



**Sally Damm, MSA, LNHA, QALA, LSWA and Preceptor
Sally Damm Healthcare Consulting and Services, LLC**

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SUMMARY:

Multiple-award winning nursing home and long-term care administrator. 30+ years administrative experience including being the head administrator of two different facilities. Proven track record of understanding and complying with government regulations relating to standard of care in nursing homes assisted living and long-term care support and services. Extensive experience in hiring, terminating, coaching and training staff as well as in maintaining appropriate staffing levels to accomplish standard of cares with resident centered goals.

**LONG TERM CARE EMPLOYMENT HISTORY: CURRENT and PAST
PROFESSIONAL EXPERIENCES:**

Administrator United Living Community, Inc.

1997 – 2015
Brookings, SD
Skilled Nursing Home, Assisted Living, Independent Living Apartments, Adult Day Services, Respite Care
In-house Rehabilitation Therapy

Administered the day-to-day operations of four support and service facilities on one campus in accordance with federal, state, and local regulatory agencies. Directed, coordinated and managed an interdisciplinary team that delivered quality of care and quality of life amenities.

Administrator, Sun Dial Manor, Inc.

1987-1997
Bristol, SD
Skilled Nursing Home, Assisted Living

Case Manager, Redfield State Hospital and School

1979 – 1987
Redfield, SD
Institutional housing for the Intellectually Disabled

Directed, coordinated and supervised the day-to-day operations of a community group home and provided case management in an institutional setting. All services, programs, activities and training were subject to the rules and regulations of government agencies to ensure least restrictive living arrangements for clients.

Director, Park View Group Home, Inc.

1977 – 1979
Redfield, SD
Transitional home for the Intellectually Disabled

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1. **2015 to Present:** Using my knowledge and expertise gained over forty years in the field of long-term-care support and services I have experience in reviewing cases-for-merit; have submitted written reports; have been deposed; and prepared for testimony: elder neglect and abuse, financial exploitation, nursing home and long-term-care litigation.
2. 2019 to Present: Long-Term-Care Consultant; Preceptor, Licensed Nursing home Administrator to cover Emergency License of Mr. Bob Saylor, Prairie Estates Care Center, Elk Point, SD
3. **2015 to 2018:** Consultant; Interim Administrator 2015-2016 for Wilmot Care Center, Inc Skilled Nursing Home and Assisted Living facility. Preceptor for newly hired Administrator for the Wilmot Care Center, Wilmot, SD

4. **September 2017 to March 2018:** Preceptor, for Diane Casperson, RN using the National Association of Long-Term-Care Administrator Boards (NAB) and American College of Health Care Administrators (ACHCA) using the National Administrator-in-Training Program Manual. Rounds at Estelline Nursing Home/Care Center, Estelline, SD and The Neighborhoods at Brookview, Brookings, SD
5. **2015-2016:** City of White, SD- Completed a Feasibility Study to determine the viability and most effective manner of retaining a skilled nursing facility in the community.
6. **2012-2014:** Administrator-Consultant for Five Counties Skilled Nursing Home and Assisted Living facility. Preceptor for newly hired Five Counties Nursing Home Administrator, Lemmon, SD

ADJUNCT INSTRUCTOR:

1. **January to May 2017 and January to May 2018 South Dakota State University:** Family Policy- HDFS-435-S01-This course examines the impact of family policies, government laws, and programs related to family life (conception to death). The course will emphasize the current state of families or family trends and the implications of such trends for family policy. The varied effects that policies and programs have on different types of families, and different aspects of family functioning and well-being of all ages including elder care will be explored.

CONTINUING EDUCATION SEMINARS ATTENDED 2015 TO PRESENT:

South Dakota Association Healthcare Organization: April 24-25, 2019

- Behavioral Health Crisis Management: Dr. Robert Nuss, Avera Medical Group University Psychiatry Associates- Difficult elderly behavior; learn effective skills to safely manage and prevent difficult behaviors.
- Providing Care for Challenging Behaviors: Beth Dokken, LTSS and Chris Qualm, DOH- Engaging with partners and stakeholders to promote education, awareness and strategies for nursing facilities to successfully admit and retain individuals with challenging behaviors

