Larry R. Hearld

559 SHPB

1720 2nd Ave S

Birmingham, AL 35294

Phone: 205.934.0976

Email: lhearld@uab.edu

**EDUCATION**

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

and Policy

2001 Central Michigan University MBA, Human Resource Management

2001 Central Michigan University MSA, Health Services Administration

1995 University of Michigan B.S., Psychology

**POSITIONS HELD**

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

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

*Center Affiliations:*

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

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

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

**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 of complex delivery system innovations.

**REFEREED JOURNAL PUBLICATIONS**

1. Calhoun, J., Banaszak-Holl, J., & **Hearld, L.** (2006). Current Practices and Perceived Success Factors in Nursing Home Marketing. *Journal of Healthcare Management,* 51(3): 185-200.
2. 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.
3. 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.
4. **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.
5. Alexander, J. A., Young, G. J., Weiner, B. J., and **Hearld, L. R.** (2009). How do system-affiliated hospitals fare in providing community benefit? *Inquiry*, 46, 72-91.
6. 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.
7. Calhoun, J. G., Wainio, J. A., Decker, M., **Hearld, L. R.**, and Brandsen, L. E. (2010). 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.
8. 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.
9. Alexander, J. A., and **Hearld, L. R.** (2011). The Science of Quality Improvement Implementation: Developing Capacity to Make a Difference. *Medical Care, 49* (12 Supplement 1), S6-S20.
10. 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.
11. Alexander, J. A., **Hearld, L. R.**, Mittler, J. (2011). Measuring Leadership in Multi-sector Health Care Alliances. *Nonprofit Management & Leadership*, *21*(4), 341-361.
12. 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.
13. **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.
14. Alexander, J.A. **Hearld, L.R.** (2012). The Methods and Metrics Challenges of Delivery System Research. *Implementation Science*, 7:15.
15. **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.
16. **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.
17. 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*.*
18. **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.
19. **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.
20. 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.
21. **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.
22. **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.
23. 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.
24. 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.
25. **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.
26. \*Mazurenko, O., **Hearld, L.R.** (2015). Environmental factors associated with physician’ engagement in communication activities. *Health Care Management Review, 40*(1), 79-89.
27. **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.
28. 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.
29. **Hearld, L.R.,** Hearld, K.R. 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.
30. **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.
31. **Hearld, L.R.,** Carroll, N. (2016). Interorganizational Relationships Trends of Critical Access Hospitals. *Journal of Rural Health*, 32(1), 44-55. PMID: 26184387.
32. **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.
33. 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).
34. \*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. PMID: 26587999.
35. \*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.
36. 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. PMID: 27257265.
37. \*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. PMID: 28245652.
38. 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. PMID: 27567516.
39. \*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. PMID: 29303825.
40. **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. PMID: 27852789.
41. **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*.* PMID: 27984406.
42. 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.
43. 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). PMID: 28245652.
44. 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.
45. D’Aunno, T., Alexander, J.A., **Hearld, L.R.** Sustaining Multi-stakeholder Alliances. Accepted for publication at *Health Care Management Review*. PMID: 28671876.
46. 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. PMID: 28700508.
47. Jennings, J., Landry, A., **Hearld, L.R.**, Snyder, S., Weech-Maldonado, R., Patrician, P. Organizational and Environmental Factors Influencing Hospital Community Orientation. Accepted for publication at *Health Care Management Review*.
