

# FOOTNOTES\*

**TIME SENSITIVE DEADLINES:**  
 May 15th: Division Elections  
 May 24th: MD Fottler Award Nomination  
 May 24th: Teaching Award Nomination

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<http://divisions.aonline.org/hcmd/>

## A MESSAGE FROM THE CHAIR Looking Forward to a New Decade



It's hard to believe that it is already 2010, the second decade of the new millennium! During the past decade our Division experienced significant growth in its membership and finances, and we are looking forward to new accomplishments during the coming years. However, none of this would happen without the wonderful team of committed individuals we have in our Division who volunteer their time and many talents. So many thanks to all of those who contribute to our success by serving in the Executive Committee and other HCMD committees, submitting and reviewing papers, and participating actively in our activities.

I'm looking forward to seeing you all in Montreal. This year's theme "***Dare to Care: Passion and Compassion in Management Practice and Research***" is very relevant to our Division, and this year we have a particularly high quality program. Special thanks to **Trish Reay**, our Program Chair, who managed a record number of submissions this year: 155 papers and 11 symposia proposals. Also many thanks to **Jami DelliFraine** who has organized an excellent professional development program, which includes a one day-long Friday session for junior faculty and doctoral students as well as 12 "regular" All-Member PDW sessions and 4 co-sponsored PDW sessions.

Our annual meeting social events this year are certain to be a huge success thanks to the generous contributions of our sponsors. **Eric Williams** has done a superb job this year in fund raising. The Fleming Center for Health-care Management at the University of Texas Health Science Center at Houston (**Jami DelliFraine**) has provided a generous donation for our PDW social events. AUPHA (**Lydia Reed**), who has been a long-standing contributor to our Division, is co-sponsoring the Saturday Night Networking Social. The University of Alabama (**Eric Williams**) and the University of Alabama at Birmingham (**Rob Weech-Maldonado**) are co-sponsoring this year's Division reception, and Rush University (**Andy Garman**) is again sponsoring our Tuesday Networking Breakfast. Special thanks to all our sponsors!

In the Fall issue of Footnotes\* we mentioned our Division goals for this year: 1) Add Value for Members; 2) Increase the Internationalization of our Divi-

sion; 3) Increase HCMD Visibility within AoM and in the Health Care Practice/Policy Communities; and 4) Prepare for the Future. On March 24, 2010, the Executive Committee met in Chicago to discuss our Division's work, and I am happy to report that we continue making progress in meeting our goals. This "mid-year" meeting was a huge success with 11 Executive Committee members attending in person and others by phone. This is the second year we hold this "mid-year" meeting, and we want to thank Rush University for providing the office space for this year's meeting.

Please read more details in the Committee Reports in this issue of Footnotes\*, but some notable highlights of our accomplishments to date are:

\* **Nancy Borkowski and the Practice Committee** received an **AoM Challenge Grant**. This award provides seed money to the Division for an initiative that will help further its goals. The Practice Committee proposed to explore collaboration with various state hospital associations for the purpose of disseminating our members' research through the use of webinars. This is the first time our Division receives such an award.

\* **Amy Landry and the Teaching Committee** were able to secure funding from Jones & Bartlett for the annual teaching award.

\* **Cheryl Rathert and the Research Committee** will be working closely with **Darrell Burke** to activate our AoM Connect activities. AoM Connect's purpose is to serve as a community website where members can connect and learn from each other. HCMD envisions forming communities of scholars within AoM Connect that will bring together senior and junior faculty members as well as doctoral students around common research interests and foster collaboration within our Division as well as across AoM Divisions.

\* **Eric Ford and the Membership Committee** are working on a promotional brochure for our Division that will be used to recruit potential members. Currently we are 817 members & our goal is 850 by August.

We need your help in spreading the news about our Division.

We are pleased to announce that we will be able to provide again student travel scholarships this year. We also continue to make strides in building our **Student Development Endowment Fund**. While the Division has regularly funded student travel scholarships, the amount and number of awards has been dependent on available operating funds. The establishment of the endowment solidifies our efforts to provide a stable source of funding for future generations of scholars. The Endowment was established with \$4,000 from Division funds last year and as of March 31, 2010 it had a balance of **\$5,347.50**. We would like to acknowledge the members who have contributed to date:

***Emerging Scholars Benefactor- Margarete Arndt.***

***Emerging Scholars Patron - Bob Myrtle, Nancy Borkowski, Rebecca Wells, & Rob Weech-Maldonado.***

***Friend of Emerging Scholars - Judith Alexander.***

For more information about the Endowment please see **Rebecca Wells'** message in this Footnotes\* issue. Remember that these donations are tax deductible (at least in the US).

