Larry R. Hearld

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**EDUCATION**

2009 University of Michigan Ph.D., Health Services Organization

and Policy

2001 Central Michigan University MSA, Health Services Administration

2001 Central Michigan University MBA, Human Resource Management

1995 University of Michigan B.S., Psychology

**POSITIONS HELD**

Current Associate Professor, Department of Health Services Administration, University of Alabama at Birmingham (2015-present)

Associate Director, UAB Center for Outcomes and Effectiveness Research and Education (COERE) (2020-present)

*Center Affiliations:*

Associate Scholar, UAB Lister Hill Center for Health Policy (2009-present)

Scientist, UAB Center for Outcomes and Effectiveness Research and Education (COERE) (2010-present)

Scientist, UAB Center for Palliative and Supportive Care (2020-present)

Scientist, UAB Center for AIDS Research (CFAR) (2021-present)

Scientist, UAB Center for Clinical and Translational Science (CCTS) (2021-present)

Scientist, UAB Center for Engagement in Disability Health and Rehabilitation Sciences (CEDHARS) (2021-present)

2016-2021 Ph.D. Program Director, Department of Health Services Administration, University of Alabama at Birmingham

2009-2015 Assistant Professor, Department of Health Services Administration,

University of Alabama at Birmingham

2008 Instructor, Organizational Studies Program, University of Michigan

2004-2008 Graduate Student Instructor, Organizational Studies Program, University of Michigan

1999-2009 Consultant, Medical Advantage Group, East Lansing, MI

**HONORS & AWARDS**

Adjunct Faculty Member of the Year, A.T. Still University, 2022

Alpha Eta Member, National Honor Society for the Allied Health Professionals, UAB Chapter, 2019

UAB Doctoral Hooding Ceremony Keynote Speaker, December 2016

Exceptional reviewer, *Journal of Rural Health,* 2015-2016

John D. Thompson Prize for Young Investigators, Association of University Programs in Health Administration, 2015

Outstanding Reviewer, Academy of Management Annual Meeting, Health Care Management Division, 2006, 2013, 2016, 2017, 2018, 2020

Suzanne M. Jones Organizational Studies Spirit Award, 2007

Agency for Healthcare Research and Quality Fellowship, 2002

Outstanding MBA Project Award, 2001

**RESEARCH**

**RESEARCH INTERESTS**

Governance and management of community health alliances, performance effects of inter-organizational relationships, inter-professional cooperation and conflict, facilitators and barriers of organizational change, implementation science, dissemination of complex delivery system innovations.

