

Kate Gordon, MSW

FORMAL EDUCATION

- MSW/2001 University of South Carolina School of Social Work, Columbia, SC
Field: Social Work
Focus: Communities and Organizations
- BA/1999 Roanoke College, Salem, VA
Magna Cum Laude
Honors in Sociology
Field: Sociology
Minor: Spanish

PROFESSIONAL EXPERIENCE

- 06/20 – present **Part-Time Adjunct Lecturer.** Erickson School of Aging,
University of Maryland, Baltimore County
Course Developer and Instructor: *Policy Foundations in Dementia Care Services*
- 03/13 – present **Director.** Splaine Consulting. Columbia, MD
Health policy strategist for government, nonprofit and corporate clients in the fields of health and long term care on federal and state policies related to persons with aging, dementia, caregiving, acute care and elder justice. Consultant for NIH-funded R01 research programs at premier research universities focused on dementia and instructor of dementia and brain health policy courses at three public universities.
- 06/10 – present **Health Policy Analyst.** Aging, Disability, and Long-term Care Program, Research Triangle Institute (RTI) International, Washington, DC
Provide consultation to the US federal government, state governmental agencies and local social/health providers to develop, manage and evaluate services for people with dementia and their caregivers. Analyze domestic and global health policy for the US federal government and RTI International on issues of brain health and dementia.
- 04/13 – 12/18 **Policy Adviser.** Alzheimer’s Disease International (Consulting through Splaine Consulting). Washington, DC
Provided public policy and campaign guidance to Alzheimer’s Disease International (ADI) to secure the Pan American Health Organization (PAHO)

Strategy and Plan of Action on Dementia in Older Persons and fulfill the mandates of the WHO Global Plan of Action on Dementia, including the enactment of national government dementia plans. Served as ADI's civil society liaison with PAHO.

- 06/01 – 05/10 **Senior Associate Director, Advocacy** (10/06-05/10), **Advocacy Specialist** (06/01 – 10/06). National Alzheimer's Association. Washington, DC
Managed federal and state grassroots advocacy, providing policy and issue campaign guidance and professional development to staff, volunteer leadership and advocates nationwide. Assisted in the enactment of 18 state Alzheimer plans and the inclusion of Young-Onset Dementia as part of the Social Security Administration's Compassionate Allowance program.
- 09/00 – 05/01 **Policy Analyst Staff Legislative Aide.** South Carolina House of Representatives, Ways and Means Committee, Columbia, SC
Provided assistance reviewing proposed legislation, drafting state budget language focused on health and human service issues and staffing Committee meetings and hearings. Researched and drafted a Joint Resolution to establish a Senior Prescription Drug Program Oversight Committee to study the feasibility of a statewide pharmaceutical benefit.
- 09/99 – 05/01 **Geriatric Social Work Associate.** Senior Primary Care Practice, Richland Hospital, Columbia, SC
Provided case management services as part of team-based care to older adults with chronic conditions in a clinical setting. Participated in neuropsychological assessments to identify the extent and severity cognitive and behavioral impairments, including administering the MMSE.

TEACHING

Classroom Instruction

University of California, San Francisco, Global Brain Health Institute

Spring Semesters 2017 - 2023 Course Co-Developer and Co-Instructor: *Health Policy*
Core course of the Atlantic Fellows for Equity in Brain Health program for emerging global leaders focused on improving brain health and reducing the impact of dementia in their local communities and on a global scale. Covers global policy issues related to brain health, dementia care, and services and leveraging Fellows' research to impact national and global policy.

University of Maryland Baltimore County, Erickson School of Aging Studies

Spring 2022/
Fall 2020 Course Developer and Instructor: *Policy Foundations in Dementia Care Services*
Core course of the UMBC graduate certificate in Management of Dementia Care Services. Provides training in Alzheimer's disease/dementia care issues, information about effective policy approaches, and resources to mobilize activities at different levels of policy development.

