

FOOTNOTES*

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Building on Our Success A MESSAGE FROM THE CHAIR

I am very proud to be part of the leadership team of the Health Care Management Division. Our Division is stronger than ever. We continue to experiment growth in all areas: membership, scholarly submissions, as well as finances. But the greatest strength of our Division is its people. We have an excellent group of leaders and a wonderful group of colleagues who are supportive of each other.

We had an exciting meeting this year in the great city of Chicago. Special thanks to **Eric Williams**, 2009 Program Chair, for such a superb job in organizing this year's scholarly program. I want to congratulate all the paper and visual village presenters for an outstanding job, and thank all the reviewers whose dedication and diligent work helps ensure the quality of the program.

Marlena Fiol and **Edward O'Connor**, our 2009 Distinguished Speakers, delivered a thought provoking session entitled "Managing Intractable Conflicts: The Case of Hospital-Physician Relations." Marlena and Ed engaged the audience and challenged our notions and assumptions about management - physician relationships. This event was sponsored by the **University of Alabama at Birmingham (UAB)**.

Later during our business meeting, I was very pleased to present to **Len Friedman**, the 2009 Myron Fottler Exceptional Service Award. Len has been a wonderful colleague and mentor to many of us. As indicated in one of the nomination letters, Len has had "a very distinguished career that is characterized by his dedication to the field and to our Division. It is a record that best exemplifies the qualities associated with the Myron D. Fottler Exceptional Service Award." Congratulations Len!

Thanks to **Trish Reay**, 2009 PDW Chair, for organizing an exciting doctoral and junior faculty consortium on Friday and outstanding PDW sessions on Saturday. One of the events highlights was our field trip to Rush University Medical Center to see first hand their green management activities. We applaud Rush for being a leader in this area and thank **Andy Garman** and colleagues at Rush for such a stellar job in organizing this special event.

We want to give special recognition to all our sponsors. Without their support we could not afford many of our social events. We were fortunate this year to have record breaking fund raising. **ACHE** provided generous funding for our Division's reception. Thanks to **Tom Dolan**, **Peter Weil**, and **Reed Morton** for their ongoing support of our Division. **Rush University (Andy Garman)** sponsored our first networking breakfast on Tuesday, which was a huge success. We had two co-sponsors of the Saturday night networking social this year, **AUPHA (Lydia Reed)** and **SHOC (Society for the Study of Organising for Healthcare) (Louise Fitzgerald and Graeme Currie)**. Other sponsors this year were the **University of Chicago** and **University of Illinois at Chicago**.

We owe much of our success to date to our member support and to our dedicated group of leaders. Special thanks to **Christy Lemak**, our Past Division Chair, for her leadership during the last four years. Her energy and dedication to our Division serves as an inspiration to all of us. Thanks also to **Tim Hoff** for his service and contributions to our Division, as he completed his 5-year term in 2009. Tim will be greatly missed but I'm sure he will continue supporting our Division. Thanks to **Jami DelliFraine** who served as an effective Footnotes Editor for a number of years, and is now serving as the of 2010 PDW Chair. Thanks to **Louis Fitzgerald** for her excellent service as leader of the Research Committee for many years. Louise will now be serving as Academic at Large, and will be focusing her efforts on the internationalization of HCMD. Many thanks to **Dawn Oetjen** for her outstanding job as leader of the Teaching Committee for the past few years; she will be stepping into a very important role as our Historian. You may have noticed many improvements in our website; we owed that to the leadership of **Darrell Burke** and **Cathleen Erwin** as Webmasters this past year. Darrell will be transitioning into a new role this year as AoM Connect Coordinator. Finally but not least, we thank **Marlys Christianson** for her excellent service as student representative, and congratulate her as she starts her academic career.

Thanks also to all the other leaders who continue to provide excellent service to our Division: **Rebecca Wells** (Academic at Large), **Richard Gannotta** (Practitioner at Large), **JD Bramble** (Treasurer), **Ann Chou** (Secretary), **Nancy Borkowski** (Practice Committee Chair), and **Eric Ford** (Membership Committee Chair). Please join me also in welcoming the excellent slate of new members who will be joining our executive committee this year: **Andy Garman** (Practitioner at Large), **Chris Johnson** (Vice-Treasurer), **Amy Y. Landry** (Teaching Committee Chair), **Cheryl Rathert** (Research Committee Chair), **Deirdre McCaughey** (Newsletter Editor), and **Cathleen Erwin** (Student Representative and Webmaster).

