



# HEALTHCARE MANANGEMENT DIVISION ANNUAL BUSINESS MEETING AND AWARDS CEREMONY

Academy of Management Annual Meeting  
Seattle, WA, USA & Online  
Sunday, August 7, 2022

# AGENDA

- Year in Review
- New Division Leadership Team
- 2022 Sponsors
- Program Highlights and Awards
- Division Awards
- Transition to the Incoming Chair

# WELCOME AND MILESTONES

- New members
- Past chairs
- New doctorates
- Tenure
- Promotion
- Award winners

**HCM Division Reception: Monday 6:30PM**

# THE YEAR IN REVIEW

- Continued Popular Initiatives
  - HCM Division webinar series (n=2)
  - HCM Mentorship Program (24 new pairings)
- New Initiatives
  - 2 new HCM Research Awards (Early, Mid-Career)
  - Annual Meeting “Buddy” program for 1<sup>st</sup>-time attendees (13 pairings)
  - Post-AOM Online Micro-Conference on Digital Health Management
- Completed AOM 5-Year HCM Division Review & Strategic Planning\*
  - Member survey
  - Launching and reactivating committees
  - New volunteer, leadership opportunities

\*Report available on HCM Governance page on AOM Connect

# HCM DIVISION STRATEGIC GOALS

1. Grow the HCM division while maintaining intimacy.
  2. Promote career and professional development of HCM members.
  3. Promote diversity, equity, and inclusion in the division and the field.
  4. Clarify and enhance the value of health care management research and education to policymakers and practitioners.
- Associated action items for each goal

# THANK YOU, SARA SINGER!

2018: Chicago IL   2019: Boston MA   2020: virtual   2021: virtual   2022: Seattle WA



**BRINGING  
THE MANAGER  
BACK IN MANAGEMENT**  
81st Annual Meeting of the Academy of Management  
29 July – 4 August 2021 | A Virtual Experience



# THANK YOU, OUTGOING LEADERS

- **J'Aime Jennings**, Academic at Large
- **Maike Tietschert**, Global Representative at Large
- **Jennifer Gutberg**, Student Representative
- **Yaminette Diaz-Linhart**, Student Representative
- **Rich Greenhill**, Secretary
- **Tory Harper Hogan**, Treasurer
- **Deirdre McCaughey**, Academy Membership Liaison
- **Ajit Appari**, Communications Chair
- **Tracy Porter**, Teaching Committee Chair

# 2022-2023 DIVISION LEADERSHIP TEAM

- PDW Chair: **Deirdre McCaughey\***
- Program Chair: **Nick Edwardson**
- Chair Elect: **Cheryl Rathert**
- Division Chair: **Ria Hearld**
- Past Division Chair: **Brian Hilligoss**
- Academics at Large:
  - **Amber Stephenson**
  - **Yuna Lee\***
- Global Representative at Large: **Nora Colton\***
- Practitioners at Large:
  - **Leslie Athey**
  - **Beth Brooks**
- Secretary: **Nathan Carroll\***
- Treasurer: **Terri Menser\***
- Student Representatives: **Andrew Scarffe & Robin Peeters\***
- Committee Chairs
  - Communications: **Tory Harper Hogan\***
  - Membership Engagement: **Geoff Silvera\***
  - Practice: **Tracy Porter\* & Jennifer Gutberg\***
  - Research: **Olena Mazurenko**
  - Teaching: **Patrick Shay\***
- DEI Taskforce Co-chairs:
  - **Victoria Parker\* & Charleata Battle\***

