

CURRICULUM VITAE  
**JANICE A. SABIN, PhD, MSW**

**Personal Data:**

Address: University of Washington  
Department of Medical Education and Biomedical Informatics  
Center for Clinical and Epidemiological Research  
Box 357240, Seattle, WA 98195-7240  
206-543-8272, (M) 206-851-7938  
E-mail: [sabinja@u.washington.edu](mailto:sabinja@u.washington.edu)

**Education:**

2006 Doctor of Philosophy, Social Welfare, University of Washington  
Dissertation: *Health Care Provider Implicit and Explicit Racial Bias and Medical Care (Committee: Chair: David Takeuchi, Frederick Rivara, Anthony Greenwald, Lew Gilchrist)*

2001 Master of Social Work, University of Washington  
Health/Mental Health Concentration

1972 Bachelor of Liberal Studies, Boston University

**Areas of Interest:**

- Health and health care disparities
- Health care delivery to vulnerable populations
- Patient-centered communication
- Discrimination in health care
- The science of unconscious bias
- Development of health care disparities e-curriculum

**Faculty/Research Positions Held:**

2007 - current, Assistant Professor, University of Washington, School of Medicine, Department of Medical Education and Biomedical Informatics

2009 - current, Pulmonary Division, University of Washington, Seattle Children's Hospital Pediatric Pulmonary Center

- Health disparities curriculum design for multidisciplinary trainees (PI Redding, T72 MC 00007-15) Sabin, faculty (5% FTE)

December 1, 2007 – November 15, 2009, Acting Assistant Professor, University of Washington, Department of Medical Education and Biomedical Informatics

2008 – current, Sabin, Co-Investigator, 5R44MD000589, NIH, SBIR, *Disparities, Culture & Health Phase II: An e-learning course on healthcare disparities for physicians and physicians in training (Talaria Inc, PI vanShaik)* (20% FTE)

2010 – 2011 Pilot Project (Sabin): *Investigating Physician Implicit and Explicit Attitudes and Stereotypes and the Delivery of Health Care to American Indian Children* (childhood obesity) (Sabin, 10% FTE) PI Buchwald Center grant

2010 – 2012 Sabin, Co-Investigator, 2 years, 10% FTE, NIMH, 1 R03 MH086791-01A1 2, *Conceptions of Mental Illness on the Front-Lines of the Public Mental Health System* (Stuber, PI)

2007 – current, faculty, Center for Clinical and Epidemiological Research, Partnerships for Native Health, School of Medicine, University of Washington (40% FTE)

- Sabin, Project Director: *A Randomized Trial of Workplace Interventions to Improve Health of Alaska Native People* (PI Buchwald)
- Sabin, Project Director: *A targeted approach to increasing American Indian tissue and organ donation* (PI Buchwald)
- Sabin, collaborator, *The Increasing Kidney Disease Awareness Network (IKAN) Transplant Project* (PI Young)

2006 - 2007 Research Associate, University of Washington, School of Social Work

2002 - 2006 Graduate Research Assistant, University of Washington, School of Medicine, Department of Psychiatry, Harborview Injury Prevention and Research Center, Frederick Rivara, Research Mentor (Adolescent Trauma Recovery and Stress Disorders Cohort Study)

1993 - 1999 Research Assistant, School of Nursing, School of Social Work Promoting

- Competence and Support to Prevent Suicide Risk (NINR)
- Preventing Drug Abuse: Parents and Youth with Schools (NIDA)
- Assessing Suicide Risk in Adolescents (CDC)
- Reconnecting Youth: Replication of an Indicated Prevention Program (DOE)
- Daily Event Analysis of Alcohol/Drug Use and Risky Sex (NIAA)
- Children's Concepts of AIDS and Related Risky Behavior (NIDA)

### **Hospital Positions Held:**

#### **2000 - 2003 Seattle Children's Hospital, Seattle, WA**

2001 - 2003 Medical Social Worker, Seattle Children's Hospital, Craniofacial Clinic  
Responsibilities:

- Provide mental health and case management services in both inpatient and outpatient setting as part of a multi-disciplinary medical team
- Provide counseling for children/families related to adjustment to illness/disability, grief, and loss
- Provide prenatal counseling for prospective parents whose child has been diagnosed with a fetal congenital anomaly
- Crisis Intervention

2000 - 2001 Social Work Intern, Seattle Children's Hospital, Pediatric Pulmonary Center, Pulmonary Division

Responsibilities:

- Provide clinical social work services to long term, chronically ill, pulmonary inpatient children and their families
- Provide counseling to families on issues of grief and loss
- Reviewed social and health policy implications for families with chronically ill and disabled children

2000 – 2001 Social Work Intern, Fairfax Hospital, inpatient acute care psychiatric hospital, adolescent unit, voluntary and involuntary commitment

- Provide clinical social work direct service in psychiatric hospital setting to adolescents and families
- Conduct DSM-IV assessment of adolescent mental disorders

**Honors:**

2005 - 2006 Dissertation Support Award, Agency for Healthcare Research and Quality (AHRQ) 1-R36HS15676-01, \$30,000

2005 - 2006 Magnuson Scholar Health Sciences Award, University of Washington, \$25,000

2002 - 2005 NIMH Pre-doctoral Prevention Research Trainee T32MH20010, 3 years, tuition support and stipend

2005 Awarded First Prize, American Public Health Association, Student Poster Presentation, Spirit of 1848 Caucus, **Sabin, J. A.**, Greenwald, A. G., & Rivara, F. P. *Measuring health care provider implicit racial bias: Using the Implicit Association Test in health care research*

2000 - 2001 HRSA, Maternal and Child Health Bureau, Pediatric Pulmonary Leadership Trainee Award, Children's Hospital and Regional Medical Center, Seattle, WA. Gregory Redding MD, Director, 1 year masters program tuition

**Licensure to Practice:**

1999 - present Registered Counselor, State of Washington

**Organizations:**

1999 - present National Association of Social Workers

2002 - present American Public Health Association

2005 - present Society for Epidemiologic Research

2010 - present Institute of Translational Health Sciences (ITHS), Scholar

**Teaching:**

Teaching interests:

- Curriculum design focusing on racial/ethnic health inequity, web-based, multilevel focus

- Clinical training of multidisciplinary health professionals with an emphasis on delivery of services to minority populations
- Health practice, health services, health policy, health/mental health and culture

**Invited Speaker:**

Invited speaker, School of Medicine, University of Washington, WWAMI, Missoula Montana

- (CME) 4/9/2010, *Racial/Ethnic Disparities in Health Care: Unconscious Associations, Communication and Innovative Interventions*
  - Continuing health disparities education for clinicians, grand rounds
- 4/8/2010 *Racial and Ethnic Disparities in Health Care: A Multidisciplinary Perspective*
  - Audience: medical student, medical residents, nursing students, others
- 4/8/2010 *Inequities in Health Care and The Patient-Provider Relationship*

March 8, 2010 Invited speaker, A. G. Greenwald Graduate Seminar, Department of Psychology, University of Washington

October 2009: Invited speaker, University of Washington, Medical Education Forum, *Racial and Ethnic Disparities in Health Care: A Multidisciplinary Perspective for Clinical Level Intervention (faculty development)*

August 2009: Invited speaker, UW Bothell, BIS312, Social Psychology, *Racial and Ethnic Disparities in Health Care: A Multidisciplinary Perspective*

June 2009: Invited speaker, A. G. Greenwald, Psychology Graduate Seminar, Department of Psychology, University of Washington, *Using the Implicit Association Test in Health Disparities Research*

October 2008: Invited speaker, The Collaborative Care Conference, Network of Family Medicine Residency Programs, University of Washington, *Teachable Moments When Medicine and Culture Collide: What Effective Teaching Tools Will You Need*

