

Kathryn Hyer

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Education

1992 Ph.D., Arizona State University
1977 M.P.P., Harvard University
1975 B.A., Boston College, Summa Cum Laude, Phi Beta Kappa

Academic Appointments

2003-present Associate Professor, School of Aging Studies, University of South Florida College of Arts and Sciences; Department of Internal Medicine, Division of Geriatric Medicine.
2000-2002 Clinical Instructor, Department of Internal Medicine, Division of Geriatric Medicine
1998-2003 Faculty Administrator, Florida Policy Exchange Center on Aging, University of South Florida, Adjunct faculty in Health Policy and Management, College of Public Health, and Department of Gerontology, College of Arts and Sciences.
1992-1998 Lecturer, Core geriatric training for 4th year students, Department of Geriatrics, Mount Sinai Medical Center, New York, New York
1983 Visiting Adjunct Professor, Northern Arizona University
1982-1984 Research Associate (PT) Morrison Institute, Arizona State University
1977-1978 Ford Foundation Lecturer on Decision Analysis and Policy Analysis at the University of Karachi, Karachi, Pakistan

Administrative Positions

1998-present Director, University of South Florida Training Academy on Aging, Tampa, FL
1996-1998 Project Director, Geriatric Interdisciplinary Team Training Program Resource Center, New York University, NY, NY
1994-1996 Program Consultant, John A. Hartford Foundation of New York City, NY
1990-1994 VP Business Development & Research and Administrator Community Mental Health Services, Visiting Nurse Service of New York, New York, NY
1987-1990 Associate Director, Office of Health Policy and Aging, Department of Geriatrics, Mt. Sinai Medical Center, NY, NY
1983-1987 Education Policy Analyst, Governor's Office of Economic Development, Phoenix, AZ
1981-1984 Executive Assistant to the Executive Vice President, Arizona State University
1979-1981 Executive Assistant to the Commissioner of Sanitation and Director, Office of Program Policy and Management, Department of Sanitation, NY, NY

Editorial Boards

2006 Gerontology and Geriatrics Education
1994-1996 Mosby Home Healthcare letter (Editor)
1993-1997 Women in Healthcare Management Newsletter (Editor)

Ad Hoc Reviewer

2000-present Journal of American Geriatrics Society, Journal of Gerontology – Social Sciences, Journal of Health and Aging, Educational Gerontology

Membership in Professional Societies

1996-2005 Association of Gerontology in Higher Education, Fellow (2002)
1990-present American Geriatrics Society, Annual Meeting Program Planning Committee, Education Committee
1987-present Gerontological Society of America, Social Research, Policy and Practice section member

Board Memberships

2002-present Association for Gerontology in Higher Education, Board of Directors, Geriatrics Education, Chair
2000-present National Advisory Board, Westport Living Fund
1993-1997 Board of Directors, Women in Healthcare Management, New York City

Federal Appointments

2002-2003 Member, Assistant Secretary of Planning and Evaluation Resident Centered Nursing Home Technical Expert Panel, Department of Health and Human Services
1995-1996 US Department of Health and Human Services Member, Technical Advisory Group Advisor for Assistant Secretary of Planning and Evaluation for Department of Health and Human Services Training Programs for Professionals Caring for Persons with Disabilities.

Local Committees

2006-present Hospice of the Florida Suncoast, Member of the Research Committee
2000-present Hospice of the Florida Suncoast, Member of the Institute Board of Directors
2000-2005 Center for Palliative Care, University of South Florida, Executive Committee member
1998-2002 Institute on Aging, University of South Florida, Executive Committee, Chair, Development Committee

Funded Research History

2006-2008 Co-Principal Investigator, John A. Hartford Foundation, Florida Healthcare Education & Development Foundation Inc. “Hurricane and Disaster Preparedness for Long Term Care Facilities.” \$361,557
2006-2007 Co-Principal Investigator, Borchard Foundation “Hurricanes and Long-Term Care Facilities: Creating State Models for Legal and Regulatory Responsibility for Disaster Preparedness, Response, and Recovery.” This project reviews the regulatory and statutory requirements of nursing homes in the hurricane impacted Gulf States prior and after the 2005 hurricane season. \$20,000

