

CURRICULUM VITAE

RUPERT M. EVANS, SR., MPA, DHA, FACHE

*Governors State University
College of Health and Human Services, Suite G178
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PERSONAL PROFILE

- Accomplished healthcare management executive with over 30 years of progressive experience in leading healthcare organizations.
- Innovative educator and practitioner with extensive experience in the design, delivery, evaluation, and enhancement of effective instructional programs and management assessment models.
- Highly articulate and effective communicator with excellent team-building and interpersonal skills; work well with individuals at all levels.
- Recognized as resource person, problem solver, and creative leader.
- Impressive record of streamlining operations, developing and implementing organizational solutions, and applying overall healthcare operations expertise to impact accomplishment of strategic goals.

EDUCATION

- | | | | |
|-----------------------------|--|---|------|
| • Post Doctorate Fellowship | Harvard School of Medicine | Harvard Macy Program for Educator in the Health Professions | 2008 |
| • DHA | Central Michigan University | Health Administration | 2006 |
| • Global Health Fellowship | World Health Organization
Geneva Switzerland | Global Public Health Leadership | 2005 |
| • Post Graduate Fellowship | University of Illinois at Chicago | Public Health Leadership | 1999 |
| • Post Graduate Fellowship | Medical Information Systems
Air University Ohio | Management | 1990 |
| • MPA | Golden Gate University
San Francisco | Health Services Management | 1985 |
| • Certificate | AF School of
Healthcare Science | Health Services Admin | 1981 |
| • BA | California State University
Sacramento | Environmental Studies | 1981 |
| • AAS | Community College of the Air Force | Environ Health Tech | 1975 |

ACADEMIC HONORS AND AWARDS

- Richton Park Alumni Chapter, Kappa Alpha Psi Fraternity, Inc. Award of Achievement 2011
- National Association of Health Services Executives National Service Award 2011
- Alpha Kappa Alpha Monarch Award 2010
- American College of Healthcare Executives National Service Award 2010
- American College of Healthcare Executives Regents Award
- Modern Healthcare Magazine top 100 “Most Powerful People in Healthcare 2004
- Modern Healthcare Magazine top 100 “Most Powerful People in Healthcare 2002
- Awarded the Meritorious Service Medal, Air Force Commendation Medal, Joint Service Achievement Medal, Air Force Achievement Medal, National Defense Medal and Air Force Good Conduct Medal for His military service

ACADEMIC/TEACHING EXPERIENCE

GOVERNORS STATE UNIVERSITY, UNIVERSITY PARK, IL
Chairman and Director of the Health Administration Department
Associate Professor (Tenure Track):

2012 – Present

Responsibilities: Dr. Evans is responsible for the department and for the implementation of university and college policies insofar as such policies concern the department. He serves as the course director for the Healthcare Management courses and the Field Experiences. His Managerial responsibilities include providing the leadership necessary and appropriate for the effective functioning of the health administration program. Develops and implements immediate and long-range program goals and objectives. Prepare schedules for course offerings and for the delivery of instructional services. Encourage faculty members to improve themselves professionally through study, scholarship, research, teaching and service. He facilitates the implementation of the teaching component (DAC). Coordinate activities within the program and between the program and other units of the university and maintains communication between the program and the college administrative office, community and alumni.

Accomplishments:

- Developed an innovative program design for students in field practicum experiences and met with each preceptor to insure the quality of the experience and the learning of the students.
- Supervised the field practicum 30 students and each received excellent reviews from the precepting facilities and each facility has pledged to take additional students.
- Developed an exceptional curriculum for HLAD 855 (Capstone course) which was singled out by the Commission on Accreditation of Healthcare Management Education (CAHME) as strength of the Health Administration program.
- Supervised the development of over 20 Capstone projects which where business cases presented to a panel of educators and healthcare industry professionals. Each was judge by the experts as excellent.