48. **Hearld, L.R.,** Hearld, K.R., \*Opoku-Agyeman, W. Trends in Health Promotion Practices of Community Hospitals, 1996-2014. Accepted for publication at *Population Health Management*.
49. Hogan, T.H, Lemak, C.H., **Hearld, L.R.**, Sen, B., Wheeler, J., Menachemi, N. Market and Organizational Factors Associated with Hospital Vertical Integration into Sub-Acute Care. Accepted for publication at *Health Care Management Review*.
50. \*Nelson, D., **Hearld, L.R.**, Wein, D. (2018). Emergency Department Nurse Staffing and Patient Experience. *Journal of Emergency Nursing*, *24*(4), 394-401. PMID: 29478850.
51. Hearld, K.R., **Hearld, L.R**., Landry, A.Y., and Budhwani, H. Evidence that Patient Centered Medical Homes are Effective in Reducing Emergency Department (ED) Admissions for Patients with Depression. Accepted for publication at *Health Services Management Research*.
52. **Hearld, L.R.**, Alexander, J. A., Bodenschatz, L., Shi, Y. Funding Profiles of Multi-sectoral Health Care Alliances and Positioning for Sustainability. Accepted for publication at *Journal of Health Organization & Management*.
53. Hogan, T.H, Lemak, C.H., Ivankova, N., **Hearld, L.R.**, Wheeler, J., Menachemi, N. Hospital Vertical Integration into Sub-Acute Care: A Multi Case Study. Accepted for publication at *Inquiry*.
54. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.,** Pradhan, R., & Davlyatov, Ganisher. The Privatization of Public Hospitals: Its Impact on Financial Performance. Accepted for publication at *Medical Care Research and Review*.
55. **Hearld, L.R.**, Opoku-Agyeman, W., \*Kim, D.H., Landry, A.Y. 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.
56. **Hearld, L.R.**, Alexander, J. A. Sustaining participation in multi-sector health care alliances: The role of personal and stakeholder group influence. Accepted for publication at *Health Care Management Review*.
57. **Hearld, L.R.**, Alexander, J. A., Shi, Y., Wolf, L. Changes in Social Structure and the Perceived Strategic Priorities of Multi-sector Health Care Alliances. Accepted for publication at *Journal of Applied Behavioral Science*.
58. Carroll, N., Hearld, L.R., Joseph, R. Integration of Hospitals and Post-Acute Care Providers and the Cost of Care. Accepted for publication at *Health Care Management Review*.
59. **Hearld, L.R.**, Alexander, J. A., Wolf, L., Shi, Y. The Perceived Importance of Intersectoral Collaboration by Health Care Alliances. Accepted for publication at *Journal of Community Psychology*. (DOI: 10.1002/jcop.22158)
60. Weech-Maldonado, R., Lord, J.C., Pradhan, R., Kazakbayevich, G., Gupta, S., Hearld, L.R. High Medicaid Nursing Homes: Organizational and Market Factors Associated with Financial Performance. Accepted for publication at *Inquiry*.
61. **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.
62. Hearld, K.R.**, Hearld, L.R.,** Hall, A., McCaughey, D., Budhwani, H. The Future State of Patient Engagement? Personal Health Information Use, Attitudes Towards Health, and Health Behavior. Accepted for publication at *Health Services Management Research*.
63. **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.
64. McCay, D., Borkowski, N., **Hearld, L**., Byrd, J., Trimm, M., Duncan, J. A Case Study: Organizational and Environmental Factors Associated with Alabama Rural Hospitals’ Reported Levels of Financial Distress. Accepted for publication at *Journal of Health Care Finance*.
65. Hogan, T.H., Lemak, C.H., **Hearld, L.R**., Maurer, N.R., Nir, M. Hospital Vertical Integration into Skilled Nursing Facilities and Financial Performance. *Journal of Health Care Finance*, 46(1),
66. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.** The Impact of Public Hospitals’ Privatization on Nurse Staffing. Accepted for publication at *Health Care Management Review*.
67. Hogan, T.H., Lemak, C.H., **Hearld, L.R.**, Wheeler, J.C., Sen, B., Menachemi, N. Vertical Integration into Skilled Nursing Facilities and Hospital Readmission Rates. Accepted for publication at *Journal of Healthcare Quality*.
68. Hearld, K.R.**, Hearld, L.R.,** Budhwani, H., McCaughey, D., Celaya, L., Hall, A. Driving Health Behavior: The Roles of Personal Health Information Use and Attitudes Towards Health in Women's Cancer Screenings. Accepted for publication at *Journal of Hospital Administration*.
69. \*Joseph, R., **Hearld, L.R.** Burnout and Leadership in Behavioral Health: A Literature Review. Accepted for publication in the *Journal of Behavioral Health Services & Research*.
70. Ramamonjiarivelo, Z., Zengul, F., Epane, J.P., **Hearld, L.R.,** McRoy, L.,Weech-Maldonado, R. Do Medicare and Medicaid Payer-mix Change after the Privatization of Public Hospitals? Accepted for publication in *Medical Care Research & Review*.
71. \*Attebery, T., **Hearld, L.R.**, Carroll, N., Szychowski, J.M., Weech-Maldonado, R. Better Together? An Examination of the Relationship Between Acute Care Hospital Mergers and Patient Experience. Accepted for publication in *Journal of Healthcare Management*.

