



HEALTHCARE MANANGEMENT DIVISION ANNUAL BUSINESS MEETING AND AWARDS CEREMONY

Friday, July 30, 2021

AGENDA

- Welcome and Milestones
- New Division Leadership Team
- 2021 Sponsors
- Program Highlights and Awards
- Division Awards
- Transition to the Incoming Chair

WELCOME AND MILESTONES

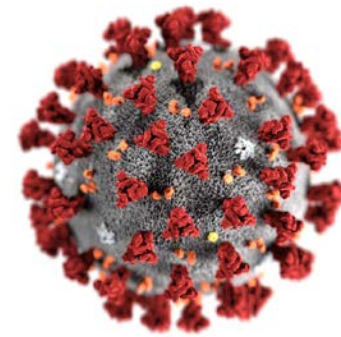
- **Welcome:**
 - New members
 - Past chairs

- **Celebrate milestones:**
 - New doctorates
 - Tenure
 - Promotion

HCM DIVISION STRATEGIC PLANNING PROCESS (NEW ONGOING EFFORT)

- Strategic priorities
 1. Sustain, nurture, and grow Division while maintaining intimacy
 2. Promote career and professional development of members
 3. Promote diversity, equity, and inclusion in the Division and the field
 4. Clarify and enhance the value of health care management to policymakers and practitioners: “Make management a policy priority”
- Associated action items and plans for assessment

ADDITIONAL ACTION ITEMS FOR 2020-2021



- COVID-19-Spawmed Project Organizer
 - 22 people volunteered, 18 topics proposed, 12 teams initiated
 - Cross disciplinary, school, country collaborations + scientific contributions
- Launched HCM Division inaugural webinar series
 1. Teaching Experiences during the COVID-19 Pandemic
 2. Being New Faculty During a Pandemic and Job Hunting in Times of COVID-19
 3. Research Experiences during the COVID-19 Pandemic
- Initiating innovations
 - Mentorship program (join us at the Coffee Chats)
 - Gather.town socials
 - Hallway chats
 - New HCM Best Student Paper award
- Enhancing outreach to health care management organizations beyond AOM
 - ACHE and AUPHA
 - Mark your calendar for "Navigating the Next Crisis: Research Insights for Effective Healthcare Leadership in a Post-Pandemic World" Aug 27, Noon Central Time, joint webinar with ACHE, featuring HCM Division members Mariam Atkinson, Harvard and Chris Myers, Johns Hopkins

THANK YOU TIM VOGUS!



- 2017: Atlanta GA
- 2018: Chicago IL
- 2019: Boston MA
- 2020 and 2021: virtual experience



THE 80TH ANNUAL MEETING OF THE
ACADEMY OF MANAGEMENT



A VIRTUAL EXPERIENCE



BRINGING
THE MANAGER
BACK IN **MANAGEMENT**

81st Annual Meeting of the Academy of Management
29 July – 4 August 2021 | A Virtual Experience

2021-2022 DIVISION LEADERSHIP TEAM

- PDW Chair: **Nick Edwardson**
- Program Chair: **Cheryl Rathert**
- Chair Elect: **Ria Hearld**
- Division Chair: **Brian Hilligoss**
- Past Division Chair: **Sara Singer**
- Academics at Large:
 - **J'Aime Jennings**
 - **Amber Stephenson***
- Practitioners at Large:
 - **Beth Brooks**
 - **Leslie Athey***
- Secretary: **Rich Greenhill***
- Treasurer: **Tory Harper Hogan**
- Membership Engagement Liaison:
 - **Geoff Silvera**
- Academy Membership Liaison:
 - **Deirdre McCaughey**
- Social Networking Coordinator:
 - **Lesley Clack**
- Student Representative: **Jennifer Gutberg & Yaminette Diaz-Linhart**
- International Representative: **Maike Tietschert**
- Committee Chairs
 - Teaching: **Tracy Porter**
 - Practice:
 - Research: **Olena Mazurenko***
 - Communication: **Ajit Appari**

*denotes new team member

THANK YOU TO OUR 2021 SPONSORS!

