

KATHERINE A. MEESE, PhD

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EDUCATION

UNIVERSITY OF ALABAMA AT BIRMINGHAM, December 2019

Ph.D in Health Services Administration, Overall GPR: 4.0

Dissertation: "Provider-Sponsored Health Plans in the Post-Reform Era"

Committee: Larry Hearld (Chair), Stephen J. O'Connor, Bisakha Sen, Nathaniel Carrol, Mary Dale Peterson

UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER SCHOOL OF PUBLIC HEALTH, May 2012

Master of Public Health, Healthcare Management, Overall GPR: 4.0

TEXAS A&M UNIVERSITY MAYS SCHOOL OF BUSINESS, May 2007

Bachelor of Business Administration in Finance, Overall GPR: 3.8, Business Honors, Magna Cum Laude

ACADEMIC EXPERIENCE

UNIVERSITY OF ALABAMA AT BIRMINGHAM

School of Health Professions, Department of Health Services Administration

Assistant Professor, Jan 2020- Present

Director, Center for Healthcare Management and Leadership, October 2021- present

Associate Scientist, School of Medicine - Center for Clinical and Translational Science (CTS), The University of Alabama at Birmingham, May 2021 - present

Program Director, Graduate Certificate in Healthcare Leadership, March 2021- May 2022

Graduate Research Assistant to S. Robert Hernandez, 2014- 2017

UAB MEDICINE

Office of Wellness

Director of Research, Jan 2020- Present

RESEARCH & SCHOLARSHIP

PEER-REVIEWED PUBLICATIONS

[*=student/trainee]

1. Patrician, P.A., Travis, J.R, Blackburn, C., Carter, L., Hall, A.G., **Meese, K.A.**, Miltner, R.S., Montgomery, A. P., Stewart, J. Ruffin, A., Morson, D.M., Polancich, S. (2024-In Press). Workforce Engagement for Compassionate Advocacy, Resilience and Empowerment (WE CARE): An evidence-based wellness program. *Nursing Administration Quarterly*.
2. **Meese, K. A.**, Boitet, L. M., Sweeney, K. L., Gorman, C. A., Nassetta, L. B., Patel, N., & Rogers, D. A. (2024). Don't Go: Examining the Relationships Between Meaning, Work Environment and Turnover Intention Across the Entire Healthcare Team. *Journal of Multidisciplinary Healthcare*, 353-366.
3. **Meese KA**, Boitet LM*, Schmidt J, Borkowski N, Sweeney, KL*. (2023) Exploring National Trends and Organizational Predictors of Violence and Mistreatment from Patients and Visitors. *Journal of Healthcare Management*. In press.
4. Boitet LM*, **Meese KA**, Hays M, Gorman CA, Sweeney KL, Rogers DA. (2023). Burnout, Moral Distress, and Compassion Fatigue as Correlates of Post-Traumatic Stress Symptoms in Clinical and Non-Clinical Healthcare Workers. *Journal of Healthcare Management*. In press.
5. **Meese KA**, Boitet LM*, Sweeney KL*, Nassetta L, Mugavero M, Hidalgo B, Reamey R, Rogers DA. (2023). Still exhausted: The role of residual caregiving fatigue on women in medicine and science across the pipeline. *Journal of Medical Internet Research*. doi: 10.2196/47629

