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EDUCATION

Auburn University, Zoology major
University of Kansas, BA Zoology (1970); Master of Social Work (1977)
Family Institute of Kansas City, Family Therapy I & II (1982-1983)

HONORS & AWARDS

Phi Kappa Phi Honor Society, University of Kansas (1977)
National Council of Nephrology Social Workers Merit Award (1984)
National Kidney Foundation Distinguished Service Award (1992)
National Council of Nephrology Social Workers Special Recognition (1995, 2000)
National Kidney Foundation of Kansas & Western Missouri, Exceptional Volunteer Service Award (2004)
National Kidney Foundation of Kansas & Western Missouri, Founder's Award (2007)

CERTIFICATION Academy of Certified Social Workers (1981 to present)

LICENSURE Kansas Licensed Specialist Clinical Social Worker #0721 (1983-present)

EXPERIENCE

End Stage Renal Disease Specialist (2006-present, Intergovernmental Personnel Act appointment)
Centers for Medicare and Medicaid Services, Baltimore, MD (2006-present)
Medicare Modernization Program Manager (.875 FTE)
National Kidney Foundation, Inc., New York, NY (2005-present, detailed to CMS-see IPA above)
Consultant, Medical Education Institute Inc. and Missouri Kidney Program Center for Chronic Kidney Disease Education (1998-present)
Witten and Associates, LLC, Overland Park, KS
Resource & Policy Associate (1998-present)
Medical Education Institute, Inc., Madison, WI
Senior Project Manager, Life Options Rehabilitation Program (1996-1997)
Medical Education Institute, Inc., Madison, WI
Nephrology Social Worker (.6 FTE 1983-1987; 1.0 FTE 1987-1996)
Johnson County Dialysis, Inc., Lenexa, KS
Nephrology Social Worker (.3 FTE 1981-1987)
Community Dialysis Services of Northland, North Kansas City, MO
Grant Co-Investigator (.5 FTE 1981-1983)
"Factors which Permit or Prevent Successful Home Dialysis" (funded by Missouri Kidney Program)
Department of Medicine, University of Kansas, Kansas City, KS
Teaching Associate (1.0 FTE 1980-1981) Renal Service
Social Work Department, University of Kansas Medical Center, Kansas City, KS
Teaching Assistant (.5 FTE 1978-1980) Medicine Services including Renal)
Social Work Dept., University of Kansas Medical Center, Kansas City, KS

JOB SKILLS

Program management including strategic planning, budgeting, grant writing and administration, scheduling, supervising; designing and conducting surveys, meeting planning; writing and editing patient and professional education materials; interviewing, assessing, educating, counseling individuals, couples, groups; psychosocial service delivery; resource finding, development; multidisciplinary team collaboration; coalition building; advocacy; promoting rehabilitation for the chronically ill; technical assistance for national hotline; database management; public speaking

PROFESSIONAL MEMBERSHIPS

- National Association of Social Workers
- National Kidney Foundation Council of Nephrology Social Workers

PROFESSIONAL ACTIVITIES

Agency for Healthcare Research & Quality (federal agency)

- *Determinants of Disability in Patients with Chronic Renal Failure*, Evidence Report/Technology Assessment prepared by ECRI, reviewer (2000)

End Stage Renal Disease Networks (federal contractor)

- Network 12 Coordinating Council, Facility Representative (1983-1996)
- ESRD Network of New England Patient Safety Advisory Committee (2004-present)

Health Care Financing Administration (now Centers for Medicare & Medicaid Services)

- Member, Developing a Facility-Specific Profile for Surveyors Workgroup (1999-2000)

Missouri Kidney Program (state agency)

- Professional Education Planning Committee, Kansas City (1984-1991, 1998-present)
- Facilitator, Patient Education Program classes (1993-1998)
- Patient Education Program Professional Review Board (1984-1990, 1994)
- Advisory Council (1990-1996) and task force member
- Social Worker Advisory Board (1988)

National Kidney Disease Education Program, National Institute for Diabetes & Digestive & Kidney Diseases, National Institutes of Health (federal agency)

- Patient/At Risk Work Group (2001)