On other news, we continue making progress on the bylaw revisions, and we hope to have the proposed revisions for our membership review later in the summer. **Cathleen Erwin**, our student representative, has been very instrumental in moving this project forward. **Cathleen** is also our Webmaster and has been working diligently to keep our website up to date.

Special thanks also to **Deirdre McCaughey** for her contributions as the Editor of Footnotes\*. You may have already noticed some innovations she has been introducing to our newsletter.

Many thanks also to **JD Bramble** our Treasurer as he passes to baton to **Chris Johnson**. **JD** has served as our Division's Treasurer for many years and has been an excellent steward of our financial resources. He was also instrumental in setting up the Student Endowment Fund. Thanks **JD** for your outstanding service.

I want to also make a special acknowledgement of **Christy Lemak**, our Division Past Chair, as she completes her five-year leadership term. **Christy** has made significant contributions to our Division and will be greatly missed by all of us. Thanks **Christy** for being such a great leader!

A couple of reminders...please remember to vote in the Division elections We have an excellent slate of candidates this year. Lastly please nominate a candidate for the **AoM/HCMD Excellence in Teaching Award & Myron D. Fottler Exceptional Service Award**.

;Vous voir bientôt à Montréal,  
**Robert Weech-Maldonado**

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### A MESSAGE FROM THE DIVISION CHAIR-ELECT

Getting a distinguished speaker, raising funds for the annual program, and chairing the selection committee for the **Myron D. Fottler Exceptional Service Award** are the three principle tasks for HCMD chair-elect. I am pleased to report success on getting a distinguished speaker and on fund raising. Additionally, I want to publicly thank the people who made this job considerably easier. The distinguished speaker for 2010 will be **Ann Lynch** who is the Associate Director General for Clinical Operations and Nursing Affairs for the McGill University Health Centre. She will present the talk entitled:

*“Transforming Health Care for the Future: The McGill University Health Centre Experience.”*

This session will take place on Monday, August 9, 2010 from 4:45 to 6:15 in the Hochelaga 3 room of the Queen Elizabeth. My thanks to **Trish Reay** and **Ann Langley** (HEC Montreal) for their invaluable assistance on getting this outstanding distinguished speaker.

Fundraising for the annual conference currently stands at \$11,000. Please join me in thanking **Lydia Middleton and staff** of the Association of University Programs in Administration, **Mike Swint**, **Osama Mikhail**, and **Jim Langabeer** at the Management, Policy and Community Health Division of the University of Texas Health Science Center, School of Public Health, **Gerald Glandon** of the University of Alabama at Birmingham and **Robert Morgan** of the University of Alabama. They and their institution's generous contributions are much appreciated. When you see any of them, please thank them personally. I also want to recognize **Rob Weech-Maldonado** and **Jami DelliFraine** for their assistance.

The other part of fundraising involves our newly established endowment. **Rebecca Wells** is doing a wonderful job here, so I will not repeat her message except only to ask for your help. As the endowment grows we will be better able to support graduate student attendance in our PDW and Program. This is particularly important as more domestic and international students are attending and presenting in our division.

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The last part of this report concerns the **Myron D. Fottler Exceptional Service Award**. We are accepting nominations until **May 24**. This award was established to recognize a member of HCMD who has provided extraordinary service to the Division and to the profession.

Criteria for the award are:

- (1) Dedicated at least 10 years to HCMD and the profession and established a consistently strong presence in the Division over a long period of time;
- (2) Served as a meaningful mentor, not only to colleagues and students in his or her own university, but also to others in HCMD;
- (3) If the individual has served as a Division officer, he or she must have continued participation for at least five years after serving as an officer.

To nominate someone for this award, please send the following information to **Eric Williams** (ewilliam@cba.ua.edu) HCM Division Chair-Elect by **May 24, 2010**:

- (A) Written statement of how and why the nominee meets the above criteria;
- (B) Nominee's CV; and
- (C) 2-4 letters of support from other individuals who are familiar with the nominee's service and support the nomination

**Eric Williams**, HCMD Chair-Elect

**A MESSAGE FROM THE PROGRAM CHAIR**  
**2010 AOM Health Care Management Program**  
**Montréal Canada at the Fairmont Queen Elizabeth Hotel**



The HCM division has lots of great sessions on the scholarly program this year. Most of our sessions and receptions will take place in the Fairmont Queen Elizabeth Hotel – so if you haven't already made your hotel reservations, this is the place to be!

