

CURRICULUM VITAE

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EDUCATION AND TRAINING

Undergraduate

1982-1986	University of Bradford, Bradford, England	B.Sc. (Hons), 1986	Biomedical Science
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Graduate

1991-1994	Pennsylvania State University State College, Pennsylvania	Ph.D., 1994	Health Policy and Administration
1989-1991	Wilkes University Wilkes-Barre, Pennsylvania	M.H.A., (with distinction), 1991	Health Administration

Post-Graduate

1995-1997	Brown University, Providence, Rhode Island	Post-Doctorate Fellowship	Center for Gerontology & Health Care Research, Brown Medical School
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APPOINTMENTS AND POSITIONS

Academic

2009-Present	Professor (with tenure)	Department of Health Policy & Management, Graduate School of Public Health, University of Pittsburgh, PA
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2007-2009	Associate Professor (with tenure)	Department of Health Policy & Management, Graduate School of Public Health, University of Pittsburgh, PA
2004-2007	Assistant Professor (tenure track)	Department of Health Policy & Management, Graduate School of Public Health, University of Pittsburgh, PA
1999-2001	Assistant Professor (Research)	Institute for Health, Health Policy, and Aging Research / Center for State Health Policy, Rutgers University, New Brunswick, NJ
1997-1999	Adjunct Professor	Department of Gerontology, Richard Stockton College, Pomona, NJ
1995-1997	Postdoctoral Research Fellow	Center for Gerontology & Health Care Research, Brown University, RI
1995-1997	Instructor	Health Policy & Management, Providence College, RI
1991-1994	Research Assistant, Teaching Assistant, and Instructor	College of Health and Human Development, The Pennsylvania State University, State College, PA
Non-Academic		
2004-Present	Associate Health Policy Analyst (adjunct)	RAND
2001-2004	Associate Health Policy Analyst	RAND
1997-1999	Director Health Outcomes	Atlanticare Health System, Pomona, NJ
1997-1999	Adjunct faculty	Atlantic City Medical Center, NJ
1988-1990	Medical Microbiologist	Robert Packer Hospital, PA
1987-1988	Medical Microbiologist	Microbiology Department, Lock Haven Hospital, PA
1985-1985	Medical Laboratory Scientific Officer (M.L.S.O.)	Harrogate General Hospital, (U.K.)
1984-1985	Medical Laboratory Scientific Officer (M.L. S.O.)	Middlesborough Public Health Laboratory Service, (U.K.)

CERTIFICATION AND LICENSURE

Specialty Certification

1988	Registered Microbiologist (R.M.)	American Association of Microbiologists
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MEMBERSHIP IN PROFESSIONAL AND SCIENTIFIC SOCIETIES

1993-Present	American Gerontological Society
1993-Present	Association for Health Services Research
1995-2002	American College of Healthcare Administrators
1995-2002	American College of Healthcare Executives

HONORS

2009	<i>Medical Care</i> Exceptional Reviewers List (2008)
2008	Two publications (in top 12) selected as the most influential in long-term care. American Medical Directors Association.
2008	<i>Medical Care</i> Exceptional Reviewers List (2007)
2007	<i>Medical Care</i> Exceptional Reviewers List (2006)
2004	Completed Perfecting Patient Care University (Jewish Healthcare Foundation)
2003	Member, Governor's Aging Transition Team Committee (PA Dept Aging).
2001	Long-Term Care Research Award American College of Health Care Administrators (ACHA)
1993	Third Place for Research Paper of the Year 1993, American Academy of Medical Administrators
1994	Eighth "best" class taught during the 1994 academic year, Providence College

PROFESSIONAL ACTIVITIES

1. Teaching

a. Courses Taught

Years Taught	Course Number: Title	Hours of Lecture, credits. Average Enrollment	Primary Instructor
Spring 2009	HPM 2207: Quality Assessment	2 Credits; 15 students	Dr. Castle
Spring 2009	MSELECT 5853: Health Policy	3 Credits; 1 student	Dr. Castle
Fall 2008	Basic Science of Care Course	3 Credits; 80 students; 4 classes taught	Dr. Roth
Fall 2008	HPM 2207: Quality Assessment	2 Credits; 15 students	Dr. Castle
Spring 2008	MSELECT 5853: Health Policy	3 Credits; 4 students	Dr. Castle
Fall 2007	HPM 2207: Quality Assessment	2 Credits; 16 students	Dr. Castle
Fall 2007	Basic Science of Care Course	3 Credits; 80 students; 4 classes taught	Dr. Roth
Spring 2007	HPM 2080: Introduction to Patient Safety	3 Credits; 10 students	Dr. Castle
Fall 2006	HPM 2207: Quality Assessment	2 Credits; 15 students	Dr. Castle
Fall 2006	Basic Science of Care Course	3 Credits; 80 students; 4 classes taught	Dr. Roth
Spring 2006	HPM 2203: Financing and Regulation of Long Term Care	1.5 Credits; 2 students	Dr. Castle
Spring 2006	Basic Science of Care Course	3 Credits; 6 students; 4 classes taught	Dr. Roth
Fall 2005	HPM 2207: Quality Assessment	2 Credits; 12 students	Dr. Castle
Summer 2005	HPM 2080: Introduction to Patient Safety	3 Credits; 6 students	Dr. Castle
Spring 2005	HPM 2203: Financing and Regulation of Long Term Care	1.5 Credits; 8 students	Dr. Castle

Years Taught	Course Number: Title	Hours of Lecture, credits. Average Enrollment	Primary Instructor
1/98-12/00 (taught 6 times)	An Introduction to Gerontology	3 Credits; 30 students (average)	Dr. Castle
6/95-12/96 (taught 3 times)	Introduction to Public Health	3 Credits; 40 students (average)	Dr. Castle
6/95-12/96 (taught 5 times)	Introduction to Epidemiology	3 Credits; 40 students (average)	Dr. Castle
6/95-12/96 (taught 2 times)	An Introduction to the U.S. Healthcare System	3 Credits; 40 students (average)	Dr. Castle
1/91-12/94 (taught 6 times)	Health Policy Issues	3 Credits; 145 students (average)	Dr. Castle

b. Other Teaching (lectures, tutorials and continuing education courses)

