

Heather L. Menne, PhD

Margaret Blenkner Research Institute
Benjamin Rose Institute
11900 Fairhill Road, Suite 300
Cleveland, Ohio 44120-1053
Office: 216-373-1627
Fax: 216-373-1813

Education:

- 2001 – 2006 Case Western Reserve University, Cleveland, Ohio
- Doctor of Philosophy (PhD) degree (Sociology)
 - National Institutes of Aging (NIA) Pre-Doctoral Training Fellowship
 - Sociology of Aging and the Life Course Concentration
 - Doctoral dissertation titled, *A Stress Process Model of Chronic Illness: Understanding the Well-being and Decision-making Involvement of Individuals with Dementia* (Gary T. Deimling, Ph.D., Advisor)
- 1999 – 2001 Miami University, Oxford, Ohio
- Master of Gerontological Studies (MGS) degree
 - Research Concentration
 - Master's thesis titled, *Making Meaning, The Subjective Experiences of Individuals in the Early Stages of Dementia* (Jennifer M. Kinney, Ph.D., Advisor)
- 1995 – 1999 Ripon College, Ripon, Wisconsin
- Bachelor of Arts (BA) degree (Psychology and French; Cum Laude)
 - Senior thesis titled, *Ego Integrity, Reminiscence, and Death Anxiety in the Elderly*

Research Experience:

- 2004 – Present Research Scientist (2006-Present), Research Analyst (2004-2006)
Margaret Blenkner Research Institute, Benjamin Rose, Cleveland, Ohio
- 2001 – 2004 Research Assistant
Elderly Care Research Center, Case Western Reserve University, Cleveland, Ohio
- 1999 – 2001 Research Assistant
Scripps Gerontology Center, Miami University, Oxford, Ohio
- 2000 Summer Student Intern
Cognitive Neurology and Alzheimer's Disease Center, Northwestern University, Chicago, Illinois

Consulting Experience:

2006 – Present Quantitative and Qualitative Data Analysis Consultant
Max Stark & Associates, Cleveland, Ohio

Teaching Experience:

2003 Department of Sociology, Case Western Reserve University, Cleveland, Ohio

- **Teaching Assistant.** Aging in American Society (fall semester). Professor: Gary Deimling, Ph.D.

Funded Grants:

9/2008 – 9/2011. Principal Investigator, Evaluation Subcontract of “Reducing Disability in Alzheimer’s Disease (RDAD) in Ohio,” award to the Ohio Department of Aging by the Administration on Aging. Subcontract amount: \$162,000.00

4/2008 – 7/2009. Principal Investigator, Evaluation Subcontract of “Encore Campus in the City,” award to the Center for Aging Initiatives, Cuyahoga Community College (Cleveland, Ohio) by the Cleveland Foundation. Subcontract amount: \$25,000.00

10/2007 – 3/2009. Principal Investigator, Subcontract of “Ohio’s Assisted Living Waiver Program Year Two Evaluation,” award to the Scripps Gerontology Center, Miami University (Oxford, Ohio) by the Ohio Department of Aging. Subcontract amount: \$37,100.00

7/2006 – 6/2007. Co-Investigator, Subcontract of “Evaluation of Ohio’s Assisted Living Medicaid Waiver Program,” award to the Scripps Gerontology Center, Miami University (Oxford, Ohio) by the Ohio Department of Aging. Subcontract amount: \$39,356.00

Publications:

Judge, K., Whitlatch, C.J., & Menne, H.L. (in preparation). A stress process model of cognitive impairment.

Menne, H.L., Johnson, J.D., Applebaum, R.A., Wellin, V.J. (in preparation). To waiver or not to waiver: Comparison of satisfaction scores between Medicaid waiver residents and private pay assisted living residents.

Whitlatch, C.J. & Menne, H.L. (In press). Don’t forget about me: Decision making by persons with dementia. Generations.

Menne, H.L., Judge, K.S., & Whitlatch, C.J. (In press). Predictors of quality of life for individuals with dementia: Implications for intervention. Dementia: The International Journal of Social Research and Practice.

