

FOOTNOTES*

WHAT'S HAPPENING IN HCMD?

A Message from the Chair

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Special points of interest:

- PDW offers learning opportunities for both doctoral students and junior faculty
- Annual meeting promises to hold many exciting sessions
- Make sure to vote in the Division election! See page 8 for the ballot

LOTS!! And, as members, you need to know because if you are not already involved in the Division activities, hopefully you will become involved.

First, I want to thank **Len Friedman** and **Kathryn Dansky** for all of their hard work. Kathryn has been busy putting together an exciting PWD for us in August. Specifics are found on page 3. Len, as Program Chair, has been working tirelessly getting papers out to reviewers, evaluating reviewer comments, and working with AOM to put together a dynamic program. Details will be forthcoming in the summer newsletter and on the web later this spring.

Next, you should know that the HCMD On-Line Committee has been very active over the last couple of months developing the Division website. **Donna Slovensky** chaired the committee, and **Jane Banaszak-Holl** was responsible for formatting the material in HTML to post to the AOM listserv. Others members, **Alice Adams**, **J.D. Bramble**, **Darnell Burke**, **Elizabeth Durkin**, **Bruce Fried**, **Nick Miceli**, and **Pam Paustian**, have worked on the development of the site identifying links and site content. It should be up and running by the time you receive this newsletter. Please take a look, and if you have ideas about how to improve the website, contact any member of the committee.

In addition, I am happy to announce that **Pam Paustian** is the new HealthMgmt-L manager. For those of you who don't know, the HCMD listserv is unmoderated, meaning that anyone can join and post messages. However, this does not mean that lots of worthless information will come across your desk since any messages from nonmembers have to be moderated by Pam. As a result, most of the activity on the listserv involves such things as calls for papers, HCMD business, and position announcements. If you're not on the listserv yet, please sign up now.

I am extremely happy and relieved to announce that the HCMD 5-year Review was delivered to the AOM Professional Division Committee in February. We should have their evaluation next month, which will be shared with you at the meeting in Denver. Thanks go to the HCMD Executive Committee for their valuable input and to the HCMD Self-Study Survey Committee (**Christy Lemak**, **Vicky Parker**, **Debby Tennyson**, and **Eric Williams**) for their help in putting together the questions for the survey. When giving out thanks, I can't forget **Matt Suppa** at the AOM Office who had the survey up and running on the AOM listserv in less than two hours!! As part of the review, we were required to conduct a full scale SWOT analysis. In order to comply, a SWOT Committee was appointed representative of the Division (e.g., U.S., international, doctoral student members), and they did an outstanding job. Thanks go to **Ed Balotsky**, **Alison Cuellar**, **Nicole Dubbs**, **Ewan Ferlie**, **Beth Goodrick**, **Bob Myrtle**, and **Michael Powell**.

In developing the 5-year report, a number of important issues and challenges came to light that will help set the future direction of the Division. As a result, Len, Kathleen and I are working together to develop a plan that will bring some continuity to HCMD. For one, we will be putting together three important committees: the Research Committee, the Practice Committee, and the Teaching Committee. A number of you signed up for membership on one of these committees at the social last year in Washington, and, if others are in-

terested, please let me know. An important function of the committees is to help the Division provide more resources to members, so your input and help are necessary for their success

Another important issue to come from the review was the need for the Membership Committee to play a bigger and stronger role in HCMD. Your co-chairs, **John Hyde** and **Donna Malvey**, are working hard to come up with innovative ways to reach out to new members. This committee needs "a few good men and women"---actually it needs hardworking, dedicated members who have the Division's interest at heart. Right now, members **Tia Gilmartin** and **Luca Brascati** are serving as international contacts for new members. Please, we need others to volunteer to help. For more information, see the Membership column in this newsletter.

From the 5-year review, we also found that the HCMD Bylaws and Constitution are outdated. I will be working on this over the coming months and when completed, will be asking you to vote on amendments. This is extremely important since 10 percent of the members must vote in order for any amendment to pass. The voting will be done on-line, and notification will be through an e-mail announcement. Please vote!!