South Dakota Association Healthcare Organization: September 19-21, 2018

- Preparing for the future of Skilled Nursing Facility Payment: Janine Finck-Boyle, Vice President Regulatory Affairs, Leading Age
- Behind America's Opioid Epidemic: Sam Quinones, author of, "Dreamland: The True Tale of America's Opiate Epidemic"
- Music and Memory: Julie Hyland, Director, Wisconsin Music and Memory
- Reconceiving the Social Determinants of Health Dr. Pritpal Tamber, Co-Founder and CEO, Bridging Health and Community
- The Problem is Poverty: Why Poverty and Income Inequality Are at the Core of America's High Health Care Spending Kurt Mosley, Vice President of Strategic Alliances

Centers for Medicare & Medicaid Services: September 12, 2018

- The Skilled Nursing Facility (SNF) Section GG (New Items)/Section I focus on changes impacting proper coding of Section GG: Functional Abilities and Goals and Section I: Active Diagnoses

Centers for Medicare & Medicaid Services: August 27, 2018

- The Skilled Nursing Facility (SNF) on Section N: Medications will give SNF providers information about properly coding Section N of the Minimum Data Set (MDS) 3.0 Version 1.16.0 which will become effective on October 1, 2018

South Dakota Association Healthcare Organization: April 25 and 26, 2018

- Leading or Reacting? Understanding Servant Leadership, Professor Tom Thibodeau
- Building a Successful Pressure Injury Team, Jeri Ann Lundgren, RN, BSN, PHN, CWS, CWCN, CPT
- Caring for a New Generation in Long-Term-Care, Barbara Speedling, Quality of Life Specialist, Innovations for Quality Living

Elder Abuse Prevention Resources in Indian Country: National Indigenous Elder Justice Initiative: March 28, 2018, Dr. Jacque Gray with the National Indigenous Elder Justice Initiative (NIEJI)

Dual Diagnosis: Mental Illness & Addictions October 2, 2017: Brookings Empowerment Project: Panelists:

- Dr. Clay Pavlis-MD, Psychiatry specialist, Midwest Specialty Clinic, Flandreau, SD
- Dave Mendel- MSW-PIP, QMHP-Human Services Agency, Watertown, SD
- Christy Alten-Osmera, Master, Mental Health Counseling, CCDCIII, LPC, QMHP, Keystone Director of Adolescents
- Deb Hamer- CCDC III, NCGC, Human Services Agency and Director at Serenity Hills, Watertown, SD
- Nikki Eining- CSW-PIP, MSW, QMHP, Avera Behavioral Health, Brookings, SD

Centers for Medicare and Medicaid Services: August 23, 2017 Meeting Antibiotic Stewardship Program Requirements in the Long-Term-Care Environment

South Dakota Association Healthcare Organization: September 20, 21, 22, 2017

- Board Boot Camp-Key Governance Practices of Top Performing Board, Karma Bass, MPH, FACHE, Via Healthcare Consulting
- Positively Handling Negative Racially Based Encounters, Sandra Ogunremi, DHA, MSA, B. Pharm, MPM, SCPM, CIC, CIM, Senior Diversity, Equity and Inclusion Consultant, Regional Health, Rapid City, SD
- Embracing Diversity and Becoming a Culturally Competent Organization, Sandra Ogunremi, DHA, MSA, B. Pharm, MPM, SCPM, CIC, CIM, Senior Diversity, Equity and Inclusion Consultant, Regional Health, Rapid City, SD
- CMS Emergency Preparedness Rule in the Long-Term-Care Facility, Craig Camidge, Regional Healthcare Coordinator and Executive Director, near Southwest Preparedness Alliance in Southwest Virginia
- CMS Rural Health Council Update, Dr. Cara James, Director, Office of Minority Health, National

South Dakota Work Compensation Summit: June 6-7, 2017

- The Disease of Worklessness-Joel Blanchard FACEP, Medical Director, Sanford Health OccMed Clinic
- Building and Retaining a Strong Work Force-Justin Smith, Attorney-Woods, Fuller, Shultz & Smith, P.C., WorkFORCE Occupational Health and Medical Services
- OSHA Reasonable Suspicion-Drug Testing and Workers' Compensation Implications, Rick W. Orr, Attorney, Davenport, Evans, Hurwitz & Smith, LLP
- Social Media in the Workplace, Woods, Jeff Shultz, Attorney & Morgan F Brekke, Attorney Fuller, Shultz & Smith, PC

National Association of Long Term Care Administrator Boards (NAB): May 17-19, 2017

- NAB - ACHCA Preceptor Training Course: Module 1
- NAB - ACHCA Preceptor Training Course: Module 2
- NAB - ACHCA Preceptor Training Course: Module 3
- NAB - ACHCA Preceptor Training Course: Module 4

Centers for Medicare and Medicaid Services: 4/27/2017 Emergency Preparedness Requirements Final Rule Training Call

18th Annual Continuing Care Conference South Dakota Association Healthcare Organization: April 26-27, 2017

- Compassion Fatigue – Healing Healers, Pat Schultz, LPC, MH, Outpatient Therapist, Avera Family Health Center, Sioux Falls, SD
- Financial Exploitation of Elders, Peter Lichtenberg, PhD, ABPP, Director, Institute of Gerontology and Merrill Palmer Skillman Institute, Wayne State University, Detroit, Michigan.