We are looking forward to our meeting next year in Montreal, and we are especially excited about next year's theme, Dare to Care: Passion and Compassion in Management Practice and Research. This theme is particularly relevant to our Division, especially given all the ongoing conversations about U.S. health care reform. Trish Reay (2010 Program Chair) and Jami DelliFraine (2010 PDW Chair) will be organizing an excellent program. Please consider submitting papers and symposium proposals, and signing up as reviewers.

We hope to continue building on our past success during 2009-10. As such, we would like to focus on the following Division Goals:

- **Add Value for Members-** provide useful communication and support to HCMD members
 - **Increase Internationalization of our Division-** increase the number of international members and their involvement in our Division
 - **Increase HCMD Visibility within AoM and in the Health Care Practice/Policy Communities**
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- **Prepare for the Future-** improved leadership succession and funding the Student Development Endowment Fund

Related to our last goal, please consider contributing to our **Student Development Endowment Fund** (see announcement later in this newsletter). We have set outside some seed funding to start this endowment. We are seeking both individual and institutional support. Special thanks to Rebecca Wells, JD Bramble, Tim Hoff, Cathleen Erwin, and Chris Johnson for spearheading this effort.

Please feel free to contact me by email rweech@uab.edu or phone (205) 996-5838 if you would like to get more involved in our Division, or if you have any suggestions for improvement or ideas that may help us achieve our goals.

Best wishes,
Robert Weech-Maldonado
Health Care Management Division Chair

A MESSAGE FROM THE DIVISION CHAIR ELECT

Colleagues,

Chicago was a great conference: Great PDW, Great Papers, Great Sessions, Great Speakers, and Great Colleagues. Now that we're half way through the fall semester, yours truly is thinking about our next conference in Montreal in August, 2010 and trying to address three questions. The first question regards our distinguished speaker. We're looking for someone to engage and challenge us as health care management teachers and scholars. If you like to nominate someone, please get in touch with me via email (ewilliam@cba.ua.edu).

The second question is about funding raising for our conference activities in 2010. I'd like to challenge all of our Canadian colleagues to sponsor some of our divisional activities. If you want to help out, then contact me via email.

The third question is also about fundraising, but this time it is for our divisional endowment to support attendance of graduate students at the consortium and conference. If you would like to contribute to the endowment, please contact me via email.

I'm looking forward to a great spring and an excellent conference next year. Thanks for all your support in Chicago. Onward to Montreal!

HCMD Chair-Elect
Eric S. Williams, University of Alabama

HCMD 2009 Reviewer Awards

Thank you and congratulations to the 2009 Reviewer Award Winners:

Margarete Arndt, Clark University
Carol L. Chau, Finger Lakes Health
Jami DelliFraine, University of Texas

Mattia Gilmartin, Gilmartin Worldwide, Inc.

Jonathon Halbesleben,
University of Wisconsin-Eau Claire

Christopher Johnson,
Texas A&M Health Science Center

Kathleen Montgomery,

Robert Myrtle, University of Southern California

Ingrid Nembhard, Yale University

Lori Peterson, Texas Tech University

Cheryl Rathert, University of Missouri, Columbia

Wayne Sorensen,

Texas State University, San Marcos

Amy Yarbrough,

University of Alabama at Birmingham

Carol Young,

A MESSAGE FROM THE PROGRAM CHAIR

The 2010 Academy of Management Meeting is just around the corner! It will take place in beautiful Montreal, Quebec, Canada from August 6 to 10, 2010. As we all start to get ready for the conference, I want to point out that there are important deadlines coming up soon.

1. Please sign up to be a reviewer!

The HCM division needs you to be part of the review process. You should have already received an email message asking you to sign up. If you haven't already done so – please take a few minutes and sign up now! Even if you have reviewed in previous years, you still need to sign up again for the 2010 meeting.

Please sign up to review for the HCM division. If HCM is your primary division, please consider signing up only for our division so that other divisions don't take up all your time. I will ask you to review a maximum of three submissions (papers or symposia). The review period is from January 14, 2010 (submission deadline) to February 12, 2010 (review deadline). However, I might ask you to review early submissions that come in before the submission deadline. Please check your schedule to make sure that you will be able to review during this period.

To sign up, please visit <http://review.aonline.org> and click the “Sign Up Now” button in order to create a profile and choose your areas of expertise (i.e. keywords) for the HCM division. The signup process is fast and easy. It shouldn't take you longer than 5 minutes. (Honest!!)

