

Kelsey V. Simons  
Social Work Scientist  
Baycrest, Rotman Research Institute  
Assistant Professor (status only)  
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#### Education

2005 PhD – University of Maryland, Baltimore  
School of Social Work  
1998 MSW – Roberts Wesleyan College: Rochester, NY  
1993 BA, Sociology (with honors) – Binghamton University: Binghamton, NY

#### Teaching Interests

Aging, health, research, evaluation, theory, policy

#### Research Interests

Health and aging, psychosocial care in long-term care, and social work in aging

#### Research Experience

2006 - Present Social Work Scientist  
Baycrest, Rotman Research Institute  
Katz Centre for Gerontological Social Work

2005-2006 Postdoctoral Fellow  
Wayne State University, Institute of Gerontology, Detroit, MI  
Mentor: Dr. Peter Lichtenberg  
*Funded through an AHRQ Ruth L. Kirschstein National Research Service Award*

2003-2005 Graduate Research Assistant  
University of Maryland, School of Social Work, Baltimore, MD  
Principle Investigator: Joan Levy Zlotnik (IASWR)  
Project: AHRQ funded national conference “*Evaluating social work services in nursing homes: Toward quality psychosocial care and its measurement*”

2001 – 2002 Research Assistant  
Council on Social Work Education/ John A Hartford Foundation  
Project: *Strengthening Aging and Gerontology Education for Social Work*

1999 – 2001 Graduate Research Assistant  
University of Maryland, School of Social Work, Baltimore

#### Teaching Experience

2006 Part-Time Faculty Member  
Wayne State University, MSW program, Detroit, MI  
○ Research II

2002 – 2003 Part-Time Faculty Member  
Niagara University, BSW program, Niagara University, NY  
○ Social Work 100, Introduction to Social Work  
○ Social Work 212, Human Behavior in the Social Environment

#### Practice and Professional Experience

1999 – 2000 Part-time Social Worker  
Manor House: Adventist Health Care, Silver Spring, MD  
Adult medical day program

1998 – 1999 Social Work Director  
HCR ManorCare of Silver Spring in Silver Spring, MD  
Nursing facility

1997 – 1998 Social Worker  
ViaHealth: DeMay Living Center in Newark, NY  
Nursing facility

#### Grants (Awarded)

Principal investigator: **Simons, K.** 2012  
Social Sciences and Humanities Research Council  
Institutional Grant (SIG)  
Pilot Project: *Psychosocial Services in Ontario's Long-term Care Homes*  
\$3,672.39 CAD

Principal investigator: **Simons, K.** 2009 - 2012 (1 yr.  
Social Sciences and Humanities Research Council of Canada deferment to 2013)  
(Standard Research Grant # 410-2009-2395)  
*Job Satisfaction and Organizational Commitment among Ontario's Social Workers in Health  
and Aging.*  
\$90,962 CAD

**Simons, K.** (Co-Investigator) 2007 – 2009  
Co-Principal Investigators: Huijbregts, M. & Feldman, S.  
HealthForce Ontario, Interprofessional Care/ Education Fund  
Ontario Ministry of Health and Long-term Care

(Grant#: ICEF0708002)

*Implementation of the Best Practice Guidelines of the Canadian Coalition of Seniors Mental Health (CCSMH): Focus on Assessment and Treatment of Mental Health Issues in Long Term Care Homes*

\$170,578 CAD

Principal Investigator: **Simons, K.**

2003 – 2005

John A. Hartford Foundation – Hartford Doctoral Fellows Program

*Factors Influencing Nursing Home Social Workers' Intentions to Quit Employment*

\$60,000 US

#### Peer Reviewed Papers

Bonifas, R., Gammonley, D., & **Simons, K.** (accepted). Gerontological social workers' perceived efficacy for influencing client outcomes. *Journal of Gerontological Social Work*.

**Simons, K.**, Connolly, B., Bonifas, R., Allen, L., Bailey, K., Downes, D., & Galambos, C. (2012). Psychosocial assessment of nursing home residents via MDS 3.0: Recommendations for social service training, staffing, and roles in interdisciplinary care. *Journal of the American Medical Directors Association*, 13(2), 190.e9 – 190.e15.

Huijbregts, M., Sokoloff, L. G., Feldman, S., Conn, D. K., **Simons, K.**, Walsh, L., Dunal, L., Goodman, R., & Khatri, N. (2012). Pilot implementation of mental health guidelines in a long-term care home. *Journal of Research in Interprofessional Practice and Education*, 2(2), 134 – 151.

**Simons, K.**, Bonifas, R., & Gammonley, D. (2011). Commitment of licensed social workers to aging practice. *Health and Social Work*, 36(3), 183 - 195.

**Simons, K.** & Park - Lee, E. (2009). Social work students' comfort for end-of-life care. *Journal of Social Work in End-of-Life & Palliative Care*, 5(1), 34–48.