6. Boitet LM*, **Meese KA**, Colón-López A, Sweeney KL*, Rogers DA. (2023). Perceptions of Safety Versus Actual Exposure Across the Entire Healthcare Team During COVID-19. *Journal of Healthcare Risk Management*. doi: 10.1002/jhrm.21542
7. Boitet LM*, **Meese KA**, Colón-López A, Schwiebert LM, Rogers DA. (2023). An Investigation of Organizational Correlates of Distress in Non-Clinician Biomedical Researchers in the United States. *Journal of Multidisciplinary Healthcare*. 2023;16:333-343 <https://doi.org/10.2147/JMDH.S399517>
8. Polancich S, Patrician P, Miltner R, **Meese KA**, Armstrong A, Layton S, Vander Noot R, Poe T, Hall AG. (2022). Reducing Hospital Acquired Pressure Injury in a Learning Health Center: Making the Case for Quality. *Learning Health Systems*.
9. Nguyen OT, Merlo LJ, **Meese KA**, Turner K, Alishahi Tabriz A. (2022). Anxiety and depression risk among healthcare workers during the COVID-19 pandemic: Findings from the US Census Household Pulse survey. *Journal of General Internal Medicine*.
10. **Meese, K. A.**, Colón-López*, A., Montgomery, A. P., Boitet, L. M.*, Rogers, D. A., & Patrician, P. A. (2022). Rules of engagement: The role of mistreatment from patients in the nurse, physician and advanced practice provider experience. *Patient Experience Journal*, 9(2), 36-45. ****2023 Patient Experience Journal Awards, Best Article – Emerging Scholar.**
11. **Meese, K.A.**, Dobbins, C., Colón-López, A.* Van Pelt, F., Rogers, D.A., Flood, K. (2022). Accountable Care Team Membership and Distress: Is Accountable Care Team membership associated with lower distress during a crisis? *Journal of Hospital Management and Health Policy*. <https://jhmhp.amegroups.com/article/view/7331>
12. Colón-López A*, **Meese K.A.**, Montgomery AP*, Patrician PA, Rogers DA, Burkholder GA. (2022). Unique stressors in a global pandemic: a mixed methods study about unique causes of distress among healthcare team members during COVID-19. *Journal of Hospital Management and Health Policy*. doi: 10.21037/jhmhp-21-69
13. **Meese, K. A.**, Hall, A. G., Feldman, S. S., Colón-López, A*., Rogers, D. A., & Singh, J. A. (2022). Physician, Nurse, and Advanced Practice Provider Perspectives on the Rapid Transition to Inpatient and Outpatient Telemedicine. *Telemedicine Reports*, 3(1), 7-14.
14. **Meese, K.A.** , Hearld, L.R., O'Connor, S.J Carroll, N., Sen, B., Peterson, M.D. (2022) Environmental and Organizational Correlates and Motivations for Provider-Sponsored Health Plan Ownership in the Post-Reform Era. *Health Care Management Review*. Vol 43, No. 3.
15. **Meese, K.A.**, Colón-López, A.* , Dill, R., Naik, G.* , Cendoma, P.* , Rogers, D.A. (2021). Perceptions of Inequitable Compensation Reductions among Healthcare Workers During Covid-19. *Journal of Healthcare Finance*. Vol 48, No. 2.
16. **Meese, K.A.**, Sherrer, D.M. (2021) CULTURE OF SAFETY: The Multidisciplinary Anesthesia Professional Relationship. *Anesthesia Patient Safety Foundation Newsletter*.
17. Fields, C.* , Bass, J.* , Vaugh, L.* , Ratley, A.* , Davis, F.* , **Meese, K.A.** The Relationship between Hospital Patient Safety Culture and Patient Satisfaction: A Systematic Literature Review. (2021). *The Journal of Science and Health at The University of Alabama*.
18. **Meese, K.A.**, Colon Lopez, A.* , Singh, J.A., Burkholder, G., Rogers, D.A. (2021) Healthcare is a Team Sport: Stress, Resilience and Correlates of Well-Being among Clinical and Non-Clinical Health System Employees during a Crisis. *Journal of Healthcare Management*. ****Received the “Recommended Reading” designation for the American College of Healthcare Executives Edgar C. Hayhow Award, 2023.**
19. Allgood, A., Brown, M., **Meese, K.A.** Borkowski, N. (2020). Creating a Tabletop Escape Room Simulation to Enrich Students’ Change Management Education. *Journal of Health Administration Education*. Volume 37, Number 2, Summer 2020, pp. 213-222(10)
20. **Meese, K.A.**, Powers, T., Hernandez, S.R., Garman, A., Choi, S.* (2019). Country-of-Origin and Brand Positioning for High-Involvement Health Care Services. *International Journal of Pharmaceutical and Healthcare Marketing.*, Vol. 13 No. 2, pp. 183-199. <https://doi.org/10.1108/IJPHM-03-2018-0019>

21. Hernandez, S.R, O'Connor, S.J, **Meese, K.A.** (2018). Global Efforts to Professionalize the Healthcare Management Workforce: The Role of Competencies. *Journal of Health Administration Education*.
22. **Meese, K.A.** , O'Connor, S.J (2018). Provider Sponsored Insurance: A Scoping Review. *Journal of Accounting and Finance*. 18(2).
23. **Meese, K. A.**, & Borkowski, N. (2017). Do No Harm, Except Unto Thyself. *Anesthesia and Analgesia*, 125(6), 1840-1842.
24. **Meese, K. A.**, & Borkowski, N. (2017). It Takes a Village to Deliver Effective and Efficient Care: Team-based Performance. *Anesthesia and Analgesia*, 124(5), 1717-1720.
25. **Meese, K. A.**, O'Connor, S. J., Borkowski, N., & Hernandez, S. R. (2017). Journal Rankings and Directions for Future Research in Health Care Management: A Global Perspective. *Health Services Management Research*, 0(0). doi:10.1177/0951484817696213
26. **Meese, K. A.**, & Borkowski, N. (2017). Book Review: Fixing Medical Prices. *Anesthesia and Analgesia*. 125(3), 1066

OTHER PUBLICATIONS

1. O'Connor SJ, Borkowski N, **Meese KA.** (2022). Shaping tomorrow's healthcare systems: key stakeholders' expectations and experiences. *Journal of Hospital Management and Health Policy*. doi: 10.21037/jhmhp-22-60
2. O'Connor, S.J, **Meese, K.A.** (2018). Engaging patients, enhancing patient experiences: insights, innovations, and applications. *BMC Health Services Research*. 18 (Suppl 3):925. <https://doi.org/10.1186/s12913-018-3675-8>

BOOKS

1. **Meese, K.A.** & Studer, Q. (2024) *The Human Margin: Building Foundations of Trust*. Health Administration Press.
2. Borkowski, N. & **Meese, K. A.** (2020). *Organizational Behavior in Health Care*. Fourth Edition. Jones & Bartlett Learning
3. Borkowski, N. & **Meese, K. A.** (2021) *Organizational Behavior, Theory and Design in Health Care*. Third Edition. Jones & Bartlett Learning