\*denotes new team member



# Thank you, 2022 sponsors!

## Platinum Sponsors



## Silver Sponsors



## Bronze Sponsors



MEEHAN SCHOOL OF BUSINESS

## Break Sponsors



## Award Sponsors



# WHO'S HIRING?

For more details,  
see the HCM Website on AOM Connect

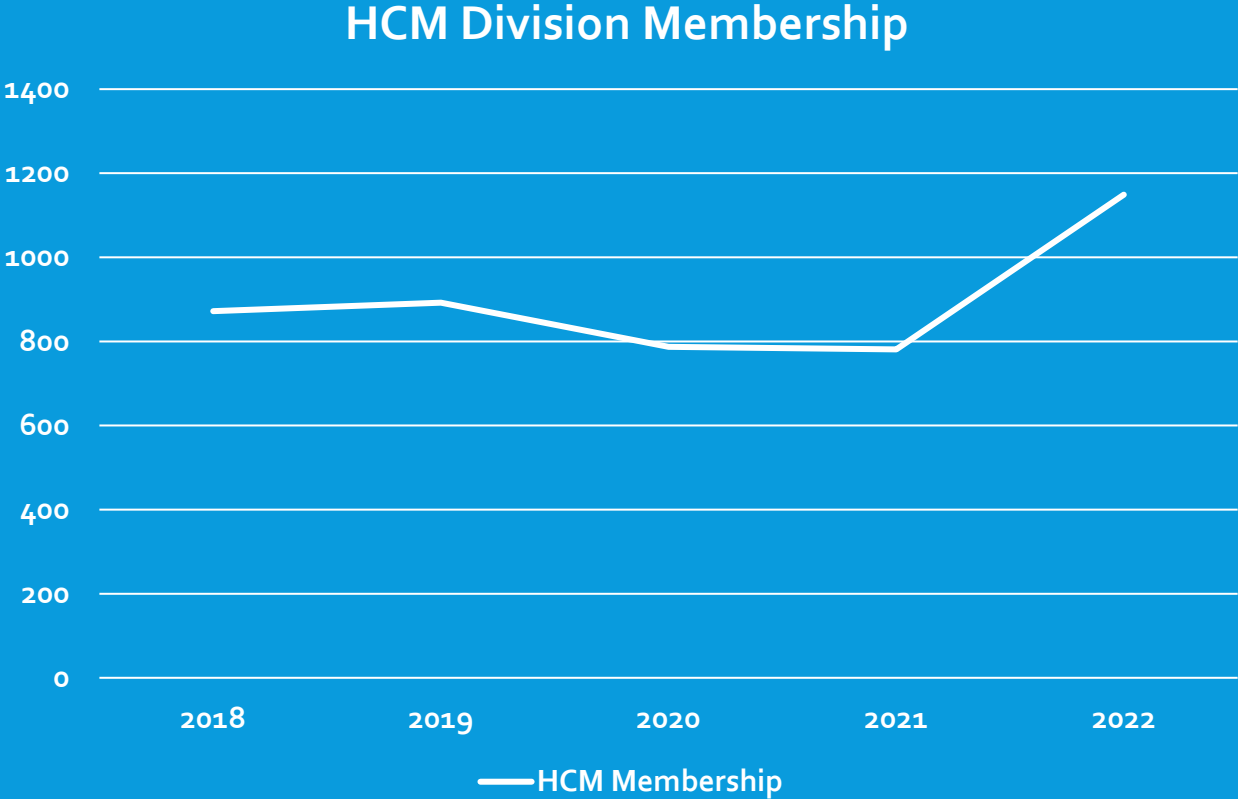
Hiring Unit	Job title/position	Contact
<b>University of Oklahoma Health Sciences Center</b> , Hudson College of Public Health	Assistant/ Associate Professor	Ganisher Davlyatov
<b>Trinity University</b> , Department of Health Care Administration	Assistant/Associate Professor of Health Care Admin.	Patrick Shay
<b>U.S. Department of Veterans Affairs</b> , Center for Healthcare Organization and Implementation Research	Post-Doctoral Fellow in Health Services Research	Marty Charns
<b>Stonehill College</b> , Department of Healthcare Management	Assistant/Associate/Full Professor (2 tenure-track)	Mitchell Glavin
<b>Auburn University</b> , College of Liberal Arts	Assistant Professor (tenure track, Health Services Administration	Cathleen Erwin
<b>University of California, Berkeley</b> School of Public Health	Assistant Professor (tenure- track)	
<b>University of Alabama at Birmingham</b> School of Health Professions	Chair, Department of Health Services Administration	

# FINANCIAL REPORT (JULY 2022)

	2021	2022
<b>REVENUES</b>		
Starting balance (January)	\$40,089	62,502
Division allocation	\$8,580	8,591
Base portion	\$8,350	8,350
Sponsorship	\$7,300	7,000
<b>TOTAL REVENUE</b>	<b>\$ 64,319</b>	<b>86,443</b>
<b>EXPENSES</b>		
Best Paper Awards	(\$1,200)	(2,000)
Social Events		(25,000)*
Student Scholarships		(8,000)
Plaques	(\$913)	(624)
<b>TOTAL EXPENSES</b>	<b>(\$2,113)</b>	<b>(\$35,624)</b>
<b>NET INCOME</b>	<b>62,206</b>	<b>\$50,819</b>

