



FRANK WHITE, JR.
Jackson County Executive

RECEIVED
SEP 30 2025
MARY JO SPINO
COUNTY CLERK
dch 12:50pm (ED)

EXECUTIVE ORDER NO. 25-18

**TO: MEMBERS OF THE LEGISLATURE
CLERK OF THE LEGISLATURE**

**FROM: FRANK WHITE, JR.
JACKSON COUNTY EXECUTIVE**

DATE: SEPTEMBER 30, 2025

**RE: INITIAL APPOINTMENT TO THE JACKSON COUNTY SENIOR
SERVICES FUND BOARD**

WHEREAS, the Jackson County Legislature duly established the Jackson County Senior Services Fund Board by Ordinance No. 6001 on September 22, 2025 pursuant to chapter 78, Jackson County Code, 1984 consisting of Sections 7800., 7801., 7802., 7803., 7804., and 7805; and

WHEREAS, the enabling legislation provides for a 7 member Board whose members shall be appointed by the County Executive; and

WHEREAS, the individuals named herein possess the necessary qualifications, experience, and commitment to public service to effectively carry out the mission of the Board; Resumes are attached.

The following individuals are hereby appointed as members of the Jackson County Senior Services Fund Board:

<u>Name</u>	<u>District</u>	<u>Term Expiration Date</u>
Rita Cortes	District 1	September 30, 2028
Debra Ann Doyle	District 2	September 30, 2027
James Riesselman	District 3	September 30, 2029




Patricia MacDonald
Cheryl Campos
Rochelle Parker
Gary Thompson

District 4
District 5
District 6
District 1

September 30, 2028
September 30, 2027
September 30, 2029
September 30, 2026

9/30/25
Date


Frank White, Jr., County Executive

IN THE COUNTY LEGISLATURE OF JACKSON COUNTY, MISSOURI

AN ORDINANCE enacting sections 7800., 7801., 7802., 7803., 7804., and 7805., Jackson County Code, 1984, relating to the establishment of the Senior Citizens' Services Fund, with an effective date.

ORDINANCE NO. 6001, July 28, 2025

INTRODUCED BY Jalen Anderson and Donna Peyton, County Legislators

WHEREAS, by Ordinance 5876, dated August 26, 2024, the Legislature did approve the submission to the qualified voters of Jackson County a question authorizing the establishment of a Senior Citizens' Services Fund for the purpose of providing services to persons sixty years of age or older, to levy a countywide ad valorem property tax at a rate of five cents per one hundred dollars of assessed valuation; and,

WHEREAS, at the general election held on November 5, 2024, the qualified voters of Jackson County did approve this question; and,

WHEREAS, pursuant to sections 67.990, 67.993, and 67.995, RSMo, the Legislature hereby approves the establishment of the Senior Citizens' Services Fund; now therefore,

BE IT ORDAINED by the County Legislature of Jackson County, Missouri, as follows:

Section A. Enacting Clause. Chapter 78., Jackson County Code, 1984 consisting of Sections 7800., 7801., 7802., 7803., 7804., and 7805., are hereby enacted, to read as follows:

CHAPTER 78
SENIOR CITIZENS' SERVICES FUND

7800. Tax Imposed.

Pursuant to the provision of section 67.990, RSMo, there is imposed in Jackson County a countywide ad valorem property tax at the rate five cents per one hundred dollars of assessed value for the purpose of providing services to persons sixty years of age or older.

7801. Senior Citizens' Services Fund, Established.

The Jackson County Senior Citizens' Services Fund is established as authorized by section 67.990, RSMo.

7801.1 Funding Distribution.

All funding must be equally distributed, geographically across all six County sub-districts for organizations to either be directly located within or provide services within said districts.

7802. Board of Directors, Established.

The Senior Citizens' Services Fund shall be administered and managed by a Board of Directors. The administrative control and management of the fund and all programs to be funded therefrom shall rest solely with the Board of Directors and in accordance with a budget approved by the County's governing body.

7803. Board of Directors, Governing Provisions.

The Board of Directors shall consist of seven members, appointed by the County's governing body. The following governing provisions shall apply to the Board of Directors:

7803.1 Residency.

All members of the Board of Directors shall be residents of Jackson County and shall, as nearly as practicable, represent the various groups to be served by the Board.

7803.2 Membership Restrictions.

No member of the Board of Directors shall serve on the County Legislature or have any financial interest in or be employed by any agency which is a recipient of any proceeds of the Senior Citizens' Services Fund.

7803.3 Terms.

Each member of the Board of Directors shall serve a term of four years and until their successor is duly appointed and qualified; except that of the initial appointees to the Board, one director shall be appointed for a term of one-year, two directors shall be appointed for a term of two-years, two directors shall be appointed for a term of three-years and two directors shall be appointed for a term of four-years. All Board members may be reappointed. All vacancies on the board of directors shall be filled for the remainder of the unexpired term.

7803.4 Officers.

The Board of Directors shall elect a chairman, vice chairman, and such other officers as the Board deems necessary.

7803.5 Compensation.

Members of the Board of Directors shall not receive compensation for their services but may be reimbursed for their actual and necessary expenses.

7804. Board of Directors, Powers, Duties, and Responsibilities.

The Board of Directors shall have all powers, duties, and responsibilities as are conferred by sections 67.990-67.995, RSMo and Jackson County Code and ordinances (Ord. 5876, Eff.8/27/24).

7805. Effective Date.

The tax imposed by this chapter shall be collected beginning January 1, 2025.

Effective Date: This ordinance shall be effective immediately upon its signature by the County Executive.

APPROVED AS TO FORM:

Bryan Covinsky

Bryan Covinsky (Jul 24, 2025 12:26:06 CDT)

County Counselor

I hereby certify that the attached ordinance, Ordinance No. 6001 introduced on July 28, 2025, was duly passed on _____, 2025 by the Jackson County Legislature. The votes thereon were as follows:

Yeas _____

Nays _____

Abstaining _____

Absent _____

This Ordinance is hereby transmitted to the County Executive for his signature.

Date

Mary Jo Spino, Clerk of Legislature

I hereby approve the attached Ordinance No. 6001.

Date

Frank White, Jr., County Executive

Rita M. Cortes

805 W. 51st Street
Kansas City, MO 64112
816-210-4243
rcortes@hoffmancortes.com

EXPERIENCE

Menorah Heritage Foundation

Overland Park, KS

2015-present

Executive Director

Lead and manage the operations, investment and grant-making functions of the Foundation, whose mission is to promote health and general wellbeing in the Kansas City metropolitan area, with a priority to serve the Jewish Community.

Seigfreid Bingham, P.C.

Kansas City, MO

2013-present

Of Counsel (Shareholder 2013-2015)

Serve as outside corporate counsel for closely held businesses in a variety of industries including construction, real estate, technology, professional services and financial services. Provide pro bono services to and represent a number of non-profit organizations.

Hoffman Cortes Contracting Company

Kansas City, MO

1994-2012

President /CEO (1999-2012)

Vice President/Chief Financial Officer (1994-1998)

Oversaw operations for commercial general contractor with average annual revenues of over \$20 million. Responsibilities included client development, risk management, financial oversight, project sales, and supervision of team leaders in several operating divisions. General counsel responsibilities included drafting and negotiation of agreements with owners, subcontractors, and vendors; communications relating to disputes, collections, and other legal matters; employee benefit planning and human resources; audit planning/communications; and selection/oversight of outside counsel. Company wound up operations after successful project completion in 2012.

Gordon, Estabrook, Yeonas & Pesner, P.C.

McLean, VA

1991-1994

Associate

Areas of Practice included bankruptcy (creditor) representation, commercial real estate (transactional and litigation) and general civil litigation in Virginia and D.C. (local and federal courts).

U.S. Senator John C. Danforth

Washington, D.C.

1987-1988

Senior Legislative Correspondent (1988)

Legislative Correspondent (1987)

Researched and drafted position statements and correspondence on health and human services issues.

COMMUNITY INVOLVEMENT

Currently serve on the Board of the following organizations including elected positions: Kansas City Public Schools Sub-District 1 Director, Philanthropy Missouri, the Lyric Opera of Kansas City, and Camp Ramah in Wisconsin (advisory board).

Previously served on a variety of community boards including the following: University Health (formerly Truman Medical Centers), the Pembroke Hill School, Nonprofit Connect, Midwest Innocence Project, Hyman Brand Hebrew Academy, Congregation Beth Shalom, Economic Development Corporation of Kansas City, Mo., EDC Loan Corporation, WIN for KC, Notre Dame de Sion, KC CARE Health Center (formerly the Kansas City Free Health Clinic), Menorah Legacy Foundation, the National Museum of Toys & Miniatures, Village Shalom and the Kansas City Human Rights Commission. Also served on the Board of Alterra Bank (based in Madison, WI) and on the advisory boards of several local companies.

Leadership positions in community organizations (current and past) include the following: Kansas City Public Schools (Board Chair, former Finance Committee Chair); Truman Medical Centers (past Executive Committee member, Chair of Capital Assets Committee); KC CARE Health Center (past Board President); Menorah Legacy Foundation (past Board President); Hyman Brand Hebrew Academy (past Board President); the Pembroke Hill School (past Board officer, chair of Buildings and Grounds Committee during facilities expansion 2019-2022, chair of Strategic Planning Committee 2022-2023) and Congregation Beth Shalom (past Vice President for Ritual Affairs and Treasurer).