Date(s)	Type of Teaching	Title
Spring 2009	3 Credit Independent Study: 1 student	Cindy Oh
Fall 2008	3 Credit Independent Study: 1 student	Marlyse Charney
Fall 2008	1 Credit Independent Study: 1 student	Cindy Oh
Fall 2008	1 Credit Independent Study: 1 student	Jamal Robinson
Fall 2008	Lecture (healthcare quality)	Basic Science of Care Course
6/08	3 Credit Independent Study: 1 student	Deborah Thompson
1/08	3 Credit Independent Study: 1 student	Jamie Ferguson
1/08	3 Credit Independent Study: 1 student	Abdul Malik
1/07	3 Credit Independent Study: 1 student	Lynette Walker
9/06	3 Credit Independent Study: 1 student	Lynette Walker
1/06	3 Credit Independent Study: 1 student	Jennifer Dee
1/06	3 Credit Independent Study: 1 student	Lynette Walker
1/06	3 Credit Independent Study: 1 student	Heather Bednarek
1/06	3 Credit Independent Study: 1 student	Nora Solecki
7/05	3 Credit Independent Study: 1 student	Michelle Murawski

Date(s)	Type of Teaching	Title
5/05	3 Credit Independent Study: 1 student	Michelle Murawski
11/04	Lecture for BCHS2532: Dimensions of Aging	Quality Measurement in Nursing Homes
10/04	Lecture for HPM2142: Managing the Health of Populations	Report Cards
1994-2003	More than 30 guest lectures	Various

c. Major Advisor for Graduate Student Essays, Theses, and Dissertations

Name of Student	Degree Awarded, Year	Type of Document and Title	Notes
Steven Handler	2009-present	Doctorate:	Committee member
Cindy Oh	2009	Masters: Leadership Style of Directors of Nursing	Essay Advisor
Jason Manne	2009-present	Doctorate: comprehensive exam	Committee member
Debra Thompson	2008-current	Doctorate: Safety climate and leader-member exchange	Dissertation committee
Shannon E. Raub	2009	Masters: A discussion on the effect of ionizing radiation on plants and subsequent consequences to public health	Committee member
Darren Liu	2009	Doctorate: Health information technology and quality in nursing homes	Dissertation chair
Marlyse Charney	2008	Masters: Active surveillance for methicillin resistant Staphylococcus aureus at a community hospital in accordance with legislative mandates	Committee member
Darren Liu	2008	Masters: Health information technology in nursing homes	Committee member
Alice Bonner	2008	Doctorate: Patient safety culture in nursing homes (University of Massachusetts)	External advisor / mentor

Name of Student	Degree Awarded, Year	Type of Document and Title	Notes
Michael Hillmer	2008	Doctorate: The association between the ownership status of Ontario's long-term care homes and the quality of resident care (University of Toronto)	External appraiser
Dooyeon Kang	2008	Doctorate: Restraint use in nursing homes (Columbia University)	External advisor / mentor
Sajith Pillai	2008	Masters Essay: Use of QM in low-birth weight deliveries	
Joanne Senick	2008	Masters Essay (BCHS): Hilltop Community Senior Assessment Survey	
Jillian Williams	2008	Masters Essay: Pet therapy	
John Zaharoff	2008	Masters Essay: The road to CARF-CCAC accreditation as an aging services network	
Jennifer Skoko	2008	Masters Essay: The implications of simulation technology on the future of healthcare	
Jamie Ferguson	2008	Masters Essay: Standards for hospitals. A comparison of JCAHO and the Baldrige Award	
Michael Bentz	2008	Masters Essay: To understand the prevalence of Forensic Psychiatry service use within the US population	
Abdul Malik	2008	Masters Essay: How electronic health records impact clinical quality?	
Jennifer Dee	2007	Masters Essay: Technology and Electronic Communication in the Primary Care Pediatric Setting: The Key to Patient Satisfaction and Quality of Care	
Adam Melton	2007	Masters Essay: Smoking at the Veterans Administration	

Name of Student	Degree Awarded, Year	Type of Document and Title	Notes
Sarah Wright	2007	Masters Essay: Searching for an Assisted Living Facility Using Internet Resources	
Mariyam Moten	2007	Masters Essay: Patient Safety in Healthcare	
Nicole Hannisick	2007	Masters Essay: Staff Turnover in Healthcare Settings	
Nichole Sarap	2007	Masters Essay: Hospital Medication Errors – Causes and Potential Solutions	
Eric Marderstein	2007	Masters Essay: Prevention of Disaster by Labeling Transabdominal Feeding Tubes: Effective Intervention after Two Adverse Events	Second Reader
Nora Solecki	2006	Masters Essay: An examination of Medicare Part D	
Kristen Sonon	2005	Masters Essay: An examination of the search and selection of assisted living facilities by elders	2 nd place, Deans Day Research Presentations
Michael David Erali	2005	Masters Essay: Assisting Consumer Choice for Assisted Living Residences: A Survey of Available Information on State Websites	

2. Research and Training

a. Grants and Contracts Received

Principal Investigator

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
8/1/2008-7/30/2011	UPMC Staying-at-home Program	UPMC	\$90,000	5%

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
5/1/2008-4/30/2010	20070403 A Web-Based Staffing and Quality Simulation Tool to Improve Quality of Care for Frail Elders	The Commonwealth Fund	\$252,644	20%
6/01/2007-5/31/2009	1 RO3 HS0165347-01A1 Incident Reporting in Nursing Homes [Score=190; Percentile=12.5 (on second submission)]	Agency for Healthcare Research and Quality	\$99,868	12%
4/01/2007-3/31/2009	1 R01 HS016808-01 Staffing Characteristics of Nursing Homes and Quality [Score=170; Percentile=0.9 (on first submission)]	Agency for Healthcare Research and Quality	\$208,073	25%
6/01/2006-3/31/2008	1 R01 AG027896-01 Caregiver Turnover and Quality of Care in Nursing Homes [Score=121; Percentile=1.7 (on first submission)]	National Institute on Aging	\$292,192 [\$385,152 total cost]	25%
2/1/2006-12/31/2006	Assisted Living Options for Consumers	Agency for Healthcare Research and Quality	\$39,844	30%
1/1/06-12/31/09	Relocation Support for Seniors	Ursuline Senior Services	\$16,000	5% (donated)
2/1/06-8/1/06	State of the Industry Research Report	Pennsylvania Home Care Association	\$53,000	20%
1/1/06-12/30/09	Evaluation of Relocation Stress of Elders in Allegheny County /Housing Authority City of Pittsburgh Housing	The Pittsburgh Foundation	\$49,000	5%

