

DALE MITCHELL
3707 Alamosa Court
New Lenox, IL 60451
(815) 485-8688

EDUCATION

- B.A.** Psychology; Aurora University; 1975.
M.P.A. Public Administration; Northern Illinois University; 1978.
Ph.D. Public Health Sciences; University of Illinois at Chicago; 1992.

EMPLOYMENT EXPERIENCE

Department of Disability and Human Development (DHD)-The department is a multi-disciplinary research, training, and service academic department serving persons with disabilities. The department is located at and part of the University of Illinois at Chicago within the College of Applied Health Sciences.

Clinical Assistant Professor: December 1995 to Present

<i>General Responsibilities:</i>	Engaged in activities that promoted the academic mission of DHD. Developed and taught a regular DHD academic course offered to UIC graduate students and provided clinical training to medical and health students rotating through the Family Clinic.
<i>Specific Accomplishments:</i>	<ol style="list-style-type: none">1) Developed and co-taught DHD 430 during the period of 1998-2004. Course was required for the masters degree in disability studies that DHD offers.2) Assisted in the development and teaching of the clinical training program offered through the Family Clinic to medical students and graduate students from UIC and other universities.

Director of Family Clinic: July 1995 to July 2005

<i>General Responsibilities:</i>	Managed a multi-disciplinary diagnostic family clinic with a budget of \$1.3 million and approximately 25 clinical and support staff
<i>Specific Accomplishments:</i>	<ol style="list-style-type: none">1) Supervised the successful merger of four (4) disability clinics and implemented plan over 7 years to successfully reallocate more than \$500,000 from operation of the newly formed clinic to be used for other campus academic and research activities.2) Implemented service standards for clinic that required all professionals to generate billable service hours during 65% of their at-work time.

Associate Head for Administration: June 1992 to July 2005.

<i>General Responsibilities:</i>	Provided overall supervision of the department's annual budget of \$11 million and the post-award process for all department grant funded projects; Supervised the accounting, personnel, and computer support functions for approximately 65 individual grant projects and more than 150 staff; served as liaison between individual projects and campus support services.
----------------------------------	---

<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Supervised the turn-around of a problematic federal center on supported employment by replacement of the management team, down-sizing of the staff, and a refocusing of the center's mission to comply with the objectives of its funding agencies. 2) Assisted in the development of standardized contractual agreements for steering committees in six (6) states 3) Developed and implemented a two-year financial plan that successfully eliminated a \$46,000 deficit in the outreach training unit 4) Identified \$180,000 in operating costs (for external grant projects) being charged to departmental central accounts and reallocated these costs to the appropriate grant accounts.
----------------------------------	---

Project Director: December 1988 to June 1992

<i>General Responsibilities:</i>	Supervised the collection and analysis of more than 1,000 surveys nationally on direct care wages and turnover
<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Conducted the first national state-by-state analysis of direct care wages and turnover. 2) Was first author on two (2) refereed journal articles and one (1) book chapter; was second author on a book that published the study's findings.

Research Analyst: December 1987 to December 1988

<i>General Responsibilities:</i>	Collected and analyzed MR/DD expenditure data for eleven (11) states.
<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Conducted special analysis on nursing home legislation which resulted in publication of a refereed journal article. 2) Conducted special analysis on costs of institutional vs. community care which resulted in publication of a refereed journal article.

Lakeview Living Center-Lakeview was a 150 bed community Intermediate Care Facility for the Mentally Retarded (ICF/MR).

Administrator: December 1986 to December 1987

<i>General Responsibilities:</i>	Administered facility through seven (7) major departments; maintained compliance with federal and state licensing standards.
<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Developed and implemented a successful correction plan which led to the reversal of a federal 60 day notice to close the facility. 2) Increased accountability by replacing the existing "shift supervisor" model with a "floor supervisor" model of supervision.

Howe Developmental Center-Howe was a 700 bed public institution for adults with developmental disabilities.