University of Massachusetts, Boston, Continuing and Professional Studies

Spring 2018 Course Co-Developer and Co-Instructor: *Alzheimer's and Dementia Care Policy Certificate*
Professional training certificate program that compares national health and political systems financing, governing, and implementation of dementia and brain health policies and explores global/national/subnational action plans with a public health response to dementia.

PROFESSIONAL ACTIVITIES

Society Membership

Member, Gerontological Society of America (GSA)
Member, American Society on Aging (ASA)

Society Service and Leadership

2016 – present Alzheimer's and Related Dementias Peer Group Leader; Mental, Behavioral, Cognitive & Emotional Health Track, American Society on Aging (ASA) Annual Conference
2016– present Scientific Abstract Reviewer, American Society on Aging (ASA)
2018 Scientific Abstract Reviewer, 33rd International Conference of Alzheimer's Disease International (ADI), International Advisory Board (IAB) member

EDITORIAL AND OTHER PEER REVIEW ACTIVITIES

Ad Hoc Reviewer of Journals

2022 – present *Journal of Aging & Social Policy*
2019 – present *Revista Panamericana de Salud Pública/Pan American Journal of Public Health*

HONORS AND AWARDS

2017 Salzburg Global Fellow, Salzburg Global Seminar “Changing Minds: Innovations in Dementia Care and Dementia-Friendly Communities”, Salzburg, Austria
One of 50 participants from all regions of the world selected to participate in the dementia-focused session of Salzburg Global's series on Health and Health Care Innovation in the 21st Century, held in partnership with The Dartmouth Institute for Health Policy & Clinical Practice, and the Mayo Clinic. <https://www.salzburgglobal.org/multi-year-series/health/pageId/8177>

- 2015 RTI International Team Award, “AoA Alzheimer’s Project”
Recognition and reward for outstanding contributions as a team. Highlighted for team-developed resources, such as technical papers and toolkits to support US Administration on Aging grantees in achieving their objectives.
- 2013 U.S. Department of Health and Human Services HHS Innovates People's Choice and Secretary's Choice award winner for “Connecting to Combat Alzheimer’s”
Award recognized solutions developed in response to some of the nation’s most challenging problems in health, health care, and government. Connecting to Combat Alzheimer’s was a multi-agency pilot program (NIH/CDC/ACL) to encourage older adults and their family caregivers, including underrepresented populations, to participate in research.
- 1999 Sociology Senior Scholar, Roanoke College
- 1999 Travel award from the Department of Sociology at Roanoke College for American Sociological Association Conference Summer 1999
- 1999 American Sociological Association Honors Program participant – Summer 1999

PUBLICATIONS

Journal Articles (peer-reviewed)

1. **Gordon, K.** (2017). Dementia Among Individuals with Intellectual and Developmental Disabilities: Policies and Practices. *Generations*, Fall (Supplement), 30-36.

Book Chapters

1. Tilly, J., **Gordon, K.** (2016). Challenges in Dementia Care Policy. In Boltz, M., Galvin, J. (Eds.), *Dementia Care*. Springer, Cham.

Technical Reports and Issue Briefs

1. Menne, H.L., Hunter, M., Gould, E., Palmer, L., Yuen, P., Murray, M.J., **Gordon, K.**, Shuman, S.B., Hughes, S., Knowles, M., & Walsh, E.G. (2021). Filling the gaps in dementia-capable home and community-based services: Report on Completed Administration for Community Living ADI-SSS grants to communities and states. Prepared by the National Alzheimer's and Dementia Resource Center for the U.S. Department of Health and Human Services, Administration on Aging. <https://nadrc.acl.gov/details?search1=20211025044313#result>
2. Hughes, S, **Gordon, K.**, Walberg, D., Lepore, M., Walsh, E.G., Gould, E., & Knowles, M. (2018). Working Together: How Community Organizations and First Responders Can Better Serve People Living with Dementia. Prepared by the National Alzheimer's and Dementia Resource Center for the U.S. Department of Health and Human Services, Administration on Aging. <https://pblob1storage.blob.core.windows.net/public/nadrc/docs/FirstRespondersGuidefinal508readonly.docx>
3. Splaine, M., Wortmann, M., Seitzer, M., **Gordon, K.**, Kerr, S. & Lynch, C. (2017) National Dementia Action Plans: Examples For Inspiration. Prepared by Alzheimer's Disease International with the support of the Swiss Federal Office of Public Health. https://s3.amazonaws.com/external_clips/2630980/national-plans-examples-2017.pdf?1513704746
4. Shuman, S.B., Yuen, P., & **Gordon, K.** (2017). Faith-Related Programs in Dementia Care, Support, and Education. Prepared by the National Alzheimer's and Dementia Resource Center for the U.S. Department of Health and Human Services, Administration on Aging. <https://nadrc.acl.gov/details?search1=20211025044313#result>
5. **Gordon, K.**, McGinn-Shapiro, M., Shuman, S.B., & Weiner, J.M. (2015). IDD and Dementia Care. Prepared by the National Alzheimer's and Dementia Resource Center for