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

**REFEREED BOOK CHAPTERS**

1. 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.
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.
3. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.**, Epane, J., Roy, L., The Impact of Public Hospitals' Privatization on Community Orientation. Accepted for publication at *Advances in Health Care Management*.

**TECHNICAL REPORTS**

1. 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.
2. 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.
3. Landry, A.Y., and **Hearld, L.R.** Understanding the “White Space” of Where Patients Go After They Leave the Hospital. Prepared for HealthSouth and the Center for Health Organization Transformation.

**MANUSCRIPTS UNDER REVIEW**

1. 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? Being prepared for submission to *Health Services Research*.
2. Liddle, B. Kazakbayevich, G., **Hearld, L.R.,** O’Connor, S.,Patrician, P., Sen, B.,Weech-Maldonado, R. The Organizational and Environmental Characteristics Associated with Hospitals’ Use of Intensivists. Submitted to *Medical Care Research and Review*.
3. Epane, J.P., Weech-Maldonado, R., Hearld, L.R., Sen, B., O’Connor, S., McRoy, L. Hospitalists, Two Decades Later: Which Hospitals Utilize Them? Submitted to *Health Services Management Research*.
4. **Hearld, L.R.**, Alexander, J. A., Bodenschatz, L., Shi, Y. Member Engagement in Multi-sector Health Care Alliances. Submitted to *Health Services Management Research*.

**MANUSCRIPTS IN PROGRESS**

1. **Hearld, L.R.,** Hearld, K.R., Opoku-Agyeman, W. Sociodemographic Characteristics of Local Communities & Health Promotion Practices of Community Hospitals.
2. **Hearld, L.R.,** Hearld, K.R., Opoku-Agyeman, W., Choi, S. Health Promotion Practices of Hospitals & Ambulatory Care Sensitive Hospitalizations among Older Adults.
3. **Hearld, L.R.,** Hearld, K.R., Opoku-Agyeman, W., Choi, S. Hospital Vertical Integration and Ambulatory Care Sensitive Hospitalizations among Older Adults: The Mediating Role of Health Promotion Practices.
4. **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.

