

FOOTNOTES*

A special Express issue of Footnotes* devotes to the 2013 Academy of Management Annual Conference in Lake Buena Vista, FL



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<p>For corrections, comments or additional information, please contact -</p> <p>Editor: Laura McClelland Phone: (804) 828-6064 Email: lemcclelland@vcu.edu Virginia Commonwealth University Department of Health Administration 1008 East Clay Street, Richmond, VA 23298-0203</p> <p>Visit our HCMD website at: http://division.aomonline.org/hcm/newsletter.htm</p>	

A MESSAGE FROM THE CHAIR

Greetings HCM Division!

Summer has flown by and we are quickly approaching the AOM meeting in Lake Buena Vista, FL (aka Disney World) where we can reconnect with friends and colleagues, and maybe go for a ride on Space Mountain. I want to give a big thanks to **Rebecca Wells** (Program Chair) and **Ann McAlearney** (PDW Chair) for putting together an excellent program and PDW. Also, thanks to **Tim Huerta** for organizing this year's social events. In addition, thanks to all who submitted and reviewed papers and all who will serve as session chairs. It is your hard work that makes the HCM Division successful!

I want to extend a special welcome to our new members in the Division. You are joining one of the best professional groups in field, and I encourage you to attend the HCM Division PDW and Program sessions and social events.

This year's PDW and Program are excellent. Please attend these sessions if you can, and don't hesitate to bring along a friend! Here are a few highlights.

- **HCM PDW Welcome Breakfast** – Friday, August 9th, 9:00 – 10:00 am, WDW Coronado Springs Resort, Fiesta 3&4
- **HCM PDW Social** - Saturday, Aug 10th, 8:00 – 10:00 pm, Offsite, Miniature Golf at Fantasia Gardens; this reception is for all HCM members and friends – even if you don't attend the PDW sessions.
- **HCM Distinguished Speaker**, Stephen Shortell, PhD - Monday, Aug 12th, 11:30 am - 1:00 pm, WDW Coronado Springs Resort, Coronado R,S,T
- **HCM Business Meeting** - Monday, Aug 12th, 4:45 pm - 6:15 pm at WDW Coronado Springs Resort, Fiesta; please attend so that you can hear about our division's activities, award winners, and meet the incoming executive members!
- **HCM Division Reception** - Monday, August 12th, 6:30 - 8:00 pm, Rix Lounge at the WDW Coronado Springs Resort following the Business Meeting

I would also like to thank our generous supporters of AOM 2013, which includes **AUPHA, SHOC, Florida International University, Virginia Commonwealth University, University of Alabama Birmingham, Tulane University, University of North Carolina Greensboro, University of Washington, Texas A&M University, and Ohio State University**. The generous support of these organizations makes the HCM Division social events, networking meetings, and many PDW programs possible. In addition, I would like to thank the sponsors of our awards: **ACHE** (Best Paper Award sponsor), **Emerald Group** (Best International Paper Award Sponsor), and **Health Care Management Review** (Best Theory to Practice Paper Award sponsor).

We have several leadership transitions this year as well. I would like to extend a warm welcome our new executive members. The following people were elected to the HCM executive committee:

Vicky Parker – our new PDW Chair (Program Chair Elect)

Tim Vogus – our new Academic at Large

Susan Aloï – our new Practitioner at Large

Also, **Ingrid Nembhard** will be joining as our new Secretary, since Vicky Parker will be transitioning to PDW Chair. Thank you Vicky for your service as Secretary! A warm welcome to all who are joining the team!

I want to extend a sincere ‘thank you’ to outgoing members of our executive team. This includes **Trish Reay** (Past Division Chair), **Chris Johnson** (Treasurer), **Jens Rikardt Andersen** (Practitioner-at-Large), and **Nancy Borkowski** (Academic-at-Large). Thank you all for your hard work and dedication to this Division!

Finally, please consider a contribution to our Student Development Endowment Fund. More information on how to contribute can be found later in this issue. Many thanks to all of those who have already contributed!

Looking forward to seeing everyone in Lake Buena Vista, FL. See you soon!