2. Please submit your papers and symposia proposals before January 14/2010!

The Call for Submissions is now available online at <http://meetings.aonline.org/2010> and the submission system for ALL submissions opens on November 3/09.

We had a great program last year in Chicago. Please help me make it even better in Montreal by submitting your most interesting and exciting work. I encourage you to consider the 2010 conference theme, ***Dare to Care: Passion and Compassion in Management Practice and Research***. Health care is an ideal setting for investigating ways in which caring and compassion impact organizations and the provision of services. Passion and compassion may also be requisite characteristics for health care researchers. Submissions addressing the theme in these or other ways related to health care are definitely welcomed. We also welcome (and encourage) all submissions related to health care. You don't have to address the conference theme!

I want to make a special appeal to PHD students. Please submit your work! Our reviewers provide high quality feedback and we always try to be helpful. Papers with a PHD student as the first or sole author should be clearly identified at the time of submission.

3. I'm always happy to hear from you! If you have questions, comments or suggestions – please email me at trish.reay@ualberta.ca

I look forward to seeing your name show up on my reviewer list, and I really look forward to receiving your submissions for the scholarly program before January 14, 2010. Even more, it will be great to see you all in Montreal!

Program Chair, Trish Reay

2010 HCMD PROFESSIONAL DEVELOPMENT WORKSHOPS CALL FOR PROPOSALS

The Health Care Management Division has a long tradition of outstanding Professional Development Workshop (PDW) sessions. This year's theme for the AOM conference is Dare to Care: Passion and Compassion in Management Practice and Research. We will hold our doctoral student and junior faculty consortium on Friday, August 6th followed by a set of innovative and interactive PDW sessions open to all conference participants on Saturday, August 7th, 2010.

We seek proposals from HCM division members who are interested in organizing a PDW session at the 2010 Montreal conference. These sessions should involve a high degree of interaction for participants, and hold wide appeal for our membership. The overall goal is to engage in in-depth conversations related to health care management research, education, and practice. To meet this goal, we encourage submissions that address any current HCM topic, but also encourage submissions that incorporate the conference theme into the session. PDW sessions that incorporate this year's theme should focus on enabling others to create, produce, and sustain effective teaching, research, and practice, as well as enhance the wellbeing of, and generate value for, all the stakeholders involved (notably our peers, students, academic institutions, health care organizations, and the public). Examples include, but are not limited to: research methods, building collaborative working relationships, publishing, teaching, career development, service, grant writing, mentoring, international issues, or new health care management strategies. Sessions that are innovative and include substantial interactivity among participants will be favored in the selection process.

Sessions comprising the doctoral student and junior faculty consortium will occur Friday, August 6th. Throughout the day, experienced faculty will engage in interactive discussions with consortium participants concerning dissertation work, finding the right job, getting tenure and other aspects of career development.

This is a great time to network, get advice, and gain a deeper perspective and understanding from people in all stages of their careers.

People interested in organizing a session for the consortium or other PDW sessions should contact Jami Delli-Fraire at Jami.L.Dellifraire@uth.tmc.edu to discuss their proposals.

PDW submissions must be submitted online through the Academy of Management Online website. <http://submissions.aomonline.org>. The submission system opens **November 3rd, 2009** so please submit your proposals early! The closing date for submissions is **January 14th, 2010**.

Looking forward to your proposals!

Jami DelliFraire, 2010 HCMD PDW Chair

Jami.L.Dellifraire@uth.tmc.edu

2010 AOM CONFERENCE HCMD CALL FOR REVIEWERS

Hello everyone!

It might be hard to believe, but it's time to sign up to be a reviewer for the Health Care Management division for the Academy of Management 2010 Meeting in Montreal, Canada. The HCM division really needs you to be part of the review process. If you haven't already done so - please take a few minutes and sign up now! Even if you have reviewed in previous years, you still need to sign up again for the 2010 meeting.

I will ask you to review a maximum of three submissions (papers or symposia). The review period is from January 14, 2010 (submission deadline) to February 12, 2010 (review deadline). However, I might ask you to review early submissions that come in before the submission deadline. Please check your schedule to make sure that you will be able to review during this period. If you agree to be a reviewer, it is critical that you complete your reviews on time.

To sign up, please visit <http://review.aomonline.org> and click the "Sign Up Now" button in order to create a profile and choose your areas of expertise (i.e. keywords) for the HCM division. The signup process is fast and easy. It shouldn't take you longer than 5 minutes. (That's what I'm told -- so please let me know if you have trouble!!)