2005-2007	Principal Investigator, Commonwealth Fund Grant “Assessing Florida’s Innovations to Improve Nurse Staffing and Quality of Care in Nursing Homes.” \$222,343
2005-2007	Principal Investigator, Administration on Aging Grant “Florida’s Minority Elders, An Assessment of Physical and Mental Health Service Needs.” \$1,371,338
2001-2007	Principal Investigator, Department of Elder Affairs, “Alzheimer’s Disease Training Curriculum and Training Provider Review and Approval program.” \$435,266
1999-2004	Co-Principal Investigator, John A. Hartford Foundation, Geriatric Interdisciplinary Team Training Program Resource Center. Total grant is \$1.4 million USF subcontract
2001-2004	Evaluator, (10%) Bureau of Health Professions, Interdisciplinary Training for Health Care in Rural Areas \$613,000. Candace Burns, PhD., RN Principle Investigator
2001-2005	Principal Investigator, Statewide Dementia Training Initiative, \$180,000 subcontract with Stein Gerontological Institute
2001-2002	Principal Investigator, University Community Initiative Grant, University of South Florida “Creating new student markets for humanities courses through distance learning and outreach to place-bound seniors.” \$13,603
2001	Health Care Financing Administration, \$5,000
2000-2005	Principal Investigator “Developing a Program of Successful Aging in CCRCs: the Masterpiece Living Project.” Westport Industries Senior Living Project, \$135,000
2000-2001	Co-Investigator, Task Force on Affordability and Availability of Long Term Care, \$300,000
2000-2001	Co-Principal Investigator, Robert Wood Johnson Foundation Community-State Partnership to Improve End-of-Life Care, \$10,000
2000-2001	Co-Investigator, Health Care Administration Medicaid Program Development, \$165,000
2000	Agency for Health Care Administration Training of State Surveyors on Managing Expectations, \$2,000
1999-2000	Principal Investigator, Association for Gerontology in Higher Education, \$9,000
1999-2000	Co-Investigator, Medicaid Elderly Recipient Performance Based Budgeting Florida Agency for Health Care Administration Medicaid Program Development, \$165,000
1989-1992	Principal Investigator, Agency for Health Care Policy and Research, \$20,000 Dissertation Support

Publications

- Andel, R., Hyer, K., Slack, A. (In Press). Risk Factors for Nursing Home Placement in Older Adults Enrolled in Medicare and Medicaid. *Journal of Aging and Health*.
- Hyer, K., Brown, L., Berman, A., Polivka-West, L. (2006, August 29). Establishing and refining hurricane response systems for long-term care facilities. *Health Affairs*, 25, Article 10.1377. Retrieved from <http://content.healthaffairs.org/cgi/content/abstract/hlthaff.25.w407v1>.
- Williams, C., Molinari, V., Bond, J., Smith, M., Hyer, K., & Malphurs, J. (2006). Development of a curriculum for long term care nurses to improve recognition of depression in dementia. *Educational Gerontology*, 32(8), 647-667.
- Kane, R. L., Rockwood, T., Hyer, K., Desjardins, K., Brassard, A., Gessert, C., & Kane, R. (2006). Nursing home staff's perceived ability to influence quality of life. *Journal of Nursing Home Quality*, 21(3).
- Kane, R. L., Rockwood, T., Hyer, K., Desjardins, K., Brassard, A., Gessert, C., & Kane, R. (2005). Rating the importance of nursing home residents' quality of life. *Journal of American Geriatrics Society*, 53(12), 2076-2082.

