

# JOSEPHINE MENDOZA KERSHAW, PhD, FACHE

3378 Morrison Avenue, Cincinnati, OH 45220 ▪ 513-403-3031 ▪ jm.kershaw.fulbright@gmail.com

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**EDUCATION** **Doctor of Philosophy** (Social Sciences and Education, with emphasis in Economics)  
Dissertation Title: *Implementing Public Health Education Programs in Controversial Environments: A Policy Development & Diffusion Case Study of the Florida Tobacco Pilot Program's Youth Focus*, Florida State University, Tallahassee, FL; 3.98 GPA

**Master of Business Administration** (with Interdisciplinary Specialization in Health Services Policy and Administration), Florida State University, Tallahassee, FL; 3.5 GPA  
University of Florida College of Medicine, Gainesville, FL  
University of Newcastle Upon Tyne, England (Postgraduate Research)

**Bachelor of Arts with Honors** (Major: Latin; Minors in biology, chemistry, business)  
Florida State University, Tallahassee, FL; 3.9 GPA in major, 3.5 overall GPA

## ADDITIONAL EDUCATION / CERTIFICATES

**Fulbright Scholar (Fulbright-Nehru Fellowship to India)**  
**University of Maryland National Bioethics Research Center Fellowship**  
**Harvard School of Public Health, Intensive Course in Health and Human Rights**  
**Johns Hopkins Graduate Summer Institute of Epidemiology and Biostatistics**  
**Graduate Certificate in Program Evaluation**  
**Graduate Certificate in Human Resource Development**  
**Graduate College Teaching Certificate**  
**Graduate Certificate in Aging Studies**  
**Graduate Certificate in Health Services Policy and Administration**

## PROFESSIONAL EXPERIENCE

*Christ College of Nursing & Health Sciences*

**Professor & Associate Dean, Health Sciences** (2017-present)

**Health Care Administration Program Director** (2017-19)

**Professor & Associate Dean, Arts & Sciences** (2015-17)

Transformational leader working to improve quality of the Arts and Sciences components of traditional BSN, 2-year ADN, and online RN-BSN degrees as well as expansion to new health care degree programs for the College

### Leadership Outcomes

- Coordinated ODHE and HLC application approvals and implemented new Associate of Science in General Studies (2016), Bachelor of Health Care Administration (2017), and Associate of Applied Science in Medical Assisting (2019) degree programs. (Prior to my arrival, there were no non-nursing degree programs at Christ.)
- Recruited full-time and adjunct faculty, increasing diversity representation to include Black, Hispanic, Asian, LGBTQ, and Buddhist faculty. I also chaired the College's Diversity and Inclusion Council with the primary outcomes of initiating a new Minority Scholarship and hiring of a new position to serve as a D& I Coordinator.
- Facilitated the Quality Matters certification of online courses taught by Arts and Sciences faculty and supported the transition of the Health Administration courses and student recruitment to a fully online program
- Chaired the Christ Hospital Health Network's Research Council and fostered health care projects from nursing students to medical residents to nurses, focusing on continuous improvement and interprofessional collaboration
- Served on executive leadership group and integrated planning committees to implement the college's strategic plan, particularly development of health science education programs and articulation agreements, with innovative tracks such as community paramedicine and clinical pastoral education

***Life University, College of Graduate and Undergraduate Studies, Professor and Dean (2014-2015)***

College chief academic officer with oversight of undergraduate and graduate degree programs in the departments of business and computer information management, natural sciences, general education, nutrition, psychology, and sport health science, including accreditation and new degree offerings

**Leadership Outcomes**

- Facilitated reorganization of two colleges and served as inaugural Dean of Graduate & Undergraduate Studies
- Developed and obtained Board approval of a Mission Statement for the new combined College
- Graduated the first classes for Master of Athletic Training and Master of Science in Clinical Nutrition
- Launched online Master of Science in Positive Psychology degree 2 years prior to strategic plan schedule
- Attained 48% increase in new graduate students in Fall 2014 (as compared to Fall 2013 enrollment)
- Achieved initial CAATE accreditation for graduate athletic training program, submitted ACEND self-study for re-accreditation of nutrition dietetics program, initiated ACBSP accreditation process for business program and obtained ICF Board Certified Coach designation for undergraduate coaching psychology program
- Generated over \$50,000 in cost savings from more effective use of learning management systems technologies
- Handled crisis communications / coordinated solutions for faculty and staff related to off-site parking mandate
- Organized the university's first Symposium for Scholarship and Creativity and inaugural Dean's Convocation
- Planned sustained growth and support infrastructure of College programs through hiring new Coordinators for Community Outreach & Internships, Retention & Student Initiatives, and Online Learning & Graduate Studies

***UNIVERSITY OF FINDLAY, College of Business***

**Associate Professor and Health Care Management Director (2008-2014)**

**Director of Assessment (2009-10)**

Lead professor in charge of the college's health care management program on the undergraduate, graduate, and international levels, including course instruction, MBA capstone assessment and program development

**Leadership Outcomes**

- Created health care management Advisory Board of CEOs from hospitals, long-term care institutions, and public health that propelled initiation of internship program and health care management network for students
- Coordinated with faculty and department chairs to collect data and complete institutional assessment reports
- Guided student teams for the Capsim Capstone strategic management simulation to achieve top 10th percentile rankings in numerous competitions benchmarked against over a thousand teams competing worldwide

