

EBBIN DOTSON, Ph.D., M.H.S.A.

University of Michigan School of Public Health
1415 Washington Heights, M3118
Ann Arbor, MI 48109-2029
EDotson@umich.edu 734-936-4174

SPECIALIZATION AND RESEARCH INTERESTS

Organizational theory and behavior, health equity, leadership competencies, health professions pipelines, workforce diversity, interprofessional education, predictive assessment, health literacy, community health

EXPERIENCE

2016-present University of Michigan School of Public Health, Ann Arbor, MI

Assistant Professor, Health Management and Policy
Faculty Director, Health Equity Leadership Pipeline Collaborative
Faculty Director, UM Summer Enrichment Program

2014-2015 University of Illinois at Chicago School of Public Health, Chicago, IL

Assistant Dean, Office of Diversity and Inclusion
Assistant Professor, Community Health Sciences
Director, School of Public Health Urban Health Program

2012-2013 City Colleges of Chicago, Chicago, IL

Executive Director, Health Professions Pathways Program

2009-2012 University of Texas Health Science Center at Houston, Houston, TX

Assistant Professor, Division of Management, Policy, & Community Health
Assistant Director for Student Affairs, George McMillan Fleming Center for Healthcare Management
Assistant Director, Office of Cultural and Institutional Diversity

2007-2009 National Diversity Department, Kaiser Permanente, Oakland, CA

Senior Research Analyst, Institute for Culturally Competent Care
Special Projects Consultant, Office of Senior Vice President

2005-2009 Center for Health Career Development, Oakland, CA

Pipeline Research Institute Director
Operations and Curriculum Development Coordinator

2005-2007 School of Public Health, University of California at Berkeley, Berkeley, CA

Graduate Student Instructor

2001-2003 University of Michigan Health System, Ann Arbor, MI

Administrative Fellow

1999-2001 Coll. of Literature, Science, & Arts, University of Michigan, Ann Arbor, MI

Graduate Student Instructor

EDUCATION

2008 Doctor of Philosophy

University of California at Berkeley, School of Public Health
[Health Services & Policy Analysis Program](#)

Concentration: Organizational Theory

"The Business Case for Leadership Diversity in Health Care"

2001 Master of Health Services Administration

University of Michigan, School of Public Health
[Health Management and Policy Program](#)

1999 Bachelor of Science

University of Michigan, College of Literature, Science, & Arts
Major: [Organizational Studies](#)/Inteflex (Pre-Medical/Medical Program)

FUNDED RESEARCH/GRANTS

1. Health Professions Navigator. HRSA Bureau of Health Professions Health Career Opportunity Program (HCOP), 2015-2017. **\$1.95M – PI.**
2. Hispanic Public Health Initiative. The USDA National Institute of Food and Agriculture (NIFA) Hispanic Serving Institutions Education Grants Program, 2015-2017. **\$275,000 – Co-PI.**
3. Health Professions Pathways Consortium – City Colleges of Chicago Co-grantee. Department of Labor, Trade Adjustment Assistance Community College and Career Training (TAACCCT) Program, 2012-2014. **\$1.5M – PI.**
4. The Pipeline Effect: Recruitment, Retention, and Best Practices of Health Career Programs. The Robert Wood Johnson Foundation New Connections Program, 2011-2014. **\$75,000 – PI.**
5. Studying Issues Limiting Underrepresented Minorities in Teaching and Tenure in Healthcare Management (SILUNTT Study). The Association of University Programs in Health Administration and Robert Wood Johnson Foundation New Connections Program, 2012-2013. **\$45,000 – Co-PI.**
6. Implementing Diversity and Equity Provisions of Health Reform: Progress, Challenges and Opportunities for Communities, States and Health Care Programs *and* Advancing Preparedness and Response to Public Health Emergencies for Racially and Ethnically Diverse Communities, 2011-2013. The California Endowment, the Kellogg Foundation, and Office of Minority Health, 2011-2013. **\$360,000 – Consultant** (PI: Dennis Andrulis, Director, Texas Health Institute).
7. Graduate Student Success Assessment Program (GSSAP Project). UTHealth Office of Cultural and Institutional Diversity (OCID), 2010-2011. **\$2,500 – PI.**
8. Assessing Preparedness of DSHS Regions and Improving State-Local Coordination. The Texas Department of State Health Services, Public Health Preparedness Funding, 2010-2011. **\$150,000 – Co-I** (James Langabeer, Director, University of Texas Center for Emergency Preparedness).
9. Improving Teamwork in Public Health Preparedness at the Local, Regional and State Levels Through Quality Improvement Training. The Texas Department of State Health Services, Public Health Preparedness Funding, 2010-2011. **\$120,000 – Co-I** (James Langabeer, Director, University of Texas Center for Emergency Preparedness).
10. Organizational Readiness Assessment and Development of Evolutionary Preparedness Models. The U.S. Centers for Disease Control and Prevention, Centers for Public Health Preparedness. Collaborating partner: Texas Association of Local Health Departments, 2010-2011. **\$90,000 – Co-I** (PI: James Langabeer, Associate Professor, University of Texas Center for Biosecurity and Public Health Preparedness).