**CONFERENCE PRESENTATIONS & POSTERS**

1. **Hearld, L.R.**, Alexander, J.A., and Banaszak-Holl, J. Professional Group Influence on the Diffusion of Innovations in Physician Organizations. Podium presentation at the Academy of Management Annual Meeting (2006).
2. Alexander, J.A., Young, G., Weiner, B., and **Hearld, L.R.** Hospital Governance and Community Benefit: Do Boards Make Hospitals More Accountable? Podium presentation at the Academy of Management Annual Meeting (2007).
3. Alexander, J.A., Young, G., Weiner, B., and **Hearld, L.R.** System Affiliation and Community Benefit. Podium presentation at the Academy of Management Annual Meeting (2008).
4. Alexander, J.A., **Hearld, L.R.**, Hasnain-Wynia, R., Martsolf, G. Trust in provider quality information: The role of personal and contextual characteristics. Poster presentation at the AcademyHealth Annual Meeting (2010).
5. **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. Podium presentation at the AcademyHealth Annual Meeting (2010).
6. **Hearld, L.R.**, Alexander, J.A., Banaszak-Holl, J., Price, R., Hirth, R. Inter-organizational relationships and ambulatory care sensitive hospitalizations. Podium presentation at the Academy of Management Meeting (2010).
7. **Hearld, L.R.**, Alexander, J.A., Mittler, J. Fostering Change within Organizational Participants of Multi-sectoral Health Care Alliances. Podium presentation at Academy of Management Meeting (2011).
8. **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).
9. **Hearld, L.**R., Alexander, J.A. Patient-centered care and emergency department utilization: A path analysis of two mediating processes. Podium presentation at the International Organisational Behaviour in Healthcare Conference (2012).
10. **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.** Poster presentation at AcademyHealth Annual Meeting (2012).
11. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J., **Hearld, L.R.** The Antecedents of Public Hospitals’ Financial Distress. Poster presentation at AcademyHealth Annual Meeting (2012).
12. Ritchie, C., Hearld, K.R., Kvale, E., Fisch, M., Walter, L., Isenstein, H., **Hearld, L.R.** Rehospitalization rates among older cancer patients. Poster presentation at the Multinational Association of Supportive Care in Cancer meeting (2012).
13. \*Laan, D., **Hearld, L.R.** Changes in preventive service offering following implementation of the patient-centered medical home. Poster presentation at the Society of General Internal Medicine meeting (2013).
14. **Hearld, L.R.,** Alexander, J.A., Shi, Yunfeng. **The Participation Patterns and Administrative Challenges of Pay-for-Performance and Public Reporting Programs in Small- and Medium-Sized Physician Practices.** Poster presentation at AcademyHealth Annual Meeting (2013).
15. **Hearld, L.R.,** Hearld, K. R., Weech-Maldonado, R., Harper, T. **Patient-Centered Medical Home Capacity and Readmission Rates.** Poster presentation at AcademyHealth Annual Meeting (2013).
16. Ramamonjiarivelo, Z., Weech-Maldonado, R., Morrisey, M., Pradhan, R., **Hearld, L.R.** Is Privatization the Solution to the Financial Distress of Public Hospitals? Poster presentation at AcademyHealth Annual Meeting (2013).
17. 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? Podium presentation at AcademyHealth Annual Meeting (2013).
18. 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. Poster presentation at AcademyHealth Annual Meeting (2013).
19. 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. Poster presentation at AcademyHealth Annual Meeting (2013).
20. Houser, S., **Hearld, L.R**., Hearld, K.R. Adoption of health information technology in patient-centered medical homes. Podium presentation at American Public Health Association Annual Meeting (2013).
21. Hearld, K.R., **Hearld, L.R**., \*Hogan, T. H. Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home. Poster presentation at the 6th Annual Health Disparities Conference at Teachers College, Columbia University (2014).
22. 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. Podium presentation at the Southeastern Region American Accounting Association (2014).
23. **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. Podium presentation the AcademyHealth Annual Meeting (2014).
24. **Hearld, L.R.**, Hearld, K.R., \*Hogan, T. H. Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home. Poster presentation the AcademyHealth Annual Meeting (2014).
25. \*Hogan, T. H., **Hearld, L.R.**, Hearld, K.R. Patient-Centered Medical Home Capacity and Continuity of Care. Poster presentation the AcademyHealth Annual Meeting (2014).
26. 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). Podium presentation at AcademyHealth Annual Meeting (2014).
27. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J.P, McRoy, L., **Hearld, L.R.** Privatization of Public Hospitals and its Impact on Community Orientation. Poster presentation at AcademyHealth Annual Meeting (2014).
28. 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. Poster presentation at AcademyHealth Annual Meeting (2014).
29. 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. Poster presentation at AcademyHealth Annual Meeting (2014).
30. **Hearld, L.R.**, Hearld, K.R., \*Hogan, T. H. Community-level Sociodemographic Characteristics and Adoption of the Patient-Centered Medical Home. Podium presentation the Academy of Management Meeting (2014).
31. \*Mazurenko, O., **Hearld, L.R.** Relationship between Environment and Physician’ Communication: Health Information Technology. Podium presentation at the Academy of Management Meeting (2014).
32. Ramamonjiarivelo, Z., Weech-Maldonado, R., Epane, J.P, McRoy, L., **Hearld, L.R.** Privatization of Public Hospitals and its Impact on Community Orientation. Podium presentation at Academy of Management Meeting (2014).