BOOK CHAPTERS

1. **Meese, K.A.** & Patterson, A. (In press- 2024). *Managing the Healthcare Workforce*. "Fundamentals of Healthcare Management: Theory and Practice." Editors: Kevin Broom & Soumitra Bhuyan. Springer Publishing.
2. Dye, C., Garman, A., **Meese, K.A.** (2023). "Competency 10: Energizing Staff." *Exceptional Leadership: 16 Critical Competencies for Healthcare Executives*, 3rd Edition by Carson Dye & Andy Garman. Health Administration Press.
3. **Meese, K.A.**, Rogers, D.A. (2022). "Humans Working with Humans to Heal Humans." *Leadership in Healthcare*, 4th Edition. Editor: Carson Dye. Health Administration Press.
4. **Meese, K. A.**, Colon-Lopez, A.*, Allgood, A. M., & Rogers, D. A. (2022). Measuring and addressing healthcare employee well-being in an Alabama health system during COVID-19. In *Healthcare Analytics* (pp. 73-88). CRC Press.
5. **Meese, K.A.**, Dye, C. (2021). "Measuring Engagement." *Enhanced Physician Engagement: Volume 2 – Tools and Applications*. Editor: Carson Dye. Health Administration Press.
6. **Meese, K.A.**, Garman, A., (2021). "Moving Beyond Burnout towards Physician Flourishing." *Enhanced Physician Engagement: Volume 1 - Motivating and Leading at a Higher Level*. Editor: Carson Dye. Health Administration Press.

PEER-REVIEWED PODIUM PRESENTATIONS, POSTERS and WORKSHOPS

1. Patrician, P.A. Montgomery, A., **Meese, K.**, Hall, A., Miltner, R.S. (2023, October 28-30). Improving Nurse Wellness: Workforce Engagement for Compassionate Advocacy, Resilience, and Empowerment (WE CARE). [Poster presentation]. Association of Leadership Science in Nursing International Annual Conference. Birmingham, AL.

2. Patrician, P.A. Montgomery, A., **Meese, K.**, Hall, A., Miltner, R.S. (2023, October 28-30). Early Wins: Preliminary results of the Workforce Engagement for Compassionate Advocacy, Resilience, and Empowerment (WE CARE) intervention for improving nurse well-being, Association of Leadership Science in Nursing International Annual Conference. Birmingham, AL.
3. Porter, K., Mortensen, K., Menachemi, N., Gentry, D., **Meese, K.A.** "Transforming Academic Institutions to Respond to Today's Demands." AcademyHealth 2023 Annual Research Meeting (ARM). Panel Session. Seattle, WA. (June, 2023).
4. BeLue, R., Mortensen, K., Song, P., Simpson, L., **Meese, K.A.** "Transforming Academic Institutions to Respond to Today's Demands." AUPHA 2023 Annual Meeting. Panel Session. Washington, DC. (June, 2023).
5. Patrician, P.A. Montgomery, A., **Meese, K.A.**, Polancich. S., Hall, A.G., Miltner, R.S., Stewart, J. (June 2023). Early Wins: Preliminary Results of the Workforce Engagement for Compassionate Advocacy, Resilience, and Empowerment (WE CARE) Intervention for Improving Nurse Well-Being. [Poster presentation]. AcademyHealth Annual Research Meeting. Seattle, WA.
6. Patrician, P.A. Montgomery, A., Polancich. S., Hall, A., **Meese, K.**, Miltner, R.S. (2023, June 23). Improving Nurse Wellness: Workforce Engagement for Compassionate Advocacy, Resilience, and Empowerment (WE CARE). [Poster presentation]. The 2023 Interprofessional Research Group on Nursing Issues (IRGNI) Annual Research Meeting, Seattle, WA
7. Boitet, L.*, **Meese, K.A.**, Colon-Lopez, A., Sweeney, K., Rogers, D.A. Feeling Safe vs. Being Safe: Perceptions of Safety versus Actual Disease Exposure Across the Entire Healthcare Team. (June 2023). [Poster Presentation]. AcademyHealth Annual Research Meeting. Seattle, WA.
8. Duran, H., Dobbins, C., Van Pelt, F., Eagleson, R., **Meese, K.A.**, Hall, AG. (June 2023). 3D Problem Solving a novel Methodology. European Academy of Management Annual Meeting. Dublin, Ireland.
9. Garber, S., **Meese, K.A.**, Hearld, KR., Landry, AY., Hernandez, SR. (August 2023). The Role of Organizational and External Factors in Hospital Responsiveness to International Medical Travelers: A Contingency Theory Approach. Academy of Management Annual Meeting. Boston, Massachusetts.
10. Garber, S., **Meese, K.A.**, Hearld, KR., Landry, AY., Hernandez, SR. (June 2023). The Role of Organizational and External Factors in Hospital Responsiveness to International Medical Travelers: A Contingency Theory Approach. European Academy of Management Annual Meeting. Dublin, Ireland.
11. **Meese, K.A.**, Boitet, L.*, Gorman, A., Patel, N., Nassetta, L., Rogers, D.A.. How to Keep Me: Examining the relationships between purpose, work environment and turnover intention across the entire healthcare team. (June 2023). [podium presentation] European Academy of Management Annual Meeting. Dublin, Ireland.
12. Patrician, P.A. Montgomery, A., Polancich. S., Hall, A.G., **Meese, K.A.**, Miltner, R.S., Stewart, J. (June 2023). Improving Nurse Wellness: Workforce Engagement for Compassionate Advocacy, Resilience, and Empowerment (WE CARE). [Poster presentation]. AcademyHealth Annual Research Meeting. Seattle, WA.
13. Colon-Lopez, A., Qu, H., Weech-Maldonado, R., Ivankova, N., Hearld, L., **Meese, KA.**, (Aug 2022). "Rethinking Mixed Methods Applications in Health Services Research to Address Diverse Health Needs." Mixed Methods International Research Association (MMIRA) Global Conference. (Virtual).
14. **Meese, KA.** (March, 2022). Unique Causes of Distress Among Healthcare Workers During a Crises and Features of Recovery. ACHE: Forum on Advances in Healthcare Management Research. Chicago, IL
15. Feldman, S.F., **Meese, K.A.**. (October, 2021). Using a Shared Gratitude Experience to Support Well-Being Among Health Informatics Students During a Crisis. American Medical Informatics Association (AMIA) 2021 Annual Symposium. San Diego, California.
16. Garman, A., Armbruster, R., **Meese, K.A.**, Song, P. Preparing healthcare leaders to become good ancestors: Implications for teaching. Academy of Management (AOM) Annual Conference (August 2021).
17. **Meese, K.A.**, Dobbins, C., Colon-Lopez, A.*, Van Pelt, F., Rogers, D.A., Flood, K. (June, 2021) Psychological PPE: Is Accountable Care Team Membership Protective During a Crisis? European Academy of Management. Montreal, Canada. (Virtual)