Noelker, L.S., Ejaz, F.K., Menne, H.L., & Bagakas, J.G. (2009). Factors affecting frontline workers' satisfaction with supervision. Journal of Aging and Health 21(1), 85-101.

Ejaz, F.K., Noelker, L.S., Menne, H.L., & Bagakas, J.G. (2008). The impact of stress and support on direct care workers' job satisfaction. The Gerontologist, 48(Special Issue 1), 60-70.

Menne, H.L., Johnson, J.D., & Whitlatch, C.J. (2008). What is the relationship between background characteristics and the dyadic strain experienced by individuals with dementia? Alzheimer's Care Today, 9(3), 190-197.

Menne, H.L., Tucke, S. S., Whitlatch, C.J., & Feinberg, L.F. (2008). Decision-making involvement scale for individuals with dementia and family caregivers. American Journal of Alzheimer's Disease and Other Dementias, 23(1), 23-29.

Noelker, L.S., Ejaz, F.K., & Menne, H.L. (2008). Knowledge as empowerment: Improving direct care workers' education and training. In D.E. Yeatts, C.M. Cready, & L.S. Noelker (Eds.), Empowered Work Teams in Long-Term Care: Strategies for Improving Outcomes for Residents and Staff (pp.105-117). Baltimore, MD: Health Professions Press.

Ejaz, F. K., Castle, N. G., & Menne, H. L. (Eds.) (2007). *Resident satisfaction with long-term care services* (special issue). Journal of Aging & Social Policy, 19(2).

Menne, H.L., Ejaz, F.K., Noelker, L.S., & Jones, J.A. (2007). Direct care workers' recommendations for training and continuing education. *Training and education to address workforce recruitment and retention challenges in community-based and long-term care* (special issue). Gerontology and Geriatrics Education, 28(2), 91-108.

Menne, H.L. & Whitlatch, C.J. (2007). Decision-making involvement of individuals with dementia. The Gerontologist, 47(6), 810-819.

Menne, H.L., Gugliucci, M., & Howe, J.L. (2006). Summary of 2005 GSA REP Symposium: "Geriatric Interdisciplinary Teams: Assessing Educational and Clinical Impact." Gerontology News. Washington, D.C.: Gerontological Society of America.

Menne, H.L. & Noelker, L.S. (2006). Long term care workforce. In R. Schulz, L. Noelker, K. Rockwood, & R. Sprott (Eds.), Encyclopedia of Aging (pp. 704-707). New York: Springer Publishing Company.

Noelker, L. S., Ejaz, F. K., Menne, H. L., & Jones, J. A. (2006). The impact of stress and support on nursing assistant satisfaction with supervision. Journal of Applied Gerontology, 25(4), 307-323.

Kahana, E., King, C., Kahana, B., Menne, H., Webster, N., Dan, A., Kercher, K., Bohne, A., & Lechner, C. (2004). Successful aging in the face of chronic disease. In M.L. Wykle, P.J. Whitehouse, and D.L. Morris (Eds.), Successful Aging Through the Lifespan: Intergenerational Issues in Health. New York: Springer Publishing Company.

Menne, H.L., Kinney, J.M., & Morhardt, D.J. (2002). "Trying to continue to do as much as they can do": Theoretical insights regarding continuity and meaning making in the face of dementia. Dementia: The International Journal of Social Research and Practice, 1(3), 367-382.

Menne, H.L., Sturges, M.J.P., Kart, C.S., & Kinney, J.M. (2000). Instructor's Manual and Test Bank for The Realities of Aging, 6th Edition. Boston: Allyn & Bacon Press.

Reports:

Menne, H.L., Orsulic-Jeras, S., & Chasser, V.M. (2008). *Early Stage Town Hall Meeting Cleveland Chapter Summary*. Submitted to the Alzheimer's Association Cleveland Chapter.