Silver Sponsors



Bronze Sponsors



Break Sponsors



Award Sponsors



FINANCIAL REPORT (JUNE 2021)

REVENUE	AMOUNT
Starting balance (January, 2020)	\$19,016
2021 Division allocation	\$9,812
Base portion	\$8,350
Sponsorship	\$3,450
TOTAL REVENUE	\$40,628
EXPENSE	AMOUNT
Meetings & conferences	\$86
Scholarships	\$300
Plaques	\$438
TOTAL EXPENSES	\$824
CURRENT YEAR NET INCOME	39,804

TOTAL FUNDS IN OPERATING ACCOUNT (June, 2021): \$39,804

PROGRAM HIGHLIGHTS

- 2021 PDW Chair – Cheryl Rathert
- 2021 Program Chair — Ria Hearld

2021 HCM PROFESSIONAL DEVELOPMENT WORKSHOPS

- 30 hours of programming, 17 sessions

Friday

- Emerging Scholars Consortium – Everyone welcome!
 - 4 Real-Time Open Sessions:
 - Building Collaborations as Emerging Scholars
 - Online Teaching
 - Editors Panel
 - Hot Topics Research Roundtables
- Emerging Scholars Social – Everyone welcome!
- PDWs - 3 Real-Time Open Sessions:
 - Managing Pandemic Induced Research Disruptions
 - Preparing Health Care Leaders to Become Good Ancestors
 - *Informal Mentoring: Senior Scholar Coffee Chats*

2021 HCM PROFESSIONAL DEVELOPMENT WORKSHOPS

Saturday – PDWs - 6 Real-Time Open Sessions:

- Research in the Rough
- Teaching Incubator
- Dynamics of Crisis Leadership: Developing a Research Agenda
- Promoting Equity in Learning
- Development of a Screen-Based Change Management Simulation
- Mindful Managing
- *Informal Mentoring: Senior Scholars Coffee Chats*

Sunday – PDWs - 1 Real-Time Open Session:

- Organizational Determinants of Health: Equity & Inclusion

Wednesday – Inaugural HCM Research Consortium - 2 Real-Time Sessions

- Pivoting Research in Health Care Management in the Context of COVID-19
- Secondary Data & Empirical Research

Many Co-Sponsored Sessions!

- Co-sponsors: OB, AAT, CAR, OMT, MED, CM, IM, MOC, STR, CM, ODC, PNP, MSR, OCIS, RM, TIM

2021 PROGRAM

- 31 hours of programming
 - 17 paper sessions, 3 symposia, 1 plenary session
- 115 papers submitted; 72 accepted
- 7 symposia submitted; 5 accepted (1 jointly with AAT and 1 jointly with STR)
- 135 reviewers; 157 volunteers
 - 1.2 review assignments per reviewer
- 91% review completion rate (thank you!)

2021 PROGRAM ASSOCIATE EDITORS

- **Nate Carroll**, *Virginia Commonwealth University*
- **Jennifer Hefner**, *Ohio State University*
- **Seong Choi**, *Trinity University*
- **Amy Landry**, *University of Alabama, Birmingham*
- **Larry Hearld**, *University of Alabama, Birmingham*

HEALTHCARE MANAGEMENT DIVISION PAPER AWARD WINNERS

August 2021

2021 HEALTH CARE MANAGEMENT OUTSTANDING PAPER BASED ON A DISSERTATION

- **Best sole authored paper based on a recent dissertation**
- Sponsored by: *Association of University Programs in Health Administration (AUPHA)*
- **HCM nominee for William H Newman Award All-Academy Best paper based on a recent dissertation**
- **Selection Committee:**
 - **Ambar La Forgia**, 2020 Winner
 - **Sara Singer**, HCM Division Chair
 - **Nicholas Edwardson**, HCM Academic at Large