18. **Meese, K.A.** (August 2020). Environmental and Organizational Correlates and Motivations for Provider Sponsored Health Plan Ownership. Academy of Management Annual Meeting 2020 (Virtual).
19. **Meese, K.A.** (June 2019). Absorptive Capacity and Equity Ownership of Insurance Products Among US Hospitals. [Poster presentation]. *AcademyHealth Annual Research Meeting*. Washington, DC.
20. **Meese, K.A.,** Hernandez, S.R., O'Connor, S.J (June, 2019). Health Care Management and Leadership Competencies: A Global Scoping Review of the Literature. *European Academy of Management Annual Meeting*. Lisbon, Portugal.
21. **Meese, K.A.,** O'Connor, S.J (June, 2017). Provider Sponsored Insurance: A Scoping Review. *European Academy of Management Annual Meeting*. Glasgow, Scotland.
22. **Meese, K.A.,** Powers, T., Hernandez, S.R., Garman, A., Johnson, T. (May 2017). Country-of-Origin and Brand Positioning for High-Involvement Health Care Services. *Academy of Marketing Science Annual Meeting 45*. San Diego, CA.
23. **Meese, K. A.,** Hernandez, S.R. (August, 2016). Strategy, Reputation and Environment: A Conceptual Model for International Patient Services. *Academy of Management Annual Meeting*. Anaheim, California.
24. **Meese, K. A.,** O'Connor, S.J, Borkowski, N. (June, 2016). Journal Rankings and Directions for Future Research in Health Care Management: A Global Perspective. *European Academy of Management Annual Meeting*. Paris, France.

INVITED PRESENTATIONS & GUEST LECTURES

International

1. "ACHE's 2023 Executive Program." American College of Healthcare Executives (ACHE) (April 2023). Panel presentation. Virtual.
2. "Fostering Flourishing Teams." Workshop for American College of Healthcare Executives- Middle East North Africa Chapter. Dubai, United Arab Emirates. (January 2023).

National

3. The Human Margin: Building Foundations of Trust. ACHE Cluster Session- San Diego. (January 2024)
4. The Human Margin: Building Foundations of Trust. South Carolina Hospital Association. Columbia, SC. (December 2023)
5. The Human Margin: Building Foundations of Trust. Arkansas Hospital Association. Little Rock, AR. (November 2023)
6. The Human Margin: Building Foundations of Trust. Intuitive 360 Annual Meeting. Denver, CO. (October 2023)
7. The Human Margin: Building Foundations of Trust. Indiana State Hospital Association Annual Meeting Keynote. Indianapolis, IN. (October 2023)
8. The Human Margin: Building Foundations of Trust. Utah State Hospital Association Annual Meeting. Midway, Utah. (October 2023)
9. The Human Margin: Building Foundations of Trust. Iowa State Hospital Association Annual Meeting. Des Moines, Iowa. (October, 2023)
10. The Human Margin: Building Foundations of Trust. ACHE Austin Cluster. Austin, Texas. (September, 2023)
11. The Human Margin: Building the Foundations of Trust. ACHE Chapter Leader's Conference. (September 2023) Chicago, IL. Keynote.
12. The Human Margin: Building the Foundations of Trust. Relias Healthcare Annual Leadership Conference. (September 2023) Tupelo, MS. Keynote.
13. The Human Margin: Strategies for Organizational, Team and Individual Flourishing. ACHE choice event. Kentucky Hospital Association 94th Annual Convention. (May, 2023). Lexington, Kentucky.
14. "Hospital Workforce Reimagined: The Best Strategies for Rural and Urban Hospitals" Panelist. Becker's 13th Annual Conference. (April 2023). Chicago, IL.
15. "Motivation & Well-Being." Guest lecture for West Virginia University Health Administration Program. (September, 2022). Virtual.
16. "Job Crafting." Momentum Leaders Featured Webinar. (July 2022). Virtual.
17. "Peer Support and Well-Being." Race Matters Seminar Series. University of California Davis. (June 2022). Virtual.