the U.S. Department of Health and Human Services, Administration on Aging.
https://aspe.hhs.gov/sites/default/files/migrated_legacy_files/55391/IDDandDementia.pdf

6. Wiatr-Rodriguez, A., Watson, J., Deokar, A., **Gordon, K.**, Silverberg, N., & Tilly, J. (2014). Recruiting Older Adults into Research Toolkit Overview and User Guide. Prepared for the U.S. Department of Health and Human Services, on behalf of a joint collaboration between the National Institute on Aging at the National Institutes of Health (NIH), the Centers for Disease Control and Prevention, and the Administration for Community Living. https://www.nia.nih.gov/sites/default/files/d7/roar_user_guide.pdf
7. Shuman, S.B., Yuen, P., **Gordon, K.**, & Weiner, J.M. (2014). Alzheimer's Disease Supportive Services Program: Case Studies on Targeting and Engaging Diverse and Underserved Communities. Prepared by the National Alzheimer's and Dementia Resource Center for the U.S. Department of Health and Human Services, Administration on Aging. https://pblob1storage.blob.core.windows.net/public/nadrc/docs/Diversity%20Case%20Studies-9-19-2014_FINAL%20508.docx
8. **Gordon, K.**, & Kelly, N. (2009) Volunteer Respite Programs. Prepared by the Alzheimer's Disease Demonstration Grants to States National Resource Center for the U.S. Department of Health and Human Services, Administration on Aging. https://www.alz.org/national/documents/aoagrant_tools_respitemprogram.pdf
9. **Gordon, K.**, Braunstein, D. (2006) Physician Outreach Toolkit. Prepared by the Alzheimer's Disease Demonstration Grants to States National Resource Center for the U.S. Department of Health and Human Services, Administration on Aging. http://www.alz.org/national/documents/aoagrant_tools_physicianoutreach.pdf
10. **Novak, K.** & Riggs, J. (2004). Hispanics/Latinos and Alzheimer's Disease. Alzheimer's Association. http://www.alz.org/national/documents/report_hispanic.pdf

Media and Communications

1. Menne, H.L. & **Gordon, K.** (2020, November–December). Supporting people living with dementia during COVID-19. American Society on Aging, Generations Today. <https://generations.asaging.org/living-dementia-during-covid-19>

RESEARCH GRANT PARTICIPATION

PI: Mary Sano; Icahn School of Medicine at Mount Sinai 2022 – Present

Title: Recruitment Accelerator for Diversity in Aging Research, Cognitive Loss and Dementia (RADAR-CLD) (NIA/NIH 5R24AG065163-03)

Main objective: Develop a replicable process to create capacity and infrastructure for community-involvement necessary to ensure enrollment goals of aging studies. Includes a novel professional trained to maximize research participation by connecting the community and research partners.

Role: Other significant contributor/Qualitative interview analysis

PI: Quincy Samus; Johns Hopkins University 2020 – Present

Title: MEMORI Corps: A novel activity-based companion care program to benefit community-living persons with dementia, their families, and senior volunteers (NIA/NIH 1R01AG058586-01A1)

Main objective: Address unmet respite care needs for dementia family caregivers, provide persons with dementia meaningful evidence-based activity programming, as well as provide health benefits, meaningful productive engagement, and peer support opportunities for senior volunteers.