Additional activities include serving as a mentor in the Helzberg Entrepreneurial Mentoring Program (HEMP), tutoring bar and bat mitzvah students, serving as substitute and high holiday clergy at Congregation Beth Shalom and from 1991-2009 coaching high school and youth girls' basketball.

EDUCATION

University of Missouri-Kansas City Law School <i>L.L.M. in Taxation</i>	Kansas City, MO	2012
The George Washington University Law School <i>Juris Doctor with honors</i>	Washington, D.C. Member, <u>The George Washington University Law Review</u>	1991
Rice University <i>B.A. Political Science</i>	Houston, TX National Merit Scholar, President's Honor Roll, Women's Basketball	1987

PROFESSIONAL AFFILIATIONS

Member, American Bar Association
Bar Admissions: Missouri, District of Columbia, Virginia

Debra Ann Doyle (Retired)
8044 Holmes Road Kansas City, Missouri 64131-2114
debrada8044@gmail.com 816-678-8044 c 816-338-9000 c

Educational Philosophy: To use interdisciplinary approaches and diverse educational perspectives as a means to understand and evaluate geo-political and economic systems and processes that can be designed to enhance the cultural, and social aspects of interdependence and an interdependent world view.

Occupational Objective: To create, develop and manage educational systems. Organizational, planning, project management and public relations are skill sets utilized to develop curriculum and instruction methodologies for K-12, collegiate, and adult teaching and learning processes and experiences.

Professional Experience:

- *Teacher, Resource Teacher, Instructional Coach, Kansas City Missouri School District, Hickman Mills C-1 School District, Oakland Unified School District Oakland California
- *Senior Education Consultant, Random House, Inc. School Division / Central Region
- *Independent Contractor, Roy Littlejohn and Associates, Washington, D. C.
- *Teacher Consultant, National Geographic Society, Washington, D. C., National Diffusion Network: Teaching Geography: A Model For Action
- *Teaching Assistant, Research Assistant, Administrative Intern UMKC, UMC
- *Education Consultant, Consulting by DADoyle
- *Claims Representative, Traveler's Insurance Company, Overland Park, Kansas, San Francisco, California
- *National Gallery of Art Teacher Institute, Washington, D. C.

Education:

- *Master of Arts Courses, Secondary Administration, University of Missouri – Kansas City
- *Teacher Academy, Missouri Department of Elementary and Secondary Education
- *Leadership Academy, Missouri Department of Elementary and Secondary Education
- *Ph. D. Program, All But Dissertation, University of Missouri – Columbia, Curriculum and Instruction, Social Studies, and Geography, Oral and Written Examinations Passed
- *Master of Arts, Adult and Continuing Education, University of Missouri – Kansas City
- *Bachelor of Arts, History/Education, Ottawa University, Ottawa, Kansas

Professional Affiliations Past and Present:

- *American Federation of Teachers, Local 291
- *Missouri Association of Adult, Continuing and Community Education
- *Phi Delta Kappa
- *National Council for the Social Studies
- *Missouri Council for the Social Studies
- *National Council for Geographic Education
- *Association for Supervision and Curriculum Development
- *National Association for Multicultural Education
- *National Sorority of Phi Delta Kappa, Alpha Alpha Chapter
- *American Business Women Association, Diamonds of Excellence Chapter
- *Kansas City Area School Retirees

Leadership, Awards, and Interests

- *First African American from Missouri, National Geographic Society Summer Geography Institute, Washington D.C.
- *First African American from Missouri, State Geography Bee Coordinator, University of Missouri - Columbia
- *Fulbright Scholarship Abroad, Senegal
- *Volunteer, Melcher Elementary School, Kansas City Public Schools, American Jazz Museum Kansas City
- *R and R Time Is Spent Developing Relationships, Reading, Listening to Jazz, Traveling, Journaling and Exercising

1109 N.E. Long Ridge Rd.
Lee's Summit, MO 64064

816-796-8222 Home
816-803-3800 Mobile
jrinkc@sbcglobal.net

James Riesselman

Abilities

Fifty-Five Year Professional Business Career; Management, Leadership and Administration
Forty Years Professional Banking, Lending, Management, Leadership roles and positions.
Five-year Owner-General Manager Team Agency Products and Services sales-training consultant
Ten years Life Insurance and Financial Services Representative Professional.
Leadership, sales management, consultative sales experience and A+ performer.
Diligent, detailed and organized. Effective training, communication and client relationship skills.
Management; plan, direct, control, organize. Employee recruitment, training, performance evaluation
Budget and P&L development and oversight for multiple Financial Services organizations
Coordinate process improvement efficiencies with multi task / time management experience.
Licensed Life & Health – Accident Insurance and Series 6 & 63 Registered Representative.
Financial services professional facilitating needs for Insurance and investment products.
Real Estate mortgage and consumer credit lending and vehicle lease expertise.
Profit and Non-Profit organization P&L, Balance Sheet analysis, review - certification
Customer Retention Management and sales force reporting software experience.
Client networking and negotiation abilities providing best in class client service and satisfaction.
Effective teamwork and collaboration skills with internal partners.
Strong problem analytical skills, delivering *Critical to Quality* client satisfaction and confidentiality.
Strong and effective presentation and public speaking abilities.
Accounting, finance, insurance and registered product transaction knowledge.
Proven oversight directing organization and department P&L and cost controls.
Budget Planning and Formation Processes for Non-Profit Faith and Non-Faith Based organizations

Experience

2021 – Present State Farm Agency Representative

Licensed Agent & Financial Services Registered Representative Professional

2015 – 2021 New York Life Insurance Co

Licensed Agent & Financial Services Registered Representative Professional

2012 – 2015 Consumer Auto Lending Management

Owner - General Manager; Team Agency Products & Services, L.L.C.

2006 – 2010 Citi Group / CitiFinancial

Vice President - Territory Sales Manager

2001 - 2006 HSBC Bank North America / Household Auto Finance

Vice President - Regional Sales Director / Regional Sales Manager

1995 – 2000 G E Capital

Region Sales Manager

1990 – 1995 American Sterling National Bank
Senior Vice President – Retail, Consumer and Commercial Departments

1981 – 1990 Security Pacific National Bank
Assistant Vice President; Business Center Director

1971 – 1981 CIT Financial Services – CIT Corporation
Region Administrative Supervisor

Education

- University of Wisconsin
 - Graduate Degree – Banking, Finance and Marketing
- University of Nebraska – Kearney
 - B.S., Business Administration
- Dale Carnegie Course – Certification
- American Institute of Banking; Commercial and RE Mortgage compliance
- State Insurance, Continued Education Bi-Annual Renewal – Recertification
- Financial Industry Regulatory Authority Continued Education
- Financial Industry Regulatory Authority Bi-Annual Recertification
- New York Life Fundamental Career Education Certification
- Knights of Columbus Insurance Financial Product Education Certification
- State Farm Insurance Financial Services and Continued Education Certification

Affiliations

Optimist International
Junior Achievement,
St Mark Parish Pastoral Council
St Mark Parish Finance Council Chairman
St Mark Parish Home Bound Ministry member
Chambers of Commerce; Blue Springs, Independence, Fairmont, Sugar Creek
Past President and Director; Arbores Home Owners Association
Knights of Columbus #6794 Leadership, Officer, Director, Trustee positions;
Knights of Columbus Kansas City Chapter and Assembly #3861
Missouri State Council Meeting delegate
Past Treasurer; Sunshine Center; Persons with Developmental Disabilities
Member Sons of the American Legion, Squadron 21
Elks International

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PATRICIA L. MACDONALD

3636 Harrison Blvd, KCMO 64109 | contact.pjmac@gmail.com | linkedin.com/in/patriciaamacdonald
| 816.536.9773

Social Responsibility and Organizational Development Specialist | Equity and Cultural Strategist

Senior Executive with more than twenty-five years' experience cultivating constituent trust and leading constituents towards necessary outcomes-based goals. Respected for keen community and constituent engagement, and devising insightful and equitable strategies. Rich and diverse civic service and volunteer board leadership. Active listener, adept at galvanizing individuals around an inter-organizational or society-focused mission.

- National charitable and corporate, philanthropic advising and grantmaking
- National charitable, corporate, governmental fundraising and grants budget management
- Organizational development expertise in a range of business sectors and socio-cultural environments
- Program design, implementation and evaluation
- Budgetary and strategic planning

PROFESSIONAL EXPERIENCE

Healthcare Institute for Innovations in Quality at UMKC, 2021 – Present

Director, Strategic Ventures and Operations

Forges and stewards strategic partnerships to advance the value and equity of healthcare in the Kansas City region, guides all administrative, business and legal operations of the institute, curates educational programming focused on the organization's mission and goals for healthcare. Facilitates the operationalization of the Institute's \$8.3M NIH grant with 35 hospital partners nationwide.

Kemp Whitfield/LM Strategies, Social Change Consultants, Homewood, IL, 2020 – 2021

Equity Assessment Consultant

Assess policies of non-profit clients for how equity or inequities present and where equity or inequities have become systemic. Provide alternative policy guidance.

Kauffman Foundation, Kansas City, MO

2020 – 2021

Organizational Development and Philanthropy Consultant

With an equity lens, assess and advise on the organizational strengths of prospective grantees, research and provide perspective on critical community issues.

iBossWell, Kansas City, MO

3/2021 – 9/2021

Equity Assessment Consultant

Assess policies of non-profit clients for how equity or inequities present, and where equity or inequities have become systemic. Provide alternative policy and practice guidance.