**PEER-REVIEWED JOURNAL PUBLICATIONS**

1. **Hearld, L.R.**, & \*Tafili, A. Assessing the Impact of Inter-organizational Linkages on Medical Home Adoption by U.S. Acute Care Hospitals. Accepted for publication at *Medical Care Research and Review*. (start here for FAR next year)
2. Taylor-Clark, T.C., Swiger, P.A., **Hearld, L.R**., Loan, L.A., Li, P., & Patrician, P. Predictors of Temporary Profile Days Among U.S. Army Active Duty Soldiers. Accepted for publication at *Military Medicine*.
3. Slyter, M., Hernandez, S.R., **Hearld, L.R.**, Smith, D.G., Borkowski, N. How Well Do Hospitals Budget Operating Results? The Relationship Between Budget Variances and Operating Margin. *Journal of Health Care Finance, 48*(2), 1-21.
4. \*Strahan, J., **Hearld, L.R.**, Carroll, N., McWhorter, J.B., & Szychowski, J. Assessing the Performance Value of the Baldrige Journey: A Comparison of Baldrige Applicants and Non-Applicants. Accepted for publication at *Journal of Healthcare Management*.
5. Taylor-Clark, T.C., Swiger, P.A., **Hearld, L.R**., Loan, L.A., Li, P., & Patrician, P. Patient vs. Soldier-Centered Medical Home: Comparing Access, Continuity, and Communication. Accepted for publication at *Military Medicine*.
6. \*Kelly, R.J., **Hearld, L.R.**, O’Connor, S., Szychowski, J., & Kertesz, S. Substance Abuse Disorder Treatment Facility Service Profiles. Accepted for publication at *Journal of Substance Abuse Treatment*.
7. **Hearld, L.R.**, \*Kelly, R., & \*Tafili, A. Generation and Use of Evidence by Local Health Departments: The Role of Leader Attributes. Accepted for publication at *Journal of Public Health Management & Practice*.
8. **Hearld, L.R.**, & \*Kelly, R. Participation in Delivery System Reform Programs and Behavioral Health Integration by U.S. Acute Care Hospitals. Accepted for publication at *Journal of Hospital Management and Health Policy*.
9. **Hearld, L.R.**, & \*Karabukayeva, A. Participation in Value-based Payment Programs and U.S. Acute Care Hospital Population Health Partnerships. Accepted for publication at *Journal of Healthcare Management*.
10. **Hearld, L.R.**, \*Kelly, R.J., Hall, A., \*Karabukayeva, A., & Singh, J.A. (2022). Organizational Context and the learning and change readiness climate for implementing an evidence-based shared decision-making aid in U.S. rheumatology clinics. *Journal of Health Organization and Management, 36*(1), 121-140.
11. Taylor-Clark, T.C., Swiger, P.A., **Hearld, L.R**., Loan, L.A., Li, P., & Patrician, P. The Value of the Patient-Centered Medical Home in Getting Adults Suffering from Acute Conditions Back to Work: An Integrative Literature Review. Accepted for publication at *Journal of Ambulatory Care Management*.
12. **Hearld, L.R.**, Alexander, J.A., Bodenschatz, L., & Shi, Y. Member Engagement in Multi-sector Health Care Alliances. Accepted for publication at *Health Services Management Research*.
13. \*Meese, K., **Hearld, L.R.**, O’Connor, S., Carroll, N., & Sen, P. Environmental and Organizational Correlates and Motivations for Provider-Sponsored Health Plan Ownership in the Post-Reform Era. Accepted for publication in *Health Care Management Review*.
14. Ramamonjiarivelo, Z., Zengul, F., Epane, J.P., **Hearld, L.R.,** McRoy, L., **&** Weech-Maldonado, R. Does the Provision of High-Technology Health Services Change after the Privatization of Public Hospitals? Accepted for publication in the *Journal of Hospital Management and Policy*.
15. Pierce, C., Borkowski, N., Byrd, J.D., **Hearld, L.R.**, & O’Connor, S.J. Organizational Characteristics and Environmental Factors Associated with Hospitals Identified as Consolidation Targets. Accepted for publication in *Journal of Healthcare Finance*.
16. Liddle, B., Davlyatov, G., **Hearld, L.R.**, & Weech-Maldonado, R. The Organizational and Environmental Characteristics Associated with Hospitals’ Use of Intensivists. Accepted for publication at *Health Care Management Review*.
17. Choi, S., Weech-Maldonado, R., Powers, T., & **Hearld, L.R.** Antecedents of Geographical Expansion: The Case of Federally Qualified Health Centers (FQHCs). Accepted for publication at *Health Care Management Review*.
18. Puro, N., Borkowski, N., **Hearld, L.R.**, Carroll, N. Byrd, J., Smith, D., & Ghiasi, A. (2021). The Role of Organizational Slack in Buffering Financially Distressed Hospitals from Closing or Merging. *Journal of Healthcare Management, 66*(1), 48-61.
19. Ramamonjiarivelo, Z., Zengul, F., Epane, J.P., **Hearld, L.R.,** McRoy, L., **&** Weech-Maldonado, R. (2021). Do Medicare and Medicaid Payer-mix Change after the Privatization of Public Hospitals? *Medical Care Research & Review, 78*(4), 361-370.
20. Epane, J.P., Weech-Maldonado, R., **Hearld, L.R.**, Sen, B., O’Connor, S., & McRoy, L. (2021). Hospitalists, Two Decades Later: Which Hospitals Utilize Them? *Health Services Management Research, 34*(3), 158-166.
21. Sharpless, E., Borkowski, N., **Hearld, L.R.**, & Szychowski, J.M. (2021). The Comparison of Two Diabetes Self-Management Education Programs in the Reduction of Patient A1C Levels. *American Journal of Health Promotion, 35*(7), 988-990.
22. Singh, J.A., **Hearld, L.R.**, Hall, A., & Beasley, M. (2021). Implementing the DEcision-Aid for Lupus (IDEAL): Study Protocol of a Multi-site Implementation Trial with observational, case study design. *Implementation Science Communication, 2*(1).
23. \*Higman, L., **Hearld, L.R.**, O’Connor, S., Carroll, N., & Szychowski, J. (2021). **Identifying the Surgical Profiles of U.S. Acute Care Hospitals: A Latent Class Analysis. *Journal for Strategic Innovation and Sustainability, 16*(1).**
24. Ramamonjiarivelo, Z., Weech-Maldonado, R., & **Hearld, L.R.** The Impact of Public Hospitals’ Privatization on Nurse Staffing. (2021). *Health Care Management Review, 46*(4), 266-277.
25. Hogan, T.H., Lemak, C.H., **Hearld, L.R.**, Wheeler, J.C., Sen, B., & Menachemi, N. (2020). Vertical Integration into Skilled Nursing Facilities and Hospital Readmission Rates. *Journal of Healthcare Quality*, *42*(2), 91-97.
26. \*Joseph, R., & **Hearld, L.R.** (2020). Burnout and Leadership in Behavioral Health: A Literature Review. *Journal of Behavioral Health Services & Research, 47*(4), 581-600.
27. **Hearld, L.R.**, Alexander, J.A. (2020). Sustaining participation in multi-sector health care alliances: The role of personal and stakeholder group influence. Accepted for publication at *Health Care Management Review, 45*(3), 196-206.
28. Carroll, N., Hearld, L.R., & \*Joseph, R. (2020). Hospital ownership of post-acute care providers and cost of care. *Health Care Management Review, 45*(4), E35-E44.
29. \*Attebery, T., **Hearld, L.R.**, Carroll, N., Szychowski, J.M., & Weech-Maldonado, R. (2020). Better Together? An Examination of the Relationship Between Acute Care Hospital Mergers and Patient Experience. *Journal of Healthcare Management, 65*(5), 330-343.
30. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.,** Pradhan, R., & Davlyatov, G. (2020). The Privatization of Public Hospitals: Its Impact on Financial Performance. *Medical Care Research and Review, 77*(3), 249-260.
31. D’Aunno, T., Alexander, J.A., & **Hearld, L.R.** (2019). Sustaining Multi-stakeholder Alliances. *Health Care Management Review, 44*(2), 183-194.
32. Epane, J.P., Weech-Maldonado, R., **Hearld, L.R.**, Menachemi, N., Sen, B., & O’Connor, S. (2019). Hospitals’ Use of Hospitalists: Implications for Financial Performance. *Health Care Management Review*, *44*(1), 10-18.
33. Jennings, J., Landry, A., **Hearld, L.R.**, Snyder, S., Weech-Maldonado, R., & Patrician, P. (2019). Organizational and Environmental Factors Influencing Hospital Community Orientation. *Health Care Management Review, 44*(3), 274-284.
34. Hogan, T.H, Lemak, C.H., **Hearld, L.R.**, Sen, B., Wheeler, J., & Menachemi, N. (2019). Market and Organizational Factors Associated with Hospital Vertical Integration into Sub-Acute Care. *Health Care Management Review, 44*(2), 137-147.
35. **Hearld, L.R.**, Opoku-Agyeman, W., \*Kim, D.H., & Landry, A.Y. (2019). Chief Executive Officer (CEO) Turnover among U.S. Acute Care Hospitals, 2006-2015: Variations by Type of Geographic Area. *Journal of Healthcare Management*, 64(1), 28-42.
36. Hearld, K.R., **Hearld, L.R**., Landry, A.Y., & Budhwani, H. (2019). Evidence that Patient Centered Medical Homes are Effective in Reducing Emergency Department (ED) Admissions for Patients with Depression. *Health Services Management Research, 32*(1), 26-35.
37. **Hearld, L.R.**, Alexander, J.A., Shi, Y., & Wolf, L. (2019). Where Do We Go From Here? An Examination of the Relationship Between Changes in Social Structure and Strategic Priorities in Cross-Sector Collaborative Organizations. *Journal of Applied Behavioral Science, 55*(2), 190-212.
38. **Hearld, L.R.**, Alexander, J.A., Wolf, L., & Shi, Y. (2019). The Perceived Importance of Intersectoral Collaboration by Health Care Alliances. *Journal of Community Psychology, 47*(4), 856-868.
39. Weech-Maldonado, R., Lord, J.C., Pradhan, R., Kazakbayevich, G., Gupta, S., & **Hearld, L.R.** (2019). High Medicaid Nursing Homes: Organizational and Market Factors Associated with Financial Performance. *Inquiry, 56*.
40. **Hearld, L.R.**, Carroll, N., & Hall, A. (2019). The Adoption and Spread of Hospital Care Coordination Activities under Value-based Programs. *American Journal of Managed Care, 25*(8), 397-404.
41. Hearld, K.R.**, Hearld, L.R.,** Hall, A., McCaughey, D., & Budhwani, H. (2019). The Future State of Patient Engagement? Personal Health Information Use, Attitudes Towards Health, and Health Behavior. *Health Services Management Research, 32*(4), 199-208.
42. **Hearld, L.R.**, Alexander, J.A., Shi, Y., & Wolf, L. (2019). The Dissemination of Innovations by Multi-sectoral Health Care Alliances. *Journal of Health Organization & Management, 33*(4), 511-528.
43. Hearld, K.R.**, Hearld, L.R.,** Budhwani, H., McCaughey, D., Celaya, L., & Hall, A. (2019). Driving Health Behavior: The Roles of Personal Health Information Use and Attitudes Towards Health in Women's Cancer Screenings. *Journal of Hospital Administration, 8*(5).
44. McCay, D., Borkowski, N., **Hearld, L**.**R.**, Byrd, J., Trimm, M., & Duncan, J. (2019). A Case Study: Organizational and Environmental Factors Associated with Alabama Rural Hospitals’ Reported Levels of Financial Distress. *Journal of Health Care Finance, 45*(4), 1-24.
45. Hogan, T.H., Lemak, C.H., **Hearld, L.R**., Maurer, N.R., & Menachemi, N. (2019). Hospital Vertical Integration into Skilled Nursing Facilities and Financial Performance. *Journal of Health Care Finance*, 46(1).
46. Puro, N., Borkowski, N., **Hearld, L.R.**, Carroll, N. Byrd, J., Smith, D., & Ghiasi, A. (2019). Financial Distress and Bankruptcy Prediction: A Comparison of Three Financial Distress Prediction Models in Acute Care Hospitals. *Journal of Health Care Finance, 46*(2), 1-15.
47. Oner, N., Zengul, F., Ozaydin, B., **Hearld, L.R.**, & Weech-Maldonado, R. (2019). Hospital Competition and Financial Performance: A Meta-Analytic Approach. *Journal of Health Care Finance, 19*(2)*,* 1-28.
48. Ghiasi, A., Weech-Maldonado, R., **Hearld, L.R.**, Zengul, F., Rasulnia, M., Hood, A., & Puro, N. (2019). The Moderating Effect of Environmental Instability on the Hospital-Strategy-Financial Performance Relationship. *Journal of Health Care Finance, 19*(2)*,* 1-18.
49. Bhanduri, N., Shi, Y., **Hearld, L.R.**, & McHugh, M. (2018). Impact of Emergency Department Visit(s) On Disease Self-Management in Adults with Depression. *Journal of Health Psychology*, 23(4), 588-597.
50. \*Galstian, C., **Hearld, L.R.**, Borkowski, N., & O’Connor, S. (2018). The Relationship between Hospital CEO Characteristics and Patient Experience. *Journal of Healthcare Management*, *63*(1), 50-61.
51. **Hearld, L.R.,** Hearld, K.R., \*Opoku-Agyeman, W. (2018). Trends in Health Promotion Practices of Community Hospitals, 1996-2014. *Population Health Management*, *21*(4), 309-316.
52. **Hearld, L.R.,** Carroll, N., Hearld, K.R., & \*Opoku-Agyeman, W. (2018). Correlates of Inter-organizational Relationship Strategies among Critical Access Hospitals. *Health Care Management Review, 43*(4), 272-281*.*
53. \*Nelson, D., **Hearld, L.R.**, & Wein, D. (2018). Emergency Department Nurse Staffing and Patient Experience. *Journal of Emergency Nursing*, *24*(4), 394-401.
54. **Hearld, L.R.**, Alexander, J. A., Bodenschatz, L., & Shi, Y. (2018). Funding Profiles of Multi-sectoral Health Care Alliances and Positioning for Sustainability. *Journal of Health Organization & Management, 32*(4), 587-602.
55. Hogan, T.H, Lemak, C.H., Ivankova, N., **Hearld, L.R.**, Wheeler, J., & Menachemi, N. (2018). Hospital Vertical Integration into Sub-Acute Care: A Multi Case Study. *Inquiry, 55,* 1-9.
56. \*Reistroffer, C., **Hearld, L.R.**, & Szychowski, J. (2017). Patient Activation: An Examination of the Relationship between Care Management with Coaching for Activation and Patient Outcomes. *American Journal of Managed Care,* 23(2), 123-128.
57. \*Mazurenko, O., **Hearld, L.R., &** Menachemi, N. (2017). The relationship between the external environment and physician’ email communication: The mediating role of health information technology availability. *Health Care Management Review,* 42(2), 122-131.
58. **Hearld, L.R.,** Hearld, K.R., & \*Guerazza, C. (2017). Patient Centered Medical Home Capacity and Ambulatory Care Quality. *American Journal of Medical Quality*, *32*(5), 508-517.
59. Hearld, K.R., **Hearld, L.R., &** Hall, A. (2017). Engaging patients as partners in research: Factors associated with awareness, interest, and engagement as research partners. *Sage Open Medicine*, 4(5).
60. Jennings, J., Yarbrough, A., **Hearld, L.R**., Snyder, S., Weech-Maldonado, R., & Patrician, P. (2017). Examining the Relationship between Community Orientation and Financial Performance. *Journal of Organizational Psychology*, *17*(2), 50-60.
61. **Hearld, L.R.,** &Carroll, N. (2016). Interorganizational Relationships Trends of Critical Access Hospitals. *Journal of Rural Health*, 32(1), 44-55. PMID: 26184387.
62. **Hearld, L.R.**, Bleser, W.K., Alexander, J.A., & Bodenschatz, L.J. (2016)Sustaining Community Health Collaboratives: A Systematic Review.*Medical Care Research and Review, 73*(2), 127-181.
63. **Hearld, L.R., &** Hearld, K.R. (2016). Bridging the gap: The role of the patient-centered medical home in reducing time to follow-up after hospital admission. *Journal of Ambulatory Care Management, 39*(3), 209-219.
64. Ramamonjiarivelo, Z., Epane, J.P, **Hearld, L.R.,** McRoy, L., & Weech-Maldonado, R. (2016). The impact of privatization on efficiency and productivity: The case of American public hospitals. *Journal of Healthcare Finance, 43*(2), 105-123.
65. \*Yu, Y., **Hearld, L.R.**, Qu, H., Ray, M., & Kilgore, M. (2016). Association of Medicare Part D coverage gap with medication adherence among Medicare beneficiaries with COPD. *American Journal of Managed Care,* 22(8), e275-e282.
66. Alexander, J.A., **Hearld, L.R.**, Wolf, L., & Vanderbrink, J. (2016). Aligning Forces for Quality Multi-Stakeholder Healthcare Alliances: Do They Have a Sustainable Future? *American Journal of Managed Care,* 22(12 Supplement), S423-S433.
67. Alexander J.A., **Hearld, L.R**., & Shi, Y. (2015). Assessing organizational change in multi-sectoral health care alliances. *Health Services Research, 50*(1), 98-116.
68. **Hearld, L.R.,** Alexander, J.A., Bodenschatz, L., & Shi, Y.(2015).Leader Perceptions of Multi-Sectoral Healthcare Alliance Response to Health Reforms. *American Journal of Accountable Care, 3*(1), 37-44.
69. \*Mazurenko, O., & **Hearld, L.R.** (2015). Environmental factors associated with physician’ engagement in communication activities. *Health Care Management Review, 40*(1), 79-89.
70. **Hearld, L.R.,** Alexander, J.A., & Shi, Y. (2015). Leadership transitions and the perceived costs and benefits of participating in health care alliances. *Health Care Management Review, 40*(4), 274-85.
71. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.**, Menachemi, N., Epane, J., & O’Connor, S. (2015). Public hospitals in distress: Is privatization a strategic choice? *Health Care Management Review, 40*(4), 337-47.
72. **Hearld, L.R.,** Alexander, J.A., Bodenschatz, L.J., & Shi, Y.(2015).The strategies and challenges of promoting awareness of multi-stakeholder health care alliances. *Journal of Communication in Health Care, 8*(2), 119-133.
73. Byrd, J., Hernandez, S.R., Carlson, G., **Hearld, L.R.**, & Turpen, R.A. (2015). Hospital Quality of Care: Evaluation of Resulting Financial Risk for Disclosure in Annual Reports. *Journal of Healthcare Finance, 41*(5).
74. Ramamonjiarivelo, Z., Weech-Maldonado, R., Pradhan, R., & **Hearld, L.R.** (2014).Public Hospitals in Peril: Factors Associated with Financial Distress. *Journal of Health Care Finance, 40*(3), 14-30.
75. **Hearld, L.R.**, Alexander, J.A., Shi, Y., & Casalino, L.P. (2014). Pay-for-performance and public reporting program participation and administrative challenges among small- and medium-sized physician practices. *Medical Care Research and Review, 71*(3), 299-312.
76. **Hearld, L.R.,** &Alexander, J.A. (2014).Governance processes and change within organizational participants of multi-sectoral health care alliances: The mediating role of vision, mission, strategy agreement and perceived alliance value. *American Journal of Community Psychology, 53*(1-2),185-197.
77. Alexander, J.A*.,* **Hearld, L.R**., & Mittler, J.N. (2014). Patient-Physician Role Relationships and Patient Activation: The Moderating Effects of Race and Ethnicity. *Medical Care Research and Review, 71*(5), 472-495.
78. Landry, A., & **Hearld, L.R.** (2013). Did We Learn Everything We Need to Know in School? An Evaluation of Executive Workplace Learning in Healthcare Organizations. *Leadership & Organization Development, 34*(2)*,* 164-181*.*
79. **Hearld, L.R**., Alexander, J.A., Bodenschatz, L., Louis, C., & O’Hora, J. (2013). Decision-Making Fairness and Consensus Building in Multi-sector Health Care Alliances: A Mixed Methods Analysis. *Nonprofit Management & Leadership, 24*(2), 139-161.
80. **Hearld, L**.**R.**, \*Asagbra, O., & Weech-Maldonado, R. (2013). Variations in Patient-Centered Medical Home Capacity: A Linear Growth Curve Analysis. *Medical Care Research and Review, 70*(6), 597-620.
81. Alexander, J.A., **Hearld, L.R.**, Mittler, J., Keenan, P., & Harvey, J. (2012). Physician-patient relationships and patient activation. *Health Services Research, 47*(3 Pt 1), 1201-23.
82. **Hearld, L.R.**, Alexander, J.A., & Mittler, J. (2012). Fostering Change within Organizational Participants of Multi-sectoral Health Care Alliances. *Health Care Management Review, 37*(3), 267-279.
83. Alexander, J.A., & **Hearld, L.R.** (2012). The Methods and Metrics Challenges of Delivery System Research. *Implementation Science*, 7:15.
84. **Hearld, L.R.**, & Alexander, J.A. (2012). Patient-centered care and emergency department utilization: A path analysis of the mediating effects of care coordination and delays in care. *Medical Care Research and Review, 69*(5), 560-580.
85. **Hearld, L.R.**, Alexander, J.A., Mittler, J., Beich, J., & O’Hora, J. (2012). Barriers and Strategies to Align Stakeholders in Health Care Alliances. *American Journal of Managed Care, 18*(6 Supplement), S148-S155.
86. Alexander, J.A., & **Hearld, L.R.** (2011). The Science of Quality Improvement Implementation: Developing Capacity to Make a Difference. *Medical Care, 49* (12 Supplement 1), S6-S20.
87. Alexander, J.A., **Hearld, L.R.**, Hasnain-Wynia, R., Christianson, J.B., & Martsolf, G. (2011). Consumer Trust in Sources of Physician Quality Information. *Medical Care Research and Review, 68*(4), 421-440.
88. Alexander, J.A., **Hearld, L.R.**, & Mittler, J. (2011). Measuring Leadership in Multi-sector Health Care Alliances. *Nonprofit Management & Leadership*, *21*(4), 341-361.
89. Alexander, J.A., Christianson, J.B., **Hearld, L.R.**, Hurley, R., & Scanlon, D.P. (2010). Challenges of Capacity Building in Multi-sector Community Health Alliances. *Health Education and Behavior,* 37(5), 645-664.
90. Calhoun, J.G., Wainio, J.A., Decker, M., **Hearld, L. R.**, & Brandsen, L.E. (2009). Outcomes-based Health Management and Policy Education: Baseline Findings from a National Curriculum Development Demonstration Project. *Journal of Health Administration Education*, 26(3), 171-191.
91. Alexander, J. A., & **Hearld, L. R.** (2009). What Can We Actually Learn from Quality Improvement Research? A Critical Review of Research Methods. *Medical Care Research and Review*, 66(3), 235-271.
92. Alexander, J.A., Young, G. J., Weiner, B.J., & **Hearld, L.R.** (2009). How do system-affiliated hospitals fare in providing community benefit? *Inquiry*, 46, 72-91.
93. **Hearld, L.R.**, Alexander, J.A., Fraser, I., & Jiang, H.J. (2008). How Do Hospital Organizational Structure and Processes Affect Quality of Care: A Critical Review of Research Methods. *Medical Care Research and Review,* 65(3), 259-299.
94. Alexander, J.A., Young, G.J., Weiner, B.J., & **Hearld, L.R.** (2008). Governance and community benefit: Are nonprofit hospitals good candidates for Sarbanes-Oxley type reforms? *Journal of Health Politics, Policy, and Law,* 33(2), *199*-224.
95. Alexander, J.A., **Hearld, L.R.**, Jiang, H.J., & Fraser, I. (2007). Increasing the relevance of research to health care managers: Hospital CEO imperatives for improving quality and lowering costs. *Health Care Management Review,* 32(2), 150-159.
96. Calhoun, J., Banaszak-Holl, J., & **Hearld, L.R.** (2006). Current Practices and Perceived Success Factors in Nursing Home Marketing. *Journal of Healthcare Management,* 51(3), 185-200.