- CMS Emergency Preparedness, Craig Camidge, Executive Director, Near Southwest Preparedness Alliance, Virginia.
- Compassionate Touch: Caregivers Workshop for Dementia Care. Sue Wilson, LMSW, Certified Dementia Care Consultant and Educator, 360 Elder Solutions, LLC.

South Dakota Work Comp Summit June 22-23, 2016

- Integrating Wellness & Safety for Total Worker Health & Well-Being: Howalt McDowell Insurance, Marsh & McLennan Agency, Kandy Jamison, Erin Williams, Terry Lively
- Drug Testing in Workplace and implications on Workers' Compensation: Woods, Fuller, Shultz & Smith, P.C. Jeff Shultz and Jennifer Van Anne
- Help You Injured Workers, Reduce Your Lost Time from Injuries: Sanford Health OccMed Clinics Joel Blanchards MD
- Absence Management-Dealing with the Sick Injured or Disabled Employee: Boyce Law Firm, LLP Lisa Marso & Laura Hensley

LeadingAge, Jane Belt, MS, RN, RAC-MT, Consulting Manager, Plante Moran, PLLC, Columbus, Ohio-January to May 2016

- January 7, 2016 INTERMEDIATE: What the Admin, DON and Accounting Must Know Regarding the MDS
- January 14, 2016 BASIC: Breaking Down the MDS: Section A-Which Assessment and When (Nursing)
- January 21, 2016 BASIC: Breaking Down the MDS: Sections B, C, D, E and F (Social Services, Activities, Nursing)
- January 28, 2016 BASIC and INTERMEDIATE: The Nitty Gritty of Section G-ADLs and Reimbursement (Nursing, Therapy)
- February 4, 2016 BASIC: Breaking Down the MDS: Sections H, I and J (Nursing)
- February 11, 2016 BASIC: Breaking Down the MDS: Sections K and L (Dietary, Nursing)
- February 18, 2016 BASIC: Breaking Down the MDS: Sections O and Q; Nursing Restorative Programming (Nursing, Therapy, Social Services)
- February 25, 2016 BASIC: Breaking Down the MDS: Sections M, N and P (Nursing)
- March 3, 2016 This is a courtesy acknowledgement; no session today.
- March 10, 2016 BASIC: Breaking Down the MDS: Sections V, Z and Working the CAAs (IDT)
- March 17, 2016 INTERMEDIATE: What You Need to Know Regarding the Focused Surveys for Dementia Care, MDS 3.0/Staffing and Medication Safety (IDT)
- March 24, 2016 INTERMEDIATE: Sleep Hygiene and Reducing Falls (IDT)
- March 31, 2016 INTERMEDIATE: Can I Skill this Resident? (ED, Admin., Nursing)
- April 7, 2016 INTERMEDIATE: How do We Get Paid for Medicare Part A Beneficiaries? (Nursing, Therapy)
- April 14, 2016 INTERMEDIATE: Quality Measures and Survey (Nursing, Social Services, Activities, Dining Services)
- April 21, 2016 INTERMEDIATE: QAPI (ED, Admin., DON, Corporate Staff, Nursing, Social Services, Activities, Dining Services)
- April 28, 2016 INTERMEDIATE: Reaching for the Stars - Five-Star (ED, Admin., DON, Corporate Staff, Nursing)
- May 5, 2016 INTERMEDIATE: Where Do We Go from Here? Best Practices for MDS Coordinators (MDS Coordinators.)

LeadingAge 2015 Annual Meeting, Be the Voice, Boston, MA

- Dr. Atul Gawande, B.A.S, M.A., M.D. M.P.H, authored "Being Mortal: Medicine and What Matters in the End" spoke to the audience about the importance of planning to live, not planning to die, end of life choices, about assisted living and the effect of medical procedures on terminally ill people and challenges many traditionally held notions about the role of medicine.