Greater Kansas City Community Foundation, Bi-state Kansas City region 2006 - 2020
Senior Philanthropic Advisor, and dually, Executive Director, Black Community Fund Affiliate

Key to the dual roles were research-based organizational development and philanthropic advising, outcomes-evaluation, business development/retention, and topic-specific program development for a broad range of constituents. Keen attention to national social trends and their surrounding conditions, and a high level of community engagement were critical to maintaining a relevant, robust, working knowledge of the region's social, cultural, racial, economic and health-related environments in order to articulate and deliver the data and climate analysis to constituents.

- Curated research-based, topic-specific educational programming to serve the societal interests and goals of individual, family, and corporate constituents and boards, the majority of which focused on social equity (housing, public education, health, as examples)
- Led the full spectrum of nonprofit leadership accountabilities to the advancement of the cultural Affiliate i.e. resource and partnership development, budgetary and strategic planning, grants administration, etc. Funded by the W.K. Kellogg Foundation, developed partnerships and funding strategies for the Affiliate's four-year, media and training campaign to raise awareness about the lifelong effects of Adverse Childhood Experiences (ACEs) and Trauma.
- Galvanized civic leadership to establish Kansas City's Pride Charitable Fund and eight other population-focused charitable funds.
- Catalyzed high-level external partnerships to advance the financial and community-focused aspirations of grass-roots constituents.

ADDITIONAL PROFESSIONAL EXPERIENCE

Adjunct Professorships

UMKC History Department - American Studies

Penn Valley Community College - ESL Writers' Fellows

Eisterhold Associates, Kansas City, MO

Content Research Associate

Reported to the President and CEO. Worked collaboratively with a national research team to gather and evaluate written content and artifacts for development of museum / exhibit content. Coordinated and facilitated site-specific focus groups to help ensure the project had the benefit of community input, buy-in and authenticity. Developed relationships that secured donations of rare artifacts and original historical documentation. Research projects included the American Museum of Tort Law, the Rosa Parks Children's Annex, and the International Civil Rights Center and Museum.

The Learning Exchange, Kansas City, MO

Vice President – Strategic Ventures and Program Development

Director - Federally contracted Parent Information and Resource Center (PIRC), included advocacy.

The Black Economic Union - Kansas City, MO

Director - Developed the Office of Cultural Development. Secured and directed a four-year contract with the State to restructure and administer the Missouri Arts Council's Minority Arts Program (MAP), a statewide grantmaking initiative to bring diversity and equity to funding allocations. Required on-going government relations. Developed MAP's Organizational Development Program which was deployed statewide for two years. **Executive Director**, 18th & Vine Heritage Jazz Festival – national contract negotiation, volunteer management, sponsorship development, marketing

Kansas City Friends of Alvin Ailey - Kansas City, MO (transfer from NYC headquarters)
Development Director, Interim Marketing Director

EDUCATION

Bachelor of Liberal Arts - American Studies / American Cultures, University of Missouri
Kansas City, MO

Continuing Education (partial as examples):

- **Certificate in Community Development Leadership**, Manchester Craftsmen's Guild, Pittsburgh, PA in collaboration with Harvard Business School, Babson Center for Executive Leadership, Boston, MA
- **Johnson County Community College**: Fundamentals of Employment Law, Leveraging Diversity, Effective Communication, Building & Sustaining Relationships, Essentials of HR
- **Lively Paradox: Inclusive Leadership: Intercultural/Multicultural Diversity Equity and Inclusion**
- **SHRM/CultureAmp**: How to Ingrain DEI initiatives into Performance and Engagement Strategies
- **Certificate, Education Policy Fellows**, Kansas City/Washington D.C.
- **Lean Six Sigma (online) Conference 2020**
- **Understanding Medicare/Social Security** – KU Edwards Campus

CIVIC SERVICE AND VOLUNTEER BOARD LEADERSHIP (current and partial past service)

- **KCUR** – NPR in Kansas City, past Board Chair and continued organizational volunteer
- **Missouri Arts Council** Board - Present
- **Visit KC**, Past Board/Executive Committee, and present Chair, Diversity in DMO Management
- **UMKC**:
 - Board, UMKC Foundation – Present
 - Past:
 - President, UMKC Alumni Assoc. Gov. Board
 - UMKC Trustee Board
 - Chair, Multicultural and Community Affairs
 - Chancellor's Diversity Council/LGBTQ Council Member
 - Search Committee for Vice Chancellor for Equity and Inclusion
- **Community Builders** – Kansas City -Present
- **Magistrate Judge for Western Missouri**, Selection Committee
- **Kansas City Ballet**, Board Member - Present
- **City of KCMO**:
 - Trustee, Board of City Trusts, Kansas City, MO
 - One Percent for Art Advisory Committee - Present
- **Missouri Credit Union Commission**, Commissioner
- **Rider University**, philanthropy development consultant

AWARDS AND RECOGNITIONS

- University of Missouri, Kansas City - Case District VI, Volunteer of the Year (eight-state region)
- Societas Docta, Inc., Kansas City, MO - Leadership in Community Philanthropy Award
- Rotary Club 13 Kansas City, MO - The Buck Stops Here Award
- Frank Smith Spirit of Kansas City Jazz Award
- Lift Her Up – Community Philanthropy Recognition

Cheryl G. Campos, PhD, BSN, RN
2317 NW 13TH Street
Blue Springs, MO 64015
Mobile Phone: 310-383-6412
Email: campos.217@gmail.com

Education:

Doctorate of Philosophy in Psychology-2000: Based in the School of Education at the University of Missouri in Kansas City. Research to Practice model: the program included education courses, research courses, and practical experiences: clinical rotations and a 1-year APA accredited internship. The program was & remains an APA accredited program, including an APA accredited internship site. GPA: 3.94 on a 4.0 scale being the highest, graduated Summa Cum Laude, Top of my class, top 5% of the University, attended with full academic scholarships, fellowships, and assistanceships.

Phi Kappa Phi Graduate; Summa Cum Laude; 3.94 GPA

Practicum Rotations:

VA Medical Center: in-patient psychiatric unit, study of the sociopath personality and social behaviors.

VA Medical Center: Neuropsychological Services: neurological testing, dementia, PTSD, group counseling, outpatient chronic mental illness, and participation in grand rounds.

Comprehensive Mental Health Services: inpatient & outpatient services for chronically mentally ill patients.

Osawatami State Mental Institution – severely mentally ill children & adolescents

UMKC Community Counseling Center: 1 year of individual and family counseling services

Formal research area: Adolescent Stress as it relates to hopelessness and the subsequent lifestyle of high-risk behaviors that ensues. **Dissertation:** **Campos, C.** (1999) *Predicting High-risk Behaviors Among Youth: A Comparison of Depressed, Non-Suicidal, Suicidal Ideators and Suicide Attempters*. UMKC Doctoral Dissertation; UMI Dissertation Services, Bell & Howell Company; site in Yale University research .

Informal research areas: Health Psychology; Hospital Impact on Patient's Length of Stay and Wellness; Models of Healthcare; and Healthcare Worker Stress.

Included Education & Academic activities outside degree requirements: Health Psychology, Biofeedback, Hypnosis, and student teaching in Health Psychology course with Dr. Charles Sheridan, PhD.; consulting with Law School on Sexual Harassment; participated in rating of Law Students in their counseling abilities; and consult with KCMO Police Department on stress management areas. One-year rotation on Medical Ethics at Children's Mercy Hospital under the direction of Dr. Stadler.

Bachelor of Science in Nursing- 1984: Avila College (now Avila University), Kansas City, Missouri. An accredited NLN program, private college: Attended with full academic scholarships, VA Health Professional Scholarship recipient. Archivist for the Sigma Theta Tau – National Honor Society of Nursing – 1984-1986

Practicum Rotations: Kansas City, Missouri:

St. Joseph Hospital – Pediatric Services

St. Luke's Hospital – Oncology Services

Children's Mercy Hospital – Neonatal ICU

Children's Mercy Hospital – Burn Unit and Medical Surgical unit Pediatrics
Truman Medical Center – Labor & Delivery Services (high risk pregnancy)
Independence Health Department – Community Health Services/Case Management
V.A. Medical Center – Medical Surgical unit
V.A. Medical Center – Advanced Medical Surgical: Intensive Care & Recovery Room
Comprehensive Mental Health Services – child & adult unit psychiatric services
Osawatomie State Mental Institution – child & adolescent psychiatric services
Children's Mercy Hospital – Medical Ethics Rounds w/ Ethicist

Penn Valley Community College-1973-75: General Coursework, with an emphasis on Commercial Art (graphics design). Reporter for the college newspaper

Kansas City Art Institute – 1973: Fine Arts scholarship attendance in conjunction with High School and the Community College coursework.

