

Kathleen K. Biersdorff

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Education

Ph.D. The University of Alberta (Psychology), 1981
M.A. Loyola University of Chicago (Experimental Psychology), 1977
B.S. Loyola University of Chicago (Psychology, Cum Laude), 1974
Cert. Mount Royal College (Basic Public Relations), 1997

Professional Experience

K. K. Biersdorff Consulting, 2003 - present **CEO**

- **Job responsibilities:** Responsible for marketing, development and completion of proposals and consulting projects in research, communications and human resource support. Projects include 1) PAR grant to enhance self-advocates' capacity to design and carry out their own research; 2) PAR grant to learn and teach peers about their service system; 3) training for staff to support choice in people with severe disabilities; 4) small business performance management system; 5) professional standards manual for rehabilitation organizations and standards training for certification surveyors; 6) online information in plain language and audio to support collaboration <http://www.pddtoolbox.org>; 7) PowerPoint presentations for professional meetings; 8) conference summaries for meetings on clean energy, water management, health careers, First Nations programs, workplace safety, meetings industry, and Canada-US climate policy; 9) successful news release and media packages; 10) community trainer model; 11) statistical analysis of survey data on family-managed services; 12) enhancing library accessibility; 13) summary text for family-managed services manual; 14) communication survey of Persons with Developmental Disabilities (PDD) stakeholders and implementation of results; 15) new staff orientation materials for an Alberta government program; 16) content of disability awareness website for an Alberta government ministry; 17) biennial online communications consultant fee surveys ; 18) study of respite best practices and community needs; 19) plain language translation of policy-related documents for community audiences; 20) online training content and assessment for employment counsellors; 21) survey development and data analysis plan for communicators in Corporate Social Responsibility; 22) literacy mentorship.
- **Committees and Task Forces:** Alberta Association of Rehabilitation Centres - conference planning committee: 2002-2003; International Association of Business Communicators/Canadian Public Relations Society – consultants' workshop planning committee and strategy café facilitator (social media): 2011.

University of Calgary, Community Rehabilitation & Disability Studies, 2001 – present

Adjunct Assistant Professor

- **Job responsibilities:** Supervised M.Ed. student exit paper. Guest lectured at graduate level. Provided consultation on student research projects.

Leadership Today Society of Alberta, 2006 - 2008

Program Coordinator (part-time)

- ***Job responsibilities:*** Responsible for communications (e.g., newsletter, website, annual report, Annual General Meeting presentations, promotional materials), curriculum development and testing, support to self-advocate co-facilitators and presenters, conference presentations, and Access database management. Developed successful research grant application. Designed and edited book.

The Vocational and Rehabilitation Research Institute, 1989 - 2002

Self-Directed Team Member, 2001 – 2002

- ***Job responsibilities:*** Participated in design of shared leadership model of a self-directed team. Mentored other team members in responsibilities previously tied to Director position. Liaison with funders and external contacts.

Director of Research, 1994 - 2001

- ***Job responsibilities:*** Responsible for establishing and overseeing the direction, objectives, and standards for all research activities, and participated in policy development, strategic planning and communication of agency directions to a variety of audiences. Supervised all permanent personnel and some short-term project personnel, volunteers and practicum students in the Research Department. Developed budgets and monitored income and expenditures within the Research Department, including both contracts and project grants. Designed, conducted and disseminated research independently and collaboratively with other VVRI staff or community members. Provided support and liaison with VVRI for thesis and other student research projects. Published and contributed articles to *Bridges: Bringing Together Albertans on Developmental Disabilities* newsmagazine.
- ***Committees and Task Forces:*** *VVRI Staff Development Committee member:* 1990 - 2001 (e.g., new staff orientation manual and session, production of semi-annual professional development newsletter *Foundations* with Developmental Disabilities Resource Centre, Supported Lifestyles and Calgary Between Friends Club, annual professional development events for practitioners and consumers); *Calgary PDD Advisory Committee on Aging and Disability member:* 1999 - 2002 (e.g., literature review, analysis of quantitative and qualitative information regarding service needs, and reports); *VVRI Public Relations Committee member:* 1998 - 2003 (e.g., develop and monitor agency public relations plan, special events planning; agency brochures and newsletters for staff, families and other rehabilitation and disability organizations); *Provincial PDD Family/Guardian and Consumer Satisfaction Survey – Consultant:* 2003, 2000-1, *Development team member:* 1998-99; *American Association on Mental Retardation - Alberta Chapter project on self-advocate leadership development - Steering Committee member:* 1996-98 (e.g., leadership curriculum development, co-facilitation of self-advocate focus groups, presentations); *Alberta Association of Rehabilitation Centres - Code of Ethics task force member:* 1995 (e.g., drafting code and training materials).
- ***Research areas:*** Facilitating decision-making by adults with developmental disabilities; Ethics in rehabilitation practice and research; Pain communication and pain management; Home safety education, Health care and generic

service support to people with intellectual and other disabilities; Human and legal rights of people with developmental disabilities; Program evaluations.