Unit Administrator: July 1980 to December 1986

<i>General Responsibilities:</i>	Managed 100 bed ICF/MR unit through 13 intermediate supervisors, 13 professional/medical staff, and 105 direct care staff.
----------------------------------	--

<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Decreased overtime from 5% to 3% of personnel budget by decreasing absenteeism from 12% to 7% and by implementing a unit-wide coordinated schedule of staff coverage. 2) Implemented the first "full participation" off-house skill training program in facility in which all clients on unit participated.
----------------------------------	---

Program Coordinator: May 1977 to July 1980

<i>General Responsibilities:</i>	Chaired monthly interdisciplinary reviews for 100 clients; supervised 96 staff through 10 intermediate supervisors.
----------------------------------	---

<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Assisted in the development and operation of a nine county regional intake and assessment residential program for children and adults suspected of having a developmental disability. 2) Implemented a management by objective staff performance evaluation system for direct care and professional staff.
----------------------------------	--

Home Supervisor: February 1975 to May 1977

<i>General Responsibilities:</i>	Supervised a ten bed ICF/MR unit and 11 direct care staff.
----------------------------------	--

<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Established and implemented first facility on-site prevocational training program. 2) Participated on a special 3 person task force that coordinated the facility's first successful accreditation (JCAHO) effort.
----------------------------------	--

Elgin Mental Health Center-Elgin was a 1,000 bed public institution for persons with mental illness.

Mental Health Specialist: July 1974 to February 1975

<i>General Responsibilities:</i>	Served as Assistant Team Leader for unit with 40 chronic patients and 25 staff.
----------------------------------	---

<i>Specific Accomplishments:</i>	<ol style="list-style-type: none"> 1) Wrote and implemented individual behavior management programs for 4 clients with severe behavior problems. 2) Co-authored a ward token economy program which decreased the incidence of maladaptive behaviors for most patients.
----------------------------------	--

North Aurora Center-North Aurora was a 535 bed community ICF/MR.

Resident Living Coordinator: July 1973 to April 1974

<i>General Responsibilities:</i>	Responsible for operation of facility for an eight (8) hour shift through the supervision of 8 intermediate supervisors and 45 direct care staff.
----------------------------------	---

<i>Specific Accomplishments:</i>	Successfully completed a one year 56 module behavior management inservice training program.
----------------------------------	---

Resident Living Instructor: November 1971 to July 1973

<i>General Responsibilities:</i>	Responsible for direct care supervision and training of 69 clients.
----------------------------------	---

<i>Specific Accomplishments:</i>	Wrote the first total task skill training program which led to the establishment of a facility library of training programs.
----------------------------------	--

COURSES TAUGHT

DHD 430-Introduction to Disability Policy and Organization—once every academic year from 1998 through 2004.

PUBLICATIONS HISTORY

Refereed Articles (5)

Mitchell, D., & Braddock, D. (1994). Compensation and turnover of direct-care staff in developmental disabilities residential facilities in the United States II: Turnover. **Mental Retardation**, **32**, 34-42..

Mitchell, D., & Braddock, D. (1993). Compensation and turnover of direct-care staff in developmental disabilities residential facilities in the United States I: Turnover. **Mental Retardation**, **31**, 429-437.

Braddock, D., Fujiura, G., Hemp, R., Mitchell, D., & Bachelder, L. (1991). Current and future trends in state-operated mental retardation institutions. **American Journal on Mental Retardation**, **95**, 451-162.

Mitchell, D. & Braddock, D. (1990). Issues in the implementation of nursing home reform. **Mental Retardation**, **28**, 201-210.

Mitchell, D., Braddock, D., & Hemp, R. (1990). Synthesis of research on the costs of institutional and community-based care. **Journal of Mental Health Administration**, **17**, 171-183.

Books (3)

Mitchell, D. (1999). **Managed Care and Developmental Disabilities: Reconciling the Realities of Managed Care with the Individual Needs of Persons with Disabilities**. Homewood, IL: High Tide Press.

Braddock, D., & Mitchell, D. (1992). **Residential Services and Developmental Disabilities in the United States: A National Survey of Staff Compensation, Turnover, and Related Issues**. Washington, DC: American Association on Mental Retardation.

Braddock, D., Hemp, R., Fujiura, G., Bachelder, L., & Mitchell, D. (1989). **The State of the States in Developmental Disabilities**. Baltimore: Brookes Publishing Company.

Book Chapters (1)

Mitchell, D. & Braddock, D. (1993). **Compensation and Turnover in Developmental Disabilities and Residential Facilities: A National Survey**. In M. Hayden & B. Abery (Eds.) *Community Living for Persons with Mental Retardation and Related Conditions*. Baltimore: Brookes Publishing Company.

Monographs and Technical Reports (6)

Mitchell, D. & Braddock, D. (1991). **Compensation and Turnover of Direct Care Staff in Developmental Disabilities Residential Facilities: A Summary of Results**. Public Policy Monograph Series (Monograph #54). Chicago: University Affiliated Program in Developmental Disabilities, The University of Illinois at Chicago.