I especially encourage PHD students to sign up as reviewers. The system allows me to match up reviewers with varying levels of experience -- which makes this a great time to review for the first time.

So, please, everyone sign up now! I expect to receive lots of submissions for the scholarly program -- which means that I really need lots and lots of reviewers! I look forward to seeing your name show up on my electronic list!!

Thanks so much for helping me develop a great program for Montreal.

-Trish Reay

trish.reay@ualberta.ca

Program Chair HCM Division

CALL FOR NOMINATIONS: AOM/HCMD EXCELLENCE IN TEACHING AWARD

Deadline for nominations is March 1, 2010.

Please consider sending nominations for the AOM/HCMD Excellence in Teaching Award. This award recognizes innovative and outstanding teaching that takes place in our classrooms and provides the opportunity to encourage, recognize, and reward the work of excellent, dedicated, and inspiring teachers. Guidelines are below. Let's recognize those excellent teachers!

ELIGIBILITY

All members of a University level academic staff, tenured or on full time contract are eligible for an award. Recipients must have been employed in a teaching position for at least three years within the University. Award winners will not be eligible for re-nomination for 3 years. Self-nominations are acceptable.

AWARD CRITERIA

Applicants will be assessed on the basis of their success in developing effective teaching methods, courses, and/or teaching materials that generate student learning, critical thinking, problem-solving, collaboration, and/or research. Nominees must exhibit a commitment to teaching health care management; stimulate active, continuous learning; inspire excellence in students' achievements; promote independent learning; and create an environment for the development of critical and open thought. Successful applicants will demonstrate organized course material, cogent and imaginative presentation, and integration of current scholarship into their teaching. Finally, nominees must provide compassionate guidance and advising of students, appropriate assessment of student performance, and evidence of assuming a leadership role in their departments.

SELECTION

Selection will be made by the members of the Teaching Selection Committee. The nominator/nominee must compile all documentation in support of the nomination. Materials will not be returned to the applicant. Awardees will be notified in advance. The Award (which includes peer recognition, a plaque, and a \$250 honorary educational grant*) will be presented at the Academy of Management Annual Meeting. Upon review of the initial application materials, the Selection Committee on Teaching may request supplementary materials from selected applicants. This supporting documentation may include:

- Student evaluations and peer summaries of those evaluations, enrollment figures, evaluative observations by colleagues, teaching awards, and other forms of peer recognition;
 - Descriptions and samples of methods, materials, course syllabi, innovative uses of technology, development of new courses or programs, and evidence of their successful implementation;
 - Papers of projects completed by students; evidence of students presenting papers at professional meetings or of students subsequently publishing work done with this teacher; actions by the teacher, both curricular and co-curricular, intended to increase student interest and involvement in health care management.
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Guidelines and Application Process

Step 1. Those wishing to nominate individuals for the AOM/HCMD Excellence in Teaching Award should a Letter of Nomination (electronically) of no more than 500 words highlighting the nominee's achievements with respect to one or more of the criteria listed above to Amy Yarbrough Landry, Department of Health Services Administration, University of Alabama at Birmingham at akyarb@uab.edu.

Step 2. After initial screening, eligible candidates will be notified and asked to provide some or all of the following information:

- A Curriculum Vitae (of no more than three pages outlining the educational qualifications, career history, teaching positions and teaching experience of the applicants.

- Two (2) Letters of Recommendation, one from a student and one from the nominee's department head, each of which speaks to the qualifications of the nominee in light of the criteria.

- Selected teaching material supporting the applicant's claims against the selection criteria. These may include but are not limited to, materials such as evidence of contributions to curriculum or program design, student evaluation or teaching scores, or material prepared for students such as audiovisual material, course handouts and study guides. Please limit teaching materials to a maximum of one CD and/or one video or audio tape and/or 10 pages of printed material.

Step 3. Nominees and winners will be notified prior to the Annual Meeting.

Amy Landry
Chair, Teaching Committee

MEMBERSHIP COMMITTEE UPDATE

Mise à jour du Comité d'adhésion¹

Etant donné la réunion annuelle est tenu à Montréal, il a semblé une occasion idéale de concentrer nos efforts de croissance d'adhésion sur les constituants internationaux de l'académie. La Division de gestion de soins de santé a une longue histoire de faire bon accueil et de favoriser à la recherche des pays au delà de l'Amérique du Nord. En fait, notre division a formellement identifié l'importance de ces contributions en 2008 où elle a commencé à attribuer le meilleur journal international.