I'm very excited about the future of the Division and want you to be as well. AOM is growing not only in the number of members but also in the number of divisions and interest groups. What this means is more competition among divisions and groups for members--both in keeping active members and in attracting new ones. In order to keep HCMD competitive, we must be committed to making the Division a recognizable force in AOM. Please join us in this exciting challenge.

Sharon Topping
HCMD Chair

Program Chair Report

The 2002 Health Care Management Division's program for the upcoming Academy of Management meeting is close to being complete. I am confident that all of you attending the meeting will find the quality of papers sponsored by our Division to meet and hopefully exceed your expectations. We received 59 complete paper and 4 symposium submissions. Based on the formula that the Academy uses to allocate space to the divisions (which uses the total paper and symposium submissions for that year for each division), we are able to accept 35 papers and 3 symposia. Of the 35 papers, one is part of a shared interest track, ten are included as interactive papers, and the remainder will make up the eight Division sponsored paper sessions. I am particularly happy to note the outcome of the three symposia. All three are co-sponsored by multiple divisions. One will be an All-Academy symposium and one will be a Showcase symposium.

It is also noteworthy that the program would not be possible without the time, energy, and dedication of the many Division volunteers who provided the complete and thoughtful reviews of all our papers and symposia. I would like to express my sincere and heartfelt thanks to the following reviewers whose efforts make this program possible.

Len Friedman, Program Chair

Alexander, Judith	Davis, Juliet	Lopez, Melissa Succi	Schibler, John
Anderson, Ruth	Dubbs, Nicole	Malvey, Donna	Seifert, Nancy
Arndt, Margarete	Ferlie, Ewan	Martinez, Carmen	Sinha, Narveshwar
Baker, Ross	Ford, Eric	McAlearney, Ann	Slovensky, Donna
Balotsky, Edward	Fried, Bruce	McElown, Joanne	Tennyson, Debra
Banaszak-Hall, Jane	Gautam, Kanak	McGosh, Jonathan	Topping, Sharon
Bigelow, Barbara	Gilmartin, Tia	McKenna, Mindi	Trinh, Hanh
Bramble, James D	Goes, James	Montgomery, Kathleen	Valentine, John
Braun, Charley	Goodrick, Beth	Myrtle, Robert	van Ackere, Ann
Brooks, Beth	Hernandez, S. Robert	O'Connor, Steve	Walston, Stephen
Casebeer, Ann	Hilberman, Diana	Parker, Vicky	Weech-Maldonado, Rob
Charns, Marty	Hilton, Thomas	Paul, Jim	Weil, Peter
Chou, Ann	Hoff, Tim	Proenca, Jose	Weiner, Bryan
Corazzini-Gomez,	Hyde, John	Provan, Keith	Wells, Rebecca
Kirsten	Issle, Michele	Rakich, Jonathan	Williams, Eric
Counte, Michael	Judd, Susan	Randeree, Ebrahim	Yeh, Shu-Chuan
Cuellar, Alison	Leach, Linda	Reay, Trish	Yoon, Philip
D'Aunno, Tom	Lemak, Christy	Savage, Grant	Young, Gary

Mark your schedules for Monday, August 12, 4:10-5:30, when the **HCMD 2002 Distinguished Speaker William F. Jessee**, MD, CMPE, FACPM, President and CEO, Medical Group Management Association discusses "Does Management Affect Healthcare Outcomes: What's the Evidence?"

Professional Development Workshop

Get ready for a stimulating, fun, pre-conference workshop! We will kick off the PDW with a reception on Friday evening at 6:00 pm. This will be very informal and will include light snacks and a cash bar. If you're new to the division or Academy, this is where you get to meet other members, share interests, stories, etc. This is a lot of fun and gets everyone inspired for the conference - not to be missed! Something new this year: we will announce the winner of the **Best Student Paper** award during the reception.

In keeping with the "networking" theme, we will be offering two joint sessions. On Saturday morning, we will join the Management Education Division for a session on *Teaching Skills in the 21st Century*, and on Saturday afternoon, we will join the Careers Division for *Issues Surrounding Employee Physical Health & Well-Being*. Speakers will include big names in the field (e.g. Barry Staw) as well as our own members.

As in past years, we will have separate "break-out" sessions for students and faculty, to address their specific needs. These are smaller, interactive sessions that address topics such as "Managing the transition through graduate school", "Surviving a dissertation" and "Managing the P&T process". As a former participant of several PDWs, I can tell you that these small sessions are invaluable, and often the best part of the week-end.