Mitchell, D. & Braddock, D. (1991). **Compensation and Turnover of Direct Care Staff in Developmental Disabilities Residential Facilities: A Review of Research**. Public Policy Monograph Series (Monograph #53). Chicago: University Affiliated Program in Developmental Disabilities, The University of Illinois at Chicago.

- Mitchell, D., Bachman, K., Longhurst, N., & Braddock, D. (1990). **Research on Wages and Turnover of Direct Care Staff in Residential Facilities for People with Developmental Disabilities: An Annotated Bibliography.** Public Policy Monograph Series (Monograph #52). Chicago: University Affiliated Program in Developmental Disabilities, The University of Illinois at Chicago.
- Braddock, D., Hemp, R., Fujiura, G., Bachelder, L., Mitchell, D. (1989). **Public expenditures for mental retardation and developmental disabilities in the United States** (3rd Ed.). Chicago: University Affiliated Program in Developmental Disabilities, The University of Illinois at Chicago.
- Mitchell, D. & Braddock. (1989). **Historical and contemporary issues in nursing home reform (PL 100-203).** Chicago: University Affiliated Program in Developmental Disabilities, The University of Illinois at Chicago.
- Mitchell, D., Braddock, D., & Hemp, R. (1989). **Synthesis of research on the costs of institutional and community based care.** Chicago: University Affiliated Program in Developmental Disabilities, The University of Illinois at Chicago.

PRESENTATION HISTORY

- Managed Care and Developmental Disabilities.* National Association of Qualified Mental Retardation Professionals, San Antonio, Texas, August 1998.
- Managed Care for Persons with Disabilities: Local and National Perspectives.* Institute on Disability and Human Development, Chicago, IL, March 21, 1997.
- Future Directions for Wages of Direct Care Staff.* Divisional session, American Association on Mental Retardation Annual Convention, Washington DC, May 30, 1993.
- Growth of Small, Residential Living Programs for the Mentally Retarded and Developmentally Disabled.* Subcommittee on Regulations, Business Opportunities, and Technology of the Committee on Small Business, House of Representatives, Washington DC, March 29, 1993.
- State-by-State Results of a National Study on Compensation and Turnover.* Divisional session, American Association on Mental Retardation Annual Convention, New Orleans LA, May 29, 1992.
- Nursing Home Reform.* Multi-disciplinary session, American Association on Mental Retardation Annual Convention, New Orleans LA, May 29, 1992.
- Findings and Significance of a National Study on Compensation and Turnover.* Presentation at the Administration on Developmental Disabilities Training Initiative Projects Meeting, Bethesda MD, June 20, 1991.
- National Study of Direct Care Personnel: Wages and Turnover.* Workshop session, Second Annual Public Policy Forum, American Association on Mental Retardation, Washington D.C., December 14, 1990.
- Nursing Home Reform Act: Where Do We Go From Here?* Multidisciplinary session, American Association on Mental Retardation Annual Convention, Atlanta GA, May 31, 1990.
- Financing Community Services: Research, Policies, and Practice.* Multidisciplinary session, American Association on Mental Retardation Annual Convention, Atlanta GA, May 28, 1990.

Wage and Hour Rules for Residential Staff. Education and Training Program, University Affiliated Program in Developmental Disabilities, Rosemont IL, April 5, 1990.

Selections from an Oral History of Policy and Advocacy in Developmental Disabilities as Reflected in the Lives and Works of Elizabeth M. Boggs, Gunnar Dybwad, & Rosemary Dybwad. Luncheon Seminar, Chicago IL, July 11, 1989.

Update on National Wage Survey. Presentation at the Administration on Developmental Disabilities Training Initiative Projects Meeting, Washington D.C., June 30, 1989.

Public Financing of Mental Retardation Services in the U.S. Pre-Convention course (workshop), American Association on Mental Retardation Annual Convention, Chicago IL, May 28, 1989.

OTHER ACTIVITIES

Licensed Nursing Home Administrator

Consultant

Residential Facilities Management Specialists, Galesburg, IL (1987-88)
Trinity Services, Joliet, IL (1990-94, 2004-Present)

Editorial

Consulting Editor-*Mental Retardation* (1990-2005)

Professional Organizations

Member, American Association on Mental Retardation.