**Simons, K.** & Bonifas, R. (2009). Social work students' career intentions for nursing home employment: A North American survey. *Journal of Gerontological Social Work*, 52(3), 294 – 314.

**Simons, K.**, Shepherd, N., & Munn, J. (2008). Advancing the evidence base for social work in long-term care: The disconnect between practice and research. *Social Work in Health Care*, 47(04), 392 - 415.

**Simons, K.** & Jankowski, T. (2007). Factors influencing nursing home social workers' intentions to quit employment. *Administration in Social Work*, 32(1), 5-21.

**Simons, K.** (2006). Organizational characteristics influencing nursing home social service directors' qualifications: A national study. *Health and Social Work*, 31(4), 266-274.

Curl, A., **Simons, K.**, & Larkin, H. (2005). Factors affecting social work students' willingness to accept jobs in aging. *Journal of Social Work Education* 41, 393-406

#### Papers Under Review or in Progress

Simons, K., Bern-Klug, M. & An, S. (in progress). Envisioning quality psychosocial care in nursing homes: The role of social work. *Journal of the American Medical Directors Association*.

#### Book Chapters

Bern-Klug, M. & **Simons, K.** (2011). Palliative care in long-term care settings. In T. Altilio & S. Otis-Green (Eds.), *Textbook of Palliative Social Work*. New York: Oxford University Press.

Vourlekis, B., & **Simons, K.** (2006). Social work practice in nursing homes. In B. Berkman (Eds.), *The Oxford Handbook of Social Work in Aging*. New York: Oxford University Press.

#### Book Reviews

**Simons, K.** (2007). Gerontological Social Work in Small Towns and Rural Communities (Edited by Butler, S. & Kaye, L.) *Activities Adaptation & Aging*, 31(1) 80 – 81.

#### Technical Reports

Jankowski, T. & **Simons, K.** (2006). *A service needs assessment of community dwelling elders, caregivers, and older users of the Jewish Community Centers*. Report to the Jewish Family Service of Detroit. Detroit, MI: Wayne State University, Institute of Gerontology.

Vourlekis, B., Zlotnik, J. L., & **Simons, K.** (2005). *Evaluating social work services in nursing homes: Toward quality psychosocial care and its measurement. A report to the profession and blueprint for action*. Washington, DC: The Institute for the Advancement of Social Work Research.

#### Presentations

##### Papers – Refereed

**Simons, K.**, & An, S. (submitted). "The impact of client characteristics on social workers' perceptions of gerontological competency." Society for Social Work and Research Annual Conference, San Diego, CA.

Bonifas, R., Gammonley, D., & **Simons, K.** (submitted). Gerontological social workers' perceived efficacy for influencing client outcomes. Society for Social Work and Research Annual Conference, San Diego, CA.

- Simons, K.**, Downes, D., & Beaulieu, E. (accepted). "Raising the bar: Social work action to improve nursing home psychosocial care." Council on Social Work Education Annual Program Meeting. Washington, DC.
- Bonifas, R. P., **Simons, K.** & Gammonley, D. (2011). "The retention of licensed social workers in gerontological social work." Society for Social Work and Research Annual Conference, Tampa, Fl.
- Bonifas, R., **Simons, K.**, & Gammonley, D. (2010). The social work workforce in nursing homes: Settings, roles, responsibilities and satisfaction. Gerontological Society of America conference. New Orleans, LA.
- Galambos, C., **Simons, K.**, Bern-Klug, M., Parker-Oliver, D., Bergofsky, L., Castle, N., & Zaniletti, I. (2010). Nursing home administrators' perceptions of psychosocial care in nursing homes: Report on a national survey. Gerontological Society of America conference New Orleans, LA.
- Zimmerman, S., Bern-Klug, M., Bonifas, R., Connolly, R., **Simons, K.**, & Zlotnik, J. (2008). "Social work services in long-term care (LTC): Building on a strong beginning" Gerontological Society of America conference. National Harbor, MD.
- Galambos, C., Parker-Oliver, D., Bern-Klug, M., **Simons, K.**, Bergofsky L., & Castle, N. (2008). "Social work services in nursing homes: Report on a national survey." Gerontological Society of America conference. National Harbor, MD.
- Simons, K.**, & Bonifas, R. (2008). "Social work student interest in nursing home employment: A North American study." Council on Social Work Education Annual Program Meeting. Philadelphia, PA.
- Simons, K.** (2007). "Advancing the evidence base for social work in long-term care: The disconnect between practice and research." Gerontological Society of America conference. San Francisco, CA.
- Simons, K.** (2007). "Factors influencing nursing home social workers' quitting intentions." Gerontological Society of America conference. San Francisco, CA.
- Simons, K.** (2005). "Professionalization issues in nursing home social work." National Gerontological Social Work Conference, Council on Social Work Education Annual Program Meeting. New York, NY.
- Curl, A., **Simons, K.**, & Larkin, H. (2003). "Factors affecting social work students' willingness to accept jobs in aging." Council on Social Work Education Annual Program Meeting, Atlanta, GA.

