

CURRICULUM VITAE

William Marty Martin
DePaul University
Department of Management
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EDUCATION

M.Sc.	University of Glasgow. Glasgow, UK Medical Science (Behavioural Sleep Medicine) With Merit	2012
M.S.	College of Financial Planning, Denver, CO. Personal Financial Planning	2009
Psy.D.	Rutgers University, Piscataway, NJ Clinical Psychology Dissertation: Black and White College Counseling Centers.	1989
M.P.H.	Rutgers Medical School, Piscataway, NJ Health Promotion	1988
M.A.	Catholic University of America, Washington, DC Psychology Master's Project: Cognitive Sports Psychology	1985
B.S.	Xavier University of Louisiana, New Orleans, LA Biology with Honors Honor's Thesis: Biochemical Aspects of Schizophrenia	1982

CERTIFICATES

Rice University, Houston, TX. <i>Life Sciences Entrepreneurial Management Certificate</i>	2008
University of Chicago, Graduate School of Business, Chicago, IL <i>Chicago Management Institute (CMI)</i>	2003
Johns Hopkins School of Medicine, Baltimore, MD <i>Executive Graduate Certificate in the Business of Medicine</i>	2001

EMPLOYMENT

July 2015-Present: DePaul University, Chicago, Illinois
Associate Professor & Diversity Advocate, Director of Health Sector Management & Organizational Diversity MBA Concentrations, Department of Management
Co-Leader, Design Core, DePaul Rush Center on Community Health Equity
Adjunct Faculty, Rush University, Department of Health Systems Management
Adjunct Faculty, Tulane University School of Public Health & Tropical Medicine

July 2013-Present: **DePaul University**, Chicago, Illinois
Associate Professor & Diversity Advocate, Director of Health Sector Management & Organizational Diversity MBA Concentrations, Department of Management
Adjunct Faculty, Rush University, Department of Health Systems Management
Adjunct Faculty, Tulane University School of Public Health & Tropical Medicine

September 2004-2013: **DePaul University**, Chicago, Illinois
Associate Professor & Director, MSHR, Department of Management
MPH Affiliated Faculty (2014-2012)

September 2003-2004: **DePaul University**, Chicago, Illinois
Associate Dean & Faculty, Leadership Studies, Barat College

September 2002-2003: **DePaul University**, Chicago, Illinois
Associate Vice President, Human Resources.

January 2001-2002: **DePaul University**, Chicago, Illinois.
Senior Executive for Institutional Diversity, Office of the President.

September 1996-December 2001: **Tulane University**, New Orleans, Louisiana.
Clinical Associate Professor, Health Systems Management [Promoted from Clinical Assistant Professor in 2000].

September 1994-August 1996: **Johns Hopkins Hospital**, Baltimore, Maryland.
Director of Human Resources/Diversity, Office of Human Resources.
Adjunct Faculty, Carey School of Business of Johns Hopkins University [Formerly Division of Business & Continuing Studies].

September 1993-August 1994: **Tulane University Hospital & Clinics**, New Orleans, Louisiana. Manager, Employment & Training, Human Resources.

September 1990-August 1993: **Xavier University of Louisiana**, New Orleans.
Director, Employee Assistance Program & Wellness.

Adjunct Faculty, Department of Psychology and Graduate School.

September 1987-August 1989: **AT&T**, Basking Ridge, New Jersey.
Health Promotion Consultant. Health Affairs.

September 1982-August 1985: **National Institutes of Health**, Bethesda, Maryland.
Psychologist, NHLBI, Behavioral Medicine Branch.

RESEARCH AND SCHOLARSHIP ACTIVITIES

PUBLICATIONS

Books

1. **Martin, W.F.** & Hemphill, P. (2013). Taming Disruptive Behavior: American College of Physician Executives.
2. **Martin, W.F.** (2012). The Inner World of Money: Taking Control of Your Financial Decisions and Behavior. Praeger Press.

Peer Reviewed Articles (21 as of 2/10/2013)

Working Papers

- **Martin, W.F.** & Culbertson, R. Health reform and employers. *Journal of Business Ethics*.
- **Martin, W.F.** & Yau, D. Entrepreneurship and Affordable Care Act. *Entrepreneurship Theory and Practice*.

Under Review

- **Martin, W.F. et al.** Unions in hospitals. *Hospital Topics*.
- **Martin, W.F. et al.** Prescribed medication and managerial decision making. *Journal of Management Inquiry*.
- **Lopez, Y. & Martin, W.F.** University mission statements and sustainability performance. *Business Ethics Quarterly*.
- **Martin, W.F. & Lavan, H.** Gun control: advocacy and lobbying. *Vincentian Business Ethics Conference Proceedings*.
- **Lavan, M., Lavan, H. & Martin, W.F.** Employees with Odd Behaviors Mental Illnesses: Best Practices. *International Journal of Workplace Health Management*.

Revise & Resubmit

Since Tenure in 2009 (n =26)

2015

1. **Martin, W.F.** (Summer 2015). In defense of evidence-based wealth management: Where's the beef? Journal of Wealth Management, 18 (1), 30-40.
2. **Martin, W.F. & Agostino, J.** (2015). Humanitarian OD: Engaging to eradicate poverty. OD Practitioner, 47 (2), 27-34.

2014

3. **LaVan, H., Oppenheimer, M. & Martin, W.F.** (2014). A Framework for Understanding Ethical and Efficiency Issues in Pharmaceutical Intellectual Property Litigation. Journal of Business Ethics.
4. **Martin, W.F., LaVan, H., Lopez, Y., Naquin, C., & Katz, M.** (2014). An Ethical Analysis of the Second Amendment: The Right to Pack Heat at Work. Business and Society Review, 119 (1), 1-38.
5. **Martin, W.F.** (2014). Consumer-oriented and operated [health care] plans: An alternative for employers' sponsored health care. Compensation and Benefits Review, 46 (1), 41-47.
6. **Martin, W.F. & Voynov, S.** (2014). Electronic health records and change management. International Journal of Computer and Information Technology, 3(3), 620-626.
7. **Martin, W.F.** (2014). Nursing During an Era of Change: A Challenge and Opportunity. Journal of Nursing Education and Practice, 4 (2), 1-11.
8. **Martin, W.F. & Chermak, T.** (2014). Leadership Development: A Path to Organizational Transformation. OD Practitioner, 46 (2), 26-32.
9. **Martin, W.F.** (2014). Community based service learning: the platform for applied learning. Journal of Human Resources Education, 8 (1),
10. **Martin, W.F.** (2014). Physician Compensation: Is Your Physician Being Paid to Promote Your Health and Well-Being. Compensation and Benefits Review.
11. **Martin, W.F.** (2014). Holistic Evaluation of Student/Alumni Outcomes. Journal of Excellence in Business Education, 3 (2), 1-10.

2013

12. **Martin, W.F.** (2013). Community Benefits: Beyond the Form 990 and Health Fairs. Healthcare Financial Management, 1-7.
13. **Martin, W.F.** (2013). Beyond Compliance: Making the Most of Academic Program Reviews. The Journal of American Academy of Business, Cambridge, 18 (2).
14. **Martin, W.F.** (2013). Beyond the Hippocratic Oath: Developing codes of conduct in health care organizations. OD Practitioner, 45(2), 26-30.
15. **Martin, W.F.** (2013). Alternatives to downsizing: An organizational innovation approach. International Journal of Business and Social Research. 3 (7), 19-27.

2012

16. **Martin, W.F.** (2012). The case for the case method in developing physician leaders. International Journal of Case Method Research & Application, XXIV (1), 30-38.
17. **Martin, W.F.** (2012). Hiring as if you're patients health and satisfaction depended upon it. The Journal of Urgent Care Medicine, 6 (12), 19-22.
18. **Martin, W.F.** (2012). Community Benefit and Healthcare Philanthropy: Friend or Foe? Healthcare Philanthropy Journal.
19. LaVan, H., Lopez, Y., Katz, M. & **Martin, W.F.** (2012). The impact of domestic violence in the workplace. Employee Relations Today, 51-63.

2011

20. **Martin, W.F.** & Hunt-Ahmed, K. (2011). Executive compensation: The role of Shari compliance. International Journal of Middle Eastern Management and Finance, 4 (3). Cited by 4.
21. Keogh, T.J. & **Martin, W.F.** (2011). The convergence of business and medicine: A study of MD/MBA programs in the United States. US-China Education Review, 8 (3), 222-234.
22. **Martin, W.F.** & Henderson, J. (2011). Top 25 Health Insurance CAM plans. Business Review, Cambridge.