Applebaum, R., Wellin, V., Kart, C., Brown, J.S., Menne, H., Ejaz, F., & Wilson, K.B. (2007). *Evaluation of Ohio's Assisted Living Medicaid Waiver Program: Final Summary Report*. Submitted to the Ohio Department of Aging.

Menne, H.L. & Ejaz, F.K. (2007). *Evaluation of Ohio's Assisted Living Medicaid Waiver Program: Assessment and Service Plan Development Process*. Submitted to the Ohio Department of Aging.

Presentations:

Brown, J.S., Applebaum, R., Menne, H., & Brown Wilson, K. (November, 2008). *Evaluating Ohio's assisted living Medicaid waiver program: Lessons for long-term care reform*. Paper presented at the Gerontological Society of America conference, National Harbor, MD.

Johnson, J.D., Menne, H.L., & Whitlatch, C.J. (2008, November). *Who cares about you? How background characteristics affect dyadic relationships of individuals with dementia and caregivers*. Poster presented at the Gerontological Society of America conference, National Harbor, MD.

Menne, H.L. & Johnson, J.D. (2007, November). How does care receiver impairment affect dyadic congruence of care values and preferences? Paper presented as part of the symposium *The antecedents and consequences of misperceptions about care preferences for family caregivers and their relatives with dementia*, at the Gerontological Society of America conference, National Harbor, MD.

Menne, H.L., Orsulic-Jeras, S., True, S.M., & Whitlatch, C.J. (2008, November). *Help me help you: Caregiver and care receiver (dis)agreement over care preferences*. Poster presented at the Gerontological Society of America conference, National Harbor, MD.

Menne, H.L. (2008, August). *Signs and symptoms of dementia*. Presentation at the Lesbian Gay Bisexual Transgender Community Center of Greater Cleveland. Cleveland, OH.

Kunkel, S., Linscott, A., Applebaum, R., Menne, H.L., & Hornbostel, R. (2008, April). *Long-term care and the aging network: Results of a national survey of area agencies and an evaluation of the Ohio assisted living waiver*. Symposium presented at the annual meeting of the Ohio Association of Gerontology and Education (OAGE), Cleveland, OH.

Johnson, J.D., Menne, H.L., & Whitlatch, C.J. (2008, April). *Variations in MMSE items among a sample of older adults*. Poster presented at the annual meeting of the Ohio Association of Gerontology and Education (OAGE), Cleveland, OH.

Applebaum, R.A., Wilson, K.B., Menne, H.L., & Cohen, A. (2008, March). *Early implementation experience of Ohio's assisted living waiver program*. Symposium presented at the annual meeting of the American Society on Aging and the National Council on Aging, Washington, D.C.

Menne, H.L., Whitlatch, C.J., & Judge, K.S. (2008, March). *Theory to practice: Enhancing quality of life for persons with dementia*. Symposium presented at the annual meeting of the American Society on Aging and the National Council on Aging, Washington, D.C.

Menne, H.L. (2008, February). *Signs and symptoms of dementia*. Presentation at the Parma Heights Senior Center. Parma Heights, OH.

Menne, H.L. (2007, November). A longitudinal exploration of the decision-making involvement and quality of life of individuals with dementia. Paper presented as part of the symposium *Longitudinal research with family caregiving dyads*, at the Gerontological Society of America conference, San Francisco, CA.

Noelker, L.S., Ejaz, F.K., & Menne, H.L. (2007, November). *Knowledge as empowerment: Improving nursing assistants' education and training*. Paper presented as part of the symposium *Empowering workers and empowered work teams in long-term care*, at the Gerontological Society of America conference, San Francisco, CA.

Noelker, L.S., Menne, H.L., & Ejaz, F.K. (2007, November). *Factors affecting direct care worker satisfaction with supervision*. Poster presented at the Gerontological Society of America conference, San Francisco, CA.

Ejaz, F.K., Menne, H.L., & Noelker, L.S. (2007, September). Direct care workers' recommendations for improving their education and training. Presented at the AOPHA 2007 Annual Conference and Trade Show, Columbus, OH.