**\* Indicates student/mentee where I served as primary advisor/mentor.**

**PEER-REVIEWED BOOK CHAPTERS**

1. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.**, Epane, J., & Roy, L. (2020). Assessing the Impact of Privatization of Public Hospitals on Community Orientation: A Stakeholder Approach. J. L. Hefner, & M. Al-Amin (Eds.), *Advances of Health Care Management (Volume 19),* pp. 43-59. Bingley, United Kingdom: Emerald Publishing Group.
2. **Hearld, L.R**., Hearld, K.R., & \*Hogan, T.H. (2014). Community-level Sociodemographic Characteristics and Patient-Centered Medical Home Capacity. In A. S. McAlearney, J. L. Hefner, & T. R. Huerta (Eds.), *Advances of Health Care Management (Volume 16),* pp. 23-50. Bingley, United Kingdom: Emerald Publishing Group.
3. Banaszak-Holl, J., Calhoun, J. G., & **Hearld, L. R.** (2008). Is the Best Defense a Good Offense? Marketing of Quality by U.S. Nursing Homes. In L. McKee, E. Ferlie, & P. Hyde (Eds.), *Organizing and Reorganizing: Power and Change in Health Care Organizations,* pp. 194-208. New York, NY: Palgrave Macmillan.

**TECHNICAL REPORTS**

1. Landry, A.Y., and **Hearld, L.R.** (2015). Understanding the “White Space” of Where Patients Go After They Leave the Hospital. Prepared for HealthSouth and the Center for Health Organization Transformation.
2. Alexander, J.A., and **Hearld, L.R.** (2008). Quality Improvement in Health Care Organizations: A Review of Research on the Implementation and Effectiveness of QI Interventions. Prepared for the Institute of Medicine.
3. Alexander, J.A., and **Hearld, L.R.** (2006). Assessing the Feasibility of Adding Hospital Level Variables to the Nationwide Inpatient Sample (NIS). Prepared for the Agency for Healthcare Research and Quality.