23. Lopez, Y., LaVan, H. & **Martin, W.** (2011). Specific characteristics distinguishing winning from losing: Litigated workplace bullying cases. Journal of Workplace Rights. 15 (2),

2010

24. Maton, C., Maton, M. & **Martin, W.F.** (2010). Collaborating with a financial therapist: The Why, Who, What and How. Journal of Financial Planning. February 2010. Cited by 11.
25. **Martin, W.F.** & LaVan. (2010). Workplace bullying: A review of litigated cases. Employee Rights and Responsibilities Journal, 22 (3), 175-194. Cited by 7.
26. **Martin, W.F.**, Lopez, Y. & LaVan, H. (2010). What legal protections do victims of bullies in the workplace have? Journal of Workplace Rights, 14 (2), 143-156. Cited by 5.

Prior to Tenure Decision at DePaul University (n = 10)

2009

27. **Martin, W.F.** Socially Responsible Investing: Is Your Fiduciary Duty at Risk? (2009). Journal of Business Ethics. Cited by 14. 1.088 Impact Factor. Financial Times Top 40.

2008

28. **Martin, W.F.** (2008). Is Your Hospital Safe? Hospital Topics, 86(3), 21-28. Cited by 25.
29. **Martin, W.F.** (2008). Technical Analysis: The Interface of Rational and Irrational Decision Making. Business Review, Cambridge, 11 (2), 48-54.

2007

30. Lavan, H., & **Martin, W.F.** (2007) Workplace Bullying in the U.S.: Normative and Process-Oriented Approaches. Journal of Business Ethics, 83, 147-165. Cited by 84. 1.088 Impact Factor. Financial Times Top 40.
31. **Martin, W.F.**, Culbertson, R., Long, H., & Beyt, J. (2007). Masters in Medical Management: An Innovation after One Decade and Implications for the Future. Journal of Health Administration Education, 24(4), 391-398. E

32. **Martin, W.F.** (2007). Socially Responsible Investing: United Nations Principles. Business Review, Cambridge, 10 (1), 136-141. Cited by 7.

33. **Martin, W.F.** & Quinn, S. (2007). Developing the Physician Executive. The Journal of Executive Education, 6(1), 21-32.

34. **Martin, W.F.** (2007). Wal-Mart Effect: Retailing Health Care. Journal of American Academy of Business, Cambridge, 13(1), 128-132.

35. **Martin, W.F.** & Long, H. (2007). Financing Complementary and Alternative Medicine: Challenges and Opportunities. Journal of Health Care Finance, 34(2), 89-104. Cited by 8.

2006

36. Culbertson, R., **Martin, W.F.**, Rice, J.R. & Norling, R. (2006). On Teaching Governance. Journal of Health Administration Education, 23 (3), 249-268.

Editorially Reviewed Articles (42 as of 7/1/2012)

Since Tenure (2009)

2015

38. Martin, W. (2015). A look at physician compensation models. Physician Executive Journal, 2 (4), 64-68.

2014

37. **Martin, W.** (2014). Approaching M&A's with an ethical lens. HFMA Strategic Financial Planning, 5-7.

38. **Martin, W.F.** (Forthcoming). Physician compensation models. Physician Leadership Journal.

39. **Martin, M.** (2014). Enhance your career trajectory: Three positive mindset changes that can help shape your future. Business Partner, winter, 7.

40. **Martin, M.** (2014). Managing distracted employees: How to effectively manage employees so distractions are minimized. Defense Communities, March/April, 12-14.

41. **Martin, M.** (2014). Mindset changes that can enhance your career trajectory. Canadian Manager, 38 (4), 19-20.

42. **Martin, M.** (2014). How to manage distracted employees. Canadian Manager, 39 (2), 27.
43. **Martin, M.** (2014). To stay professionally competitive, invest in cutting edge skills. MB, February, 16-17.
44. **Martin, M.** (2014). To drive performance, manage the whole employee. The Bulletin-National Concrete Burial Vault Association, June, 12-13.
45. **Martin, M.** (2014). Manage the whole employee to drive performance: A person centered approach to human resources management. Business Partner, Winter, 5.
46. **Martin, M.** (2014). Managing distracted employees: Distraction may be sapping productivity-and the employee may be the victim rather than the problem. Greater Phoenix In Business, 24-25.
47. **Martin, M.** (2014). Managing distracted employees. Employee Assistance Reporter, 9 (3), 2-3.
48. **Martin, M.** (2014). How to manage distracted employees. Shoe Retailing Today, March-April, 4-5.

2013

49. **Martin, M.** (2013). How to manage high and low performers. Drake Business Review, 5 (2), 34-38.
50. **Martin, M.** (2013). To stay current, keep skills current. Sleep Savvy, October, 34-35.
51. **Martin, M.** (2013). Adapting to career change. Canadian Facility Management & Design, May, 16-17.
52. **Martin, M.** (2013). Prepare for the inevitable: the four cornerstones of career insurance. Inland Empire Business Journal, 25 (4), 16, 27.
53. **Martin, M.** (2013). 3 keys for adapting to any career change. Home Business, July/August, 12.
54. **Martin, W.M.** (2013). Life changes: key transition points in your career mark crucial financial opportunities. Chiropractic Economics, 59 (7), 37-40.
55. **Martin, M.** (2013). Taming disruptive behavior. Canadian Manager, 26-27.

56. **Martin, M.** & Maton, M. (2013). How sweeping healthcare reform will affect you. Group Practice Journal.
57. **Martin, M.** (2013). Keys for adapting to any career change. Agency Sales, 43 (5), 33-35.
58. **Martin, M.M.** (2013). Two ways to adapt to career change. PPAI. Available at: <http://pubs.ppai.org/2013/02/two-ways-to-adapt-to-career-change/>

2012

59. **Martin, M.** (2012). Solving bullying in the boardroom. NBNA News. Available at: http://www.nbna.org/pdf/Summer_2012.pdf
60. **Martin, M.** (2012). 3 roles of the retirement planner: listener, connector, resolver. Journal of Financial Planning, 25 (12), 36-37.
61. **Martin, M.** (2012). Ways to manage high and low performers. Inland Empire Business Journal, 24 (12), 18.
62. **Martin, M.** (2012). Stop waiting! How to thrive under health reform. Physician's Money Digest. Available at: <http://www.physiciansmoneydigest.com/practice-management/How-to-Thrive-Under-Health-Reform>
63. **Martin, M.** (2012). Dealing with life and money changes. Available at: <http://www.physiciansmoneydigest.com/personal-finance/Dealing-with-Life-and-Money-Changes>
64. **Martin, M.** (2012). High and low performers. Smart Retailer. October/November, 59-59.
65. **Martin, M.** (2012). Health Reform and Your Bottom Line. Physician's Money Digest. Available at: <http://www.physiciansmoneydigest.com/personal-finance/Health-Reform-and-Your-Bottom-Line>
66. **Martin, M.** (2012). Bullying in the Board Room. Western Mass Women. Available at: <http://womego.com/articles/business-money/corporate-america/bullying-board-room>
67. **Martin, W.F.** (2012). Taming Disruptive Behavior at Work: Part One. Available at: <http://pubs.ppai.org/2012/04/tame-disruptive-behavior-at-work/>
68. **Martin, W.F.** (2012). Beating Negative Board Room Behavior. *Promotional Products Business*. Available at: <http://pubs.ppai.org/2012/07/beating-negative-boardroom-behavior/>

69. **Martin, W.F.** (2012). Taming Disruptive Workplace Behavior. *Furniture World Magazine*. Available at: <http://www.furninfo.com/absolutenm/templates/News.asp?articleid=13791&z=8>
70. **Martin, W.F.** (2012). Bullying: Tips for Taming Disruptive Behavior at Work. *EHS Today*. Available at: <http://ehstoday.com/safety/management/bullying-disruptive-behavior-workers-0316/>.
71. **Martin, W.F.** (2012). 5 Concrete Steps to Prevent Workplace Bullying. *Insurance & Financial Advisor Web News*. Available at: http://ifawebnews.com/2012/05/14/5-concrete-steps-to-prevent-workplace-bullying/?mobile_switch=mobile
72. **Martin, W.F.** (2012). Don't Let a Bully Cost Your Business Valuable Resources: 5 Steps for Taming the Workplace Bully. *Contractors Equipment Directory*. Available at: http://www.contractorsequipmentdirectory.com/index.cfm/39240/4193/dont_let_a_bully_cost_your_business_valuable_resources_5_steps_for_taming_the_workplace_bully

2011

73. **Martin, W.F.** (2011). 5 step ethical approach to changing retirement benefits. Healthcare Financial Management Association CFO Forum online posting.
74. **Martin, M.M.** (2011). Is change possible? The role of the individual in modifying financial behaviors. Investments & Wealth Monitor, November/December.