- Fulmer, T., Hyer, K., & Flaherty, E. (2005). Geriatric interdisciplinary team training: program results. *Journal of Aging and Health, 17*(4), 443-470.
- Gessert, C., Hyer, K., Kane, R. L., Kane, R. A., & Rockwood, T. (2005). Cognitive impairment and quality of life: views of nursing home providers. *Alzheimer Disease and Associated Disorders, 19*(2), 85-90.
- Reid, W. M., Ruzycski, S., Haney, M. L., Brown, L. M., Baggerly, J., Mescia, N., & Hyer, K. (2005). Disaster mental health training in Florida and the response to the 2004 hurricanes. *Journal of Public Health Management and Practice, 11*(Suppl.), 57-62.
- Molinari, V., Chiriboga, D., Schonfeld, L., Haley, W., Schinka, J. A., Hyer, K., & Dupree, L. (2005). Geropsychology post-doctoral training in public sector service delivery: The USF/Tampa VA fellowship model. *Gerontology & Geriatrics Education, 25*(4), 63-82.
- Williams, C. L., Hyer, K., Kelly, A., Leger-Krall, S., & Tappen, R. M. (2005). Development of nurse competencies to improve dementia care. *Geriatric Nursing, 26*(2), 1-8.
- Davidson, P. W., Heller, T., Janicki, M. P., & Hyer, K. (2004). Defining a national health research and practice agenda for older adults with intellectual disabilities. *Journal of Policy and Practice in Intellectual Disabilities, 1*(1), 2.
- Hyer, K., Taylor, H. H., & Nanni, K. (2004). Designing health care risk management on-line: meeting regulators' concerns for fixed-hour curriculum. *Gerontology and Geriatrics Education, 24*(4), 77-94.
- Johnson, H. A., McBride, M., & Hyer, K. (2004). Web-based distance education: Applications of cyber-learning technology. *Gerontology and Geriatrics Education, 24*(4), 3-11.
- Johnson, C., Hedgecock, D. K., Oakley, M. A., Dobalian, A., Salmon, J. R., Hyer, K., & Polivka, L. (2004). Predictors of lawsuit activity against nursing homes in Hillsborough County, Florida. *Health Care Management Review, 29*, 150-158.
- Davidson, P. W., Heller, T., Janicki, M. P., & Hyer, K. (2003). *The Tampa scientific conference on intellectual disability, aging, and health*. Chicago: Rehabilitation and Research Training Center on Aging with Developmental Disabilities, University of Illinois at Chicago.
- Dyer, C. B., Hyer, K., Feldt, K. S., Lindemann, D. A., Busby-Whitehead, J., Greenberg, S., Kennedy, R., Flaherty, E., & Fulmer, T. (2003). Frail older patient care by interdisciplinary teams: A primer for generalists. *Gerontology and Geriatrics Education, 24*(2), 51-62.
- Flaherty, E., Hyer, K., Kane, R., Wilson, N., Whitelaw, N., & Fulmer, T., (2003). Using case studies to evaluate students' ability to develop a geriatric interdisciplinary care plan. *Gerontology and Geriatrics Education, 24*(2), 63-74.
- Fulmer, T., Flaherty, E., & Hyer, K., (2003). The geriatric interdisciplinary team training (GIT) program: An introduction. *Gerontology and Geriatrics Education, 24*(2), 3-12.
- Hyer, K., Skinner, J. H., Kane, R., Howe, J. L., Whitelaw, N., Flaherty, E., Halstead, L., & Fulmer, T. (2003). Using scripted video to assess interdisciplinary team effectiveness training outcome. *Gerontology and Geriatrics Education, 24*(2), 75-91.
- Polivka, L., Salmon, J., Hyer, K., Johnson, C., & Hedgecock, D. (2003). The nursing home problem in Florida. *The Gerontologist, 43*(Spec. No. 2), 7-18.