PAST Certifications/Licensure:

Registered Nurse State of Missouri – 096697 since 1984 – current/active, Portable State License.
Registered Nurse State of California – 634863 since 2004 – inactive
Registered Nurse State of Colorado – 167202 since 2004 – inactive
BCLS/CPR certified since 1982 - current
BCLS/CPR Instructor – American Heart Association – (2004-2006)
ACLS certification (2003- 2015)
PALS certification (2009 – 2015)
EKG certification (2009 – 2015)
Critical Care Core Curriculum (2009)
Ventilator/Respiratory Care of the Critical Care Patient (2009)
Phlebotomy Certification (2009)
NIH Stroke Scale certificate (2009)
ENA Trauma Nurse Care Course Certification current (2003-2007)
ENA Emergency Nurse Pediatric Course Certification current (2003-2007)
S.A.N.E. Nurse ER Forensic Training: St. Luke's Hospital, current (2002 initial)
Critical Incident Stress Debriefing Trained - Certification (1998Initial)
Member of the American Academy of Experts in Traumatic Stress (2006 – 2008)
Member of The National Center for Crisis Management (2008 – current)
Crisis Prevention Intervention – CPI (2006) (trained & certified in a similar program 1986-1994)
MOAB – Management of Assaultive Behaviors (2009, 2010)
Self-Defense Training for Emergency Department Safety per Downey Police Department (2012)

Personal Skills & Assets:

Microsoft Word Processing – excellent
Microsoft Excel – excellent
Microsoft Publisher – excellent
Microsoft PowerPoint – excellent
Microsoft Access – proficient
Microsoft Project - proficient
Report writing, presentation of complex material in an interesting format – excellent
EPI 2000 – Epidemiological Health computer tracking program – proficient
Internet search abilities and email – excellent
Workshop and curriculum development – excellent
Fundraising activities & community partnership development – excellent
Grant writing & management since 1996, government & non-profit foundation grants
Cultural knowledge and inclusion into planning services – view as essential
Ability to work independently and with a team – essential for health services
Teaching ability – university/college level; K-12; and community agencies – excellent
Currently learning Medical Spanish for Healthcare professionals

Digital Photography and Photoshop Elements Edition
Creation of DVD videos - proficient
Research and Data management for program evaluation and quality improvement - excellent

LAST MEDICAL CENTER POSITIONS EMERGENCY DEPARTMENT:

Downey Regional Medical Center: Staff Nurse (2010-2015) All case types, ages birth to geriatrics. Trauma, Medical, Fast Track type patients; cardiac, stroke, etc.

White Memorial Medical Center: Staff Nurse (2009-2010) All case types, ages birth to geriatrics; trauma, medical, fast track type patients; STEMI center, Stroke Center

Consulting Work:

Consultant for Medical Centers in Clinical Turnaround Services & JCAHO remediation

Process evaluation and planning, evaluation & remediation of patient safety issues

- Most recent work in this area was in a large South Bay Medical Center which included JCAHO preparation for the following areas: Infection Control; Medication Reconciliation; ER Patient Flow; Nursing Education; Point of Care; and Quality Assurance areas (falls prevention). The medical center passed these areas of JCAHO with only two deficiencies; insufficient Infection Control plan, which had been brought to the administration's attention prior to JCAHO visit and was under revision. The only other deficiency was nurse & physician handwashing.
- IRB work, development of an IRB worksheet to improve evaluation of proposed research areas.

Health and Wellness Consultant for Consumer Healthcare Advantage (CHA)

- Behavioral Change Processes, Content Writer, Clinical Process

Emperor's College of Traditional Oriental Medicine

Title: Interim Doctoral Program Director (2006 – 2008)

Note: Accepted this position as interim only, to assist the college to ready itself for an accreditation review for Doctoral Candidacy. The initial contract was for 5 months, extended twice to assist with further program planning and stabilization of the program.

Accomplishments:

- Successfully wrote 10 chapters of the Candidacy Report for Accreditation, accepted with only one minor correction to increase the faculty information provided – fully approved with this change.
- Successfully remediated deficit areas & graduated 100% of students from Cohort 2 (10) and Cohort 3 (13)
- Successfully remediated non-graduated student from Cohort 1
- Successfully retained 13 of 14 students in Cohort 3
- Successfully recruited 12 students for Cohort 4

- Revised format of all clinical areas (application process, shift request, evaluation, documentation of clinical experiences, etc.)
- Revised Orientation to the DAOM program & developed an Orientation Manual
- Revised Student Manuals, DAOM clinic Manual, & Faculty Manual
- Recruited 4 new Western Medicine faculty to the staff (medical doctors)
- Recruited 2 new Traditional Chinese medicine practitioners
- Improved clinic setting by
 - increasing the number of clients seen by doctoral students, which in turn improved the income generated through doctoral clinic
 - increasing doctoral intern attendance
 - stabilizing clinical supervisors
 - introduction of research partnerships with UCLA East-West Medicine clinic for IBS patient diagnostic processes
 - secured the Theatre Room for live case presentations for DAOM
 - Began discussion with UCLA Pediatric Pain Management clinic to introduce more a more difficult case type of Pediatric patients into the clinic setting
 - requiring case presentations by clinical supervisors for doctoral interns
- Improved clinical documentation of case types, clinic activities, etc. on clinic internship, externship, and mentorship logs

Formal Job Duties - Program Development:

Overall direction and management of the Doctoral Program
Curriculum Development for western & Chinese medicine
Development of Presentation Materials for faculty lectures: Western Medicine Faculty: cardiology, neurology, urology
Accreditation Candidacy Report development
Accreditation preparation and process development for site visit
Student Research Development
Staff Development; faculty recruitment
New student recruitment & marketing
Development of Strategic Plan for the DAOM program
Taught: Research I, II, and III at the doctoral level

Clinic Supervision of Doctoral Students:

Facilitate Doctoral Intern learning in clinic
Facilitate Integrative Medicine
Facilitate Evidenced Based Medicine approach
Facilitate Patient Satisfaction
Facilitate Clinic Research Projects

Committee Work:

Executive Management Committee – Doctoral Program Director
Doctoral Program Committee - Chair
Clinical Training Committee – Doctoral Representative

Centinela Freeman HealthSystem (2004-2006)

Title: Director of Education/clinical educator – Marina Campus

- Improved online computer use of .EDU courses
- Improved patient satisfaction from 38% to 99th percentile within 3 months of staff development interventions. Improved patient perception of employee satisfaction from 42% to 99th percentile within same timeframe.
- Responsible for housewide Education Plan for JCAHO readiness
- JCAHO survey 2004 outcome – no findings for Education, 100% compliance and included JCAHO recommendations to others to use our methods of improving patient safety.
- Improved DHS prior deficits to be fully compliant in the Intensive Care Unit.

Title: System Educator – Tri Campus / Medical Staff Library Centinela Campus

- Revised tri-campus General and Clinical orientations
- Tri Campus effort to improve Head-to-Toe assessments
- Tri Campus effort to improve Patient Care Rounds to improve care
- Tri Campus effort to reduce LOS as needed
- Tri Campus efforts to implement Inpatient Glucose protocols

Title: Program Director – Inpatient Glucose Management Centinela Campus

- Directed the Inpatient Glucose Management turnaround for Cardiac Services under the direction of Dr. E. Moghissi, MD
 - Co-developed the new & revisions of the glucose protocols for Cardiac ICU and Medical ICU (5 ICUs total for 3 campuses)
 - Educated tri-campus RNs to the glucose protocol
 - Resulted in a reduction from 11.7% infection rate to zero infections within 2.5 months.
 - Resulted in a reduction of mortality rates from 5% to zero mortalities within 2.5 months.
 - Resulted in a reduction in LOS days from 14.7 to an average of seven or less per patient within 2.5 months.
 - Resulted in a 2.5 day turnaround from ICU stay & transfer to telemetry unit with no return to ICU, which was previously high.
 - Resulted in continued reduction in glucose ranges, protocol compliance and reduced LOS as program progressed, with low percentage of hypoglycemia.

Committee Involvement (all 3 campuses):

Quality Control – Education member
Pharmacy & Therapeutics – Education member
Patient Focus – Education member
JCAHO Taskforce – Education member
Pain Management – Chair
Forms & Documentation – member
Product Development – member
Health Information Systems – member
Diabetes Care Task Force – co-chair

Infection Control Committee – Education member
Cardiac Care Committee – glucose management

Education Duties:

American Heart Association & JCAHO Trainings:

BLS Instructor (MD & RN, and others)
EKG interpretation: Anatomy & Physiology
JCAHO – National Patient Safety Goals
JCAHO – Sentinel Event Alerts
JCAHO – Tracer Methodology

Program & Curriculum Dev. / Trainings (3 campuses):

- General Hospital Orientation
- Nursing Orientation
- Staff Diabetes Education
- Cardiac Pharmacology
- Insulin Infusion Protocol
- PCA pump safety and use
- Pain Management
- Chest Tube Drainage Systems
- Preceptor Workshop
- Leadership for Charge Nurses
- Leadership/Legal/Delegation
- Team Development
- Documentation (business-clinical-legal)
- Patient Rights
- Restraint Safety and Use
- New Products coordinator/trainer
- Latex Allergies – staff allergy
- Dealing with Hostile Patients
- Dementia versus Delirium - CNAs
- Healthcare Professional Stress Management
- Compassion Fatigue vs. Job Burnout for Healthcare Professionals
- Time Management for RNs
- Conflict Mediation (all staff)
- Workplace Violence (all staff)
- Legal Aspects: Standards of Care
- Hospital-wide Patient Safety Mandatory
- Head to Toe Assessment
- Anatomy and Physiology Review

Performance Improvement Projects:

Intershift RN reporting – resulted in improved LOS from 6.25 days to 4.48 LOS
Patient Care Rounds – improved communication among caregivers
Physician Nurse Communication – resulted in improved Physician – Nurse Relations
PCA pump use and safety issues – PI project resulted in new PCA pumps & increased use for orthopedic patients and improved pain management post-op
Pain Management: resulted in improved compliance with follow-up assessment of pain

Clinical Activities:

Patient Care Rounds (unit based) -- (ICU, Med-Surgical & Telemetry)
Patient Education & Evaluation of RN to patient education
Patient Care – dressing changes for Stage I & II pressure ulcers
Competency Evaluation RN-LVN-CNA