2010

75. **Martin, W.F.** & Maton, C. (2010). Preparing your practice for the retirement wave. Group Practice Journal, 59 (3), 41-47.

Prior to Tenure

2009

76. **Martin, W.F.** (2009). Helping Employees through Personal Financial Crises. Strategic Financial Planning, Fall 2009, page.

77. Maton, C.C. & **Martin, W.F.** (2009). The Psychology of Money: Beyond Behavioral Finance. Investments & Wealth Monitor, May 2009, 1-3.
78. **Martin, W.F.** & Long, H. (2009). Could Your Organization Save Money with Complementary and Alternative Medicine? Health Care Cost Containment, February 2009, 1-2.
79. **Martin, W.** (2009). Managing Employee Performance: A Path to Clinical and Business Excellence. Journal of Urgent Care Medicine, September 2009, 1-7.
80. **Martin, W.** (2009). Managing Downsizing to Minimize Damage. Strategic Financial Planning, Summer 2009, 14-15.

2007

81. **Martin, W.F.** (2007). Quality Models. Physician Executive: Journal of Medical Management, 24-29. Cited by 16.
82. **Martin, W.F.** (2007). Human Side of Quality. Physician Executive: Journal of Medical Management, 29-31.
83. **Martin, W.F.** (2007). Succession Management in Medical Groups. Group Practice Journal, 56(2), 36-46.

2006

84. **Martin, W.F.** (2006). Globally Socially Responsible Investing. The Monitor/IMCA, March/April, 24-26.
85. **Martin, W.F.** (2006). Leading Diversity: From Compliance to Commitment. Group Practice Journal, 55(6), 30-35.

2005

86. **Martin, W.F.** (2005). Do Leaders Shape Group Culture or Does Culture Shape Leaders? Group Practice Journal, 54(6): 20-26.

2004

87. **Martin, W.F.** & Keogh, T. (2004). Managing Medical Groups: 21st Century Challenges and the Impact of Physician Leadership Styles. Journal of Medical Practice Management, 1-5. Cited by 2.
88. Keogh, T & **Martin, W.F.** (2004). Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior. Physician Executive: Journal of Medical Management, 18-22. Cited by 17.

89. Keogh, T & **Martin, W.F.** (2004). R-E-S-P-E-C-T: Bedrock of Satisfaction and Effectiveness for Organizations and Individuals. Physician Executive: Journal of Medical Management, 23.

Prior to DePaul Faculty Role (n =20)

90. **Martin, W.F.** (2002). Afrocentric Theory: A New Paradigm for 21st Century Organizations. Psych Discourse, 13-14.
91. **Martin, W.F.** (2000). Influencing Physician Behavior. Medical Leadership Forum.
92. **Martin, W.F.** (1998). Positively Influencing Physician Performance. Physician Executive, 8-14. Cited by 4.
93. **Martin, W.F.** (1999). Improving African American Health: Policy and Research Perspectives. In R. Jones (Ed). Advances in African American Psychology, Hampton, VA: Cobb & Henry Publishers.
94. **Martin, W.F.** (1999). The Politics of Management (Review). Human Resource Development Quarterly, 9(4), 397-399.
95. **Martin, W.F.** (1998). Occupational Health and Safety in the 21st Century. Variability, 15.
96. **Martin, W.F.** (1996). Managing Diversity: The Art of Connecting and Directing. OR Manager, 12-15.
97. **Martin, W.F.** (1996). Commentary: Diversity Issues in Health Care. Annals of Behavioral Science in Health Care, Vol. 3(1), pages 44-46.
98. **Martin, W.F.** (1996). Managing Diversity: The Art of Connecting and Directing. Drug and Alcohol Nursing Association, Inc. Newsletter.
99. **Martin, W.** (1990). Plateauing: A managing diversity perspective. The Career Center Bulletin, 7, 2-3.
100. **Martin, W.** (1990). Health promotion: One-step beyond primary prevention. Prevention Quarterly, 6, 5-6.
101. **Martin, W.** (1989). The design and delivery of culturally sensitive Worksite health promotion programs. Wellness Quarterly, 5, 4-5.
102. **Martin, W.F.** (1988). Corporate health promotion. The Career Center

Bulletin, 6, 14-15.

103. **Martin, W.** (1990). Plateauing: A managing diversity perspective. The Career Center Bulletin, 7, 2-3.
104. **Martin, W.** (1990). Health promotion: One step beyond primary prevention. Prevention Quarterly, 6, 5-6.
105. **Martin, W.** (1989). The design and delivery of culturally sensitive worksite health promotion programs. Wellness Quarterly, 5, 4-5.
106. **Martin, W.F.** (1988). Corporate health promotion. The Career Center Bulletin, 6, 14-15.
107. **Martin, W.F.** (March/April 1993). Wellness: An African American Twist. Wellness Connections, Vol. III, No. 5, 2-10.
108. **Martin, W.F.** Xavier's Wellness Program achieves national acclaim. Xavier Gold, Fall 1992, 13-19.

Op-Ed

1. Martin, M. (8/11/2011). Outside Opinion: The psychology of money. Chicago Tribune, Business Section.
2. Martin, M. (4/7/2013). Outside Opinion: Why Americans aren't saving, even when they can. Chicago Tribune, Business Section, page 3.

Selected and Invited Chapters

1. **Martin, M.** (2014). Strategic talent management: talent makes all the difference. In Textbook of Urgent Care Medicine Management, Scottsdale, AZ: Urgent Care Textbooks.
2. **Martin, M.** (2014). Integrative medicine. In Textbook of Urgent Care Medicine Management, Scottsdale, AZ: Urgent Care Textbooks.
3. **Martin, W.F.** & Hunt-Ahmed, K. (2013). Executive compensation: the role of Shari'a compliance. In Critical Concepts in Islamic Economics. London: Routledge.

Editorially Reviewed Chapters (9 as of 3/15/2015)

4. **Martin, W.F.** (2013). Islamic human resources management. Contemporary Islamic Finance: Innovations, Applications and Best Practices. New York: Wiley & Sons.
5. LaVan, H., Lopez, Y. P., & **Martin, W. M.** (2012). Bullying as an organizational safety issue: Do different types of bullying lead to different litigated outcomes? In Workplaces: Safety, Social Implications and Expectations. NOVA Publishers
6. **Martin, W.F.** (2005). Collaboration in the Delivery of Health Care. In Curry & Linney (Eds.), Positive Leadership in Health Care: Building on Strengths, Managing Around Weaknesses. Tampa, Florida: American College of Physician Executives.
7. **Martin, W.F.** (2005). Diversity and Cultural Competency: The Global Physician Executive. In Curry & Linney (Eds.), Positive Leadership in Health Care: Building on Strengths, Managing Around Weaknesses. Tampa, Florida: American College of Physician Executives.
8. **Martin, W.F.** (2005). Building on Strengths: Lessons from Positive Psychology and Appreciative Inquiry. In Curry & Linney (Eds.), Positive Leadership in Health Care: Building on Strengths, Managing Around Weaknesses. Tampa, Florida: American College of Physician Executives.
9. **Martin, W.F.** (2000). Human Resources Management. In P. Rodenhauser (Ed). Mental Health Care Administration: A Guide for Practitioners, Ann Arbor, MI: University of Michigan Press.
10. Whyte, G.W. & **Martin, W.F.** (2000). Marketing Mental Health Services. In P. Rodenhauser (Ed). Mental Health Care Administration: A Guide for Practitioners, Ann Arbor, MI: University of Michigan Press.
11. **Martin, W.F.** (1996) Improving the mental health of African Americans: Practice and policy perspectives. In R.Jones (Ed.), Improving the Health of African Americans. Cobb & Henry Publishers, Incorporated.
12. Scofield, M.E. & **Martin, W.** (1990). Development of AT&T Health Audit for Measuring Organizational Health. In Scofield, M.E. (Ed.) Worksite Health Promotion, Hanley & Belfus, Inc.

Editorially Reviewed Reports

1. Ananth, S. & **Martin, W.** (2006). Complementary and Alternative Medicine: A Survey of Hospitals. Chicago, IL: Health Forum. American Hospital Association.
2. Thomas, R.R.T., Kruzan, T. & **Martin, W.** (1991). Managing A Diverse Labor Force In The Warehouse. Warehouse Education and Research Council.