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
7/29/05-6/30/06	Choice of Assisted Living Facilities	University of Pittsburgh Research Council	\$4,688	5% (donated)
5/1/05 – 4/30/06	Perfecting Patient Care in Long Term Care: A Demonstration Project	The Jewish Healthcare Foundation	\$25,000	18%
4/1/05-3/28/07	U2004-0594: Evaluation of a Collaboration of Allegheny County Area Agency on Aging/Housing Authority City of Pittsburgh	The Pittsburgh Foundation	\$79,346	10%
12/01/02-11/30/05	1 R03 MH67045-01: Poor Quality in Psychoactive Drug Use [Score=148; Percentile=2.5 (on second submission)]	National Institute of Mental Health	\$189,103	20%
8/1/04-7/1/06	1 R03 AG023214-01: Examining Nursing Home Compare [Score=142; Percentile=4.7 (on first submission)]	National Institute of Health	\$189,483	22%
2/01/04-1/30/06	R03 HS013983-01: Consequences of Physical Restraint Use [Score=NA; Percentile=1.5]	Agency for Healthcare Research and Quality	\$81,054	20%
9/21/04-2/26/06	HHS-100-03-0023: Dementia Care in Nursing Homes	Office of the Assistant Secretary for Planning and Evaluation (ASPE)	\$195,720	15%
10/01/04-9/30/06	Senior Living Enhancement Program I	The Pittsburgh Foundation	\$79,346	10%

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
4/1/02-3/30/03	CMS-02-017/JB: Improving the Consistency of the Nursing Home Survey Project (note: terminated by CMS after one year)	Centers for Medicare and Medicaid Services	\$2,053,0704	25%
9/02/02-6/29/04	1 R03 HS13320-01: Persistent Poor Quality in Nursing Homes	Agency for Healthcare Research and Quality	\$86,674	20%
03/01/02-09/29/03	1 R03 AG20394-01: Intrainstitutional Relocation and Psychological Outcomes [Score=120; Percentile=0.1]	National Institute of Health	\$77,750	25%
1/1/98-4/30/02	1 R29 MH5683-01A1: Quality of Care for Nursing Home Residents with Mental Disorders	National Institute of Mental Health	\$336,789	25%
1/1/97-1/1/98	1 R03 AG15667-01: Closure of Nursing Homes	National Institute of Health	\$43,750	15%

Co-Principal Investigator

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
7/1/2008 – 6/30/2010	1 RO3: Organizational Culture's Impact Across the Nursing Home Industry (PI: Banaszak-Holl)	National Institute of Health	\$186,600	5%
8/1/07 – 7/31/09	R04 RH08596 Turnover Costs in Rural Emergency Medical Services (PI: Patterson)	Health Resources and Services Administration (HRSA)	\$250,000	15%

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
9/30/05 – 9/29/08	National Evaluation of the Demonstration to Improve the Direct Service Community Workforce (PI: Engberg)	Center for Medicaid & Medicare Services (CMS)	\$167,533	25%
6/01/04-5/30/06	Social and Medical Services for Senior Housing Communities (PI: Ricci)	The Pittsburgh Foundation	\$179,500	10%
4/01/03-3/30/05	1 R03 MH67724-01: Mental Health and Nurse Staffing in US Nursing Homes (PI: Myers) [Score=128; Percentile=2.2 (on second submission)]	National Institute of Mental Health (NIMH)	\$87,250	20%

Other Role on Grants (Investigator)

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
8/1/07 – 7/30/12	1 R01 NR009573 Intervention to Facilitate Family Caregiver Adaptation to Nursing Home Transition (PI: Schulz)	National Institute of Nursing Research (NINR)	\$1,888,470	5%
3/07-3/08	Patient safety culture and quality outcomes in nursing homes: Examining the relationship (PI: Bonner)	AMDA Foundation	\$11,590	5% (donated)
8/1/05 – 7/30/07	1R21AG028015 – 01 Survey methods for collecting data on elder mistreatment prevalence (PI: Beach)	National Institute on Aging (NIA)	\$200,000	5%
12/1/01-7/30/04	7R03AG20394-02: Hip fracture (PI: Munin)	National Institute on Aging (NIA)	\$200,750	5%
9/1/97-8/30/99	Partnership for healthy adolescents (PI: Hunt)	NJ Department of Human Services	\$271,000	10%

Years Inclusive	Grant and/or Contract Number and Title	Source	Annual Direct Costs	% Effort
9/1/97-8/30/99	DAS community based prevention services (PI: Hunt)	NJ Department of Health and Senior Services, Division of Addiction Services	\$90,000	5%
8/1/97-7/30/98	DAS community based prevention services for special populations (PI: Hunt)	Department of Health and Senior Services, Division of Addiction Services (Department Education funds)	\$30,000	5%

c. Other Research and Training Activities

Date	Position	Description of Activity
2008-Present	Pittsburgh Today Indicators Project	Faculty member
2009-Present	Academy of Health Mentor	Mentorship to junior faculty for the Academy of Health
2008-Present	Advisor Patient safety toolkit; K-award advisor	Advice on questionnaire development and data collection (Karen Glasser Scandrett; Northwestern University)
2008-Present	Advisor Academic Emergency Medicine Patient Safety Fellowship	Advice on questionnaire development and data collection (Daniel Patterson; U. Pitt)
2008-Present	Post doctoral advisory panel member	Advice on questionnaire development and data collection (Elena Siegel; Oregon Health & Science University)
2008-Present	Research advisor	Andrew Fischer (U. Pitt)

Date	Position	Description of Activity
2007-Present	Advisor Academic Emergency Medicine Training Grant	Advice on questionnaire development and data collection Daniel Patterson; U. Pitt)
2/2008	Faculty Expert	National Institute for Justice, Elder Abuse Workshop
2007	Chair	National symposium: survival guide to clinical research, using existing data
2008-Present	K-Award mentor	Quincy Miles Samus (Johns Hopkins University)
9/06	Visiting Scientist	Baycrest Centre for Geriatric Research / University of Toronto
6/1/05-8/1/05	Primary research mentor	AFAR grant for Andrew Fischer (medical student)
2005	Deans Day Judge	Scoring student research activities
6/1/04-Present	Committee member (advisor)	K-Award (Dr. Steven Handler)