We are trying something new for Sunday morning. Doctoral students and junior faculty are invited to submit papers to be reviewed by senior HCM members, and discussed in a 1:1 feedback session. These can be either "polished" papers, ready for submission, or papers that are "in progress". The purpose of this feedback session is to give some constructive criticism on the strengths and weaknesses of the paper. If you would like to submit a paper and discuss it with the reviewer, you must submit the paper in advance, to kxd9@psu.edu, by May 15. Please note: if you are submitting the paper for the Best Student Paper award, it must also be sent to Kathleen Montgomery, at kmont@mail.ucr.edu.

On Sunday, we will kick off with a stellar panel who will discuss *Research Skills for the 21st Century: The use of practice as a source of knowledge creation*. The panel discussants include **Reuben McDaniel, Margarete Arndt, Sharon Topping and Stephen Mick**. We will conclude with a session on *Getting Published Early & Often*, featuring HCM members who are journal editors.

If you plan to attend the PDW, please notify Kathryn Dansky, kxd9@psu.edu, by **July 1**. (An approximate headcount is essential for planning, and to order snacks and refreshments). I look forward to seeing all of you this August in Denver.

Kathryn Dansky

Chair, Professional Development Workshop

Have you registered yet for the annual meeting?

<http://aom.pace.edu/meetings/2002/>

Membership Report

HCMD Membership Committee
Do you feel lucky? Having been members of the Health Care Management Division for the past decade, we both agree that the answer is an unqualified *Yes!* When we joined the Division, we made one of the best decisions of our academic careers. The Division has clearly provided us with opportunities for collegiality, learning, and career advancement --from the professional development workshops, to the research/paper presentations, to the informal meetings with colleagues. As the co-chairs of the Division's Membership Committee, we would like to invite you to increase your good luck. **All you have to do is recruit one new member, and e-mail us as notification.** Everyone who recruits one new member will have their names placed in a lottery with the winners eligible for valuable prizes, including a dinner-for-two. We will announce all winners at the Division's Annual Meeting in Denver, but you don't have to be present to win. So, come on -- and *Get Lucky!*

John Hyde and Donna Malvey, Co-Chairs

Call for Nominations BEST STUDENT PAPER AWARD

Due by May 15, 2002

To encourage greater student participation and visibility in the Health Care Management Division, the HCMD has established a Best Student Paper Award. The award carries a \$500 stipend toward the cost of attending the HCMD Professional Development Workshop (PDW) at the annual meeting of the Academy of Management. The winning author will be announced at the Friday evening opening session of the PDW (August 9) and again at the HCMD Business Meeting on Monday, August 12. There also will be an opportunity for the winning paper to be discussed informally in the PDW session on "Focus on Student Papers" on Sunday morning, August 11, 8:30-9:00.

This award is distinct from the HCMD's Best Paper from a Dissertation Award and is intended for papers written prior to the dissertation. A 3-member committee chaired by the Division Chair-elect will select the winner. The winner will be announced by June 15, 2002.

To be eligible, the following guidelines should be met:

A pre-doctoral student must be the lead author on the paper. Co-authors are permitted, so long as the majority of the creative and technical work on the paper was done by the first-author student, who will be the recipient of the award.

Papers should be submitted to the Division Chair-elect no later than **May 15, 2002**. Student authors also should send a current c.v. and a letter of nomination from their faculty advisor, which attests to the student's role on the paper. The paper submissions may be sent electronically to Kathleen Montgomery, Division Chair-elect, kmont@mail.ucr.edu. The faculty letter of nomination should be sent via regular mail to Professor Kathleen Montgomery, Anderson Graduate School of Management, University of California, Riverside, CA 92521.

Call for Nominations MYRON D. FOTTLER EXCEPTIONAL SERVICE AWARD

Due by June 1, 2002

The MYRON D. FOTTLER EXCEPTIONAL SERVICE AWARD is considered by many to be the most distinguished award given by our Division. It was established to recognize a member of the Division who has provided extraordinary service to the Division and to the profession. It is not an annual award; rather it is given only when nominees meet the following requirements:

1. The individual must have dedicated at least ten years to the Health Care Management Division and to the profession, and have established a consistently strong presence in the Division over a long period of time.
2. The individual must have served as a meaningful mentor, not only to colleagues and students at his or her own university, but also to others in HCMD.
3. If the individual has served as a Division officer, he or she must have continued active participation in the Division long after serving as a Division officer (this requirement automatically exempts anyone for consideration while a current officer.)

