Presenter Biographies

**Sara Barth MA, LBSW, NHA**
Administrator/ Executive Director  
*Whitehall of Novi*  
admin@whitehallnovi.com

Sara has eleven years of experience working in long term care. She has held various positions from social work to administration. She enjoys working in a continually changing environment that has the drive to think outside the box while keeping residents at their highest practicable level.

**Thomas Bissonnette MS, RN**
Nurse Consultant & Trainer  
*State of Michigan*  
bissonettet@michigan.gov

Tom graduated from the University of Michigan with a Master of Science degree in Psychiatric/ Mental Health Nursing in 1984. Since that time, he worked in a geriatric psychiatric inpatient setting for eleven years, case managed impaired health care professionals for five years, provided psychiatric consultations in nursing homes for three years, and spent seven years in executive management of a professional nurse association. Currently, Tom is a Nurse Consultant and Trainer for the State of Michigan, working primarily with long term care providers and surveyors.

**Carmen Bowman BSW, MHS**
Self-employed/ Owner  
*Edu-Catering LLP*  
carmen@edu-catering.com

Carmen Bowman is a consultant, trainer, author and owner of Edu-Catering: Catering Education for Compliance and Culture Change, turning her former role of regulator into educator. Carmen was a Colorado State Surveyor for nine years, a policy analyst with CMS Central Office where she taught the National Basic Surveyor Course and was the first certified activity professional to be a surveyor. As a contractor to CMS, Carmen co-developed the Artifacts of Culture Change measurement tool. She authored the background papers for and facilitated both Creating Home National Symposiums sponsored by CMS and the Pioneer Network. Carmen facilitated the Pioneer Network Task Forces that developed the new Dining Practice Standards and subsequent Toolkit. She serves on the Pioneer Network Policy committee which meets with CMS Division of Nursing Homes quarterly. She co-authored *The Power of Language to Create Culture, Eliminating Alarms and Preventing Falls by Engaging in Life*, and facilitated the first Surplus Safety Symposium.

Carmen has a Master's degree in Healthcare Systems, a Bachelor's in Social Work and German, is a Certified Eden Associate and Eden Mentor, Certified Validation Worker, Group Practitioner and recently Eden Presenter. She co-founded the Colorado Culture Change Coalition, and with Action Pact has authored eight culture change workbooks plus hosts a monthly web culture change talk show called Conversations with Carmen. Currently, she is writing her ninth book for Health Professions Press: *Changing Culture with Little Worry about Money or Regulation.*
Shawne Cripps
Healthcare Surveyor 12
State of Michigan
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Shawne has been employed with the State of Michigan since 1989, first as a Clinical Social Worker at Northville State Psychiatric Hospital. In 1991, Shawne began at the Department of Public Health, and she moved with the program to the Department of Licensing and Regulatory Affairs. She has functioned as a health care surveyor and for five years a Departmental Manager. In February 2016, both Shawne and Barbara Zabitz were given the task to develop a process to complete licensure surveys. This process was developed and licensure surveys began in licensed nursing facilities in March 2016, for the first time separate from the federal re-certification surveys. The licensure survey process encompasses the Michigan Public Health Code, Public Act 368 of 1978, with emphasis on Article 201 and 217; Resident Rights as enumerated in 333.20201, 333.20202 and 333.20203; Criminal Background Checks as outlined in 333.20173 and the Nursing Home Administrative Rules.

Karrie Jordan MPA
Long Term Care Ombudsman
Michigan Elder Justice Initiative
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Karrie Jordan is the long term care ombudsman for Ingham, Eaton, and Clinton counties where she advocates for residents of nursing facilities, adult foster care homes, and homes for the aged. Karrie has extensive experience in health care and long term care supports and services. She worked in outreach for the Capital Area Health Alliance which partners with area organizations to promote healthy lifestyles. She has been the administrator/director of two local assisted living facilities as well as working in management positions for a home health agency and a continuing care retirement community. She helped develop a dementia curriculum for nursing students and facilitated Alzheimer’s support groups. She has a Master's in Public Administration with an emphasis in Health Care Administration from Western Michigan University and a Bachelor's Degree from Michigan State University.

Matthew Jordan
Manager, State Licensing Section
State of Michigan
jordanm11@michigan.gov

Matthew is Manager for the State Licensing Section of the Health Facility Licensing, Permits, and Support Division in the Bureau of Community and Health Systems at the Department of Licensing and Regulatory Affairs. The State Licensing Section handles licensure, investigations, complaints, and oversight for state-specific licensed facilities that include: hospitals, surgical centers, psychiatric units, nursing homes, hospices, and substance abuse programs. Mr. Jordan returned to state government in this position in September 2015. He had previously worked in the public sector for the Michigan Department of Community Health. Prior to joining the Bureau of Community and Health Systems, Mr. Jordan spent almost a decade as both a leader of health policy and as an analyst in the public and private healthcare sectors. He has successfully represented and been employed by a diverse range of clients in the medical industry, ranging from small local hospitals to large university-based health systems to medical device manufacturers. He has broad experience analyzing and creating positive solutions to state and federal regulations as well as insurance reimbursement policies. Mr. Jordan has contributed at Zimmer Biomet, Stryker Corporation, Xoran Technologies, and at the Department of Community Health for the State of Michigan. Additionally, he started his private career with Kheder Davis & Associates, a broad-based lobbying and consulting firm in Lansing, MI. Mr. Jordan holds a Juris Doctor degree from Michigan State University College of Law and a Bachelor’s degree in political science/pre-law from Michigan State University.
Alicia Kuehn-Moore MA, BAA, RN, NHA, CHES  
Healthcare Surveyor  
State of Michigan  
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Alicia has worked in the hospital setting, County Health Department, Mental Health, Hospice, and Long Term Care, as an adjunct university instructor, as a program planner / developer and a grant writer. Currently, she is employed with the State of Michigan as a Nurse Consultant.