PUBLICATIONS

1. Refereed Articles

1. Brannon, D.; **Castle, N.G.**; Calloway, A.; Zinn, J. Innovations in the nursing home industry: Results of a Delphi study. *Nursing Home Economics*. 1995. March: 8-12.
2. Putukian, M.; Knowles, W.K.; Swere, S.; **Castle, N.G.** Injuries in indoor soccer: The Lake Placid dawn to dark soccer tournament. *American Journal of Sports Medicine*. 1996. May-Jun; 24(3): 317-22.
3. **Castle, N.G.**; Mor, V. Resident transfers from nursing homes to hospitals: A review of the literature 1980 - 1995. *Medical Care Research and Review*. 1996. 53(2): 123-148.
4. **Castle, N.G.**; Brannon, D. Diverse staff means diverse nursing attitudes and styles. *Journal of Long-Term Care Administration*. 1996. 24(1): 8-13.
5. **Castle, N.G.**; Fogel, B.S.; Mor, V. Quality of care in nursing homes administered by ACHCA members. *Journal of Long-Term Care Administration*. 1996. 24(2): 11-16.
6. **Castle, N.G.**; Mor, V.; Banaszak-Holl, J. Special care hospice units in nursing homes. *The Hospice Journal*. 1997. 12(3): 59-69.
7. **Castle, N.G.**; Shea, D.G. Institutional factors that predict the provision of mental health services. *Journal of Mental Health Administration*. 1997. 24(1): 44-54.
8. **Castle, N.G.** Advance directives in nursing homes: Facility and resident characteristics. *Omega: The Journal of Death and Dying*. 1997. 34(4): 321-332.

9. **Castle, N.G.**; Shea, D.G. Mental health services and the mortality of nursing home residents. *The Journal of Aging and Health*. 1997. 9(4): 498-513.
10. **Castle, N.G.**; Banaszak-Holl, J.C. Top management team characteristics and innovation in nursing homes. *The Gerontologist*. 1997. 37(5): 572-580.
11. **Castle, N.G.** Replaced by Fish: When a nursing home closes what happens to the residents? *Journal of Long-Term Care Administration*. 1997. December: 10,11,24,25.
12. **Castle, N.G.**; Fogel, B.; Mor, V. Risk factors for physical restraint use in nursing homes: Pre- and post-implementation of the nursing home reform act. *The Gerontologist*. 1997. 37(6): 737-747.
13. **Castle, N.G.**; Fogel, B. Organizational structure and outcomes for nursing home residents with mental disorders. *The Journal of Mental Health and Aging*. 1997. 4(1): 277-296.
14. **Castle, N.G.** Predictors of mortality in board and care homes. *Omega: The Journal of Death and Dying*. 1998. 36(1): 77-87.
15. **Castle, N.G.** The use of physical restraints in nursing homes: Pre- and post-nursing home reform act. *The Journal of Health and Social Policy*. 1998. 9(3): 71-89.
16. **Castle, N.G.** Innovations in dying in the nursing home: The impact of market characteristics. *Omega: The Journal of Death and Dying*. 1998. 36(3): 227-240.
17. **Castle, N.G.**; Shea, D.G. The effects of for-profit and not-for-profit facility status on the quality of care for nursing home residents with mental illnesses. *Research on Aging*. 1998. 20(2): 246-263.
18. **Castle, N.G.**; Fogel, B. Characteristics of nursing homes that are restraint free. *The Gerontologist*. 1998. 38(2): 181-188.
19. **Castle, N.G.**; Mor, V. Advance care planning in nursing homes: Pre- and post-implementation of the nursing home reform act. *Health Services Research*. 1998. 33(1): 101-124.
20. **Castle, N.G.**; Mor, V. The use of physical restraints in nursing homes: A review of the literature since the Nursing Home Reform Act of 1987. *Medical Care Research and Review*. 1998. 55(2): 139-170.
21. **Castle, N.G.** Variation in psychotropic drug use in nursing homes. *The Journal of Health and Social Policy*. 1999. 10(3): 13-36.
22. **Castle, N.G.** Changes in resident and facility risk factors for psychotropic drug use in nursing homes since the nursing home reform act. *Journal of Applied Gerontology*. 1999. 18(1): 77-98.
23. Zinn, J.S.; Mor, V.; **Castle, N.G.**; Intrator, O.; Brannon, D. Organizational and environmental factors associated with nursing home participation in managed care. *Health Services Research*. 1999. 33(6): 1753-1767.
24. Intrator, O.; **Castle, N.G.**; Mor, V. Facility characteristics associated with hospitalization of nursing home residents: Results of a national study. *Medical Care*. 1999. 37(3): 228-237.
25. **Castle, N.G.** Hospice and nursing homes. *The Journal of Health and Social Policy*. 1999. 11(2): 1-16.
26. **Castle, N.G.** Outcomes and quality in long-term care. *Journal for Healthcare Quality*. 1999. 21(3): 21-27.
27. **Castle, N.G.** Quality improvement and top management in nursing homes. *Journal*

