
Heidi Kammer-Hodge

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Core Competencies

- Innovator in community-based health care and education, with expertise in child welfare, addiction, mental health, and integrated medical services with demonstrated capacity to design & sustain community-based, culturally responsive health care.
- Leader in securing new funding streams to meet community needs achieving impact and outcomes.
- Advocate in public relations & policy with demonstrated capacity to leverage visibility and support from key constituencies.
- Visionary dedicated to mission and business excellence and outcomes.

Education

Master's Degree in Social Work (MSW)

Emphasis: Family Practice, minor in policy, development & administration

Thesis: The Experience of Recovery from the Perspective of Chemically Dependent Women

Augsburg College, 1999-2000

Bachelor of Science in Social Work (BSW)

Emphasis: Social Work, minor in alcohol and drug studies

University of South Dakota, 1994 - 1997

Nonprofit Leadership Institute

Emphasis: Non-profit leadership and management

Minnesota Council of Non-Profits, 2010

Licensure

Dual-licensed mental and chemical health professional

- Licensed Independent Social Work (LISW) #084261 (Iowa)
- Licensed Independent Clinical Social Worker (LICSW) #15203 (Minnesota)
- Licensed Alcohol and Drug Counselor (LADC) #301099 (Minnesota)

Professional Work Experience

Consulting by Design LLC (2001-current)

www.consultingbydesignllc.com

Consultant

Integrated health care, strategic planning fund development (research, grant writing, development, reporting) on a consultant basis, with emphasis on non-profit organizations. Recent examples include:

- Consultant for Needs Assessment & Capacity Building- Native Resilient Communities- Urban Native Center (Siouxland Council on Child Abuse and Neglect)
- External Evaluation Consultant (Beyond the Bell)
- Federal Grant Reviewer
- Source For Siouxland, formerly Comprehensive Strategy (United Way of Siouxland) 2018-2019
- Evaluation & Grant Writing (Siouxland Human Investment Partnership)

Family Access Center (2018-2022)

www.familyaccesscenter.org

Executive Director & Chief Executive Officer

Leadership with Family Access Center, formerly Southwest Iowa Family Access Center and Transitional Services of Iowa, serving the tri-state region of Iowa, Nebraska, South Dakota with focus on mental health, addiction, substance use disorder, and child welfare services. Executive Leadership for the organization to include mission and business leadership with team of over 110.

Jackson Recovery Centers (2016- 2017)

www.rosecrancejackson.org

Vice President & Chief Operations Officer

Leadership with Jackson Recovery Centers as Vice President & Chief Operations Officer serving the Midwest region of Iowa, South Dakota, and Nebraska, focused on creating a recovery centered Siouxland through programmatic excellence. She leads a continuum of addiction, mental health, medical care, and overall integrated services with a team of over 250 and a \$21+ million serving 6500 individuals and families served each year.

AVIVO (formerly known as RESOURCE Inc.) (2014-2016)

www.avivomn.org

Vice President- Chemical & Mental Health

Leadership for RESOURCE's community based integrated chemical and mental health divisions of \$20 million for clinical services, care coordination, and recovery support for a team of 160 providing services to over 5,000 individuals and families per year; Officer of the Corporation for RESOURCE and part of the senior executive team. Administration, annual & strategic planning, contract compliance, fiscal management, public relations, fund development; staff development & employee relations; evaluation & outcome measures; diversity initiatives, engagement in advocacy & public policy.

AVIVO (formerly known as RESOURCE Inc.) (1999-2013)

www.avivomn.org

Center Director/ Corporate Management Team April 2012- December 2013)

Division Director 2003 -2012; **Director of Programs** 2000-2003; **Treatment Supervisor** 1999-2000

Dedication to RESOURCE's mission for over 14 years with senior management roles for over 13 years, including leadership, administration, and management of Recovery Resource Center, a division of RESOURCE for chemical health and co-occurring treatment, recovery maintenance, and supportive services to individuals and families impacted by homelessness, chemical dependency, and mental illness, with a culturally responsive team of 70+ and supervision of a management team of 11.