Please send nominations by June 1, 2002, to the selection committee chair, Kathleen Montgomery, HCM Division Chair-Elect; nominations may be sent electronically to kmont@mail.ucr.edu. Nominations must include a detailed description of the nominee's involvement with HCMD and an explanation for why this individual is a good candidate for this award.

Call for Papers

Health Care Management Review will feature a FORUM on managing diversity in health care organizations in one of its upcoming issues. The editors are inviting papers for this FORUM that are timely, inform future research, and have the potential to affect how health care organizations are managed. Diversity is a significant and complex aspect of health services organizations because it involves the providers of care as well as recipients. Through this FORUM we want to provide an opportunity for researchers to explore management issues in this area in some depth and in a broad variety of health services organizations, e.g., health clinics, hospitals, nursing homes, home health agencies, managed care organizations, or assisted living facilities. **Kathryn H. Dansky** from Penn State University will be the guest editor for the FORUM.

Papers should be submitted by August 1, 2002 to Fran Kuecker, HCRM Project Editor, P.O. Box 1506, Harpers Ferry, WV 25425. Her email is fkuecker@intrepid.net. Kindly indicate that the submission is in response to this call for papers.

Margarete Arndt and Barbara Sigelou, coeditors

*Health Care Management Division-Academy of Management 2002
Information on the Candidates*

Chair-Elect:

Leonard Friedman is an Associate Professor of Public Health and Coordinator of the Health Care Administration Programs at Oregon State University. He earned his Ph.D. at the University of Southern California, School of Public Administration in 1991. Dr. Friedman's work at OSU has concentrated on the mechanisms of organizational change and strategic decision-making in health service organizations. His teaching responsibilities at Oregon State include graduate and undergraduate classes in health services management, organization theory and behavior in health care, health care law and regulation, managed care, leadership, health care information systems, and human resource management in health services. His work has been published in a variety of journals including *Health Care Management Review*, *Frontiers of Health Services Management*, *Managed Care Quarterly*, *Journal of Healthcare Management*, *Hospital Topics*, and the *International Journal of Technology Assessment in Health Care*. Dr. Friedman is a member of the governing board of the statewide Oregon MPH degree and Association of University Programs in Health Administration. In addition, he is the program-chair of the Health Care Management Division of the Academy of Management, serves as the editor of *Frontiers of Health Services Management*, is chairman of the Intercommunity Health Network board of directors, and consults with healthcare organizations across the state of Oregon.

Program Chair-Elect:

Ruth Anderson, RN, PhD, CNAA is Associate Professor at Duke University School of Nursing and is Director of the master's programs in Health Systems Leadership and Outcomes and Leadership in Community-Based Long-Term Care. She is nationally recognized for her research on the outcomes of management practice in health care organizations, much of which has focused on nursing homes. She has been PI on grants from The National Institute of Nursing Research of the National Institutes of Health and the American Nurses' Foundation and has been co-PI on grants from the Robert Wood Johnson Foundation and the Department of Defense. Her research has been interdisciplinary from its inception and she has collaborated with scholars at Duke and across the country in schools of nursing, business, economics, engineering and medicine. Dr. Anderson contributes frequently to the professional literature in nursing and health care management and serves as a reviewer for a number of nursing and interdisciplinary journals. She received her BSN from Stockton State College in New Jersey, her MSN and MA in Social Gerontology from the University of Pennsylvania and her PhD in Nursing from The University of Texas at Austin. She has been a member of the Academy of Management, Health Care Management Division since 1987 and has served as a paper reviewer for many years and has participated as faculty in the Division's Junior Faculty Workshops.

