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NEUROTALENTO MEXICO: A MULTIDISCIPLINARY PILOT SCHEME TO TRAIN STUDENTS TO CREATE NEUROINCLUSIVE WORKPLACE SOLUTIONS FOR WORKERS WITH BRAIN INJURIES AND NEURODIVERGENT CONDITIONS UTILIZING DATA SCIENCE, CLINICAL KNOWLEDGE, AND CASE STUDIES [ABSTRACT]

Angela Wells*	City University of Seattle, Seattle, WA, United States of America	arwells@cityu.edu
Lekpa Kingdom David	University of Port Harcourt, Port Harcourt, Nigeria	Lekpa.david@uniport.edu.ng
John H. Martin	CUNY School of Medicine, New York, NY, United States of America	jmartin@med.cuny.edu
Amarachi Gift Onyediako	University of Port Harcourt, Port Harcourt, Nigeria	aonyediako141@uniport.edu.ng
Valeria Ibarra Pacheco	City University of Seattle, Seattle, WA, United States of America	ibarravaleria@cityuniversity.edu
Dana M. Fergins	Wiley University, Marshall, TX, United States of America	dana.fergiep@gmail.com

*Corresponding author

ABSTRACT

Aim/Purpose	To bridge the gap in students' productive use of data science, clinical knowledge and case study methods for workplace inclusion, this paper proposes a strong structure that organizations can embrace to apply flexible, data-directed, and clinically informed plan of action for improving workplace
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	fairness and well-being for workers with brain injuries and neurodivergent conditions. This paper aims to equip students to create neuroinclusive workplace solutions for workers with brain injuries and neurodivergent conditions.
Background	Neurodivergent individuals continue to face challenges such as decreased quality of life, workplace satisfaction and workplace inclusion. This paper promotes flexible strategies that organizations can adopt to promote inclusion and equitable outcome.
Methodology	This paper used a pilot quantitative approach with an experimental research design. It combined data gathering, cleaning, examination, and interpretation using clinical knowledge and a case-study method, alongside experimental training of multidisciplinary students to design neuroinclusive workplace solutions. This paper involved multidisciplinary students who participated in the training.
Contribution	This paper contributes to the body of knowledge by showing that merging data science, clinical knowledge, and case study methods can equip them to create neuroinclusive workplace solutions. It provides practical strategies on how to support workers with brain injuries and neurodivergent conditions improving inclusion, performance, maximizing their skills and talents and welfare.
Findings	Structured training in data science, clinical knowledge, and case study methods equip students with the skills necessary to create neuroinclusive workplace solutions. This involvement enhances students' understanding of differences in brain function and information processing, encouraging their ability to develop plans that heighten employee performance, manage talents, and protect their welfare. Also, the accurate predictive model allowed students to identify productive arrangements for workers with neurodivergent and brain injury conditions in order to overcome communication and sensory challenges, improve their ability to adjust to changes, and create an inclusive work environment where all employees can flourish.
Recommendations for Practitioners	Human resource managers, organizational developers, and workplace trainers are encouraged to merge data science, clinical knowledge, and case study methods into workplace training programs. This study will help them to initiate neuroinclusive solutions that accept workers with neurodivergent and brain injury conditions. Every practitioner should pay attention to ways that will help overcome communication and sensory challenges, improve their ability to accept changes, explain unclear or confusion instructions, and establish a safe environment where employees can flourish and maximize their talents and skills.
Recommendations for Researchers	Future studies should involve broad and mixed population which can help to reinforce and strengthen the model and methods for wider use.
Impact on Society	Involving all these methods mentioned can greatly equip individuals when trained to create neuroinclusive workplace solutions, a friendly work environment where persons with Autism Spectrum conditions, Attention Deficient/Hyperactivity Disorder (ADHD), Dyslexia(those with difficulty in reading), Dyspraxia (those that find it difficult to identify numbers or solve mathematical problems), Tourette syndrome, even those with chronic learning and processing differences are greatly considered and accommodated in

any workplace. This shows that organizations, firms, companies and institutions can begin to bridge this lifelong gap in workplace inclusion by embracing similar models. As more people become trained to understand neurodivergent brain-based differences, society gains a workforce capable of minimizing discrimination, resolving communication and sensory challenges, and presenting environments that value diverse cognitive strengths of these individuals. This supports creating a fair workplace where neurodivergent and brain-injured individuals can flourish.