Served on the following committees:

- Associate Provost for Academic Affairs Search Committee
- Dean of Health And Human Services Search Committee
- Director of the Physician Assistant Program Search Committee(Chair)
- College Curriculum Committee

- Department Search Committee (Co-Chair)
- Department Admission Committee (Co-Chair)
- University Program Budgeting and Administration Council
- University Campus Treat Assessment Team

GOVERNORS STATE UNIVERSITY, UNIVERSITY PARK, IL

2006 – 2012

Associate Director of Graduate Studies for the Health Administration Department:

Responsibilities: Dr. Evans is responsible for the Masters of Health Administration Program. He serves as the course director for the Healthcare Management courses and the student Field Experiences. He directs the graduate program which includes providing the leadership necessary and appropriate for the effective functioning of the MHA program. Served as the course director for the Healthcare Management courses and the Field Experiences. Coordinated the preparation of schedules for course offerings and for the delivery of instructional services. Managed the admissions process for the graduate health administration students.

Served on the following committees:

- College Curriculum Committee
- Department Search Committee (Co-Chair)
- Department Admission Committee (Co-Chair)
- University Program Budgeting and Administration Council

COURSES TAUGHT

Graduate

HLAD 7101 Health Care Organizational Management
HLAD 7112 Health Care Management I
HLAD 8105 Health Care Human Resource Management
HLAD 8901 Health Care Management II
HLAD 8902 Integrated Field Experience

RUSH UNIVERSITY, CHICAGO, IL

2002 – 2006

Assistant Professor: Course director for the following Graduate Health Systems Management Program courses:

- Ethic in Healthcare Management
- Governance and Leadership in Healthcare Management

Served on the following committees:

- The Chairman's Council
- Faculty Appointments and Promotions Committee
- Recruiting and Marketing Committee

COURSES TAUGHT

Graduate

HSM 593 Governance, Inter-professionalism& Leadership
HSM 576Ethics for Health Care Managers

TEACHING AND RESEARCH INTERESTS

Health Systems Management
Leadership
Health Services Research
Healthcare Workforce and Diversity
Organizational Development
Ethics
Governance
Health Care Informatics

PROFESSIONAL EXPERIENCE

DESIR GROUP EXECUTIVE SEARCH

2006 - 2010

Senior Vice President: Executive search consultant specializing in diversity in healthcare nationally. Recent engagements include:

- Developed and authored the Desir Group business plan
- Presentation to the Catholic Health Partners Health System
 - Designed minority fellowship program for the health system
- Prepared Article for Bridges, the E-Magazine for the Institute for Diversity in Health Management
- Assisted in securing 5 executive level retained searches in four market areas

THAPELO INSTITUTE

2006 - present

Executive Director: Established in 2003, the Thapelo Institute, Inc. educates the public in general and African Americans in particular on strategies for the implementation of positive health behaviors for the prevention of illness and management of disease.

Responsibilities:

- Manages the day-to-day operations and development of the institute and its support staff of 1 paid administrative director and 10 volunteer staff members
- Reports to a 5 person board of directors
- Manages a 7 person advisory board representing medical professional from all over greater Chicago-land

Accomplishments:

- Raised over \$50 K each year from 2006 through the present for community programs addressing African American men's health issues
- Screened and linked into primary medical over 1500 men through our health programs from 2006 through 2009
- Directed the execution of the following programs:
 - Saturday, June 18, 2011
9:00 am to 4:00pm
Free Health Screenings
Prostate, Diabetes, High Blood Pressure and Kidney Disease
Malcolm X College
1900 W. Van Buren
Chicago, Il. 60612
708-533-6558
 - Saturday, June 5, 2010
9:00 am to 4:00pm

8th Health and Fitness Expo and the 10th Annual Expo For Today`s Man in 2010
Free Health Screenings
Prostate, Diabetes, High Blood Pressure and Kidney Disease
Malcolm X College
1900 W. Van Buren
Chicago, Il. 60612