- of Quality Management*. 1999. 4(1): 95-109.
28. **Castle, N.G.** Deficiency citations for physical restraint use in nursing homes. *Journal of Gerontology: Social Sciences*. 2000. 55B(1): S33-S40.
 29. **Castle, N.G.;** Fogel, B. Skilled nursing facilities led by professional administrators show evidence of higher quality care. *Balance*. 2000. 4(4): 19-22.
 30. **Castle, N.G.** Nursing homes increasing and decreasing restraint use. *Medical Care*. 2000. 38(12): 1154-1163.
 31. **Castle, N.G.** Citations and compliance with the Nursing Home Reform Act of 1987. *The Journal of Health and Social Policy*. 2001. 13(1): 73-95.
 32. **Castle, N.G.** Innovation: First adopters in nursing homes. *The Gerontologist*. 2001. 41(2): 161-172.
 33. **Castle, N.G.** Alzheimer's special care units and top management in nursing homes. *Journal of Mental Health and Aging*. 2001. 7(2): 273-286.
 34. **Castle, N.G.** Administrator turnover and quality of care in nursing homes. *The Gerontologist*. 2001. 41(6): 757-767.
 35. **Castle, N.G.** Relocation of the elderly: A literature review. *Medical Care Research and Review*. 2001. 58(3): 291-333.
 36. **Castle, N.G.** Deficiency citations for mental health care in nursing homes. *Administration and Policy in Mental Health*. 2001. 29(2): 157-171.
 37. **Castle, N.G.;** Fogel, B. Professional association membership by nursing facility administrators and quality of care? *Health Care Management Review*. 2002. 27(2): 7-17.
 38. Sambamoorthi, U.; Walkup, J.; McSpirtt, E.; Warner, L.; **Castle, N.G.;** Crystal, S. Racial differences in end of life care for patients with AIDS. *AIDS and Public Policy Journal*. 2002. 15(3/4): 132-143.
 39. Selcuk, R.S.; **Castle, N.G.;** Smyer, M. Risk factors for physical restraint use in nursing homes: The impact of the nursing home reform act. *Research on Aging*. 2002. 24(5): 513-527.
 40. **Castle, N.G.** Low care residents in nursing homes: The impact of market characteristics. *The Journal of Health and Social Policy*. 2002. 14(3): 41-58.
 41. **Castle, N.G.** Nursing homes with persistent deficiency citations for physical restraint use. *Medical Care*. 2002. 40(10): 868-878.
 42. **Castle, N.G.;** Banaszak-Holl, J.C. The effect of administrative resources on care in nursing homes. *Journal of Applied Gerontology*. 2003. 22(3): 405-424.
 43. **Castle, N.G.** Outcomes information in nursing homes: Can they make a difference? *The Gerontologist*. 2003. 43(4): 483-492.
 44. **Castle, N.G.** Strategic groups and outcomes in nursing facilities. *Health Care Management Review*. 2003. 28(3): 1-11.
 45. **Castle, N.G.** Searching for and selecting a nursing facility. *Medical Care Research and Review*. 2003. 60(2): 223-247.
 46. Lowe, T.J.; Lucas, J.; **Castle, N.G.;** Robinson, J.; Crystal, S. Consumer satisfaction in long-term care: State initiatives in nursing homes and assisted living facilities. *The Gerontologist*. 2003. 43(6): 883-896.
 47. Rosen, J.; Mittal, V.; Mulsant, B.; Degenholtz, H.; **Castle, N.G.;** Fox, D. Educating the families of nursing home residents: A pilot study using a computer-based system. *Journal of the American Medical Directors Association*. 2003. 4: 128-134.

48. Grabowski, D.; **Castle, N.G.** Persistent poor quality in nursing homes. *Medical Care Research and Review*. 2004. 61(1): 89-115.
49. **Castle, N.G.**; Lowe, T.J.; Lucas, J.; Robinson, J.; Crystal, S. Use of satisfaction surveys in New Jersey nursing homes and assisted living facilities. *Journal of Applied Gerontology*. 2004. 23(2): 156-171.
50. **Castle, N.G.** Resident satisfaction in a Transitional Care Unit. *Journal of Applied Gerontology*. 2004. 23(4): 411-428.
51. **Castle, N.G.**; Engberg, J. Response scales and satisfaction of elders. *The Gerontologist*. 2004. 44(3): 358-367.
52. Robinson, J.; Lucas, J.; **Castle, N.G.**; Lowe, T.J.; Crystal, S. Consumer satisfaction in nursing homes: Current practices and resident priorities. *Research on Aging*. 2004. 26(4): 454-480.
53. **Castle, N.G.** Family satisfaction of nursing home residents. *International Journal for Quality in Health Care*. 2004. 16(6): 1-7.
54. **Castle, N.G.**; Lowe, T. Report cards and nursing homes. *The Gerontologist*. 2005. 45(1): 48-67.
55. **Castle, N.G.** Closure of nursing homes and quality of care. *Medical Care Research and Review*. 2005. 62(1): 111-132.
56. **Castle, N.G.**; Degenholtz, H.; Engberg, J. State differences in nursing home quality indicators. *Journal of Gerontology: Medical Sciences*. 2005. 60: 1173-1179.
57. **Castle, N.G.** Turnover begets turnover. *The Gerontologist*. 2005. 45(2): 186-195.
58. **Castle, N.G.** Mental health outcomes and physical restraint use. *Administration and Policy in Mental Health*. 2006. 33(6): 1-9.
59. **Castle, N.G.** Administrators opinions of Nursing Home Compare. *The Gerontologist*. 2005. 45(3): 299-308.
60. **Castle, N.G.** Facility charter and quality of care for board and care residents. *Journal of Health and Social Policy*. 2005. 20(1): 23-42.
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2. Books and Book Chapters

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7. Presentations

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2. **Castle, N.G.**, Van Auken E., Brannon, D., and Barry, T. Organizational demography and the long term care setting. *Gerontological Society of America Meeting*, New Orleans, LA November, 1993.*
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7. **Castle, N.G.** The provision of mental health services: Race and ethnicity. *Association for Health Services Research 12th Annual Meeting*, 1995.*
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10. **Castle, N.G.** Top management team characteristics and innovation in nursing homes. *Gerontological Society of America Meeting*, Los Angeles, CA November, 1995.*
11. **Castle, N.G.** Characteristics of nursing homes that merge or close. *Gerontological Society of America Meeting*, Los Angeles, CA November, 1995.*
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 21. **Castle, N.G.** Innovations in nursing homes: Who are the early adopters? *American Public Health Association, 125th Annual Meeting and Exposition, Indianapolis, IN, 1997.**
 22. Fooks, T., Ryb, G.E., & **Castle, N.G.** Case management and length of stay of trauma patients. *SCCM 29th Educational and Scientific Symposium, Orlando, FL, 1999.**
 23. **Castle, N.G.** and Fogel, B.S. ACHCA membership – better facilities: ACHCA certification – better yet! *American College of Health Care Administrators Annual Meetings, Washington, D.C., 2000.*
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37. **Castle, N.G.** Measuring staff turnover in nursing homes. *Geriatric Research, Education and Clinical Center (GRECC) conference series*, Pittsburgh, PA, October 15, 2004.
38. **Castle, N.G.** The structure of workplace satisfaction in nursing homes. *Gerontological Society of America Annual Scientific Meeting*. Washington, D.C., November, 2004.*
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 71. **Castle, N.G.** Search and selection of assisted living facilities. *Gerontological Society of America Annual Scientific Meeting*. San Francisco, CA, November, 2007.*
 72. **Castle, N.G.** Nursing home evacuation plans. *Gerontological Society of America Annual Scientific Meeting*. San Francisco, CA, November, 2007.*
 73. **Castle, N.G.** The search and selection of assisted living facilities by elders and family. *Gerontological Society of America Annual Scientific Meeting*. San Francisco, CA, November, 2007.*
 74. **Castle, N.G.** Agency staff use in nursing homes. *Gerontological Society of America Annual Scientific Meeting*. San Francisco, CA, November, 2007.*
 75. Liu, H., Degenholtz, H., **Castle, N.G.** The use of advanced features of MDS software and nursing home quality. *Gerontological Society of America Annual Scientific Meeting*. San Francisco, CA, November, 2007.*
 76. Donoghue, C., **Castle, N.G.** Nursing home administrator leadership and staff turnover. *Gerontological Society of America Annual Scientific Meeting*. San Francisco, CA, November, 2007.*
 77. **Castle, N.G.** Service enriched housing and the senior living enhancement program.