**NON-PEER REVIEWED ARTICLES**

1. **Hearld, L.R.,** Rathert, C., Issel, M. (2022). Living Short: New Realities, New Research. *Health Care Management Review, 48*(3). Editorial
2. **Hearld, L.R.** and Rathert, C. (2022). Health Care Management Research and Health Equity. *Health Care Management Review, 48*(2). Editorial
3. Rathert, C. and **Hearld, L.R.** (2021). Thank You to Our Reviewers. *Health Care Management Review, 48*(1). Editorial
4. Rathert, C. and **Hearld, L.R.** (2021). Essentials of Publishable Qualitative Manuscripts. *Health Care Management Review, 47*(4). Editorial
5. **Hearld, L.R.** and Rathert, C. (2021). Management Research and the Learning Health System. *Health Care Management Review, 47*(3). Editorial
6. Rathert, C. and **Hearld, L.R.** (2021). Publishing in HCMR: What Are We Looking for in a Manuscript? *Health Care Management Review, 47*(2). Editorial
7. Rathert, C. and **Hearld, L.R.** (2021). Publishing World Clarified. *Health Care Management Review, 47*(1). Editorial
8. **Hearld, L.R.** and Rathert, C. (2020). Working in Uncertain Times. *Health Care Management Review, 46*(4). Editorial
9. **Hearld, L.R.** and Rathert, C. (2020). Hails and Farewells. *Health Care Management Review, 46*(3). Editorial

**MANUSCRIPTS UNDER REVIEW**

1. Ghiasi, A., Lord, J., Banaszak-Holl, J., Kazakbayevich, G., **Hearld, L.R.**, & Weech-Maldonado, R. Is Organizational Culture Associated with Financial Performance? The Case of Under-Resourced Nursing Homes. Revise and resubmit at *Journal of Long Term Care*.
2. \*Karabukayeva, A., **Hearld, L.R.**, \*Kelly, R.J., Hall, A., & Singh, J.A. Barriers to Implementation and Implementation Strategy Intensity. Under review at *BMC Health Services Research.*
3. **Hearld, L.R.,** Ghiasi, A., Kazakbayevich, G., Szychowski, J.M., & Weech-Maldonado, R. Knowledge Management and the Adoption of Culture Change Initiatives by High-Medicaid Census Nursing Homes. Under review at the *Journal of Long Term Care*.
4. **Hearld, L.R.,** & Westra, D. Charting a Course: A Research Agenda on the Governance of Health Care Networks. Under review at *Advances in Health Care Management*.

**MANUSCRIPTS IN PROGRESS**

1. **\***Feagin, F.C., **Hearld, L.R.**, Carroll, N., O’Connor, S.J., & Sen, B. Does Interdisciplinary Care Team Management Improve Health Quality and Demonstrate Cost Effectiveness? Being prepared for submission to *Medical Care Research and Review*.
2. \*Park, K., **Hearld, L.R.**, Kelly, R., \*Karabukayeva, A., & Singh, J. Evidence-based Practice Attitudes and Baseline Perceptions of Implementation of Shared Decision-Making Aid for Patients with Lupus.
3. Hogan, T.H., Maurer, N., Hearld, L.R. Dancing between the stars: Mobility in Nursing Home Quality Star Ratings between 2009-2020. Being prepared for submission to *Health Affairs*.
4. \*Tafili, A., Hamadi, H., **Hearld, L.R**. The Impact of Hospital Readmission Reduction Program on COPD Risk Factors: A Systematic Review. Being prepared for submission to *Journal of Hospital Management and Health Policy*.
5. **Hearld, L.R.**, \*Kelly, R., & \*Tafili, A. Local Health Department Governance and Access to Services.

**PEER-REVIEWED CONFERENCE PODIUM PRESENTATIONS**

1. Ghiasi, A., Lord, J., Banaszak-Holl, J., Kazakbayevich, G., **Hearld, L.R.**, & Weech-Maldonado, R. HRM Practices, Organizational Culture and Nurse Staffing Turnover among High-Medicaid Nursing Homes. Academy of Management, Seattle, Washington (2022).
2. **\***Feagin, F.C., **Hearld, L.R.**, Carroll, N., O’Connor, S.J., & Sen, B. Does Interdisciplinary Care Team Management Improve Health Quality and Demonstrate Cost Effectiveness? Academy of Management, Seattle Washington (2022).
3. Ghiasi, A., Lord, J., Banaszak-Holl, J., Kazakbayevich, G., **Hearld, L.R.**, & Weech-Maldonado, R. The Relationship between Human Resource Management Practices and Organizational Culture and Nurse Staffing Turnover Rates: The Case of Under-resourced Nursing Homes. European Academy of Management, Zurich, Switzerland (2022).
4. Ghiasi, A., Lord, J., Banaszak-Holl, J., Kazakbayevich, G., **Hearld, L.R.**, & Weech-Maldonado, R. Organizational Culture and High Medicaid Nursing Homes Financial Performance. European Academy of Management, Zurich, Switzerland (2022).
5. **\***Feagin, F.C., **Hearld, L.R.**, Carroll, N., O’Connor, S.J., & Sen, B. Does Interdisciplinary Care Team Management Improve Health Quality and Demonstrate Cost Effectiveness? European Academy of Management, Zurich, Switzerland (2022).
6. Weech-Maldonado, R., Ghiasi, A., Lord, J., Davlyatov, G., & **Hearld, L.R.** The Role of Human Resource Management Practices and Organizational Culture in Reducing Nurse Staffing Turnover: A Survey of High Medicaid (Under-resourced) Nursing Homes in the US.Nursing Home Research International Conference, Toulouse, France (2022).
7. Singh, J., **Hearld, L**.**R.**, Hall, A. Barriers and Potential Solutions to Decision-Aid Dissemination? AcademyHealth Dissemination & Implementation Annual Meeting (2021).
8. \*Higman, L., & **Hearld, L.R.**, O’Connor, S., Carroll, N., Szychowski, J. **Identifying the Surgical Profiles of U.S. Acute Care Hospitals: A Latent Class Analysis. European Academy of Management (2020). Dublin, Ireland.**
9. **Pierce, C., Borkowski, N.,** & **Hearld, L.R. Organizational Characteristics and Environmental Factors Associated with Hospitals Identified as Consolidation Targets. European Academy of Management. Dublin, Ireland (2020).**
10. **Hearld, L.R.**, Davlyatov, G., Ghiasi, A., Szychowski, J., & Weech-Maldonado, R. Knowledge Management and the Adoption of Culture Change Initiatives by High-Medicaid Census Nursing Homes. Virtual presentation at the Academy of Management Virtual Annual Meeting (2020).
11. **Hearld, L.R.**, Ghiasi, A., Davlyatov, G., & Weech-Maldonado, R. Is It What You Have or What You Do With It? Staffing, Human Resource Management, & Knowledge Practices. Virtual symposium presentation at the Gerontological Society of American Virtual Annual Meeting (2020).
12. **Hearld, L**.**R.**, Hall, A., \*Joseph, R., \*Karabukayeva, A., & Singh, J. Implementing a Decision Aid for Lupus in Practice Settings. PCORI Virtual Annual Meeting (2020).
13. Ramamonjiarivelo, Z., Zengul, F., Epane, J.P., **Hearld, L.R.,** McRoy, L., & Weech-Maldonado, R. Do Medicare and Medicaid Payer-mixes Change after the Privatization of Public Hospitals? Academy of Management Annual Meeting, Boston, MA. (2019).
14. Hearld, K.R.**, Hearld, L.R.,** McCaughey, D., Budhwani, H., & Hall, A. The Future State of Patient Engagement? Personal Health Information Use, Attitudes Towards Health, and Health Behavior. Canadian Association for Health Services and Policy Research (CAHSPR) Research Conference, Montreal, QC (2018).
15. Hearld, K.R., **Hearld, L.R.**, Budhwani, H., McCaughey, D., & Hall, A.G. The Roles of Personal Health Information Use and Patient Attitudes in Driving Health Behavior. Academy of Management Annual Meeting, Chicago, IL. (2018).
16. Carroll, N., & **Hearld, L.R.** Integration of Hospitals and Post-Acute Care Providers and the Cost of Care. Academy of Management Annual Meeting, Chicago, IL. (2018).
17. Zengul, F., **Hearld, L.R.**, & Weech-Maldonado, R. Hospital Competition and Financial Performance: A Meta-Analytic Approach. Academy of Management Annual Meeting, Chicago, IL. (2018).
18. Slyter, M., Hernandez, S.R., Borkowski, N., **Hearld, L.R.**, & Smith, D. The Relationship between Hospital Budget Variances and Operating Margins. Academy of Management Annual Meeting (2017).
19. Ramamonjiarivelo, Z., Weech-Maldonado, R., & **Hearld, L.R.** The Impact of Public Hospitals' Privatization on Nurse Staffing. Academy of Management Annual Meeting (2017).
20. Ramamonjiarivelo, Z., Weech-Maldonado, R., & **Hearld, L.R.** The Privatization of Public Hospitals and the Provision of High-Technology Health Services. Academy of Management Annual Meeting (2017).
21. Harper, T.H., Lemak, C.H., **Hearld, L.R**., Menachemi, N., Sen, P., & Wheeler, J. The Relationship between Hospital Vertical Integration of Sub-Acute Care and Performance. Academy of Management Annual Meeting (2017).
22. Epane, J., Weech-Maldonado, R., **Hearld, L.R.**, Sen, B., O’Connor, S., & Ramamonjiarivelo, Z. Hospital Financial Performance Implications for Use of Hospitalists. European Academy of Management Annual Meeting (2016).
23. **Hearld, L.R.**, Alexander, J.A., Shi, Y., & Wolf, L. The Dissemination of Innovations by Multi-sectoral Health Care Alliances. Academy of Management Annual Meeting (2016).
24. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J.P, McRoy, L., & **Hearld, L.R.** The impact of privatization on efficiency and productivity: The case of American public hospitals. Academy of Management Annual Meeting (2015).
25. Jennings, J., Landry, A.Y., **Hearld, L.R.**, Patrician, P., Snyder, S.W., & Weech-Maldonado, R. Community Demographics and Readmission Rates: Moderating Role of Hospital Community Orientation. AcademyHealth Annual Research Meeting (2015).
26. Byrd, J.D., Hernandez, S.R., Carlson, G.C., **Hearld, L.R.**, & Turpen, R. Hospital quality of care: Evaluation of related financial risk for disclosure in annual reports. Southeastern Region American Accounting Association (2014).
27. **Hearld, L.R.**, Hearld, K.R., & \*Hogan, T.H. Bridging the Gap: The Relationship between Patient-Centered Medical Home Capacity and Early Follow-up after Discharge. AcademyHealth Annual Meeting (2014).
28. Epane, J., Weech-Maldonado, R., **Hearld, L.R.,** Menachemi, N., Morrisey, M., O’Connor, S., & Sen, B. Hospitalists and Hospitals’ Readmission Rates: A Longitudinal Analysis of U.S. Acute Care Hospitals (2008-2010). AcademyHealth Annual Meeting (2014).
29. **Hearld, L.R.**, Hearld, K.R., & \*Hogan, T. H. Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home. Academy of Management Meeting (2014).
30. \*Mazurenko, O., & **Hearld, L.R.** Relationship between Environment and Physician’ Communication: Health Information Technology. Academy of Management Meeting (2014).
31. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J.P, McRoy, L., & **Hearld, L.R.** Privatization of Public Hospitals and its Impact on Community Orientation. Academy of Management Meeting (2014).
32. Houser, S., Hearld, K.R.,& **Hearld, L.R.** Using health information technology for patient registries in patient-centered medical homes. American Public Health Association Annual Meeting (2014).
33. Weech-Maldonado, R., **Hearld, L.R.**, & Gupta, S. Minority-serving hospitals: Impact on readmissions and financial performance. Gerontological Society of America Annual Meeting (2014).
34. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.**, Menachemi, N., O’Connor, S., & Epane, J., Privatization of Public Hospitals from 1997-2009: Is Financial Distress a Major Factor? AcademyHealth Annual Meeting (2013).
35. Houser, S., **Hearld, L.R**., & Hearld, K.R. Adoption of health information technology in patient-centered medical homes. American Public Health Association Annual Meeting (2013).
36. **Hearld, L.**R., & Alexander, J.A. Patient-centered care and emergency department utilization: A path analysis of two mediating processes. International Organisational Behaviour in Healthcare Conference (2012).
37. **Hearld, L.R.**, Alexander, J.A., & Mittler, J. Fostering Change within Organizational Participants of Multi-sectoral Health Care Alliances. Academy of Management Meeting (2011).
38. **Hearld, L.R.**, Alexander, J.A., Banaszak-Holl, J., Price, R., & Hirth, R. Is more better? Examining the relationship between provider supply and ambulatory care sensitive hospitalizations. AcademyHealth Annual Meeting (2010).
39. **Hearld, L.R.**, Alexander, J.A., Banaszak-Holl, J., Price, R., & Hirth, R. Inter-organizational relationships and ambulatory care sensitive hospitalizations. Academy of Management Meeting (2010).
40. Alexander, J.A., Young, G., Weiner, B., & **Hearld, L.R.** System Affiliation and Community Benefit. Academy of Management Annual Meeting (2008).
41. Alexander, J.A., Young, G., Weiner, B., & **Hearld, L.R.** Hospital Governance and Community Benefit: Do Boards Make Hospitals More Accountable? Academy of Management Annual Meeting (2007).
42. **Hearld, L.R.**, Alexander, J.A., & Banaszak-Holl, J. Professional Group Influence on the Diffusion of Innovations in Physician Organizations. Academy of Management Annual Meeting (2006).