RUNNER-UP

- Hope, Commitment, and Stress Mediating Between Leadership, Financial Resources and CAHP Performance
 - **Choiwai Maggie**, *U. of Twente*
 - **Lara Carminati**, *U. of Twente*
 - **Celeste Wilderom**, *U. of Twente*

2021 BEST PAPER BASED ON A DISSERTATION

**The Incomplete, Outdated, Incorrect, and Unknown:
Mitigating Threats to Knowledge Errors**

• Alden Lai, *NYU*



2021 BEST HEALTHCARE MANAGEMENT THEORY TO PRACTICE AWARD

- Sponsored by: *Health Care Management Review*
- Selection Committee:
 - **Beth Brooks**, *Practitioner-at-Large*
 - **Larry Hearld**, *Co-Editor, Health Care Management Review*
 - **Cheryl Rathert**, *Co-Editor, Health Care Management Review and PDW Chair*

RUNNER-UP

- **Small Wins and Punctuated Equilibria: How COVID-19 Facilitated NP's Pursuit of Increased Autonomy**
 - **Thomas Clayton**, *Iowa State U.*
 - **Scott Feyereisen**, *Florida Atlantic University*
 - **William McConnell**, *Florida Atlantic University*
 - **Neeraj Puro**, *Florida Atlantic University*

2021 BEST HEALTHCARE MANAGEMENT THEORY TO PRACTICE PAPER AWARD WINNER

To Uncertainty and Beyond: Cataloguing Hospitals' Adaptations during the COVID-19 pandemic

- Rachel Gifford, *Maastricht University*
- Daan Westra, *Maastricht University*
- Frank Van De Baan, *Maastricht University*
- Dirk Ruwaard, *Maastricht University*
- Fred Zijlstra, *Maastricht University*
- Lieze Poesen, *Maastricht University*
- Bram Fleuren, *Maastricht University*



2021 BEST HEALTHCARE MANAGEMENT PAPER ON AN INTERNATIONAL THEME

- Sponsored by *AOM Health Care Management Division*
- HCM Nominee for Carolyn B. Dexter Award:
Best paper on an International Theme
- Selection Committee:
 - Marco Tonellato, *2021 Award Winner*
 - Maïke Tietschert, HCM Global Representative at Large
 - Tim Vogus, HCM Past Division Chair

RUNNER-UP

- Lessons from the Brazilian National Patient Safety Program for Building Safety Culture in Hospitals
 - **Barbara Caldas**, *Oswaldo Cruz Foundation*
 - **Margareth Portela**, *Oswaldo Cruz Foundation*
 - **Emma-Louise Aveling**, *Harvard U.*

2021 BEST HCM PAPER ON AN INTERNATIONAL THEME

To Uncertainty and Beyond: Cataloguing Hospitals' Adaptations during the COVID-19 pandemic

- Rachel Gifford, *Maastricht University*
- Daan Westra, *Maastricht University*
- Frank Van De Baan, *Maastricht University*
- Dirk Ruwaard, *Maastricht University*
- Fred Zijlstra, *Maastricht University*
- Lieze Poesen, *Maastricht University*
- Bram Fleuren, *Maastricht University*



2021 BEST STUDENT PAPER AWARD

- **Sponsored by:** *Association of University Programs in Health Administration (AUPHA)*
- **Selection Committee:**
 - **J'Aime Jennings**, HCM Academic at Large
 - **Tracy Porter**, HCM Teaching Committee Chair
 - **Ria Hearld**, HCM Division Program Chair