AWARDS WON:

- Governor's Award for South Dakota Board of Vocational Rehabilitation 2012 Outstanding Private employer (large employer category)
- 2011-2013 and 2014-2016 Generations United Program of Distinction for quality intergenerational programming
- Brookings Area Chamber of Commerce Women in Leadership & Learning 2010 Businesswoman of the Year
- Leading-edge intergenerational programming named one of Generations United's "Programs of Distinction." July/August 2011
- 2008 Generations United Intergenerational Shared Site Best Practices Award
- 2006 Community Agency Service-Learning Award-Outstanding Contributions to Service Learning at South Dakota State University
- 2006 Champion for Children Business by South Dakota Voices for Children National Association for the Education of Young Children (NAEYC)
- Awarded the 2005 Circle of Excellence Award for Deficiency Free Survey from the National Association of Directors of Nursing Administration in Long Term Care
- 2004 Administrator of the Year from the South Dakota Dietitians Association and Dietary Managers Association
- SODEXHO Spirit of Excellence Award 2004

SKILLS/EXPERIENCE:

Administrative and Management:

Established, sustained and applied written policies and procedures that govern the day-to-day operations of the facilities in compliance with the following:

- U.S Department of Health and Human Services
- Centers for Disease Control and Prevention
- Centers for Medicare and Medicaid Services
- Food and Drug Administration
- Administration for Community Living (formerly Administration on Aging, Children and Families, Developmental Disabilities and the Office on Disability)
- Agency for Healthcare Research and Quality
- Office of Management and Budget

Prepared and coordinated with staff annual financial audits and unannounced state agency surveys conducted by: S.D. Department of Health, S.D. Department of Social Services and Life Safety and NFPA, OSHA, and S.D. Department of Labor

Prepared and presented monthly report to a nine-member Board of Directors and six-member Foundation Committee. Conducted public annual meeting in compliance with the by-laws of a 501[c]3

Construction Experiences, Capital Campaigns and Grants

Managed three capital campaigns and wrote community grants for construction projects, service expansion and technology improvement projects securing \$8.2 million.

Managed five skilled nursing, assisted and independent living construction projects totaling \$16.5 million.

Personnel Supervision and Staff Development:

Consulted with department leaders to assist in maintaining proper staffing ratios; developed written job descriptions; improved problem areas; expanded services; counseled/disciplined/terminated personnel with proper documentation to ensure EEOC were not violated.

Monitored and actively participated in the mandatory requirements of planning, conducting, and scheduling of staff orientation; on-going training and certification within the guidelines of:

- PART 483—REQUIREMENTS FOR STATES AND LONG-TERM CARE FACILITIES

- South Dakota Administrative Rules

Established, executed and sustained excellent working relationships with medical professionals and paraprofessionals.

Budget Forecasting and Strategic Planning:

- Conducted frequent Strengths, Weaknesses, Opportunities and Threats analyses
- Channeled the financial planning, budgeting and forecasting process and goals for long and short-term business plans.
- Led, formulated, developed, and implemented a written strategic plan.
- Reviewed, interpreted and presented monthly financial information to governing board.
- Ensured compliance with community tax free bonds for construction projects.

Marketing and Customer Relations

- Supported department leaders in the development and practice of written policies and procedures;
- Developed and demonstrated the corporate core values and mission and vision statements as approved by the Board of Directors
- Sustained a far-reaching and affirmative relationship with families, residents and elected officials
- Maintained a positive public image in the community and facility

PRESENTATIONS:

- Assisted Living Association of South Dakota, September 21-22, 2016, Fort Pierre, SD, “*Yes, I Still Work at the Home and Proud of It*”
- Assisted Living Association of South Dakota, September 21-22, 2016, Fort Pierre, SD, “*A View from Both Sides*”
- Brookings Area Transit Authority, August 16, 2016, Brookings, SD “*Blood Borne Pathogen and Infectious Disease training: Avoiding germs while riding public transportation*”
- Thrivent Financial, February 12, 2016 Brookings, SD, “*Terms and Definitions of Long-Term-Care Support and Services Insurance for Consumers and Agents*”
- Thrivent Financial, November 21, 2015 Madison, SD, “*Terms and Definitions of Long-Term-Care Support and Services Insurance for Consumers and Agents*”
- South Dakota Public Broadcasting TV Dakota Life September 11, 2014, Vermillion, SD, *Alleviating Loneliness in a Vibrant Environment*”
- South Dakota Public Broadcasting TV Dakota Life-May 1, 2014, Vermillion, SD, “*Alleviating Loneliness in a Vibrant Environment*”
- South Dakota Public Broadcasting TV Dakota Life December 12, 2012, Vermillion, SD, “*Alleviating Loneliness in a Vibrant Environment*”
- North Dakota and South Dakota- Dakota Transit Association, September 26, 2012, Brookings, SD “*Ten Lessons from Thelma*”
- WILL: Women in Learning and Leadership, 2010, Brookings, SD, “*Ten Lessons from Thelma*”
- South Dakota Association of Healthcare Organizations, September 24-25, 2008, Rapid City, SD, “*Alleviating Loneliness in a Vibrant Environment*”
- South Dakota Association for the Education of Young Children, February 26-28, 2004, Huron, SD “*Alleviating Loneliness in a Vibrant Environment*”
- Michigan Association for Adult and Continuing Education, November 19-22, 2003, Detroit, MI, “*Going to the Nursing Home to LIVE*”
- Michigan Association for Adult and Continuing Education, November 19-22, 2003, Detroit, MI, “*Yes, I Still Work at the Home and Proud of It*”
- Michigan Association for Adult and Continuing Education, November 19-22, 2003, Detroit, MI, “*Finding Partners in the Most Unlikely Places*”
- Michigan Association for Adult and Continuing Education, November 19-22, 2003, Detroit, MI, “*A View from Both Sides*”
- AAHSA: American Association of Homes and Services for the Aging, October 15-18, 2003, Denver, CO, “*A View from Both Sides-The Journey of a Consumer*”

- University Week for Women, South Dakota State University, June 9-11, 2003, Brookings, SD
"Leadership V Style"
- Minneota Manor Health Care Center, Inc., May 2003, Minneota, MN, "Alleviating Loneliness in a Vibrant Environment"
- ACHCA: American College of Health Care Administrators, April 26-29, 2003, Charleston, SC, "A View from Both Sides"
- Minnesota West Community & Technical College, March 20, 2003, Marshall, MN,
"Empowerment=Responsibility: Nursing Assistant Replenishment"
- Minnesota West Community & Technical College, January 28, 2003, Marshall, MN, "Are You Still Working at the HOME"
- AAHSA: American Association of Homes and Services for the Aging, October 28-31, 2002 Baltimore, MD "Finding Partners in the Most Unlikely Places"
- ACHCA: American College of Health Care Administrators, May 4-7, 2002, Orlando, FL, "Yes, I Still Work at the Home and I'm Proud of It"
- University Week for Women, South Dakota State University, May 2002, Brookings, SD, "Yes, I Still Work at the Home"
- South Dakota Fourth Annual Caregivers' Conference April 19, 2002, Aberdeen, SD, *The Nursing Home Choice. A View from Both Sides*"
- South Dakota State University: Cooperative Extension Service, May 13, 2002, Brookings, SD, *The Nursing Home Choice. A View from Both Sides*"
- The International Eden Alternative Conference, Panel with Dr. Bill Thomas, 2002, Tacoma, WA, *Alleviating Loneliness in a Vibrant Environment*"

EDUCATION:

Education, Academic and Licensure Accomplishments:

University of South Dakota, Master of Science, Administrative Studies with Healthcare emphasis

- Thesis included International studies in Germany: "*Alleviating Loneliness in a Vibrant Environment: A. L. I. V. E. A Journey to Culture Change in Long-Term Care*"

Huron College, Bachelor of Arts, Majors in Criminal Justice and Sociology; Minor in Psychology

LICENSES:

- South Dakota Licensed Nursing Home Administrator (LNHA) #00150
- Qualified Assisted Living Administrator (QALA)
- Licensed Social Worker Associate (LSWA) # 1140
- South Dakota Preceptor

Appointments:

- Member of the South Dakota Suicide Prevention Group 2007-2009
- Member of the Dacotah Bank of Webster as a trustee on the Board of Directors -1995-1997
- South Dakota Adult Services and Aging Advisory Council on Aging member 2005-2013 appointed by Governor Mike Rounds
- South Dakota Voice for Children 2006-2008 Brookings Business-Civic Leadership Group
- LeadingAge-2012-2015 Public Policy Congress Steering Committee
- LeadingAge-2013-2014 Nominations and Awards Committee
- South Dakota Association of Healthcare Organization-2014-2015 Board member
- South Dakota association of Healthcare Organizations 2012-2015 Delegate to LeadingAge
- South Dakota Association of Healthcare Organization-1997-2015 Council on Long-Term-Care