*\*Estimate*

# DIVISION MEMBERSHIP(AUGUST 2022) 1,149 MEMBERS



# PROGRAM HIGHLIGHTS

- 2022 PDW Chair – Nick Edwardson
- 2022 Program Chair — Cheryl Rathert

# 2022 HCM PROFESSIONAL DEVELOPMENT WORKSHOPS

## 16 Division-Specific Sessions; 23 Total Hours of Programming

- 9 Hybrid, 4 Online Only, 3 In-Person Only
- +10 Co-Sponsored Sessions
- **Thursday**
  - Student-only social
- **Friday**
  - Emerging Scholars Consortium
    - Five Hybrid Sessions: "Better Assessment Together: A practical workshop to improve learning and streamline grading"; "Finding Career Opportunities & Flourishing in a Transformed World"; "Faculty Resilience during the Pandemic: Strategies and Tips"; "Goal setting for highly ambitious scholars, understanding why and how to get there"; & "Look before You Leap: Making the Jump from Faculty to Leadership Roles"
  - Six Additional HCM and Co-Sponsored PDWs
  - Emerging Scholars Consortium Social @ Wild Ginger

# 2022 HCM PROFESSIONAL DEVELOPMENT WORKSHOPS

## ▪ Saturday

- The Classics
  - HCM Teaching Incubator: Becoming More Effective Instructors
  - HCM Research Incubator: Research in the Rough
  - “Hot Topics” in Health Care Management: Research Roundtables
- À La Mode
  - \*Health Policy: Elevating Health Care Management Research
  - Succeeding Together as a Health Services Researcher in a “B” School
  - We Can’t Hire Our Way Out of This: International Perspectives on the Healthcare Workforce Crisis
  - Managing Growth and Learning Across Career Stages: Academia and Beyond
  - Dreaming about health care: Reject the Is
  - Simulations in Healthcare Management: Conceptualization to Publication
- PDW Social @ Aerlume

# 2022 HCM PROFESSIONAL DEVELOPMENT WORKSHOPS

**What would you have liked to see as a PDW?**

**Don't wait until December to generate ideas.**

**Workshop your ideas now and at the socials and talk to...**



**Deirdre McCaughey**

# 2022 PROGRAM

- 43.5 hours of programming
  - 22 paper sessions, 6 symposia, 1 plenary session
- 120 papers submitted; 79 accepted
- 8 symposia submitted; 6 accepted
- 175 reviewers; 198 volunteered to review
  - 2.33 review assignments per reviewer
  - 3.18 reviewers per submission
- 82% review completion rate (thank you!)

# 2022 PROGRAM ASSOCIATE EDITORS

- Sandra Buttigieg, University of Malta
- Tory Harper Hogan, Ohio State University
- Patrick Shay, Trinity University
- Amber Stephenson, Clarkson University

# HEALTHCARE MANAGEMENT DIVISION PAPER AWARD WINNERS

August 2022

# 2022 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, William H. Newman Award All-Academy Best paper based on a recent dissertation
- Selection Committee:
  - Alden Lai, 2021 Winner
  - Brian Hilligoss, HCM Division Chair
  - J'Aime Jennings, HCM Academic at Large

# RUNNER-UP

- Collaboration in Complex Institutions:  
Contradictions of Patient-Centered  
Interprofessional Care
- Isaac Lim, University of Oxford

# 2022 BEST PAPER BASED ON A DISSERTATION

- Of Novices and Experts: Settling Expertise Differences Following a Hospital Merger
- Karla Sayegh, University of Cambridge



# 2022 BEST STUDENT LED PAPER AWARD

- Best paper with a current student listed as either the sole author or the first author on a multi-author paper.
- Sponsored by: *Association of University Programs in Health Administration (AUPHA)*
- **Selection Committee:**
  - Nick Edwardson, HCM PDW Chair
  - Patrick Shay, HCM Teaching Committee
  - Yufan Deng, Winner, 2021

# RUNNER-UP

An Expanded 4I Framework to Conceptualize Inter-Organizational Learning in the Global Health Sector

- **Breanna Wodnik**, *U. of Toronto*
- **Meena Andiappan**, *U. of Toronto*
- **Jim Lavery**
- **Erica Di Ruggiero**

# 2022 BEST STUDENT LED PAPER

## Reducing Treatment Errors in Hospitals: The Role of Employee Voice in Unsafe Clinical Practice

- **Nicole Hartwich**, *RWTH Aachen U.*
- **David Antons**; *RWTH Aachen U.*



# 2022 BEST INTERNATIONAL HEALTHCARE MANAGEMENT PAPER

- Sponsored by *AOM Health Care Management Division*
- HCM Nominee for **AOM Carolyn B. Dexter Award: Best paper on an International Theme**
- **Selection Committee:**
  - *Deirdre McCaughey, 2022 PDW-Chair Elect*
  - **Maike Tietschert**, HCM Global Representative at Large
  - **Sara Singer**, HCM Past Division Chair