Project Management:

Diabetes Care Program
Proposal Development
Resource Development
Inpatient Education

Grant Development:

Successfully wrote and acquired grant for Glucose Management training

Other:

Editor of "Fishnotes" newsletter – Marina Campus
Editor of "I.V. Lines" newsletter – Tri-Campus
Nurse Week – celebration coordinator, designed cards/invitations
Motivational "Everyday Heroes" Bulletin Board – all staff

Professional Teaching/Instructor: (see also public speaking/workshops)

Emperors College of Traditional Oriental Medicine:

Research I: Introduction to Research Biostatistics & Research Concepts. Developed the course structure and facilitated the learning of research for Doctoral level students. Currently work 1:1 with doctoral students on research projects for degree completion

Research II: Development of Research Project for Doctoral Students

Blue River Metropolitan Community College - Social Sciences Department:

General Psychology, Psychology 140 (2000-2004) Blue Springs, Missouri

Child Development – Psychology 240 (1999 - 2000) Blue Springs, Missouri

UMKC Medical School:

University of Missouri – Kansas City: Cultural Diversity & Healing in Health Care. Developed and Co-taught this course with Dr. Marjorie Sirridge, M.D. UMKC Medical School; course for medical, psychology, sociology and communication students. (1996)

UMKC Counseling Psychology Department:

University of Missouri – Kansas City: Group Process Guest Lecture. *Conducting Groups in School Settings; basic structure and creative interventions* (2003)

University of Missouri – Kansas City: Required Course Teaching Practicum: Group Process in Psychology (1993) Taught with Dr. Bill Lewis, EdD

University of Missouri – Kansas City: Health Psychology Guest Lectures Health Psychology Issues in the Hospital Setting (1990-1993) Dr. Charles Sheridan; Health Psychology – undergraduate and graduate courses.

Independence Health Department – Independence, Missouri: Five Choices Lectures for Middle School and High School Students re: choices re: cigarette smoking; drug use; alcohol use; suicide; and sexual activity. (10 years) Using a coaching style, assisted 7th grade & 9th grade students in the IM/HEP screenings to set & achieve health goals related to high risk areas.

Counseling Contract Position (non-consulting):

Counseling Contract Positions (prior to moving to California):

St. John LaLande Catholic Parish: (1993 – 2004) Family, Youth and Marriage counseling, using a coaching style. Types of Work: Pre-Marriage (PREP) consults; Youth and Family mediation; School Behavior Management Consults; and Health Education in the School. Some work with adoptive special needs youth & families.

St. Louis Parish: (2003-2004) Marriage and Family consult re: PREPARE, pre-marriage services. High-risk couples

Community Work – Self-Employed Consulting Practice:

(Work completed in partnership with consulting groups and community partners)

- Juvenile Justice Resource Center – Peer Review of grant applications for OJJDP. 1999-2003
- KCMO School District – (Urban School District) Behavior Management Training – Fairmount Elementary School: Kindergarten through 5th Grade students; Teacher & staff training for in-class behavior management using a positive approach. Crisis intervention with At-Risk Students 2002
- KCMO School District – (Urban School District) Alternative to Suspension Program: Director – Pilot Project for reducing out-of-school suspension days. Program duration was for the academic year of 2001-2002 in partnership with Caring Communities – LINC organization. The program attendees were students who were failing academics, serious behavior problems, teen parents, homeless, juvenile offenders, gang members, and school attendance rates less than 10%. Program successes: Average attendance post-interventions was 87%, up from less than 10% attendance rates; reduced violence and behavior problems in the classroom; and reduced substance abuse. Academic achievement improved but did not catch up so easily as the improvement in the other behaviors. The program savings from increased attendance paid the cost of the program.
- KCMO School District – (Urban School District) Student Assistance Program Training of staff and community partners for working with At-Risk Students. 1999-2003 (Included grant writing.)
- Arizona State University – Conflict Mediation Interventions 1999-2000
- Arizona Prevention Center – Consult re: Best Practices and program development for mental, physical, and social health 1999-2000
- Arizona Center Against Family Violence – Consult for grants and program development
- Hickman Mills School District – (Suburban School District) Evaluation of Student Assistance Program, generate Year-End Report and Outcome Study 1999-2003
- Northwest Community Development Corporation – Program planning for high-risk youth summer camp programs, grant development, parenting consults, and program evaluation 2000
- Grandview School District – Student Assistance Program Training for Educators 2000-2003
- Independence Head Start Program – In-Service training for staff re: youth services 1999
- Jackson County School Collaborative – Program planning, trainings, grant development and evaluation of programs 1999-2004
- Georgia Child Protective Services Task Force on Child Abuse and Neglect – Conducted Public Forums across the State of Georgia, reported to the Governor for Policy change recommendations. **Written report online:** <http://www2.state.ga.us/cptaskforce/>
- Zuni Indian Reservation – New Mexico: TANF reform facilitation with Tribal Council Members – community development for High Risk Youth and Families. 2002

Public/Community Health Experience:

KCMO School District; Alternative to Suspension Program Director/Facilitator:

Pilot program: Goal was to educate and demonstrate how to work with high risk teenagers who were failing in school; to build academic mental health resources; and to educate teachers on behavioral methods that kept students in school rather than suspending them into failure. Successful program 300 students participated with an improved attendance at school from 10%

Updated – June 2013

to 87% attendance rates among high risk students attending. Reduction in violence, reduction in suspension, improved assertive behaviors instead of aggressive behavior. Addressed issues of PTSD and Compassion Fatigue among students and teachers in the district related to gang violence and loss of students to murder.

City of Independence, Missouri Health Department: (November 1986- November 1998).

Title: Public/Community Health Nurse, **Researcher** and Consultant. This work included ongoing daily epidemiological components (Eastern Jackson County infection control duties that included investigation and discovery of the source of infectious disease outbreaks) in addition to the major projects listed below. **Principal Job Duties:**

1. **Youth Social Services Coordinator for Eastern Jackson County:**

One-year grant position: Duties: Project Manager/Quality Assurance. This position was a partnership between the City of Independence, the Jackson County United Way and the Truman Heartland Foundation in Independence. The temporary position was created as a type of Quality Assurance for Community non-profit organizations in the Eastern Jackson County area. The goal of the project was to assess the functioning of approximately 68 youth & family service organizations to reduce duplication of services, upgrade tracking systems (computerize), improve communication between organizations, consolidate financial resources and to create meaningful working partnerships for future youth services and to assist organizations with grant writing and acquiring funding to ensure continuity of care for underserved populations. Overall the program was a success in beginning partnerships, consolidation of services, increased funding to the community and initiation of the computerization of services, patrons of the services and internet access to low income families. The project goals were turned over to various partners in the community as an ongoing process that exists today.

2. **Research and Epidemiology:**

- ***North, Northeastern Jackson County Health Survey (1995)*** – **Duties:** Researcher and Team Leader for collection of data, creation of the health survey, computerization of the survey, (using EPI 6 – computer program by state health department for epidemiological tracking), data analysis, generated reports, interpretation of the results, and assisted in grant writing and community planning from survey results. This survey resulted in over \$1,000,000 grant dollars and won the Governor's Award for Excellence. In addition, the survey helped the community receive economic development grants, Enterprise Zoning, and various other tax based dollars for community development.
- ***City Wide Community Health Survey (1992)*** – Researcher and Team Leader, data collection, computerization of the survey (using EPI 4), data analysis and generated reports. This survey resulted in over \$1,000,000 in funding for various health related and transportation needs of citizens.
- ***6-Year Research Study of Teenage Mothers*** – Researcher and program planner. Survey was conducted to raise the awareness of the needs of teenaged mothers and to improve services (community, schools, and medical services) and to increase compliance with immunizations, well-baby checkups and to reduce child abuse and neglect. The original purpose of the study was to study characteristics of teenage mothers that were similar regardless of race. The results assisted the community to change policies that improved the outcomes for teenage mothers re: age, child health issues, and graduation from high school and college attendance. Grant development for Maternal Child Health Grant (6 year funding)

- **Research on social aspects as it related to a teen health risk appraisal** – Information gained was used to make recommendations to the school districts for program planning of youth services (improved health education, physical education activities, and parental education).
- **Physical and mental health assessments of 7th grade students** – This program was an ongoing service between the Independence Health Department and 5 local school districts. The service included assessments to identify health risks, to teach students about health choices and outcomes, and to provide consultation to the schools regarding the physical & mental health status of their students.
- **Needs assessment of elderly population** – data analysis and reports generated for use in program planning and grant writing.
- **Participation in Citywide Disaster Training** – as part of the Public Health Nursing Staff – annually.

3. **Clinical Nursing Interventions:**

- **Maternal Child Health:** Home visits regarding high-risk mothers of all ages (immunizations, growth and development, safety, nutrition, mental health issues related to parenting). Child abuse prevention was part of the goals of intervention. Maternal Child Health grant funded.
- **Physical & Mental Health Assessments** of teenaged youth held in partnership with Middle & High Schools in 5 school districts. (Assessment of Health Risks) IM/HEP state grant funding.
- **Clinic activities:** Flu Shot clinics, blood pressure clinics, cholesterol testing for the elderly, immunization assistance with neighborhood Public Health clinic
- **Health Fairs** that included assessment stations (cholesterol, hematocrit, blood pressure, hearing, eye-site, sickle cell, cardio-vascular, etc.) health education stations and comprehensive Health Risk Appraisals.
- **Mental Health** Home visits for Teenaged Mothers. Handled potential suicide emergencies with adolescent youth involved in our programs.