***FLORIDA A & M UNIVERSITY, School of Allied Health Sciences***

**Minority Resource Development Center Principal Investigator and Director (2000-2008)**

**Division of Health Care Management Undergraduate Program Coordinator (2003-04)**

**Associate/Assistant Professor (1999-2008)**

Faculty member with teaching, research, and grant writing responsibilities

**Grant and Leadership Outcomes**

- Awarded \$968,000 grant to administer statewide mini-grants for tobacco control programs targeting minority youth and community organizations to promote prevention initiatives and reduce health disparities
- Collaborated with public health faculty on Medicaid, HIV, and teen pregnancy prevention research studies
- Conducted outreach to diverse communities to provide grant workshops, technical assistance, and services
- Administrative role as Undergraduate Program Coordinator involved admissions processes and leadership of self-studies and panel reviews for full re-certification of undergraduate Health Care Management program
- Participated in graduate program curriculum development and implementation during initiation of new master's degree in Health Services Administration

## **STATE OF FLORIDA (1994-1999)**

### **Florida Department of Health Tobacco Pilot Program, Director of Evaluation (1998-1999)**

- Responsible for program evaluation budget of \$2.6 million, increasing in next fiscal year to \$4 million
- Administered grants for contracts researchers evaluating prevention initiatives funded by Florida's 1997 state tobacco settlement (Program assessment areas included education and training, policy enforcement activities, community partnerships, and media campaign awareness.)
- Spearheaded industry monitoring and evaluation of minority issues and youth empowerment
- Designed performance-based evaluation framework for community partnerships in the state's 67 counties
- Acted as webmaster and implemented a statewide intranet management information system for electronic input and reporting of evaluation data

### **Florida Department of Health, Senior Epidemiologist (1998)**

- Member of team that produced the first detailed report on the prevalence of tobacco use among Florida's public middle school and high school student population, using data from the 1998 Florida Youth Tobacco Survey (23,000 students surveyed)

### **Florida Department of Elder Affairs, Senior Management Analyst (1996-1998)**

- Developed logistic regression model based on client data for screening and targeting elders at risk for nursing home care to assist in determining appropriateness of community placement
- Participated in workgroups to achieve consensus on risk assessment elements and formulate outcome measures for strategic planning and performance measurement
- Conducted field staff training and managed shared cost evaluation contract with Area Agency on Aging

### **Florida Legislature Office of Program Policy Analysis & Government Accountability (OPPAGA) under the Auditor General's Office of the Joint Legislative Auditing Committee, Policy Analyst (1994-1996)**

- Conducted program evaluations in accordance with generally accepted auditing standards, specializing in health care, social services, elder issues, and performance-based program budgeting
- Directed project work teams from planning to report writing phases, compiled various reports involving legislative research, and analyzed agency data
- Used regression analysis to project future economic costs

## **STATEWIDE HEALTH COUNCIL (1992-1994)**

### **Statewide Health Council, Health Policy Analyst**

- Editor-in-chief of Florida's 1993 State Health Plan
- Produced Ryan White Title II Report using desktop publishing tools for text and graphics layout
- Developed survey instruments and analyzed statewide data
- Monitored legislation and testified for legislative committees to implement recommendations in state plan

### **Statewide Health Council, Executive Assistant to the Director**

- Prepared annual and monthly financial reports; interviewed, trained, and supervised secretarial and intern staff

## **GRADUATE INTERNSHIP EXPERIENCE**

### **Governor's Task Force on Private Sector Health Care Responsibility, Staff Writer**

- Researched various health care financing issues and wrote background issue papers for Task Force charged with providing private sector solutions to state's health care challenges during administrative internship

### **Charlotte Rozier Quality Care, Resident Manager**

- Supervised care of elderly residents in an assisted living facility during gerontology internship

## SUMMARY OF PROFESSIONAL EXPERIENCE

Dates	Institution	Position	Primary responsibility	
2015-present	Christ College of Nursing and Health Sciences	Professor and Associate Dean of Health Sciences, Arts & Sciences	Administration New Program Development	
2014-2015	Life University	Professor and Dean, College of Graduate & Undergraduate Studies	Administration New Program Development	
2008-2014	University of Findlay	Associate Professor, Director of Assessment, Health' Care Management Program Director,	Teaching, Administration, New Program Development	
1999-2008	Florida A&M University	Assistant/Associate Professor Director of Minority Resource Development Center Undergraduate Program Coordinator	Teaching, Research, Administration	
1994-1999	State of Florida	Department of Health	Director of Evaluation	Administration, Research
		Department of Elder Affairs	Senior Management Analyst	Program Evaluation
		Florida Legislature	Policy Analyst	Policy Analysis Team Leader
1992-1994	Statewide Health Council	Health Policy Analyst	Editor, State Health Plan	

## DIVERSITY & HEALTH DISPARITIES EXPERIENCE

**Chair, Diversity and Inclusion Committee**, Christ College of Nursing and Health Sciences

**Diversity and Inclusion Council**, Christ Hospital Health Network

**American College of Healthcare Executives Greater Ohio Chapter**, Task Force Member

**Tri-Caucus Congressional Summit on Racial and Ethnic Health Disparities**

**Minority Hospital Trustee Professionalism Program**, American Hospital Association

**Asian Pacific Partners for Empowerment, Advocacy, & Leadership** National Leadership Summit

**Robert Wood Johnson New Connections Symposium** Invited Participant

**Indian Public Health Association Conference**

**Indo-Swiss Symposium on Cohorts and Biobanks**

**National Institutes of Health**, NIMHD Grant Reviews, Minority Health Disparities, Community-based Participatory Research Dissemination, CBPR Planning Grants for Health Disparities Intervention Research, Research Infrastructure in Minority Institutions

**National Cancer Institute** Grant Review, Competitive Supplements to Reduce Cancer Health Disparities

**Asian & Pacific Islander American Health Forum** Voices Conference/Health Advocacy Day Capitol Visits

**Ohio Asian American Health Coalition** Executive Committee Retreat

**Organization of Chinese Americans** Asian Youth Leadership Seminar

**Florida Department of Health** Strategic Planning for Disparities Workgroup Meeting

**National Federation of Filipino-American Associations** Southern Region IV Biennial Conference, Youth track facilitator and elected secretary of statewide Filipino American community advocacy coalition