- *Medical and behavioral health faculty development*

February 2008: Presentation and invited guest speaker, Social Work (Soc W 598), Psychology (PSYCH 550) or Health Services (HSERV 590 D). Integrative Seminar on Health Disparities: The Case of Tobacco (master's, doctoral level students)

**Editorial Responsibilities:**

2004 Review for the *Archives of Pediatrics & Adolescent Medicine*

**Special Local Responsibilities/Committees:**

2010 – present University of Washington, School of Medicine, Diversity Strategic Planning Committee

2007 - 2010 Academic Affairs Deans and Medical Education Department Committee

2010 Reviewer for Research Royalty Fund, University of Washington internal grant

2003 - 2006 Human Subjects Review Committee, University of Washington,  
Institutional Review Board, Member, Committee C, Behavioral and Social  
Science Research Review

2001 - 2002 Seattle Children's Hospital

- Research and Publication Committee, Department of Social Work
- Seattle Children's Hospital Diversity Implementation Committee

1997 - 2000 Court Appointed Special Advocate/CASA, King County Superior Court,  
Seattle, WA

Advocate for the best interest of the child in abuse and neglect cases brought before the  
court.

1998 Advisory Board Communication about Health Between Adults and Teens (CHAT)  
Project, University of Washington/Seattle Public Schools

### **Research Funding:**

2010 – 2012 Sabin, Co-Investigator, 2 years, 10% FTE, NIMH, 1 R03 MH086791-01A1  
2, Conceptions of Mental Illness on the Front-Lines of the Public Mental Health System  
(Stuber, PI, \$156,000)

2008 – 2010 Sabin, Consultant, 20% FTE, NIH 5R44MD000589-03 (SBIR) Talaria Inc.  
*Disparities, Culture & Health Phase II: An e-learning course on healthcare disparities  
for physicians and physicians in training (van Schaik, PI, \$663,230I)*

2010 - 2011 Sabin, Pilot Project, 20% FTE, NIH, 5 P60 MD000507-06, Pilot Study:  
*Investigating Physician Implicit and Explicit Attitudes and Stereotypes and the  
Delivery of Health Care to American Indian Children (\$41, 795) (Center grant PI,  
Buchwald, \$549,093)*

### **Pending**

PA-08-083, (R01) The Effect of Racial and Ethnic Discrimination/Bias on Health Care  
Delivery, Sabin, PI., 40% FTE, *Improving Physicians' Weight Management Approaches  
with Minority Children: Incorporating The Science of Unconscious Bias into an  
Educational Intervention*, Submitted June, 2010

### **Completed**

2005 - 2006, DHHS, AHRQ Grant # 1-R36HS15676-01, *Provider Implicit Racial Bias &  
Medical Decision-Making*, University of Washington, School of Social Work, \$30,000  
Role: Sabin, Principal Investigator

### **Bibliography:**

1. **Sabin, J.**, VanSchaik, E., Lynch, E., Stoner, S. (2010). Does awareness of unconscious associations enhance learning about healthcare disparities? *American Journal of Epidemiology*, 171(Suppl), S1–S157. (abstract)
2. **Sabin, J. A.**, Nosek, B. A., Greenwald, A. G., Rivara, F.P., (2009). Physician implicit and explicit attitudes about race by MD race/ethnicity and gender. *J of Health Care for the Poor and Underserved*, 20 (3), 903-920.
3. **Sabin, J. A.**, Rivara, F. P., Greenwald, A. G. (2008). Physician implicit attitudes and stereotypes about race and quality of medical care, *Medical Care*, 46 (7) July 2008, 678-685.
4. **Sabin, J. A.**, Zatzick, D. F., Jurkovich, G., & Rivara, F. P. (2006). Primary care utilization and detection of emotional distress among traumatically injured adolescents: Identifying an unmet need. *Pediatrics*, January, 117 (1), 130-138.
5. **Sabin, J. A.**, Zatzick, D. F., & Rivara, F. P. (2005). A role for school health personnel in supporting children and families following childhood injury, *J Sch Health*, 75, (4), 141-144.
6. **Sabin, J.A.** (2005). Measuring implicit racial bias: Using the Implicit Association Test in health services research, *American Journal of Epidemiology*, 161 (Suppl.) S92. (abstract)
7. Zatzick, D. F., Grossman, D., Russo, J., Pynoos, R., Berliner, L., Jurkovich, G., **Sabin, J.**, McCauley, E., Ghesquiere, A., & Rivara, F. (2006). Predicting posttraumatic stress symptoms longitudinally in a representative sample of hospitalized injured adolescents. *Am J Acad Child Adolesc Psychiatry*, 45 (10), 1188-1195.
8. Zatzick, D. F., Russo, J., Grossman, D. Jurkovich, G., **Sabin, J.**, Berliner, L., & Rivara, F. (2005). PTSD and depressive symptoms, alcohol use, and recurrent traumatic life events in a representative sample of injured adolescents and their parents, *J Pediatr Psychol*, 31 (4), 377-387.