National Kidney Foundation, Inc. (national organization)

- *NKF Family Focus* social work editor (2000-2001)
- Kidney Disease Outcomes Quality Initiative Chronic Kidney Disease Evaluation, Classification and Stratification Work Group (2000-2001); wrote Guideline 12. Association of Level of GFR with Indices of Functioning and Well-Being, *Am J Kidney Dis* 39(2) (Suppl 1):S161-169, 2002.
- Patient Services Committee (1997-1999), RISE Subcommittee (1998-1999)
- Public Policy Committee (1995-1997)
- Public Education Committee (1993-1996, 1998; Program Development Subcommittee (chair 1994); Resource Development Subcommittee (1992-1995, chair 1996)
- NKF representative to National Kidney and Urologic Diseases Advisory Board Planning Committee for Barriers to Rehabilitation conference and Productive Living Work Group leader (1992-1994)
- Popular Medicine Program Committee (1993-1994)
- Rehabilitation Task Force (1993-1997)
- Controversies in Dialysis Steering Committee (1992-1993)
- NKF Spring Clinical Meeting Rehabilitation Program Planning Committee (1992-1994)
- Key Person Network/Renal Representative (1992-present)
- Task Force on Dialysis Reimbursement (1991)
- Board of Directors, Trustee (1990-1992)
- Health and Scientific Affairs Committee (1990-1992)
- Trustee-at-Large (1990)
- Delegate Trustee (1987-1989, 1992-1993, 1995)

National Kidney Foundation Council of Nephrology Social Workers (national & local)

- National President (1990-1992) and Past President (1992-1994)
- Central Region Representative (1987-1990), Acting Region III Representative (1995)
- Regional Editor, CNSW Newsletter (1986-1987)
- National Legislative Committee (1983-1984)
- Kansas-Western Missouri Chapter Secretary (1982-1984), Membership Chair (2004-present), member (1978-present)
- Member, CNSW Annual Meeting Planning Committee (1992-1994)
- Member, NKF Spring Clinical Meeting Rehabilitation Planning Committee (1993-1994)
- Established liaison for NKF with Rehabilitation Services Administration, Washington, DC
- Contributed to NKF position paper on national health care reform
- Invited attendee at Institute of Medicine Conference on Quality Assurance
- Invited attendee at NKF Controversies in Quality of Care in Dialysis

National Kidney Foundation Serving Kansas and Western Missouri

- Ethics Committee member (1995-1996, 1999-2000), helped plan education seminar
- Vocational Rehabilitation Task Force member (1995-1996), helped plan 4-state meeting for social workers on vocational rehabilitation with ESRD Network #12, developed Affiliate survey of patient rehabilitation status and needs
- Board of Directors (1988-1993)
- Affiliate Delegate Trustee (1987-1993, 1995)
- Kansas Kidney Program Legislative Advocacy (1989-1990; 2000-2001), developed needs survey, helped to select those to testify, prepared PowerPoint presentation, testified to House and Senate Committees (1989-1990) and responded to questions (2001)
- Professional Education Committee (chair 1991-1992, member 1993-present)
- Patient Services Committee (chair 1988-1990; member 1992-1996, 2000-present) established financial assistance program guidelines, initiated Patient Awards Banquet, developed Patient and Family Support Group, advocated with local and state officials for accessible and responsible transportation for people with kidney failure

National Kidney Foundation Kansas City Metro Chapter (local chapter)

- Board of Directors (1984-1988)
- Chair, Program Committee (1984-1988), member (1982-1984)

National Kidney and Urologic Diseases Advisory Board (federal advisory board)

- Workshop planning committee and leader of Productive Living workgroup, Barriers to Rehabilitation of Persons with End-Stage Renal Disease or Urinary Incontinence (1994)

Rehabilitation Services Administration (federal agency)

- Appointment to Rehabilitation Services Administration's Institute on Rehabilitation Issues Prime Study Group, contributing editor *Effective Strategies for Improving Employment Outcomes for People with Chronic Kidney Disease* for vocational rehabilitation counselors (2001)