Conference Proceedings/Abstracts, Papers, and Presentations

Proceedings/Abstracts:

1. Proceedings of 4th International Conference of the American Institute of Higher Education, "The Convergence of Business and Medicine: A Study of MD/MBA Programs in the United States," Williamsburg, Virginia, 2010.
2. Proceedings of Performance Management and Performance Measurement: Public and Private. "Managing Physician Performance As If Your Health Depended Upon It." London, United Kingdom, 2006.
3. Abstracts of the XXIXth International Congress on Law and Mental Health. "Organizing for Beauty: A Model of Appreciating and Leveraging Differences to Promote Organizational Excellence." Paris, France, 2005.

Presentations:

Refereed Presentations:

2012

1. "Hospital Unions: Quality, Satisfaction and Net Income." 2012 Labor Education and Research Association (LERA) Meeting. Chicago, Illinois.
2. LaVan, H., Lopez, Y. P., Katz, M., & Martin, W. M. Spillover of domestic violence into the workplace: Where we stand. Accepted for presentation at the 64th Annual Meeting of the Labor and Employment Relations Association (LERA 2012). Chicago, IL. January, 2012
- 3.

2011

1. Conversational hour with Cicily Maton, CFP, "Mind Money Connections." 2011 Annual Meeting of the American Psychological Association, Washington, D.C.
2. "The Case for the Case Method in Developing Physician Leaders." World Association of Case Method, Research & Applications. 2011. Dublin, Ireland.

2010

3. Conference presentation with Philip Hemphill, Ph.D., "Taming Disruptive Behavior: 360 Feedback," 2010 International Conference on Physician Health, Chicago, 2010.
4. Martin, W. M., LaVan, H. N., Lopez, Y. P., Katz, M., & Naquin, C. E. The right to pack heat at work: Beyond the second amendment of the U. S. constitution. Presented at the Seventeenth Annual International Vincentian Business Ethics Conference. Chicago, IL. October, 2010.
5. Katz, M., LaVan, H., Lopez, Y. P., Martin, W. M., & Naquin, C. The status of parking lot gun laws: Annie get your gun. Presented at the Association on Employment Practices and Principles Conference. San Francisco, CA. September-October, 2010.
6. Conference presentation with Marsha Katz, PhD, Helen LaVan, PhD, Yvette Lopez, PhD, and Charles Nacquin, PhD, "Legal Aspects of Second Amendment at Work," Association on Employment Practices and Principles, San Francisco, 2010.
7. Conference presentation with Philip Hemphill, Ph.D., "360 Feedback with Disruptive Physicians," American College of Healthcare Executives (ACHE) 2010 Annual Congress, Chicago, Illinois, 2010.
8. Conference presentation with Timothy Keogh, Ph.D., "The Convergence of Business and Medicine: A Study of MD/MBA Programs in the United States," 4th International Conference of The American Institute of Higher Education, Williamsburgh, Virginia, 2010.

2009

9. Conference presentation with Regina Wolfe and Stephen Wolfe, "Plenary Session: Chronicles of a Financial Crisis: Examining the Roles of Institutions, Individuals, and Society" Society of Business Ethics Annual Meeting, Chicago, Illinois, 2009.
10. Conference presentation with Richard Culbertson, "Ten Years of the Tulane Executive Doctoral Program in Health Systems Management: Lessons Learned in Enrollment and Retention of Minority Candidates" Association of University Programs in Health Administration Annual Meeting, Chicago, Illinois, 2009.

2006

11. Conference presentation, "Managing Physician Performance As If Your Health Depended Upon It" Performance Management and Performance Measurement: Public Private Conference, London, United Kingdom., 2006.

2005

12. Conference presentation, "Beauty and Organizations," International Law and Mental Health Annual Conference, Paris France, 2005.

Invited as Guest Lecturer/Faculty:

1. Invited as guest lecturer at The University of Missouri at Kansas City's Physician Leadership Program to teach "Quantitative Tools for Physician Leaders." April of 2013. Kansas City, Missouri.
2. Invited as guest faculty at Tulane University School of Public Health and Tropical Medicine's Masters in Healthcare Management Program to teach "Human Resources in Healthcare." September-December of 2012. New Orleans, Louisiana.
3. Invited as guest faculty at The University of Texas at Tyler's Executive Masters in Public Administration Program in Healthcare Management to teach "Human Resources Management." October of 2012. Tyler, Texas.

Invited Presentations:

1. Invited presentation: "Managing Physician Performance." University of Missouri at Kansas-Physician Leadership Development Program. Kansas City, Missouri. April 2015.
2. Invited presentation: "Leadership and Governance for Group Practice Board Members. American Association for Physician Leadership Annual Meeting. Las Vegas, Nevada. April 2015.
3. Invited presentation: "Physician Performance Management." Shore Medical Center. Somers Point, New Jersey. April 2015
4. Invited presentation: "Elements of Effective Teamwork." Union Hospital. Elkton, Maryland. April 2015.
5. Invited presentation: "Leading and Managing Strategic Change and Innovation." 10th Annual Physician Leadership Development Conference. Kohler, Wisconsin. March 2015.
6. Invited presentation: "Managing Provider Performance." Baystate Health System. Mt. Holyoke, Massachusetts. March 2015.
7. Invited presentation: "Managing Physician Performance." Lexington Medical Center. West Columbia, South Carolina. January 2015.

8. Invited presentation: "Leading Strategic Change." American College of Cardiology Leadership Summit. Orlando, Florida. January 2015.
9. Invited presentation: "Strategic Thinking and Decision Making." Children's Hospital. Minneapolis, Minnesota. November 2014.
10. Invited presentation: "Managing Physician Performance." Main Medical Center. Portsmouth, ME. October 2014.
11. Invited presentation: "Physician Performance Management." Norton Health System. Louisville, KY: October 2014.
12. Invited presentation: "Coaching and Mentoring." Pennsylvania State Medical Society. Harrisburg, PA. October 2014.
13. Invited presentation: "Taming Disruptive Behavior." Illinois Hospital Association's 30th Annual Risk Managers Meeting. Bloomington, Illinois. September 2014.
14. Invited presentation: "Change Management." Pennsylvania State Medical Society. Harrisburg, PA. September 2014.
15. Invited presentation: "Coaching and Mentoring Physicians to Higher Performance." American Association of Hospice and Palliative Care Medicine-Ascend Leadership Development Program. August 2014.
16. Invited presentation. American Health Lawyers Annual Meeting. "Taming Disruptive Behavior-Determining and Responding to the Reasons of the Behavior." American Health Lawyers Annual Meeting. New York, New York. June 2014.
17. Invited presentation: "Managing Physician Performance." Norton Healthcare Physician Leadership Program. Louisville, Kentucky. April 2013.
18. Invited presentation: "Managing Clinician Performance." Atrius Health Leadership Academy. Newton, Massachusetts, March 2013.
19. Invited presentation: "Managing Physician Performance." Adventist Retreat. West Palm Beach, Florida, March 2013.
20. Invited presentation, "Healthcare and Human Capital Transformation," CFO Alliance, Chicago, Illinois, December 2012.
21. Invited presentation, "Managing Physician Performance: A Path to Excellence", Austin Diagnostic Clinic, Austin, Texas, July 2012.

22. Invited presentation, "Quality During Tough Times," Wellmed, San Antonio, Texas, July 2012.
23. Invited presentation, "Strategic Thinking & Decision Making," Wellmed, San Antonio, Texas, July 2012.
24. Invited presentation, "A Path to Clinical Excellence," Ashland, Kentucky, April 2012.
25. Invited presentation, "Top of License," Meridian Health System, Monmouth, New Jersey. March 2012.
26. Invited presentation, "Managing Clinician Performance: A Path to Excellence," Harvard Vanguard, Newton, MA. March 2012.
27. Invited presentation, "Managing Clinician Performance: A Path to Excellence," Holyoke Medical Center, Holyoke, MA. February 2012.
28. Invited presentation, "Managing Physician Performance," Veterans Administration Delaware, Wilmington, DE, February 2012.
29. Invited presentation, "Managing Physician Performance," Iowa Health System, Des Moines, IA., February 2012.
30. Invited presentation, "Working Together as a Board," American College for Physician Executives, Naples, Fl. January 2012.
31. Invited presentation, "Coaching & Mentoring," SAMSO of ARAMCO, Dahrn, Kingdom of Saudi Arabia, January of 2012.
32. Invited presentation, "Group Coaching & Mentoring for Leadership Projects," SAMSO of ARAMCO, Dahrn, Kingdom of Saudi Arabia, January of 2011.
33. Invited presentation, "Coaching & Mentoring: Physician Leaders," Iowa Health System, October 2010.
34. Invited presentation, "Success Staffing," Urgent Care Association of America Fall Conference, Glendale, Arizona, October 2010.
35. Invited presentation, "Managing Diversity," South Central Public Health Leadership Institute, New Orleans, Louisiana, October 2010.
36. Invited presentation, "Managing Performance: A Path To Excellence," Springfield Clinic, Springfield, Illinois 2010.

