BIOGRAPHICAL SKETCH

Provide the following information for the Senior/key personnel and other significant contributors.  
Follow this format for each person. DO NOT EXCEED FIVE PAGES.

NAME: John Fluke, PhD

eRA COMMONS USER NAME (credential, e.g., agency login): JOHNFLUKE

POSITION TITLE: Associate Director, Systems Research and Evaluation; Professor

EDUCATION/TRAINING

| INSTITUTION AND LOCATION | DEGREE  (if applicable) | Completion Date  MM/YYYY | FIELD OF STUDY |
| --- | --- | --- | --- |
| University of Northern Colorado  *Greeley, Colorado* | B.A. | 12/1976 | Mathematics, Anthropology |
| Pennsylvania State University  *University Park, Pennsylvania* | M.A. | 05/1980 | Anthropology |
| Union Graduate School  *Cincinnati, Ohio* | Ph.D. | 12/1995 | Organizational Decision Science |

# A. Personal Statement

My research has focused on the behavioral economics of child protection decision-making and child maltreatment epidemiology. In this work I utilize and interpret results from advanced statistical approaches and research methods. I have been involved in developing and testing theoretical frameworks in child welfare decision making. I played a role in developing some of the earliest child maltreatment epidemiological studies in the US, work that continues today. By extending this work to other countries I have contributed to the development of the epidemiological infrastructure and the emergence of epidemiological research on a global basis. During my career I served as PI on a number of large federal and state research and evaluation initiatives. This includes developing proposals and conducting work on research grants funded by the US HHS Administration for Children and Families (ACF) and the Office of the Assistant Secretary for Planning and Evaluation (ASPE). Other work has included child welfare program evaluation contracts for states such as Colorado, New York, Utah, and Texas, as well as, the Public Health Agency of Canada and research grants from private foundations such as the Annie E. Casey Foundation.

**Ongoing and recently completed research and training projects include:**

**Ongoing Research Support**

**Permanency from Day One, Washington Department of Children,** October 1/2018- Sept 30, 2022

**Youth and Families**

Permanency from Day One Initiative aims to achieve more fitting and timely permanency plans and adoption for children and youth, the project aims to enhance system capacity to 1) support caseworkers in concurrent planning and early family engagement. The project will develop, test, implement, and sustain concurrent planning as a component of an effective multi-dimensional practice model to serve children in dependency cases in Washington’s child welfare system.

Role: PI

R25 1R25HD094660-01

**The Kempe Graduate Summer Program in Child Abuse and** Jan 1 2018 – Dec 31, 2023

**Neglect R25, Eunice Kennedy Shriver National Institute of Child Health & Human Development**, **National Institutes of Health**

A week-long educational experience aimed at improving the capacity of the next generation of physician and graduate student researchers in child maltreatment.

**Role:** PI

**The Quality Improvement Center for Workforce Development (QIC-WD)** October 1, 2016 – Sept 30, 2021

**University of Nebraska**

**Graef (PI)**

A project funded by the US DHS Children’s Bureau to understand how to improve child welfare workforce outcomes such as improved retention of staff. The QIC-WD will synthesize the current state of trends and research and generate new knowledge about effective strategies to improve workforce outcomes.

Role: Dr. Fluke is a co-investigator on the project and serves as a member of the project evaluation team.

**Pan Territorial Data Project, Health & Social Services,** February 1, 2015- October 15, 2023

**Territorial Social Programs, Northwest Territories**

This is an inter-jurisdictional project sponsored by the Public Health Agency of Canada (PHAC) developed to enable the Northern tier territories (Nunavut, Northwest Territories, and Yukon) to collectively assess data requirements and explore the development of a common pan-northern administrative dataset.

Role: Project Consultant (under contract to prime project contractor Birdseye)

**Completed Research Support**

**Tennessee’s Department of Children’s Services (TNDCS),**  July 1, 2014- February 27, 2020

**Title IVE Waiver Evaluation**

Wulczyn (PI)

Chapin Hall at the University of Chicago, Vanderbilt University, and the Kempe Center are responsible for evaluating several initiatives for the TNDCS IVE waiver. These initiatives include the use and application of the Child and Adolescent Needs and Strengths (CANS) and CANS variants, advanced training for supervisors, and work to strengthen foster care families.