The Vintage Place- "Growth Center for Youth" (2005-2012)

Mental Health Consultant

Development, implementation, and direction of mental health policies for adolescent residential facility, including compliance monitoring, staff development, clinical consultation, and quality assurance

Transition Place & Private Practice (2002-2007)

Psychotherapist

Individual and family mental health therapy

Hennepin County Home School (1999-2000)

Psychiatric Social Worker Intern

Provision of clinical services to adjudicated adolescents, including case management and therapy

Sand hills Mental Health and Substance Abuse Services Inc (1997-1999)

Community Support Provider- Mental Health & Substance Abuse

Mental health and substance abuse case management services to children, adolescents and adults including parenting education, social skill building, coordination of services, and education about mental and chemical health

Professional Teaching Experience & Appointments

Briar Cliff University (2018- current)

Faculty- Associate Professor of Social Work

Tenure Effective: August 2022

Practice I and Lab (SWRK 370 and 370L); Format: Online
Human Behavior in the Social Environment (SWRK 320); Format: Classroom & Online
Community Organization (SWRK 14IS); Format: Campus
Practice II (SWRK 375) Format: Campus & Online
Social Issues & Policy (SWRK 360) Format: Campus
Grant Writing (SWRK 390) Format: Campus and Online

Mental Health and Mental Illness Format: Online
Child Welfare Format: Online
Practice III (SWRK 380): Online and Campus

St. Mary's University of Minnesota (2022- current)
Core Faculty- Assistant Professor Master of Social Work (MSW)
Online MSW Program
Clinical Practice with Trauma
Social Policy

University of Iowa (2020-current)
Adjunct Faculty: Social Work
Social Welfare Policy and Practice (SSW 4843); Format: Online

Ottawa University (2017-current)
Adjunct Faculty: Addictions
Group Counseling in Addictions (ADC 40024); Format: Online
Group Counseling (ADC 40000) Theories & Personality of Addiction Format: Online
Group Counseling in Addiction (ADC 40024) Format: Online
Clinical Addiction Counseling Issues (ADC 40009) Format: Online
Introduction to Substance Use & Addictions (ADC 30000) Format: Online
Human Development (ADC 30003) Format: Online

Adler Graduate School (2018-current)
Adjunct Faculty: Co-occurring Disorders
Treatment Planning with Addiction (AGS 513) Format: Online
Introduction to Co-Occurring Disorders (AGS 516) Format: Online
Comparative Theories in Counseling (AGS 536) Format: Online
Case Management with Co-occurring Disorders (AGS 583); Format: Online

University of Minnesota (2013-2019)
Community Faculty: Integrated Behavioral Health Department
Foundations in Addiction Studies (AddS 5011) Format: Online
Applied Psychopharmacology (AddS 5031) Format: Hybrid
Introduction to Evidence-based Practice (AddS 5021) Format: Classroom
Advanced Professional Issues (Ethical Decision Making) (IBH 6071) Format: Hybrid
Foundations in Differential Diagnosis (IBH 6011) Format: Hybrid
Cognitive Behavioral Therapy (AddS) Addiction Studies Format: Classroom

Speaking Engagements & Conference Presentations

2010-current

Motivational Interviewing, Trauma Informed Care, Family Services, Addiction, Mental Health, Integrated Care, Management in Health Care, Adaptive Leadership, The Changing Landscape of Health Care, Effective Decision Making in Leadership, Best Practices for Mission and Business Excellence, Ethics in Behavioral Health and Social Work, Collective Impact and Community Planning, Leadership, Management, Supervision Strategies

*Detailed list available upon request

Relevant Accomplishments/Expertise

- **Leadership:** Administered community-based integration of chemical health, mental health, care coordination, and social services in a multicultural, community-based health, co-occurring disorders treatment, care coordination, and recovery center serving over 5,500 individuals and families annually through 2016. Current operations leadership for \$19 million portfolio of adolescent, adult, and family integrated addiction, psychiatric, and medical care.