18. "ACHE's 2022 Executive Program." American College of Healthcare Executives (ACHE) (March 2022). Virtual.
19. "Drive Physician Engagement Today for Aligned Leaders Tomorrow with Carson Dye, Module 5." American College of Healthcare Executives (ACHE). (November 2021).
20. Gentry, D., Pruitt, Z., Greenhill, R., Robbins, J., Song, P., Meese, K. "Form Follows Function: Identifying Teaching and Learning Tools and Technology to Achieve Your Purpose." Association of University Program in Health Administration (AUPHA) Webinar. (September 2021)
21. "Self-Care and Safety." National Air Transportation Association. (April 2021).
22. "Healthcare is a Team Sport." Rush University Master of Health Systems Management Program- Leadership Capstone (March 2021). Chicago, Illinois. Virtual
23. "Well-Being During COVID-19."- Presentation to Chief Medical Officers across the country through the Exceptional Leadership Foundation. (Feb 2021).
24. "A Review and Analysis of Competitor Marketing Approaches for International Patients" (May, 2016). US Cooperative for International Patient Programs (USCIPP) Annual Meeting. Los Angeles, California.
25. "The Impact of Women in Rebuilding the Country." (November, 2007). Post-Genocide Rwanda, Achievements and Challenges Conference. California State University. Sacramento, California.

State/Regional

26. The Human Margin: Foundations of Trust. Alabama Council for Behavioral Health. Birmingham, AL. (October 2023)
27. Strategies for Human Flourishing. Jumpstart Healthcare Entrepreneurship Network. (June 2023). Nashville, TN, (Virtual).
28. Breakfast with Leaders. ACHE Alabama Chapter. (May 2023). Birmingham, AL.
29. "Beyond Lavender Oil: Strategies for Flourishing. Alabama Council of Community Mental Health Boards, Clinical Directors Associate Group (May 2023). Orange Beach, Alabama.
30. "The Human Margin: Strategies for Flourishing." Women's History Month, Central Alabama Veteran's Affairs. (March 2023). (Virtual)
31. "Sustainable Strategies to Support Resiliency and Well-Being for Healthcare Professionals." American College of Healthcare Executives (ACHE), Alabama Chapter. Panelist. (January 2023).
32. "Best practices and organizational strategies to reduce clinician burnout, high turnover rates, and levels of engagement." Alabama Primary Health Care Association Networking Forum. (May 2022). Virtual
33. "Job Crafting." Lakeshore Foundation workshop. (April 2022). Birmingham, AL
34. "Job Crafting for Authenticity and Empowerment." Momentum Women's Conference. (March 2022). Birmingham, AL.
35. "COVID-19: What We Learned: Staffing/People Resources." American College of Healthcare Executives, Alabama Chapter (ACHE). (February 2022). Virtual
36. "Technology Step 2... Step 1?" (March, 2014) Houston Global Health Collaborative Connect 2014 Conference. Houston, Texas.
37. "Social Finance. Innovations in Job and Wealth Creation, Social Finance, Philanthropy and Crowdfunding" (September 2013) MBA Council of Houston. Houston, Texas.
38. "Can I Get a Light? Energy Poverty: A Community Based Approach." (March 2013) Houston Global Health Collaborative Advance 2013 Conference. Houston, Texas.

University

39. Pathology Grand Rounds, UAB Medicine. (October 2023).
40. "Team- Based Solutions for Strengthening the Human Margin." (September 2023). UAB Department of Anesthesiology.
41. "Beyond Lavender Oil: Strategies for Individual and Team Well-Being." (April 2023). UAB Friday Fellows.
42. "Team Well Being." (February 2023). UAB Doris Duke Foundation CARES Award recipients' professional development session. (Virtual)
43. "Bloom in 2022: Field of Flowers, Human Connections at Work and Beyond." (Nov 2022). UAB Commission on the Status of Women. (Virtual).