**\* Indicates student/mentee where I served as primary advisor/mentor.**

**PEER-REVIEWED CONFERENCE POSTERS**

1. \*Karabukayeva, A., **Hearld, L.R.**, Kelly, R., Hall, A., & Singh, J. Effects of Psychological Safety Climate Level and Strength on Attitudes Towards Evidence-Based Practices. AcademyHealth Annual Research Meeting (2022).
2. Rahim, J., **Hearld, L.R.** (2022). Economic Evaluation of Telehealth Utilization for Cancer Care: A Systematic Review. UAB School of Health Profession’s Alpha Eta Research Day.
3. \*Tafili, A., Hamadi, H., & **Hearld, L.R**. Chronic Obstructive Pulmonary Disease Readmission Risk Factors before and after its Addition to the Centers for Medicare and Medicaid Services’ Hospital Readmission Reduction Program: A Systematic Review. AcademyHealth Annual Research Meeting (2021).
4. \*Park, K., **Hearld, L.R.**, & Singh, J. Clinic personnel attitudes and baseline implementation outcomes of a lupus decision aid. AcademyHealth Annual Conference on the Science of Dissemination and Implementation (2021).
5. \*Karabukayeva, A., **Hearld, L.R.**, Kelly, R., Hall, A., & Singh, J. Barriers to implementation & strategies to overcome them. AcademyHealth Annual Conference on the Science of Dissemination and Implementation (2021).
6. **Hearld, L.R.**, Davlyatov, G., Ghiasi, A., Szychowski, J., & Weech-Maldonado, R. Knowledge Management and the Adoption of Culture Change Initiatives by High-Medicaid Census Nursing Homes. Gerontological Society of America Annual Scientific Meeting (2019). Austin, TX.
7. \*Joseph, R., & **Hearld, L.R.** Burnout and Leadership in Behavioral Health: A Literature Review. UAB Behavioral Health Research Symposium (2019).
8. \*Joseph, R., & **Hearld, L.R.** Burnout and Leadership in Behavioral Health: A Literature Review. UAB Department of Health Services Administration Annual Symposium (2019).
9. Ramamonjiarivelo, Z., Zengul, F., Epane, J.P., **Hearld, L.R.,** McRoy, L., & Weech-Maldonado, R. Does the Provision of High-Technology Health Services Change after the Privatization of Public Hospitals? Texas State University Health Scholar Showcase (2018).
10. Hearld, K.R., **Hearld, L.R.**, Budhwani, H., McCaughey, D., & Hall, A.G. Driving Health Behaviour: The roles of personal health information use and patient attitudes towards health. Canadian Association for Health Services and Policy Research (CAHSPR) Conference, Montreal, QC. (2018).
11. Ramamonjiarivelo, Z., Weech-Maldonado, R., & **Hearld, L.R.** The Privatizations of Public Hospitals and the Provision of High-Technology Health Services. AcademyHealth Annual Meeting (2017).
12. Ramamonjiarivelo, Z., Weech-Maldonado, R., & **Hearld, L.R.** The Impact of Privatizations of American Public Hospitals on Payer Mix. AcademyHealth Annual Meeting (2017).
13. Oner, N., Zengul, F., Ozaydin, B., Demirba, A., & **Hearld, L.R.** Hospital Competition and Financial Performance: A Meta-Analytic Approach. AcademyHealth Annual Meeting (2017).
14. **Hearld, L.R.,** Hearld, K.R., & Opoku-Agyemen, W. Local-Area Sociodemographic Composition and Trends in Hospital Provision of Health Promotion Services. AcademyHealth Annual Meeting (2017).
15. Hearld, K.R., **Hearld, L.R.,** Hall, A., McCaughey, D., & Budhwani, H. Personal Health Information Transparency, Health Attitudes, and Health Behaviors. AcademyHealth Annual Meeting (2017).
16. Ramamonjiarivelo, Z., Weech-Maldonado, R., & **Hearld, L.R.** The Impact of Public Hospitals' Privatization on Nurse Staffing. AcademyHealth Annual Research Meeting (2016).
17. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J.P, McRoy, L., & **Hearld, L.R.** The impact of privatization on efficiency and productivity: The case of American public hospitals. AcademyHealth Annual Research Meeting (2015).
18. \*Mazurenko, O., & **Hearld, L.R.** The Relationship Between the External Environment and Physician’ E-Mail Communication Patterns: The Mediating Role of Availability of Health Information Technology (HIT) Capabilities. AcademyHealth Annual Research Meeting (2015).
19. Jennings, J’Aime, Landry, A.Y., **Hearld, L.R.**, Patrician, P., & Snyder, S.W., Weech-Maldonado, R. Organizational and Environmental Factors Influencing Hospital Community Orientation. AcademyHealth Annual Research Meeting (2015).
20. Hearld, K.R., **Hearld, L.R**., & \*Hogan, T.H. Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home. 6th Annual Health Disparities Conference at Teachers College, Columbia University (2014).
21. **Hearld, L.R.**, Hearld, K.R., & \*Hogan, T.H. Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home. AcademyHealth Annual Meeting (2014).
22. \*Hogan, T. H., **Hearld, L.R.**, & Hearld, K.R. Patient-Centered Medical Home Capacity and Continuity of Care. AcademyHealth Annual Meeting (2014).
23. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J.P, & McRoy, L., **Hearld, L.R.** Privatization of Public Hospitals and its Impact on Community Orientation. AcademyHealth Annual Meeting (2014).
24. Zengul, F., Weech-Maldonado, R., **Hearld, L.R.**, Ozaydin, B., & Patrician, P. A Longitudinal Analysis of High Technology Medical Services and Quality of Care at U.S. Hospitals. AcademyHealth Annual Meeting (2014).
25. Zengul, F., Weech-Maldonado, R., **Hearld, L.R.**, O’Connor, S. J., Ozaydin, B., & Patrician, P. A Longitudinal Analysis of High Technology Medical Services and Hospital Financial Performance. AcademyHealth Annual Meeting (2014).
26. Ramamonjiarivelo, Z., Weech-Maldonado, R., & **Hearld, L.R.** Factors Associated with Disparities in Receipt of Patient-Centered Care and its Impact on Outcomes among Cancer Patients. Interdisciplinary Summer School “Social Sciences Meet Health Care” meeting. Dresden, Germany (2014).
27. \*Laan, D., & **Hearld, L.R.** Changes in preventive service offering following implementation of the patient-centered medical home. Society of General Internal Medicine meeting (2013).
28. **Hearld, L.R.,** Alexander, J.A., & Shi, Y. **The Participation Patterns and Administrative Challenges of Pay-for-Performance and Public Reporting Programs in Small- and Medium-Sized Physician Practices.** AcademyHealth Annual Meeting (2013).
29. **Hearld, L.R.,** Hearld, K. R., Weech-Maldonado, R., & \*Hogan, T. **Patient-Centered Medical Home Capacity and Readmission Rates.** AcademyHealth Annual Meeting (2013).
30. Ramamonjiarivelo, Z., Weech-Maldonado, R., Morrisey, M., Pradhan, R., & **Hearld, L.R.** Is Privatization the Solution to the Financial Distress of Public Hospitals? AcademyHealth Annual Meeting (2013).
31. Epane, J., Weech-Maldonado, R., **Hearld, L.R.,** Menachemi, N., Morrisey, M., O’Connor, S., & Sen, B. Hospitalists and Hospitals’ Efficiency: A Longitudinal Analysis 2007-2009. AcademyHealth Annual Meeting (2013).
32. Epane, J., Weech-Maldonado, R., **Hearld, L.R.,** Menachemi, N., Morrisey, M., O’Connor, S., & Sen, B. Organizational and Market Factors Associated with Hospitals’ Utilizing Hospitalists: A Longitudinal Analysis 2007-2010. AcademyHealth Annual Meeting (2013).
33. **Hearld, L.R.,** & Alexander, J.A. **Patient-Centered Care and Emergency Department Utilization: A Path Analysis of the Mediating Effects of Care Coordination and Delays in Care.** AcademyHealth Annual Meeting (2012).
34. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J., & **Hearld, L.R.** The Antecedents of Public Hospitals’ Financial Distress. AcademyHealth Annual Meeting (2012).
35. Ritchie, C., Hearld, K.R., Kvale, E., Fisch, M., Walter, L., Isenstein, H., & **Hearld, L.R.** Rehospitalization rates among older cancer patients. Multinational Association of Supportive Care in Cancer meeting (2012).
36. Alexander, J.A., **Hearld, L.R.**, Hasnain-Wynia, R., & Martsolf, G. Trust in provider quality information: The role of personal and contextual characteristics. AcademyHealth Annual Meeting (2010).