We had a record number of submissions this year. Thanks to all submitters! Here are the statistics:

Papers submitted: 155

Papers accepted for presentation: 78

Symposia proposals submitted: 11

Symposia proposals accepted: 7 (all are co-sponsored with other divisions, and we have 1 showcase symposium)

Because of the high number of submissions and the Academy-wide policy reducing the acceptance rate across all divisions, it was a very competitive process to get papers or symposia on the program. Well-deserved congratulations to all with accepted papers and symposia!

For the first time, this year there will be four types of paper sessions in addition to symposia presentations – all occurring on Monday, August 9 and Tuesday, August 10. Below I've listed the different types and the number of sessions and papers included in each:

**Divisional Paper Sessions:** These are the traditional paper presentations where authors stand at the front and present their paper to the audience. However, this year we are limiting the number of papers per session to 3. Instead of a formal discussant, at the conclusion of the presentations, the session chair will lead a general discussion involving the audience and presenters. We are planning these sessions so that there is plenty of time for discussion.

\* HCM has 11 Paper Sessions where 33 papers will be presented and discussed.

**Divisional Roundtable Paper Sessions (DRP):** These are similar to previous roundtable sessions except that all papers in the sessions will be HCM papers. In this presentation format, the authors of 3 to 5 papers will be seated at the roundtable, together with a session facilitator. The focus of these sessions is on discussion of each paper, both individually and collectively.

\* HCM has 6 Divisional Roundtable Sessions where 27 papers will be presented and discussed.

**Cross-Divisional Paper Sessions (CDP):** These sessions are organized by a separate program chair who has grouped together papers from all AOM divisions to facilitate cross-divisional discussions. (These sessions occur at various locations – not the Fairmont Queen Elizabeth Hotel).

\* HCM has 10 papers in Cross-Divisional Paper Sessions.

**Discussion Paper Sessions (DISC):** These sessions are also organized by a separate program chair who has grouped papers together in ways that will facilitate focused discussion on each paper. (These sessions occur at various locations – not the Fairmont Queen Elizabeth Hotel).

\* HCM has 7 papers in Discussion Paper Sessions.

If you want more information about these different types of sessions, please check out the information on the AOM program website.

**Joint Symposia Sessions (JS):** These sessions are designed and delivered by AOM members. We have seven symposia on the program this year -- one of which is our Showcase Symposia (SHCS).

I want to thank all of our 225 reviewers who made this whole process possible. Special thanks go out to the people who graciously provided emergency reviews. Thanks also to the people who have volunteered to serve as session chairs and facilitators. In addition, personal thanks from me to Grant Savage and Kathleen Montgomery who provided excellent mentorship guidance and advice.

In addition to our Distinguished Speaker Event, please note the following additional special events:

\* HCM Business Meeting on Monday, August 9 at 6:30 pm

\* HCM Reception on Monday August 9 from 7:30 to 9:30 pm

The entire program will soon be available on-line. Please check it out, and start planning which sessions you will attend. It will be hard to choose among all our excellent sessions – but when you're there, please look for me and say hello. I'll be there!

**-Trish Reay (HCM Program Chair 2010)**

## A MESSAGE FROM THE PDW CHAIR

Bonjour!



Thanks to the great submissions from our members, we're going to have a set of very interesting and engaging sessions this year! This year's PDW will be held on Friday and Saturday, August 6<sup>th</sup>-7<sup>th</sup> in Montréal, Canada. The Junior Faculty and Doctoral Student Consortium will be held on Friday, and will be a fun and informative day for students and junior faculty.

Additionally, we will offer other All Member Sessions on both Friday and Saturday that will be of interest to our entire membership. There will be more details later, but here is a brief overview of the sessions that will be sponsored by our division this year:

### **Junior Faculty and Doctoral Student Consortium**

This will be a full-day session for doctoral students and junior faculty with research interests in health care management. Participants will engage in small group and plenary discussions with experienced faculty regarding topics such as: finishing your dissertation; getting tenure; getting your work published; and succeeding in academia. The Junior Faculty and Doctoral Student Consortium requires pre-registration, so please contact **Jami DelliFraine** at [Jami.L.Dellifraime@uth.tmc.edu](mailto:Jami.L.Dellifraime@uth.tmc.edu) if you are interested in participating in the consortium. Further details including registration information will be available soon.