44. "Conditions for Individual and Team Well-Being." UAB Medicine Accountable Care Teams training session. (July 2022). (Virtual).
45. "Team Dynamics and Functioning." (June 2022). UAB Doris Duke Foundation CARES Award recipients' professional development session. (Virtual)
46. "Empowering Leadership & Job Crafting." UAB Nurse's Week Continuing Education Series. (May 2022). Virtual
47. "Accountable Care Teams Panel." (March 2022). UAB Learning Health Systems Month. Virtual
48. "Essentialism and Job Crafting." (March 2022). UAB Doris Duke Foundation CARES Award recipients' professional development session. (Virtual)
49. "PTSD and Peer Support in Nursing." (January 2022). Nursing Leadership Council at UAB Medicine. Virtual
50. "Lavender Oil Won't Fix This: How to Really Move the Needle on Clinician Distress." Infectious Disease Grand Rounds. UAB Medicine. (August, 2021).
51. "Lavender Oil Won't Fix This: How to Really Move the Needle on Clinician Distress." Anesthesiology Grand Rounds. UAB Medicine. (August, 2021).
52. "A Universal Systems Approach: Optimizing and Understanding the Adoption of Technology During the COVID Crisis." UAB Better Together: Building Interprofessional Bridges Conference (2020).
53. "Organizational Behavior and Teams." UAB Healthcare Leadership Academy guest lecture (2019)
54. "Rapid Primary Data Collection with a New CORE team during COVID-19." UAB Learning Health Systems Month. (March 2021).
55. "Tools for the leader in All of Us." UAB Medicine Certified Registered Nurse Anesthetist CQI Morning Meeting (Feb 2021).

School/Department

56. "Embedded Researcher: Pros and Cons." Guest Lecture. Health Services Administration Continuing Doctoral Seminar. (March 2023).
57. "Strategies for Individual and Team Well-Being." Guest Lecture. UAB Healthcare Informatics Master's Students' Site Visit. (January 2023).
58. "Well-Being and Turnover Intention." Guest Lecture. UAB Master of Science in Health Administration program. (November 2022).
59. "Healthcare is a Team Sport." Guest Lecture. UAB Master of Science in Health Administration program. (February 2022).
60. "Healthcare is a Team Sport." Guest Lecture. UAB Master of Simulation program. (January 2022).
61. "Essentialism & Well-Being." Workshop for UAB Healthcare Informatics Master's Students' Virtual "Site Visit." (January 2021)
62. "Healthcare Worker Well-being." UAB Executive MSHA special topics course guest lecture (January, 2021).
63. "Provider Sponsored Insurance and Coordinating Mechanisms." UAB MSHA Strategy course guest lecture. 2018
64. "7th Annual Multicultural Dinner Panel Discussion." (March, 2012). University of Texas School of Public Health. Houston, Texas.
65. "Preventing HIV/AIDS and STIs in Thailand." (November, 2010) University of Texas School of Public Health Global Health Seminar. Houston, Texas.

Media/ Press

66. The Human Margin: Building Foundations of Trust. ACHE Executive podcast. <https://soundcloud.com/healthcare-executive/the-foundations-of-trust>
67. National Council on Administrative Fellowships: Trail Blazing Healthcare Careerist: Wellbeing for Early Careerists. <https://podcasters.spotify.com/pod/show/ncf/episodes/Trail-Blazing-Healthcare-Careerist-Wellbeing-for-Early-Careerists-e1sc9ij/a-a941nmp>
68. "Job Crafting: How to Align Your Career With Your Personal Mission." CAHME Master Your Healthcare Career Podcast. Season 1, Episode 11. (May 2023). <https://www.buzzsprout.com/1808131/12764381>
69. "The Questions We Pursue." Salus Vitae Video Podcast. (April 2023).
70. "Engage: Do this Not That for Physician Recruitment, Retention and Well-Being." Podcast with Harjot Singh, MD. (March 2023).
71. "Human Margin." Busy Leaders Podcast with Quint Studer. (March 2023).

72. "Focus on retention: 4 questions to ask a new employee" by Quint Studer. Pensacola News Journal (March 4th, 2023). <https://www.pnj.com/story/money/business/2023/03/04/quint-studer-retain-employees-by-asking-new-hires-these-4-questions/69966833007/>
73. "Humans at Work." The Morning Blend with Reg and Will. Birmingham Mountain Radio 107.3. (February 7, 2023).
74. "Work from home in high demand." Feature by Patsy Douglas, NBC-WVTM13 News. (January 24, 2023). <https://www.wvtm13.com/article/work-from-home-jobs-in-high-demand/42633467>
75. "The Surprising Truth about Well-Being at Work." CEO on the Go Podcast- Work Matters, Episode 126. (December, 2022)
76. "Courageous Leadership in Healthcare." CEO on the Go Podcast- Work Matters, Episode 126. (November, 2022)
77. "Here are the health care professionals most at risk for mistreatment from patients." By Laurel Thraikill. Birmingham Business Journal. August 24, 2022. <https://www.bizjournals.com/birmingham/news/2022/08/24/uab-publishes-study-in-patient-experience-journal.html>
78. "Covid-19, staffing issues to dominate health conversation in 2022." By Tyler Patchen. Birmingham Business Journal. Dec 30, 2021. <https://www.bizjournals.com/birmingham/news/2021/12/30/bhams-health-experts-talk-expectations-for-2022.html>
79. "The Last Word." Modern Healthcare. (September, 2021).
80. "Healthcare is a Team Sport." Growth Edge Podcast with Laurie Baedke. (September, 2021).