Role: Kempe Project Director

**Enhanced Family Conference Initiative, Administration for** October 1, 2015 - Sept 30, 2020 **Children’s Services, City of New York**

Fluke (PI)

A grant to NYC funded by the US DHS Children’s Bureau to develop, implement and evaluate a model for family conferencing at the point of initial investigation. The project entails implementing the project in the Bronx Zone E, and include a cluster randomized control design to assess outcomes.

Role: Principal Investigator for the evaluation.

**Utah’s Division of Child and Family Services (DCFS),**  July 1, 2013- June 30, 2019

**Title IVE Waiver Evaluation**

Davis (PI)

The purpose of the six year evaluation of the waiver is to determine whether implementation the efficacy and effectiveness of in-home services is improved, as well as to minimize placement of children into the custody of DCFS.

Role: Kempe Project Director

**Colorado Community Response (CCR) Evaluation,**  July 1, 2014- June 30, 2018

**Office of Early Childhood, Colorado Department of Human Services**

Fluke (PI)

In 2013, the Offices of Early Childhood and Children, Youth, and Families received funding for the development of Community-based Child Abuse Prevention Services, for the Colorado Community Response (CCR) program. The focus of the evaluation is to develop the ground work for evidence of the effectiveness of the program. The Kempe Center at the University of Colorado SOM has the lead for the CCR evaluation.

Role: Kempe Center PI (part of Colorado State University consortium)

**Chapin Hall** August 1, 2010- March 1, 2017

**Foster Care Redesign for the Texas Department of Family and Protective Services**

Wulczyn (PI)

The Texas Department of Family and Protective Services is in the process of developing a modified financial system for reimbursing providers of out of home services in order to leverage funds to improve services aimed at creating settings that meet children’s needs and that shorten their time in care to planned exits without comprising safety or well-being.

Role: Principal Investigator for the Kempe Center

**Kingdom of Saudi Arabia National Family Safety Program —** September 15, 2014- July 30, 2015

**Support for Research Functions and Data Analysis**

Fluke (PI)

The purpose of this project is to analyze and develop scholarly publications for the Saudi Arabian wide ICAST Child Maltreatment Self-Report Study, and the Adverse Childhood Experiences Survey conducted National Family Safety Program (NFSP) in the Kingdom of Saudi Arabia (KSA). The scope of work was carried out by team members at the Kempe Center, through a subcontract to the International Society for the Prevention of Child Abuse and Neglect (ISPCAN).

Role: Principal Investigator

Citations:

1. [Almuneef M](https://www.ncbi.nlm.nih.gov/pubmed/?term=Almuneef%20M%5BAuthor%5D&cauthor=true&cauthor_uid=27662614), [Hollinshead D](https://www.ncbi.nlm.nih.gov/pubmed/?term=Hollinshead%20D%5BAuthor%5D&cauthor=true&cauthor_uid=27662614), [Saleheen H](https://www.ncbi.nlm.nih.gov/pubmed/?term=Saleheen%20H%5BAuthor%5D&cauthor=true&cauthor_uid=27662614), [AlMadani S](https://www.ncbi.nlm.nih.gov/pubmed/?term=AlMadani%20S%5BAuthor%5D&cauthor=true&cauthor_uid=27662614), [Derkash B](https://www.ncbi.nlm.nih.gov/pubmed/?term=Derkash%20B%5BAuthor%5D&cauthor=true&cauthor_uid=27662614), [AlBuhairan F](https://www.ncbi.nlm.nih.gov/pubmed/?term=AlBuhairan%20F%5BAuthor%5D&cauthor=true&cauthor_uid=27662614), [Al-Eissa M](https://www.ncbi.nlm.nih.gov/pubmed/?term=Al-Eissa%20M%5BAuthor%5D&cauthor=true&cauthor_uid=27662614), and [Fluke J](https://www.ncbi.nlm.nih.gov/pubmed/?term=Fluke%20J%5BAuthor%5D&cauthor=true&cauthor_uid=27662614). (2016). Adverse childhood experiences and association with health, mental health, and risky behavior in the kingdom of Saudi Arabia. Child Abuse and Neglect. 60 10-17.
2. Al-Eissa, M., Salaheen, H. K., Al-Madani, S., Al-Buharain, F.S., Weber, A., Fluke, J.D., Al-Muneef, M., & Casillas, K. (2016). Determining prevalence of maltreatment among children in the