33. 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. Poster presentation at the Interdisciplinary Summer School “Social Sciences Meet Health Care” meeting. Dresden, Germany (2014).
34. Houser, S., Hearld, K.R., **Hearld, L.R.** Using health information technology for patient registries in patient-centered medical homes. Podium presentation at the American Public Health Association Annual Meeting (2014).
35. Weech-Maldonado, R., **Hearld, L.R.**, Gupta, S. Minority-serving hospitals: Impact on readmissions and financial performance. Podium presentation at the Gerontological Society of America Annual Meeting (2014).
36. 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. Podium presentation at Academy of Management Annual Meeting (2015).
37. **Hearld, L.R.** Panelist – Doctoral Student Consortium. Academy of Management Annual Meeting (2015).
38. 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. Poster presentation at AcademyHealth Annual Research Meeting (2015).
39. \*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. Poster presentation at AcademyHealth Annual Research Meeting (2015).
40. Jennings, J’Aime, 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. Podium presentation at AcademyHealth Annual Research Meeting (2015).
41. 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. Poster presentation at AcademyHealth Annual Research Meeting (2015).
42. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.** The Impact of Public Hospitals' Privatization on Nurse Staffing. Poster presentation at AcademyHealth Annual Research Meeting (2016).
43. Epane, J., Weech-Maldonado, R., **Hearld, L.R.**, Sen, B., O’Connor, S., Ramamonjiarivelo, Z. Hospital Financial Performance Implications for Use of Hospitalists. Podium presentation at the European Academy of Management Annual Meeting (2016).
44. **Hearld, L.R.**, Alexander, J. A., Shi, Y., Wolf, L. The Dissemination of Innovations by Multi-sectoral Health Care Alliances. Podium presentation at the Academy of Management Annual Meeting (2016).
45. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.** The Privatizations of Public Hospitals and the Provision of High-Technology Health Services. Poster presentation at the AcademyHealth Annual Meeting (2017).
46. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.** The Impact of Privatizations of American Public Hospitals on Payer Mix. Poster presentation at the AcademyHealth Annual Meeting (2017).
47. Oner, N., Zengul, F., Ozaydin, B., Demirba, A., **Hearld, L.R.**, Hospital Competition and Financial Performance: A Meta-Analytic Approach. Poster presentation at the AcademyHealth Annual Meeting (2017).
48. **Hearld, L.R.,** Hearld, K.R., Opoku-Agyemen, W. Local-Area Sociodemographic Composition and Trends in Hospital Provision of Health Promotion Services. Poster presentation at the AcademyHealth Annual Meeting (2017).
49. Hearld, K.R., **Hearld, L.R.,** Hall, A., McCaughey, D., Budhwani, H. Personal Health Information Transparency, Health Attitudes, and Health Behaviors. Poster presentation at the AcademyHealth Annual Meeting (2017).
50. Slyter, M., Hernandez, S. R., Borkowski, N., **Hearld, L.R.**, Smith, D. The Relationship between Hospital Budget Variances and Operating Margins. Podium presentation at the Academy of Management Annual Meeting (2017).
51. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.** The Impact of Public Hospitals' Privatization on Nurse Staffing. Podium presentation at the Academy of Management Annual Meeting (2017).
52. Ramamonjiarivelo, Z., Weech-Maldonado, R., **Hearld, L.R.** The Privatization of Public Hospitals and the Provision of High-Technology Health Services. Podium presentation at the Academy of Management Annual Meeting (2017).
53. 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. Podium presentation at the Academy of Management Annual Meeting (2017).
54. 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? Poster presentation at the Texas State University Health Scholar Showcase (2018).
55. 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. Podium presentation at the Canadian Association for Health Services and Policy Research (CAHSPR) Research Conference, Montreal, QC (2018).
56. Hearld, K.R., **Hearld, L.R.**, Budhwani, H., McCaughey, D., and Hall, A.G. Driving Health Behaviour: The roles of personal health information use and patient attitudes towards health. Poster presentation at the Canadian Association for Health Services and Policy Research Conference, Montreal, QC. (2018).
57. Hearld, K.R., **Hearld, L.R.**, Budhwani, H., McCaughey, D., and Hall, A.G. The Roles of Personal Health Information Use and Patient Attitudes in Driving Health Behavior. Podium presentation at the Academy of Management Annual Meeting, Chicago, IL. (2018).
58. Carroll, N., **Hearld, L.R.** Integration of Hospitals and Post-Acute Care Providers and the Cost of Care. Podium presentation at the Academy of Management Annual Meeting, Chicago, IL. (2018).
59. Zengul, F., **Hearld, L.R.**, Weech-Maldonado, R. Hospital Competition and Financial Performance: A Meta-Analytic Approach. Podium presentation at the Academy of Management Annual Meeting, Chicago, IL. (2018).
60. 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? Podium presentation at the Academy of Management Annual Meeting, Boston, MA. (2019).
61. **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. Poster presentation at the Gerontological Society of America Annual Scientific Meeting (2019). Austin, TX.
62. \*Joseph, R., **Hearld, L.R.** Burnout and Leadership in Behavioral Health: A Literature Review. Poster presentation at the UAB Behavioral Health Research Symposium (2019).
63. \*Joseph, R., **Hearld, L.R.** Burnout and Leadership in Behavioral Health: A Literature Review. Poster presentation at the UAB Department of Health Services Administration Annual Symposium (2019).