Research Associate, 1989 - 1994

- **Job responsibilities:** Designed, conducted and disseminated research (topics as above) independently and collaboratively with other VRRRI staff or community members. Reviewed document drafts, departmental budget and quarterly expenditures. Provided support to thesis and student research projects. Editorial Board/contributor to *Bridges* magazine.
- **Committees and Task Forces:** *Alberta Association of Rehabilitation Centres - Initiative '94 conference planning committee member:* 1993-94; *VRRRI 25th Anniversary Conference - Chairperson:* 1993-94 (e.g., coordinated advance and on-site preparations for conference attracting rehabilitation professionals, self-advocates and families, co-edited conference proceedings); *VRRRI Staff Development Committee member:* 1990 - 2002 (e.g., new staff orientation manual and session, production of quarterly internal professional development newsletter, organize and facilitate monthly round table discussions).

Red Deer College, 1985 - 1989

Sessional Instructor

- **Job responsibilities:** Teaching Introductory Psychology, Social Psychology, and Life-Span Development.
- **Committees:** *Curriculum Planning and Review Committees for Psychology - Chair:* 1986 - 1989; *Academic Council member:* 1987 - 1989; *Faculty Association of Red Deer College Executive member:* 1988 - 1989.

Mount Royal College, 1983 - 1988

Part-time Sessional Instructor

- **Job responsibilities:** Teaching Introductory and Social Psychology.

University of Calgary, 1981 - 1984

Sessional Instructor

- **Job responsibilities:** Teaching Introductory, Social, and Developmental Psychology, and Experimental Child Psychology: Basic Processes.

University of Alberta, Summer 1979 and 1980

Sessional Lecturer (1979) promoted to Assistant Professor for 1980

- **Job responsibilities:** Teaching Life-Span Development.

Publications

Biersdorff, K. K., & Mak, S. (eds.) (2008). *Speak from the heart: Celebrating ten years of Leadership Today Society of Alberta 1998 – 2008*. Edmonton, AB: Leadership Today Society of Alberta.

Biersdorff, K. (1996). Educating community rehabilitation practitioners in ethical decision-making. *International Journal of Practical Approaches to Disability*, 20(1), 36-40.

Biersdorff, K. (1995, December). How to develop and use an ethical decision-making process. *New Dimensions*, 1-2.

Helledie, N. J., & Biersdorff, K. K. (1995). Developing the whole person: Mount Royal College's TVP Thursday evening literacy class. In D. D. Coutts (Ed.) *Stats and stories* (pp. 28-30). Calgary, AB: Alberta Association for Adult Literacy.

Biersdorff, K. K., Young, D.M., & Ogloff, J. R. P. (1994). The importance of understanding your rights: Some plain talk about being arrested. *Entourage*, 8(2), 19-21.

Biersdorff, K. K. (1994). Incidence of significantly altered pain experience among individuals with developmental disabilities. *American Journal on Mental Retardation*, 98(5), 619-631.

Tighe, R. J., & Biersdorff, K. K. (1993). Setting agendas for relevant research: A participatory approach. *Canadian Journal of Rehabilitation*, 7(2), 127-132.

Young, D. M., & Biersdorff, K. K. (1993). Is that your friend? Factors affecting social relationships. In R. I. Brown (Ed.), *Building our future: The proceedings from the 1992 National Conference of the Canadian Down Syndrome Society* (pp. 134-144). Calgary, AB: Canadian Down Syndrome Society.

Biersdorff, K. K. (1991). Pain insensitivity and indifference: Alternative explanations for some medical catastrophes. *Mental Retardation*, 28, 359-362.

Biersdorff, K. K., & Radke, S. A. (1991). Human rights legislation: Will intelligence become a bona fide occupational requirement? *Canadian Journal of Rehabilitation*, 4(4), 203-211.

Biersdorff, K. K. (1989). *Test Item File for Human Development (5e)* by Grace Craig. Englewood Cliffs, N. J.: Prentice-Hall, Inc.