### **Other Publications**

1. **Prepared Executive Summary by invitation of Congresswoman Christensen, RE: Sabin, J. A.**, Nosek, B. A., Greenwald, A. G., Rivara, F.P., *Comparing physician implicit and explicit attitudes about race by gender, race and ethnicity*. November, 2008  
Office of Hon. Donna M. Christensen  
1510 Longworth House Office Building  
Washington, DC 20515  
Phone: 202.225.1790 | Fax: 202.225.2051

2. **January, 2010 Agency for Healthcare Research and Quality (AHRQ),**  
“Black physicians are less likely to have implicit preferences for blacks or whites”  
<http://www.ahrq.gov/research/jan10/O110RA11.htm>
3. **November 2008 , Agency for Healthcare Research and Quality (AHRQ),**  
“Pediatricians Show Less Race Bias than Others”  
<http://www.ahrq.gov/research/nov08/1108RA13.htm>
4. **American Medical News:** “Doctors often register unconscious bias against blacks, study finds” By Kevin B. O'Reilly, amednews staff. Posted Sept. 28 2009.  
<http://www.ama-assn.org/amednews/2009/09/28/prsa0928.htm>

### **Manuscripts Submitted**

1. Cooper, L. A., Roter, D., Carson, K. A., Beach, M., **Sabin, J. A.**, Greenwald, A. G., Inui, T.S., (*Under Review, British Medical Journal*) Implicit Racial Bias among Clinicians, Communication Behaviors, and Patient Ratings of Interpersonal Care
2. Spigner, Rees, Galvin, **Sabin**, Davis, Dick, Young, (*Submitted: J National Medical Association*) A Qualitative Assessment of Personal and Social Responsibility for Kidney Disease: Increasing Kidney Disease Awareness Network (IKAN) Transplant Project

### **In Progress:**

1. Stuber, **Sabin**, Greenwald, Terry, Teachman, Link, (*In Progress*) Implicit and Explicit Stereotypes about Mental Illness among Front Line Mental Health Providers in the Public Mental Health System
2. **Sabin**, Tsosie, Montgomery, Davis, Buchwald, (*In Progress*) Assessing Tribal College Students' Knowledge, Attitudes and Beliefs about Organ Donation to Develop Culturally Tailored Health Communication Materials
3. Montgomery, **Sabin**, Tsosie, Davis, Buchwald, (*In Progress*) Developing Culturally Tailored Organ Donation Education Materials with Tribal College Students: Elements of Design
4. **Sabin**, Ferguson, Tsosie, Williamson, Buchwald, (*In Progress*) Adaptation of an Evidence-Based Workplace Health Promotion Intervention for Native Alaska Worksites: Diversity, Geography and Culture

### **National, Peer Reviewed and other Presentations:**

November 7, 2010, Sabin Upcoming invited panelist 2010 Association of American Medical Colleges (AAMC) annual meeting, Washington DC, Panel Member, Exploring Unconscious Bias

May 2010, Sabin Invited panelist, NIMH Pre-doctoral Prevention Research Training Program Summit, UW School of Social Work, *Doctoral Graduate Research Careers: Strategic Perspectives from Alumni*