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

**INVITED (NON-CONFERENCE) PRESENTATIONS**

1. **Hearld, L.R.** A Market-level Study of Ambulatory Care Sensitive Hospitalization Rates. Lister Hill Center for Health Policy Seminar (2010).
2. **Hearld, L.R.** Approaches to Measuring Patient-Centered Medical Home Implementation: Implications for Physician Practice Performance. Presentation to the UAB Health Services/Comparative Effectiveness Research Training Program (2013).
3. **Hearld, L.R**. Michigan & Beyond: Transitioning from Graduate School to Your First Job. Presentation at the University of Michigan’s Workshop on Integrating and Discussing Topics in Healthcare (2013).
4. **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).
5. **Hearld, L**.**R**. Implementation Science Q&A. Birmingham Veteran’s Affairs Quality Scholars (VAQS) Seminar Series (2018).
6. **Hearld, L.R**. Addressing Questions of Organizational Change with Secondary Longitudinal Data: Illustrations from the Hospital Industry. Presentation at the Research Methods and Secondary Data Analysis Seminar Series. UAB Health Services, Outcomes, and Effectiveness Research (HSOER) Methods Seminars (2019).
7. **Hearld, L.R**. Dissemination & Implementation Science: A Primer and Possibilities for Palliative Care. Presentation at the Palliative Care Center Scholars Forum. UAB Center for Palliative and Supportive Care (2019).
8. **Hearld, L.R**. Career Journey. Presentation at the UAB-VA Health Services Outcomes and Effectiveness Research (HSOER) Training Program (2019).

**EXTERNAL GRANTS & CONTRACTS**

**Current**

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

Project period: 2018-2020

Role: Co-Investigator, 3%

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. 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: $434,137 (total costs)

Project period: 2019-2022

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

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

Funding agency: UAB CCTS TL1 Fellowship

Project period: 2019-2020

Role: Co-mentor, no funding (PI: Riley Santiago, Tulane University)

1. Cultural Competency and Patient Outcomes

Funding agency: UAB CCTS TL1 Fellowship

Project period: 2019-2020

Role: Co-mentor, no funding (PI: Dae Hyun Kim, University of Alabama at Birmingham

**Under Preparation**

1. Racial and Ethnic Disparities in Hospital Readmissions.

Being prepared for resubmission to: National Institute for Minority Health and Disparities (NIMHD), R01

Requested Amount:

Project period:

Role: Co-Principal Investigator, 20% (PI: Robert Weech-Maldonado, University of Alabama at Birmingham)

1. Health promotion and repeat emergency department utilization

Being prepared for: National Institute for Drug Abuse (NIDA), R21

Requested Amount:

Project period:

Role: Principal Investigator, 20%

1. Assessing the Impact of Medicaid Expansion on Racial and Ethnic Disparities in Diabetes-related Ambulatory Care Sensitive Hospitalizations

Being prepared for resubmission to: National Institute for Minority Health and Disparities (NIMHD), R21

Requested Amount:

Project period:

Role: Co-Investigator, 5%

**Completed**

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)

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: Investigator, 75% (PI: Kenneth Saag, University of Alabama at Birmingham)

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

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

Amount: $15,000

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

Project period: 2009-2015

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

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

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

Amount: $65,781 (Direct Costs)

Project period: 2015-2016

Role: Co-Investigator, 5%

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

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

Amount: $299,934 (Direct Costs)

Project period: 2015-2017

Role: Co-Principal Investigator, 15%

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)