Role: Consultant

PI: Elena Portacolone; University of California, San Francisco 2019 – Present

Title: Access and use of long-term services and supports for older adults living alone with Alzheimer's disease and related dementias from four racial/ethnic groups (NIA/NIH R01AG069147-01)

Main objective: Quantify multi-level barriers and facilitators of long-term services and supports (LTSS) use among older adults with ADRDs and the extent to which these predictors of LTSS use vary by living arrangement (living alone vs. living with others) and race/ethnicity.

Role: Consultant

PI: Ken W. Hepburn; Emory University 2019 – Present

Title: Supplement to Developing a Distance Education System to Train Savvy Caregiver Program Interventionists: Extending Access and Capacity in Community-Based Delivery of Evidence-Based Intervention (NIA/NIH R01AG061971-02S1)

Main objective: Establish the readiness of the system for a future Stage III or IV trial that can lead the way to broader use and dissemination of Savvy.

Role: Consultant/Co-investigator

PRESENTATIONS

Scientific Meetings

1. **Gordon, K.** (2021). *Focus on Aging Research: Alzheimer's Disease and Related Dementias*. Symposium talk for the University of Maryland School of Medicine, Annual Aging Research Symposium.

2. **Gordon, K.**, Giebel, C. (2021). *Health Policy PIA: Dementia, Caregiving, and COVID-19*. Presented to Alzheimer's Association International Society to Advance Alzheimer's Research and Treatment (ISTAART).
3. Sherman, C., **Gordon, K.** & Hepburn, K. (2021). *Key Factors in Intervention Implementation, Fidelity, and Sustainability*. Poster presented by Kenneth Hepburn at the Gerontological Society of America.
4. Shean, J., French, M., Splaine, M. & **Gordon, K.** (2018). *50 States, 2 Public Health Policy Priorities, 1 Nationwide Campaign on Brain Health and Cognitive Impairment*. Paper presented by John Shean at the 2018 American Public Health Association, San Diego, CA.

Invited Seminars

1. **Gordon, K.** (2023). *The Role of Social Workers in Working with Caregivers to Prevent and Survive Hospitalizations of Persons with Dementia*. Presentation at Dakota Geriatric Workforce Enhancement Program Dementia Friendly Healthcare and Community Symposium. (Virtual)
2. Splaine, M. & **Gordon, K.** (2023). *Online Community: A Support Option for Persons Living Alone with Dementia?* Roundtable presented at American Society on Aging's Aging in America Conference. Atlanta, GA.
3. **Gordon, K.** (2022). *Advocating with Data*. Interactive seminar for Colorado Regional Ombudsman Program Staff. Workshop presented for Colorado State Long-Term Care Ombudsman Program. (Virtual)
4. **Gordon, K.** (2022). *Thoughtful Hospitalization: Preventing, Surviving and Recovering for Caregivers of Persons with Dementia*. Interactive workshop presented for Alzheimer's Association, Greater Maryland Chapter regional dementia-centered conference Connected Conversations: Navigating the Dementia Journey. Towson, MD.
5. **Gordon, K.** (2022). *Advocating with Data*. Interactive seminar for Illinois Regional Ombudsman Program Staff. Workshop presented for Illinois State Long-Term Care Ombudsman, Office of the State Long-Term Care Ombudsman Program. (Virtual)
6. **Gordon, K.** (2022). *National Ombudsman Reporting System (NORS) Data and Older Americans Act Performance System (OAAPS) Reports: Using Data to Tell Your Program's Story*. Panel presentation for 2022 Annual State Ombudsman Conference, National Long-Term Care Ombudsman Resource Center. Indianapolis, IN
7. Splaine, M. & **Gordon, K.** (2022). *Advocacy Alzheimer University: Advocacy and Public Policy Leadership Course*. Multi-day, multi-national seminar for country-level leaders for Alzheimer's Disease International. (Virtual)