**\* Indicates student/mentee where I served as primary advisor/mentor.**

**INVITED (NON-CONFERENCE) PRESENTATIONS**

1. **Hearld, L.R**., Chu, D. Adapting existing interventions to the contextual needs of disparity populations: An implementation science approach. AcademyHealth Surgical & Perioperative Outcomes Club (2022).
2. **Hearld, L.R**. Dissemination and Implementation Science: A Primer and Possibilities for Genomic Medicine. Alabama Genomic Health Initiative’s Leadership Symposium (2022).
3. **Hearld, L.R**. Alumni Panel. University of Michigan’s Workshop on Integrating and Discussing Topics in Healthcare (2021).
4. **Hearld, L**.**R**. Implementation Science Frameworks, Models, & Theories: A Primer. UAB Center for Aids Research (CFAR) Implementation Science Hub Quarterly Meeting (March 2021, November 2021).
5. **Hearld, L.R**. Small N Approaches to Implementation Science. Research Methods and Secondary Data Analysis Seminar Series. UAB Health Services, Outcomes, and Effectiveness Research (HSOER) Methods Seminars (2021).
6. **Hearld, L.R.** Implementation Science. UAB Center for Outcomes Effectiveness Research and Education (COERE) Friday Fellows Seminar Series (2020).
7. **Hearld, L**.**R.**, Singh, J. Examining the Organizational Context for Implementing an Evidence-Based Shared Decision-Making Aid for Lupus. UAB Center for Outcomes Effectiveness Research and Education (COERE) Works in Progress Seminar (2020).
8. **Hearld, L.R**. Addressing Questions of Organizational Change with Secondary Longitudinal Data: Illustrations from the Hospital Industry. Research Methods and Secondary Data Analysis Seminar Series. UAB Health Services, Outcomes, and Effectiveness Research (HSOER) Methods Seminars (2019).
9. **Hearld, L.R**. Dissemination & Implementation Science: A Primer and Possibilities for Palliative Care. Palliative Care Center Scholars Forum. UAB Center for Palliative and Supportive Care (2019).
10. **Hearld, L.R**. Career Journey. UAB-VA Health Services Outcomes and Effectiveness Research (HSOER) Training Program (2019).
11. **Hearld, L**.**R**. Implementation Science Q&A. Birmingham Veteran’s Affairs Quality Scholars (VAQS) Seminar Series (2018).
12. **Hearld, L**.R. Implementation Research and Clinical Practice: The Science of Implementing Evidence-Based Care at the Bedside to Improve Outcomes for Veterans. Birmingham Veteran’s Affairs Medical Center (BVAMC) Research Week (2018).
13. **Hearld, L.R**. Michigan & Beyond: Transitioning from Graduate School to Your First Job. University of Michigan’s Workshop on Integrating and Discussing Topics in Healthcare (2013).
14. **Hearld, L.R.** Approaches to Measuring Patient-Centered Medical Home Implementation: Implications for Physician Practice Performance. UAB Health Services/Comparative Effectiveness Research Training Program (2013).
15. **Hearld, L.R.** Patient-centered Medical Home Capacity and Hospital Readmissions. UAB Coordinated Works in Progress (WIP) Seminar in Health Services, Outcomes, and Policy Research (2012).
16. **Hearld, L.R.** A Market-level Study of Ambulatory Care Sensitive Hospitalization Rates. Lister Hill Center for Health Policy Seminar (2010).

**EXTERNAL GRANTS & CONTRACTS**

**Current**

1. Building Learning Health System Capacity: Leveraging Lessons from an Evaluation of a SEPSIS Clinical Decision Support Tool

Funding agency: Agency for Healthcare Research and Quality (AHRQ), R03HS028923

Amount: $100,000

Project period: 2022-2023

Role: Co-Investigator, 5%

1. Deep South Center to Reduce Disparities in Chronic Diseases – Investigator Development Core

Funding agency: National Institute on Minority Health and Health Disparities (NIMHD), P50 MD017338-01

Amount: $19,707,862

Project period: 2021-2026

Role: Co-Investigator, 15%

1. National Center on Health Physical Activity and Disability (NCHPAD)

Funding agency: Centers for Disease Control and Prevention (CDC)

Amount: $25,462,145 (Total Costs)

Project period: 2021-2026

Role: Co-Investigator, 10%

1. The Alabama Cardiovascular Cooperative: Supporting Cardiovascular Risk Reduction in Primary Care

Funding agency: Agency for Healthcare Research and Quality (AHRQ), U18HS027946

Amount: $1,336,175

Project period: 2020-2023

Role: Co-Investigator, 15%

1. So Happy Together: An Investigation of the Effectiveness of Goal-directed Networks (Veni grant)

Funding agency: Dutch Research Council (NOW)

Project period: 2022-2025

Role: Mentor, no funding (PI: Daan Westra, Maastricht University)

1. UAB Center for AIDS Research (CFAR) - A Dynamic COVID-19 Community-Engaged Testing Strategy in Alabama (COVID COMET AL) (P30AI027767)

Funding agency: National Institute of Allergy and Infectious Diseases

Amount: $3,323,570 (Total Costs)

Project period: 2020-2022

Role: Co-Investigator, 15%

1. UAB Center for Aids Research – Ending the HIV Epidemic (EHE) Implementation Science Hub (P30AI027767)

Funding agency: National Institutes of Health

Amount: $297,000 (Total Costs)

Project period: 2019-2022

Role: Co-Investigator, 20%

1. Cost of Implementation of a Lupus Decision-Aid for Shared Decision-Making (SDM): IDEAL study (Supplemental Funding)

Funding agency: Patient Centered Outcomes Research Institute (PCORI), Implementation Award (SDM-2017C2-8224)

Amount: $200,000 (Total Costs)

Project period: 2021-2022

Role: Co-Investigator, 5%

1. Modifications to Implement Lupus Decision-Aid Successfully in COVID-19 Era (Supplemental Funding)

Funding agency: Patient Centered Outcomes Research Institute (PCORI), Implementation Award (SDM-2017C2-8224)

Amount: $200,000 (Total Costs)

Project period: 2021-2022

Role: Co-Investigator, 5%

1. Implementation of DEcision-Aid for Lupus in Practice Settings for Shared Decision-Making (SDM): IDEAL study

Funding agency: Patient Centered Outcomes Research Institute (PCORI), Implementation Award (SDM-2017C2-8224)

Amount: $1,500,000 (Total Costs)

Project period: 2018-2021

Role: Co-Investigator, 5%

1. Enhancing Health Literacy in Surgery (EHLIS) to Eliminate Surgical Disparities for African-Americans with Inflammatory Bowel Disease (IBD)

Funding agency: National Institute on Minority Health and Health Disparties (NIMHD), K23

Amount: $438,325 (Total Costs)

Project period: 2019-2022

Role: Consultant, no funding (PI: Daniel Chu, University of Alabama at Birmingham)

1. Integrated HIV Surveillance and Prevention Programs for Health Departments - DETECT-HIV – discovering Emerging Trends through Enhanced Community Testing for HIV Infection (PS18-1802)

Funding agency: CDC/Alabama Department of Public Health

Amount: $2,272,000 (Total Costs)

Project period: 2018-2022

Role: Co-Investigator, 5%, (PI: S. Heath, University of Alabama at Birmingham)

**Completed**

1. Performance of High Medicaid Nursing Homes – Contextual and Management Factors

Funding agency: Agency for Healthcare Research and Quality (AHRQ), R01 HS23345-01

Amount: $699,674 (Direct Costs)

Project period: 2015-2019

Role: Co-Investigator, 15% (PI: Robert Weech-Maldonado, University of Alabama at Birmingham)

1. Disparities in Avoidable Hospitalizations of Aging Adults – Health System Factors.

Funding agency: National Institute on Aging (NIH), R15AG049344

Amount: $433,434 (Total Costs)

Project period: 2015-2017

Role: Multiple Principal Investigator, 15% (MPI: Robert Weech-Maldonado, University of Alabama at Birmingham)

1. The Impact of Public Hospitals’ Privatization on Nurse Staffing

Funding agency: Agency for Healthcare Research and Quality (AHRQ), R03HS024302-01.

Amount: $100,000 (Total Costs)

Project period: 2015-2016

Role: Co-Investigator, 5% (PI: Zo Ramamonjiarivelo, Governors State University)

1. Implementing an Interprofessional Collaborative Practice (IPCP) Model in an Underserved Population.

Funding agency: Health Resources and Services Administration (HRSA), 5UD7HP25047–03

Amount: $1,435,242 (Total Costs)

Project period: 2012-2015.