Bryan J. Weiner is Director of the Program on Health Care Organization Research at the Cecil G. Sheps Center for Health Services Research and an Assistant Professor in the Department of Health Policy and Administration at The University of North Carolina at Chapel Hill. His formal training is in organizational psychology and organizational sociology. He has served as an Agency for Health Care Policy and Research (ACHPR) postdoctoral fellow and a National Institute of Mental Health (NIMH) predoctoral fellow. Dr. Weiner has contributed significantly to three areas of health services management research: organization-wide quality improvement, community health coalitions, and health care governance. His research has been published in *Health Services Research*, *Medical Care Research and Review*, *Health Care Management Review*, and *Milbank Quarterly*. In 2000, Dr. Weiner received the John D. Thompson Prize for Young Investigators, awarded by the Association of University Programs in Health Administration. Dr. Weiner served as a panel faculty member in the Professional Development Workshop from 1998 through 2000. Dr. Weiner served as reviewer for HCM for several years. In 2000, he received an Outstanding Reviewer Award from the Division.

Academic At-Large Representative:

J.D. Bramble is an Assistant Professor of Pharmacy Sciences and Health Services Administration in the School of Pharmacy and Allied Health Professions as well as a Core Faculty member of the Center for Practice Improvement and Outcomes Research at Creighton University. He received his doctorate in Health Services Organization and Research from the Medical College of Virginia at Virginia Commonwealth University and earned a Master of Public Health in Health Administration & Policy from the University of Oklahoma Health Sciences Center. Over the past 5 years, his research has focused on local hospital systems and networks, known as strategic hospital alliances. J.D. has been actively involved in the Health Care Management Division over the last 4 years. He continually serves as a reviewer for the Annual HCMD Meeting and has presented during the Professional Development Workshops. Currently, J.D. serves on the technical sub-committee that is charged with putting the Division's web page together. Ad-

ditionally, he has served on the Conference Program Planning Committee for the August 2000 Annual Meeting. J.D. also continues to review for the *Health Care Management Review*.

Mindi McKenna is currently employed as an Assistant Professor of Management in Rockhurst University's MBA in Health Care Leadership Program. She was hired into the full-time tenure-track faculty position in June 2001 for the inaugural semester of the newly launched program. McKenna had served as an Adjunct Faculty in the MBA programs at both Rockhurst University and Webster University from 1996 – 2001. McKenna became a member of the Academy of Management in June 2001, attending the Professional Development Workshop and the National Conference that were held in Washington D.C. in August 2001. McKenna also has twenty years executive management experience within healthcare, having served as Director of Organizational Development, National Accounts and Federal Sales at Marion Merrell Dow Inc. (a global pharmaceutical company) and as Vice President of Marketing and Business Planning at Cerner Corporation (a global medical software company). McKenna also founded EHC Inc., through which she provides speaking and consulting on topics of leadership development, strategy, marketing, information technology and organizational effectiveness for healthcare organizations and professionals.

John A. Valentine is Professor and Director of the Health Administration Program at Florida Atlantic University in Fort Lauderdale and previously served on the faculty at George Washington University and the University of Central Florida. He received his Ph.D. from the Wharton School and his MPH from the University of Pittsburgh. Previous experience includes service as an administrator at Eye and Ear Hospital of Pittsburgh and the University of Pittsburgh School of Medicine. He also served as a health policy analyst at the Institute of Medicine, the New Jersey Department of Higher Education's Office of Medical University and Health Professions, and the Health Services Research and Development Office of the Department of Veterans Affairs in Washington, D.C. John is currently serving as HCMD Academic-at-Large. He serves on the national Higher Education Committee of the American College of Healthcare Executives as well as on its Eastern Florida Regent's Advisory Council. John served as 1998-1999 Chair of the "Health, Hospitality, and Public Sector" Track for the Southern Management Association's Annual Meeting and as the 2000-2001 Chair of the "Strategy, Organizational Behavior, and Human Resources Management in Healthcare Organizations" Track for the Business and Health Administration Association's Annual Meeting. He founded and served as editor of the AHSR newsletter *Forum* and served as a faculty member for the AUPHA 1998 International Healthcare Management Workshop in Albania.