## Posters – Refereed

An, S. & **Simons, K.** (submitted). “Factors influencing job satisfaction for Ontario Social Workers in health and aging.” Canadian Association of Gerontology conference. Vancouver, BC.

An, S., **Simons, K.** & Ahluwalia, A. (2011). "Workplace conditions for social workers in hospitals and other aging practice settings in Ontario." Canadian Association of Gerontology conference. Ottawa, ON.

Huijbregts, M., Sokoloff, L., Feldman, S., Conn, D., Walsh, L., **Simons, K.**, Dunal, L., Goodman, R. & Khatri, N. (2011). “Engaging staff in guideline implementation through participatory action.” Canadian Association of Gerontology conference. Ottawa, ON.

**Simons, K.**, Sokoloff, L., Huijbregts, M., Goodman, R., Conn, D. K., Feldman, S., Dunal, L., Khatri, N., & Walsh, L. (2010). “Participatory action research in a long-term care home.” Gerontological Society of America conference. New Orleans, LA.

**Simons, K.** (2005). “Factors influencing nursing home social workers’ job satisfaction.” Society for Social Work and Research annual conference, Miami, FL.

**Simons, K.**, & Morano, C. (2004). “Job satisfaction among nursing home social workers.” Second Annual Virginia Lee Franklin Memorial Trust Conference, “Seeking solutions to health workforce shortages in long-term care: Best practices.” University of Maryland, Baltimore, Center for Health Workforce Development. Baltimore, MD.

Park, E., & **Simons, K.** (2002). “Social workers who intend to leave their jobs.” Society for Social Work and Research Annual Conference, San Diego, CA.

Park, E., & **Simons, K.** (2001). “Job satisfaction and intent to leave among Maryland licensed social workers.” University of Maryland, Graduate Research Annual Conference, Baltimore, MD.

## Papers/ workshops – Invited

Kee, K., Boyd, J., Verhoeff, P. & **Simons, K.** (facilitator) (2011, June 17). Depression: A Family Matter, KLAERU/IP Rounds.

Climans, R., Rice, J., Greenwood, C. Faibish, S., & **Simons, K.** (facilitator) (2011, February 18). Discourse and Dialogue: A conversation between clinicians and scientists related to caring for a client with challenging behaviours, KLAERU/IP Rounds.

**Simons, K.**, An, S., & Ahluwalia, A. (2010, December 9). The social work workforce in aging in Ontario. University of Toronto, Institute for Life Course and Aging.

Huijbregts, M., Feldman, S. Sokoloff, L., Conn, D., Khatri, N., **Simons, K.**, Goodman, R., & Dunal, L. (2010, February 8). "Mental Health Guideline Implementation Project." Baycrest, KLARU rounds.

Bowen, S., Downes, D., & **Simons, K.** (2009, January 15). "Building capacity and linkages for long-term care research: Secondary data sets." Part of the pre-conference workshop *Building Capacity and Linkages for Long-term Care Research* (Zimmerman, S., Bern-Klug, M., & Bowen, S.). Society for Social Work and Research Annual Conference, New Orleans, LA.

**Simons, K.** (2007, November 2). "Literature reviews: Enhancing practice knowledge by evaluating research." Baycrest Social Work Department and Katz Gerontological Centre. *Social Work Clinic Day 2007 workshop*.

**Simons, K.** (2007, October 3). "Social work student interest in nursing home employment: A North American study." Baycrest, KLARU rounds.

**Simons, K.** (2007, July 25). "Better know a scientist." Baycrest, KLARU. Summer student workshop.

#### Committees and Service

Co-organizer: Social Work in Long-term Care Research Network (sponsored by CMS)  
Baycrest, KLAERU Rounds organizer 2011

Baycrest, KLAERU Katz Centre for Gerontological Social Work – Consultant for social work and program evaluation projects

Baycrest / KLAERU 2008 conference (co-chair with L. Wagner)

Baycrest/ KLAERU Schipper Chair in Gerontological Social Work search committee member

#### Reviewer

*Journal of Gerontological Social Work*

*Journal of the Society for Social Work and Research*

*Health Care Financing Review* (ad hoc)

*Journal of Sociology and Social Welfare* (ad hoc)

Gerontology Society of America abstract reviewer

Alzheimer's Association Grant reviewer

#### Academic Honors/ Awards

2005 Student Award for Excellence in Clinical Services – University of Maryland, Baltimore, Geriatrics and Gerontology Education and Research Program (GGEAR)

1999-2000 Merit Award – University of Maryland, School of Social Work

2001 First Place – Graduate Research Conference, University of Maryland

1993 Magna Cum Laude – Binghamton University

## Professional Memberships and Licensure

Gerontological Society of America  
Association for Gerontology Education in Social Work  
Society for Social Work and Research  
National Initiative for the Care of the Elderly (Canada)  
Licensed Master Social Worker in New York State