- 2009 Health and Fitness Experience
Free Health Screenings
Prostate, Diabetes, High Blood Pressure and Kidney Disease
Malcolm X College
1900 W. Van Buren
Chicago, Il.
- 2008 Health and Fitness Experience
Free Health Screenings Prostate, Diabetes, High Blood Pressure and Kidney Disease
Malcolm X College
1900 W. Van Buren
Chicago, Il.
- 2008 Minority Intervention & Kidney Education - M.I.K.E
Free Health Screenings and Education on Kidney Disease
South Park Baptist Church
3722 S. King Drive
- 2008 Men Against Breast Cancer
"C.O.P.E Training Session
University of Illinois at Chicago
Moss Auditorium, Room 1020
909 S. Wolcott
Chicago, Il.
- 2007 Kick Off Reception
Panel Discussion" The ABCs of Health for Men of African Descent "Malcolm X College
- 2007 Health and Fitness Experience, Free Health Screenings
Prostate, Diabetes, High Blood Pressure and Kidney Disease
Malcolm X College
- 2006 Panel Discussion "The ABC's of Health for African Descendent Men"
Malcolm X College
- 2006 African / African American Male
Health and Fitness Experience
Free Health Screening
Malcolm X College
- 2006 "In The Spirit"
Chicago's Hip Hop Community
Malcolm X College

- 2006 A Free educational Program on Kidney Disease
South Park Baptist Church
3722 S. King Drive
Chicago, Il.
- 2006 "Black History In The Making..."
A Celebration with Terry Mason, MD, FACS
Commissioner Of Health, Chicago Department Of Public Health
Malcolm X College
- 2006 The Thapelo Institute, Inc. & The African American Health Care Council presents
"The State of Diabetes in Illinois"
Apostolic Faith Church
3823 South Indiana Avenue
Chicago, Il.
- 2006 The Thapelo Institute in cooperation with its partner organizations will host a
"Prostate Cancer Confab"
at Mercy Hospital and Medical Center
2525 South Michigan, Chicago
Chicago, Il.

TREPUR LLC, HEALTHCARE MANAGEMENT, AND DIVERSITY CONSULTING 2004 –2009

Principal Partner: Full services management and diversity consulting practice specializing in healthcare organizations globally. Recent engagements include:

- Diversity consulting engagement at Duke University Health System working with the senior leadership team of the system.
- Keynote address at the annual meeting of the Illinois Primary Healthcare Association.
- Diversity consulting engagement at State University of New York, Stony Brook working with medical center's diversity council. Key note presentation made the entire senior management team.
- Keynote presentation to the Greater Atlanta Healthcare Administrators Council (ACHE Chapter).

INSTITUTE FOR DIVERSITY IN HEALTH MANAGEMENT, CHICAGO, IL 1998 - 2004

President and Chief Executive Officer The Institute for Diversity in Health Management is the premier institution for advancing diversity and inclusion in healthcare in the nation. A 501c(3) corporation founded by the American Hospital Association, American College of Health Care Executives, National Association of Health Services Executives, the Association of Hispanic Health Executives and the Catholic Health Association of the United States.

Responsibilities:

- Reported to a 15 person Board of Directors.
- Led a team of 12 FTEs and 9 university program directors who serve as consultants.
- Served over 500 institutional members.
- Developed and executed a \$1.2 million budget.

Accomplishments:

- Grew the Institute from an organization consisting of only one program and a budget of \$500K to a world-class organization with nine major programs and a \$1.2 million budget in 3 years.
- Designed and built the only healthcare management dedicated, fully integrated career development web site in the United States, DiversityConnection.org, with over 2000 candidates profiled and over 300 healthcare organizational subscribers.

- Built a membership program and grew it from 15 Charter members to over 600 institutional members in three years.
- Managed a summer enrichment program which produced over 600 new healthcare leaders
- Created an Annual Diversity Leadership conference, which grew from 50 attendees in FY 2001 to over 300 in FY 2003.
- Created a fully functional and integrated career resources center serving over 2000 young minority executives.
- Testified before the Sullivan Commission for the American Hospital Association on Racial/Ethnic Disparities in Healthcare.