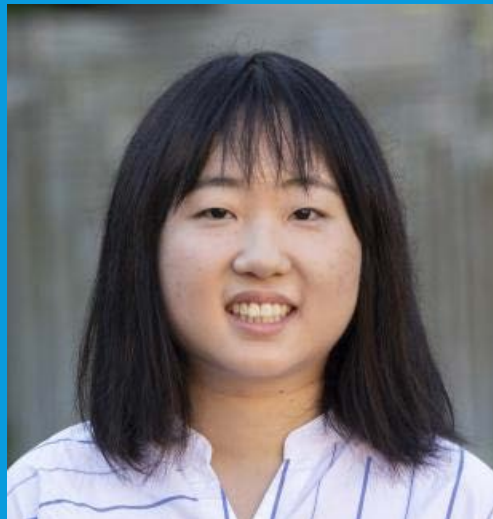
RUNNERS-UP

- Perceived Organization-Profession Goal Conflicts and Work Motivation among Healthcare Professionals
 - **Hyunjin Woo**, *U. of Toronto*
- Leader-member exchange and innovative work behavior in Saudi nursing context
 - **Basheer Al-Ghazali**, *King Fahd U. of Petroleum and Minerals*

2021 BEST STUDENT PAPER

Losing Compassion for Patients? COVID-19, Compassion Fatigue, and Event-Related PTSD in nurses

- **Yufan Deng**, *Florida State U.*
- **Christian Kiewitz**, *University of Dayton*
- **Samantha Jordan**, *University of North Texas*
- **Wayne Hochwarter**, *Florida State U.*



2021 BEST PAPER

- Sponsored by: *Foundation of the American College of Healthcare Executives*
- The top 10% of the papers submitted to the annual program are considered for this award
- Selection Committee:
 - Ambar La Forgia, 2020 winner
 - Aaron Spaulding, HCM Academic at Large
 - Brian Hilligoss, HCM Division Chair Elect

BEST PAPER AWARD RUNNER-UP

- Safe Surgery Checklist Implementation: Associations of Management Practice and Safety Culture Change
 - **Maïke Tietschert**, *Vrije U. Amsterdam*
 - **Sophie Higgins**, Harvard U.
 - **Alex Haynes**, U. of Texas at Austin
 - **Raffaella Sadun**, Harvard U.

2021 BEST PAPER AWARD WINNER

Nursing Autonomy and Covid-19: A Temporal Theory of How Challengers Make Gains In Unsettled Times

- Clayton Thomas, *Iowa State University*
- Scott Feyereisen, *Florida Atlantic University*
- William McConnell, *Florida Atlantic University*
- Neeraj Puro, *Florida Atlantic University*



OUTSTANDING REVIEWER AWARDS

Criteria: On-time; high quality; thoughtful; developmental; author-ratings

- Trish Reay, University of Alberta
- Matthew John DePuccio, The Ohio State University
- Sara Singer, Stanford University
- Bram Fleuren, Maastricht University
- Karleen F. Giannitrapani, Stanford University
- Amber Stephenson, Clarkson University
- Yeongin Kim, Virginia Commonwealth University
- Daniel M. Walker, The Ohio State University
- Alexandra Bray, Yale School of Management
- Judith W. Alexander, U. of South Carolina
- Björn Schäfer, WFI Ingolstadt School of Management
- Vanessa Beth Hurley, Georgetown University
- Hanu Tyagi, U. of Minnesota Carlson School of Management
- Aaron Spaulding, Mayo Clinic
- Jennifer Hefner, The Ohio State University
- Josue Patien Epane, UNLV
- Silke Geithner, Evangelische Hochschule Dresden

HEALTHCARE MANAGEMENT DIVISION DIVISION AWARD WINNERS

August 2021

HCM DIVISION TEACHING AWARD

- Recognizes innovative and outstanding teaching that takes place in our classrooms and provides the opportunity to encourage, recognize and reward the work of excellent, dedicated and inspiring teachers
- Selection is managed by the HCM Teaching Committee, based on nominations from members
 - Yaminette Diaz-Linhart
 - Deirdre McCaughey
 - Tracy Porter
- Presented by Tracy Porter for the Teaching Committee

TEACHING AWARD WINNER

"Dr. XX challenges the status quo and pushes herself and her students to challenge themselves and their understandings of the topics".