Role: Consultant, 5% (PI: Cynthia Selleck, University of Alabama at Birmingham)

1. Evaluation of the Aligning Forces for Quality (AF4Q) program

Funding agency: Robert Wood Johnson Foundation

Amount: $80,000 (Direct Costs)

Project period: 2009-2015

Role: Consultant, 10% (PI: Dennis Scanlon, Pennsylvania State University)

1. The Patient-Centered Medical Home and Care Experiences among Diabetic Patients.

Funding agency: University of Nevada Las Vegas Individual Investigator Award

Amount: $9,200

Project period: 2014-2015

Role: Mentor, no funding (PI: Olena Mazurenko, University of Nevada Las Vegas)

1. Integration, Service Delivery, and Preventable Hospitalizations.

Funding agency: Agency for Healthcare Research and Quality (AHRQ), R36 HS017739-01

Amount: $28,143 (Total Costs)

Project period: 2008-2009

Role: Principal Investigator, 100% (Dissertation Grant)

**INTERNAL GRANTS & CONTRACTS**

**Current**

1. UAB Learning Health System (UAB LHS) Platform

Funding agency: Health Services Foundation-General Endowment Fund (HSF-GEF)

Project period: February 2022 – January 2024

Amount: $698,268

Role: Co-Investigator, 20% (PI: Michael Mugavero, UAB)

**Completed**

1. Best Practices Review for Cross-Cultural, Sustainable and Ethical Healthcare Delivery Models

Funding agency: UAB CCTS TL1 Fellowship

Project period: 2019-2020

Role: Mentor, no funding (PI: Riley Santiago, Tulane University)

1. Assessment of Abdominal Aortic Aneurysm Repair Imaging Surveillance Practices in Veterans.

Funding agency: University of Alabama at Birmingham’s Center for Clinical and Translational Science (CCTS), KL2

Amount:

Project period: 2019-2020

Role: Secondary mentor, no funding (PI: Emily Spangler, University of Alabama at Birmingham)

1. Cultural Competency and Patient Outcomes

Funding agency: UAB CCTS TL1 Fellowship

Project period: 2019-2020

Role: Mentor, no funding (PI: Dae Hyun Kim, University of Alabama at Birmingham)

1. Implementing the Patient-Centered Medical Home: Implications for Cost, Quality, and Access Among Primary Care Physicians Treating the Chronically Ill.

Funding agency: UAB Center for Outcomes and Effectiveness Research and Education (COERE), K12 HS019465-0

Amount: $370,497 (Direct Costs)

Project period: 2010-2013

Role: Principal Investigator, 75% (Training Grant PI: Kenneth Saag, University of Alabama at Birmingham)

**TEACHING**

**TEACHING INTERESTS**

Organizational theory, organizational behavior, implementation science, and research methods.

**TEACHING EXPERIENCE**

**Courses as Official Instructor**

Research in Organizational Behavior (Doctoral Seminar), University of Alabama at Birmingham (2009-Present)

Research Methods (Doctoral Seminar), University of Alabama at Birmingham (2010-Present)

Strategic Implementation and Evaluation (Doctoral Seminar), University of Alabama at Birmingham (2015-Present)

Dissemination & Implementation Science in Health Care (Doctoral Seminar), University of Alabama at Birmingham (2017-Present)

Organization Behavior (Healthcare Management Professional Leadership Certificate Program) – University of Alabama at Birmingham (2016-Present)

Healthcare Innovation (Master of Health Administration course), Boston College (2019)

Analysis of Organizations (Executive Masters), University of Michigan (2008)

Organizing Social Behavior, (Graduate student instructor for undergraduate course), University of Michigan (2006-2008)

Formal Organizations and Environment (Graduate student instructor for undergraduate course), University of Michigan (2004-2008)

**Guest Lectures**

“Publishing in Health Care Management Journals” - Ph.D Doctoral Seminar, University of Alabama at Birmingham (2022)

“Structural Equation Modeling/Path Analysis” - Ph.D Doctoral Seminar, University of Alabama at Birmingham (2022)

“Publishing in Health Care Management Journals” - Ph.D Doctoral Seminar, Indiana University (2021)

“A Primer on Dissemination & Implementation Science” – HQS 675 Research Methods, University of Alabama at Birmingham (2021, 2022)

“Scientific Explanation” - AH 703 Philosophy of Science (Doctoral Seminar), University of Alabama at Birmingham (2014-Present)

Participant in “Mock Study Section” – GRD 706 Grants and Fellowships 101 (Graduate School workshop), University of Alabama at Birmingham (2018)

“Data Sets Available for Health Services Research” – AH 707 Research Methods (Doctoral Seminar), University of Alabama at Birmingham (2013-2016)

**DISSERTATION COMMITTEES**

**Ph.D. in Administration-Health Services**

***As Chair***

1. Aizhan Karabukayeva, Sustaining the Implementation of an Evidence-Based Shared Decision-Making Aid for Patients with Lupus, In progress
2. Matthew Parker, Pay-for-Performance and Health Outcomes in a Medicare Advantage Population, In progress
3. Reena Joseph, Service Profiles in Substance Abuse Treatment: The Role of Institutional and Organizational Factors, 2021
4. Katherine Meese, Provider-Sponsored Health Plans in the Post-Reform Era, 2019
5. Olena Mazurenko, An Examination of the Relationship between the External Environment and Care Coordination, 2012

***As Secondary Member***

1. Jami Anderson, Embedding a Mixed Methods Process Evaluation in a Web-Based Diet and Exercise Program for Older Cancer Survivors, In progress
2. Tanekkia Taylor-Clark, An Evaluation of the Impact of Medical Home Structures and Care Processes on Temporary Profile Days Among Active-Duty U.S. Army Soldiers, 2021
3. Seongwon Choi, The Strategy of Federally Qualified Health Centers: The Influence of Context and Performance Implications, 2019
4. Akbar Ghiasi, Competitive Strategies of Hospitals: Antecedents and Associations with Hospital Performance, 2019
5. Neeraj Puro, Three Essays in Hospital Financial Distress: Prediction, Antecedents and Organizational Response, 2019
6. Tory Harper Hogan, Hospital Vertical Integration of Sub-acute Care Services, 2016
7. Dennis McKay, Rural Hospital Closures in Alabama: Post ACA, 2016
8. Shivani Gupta, Hospital-based Skilled Nursing Facilities: Predictors of Survival and Performance, 2015
9. J’Aime Jennings, Hospital Community Orientation: Predictors and Performance Outcomes, 2015
10. Dong Yeong Shin, Measuring the Relationship between Contextual Factors, Nurse Staffing Patterns, and Hospital Performance, 2014
11. Jocelyn Steward, Development and Testing of the Primary Care Homelessness Organizational Assessment Tool (PC-HOAT) to Evaluate Primary Care Services for the Homeless, 2014
12. Ferhat Zengul, High-tech Services and Hospital Performance in the United States, 2013
13. Harold Neumeier, The Relation of Hospital Choices on IT Infrastructure Spending and Deployment with HIR/HER Strategies and Operational Efficiency, 2013
14. Josue Epane, Hospitalists and Organizational Performance, 2013
15. James Byrd, Impact of Quality Performance on Financial Risk and Cost of Capital in Hospitals, 2013
16. Zo Ramamonjiarivelo, The Antecedents and Consequences of Hospital Privatization, 2012

**D.Sc. in Healthcare Leadership**

***As Chair***

1. Todd Trier, Hospitals as High Reliability Organizations, In progress
2. Sarah Long, Effects of Medicaid Expansion on Rural Hospital Service Strategy, In progress
3. Tom Ozburn, The Effects of Using Near Field Magnetic Induction (NFMI) Surveillance Technology on Healthcare Workers’ Hand Hygiene Compliance Behavior, In progress
4. Robert Howard, Preparedness to Promote Interoperability among U.S. Acute Care Hospitals, In progress
5. Cardwell Feagin, Does Interdisciplinary Care Team Care Management Improve Health Quality and Demonstrate Cost Effectiveness?, 2021
6. Dawn Ahner, Culture and Patient Safety Outcomes: Examining the Impact of the Departmental Work Environment on Outcomes, 2018
7. Tim Attebery, A Study to Examine the Relationship between Hospital Mergers and Patient Experience, 2018
8. Phil Mazzuca, The Effects of Nurse-Manager Relationships and Nurse-Physician Collaboration on Nurse Intent to Leave, 2017
9. Patrick Falvey, The Effectiveness of Clinical Integration: The Relationship between Evidence-based Clinical Processes, In-network Utilization, and Clinical, Service, and Efficiency Outcomes, 2017
10. Deana Nelson, Examining the Impact of Emergency Department (ED) Registered Nurse (RN) Staffing on ED Patient Experience, 2016
11. Lucas Higman, Examining the Relationship between Surgical Profiles and Financial Performance of Hospitals, 2016
12. Cindy Reistroffer, Patient Activation: An Examination of the Relationship between Care Management with Patient-Activation Customized Coaching and Patient Outcomes, 2015
13. Christina Galstian, Chief Executive Officer (CEO) Characteristics in Relationship with Patient Experience Scores of Hospital Value Based Purchasing, 2015
14. Shawn Ulreich, Difference in Recommended-to-Actual Nurse Staffing and Patient Falls, 2015
15. Yanni Yu, Impact of Medicare Part D Coverage Gap on Medicare Beneficiaries with COPD: Adherence, Healthcare Resource Use, and Cost, 2015
16. Joseph John, The Relationship between Patient Complaints and Surgical Complications, 2014
17. Mary Temm, Patient-Centered Medical Homes: Analysis of the Effects of Practice Capabilities on Costs, 2013
18. Virginia Razo, Environmental and Organizational Characteristics Associated with a Critical Access Hospital being Contract Managed or Acquired, 2012
19. Edward Heath, Career Satisfaction of Physicians Employed by Health Systems, 2012