- Holmes, D., Fairchild, S., Hyer, K., & Fulmer, T. (2002). A definition of geriatric interdisciplinary teams through the application of concept mapping. *Gerontology and Geriatrics Education*, 23(1), 1-11.
- Leipzig, R., Hyer, K., Kirsten, E., Wallenstein, S., Vezina, M., Fairchild, S., Cassel, C., & Howe, J. L. (2002). Attitudes toward working on interdisciplinary health care teams: A comparison by disciplines. *Journal of the American Geriatrics Society*, 50, 1141-1148.
- Mellor, J., Hyer, K., & Howe, J. (2002). Geriatric interdisciplinary team approach: Challenges and opportunities in educating trainees together from a variety of disciplines. *Educational Gerontology*, 28, 867-880.
- Howe, J., Hyer, K., Mellor, J., Lindeman, D., & Luptak, M. (2001). Educational approaches for preparing social work students for interdisciplinary teamwork on geriatric health care teams. *Social Work in Health Care*, 32(4), 19-42.
- Burns, C., Smith, A., Hyer, K., Jacobson, H., Lowry, L., Reed, C., & Westhoff, W. (2000). Training the interdisciplinary team in primary care. *National Academies of Practice Forum: Issues in Interdisciplinary Care (NAPF)*, 2(2), 95-100.
- Hyer, K., Fairchild, S., Abraham, I., Mezey, M., & Fulmer, T. (2000). Measuring attitudes related to interdisciplinary training: Revisiting the Heinemann, Schmitt and Farrell "attitudes toward health care teams" scale. *Journal of Interprofessional Care*, 14, 249-258.
- Schneider, A., Hyer, K., & Luptak, M. (2000). Suggestions to social workers for surviving in managed care. *Health and Social Work*, 25, 276-279.
- Netting, F. E., Williams, F. G., & Hyer, K. (1998). Resource centers: A foundation's strategy to support nonprofit grantees. *Nonprofit Management and Leadership Journal*, 8, 261-274.
- Foley, M. E., Fahs, M. C., Eisenhandler, J., & Hyer, K. (1995). Satisfaction with home healthcare services for clients with HIV: Preliminary findings. *Journal of the Association of Nurses in AIDS Care*, 6(5), 20-5.
- Hyer, K. & Rudick, L. (1994). Personal emergency response systems. *Journal of Nursing Administration*, 24(6), 39-44.
- Rubenstein, L. Z., Applegate, W. B., Burton, J. R., Hyer, K., Pawlson, L. G., & Winograd, C.H. (1991). Medicare reimbursement for geriatric assessment: Report of the American Geriatrics Society Ad Hoc Committee on geriatric assessment. *Journal of the American Geriatrics Society*, 39(9), 926-931.
- Butler, R.N. & Hyer, K. (1990). The aging populace. *Journal of the Poor and Underserved*, 1(1), 156-68.
- Butler, R.N. & Hyer, K. (1989). Reimbursement reform for the frail elderly. *Journal of the American Geriatrics Society*, 37, 1097-1098.
- Williamson, J., & Hyer, K. (1975). The meaning and measurement of poverty. *Social Problems*, 22, 652-663.