Sincerely,

Jami DelliFraine, 2012-2013 HCM Division Chair

NEW TO THE ANNUAL CONFERENCE? NEW TO THE HEALTH CARE MANGEMENT DIVISION?

The following are special events and sessions geared towards welcoming new participants to AOM:

- New Member Orientation: Fri. or Saturday 5:30 p.m. - 7:00 p.m. | WDW Dolphin, Salon IV & V
- All-Academy Welcome Breakfast: Sunday 8:00 a.m - 9:00 a.m. | WDW Dolphin Pacific B & C
- All- Academy Reception: Saturday 7:00 p.m. | WDW Dolphin Pacific B & C
- AOM Farewell Gathering , Tuesday 5:00 p.m - 7:00 p.m. | WDW Yach & Beach Club Ariel's
- HCM Special Events: Please see the Program Chair's Message for events and locations

*** Watch for HCM Division Executives with black ribbons attached to their name tags (“Health Care Mngt”). Please say hello and remember, we would like to meet you and we’re here to help you! ***

A MESSAGE FROM THE DIVISION CHAIR-ELECT

HCM Distinguished Keynote Speaker: Stephen M. Shortell, Ph.D., MPH, MBA

**Organizational Innovation in Health Care Delivery:
Are Accountable Care Organizations More Than a Guess?**

Monday, Aug 12 2013; 11:30AM - 1:00PM - WDW Coronado Springs Resort, Coronado R,S,T



The Health Care Management Division is delighted to have Dr. Stephen Shortell as this year's keynote speaker. Dr. Shortell is currently working on the implementation of health care reform in California and is Chair of the Berkeley Forum for Improving California's Healthcare System. He is one of the leading proponents of the Accountable Care Organization (ACO) model.

Dr. Shortell is the Blue Cross of California Distinguished Professor of Health Policy and Management and Professor of Organization Behavior at the School of Public Health and Haas School of Business at the University of California-Berkeley. He is also Dean of the School of Public Health at Berkeley.

A leading health care scholar, Dr. Shortell has received numerous awards for his research examining the performance of integrated delivery systems; the organizational factors associated with quality and outcomes of care; the development of effective hospital-physician relationships and the factors associated with the adoption of evidence-based processes for treating patients with chronic illness. He is an elected member of the Institute of Medicine of the National Academy of Sciences; past President of Academy Health and past editor of *Health Services Research*.

- Eric Ford

HCM Division Chair-Elect

DIVISION PROGRAM CHAIR UPDATE-ORLANDO 2013

Our line-up of sessions is guaranteed to generate new ideas for your own research:

- Innovation (509)
- Efficiency (558)
- Understanding Change in Context (18415)
- Networks and Research to Practice (18410)
- Integration Processes (18411)
- Culture and Climate (18416)
- Biomedical R&D: Exploring New Organizations and New Paradigms (858)
- HCMD Plenary– Dr. Steve Shortell (892)
- Professional Logics and Emotions (18408)
- Organizational Change across Levels and Outcomes When the Stakes are High (974)
- Learning from Within and Beyond the Organization (18413)
- Climate, Job Satisfaction, and Turnover (18417)
- Network Effects (18412)
- HCMD Business Meeting (1150) – a great way to meet our wonderful core of volunteers and find ways to get involved
- HCMD Social (1212) – mini golf! Friends and family welcome.
- Using HIT to Improve Organizational Performance (18419)
- Professional Roles (18409)
- Learning to Coordinate: Relational and Technical Transformations in Health Care Delivery (1301)
- Leadership Dynamics (18414)
- Performance Measurement (18418)
- Lessons from Service Exemplars that Health Care Can Use: Framing an Agenda for Future Research (1508)

My heartfelt thanks to the 151 reviewers who helped us select papers and symposia for the program. This would not be possible without you. All told, we were able to include 48 of the 118 papers submitted (41%) and four of the seven symposia submitted (57%). The hardest part of this job was omitting many fine papers and symposia.

- Rebecca Wells, Program Chair

ARE YOU A JOB SEEKER?