PEER-REVIEWED PUBLICATIONS

1. **Dotson ED**, Hibbler DK, and Scott L. Culture of Learning Cities: Connecting Leisure and Health for Lifelong Learning Communities. In VC Bryan and JL Bird (Eds) *Healthcare Community Synergism between Patients, Practitioners, and Researchers*. (pp. 152-175) Hershey, PA: IGI Global (2017).
2. Howard J, Howard D, & **Dotson ED**. A connected history of health and education: Learning together towards a better city. In L. Scott (Ed.) *Learning Cities for Adult Learners*. New Directions for Adult and Continuing Education. San Francisco, CA: Jossey Bass-Wiley (Spring 2015).
3. Langabeer J, Helton J, DelliFraine J, **Dotson ED**, Watts C, and Love K. “A Business Planning Model to Identify New Safety Net Clinic Locations.” *Advances in Health Care Management: Special Issue - Population Health Management in Health Care Organizations*. Published online: 16 Oct 2014; 95-112.

4. Moore T, **Dotson ED**, Dean C, Rice S, Piper C, Johns M, Hanke LM, and Elder K. “An Assessment of Minority Faculty in Healthcare Administration Programs Experiences Related to Recruitment, Retention, Career Advancement, and Work Environment.” *Journal of Health Administration Education* (Summer 2014).
5. **Dotson ED** and DelliFraine J. “When Increased Diversity Reduces Team Performance.” In N. Borkowski and G. Deckard (Eds). *Case Studies Organizational Behavior and Theory for Health Care: Case Studies* (2014).
6. **Dotson ED** and Nuru-Jeter A. “Setting the Stage for a Business Case in Leadership Diversity in Health Care.” *Journal of Healthcare Management* (Jan/Feb 2012).

CURRENT MANUSCRIPTS

1. **Dotson ED**, Bonam C, and Jagers J. “Redefining Race as a Process: Implications for Healthcare Leadership.”
2. **Dotson ED**. “Finding the Incentive to Increase the Health Professions Diversity Pipeline.”
3. **Dotson ED** and JR Bloom. “Business Case for Leadership Diversity in Health Care.”

UNPUBLISHED WORKS

1. **Dotson ED**, Bloom JR, and Stewart S. “Differences between African- and European-American Men in Telephone Counseling for Bridging Prostate Cancer Risk to Screening.”
2. **Dotson ED**, Johnson CW, Johnson R, Tata D. and E. Weurtz. “Increasing the Public Health Workforce – Retention of Community College Students.”
3. Tata D, **Dotson ED**, Johnson CW, Johnson R, and E. Weurtz. “From Diagnostic/Prescriptive Survey to Retention: Retaining Community College Students at Risk.”

INVITED PRESENTATIONS

1. **Dotson ED**. #ChangingtheNarrative: A Strategic Collaboration Imperative for Increased Leadership Diversity. Invited Speaker for Michigan Center for Integrative Approaches to Health Disparities (CIAHD) and Jackson Heart Study 7th Annual Junior Investigator Symposium, Ann Arbor, MI (2017).
2. **Dotson ED**. The United States Health Care Delivery System. Invited lecturer for University of Michigan School of Public Health Undergraduate Course, PH 200, Ann Arbor, MI (2017).
3. **Dotson ED**. The US Health Care System in 2016: Issues in the Post-ACA- Implementation Era! Invited lecturer for University of Michigan & National Sun Yat-sen University Institute for Health Care Management, Ann Arbor, MI (2016).
4. **Dotson ED**. Retention Strategies for Diverse Students: Can We Diversify the Workforce? Invited Keynote for New Paths to Professional Nursing Symposium, Camden, NJ (2016).
5. **Dotson ED**. Uncovering the Institutional Impact of URM Scholars: A New Connection Effect. Invited Speaker for RWJF new Connections Regional Meeting, Chicago, IL (2015).
6. **Dotson ED**. An Iconography of Contagion: Missing in Media. Invited speaker for African American Cultural Center Black History Month Event, Chicago, IL (2015).
7. Langabeer J, Helton J, **Dotson ED**, and Love K. A Business Planning Model to Identify New Safety Net Clinic Locations. Findings presented at 9th Biennial International Conference in Organisational Behaviour in Health Care, Copenhagen, Denmark (2014). Findings presented at Kelsey Seybold Health Services Research Conference Poster Presentation, Houston, TX (2012).
8. **Dotson ED**, Haywood M, and Munroe, AE. Embracing New Pathways for Diverse Workforce: Supporting Health Professions Training. Findings presented at Columbia University Teachers College 6th Annual Health Disparities Conference, New York (2014).
9. **Dotson ED** and Haywood, M. Use Us to Reduce Health Disparities: A Community College Model to train Community Health Workers. Findings presented at Illinois Minority Health Conference, Itasca, IL (2014).
10. Moore T., Elder K. and **Dotson ED**. Studying Issues limiting underrepresented minorities in Teaching and Tenure in Healthcare Management (SILUNTT Study). Findings presented at Association of University Programs in Health Administration Annual Meeting, Monterey, CA (2013).
11. **Dotson ED**. The Pipeline Effect: What Are The Innovation Questions? Findings presented at Health Career Opportunity Program (HCOP) and Centers of Excellence (COE) Directors Program Evaluation Conference, Washington, DC (2012).
12. Andrulis D. and **Dotson ED**. Affordable Care Act Implementation: Is Your Organization Ready? Findings presented at The California Wellness Foundation Conference on Increasing Diversity in the Health, Los Angeles, CA (2012).