Book Chapters

- Hyer, K. & Johnson, B. (2006). Post-acute and long-term care. In R. Carroll (Ed.), *Risk management handbook for health care organizations* (Volume 2, pp. 457-484). Chicago: American Society for Healthcare Risk Management.
- Denis, M., Hyer, K., Lampe, M., & Branch, L. (2005). HIV/AIDS. In C. Evashwick (Ed.), *The continuum of long-term care* (pp. 327-346). New York: Thompson Delmar Learning.
- Hyer, K. & Johnson, B. (2004). Post-acute and long-term care. In R. Carroll (Ed.), *Risk management handbook for health care organizations* (pp. 457-484). Chicago: American Society for Healthcare Risk Management.
- Flaherty, H., Hyer, K., & Fulmer, T. (2003). Team care. In W.R. Hazzard, J. G. Ouslander, M. Tinetti, J.P. Blass & J.B. Halter (Eds.), *Principles of geriatric medicine and gerontology* (pp. 243-253). New York: McGraw-Hill Co.
- Dubler, N. N, Hyer, K. & Fulmer, T. (2002). Using ethics consultation to resolve team conflict. In M.D. Mezey, C. K. Cassel, M. Bottrell, K. Hyer, J. Howe & T. Fulmer (Eds.), *Ethical patient care: A casebook for geriatric health care teams* (pp. 169-186). Baltimore: The Johns Hopkins University Press.
- Hyer, K., Howe, J. L. (2002). Teaching health care students and clinicians' ethics and teams through case-based learning. In M.D. Mezey, C. K. Cassel, M. Bottrell, K. Hyer, J. Howe & T. Fulmer (Eds.), *Ethical patient care: A casebook for geriatric health care teams* (pp. 23-38). Baltimore, MD: The Johns Hopkins University Press.
- Hyer, K., Heinemann, G. D. & Fulmer, T. (2002). Focused instruments. In G. D. Heinemann & A. M. Zeiss (Eds.), *Team performance in health care: Assessment and development* (pp.123-168). New York: Kluwer Academic/Plenum Publishers.
- Hyer, K., Roscoe, H., & Robinson, B. (2002). Duly compensated or compromised? Multiple providers and cross-institutional decision making. In M. D. Mezey, C. K. Cassel, M. Bottrell, K. Hyer, J. Howe & T. Fulmer (Eds.), *Ethical patient care: A casebook for geriatric health care teams* (pp. 277-294). Baltimore: The Johns Hopkins University Press.
- Hyer, K. (2001). Home and community-based care. In G. L. Maddox, J. G. Evans & R. C. Atchley (Eds.), *Encyclopedia of aging* (3rd ed.). New York: Springer Publications.
- Hyer, K. (2000). Geriatric interdisciplinary health care teams. In M. D. Mezey, C. M. Callahan & B. J. Berkman (Eds.), *Encyclopedia of elder care: The comprehensive resource on geriatric and social care*. New York: Springer Publications.
- Hyer, K., & Kaplan, M., & The University of South Florida's service-learning program. (2000). Intergenerational service-learning. In J. McCrea, A. Nichols, & S. Newman, (Eds.), *Gerontology: A compendium: The association for gerontology in higher education.*, 3, 75-81. Pittsburgh: University of Pittsburgh Press.
- Hyer, K., (2000). Nursing homes. Home and community-based care. In W. B. Abrams, M. H. Beers, & R. Berkow (Eds.), *The Merck manual of geriatrics* (3rd ed.). Whitehouse Station: Merck & Co., Inc.

- Fulmer, T. & Hyer, K. (1998). Evaluating the effects of GITT. In E. Siegler, K. Hyer, T. Fulmer, & M. Mezey (Eds.), *Geriatric interdisciplinary team training*. New York: Springer Publications.
- Hyer, K. (1998). The John A. Hartford interdisciplinary team training program. In E. Siegler, K. Hyer, T. Fulmer, & M. Mezey (Eds.), *Geriatric interdisciplinary team training*. New York: Springer Publications.
- Hyer, K. (1995). Home and community-based care. In G. L. Maddox, J. G. Evans, & R. C. Atchley (Eds.), *Encyclopedia of aging*, (3rd ed.). New York: Springer Publications.
- Hyer, K., (1995). Living alone. In W. B. Abrams, M. H. Beers, & R. Berkow (Eds.), *The Merck manual of geriatrics* (2nd ed., pp. 1374-1378). Whitehouse Station: Merck & Co., Inc.
- Butler, R. N., Hyer, K. & Schechter, M. (1992). The elderly in society - an international perspective. In J. C. Brocklehurst, R. C. Tallis & H. M. Fillet (Eds.), *Textbook of geriatric medicine and gerontology* (4th ed., pp. 980-992). Edinburgh: Churchill Livingstone.
- Hyer, K., & Butler, R. N. (1990). Living alone. In W. B. Abrams & R. Berkow (Eds.), *The Merck manual of geriatrics* (pp. 1162-1165). Rathway, NJ: Merck & Co., Inc.

