vol. 102, Numbers 6,

Sanders, A., **Roberts, J. D.**, McDowell, M., Muller, A. (2024). The Consequences of Misdiagnosing Race-Based Trauma Response in Black Men: A Critical Examination. *Social Work in Public Health*. 10.1080/19371918.2024.2380821

Roberts, J.D., Coakley, T.M., Washington T., & Kelley. (2014). A Father's Perspective on Supports and Barriers that Affect Their Fatherhood Role. *SAGE*. <https://doi.org/10.1177/2158244014521818>

Savoca, M., Carter, K., Chow, E., **Roberts, J. D.**, Austin, A., & Wallace, D. (2012). The Heart of Hypertension Project: A Community-based Participatory Research (CBPR) Intervention for African American men. *Science of Eliminating Health Disparities*.

BRIEFS AND REPORTS

Roberts, J.D. (2025). Invisible African American Fathers: Recommendations of the Family First Prevention Service Act (FFPSA). *Michigan Journal of Public Affairs Blog*. <https://mjpa.umich.edu/2025/02/28/invisible-african-american-fathers-bridging-the-gaps-in-policy-support/>

Roberts, J. D. (2021). Family and Community Engagement & Trauma-informed Approach Roadmap. *Root Cause*. <https://rootcause.org/program-quality-learning-series/>

JURIED PRESENTATIONS

Teixeira-Poit, S.M., Lee, A., Monico, C., Parker, S., **Roberts, D.**, Miller, C., Bryant, J., Johnson, I., Majors, S., Cherry, E., Hadley, O., Rice, D., & Stull, G. (2025, April). Advancing community engagement in health care research: Researcher insights and strategies. Presented at the Southern Sociological Society Annual Meeting, Charlotte, NC.

Roberts, J.D., McDowell Jr., M, Muller, A. (2025, January). Untangling Trauma: Exploring the Impact of Misdiagnosis in Black Men's Mental Health. Society of Social Work and Research Conference.

Roberts, J.D. Exploring the Effects of Racial Discrimination on the Mental Health and Parenting Satisfaction of African American Fathers: A Mixed Methods Study. (2025, January). Society of Social Work and Research Conference. 2025

Roberts, J.D. (2024, April). Effects of Racial Discrimination on the Mental Health of African American Fathers. 25th International Families and Fathers Conference.

Roberts, J.D. (2024, June). Exploring the Effects of Racial Discrimination on African American Father's Mental Health. 17th Health Disparities Conference.

Copeland, B., McDowell, M., **Roberts, J.D.** (2024, September). Healing Wounds, Building Resilience: Navigating Race-Based Trauma Workshop. National Association of Black Social Workers 56th Annual Conference. New Orleans, Louisiana.

Roberts, J. D. Fathers without Homes: (2023, March). A Study on Homeless Fathers. Millennial Social Work Conference

Roberts, J. D. (2022, March). Impact of Racial Trauma on African American Fathers' Mental Health. Millennial Social Work Conference 2022.

Roberts, J. D. (2021, June). Invisible African American Fathers: African American Fathers Without Homes. NASW. Washington, D.C.

Roberts, J. D. Understanding Epigenetics in a Clinical Setting when Addressing Trauma. AHEC Behavioral Health Across the Field: Diverse Perspectives on Application and Practice: Spring 2021 Virtual Conference. Greensboro, NC, 2021

Roberts, J. D. Epigenetic and Goodness of Fit Awareness in the Father-Child Relationship: Links to Paternal Stress. UNCG Department of Social Work Lecture Series: Spring 2021 Virtual Conference. Greensboro, NC, 2021

Roberts, J. D. Fathers' mental health and family resiliency. Virtual Millennial Social Work Conference 2021.

Coakley, T. M., **Roberts, J.D.**, Nichols, G., Dyson, Y.D. Families and Fathers National Conference. Los Angeles, 2018

Coakley, T. M. & **Roberts, J.D.** Understanding how agency barriers to fathers' involvement influence children permanency: A mixed-methods study. Society of Social Work and Research Conference, Washington, DC, 2012

Roberts, J. D., & Coakley, T. M. Resilience to father involvement barriers. Human Environmental Sciences Foundation, Greensboro, NC, 2012.

RESEARCH EXPERIENCE

Nov. 2024 – Present UNCG Center for Housing and Community Studies
Research Coordinator

- Collecting and analyzing data related to housing and community studies.
- Engaging with community members to gather information and provide resources.
- Utilized research to support Justice-involved individuals struggling with mental health and substance use
- Collaborating with other researchers and stakeholders to design and implement studies.
- Preparing reports and presentations to communicate findings.