Eric S. Williams is an Assistant Professor of Health Care Management in the Management and Marketing Department of the University of Alabama. His research involves understanding the evolving role of physicians. His work has appeared in *Health Services Research*, *Health Care Management Review*, *Medical Care*, *Medical Care Research and Review*, and *Journal of Management*. At the 2000 annual Meeting, Dr. Williams and colleagues garnered the Best Paper Award. He also received a 2001 Outstanding Reviewer Award. Dr. Williams has been a member of HCMD from 1992 and has served as Conference Paper Reviewer (1993-2001), Session Discussant (1997-2000), Interactive Paper Session Chair (2001), Professional Development Workshop Facilitator (1999 – 2001) and Professional Development Workshop Panel Chair (2001). In the 2001 meetings, Dr. Williams and colleagues presented an updated survey of the quality, relevance, and importance of 54 journals in the health care management field.

Practitioner At-Large Representative:

Rick Carter brought his corporate management expertise to Hurley Medical Center, Flint, Michigan's leading non-profit hospital after a successful eleven-year career in labor and management relations at the Corporate Headquarters of General Motors in Detroit, Michigan. Hurley Medical Center is a superior quality 495-bed teaching hospital and serves two state university medical schools, University of Michigan and Michigan State University. During his tenure at Hurley Medical Center in the Human Relations Department, Rick was instrumental in creating a federally funded demonstration project entitled JUMP (Joint Union Management Program). He worked closely with eleven active and strong-willed unions to effectuate positive changes, which would jointly benefit all parties. At a swift pace, he became an Administrative Director, progressed to an Assistant Vice President, then to Vice President for Organizational Development, finally to the current position he holds as Vice President for Ancillary and Support Services, while taking control of the Medical Center's increasingly important organizational functions. Currently, Rick manages 34 cost centers and has an operating budget of over \$180 million, with revenues exceeding more than \$200 million. Rick earned his Bachelor of Science in Psychology from Purdue University in 1972 and his Master of Science Degree in Industrial Relations from the Krannert Graduate School at Purdue University in 1973. Finally, Rick conducted postgraduate studies at both Cornell and Harvard Universities, respectively.

Thomas G. Goddard has over 21 years of experience in law, health and insurance policy research, and manage-

ment consulting. His work with Integral Healthcare Solutions (IHS) focuses on managed care compliance (particularly health plan and network quality improvement), health policy analysis, managed care program evaluation, risk management, litigation support, organizational development, and provider contracting. Before founding IHS, Mr. Goddard did similar health care consulting work, first with Goddard Consulting, then as a Senior Director with CHPS Consulting, a 22-year old healthcare consulting firm with offices in Columbia, MD, Albany, NY, and Chicago. Before joining CHPS, Mr. Goddard was Chief Operating Officer and General Counsel of URAC, one of the leading managed care accrediting bodies in the nation. In that capacity, he oversaw most of the operations of the organization, and served on most of the organization's HMO and PPO accreditation review teams. He also served as Vice President and General Counsel of NYLCare Health Plans of the Mid-Atlantic, where he oversaw the legal, regulatory, and government relations efforts of this large regional multiline health carrier (since acquired by Aetna/US Healthcare). He received his B.A. and law degree from the University of Arizona, and his M.A. in industrial-organizational psychology from George Mason University. He has completed all the requirements for his Ph.D. in industrial-organizational psychology, but for the dissertation, which he is writing under the guidance of former president of the Society of Industrial and Organizational Psychologists, Richard Klimoski.

Lou Ann Hartley has worked as a staff nurse, charge nurse, head nurse, assistant director of nursing, director of nursing and administrator in the health care system. She has also served as the Director of Operations for a national managed care company where she learned the principles of managed care and the affects on practice. Currently, she is President and Owner of Hartley HealthCare Connections where she provides consulting services to health care organizations, medical and legal review services, and customizes workshops and presentations for selected clients. She teaches at Marshall University College of Nursing and Health Professions and is the course coordinator for the Nursing Administration program. Lou Ann is also a Ph.D. in nursing student at the University of Kentucky. She recently was nominated as Teacher of the Year by a graduate student and Professor of the Year by the West Virginia Organization of Nurse Executives. She was awarded the honor of being the First Student Associate for the Center for Health Care Services at the University of Kentucky. Lou Ann also serves as a nurse reviewer for the Health Care Management Review. She has recently published several research articles. Examination of Diabetic Patients in a Nurse Managed Clinic will be published in The Diabetic Educator. Another research article will be published in the Journal of Appalachian Studies. Lou Ann also assisted in selection of presentations for the Healthcare Management Division of the Academy of Management in 1999.