Menne, H.L. (2007, September). *Signs and symptoms of dementia*. Presentation as part of a series of programs for older adults and caregivers presented by the Benjamin Rose Institute and the Cuyahoga County Public Library. North Olmstead Branch, North Olmstead, OH.

Applebaum, R.A., Menne, H.L., & Brown, J.S. (2007, June). *Evaluation of Ohio's Assisted Living Medicaid Waiver Program*. Presented to the Ohio Assisted Living Medicaid Waiver Program Advisory Council, Ohio Department of Aging, Columbus, OH.

Johnson, J.D., Menne, H.L., & Whitlatch, C.J. (2007, April). *Is there a relationship between background characteristics and the strains of living with dementia?* Poster presented at the annual meeting of the Ohio Association of Gerontology and Education (OAGE), Newark, OH.

Ejaz, F., Menne, H., & Noelker, L. (2007, March). *What differentiates long-term care organizations with and without worker recruitment and retention problems?* Presented at the annual meeting of the American Society on Aging and the National Council on Aging, Chicago, IL.

Ejaz, F.K., Noelker, L.S., Menne, H.L., & Fox, K. (2006, November). *Predictors of nurse assistant satisfaction with supervision.* Paper presented at the Gerontological Society of America conference, Dallas, TX.

Menne, H.L. (2006, November). *Assessing decision-making involvement of persons with dementia.* Paper presented as part of the symposium, *Three measures to assess care-related stressors and outcomes in family care dyads*, at the Gerontological Society of America conference, Dallas, TX.

Menne, H.L., Noelker, L.S., Ejaz, F.K., & Fox, K.M. (2006, November). *The importance of organizational practices and personal characteristics on nursing assistant job satisfaction.* Poster presented at the Gerontological Society of America conference, Dallas, TX.

Menne, H. L., Whitlatch, C. J., Clark, P. A., Tucke, S. S., & Johnson, J. D. (2006, November). *Research and interventions for family care dyads.* Poster presented at the Reflecting on 100 Years of Alzheimer's: The Global Impact on Quality of Lives conference. Cleveland, OH.

Noelker, L.S., Ejaz, F.K., & Menne, H.L. (2006, November). *Factors differentiating LTC providers with worker recruitment and retention problems.* Poster presented at the Gerontological Society of America conference, Dallas, TX.

Menne, H.L. & Whitlatch C.J. (2006, September). *Decision-making involvement of persons with dementia.* Poster presented at the BSG Conference, Wales, UK

Menne, H.L. (2006, September) *Outcomes and implications for intervention based on dyadic research.* Paper presented as part of a symposium at the BSG Conference, Wales, UK.

Menne, H.L., Whitlatch, C.J., Clark, P.A., & Tucke, S.S. (2006, April). *For persons with cognitive impairment, what contributes to their quality of life?* Poster presented at the Fourth Annual Research ShowCASE, Case Western Reserve University, Cleveland, OH.

Menne, H.L. & Whitlatch, C.J. (2006, March). *"How involved are you . . .?": Decision-making involvement and individuals with dementia.* Paper presented at the annual meeting of the Ohio Association of Gerontology and Education (OAGE), Bowling Green, OH.

Ejaz, F.K., Noelker, L.S., Menne, H.L., Schur, D., & Fox, K. (2005, November). *Predictors of nurse assistant satisfaction with supervision.* Paper presented as part of the Pre-Conference Symposium "New Research on the Long-Term Care Workforce: Implications for Policy and Practice?" at the Gerontological Society of America Conference, Orlando, FL.

Menne, H.L., Ejaz, F.K., Noelker, L.S., Fox, K.M., & Schur, D. (2005, November). *The importance of adequate training and organizational practices on nursing assistant job satisfaction*. Paper presented at the Gerontological Society of America Conference, Orlando, FL.

Menne, H.L., Whitlatch, C.J., Clark, P.A., & Tucke, S.S. (2005, November). *For persons with cognitive impairment, what contributes to their quality of life?* Poster presented at the Gerontological Society of America Conference, Orlando, FL.