Invited speaker, School of Medicine, University of Washington, WWAMI, Missoula Montana

- (CME) 4/9/2010, *Racial/Ethnic Disparities in Health Care: Unconscious Associations, Communication and Innovative Interventions*
  - Continuing health disparities education for clinicians, grand rounds
- 4/8/2010 *Racial and Ethnic Disparities in Health Care: A Multidisciplinary Perspective*
  - Audience: medical student, medical residents, nursing students, others
- 4/8/2010 *Inequities in Health Care and The Patient-Provider Relationship*
  - Faculty Development Workshop, WAMI

November 2009, Sabin Invited speaker, University of Washington, Medical Education Forum, *Racial and Ethnic Disparities in Health Care: A Multidisciplinary Perspective for Clinical Level Intervention*

April 30, 2009, **Sabin**, VanSchaik, (oral presentation) 2009 WGEA WGSA WMAS WAAHP Conference, *Healthcare Disparities: An E-Learning Course for Providers*, AAMC Western Regional Conference, April, 20, 2009, Santa Fe, NM

Murray, **Sabin**, Ferguson, Tsosie, Sawchuk, Bowen, Buchwald, poster presentation, Alaska Native Health Research Conference, Anchorage, AK, March 18-20, 2009, *Alaska Workplace Solutions*

**Sabin, J. A.**, Nosek, B. A., Greenwald, A. G., Rivara, F.P., (2008, oral presentation) *Comparing physician implicit and explicit attitudes about race by gender, race and ethnicity*. 136<sup>th</sup> annual meeting of the American Public Health Association, Medical Care section, October 28, 2008, San Diego, CA.

**Sabin, J. A.**, Rivara, F. P., Greenwald, A. G., (2007, November) oral presentation, *Physician Racial Bias and Medical Care*, Oral presentation at 135<sup>th</sup> annual meeting of the American Public Health Association, Washington DC.

**Sabin, J. A.**, Greenwald, A. G., & Rivara, F. P. (2005, December). *Measuring Health Care Provider Implicit Racial Bias: Using The Implicit Association Test In Health Care Research*. Poster session presented at the 133rd annual meeting of the American Public Health Association, Philadelphia, PA. Awarded First Prize, Spirit of 1848 Caucus

**Sabin, J.A.** (2005, June). *Measuring Implicit Racial Bias: Using The Implicit Association Test In Health Services Research*, oral presentation, Paper presented at the meeting of Society for Epidemiological Research (SER) and Canadian Society for Epidemiology and Biostatistics (CSEB) combined annual meeting, Toronto, Canada

**Sabin J. A.** (2004, November). *Racial And Ethnic Health Care Disparities: A Unified Theory Of Unequal Treatment In Health Care*, oral presentation, Paper presented at the

132<sup>nd</sup> annual meeting of the American Public Health Association, Washington DC.  
Student Paper Prize

**Other Presentations (sample):**

2008, University of Washington, invited speaker, The Collaborative Care Conference, Network of Family Medicine Residency Programs, October 17, 2008, *Teachable Moments When Medicine and Culture Collide: What Effective Teaching Tools Will You Need?* Presented by the Center for Cultural Proficiency in Medical Education and the Office of Multicultural Affairs, University of Washington School of Medicine

2008, Presentation and guest speaker, April, 15, 2008, Dept of Pediatric Dentistry University of Washington, “*Unconscious Bias and its Influence on Provider-Patient Communication.*”

2008, Presentation invited speaker, January 23, 2008. (SSW 506) Social Welfare Research and Evaluation. “*From Clinical Practice to Research Design and Implications of Findings: A Mechanism to Explain Discrimination in Health Care.*”

2008, Presentation and invited speaker, February, 20, 2008. Social Work (Soc W 598), Psychology (PSYCH 550) or Health Services (HSERV 590 D). Integrative Seminar on Health Disparities: The Case of Tobacco