- Gerontological Society of America Annual Scientific Meeting*. San Francisco, CA, November, 2007.*
78. **Castle, N.G.** Search and selection of assisted living facilities. 2nd annual research poster day, Celebrating Research on Aging Building Collaborations for the Future. University of Pittsburgh. November, 2007.
 79. Engberg, J.; **Castle, N.G.** Health Outcomes of Nursing Home Residents Following Post-Katrina Relocation. *Gerontological Society of America Annual Scientific Meeting*. National Harbor, MD, November, 2008.*
 80. **Castle, N.G.** Resident Abuse in Nursing Homes as Reported by Nurse Aides. *Gerontological Society of America Annual Scientific Meeting*. National Harbor, MD, November, 2008.*
 81. **Castle, N.G.** A National View of Workplace Injuries in Nursing Homes. *Gerontological Society of America Annual Scientific Meeting*. National Harbor, MD, November, 2008.*
 82. **Castle, N.G.** Perfecting Patient Care in Nursing Homes. *Gerontological Society of America Annual Scientific Meeting*. National Harbor, MD, November, 2008.*
 83. Patterson, D; **Castle, N.G.**; Engberg, J. A Longitudinal Study of EMS Employee Turnover: Costs Associated with New-Hire Productivity. *National Association of EMS Physicians 2009 Annual Meeting: Specialty Workshops, Scientific Assembly and Trade Show*. Jacksonville, FL, Jan 2008.*
 84. Hanlon J, Wang X, **Castle N**, Stone R, Handler S, Semla T, Pugh MJ, Berlowitz D, Dysken M. Suboptimal prescribing of antidepressants in older veteran nursing home patients. *Pharmacoepidemiol Drug Safe* 2009.*
 85. Hanlon J, Handler S, **Castle N**. Increasing antidepressant use in older nursing home patients. *Pharmacoepidemiol Drug Safe* 2009.*

* Published abstract available.

8. Invited Presentations

1. **Castle, N.G.**, Sangl J., Buchanan, M., Elliott, M., and Brown, J. Resident cognition using MDS repository data. *Gerontological Society of America Annual Scientific Meeting*, San Diego, CA, November, 2003.
2. **Castle, N.G.** Measuring staff turnover in nursing homes. *Geriatric Research, Education and Clinical Center (GRECC) conference series*, Pittsburgh, PA, October 15, 2004.
3. **Castle, N.G.** Closure of U.S. nursing homes from 1992-1998. *Gerontological Society of America Annual Scientific Meeting*, Washington, D.C., November, 2004.
4. **Castle, N.G.** Top management in nursing homes. *Careers in Aging*. Pittsburgh, PA, April, 2005.
5. **Castle, N.G.** State of the Industry. *Pennsylvania Homecare Conference*. State College, PA, June 2, 2006.
6. **Castle, N.G.** New Freedom Initiative Grantee Conference. *Centers for Medicare and Medicaid Services*. Washington, D.C., April 10-14, 2006.
7. **Castle, N.G.** Keynote Address: Future of Long-Term Care. *Board of Directors, Bethlen Communities*. Ligonier, PA, April 26, 2006.
8. **Castle, N.G.** Consumer Choice in Living Initiative, Integration Report. *AHRQ*,

- Washington D.C., September, 2006.
9. **Castle, N.G.** Long-term care research. Baycrest Centre for Geriatric Research / University of Toronto, Canada, September, 2006.
 10. **Castle, N.G.** Turnover, Quality of Care, and Safety in Nursing Homes: Data from the 2004 National Nursing Home Survey. *Gerontological Society of America Annual Scientific Meeting*. Dallas, TX, November, 2006.*
 11. **Castle, N.G.** State of the Industry Pilot Report. *Pennsylvania Homecare Board Meeting*. State College, PA, December, 2006.
 12. **Castle, N.G.** Staffing Characteristics and Quality of Care in Nursing Homes. *Health Services Research Colloquium Speaker Series*, State College, PA, January 29, 2007.
 13. **Castle, N.G.** Staffing in nursing homes. *Geriatric Research, Education and Clinical Center (GRECC) conference series*, Pittsburgh, PA, February 15, 2007.
 14. **Castle, N.G.** State of the Industry: Homecare. *Pennsylvania Homecare Annual Conference*. Station Square, Pittsburgh, PA, May, 2007.
 15. **Castle, N.G.** Staffing issues in long-term care. American Association of Homes and Services for the Aging (AAHSA), National Office, Washington, DC, February, 2008.
 16. **Castle, N.G.** Elder abuse. National Institute of Justice (NIJ), Washington, DC, February, 2008.
 17. **Castle, N.G.** The Influence of Top Management on Nursing Home Performance, Geriatric Division Conference, Pittsburgh PA, April, 2008.
 18. **Castle, N.G.** Keynote Presentation: Resident Safety Culture in Nursing Homes, 3 Peas Conference, Pittsburgh, PA, May, 2008.