37. Invited presentation, "Managing Physician Performance," Adena Health System, Chillicothe, Ohio, 2010.
38. Invited presentation, "Focus on Quality During Tough Times," Adena Health System, Chillicothe, Ohio, 2010.
39. Invited presentation, "Selecting The Best," Holzer Clinic, Galipolis, Ohio, 2010.
40. Invited presentation, "Effective Execution," Urgent Care Association of America National Meeting, Orlando, Florida, 2010.
41. Invited presentation, "Coaching & Mentoring for Physician Executives," ARAMCO/SAMSO, Saudi, Arabia, 2010.
42. Invited presentation, "Frontline Leadership: Physician Executives," American College of Physician Executives, Fort Washington, Maryland, 2010.
43. Invited Presentation, "Focus on Quality during Tough Times," Surgeon General of The United States Air Force, San Antonio, Texas, 2010.
44. Invited presentation, "Beyond Diversity and Cultural Competency," South Central Public Health Leadership Institute, Gulf Shores, Alabama, 2010.
45. Invited presentation, "Managing Physician Performance," Harvard Vanguard, Newton, Massachusetts's, 2010.
46. Invited presentation, "Strategic Thinking for Board Members," Holzer Clinic, Gallipolis, Ohio, 2010.
47. Invited presentation, "Managing Physician Performance," Holzer Clinic, Gallipolis, Ohio, 2009.
48. Invited presentation," Managing Physician Performance," Harvard Vanguard, Newton, Massachusetts, 2009.
49. Invited presentation, "Quality during Tough Times," Wenatchee Valley Health System Wenatchee, Washington, 2009.
50. Invited presentation," Managing Employee Performance," Michigan Ambulatory Surgery Association Education Conference, Mt. Pleasant, Michigan, 2009.
51. Invited presentation, "Managing Disruptive Behavior," Urgent Care Association of America Las Vegas, Nevada, 2009.
52. Invited presentation, "Conflict Management", Harvard Medical School Boston, Massachusetts, 2008.

53. Invited presentation, "Managing Physician Performance," U.S. Office of the Surgeon General of the U.S. Air Force, St. Petersburg, Florida, 2009.
54. Invited presentation, "The Human Aspects of Quality Improvement," Arthur C. Bachmeyer Memorial Address of The American College of Health Care Executives Chicago, Illinois, 2009.
55. Invited presentation, "Selecting and Interviewing the Best Team", Stellaris Health System Mount Kisco, New York, 2009.
56. Invited presentation with Lisa Lerman, Mary Robinson, Peter Bulmer, and Stafford Henry, "Law Firm Bullies: What Makes Them Tick and How To Control Them," American Bar Association National Conference on Professional Responsibility, Chicago, Illinois, 2007.
57. Invited presentation, "Coaching and Excellence", Washington Hospital Center Washington, D.C., 2007.
58. Invited presentation, "Quality and Creativity," DePaul Center for Creativity and Innovation Health Care Conference, Chicago, Illinois, 2007.
59. Invited presentation, "Conflict Resolution", National Rehabilitation Hospital Washington, D.C., 2007.
60. Invited presentation," Retirement Planning for Physicians", VHA/Physician Institute Las Vegas, Nevada, 2007.
61. Invited presentation, "Managing Physician Performance", University of Maryland Medical Center Baltimore, Maryland, 2007.
62. Invited presentation, "Managing Physician Performance", South Central Foundation/Indian Health Service Anchorage, Alaska, 2007.
63. Invited presentation, "Selecting the Best", VHA/Stellaris Health System Mount Kisco, New York, 2007.
64. Invited presentation, "People Management for Group Boards", American College for Physician Executives Fall Institute, Tucson, Arizona, 2006.
65. Invited presentation, "Coaching," National Rehabilitation Hospital, Washington, D.C., 2006.
66. Invited presentation," Managing Physician Performance," American College of Physician Executives, 2005.

67. Invited presentation, "Managing Disruptive Physician Behavior: An Executive Perspective", VHA New England Region/CEO Conference Portsmouth, Maine, 2005.
68. Invited presentation, "Physician Collaboration," Renal Care Group National Medical Meeting Nashville, Tennessee, 2005.
69. Invited presentation, "Performance Evaluation Tools and Techniques (Nurse Leaders)" Volunteer Hospital Association-Gulf South Region, Baton Rouge, Louisiana, 2003.
70. Invited Presentation, "Managing Team Collaboration (Health Care Leaders)", Renal Care Group Midwest Region, Chicago, Illinois, 2003.
71. Invited presentation, "Managing Physician Performance (Physician Executives)," American College of Physician Executives Fall Institute, Tucson, Arizona, 2003.
72. Invited presentation, "Physician Performance Management: A Path to Clinical Excellence," Advocate Health Care, Oak Brook, Illinois, 2003.
73. Invited presentation, "Managing Team Collaboration," Renal Care Group Flagship II, Nashville, Tennessee, 2002.
74. Invited presentation, "Managing Physician Performance: A Path To Clinical Excellence (Pediatricians)," University of New Mexico Department of Pediatrics (10/8/2003), Albuquerque, New Mexico, 2003.
75. Invited presentation, "Physician Performance: Fostering Clinical Excellence," Harvard Medical School, December 2003.
76. Invited presentation, "Managing People for Program Directors," American College of Physician Executives Summer Institute, Chicago, Illinois July 2003.
77. Invited presentation, "Managing Physician Performance: A Path to Excellence," Advocate Health Care, Oak Brook, Illinois, 2003.
78. Invited presentation, "International HR," American Association of Affirmative Action, Chicago, Illinois, 2003.
79. Invited presentation, "Digital Job Search," Governors State Alumni Association, University Park, Illinois, 2002.
80. Invited presentation, "Mediation for Managers," Johns Hopkins University, Baltimore, Maryland, 2002.

81. Invited presentation, "Diversity: HR's Role in Launching A Successful Diversity Initiative," Maryland Health Care Human Resources Association Winter Conference, Baltimore, Maryland, 2002.
82. Invited presentation, "Managing Diversity and Cultural Competency," The Johns Hopkins Health System, Baltimore, Maryland, 2001.
83. Invited presentation, "Influencing Physician Performance and Feedback," Advocate Health Systems, Oak Brook, Illinois, 2000.
84. Invited Presentation, "Managing for Peak Performance and Creativity," Nurse Executives of New Orleans, New Orleans, Louisiana, 2000.
85. Invited presentation, "Managing Physician Diversity and Cultural Competency," Anne Arundel Health System, Annapolis, Maryland, 1999.
86. Invited Presentation, "Leadership Begins with You," Louisiana Public Health Association Annual Meeting, Baton Rouge, Louisiana, 1998.
87. Invited presentation, "Cultural Diversity: Leadership Begins with You," National Association for the Education for Young Children, Washington, D.C., 1999.
88. Invited presentation, "Legal Aspects for Training & Development," American Society for Training and Development, 1999.
89. Invited presentation, "Managing Physician Performance," American College for Physician Executives, 1999.
90. Invited presentation, "Evaluating and Rewarding Physician Performance," Healthcare Symposium, 1998.
91. Invited presentation, "Career Development in the 21st Century," National Association of Health Services Executives Annual Convention, 1998.
92. Invited presentation, "Organizational Change in Diverse Organizations," Society for Psychologists in Management Winter Conference, 1998.
93. Invited presentation, "Cultural Interactions," Mississippi Public Health Association Conference, 1997.
94. Invited Presentation, "Impact of Diversity in Health Care," Baptist Health Care Integrated Delivery System, Pensacola, Florida, 1997.
95. Invited presentation, "Impact of Diversity in Health Care," The Johns Hopkins Home Care Division, Baltimore, Maryland, 1997.