ERIE FAMILY HEALTH CENTER, Chicago IL.

1995 – 1998

President and Chief Executive Officer One of the largest Federally Qualified Community Health Center in Chicago, third largest in Illinois.

Responsibilities:

- Reported to a twelve person Board of Directors.
- Responsible for the overall direction of the centers healthcare executive leadership team with 8 direct reports.
- Leadership and direction of the center's programs and services consisting of 21 programs, a budget of \$10,000,000, and a full time staff of 200 individuals working in ten geographically separated sites.

Accomplishments:

- Planned, coordinated and executed programs supporting the delivery of primary and preventive healthcare services to 14,000 residents in the communities of Humboldt Park, Westtown, and Logan Square.
- Served as the community practice partner to two of Chicago's largest academic medical centers, Children's Memorial and Northwestern Memorial Hospital and Medical Center.
- Chair of the Board and co-founder of Community Health Choice of Illinois, the first and only community health center owned HMO.
- Established Chicago's first community health center based Internal Medicine and Pediatrics residency program in partnership with Children's Memorial and Northwestern Memorial medical centers.
- Created the first ever midwifery practice in partnership with Northwestern Memorial Hospital.

651ST MEDICAL SQUADRON, Kelly AFB TX.

1993 -1995

Administrator and Chief Executive Officer of a Primary Care and Occupational Health Center The facility is one of the main feeder ambulatory healthcare facilities to the 1200 bed Wilfred Hall Medical Center, the Air Force's largest academic teaching medical center.

Responsibilities:

- Responsible for the overall management of a full service primary care clinic, which includes a dental clinic, public health service, bioenvironmental engineering service, and an occupational medicine clinic.
- Employed a staff of 300 full time equivalent employees and occupies four geographically separated facilities.

Accomplishments:

- Planed and executed a \$23.5 million operating and maintenance budget
- Managed health services for a beneficiary population of 32,000

HQ USAF MEDICAL SUPPORT AGENCY, Brooks AFB TX.

1991 to 1993

Formulates policies and develops programs for the Surgeon General.

Executive Officer (1992 to 1993)

Responsibilities:

- Responsible for management and execution of activities and programs relating to patient administration; health facilities planning, design, and construction; medical information systems; and medical logistics and contracting, supporting approximately 120 Air Force medical treatment facilities worldwide.
- Coordinated the activities of the directorates in the Air Force of the Surgeon General's office and other Air Staff and Major Command offices. Insures appropriate assignment, expeditious processing, and timely completion of tasks levied by DOD and HQ USAF staff offices, and the Air Force Surgeon General. Manages manpower and personnel actions for 120 assigned military/civilians.

Medical Information Systems Program Manager (1991 to 1992)

Responsibilities:

- Represented the Air Force Surgeon General in planning, developing, and implementing automated information systems for the Medical Service.
- Program Manager for the \$12 million per year Defense Enrollment Eligibility Reporting System (DEERS).
- Provided functional and technical assistance for the implementation, training and maintenance for the patient administration module of the \$1.6 billion DOD Composite Health Care System.

**10 TACTICAL FIGHTER WING CLINICS, Royal Air Force Upwood, United Kingdom 1989 - 1991
(Outpatient Services)**

Largest USAF Clinic in Europe

Director, Human Resources and Resource Management (1990 to 1991)

Responsibilities:

- Prepared, managed and executed the clinic's \$2 million annual budget.
- Managed, procured and installed over \$1 million in automated data processing equipment
- Managed all human resources programs for a staff of 180 FTE employees

Director, Medical Logistics Management (1989 to 1990)

Responsibilities:

- Responsible for the overall supervision and management of a \$1.5 million medical/dental stock fund and a medical equipment management office with \$2 million in equipment assets.
- Provided logistical support to two Outpatient Medical Facilities.
- Administrative Management of three departments with direct supervision over 99 FTE employees, and managed a 57,000 square feet clinic and five other buildings on three separate Air Force Bases.
- Managed 11 war readiness material projects valued at over \$2 million and a fleet of 75 medical vehicles.