9. Other Publications

1. **Castle, N.G., & Shea, D.G.** The effects of for-profit and not-for-profit facility status on the mortality of nursing home residents with mental illnesses. *Long-Term Care Quality Letter*. 1995. 7(6): 4-5.
2. **Castle, N.G.** Adding hospice to nursing homes can be a profitable venture. *Long-Term Care Quality Letter*. 1996. 8(2): 1, 8.
3. **Castle, N.G.** Transferring residents to a hospital is both costly and stressful. *Long-Term Care Quality Letter*. 1996. 8(4): 1, 5.
4. **Castle, N.G., Fogel, B.S., and Mor, V.** Quality of care in nursing homes administered by ACHCA members. *Technical Report for the American College of Health Care Administrators*. 1996.
5. **Castle, N.G.** More administrator effort is associated with better quality? *Long-Term Care Quality Letter*. 1996. 8(5): 1, 4.
6. **Castle, N.G., Fogel, B.S., and Mor, V.** Recent study reveals ACHCA members provide higher quality care. *Long-Term Care Administrator*. 1996. 30(4): 1, 6-7.
7. **Castle, N.G.** Expense is a factor in whether nursing homes are restraint-free. *Long-Term Care Quality Letter*. 1996. 8(7): 1,6.
8. **Castle, N.G.** Top management team characteristics affect innovation in nursing homes. *Long-Term Care Quality Letter*. 1996. 8(8): 1,6.
9. **Castle, N.G.** Quality of life in long-term care: Book Review. *Long-Term Care Quality Letter*. 1996. 9(3): 7.
10. Mor, V., and **Castle, N.G.** Survival of Medicare patients after enrollment in hospice

- programs (letter). *New England Journal of Medicine*. 1996. 335(25): 1926.
11. **Castle, N.G.** Hunting for snipes: Residents and their research. *Findings*. 1998. 7(1): 8-9.
 12. **Castle, N.G.** Likely characteristics of restraint-free homes. *Long-Term Care Quality Advisor*. 1998. 10(8): 4.
 13. **Castle, N.G.**, Crystal, S., and Lowe, T.J. Long-term care consumer satisfaction survey project: Phase one results. *Technical Report for the New Jersey Department of Health and Senior Services*. 2000.
 14. **Castle, N.G.**, Crystal, S., Lowe, T.J., Lucas, J., and Robinson, J. Long-term care consumer satisfaction survey project: Phase two results. *Technical Report for the New Jersey Department of Health and Senior Services*. 2000.
 15. **Castle, N.G.**, and Fogel, B. Professional association membership by nursing facility administrators and quality of care. *Technical Report for the American College of Health Care Administrators*. 2000.
 16. **Castle, N.G.**, Howell-White, S., Eder, J., & Crystal, S. Assisted living and alternate family care evaluation: Phase 1 Report. *Technical Report for the New Jersey Department Of Health and Senior Services*. 2001.
 17. Pincus, H.A., Thomas, S.B., Keyser, D.J., **Castle, N.**, Dembosky, J.W., Firth, R., Greenberg, M.D., Pollock, N., Reis, E., Sansing, V., & Scholle, S. *Improving Maternal and Child Health Care*. RAND Health Report. 2005.
 18. Willis, H., **Castle, N.G.**, Sloss, E.M., Szalajda, J., & Bartis, J.T. Emergency response to structural collapse events: Volume I Personal protective equipment guidelines. RAND Health Report. 2004.
 19. Sloss, E.M., **Castle, N.G.**, Cecchine, G., Labor, R., Willis, H., & Bartis, J.T. Emergency response to structural collapse events: Volume II Review of literature related to exposures and health effects. RAND Health Report. 2004.
 20. **Castle, N.G.** The Senior Living Enhancement Program. *Evaluation Report for the Pittsburgh Foundation*. 2006.
 21. Wilkinson, A., Pearson, M.L., Simon, L. & **Castle, N.** *Policy Synthesis for Dementia Care in Nursing Facilities*. RAND Health Report. 2007.
 22. **Castle, N.G.** Housing Authority City of Pittsburgh - Senior Living Enhancement Program. *Evaluation Report for the Pittsburgh Foundation*. 2007.
 23. Ejaz, F.K., **Castle, N.** & Menne, H. Special issue on Resident Satisfaction with Long-term Care Services. *Journal of Aging and Social Policy*, 2007. 19 (2).
 24. **Castle, N.G.**; Engberg, J. (2007). State of the Industry: Pennsylvania Home Care. Pennsylvania Home Care Association: Harrisburg, PA.
 25. Engberg, J.; **Castle, N.G.**; Hunter, S.B.; Steighner, L.A.; Maggio, E. (2009). National Evaluation of the Demonstration to Improve the Recruitment and Retention of the Direct Service Community Workforce: Vol. I. TR-699-CMS (Supported by the Centers for Medicare and Medicaid Services). RAND Health, Pittsburgh PA
 26. Engberg, J.; **Castle, N.G.**; Hunter, S.B.; Steighner, L.A.; Maggio, E. (2009). National Evaluation of the Demonstration to Improve the Recruitment and Retention of the Direct Service Community Workforce: Vol. II. TR-699-CMS (Supported by the Centers for Medicare and Medicaid Services). RAND Health, Pittsburgh PA.
 27. Engberg, J.; **Castle, N.G.**; Hunter, S.B.; Steighner, L.A.; Maggio, E. (2009). National Evaluation of the Demonstration to Improve the Recruitment and Retention

- of the Direct Service Community Workforce: Vol. III. TR-699-CMS (Supported by the Centers for Medicare and Medicaid Services). RAND Health, Pittsburgh PA
28. **Castle, N.G.** (in press). A Commentary, on Theory Development in Gerontology *Journal of Applied Gerontology*. Invited commentary.

3. Service (Professionally Related)

a. University/Institute of Higher Learning

Years	Committee	Position
2009- Present	GSPH Public Health Dynamics Laboratory Search Committee	Appointed member
2008- Present	Faculty Appointment Promotions and Tenure Committee (FAPTC)	Elected member
2008- Present	Health Policy and Management Executive Committee (standing committee)	Appointed member
2007- Present	Health Policy and Management Department Chair Search Committee	Appointed member
2005-2006	Health Policy and Management Admissions Committee (standing committee)	Appointed member
2006- Present	Health Policy and Management Curriculum Committee (standing committee)	Appointed member
2006- Present	Health Policy and Management Faculty Search Committee (standing committee)	Appointed member

b. Editorial Boards, Editorships

Date	Position	Organization
2009 – Present	Editorial Board	Journal of Aging and Social Policy
2007 – Present	Editorial Board	Journal of Applied Gerontology
2006 – Present	Editorial Board	The Gerontologist
2005 – Present	Editorial Board	Health Care Management Review
2005 – 2006	Guest Editor Special Edition	Journal of Aging and Social Policy
2004 – Present	Editorial Board	American Journal of Geriatric Pharmacotherapy
1997-2001	Editorial Board	Findings

c. Manuscript and Other Document/Publication Review

Dates	Journal Title
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21 Reviews Completed in 2008