Runquist, W. N., Renney, L., & Biersdorff, K. K. (1981). Cue discrimination and forgetting. *Memory and Cognition*, 9, 317-323.

Dugoni, B. L., & Biersdorff, K. K. (1979). Interest effects on ad recognition. *Current Issues and Research in Advertising*, 2, 129-134.

Solso, R. L., & Biersdorff, K. K. (1975). Recall under conditions of cumulative cues. *Journal of General Psychology*, 93, 233-246.

Biersdorff, K. K., & Solso, R. L. (1973). A recodification of the Palermo and Jenkins word association norms. *Behavior Research Methods and Instrumentation*, 5, 14-22.

Reports for Government

Biersdorff, K. (2008). *Best practices in respite support*. Calgary, AB: Author.

Biersdorff, K. (2006). *Persons with Developmental Disabilities Calgary Region Community Board – 2006 communication survey report*. Calgary, AB: Author.

Biersdorff, K., Pringle, J., & McGinnis, P. (2005). *Self-advocates learn about PDD: Final project report*. Calgary, AB: Author.

Biersdorff, K., & Stebanuk, C. (2005). *Self-advocacy groups learn how to do good research: Final project report*. Calgary, AB: Author.

Biersdorff, K. (2003). *Self-advocacy accountability project: Thematic analysis of accountability tools in relation to Creating Excellence Together (CET) and self-advocacy*. Calgary, AB: Author.

Biersdorff, K. (2002). *Evaluation of individualized service principles in Central Region*. Calgary, AB: The Vocational and Rehabilitation Research Institute.

Heemeryck, B., & Biersdorff, K. (2001). *Housing issues for Albertans with developmental disabilities: A discussion paper*. Calgary, AB: The Vocational and Rehabilitation Research Institute.

Rainville, N., & Biersdorff, K. (2001). *Persons with Developmental Disabilities 2001 satisfaction survey - Central Alberta Community Board consumer and family/guardian results*. Calgary, AB: The Vocational and Rehabilitation Research Institute.

Biersdorff, K. (2001). *Persons with Developmental Disabilities consumer and family/guardian satisfaction survey 2001*. Calgary, AB: The Vocational and Rehabilitation Research Institute.

Biersdorff, K. (2000). *Aging with a developmental disability in Calgary: Challenges and recommendations*. Calgary, AB: Calgary PDD Advisory Committee on Aging.

Biersdorff, K. (2000). *Quality of life issues for people with profound disabilities*. Calgary, AB: The Vocational and Rehabilitation Research Institute.

Biersdorff, K. (2000). *A comparison of Alberta's Creating Excellence Together standards with other accreditation standards for services to people with developmental disabilities*. Calgary, AB: The Vocational and Rehabilitation Research Institute.

**Abstracts,
Blogposts,
Commentaries &
Reviews**

Biersdorff, K. (2011). Packing 101: How to go anywhere with only what you can carry. *Bright Ideas*, 3(2). [kkbiersdorff.wordpress.com]

Biersdorff, K. (2011). Making the most of social media. *Bright Ideas*, 3(1). [kkbiersdorff.wordpress.com]

Biersdorff, K. (2010). Taking care of business: Building a sound model that fits. *Bright Ideas*, 2(4). [kkbiersdorff.wordpress.com]

Biersdorff, K. (2010). What business are you in? Choosing the right business model. *Bright Ideas*, 2(3). [kkbiersdorff.wordpress.com]

Biersdorff, K. (2010). Risk and benefit management: A balanced approach. *Bright Ideas*, 2(2). [kkbiersdorff.wordpress.com]

Biersdorff, K. (2010). Professional development in the 21st century: A world of options. *Bright Ideas*, 2(1). [kkbiersdorff.wordpress.com]