GRANTS & CONTRACTS

INTRAMURAL

UAB Faculty Development Grant Program

Project: *Accountable Care Teams*

Role: Principal Investigator

2021-2022: \$10,000

UAB Medicine Office of Wellness Ongoing Support

Role: Director of Wellness Research, PI

Projects: *Accountable Care Team Intervention, Employee Well-Being Across the Healthcare Team, RNICU Redesign, CV APP Work Design Pilot, Emergency Department Redesign Pilot, Empowering Leadership RCT*

2020: \$52, 685

2021: \$51, 127

UAB Honors Faculty Fellow

Project: *Leadership Through Media*

2020-2021: \$4,000

EXTRAMURAL

Doris Duke Foundation

Project: *UAB COVID-19 Caregiving Affected Research Early-Career Scientists Retention Program*

Role: Program Evaluation

Award Total: \$550,000 with \$500,000 in UAB Matching Funds

2022: \$15,000

Department of Health and Human Services

Project: Health and Public Safety Workforce Resiliency Training Program (1 U3NHP45409-01-00)

PI: Patricia Patrician

Role: Program Faculty

Award Total: \$2,100,000

2022: 10% salary coverage

2023: 10% salary coverage

2024: 5% salary coverage

TEACHING EXPERIENCE

1. AH 712: Research in Organizational Behavior- PhD, In-Person
[Fall 2023]
2. HA 631: Organizational Behavior, Theory & Design- Residential MSHA, In-Person
[Fall 2023]
3. AHD 707: Research Methods- Executive Doctoral, Hybrid
[Fall, 2022]
4. HI 624: Leadership Theory and Development*- Graduate, Online
[Fall 2021, Summer 2022]
5. HCM 401 HP Organizational Behavior in Health Care: Undergraduate, In-Person
[Spring 2019, Summer 2019, Spring 2020, Summer 2020, Spring 2021, Spring 2022]
6. HCM 401 QL Organizational Behavior in Health Care: Undergraduate, Online
[Spring 2019, Summer 2019, Spring 2020, Summer 2020, Spring 2021, Summer 2021, Spring 2022, Summer 2022]
7. HI 686 QL Leadership Theory: * Master's in Health Informatics, Online
[Spring 2020, Spring 2021]
8. HI 687 QL Leadership Development: * Master's in Health Informatics, Online
[Summer 2019, Summer 2020, Summer 2021]
9. HI 688 QL Leadership Advocacy: * Master's in Health Informatics, Online
[Summer 2019, Summer 2020, Summer 2021]
10. HRP 411 Honors Community Service Project- Research Project Mentor for undergraduate students, In-Person
[Fall 2019, Spring 2020, Fall 2020]

*developed

STUDENT MENTORSHIP

- ♦ Dissertation committee member:
 - Thomas Alexander (Exec DSc)
 - Sheila Slonim (Exec DSc)
 - Suz Garber (Exec DSc)
 - Wafick Mohamed (Exec DSc)
 - Kofi Cash (Exec DSc)
- ♦ Capstone Faculty Advisor
 - Ashleigh Allgood (Medical Sociology)
 - Caroline Phillips (HQS)
 - Jessica Schmitt (HQS)
 - Archana Balasubramanya (HQS)
- ♦ Doctoral/Post-Doc Research Assistants:
 - Alejandra Colon Lopez (2020-2022)
 - Laurence Boitet (MERIT Scholar, 2021- 2023)
 - Katie Sweeney (2023- 2024)
 - Petra Sprik (2024)
- ♦ Faculty Coach:
 - Sarah Glass
 - Libby Welborn
- ♦ CCTS Grant reviewer for K01 Application (Aoyjai P. Montgomery)

ACADEMIC SERVICE

DEPARTMENT OF HEALTH SERVICES ADMINISTRATION

- ♦ Program Director, Graduate Certificate in Health Care Leadership at UAB (2021- 2022)
- ♦ Member- GPHA Women in Healthcare Leadership Mentoring Committee (2020-present)
- ♦ Member of the PhD student advisory council (2018, 2019)

SCHOOL OF HEALTH PROFESSIONS

- ◆ Member of the School of Health Professions Wellness Committee (2020-2023)

UNIVERSITY

- ◆ Director, Center for Healthcare Management and Leadership (2021- 2024)
- ◆ Lead for the UAB CORE Scientific Working Group on Healthcare Worker Engagement and Well-Being (2020-present)
- ◆ Member of the Learning Health System working group, UAB Medicine (2020)

LOCAL/REGIONAL

- ◆ Moderator for ACHE Panel on Change Management, February 7, 2020

NATIONAL

- ◆ Chair of the National Center for Healthcare Leadership (NCHL) LENS Council on Well-being (2021- Present)
- ◆ Co-Editor of the BMC Health Services Research 10-article supplement “Marketing communications in health and medicine: perspectives from Willis-Knighton Health System” (2020)
- ◆ Co-Editor of the BMC Health Services Research 8-article supplement, “Engaging patients, enhancing patient experiences: insights, innovations, and applications,” (2018)

INTERNATIONAL

- ◆ Co-Editor of the Journal of Hospital Management & Health Policy Special Issue- Shaping Tomorrow's Healthcare Systems: Key Stakeholders' Expectations and Experiences. (2022)
- ◆ Helped plan, develop, and execute a “Competency Development for Health Care Management DWG” Session. (June, 2016). European Academy of Management Annual Meeting. Paris, France.
- ◆ Helped plan and develop “Global Trends in Health Care Research” Professional Development Session. (August, 2015). Academy of Management Annual Meeting. Vancouver, Canada.
- ◆ Reviewer for European Academy of Management Annual Conference (2014-2023)
- ◆ Reviewer for Academy of Management (AOM) (2016, 2018, 2020, 2021)