### **All-Member PDW Sessions**

Our more "regular" PDW sessions are geared toward *all members* – not just students or junior faculty!! We encourage everyone to consider attending at least one of these outstanding sessions. You may want to learn about research methods that are new to you, or brush up on techniques you haven't used lately. You might also want to hear about new technologies for the classroom that can facilitate teaching. Or, you might be interested in discussing different ways to obtain research funding. Here's a list of this year's PDW sessions. More details will be available soon. The schedule is not yet finalized, but these sessions will be held on Friday and Saturday, August 6<sup>th</sup>-7<sup>th</sup>, 2010.

### **Developing an International Research Agenda for HR in Health Care: The Knowledge to Practice Gap**

This workshop is an international collaborative focusing on human resource management in healthcare to provide directions for future research, and uncover strategies & techniques for translating research into practice.

### **Integration of Experiential Learning Opportunities in Healthcare Education**

This workshop focuses on how to develop and implement experiential learning opportunities along with live demonstrations of experiential learning tools.

### **Linking Positive Organizational Scholarship to Healthcare Management Education**

This PDW includes both didactic and experiential components, introducing participants to a positive organizational scholarship-influenced exercise that provides an alternative to typical problem-based discussion of organizational life.

**Measuring Hospital Unit Performance - Strategic Planning and Performance Improvement**

This session is intended to bring about discussion concerning the many potential quantifiable data points (productivity, scheduling, patient care, patient satisfaction, employee satisfaction, etc.) as well as the less quantifiable measurements available to determine unit performance and opportunities.

**Moving Your Work to the Next Step: Getting Feedback from the Experts**

During this PDW session, the experts will provide face-to-face feedback on submitted dissertation materials, manuscripts, or grant proposals. **Requires** pre-registration. Please contact [cejohnson@srph.tamhsc.edu](mailto:cejohnson@srph.tamhsc.edu).

**Exploring the Journey from Dissertation to Tenure through Networking**

Participants will have an opportunity to develop new collegial networks by meeting and talking with each other and more senior faculty about the dissertation process, the job search and promotion and tenure.

**Research on HRM & Performance in Health Care: How to Apply and Measure Constructs in Health Care?!**

In this workshop, participants will learn about the ways in which theoretical constructs such as high-performance/high-involvement work systems, climate and performance can be operationalized in the health-care sector, as well as other practical issues surrounding HRM research in healthcare.

**Current Trends in the Survey Methods of Organizational Research**

This PDW session will explore current issues and methods in the field of survey research in organizational settings, including network surveying techniques, reaching respondents, non-response bias, and instrument development.

**Cultivating Future Leaders that Care by Using Creative Teaching Tools and Techniques**

This session will provide an introduction to e-learning tools such as web camera classroom applications, Blackboard, and other tools such as computer-based simulations.

**Becoming a Leader in Management and Organization Research through Federally Funded Grants**

This PDW will provide information to attendees about opportunities to use federally funded grants for career development while becoming leaders in organization and management research.

**Grantwriting for Management Scholars in Healthcare**

This PDW explores the grantwriting process and discusses the journey from announcement to funding with professional grantwriters and reviewers.

**Leadership to Facilitate Evidence-Based Practice Implementation in Healthcare Organizations**

This PDW focuses on the challenges involved in leading evidence-based practice implementation and encourages participants to consider the ways in which leadership research may inform these efforts.

**HCM Co-sponsored sessions:****Emerging Thoughts on Innovation, Efficiency and Quality in HealthCare**

This PDW panel will discuss emerging issues in healthcare focusing on the management of technology and innovation in health care systems.

**Collaborations for knowledge exchange in IT enabled service innovation**

This workshop seeks to discuss key issues focusing on knowledge to integrate the innovation process more closely with clinicians and practitioners in an effort to increase the speed and improve the uptake of knowledge produced in the health field.

**Truly Daring to Care: Organization Development Enabling Transformation in Healthcare**

This interactive session, with a focus on transformational change, leadership and the strategic role of organization development, will explore the practical and applicable uses of organizational development in navigating the complex and chaotic environment of healthcare.