40 TACTICAL FIGHTER GROUP CLINICS, Aviano Air Base, Italy 1986 to 1989

Associate Administrator

Responsibilities:

- Managed the patient administration department, including admissions and dispositions, aero medical evacuation, central appointments, outpatient records, medical board administration, and health benefits program.

OTHER RELATED EXPERIENCES:

1970 – 1986

Multiple leadership experiences in public health, environmental health, and industrial hygiene while serving as an officer and technician in the United States Air Force.

ORGANIZATIONS:

- Harvard/Macy Scholar, Harvard Macy Institute
- Fellow in the American College of Health Care Executives
- Fellow in the University of Illinois Public Health Leadership Institute
- Past President National Association of Health Services Executives, Chicago/Mid west Chapter

- Life Member, Kappa Alpha Psi Fraternity, Inc.

COMMITTEES, BOARDS AND SERVICES

- Advisor to GSU Brother2Brother Program
- Presidents Planning Budgeting and Accounting Council Member
- Co-chair, Higher Learning Commission Criterion V Task Group
- Executive Director for the Thapelo Institute
- Board of the African American Healthcare Council
- ACHE Regents Advisory Council
- ACHE National Nominating Committee
- Board of Directors, National Association of Health services Executive
 - Research Committee Member
- Mentor, GSU Latino Center of Excellence Program
- Member of the CHHS Curriculum Committee

ARTICLES AND PUBLICATIONS

BOOKS:

- Collins C., Daniels F., Evans R., Howard D., Lofton M. and Roberts V. (2008). *The National Association of Health Services Executives: 40 Years of Breaking the Color Line in Health Care Management*. Washington D.C.: National Association of Health Services Executives. ISBN: 978-0-615-24929-2.

BOOK CHAPTERS:

- Evans, R. (2008) .Textbook Chapter: *Work Force Diversity in Healthcare Management, Human Resources Healthcare*, Third Edition, Fried and Fottler, 2008, Health Administration Press.
- Evans, R. (2008). Abstract, *Competency Based Curriculum Model for Graduate Studies in Health Administration*, Harvard/Marcy Institute, Harvard Medical School, Cambridge MA
- Evans, R. (2008). Textbook Chapter: *Organizational Culture and Ethic in Healthcare*, Healthcare Organizational Development, Johnson, J.A., 2008, Jones and Bartlett.
- Evans, R. (2005). Textbook Chapter: *Work Force Diversity in Healthcare Management, Human Resources Healthcare*, second Edition, Johnson and Fried 2005, Health Administration Press.
- Evans, R., (2002). Book Chapter, *Trials to Triumphs, Perspectives from Successful Healthcare Leaders*, Lloyd/Wegmiller/Wright, Health Administration Press, Chicago.

PEER REVIEWED JOURNAL ARTICLES:

- Evans, R. Johnson, J., Garman, A., & Kletke, P., (2012). Meeting the Challenge: Can Career Development and Targeted Enrichment Programs insure a Viable Health Careers Pipeline, SAGE Publications;2455 Teller Road, Thousand Oaks, CA 91320
- Lu, Ning, Evans, R., (2010). Rural-Urban differences in hospital performance in the United States, Abstract submitted to the 138th American Public Health Association Meeting and Expo. (**Publication in progress**)
- Evans, R. (2008). Diversity in Healthcare Management, Encyclopedia of Health Services Research, Sage Publication. Garman, A., Evans, R., Krause, M.K., & Anfossi, J. (2006).
- Evans, R. (2009). Ethics Matter in Association Management, *FORUM(Journal of Association Management)*
- Evans, R. (2008). Abstract, *Competency Based Curriculum Model for Graduate Studies in Health Administration*, Harvard/Marcy Institute, Harvard Medical School, Cambridge MA
- Evans, R. (2008). Mentoring in Healthcare Management, *Hospitals News*, Atlanta Ga. (Spring 2007)