**U.S. Health and Human Services, Children’s Bureau,**  October 1, 2011- September 30, 2015

**No Place Like Home: Family Group Decision Making for Children and Families Receiving In-Home Services**

A federal grant awarded to the American Humane Association (AHA), Casey Family Programs (CFP) and three innovative child welfare agencies with mature family group decision making (FGDM) programs to test the effectiveness of FGDM in safely preventing children from entering or re-entering foster care when they are receiving in-home services. Three sites will participated in a rigorous evaluation (experimental or quasi-experimental), longitudinal designs addressing FGDM process, outcomes and cost effectiveness.

Role: Principal Investigator

Citations:

1. Fluke, J.D., Corwin, T. W., Hollinshead, D., Maher, E. J. (2016) Family preservation or child safety? how experience and position shape child welfare workers’ perspectives. *Children and Youth Services Review, 69,* 210-218.

# B. Positions and Honors

# Academic Appointments

1979 – 1999 Director of Program Analysis and Research,The American Humane Association, Children's Division, Englewood, CO

1999 – 2003 Director of Research,Walter R. McDonald & Associates, Inc.,Aurora, CO

2003 – 2007 Vice President for Research, Walter R. McDonald & Associates, Inc.,Centennial, CO

2007 – 2012 Vice President and Founding Director, Child Protective Services Research Center, American Humane Association, Englewood, CO

2008 - 2015 Visiting Scholar, Graduate School of Social Work, University of Denver, Denver, CO

2012 - 2012Vice President, Children’s Innovation Institute, American Humane Association**,** Englewood, CO

2012 - 2016 Associate Research Professor, Kempe Center, Department of Pediatrics, School of Medicine University of Colorado, University of Colorado Denver, Aurora, CO

2012 - Status Only Assistant Professor,Factor Inwentash Faculty of Social Work, University of Toronto, Toronto, Ontario, Canada

2016 - 2019 Research Professor, Kempe Center, Department of Pediatrics, School of Medicine University of Colorado, University of Colorado Denver, Aurora, CO

2019 - Professor (with tenure), Kempe Center, Department of Pediatrics, School of Medicine University of Colorado, University of Colorado Denver, Aurora, CO

**Other Experience and Professional Memberships**

1986- *Member*, International Society for the Prevention of Child Abuse and Neglect

1994- *Founding Member*, International Society for the Prevention of Child Abuse and Neglect Working Group on Child Maltreatment Data (ISPCAN-WGCMD)

2009- *Member*, Society for Social Work Research

2010 - 2017 *Advisory Board Member*, Center for Violence and Injury Prevention, George Warren Brown School of Social Work, Washington University, St. Louis, MO, USA.

2010 - 2018 *Partner*, Preventing Violence across the Lifespan Network (PreVAil), partnership of researchers and from Canada, United States, United Kingdom, Asia, Europe and Australia.

2012 - *Founding Member*, International Network on Child Welfare Decision Making Research.

2014 *-*2015Interim Executive Director, The International Society for the Prevention of Child Abuse and Neglect, Aurora, CO

2017 - 2020 *Member*, Scientific Advisory Committee, What future after SAJE / SAPPEJ? Université Paris Nanterre, France.

2018 - Board Member, International Society for the Prevention of Child Abuse and Neglect.