4. **Program Development:** Responsible for all aspects of Mental Health issues in each of our programs. Quality assurances for legal and professional standards were met.

- ***Teen Mom Care Connection*** program developed to reduce child abuse and neglect, increase high school graduation, increase compliance with health care of their infants and children (immunizations & well baby check-ups) and to provide support groups for teenage mothers. Research to practice model used: 6 yr. Study (6 year grant funded, turned program over to city)
- ***Mental Health Referral protocols*** – developed policy, procedures, and protocols for mental health aspects of the IM/HEP program in the local school districts
- ***Maternal Child Health*** – program planning & development related to all aspects of infant, child, and maternal health. These programs included, clinics, support groups, community partnerships and home visits for high risk mothers

Hospital Nursing/Health related positions held:

Downey Regional Medical Center: (2010 – current) Emergency Department Registered Nurse; responds to any & all emergency case types from newborn to geriatric patients

White Memorial Medical Center: (2009 – 2010) Emergency Department Registered Nurse; responds to any & all emergency case types from newborn to geriatric patients

Blue Springs Police Department: (1996-1997) Crisis Response Supervisor; Response to youth involved critical incidents: murder, suicides, domestic violence, child abuse, and behavioral issues related to youth and family services. Youth and family counseling – interventions, in-school district support groups, in-school district behavioral management training, and recommendations to teachers and administration re: youth behavior.

Two Rivers Psychiatric Hospital: (1988-1994) (7 years)

Charge Nurse and Staff Nurse Duties: Child and Adolescent Psychiatric Unit. Responsible for patient care, staffing assignments, evaluation, program planning, intake assessment of inpatient clients, & crisis intervention -- This unit treated teenagers & children from 2 years of age to 17 years of age in need of mental health services. Provided Educational services to staff, family and patients

American Nursing Resources: (2 Years)

Agency Nursing – Trauma Nurse --- Level I Trauma site -- primary site of assignment was Truman Medical Center Trauma Unit, Truman Medical Center: Research Medical Center Surgical Intensive Care (ICU) and an Occupational Health Clinic associated with Trinity Lutheran Hospital.

Veterans Administration Hospital: (3 years)

- **Charge Nurse and Staff nurse** duties on a Neurological, Neuro-Surgical, and Rehabilitation unit. Duties included Neuro-Surgical Step-Down (ICU) Unit.
- **In-service Coordinator** for staff training and mandatory Infection Control updates. Conducted on-unit educational in-services re: patient care needs
- **Staff Nurse** in a Surgical Intensive Care Unit (ICU) – specialty Neuro-surgical patients. Staff Nurse Duties included Recovery Room, Emergency Room and assisting with surgical procedures at the bedside.
- **Editor of Nursing Advocate Newsletter**; newsletter included information and motivational, coping information for Staff Nurses at the VA Medical Center in Kansas City, Missouri (1984-1986)
- **RN Representative** for the Directors Round Table – Patient Care Improvement
 - Project, (1985 – 1986)
- **Research Areas:** Nursing Stress & Burnout; Holland Codes for RN Career Satisfaction; and Medical Model of Healthcare vs. Nursing Bio-psycho-social-spiritual model of patient care; and Analysis of Nursing & Medical Students using the Martin Motivational Profile for Comparison

PROFESSIONAL COMMUNITY COMMITTEE INVOLVEMENT: (1997-2012)

- Emergency Nurse Association Behavioral Health Committee Chairperson (January 2013-current)
- Emergency Nurses Wellness Committee of the Emergency Nurses Association (ENA) 2012
- Eastern Jackson County Youth Initiatives – Chair
- Eastern Jackson County Health Assessment – Steering Committee
- Community Health Improvement Project (C.H.I.P.) Steering Committee

- Educational Barriers & Needs Assessment EJCHA – Chair
- Parenting Needs Assessment as Barriers to Quality Child Rearing – Chair
- Pilot Project for C.H.I.P. (Community Health Initiative Program) – Chair
- Healthy Families Collaborative – Steering Committee
- Community Policing Grant Committee for Truancy Officer – Consultant
- Jackson County Schools Collaborative – Consultant & Trainer
- Child & Adolescent Social Services Project (CASP) Chair
- Eastern Jackson County Youth Fund – Steering committee
- Population Committee for Case Statement Development – Chair
- Independence Youth Commission – Consultant
- Dream Team Summer Camp planning committee – Facilitator/consultant
- Choices Community Network – Blue Springs Member
- Coalition for Positive Family Relations – Member through JCUW
- Oak Grove Community Committee for Youth Recreation – Consultant
- Weed and Seed Committee – Interim Program Manager
- Weed and Seed Work Group – Grant Writers Committee – Chair
- Independence HIDTA (High Intensity Drug Trafficking Area) Grant – Chair
- Eastern Jackson County Special Needs Task Force – Member
- Child Abuse Prevention Association – Fundraising Committee – Co-Chair
- Child Abuse Prevention Association – Planning Committee – member
- Community Counseling Center Advisory Board – Strategic Planning Committee – UMKC

BOARD OF DIRECTOR POSITIONS:

- Roche Diagnostics – Glucose Management Advisory Board (2007 – current)
- Youth Advisory Board – Inglewood & Hawthorne School Districts, California (2005 – 2006)
- Child Abuse Prevention Association Board Member (CAPA) 1998 – 2002
- Child Abuse Prevention Advisory Board (CAPA) 2002 – 2005
- UMKC Advisory Board for Community Counseling Services – 2000 - 2004
- KCMO School District, Safe & Drug-Free Schools Advisory Board – 1999-2004
- Family Literacy Center (1998 –1999)
- Community 2000 Independence School District (1997-1998)

Editor:

EXAMINER – LA Health Care Examiner – Writer for health related topics – 2012 to current

“I.V. Lines” Medical Center Newsletter for Nurses at Centinela Freeman Regional Medical Center; 2006

“Fishnotes” Medical Center Newsletter for staff at Daniel Freeman Marina Hospital; 2004-2005

“Advocate” Medical Center Newsletter for nurses at Veterans Administration Medical Center in Kansas City, Missouri; 1984-1986

College Newspaper, Penn Valley Community College; 1973-1974, news reporter & editor

Publications:

EXAMINER – LA Health Care Examiner (13 articles)

Campos, C. (1999) *Predicting High-risk Behaviors Among Youth: A Comparison of Depressed, Non-Suicidal, Suicidal Ideators and Suicide Attempters*. UMKC Doctoral Dissertation; UMI Dissertation Services, Bell & Howell Company; Dissertation used in research conducted at Yale University.
NOTE: cited in Yale University publication research, cited in Texas university publication

Campos, C. (2006) *Foggy Boggy World*, (2006) Self-publication; children's projective storybook

Campos, C. (2006) *My Crooked World*, (2006) Self-publication; children's projective storybook

Campos, C. (2006) *Zeta's Dilemma*, (2006) Self-publication; children's projective storybook

Campos, C. (2006) *Relaxation for Children*, (2006) Self-publication; children's how to book

Amadio, J. and **Campos, C.** (1996) *North, Northeastern Jackson County Community Health Status and Needs Assessment Survey*. Publication of the Independence Health Department, Independence, Missouri

Amadio, J. and **Campos, C.** (1993) *Health Survey '92*. Publication of the Independence Health Department, Independence, Missouri

Campos, C. (1995) *North, Northeast Jackson County; Community Health Status and Needs Survey*. (Survey only) Publication of the Independence Health Department, Independence, Missouri

Campos, C. (1989) *Preventing Child Abuse/Neglect by Evaluating Teen Mothering Skills*. Publication of the Independence Health Department, Independence, Missouri

Campos, C. (1983) Published Letter to the Editor: Missouri Nurse.

Campos, C. (1983) Published Letter to the Editor: Image.

Campos, C. (2004) Campos Teaching Model: Critical Thinking Process

Professional Workshops/Trainings Conducted: (partial list)

Working Safely With Psychiatric Persons in the Emergency Department –(2011-current); Downey Regional Medical Center – Emergency Department

Compassion Fatigue for Acupuncture Practitioners: Understanding the Difference Between Job Burnout and Compassion Fatigue – (2008); Emperor's College of Traditional Oriental Medicine; DAOM Program.

Job Burnout and Compassion Fatigue; Understanding the Difference Can Help You to Cope – (2004) Daniel Freeman Memorial Hospital – Job Fair CE; Inglewood, California.

Mandated Reporting for Emergency Room Nurses – (2004) Liberty Hospital - Annual Emergency Room Nurses Association hosted by St. Luke's Hospital of Kansas City, MO

Parenting Your Teenager – (2002) Nowlin Middle School – Parent Teacher Association Group, City of Independence, Missouri – Caring Communities School Project

The Relationship of Hopelessness and Suicidal Feelings to Criminal Activity in Your Community – (1998) Weed and Seed Community Grant Program Requirement for Grant Application, City of Independence, Missouri Police Department.

Burnout and Compassion Fatigue, What's the Difference? Kansas City Psychological Association – Annual Conference (1999) Presentation for RNs and Psychologists

Burnout and Compassion Fatigue, Understanding the Difference and How to Cope Without Leaving Your Job (1998) Registered Nurse Home Visitors Association – Eastern Jackson County – Independence, Missouri

Compassion Fatigue and Burnout in the Teaching Profession. Head Start Annual In-service, Independence, Missouri; Kansas City Academy of the Arts: RNs & Teachers
Understanding and Building Resiliency. Fort Osage School District, Student Assistance Program, Independence, Missouri

Student Assistance Programs in the Educational Setting; An Introduction to Building Student Assistance Programs in Your School. (4xs annually) Jackson County Schools Collaborative and KCMO School District.