**Harvard University**, Intensive Institute on Health and Human Rights Scholarship Recipient

## **RESEARCH GRANTS FUNDED**

### **West African Entrepreneurial Training Grant, \$600,000**

Grantor: U.S. Department of State, 2010-2012

Role: Mentor (Sears P, Principal Investigator)

Purpose: To foster venture development and economic transformation initiatives in Western African countries

### **Minority Tobacco Control Task Force, \$950,000**

Grantor: Florida Department of Health, 2000-2008

Role: Principal Investigator

Purpose: To develop educational activities and materials that are culturally appropriate and effective for increasing awareness in communities that are disproportionately targeted by the tobacco industry through mini-grants that provide funding for innovative projects

### **Minority Tobacco Control Task Force, \$18,695**

Grantor: Florida Department of Health, 2000-2005

Role: Principal Investigator

Purpose: Supplemental funding for additional mini-grants

### **Minority Health Outreach, \$5,000**

Role: Principal Investigator

Grantor: Women's Dance Project, 2000-2005

Purpose: To compile AAPI health data, conduct a workshop for AAPI youth and community members, and develop an 18 month calendar with health and tobacco-related information

### **Minority Health Outreach, \$1,000**

Role: Principal Investigator

Grantor: Women's Dance Project, 2001-2002

Purpose: Supplemental funding for minority health outreach

### **HIV/AIDS Evaluation, \$126,000**

Grantor: Florida Department of Health, 2001-2002

Role: Co-Investigator (Freeman M, Principal Investigator)

Purpose: To provide HIV prevention evaluation services, training, and technical assistance to Florida Department of Health contracted community-based organizations, HIV prevention projects within county health departments and community planning partnerships

### **Medicaid Demographic Study, \$83,000**

Grantor: Florida Agency for Health Care Administration, 2003-2004

Role: Investigator (Brown P, Principal Investigator)

Purpose: To conduct a demographic study of the Medicaid population in order to provide a detailed portrait of Medicaid recipients and to examine the relationship between demographic characteristics and health care experiences

### **Survey of Tobacco Use and Other Risk Behaviors Among College Students, \$80,000**

Grantor: Mayo Clinic Jacksonville, 2004-2005

Role: Investigator (Ames S, Mayo Clinic Jacksonville, Principal Investigator)

Purpose: A survey to investigate tobacco use patterns and their psychosocial correlates in an ethnically diverse sample of young adult college students to obtain pilot study data for potential submission as a National Institutes of Health R01 application

## PUBLICATIONS

### Book Chapters

**Kershaw J.** (2014). Foreword for *Reflections: A Short Story Compilation* edited by M Montgomery, Red Dashboard Publishing.

**Kershaw J.** Ruse W. (2011). "Guiding Health System Change: Leadership Strategies for Organization Development." Chapter in H. Hanson, M. Moir, J. Wolf (eds.), *Handbook on Organization Development in Health Care: A Guide for Leaders*. Information Age Publishing.

**Kershaw J.** (2009). "The Role of IT in Global Health Disparities and Human Rights." Chapter in A. Dwivedi (ed.), *Handbook of Research on IT Management and Clinical Data Administration in Health Care*. IGI Global Publishing.

**Kershaw J.** (1999). "Youth and the Implementation of the Florida Tobacco Pilot Program." Chapter in M. Forst (ed.), *Developing and Implementing Successful Tobacco Control Programs*. Charles C. Thomas Publishing.

### Journal Articles

**Kershaw J,** Nunemaker L, DeCosta J, Hinds M. (2011). Reforming the U.S. Organ Donation System: Policy Insights from the Experience in Other Countries. *Global Health Online*. 4(1): 1-6.

Ames S, Stevens S, Werch C, Carlson J, Schroeder D, Kiros G, **Kershaw J,** Patten C, Ebbert J, Offord K. (2010). The Association of Alcohol Consumption with Tobacco Use in Black and White College Students. *Substance Use and Misuse*, 45:1230-1244.

Ames S, Stevens S, Schroeder D, Werch C, Carlson J, Kiros G, **Kershaw J,** Ebbert J, Patten C, Offord K. (2009). "Non-daily Tobacco Use Among Black and White College Undergraduates: A comparison of Non-daily versus Daily Tobacco Users." *Addiction Research and Theory*, 17:2, 191-204.

Patten C, Brockman T, Ames S, Ebbert J, Stevens S, Thomas J, Werch C, Kiros G, **Kershaw J,** Carlson J. (2008). "Differences among Black and White Young Adults on Prior Attempts and Motivation to Help a Smoker Quit." *Addictive Behaviors*, 2008 Mar 33(3): 496-502.

Thomas M, **Kershaw J.** (2006). "Errors in Clinical Decision Making in a Patient with Persistent Hip Pain: A Case Study." *Orthopaedic Practice*. 18(2):8-11.

**Kershaw J,** Freeman A, Atkins C, Lewis M. (2005). "Prescription Drug Recalls on Florida's Medicaid Preferred Drug List." *Florida Public Health Review*. 2:108-114.

**Kershaw J.** (2005). "Human Rights and Undergraduate Health Administration Education." *Journal of Health Administration Education*. 22(4):459-470.

**Kershaw J.** (2001). "AAPI Youth Tobacco Use: A Comparative Analysis of Current Cigarette Use Data from the Florida, Texas, & National Youth Tobacco Surveys." *Asian American & Pacific Islander Journal of Health*, 9(1):25-31.

Zucker D, Hopkins R, Sly D, Urich J, **Kershaw J,** Inbar T, Solari S. (2000). "Florida's 'truth' campaign: A counter-marketing, anti-tobacco media campaign." *Journal of Public Health Management & Practice*, 6(3):1-6.