PUBLICATIONS

- *Nephrology News & Issues*, "The Missouri Kidney Program's Patient Education Program: A 12-year retrospective analysis," co-author (November 2008)
- *Nephrology News & Issues*, "Why We Need a Health-Related Quality of Life CPM," co-author (March 2008)
- *Journal of Nephrology Social Work*, "DOPPS: Making the Case for Using Functioning and Well-Being Surveys to Assess Risk and Improve Outcomes" (May 2007)
- *Nephrology News & Issues*, "Why Measure Quality in Kidney Disease," co-author (April 2007)
- *Nephrology News & Issues*, "Developing Effective Patient Education Materials," co-author (August 2006)
- *Nephrology News & Issues*, "Medicare Prescription Drug Coverage (Part D): Challenges and Opportunities" (August 2006)
- *Nephrology News & Issues*, "Medicare Prescription Drug Coverage (Part D): The Promise" (July 2006)
- *Nephrology News & Issues*, "Kidney Patient Job Retention: The Next Rehabilitation Frontier," co-author (April 2006)
- *NKF Family Focus*, "Medicare Part D: Planning Ahead for Drug Costs (Spring 2006)

- *NKF Family Focus*, “Confused about Medicare Part D: Here’s Some New Information for You (Winter, 2006)
- *NKF CKD Update*, “Encouraging Ability Instead of Disability” (October 2005)
- *NKF Family Focus*, “A New Look at Home Dialysis: A Psychosocial Perspective” (Spring 2005)
- *Journal of the American Society of Nephrology*, “Relationship of ESRD Working-Age Patient Employment to Treatment Modality,” abstract co-author (2004)
- *Nephrology News & Issues*, “Anemia: Dialysis Patients’ Experiences,” co-author (November 2004)
- *NKF Family Focus*, “Living Well: Through School, Paid or Volunteer Work” (Spring 2004)
- *Nephrology Incite* on iKidney.com, “Using the Ticket to Work and Work Incentives Improvement Act (TWWIIA) To Help Your Patients” (September 2003)
- *Transplant Chronicles*, “Back to Work Resources” (Summer 2003)
- Life Options Rehabilitation Program, “*Employment: A Kidney Patient’s Guide to Working and Paying for Treatment*,” contributor (2003)
- *NKF Renalink*, “Spotlight on CNSW Mentoring Program – Rehabilitation” (Summer 2002)
- *NKF Family Focus*, “Living Long and Well with Chronic Kidney Disease: Guideline 12: Functioning and Well-Being” (Spring 2002)
- *NKF Family Focus*, “Can the Mind Heal the Body” (cover story Summer 2001)
- *NKF Family Focus*: “Rehabilitation for ESRD Patients: Live Well and Prosper” (cover story Fall 1999/Winter 2000)
- National Kidney Foundation (rehab series), *The Role of the Facility Administrator, The Role of the Nephrologist, The Role of the Nurse/Technician, The Role of the Dietitian, The Role of the Social Worker, The Role of the Rehabilitation Counselor*, editor & contributor (1999)
- *Nephrology News & Issues*: “Improving Employment Outcomes: The Renal Care Team’s Role” (1999)
- Life Options Rehabilitation Program, *Employment: A Guide to Work, Insurance, & Finance for People on Dialysis*, contributor (1998, 2000, 2001)
- National Kidney Foundation, *Addressing Patient Transportation Needs: A Guide for NKF Affiliates* (1998)
- National Kidney Foundation Transportation Survey (1998)
- *Nephrology News & Issues*: “Rehabilitation as an Essential Social Work Function: A Study of LORAC Exemplary Practice Winners Part I,” co-author (1998)
- *Nephrology News & Issues*: “Rehabilitation as an Essential Social Work Function: A Study of LORAC Exemplary Practice Winners Part I,” co-author (1998)
- *Contemporary Dialysis & Nephrology*: “The Why and How of Self-Care for Dialysis Patient Rehabilitation” co-author (1998)
- *Renal Failure*. “Disaster Preparedness for Renal Facilities and Patients” (co-author) (1997)
- National Kidney Foundation, Managed Care Survey of Patient Experiences, author (1997)
- Life Options Rehabilitation Program, *Building Quality of Life: A Practical Guide to Renal Rehabilitation*, contributor (1997)
- Life Options Rehabilitation Program, *New Life, New Hope: A Booklet for Families and Friends of Renal Patients*, contributor and field test project staff member (1996-1997)
- *Contemporary Dialysis & Nephrology*: “Rehabilitation: Starting an Exercise Program in Your Dialysis Facility May Be a Victory, But Maintaining Patient and Staff Interest Will Win the War” co-author (1997)
- *For Patients Only*: “Exercise: The Key to Better Health and Independence for Dialysis Patients” (1997)
- *Nephrology News & Issues*: “Improving Quality of Care and Social Work Outcomes in Dialysis” co-author (1997)
- *Information for Employers of People with Chronic Kidney Disease*, National Kidney Foundation, author (1996)
- *Encyclopedia of Disability and Rehabilitation*: “Kidney Disease,” chapter co-author (1995)
- *Contemporary Dialysis & Nephrology*: “Barriers and Benefits: The Complex World of Employment for Kidney Patients” (1995)
- *NASW/CNSW Clinical Indicators for Nephrology Social Work and Psychosocial Service in Nephrology Settings*, contributor (1994)