Other Publications and Reports

- Hyer, K., Johnson, C., Bottrell, M., & Richard, E. (2001). The Quality of care in Florida's nursing homes. Task 3. *Prepared for the Taskforce on Affordability and Availability in Long-term Care*.
- Flaherty, E., Fulmer, T., Hyer, K. (2000). Nurses and geropsychologists in long term care. *Psychologists in Long Term Care Newsletter*, 14(3), 6-7.
- Hyer, K. (1996). Preventing falls. *Mosby Homecare Newsletter*, 3(6).
- Hyer, K. (1996). The home safety assessment: A teaching guide. *Mosby Homecare Newsletter*, 2(9).
- Hyer, K. (1995). Geriatric and interdisciplinary training of physicians, advanced practice nurses and social workers: An analysis for grantmaking. *White Paper Prepared for the Board of The John A. Hartford Foundation of New York City*. Presented at a Meeting of Experts, January 1995.
- Hyer, K. (1994). The aging eye, Parts 1 & 2. *Mosby homecare newsletter*, (1-2).
- Hyer, K. (1994). The aging ear. *Mosby homecare newsletter*, 1(5-6).
- Levine, K. G., Pessin, N. & Hyer, K. (1991, March). The home-based crisis intervention program. *Caring Magazine*.
- Lindy, D., Pessin, N., Hill, R. & Hyer, K. (1991, March). The mobile crisis service. *Caring magazine*, 29-32.
- Pessin, N., Lindy, D., Dehm, K. & Hyer, K. (1991, March). Bringing the mental health clinic to the home. *Caring magazine*, 24-28.
- Pessin, N., Lindy, D., Dehm, K. & Hyer, K. (1991, March). Providing in-home psychiatric assessment and treatment to HIV clients. *Caring magazine*, 32-34.

Rubenstein, L.Z., Applegate, W.B., Burton, J.R., Hyer, K., Pawlson, L.G., and Winograd, C.H. (1991). Medicare Reimbursement for Geriatric Assessment: Report of the American Geriatrics Society Ad Hoc Committee on Geriatrics Assessment, The American Geriatrics Society.

Testimony

Hyer, K. (December, 2000) Testimony before the Task Force on Assessment of Quality of Care in Florida Nursing Homes, Miami, FL.

Hyer, K. (December 4, 2000) Recommendations to improve quality in Florida long-term care facilities. Testimony before the Task Force on Affordability and Availability of Long-term Care at Florida International University, Miami, FL.

Hyer, K. (Aug, 2000) Measuring Quality in Long-term care: An Overview. Testimony before the Task Force on Affordability and Availability of Long-term Care at Task Force Meeting, University of South Florida, Tampa, FL.

Hyer, K. (1989) *Reimbursement for Comprehensive Geriatric Assessment*. Invited testimony before the Congressionally Mandated Physician Payment Review Committee, Washington DC.

Presentations and Conferences (Selected)

Invited speaker, (with C. Johnson, C. Harrington), Gerontological Society of America 59th Annual meeting, Dallas, Texas, November 20, 2006. Topic: "*Impact of Florida Nurse Staffing Increases on Quality and Turnover: Studying Incentives and Mandates.*"

Invited speaker, (with L. Polivka-West, L. Brown, M. Rothman), Gerontological Society of America 59th Annual meeting, Dallas, Texas, November 19, 2006. Topic: "*Hurricanes and Long-Term Care: A Regional Disaster Model.*"

Invited speaker, Gerontological Society of America 59th Annual meeting, Dallas, Texas, November 17, 2006. Topic: "*LTC: Nursing Home Staff.*"

Invited speaker, Sun City Men's Club, Sun City, Florida, November 15, 2006. Topic: "*Successful Aging.*"

Invited speaker, 2006 Florida Conference on Aging, Tampa, Florida, August 14-17, 2006. Topic: "*Long-term Care Research and Policy in Florida.*"

Invited speaker, 2006 Florida Conference on Aging, Tampa, Florida, August 14-17, 2006. Topic: "*Impacts of Policy Initiatives on Long-Term Care and Disaster.*"

Invited speaker, (with L. Brown, L. Polivka-West, J. Bond), Florida Conference on Aging, Tampa, Florida, August 14-17, 2006. Topic: "*Disasters: Evacuation decision-making and staffing issues.*"

Invited speaker, Review Course for ANCC Gerontological Nurse Certification Examination, Lake Buena Vista, Florida, August 3-4, 2006.. Topic: "*Geriatrics Overview.*"