Please visit the Academy of Management's
Onsite Placement Services
WDW Coronado, South Registration
 Open Friday through Tuesday
 8:00 am – 5:00 pm

DIVISION PDW CHAIR UPDATE– ORLANDO 2013

This year's HCM Division Professional Development Workshop has a number of great sessions on both Friday and Saturday, August 9 & 10. The PDW begins with an all-day Emerging Scholars Consortium on Friday geared towards doctoral students, recent graduates, and new faculty. Sessions include tips on teaching from experienced faculty, insights about developing one's research agenda, guidance about getting published, and perspectives about job search strategies. Additional sessions focused on research methods and research topics cover areas such as international collaboration and opportunities to consider the IOM triple aim in health management research. To complete required pre-registration for the Emerging Scholars Consortium, ***please contact Ann McAlearney at Ann.McAlearney@osumc.edu***.

We are also offering a special session late Friday afternoon that will enable participants to get feedback from "the experts" on work they have in process. This session also requires pre-registration, so please be in touch with Ann or contact Chris Johnson who is leading the session at chrisj26@uw.edu.

On Saturday, the PDW sessions continue to address professional development issues and topics such as perspectives about career development, research collaboration, and bridging the research to practice gap. Several sessions on Saturday will be specifically focused on research methods, including workshops on the use of secondary data sets, learning the nuts and bolts of qualitative design and analysis, and preparing manuscripts for publication. Our PDW Social scheduled for Saturday evening will be a casual, fun event involving Miniature Golf at Disney's Fantasia Course and options for adult beverages, so please plan to join us!

Please join us for the Health Care Management Division

Professional Development Workshop Social

Saturday, August 10, 2013

8:00-10:00 pm

Orlando, Florida

The HCM Division is hosting a PDW reception to find the next Tiger Woods in the Healthcare Management Field on the field of battle that is Mini-golf! Join us as we empirically test the literature on team work and synergy. All HCM members and friends are welcome to this informal off-site gathering at Disney's Fantasia Gardens Miniature Golf Course.

HCMD sponsors: AUPHA, SHOC, Florida International University, Virginia Commonwealth University, University of Alabama Birmingham, Tulane University, University of North Carolina Greensboro, University of Washington, Texas A&M University, and Ohio State University's Department of Family Medicine.

From the lobby of Coronado Springs Resort, take an AOM shuttle for the WDW Dolphin Resort. The Fantasia Miniature Golf Course is a short walk from the Dolphin. Contact Tim Huerta with any questions, 213-793-1900.

JOIN US FOR THE HEALTH CARE MANAGEMENT DIVISION**Professional Development Workshop for Emerging Scholars**

Friday, August 9, 2013 | WDW Coronado Resort

Featuring advice from accessible experts on:

- Teaching—Developing the Teaching Role
- Developing Research Questions and Projects—Finding and Responding to Research Opportunities
- Research Methods—Survey Methods in Health Management Research
- Research Collaboration—Including Across International Boundaries
- Writing—Managing the Publication Process and Getting Published
- Job Search Strategies—And Moving Up the Academic Career Ladder
- Feedback from the Experts—Submit a Paper in Progress and Move Forward with your Writing

Plus – stay Saturday for:

- Research Methods
 - Using Large Data Sets in Health Management Research
 - Qualitative Methods in Health Management Research
- Writing—Writing a Paper that Gets Reviewed
- Research Collaboration
 - Managing Collaborative Research Relationships
 - Engaging Practitioners in Collaborative Research
- Career Development and Advancement

One of the benefits of the emerging scholars program is the chance to meet peers as well as experienced scholars from other institutions. We therefore ask all participants in the Friday program to join us at 8 am that day and stay at least through lunch. Everyone is free to pick and choose among Saturday sessions. However, the sessions listed above for Friday should be particularly useful to people who are preparing for or beginning their research and teaching careers. This program is FREE, and we can provide \$250 to defray travel expenses for several participants who need this support. The registration deadline is August 5th (Ann.McAlearney@osumc.edu) but may close before then due to limited capacity.

*** PLEASE JOIN US FOR THE HEALTH CARE MANAGEMENT DIVISION SOCIAL ***

Monday, August 12, 2013 | 8:00-10:00 pm

Rix Lounge, WDW Coronado Resort

The HCM Division is hosting a reception immediately after the Division Business Meeting at the Rix Lounge in the Coronado Resort. All HCM members and friends are welcome.