- Biersdorff, K. (2009). Finding the “truth”: Using surveys to find out what people really think. *Bright Ideas*, 1(4). [kkbiersdorff.wordpress.com]
- Biersdorff, K. (2009). How many is enough? The quest for an acceptable survey response rate. *Bright Ideas*, 1(3). [kkbiersdorff.wordpress.com]
- Biersdorff, K. (2009). Social media: Time waster or valuable business tool. *Bright Ideas*, 1(2). [kkbiersdorff.wordpress.com]
- Biersdorff, K. (2009). From kids to geezers: Managing a multigenerational workforce. *Bright Ideas*, 1(1). [kkbiersdorff.wordpress.com]
- Duce, J., & Biersdorff, K. (2002). Supporting self-employment. *Rehabilitation Review*, 13(9).
- Biersdorff, K., & Duce, J. (2002). But is it really self-employment? Considerations for supported self-employment of people with developmental disabilities. *Rehabilitation Review*, 13(8).
- Biersdorff, K. (2002). Service funding models and individualization of services. *Rehabilitation Review*, 13(3).
- Biersdorff, K. (2002). Meeting the challenges of challenging behaviour. *Rehabilitation Review*, 13(2).
- Biersdorff, K. (2001). Satisfaction with community governance boards. *Rehabilitation Review*, 12(8).
- Biersdorff, K. (2001). Satisfaction with services: What makes a difference. *Rehabilitation Review*, 12(7).
- Biersdorff, K. (2001). Satisfaction with services: The highs, the lows and the biggest changes. *Rehabilitation Review*, 12(6).
- Biersdorff, K. (2001). Quality of life for people with profound disabilities. *Rehabilitation Review*, 12(1).
- Biersdorff, K. (2000). Enhancing services to aging individuals with developmental disabilities. *Rehabilitation Review*, 11(11).
- Biersdorff, K. (2000). Retaining excellent staff. *Rehabilitation Review*, 11(8).
- Biersdorff, K. (2000). Recruiting excellent staff. *Rehabilitation Review*, 11(7).
- Biersdorff, K., & Martodam, Y. (2000). Tying performance appraisal to organizational goals and ethics. *Rehabilitation Review*, 11(4).
- Biersdorff, K. (2000). Recognizing pain: Why medical personnel may misinterpret pain cues. *Rehabilitation Review*, 11(3).
- Meadours, J., & Biersdorff, K. (2000). The power of dreaming. *AAMR News & Notes*, 13(1), 6.

- Biersdorff, K. (1999). How to get good help to pick what to do. *Learn About...*, No. 8.
- Biersdorff, K. (1999). How to pick what to do. *Learn About...*, No. 7.
- Biersdorff, K. (1999). Duelling definitions: Developmental disabilities, mental retardation and their measurement. *Rehabilitation Review*, 10(7).
- Biersdorff, K. (1999). Out of focus: Developing a picture of aging people with developmental disabilities. *Rehabilitation Review*, 10(5).
- Biersdorff, K. (1998). Setting the research agenda...together. *Rehabilitation Review*, 9(6).
- Biersdorff, K., Boomer, K., & Gilson, D. (1998). Enabling safety skills in the home. *Rehabilitation Review*, 9(9).
- Biersdorff, K. (1997). Leadership Today: Partners in effective decision-making. *Rehabilitation Review*, 8(10).
- Biersdorff, K. (1997). Practical approaches to community education. *Rehabilitation Review*, 8(7).
- Gilson, D., & Biersdorff, K. (1997). High pain tolerance: Service provider issues and supports. *Rehabilitation Review*, 8(2).
- Vlach, L., & Biersdorff, K. (1996). More secrets of good relationships from people with developmental disabilities and their friends. *Rehabilitation Review*, 7(11).
- Biersdorff, K., & Lee, J. (1996). Medication administration: Creating consistent practice within diverse services. *Rehabilitation Review*, 7(5).
- Biersdorff, K. (1996). Improving consumer involvement. *Coffee Break Briefs*, No. 3.
- Biersdorff, K. K., & Butler Dunn, L. (1995). Review of "Working with people with challenging behaviors: A guide for educators and caregivers." *International Journal of Practical Approaches to Disability*, 19(1), 3-4.
- Biersdorff, K. (1995). Developing an ethics code and training package. *Rehabilitation Review*, 6(13).
- Biersdorff, K. K. (1995). Facilitating decision-making with experienced decision-makers. *Rehabilitation Review*, 6(8).
- Biersdorff, K. K. (1995). Facilitation decision-making with novices. *Rehabilitation Review*, 6(5).
- Biersdorff, K. K. (1994). Foreword. In S. Dennis, D. Weber, & D. Bevan, *Individual service planning guide: Blueprint for success (pp. v-vi)*. Edmonton, AB: Ability Publications.