## Honors

2016 Distinguished Service Award 2016, International Society for the Prevention of Child Abuse and Neglect

2017 Netherlands Organisation for Scientific Research Visitors Grant: project HESTIA University of Groningen (the Netherlands)

2018 Visiting Professor, Department of Child and Adolescent Psychiatry / Psychotherapy, University of Ulm, Germany.

# C. Contribution to Science

**International Epidemiology:** My research career now extends to a range of different child maltreatment surveillance data collection methods and in settings throughout the world. I am a co-chair and founding member of the Working Group on National Child Maltreatment Data Collection of the International Society for the Prevention of Child Abuse and Neglect (ISPCAN). Among the culminations of this line of research was the publication of an article in Lancet in late 2011, which compared trends in six developed countries and a report for UNICEF:

1. [Gilbert, R., Fluke, J., O’Donnell, M., Gonzalez-Izquierdo, A., Brownell, M., Gulliver, P., Janson, S., & Sidebottom. (December, 2011). Trends in child maltreatment in six developed countries.](http://www.thelancet.com/pdfs/journals/lancet/PIIS0140673611610878.pdf) *[Lancet](http://www.thelancet.com/pdfs/journals/lancet/PIIS0140673611610878.pdf)*[.](http://www.thelancet.com/pdfs/journals/lancet/PIIS0140673611610878.pdf)
2. [UNICEF. (2011). Child Disciplinary Practices at Home. New York, NY: UNICEF (contributing author).](http://www.unicef.org/protection/Child_Disciplinary_Practices_at_Home.pdf)
3. Fluke, J., King, B., Esposito, T., Filleul, A., Dudding, P., Pang, C., Tonmyr, L., Prevost, C., Henderson, J., MacDonald, G. (2019). Canadian Pan-Northern Project: Minimum Data Set (MDS) child welfare data structures and dictionary. Yellowknife: Government of Northwest Territories, Public Health Agency of Canada.

**Child Welfare Decision-Making:** Decision making under uncertainty, which is characteristic of most CPS decisions such as the decision to place children out of their homes, means that system generated errors will always occur. Child welfare decisions, while highly influenced by case characteristics, are also a function of decision-maker thresholds for action. A major goal of my research has been to apply behavioral economics principles to an ever widening set of research efforts, including international settings, aimed at the overall goal of improving decision making in child welfare. The approach we developed is a theoretical framework aimed at understanding conditions that lead to decision-making behavior at the worker and administrative levels referred to as the Decision Making Ecology. Colleagues and I originally formulated this theoretical perspective in 1997 and since revisited in a more recent monograph and referenced in some of my related publications below:

1. [Fluke, J., Chabot, M., Fallon, B., MacLaurin, B., & Blackstock, C. (2010). Placement decisions and disparities among aboriginal groups: An application of the decision making ecology through multi-level analysis. Child Abuse & Neglect, 34 (1), 57-69.](http://www.sciencedirect.com.hsl-ezproxy.ucdenver.edu/science/article/pii/S0145213409002622)
2. Detlaff, A., Rivaux, S., Baumann, D. J., Fluke, J.D., & Rycraft, J. R. (2011). Disentangling substantiation: the influence of race, income, and risk on the substantiation decision in child welfare. *Children and Youth Services Review, 33* (9), 1630-1637.
3. [Graham, J.C., Baumann, D. J., Dettlaff, A.J., & Fluke, J.D. (2015). The Decision Making Ecology of Placing a Child into Foster Care: A Structural Equation Model. *Child Abuse & Neglect*. doi: 10.1016/j.chiabu.2015.02.020](http://www.ncbi.nlm.nih.gov/pubmed/25861871).
4. Fluke, J.D., López López, M., Benbenishty, R., Knorth, E.J., and Baumann, D. J. (2020). **Decision Making and Judgement in Child Welfare and Protection : Theory, Research, and Practice.** New York, NY: Oxford University Press.

**Developing Child Maltreatment Data System Infrastructure:** Beginning when I was employed at the American Humane Association in 1979, my role was to help develop the data system infrastructure for the original National Reporting Study on Child Abuse and Neglect. This project followed the passage of the federal Child Abuse Protection and Treatment Act in 1973. This has evolved into the current US data collection program, the National Child Abuse and Neglect Data System (NCANDS) which I was also deeply involved in developing. Thirty-six years later, I continue to work with the research team responsible for the production of these data on behalf of the US. I have also been a member of research teams working on related projects such as the US National Incidence Study of Child Maltreatment (NIS) and the National Survey of Child and Adolescent Well Being (NSCAW). I am consulting with the Public Health Agency of Canada to develop a Pan-Norther surveillance architecture for child maltreatment surveillance data across the three northern territories. I serve as the co-chair of the International Society for the Prevention of Child Abuse and Neglect Child Maltreatment Data Working Group ISPCAN-CMD). Our team recently completed work under contract with the Office of the Associate Secretary for Planning and Evaluation(ASPE) and in close collaboration with US Children’s Bureau staff using the NCANDS data to assess Differential Response (DR) policy across six implementing states.