Dates	Journal Title
	23 Reviews Completed in 2007
	35 Reviews Completed in 2007
	25 Reviews Completed in 2006
	21 Reviews Completed in 2005
	19 Reviews Completed in 2004
	12 Reviews Completed in 2003
2008-Present	Journal of Gerontological Nursing
2008-Present	Research in Gerontological Nursing
2008-Present	Journal of Rural Health
2008-Present	International Psychogeriatrics
2005 – present	Journal of the American Geriatrics Society
2004 – present	Journal of Applied Gerontology
2004-present	Hospice Journal
1998-present	Omega: The Journal of Death and Dying
2001-present	Organizational Research Methods
1996-2000	Findings
2002-present	Health Services Research
1996-present	The Gerontologist
2000-present	The Journal of Gerontology: Medical Science
2000-present	The Journal of Gerontology: Social Science
2002-present	Journal of the American Medical Association
2001-present	Health Care Management Review
2002-present	Health Affairs
2001-present	Alzheimer's Association Journal
2003-present	Health Policy
2002-present	Research on Aging
2003-present	Journal of Rural Health
2003-present	BMC Health Services Research
2002-present	BMC Medicine
2002-present	BMC Nursing
2004-present	American Journal of Geriatric Pharmacotherapy
2002-present	Journal of Health and Social Policy
2004-present	Journal of Aging and Social Policy

Dates	Journal Title
2005-present	Ageing International
2005-present	BMC Medical Research Methodology
2006-present	Social Science and Medicine

d. Study Sections, Review Panels, and Related Advisory Boards

Date	Position	Organization and Nature of Activity
June, 2009	Study Section Reviewer	National Institute of Nursing Research
May, 2009	Grant Reviewer	Steven Manners Developmental Grant Awards program (University of Pittsburgh)
May, 2009	Objective Review Panel	ASPH/CDC Alan Rosenfield Global Health Fellowship Program
December, 2008	Technical Expert Panel (TEP) Member	Surveys on Patient Safety Culture (SOPS), Scottsdale, AZ
November, 2008	Technical Manuscript Reviewer	National Institute for Justice
November, 2008	Grant Reviewer	University of Wisconsin, School of Nursing
June, 2007	Study Section Reviewer	AHRQ Health Care Quality and Effectiveness Research Study Section
March, 2007	Study Section Reviewer	Residential Care and Elder Abuse: National Institute for Justice
June, 2006	Study Section Reviewer	Elder Abuse: National Institute for Justice
2006-present	Grant Reviewer	Robert Wood Johnson Foundation
September, 2006	Technical Expert Panel (TEP) Member	AHRQ Assisted Living Initiative, Washington D.C.
Jan - July, 2006	Technical Expert	Patient Safety in Nursing Homes: WESTAT, Washington D.C.
February, 2006	Technical Advisory Group (TAG) members	Medicaid Managed Long Term Care for People with Alzheimer's Disease and Related Dementias
January, 2006	Grant Reviewer	The Retirement Research Foundation
January, 2006	Review Panel	Alzheimer's Association

Date	Position	Organization and Nature of Activity
November, 2005	Technical Expert Panel (TEP) Member	Nursing Home CAHPS, Washington D.C.
2005	Faculty	The New York City Palliative Care Quality Improvement Collaborative (PC-QuIC)
2004-present	Grant Reviewer	RAND, internal reviews
2004-present	Grant Reviewer	Western Psychiatric Institute and Center (WPIC)
2004-present	Grant Reviewer	University of Pittsburgh, internal reviews
November, 2005	Study Section Reviewer	Health of the Population Small Business Innovation Research (SBIR) review
July, 2005	Study Section Reviewer	Health of the Population Small Business Innovation Research (SBIR) review
March, 2005	Study Section Reviewer	Health of the Population Small Business Innovation Research (SBIR) review
November, 2004	Study Section Reviewer	Health of the Population Small Business Innovation Research (SBIR) review
July, 2004	Study Section Reviewer	Health of the Population Small Business Innovation Research (SBIR) review
January, 2004	Review Panel	Alzheimer's Association
March, 2003	Technical Expert	Restraint Use: AHRQ National Quality Measures Initiative
January, 2003	Review Panel	Alzheimer's Association

e. Leadership in Professional Organizations and Honorary Societies

Date	Position	Organization
2007 (Chair)	Research, Education, and Practice Committee	Gerontological Society of America. 10 member national advisory committee
2006	Research, Education, and Practice Committee	Gerontological Society of America. 10 member national advisory committee
2006	Fellow	Gerontological Society of America

f. Service to Governmental and Other Public Organizations

Date	Position	Type of Service and/or Agency
2002-present	Advisor on elderly issues	Area Association on Aging

g. Consultantships

Date	Name of Consultantship
2008-Present	Isabella Nursing Home and Columbia University
2006-present	Northern Area Multi Service Center of Pennsylvania
2001-2008	Center to Advance Palliative Care
2000-2005	SPRY Foundation
1999-2001	New Jersey Comfort Care Coalition
1998-2004	Cape Counseling Services
1997-present	Outcomes Inc.
1995-2002	New Jersey Emergency Nurses Association
1995-1998	Long-Term-Care Quality Inc.
1995-1998	American College of Health Care Administrators

4. Service (Community Related)**a. Service to Community-Based Organizations**

Year(s)	Position and Organization	Type of Service
2005-present	The Jewish Healthcare Foundation – Patient Safety Curriculum Development	Committee member
1998-present	AtlantiCare Foundation	Advisor for research / funding activities

b. Service to Government Agencies

Year(s)	Position and Organization	Type of Service
2000-2008	Advisor, Nursing Home CAHPS – Resident Instrument	Weekly conference calls
2002-2008	Advisor, Nursing Home CAHPS – Family Instrument	Weekly conference calls

c. Other Related Service and Volunteer Activities

Year(s)	Position and Organization	Type of Service
2005-2008	Advisory Board, Quantum Gains LLC	Board Member

Year(s)	Position and Organization	Type of Service
2004-present	Advisor, NJ Black Coalition of Churches	Grant writing
2003-present	Animal Friends	Feeding dogs