**EJIM Research Forum: National Health Care and Competitiveness: Economics, Culture, and Strategy**

This PDW will include prominent academic researchers and practitioners in multiple industries, including healthcare, to discuss pressing global management issues that have both scholarly and practical significance, particularly those that have important public policy implications such as healthcare.

Please mark your AOM calendars!! We will have a **Saturday Night Networking Social** from 6pm – 8pm sponsored by AUPHA (Association of University Programs in Health Administration) and The University of Texas George McMillan Fleming Center for Healthcare Management.

Voyez-vous à Montréal!

**Jami DelliFraine**, PDW Chair

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**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](http://travel.state.gov/passport/passport_1738.html)

For citizens of other countries, **details on Canadian entry and visa requirements** can be found on the Government of Canada's website:

<http://www.cic.gc.ca/english/visit/index.asp>

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**CALL FOR NOMINATIONS:  
AOM/HCMD Excellence in Teaching Award**

**Deadline for nominations is May 24, 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.

## 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](mailto: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.

*The AOM-HCMD Teaching Award Committee gratefully acknowledges the sponsorship support of  
Jones & Bartlett  
for the \$250 honorary grant to the AOM/HCMD Teaching Award recipient.*

Amy Landry , Chair, Teaching Committee

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### **THE STUDENT DEVELOPMENT ENDOWMENT FUND: Investing in the Next Generation of Health Care Organizational Scholars**

We are now gratefully accepting individual and organizational donations to this fund, which we plan to use at least initially to defray costs of travel to the annual meeting.

Many thanks to those who have already donated, whom we look forward to honoring in the Summer issue of Footnotes\* and at our annual meeting in August!

Contributions can be mailed to:

Heather Crowe  
Controller  
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 the check to AOM, note “**HCMD Student Development Endowment Fund**” in the memo line, and email Chris Johnson to let him know you’ve sent the donation ([cejohnson@srph.tamhsc.edu](mailto:cejohnson@srph.tamhsc.edu)). You should receive an acknowledgement with AOM’s tax ID number within 4 weeks.

You could alternatively call Ms. Crowe at (914) 923-2607 with your credit card number.

### Giving Levels

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

Contributions to HCMD are tax-deductible for US citizens.

### Rebecca Wells

HCMD Academic at Large

## ***HOT OFF THE PRESSES*** **2010 HCMD MEMBER BOOK PUBLICATIONS**

**Myron D. Fottler and Donna M. Malve.** *The Retail Revolution In Healthcare.* Santa Barbra, CA; Praeger, 2010.

**Myron D. Fottler, Robert C. Ford, and Cherrill P. Heaton.** *Achieving Service Excellence: Strategies For Healthcare.* Chicago, IL; Health Administration Press, 2010.

**Victor E. Sower.** *Essentials of Quality with Cases and Experiential Exercises.* Hoboken, NJ; John Wiley & Sons, 2011.

## **HCMD 2010 ELECTIONS** **Investing in the Next Generation of our Division Leaders**

The 2010 Elections for HCMD will occur between April 15 and **May 15**. This year we are electing the following three positions: Division Program Chair-Elect, Academic-at-Large, and Practitioner-at-Large.

On behalf of the Nominating Committee, I am pleased to present this slate of candidates found on the following pages. **Please be sure to vote!**

**Christy Harris Lemak,**  
HCMD Past-Chair and Chair, Nominating Committee

## CANDIDATES FOR DIVISION PROGRAM CHAIR-ELECT

### **ERIC W. FORD** from **University of North Carolina**



Eric W. Ford (MPH University of South Carolina; Ph.D. University of Alabama at Birmingham) is the Forsyth Medical Center Distinguished Professor of Healthcare Management at the University of North Carolina Greensboro. Prior to this appointment he was the Rawls Professor of Health Organization Management, Program Director and the Director of the Center for Healthcare Innovation, Education and Research at Texas Tech.

Eric's research interests have focused on strategic management, health care organizations, and information technology systems. He has published articles in outlets such as *The Academy of Management Executive*, *The Journal of American Informatics Association*, *Medical Care Research and Review*, *Health Care Management Review*, *Public Health*, *Business Economics*, *The Journal of Management Education*, and *The Journal of Health Care Management*, among others.