8. **Gordon, K.** (2021). *Clark County Personal Care Aide Survey Analysis*. Presentation and panel facilitation of Clark County Community Conversations: Generating Local Solutions to the Personal Care Aide Crisis, co-sponsored by Clark County (Nevada) Department of Social Service and Nevada Senior Services. Las Vegas, NV.
9. **Gordon, K.** (2020) *Living alone with dementia*. Invited panelist for thematic session *Social isolation, loneliness, depression and the consequences for people with dementia and carers*. 2020 Alzheimer's Disease International Conference. (Virtual)
10. **Gordon, K.** (2020) *Living Alone with Alzheimer's Disease: A Solutions Summit*. Co-developer and co-facilitator of day-long summit hosted by the Alzheimer's Association of Rhode Island, the State of Rhode Island Office of the Lieutenant Governor. (Virtual)
11. **Gordon, K.** (2020) *Planning for Living Alone With Dementia: The Road to Housing Innovation*. Co-developer and co-facilitator of day-long summit sponsored by Nevada Senior Services in conjunction with University of Nevada-Reno Co-operative Extension. Las Vegas, NV.
12. **Gordon, K.** (2020) *Raising Community Awareness of Hospital2Home*. Session presentation and facilitation during *Dementia Capable Care Transitions: Better Care and Better Outcomes Stakeholder Planning Summit*. Las Vegas, NV.
13. **Gordon, K.** (2019). *Health Policy: Primer*. Seminar for El Instituto Nacional de Ciencias Médicas y Nutrición Salvador Zubirán (INCMNSZ) Department of Geriatrics Fellowship Program. (Virtual; Mexico City, Mexico).
14. **Gordon, K.** (2019). *Life Hacks for Live Alones: Is Technology the Answer?* Presentation for panel *Assistive Technology: Are There Life Hacks for Living Alone?* at *Living Alone With Alzheimer's Summit*. Chattanooga, TN.
15. **Gordon, K.** (2019). *Current Models: Identifying and Meeting the Needs of Individuals With Dementia Who Live Alone*. Presentation at *Living Alone With Alzheimer's Summit*. Chattanooga, TN.
16. Empeno, J., **Gordon, K.**, Hughes, S., & Long, E. (2019). *Helping People Living With Dementia Through Collaboration With First Responders*. Panel presentation at American Society on Aging's Aging in America Conference. New Orleans, LA.
17. **Gordon, K.** (2018). *ADI Workshop - World Alzheimer's Month*. Session Chair. 33rd International Conference of Alzheimer's Disease International. Chicago, IL.
18. **Gordon, K.** (2018). *National Institute on Aging grants program update*. Presentation at the Lieutenant Governor's Alzheimer's & Dementia Research Funding Forum. Warwick, RI.
19. **Gordon, K.** (2017). *Models of Care*. Session Chair. 32nd International Conference of

Alzheimer's Disease International. Kyoto, Japan.