- Biersdorff, K. K. (1994). Facilitating decision-making: Some basic operating principles. *Rehabilitation Review*, 5(10).
- Biersdorff, K. K. (1994). Facilitating decision-making: Characteristics of a good facilitator. *Rehabilitation Review*, 5(7).
- Biersdorff, K. K. (1994). Staff development on a shoestring. *Rehabilitation Review*, 5(2).
- Jager, L., Biersdorff, K., & Young, D. (1993). Information on Alberta's human rights law: Is it understandable? *Rehabilitation Review*, 4(15).
- Biersdorff, K. K. (1993). Facilitating decision-making by people with developmental disabilities. *Rehabilitation Review*, 4(14).
- Biersdorff, K. K. (1993). Learning to make decisions. *Rehabilitation Review*, 4 (6).
- Biersdorff, K. K. (1993). High pain threshold: What should we look for and why? *Rehabilitation Review*, 4 (1).
- Biersdorff, K. K., & Tamagi, L. D. (1992). Enabling access to generic services: Determining receptivity, creating comfort, and support. *VRRRI Research Highlights*, 3 (21).
- Biersdorff, K. K., & Tamagi, L. D. (1992). Enabling access to generic services: What we can learn from supported employment. *VRRRI Research Highlights*, 3(20).
- Borch, D., & Biersdorff, K. (1992). Hepatitis B infection: Questions of policy and clean hands. *VRRRI Research Highlights*, 3(12).
- Biersdorff, K. K., & Tighe, R. J. (1992). Making research relevant: Involving the community in setting research directions. *VRRRI Research Highlights*, 3(8).
- McIntyre, R., & Biersdorff, K. (1992). Electroconvulsive therapy for depression. *VRRRI Research Review*, 2(1).
- Tighe, R. J., Biersdorff, K. K., Young, D. M., & McGowan, B. (1991). The VRRRI Research Department action plan. *VRRRI Research Highlights*, 2(23).
- Biersdorff, K. K., & Young, D. M. (1991). Advocating for understanding of legal rights: Claim-rights. *VRRRI Research Highlights*, 2(20).
- Young, D. M., & Biersdorff, K. K. (1991). Advocating for understanding of legal rights: Moral rights. *VRRRI Research Highlights*, 2(19).
- Biersdorff, K. K., & Tamagi, L. (1991). Access to generic services by people with developmental disabilities. *VRRRI Research Highlights*, 2(17).
- Biersdorff, K. K., & Butler Dunn, L. (1991). Rehabilitation research and practice: Preserving our history. *VRRRI Research Highlights*, 2(12).
- Biersdorff, K. K., Young, D. M., & McClelland, D. A. (1991). Deconstructing

community: A social developmental perspective on friendship. *VRRRI Research Highlights*, 2(8).

Groeneweg, G., & Biersdorff, K. K. (1991). Changes in the characteristics of the consumer group and the effectiveness of rehabilitation programs on a remainder population. *VRRRI Research Highlights*, 2(6).

Biersdorff, K. K., & Radke, S. A. (1991). Alberta human rights legislation: Will intelligence become a bona fide occupational requirement? *VRRRI Research Highlights*, 2(3).

Biersdorff, K. K., & Lefaivre, D. (1990). The Residential Service Redevelopment Plan: What it means to staff. *VRRRI Research Highlights*, 1(4).

Biersdorff, K. K., & Lefaivre, D. (1990). The Residential Services Redevelopment Plan: What it means to consumers and their families. *VRRRI Research Highlights*, 1(3).

Biersdorff, K. K. (1990). Community health project - Prevalence of pain insensitivity. *VRRRI Research Highlights*, 1(1).

Biersdorff, K., Butler Dunn, L., & Whitley, K. (1988). Academic crossover. *Innovation Abstracts*, 10(18).

Feature Articles

Biersdorff, K. (2009). 2009 IABC Calgary consultants' rate survey. *The Calgary Current (IABC Calgary e-newsletter)*, June.

Biersdorff, K. (2007). 2007 IABC Calgary consultants' rate survey. *IABC Calgary eNetwork Newsletter*, June, 5-6.

Biersdorff, K. (2003). "...the best teacher" Experience can also be worth academic credit. *Bridges: Bringing Together Albertans on Developmental Disabilities*, 11(1), 14-16.

Biersdorff, K. (2002). L'Arche: It's all about relationships. *Bridges*, 10(2), 7-9.

Biersdorff, K. (2002). Building Bridges. *Bridges*, 10(1), 3-4.

Biersdorff, K. (2001). The house that Vermilion built. *Bridges*, 9(1).

Biersdorff, K. (2000). Sterilization settlements: Opening doors to dreams or tarnished opportunity. *Bridges*, 8(1), 10-12.

Biersdorff, K. (1998). Communication as a two-way process: Do you hear what I'm saying? *Bridges*, 6(2), 10-13.