Contact Tim Huerta with any questions, 213-793-1900.

Scholars at *all career stages* are invited to participate in any or all sessions

Professional Development Workshop

Saturday, August 10, 2013

Featuring:

Research Methods

Survey Methods in Health Management Research

Using Secondary Data Sets in Health Management Research

Qualitative Methods in Health Management Research

Writing—Writing a Paper that Gets Reviewed

Research Collaboration

Managing Collaborative Research Relationships

Engaging Practitioners in Collaborative Research

Career Development and Advancement

All programs are free, so come join us!

For more information, please see aomonline.org.

CALL TO ALL HCMD MEMBERS

Fund our Future with the HCMD Student Development Endowment

The Health Care Management Division has shaped many research careers through our outstanding Professional Development Workshop, developmental peer reviews, and the research meeting itself. Please consider joining members who have made personal contributions to help the next generation of scholars begin attending these meetings as early in their careers as possible. All donations increase the HCMD endowment from which we draw to fund student travel scholarships to our annual national meeting.

Giving Levels

\$5,000+	Scholarship named after donor or identified honoree
\$500+	Emerging Scholars Benefactor
\$250 - 499	Emerging Scholars Patron
\$100 - 249	Emerging Scholars Sponsor
Up to \$99	Friend of Emerging Scholars

Please write your check* payable to "AOM – HCM Scholarship Endowment" and mail to the address below. Also, please email HCMD's Treasurer, Jeff Helton, to let him know that you have sent your donation (jhelton2@msudenver.edu). You will receive an acknowledgement with AOM's tax ID number within 4 weeks. Contributions to HCMD are tax-deductible for US citizens.

*Or call Ms. Crowe at (914) 923-2607 with your credit card number (MasterCard, Visa or American Express).



Faculty Positions-Open Rank
Department of Health Services Administration
University of Alabama at Birmingham

The University of Alabama at Birmingham's (UAB) School of Health Professions (SHP) has four full-time faculty positions available in the Department of Health Services Administration. These faculty will primarily serve in the Master of Science in Health Administration (MSHA), Master of Science in Health Informatics (MSHI) Programs or Center for Health Services Continuing Education (CHSCE). The MSHA Program is CAHME-accredited and currently ranked as one of the top five health care management graduate programs in the country as reported by *U.S. News & World Report*. The MSHI Program is a cohort model of targeted health informatics professional development designed to meet growing need for leaders with expertise in such specialized fields as data analytics, user experience and health information management. CHSCE has nearly 50 years of providing a range of health leadership and management education to practicing healthcare professionals through a National Symposium, customized continuing education and targeted seminars. The Department has acclaimed doctoral programs in Administration-Health Services and a growing undergraduate Health Care Management Program.

The School of Health Professions (SHP) is one of the nation's largest and most diverse schools of its type with over twenty programs at the baccalaureate, master's, and doctoral levels. SHP is one of six medical-focused schools in a thriving academic health center situated in the heart of the state of Alabama's largest medical and research community. UAB is among the highest tier of US research institutions, with total funding of approximately \$460 million per year and SHP is currently ranked in the top three for NIH funding for similar schools. *U.S. News & World Report* ranks several of SHP programs in the Top 25.

Responsibilities include teaching selected classroom and online courses, developing salient teaching materials, mentoring and advising students, maintaining a program of scholarly activity, securing external funding, and participating in professional service. The ideal candidate will have an earned doctoral degree in a relevant discipline or extensive professional experience. Previous teaching experience, preferably at graduate level and online is a plus. We have special interest in those with expertise in healthcare finance, quantitative/research methods, data analytics and leadership and management but others are encouraged to apply. Practice experience is a plus. The salary and academic rank will be commensurate with qualifications and experience but these will be full time, tenure earning positions. Women, minorities, individuals with disabilities and veterans are encouraged to apply. The University of Alabama at Birmingham is responsive to the needs of dual career couples. Review of applications will begin immediately and continue until the positions are filled. A pre-employment background investigation is performed on candidates selected for employment. Please send letter of interest and curriculum vitae to:

Robert Weech-Maldonado, Ph.D.
Chair, Search Committee
Department of Health Services Administration Faculty Positions
The University of Alabama at Birmingham
Room 519 Webb Building
1720 2nd Avenue South
Birmingham, AL. 35294-3361

***Note: For those attending AoM and interested in these positions, please contact Rob Weech-Maldonado at rweech@uab.edu or Amy Landry at atakvarb@uab.edu for more information.**

UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable and family-friendly environment in which all faculty and staff can excel and achieve work/life balance irrespective of ethnicity, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans.