AWARDS & RECOGNITIONS

- ◆ “Recommended Reading” designation for the American College of Healthcare Executives Edgar C. Hayhow Award, 2023 for the article: **Meese, K.A.**, Colon Lopez, A. *, Singh, J.A., Burkholder, G., Rogers, D.A. (2021) Healthcare is a Team Sport: Stress, Resilience and Correlates of Well-Being among Clinical and Non-Clinical Health System Employees during a Crisis. Journal of Healthcare Management.
- ◆ 2023 Patient Experience Journal Awards, Best Article – Emerging Scholar for the article: Rules of engagement: The role of mistreatment from patients in the nurse, physician and advanced practice provider experience
- ◆ 2020-21 CCTS/COERE Leadership Development Program LEAD cohort member
- ◆ Honors Faculty Fellow- Honors College, 2020-2021
- ◆ Department of Health and Human Services Traineeship recipient, 2011-2012
- ◆ University of Texas School of Public Health Outstanding New Student Scholarship recipient, 2010-2011
- ◆ Texas A&M Mays Business School Scholarship Recipient, 2007
- ◆ Texas A&M Continuing Student Scholarship, 2006-2007

INDUSTRY EXPERIENCE

HOUSTON METHODIST HOSPITAL GLOBAL HEALTH CARE SERVICES- HOUSTON, TX

Manager, December 2013- August 2014

Program Manager, October 2012- November 2013

Project Specialist, June 2012- October 2012

Responsible for managing the Global Education & Training department for a large academic medical center. Responsibilities included supervisory duties for five direct reports and all department interns. The department developed and delivered customized learning programs for over 2,500 learners annually from over 48 countries.

Results

- ♦ Launched new programs in executive leadership, nursing leadership, Gynecology, Robotic Surgery, CV Surgery, Interventional Radiology, and technician training generating over \$650,000 in new revenue
- ♦ Developed new content structure, web platform and marketing strategy for a CME -accredited Lecture Series resulting in 315% year over year growth
- ♦ Added over 25 additional participating sites to the lecture series in 2013
- ♦ International observership program year over year growth of 145% during oversight of the program

AVANZAROAK VENTURES- HOUSTON, TX

Director of Business Development, January 2011- December 2011

Managed two direct reports, daily operations, and business development strategy for two companies in the investment portfolio and assisted with the vetting process for new investment opportunities for a small start-up venture capital firm. Responsible for repairing two struggling companies in the portfolio to achieve profitability or increase value for buyout.

CHEVRON CORPORATION

Financial Analyst, September 2007-June 2010

One of eight financial analysts selected nationally for finance leadership development program at a large Fortune 5 energy company with over 56,000 employees worldwide. Completed three rotations prior to accepting a permanent position in corporate finance.

Treasury Risk Control- Houston, TX

- ♦ Monitored and evaluated risk associated with international crude trading portfolios of \$1-10 million
- ♦ Team leader for design & implementation of online tool used daily by 60+ managers & traders

Internal Audit & Management Reporting- San Ramon, CA

- ♦ Conducted internal audit for \$125 million refinery contract

Asia South Business Unit Internal Controls and Compliance- Bangkok, Thailand

- ♦ Developed and implemented new process for Foreign Corrupt Practices Act approvals in Bangladesh, China, Singapore, Cambodia, and Vietnam
- ♦ Designed and led SOX Round 1 testing in Vietnam
- ♦ Designed and taught compliance training sessions in Thailand, Bangladesh, and Singapore for over 50 managers
- ♦ Assisted with compliance effort to open new operations in China

Consolidation & Management Reporting- San Ramon, CA

- ♦ Performed monthly profit and variance analysis for global marketing operations
- ♦ Investigated and reported variances over \$1 million to Corporate Comptroller

NORMAN BORLAUG INSTITUTE FOR INTERNATIONAL AGRICULTURE-BUTARE, RWANDA

Intern, May 2007-August 2007

- ♦ Worked as a financial consulting intern on a \$10 million USAID project in the coffee sector
- ♦ Conducted analysis of a microfinance project to sponsor coffee-transporting bicycles to farmers
- ♦ Restructured bicycle loan process, and conducted audit of two recipient farming cooperatives

VOLUNTEER SERVICE

RCC Medical Collective, 2019-2021

- ♦ Co-founded and co-led a monthly support group for medical professionals

Birmingham, AL

Safe Mothers, Safe Babies: Board of Directors, April 2012- June 2016

Houston, TX

Safe Mothers, Safe Babies: International Operations Director, August 2011- November 2012

Houston, TX & Uganda

- ♦ Developed contracts, implementation plan, and financing models for solar projects in Ugandan health centers and hospitals, which were successfully implemented and led to a larger solar project with WeCare Solar
- ♦ Solar project featured in *USA TODAY* Investing in Women and Girls, March 2012

World Affairs Council of Houston: Volunteer, June 2009- August 2014

Houston, TX