Invited speaker, Florida Health Care Association/ Florida Center for Assisted Living 2006 Annual Conference, Kissimmee, Florida, July 5-8, 2006.. Topic: "*The Next Generation of Administrators: Are They Born or Made?*"

Invited speaker, Florida Health Care Association/ Florida Center for Assisted Living 2006 Annual Conference, Kissimmee, Florida, July 5-8, 2006.. Topic: *"FHCA's Focus on Quality: Highlighting Successful Partnerships & Strategies."*

Invited speaker, ADI Conference, Tallahassee, Florida, April 21, 2006.. Topic: *"Alzheimer's Disease Training Curriculum and Training Provider Review and Approval Program"*.

Invited speaker, (with J. Schinka), Gerontological Society meeting- Presidential Forum, Orlando, Florida, November, 2005. Topic: *"Assessment of Interdisciplinary team training and education: What we learned from GITT"*

Invited speaker, GSA, Orlando, Florida, November 21, 2005. Topic: *"Four Hurricanes in 44 days: Survey results from Florida LTC providers."*

Invited speaker, (with L. Polivka, J. Salmon, G. Mitchel), FCOA, Orlando, Florida, August 24, 2005. Topic: *"Long-term care research and policy in Florida"*

Invited speaker, APA annual meeting, San Fransisco, California, August 17, 2005. Topic: Quality of care of Seriously Mentally Ill patients in Florida Nursing homes *"Disaster impact on residential health care facilities."*

Invited speaker, Florida Society of Health Care Risk Management and Patient Safety Annual Meeting, Lake Buena Vista, Florida, August 4, 2005. Topic: *"Reporting to the Board: Putting your best report forward."*

Invited speaker, GSA 57th Annual Scientific Meeting, Washington D.C., November 19-22, 2004. Topic: *"Methods and measurement lessons learned from assessing teams skills."*

Invited speaker (with L. Roscoe, & B. Engh), GSA 57th Annual Scientific Meeting, Washington D.C., November 19-22, 2004. Topic: *"Pleasure and pain: Nursing and Hospice staff members' perceptions of ability to influence end-of-life care in nursing homes."*

Invited speaker (with D. Hedgecock, & B. Engh), GSA 57th Annual Scientific Meeting, Washington D.C., November 19-22, 2004. Topic: *"Staffing, risk management and adverse incidents in assisted living."*

Invited speaker (with L. Polivka-West, & B. Roos), GSA 57th Annual Scientific Meeting, Washington D.C., November 19-22, 2004. Topic: *"Building bridges to quality nursing home care."*

Invited Pre-conference symposium, Elements And Innovations In Distance Education: Teaching And Learning. Helped organize symposium and delivered session. Topic: *"Testing and evaluation issues in distance learning"*

Invited speaker, Bronx VA Medical Center, Geriatric Research Education and Clinical Center, Bronx, New York. Topic: *"Educating trainees in interdisciplinary teams and transitional care."*

Invited speaker, Association of Education of Licensed Practical Nurses, Altamonte Springs, Florida, November 7, 2003. Topics: *"Department of elder affairs dementia training requirements in long-term care"* and *"Assessing and using dementia training materials through the teaching nursing home."*

Invited speaker, (with J. Salmon, D. Hedgecock, & H. Zayak), Florida Council on Aging Annual Conference, Miami, Florida, August 30-September 2, 2004. Topic: *"The status of assisted living in Florida."*

Invited speaker, Alzheimer's Association, Chicago, Illinois, July 21, 2003. Topic: *"Educational Conference: Bridging Research and Care 11th Annual Alzheimer's Disease."* Florida Nurse Leadership 2003 AGHE presentations in March 2003

Invited speaker, Long Island Geriatric Education Center, Stony Brook, New York, March 20, 2002. Topic: *"Geriatric interdisciplinary team training."*

Invited speaker, Association for Gerontology in Higher Education, February 28, 2002. Topic: *Interdisciplinary education in aging: Perspectives and possibilities."* Presidential panel, opening session.