V i r g i n i a C o m m o n w e a l t h U n i v e r s i t y

Faculty Position

Assistant or Associate Professor
Department of Health Administration
Virginia Commonwealth University

The Department of Health Administration, School of Allied Health Professions, at Virginia Commonwealth University is searching for a colleague to lead and collaborate in funded research and scholarship, contribute to service activities in the Department, and offer leadership in the profession of Health Administration education. The Department invites applications to fill a full-time (12 month), tenure track position at the rank of assistant or associate professor in the area of organization and management theory. Preferred applied areas of research expertise include organization and management in health care, strategy, health information technology, or ambulatory/post-acute/long-term care. Junior candidates should have an established agenda and potential as successful scholars and externally funded researchers. Senior candidates should have a proven record of successful, externally supported funding for their research as well as publications in top peer reviewed journals. Their research should complement and expand existing expertise in the Department. Teaching responsibilities may include courses in strategy and possibly other areas of management at both the masters and doctoral level. Applicants must hold a doctoral degree in organization and management theory, strategy, organization sociology, organization psychology, or a closely related field. Applicants must have completed the doctoral degree by the start of the position. Applicants must have demonstrated experience working in and fostering a diverse faculty, staff, and student environment or commitment to do so as a faculty member at VCU.

Nominations and applications will be accepted until the position is filled. To apply or nominate, please send a letter, *curriculum vitae*, and names of three references to Pamela Hayter, Administrative Assistant to the Chair, Department of Health Administration, Box 980203, Richmond, VA 23298-0203, email: pjhayter@vcu.edu. Virginia Commonwealth University is an Equal Opportunity Affirmative Action Employer. Women, minorities, and persons with disabilities are encouraged to apply.

**** Note: We will be meeting with candidates at the Academy of Management Annual Meeting. We encourage all interested candidates who are attending the conference to indicate so in their cover letter and send their packets by July 31, 2013. Interested candidates may contact Laura McClelland for additional information regarding this position at lemcclelland@vcu.edu.***



Faculty Position—Open Rank

The Department of Health Policy and Management in the Boston University School of Public Health invites applications for two new full time, faculty positions. Rank is open.

Duties will include teaching 2 to 4 courses per year, including the core course (Introduction to U.S. Health Policy, Delivery, and Management), and advising students in the Master of Public Health (MPH) program. Each faculty member also is expected to maintain a portfolio of externally funded scholarly research. BUSPH faculty work under continuously rolling appointments; length corresponds to faculty rank and annual merit reviews. A doctoral degree in a related field is required. We seek faculty with a research and teaching focus in one or more of these areas: health policy, health management, health system transformation, health services organization and delivery, health care finance, or comparative health systems.

The department offers MPH, MS and PhD degree programs, and is affiliated with a large health services research Center of Innovation funded by the Department of Veterans Affairs. The School of Public Health is adjacent to Boston Medical Center, the largest safety-net hospital in New England. Boston has diverse, dynamic and vibrant academic and healthcare environments, and is an ideal city to pursue a professional career in health policy and management.

Boston University is a non-discriminatory Affirmative Action Employer. Women, people of color and members of other under-represented groups are especially encouraged to apply.

Please send electronic copies of curriculum vitae, statement of teaching and research interests and experience, teaching evaluations (if available), and names of references to Ms. Karen Greene, Health Policy and Management Department, BUSPH. Email molloyk@bu.edu. The search will remain open until the positions are filled.

Note: Current department faculty members Drs. Vicky Parker (vaparker@bu.edu) and Gouri Gupte (gourig@bu.edu) will be available to speak with interested applicants at the upcoming Academy of Management meeting in Orlando.