# RUNNER-UP

## Effective Leaders(hip) in Community-Academic Health Partnership Projects: A Qualitative Study

- Choiwai Maggie Chak, *U. of Twente*
- Lara Carminati, *U. of Twente*

# 2022 BEST INTERNATIONAL HCM PAPER

## Through the looking glass: Healthcare management's biggest challenges in the wake of crisis

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



# 2022 BEST HEALTHCARE MANAGEMENT THEORY TO PRACTICE AWARD

- Sponsored by *AOM Health Care Management Division*
- **Selection Committee:**
  - Rachel Gifford, *Winner, 2021*
  - Leslie Athey, *Practitioner-at-Large*
  - Larry Hearld, *Co-Editor, Health Care Management Review*

# RUNNERS-UP

- ***When and How Do Daily Mortality Cues Trigger Power-Seeking versus Helping behavior?***
  - Keem Sejin, Portland State University
- ***Organizational Factors Associated with Perceptions of Continuity during Post-Acute Transitional Care***
  - Dori Cross, U of Minnesota
  - Julia Adler-Milstein, U of Calif – San Francisco
  - Tory Harper Hogan, Ohio State U
- ***Physician Hospital Integration and its effect on Hospital Performance: A study of U.S. Hospitals***
  - Soumya Upadhyay, U. of Nevada, Las Vegas
  - William Opoku-Agyeman, U of North Carolina, Wilmington

# 2022 BEST HEALTHCARE MANAGEMENT THEORY TO PRACTICE PAPER AWARD WINNER

- Reducing Treatment Errors in Hospitals:  
The Role of Employee Voice in Unsafe  
Clinical Practice
  - **Nicole Hartwich**, *RWTH Aachen U.*
  - **David Antons**, *RWTH Aachen U.*



# 2022 HCM DIVISION BEST PAPER

- Sponsored by: *Foundation of the American College of Healthcare Executives (ACHE)*
- The top 10% of the papers submitted to the annual program are considered for this award
- **Selection Committee:**
  - Clay Thomas, 2021 winner
  - Amber Stephenson, HCM Academic at Large
  - Ria Hearld, HCM Division Chair Elect

# BEST PAPER AWARD RUNNERS-UP

- A New Frontier: Patients as Sources of Creative Ideas for Health Care Improvement
  - Yuna Lee, *Columbia University*,
  - Rachel Grob, *U. of Wisconsin*
  - Ingrid Nembhard, *U. of Pennsylvania*,
  - Dale Shaller, *Shaller Consulting*
- An Expanded 4I Framework to Conceptualize Inter-Organizational Learning in the Global Health Sector
  - Breanna Wodnik, Meena Andiappan, *U. of Toronto*
  - Jim Laver, Erica Di Ruggiero, *U. of Toronto*
- The Relationship of Registered Nurse Staffing and Nursing Home Quality Measure Star Ratings
  - Doug Whitman, *Webster University*

# 2022 BEST PAPER AWARD WINNER

## Of Novices and Experts: Settling Expertise Differences Following a Hospital Merger

· Karla Sayegh, *University of Cambridge*



# OUTSTANDING REVIEWER AWARDS

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

- Karan Babbar, Indian Institute of Management, Ahmedabad
- Nathan Carroll, Virginia Commonwealth
- Matt DePuccio, Rush U.
- Cathleen Erwin, Auburn U.
- Bram Fleuren, Maastricht U.
- Tia Gilmartin, New York U.
- Mitchell Glavin, Stonehill College
- Tuna Hayirili, Harvard Business School
- Brian Hilligoss, U. of Arizona
- Hale Kaynak, U. Texas Rio Grande Valley
- Karin Kee, Vrije U. Amsterdam
- Ambar LaForgia, Columbia U.
- Lambert Zixin Li, Standford U.
- Issac Lim, U. of Oxford
- Emmanuel Kwasi Mawuena, Sheffield Business School, U.K.
- Kathleen Montgomery, U Calif Riverside
- William Olivera, Georgia State U.
- Vicky Parker, U. of New Hampshire
- Tracy H. Porter, Cleveland State U.
- Morgann Reid, U of Toronto
- Patrick Shay, Trinity U.
- Amber Stephenson, Clarkson U.
- Erin Sullivan, Suffolk U.
- Michele Thornton, SUNY Oswego
- Daniel Walker, Ohio State U.