July 2024 – Present UNC-Chapel Hill & NC A&T
NIH Fellowship North Carolina Translational and Clinical Sciences (NCTraCS)
Postdoc

- Examine the social construction of medical knowledge and its disproportionate focus on white male populations in health care studies.
- Analyze the impact of systemic bias on the legitimization of medical concerns for racially minoritized populations.
- Identify barriers to addressing racial and ethnic health disparities, including limited and ineffective engagement of racially minoritized groups in health care research.
- Advocate for inclusive research practices to improve equity and representation in medical knowledge development.

May 2022 – Dec. 2023 NC A&T
Research Assistant

- Exploring the barriers to PreP and culturally responsive approaches to HIV prevention for formerly incarcerated MSM and Transgender individuals, and racially responsive approaches to violence prevention and mental health

Jan. 2021 – Dec. 2022 University of North Carolina – Greensboro & North Carolina A&T
Research Assistant

- African American Students' Intimacy Practices During COVID-19

- Stop-And-Frisk, Arrest and Incarceration And STI/HIV Risk in Minority MSM (Used REDCap).

Aug. 2019 – Aug. 2020 UNC Greensboro – GCSTOP

Clinical Supervisor/ Research Assistant

- Data collection (used REDCap, Stata, and SPSS)
- Program development of HEP. C Bridge Coordinator
- Work with Gilead addressing HIV research
- Supported Justice-involved individuals struggling with mental health and substance use

Jan. 2020 – Aug. 2020 Root Cause

Racial Trauma and Family Consultant

- Review Root Cause's existing quality framework materials related to Family Engagement and Trauma-Informed Practice.
- Conduct research and provide recommendations for improving Family Engagement and Trauma-Informed Practice content.

May 2016 – Dec. 2019 UNC - Greensboro

Social Clinical Research Assistant

- Program development
- Data collection and managing algorithms, coding, and analysis to support the management of outcomes
- Peer review conferences and training

Jan. 2010 – May 2012 UNC – Greensboro, Greensboro, NC, USA

Co-Investigator

- Factors that Influence Recovery for People with Mental Illnesses Who Live in Long-Term Care Communities

Research Assistant

- Heart of Hypertension 2: Community-engaged approach to lifestyle change for African American men

COMMUNITY ENGAGEMENT

2014 - 2017 Barbershop Talk: Fathers and Youth Education and Health Conference

Research Assistant

Developed, organized, and co-directed (n=250) included fathers, mothers, school-aged youth, college students, entrepreneurs, and educators.

Keynotes: Dr. Melissa Harris-Perry, 1991-1992 Boxing heavyweight champion Riddick Bowe, and NC House Representative Amos L. Quick III.

Facebook: @Barbershop Talk: Fathers & Youth Education & Health Success

Instagram: @BarbershopTalk: FathersandYouthEduHealthSuccess

Twitter: @BarbershopTalk: FathersandYouthEduHealthSucces

2011 - 2012 Community Partner: Hayes-Taylor YMCA

“Heart of Hypertension Project 2: Community-engaged approach to lifestyle change for African-American men”

Served as an investigator with Margaret R. Savoca, Principal Investigator
Extension of H2O project (above) to provide formative research and pilot testing for hypertension prevention efforts among African American men, 25-45 years old. Funded by Triad Center for Health Disparities/National Institute for Minority Health and Healthy Disparities

LEADERSHIP AND SERVICE EXPERIENCE

- 2024 – Present** Hampton Homes Community Board
Member
- 2024 – Present** Triad Adult and Pediatric Medicine (TAPM)
Quality Improvement Board member
- Jan. 2021- 2024** Society of Social Work Research (SSWR)
Lead Coordinator
- July 2016 – Dec. 2019** Veteran Affairs Medical Hospital
Native American Special Emphasis Program Manager
- Program planning, budget management, and minority employee recruitment/retainment
- Aug. 2014 – Dec. 2018** Whole Health Committee
- Assisted in developing the curriculum for both the Employee and Veteran Retreats and integrated principles of Whole Health into inpatient and outpatient programs.

PROFESSIONAL EXPERIENCE

- Mar 2025 – Present Snorkel Ai
Ai Expert Contributor
- Social Work (Task-Bsed)
- Mar. 2024 – Present First Team American
Program Evaluator
- Lead efforts to evaluate and enhance program effectiveness through systematic data collection, analysis, and utilization.
 - Identify reasons behind program successes and challenges to drive continuous improvement.
 - Instill confidence in stakeholders by highlighting potential positive outcomes from program initiatives.
 - Conducts strong program evaluations to identify optimal investments and strategies for sustaining best practices.
 - Oversee comprehensive program activities, including:
 - Policies and interventions

- Environmental and systems changes
- Preparedness and research efforts
- Capacity building and infrastructure development.