13. **Dotson ED.** and Tata D. Online Retention: Using Surveys to Predict and Assess Student Success. Findings presented at Texas Society for Public Health Education Fall Conference General Session, Houston, TX (2011).
14. Borgonovi E. Lega F., **Dotson ED.**, Hertelendy A. and Vendramini E. International Comparative Analysis in Healthcare Management. Findings presented at Academy of Management Annual Conference Profession Development Workshop, San Antonio, TX (2011).
15. Myers V., Wooten L., **Dotson ED.** Weech-Maldonado R., and Davis J. New Directions in Health Care Diversity Management Research: Daring To Care and Transform Practice. Findings presented at Academy of Management Annual Conference Symposium, Montreal, Quebec (2010).
16. **Dotson ED.** The Business Case for Leadership Diversity in Healthcare. Findings presented at University of Michigan SPH Summer Enrichment Program 25th Anniversary Conference, Ann Arbor, MI (2011), Global Health Education Consortium (GHEC) Annual Conference, Seattle, WA (2009), and American Public Health Association Meeting, Philadelphia, PA (2009).
17. Bloom JR., **Dotson ED.**, and Stewart S. Differences between African- and European-American Men in Telephone Counseling for Bridging Prostate Cancer Risk to Screening BRIDGES Prostate Cancer Screening and Awareness Project. Findings presented at Afropresencia.com Healthcare in the Black Americas Conference, New York, NY (2008) and International Psycho-Oncology Society 9th World Congress, London, England (2007).
18. **Dotson ED.** Center of Excellence in Multicultural Services, National Language and Cultural Program Evaluation Project. Findings published as Kaiser Permanente National Diversity Department internal white paper (2005).

TEACHING EXPERIENCE

1. The Health Services System, UM
2. Managing People in Health Organizations, UM
3. Managing People in Healthcare Organizations and Policy Environments, Meharry Medical College
4. Advanced Concepts, Issues and Strategies in Community Health Sciences, UIC
5. Public Health Concepts and Practice, UIC
6. Integration of Health Services: Management of Healthcare Organizations, UT
7. Understanding Organizational Behavior in Health Services Organizations, UT

PROFESSIONAL SERVICE AND DEVELOPMENT

Awarded Service

University of Michigan Center for Interprofessional Education (Fellow 2017-2018)

Professional Membership

Academy of Management
 American College of Healthcare Executives
 American Public Health Association
 National Association of Health Service Executive

Ad-hoc Submissions Reviewer for Journals and Conferences

Academy of Management
 Advances in Health Science Education
 Journal of Healthcare Management
 Journal of Health Administration Education
 Medcrave Online Journal of Public Health

Service - Board and Advisory

Detroit Institute for Population Health Board of Directors (2016-present)
 University of Michigan Health Management and Policy Program Alumni Board (2011-present)
 Texas Southern University Health Administration Program Advisory Council (2011-2012)
 West Oakland Health Council Board of Directors (2008-2009)
 Alpha Phi Alpha Fraternity, Inc. (2000-present)

Service - University of Illinois at Chicago

Campus Diversity Committee Chairpersons
UI Health Sciences Diversity Leadership Council
School of Public Health Leadership Council
School of Public Health Administrative Council
School of Public Health Committee on Admissions and Recruitment Policy (ex-officio)
School of Public Health Committee on Academic Performance (ex-officio)
Faculty Advisor, Minority Students for the Advancement of Public Health

Service - City Colleges of Chicago

Malcolm X College Capital Construction Committee
Malcolm X College President's Council
Malcolm X College Grants Management Committee (co-chair)

Service - University of Texas Health Science Center at Houston

Management, Policy, and Community Health (MPACH) Faculty Search Committee
Management, Policy, and Community Health (MPACH) Management Qualifying Exam Committee
Faculty Advisor, The Board - A Healthcare Management Student Organization
Faculty Advisor, Public Health Students of African Descent (PHSAD) Student Organization
Management, Policy, and Community Health (MPACH) Admissions Committee
Assistant Director for Student Affairs, Fleming Center for Healthcare Management