96. Invited presentation, "The Impact of Diversity in Health Care," The Johns Hopkins Medical Service Corporation, 1997.
97. Invited presentation, "Cultural Aspects of Clinical Practice Guidelines," The American Association of Health Plans, Washington, D.C., 1997.
98. Invited presentation, "Cognitive Behavioral Approaches to Career Counseling," American Counseling Association World Conference, 1997.
99. Invited presentation, "Plenary Session-Human Resources Management," Advanced Psychiatric Administration: Strategies for Success, New Orleans, Louisiana, 1997.
100. Invited presentation, "Cultural Diversity," South Central Public Health Leadership Institute, 1997.
101. Invited presentation, "Selection Interviewing," Tenet Physician Services, New Orleans, Louisiana, 1997.
102. Invited presentation, "Communication, Conflict, and Negotiation: Teens and Trouble," Third Annual Office Practice of Adolescent Medicine, 1997.
103. Invited presentation, "Culture Specific Clinical Guidelines," American Association of Health Plans, Washington, D.C., 1996.
104. Invited presentation, "Human Resources Management," NewDimensions in Mental Health Administration, New Orleans, Louisiana, 1996.
105. Invited presentation, "Wellness: An African American Twist," National Wellness Conference, Stevens Point, Wisconsin, 1996.
106. Invited presentation, "Transition Begins with Me," The Johns Hopkins Hospital Nursing Forum, Baltimore, Maryland, 1996.
107. Invited presentation, "Reengineering - What's It All About and How Will It Affect My Institution?" Maryland Society for Health Care Marketing and Public Relations, Baltimore, Maryland, 1995.
108. Invited presentation, "Hiring the Right Person for the Right Job; It's More Than Affirmative Action." Maryland Hospital Association - Statewide Recruiters Meeting, Baltimore, Maryland, 1995.
109. Invited presentation, "Cultural Diversity in Healthcare," Johns Hopkins Bayview Medical Center, Baltimore, Maryland, 1995.

110. Invited presentation, "Stress Management," Xavier University of Louisiana, New Orleans, Louisiana, 1995.
111. Invited presentation, "Diversity and Recruitment," Baltimore Area Nurse Recruiters, Baltimore, Maryland, 1995.
112. Invited presentation, "Optimizing Differences," The Johns Hopkins Hospital Nurse Management Development Clinic, Baltimore, Maryland, 1994.
113. Invited presentation, "Human Resources Administration," New Dimensions in Mental Health Administration, New Orleans, Louisiana, 1994.
114. Invited presentation, "Celebrating Diversity," Energizing the 90's Nurse Manager Seminar, 1993.
115. Invited presentation, "Human Resources Administration," New Dimensions in Mental Health Administration, New Orleans, Louisiana, 1993.
116. Invited presentation, "The Female Advantage," Women's Executive Health Care Network, 1993.
117. Invited presentation, "Managing Diversity," Phi Gamma Nu National Business Fraternity, New Orleans, Louisiana, 1993.
118. Invited presentation, "Treating Child Hurricane Disaster Victims," Federal Emergency Management Agency, Baton Rouge, Louisiana, 1993.
119. Invited presentation, "Leadership Begins with You," Xavier University Leadership Institute, New Orleans, Louisiana, 1993.
120. Invited presentation, "Self Esteem Enhancement: A Wellness Approach," "Second Annual Human Services Conference: Preserving the Urban Family: Adolescence Through Maturity, 1992.
121. Invited presentation, "Stress Management Techniques," National Federation of Housing Counselors 19th Annual Convention, Newark, New Jersey, 1992.
122. Invited presentation, "Breaking Down the Barriers: Successful Counseling to Multicultural Student Populations," CPC/Eastlake Hospital, New Orleans, Louisiana, 1992.
123. Invited presentation, "Adolescence: An African American Perspective," N. J. Youth Conference, Elizabeth, New Jersey, 1991.
124. Invited presentation, "Wellness on Campus: African American

- Perspective," COOL Conference, New Orleans, Louisiana, 1991.
125. Invited presentation, "Managing Diversity in the Warehouse Industry," Christopher Newport College, Hampton, Virginia, 1991.
 126. Invited presentation, "Building Bridges: Managing Diversity and Occupational Stress Management," APA/NIOSH Conference, 1990.
 127. Invited presentation, "African American Adolescence," N. J. Youth Conference, Elizabeth, New Jersey, 1990.
 128. Invited presentation, "Community-Based Wellness: Beyond the Individual," National Wellness Conference, Stevens Point, Wisconsin, 1990.
 129. Invited presentation, "Health Information Diffusion to Minorities," National Wellness Conference, Stevens Point, Wisconsin, 1990.
 130. Invited presentation, "Stress Management: Ages 5-8," National Wellness Conference, Stevens Point, Wisconsin, 1990.
 131. Invited Presentation, "Coping with Stress," Indiana University - Perdue University at Ft. Wayne Focus on the Future: Early Childhood Education, Fort Wayne, Indiana, 1990.
 132. Invited presentation, "Teaching Therapeutic Interviewing: An Intensive Approach in the PGYIII of a Family Practice Residency," Society of Teachers in Family Medicine Conference, 1990.
 133. Invited presentation, "Generalized Anxiety Disorder/Meditation as a Nonpharmacological Treatment," Anxiety Disorders in Primary Care: A New Approach to Diagnosis and Management, 1990.
 134. Invited presentation, "Somatization Disorder: Hispanic Population," AACD Hispanic-American Conference, Mexico City, Mexico, 1990.
 135. Invited presentation, "Adopting Health Habits: A Challenge for Blacks," First National Cholesterol Conference, Bethesda, Maryland, 1988.
 136. Invited presentation, "Design & Delivery of Culturally-Sensitive Worksite Health Promotion Programs," National Wellness Annual Conference, Stevens Point, Wisconsin, 1988.
 137. Invited presentation, "Community Psychology & Organizational

Consulting," Piscataway, New Jersey, 1988.

138. Invited presentation, "Community Psychology & Health Promotion," Northeast Community Psychology Conference, 1987, New Brunswick, New Jersey.
139. Invited presentation, "Graduate Education & Social Responsibility," American Psychological Association Annual Convention, 1985.

GRANTS AWARDED

2014

Awarded as part of the grant writing team \$25,000 from the Sprague Institute for Interprofessional Health Education.

2006

Awarded a \$15,000 case research grant from The Real Estate Institute of DePaul University's College of Commerce to conduct field research to submit a manuscript for publication in a peer review journal.

2005

Awarded a \$5,000 research grant from the Vincentian Education Foundation of DePaul University to design a survey to conduct empirical research on Socially Responsible Investing (SRI) in Catholic colleges and universities.

2001

Awarded \$267,000 as a grant team member for a four-year cardiovascular risk reduction program aimed at African American women funded by the CDC (Centers for Disease Control).

1993

Awarded \$107,000 grant as a Principal Investigator for substance abuse and prevention from the Fund for The Improvement of Postsecondary Education of the U.S. Department of Education.

TEACHING ACTIVITIES

Courses Taught at DePaul University

MGT 300 - Managerial Concepts and Practices I
MGT 500 - Organizational Behavior
MGT 526 -Compensation (Bahrain)
MGT 523- Training & Development (Bahrain)
MGT 530 - Leadership in Organizations (Czech Republic)
MGT 555 - Strategic Management of Human Resources
MGT 559 - Health Sector Management
MGT 664 - Streets of Chicago: Health Care Management

New Courses Designed/Taught at DePaul University

MGT 559-Health Sector Management
MGT 664-Streets of Chicago: Health Care Management
MGT 566-Health Insurance and Benefits
MGT 798-Managerial and Marketing Epidemiology
MGT 398-Health Care Management
MGT 500-Behavior in Organizations (Online)
MGT798-Organizational Diversity

New Courses Designed at DePaul University

MGT 566-Health Insurance and Benefits
MGT 798-Technology, Quality & Informatics

New Concentration Designed at DePaul University

Organizational Diversity Concentration (Department of Management in collaboration with The College of Communications)

New Cross-College Collaborations

- Health care management concentration in the MS in Predictive Analytics [AY2012/2013]
- MS in Health Informatics [AY 013/2014]

Independent Studies Taught at DePaul University

- MGT 799-302 Compensation (Spring 2008/2009)
- MGT 799-102 Health Care Finance (Fall 2008/2009)
- MGT 799-502 Health Care Payment Systems (Summer 2006/2007)

Revised Curriculum

- Sourced subject matter expert and collaborated with subject matter expert to develop a new course entitled “Health Insurance & Benefits” offered in the Spring of 2010.

- Sourced subject matter expert and collaborated with subject matter expert to develop a new course entitled “Technology, Quality & Infomatics” offered in the Summer of 2010.
- Health Care Management MBA concentration to Health Sector Management MBA concentration
- Increased the number of courses taught in The College of Commerce from none to two regular offerings and one elective offering.