### **Selected Published Abstracts and/or Professional Presentations**

**Kershaw J**, Bashford C, Smith D, Ahlers M. *Educational Pathways and Technology Partnerships in Community Paramedicine*, International Roundtable on Community Paramedicine, February 2017.

Ahlers M, **Kershaw J**. *Building Global Educational Pathways for Enhancing the Reach of Community Paramedicine*, International Roundtable on Community Paramedicine, June 2016.

Ghose N, **Kershaw J**. *Global Business Education Alliances: Experiences Through Networking*, Association of Collegiate Business Schools and Programs (ACBSP) Annual Meeting, June 2014.

**Kershaw J**. *Why Health Care Management?*, India-USA Global Business and Networking Strategy Conference, Chennai, India, June 2010.

**Kershaw J**. *Innovative Uses of Technology & Experiential Learning to Increase Student Engagement*, Association of University Programs in Health Administration (AUPHA) Annual Meeting, June 2010.

**Kershaw J**. *Using Technology to Improve Student Competencies in Intercultural Communication*, Association of Collegiate Business Schools & Programs Regional Conference, Oct 2008.

**Kershaw J**. *Asian American Tobacco Use in Florida*, Presentation for Florida Department of Health Strategic Planning for Disparities Workgroup, May 2007.

**Kershaw J**. *Applying Human Rights to Aging Issues*, Successful Aging Roundtable, Oxford University, Oxford, England, 2005.

**Kershaw J**. *Intercultural Sensitivity and Cessation Programs for Asian American Populations*, Concurrent Session at the American Association of Health Plans/Health Insurance Association of America Addressing Tobacco as a Public Health Issue Conference, 2004.

**Kershaw J**. *Evaluation of Tobacco Control and Prevention Programs*, Thematic Breakfast at the Canadian Evaluation Society Conference, Vancouver, BC, Canada, 2003.

Goodpasture J, **Kershaw J**. *Diversity in the Classroom*, Concurrent Session at the Association of University Programs in Health Administration Undergraduate Workshop, 2003.

### **Professional Newsletters and Multicultural Publications**

**Kershaw J**. Editor, *2005-2006 Research Compendium for the FAMU School of Allied Health Sciences*, 2006.

Sherrill W, **Kershaw J**. (2004). "Implementing Service Learning in Health Management Programs: Connecting the Classroom to Health Services Organizations", Featured Faculty Forum *AUPHA Exchange*. September/October 2004.

**Kershaw J**. Editor, *Health Newsletter Salud Boletin*. "Drinking and Driving, Is It Really Worth It?" Bilingual English/Spanish Multicultural Outreach, 2004.

**Kershaw J**. Youth and Family Ministry Newsletter Editor, *Angelus*. Bilingual English and Spanish faith-based health newsletter targeted to the migrant Hispanic community in the North Florida and South Georgia area, 2003.

**Kershaw J**. Designer and Editor, *Rise Up and Be Strong: Leadership for a Tobacco-free Community*, 2002-2003 calendar with translations in 25 different Asian and Pacific Islander languages, 2002-2003.

**Kershaw J**, Brown P, Hinds M, Johnson P, *Ethnic Minority Networks for Tobacco Control*. Response to Request for Information, Florida Department of Health, 2001.

**Kershaw J**. Editor, *Tobacco Control in Minority Communities*, 2001.

## **Government Publications**

Team Member, **Florida Youth Tobacco Survey Report #1**, Florida Department of Health, Bureau of Epidemiology, 1998.

Team Leader, Logistic Regression Model: **Risk Assessment of Frail Elderly**, Department of Elder Affairs, 1997. (Won Team Performance Award)

Analyst-in-Charge, **Certificate of Need for Nursing Homes Report**, Florida Legislature, Office of Program Policy Analysis and Government Accountability, 1996.

Co-Analyst in Charge, **Extended Congregate Care Status Report**, Florida Legislature, Office of Program Policy Analysis and Government Accountability, 1995.

Key contributor and Qualitative Research Interviewer, **Ryan White Title II Peer Review Report**, Statewide Health Council, 1994.

Editor and contributor, **Towards a Healthier Future, State of Florida Health Plan**, Statewide Health Council, 1993.

Primary author, Chapter on comprehensive health education in **Healthy Communities/Healthy People Plan**, Florida Department of Health, 1992.

Health Care Finance: **Mandated Benefits – Pro and Con Arguments and State By State Comparisons**, Staff Issue Paper for the Task Force on Private Sector Health Care Responsibility, 1990.

## **Testimony and Speeches**

**Kershaw J.** Public Comment for federal Interagency Committee Meeting On Smoking and Health chaired by the U.S. Surgeon General regarding the need for targeted funding to address tobacco use in minority communities, Washington, DC, 2004.

**Kershaw J.** Methods for Influencing Policy and Targeting Policymakers, Plenary speaker and political tract presenter for the National Federation of Filipino American Associations (NaFFAA) State Conference, Cocoa Beach, FL, 2003.

**Kershaw J.** Public Comment (oral and written testimony) to the U.S. Department of Health and Human Services Advisory Committee on Minority Health at the National Leadership Summit on Eliminating Racial & Ethnic Disparities in Health, Washington, DC, 2002.

**Kershaw J.** Setting the Agenda for Critical Research and Data Issues on AAPI Tobacco Control for the Asian Pacific Partners for Empowerment and Leadership Network, Honolulu, HI, 2001.

## **Other Leadership**

**National Youth Task Force**, *U.S. Department of Health & Human Services*, 1987

Advised the federal government and its Office of Substance Abuse Prevention on ways to prevent alcohol and drug abuse among teens and college students.

**President**, *Golden Key National Honor Society*, 1986-1987

Initiated “Say No To Drugs” program during which college honor students and athletes reached out to over 40,000 school children in four north Florida counties with a personal message about the dangers of drugs. (Later implemented across the U.S. by other Golden Key chapters as the “Best of America Say No” program.)