Menne, H.L. (2005, November). *A stress process model of chronic illness: How applicable is it?* Colloquium presented to the Department of Sociology, Case Western Reserve University, Cleveland, OH.

Noelker, L.S., Ejaz, F.K., Menne, H.L., & Fox, K.M. (2005, November). *Factors affecting nursing assistants' intent to remain on the job*. Poster presented at the Gerontological Society of America Conference, Orlando, FL.

Menne, H.L. (2005, August). *The illness experience of dementia*. Paper presented at the 100th Meeting of the American Sociological Association, Philadelphia, PA.

Menne, H.L. (2005, April). *Creating a model of illness experience*. Paper presented at the OAGE Conference, Aurora, OH.

Noelker, L.S., Ejaz, F., & Menne, H. (2005, March). *Empowering direct care workers in nursing homes*. Symposium presented at the American Society on Aging Conference, Philadelphia, PA.

Kahana, B., Kahana, E., Patterson, R., Menne, H., Feldman, K., King, C., & Kercher, K. (2004, June). *Personal determinants of physicians' cancer screening recommendations and adherence by the aged*. Poster presented at the Second Interdisciplinary Conference on Communication, Medicine and Ethics (COMET 2004), Linköping, Sweden.

Kahana, E., Kahana, B., Patterson, R., Menne, H., Feldman, K., King, C., & Kercher, K. (2004, June). *The role of doctor-patient relationships in cancer screening recommendations to the aged*. Poster presented at the Second Interdisciplinary Conference on Communication, Medicine and Ethics (COMET 2004), Linköping, Sweden.

Feldman, K.E., Menne, H.L., Dan, A., Kahana, E., Kahana, B., Kercher, K., & King, C. (2003, November). *Is old age a good experience? Predicting whether older adults see their present age as an advantage or a disadvantage*. Poster presented at the Gerontological Society of America Conference, San Diego, CA.

Perzynski, A.T. & Menne, H.L. (2003, November). *Teach me, treat me: The effects of diabetes management education in 5 racial groups*. Poster presented at the Gerontological Society of America Conference, San Diego, CA.

Menne, H.L. (2003, March). *Loss? Or lack of identity (theory) in Alzheimer's disease?* Paper presented at the OAGE Conference, Dayton, OH. Awarded Jerome Kaplan Outstanding Graduate Student Paper (Honorable Mention).

Kahana, E., Menne, H.L., Kahana, B., Kercher, K., & C.M. King (2002, November). *Can subjective memory predict objective memory performance?* Poster presented at the Gerontological Society of America Conference, Boston, MA.

Menne, H.L., Kinney, J.M., & Morhardt, D.J. (2002, November). *Thinking ahead, while living with a diagnosis of dementia.* Paper presented at the Gerontological Society of America Conference, Boston, MA.

Morhardt, D. & Menne, H.L. (2002, May). *The experience of early stage dementia support groups on the individual and their family: A qualitative analysis.* Poster presented at Alzheimer's Disease Day, Northwestern University Medical School, Cognitive Neurology and Alzheimer's Disease Center, Chicago, IL

Menne, H.L., Morhardt, D., & Kinney, J.M. (2001, November). *The subjective experiences of individuals in the early stages of dementia.* Paper presented at the Gerontological Society of America Conference, Chicago, IL.

Morhardt, D. & Menne, H.L. (2001, November). *The experience of early stage dementia support groups on the individual and their family: A qualitative analysis.* Paper presented at the Gerontological Society of America Conference, Chicago, IL.

Morhardt, D., Menne, H., & Sherrell, K. (2001, November). *The experience of early stage dementia support groups on the individual and their family: A qualitative analysis.* Poster presented at the Best Practices in Alzheimer's Disease Care, Northwestern University Medical School, Chicago, IL.