Degrees/Concentrations Directed

- Master of Science in Human Resource Management (MSHR) [CY2005-Current Calendar Year].
- Health Sector MBA Concentration [AY2004/2005-Current]
- Organizational Diversity Concentration [AY2011/2012-Current]

Educational Alliance Established

- DePaul MBA/Rush M.S. (AY2008/2009)
- DePaul MBA/Rush M.S. Renewed (AY2010/2011)
- DePaul MBA/Rush M.S. Renewed (AY2012/2013)

Student Internship/Practica Established

- The Gateway Foundation HR internship program for MSHR students (in collaboration with Rocky Perkovich). (AY 2010/2011).

Courses Taught Prior to DePaul University (Tulane University School of Public Health & Tropical Medicine as Clinical Associate & Clinical Assistant Professor)

- HSMG 638 Human Resources Management
- HSMG 637 Behavioral Approaches to Human and Organizational Resources
- HSMG 603 Principles of Health Systems Administration and Management
- HSMG 681 Strategic Management
- HSMG 783 Marketing Research
- HSMG 788 Complementary and Alternative Medicine: Business, Management,
- EMHA 638 Human Resources Management
- EMHA 603 Principles of Management
- EMMM 638 Human Resources Management
- EMMM 630 Organizational Design

International Teaching Experience

DePaul University

- | | | |
|----------|-----------------------------|-------------------|
| ▪ MGT529 | Life & Career Planning | Bahrain (BIBF) |
| ▪ MGT526 | Compensation | Bahrain (BIBF) |
| ▪ 468912 | International HR Management | New Zealand (AUT) |
| ▪ 469962 | Cross Cultural Management | New Zealand (AUT) |
| ▪ 469965 | Social Entrepreneurship | New Zealand (AUT) |

- MGT526 Training & Development Bahrain (BIBF)
- MGT530 Leadership in Organizations Czech Republic (CMC)
- MGT799302 Compensation Bahrain (BIBF)

Tulane School of Public Health & Tropical Medicine

- EMMM 638 Human Resources Management India (BITS)
- EMMM 638 Human Resources Management Costa Rica (INCAE)
- EMMM 638 Human Resources Management Taiwan (Taiwan Military Medical Institute).

Dissertation Committee Member

2010

- *The Marriage: Superintendent Evaluations and Other Factors that Influence the School Board and Superintendent Relationship and Ultimately Student Achievement.* Thea Y. Perkins, candidate for the Doctor of Education degree at Northern Illinois University.

2003

- *Assessing Patient Satisfaction among Sociodemographic Groups of Active Duty Personnel in the United States Navy.* Patrice D. Robinson, candidate for the Doctor of Science degree at Tulane University School of Public Health & Tropical Medicine.

2001

- *The Sensitivity and Modification of Chief Executive Compensation and Corporate Financial Performance of Proprietary Healthcare Provider Organizations.* Jaquetta Clemons, candidate for the Doctor of Science degree at Tulane University School of Public Health & Tropical Medicine.

SERVICE ACTIVITIES

University, College and Departmental Committees at DePaul University.

University:

- Member, Fair Business Practices Council (AY: 2011/2012; 2012/2013; 2013/2014; 2014/2015).
- Member, Public Services Council (AY: 2012/2013; 2013/2014; 2014/2015).
- Member, Faculty Council (AY2010/2011).
- Member, President's Diversity Council (AY 2007/2008; AY2008/2009; AY2009/2010; AY2010/2011; 2013/2014; 2014/2015)
- Member, University Research Council (AY 2004/2005; 2005/2006; 2006/2007)
- Member, Vincentian Education Foundation Board (AY 2006/2007; 2007/2008; AY2008/2009; AY2009/2010; AY2010/2011; 2011/2012; 2012/2013; 2014/2015)

- Member, Strategic Planning Issues Team/Selective Pursuit of Excellence Blue Team (CY2003)
- Member, Office of Continuing and Professional Education/Center for Professional Dispute Resolution Committee (CY2003)

College:

- Member, Strategic Planning Committee (AY2010/2011; 2011/2012; 2012/2013).
- Member, Distance Learning Committee (AY2011/2012; 2012/2013).
- Member, FYAS (AY2010/2011; 2011/2012).
- Lecturer, Fall Kellstadt Graduate School of Business Open House (AY2010/2011).
- Member, College of Commerce Research Committee (AY 2004/2005; 2005/2006; 2006/2007; 2007/2008; 2008/2009).
- Member, Faculty Council of Barat College (AY2003/2004)
- Member, Academic Leadership Team of Barat College (AY2003/2004)
- Member, Barat Task Force Town Hall Meeting Follow-Up Committees (AY2003/2004)
- Member, Retention Committee of Barat College (AY2003/2004)
- Member, Safety Net Committee of Barat College (AY2003/2004)
- Member, Student Status Committee of Barat College (AY2003/2004)

Department:

-
- Chairperson, Teaching Committee (AY2012/2013; 2013/2014)
- Chairperson, Promotion & Tenure Committee (AY: 2011/2012)
- Member, Promotion & Tenure Committee (AY: 2010/2011).
- Co-Chairperson, Organizational Diversity course design subcommittee (AY2009/2010).
- Director, Organizational Diversity Concentration (AY 2011/212; 2012/2013)
- Director, MSHR Degree (AY2005/2006; AY2006/2007; AY2007/2008; AY2008/2009; AY2009/2010)
- “Lead Faculty,” Health Sector MBA Concentration (AY 2004/2005; 2005/2006; 2006/2007; 2007/2008; 2008/2009; 2009/2010)
- Member, Research Committee (AY2006/2007; 2008/2009).
- Member, Management Development Committee (AY 2005/2006).
- Member, Curriculum Committee (AY2009/2010)
- Member, Adjunct Advisory Committee (AY2007/2008)
- Participant, Premier Orientation (AY2008/2009; 2009/2010)
- Participant, Ryan Scholarship Interviewing Team (5/26/2004; 5/18/2005)

Prior University, College, and Departmental Committees at Tulane University

University:

- Member, Committee on Education Policy of Tulane (AY1999/2000)

College:

- Member, Committee on Women & Minorities of Tulane University School of Public Health & Tropical Medicine (AY2000/2001)
- Member, Grievance Committee of Tulane University School of Public Health & Tropical Medicine [Chair: AY1997/1998] (AY1996/1999).

Department:

- Member, Diversity Committee of Health Systems Management (AY2000/20001)
- Member, Governance Committee (AY2000/2001)
- Chair, Human Resources Committee (AY2000/2001)
- Chair, Tenure Track Faculty in Strategy/Management (AY1998/1999)
- Member, Admissions Committee of Health Systems Management (AY1997/1999)
- Member, Master of Medical Management Committee Curriculum in USA/Taiwan/Costa Rica (AY1997/1998)
- Chair, Administrative Search Committee (AY1997/1998)
- Member, Values in Professional Medical Education Committee (AY1997/1998)
- Member, Committee on Diploma in Health Systems Management in India (AY1996/1997)

Professional Service Activities:**Editorial Positions:**

- | | |
|------|--|
| 2013 | Editorial Board Member, Journal of Financial Therapy |
| 2010 | Associate Editor, Journal of Financial Therapy |

Journal Reviewer:

- | | |
|-----------|---|
| 2014 | Journal of Financial Therapy |
| 2014 | Decision Sciences Journal of Innovative Education |
| 2013 | Journal of Executive Education |
| 2013 | Journal of Business Ethics |
| 2012 | Journal of Business Ethics |
| 2012 | Journal of Executive Education |
| 2012 | Journal of Organizational Change Management |
| 2012-2003 | Professional Psychology: Research and Practice |
| 2010 | Journal of Financial Therapy |

2010 Journal of Health Administration Education
2009 Journal of Executive Education
2000 Human Resources Development
1999 Annals of Behavioral Science and Medical Education

Conference Paper Reviewer:

2012 Association of Financial Therapy
2010 Association of Financial Therapy
2006 Academy of Management Symposium

Professional Affiliations:

Memberships and Licenses:

HOSPITAL STAFF PRIVILEGES:

1994-1991 River Oaks Psychiatric Hospital, New Orleans, Louisiana

LICENSES/CERTIFICATIONS:

2004 Illinois Licensed Psychologist
2001 Advanced Professional Qualification (APQ) in Clinical Psychology
1993 National Register of Health Service Providers in Psychology
1990 Licensed Psychologist

Memberships:

American Academy of Sleep Medicine
American Psychological Association
American Public Health Association
Illinois Rural Health Association

Medical Group Management Association

National Speaking Association

Society of Business Ethics

The Society for Human Resources Management

Professional Organization Leadership:

1999 Vice President, National Association of Health Services Executives, New Orleans, LA. Chapter

Community Service Activities:

2014-2015 TRMS Board (Insurance Company for Health Professionals)

2014-2015 Faculty Advisory Council
American College of Physician Leadership Board

2012 National Financial Educators Council
Curriculum Advisory Board

2012 Vincentian Family Leadership Project Design Committee

2010 American College of Health Care Executives (ACHE)
▪ Reviewed two policies.
1. Harassment and Aggression Policy.
2. Older and Experienced Workers Policy.