Eric has served as a reviewer, discussant, session chair and membership committee chair for the Health Care Management Division. In 2004 he won the "Best paper" award at the Academy of Management's annual meeting for an article published in the *Academy of Management Executive*. He has also won the "Best the paper based on a dissertation" and the "Best theory to practice paper" in the HCMD

### **CHERYL RATHERT** from **University of Missouri-Columbia**



Cheryl Rathert is an Assistant Professor of Health Services Management in the department of Health Management and Informatics, University of Missouri School of Medicine. She is also Senior Scholar with the Center for Health Ethics at the University of Missouri. She received her Ph.D. in Management, with an emphasis in Organizational Behavior, from the University of Nebraska. Prior to her academic position, she worked in the private sector conducting patient and employee research in the health care industry.

Cheryl's current research interests include the health care work environment and how it relates to health care provider and patient outcomes. She has focused on patient experiences of patient safety; how care providers believe their work environment relates to patient safety; and patient and staff experiences of moral conflict and its resolution. She is also interested in international comparisons of patient and care provider experiences.

Cheryl is a member of several Academy divisions, but considers Health Care Management her AOM "home." She has been a member since 2002, and has been actively involved in HCM since 2005. She has served on the Research Committee, and is currently its Chair. She has been an annual meeting reviewer and presenter every year since 2005. In 2008, she and co-authors Ghadir Ishqaidef and Douglas R. May won HCM's Best Paper award for the paper: *Person-Centered Work Environments in Health Care: Preliminary Test of a Theoretical Framework*

## CANDIDATES FOR DIVISION PROGRAM CHAIR-ELECT

### **DARRELL E. BURKE** from **University of Alabama, Birmingham**



Darrell Burke is an Associate Professor in the Health Informatics program at the University of Alabama at Birmingham (UAB). Prior to UAB, he was an Assistant Professor at the College of Information, Florida State University (02-08). Darrell's research interests surround the strategic measurement and organization outcomes of healthcare information technology (HIT). Moreover, he has a developing interest the antecedents of consumer health informatics and patient outcomes associated with field deployed hand held devices.

Darrell's involvement with the Academy of Management includes being an Executive Committee Member (08-Present), session chair, session discussant, and session presenter. He has reviewed division submissions since 03 and received the 03 Award for Best Paper from a Dissertation.

Prior to earning his doctorate at Virginia Commonwealth University (02), Darrell was an HIT implementation consultant for the home health industry, the Systems and Procedures Director for the Mayo Clinic Florida hospital (St. Lukes), and a hospital management engineer (process improvement) for University Hospital, State University of New York (SUNY) at Stony Brook

## CANDIDATES FOR ACADEMIC-AT-LARGE

### **JONATHON R. HALBESLEBEN** from **University of Wisconsin - Eau Claire**



Jonathon R. B. Halbesleben, PhD, is an assistant professor in the Department of Management and Marketing at the University of Wisconsin-Eau Claire. Starting in August, he will be the HealthSouth Chair of Health Care Management and associate professor at the University of Alabama.

Dr. Halbesleben has published peer-reviewed articles in such journals as the Journal of Applied Psychology, Journal of Management, Medical Care, Medical Care Research and Review, and Health Care Management Review. He is the editor of the Handbook of Stress and Burnout in Health Care and author of Managing Stress and Preventing Burnout in the Healthcare Workplace.

He serves on the editorial boards of the Journal of Organizational Behavior and the Journal of Management History and is an associate editor of the Journal of Occupational and Organizational Psychology.

Dr. Halbesleben was awarded HCMD's Best Research-to-Practice Paper in 2007 and was again nominated for that award in 2009. In 2009, he was recognized as an Outstanding Reviewer by HCMD. He has also received awards from the Management History division (outstanding reviewer and best doctoral student paper) and previously served on AOM's membership committee.

## CANDIDATES FOR ACADEMIC-AT-LARGE

### **NANCY BORKOWSKI** from **Florida International University**



Nancy Borkowski is the Director of the Healthcare Management Programs in the Chapman Graduate School of Business at Florida International University in Miami.

Nancy has over 14 years as an academician serving in faculty positions at Florida International University and St. Thomas University. She teaches leadership, organizational behavior, financial management, as well as strategic management.

Nancy's work has been published in *Leadership in Health Services*, *Group & Organization Management*, *Organizational Behavior and Human Decision Processes*, *Health Care Management Review*, *Journal of Health Administration Education*, *Journal of Health and Human Services Administration*, *International Journal of Public Administration*, *Hospital Topics*, and the *Journal of Healthcare Marketing*.