Menne, H.L. (2001, April). *"It's a hard process, for each one is so individual."* *The voices of dementia.* Paper presented at the ONECA Conference, Akron, OH. Awarded Best Paper on Alzheimer's Disease (Honorable Mention).

Menne, H.L., Morhardt, D., & Kinney, J.M. (2001, May). *The experiences of individuals in the early stages of dementia.* Poster presented at Alzheimer's Disease Day, Northwestern University Medical School, Cognitive Neurology and Alzheimer's Disease Center, Chicago, IL.

Kinney, J.M., & Menne, H.L. (2000, November). *What a hassle! Assessing stresses, satisfactions, and coping among family caregivers.* Talk prepared for Grand Rounds, Cleveland VA Hospital, Cleveland, OH.

Menne, H.L. (2000, August). *"It's a hard process, for each one is so individual": Subjective experience in early-stage dementia patient and caregiver support groups.* Buehler Summer Program in Geriatrics and Gerontology, Northwestern University Medical School, Chicago, IL.

Honors:

May 2001 Miami University Graduate Student Achievement Award. Master's thesis, *Making meaning, the subjective experiences of individuals in the early stages of dementia.*

January 2002 – April 2004 National Institute on Aging (NIA) Pre-Doctoral Training Fellowship, under the supervision of Dr. Eva Kahana at the Department of Sociology, Elderly Care Research Center, Case Western Reserve University, Cleveland, Ohio.

March 2006 Jerome Kaplan Award for Best Graduate Student Paper. Paper titled, “*How involved are you . . . ?*”: *Decision-making involvement and individuals with dementia*. Presented at the Ohio Association of Gerontology and Education Annual Conference, Bowling Green, Ohio.

April 2006 Marie Haug Award. The Marie Haug Award was established in 1990 to honor Dr. Haug’s pioneering work in aging at Case Western Reserve University (Cleveland, Ohio). This award is presented annually to graduate students who have shown exemplary performance in their gerontological studies.

July 2008 RAND Summer Institute. Selected to attend the 15th Annual RAND Summer Institute. The summer institute, held in Santa Monica, California, includes two days of “MiniMedical School for Social Scientists” and two days of sessions on “Demography, Economics, and Epidemiology of Aging.”

Professional Service:

2003 – Present. Board Member: Ohio Association of Gerontology and Education (Secretary 2006-Present)

2004 – Present. Journal Reviewer: *Dementia: The International Journal of Social Research and Practice*

2004 – 2006. Student Representative: Geriatric Education (GEC) Committee (Association for Gerontology in Higher Education)

2004 – 2006. AGHE Student Representative: Research, Education, and Practice (REP) Committee (Gerontological Society of America)

2004 – 2006. Student Representative: Task Force on Interest Groups (Gerontological Society of America)

2004 – 2006. Assistant Editor: Special Issue of *Journal of Aging & Social Policy* (Guest Editor: Farida Ejaz, Ph.D.)

2005 – Present. Journal Reviewer: *The Gerontologist*

2006 – Present. Journal Reviewer: *Journals of Gerontology: Social Sciences*

2006 – Present. Journal Reviewer: *Journal of Applied Gerontology*

2006 – Present. Journal Reviewer: *Research on Aging*

2006 – 2008. Conference Abstract Reviewer: *Association for Gerontology in Higher Education*

2006 – 2007. Representative: Geriatric Education (GEC) Committee (Association for Gerontology in Higher Education)

2007 – 2008. Representative: Publication Committee (Association for Gerontology in Higher Education)

2007 – 2008. Member of Local Arrangements Committee and Chair of Program Sub-Committee for the Ohio Association of Gerontology and Education 2008 Annual Conference

2008 – Present. Journal Reviewer: *Clinical Interventions in Aging*

2008 – Present. Grant Reviewer: The Retirement Research Foundation

2008 – Present. Conference Abstract Reviewer: *Gerontological Society of America*

Associations:

American Society on Aging (since 2004)

American Sociological Association (since 2003)

Gerontological Society of America (since 2001)

Ohio Association of Gerontology and Education (since 2002)