2003-2014 Aurora Health Care, Inc. (Milwaukee, WI. Headquarters)
▪ Board of Directors
▪ Chairperson, Social Responsibility Committee
▪ Executive Compensation Committee

2007-2010 The Gateway Foundation Human Resources Committee of the Board.

2001-1999 Reach 2010 Coalition: Eliminating Health Disparities

1999-1997 March of Dimes/Greater New Orleans Chapter
▪ Worksite Health Promotion Committee

1996-1997 Institute for Diversity in Health Management

“Model Career Awareness and Development Program for Minority Students Interested in Health Care Management.”

- 1994-1992 Head Start of New Orleans
 - Health Advisory Board
- 1993-Present American Red Cross Disaster Mental Health Team
- 1993-1992 Say Yes Program: National Urban Coalition League
- 1993-1992 W.K. Kellogg Foundation/Pacific Oaks College
 - Anti-Bias Training/Early Childhood Multicultural Education Project
- 1993-1992 National Council of Negro Women
 - Gold Tournament Planning Committee
- 1993-1991 Children's Bureau of New Orleans
 - Public Relations Committee
- 1993-1991 New Orleans Board of Education Volunteer
 - Speaker's Bureau
- 1990 New Orleans Health Corporation, Inc.
 - Grant Writing
- 1990 Urban League of Flint
 - 21st Century Network (role model organization)
- 1990 March of Dimes - Northern Michigan Chapter
 - Health Professional Advisory Committee

ACADEMIC/ PROFESSIONAL AWARDS AND HONORS:

Academic

- 2014/2016 Coleman Entrepreneurship Faculty Fellow
- 2011 Labor Education and Research Association: One of the top-ten rated refereed papers at the 2012 LERA conference.
- 2001 Best Teacher of the Year (EMHA)/ Tulane University
- 2000 Delta Omega Society Eta Tau Chapter (Public Health National Honor Society)

- 1999 Outstanding Teacher of the Year (MMM)/Tulane University
- 1998 Best Teacher of the Year (ACHE New Orleans Student Chapter)/Tulane University

Service

- 2014 DePaul University Media Star Award

Professional

- 2010 *Diversity MBA Magazine's* list of Top 100 under 50 Diverse Executive & Emerging Leaders list for 2010.
- 2008 Arthur C. Bachmeyer Memorial Address of the American College of Healthcare Executives.
- 1997 Visiting Scholar in Residence at The National Institute for Occupational Safety and Health
- 1993 Leader for Life Award: Loyola University
- 1989 Robert F. Allen Award for Outstanding Contribution to the field of Health Promotion

Graduate School

- 1989 Robert D. Weitz Professional Award for Outstanding Graduate Student in Professional Psychology
- 1989 Ethnic Minority and Alumni Council Dissertation Award
- 1989 Black Graduate Students in Professional Psychology Programs Award (Rutgers University)
- 1989 Rutgers University Award for Creative Works Against Prejudice and Bigotry
- 1987 - 1985 American Psychological Association Minority Fellowship
- 1987 - 1985 Rutgers-Ralph Bunche Fellowship

College

- 1981 Alpha Kappa Mu National Honor Society
- 1980 Beta Beta Beta Biological Honor Society

1980 Alpha Epsilon Delta Premedical Honor Society

1979 Omega Psi Phi Fraternity, Inc. Scholarship

1979-1982 United Negro College Fund Scholarship

1979-1982 Xavier University of Louisiana Scholarship

FELLOWSHIPS, INTERNSHIPS, & PRACTICA

September 1989-August 1990: **Michigan State University**, Flint, Michigan.
Post-Doctoral Fellow in Primary Health Care Psychology. College of Human Medicine.

September 1988-August 1989: **Robert Wood Johnson Health System**, Piscataway, New Jersey. Clinical/Community Psychology Intern. Department of Psychiatry.

September 1986-August 1987: **AT&T**, Basking Ridge, New Jersey.
Organizational Psychology Practica, Employee Development & Organizational Effectiveness Department.

September 1986-June 1987: **Rutgers Career Development Office**, New Brunswick, New Jersey. Career Development Practica.

September 1985-June 1986: **Livingston College Counseling Center**, Piscataway, New Jersey. Clinical Psychology Practica.

September 1984-August 1985: **St. Anne's Infant Home**, Washington, D.C.
Play Therapy Intern.

MEDIA:

Media Presentations

- 2013 Martin, W.F. Empowering Physicians to Overcome Disruptive Behavior. QuantiaMD.
- 1994 Martin, W.F. Racism and the Therapeutic Alliance. Menninger Foundation Video Productions.
- 1990 (Audiotape). Health Information Diffusion To Minorities. National Wellness Institute.
- 1988 (Audiotape). The design and delivery of culturally sensitive worksite health promotion programs. National Wellness Institute.
- 1988 (Videotape). About Wellness. Channing L. Bete Co., Inc.

Television/Radio Interviews

- 2007 Selecting the Best. In Time TV.COM
- 1991 Featured on Positively Black Television Show: "Toys: Promoting the Self Esteem of African American Children."
- 1991 Featured on WYLD Radio: "Wellness on Campus."
- 1991 Featured on Q93 Radio: "Wellness on Campus."

Print Media

- 2012 Featured in Kiplinger's Personal Finance Magazine (8/2012) in an article, "Your Worst Money Problems Are All in Your Head" by Anne Kates Smith.
- 2011 Featured in The Wall Street Journal (12/12/2011) in an article, "So, How Does Money Make You Feel?" by Veronica Dagher.
- 2011 Featured in The New York Times (11/25/2011) in an article, "How to Make the Case for Higher Pay" by Tara Siegel Bernard.
- 2011 Featured in the Wall Street Journal (3/10/2011) in an article, "Psyching Advisers, Clients Off The Sidelines" by Veronica Dagher.
- 2010 Featured in Diversity MBA Magazine (August 2010) as a Top 100 Emerging Leaders under 50.
- 2008 Quoted in Chicago Tribune (April 6, 2009): "Minding Your Business" by Ann Meyer.
- 2008 Quoted in Chicago Tribune (August 11, 2008): "Minding Your Business" by Ann Meyer.
- 2008 Quoted in Chicago Tribune (April 28, 2008): "Minding Your Business" by Ann Meyer.
- 2008 Quoted in Chicago Tribune (January 20, 2008): Real Estate Zone by Marilyn Kennedy Melia.
- 2007 Featured in Chicago Lawyer (August 2007): Bullying article by Olivia Clarke. Based upon presentation at 32nd ABA National Conference on Professional Responsibility entitled "Law School Bullies: What Makes Them Tick and How to Control Them."
- 2007 Featured in HRMagazine (June 1, 2007): Article about DePaul's MSHR.
- 2007 Featured in Chicago Tribune (March 25, 2007): Article about the integration of financial planning and financial psychology.
- 2007 Quoted in Chicago Tribune (January 21, 2007): Real Estate Zone by Marilyn Kennedy Melia.
- 2006 Quoted in Chicago Tribune (October 29, 2006): Real Estate Zone by Marilyn Kennedy Melia.
- 2004 Quoted in Disease Risk Factor Week (October 3, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy

Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”

- 2004 Quoted in Medical Device Law Weekly (October 3, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Nursing Home & Elder Business Week (October 3, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Obesity, Fitness & Wellness Week (October 2, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Lab Week Weekly (October 1, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Medicine & Law Weekly (October 1, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Surgery Litigation & Law Weekly (October 1, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Biotech Week (September 29, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Life Sciences Weekly (September 28, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Science Letter (September 28, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh,

Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”

- 2004 Quoted in Biotech Business Week (September 27, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Health & Medicine Week (September 27, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in New York Daily News (September 15, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 2004 Quoted in Los Angeles Times (September 13, 2004): Based on 2004 article appearing in The Physician Executive co-authored with Timothy Keogh, Ph.D. entitled “Managing the Unmanageable: Leadership Stewardship and Disruptive Physician Behavior.”
- 1997 Featured in American Association of Psychiatric Administrators Summer 1997 Newsletter “Human Resources and Psychiatric Administration”
- 1997 Featured in New Orleans Magazine (April Edition)
“Children and Religion”
- 1991 Featured in (Spring, 1991). Fellow's Forum. Variability, Vol. XI, No. 1, 8.