Since 2005, Nancy has served on the Academy of Management's Health Care Management Division's Executive Committee in various roles (including Practitioner-at-Large and Chair of the Practice Committee).

### **ANN SCHECK MCALEARNEY** from **Ohio State University**



Ann Scheck McAlearney is Associate Professor in the Division of Health Services Management and Policy in the Ohio State University (OSU) College of Public Health. She has a B.A.S.(English and Biological Sciences) from Stanford University, M.S. (Biological Sciences) from Stanford University, and Sc.D. (Health Policy and Management) from the Harvard University School of Public Health.

Ann has been involved with the HCM Division as a reviewer, presenter, and discussant over the past 12 years she has spent in academics, and she is eager to get more involved.

Ann's general research interests include the areas of organizational change and innovation, leadership development, information technology implementation, and access to care.

At OSU Ann teaches graduate courses in Health Services Organizational Management, Strategic Management, and Leadership in Health Care within the College of Public Health, and a course on Health Care Organization and Financing for medical students in the College of Medicine

## CANDIDATES FOR PRACTITIONER-AT-LARGE

### **SHITAL C. SHAH** from **Rush University Medical Center**



Shital Shah, Ph.D., is Assistant Professor in the Department of Health Systems Management at Rush University Medical Center where he has worked since August 2005. He earned his master's and doctoral degrees in Industrial Engineering from The University of Alabama in Tuscaloosa, Alabama, and The University of Iowa in Iowa City, Iowa, respectively. His undergraduate degree in Production Engineering is from VJTI, Mumbai, India.

In his practitioner role, Shital works with the emergency department on various operational initiatives to improve throughput and reduce overcrowding. In addition, he is involved with GUARDIAN (Geographic Utilization of Artificial intelligence in Real-Time for Disease Identification and Alert Notification), a DoD-funded bio-surveillance project. His research interests focus on hospital operational and process improvement as well as healthcare data mining.

In addition to his practice work, Shital has authored peer reviewed journal publications, book chapters, conference presentations, and posters. Shital has been actively involved with Academy of Management since 2009. Along with Andy Garman, he was instrumental in arranging the PDW session "Green Management in Healthcare: Site Visit to Rush University Medical Center," which was attended by more than 35 HCMD members

### **SAMUEL KELLEY** from **Dunn Memorial Hospital**



Samuel Kelley is currently Director of Pharmacy in Bedford, Indiana and President, Board of Directors, of HealthLINC, a nationally recognized health information exchange headquartered in Bloomington, Indiana. HealthLINC is recognized for its innovative method of organizing the distribution of health information.

Prior to returning to the health care sector in 2003, Dr. Kelley taught and conducted research at the University of Illinois, Indiana University, the Helsinki School of Economics and Business Administration, and at Auburn University. Sam received a PhD in Management from the Kelley School of Business at Indiana University and has academic expertise in quality management, innovation implementation, and international management



## CALL FOR PROPOSALS

### The Academy of Management's "Second Conference"

**Dear Colleagues:**

I am writing today to ask for your help. The Academy's Board of Governors recently decided that in addition to our annual summer meeting, we would like to hold a second, smaller, and very different type of conference. We would like to hold it beyond our usual conference borders and to do it no later than 2013. With members from more than 100 countries and with an annual meeting that now draws over 10,000 people, we want to give ourselves a chance to meet in a smaller venue and to meet somewhere besides the United States and Canada (places that for a variety of reasons, are best equipped to handle an annual meeting of our size). We are also eager to experiment with a format that might differ dramatically from what we do each August. This is where you come in. We need your good ideas!

Think about what kind of new conference format would really energize us and serve us well. Please do not feel constrained by our past practices. Let your mind race with possibilities. Indeed, no one wants to replicate our annual meeting on a smaller scale and in a different part of the world. We want to tap your creativity, expertise, experience, and energy to help us create something special.

We will move forward in a two-step fashion. The first step is to develop a very short proposal that simply outlines what you have in mind. Give broad form to your ideas in five pages or less. The formal call for proposals will give you specific guidelines but in general, let the journalist's six questions be your guide. Tell us what you have in mind and why your new conference will be so impactful. Briefly address when and where you think we should meet and of course, tell us who you think would most benefit from participating. Finally, begin to give some thought to what it will take to make it happen (the "How?" question). A committee will read through the proposals and select a few to develop in greater detail. That subsequent development process will constitute the second step.