Future Research Future research should study how these neuroinclusive workplace models can be assessed and merged into real organizational systems in addition to the pilot project. This can be achieved by examining long-term outcomes when data science, clinical observation, and real-life case study models used across different industries and positions. In addition, further studies should also examine the impact of adjusting organizational policies, inculcate work schedule that is flexible, and provide protocols for recruitment when educated by the trained model. Along with that, researchers can examine how broader data-based neuroinclusion programs can present an environment in this case a workplace for workers with brain injuries and people who work differently to experience productivity in the workplace, better welfare, work satisfaction, and solid organizational structure that encourage participation from everyone in the long run.

Keywords brain injury, neuroinclusive, workplace, neurodivergent, case study

AUTHORS



Angela Wells is a distinguished scholar, innovator, and internationally acclaimed project coordinator. She possesses a Master of Computer Science from LSU Shreveport, Master of Business Administration (MBA) with specialization in Health/Health Care Administration/Management from Ashford University. In her quest for growth and development, she attended Harvard University for a specialized training at The Harvard Medical School and was certified with Advanced Teaching Skills certificate in 2016. Professionally, she is a Certified Project Management Professional, an Ethics Training for Public Servants Certified, Mediation Worlds, PLLC certified on Basic Mediation, Certified DevOps/Cloud Engineer, and Certified Fraud Examiner. Prof. Angela is an associate faculty (MBA Healthcare Administration) at the City University of Seattle and a visiting lecturer at CETYS University. Her career has been a journey from Education sector to medical sector to Computing and AI application and integration sector. She is passionate about women healthcare, robotics, and deployment of AI solutions across underserved communities.



Lekpa Kingdom David is an Associate Professor in the Department of Anatomy, Faculty of Basic Medical Sciences, College of Health Sciences, University of Port Harcourt. He is a researcher in human anatomy and neuroscience at the University of Port Harcourt, Rivers State, Nigeria. He holds a Ph.D. in Anatomy (Neuroanatomy) and has been involved in both teaching and research for many years. Dr. Lekpa has published numerous scholarly articles on topics including neurodegeneration, neurological disorders, anthropometry, spinal cord injury, and anatomical studies. Dr. David has presented research at international forums (e.g., in the U.S., South Africa, and Europe) and received travel grants from prominent science organization. After his doctorate, he completed a postdoctoral fellowship in the Matin Laboratory (City College of New York), focusing on neural repair and spinal cord injury research.



John H. Martin is a neuroscientist and Medical Professor at the CUNY School of Medicine at the City College of New York (CCNY). He serves as Chair of the Department of Molecular, Cellular, and Biomedical Sciences, where he leads research and education in neuroscience and biomedical science. Dr. Martin earned his Ph.D. from Columbia University and his B.A. from the University of Rhode Island. His research focuses on the development, control, and repair of motor systems in the brain and spinal cord. His laboratory has been supported by major funding from the National Institutes of Health (NIH) and other agencies. He is particularly known for his work on corticospinal circuit development, neural plasticity, and functional recovery following neurological injury, with implications for conditions such as spinal cord injury, stroke, and cerebral palsy.



Amarachi Gift Onyediako is a graduate of Biomedical technology from the faculty of science laboratory technology, University of Port Harcourt, Rivers State, Nigeria. She is licensed by the Institute of Science Laboratory Technology of Nigeria as a member of the institute. She has practical experience in clinical laboratory procedures and routine maintenance of laboratory equipment in accordance with safety protocol. Amarachi has contributed to several research projects, assisting in experimental procedures, data collection, data analysis and laboratory management.



Valeria Ibarra Pacheco is a Dual Degree student in Industrial Engineering and Management at CETYS University and City University of Seattle. Her academic work focuses on process optimization, innovation, and the development of skills in engineering, education, and business environments. She previously researched the skills gap among engineering graduates in Baja California, examining alignment between curricula and industry needs. Valeria has international experience through coursework in Prague and collaborative research with Politechnika Warszawska, and is pursuing a Lean Green Belt certification with applied research in operational improvement within higher education settings.



Director Dana Fergins is an accomplished academic leader, scholar-practitioner, and nationally recognized voice on leadership, resilience, and equity in education. Director Fergins-Hawthorne holds a Master of Education from LSU–Shreveport and a Master of Arts in History from Louisiana Tech University. As Director of the Thelma DeWitty Honors Program, she leads high-impact, data-driven initiatives that advance student achievement, persistence, and civic engagement. Director Fergins-Hawthorne integrates rigorous scholarship with practical leadership development across honors education and community partnerships. A published author and sought-after speaker, she translates evidence-based resilience frameworks into measurable outcomes. Her leadership is defined by strategic vision, accountability, and a steadfast commitment to cultivating ethical, globally prepared leaders. Her work bridges theory and practice—aligning curriculum, mentorship, and service learning to institutional mission and student success metrics.