

Gayle Appel Doll

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Education

Kansas State University, Manhattan, Kansas, Ph.D. in Life Span Human Development

Concentration: Aging, Long-Term Care

Dissertation: *An Exploratory Study of the Process of Culture Change in Three Kansas Nursing Homes*

Kansas State University, Manhattan, Kansas, Master of Exercise Physiology

Concentration: Aging and Health

Thesis: *The Effects of a Resistance Training Program on the Functional Ability of Older Adults*

McPherson College, McPherson, Kansas, Bachelor of Arts in Art Education

Experience

KANSAS STATE UNIVERSITY, Manhattan, KS.

2004 to present

Director, Center on Aging

Responsible for the coordination of an interdisciplinary academic and research center including administrative responsibilities, coordination of grant writing and oversight of grant projects, and instructing gerontology courses.

KANSAS STATE UNIVERSITY, Manhattan, KS.

2002 to present

Principal Investigator, PEAK Initiative

Coordinate research efforts in Kansas nursing home culture change. Analyze data, prepare educational materials and reports, provide presentations to nursing home organizations and groups interested in nursing home reform. Direct staff in data collection including site visits, interview, and use of other instruments.

Prepare an on-line course in culture change. Create and disseminate a manual for understanding the process of culture change. Lead an advisory board for the initiative

KANSAS STATE UNIVERSITY, Manhattan, KS.

1999 to 2003

Graduate Teaching Assistant

Instructor for three gerontology courses, Introduction to Gerontology, Seminar in Gerontology, and Human Development and Aging. Responsible for the curriculum, lectures, arranging for guest speakers, conferencing with students, and grading.

KANSAS ASSOCIATION OF HOMES AND SERVICES FOR THE AGING, Topeka, KS.

2001-2001

Researcher

Prepared documents for KAHSA membership including board manuals, survey design and analysis, explanatory documents. Co-chaired a culture change advisory committee and prepared a twenty page written report disseminated to membership.

KANSAS STATE UNIVERSITY, Manhattan, KS.

2001-2001

Graduate assistant for the Circle of Care Initiative at the Galichia Center on Aging,

Recruited interns for Meadowlark Hills Continuing Care Retirement Community, prepared preceptor training tools for the Kansas Association of Homes and Services for the Aging (KAHSA) membership, researched culture change for nursing homes, and created resource materials.

GREAT LIFE PRODUCTIONS, INC. Westmoreland, KS.

1997 to present

Entrepreneur

Creator of older adult exercise videos, consultant, workshop provider for nursing home administrators, restorative aides, and activity directors.

POTTAWATOMIE COUNTY EXTENSION, Westmoreland, KS.

1998-2001

Grant Coordinator

Administrator for substance abuse programs. Designed youth programs, implemented and evaluated them, had supervisory responsibilities, worked with community mobilization, wrote grants, and presented information.

POTTAWATOMIE COUNTY HEALTH DEPT., Westmoreland, KS. 1993-1999

Health educator.

Worked with included public school health promotion, community programs in health issues, cancer screening awareness programs, older adult programs, and individual counseling. I began a walking competition for the county that ran twice a year (and continues still). At it's peak we had over 500 people enrolled.

ADDITIONAL WORK EXPERIENCE

Graduate teaching assistant at K-State from 93-95. Directed in-house fitness programs

Fitness Coordinator at the McPherson Family YMCA, 91-93, organized classes, managed the budget and wrote a column for the local paper

8 years teaching art in a public school system, Herington, KS.

Directed Westmoreland Community Fitness Center, four years

Directed GAPP, an after-school program for at-risk girls, two years

Professional Memberships

American College of Sports Medicine
American Council on Exercise
Gerontological Society of America
American Society on Aging

Kansas Older Adult Wellness
Task Force
Kansas Coalition on Physical
Activity

Certificates and Licenses

ACSM Health/Fitness Instructor
Body Recall (Older adult exercise)

ACE personal trainer
Grantsmanship Center
Grantwriting

Other Activities

Hospice Volunteer, 2006 to present
Committee member, Provost's committee on Engagement, 2006 to present
Recipient of the Commerce Bank Outstanding Undergraduate Teaching Award, 2005
Medicalodges Board of Directors, 2005 to present
Human Ecology Faculty Chair, 2005.
Human Ecology Faculty Council, at-large representative, 2004 to present
Human Ecology Administrative Council, 2004 to present
Community Health Institute, advisory board member
Pottawatomie County Recycling Committee, 2003 to present
Big Brothers, Big Sisters of Pottawatomie and Wabaunsee Counties, board of directors, 2000-2002
Connect Pottawatomie County Coalition, 2001-present.
Family Life Board, Association of Brethren Caregivers, 2000 to present
Helped Kansas State Board of Education write wellness curriculum
"Great Life" Exercise video series for older adult
1995 Kansas Governor's Fitness Award for an older adult wellness curriculum that I wrote and directed, "Over the Hill."
Featured guest on "The Vintage Years," a public television program for older adults
Alumni board for McPherson College, 1993-1997.
Wellness Task Force, Association of Brethren Caregivers (a national church-based group), 1995-1999.
Westmoreland Grade School Site Council, 1995-1999.
Pottawatomie County Wellness Coalition, 1993-present.
Attended Kansas Health Foundation Leadership Training, 1996.
Conducted two activity director continuing education certification workshops for Barton County Junior College

Presentations

"Resistance Training and Functional Independence," KPNHAA, (Kansas Professional

Nursing Home Administrator's Association), Hutchinson, KS. Oct. 1994.