- Evans, R., Ubamadu, D. (2006). Leadership Competencies and Advancement Disparities: A logical Means to an Important End, *Bridges*, Institute for Diversity in Health Management Vol.XII Issue 4.
- Evans, R. (2006). Dissertation, A Comparative Analysis of Enrichment Programs in Insuring a Viable Health Profession Pipeline, September 2006, Central Michigan University.
- Garman, N., Evans, R., Krause, M.K., & Anfossi, J. (2006). Journal Article, Professionalism, *Journal of Healthcare Management*, Volume 51, Number 4.
- Evans, R., (2005). Textbook Chapter: Work Force Diversity in Healthcare Management, Human Resources Healthcare, second Edition, Johnson and Fried 2005, Health Administration Press.
- Evans, R., (2005) Diversity: A Common Sense Solution or a Business Imperative, *Forum Magazine*.
- Evans, R., (2002). An Interview with Rupert Evans Sr., President, Institute for Diversity in Health Management, Kyle Grazier, *Journal of Healthcare Management*.
- Making the Whole Greater than the Sum of the Parts: Board Diversity can Strengthen Your Organization, Laurie Larson, Contributor Rupert M. Evans, Sr., MPA, FACHE, *Trustee*, February 2002
- Evans, R., (2002). A Business Imperative, Out Box, *H&HN Magazine* Apr. 2002.
- Evans, R., (2001) Journal Article, Race, Ethnicity, and Careers in Healthcare Management, Practitioner Response, *Journal of Healthcare Management*, Volume 46, Number 6.
- Evans, R., (2001) Diversity should be part of the solution to the workforce crisis, *AHA News* June 4.
- Evans, R., (2001) Journal Article, Race, Ethnicity, and Careers in Healthcare Management, Practitioner Response, *Journal of Healthcare Management*, Volume 46, Number 6.
- Journal Article, Professionalism, *Journal of Healthcare Management*, Volume 51, Number 4. Evans, R., Chyna, J. (2001). Mirroring Your Community: A good Reflection on You, *Healthcare Executive*, volume 16, Issue Number 2, pages 18-23.
- Evans, R., Bilchik, G.S. (2000), the Unchanging Face of Management: The Slow Road to Executive Diversity, *H&HN Magazine*.
- Evans, R., (2000) The Lack of Diversity at the Top, David O. Weber, Rupert M. Evans, Sr., MPA, FACHE contributor, *Health Forum Journal* .
- Evans, R., (1999) Increasing Minority Representation in Health Care Management, *Health Forum Journal*.
- Evans, R., (1996) Journal Article, Integrate Medical System Management, a Systems Approach to the Acquisition of Medical Technology, thesis submitted as fellowship requirement for the American College of Health Care Administrators, *Journal of Healthcare Management*, Volume 40, Number 2, Jan/Feb 1996.

FACULTY / PRESENTATION EXPERIENCES

- Juried presentation at the 138th American Public Health Association Meeting and Expo, Rural-Urban differences in hospital performance in the United States November 10, 2010
- Key note Presentation at the 2010 Association Forum of Greater Chicago Land, Diversity Scholars conference. "The Art and Process of Mentoring".
- Presentation at the October 2010 meeting of the Southland Chamber of Commerce meeting, Healthcare Reform 101.
- Facilitator of the National Association of health Services Administrators' Young Health Professionals Forum, 24th Annual Educational Conference October 2009.
- Facilitator at the Joliet Community Colleges: Tribute to Men of Color, June, 2009.
- Speaker at the National Association of Health Services Executives, Senior Executive Leadership Forum May 7, 2009.
- Panel speaker at the National Association of Health Services Executives (NAHSE) annual mentoring event at Northwestern Memorial Hospital, August 20, 2008.
- Key presenter at the Joliet Community Colleges: Tribute to Men of Color, June 12, 2008.
- Poster Presentation (Competency Model for Graduate Health Administration Curriculum), Harvard /Macy Institute, Harvard Medical School, Cambridge MA. May 2008.