20. **Gordon, K.** (2017). *Intervenciones exitosas de cuidadores en modelos comunitarios: Programas desarrollado en los Estados Unidos para comunidades hispanas*. Seminar for the Pan American Health Organization Regional Workshop on Dementia. Santo Domingo, Dominican Republic.
21. **Gordon, K.** (2017). *Use of Technology in Alzheimer's Disease/ National Plans: The Region Responds*. Session Chair. X Congreso Iberoamericano de Alzheimer. Santo Domingo, Dominican Republic.
22. Hollister, B.A., **Gordon, K.**, & Splaine, M. (2017) *Dementia: A Global Health Priority*. Webinar presented for American Society on Aging's Mental Health and Aging Network (MHAN). (Virtual)
23. Splaine, M. & **Gordon, K.** (2017). *Advocacy Alzheimer University: Advocacy and Public Policy Leadership Course*. Multi-day, multi-national seminar for country-level leaders for Alzheimer's Disease International, Washington, DC.
24. Hollister, B.A., **Gordon, K.**, & Splaine, M. (2017). *Dementia: A Global Health Priority*. Workshop presented at American Society on Aging's Aging in America Conference. Chicago, IL.
25. Bartnicki, L., **Gordon, K.**, & Schneider, R. (2017). *Partner with your patients to develop novel patient-reported outcome (PRO) assessment tools*. Panelist for eyeforpharma Philadelphia 2017. Philadelphia, PA.
26. **Gordon, K.** & Splaine, M. (2016). *Alzheimer's and Hospitals: Readmissions, Transitions in Care and Burden*. Workshop presented at American Society on Aging's Aging in America Conference. Washington, DC.
27. **Gordon, K.** & Voz, J. (2016). *Situación actual de las demencias a nivel mundial*. Presentation at IV Consenso Centro del la Confederación Multidisciplinaria de Centroamérica de Alzheimer y Enfermedades Relacionadas, San Jose, Costa Rica.
28. Splaine, M. & **Gordon, K.** (2016). *Hospital Care and Dementia: Lessons from Around the World*. Half-day workshop presented at Alzheimer's Disease International Conference, Budapest, Hungary.
29. Taragano, F.E., Gutierrez Herrera, R.F., & **Gordon, K.** (2015). *Planos Nacionais de Demência na América Latina: estado actual [National Plans of Dementia in Latin America: current status]*. Panel presentation at VIII Congreso Iberoamericano de Alzheimer. Rio de Janeiro, Brazil.
30. **Gordon, K.** & Voz, J. (2015). *Planes nacionales de las demencias a nivel mundial*. Presentation at III Consenso Centro del la Confederación Multidisciplinaria de

Centroamérica de Alzheimer y Enfermedades Relacionadas, San Jose, Costa Rica.

31. Splaine, M. & **Gordon, K.** (2014). *Advocacy Alzheimer University: Advocacy and Public Policy Leadership Course*. Multi-day, multi-national seminar for country-level leaders for Alzheimer's Disease International at Alzheimer's Disease International Conference, San Juan, Puerto Rico.
32. Gould, E., **Gordon, K.**, & Maier, J. (2014). *Tools for building dementia capable systems*. Panel presentation at American Society on Aging conference, Chicago, IL.
33. Hughes, J., **Gordon, K.**, Felc, Z., & de Geest, G. (2014). *Dementia Friendly Communities*. Panel presentation at Alzheimer's Disease International Conference, San Juan, Puerto Rico.
34. **Gordon, K.** & Cziborra, J. (2013). *Advocacy Alzheimer University: Advocacy and Public Policy Leadership Course*. Multi-day, multi-national seminar for country-level leaders for Alzheimer's Disease International at Congreso Iberoamericano de Alzheimer, Montevideo, Uruguay.
35. **Gordon, K.** (2012). *Collaborative Projects: Administration on Aging*. Session presented for the NIA Alzheimer's Disease Research Centers Program Education Core Leaders Meeting. Boston, MA.
36. **Gordon, K.**, Howland, S., Ory, M. (2012). *Implementing and Evaluating Evidence-Based Health and Dementia Programs*. Session presented at the annual meeting of the American Society on Aging, Washington, DC.
37. **Gordon, K.**, Gould, E., Maslow, K. (2011). *Providing Services to People with Dementia Who Live Alone*. Session presented at the annual meeting of the American Society on Aging, San Francisco, CA.
38. Clifford, D., Elsworth, E., **Gordon, K.**, Skowronski, S. (2011). *The Implementation of Alzheimer's Disease Caregiver Interventions in the Aging Network*. Session presented at the annual meeting of the American Society on Aging, San Francisco, CA.

ADDITIONAL INFORMATION

Personal statement of research objectives

My research interest is in modifiable and unmodifiable risk factors for mental health and cognitive impairments across the lifespan to protect against poor outcomes in later life, including dementia, depression, cognitive and functional decline. I am working towards reducing disparities in brain health across disproportionately impacted communities worldwide, including Latinos and persons with intellectual and developmental disabilities. My ongoing work also focuses on the development, adaptation, and implementation of evidence-based interventions in home, community, and clinical-based settings within the context of social determinants of health.

Embedded in this work is the examination of health policy implications for accessible and sustainable interventions.

Keywords: cognitive aging, brain health, risk reduction, lifestyle interventions, caregiving, health policy, global health