***As Secondary Member***

1. Dorka Picard, The Effect of Building Design on the Nurse Practice Environment, In progress
2. Ginger Henry, State Funding, Trauma Center Level Designation, and Trauma-related Deaths, In progress
3. Teresa Zyczynski, Assessing the Impact of the COVID-19 Pandemic on Lung Cancer Diagnosis, Health Care Resource Utilization, and Total Cost of Cancer Care in the United States, In progress
4. Ginger Biesbrock, Applying the Hospitalist Model of Care to Cardiovascular Acute Care Delivery, In progress
5. Deanna Kyrimis, Assessing the Association Between CEO Narcissistic Leadership and Healthcare Fraud, In progress
6. Jeremy Lyman, Fixed versus Variable (Marginal) Costs at Critical Access Hospitals and the Implications on Policy and Management, 2020
7. Edward Sharpless, The Comparison of Two Diabetes Self-Management Education Programs in the Reduction of Patient A1c Levels, 2020
8. Michael Griffith, Impact of NCQA PCMH-Level on Low Income Diabetics in Louisiana, 2020
9. Mike Malaise, Assessment of Emergency Department High Utilizer Program in Public Health System Setting, 2020
10. Christi Pierce, Organizational Characteristics and Environmental Factors Associated with Hospitals Identified as Consolidation Targets, 2019
11. John Lovett, Insuring Graduation: An Analysis of the Association between Student Health Insurance and Graduation, 2019
12. Emily Koudelka, The Impact of Cultural Competency on Patient Experience of Care, 2015
13. Mark Slyter, How Well Do Hospitals Budget Operating Results? The Relationship between Budget Variances and Operating Margin, 2016
14. Kerry Gillihan, Assessing Patient Care Quality from Hospital Employed Physicians, 2014
15. Joseph Webb, Effect of a Faith-based Initiative on Hospital Readmissions, 2013
16. Kathleen Adams, Contracted Hospitalist and Non-contracted Hospitalist: Impact on Hospital Cost and Quality Outcomes, 2012
17. James Burkhart, The Relationship between Hospitalists and Primary Care Physicians, 2012

**SERVICE**

**ACADEMIC & PROFESSIONAL SERVICE**

**Journal Editorial Board Service**

Co-Editor-in-Chief, *Health Care Management Review*, 2020-Present

Associate Editor, *BMC Health Services Research*, 2020-2021

Associate Editor, *Health Care Management Review*, 2019-2020

Editorial Board: *Medical Care Research and Review*, 2012-Present

*Health Care Management Review*, 2014-2017, 2018-2019

**Ad-hoc Journal Reviewer**

*Journal of Healthcare Management*, *Implementation Science*, *Medical Care*, *Nonprofit Management & Leadership*, *Leadership & Organization Development*, *BMC Health Services Research*, *Psychiatric Services*, *International Journal for Quality in Health Care*, *Journal of Rural Health*, *Health Education Behavior*, *Cancer*, *Administration and Policy in Mental Health*, *BMJ Open*, *American Journal of Managed Care*, *American Journal of Accountable Care*, *Inquiry*, *Health Affairs*, *Health Services Research*, *JAMA Open*, *JAMA*, *Social Science & Medicine, Journal of Healthcare Leadership, Journal of Health Care for the Poor & Underserved, Journal of Public Health Management & Practice, Journal of Mixed Methods Research*

**Grant Reviews**

Ad-Hoc Reviewer, CCTS Pilot Grant Program, UAB Center for Clinical and Translational Science, 2019-Present

Ad-Hoc Reviewer, Panels Done Quickly, UAB Center for Clinical and Translational Science, 2019-Present

Ad-Hoc Reviewer, Kaul Pediatric Research Institute (KPRI) Grant Proposal Program, Children’s of Alabama, 2020

Ad-Hoc Grant Reviewer, National Science Foundation (NSF) Science of Organizations Section, 2019

Reviewer, University Wide Interdisciplinary Research Center (UWIRC) Grant Renewal Review Panel, 2019

**Conference Program Reviews**

Reviewer, Academy of Management Annual Meeting, Health Care Management Division, 2008-present

* Reviewer - Academy of Management Best Paper, Health Care Management Division, 2018-2019, 2022
* Reviewer - Academy of Management Best Theory to Practice Paper, Health Care Management Division, 2018-2020, 2022
* Reviewer - Academy of Management Best Global Paper, Health Care Management Division, 2019

Reviewer, European Academy of Management (EURAM) Annual Meeting, 2009-present

Reviewer, Late Breaking Abstracts, AcademyHealth Annual Research Meeting, 2021, 2022

Reviewer, Agency for Healthcare Research and Quality (AHRQ) National Research Service Award (NRSA) Trainees Research Conference, 2021

Associate Editor, Academy of Management Annual Meeting, Health Care Management Division, 2020-2021

Ad-Hoc Reviewer, Kaul Pediatric Research Institute (KPRI) Grant Proposal Reviewer, Children’s of Alabama, 2020

Member, Association of University Programs in Health Administration (AUPHA) Annual Meeting Planning Committee, 2019

Reviewer, Organizational Behavior and Management Theme Session, AcademyHealth Annual Research Meeting, 2012, 2017, 2022

**Service to profession**

*Elected/Invited Committee & Leadership Roles*

Conference Chair, Organization Theory in Health Care Annual Conference, 2022

Mentor, HIV Implementation Science Fellowship Program, Johns Hopkins University Center for Aids Research (CFAR), 2021 -

Member, John D. Thompson Award Committee, 2016-Present

Member, AcademyHealth Education Council Executive Committee, 2018-Present

* Member, AcademyHealth Member-facing Educational Content Subcommittee, 2019-Present
* Member, AcademyHealth Career Development Sessions Subcommittee, 2019-Present

Theme Co-Leader, Organizational Behavior and Management Theme, AcademyHealth Annual Research Meeting, 2018, 2019

Academic-at-Large, Health Care Management Division, Academy of Management, 2017-2019

Reviewer, AcademyHealth Presidential Scholarship for New Health Services Researchers, 2014

*Invited Conference Participation*

Panelist/Participant, “Shifting the Tides of Hospital Performance: Can Baldrige Give You a Competitive Advantage?”, The Baldrige Foundation Webinar Series, 2021

Panelist/Participant, “Managing Pandemic-Induced Research Disruptions: A How To Guide”, Academy of Management Annual Meeting, 2021

Panelist/Participant, “Meet the Editors”, Emerging Scholars Consortium, Academy of Management Annual Meeting, 2021

Panelist/Participant, “Research in the Rough” PDW, Academy of Management Annual Meeting, 2016-2021

Panelist/Session Organizer, “Keep Calm and Be a Mentor: Approaches to Ph.D Student Mentoring”, Association of University Programs in Health Administration (AUPHA) Annual Meeting, 2020

Panelist, “Are We Graduating Students That Meet Your Needs”, Association of University Programs in Health Administration (AUPHA) Annual Meeting, 2020

Panelist/Participant, “Overcoming Dichotomies in Healthcare Management Research: Broadening Research on Coordination”, Academy of Management Annual Meeting, 2020

Panelist/Participant, “Hot Topics”, Academy of Management Annual Meeting, 2019- 2020

Panelist/Participant, “Strategies for Emerging Scholars to Identify Research Collaborators and Build Positive Relationships”, Academy of Management Annual Meeting, 2019

Discussant, “All Things Configured: Performance Implications of Inter-organizational Relationships”, AcademyHealth Annual Research Meeting, 2019

Panelist/Participant, “Navigating the "Revise and Resubmit" Process: An Author's Survival Guide”, Academy of Management Annual Meeting, 2018

Session Chair and Discussant, “Work Climate Influences on Organizational Performance”, AcademyHealth Annual Meeting, 2017

Session Chair, “How Organizations Affect the Patient Experience”, Academy of Management Annual Meeting, 2016

Panelist, “Doctoral Student Consortium”, Academy of Management Annual Meeting, 2015

Session Chair, “Taking Corrective Action: Organizational Strategies for Performance Improvement”, AcademyHealth Annual Meeting, 2012

Session Chair and Discussant, “Strategies for the Adoption and Implementation of New Health Care Technology”, Academy of Management Annual Meeting, 2005

**Service to UAB**

*University*

Member, Center for Engagement in Disability Health and Rehabilitation Sciences (CEDHARS), Community Engagement Pillar Implementation Working Group, 2021-

Member, Center for Precision Animal Models (C-PAM), Internal Advisory Board, 2020-

Member, University Center for Exercise Medicine (UCEM) Internal Advisory Panel, 2019

Member, University-wide Grievance & Termination Committee, Representative for School of Health Professions, University of Alabama at Birmingham, 2016 - 2019

Alternate Senator, Faculty Senate, University of Alabama at Birmingham, 2014-2017

* Member, Faculty Senate Governance Subcommittee, 2014-2015
* Member, Faculty Affairs Subcommittee, 2015-2017
* Member, Senate Research Subcommittee, 2016-2017

*School of Health Professions*

Member, SHP Faculty Grant Review Committee, School of Health Professions, University of Alabama at Birmingham, 2021

Member, Dean Search Committee, School of Health Professions, University of Alabama at Birmingham, 2018-2019

Member, Faculty Affairs Committee, School of Health Professions, University of Alabama at Birmingham, 2010-2013, 2017-2019

Member, Chair Search Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2013, 2022

*Department of Health Services Administration (School of Health Professions)*

Chair, Health Care Management Faculty Search Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2021-2022

Chair, Health Care Finance Faculty Search Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2021-2022

Member, PhD Admissions & Policy Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2010-present

Member, Strategy Comprehensive Exam Review Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2012-present

Member, Departmental Review Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2016-2018, 2019-2021

Member, Ad Hoc Committee – Appointing Secondary Faculty, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2019-2020

Member, Ad Hoc Committee - Professional Development Account Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2015-2016

Coordinator, Brown Bag Seminar Series, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2015-2016

Member, D.Sc. Faculty Search Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham, 2013

**COMMUNITY SERVICE**

Volunteer, Visiting Allocation Team, United Way of Central Alabama, assist in the distribution of campaign dollars to partner agencies and initiatives throughout the United Way service area, 2013 - 2016

**PROFESSIONAL ASSOCIATIONS**

Society for Implementation Research Collaboration, 2020-present

AcademyHealth, 2008-present

Academy of Management, 2005-present