Letter of Invitation

Dear Child Welfare Caseworker:

I am a doctoral student in human services administration with Nova Southeastern University under the advisement of Dr. Mary Lynn Vogel. I am a child welfare consultant and subject matter expert in government contracting in Richmond, VA. I am conducting an applied dissertation research study to better understand the experiences of Black female caseworkers employed in child welfare and the preferred practices at retaining Black female caseworkers in child welfare organizations and casework positions.

I am seeking voluntary participation from individuals who self-identify as Black and female. Participants must also be currently employed in child welfare (i.e., Prevention/Family Preservation, Child Protective Services, Foster Care, Adoption) in a public or private child welfare agency with at least one year of experience. As a part of the study, you will be asked to participate in one 60-minute interview via Zoom or other video conferencing platform easily accessible to you. Your responses to this interview will be collected to explore the experiences of Black female caseworker employed in child welfare. Research-based findings and participant perspectives will be combined to identify the preferred practices for retaining Black female caseworkers in child welfare organizations and casework positions.

Minimal risk exists with your participation, and no compensation will be provided. Your identity will be kept confidential, and your privacy will be protected. Participation will require an approximate time commitment of no more than four hours through the course of the research. Communication throughout the process will occur via email and via Zoom videoconferencing (or other video conferencing platform easily accessible to you), at a time convenient for you.

I wish to thank you in advance for your consideration. If you have any questions regarding the study, do not hesitate to contact me at my email address: ak1834@mynsu.nova.edu, or Dr. Vogel at vogelm@nova.edu.

Sincerely,

Anna Koehle

Nova Southeastern University Doctoral Student