Student Assistance Program II – Advanced Workshop. Jackson County Schools Collaborative and KCMO School District. (4xs annually)

Resiliency Training – Facilitating Resiliency in Youth (2xs annually) Jackson County Schools Collaborative and KCMO School District

Support Group Training – Facilitating Support Groups in the Educational Setting (4xs annually) Jackson County Schools Collaborative and KCMO School District

Building Community Resources: Understanding the Needs. (1998) Optimist Club, Independence, Missouri

Youth and Community: a Partnership Approach. (1998) Kiwanis Club, Independence, Missouri

Mandated Reporting of Child Abuse and Neglect Within the Context of a Therapeutic Plan. Presentation for UMKC counseling psychology students in Practicum Training

Creating a Positive Classroom Environment: How to Assess What You Are Doing as a Teacher. Independence School District, Independence, Missouri

Creating a Positive, User Friendly Classroom Environment. St. John LaLande Catholic School, Blue Springs, Missouri

Surviving Graduate School as an “Alternative Student” – Cultural Aspects of Graduate School Attendance (1994) American Psychological Association – Annual Conference, Toronto, Canada.

Multiple In-Services on Physical and Psychological Assessment of Critical Health Issues for Middle and High School Students (1986-1998) Program: Independence Missouri Health Education Program, Independence Health Department, Independence, Missouri

Mental Health Aspects of Community Health Nursing; The special needs of teenage mothers (1986-1998) Independence Health Department, Independence, Missouri

Legal Aspects of Mandated Reporting for Nurses (1986-1998) Independence Health Department, Independence, Missouri

Dealing with Behavior Problems in Your Classrooms: The Concept of Transference and Counter-transference. (1992) Palmer Junior High School, Independence, Missouri

Understanding Suicidal Clients: Chronically Suicidal Verses Acutely Suicidal. (1991) UMKC Counseling Psychology Department

Multiculturalism: Its meaning and use in counseling issues: A personal Perspective. Guest Lecture: UMKC Cultural Issues in Counseling – graduate psychology course

Letting Go: How to cope when your child becomes a college student. (1994) UMKC – Parent Orientation Speech

Dealing With Confusion and Dementia in the Acute Care Setting. Veterans Administration Medical Center – Neurological Unit In-service.

Nursing Care Planning Issues for Neurological Deficits. Veterans Administration Medical Center – Neurological Unit In-service

HONORS:

- Phi Kappa Phi National Scholastic Honor Society – UMKC
- Sigma Theta Tau International Honor Society for Nurses
- Sigma Theta Tau National Honor Society for Nurses – Avila College, KCMO
- Phi Lambda Theta Honor Society in Education – UMKC
- Psi Chi National Honor Society in Psychology – UMKC

AWARDS:

- Kemper Doctoral Fellowship (1990, 1992, 1993) UMKC
- Minority Doctoral Fellowship (1990, 1991, 1992, 1993) UMKC
- Hispanic Scholarship Award (1990, 1991, 1992, 1993) UMKC
- National Hispanic Scholarship Award (1992) UMKC
- UMKC Matching Funds Scholarship (1990, 1991, 1992, 1993)
- Martha Jane Starr Award (1990 & 1993) UMKC Women's Council
- David & Vera Mace Award (1991) UMKC Women's Council
- Teacher Educational Assistance Scholarship (1991) UMKC
- Veteran's Administration Health Professional Scholarship (1982-1984)
- Governor's Award for First Valid Comprehensive Community Health Survey (1995) Conducted in Independence, Missouri – Health Department
- Art Scholarships: Life Drawing, Sculpture and Painting (1972 – 1973) KC Art Institute

FILM: Consultant & actor for the movie, "*Pursuit of Loneliness*", Director and Screenwriter: Laurence Thrush, Sundance Film Festival 2012; film about elderly persons dying alone in the hospital setting and the subsequent events that take place around attempts to locate next of kin. Currently entered into the Rhode Island International Film Festival; German & London Film Fest entries; ongoing per Director/Producer



DR. ROCHELLE PARKER

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EDUCATIONAL BACKGROUND

Doctor of Business Administration (D.B.A.) - Leadership (May 2025)

Liberty University - Lynchburg, VA

Omega Nu Lambda National Honor Society

Research Topic: Leadership Development and Succession Planning Challenges in Nonprofits

Professional Certificate in Non-Profit Fundraising (May 2009)

University of Missouri - Kansas City - Kansas City, MO

Master of Business Administration (M.B.A.) - Management (December 2002)

Rockhurst University - Kansas City, MO

Bachelor of Science in Business Administration - Financial Economics (May 1999)

Fisk University - Nashville, TN

Magna Cum Laude | Mortar Board Senior Honor Society | Delta Mu Delta Business Honor Society

RECENT AWARDS & RECOGNITIONS

Women of Influence Honoree

Kansas City Business Journal (2025)

Remarkable Woman Honoree

FOX4 (2025)

Buck O'Neill Legacy Seat Honoree

Kansas City Royals & Bally Sports (2024)

100-to-Know in Key Industries

Kansas City Business Journal (2023)

20-to-Know in Nonprofits

Kansas City Business Journal (2023)

Lift Her Up! Honoree

Suburban Balance (2023)

Jan M. Carpenter Baker

Living the Fruit of the Spirit Award

Mid-Western Region of

Alpha Kappa Alpha Sorority, Inc. (2023)

Mentor of the Year

Mu Omega Chapter of

Alpha Kappa Alpha Sorority, Inc. (2023)

Woman of the Year

The Examiner (2022)

Women of Distinction Honoree

The Examiner (2022)

Rising Star

Voyage Magazine (2022)

CURRENT EXECUTIVE LEADERSHIP ROLE



Girl Scouts of NE Kansas & NW Missouri

Chief Executive Officer (2024-present)

501(c)(3) serving girl members and adult volunteers in 47-counties

Summary of Position

Serve as a leader of leaders and strategic visionary, ensuring achievement of the council's strategic priorities and plan. Responsible for leading all aspects of the organization, including community impact, cultural engagement, fund and membership development, as well as efficient operations and fiscal management.

Essential Job Results

- Promotes GSKSMO's mission, empowering girls and advancing leadership development through targeted community engagement and fundraising efforts.
- Serves as a thought leader on issues affecting girls, elevating Girl Scouts as the premier voice for girls locally, statewide, and nationally.
- Expands council visibility and membership by forging relationships across diverse communities, ensuring the organization's presence in all territories.
- Partners closely with the Board to guide organizational change, develop, and execute strategic priorities aligned with the Girl Scouts' mission and values.
- Leads both long- and short-term business strategies, delivering measurable outcomes that drive organizational goals.
- Leads a high-performance team, fostering a "girl-first" mentality across all staff, volunteers, and stakeholders.
- Identifies and addresses training needs, ensuring continuous professional growth and alignment with organizational goals.
- Promotes a positive work culture with tailored programs that encourage strong employee involvement in the Girl Scouts' mission.
- Directs the development and management of programs aligned with GSKSMO's mission, ensuring they drive membership growth and sustainability.
- Assesses new programs and products, advising on improvements to stimulate growth and broaden impact.
- Works to remove barriers and extends programs to underserved populations, prioritizing diversity and inclusion within membership.
- Cultivates and leverages relationships to secure funding, ensuring long-term sustainability through diversified sources.
- Collaborates with the Development staff and Board to develop and execute effective fundraising strategies that support both short-term goals and long-term financial health.
- Leads the annual budgeting process alongside the CFO, ensuring fiscal discipline across all departments while maintaining a focus on growth and impact.

IMMEDIATE PAST EXECUTIVE LEADERSHIP ROLE



Child Abuse Prevention Association

Child Abuse Prevention Association - Independence, Missouri

President & CEO (2014-2024)

501(c)(3) serving children and families in the five-county metropolitan area

Summary of Position

Ensured that CAPA's fiscal, operations, fundraising, marketing, human resources, and technology strategies were effectively implemented across all segments of the organization.