Biersdorff, K., Bowman, P., & Weinkauff, T. (1997). Inclusive post-secondary education: Is it a reality? *Bridges*, 5(2), 18-19.

Lang, J., & Biersdorff, K. (1996). Rolling the dice: Is Prozac a gamble. *Bridges*, 4(2), 3.

Biersdorff, K. (1995). Entitlement and empowerment: They don't always go together. *Bridges*, 3(2), 3.

Meeting/Conference Presentations

Biersdorff, K. (2011, January). *Strategic applications of social media techniques*. IABC/CPRS workshop on Building your Communications Consulting Business, Calgary, AB

Mak, S. Biersdorff, K., & Day, L. (2008, December). *Speak from the heart: The impact of a self-advocacy training program*. International TASH Conference, Nashville, TN.

Biersdorff, K. (2007, September). 2007 IABC Calgary consultants' rate survey results. IABC Calgary meeting, Calgary, AB.

Biersdorff, K., & Stebanuk, C. (2007, May). *From research subject to researcher: Changing the role of people with developmental disabilities*. American Association on Intellectual and Developmental Disabilities 131st Annual Meeting, Atlanta, GA.

Biersdorff, K., Mak, S., McGinnis, P., Coe, J., Murray, D., McDonald, L. J., Elund, J., Robertson, B., & Huston, C. (2007, April). *Support self-advocacy and change the world!* Alberta Council of Disability Services conference, Kananaskis, AB.

McGinnis, P., Mak, S., & Biersdorff, K. (2006, May). *The self-advocacy movement: The journey so far and Leadership Today's role*. The International Summit for the Alliance on Social Inclusion, Montreal, QC.

Kroy, J., Moffat, R., & Biersdorff, K. (2006, April). *Supporting self-advocacy*. Alberta Council of Disability Services conference, Edmonton, AB.

Biersdorff, K., Stebanuk, C., McGinnis, P., Pringle, J., Noel, L., & Shaw, M. (2005, April). *Building self-advocate leadership capacity*. Alberta Association of Rehabilitation Centres conference, Kananaskis, AB.

Pringle, J. & Biersdorff, K. (2005, April). *They called them what?* Alberta Association of Rehabilitation Centres conference, Kananaskis, AB.

Toth, A., Biersdorff, K., McGinnis, P., Rutledge, L., Moisey, S., LeBlanc, J., Timmerman, S., & Moffat, R. (2004, June). *Every one can contribute: Supporting volunteer boards to include people with learning difficulties*. Vitalize '04 Volunteer Conference, Edmonton, AB.

Biersdorff, K., Remington, R., & Mak, S. (2003, May). *Creating an inclusive board*. American Association on Mental Retardation 127th Annual Meeting, Chicago, IL.

Biersdorff, K. (2003, May). *Individual budgets vs. agency funding: Impact on individualization of services*. American Association on Mental Retardation 127th Annual Meeting, Chicago, IL.

Biersdorff, K. (2003, May). *Supporting self-employment*. American Association on Mental Retardation 127th Annual Meeting, Chicago, IL.

Mak, S., Biersdorff, K., McGinnis, P., Rutledge, L., Schwaier, J., Remington, R., Skoreyko, R., & Edey, D. (2003, April). *An Inclusive Board in Action*. Alberta Association of Rehabilitation Centres conference, Calgary, AB.

Biersdorff, K., & Duce, J. (2002, November). *Supporting self-employment*. National Supported Employment Conference, Calgary, AB.

Biersdorff, K. & Heemeryck, B. (2002, April). *Home ownership, Thinking outside the box*. Alberta Association of Rehabilitation Centres Conference, Edmonton, AB.

McEwen, L., Becker, C., & Biersdorff, K. (2002, April). *Providing individualized services regardless of funding model*. Alberta Association of Rehabilitation Centres Conference, Edmonton, AB.

Biersdorff, K. (2001, April). *Creating Excellence Together: How does it compare with other accreditation systems?* Alberta Association of Rehabilitation Centres conference, Calgary, AB.

Biersdorff, K., & Martodam, Y. (2001, April). *Measuring excellence in organizations*. Alberta Association of Rehabilitation Centres conference, Calgary, AB.

Biersdorff, K. (2000, June). *Understandable information: A necessary foundation for self-advocacy*. American Association on Mental Retardation 124th Annual Meeting, Washington, DC.

Biersdorff, K., Bignell, D., Currie, T., Lefaivre, D., Martodam, Y., Richards, K., Richardson, K., & Thankachen, S. (2000, June). *Tying performance appraisals to organization goals and the code of ethics*. American Association on Mental Retardation 124th Annual Meeting, Washington, DC.