1. Fluke, J., Harlaar, N., Brown, B., Heisler, K, Merkel-Holguin, L., and Darnell, A. (2019). Differential response and children re-reported to child protective services: county data from the national child abuse and neglect data system (NCANDS). *Child Maltreatment, 24*(2) 127-136.
2. Fallon, B., Lefebvre, R., Filippelli, J., Joh-Carnella, N., Trocmé, N., Carradine, J. and Fluke, J. (2021). Major findings from the Ontario Incidence Study of Reported Child Abuse and Neglect-2018. *Child Abuse & Neglect*, 111 104778 <https://doi.org/10.1016/j.chiabu.2020.104778>
3. Drake B, Fluke JD, Kim H, Orsi R, Stubblefield JL. (2021). What Proportion of Foster Care Children Do Not Have Child Protective Services Reports? A Preliminary Look. Child Maltreat. Jul 25;:10775595211033855. [Epub ahead of print] PubMed PMID: 34308682
4. Johnson-Motoyama, M., Ginther D., Phillips R, Beer O., Fluke J D, & Merkel-Holguin L. (2021). *Differential Response and the Reduction of Child Maltreatment and Foster Care Services Utilization in the U.S. from 2004 to 2017.* Child Maltreatment November 22, 2021

#### **Establishing Risk:** The work on decision making described above emerged as I began to recognize that data regarding maltreatment was derived from systems of intervention, such as NCANDS. These administrative data represent a summary of decision making behavior at the systems level. Much of my research in this area in the late 90s and early 2000s was devoted to using the data to understand child maltreatment risk; specifically risk of re-reporting and recurrence of child maltreatment to child welfare agencies, work that still continues as illustrated by the publications below:

1. [Fluke, J., Yuan, Y. T., & Edwards, M. (1999). Recurrence of maltreatment: an application of the national child abuse and neglect data system (NCANDS). *Child Abuse & Neglect, 23*(7), 633 –650.](http://www.ncbi.nlm.nih.gov/pubmed/10442829)
2. Fluke, J.D., & Hollinshead, D. (2003). Child Maltreatment Recurrence: A Leadership Initiative of National Resource Center on Child Maltreatment. National Resource Center on Child Maltreatment, Duluth, GA.
3. [Fluke, J., Shusterman, G., Hollinshead, D., & Yuan, Y.T. (2008). Longitudinal analysis of repeated child abuse reporting and victimization: multistate analysis of associated factors. *Child Maltreatment, 13*(1), 76 – 88.](http://cmx.sagepub.com.hsl-ezproxy.ucdenver.edu/content/13/1/76.full.pdf+html)
4. [Putnam-Hornstein, E., Wood, J., Fluke, J., Yoshioka-Maxwell, A., & Berger, R.P. (2013). Risk factors for severe and fatal child maltreatment. *Child Welfare, 92*(2) 59-76.](http://web.b.ebscohost.com.hsl-ezproxy.ucdenver.edu/ehost/detail/detail?vid=3&sid=37a86069-03e2-48bd-b3b2-c3ce34310668%40sessionmgr115&hid=123&bdata=JnNpdGU9ZWhvc3QtbGl2ZQ%3d%3d#AN=91638024&db=aph)
5. Hollinshead, D.M., Currie, D., Kroll, K., Feldman, S., Monahan-Price, K., & Fluke, J.D. (2021). Associations between case, staff, and agency characteristics and the decision to place a child in out-of-home care. International Journal of Child Maltreatment, 4(3), 325-347. DOI:10.1007/s42448-021-00083-9.