- Key note speaker at the Carolinas Health System/Carolina Area Health Education Consortium Annual Cultural Health Disparities Conference, Charlotte, NC, May 2008.
- Key note speaker at Central Michigan University's 2007 Doctorate in Health Administration Orientation weekend (2007)
- Key note speaker at the Association Forum of Greater Chicago Land's Annual Diversity Summit (2007)
- Regent and the Illinois – Metropolitan Chicago Regent's Advisory Council (2006)
- Succession Planning: After the Boom Busts. (Presentation)
- Diversity in Healthcare Enhancing and Embedding Diversity Principles in Healthcare Delivery, Staffing and Education· Managing Diversity, A Strategic Imperative For Healthcare Institutions In A New Era Special Keynote Presentation! May 14 - 16, 2002 · The W Hotel, San Francisco, San Francisco, California
- 21st The National Association of Health Services Executives, Annual Educational Conference, Health Insurance Literacy: The Role of National Healthcare Associations, Diane Howard, Ph.D., FACHE, Velma Roberts Ph.D., Charlotte Collins, J.D. and Rupert M. Evans, D.H.A., FACHE, Oct 2006 (Study Presentation)
- Chicago Area Health Information Management Association (2006) Diversity in Healthcare —“What, When, Where Why, and How” (Presentation)
- Association Forum of Greater Chicago land (2006)
- Mentoring and Networking(Presentation)
- Rush University Medical Center, Health Systems Management Department (2002 to 2005)
- Course Director Ethics in Healthcare Management
- Lecturer in Healthcare Governance and Leadership
- Institute for Diversity in Health Management (2001 to 2005)
- Annual Diversity Leadership Conference
- Governance Institute (2003 2005)
- Diversity in Healthcare Leadership (Presentation)
- The International and Quality and Productivity Center (2003-2004)
- Diversity in Healthcare Leadership (Presentation)
- American Governance and Leadership Group (2003)
- Diversity in Healthcare Leadership (Presentation)
- AONE (2002)
- The Business Case for Diversity in Leadership(Presentation)
- National Association of Health Services Executives (2000 – 2004)
- Role of Mentorship in Career Development
- Conquering the Hidden Barriers to Diversity(Presentation)
- American College of Health Care Executives (2000-2004)
- The Hidden Barriers to Advancement for People of Color(Search Firm Day Presentation)
- “Best Practices in Operationalizing Diversity Initiatives: Making a Difference in Healthcare Leadership”(CEO Circle Presentation)
 - Leadership”(CEO Circle Presentation)
- University of Illinois at Chicago (2001 to 2003)
- Healthcare Policy and Administration (Lecturer)
- Robert Morris College (2001)
- Healthcare Management and Leadership(Lecturer)

GRANTS/ RESEARCH IN PROGRESS

2011 P 20Community Engagement/Outreach Core of the Exploratory Center for the Elimination of Health Disparities (ECEED) Community Engagement/Outreach Core of the Exploratory Center of Excellence in Eliminating Disparities is to improve the health outcomes and reduce the impact of documented health disparities in South Suburban Cook County. (This grant is being evaluated and is pending approval by the National Institutes of Health.)

2009 -2010 University Research Grant

- Project Title: Quality of Hospital Care between Rural and Urban Areas
Ning Lu, Associate Professor
Rupert Evans Assistant Professor
Amount: \$1,850
- Project Title: Survey of healthcare senior executives on interpersonal skills of new healthcare managers
(Funded by GSU University Research Grant. Project period: AY2010-2011).
The research is ongoing.