Biersdorff, K. K. (2000, January). *Assessment of pain and service provider issues in people with limited cognitive/judgment ability*. Pain and Significant Neurological Impairment Symposium, Alton, ON.

Koop, S., Davis, G., Biersdorff, K., & Mak, S. (1999, October). *Leadership training for people with developmental disabilities*. 8th Annual St. Amant Centre Conference on Research & Applications Related to Developmental Disabilities, Winnipeg, MB.

Perks, T., & Biersdorff, K. (1999, June). *People with developmental disabilities learning to by board leaders in the community*. Vitalize '99 Volunteer Conference, Edmonton, AB.

Biersdorff, K., Young, D., Trigg, S., Pringle, J., Okahashi, P., Geake, R., Cormier, S., & Sonpal-Valias, N. (1998, December). *Setting the research agenda...together*. International TASH Conference, Seattle, WA.

Biersdorff, K., & Davis, G. (1998, December). *Creating the ethical organization*. International TASH Conference, Seattle, WA.

Mak, S., Nelis, T., Simmons, B., Biersdorff, K., & Davis, G. (1998, December). *Leadership Today: Partners in effective decision-making*. International TASH Conference, Seattle, WA.

Biersdorff, K., Boer, S., Boomer, K., Gilson, D., Hoover, E., Odagaki, P., & Thiel-Bohn, D. (1998, May). *Developing useful home safety education strategies and environmental adaptations*. American Association on Mental Retardation 122nd Annual Meeting, San Diego, CA.

Biersdorff, K., & Gilson, D. (1998, May). *Service provider issues and supports for clients with high pain tolerance*. American Association on Mental Retardation 122nd Annual Meeting, San Diego, CA.

Biersdorff, K., Ramsden, D., & Ingraham, A. (1998, May). *Why self-advocates are pursuing life, liberty and happiness outside AAMR*. American Association on Mental Retardation 122nd Annual Meeting, San Diego, CA.

Watson, R., Biersdorff, K., & Young, D. (1997, May). *Practical approaches to community education*. American Association on Mental Retardation 121st Annual Meeting, New York, NY.

Biersdorff, K., & Gilson, D. (1997, April). *High pain tolerance: Issues, adaptations and supports*. Alberta Association of Rehabilitation Centres Initiative '97 Conference, Calgary, AB.

Davis, G., Koop, S., Ramsden, D., Biersdorff, K., Tse, L., & Mak, S. (1997, April). *Leadership Today: Training for self-advocacy*. Alberta Association of Rehabilitation Centres Initiative '97 Conference, Calgary, AB.

Biersdorff, K., Pettifor, J., & Roberson, G. (1996, July). *Ethics for human service organizations: Education and psychology in the 21st century*. International Council of Psychologists Conference, Banff, AB.

Biersdorff, K., Pettifor, J., & Roberson, G. (1996, April). *Ethics alive: A decision-making process for organizations and their staff*. Alberta Association of Rehabilitation Centres Initiative '96 Conference, Edmonton, AB.

Biersdorff, K. K. (1995, June). *Issues and strategies in facilitating client decision-making*. American Association on Mental Retardation 119th Annual Meeting, San Francisco, CA.

Biersdorff, K. K., Farrell, M., Rokosh, J., & Davidson, D. (1995, June). *Self, empowerment, and decision-making*. American Association on Mental Retardation 119th Annual Meeting, San Francisco, CA.

Biersdorff, K. K. (1995, April). *AARC Code of Ethics*. Alberta Association of Rehabilitation Centres Initiative '95 Conference, Calgary, AB.

Vlach, L., & Biersdorff, K. K. (1994, October). *1990s rehabilitation terms and philosophy for families*. VRRRI's Opening Doors Conference, Calgary, AB.

Biersdorff, K. K. (1994, September). *Facilitating decision-making*. VRRRI's Opening

Doors Conference, Calgary, AB.

Biersdorff, K. K. (1994, September). *Professional development on a shoestring*. VRRRI's Opening Doors Conference, Calgary, AB.

Biersdorff, K. K., Olley, M., Jager, L., Ogloff, J. R. P., & Young, D. M. (1994, June). *Assessing understanding of legal rights*. American Association on Mental Retardation 118th Annual Meeting, Boston, MA.