**Orientation Leader**, *Florida State University*, 1986-1987

Completed leadership training course, conducted campus tours and orientation workshops for freshman and transfer students.

**Treasurer**, *Seminole Ambassadors*, 1985-1986

Handled financial statements, recruited high school and transfer students as official representative of university's admissions office.

**Student Government Representative**, *Minority Student Development Network*, 1985

## **PROFESSIONAL CONTRIBUTIONS AND RECOGNITIONS**

### **Public Service (Regional and National)**

**Accreditation Council for Business Schools and Programs**, 2008-2014

~President, ACBSP Great Lakes Region 4 which represents colleges and universities in Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin, and the Canadian province of Ontario

~Chief Strategic Planning Officer, ACBSP Great Lakes Region 4

~ACBSP Strategic Planning Committee

**National Institutes of Health Grant Reviews**, 2000-present

*National Institute on Minority Health and Health Disparities (NIMHD)*

~ Community-Based Participatory Research Dissemination (R24)

~ Conference Grants (R13)

~ Exploratory Centers of Excellence (P20)

~ Minority Health Disparities (R01)

~ Health Services and Policy Research, Study Section Chair (R01)

*National Center on Minority Health and Health Disparities (NCMHD)*

~ Exploratory Centers of Excellence (P20)

~ Community-Based Participatory Research Planning Grants in Health Disparities Intervention Research (R24)

~ Research Infrastructure in Minority Institutions (P20)

*National Cancer Institute (NCI)*

~ Measures and Determinants of Smokeless Tobacco Use, Prevention, and Cessation (R01 and R21)

~ Competitive Supplements for Pilot Projects for Community Networks Program to Reduce Cancer Health Disparities (U01)

~ International Tobacco and Health Research and Capacity Building Program (R01)

*American Recovery and Reinvestment Act of 2009*

~ Building Sustainable Community-linked Infrastructure to Enable Health Science Research

**National Board of Examiners, Baldrige Quality Performance Excellence Award**, 2011

~Evaluates the performance improvement of all types of organizations – businesses, schools, hospitals, and non-profit organizations, including government agencies – that strive to serve as role models by applying for the Malcolm Baldrige National Quality Award

**Texas Southern University**

~ Program Review Consultant, Health Administration Program Self-Study, 2008

**Minnesota Partnership for Action Against Tobacco Research**

~ Peer Review Panel, 2006

### **Asian Pacific Partners for Empowerment and Leadership**

~ Tobacco Control Mini-grants for Asian Youth and Communities in Florida, Reviewer, 2003

### **National Conference on Tobacco or Health**

~ Evaluation and Surveillance Sessions, Abstract Reviewer, 2003

~ Increasing Diversity/Eliminating Disparities Sessions, Abstract Reviewer, 2002-2003

~ Tobacco Use Prevention Among Youth Sessions, Abstract Reviewer, 2003

### **SAMSHA Smart Planning for Integrating Substance Abuse/HIV Prevention Services**

~ Project Task Force, 2002

### **Colorado Tobacco Research Program,**

~ Social and Behavioral Research Study Section, Grant Reviews, 2001–2003

### **University of California Tobacco-Related Disease Research Program**

~ Social and Behavioral Research Study Section, Grant Reviews, 2000-2003, 2008-2011, 2013-2014

### **Public Service (University Faculty)**

#### **University of Findlay**

University Policy, Procedure, and Performance Implementation Team

University Strategic Planning Task Force

University Assessment/Accreditation Committee

Institutional Review Board

Faculty Senator

Graduate Faculty Standards Committee

Graduate Council Curriculum Committee

Symposium for Scholarship and Creativity Faculty Sponsor

Faculty Teaching Academy

Thailand Delegation, Health Care Management Program Host

Global Health Online, Journal Reviewer and Editorial Board

#### **College of Business**

Coordinator, MBA Capstone Management Simulation

Coordinator, Health Care Management

Director of Assessment, College of Business

Health Care Panel Moderator, Economic Summit on the Free Enterprise System

Business Management Program Review

MBA Program Review Task Force

Health Care Management Network, Faculty Advisor

Health Care Management Advisory Board, Coordinator

#### **Florida A&M University**

Curriculum Committee

SACS Accreditation Committee (Federal Requirements)

Program Review Liaison for School of Allied Health Sciences

Faculty Recruitment and Retention Committee

Faculty Professional Development Committee

Faculty and Staff Scholarship Endowment Campaign

Sabbatical and Professional Development Leave Committee

Search Committee for Dean of School of Allied Health Sciences

Tenure and Promotion Committee

Commencement Volunteer

## **School of Allied Health Sciences**

Chair, Research /Scholarly Productivity Committee  
Chair, Pinning Ceremony Committee  
Search Committee for Dean and Associate Dean  
Faculty Personnel Committee  
Grievance/Appeals Committee  
Curriculum Committee  
Occupational Therapy Screening Committee  
Faculty-Student Relations Committee

## **Division of Health Care Management**

Chair, Admissions Committee  
Chair, David A. Winston Health Policy Fellowship Nominating Committee  
Chair, AUPHA Program Recertification Self-Study  
Faculty Lead, Assessment Data Compilation and Analysis  
Search Committees for New Faculty and Curriculum Advance Workgroups  
Selection Committees for McGaw Scholarships and Honors Students Recognition  
Allied Health Careers Opportunity Program, Saturday Academy Division Representative

## **Public Service (Civic and Community Activities)**

**Member of Board of Directors**, Community Paramedicine Association and Registry, 2017-present

**Executive Advisory Board Member**, MobileCE, 2016-present

**Nursing Executive Council**, Christ Hospital Health Network, 2018-19

**Executive Board**, M.Y. MOTHERS (Mentors of Youth and Mothers), 2003-2010

**Community Advisory Board Member**, Open Door Women's Clinic, 2002-2008

**Advisory Board Member**, Full Circle Women's Health, 2003

**American College of Healthcare Executives**, Greater Ohio Chapter, 2015-present

*Chair*, Higher Education Network, 2018-19, *Northwest Ohio Local Program Council*, 2011-2014