Amount: \$1,500

• **CONTINUING PROFESSIONAL EDUCATION**

- Attended and received category I Continuing Educational Credit from the American College of Health Care Executives for the following courses:

Date	Course	Credit Hours
03/14/2013	103B-Influencing Public Policy at the Local Level	1.50
03/14/2013	115X-Balancing Mission, Competition, Academia and Costs...	1.50
03/13/2013	74X-Building and Transforming An Administrative...	1.50
03/13/2013	97A-Servant Leadership: An Organizational Imperative	1.50
03/13/2013	95B-Executing Tomorrow's Vision Today: Cultural,...	1.50
03/11/2013	03A-Using Technology To Create a Performance Excellence...	1.50
03/11/2013	Opening Session	1.50
03/22/2012	Thursday Hot Topic #2: Change Anything: The New Science...	1.50
03/22/2012	111X-Innovative Approaches To Emergency Care Under...	1.50
03/21/2012	72X-The State of Governance: Insights From the 2011 AHA...	1.50
03/21/2012	93A-Case Management As a Foundation for Accountable...	1.50
03/21/2012	103A-PSOs in a World of ACOs: Improving Safety	1.50
03/20/2012	S09A-Transformational Leadership for An Evolving U.S....	1.50
03/23/2011	99A-Medical Tourism: The State of the Art	1.50
03/23/2011	93A-Integrated Delivery Systems: Forming - Storming -...	1.50
03/23/2011	Wednesday Hot Topic #2: Creating Best Practice ...	1.50
03/23/2011	75X-Thinking Strategically About Community Benefit	1.50

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	and...	
03/21/2011	24A-The Chemistry of Talent: Rethinking the Healthcare ...	1.50
03/21/2011	13B-" Pay for Quality: A Physician Alignment Strategy"	1.50
03/21/2011	02A-Creating Accountable Care Organizations and...	1.50
03/21/2011	Opening Session	1.50
06/10/2010	General Conference, Benchmarking VIP Reception...	5.00
03/25/2010	Thursday Hot Topic #1: What Patients Want...	1.50
03/25/2010	107-Building a Successful Healthcare Organization...	3.00
03/24/2010	78X-Executive Leadership Approaches To Cutting Waste...	1.50
03/24/2010	95A-Leadership Assessment: How To Tell the Great From...	1.50
03/22/2010	Opening Session	1.50
03/22/2010	15B-Competency-Based Governance in Healthcare	1.50
03/22/2010	27A-Treating Workplace Culture: A Prescription for...	1.50
02/11/2010	The Healthcare Organization's Role in Formulating Public...	1.50
10/08/2009	Quality Healthcare: New Value Proposition for Providers...	1.50
03/26/2009	Thursday Hot Topic: Silence Kills: Crucial Conversations...	1.50
03/25/2009	84X-Strengthening Ethical Wisdom: The Pathway of Leadership	1.50
03/25/2009	96B-Healthcare Organizations and Community Health:...	1.50
03/25/2009	101A-Provider-Payor Negotiations: Avoiding Antitrust...	1.50
03/24/2009	66X-Employers As Providers: The Workplace On-Site Clinic...	1.50
03/23/2009	14A-Building Senior Leadership Teams:	1.50

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	Selection...	
03/23/2009	16B-Simulation Education in Healthcare: What Is It and...	1.50
03/23/2009	Opening Session: Where Will Healthcare Fit in the New...	1.50
03/19/2007	Wednesday Hot Topic #1: Disaster Planning: Throw Out What...	1.50
03/19/2007	58B The Practical Use of Balanced Scorecards	1.50
03/19/2007	Opening Session: Health Policy and Prospects for Reform	1.50
03/19/2007	05B A New Approach To Rewarding Physicians for Improved ...	1.50
03/19/2007	07A New Accountabilities: The Board's Emerging Role	1.50
	...	
03/19/2007	82A 21st Century Leadership: Create Retention and ...	1.50
03/19/2007	76A CREW: Civility, Respect and Engagement in the Workplace	1.50
03/19/2007	30A Ensuring Leadership Continuity: Succession Planning ...	1.50