Mark Loush LMSW, CAADC  
Clinical Quality Consultant  
MPRO  
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Mark Loush, LMSW, CAADC has been working in the behavioral health arena for almost 25 years with positions encompassing clinical supervision, program management, direct clinical services, utilization review, quality improvement and employee assistance. He is a Clinical Quality Consultant under the Centers for Medicare and Medicaid Services (CMS) 11th Scope of Work. He is working in several focus areas in ambulatory care including: improving cardiac measures for aspirin, blood pressure control, cholesterol management and smoking cessation; providing diabetes self-management education to Medicare beneficiaries and assisting primary care providers to improve their rates of screening for depression and alcohol use.

Mr. Loush's career path includes various positions in chemical dependency programs (inpatient and outpatient) as a clinical supervisor, utilization review coordinator and case manager.  
Mr. Loush is a Licensed Master's Social Worker with Clinical and Macro designations from the State of Michigan. He also holds the Certified Advanced Alcohol and Drug Counselor credential from the Michigan Certification Board for Addiction Professionals. He is also a Stanford Certified Master Trainer in Diabetes Self-Management Education (DSME)

Robert Posthumus  
Director of Facilities  
Pilgrim Manor  
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Bob is Director of Facilities at Pilgrim Manor, a senior living community in Grand Rapids since 2014. Before this he spent 10 years at Holland Home in Grand Rapids in various positions in the Facilities Department. He has 1 wife, 3 kids & 8 grandchildren, which makes having kids all worthwhile. He has over 30 years' experience working hands on in facilities maintenance and 12 years managing long-term care facilities maintenance. After his youngest child graduated from high school Bob went to college to get his Bachelor's degree.

Laura Remus REHS  
Environmental Health and Safety Section Manager  
State of Michigan  
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Laura Remus is the Section Manager of the Environmental Health and Safety Section within the LARA Bureau of Community and Health Systems. Laura manages a newly created section of Sanitarians and Fire Inspectors that perform the food service, physical environment, emergency preparedness, and life safety code portions of surveys for Long Term Care facilities. Laura has been a Sanitarian with the State of Michigan since 2007, and also has previous experience as a Sanitarian in Local Public Health. She holds a bachelor’s degree.
Michelle Roepke BS, MT (ASCP)
Director, Federal Survey and Certification Division
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Michelle Roepke (pronounced “Repkey”) earned a Bachelor of Science degree in Medical Technology from Michigan Technological University and completed a one year medical technology internship at Sparrow Hospital in Lansing, Michigan. Following her internship, she stayed at Sparrow Hospital where she worked for 20 years as a medical technologist. While at Sparrow, her duties expanded to include Point of Care Coordinator, and onto Blood Bank Supervisor. In 2005, Michelle transitioned to the regulatory side and started working as a Clinical Laboratory Improvement Act (CLIA) surveyor for the State of Michigan. In 2012, she accepted the position as manager of the CLIA program for the State of Michigan. In 2015, Michelle accepted the position of Division Director for the Federal Survey and Certification Division.

Jayne Sabaitis
Administrator
Maple Lawn Medical Care Facility
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Jayne has been the Administrator at Maple Lawn Medical Care Facility, a 114 bed skilled nursing facility in Coldwater, for seven years. Previously, she spent six years as Controller and Assistant Administrator at Hillsdale County Medical Care Facility. Currently, she is the President of the Michigan County Medical Care Facility Council. She is a member of the Branch County Elder Abuse Coalition and Chairperson of the Older America Health Fair of Branch County.

Annett D. Simon RN, BSN, MSN
Clinical Quality Consultant
MPRO
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As a clinical coordinator, Annett Simon is responsible for providing clinical expertise to support the development of quality improvement (QI) projects in multiple health care settings across the continuum of care. Currently she is directly involved in Lake Superior Quality Innovation Network’s (QIN’s) efforts focused on skilled nursing facilities (SNFs) in the State of Michigan. In her role, Simon is responsible for the recruitment of SNFs as well as the adoption and implementation of QI strategies - including the use and evaluation of clinical data.

Jeffrey S. Tody
Fire Safety Inspector
State of Michigan
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Jeff was born in Flint, MI and attended Davison High School, Mott Community College and Ferris State University. Jeff has had several roles throughout his career: United States Marine Corps/United States Marine Corps Reserve 2000-2009 Rifleman; Fire Rescue in Lapeer County 2005-Current Lt Training; General Motors/G4S Fire Chief 2000-2015; State of Michigan Fire Safety Inspector 2015-Current.
Jeff Wortley  
**Fire Safety Inspector**  
*State of Michigan*  
wortleyj@michigan.gov

Jeff Wortley has been a Fire Safety Inspector with the Bureau of Community and Health Systems since 2015. Prior to that he served 12 years with the United States Airforce Fire & Emergency Service. Over his career he has earned the following certifications: NFPA Fire Inspector II; Fire Officer III; Hazardous Material Technician; Confined Space, High Angle, Trench Rescue, Structural Collapse Technician; Emergency Medical Technician Basic.