Invited speaker, Gerontological Society of America, Chicago, November, 2001. Topic: *"Predictors of quality of care in nursing homes."*

Invited speaker (with J. Skinner, R. Kane, E. Flaherty, & T. Fulmer), Gerontological Society of America, November, 2001. Topic: *"Results of the test of team dynamics: Videotape for GITT training."*

Invited speaker, Aging in the New Millennium: Controversies and New Directions, Tampa, Florida, June 2001. Topic: *"Update on quality of care and risk management in nursing homes."*

Invited speaker, Presidential Symposium. Association for Gerontology in Higher Education annual meeting, San Jose, California, February, 2001. Topics: *"Essential elements of team training: Experiences from the national geriatric team training program."*

Invited speaker, (with G. Putterman, & M. Kaplan), University as Citizen Conference. Tampa, Florida, February, 2001. Topic: *"Building partnerships in service-based learning."*

Invited speaker, (with S. Tucker), Florida Elder Leadership Institute, Tampa, Florida, November 2000. Topic: *"Exploring the roles and responsibilities that create and sustain dynamic partnerships."*

Invited speaker, (with A. Smith), Florida Coalition Conference, Tampa, Florida, November, 2000. Topic: *"Recognizing and reducing cultural barriers to mental health care."*

Invited speaker, Association for Gerontology in Higher Education meeting, Myrtle Beach, Florida, 2000. Topic: *"Teaching techniques for interdisciplinary team training."*

Invited speaker (with B. Robinson), Paper delivered at the Gerontological Society of America Meeting Symposium on Ethics and Team care, November, 1999. Topic: *"Who decides? What criteria: Clinicians' secrets, roles and organizational responsibility."*

Invited speaker, Interdisciplinary Team Meeting, Lexington, Kentucky, September, 1999. Topic: *"Using videotapes for teaching team skills and testing team knowledge: Experiences from the National GITT Initiative."*

Invited speaker, (with E. Flaherty), Interdisciplinary Team Meeting, Lexington, Kentucky, September, 1999. Topic: *"Discipline-specific language as a window to role conflict on geriatric teams."*

Invited speaker, Task Force: Defining Quality, Tampa, Florida, August, 1999.

Invited speaker, (with E. Flaherty), American Geriatrics Society Meeting. Philadelphia, Pennsylvania, May, 1999. Topic: *"Professional subcultures, the patient and the family: Establishing and distinguishing unique roles on teams."*

Invited speaker, American Society on Aging, San Francisco, California, March, 1998. Topic: *“Lessons learned from implementing GITT.”*

Invited speaker, (with M. Mezey). Paper delivered at the Gerontological Society of America Meeting, November, 1998. Topic: *“Ethics: A challenge for interdisciplinary teams.”*

Invited speaker, Paper delivered at the Gerontological Society of America Meeting, November, 1997. Topic: *“Geriatric interdisciplinary team training and managed care: Combining forces for the future.”*

Invited speaker (with F. E. Netting and F. G., Williams), Presentation and paper prepared for the Association for Research on Nonprofit Organizations and Voluntary Action, New York, New York, November, 1996. Topic: *“Resource centers: A foundation's strategy to support nonprofit grantees.”*

Invited speaker, Symposium at the Gerontological Society of America Meeting. Washington, D.C., November, 1996. Topic: *“Overview of the geriatric interdisciplinary team training program: Planning year goals and objectives.”*

Invited speaker, American Society of Aging Annual Meeting, Anaheim, California, March, 1996. Topic: *“Gerontological interdisciplinary education: Panel of planning site experiences.”*

Invited speaker, Association for Gerontology in Higher Education Annual Meeting, Philadelphia, Pennsylvania, March, 1996. Topic: *“Creating geriatric practicums: The John A. Hartford foundation program.”*

Invited speaker, at the Bureau of Health Professions Meeting in Washington, DC, April, 1995. Topic: *“Geriatric interdisciplinary team training: The Hartford foundation response.”*

Invited speaker, Medical Economics Section, APHA Annual Meeting, San Francisco, California, October, 1993. Topic: *“Adjusting Medicare's capitation based on health status.”*