*Student Activities Council*, Midwest Healthcare Executives Group and Associates, 2009-2014

**Examiner**, Ohio Partnership for Excellence, 2010-2011

**Member**, Ohio Asian American Health Care Coalition, 2008-2012

**Member**, Findlay TORCH Group, 2008-present

**Strategic Planning for Disparities Workgroup**, Florida Department of Health, 2006-2008

**Secretary**, Fil-Am Coalition of Florida, 2007-2008

**Science Fair Judge**, 2001-2006

Volunteered to select 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade science projects to compete in the regional science fair

**Team Leader**, APPEAL Leadership Summit, 2004-2005

**Juror**, Leon County, 2004

**Youth and Family Ministry Coordinator**, 2003 - 2004

Organized educational/social activities for K-12 youth at a south Georgia mission church, including outreach to migrant Hispanic families

**Legislative Affairs Commission Chair**, Council of Catholic Women, 2002-2004

Provided annual report for regional chair regarding critical issues, as well as contributing maternity and infant supplies for Nazareth Home serving unwed teen mothers

**Member and Grants Consultant**, Big Bend Filipino American Association, 2000-present

**Co-Advisor**, FAMU Golden Key National Honor Society, 1999-2000

**Pastoral Council Member**, St. Thomas More Co-Cathedral, 1999-2005

**Consultant, 1999-present**

Assisted various community organizations to obtain funding for program activities. Selected consultations resulting in funded grant applications include: Conference Grant from Ohio Commission on Minority Health for the Ohio Asian American Health Care Coalition in 2011; a foundation grant for Open Door Women's Clinic in Tallahassee, Florida; and funding for tobacco use prevention activities for NANAY (National Alliance to Nurture the Aged and the Youth) a community center serving a minority area in Miami, Florida

**Public Service (Other Community Volunteer Activities)**

**Greater Cincinnati Collegiate Consortium, Cincinnati Region Internship Task Force, 2018-present**

**St. Francis Seraph Ministries, Soup Kitchen Volunteer, 2017**

**American Heart Association, Little Hats - Big Hearts Project, 2016**

**Mount Auburn Community Christmas Gala Setup and Gift Distribution, Taft Elementary School, 2015**

**Special Olympics Volunteer, 1984-1985, 2015**

**Volunteer Administrative Server, Late Night Breakfast for Students, 2014-2015**

**Missionaries of Charity (Mother Teresa's Order), 2012**

Brought food and toys and played with children at orphanage in south India

**Little Flower School of Nursing, 2012**

Visiting lecturer, proposal review, and participation in school programs

**Archdiocese of Trivandrum, 2012**

Various church-related service, including fundraising and visits to fishing villages, hospitals, and schools

**Co-vice-president, Hancock County Right to Life, 2011-2014**

**Minority Hospital Trustee Professionalism Program, Training to volunteer for hospital board, 2010**

**Mother's Day Carnation Sale, St. Michael's Human Life Committee, 2010-2015**

**Read For L.I.F.E., 20<sup>th</sup> Annual Corporate Spelling Bee, University of Findlay Team, 2009 and 2010**

**Service Learning Project to enhance health provider website, Sophos Wellness Center, 2009**

**Member, Blanchard Valley Health System Spirit of Women, 2008-2009**

Assisted in planning, marketing and promoting Spirit Girls Night Out (2008) and Day of Dance (2009)

**Mobile Food Pantry Volunteer, 2009**

Helped with food distribution for the mobile food pantry sponsored by College First Church of God

**Home Visitation Volunteer, 2009**

Visited families with young children in community outreach by St. Michael's Church, Findlay

**Chopin Hall Orientation Service Project Leader, 2009**

Organized team of freshman students in completing service project for assisting needy with food and clothing

**Good News Ministry, 1999-2008**

Donations of toiletries, United Way contributions, and volunteer time

**Fundraising Volunteer, 1995-1997**

Boy's Town of North Florida

Rainbow Center at the Alternative Christmas Market

**Companion, Homesharing Program, 1985-1987**

Provided assistance as needed to elderly woman with Parkinson's and subsequently to a blind elderly woman with chronic heart and pulmonary conditions

**Red Cross Volunteer, 1985**

Damage assessment and first-aid volunteer during and after Hurricane Kate

**Hospital Volunteer, 1980-1986**

President of teenage volunteers, gift shop cashier, and receptionist for adult intensive care waiting room

## **FACULTY-DIRECTED STUDENT RESEARCH MENTORSHIPS (Selected)**

### **Mentorship of Graduate Students' Research Symposium and Conference Presentations**

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Social Media Use by Baldrige Award-winning Health Systems and Hospitals in their Surrounding Areas: A Comparison Study (2014) *Erica Stottlemyer and Xuezheng Gao* (Poster presentation at University of Findlay Symposium for Scholarship and Creativity)

Best Practices in Corporate Social Responsibility and Sustainability (2013) *Erica Stottlemyer* (Poster presentation at University of Findlay Symposium for Scholarship & Creativity)

Reforming the U.S. Organ Donation System: Policy Insights from the Experiences in Other Countries (2012) *Lori Nunemaker* (Session presentation at University of Findlay Symposium for Scholarship & Creativity, also co-published journal article)

Jatropha Plant-based Biofuel as a Cleaner Business Alternative to Commercial Fuel: A Case Study of Nepal (2011) *Maya Shreshtha* (Poster presentation at University of Findlay Symposium for Scholarship and Creativity and environmental conference)

Differences in Tobacco Advertisements between Urban and Rural Areas in India (2010) *Darshit Patel, Arpit Patel, and Khushboo Patel* (Poster presentation at University of Findlay Symposium for Scholarship & Creativity)