Essential Job Results

- Ensured the advancement of CAPA's mission through strategic alliances with community stakeholders
- Cultivated and led fundraising efforts with key supporters throughout Kansas City and beyond
- Served as the spokesperson for CAPA, thereby increasing visibility, revenue, and community engagement
- Actively engaged with the staff, ensuring all compliance measures and best practices were followed
- Maintained fiscal accountability, ensuring that activities were within allocated budget guidelines
- Ensured that adequate funds were available to permit the organization to carry out its work
- Recruited, developed, and retained staff who share CAPA's commitment
- Ensured that CAPA's facilities were safe, accessible, and well-maintained to reflect the quality and professional nature of its services, meeting both current and future needs

Past and Ongoing Accomplishments

- Spearheaded the agency's transformation post a significant leadership transition by adeptly repairing key stakeholder relationships and restoring trust
- Revitalized the agency's brand identity by overhauling the logo, tagline, website, messaging, and both electronic and print collateral, resulting in a compelling and cohesive brand presence
- Cultivated a culture of transparency that not only enhanced internal cohesion but also bolstered the agency's reputation with stakeholders
- Orchestrated a strategic reorganization of key personnel, aligning with CAPA's needs and leveraging the strengths of the existing staff
- Pioneered the identification and implementation of cutting-edge client and donor databases, as well as an advanced accounting system, streamlining operations and enhancing efficiency
- Achieved a remarkable 429% increase in revenue from 2014 to 2024, demonstrating a keen ability to drive financial success
- Engineered a budget surplus over the last 9 years, showcasing adept financial management skills enabling the establishment of a reserve account to bolster financial stability
- Successfully passed CPA and funder audits, including federal audits
- Identified and established a second office location, adding new staff, marking a historic milestone for the organization
- Encouraged the modernization of staff performance measures, ensuring relevance and effectiveness.
- Overhauled the agency's salary chart, benefit schedules, personnel policies, and operational policies, enhancing organizational efficiency
- Collaborated with a grant consultant to strategically rewrite program case statements, preventing mission-creep and ensuring alignment with organizational goals and community needs
- Diligently oversaw weekly expense monitoring through detailed reports and data sampling to ensure accuracy and financial integrity
- Skillfully managed a passionate volunteer board of directors representing diverse backgrounds and industries, fostering collaboration and strategic decision-making

PREVIOUS EXECUTIVE LEADERSHIP ROLES



KVC Health Systems, Inc. - Olathe, Kansas
Vice President of Development (2012-2014)
501(c)(3) serving children and families in 5 states

Summary of Position

Recommended short- and long-range fundraising plans for the parent organization and subsidiaries in KS, NE, KY, and WV. Designed, implemented, and communicated cost-effective fundraising strategies, employing economy while maintaining an acceptable level of quality and solid return on investment. Served as a member of the Management Team and Capital Campaign Planning Committee, as well as the staff liaison to the General Board of Directors.

Essential Job Results

- Ensured the development of a balanced funding mix of donor sources and solicitation programs
- Attracted, retained, and motivated donors and fundraising volunteers
- Created an employee engagement strategy for the capital campaign planning committee
- Informed and supported the solicitation of \$4 million towards a \$6 million capital campaign
- Ensured development and submission of grant proposals
- Evaluated the effectiveness of internal and external forces on the organization and its fundraising efforts
- Oversaw the planning and implementation of an annual gala, golf tournament, and luncheon

Accomplishments

- Directed the development of a 49-page fundraising plan
- Completed an internal audit of fundraising tools available and needed throughout the organization
- Developed service-level agreements between the department and each subsidiary to help identify fundraising priorities



The Family Conservancy - Kansas City, Kansas
Vice President of Development and Communications (2008-2012)
501(c)(3) serving children and families in the five-county area

Summary of Position

Provided leadership, strategic direction, management, and coordination of annual and long-range fundraising goals, including creating and implementing strategies to identify, cultivate, and improve the sustainability of diverse funding sources. Worked in close collaboration with the President & CEO, Board of Directors, Resource Development Committee, Executive Team, and other agency staff.

Essential Job Results

- Developed fundraising strategies including major gifts, grants, annual giving campaigns, and events
- Identified, cultivated, and solicited support from individuals, civic groups, foundations, and corporations
- Provided oversight and direction to staff assigned to fundraising and communication functions
- Engaged the board of directors in fundraising and awareness activities
- Achieved financial objectives by preparation, analysis, and initiation of strategic goals
- Carried out supervisory responsibilities including interviewing, hiring, training, and appraisal review

Accomplishments

- Increased net margin of the annual fundraiser by 120% of goal (2010); 175% of goal (2011)
- Increased in-kind donations and other in-kind support by 400% (2010); 14% over 2010 (2011)
- Increased corporate and civic donations (excluding events) by 277% (2010)
- Secured grants ranging from \$10,000-\$100,000 through face-to-face appeals
- Reduced spending by employing email and social media communications according to donor preference
- Led a rebranding effort which included a new website, agency logo, tagline, and branding guidelines

CURRENT COMMUNITY ENGAGEMENT

- Centerpoint Medical Center - Board Member (2023-present)
- Raytown Chamber of Commerce - Member (2022-present)
- Truman Heartland Community Foundation - Board Member (2021-present); Board Chair (2025); Board Vice-Chair (2024); Board Secretary (2023); Scholarship Committee Chair (2023-2024); Other Service: Nominating Committee, Mission-Based Investment Committee, DEIB Task Force, Affordable Housing Task Force, Human Resources Committee, and Community Needs Assessment Task Force
- Suburban Balance – Member (2020-present)
- Central Exchange - Member (2019-present)
- Metropolitan Leadership Institute - Member (2019-present)
- Community Health Improvement Plan's Committee for Child Abuse Prevention – Chair (2017-2018)
- Child Abuse Roundtable – Member (2014-2024); Membership Coordinator (2024)
- CAPA Board Governance Committee - Ex Officio Member (2014-2024)
- Children's Services Fund Steering Committee – Member (2014-2024)
- Independence Chamber of Commerce - Member (2014-2024)
- Canaan Worship Center - Member (2009-present); Other Service: Vision and Planning Committee Member, Deaconess Ministry Leader, Social Media Ministry Founder and Contributor, and Teen Ministry Co-Director
- NonProfit Connect - Member (2008-present)
- General Alumni Association of Fisk University – Life Member (1999-present); Class Agent (2015-2025)
- Alpha Kappa Alpha Sorority, Inc. – Life Member (1997-present); Pi Chapter President (1998); Mu Omega Chapter Membership Committee Co-Chair (2020-2021); Mu Omega Chapter Technology Committee Co-Chair (2022-2023); Youth Leadership Institute Co-Lead (2025-2026)

TOP FIVE CLIFTON STRENGTHS

1. **Strategic®:** I create alternative ways to proceed. When faced with any given scenario, I can quickly spot the relevant patterns and issues.
2. **Belief®:** I have certain core values that are unchanging. Out of these values emerges a defined purpose for my life.
3. **Connectedness®:** I have faith in the links among all things. I believe there are few coincidences and that almost every event has meaning.
4. **Relator®:** I enjoy close relationships with others. I find deep satisfaction in working hard with friends to achieve a goal.
5. **Achiever®:** I work hard and possess a great deal of stamina. I take immense satisfaction in being busy and productive.

LINKEDIN PROFILE & RECOMMENDATIONS



Jackson County resident: 4550 Warwick Boulevard, Unit 1111, Kansas City, Missouri
Gary.alan.thompson@gmail.com/ 816.977.3942

GARY A. THOMPSON, MD

Experience:

Midtown Family Medicine PC, July 2009- Present

- Caring for all ages with an emphasis in Internal Medicine & Geriatrics
 - July 2009 – January 31, 2025 – CEO, President & family medicine physician
 - January 31, 2025 – present – family medicine physician

St. Luke's Family Medicine Residency, July 2002 – June 2009

- Medical Director

Saint Luke's Blood Management Program, January 2002 – June 2011

- Medical Director and lead physician

Saint Luke's Family Care, April 2000 – June 2009

- Family medicine physician
- Medical Director

Gladstone Medical Group, PC, October 1989 April 2000

- Family medicine physician

Education:

Trinity Lutheran Hospital, Family Medicine Residency, Kansas City, Missouri,

July 1986 – June 1989 – Resident

July 1988 – June 1989 – Chief Resident

University of Kansas School of Medicine, Kansas City, Kansas, May 1984

University of Kansas, BA in Chemistry, Lawrence, Kansas, May 1979

Licensure & Exams:

- Missouri State Board of Registration License, #36883
- Diplomate National Board of Medical Examiners, April 1988
- Federal Licensing Examination, December 1984
- Board certified Family Practice, #64243,
 - *Recertified:* 1995, 2001, 2008, 2015, 2025

Professional Development:

Coaches Training Institute, Leadership Development Training,

May 2008 – March 2009

Saint Luke's Health, Executive Development Training & Preparation program,

May 2009 – September 2009

Board Service: Jackson Mental Health Levy Board, February 2002 – March 2023

- Chair, Value Based Pay Subcommittee
- Co-Chair, Cultural Competency: Diversity, Equity and Inclusion, Subcommittee

Saint Luke's Medical Executive Committee, May 2007 – December 2010

Kansas City Metropolitan Physician Association, September 2011 – Present

Faculty Appointment: Assistant Clinical Professor of Medicine

- University of Missouri Columbia, September 1991 – Present
- University of Missouri Kansas City, June 2000 – Present
- University of Kansas, July 2011 - Present

Societies: American Academy of Family Medicine, 1984 – Present

Society for the Advancement of Blood Management, 2001 – Present

Recognition: *Best Physician*, finalist, The Pitch, 2022 and 2023

Best Family Physician, honoree, Kansas City Magazine, 2007

Presentations:

- Extreme Anemia: Care of the Patient in the ICU, 2002
- Blood Conservation and Organ Transplantation, 2002
- Transfer of Patients – Communication with a Center, 2002
- Risks and Benefits of RBC Transfusions, 2004
- RBC Transfusion Triggers, 2004
- Saint Luke's Family Care Orientation, 2006
- Prevention of Anemia, 2006
- Iron and Erythropoietin in Management of Anemia, 2006
- Blood Management: The Tradition, 2007
- Case Study: HBOC, 2008
- Iron Management Made Easy, 2008
- Early Goal Directed Therapy in Sepsis, 2008
- Blood Transfusions: Beyond Tradition, 2009
- Risk Management: Informed Consent in Transfusion Medicine, 2009
- Blood Management: The AABB Advocate, 2010
- Benefits of Value Based Pay in Mental Health Services, 2013
- *Rising Healthcare Costs*, KC Journal Panel of Experts, 2024