- *CNSW Standards of Practice for Nephrology Social Work*, “Rehabilitation” chapter (1994)
- National Kidney Foundation, *Sexuality and Chronic Kidney Failure*, editor and contributor (1990, 1994)
- *Nephrology News & Issues*: “Maintaining Employment: A Valuable Rehabilitation Tool” (1994)
- *Nephrology News & Issues*: “Patient Access and Expectations of Nephrology Social Workers” co-author (1994)
- National Kidney Foundation, *Advance Directives*, author (1993)
- Life Options Rehabilitation Advisory Council, *Renal Rehabilitation: Bridging the Barriers*, contributor (1993)
- National Kidney Foundation Council of Nephrology Social Workers, *Renal Administrators Handbook on Nephrology Social Work* co-author (1993)
- *NRAA Journal*: “Social Workers Respond: Educating Administrators Is Our Greatest Challenge” (1991)
- *Nephrology News & Issues* and *Contemporary Dialysis and Nephrology* interviews (1990, 1991, 1992)
- *CNSW Newsletter*: Quarterly “President’s Report” and numerous other articles 1988-1994)
- *Dialysis & Transplantation*: “EPO’s First Year: An Overview” (1990)
- *Dialysis & Transplantation*: “Sexuality: An Essential Topic for Renal Professionals” (1990)
- *American Kidney Fund Newsletter for Health Professionals*: “The Dialysis Family: An Educational Support Group” (1988)

PRESENTATIONS

- ESRD Conditions for Coverage Update for Social Workers, NKF serving Georgia (2009)
- Using the KDQOL-36 to Improve Patient Care, NKF serving Kansas & Western Missouri and Missouri Kidney Program (2009)
- Home Hemodialysis, co-presenter, ANNA 40th National Symposium (2009)
- Unraveling the Mystery of Assessing Physical & Mental Functioning, National CNSW (2009)
- Using the KDQOL-36 to Improve Quality of Care, Los Angeles CNSW (2009)
- Changing the Paradigm: from Staff-Centered to Patient-Centered Care, The Renal Network (2009)
- Know Your Rights and Responsibilities, NKF Coffee House Conversations (2009)
- Patient Assessment/Plan of Care/Medical Records, Patients’ Rights/Grievances/Involuntary Discharge presenter or co-presenter, multiple CMS surveyor trainings (2008, 2009)
- New Conditions for Coverage: Effects on Social Work Practice, NKF of HI (2008)
- Medicare Part D: In and Out of the Doughnut Hole, NKF of HI (2008)
- MATCH D: A New Tool to Assess Suitability for Home Dialysis, NKF of HI (2008)
- ESRD Conditions for Coverage: What Surveyors Are Learning About Social Work Services, CNSW of Eastern Kansas/Western Missouri (2008)
- Surveying for Social Work, Surveying for Nutrition and Social Services, multiple CMS surveyor trainings (2007-2008)
- Keeping Patients Working, NKF of Georgia (2007)
- Understanding the Financial Side of Kidney Disease, AAKP (2007)
- Change is Coming: ESRD Conditions for Coverage Update, NKF of Georgia (2007)
- Change is Coming: ESRD Conditions for Coverage Update, NKF of Eastern Kansas & Western Missouri/Missouri Kidney Program (2007)
- Medicare Part D: In and Out of the Doughnut Hole, ANNA (2007)
- Medicare Part D Update, CNSW of Florida (2007)
- Medicare Part D Update, Arizona Kidney Foundation (2007)
- Medicare Part D 2006 & Part D 2007 Update, NKF of Kansas & Western Missouri (2006)
- Medicare Part D & ESRD Conditions for Coverage Update, NKF of Florida (2006)
- Medicare Part D: What Every Transplant Recipient Should Know, Transplant News Teleconference (2006)
- The Kidney Community and Medicare Part D, Florida Renal Administrators Association (2006)
- The Kidney Community and Medicare Part D, Renal Physicians Association Nephrology Coverage Advisory Panel meeting (2006)