### **Mentorship of Undergraduate Students' Research Symposium and Conference Presentations**

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Analysis of Key Services Provided by College of Graduate and Undergraduate Studies Staff and Faculty (2014) *Stephanie Davidson* (Poster presentation at Life University Symposium for Scholarship and Creativity)

Life Makeovers: Fashion Isn't Just an Art, It's a Science (2014) *Victoria Corpora and William Ogilvie* (Demonstration session at Life University Symposium for Scholarship and Creativity)

Social Media Technology In Collegiate Sports Marketing (2014) *Karla Peters* (Poster presentation at University of Findlay Symposium for Scholarship & Creativity)

Engaged Learning in a Digital Age (2013) *James Kershaw* (Tiffin University finalist for student elevator speech competition, video entry for ACBSP Region 4 Conference)

## **INTERNATIONAL EXPERIENCE**

**Montreal, Quebec, Canada:** SAP ERPsim Training Workshop

**Vancouver, BC, Canada:** Thematic Breakfast at the Canadian Evaluation Society Conference

**Saskatoon, Canada:** International Roundtable on Community Paramedicine Participant and Presenter

**Chennai, India:** India-USA Global Business and Networking Strategy Conference Presenter

**New Delhi, India:** Visit to Max Healthcare Superspeciality Hospital regarding medical tourism

**Trivandrum, India:** Fulbright Fellowship at Sree Chitra Tirunal Institute for Medical Sciences & Technology

**Beijing, Xian, Shanghai, China:** College of Business Faculty Global Business Studies Tour

**Bangkok, Thailand:** Fulbright Visiting Lecture, Boromarajonani College of Nursing

**Singapore and Philippines:** Cultural Travel Tour

**Kenilworth, England:** International Roundtable on Community Paramedicine Participant and Presenter

**Newcastle-Upon-Tyne, England:** Rotary Foundation Scholar at Newcastle University Medical School

**Oxford, England:** Invited participant/presenter, Oxford University Oxford Round Table on Aging

**Queensland, Australia:** Met with research team leader and participated in reef walk and interactive tour of the University of Queensland's research station on the Great Barrier Reef

## **PROFESSIONAL MEMBERSHIPS**

**Accreditation Council for Business Schools and Programs, 2008-2014**

**American Conference of Academic Deans, 2015-present**

**Association of University Programs in Health Administration, 2001-present**

Chair/Co-Chair/Chair-Elect, Innovative Teaching Faculty Forum, 2005-2010

Program Certification Review Team

California State University-Northridge, 2004 and 2010

University of Southern Indiana, 2009

Howard University, 2007 (Chair, Recertification Review Team)

Auburn University, 2006

Our Lady of the Lake College, 2005

Annual Meeting Panel Presenter, 2010

Annual Meeting Planning Committee, 2006-2007

Undergraduate Issue Reviewer, Journal of Health Administration Education, 2004-2005

Session presenter at Undergraduate Programs Workshop, October 2003

Accreditation Review Subcommittee, 2004-2005

Undergraduate Program Committee, 2004-2008

Leaders Conference Presenter, October 2004

Minority Faculty Scholarship, 2004

### **American College of Healthcare Executives (ACHE)**

Fellow, 2017-present

Faculty Associate, 2004, 2009-2016

Cincinnati Local Program Council, Chair-elect, 2019-present

ACHE of Greater Ohio, Higher Education Network Chair, 2019-present

Midwest Chapter Healthcare Executives Group and Associates, 2009-2014

Northwest Ohio Program Council, 2010-2012

Student Activities Council, 2009-2012

**New Leadership Academy Fellow, 2018-2019**

**Robert Wood Johnson Foundation New Connections Network, 2012-2019**

**Asian Health Care Leaders Association, 2009-2010**

**Southeast Evaluation Association, 1996-2004**

Panel Presentation for the 2003 Southeast Evaluation Association 15<sup>th</sup> Regional Conference, January 2003

**AcademyHealth, 2003-2004**

Participant, Annual Conference, TN, June 2003

**American Cancer Society Grassroots Advocacy Network, 2000-present**

**American Evaluation Association, 1999-2000**

Multi-paper Session Chair and Conference Presenter, *Tobacco Use Among Black Youth in a Rural High School*, 1999

**Asian Pacific Partners for Empowerment and Leadership, 2000-present**

Roundtable co-facilitator for counter-marketing discussions, National Conference, 2004

Opening speaker for the APPEAL Southeast Regional Meeting, September 2003

Setting the Agenda for Research and Data Issues on AAPI Tobacco Control, 2001

APPEAL Fellow, 2000-present

**Canadian Evaluation Society, 2003-2004**

Thematic Breakfast on Tobacco Control at the 2003 CES Conference, Vancouver, British Columbia, June 2003

**Fil-Am Coalition of Florida, 2004-2008**

Secretary, 2004-2008

**National Conference on Tobacco or Health**

Workshop Presenter, August 1999

Poster Presentation, December 2003

Abstract reviewer for Program Subcommittees on Increasing Diversity/Eliminating Disparities (2002-2003), Evaluation and Surveillance (2003), and Youth Tobacco Use Prevention (2003)

**AREAS OF SPECIALIZATION and RELATED PROFESSIONAL INTERESTS**

1. Quality and performance excellence
2. Minority health disparities and human rights
3. Health promotion and education with focus areas on youth tobacco use and HIV/AIDS prevention
4. Aging studies and long-term care issues
5. Health policy and program evaluation