" Dr. XX's classrooms are fun and supportive environments that fostered rich discussion among students".

" Dr. XX enriched the learning environment through thought provoking discussion, by encouraging creativity, and infusing humor into learnings, which made me look forward to every class. She maintained respect and compassion for the challenges faced by students and actively worked to minimize pressure in fun and innovative ways".

2021 TEACHING AWARD WINNER



Deirdre McCaughey
Associate Professor, University of Calgary

2021 MYRON D. FOTTLER EXCEPTIONAL SERVICE AWARD

- Dedicated at least 10 years to HCM and the profession and established a consistently strong presence in the Division over a long period of time;
- Served as a meaningful mentor, not only to colleagues and students in his or her own university, but also to others in HCM;
- If the individual has served as a Division officer, he or she must have continued participation for at least five years after serving as an officer.
- Presented by Tracy Porter and Yaminette Diaz

ACCOMPLISHMENTS & CONTRIBUTIONS

- A member of our Division for over 30 years!
- Served in numerous positions on the HCM Executive team including: Practice Committee, Practitioner Relations Committee, Teaching Committee, Secretary, Varying Awards Committees, & Conference Submission Reviewer
- Completed the HCM Leadership rotation as our Division Chair (2013-2018)
- Well known as a “go-to” member of our Division!
 - Has fulfilled virtually every HCM volunteer request she has received
- Known across our Division as a mentor, a friend, a colleague, a “wise sage,” & a safe and friendly person to talk with

QUOTES FROM SUPPORT LETTERS FOR OUR AWARD RECIPIENT'S NOMINATION

- Supporting letters from 7 peers!
- *"She is a consummate leader and worked diligently in her 5-year rotation to bring the HCM Division executives to a common goal and promote mentorship, friendship, and connectivity among our members"*
- *"XX remains a constant presence in our community. She offers her time and expertise as a mentor, particularly to junior women scholars"*
- *"XX excelled in every role undertaken on behalf of the HCM division. She always led by example, taking on whatever task was at hand with efficiency and diplomacy"*
- *"XX was always invested in the development of others.... She is kind, considerate, and she gets results"*
- *"Whenever I see XX, she continues to ask me about the very goals I mentioned to her 9 years ago. She actually remembers every conversation and builds on it every year"*

2021 MYRON FOTTLER AWARD WINNER



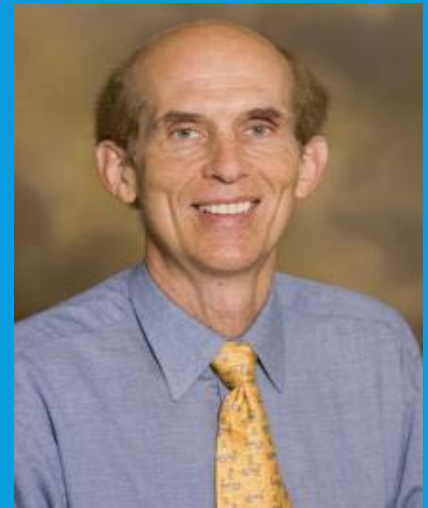
Victoria (Vicky) Parker

Associate Dean, Associate Professor

Peter T. Paul College of Business & Economics, University of New Hampshire

2021 KEITH G. PROVAN DISTINGUISHED SCHOLAR AWARD

- Established in 2012 to recognize a member of the division who has developed a record of high-quality research
- Renamed the Keith G. Provan Award in 2014
- Community nominations
- Review by the Award Review Committee
 - Ingrid Nembhard
 - Amber Stephenson
 - Robert Weech-Maldonado



2021 KEITH G. PROVAN AWARD



Ann Barry Flood, PhD

Emeritus Professor of The Dartmouth Institute;

Emeritus Professor of Radiology;