- **Staff Development & Diversity:** Lead a team of over 250 professionals, paraprofessionals in a diverse multidisciplinary health care team.
- **Recognition for Excellence:** Recipient of 2012 President's Award from MARRCH and organizational recognition by the 2011 Circle of Excellence award from Commissioner Jesson, Minnesota Department of Human Services for innovative, integrated chemical & mental health treatment programming.
- **Growth & Revenue Generation:** Identified and secured additional revenue streams by 15%; Expanded budget responsibility from \$7.5 million to \$17 million, 1.5-4% division net revenue (2003-2015)
- **Integrated Health Care:** Lead expansion of piloted psychiatry services as bridge to primary care and developed infrastructure for launch of clinical mental health services, hospital in reach services, and nearly 3,000 per year in access to primary care.
- **Compliance & Contract Negotiation:** Expertise in county, state and federal contract negotiation.
- **Impact and Outcomes:** Implemented comprehensive system of process and outcome evaluation to include strategies for qualitative and quantitative measures achieving 85% increased health.
- **Integration:** Led integration of Spectrum Community Mental Health and Recovery Resource Center as a continuum of care to further meet community needs, 2014-2016
- **Public Policy & Legislative Engagement:** Initiated community association and organizational response to the policy and service delivery implications of Affordable Care Act. Public policy lead and legislative testimony on HF604/SF633 on rate increase and performance measures in 2015

Board Membership, Committees & Affiliations

Community Engagement & Legislative Engagement

- Board of Directors, Leadership Siouxland, Appointed as a Board Member, May 2022
- Siouxland CARES, Board Member – 2016- current
- School Improvement Advisory Committee, Sioux City Community School District- Member via Appointment 2020-current
- Board of Directors, The Coalition for Family and Children's Services in Iowa, Appointed as Board Member, 2021
- Family Centered Services Workgroup-The Coalition for Family and Children's Services in Iowa, Member, Co-Chairperson, 2020- current
- The Coalition for Family and Children's Services in Iowa, Member, 2018- 2022
- Nebraska Association of Behavioral Health Organizations (NABHO), Member – 2017
- Minnesota Association of Resources for Recovery and Chemical Health (MARRCH), Governor/ Board Member- Elected 2011 (Term 2011-2016)
- “HF604/ SF633 Rate Increase & Performance Measures” Minnesota Legislature, 2015
- Minnesota Association of Community Mental Health Program (MACMHP), Public Policy Committee, 2013-2016
- Minnesota Association of Resources for Recovery and Chemical Health (MARRCH) – Public Policy Committee 2010-2016, Policy Committee Chairperson, 2013-2016
- Minnesota Department of Human Services, Behavioral Health Home Advisory Committee, 2013-14

Media, Public Relations

- “Briar Cliff professor honored for contributions to child, family services” Briar Cliff University, February 2010
- “Recognizing Child Abuse Prevention Month”- FOX/ KMEG, April 2018
- “Recovery Month” – KTIV, KCAU, KMEG, September 2017
- “Jackson Recovery opens 1-stop health care clinic”, Sioux City Journal, February 19, 2017
- “Jackson Recovery clinic meets different needs under one roof”, Sioux City Journal, February 3, 2017
- “Iowans now have easier access to Opioid reversal drug”, KTIV-TV, November 28, 2016
- “Your Health Matters: Recovery for prescription pill addiction is possible”, KCAU, July 27, 2016
- “Jackson Recovery names VP and COO”, Sioux City Journal, June 26, 2016

"Your Turn: Don't let stigma stop you from helping others" Opinion/ Editorial- St. Cloud Times: September 27, 2014

"Let's break the cycle of mental and/or chemical illness in families by getting kids the help they need now..." Opinion/ Editorial -MinnPost, October 2013

"State strategy places substance abuse emphasis where it belongs" Opinion/Editorial MPR News: Commentary, November 19, 2012

"Mover: Heidi Kammer"; Pioneer Press, June 25, 2012

"What if Rehab doesn't work? Examining long term addiction" Jessica Orange, The Phoenix Spirit, September 2011

"Wet Houses' are a last resort" Stevens & Kammer; Opinion/ Editorial Pioneer Press, May 20, 2011

Awards & Recognition

- ❑ Sue Pitts-Fisher Award, The Coalition for Family and Children's Services in Iowa (2019)
- ❑ President's Award for leadership in health care reform -Minnesota Association of Resources for Recovery & Chemical Health (2012)
- ❑ Women of Change Nominee- Minnesota Women's Press (2012)
- ❑ Circle of Excellence Award for innovation in integrated treatment for public funded community Minnesota DHS to Recovery Resource Center, a division of RESOURCE (2011)

Community Volunteering

Volunteer, Sioux City Mariners 2018-2020

Board Member/ Board of Directors, Siouxland CARES 2016-current

Volunteer, Sioux City Community School District 2016- current

ValleyView Elementary School 2009-2016