"Resistance Training and Functional Independence," Area Agency on Aging regional conference, Manhattan, KS. Oct., 1994.

"Family Fitness." Parent University, Wamego, KS. Aug., 1995.

"Over the Hill: Senior Wellness Workshop." Pottawatomie County Health Dept. Aug, 1995.

"Resistance Training and Functional Independence." IDEA Internation conference, Orlando, FLA. July, 1996.

"Getting Through the Week Comfortably," National Older Adult Conference, Lake Januluska, N. Carolina, Sept. 1996.

"Movement Activities for Older Adults." Senior University, Flush, KS. Feb. 1997.

"Five Minute Energizers," Silver Hair Legislature, Topeka, KS. Fall, 1997.

"Five Minute Energizers," KPHNAA, Hutchinson, KS. Oct. 1997.

"It's a Great Life," Kansas City Regional Activity Director's conference. Kansas City, Missouri, Fall, 1997.

"Older Adult Exercise Programs," Church of the Brethren, McPherson, KS., June, 1998.

"Physical Activity and the Quality Indicator Domains," Kansas Health Care Association Hutchinson, KS. April, 1998.

"Safe Aerobic Exercise for Older Women," Kansas Women's Health Initiative. Wichita and Lawrence, KS. April, 1998.

"Breast Cancer Education and Outreach Strategies." Breast Cancer Symposium. Salina, KS., May 1998.

"Physical Activity and the Quality Indicator Domains," ADDONIS (Directors of Nursing) Topeka, KS., Aug. 1998.

"A Time to be Physical." National Older Adult Conference. Lake Januluska, N. Carolina, Sept. 1998.

"Stretching for Grade School Students." Kansas LEAN program. Castle Rock, and Hutchinson, KS. Sept. 1998.

"Physical Activity and the Quality Indicator Domains." Planned Health Services, Inc. Continuing Education Workshop. Topeka, KS. Sept. 1998.

"Exercise is for Everyone." Governor's Conference on Aging. Lawrence, KS. Oct. 1998.

"Physical Activity and the Quality Indicator Domains." Workshop for Barton County Junior College, Great Bend, KS. Nov., 1998.

"Walking Kansas." Kansas LEAN, Castle Rock, KS. Jan. 1999.

"Physical Activity and the Quality Indicator Domains," KDONIS (nursing directors) Salina, KS. Jan. 1999.

Teacher in-service training. Moundridge, KS. Feb. 1999.

"Stretching for Grade School Students." Kansas LEAN, Pratt, February 1999.

"Change is a Good Thing." KAHSA, (Kansas Association of Homes and Services for the Aging), Salina, KS., spring conference, March, 1999.

"Physical Activity and the Quality Indicator Domains," Workshop for Barton Coounty Junior College, Great Bend, KS. May and June, 1999.

"Physical Activity and the Quality Indicator Domains," Lutheran Home, Cedar Rapids, IA. April, 1999.

"Alive and Well in Spirit, Mind, and Body," Church of the Brethren Annual Conference, Milwaukee, Michigan. June, 1999.