Si vous vous sentez fortement, ou même si vous osez s'inquiéter, j'apprécierais considérablement votre appui dans l'aide pour atteindre dehors à la présente partie de l'adhésion d'académie et pour les introduire dans notre pli.

Membership Committee Update

Given the annual meeting is being held in Montreal, it seemed an ideal opportunity to focus our membership growth efforts on the Academy's international constituents. The Health Care Management Division has a long history of welcoming and promoting research from countries beyond North America. In fact, our division formally recognized the importance of these contributions in 2008 when it began to award the *Best International Paper*.

If you feel strongly, or even if you *Dare to Care*, I would greatly appreciate your support in helping to reach out to this part of the Academy membership and bring them into our fold.

(¹Translated using Babel Fish, apologies for any errors)

Eric Ford

Chair, HCMD Membership Committee

PRACTICE COMMITTEE UPDATE

I wish to take this opportunity to thank all the members of the Practice Committee for their efforts, which contributed to the success of the AoM/Healthcare Management Division's 2009 annual meeting! Tom Sanders organized a PDW titled *Where's the Evidence? - Writing Excellent "Practice Implications" in Scholarly Publications* which had record attendance and Andy Garman organized a site visit to Rush University Medical Center to tour the facility and engage in two didactic sessions focusing on: (1) green facilities design, and (2) greening hospital operations. Over 30 HCMD members participated in the site visit to Rush University Medical Center.

Members of the Practice Committee are in the process of developing various initiatives which support the theme of the 2010 AoM annual meeting "Dare to Care: Passion and Compassion in Management." The Practice Committee members' initiatives are focusing on how healthcare organizations create a sustainable future while addressing these issues from a practice perspective.

The Practice Committee's activities continue to assist bridging the gap between research by division members and practitioners. This is the second year that the *Journal of Healthcare Management (JHM)* has agreed to publish abstracts of the HCMD's best papers. *JHM* is an official publication of the American College of Healthcare Executives and is widely read by both practitioners and researchers. With this collaboration, we contribute to bridging the gap between research and practice.

If you are interested in joining the Practice Committee, please contact me at nborkows@fiu.edu.

Regards,

Nancy Borkowski

Chair, HCMD Practice Committee

RESEARCH COMMITTEE UPDATE

The Research Committee is currently focusing on development of two PDW proposals that will be submitted for consideration for the 2010 meeting. One PDW will focus on survey research methods, and the other will focus on developing an international research agenda for HR in health care. One aim of both PDWs is to have them jointly sponsored with other divisions.

Membership in the committee includes the following people. Cheryl Rathert became the Committee Chair in August, 2009, as Louise Fitzgerald stepped down to assume her new role as Academic At Large.

Current committee members:

Greg Aarons	Beth Goodrick
Jane Banaszak-Holl	Michelle Issel
Tom D'Aunno	Keith Provan
Jullet Davis	Cheryl Rathert
Louise Fitzgerald	Claudia Steinke
Myron Fottler	Daniel Lee Shoou-Yih
Antonio Giangreco	

Cheryl Rathert,
Chair, HCMD Research Committee

TEACHING COMMITTEE UPDATE

The Teaching Committee is already on course to meet its goals for the upcoming year including submitting teaching-oriented PDWs, reviewing and recommending new content for the website, and soliciting nominations for the HCMD/AOM Teaching Award. The Teaching Committee is also pleased to welcome several new members.

Lee Bewley – Army Baylor University	Reid Oetjen – University of Central Florida
Jon Chilingarian – Brandeis University	Dawn Oetjen – University of Central Florida
Mark Diana – Tulane University	Victoria Parker – Boston University
Leonard Friedman – George Washington University	Shital C. Shah – Rush University
Renee Hotchkiss – Georgia Southern University	Amy Yarbrough Landry - University of Alabama at Birmingham

Amy Yarbrough Landry
Chair, HCMD Teaching Committee

THE STUDENT DEVELOPMENT ENDOWMENT FUND: INVESTING IN THE NEXT GENERATION OF HEALTH CARE ORGANIZATIONAL SCHOLARS

Viewing support for future researchers as a top strategic priority, the HCMD Executive Committee decided in 2008 to create an endowment fund for this purpose. The initial focus is defraying travel costs for participating in the annual AOM meeting. Generous initial donations from sponsor institutions and careful management of expenses have allowed the Division to start this endowment with \$4,000 in seed funding. The Executive Committee plans to add to the endowment each year as revenues allow. This is where we need your help!