- The Kidney Community and Medicare Part D, NKF of Eastern Tennessee (2006)
- How to Make Patient Education More Effective, NKF Clinical Meetings (2006)
- The Kidney Community and Medicare Part D, CMS ESRD Annual Surveyor Update (2006)
- The Part D Prescription Benefit: Implications, Issues, and Resources, ANNA (2006)
- Medicare Part D Status Update, The Renal Network (2006)
- Helping Youth and Young Adults with Kidney Disease Transition from School to Work, Annual Dialysis Conference (2006)
- Keeping Patients Working, NKF of Florida (2006)
- Work Is Not *That* Kind of Four-Letter Word, NKF of Northern California Symposium (2006)
- The Essential Role of the Social Worker in Home Hemodialysis, sponsored by Aksys, Ltd., CNSW of Wisconsin (2005)
- Making Sense of Medicare Part D, ESRD Network of Florida Annual Meeting (2005)
- The Essential Role of the Social Worker in Home Hemodialysis, sponsored by Aksys, Ltd., ESRD Network of Florida Annual Meeting (2005)
- Nephrology Social Work Self-Advocacy in the 21st Century, NKF of Georgia (2005)
- Kidney Medicare Drugs Awareness and Education Initiative and Medicare Part D, NKF of Kansas & Western Missouri (2005)
- Kidney Medicare Drugs Awareness and Education Initiative and Medicare Part D, Network of New York (2005)
- The Essential Role of the Social Worker in Home Hemodialysis, sponsored by Aksys, Ltd., Georgia Chapter of CNSW (2005)
- The Essential Role of the Social Worker in Home Hemodialysis, sponsored by Aksys, Ltd., Illinois Chapter of CNSW (2005)
- Work Is Not *That* Kind of Four-Letter Word, National CNSW Annual Meeting (2005)
- The Essential Role of the Social Worker in Home Hemodialysis, sponsored by Aksys, Ltd., Greater Los Angeles Chapter of CNSW (2005)
- The Essential Role of the Social Worker in Home Hemodialysis, sponsored by Aksys, Ltd., Minnesota Chapter of CNSW (2005)
- Work Is Not *That* Kind of Four-Letter Word, Arizona Kidney Foundation (2005)
- Avoiding Hyperparathyroidism: Psychosocial Considerations, Amgen (2004)
- Rehabilitation: Building on Network Successes, Forum of ESRD Networks (2003)
- Rehabilitation in Chronic Kidney Disease: It Takes a Team, Annual Dialysis Meeting (2003)
- Social Work Self-Advocacy in the 21st Century, NKF of SE Texas, Inc. (2003)
- Work is Not *That* Kind of Four Letter Word, Fall Forum for Dialysis Professionals II (2002)
- Helping Young People Live Fully, Children's Mercy Hospital (2002)
- Work is Not *That* Kind of Four Letter Word, ESRD Network 8, Inc. (2002)
- K/DOQI Improving Care for People with Chronic Kidney Disease, NKF of Georgia (2002)
- Work is Not *That* Kind of Four Letter Word, Missouri Kidney Program/NKF of Eastern Missouri & Metro East (2002)
- Work Is Not *That* Kind of Four Letter Word, Southeastern Kidney Council, Inc. (2002)
- Work Is Not *That* Kind of Four Letter Word, ESRD Network 13, Inc. (2002)
- Ever-Changing Renal Resources, Missouri Kidney Program/NKF of Eastern Missouri & Metro East (2002)
- Dialysis Access: Addressing Visible and Invisible Issues, Annual Dialysis Conference (2002)
- Outcomes Training Program: Developing Individualized Plans for Rehabilitation, CNSW (2001)
- Vocational Rehabilitation: An American and Canadian Perspective, CNSW (2000)
- Successful Rehabilitation as a Team Effort: A Role for Everyone, New England Network (2000)
- Empowerment through Rehabilitation: Keys to a Long Life, The Renal Network (2000)
- Empowerment through Education, CNSW of Kansas-Western Missouri (2000)
- Work & Keep Benefits: Making Work Incentives Work, ESRD Network of Texas (1999)
- Life Options: Moving Into the New Millennium, ESRD Network of Texas (1999)
- Promoting Rehabilitation: An Essential and Rewarding Social Work Function, CNSW (1998)
- Patient Empowerment Through Rehabilitation, Psychonephrology (1998)
- ESRD Rehabilitation for Surveyors, HCFA Surveyor Education (1998)