Nancy Seifert is a Doctoral Student in the Department of Health Administration at Oregon State University. She holds a B.S. from Oregon State University in Business Education and an M.S. from Troy State University in Management, information systems. Nancy is currently the Executive Director for Quality Care Associates, Inc., an Independent Physicians Association encompassing the Linn and Benton county area in Oregon. She has over 15 years experience in administration in the healthcare field. Her teaching experience includes undergraduate and graduate courses in Health Care Administration, Strategic Management, Health Care Policy, and numerous business courses outside the healthcare arena. Her areas of interest are organizational change and the strategic planning in health service organizations. Nancy's research interest will include the Independent Physician Association and information systems implementation in the managed care market.

Mike Wimsatt has worked full time in health care since 1985. He is currently a Human Resources Manager at the Virginia Department of Mental Health Mental Retardation and Substance Abuse Services. He is certified as a Senior Professional in Human Resources (SPHR) by the Society for Human Resources and has worker in HR since 1975. Mike earned a MBA at Indiana State University in 1975 and returned to school to pursue a Ph.D. in Management at Virginia Commonwealth University 20 years later. He is working on his dissertation dealing with employee selection and expects to finish the program in 2002.

Robin D. Wittenstein has over twenty years of experience in health care management, including acute care operations, ambulatory care management, long-term and post acute care services and biomedical research operations. Her current position is as the Vice President and Chief Operating Officer of an independent research institute within a large, not-for-profit health care system on Long Island, NY. Previously, she managed the Continuing Care Division of the health system, as well as running an Internal Operations Consulting Group. Her professional background includes positions in both not-for-profit and proprietary health care organizations. She held a variety of positions within these organizations, including strategic planning, business development, finance and operations. Her current research interests are in the area of organizational cognition and emotion, particularly as these two constructs interact and/or influence each other during periods of organizational change. She is pursuing a doctoral degree from the George Washington University, where she is currently in the dissertation stage.



DEPARTMENT OF
HEALTH POLICY
AND ADMINISTRATION

Position Advertisement

THE SCHOOL OF PUBLIC HEALTH, UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL invites applicants for the position of Chair, Department of Health Policy and Administration.

The chair occupies a tenure-track position at the associate or full professor level and heads a department of 35 full-time and nearly 100 adjunct faculty, over 400 students in degree programs at the bachelors, masters and doctoral levels, and a vigorous program of research and public service.

A candidate must possess an earned doctorate in an appropriate field and have a distinguished record of research, teaching, professional and public service, and academic administration.

Letters of application should be sent to:

Melissa K. Walker
School of Public Health Dean's Office
CB# 7400, Rosenau Hall
University of North Carolina at Chapel Hill
Chapel Hill, NC 27599-7400

Please see our website for more information
(www.sph.unc.edu).

Important Dates

July 12, 2002 Deadline to reserve room with the Housing Bureau

July 25, 2002 Deadline to register in advance at the lower registration fee

August 1, 2002 Deadline to cancel your registration with Academy of Management

<http://aom.pace.edu/meetings/2002/>

Election Ballot *Health Care Management Division* *Academy of Management 2002*

Please vote for **one** person for **each** office. Indicate your vote by marking an "x" in the blank next to the nominee's name. Write in votes are allowed.

Division Chair-Elect

_____ Leonard Friedman _____

Program Chair-Elect

_____ Ruth Anderson _____

_____ Bryan Weiner _____

Academic At-Large Representative

_____ James D. Bramble _____

_____ Mindi McKenna _____

_____ John Valentine _____

_____ Eric Williams _____

Practitioner At-Large Representative

_____ Rick Carter _____

_____ Tom Goddard _____

_____ Lou Ann Hartley _____

_____ Nancy Seifert _____

_____ Michael Wimsatt _____

_____ Robin Wittenstein _____

All ballots must be received by May 10, 2002. Return this ballot to :

Jacqueline Zinn
Fox School of Business and Management
Ritter Annex 413
Temple University
Philadelphia, PA 19122
Email: jacqueline.zinn@temple.edu

FAX: 215 204
3851