Corporate and individual contributions to the Scholarship Fund are vital to growing this new endowment. Once the fund reaches \$20,000 we will be able to make four awards of \$250 each year toward travel expenses for students. We will start sponsoring a student when we have raised the first \$5,000. In future years we hope

to increase both the amounts and numbers of awards, as well as the types of activities for which the awards are used. Just 50 members giving \$100 each provides enough funding to award one student travel scholarship each year in perpetuity.

Contributions can be mailed to

Heather Crowe

Financial Manager

Academy of Management

P.O. Box 3020

Briarcliff Manor, NY 10510-8020 (USA)

Overnight Address

Academy of Management

235 Elm Road, Dow Hall

Briarcliff Manor, NY 10510

Please write “HCMD Student Development Endowment Fund” in the memo line and email JD Bramble to let him know you’ve sent the donation (JDBramble@creighton.edu). You should receive an acknowledgement with AOM’s tax ID number within 4 weeks.

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

Donors will be acknowledged in the summer issue of Footnotes*, on our division website, and at the annual business meeting. Contributions to HCMD are tax-deductible for US citizens.

Rebecca Wells

HCMD Academic at Large

DARE TO CARE

2010 ACADEMY OF MANAGEMENT ANNUAL MEETING

Planning your trip to Montreal yet? Don’t forget to include plans to renew or attain your passport. As a reminder, passports are now required for all United States citizens when traveling to Canada. The US Department of State reports an average of 4-6 weeks time for processing of new passport applications.

For further details on passport requirements, please see the US Department of State website:

http://travel.state.gov/passport/passport_1738.html

WHERE IN THE WORLD IS THE HCMD??

Did you know we’ve “gone global”? Today, over 245 of our Division members can be found in countries around the world. Starting in our next edition, we will be highlighting our international members up close in our *Where in the World is the HCMD??* section. We invite our international colleagues to be featured in this section and hope all of you will consider becoming the “face” of your country. Please contact the Footnotes* Editor, Deirdre McCaughey at mccaughey@psu.edu to arrange a brief interview for this section. We look forward to meeting our international colleagues and getting to know the faces within our Division.

WHERE IN THE WORLD IS THE HCMD?

Well, we're all over Europe.....

.....Austria, Belgium, Bulgaria, Denmark, Finland, France, Germany, Ireland, Italy, Malta, Netherlands, Norway, Portugal, Slovenia, Spain, Sweden, Switzerland, Turkey, and United Kingdom.



2009 POSITION ANNOUNCEMENTS IN HEALTH CARE MANAGEMENT

University of Michigan School of Public Health, Department of Health Management and Policy

The Department of Health Management and Policy at the University of Michigan School of Public Health has two open positions related to health care management, one at the assistant professor (tenure-track) level and the other position open rank. The Department is seeking new faculty in the areas of health care organizations and health care finance to fill these positions.

Minimum Qualifications: Applicants for the health care organizations position should have a PhD in organizational sociology, organizational psychology, management, or health services research with a focus on organization studies. Applicants for the health care finance position should have a Ph.D. in economics, accounting, finance, health services research with a focus on finance, or other background in health care finance and financial management. For either position, candidates should have a research agenda and record of scholarship related to health care or public health management and policy. Successful candidates will also be expected to contribute to the educational mission of the department, which includes teaching courses either in health care organizations, management and governance, or in health care finance and accounting.

Application Process: Applications should include a cover letter, curriculum vita, a statement of research and teaching interests, two reprints/examples of scholarship, and the names/contact information for three references. Applications should be emailed to Molly Wright at margdw@umich.edu by December 15, 2009. For more information, please contact Paula Lantz, Ph.D., Professor and Chair, Department of Health Management and Policy, 1420 Washington Heights, School of Public Health, University of Michigan, Ann Arbor, MI, 48109-2029; telephone: 734-763-9902; e-mail: plantz@umich.edu.

The Department of Health Management and Policy has been ranked the number one program in health administration by US News and World Report since 1993. The Department offers MHSA, MPH, MS and PHD degrees. Our multidisciplinary faculty engage in cutting-edge research regarding health care organization, access, finance, and quality, health insurance, public health services, and health care and public health policy.

The University of Michigan is a non-discriminatory Affirmative Action Employer. Women, minorities, individuals with disabilities, and veterans are encouraged to apply. The University of Michigan is responsive to the needs of dual career couples.

Informational URL: <http://www.sph.umich.edu/hmp/>