- Renal Rehabilitation: Who, Why, How & What, Renal Care Group Annual Meeting (1998)
- Practical Assessment of Patient Rehabilitation Outcomes: A Computer Interactive Workshop (co-presenter), CNSW (1998)
- Tips for Transplant Recipient Employment, TransAction Council, NKF (1997)
- Building an Affiliate Public Policy Advocacy Program, NKF Volunteers Session (1997)
- Community Involvement and the Kidney Delegate Program, NKF of Kansas-Western Missouri Renal Employment Program (1997)
- A Framework for Dialysis Social Work, Rehabilitation in the Dialysis Setting, Great Plains CNSW (1997)
- Rehabilitation: Putting It All Together, co-presenter, CNSW (1997)
- Empowerment: Setting Realistic Goals and Expectations, CNSW (1996)
- Integrating Rehabilitation into Patient Care Planning, Network of New England (1996)
- Vocational Rehabilitation, NKF of Southern Texas (1996)
- Productive Living for ESRD Patients: Myth vs. Reality, NKF Kansas/Western Missouri, ESRD Network 12, Missouri Kidney Program (1996)
- Productive Living for ESRD Patients: Myth vs. Reality, ESRD Network of New England (1995)
- Rehabilitation Perspectives, ESRD Network 8 (1995)
- ESRD Rehabilitation and Program Planning, West Suburban Kidney Centers (1995)
- ESRD Rehabilitation: A Call To Action, NKF of Michigan annual meeting (1995)
- Myths & Realities about ESRD and Rehabilitation, NKF (1995)
- Rehabilitation of ESRD Patients, American Kidney Fund regional meeting, Chicago, IL (1994)
- ESRD Rehabilitation, New Worker Orientation session, NKF/CNSW Annual Meeting (1994)
- Public Education: Needs Assessment, NKF Volunteer Session (1994)
- Employment and Encouragement, Rehabilitation Session, ANNA (1994)
- Social Work Self-Advocacy: Negotiating to a Win-Win Position, CNSW (1993)
- Social Work Computer Interactive Session, NKF/CNSW Clinical Nephrology Meeting (1993)
- Supportive Services, Polycystic Kidney Disease (1992)
- Rehabilitation Case Studies, NKF (1992)
- Establishing a State Kidney Program, National Organization for State Kidney Programs (1990, 1992)
- High Efficiency Dialysis: The Social Worker's Role, Missouri Kidney Program (1990)
- New Worker Orientation Workshop, CNSW (1986-1989)
- Innovative Patient Services: Patient Seminar, Volunteer Workshop NKF Annual Meeting (1988)
- Psychosocial Management: The Renal System, Consortium for Health Education (1986)
- Health Care Reimbursement: Changing Horizons for Nephrology Personnel, Missouri Kidney Program (1984)

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