**TEACHING**

**TEACHING INTERESTS**

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

**TEACHING EXPERIENCE**

**Courses as Official Instructor**

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)

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

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)

**Guest Lectures**

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

“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)

**DISSERTATION COMMITTEES**

**Chair**: Olena Mazurenko (completed), Virginia Razo (completed), Edward Heath (completed), Mary Temm (completed), Joseph John (completed), Yanni Yu (completed), Shawn Ulreich (completed), Christina Galstian (completed), Cindy Reistroffer (completed), Lucas Higman (completed), Deana Nelson (completed), Phil Mazzuca (completed), Patrick Falvey (completed), Tim Attebery (completed), Dawn Ahner (completed), Katherine Meese (completed), Reena Joseph, Robert Howard, Tom Ozburn

**Secondary Member**: James Byrd (completed), Zo Ramamonjiarivelo (completed), James Burkhart (completed), Jocelyn Steward (completed), Kathleen Adams (completed), Josue Epane (completed), Muhammad Al-Midani (completed), Harold Neumeier (completed), Joseph Webb (completed), Bart Liddle (completed), Dong Yeong Shin (completed), Ferhat Zengul (completed), Kerry Gillihan (completed), J’Aime Jennings (completed), Shivani Gupta (completed), Mark Slyter (completed), Emily Koudelka (completed), Dennis McKay (completed), Tory Harper Hogan (completed), Mike Malaise, Mike Griffith, Neeraj Puro (completed), Akbar Ghiasi (completed), Seongwon Choi (completed), John Lovett (completed), Christi Pierce (completed), Tanekkia Taylor-Clark

**SERVICE**

**ACADEMIC & PROFESSIONAL SERVICE**

**Editorial and Journal Review Service**

Editorial Board: Medical Care Research and Review (2012- ), Health Care Management Review (2014-2017, 2018- )

Associate Editor, Health Care Management Review (2019- )

Ad-hoc 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, Inquiry, Health Affairs, Health Services Research, JAMA Open, Social Science & Medicine

**Grant & Conference Program Reviews**

AcademyHealth Annual Research Meeting, Abstract Reviewer for the Organizational Behavior and Management Theme Session, 2012, 2017 Annual Meetings

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

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

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

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

Ad-Hoc Member, Panels Done Quickly, UAB Center for Clinical and Translational Science

**Service to profession**

*Elected/Invited Leadership Roles*

Reviewer – 2014 AcademyHealth Presidential Scholarship for New Health Services Researchers.

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

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

Academic-at-Large - Health Care Management Division, Academy of Management (2017-Present)

Member – AcademyHealth Education Council Executive Committee (2018-2020)

* Member – AcademyHealth Member-facing Educational Content Subcommittee (2019-Present)
* Member – AcademyHealth Career Development Sessions Subcommittee (2019-Present)

*Invited Conference Participation*

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

Session Chair– “Taking Corrective Action: Organizational Strategies for Performance Improvement.” AcademyHealth Annual Meeting (2012).

Session Chair– “How Organizations Affect the Patient Experience.” Academy of Management Annual Meeting (2016).

Session Chair and Discussant – “Work Climate Influences on Organizational Performance.” AcademyHealth Annual Meeting (2017).

Panelist/Participant – Navigating the "Revise and Resubmit" Process: An Author's Survival Guide. Academy of Management Annual Meeting (2018).

Panelist/Participant – Research in the Rough PDW. Academy of Management Annual Meeting (2016-2019).

Panelist/Participant – “Hot Topics”. Academy of Management Annual Meeting (2019).

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)

**Service to UAB**

*University*

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 Committee (2016-2017)

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

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

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

*School of Health Professions*

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

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

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

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

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

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

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

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

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-Present)

Member, Departmental Review Committee, Department of Health Services Administration, School of Health Professions, University of Alabama at Birmingham (2016-Present)

**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**

Academy of Management, (2005-present)

AcademyHealth, (2008-present)

**HONORS & AWARDS**

Outstanding MBA Project Award (2001)

Agency for Healthcare Research and Quality Fellowship (2002)

Suzanne M. Jones Organizational Studies Spirit Award (2007)

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

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

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

UAB Doctoral Hooding Ceremony Keynote Speaker (December 2016)