2006, September, invited presentation, Seattle Children’s Hospital, Seattle, WA. Center for Diversity Committee, September 20, 2006, *Health Care Provider Implicit And Explicit Racial Bias And Medical Care*

2006, May, invited speaker, University of Washington, Summit on Health Disparities: Diversity and Social Determinants of Health, *Investigating Implicit and Explicit Racial Bias: Implications for Medical Care*, Seattle, WA

2006, April, invited presentation, *Investigating Health Care Provider Implicit and Explicit Racial Bias and Implications for Medical Care*, Institute on Inequality and Social Structure, Spring Colloquium, April 19, 2006, School of Social Work, University of Washington, Seattle, WA

2006, May, invited presentation, *Health Care Disparities: Health Care Provider Biases*, University of Washington Medical Center, Human Resources Department, Seattle, WA

2005, May, invited presentation: Primary Care Utilization and Detection of Emotional Distress Following Adolescent Traumatic Injury: Identifying an Unmet Need, Harborview Injury Prevention and Research Center, University of Washington, Seattle, WA

**National and International Media Dissemination of Research Findings**  
**2008**

- **Reuters UK, UK**, “US study says doctors subconsciously favor whites”  
"This supports speculation that subtle race bias may affect health care, but does not imply that it will," said Janice Sabin of the University of Washington.
- **NPR** taped radio Interview. Keith Sienfeld, reporter
- **ABC News:**  
<http://abcnews.go.com/Health/MindMoodNews/wireStory?id=6132164>
- **MSNBC:** <http://www.msnbc.msn.com/id/27426483/>
- **The Los Angeles Times**, US study says doctors subconsciously favor whites.” (10/30/08) [http://latimesblogs.latimes.com/booster\\_shots/2008/10/doctors-unknowi.html](http://latimesblogs.latimes.com/booster_shots/2008/10/doctors-unknowi.html)
- **The Seattle Post Intelligencer**, US study says doctors subconsciously favor whites, front page article, online article, Vanessa Hoh, reporter
- [http://www.kaisernetwork.org/daily\\_reports/rep\\_index.cfm?DR\\_ID=55269](http://www.kaisernetwork.org/daily_reports/rep_index.cfm?DR_ID=55269)
- **Bangladesh News, Bangladesh** “US study says doctors subconsciously favor whites”
- **www.worldbulletin.net, Turkey** “US study says doctors "subconsciously" favor whites. " This supports speculation that subtle race bias may affect health care, but does not imply that it will," said Janice Sabin of the University of Washington ...
- **PRESS TV, Iran.** "This supports speculation that subtle race bias may affect health care, but does not imply that it will," said Janice Sabin of the University of Washington ...
- **Canada.com, Canada**, US study says doctors subconsciously favor whites  
"This supports speculation that subtle race bias may affect health care, but does not imply that it will," said Janice Sabin of the University of Washington ...
- **Adelaidenow, Australia**, “Doctors' unknowingly favour whites”
- **PerthNow, Australia**, Doctors' unknowingly favour whites’
- **Courier Mail, Australia**, Doctors' unknowingly favour whites'  
"This supports speculation that subtle race bias may affect health care, but does not imply that it will," said Janice Sabin of the University of Washington
- **Daily Telegraph, Australia**, Doctors’ unknowingly favour whites’...
- **Melbourne Herald Sun, Australia**, Doctors’ unknowingly favour whites',  
"This supports speculation that subtle race bias may affect health care, but does not imply that it will," said Janice Sabin of the University of Washington ...
- **National Post, Canada**, US study says doctors subconsciously favor whites - 17 hours ago "This supports speculation that subtle race bias may affect health care, but does not imply that it will," said Janice Sabin of the University of Washington  
...

## 2009

- **Reuters**, “Doctors show unconscious bias toward blacks” (second coverage)
- **American Medical News:** “Doctors often register unconscious bias against blacks, study finds” By Kevin B. O'Reilly, amednews staff. Posted Sept. 28, 2009. <http://www.amaassn.org/amednews/2009/09/28/prsa0928.htm>