- “Activity and Aging.” Regional FCE meeting, Alta Vista, KS. Oct. 1999.
- “Physical Activity and the Quality Indicator Domains.” Iowa Activity Directors State Meeting. Ames, IA. Oct. 1999.
- “Keeping Residents Fit.” Regional Activity Director’s Meeting. McPherson, KS, Jan. 2000.
- “Physical Activity for the Older Adult.” Governor’s Conference on Aging, Topeka, KS. Jan. 2000.
- “Grandparenting for the Next Millennium.” Church of the Brethren National Annual Conference, Kansas City, Missouri, July, 2000.
- “Never too Late: Activity for Seniors.” McPherson College Outreach program, McPherson, KS. Oct. 2000.
- “Developmental Assets for Peer Counselors.” Peer Counselor Conference, Emporia KS. November, 2000.
- “Fit over Fifty.” Senior Activity Group Banquet. Cuba, KS. Nov., 2001.
- “Grandparenting from a Distance.” Senior University, Flush, KS. Feb. 2002
- “This Old House: Age-Proofing the Home.” Center on Aging Spring Symposium, Topeka, KS. May, 2002
- “Climbing the Summit: PEAK Nursing Homes,” Joint Provider Meeting, KDHE surveyors, Topeka, Wichita, October, 2002
- “New Ways to Care: Culture Change in Long Term Care, Principles and Practice.” KAHSA Fall Leadership Forum, Lawrence, October, 2002
- “Culture Change for the Front-Line Worker.” KHCA Conference, Wichita, October 2002
- “Culture Change at Kansas Christian Home” board and staff presentations, Newton, January 2003
- “Culture Change at Friendly Acres” board and staff presentations, Newton, March 2003
- “New Ways to Care: Nursing Home Culture Change.” State Ombudsmen conference, Wichita, April, 2003
- “Quality first: Integrating human resources for success. Presented at the annual meeting of the American Association of Homes and Services for the Aging. Denver, CO., October 2003.
- “10 Effective Expressions of Culture Change Philosophy.” American Association of Homes and Services for the Aging, Denver, CO, October 29, 2003.
- “Promoting Excellent Alternatives in Nursing Homes.” Partnership for Aging, Tulsa, OK, November 14, 2003.
- “Complexity and Contradiction in Environmental Gerontology Action Research: A Case Study.” Gerontological Society of America, San Diego, CA, November 23, 2003.
- “The Evolving Revolution of Culture Change: A Collective Case Study of the Pioneer Movement in Three Long-Term Care Facilities.” Gerontological Society of America, San Diego, CA, November 24, 2003.
- “How do We Know if it Works? Assessment and Evaluation for Culture Change.” Presented at the joint meeting of the National Coalition on Aging/American Society on Aging, San Francisco, California. April, 2004
- “Lessons Learned About Nursing Home Culture Change,” Presented at the joint meeting of the National Coalition on Aging/American Society on Aging, San Francisco, California, April, 2004

- “Collaborative Culture Change: Lessons Learned from Each Other. American Association of Homes and Services for the Aging. Nashville, TN. October, 2004
- “Promoting Non-Traditional Models of Care in Nursing Homes: Evaluation of Kansas PEAK Project Educational Initiative.” Gerontological Society of America Washington, D.C. November, 2004.
- “Morning has Broken” KHCA Leadership Conference, Overland Park, KS, Dec. 2004
- “Integration of Intergenerational Learning in Two College Courses: Making the Leap from Teaching to Facilitation.” AGHE, Oklahoma City, Oklahoma. February 26, 2005.
- “Changing the Culture of Long Term Care.” AFMC Quality Conference. Little Rock, Arkansas. April 21, 2005.
- “In the Shadow of Pioneers, Sodbusters, & Shepherds in a Culture Change Wilderness.” KAHSA Spring Conference, April 29, 2005
- “Communication Skills for DONs”, KAHSA Director of Nursing Conference, July 27, 2005.
- “Understanding Staff Socio-Economic Differences.” KAHSA Director of Nursing Conference, July 27, 2005.
- “Promoting Culture Change in Medicalodge Homes”, Medicalodge administrator meeting, October 12, 2005.

Publications

- Doll, G. (1995). An exploratory study of resistance training and functional ability of older adults. Master's report for Kansas State University.
- Acevedo, E.O. & Doll, G.A. (1998). Changes in self-efficacy and effort sense with resistance training in older adults: an exploratory investigation. *Journal of Applied Sport Psychology, 10*, S137, published abstract.
- Doll, G. (2003). An exploratory study of the process of culture change in three Kansas nursing homes. Dissertation. Kansas State University.
- Norris-Baker, C., Doll, G., Gray, L., & Kahl, J. (2003). *Pioneering Change to Promote Excellent Alternatives in Kansas Nursing Homes*. Manhattan, KS: Kansas State University.
- Kaup, M., Doll, G., Shields, S. (2003). Complexity and contradiction in environmental gerontology action research: A case study. *The Gerontologist, 42*, 228, published abstract.
- Doll, G. (2003). The evolving revolution of culture change: A collective case study of the Pioneer Network movement in three long-term care facilities. *The Gerontologist, 42*, 371, published abstract.
- Doll, G. (2004). Pioneering change in Kansas: The PEAK project. *Nursing Homes: Long Term Care Management*.
- Doll, G., Gray, L., Norris-Baker, L. (2004). A PEAK experience. *PioneerNetwork*, Spring, 2004 (4).
- Doll, G., Norris-Baker, L. (2004). Promoting non-traditional models of care in nursing homes: Evaluation of Kansas' PEAK project educational initiative. *The Gerontologist, 44*, 478.
- Doll, G. (2005). Enhancing gerontological instruction. *Journal of Intergenerational*

Relationships. Accepted for publication.

Doll, G., Kaup, M. (2005). The PEAK experience: Characteristics of culture change exemplars in Kansas nursing homes. *The Gerontologist*, 45, published abstract.