Emeritus Professor of Community and Family
Medicine

Dartmouth Geisel School of Medicine

THE STRENGTH OF FLOOD'S RESEARCH: REFLECTIONS BY NOMINATORS

- “To paraphrase Hal Luft, two broad criteria can be applied to determine whether a contribution is “outstanding”: 1) whether the contribution influences policy or practice—things that affect real people and organizations; and 2) whether it changes the way researchers, or even broader audiences think about issues or how to solve problems....Dr. Flood not only meets but surpasses all qualifications.”
- “...did much of the early cutting-edge work on healthcare management with an orientation to the clinical environment, in particular, the impact of organizational structure on quality of care (e.g., mortality, surgical outcomes)...[her] work was some of the most important reading we all did when we were more junior in our careers. It formed much of our foundational understanding of the field.”

A PIONEER FOR UNDERSTANDING

Among the most significant of her contributions is her pioneering role in pushing the boundaries of empirically based, health care organization research. She was a key contributor in the institutional differences study, one of the first large scale investigations using both clinical and organizational data to examine the relationship of hospital structure and clinical outcomes...

...Although the volume-outcome relationship is now commonly accepted, Dr. Flood's contributions in the early stages of examining this important question have been key to advancing this line of research.... The now established relationship between volume and outcomes has entered the realm of received knowledge, but at that time broke new ground.

A MENTOR TO MANY...

- ...we always made a point of scheduling **breakfast with Ann**. *This was often the highlight of the meetings*. These meals were not just socializing events, but also **feedback sessions** on what we were doing in our research, where the field of HCM was heading, and **what was important to study**...

Ann always brought **a wealth of insight** and a window into the latest research and methods (especially on the clinical data side). For most organization researchers in healthcare, **Ann was one of the first to embrace the clinical side and marry it to the organizational side**. She helped us all to “elevate our game”. In sum, we always looked up to Ann as someone to emulate.

HCMD KEYNOTE ADDRESS

by

ANN BARRY FLOOD



Title: Does (Organizational) Practice Make Perfect? 45 Years of Perspectives Add Many Nuances

When: Plenary session (session 1240):
Tuesday August 3, 12:00 to 13:15 pm
EDT

* Ann will be introduced by eminent organizational sociologist W. Richard (Dick) Scott, Emeritus Professor of Sociology, Stanford University.



HCM DIVISION PROGRAM HIGHLIGHTS

- “Wednesday” – 4 great asynchronous paper sessions
- Friday (8am-midnight, all times are EDT)
 - 12-1:30 and 2:45-5:45pm – Emerging Scholars Consortium continued
 - 1:30-3pm – Senior Scholars Coffee Chat (mentorship program)
 - 6-8pm – Emerging Scholars virtual social (all welcome)
- Saturday (8am-5pm)
 - All day – PDW workshops
 - 12:30-1:30pm – Research in the Rough incubator
 - 12:30-2:30pm – Coffee Chat (mentorship program)
 - 1:30-3pm – Teaching incubator
- Sunday (10am-4:30pm)
 - Additional PDWs
 - 12-1:45pm Executive Committee Meeting
 - 3-4:30pm Symposium: Rx for Healthcare Delivery

HCM DIVISION PROGRAM

- Monday (8am-5:15pm)
 - All day – paper sessions, symposia, PDWs (some conflicts ☹)
 - 10-11:45am – HCM Best Papers, Session 1
 - 3:15-5:15pm – HCM Division Reception (all welcome)
- Tuesday (8am-4:45pm)
 - All day – paper sessions, symposia, PDWs
 - 10:15am-12pm – HCM Best Papers, Session 2
 - 12-1:15pm – Division Plenary – Ann Barry Flood Provan Address
- Wednesday (9am-3:30pm)
 - All day – HCM Research Consortium: Innovative Collaborations and Secondary Data Research

THANK YOU AND BEST WISHES TO
OUR NEW CHAIR...