Biersdorff, K. K., Durand, E., Hoover, E., Schenkel, T., & Simpson, L. (1994, June). *Developing a flexible and enabling home safety assessment*. American Association on Mental Retardation 118th Annual Meeting, Boston, MA.

Biersdorff, K. K. (1994, June). *Right to privacy vs. team decision making*. American Association on Mental Retardation 118th Annual Meeting, Boston, MA.

Biersdorff, K. K. (1994, April). *Facilitating decision-making: Clarifying roles through sharing of experience*. Alberta Association of Rehabilitation Centres Initiative '94 Conference, Edmonton, AB.

Biersdorff, K. K., & Tamagi, L. D. (1993, April). *Supported services: An approach to generic service development*. Alberta Association of Rehabilitation Centres Initiative '93 Conference, Calgary, AB.

Biersdorff, K. K. (1992, May). *Is the primary goal of empowerment independence or quality of life?* Roundtable Discussion at American Association on Mental Retardation 116th Annual Meeting, New Orleans, LA

Biersdorff, K. K., & Tamagi, L. (1992, May). *Enabling access to generic services by people with developmental disabilities*. American Association on Mental Retardation 116th Annual Meeting, New Orleans, LA.

Biersdorff, K. K., & Tighe, R. J. (1992, May). *Making research responsive to practitioners: One agency's experience*. American Association on Mental Retardation 116th Annual Meeting, New Orleans, LA.

Biersdorff, K. K., Young, D. M., & Ogloff, J. P. R. (1992, May). *Legal rights: Advocating for understanding*. American Association on Mental Retardation 116th Annual Meeting, New Orleans, LA.

Young, D. M., & Biersdorff, K. K. (1992, May). *Is that your friend? Factors affecting social relationships*. Canadian Down Syndrome Society National Conference, Calgary, AB.

Biersdorff, K. K. (1991, May). *Significantly altered pain experience: More common than you may think*. American Association on Mental Retardation 115th Annual Meeting, Washington, DC.

Biersdorff, K. K., McClelland, D. A., & Young, D. M. (1991, May). *Deconstructing community: A social developmental perspective on friendship*. American Association on Mental Retardation 115th Annual Meeting, Washington, DC.

Biersdorff, K. K., Lefaivre, D., & Lee, J. (1991, April). *Setting goals for programs, staff, and clients: Why, what, and how to evaluate success without anxiety or depression*. Alberta Association of Rehabilitation Centres Initiative '91 Conference, Calgary, AB.

Biersdorff, K. K., & Radke, S. A. (1990, October). *Alberta human rights legislation: Will intelligence become a bona fide occupational requirement?* American Association on Mental Retardation Region IV Conference, Calgary, AB.

Biersdorff, K. K. (1990, August). *Prevalence of altered pain experience among individuals with developmental disabilities*. American Psychological Association, Boston, MA.

Sewell Stokes, V. M., & Biersdorff, K. K. (1989, June). *Relation of background and experiential factors to date rape attributions*. Canadian Psychological Association, Halifax, NS.

Biersdorff, K. K. (1983, March). *Predictions of identification accuracy and their relation to viewing conditions and accuracy*. Conference on Psychological Perspectives on Eyewitness Memory, Calgary, AB.

Biersdorff, K. K. (1981, April). *The role of association retrieval in recognition and recall*. MacEachran Conference, Edmonton, AB.

Dugoni, B. L., & Biersdorff, K. K. (1976, May). *Interest effects on ad recognition*. Midwestern Psychological Association, Chicago, IL.

Continuing Education Workshops Facilitated

- Facilitating Client Decision-making
- Managing Risk Associated with Client Choice
- Ethics Alive: A Decision-making Process for Organizations and Staff
- Confidentiality and Privilege in a Team Environment
- Setting Goals and Objectives for Organizations and Their Staff
- Writing Effective Policies and Procedures
- Writing for Public Relations
- Team Building
- Supporting Self-Advocacy
- Partners in Advocacy
- Inclusive Boards

Occasional Reviewer

- ***Journal of Intellectual Disability Research***
- ***International Journal of Disability, Community & Rehabilitation*** (formerly *International Journal of Practical Approaches to Disability*)
- ***Canadian Journal of Rehabilitation***

Current Professional Affiliations

- Canadian Psychological Association (since 1980)***
American Association on Intellectual & Developmental Disabilities (since 1990)
- Region IV – President (2003 – 2007)
 - Alberta Chapter – President (1999 - 2002)
 - Alberta Chapter – Vice-President (1996 – 1999)
- International Association of Business Communicators (since 1997)***

References

Available on request.