**SCHOLARSHIPS (SELECTED)**

**Bioethics Fellowship**

University of Maryland National Bioethics Research Center, 2010-11

**Scholarship Recipient**

Harvard University Intensive Course on Health and Human Rights, 2004

**Minority Faculty Scholarship**

Association of University Programs in Health Administration, 2004

**Minority Predoctoral Leadership Fellow**

Gerontological Society of America, 1997

**Rotary Foundation Ambassadorial Scholar, 1987-1988**

**International Order of Foresters Scholarship, 1984-1987**

**National Merit Scholarship, 1984-1987**

## **HONORS AND AWARDS (SELECTED)**

### **Fellow**

American College of Healthcare Executives, 2017

### **Senior Leadership Academy Nominee**

American Conference of Academic Deans, 2015

### **Fulbright Scholar**

Fulbright-Nehru Visiting Lecturer in India, 2011-2012

### **International Teaching Excellence Award Recipient**

### **ACBSP Great Lakes Region Teaching Excellence Award**

Accreditation Council of Business Schools and Programs, 2011

### **National Bioethics and Health Disparities Fellow**

University of Maryland School of Medicine National Bioethics Summer Intensive Course and Fellowship in Bioethics Research, Health Disparities and Clinical Trials, 2010-2011

### **National Leadership Fellow**

Asian Pacific Partners for Empowerment, Advocacy, and Leadership (APPEAL), 2000-present

### **Teacher of the Year Award**

Florida A&M University, 2004

### **Rising Star Faculty Designee**

Division of Health Care Management, School of Allied Health Sciences, 2003

### **Certificates of Appreciation**

Science Enhancement and Exploration Center Faculty Mentor, 2004-2005

APPEAL Team Leader, 2004-2005

Health Care Management Association, 2002

### **Honor Society Membership**

Phi Kappa Phi

Omicron Delta Kappa

Mortar Board

Golden Key International Honour Society

Gold Key

Eta Sigma Phi

Alpha Epsilon Delta

### **Team Performance Award**

Department of Elder Affairs, 1997

### **Editor-in-Chief**

Florida's State Health Plan, 1993

### **Florida State University Hall of Fame, 1991**

### **TIME College Achievement Award, 1986**

Presented by TIME magazine to the top 100 college juniors in the U.S.

### **Who's Who Among Students in American Universities and Colleges, 1986**

### **Teenager of the Year**

Orlando Elks Club, 1985

### **Miss T.E.E.N. of Greater Orlando, 1983-1984**



## **COURSES TAUGHT**

Undergraduate	BUAD 110 Introduction to Business BUAD 311 Business Communications BSAD 390 Business Research (face-to-face and online synchronous – BUAD 400) BUAD 410 Health Care Management HCA 340 Marketing Techniques in Health Care (developed online course) HCA 410 Health Care Policy (online) HCA 415 Health Care Ethics (online) HCA 430 Health Care Strategic Planning (online) HCA 435 Social Determinants of Community Health (online) HSA 3110 Organization and Administration of Health Care Facilities (F2F and asynchronous) HSA 3170 Financial Management of Health Care Facilities HSA 3220 Long Term Care Administration HSA 3225 Introduction to Long Term Care HSA 3430 Health Economics HSA 4150 Health Policy and Politics (face-to-face and online asynchronous – BSAD 487) HSC 4634 Critical Health Issues
Graduate	MBA 595 Effective Professional Communication (face-to-face and online synchronous) MBA 610 Leadership and Organizational Behavior MBA 669 Managed Care (face-to-face, online synchronous and online asynchronous) MBA 679 Health Regulations and Public Policy (face-to-face, online synchronous and online asynchronous) MBA 719 Health Care Strategy and Implementation (face-to-face, online synchronous and online asynchronous) HSA 6126 Managed Health Care HSA 6414 Social Dimensions and Issues in Health Care

## **PROFESSIONAL DEVELOPMENT AND TECHNICAL TRAINING**

- Meeting Matters, Christ Hospital Health Network Leadership Summit, 2019
- Co-Facilitator, Creating a Culture of Inclusion, 2017-18
- Multisectoral Collaboration to Address the Social Determinants of Health and Diversity Summit, 2015
- Independent Applying the Quality Matters Rubric (APPQMR): Statewide Systems Certificate, 2015
- FEMA Training Certificate for Incident Command Systems Health Care/Hospitals (ICS-100HCb), 2015
- FEMA Training Certificate for Incident Command Systems Introduction (ICS 700a), 2015
- Double-Goal Coach Certificate, Amateur Athletic Union Positive Coaching Alliance, 2015-18
- Dean's Institute Participant, American Conference of Academic Deans, 2015

- SAP ERPsim Level 1 Certification, 2011
- National Baldrige Quality Award Examiner Training, 2011
- Ohio Partnership for Excellence Examiner and Team Leader Training, 2010-2011
- American Hospital Association Minority Hospital Trustee Professionalism Program Training, 2010
- Bioethics Summer Intensive Course, 2010
- Online Course Certification, 2009
- Student Employee Supervisor Training, 2009
- SAS Certified Professional Program Training, 2003 and 2005
- Basic HIPAA Privacy Training, 2003
- National Library of Medicine Empowering Communities with Health Information, 2003
- Johns Hopkins Summer Epidemiology Institute, Data Analysis Using STATA, 2002
- Negotiation Skills Seminar, 2002
- Web Programming and Development, 1999
- Contract Management, 1998
- National Institute on Aging Grant Workshop, 1997
- Robert Wood Johnson Quality and Outcomes Workshop, 1997
- Performance-based Program Budgeting, 1996-1997
- U.S. General Accounting Office (GAO) Technical Writing, 1996

## **COMPUTER APPLICATIONS**

SAS, SPSS, STATA, Word, Excel, Access, Publisher, Outlook, Word Perfect, Harvard Graphics, Presentations, Powerpoint, SAP, Financial Accounting System (FAS), Blackboard, Elluminate/Collaborate, Moodle, Adobe Acrobat, Kronos, Lawson, Citrix, Wiki Websites and Blog Development

## **REFERENCES AVAILABLE UPON REQUEST**