I hope that you are as excited as I am about this opportunity. Please send your ideas to Jimmy Le at our headquarters in New York **by June 30, 2010**: [jle@pace.edu](mailto:jle@pace.edu). Thanks a million!

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Walsh".

Jim Walsh  
President, Academy of Management

Call for Proposals: < <http://aomonline.org/Meetings/AOM-SecondConference-CallForProposal.pdf> >

## POSITION ANNOUNCEMENT

DEPARTMENT OF HEALTH ADMINISTRATION AND POLICY  
COLLEGE OF PUBLIC HEALTH,  
UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER

A tenure track faculty position at the Assistant Professor level. Candidates for this position must have a Ph.D. or equivalent degree in healthcare management, health economics, health services research or a related area, and must demonstrate the potential for scholarly productivity in conducting health services research and instructional excellence. The Department is seeking candidates with expertise in healthcare policy, finance, quantitative methods or economics.

Responsibilities of the position include teaching graduate courses; serving on masters and doctoral committees; developing and sustaining an active portfolio of extramurally funded research; conducting applied analyses and disseminating findings to the academic, professional and local communities. Teaching responsibilities include classroom and potentially on-line instruction; curriculum planning; and student advising at the masters and doctoral level. A willingness to collaborate actively with academic colleagues and healthcare and public health professionals is required. Development of a successful research agenda including research proposals and peer reviewed publications is an important responsibility. The candidate will engage in extensive program development, grant writing, and other scholarly activities. Success in securing extramural funding and publications are essential components of this position.

Applications will be reviewed **beginning May 15, 2010**. The preferred start date is Fall, 2010. This position announcement will remain open until a candidate has been selected. Potential applicants with inquiries may contact the Department at (405) 271-2114. A cover letter, resume, names, addresses and telephone numbers of three references and other correspondence should be directed by mail or email to:

Stephen L. Walston, Ph.D.  
Chair, Search Committee for Health Policy Faculty  
Department of Health Administration and Policy  
College of Public Health  
P.O. Box 26901, CHB Room 343  
Oklahoma City, OK 73190

For more information, please telephone (405) 271-2114, e-mail to [swalston@ouhsc.edu](mailto:swalston@ouhsc.edu), or visit our website at <http://www.ouhsc.edu/>

THE UNIVERSITY OF OKLAHOMA IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

## POSITION ANNOUNCEMENT

### MULTIPLE FACULTY POSITIONS IN MANAGEMENT IZMIR UNIVERSITY OF ECONOMICS TURKEY

Full-time or Visiting Faculty Openings Beginning September 2010 or February 2011 in Management

Izmir University of Economics is a brand new university in Izmir, Turkey's second largest industrial city after Istanbul and the second most important port. Izmir has an exceptionally mild climate and is a busy commercial and industrial center as well the gateway to the Aegean Region. The medium of instruction at the university is English. It has about 6000 students. Detailed information can be obtained from the web site [www.iue.edu.tr](http://www.iue.edu.tr).

The department emphasizes both sound research and teaching excellence. Applicants should hold a Ph.D., and should show promise of competitive research and teaching abilities. Applicants should submit a cover letter depicting the applied position and planned starting dates, curriculum vitae and the contact information of three references. Applications should be submitted as early as possible, electronic applications are welcome.

The applications should be sent to the following contact person:

Sahika Susuzlu  
Faculty of Economics and Administrative Sciences  
Izmir University of Economics, 35330 Balçova, Izmir, Turkey.  
Phone: +90 232 279 2525  
Fax: +90 232 279 2626  
E-mail: [sahika.susuzlu@ieu.edu.tr](mailto:sahika.susuzlu@ieu.edu.tr)

## O'U DANS LE MONDE EST LE HCMD??

You know we've "gone global" and we continue with our goal of introducing you to a few of our 245 Division members who hail from countries around our world. In our summer **Montreal Express Edition**, we will be introducing you to your international colleagues. Currently we have members from Europe and are looking for members from other countries/continents to feature in the **Montreal Express Edition** of *Footnotes\**.

We again 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](mailto: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 now and at the AOM Annual Meeting in Montreal!

### O'U DANS LE MONDE EST LE HCMD??

We can be found throughout Asia.....

.....China, India, Israel, Japan, South Korea, Taiwan, and Thailand!!