July 2022 – July 2024 Vaya Health/Sandhills Center MCO
 Quality Management Consultant

- Reported on Healthcare Effectiveness Data and Information Sets (HEDIS) and National Core Indicators NCI measures
- Used metrics-driven data to develop quality management and improvement plans
- Problem solved with business units to implement processes to ensure regulatory compliance and improvement of national accreditation standards.
- Used data to help identify performance gaps and establish targets for client engagement
- Maintained the National Committee for Quality Assurance standards

Sept. 2020 – July 2022 SAMSHA
 Quality Management Clinical Coordinator/Evaluator

- Program evaluation and development
- Developed auditing tool
- Reported on Healthcare Effectiveness Data and Information Sets (HEDIS) measures.
- Development and implementation of SOPs and functionality
- Developed and implemented systems to evaluate compliance with regulatory requirements and clinical best practices, ensuring that families have the proper support
- Developed QMIP reports of monitoring and audit findings.

Jan. 2018 – Dec. 2019 Veteran Affairs Medical Hospital
 Veterans Justice Outreach (VJO)

Oct. 2014 – Dec. 2017 Veteran Affairs Medical Hospital
 National funded Quality Improvement Project -- PACT Intensive Management (PIM)

Clinical Social Worker/Consultant/Co-Coordinator
 Leading Change

- Orchestrated the development and agency rollout of new correspondence policies, leading to a 15% increase in process efficiency
- Drove a 20% improvement in operational efficiency by integrating a new process, PIM, facilitating the monthly management of over a few hundred Veterans.

Leading People

- Boosted team productivity by 10% and enhanced staff satisfaction by 30% by implementing an employee development program benefiting the whole medical center – Whole Health.
- Improved communication effectiveness with diverse groups by over 30%, conducting 35 tailored training sessions for Correspondence staff members across the 172 VA facilities.

- Managed a dynamic team of five detail employees, responsible for all agency diversity initiatives, ensuring VA regulations and policies were followed.

Results Driven

- Program Analysis and Improvement: Conducted comprehensive program evaluations, leading to a 25% increase in goal achievement, positively affecting over 20 operational processes.
- Performance Metrics Development: Developed vital performance metrics, enhancing correspondence accuracy and timeliness by 20%.

Building Coalitions

- Influenced policy decisions through guidance to senior management, affecting over 12 major policy changes.
- Stakeholder Engagement and Consensus Building: Led stakeholder engagement initiatives, coordinating with over 20 external partners and internal departments, aligning strategies with VA's long-term goals.

Additional Highlights

- Diversity and Inclusion Initiatives: Initiated a diversity training program, raising team inclusivity awareness by 40%. Established a diversity committee that influenced five major policy changes and organized 6 cultural awareness events, enhancing team diversity and inclusivity among staff members.
- Assisted Health Care for Re-entry Veterans (HCRV) to support justice-involved veterans, facilitating access to VA services, including mental health and substance use services, and assisting with re-entry into the community

Feb. 2014 - Oct. 2015 Carter's Circle of Care

Community Support Team Leader/Therapist

- Defused crisis, evaluating its nature, and intervening to reduce the likelihood of recurrence
- Provided counseling to Justice-involved individuals struggling with mental health and substance use

July 2013 – Jan. 2014 People Helping People of N.C

Assertive Community Treatment Team (ACTT)- Program Manager/Therapist

- Conducted behavioral health assessments, determining the most appropriate level of care
- Consulted with psychiatrists and nurses in the evaluation of persons suffering from psychiatric and substance elements
- Provided counseling and case management to Justice-involved individuals struggling with mental health and substance use

Aug. 2012 – May 2013 The Salvation Army

Program Evaluator/Pathway of Hope Supervisor

- Engaged in program planning, sustainability, and dissemination efforts for the Pathway of Hope (helping families become sustainable)
- Designed evaluation components of all ongoing and new program initiatives as directed by the Director of Evaluation

- Provided training and consulting for Efforts to Outcomes and the Pathway of Hope to corps supported by the Metropolitan Division Headquarters

CERTIFICATIONS

Motivational Interviewing Training

CBT Training

Collaborative Institutional Training Initiative (CITI)

Efforts to Outcomes (ETO)

Lay Leader - Chronic Disease Self-Management