# HEALTHCARE MANAGEMENT DIVISION AWARD WINNERS

August 2021

# HCM DIVISION EXCELLENCE IN TEACHING AWARD

- Established in 2005
- Recognizes innovative and outstanding teaching
- Provides the opportunity to encourage, recognize and reward the work of excellent, dedicated and inspiring teachers
- Special thanks to our nominees and nominators
  - This year's finalists automatically nominated for next year
- Thank you to our Excellence in Teaching Award sub-committee
  - Lihua Dishman, Nitish Patidar, & Patrick Shay

# TEACHING AWARD WINNER

- More than **10 years** of teaching excellence, with numerous recognitions
- Breadth & range: teaching **nine** different courses across **five** different programs
- Teaching philosophy: **leadership, empathy, and authenticity**
- From the nominator: a **positive impact** in the classroom and field
- From current students: contagious **enthusiasm** and **passion**
- From former students: a **dedicated** and **relationally-driven** educator

# 2021 TEACHING AWARD WINNER



**Laura McClelland**

Associate Professor  
Ph.D. Program Director  
Virginia Commonwealth University

# 2022 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.

# ACCOMPLISHMENTS & CONTRIBUTIONS

- A member of our Division for over 29 years!
- Served in numerous positions on the HCM Executive team including: Academic-at-Large, six years on the Research Committee, represented the division on the Special AOM/Institute of Medicine Committee, and a conference submission reviewer.
- Has served as organizer, panelist, discussant, and presenter for a large number of sessions at the HCMD Professional Development Workshop and AOM scientific program.
- Has mentored countless students, junior/rising scholars, and colleagues, alike.
- Completed the HCM Leadership rotation as our Division Chair (2004-2009)
- Own work was recognized through the HCM Division's Best Paper Award in 1998 and publication in AOM's Best Paper Proceedings in 2004, 2016, 2020

# QUOTES FROM SUPPORT LETTERS FOR OUR AWARD RECIPIENT'S NOMINATION

- Supporting letters from 4 peers
- *"XX gave me the confidence I needed to pursue a career in academia. He shared his wisdom about the benefits of joining the HCM Division while also helping me navigate the process of applying to doctoral programs"*
- *"XX often provided a pragmatic and inclusive perspective, which as a junior scholar, I found myself attempting to emulate."*
- *"I also appreciated his accessible nature and his ability to effortlessly wield humor to lighten a room"*
- *"As a researcher and teacher – when it comes to health care and health care management – XX has a lot to profess!"*
- *"His long and demonstrated service to our Division and his generous mentorship and advice to our members has done much to enhance careers, the HCMD, and the quality of research in our field."*

# 2022 MYRON FOTTLER AWARD WINNER



**Timothy (Tim) Hoff**

Professor of Management, Healthcare Systems and Public Policy  
College of Social Sciences and Humanities, D'Amore-McKim School of  
Business, Northeastern University

# 2022 HCM DIVISION RESEARCH SCHOLAR AWARDS

- HCM Early Career Achievement Award
- HCM Mid-Career Achievement Award
- Keith G. Provan Distinguished Scholar Award

# 2022 EARLY CAREER ACHIEVEMENT AWARD



**Maïke Tietschert, PhD, MS**

Assistant Professor in Organization  
Studies

Department of Organization Sciences

Faculty of Social Sciences

Vrije Universiteit (VU) Amsterdam

# THE STRENGTH OF TIETSCHERT'S RESEARCH: REFLECTIONS BY NOMINATORS

- *Dr. Tietschert's profile is uniquely well-rounded and well-balanced for a junior scholar, encompassing top-tier publications, impressive research income, high-profile international collaborations, highly relevant impact work in the policy domain, important advancements in teaching and learning, and academic citizenship.*
- *Maike Tietschert has distinguished herself in the field of health care management research as both a content expert and a methodologist. Her work positions her as an emerging expert on safety culture, patient experience, and high-performing health care...What excites me about Maike's work and the promise of her continued high-value contributions to our field is her commitment to cross-cultural analyses and exploration of healthcare phenomena in different countries. We need more scholars who bridge national divides. Maike's work will help us understand what findings translate across societies and how different national cultures and systems of health care shape safety and patient experiences differently. I'm excited to see what she does next.*

# 2022 MID-CAREER ACHIEVEMENT AWARD



**SUNITA SAH, PhD**

Associate Professor

Johnson Cornell SC Johnson  
College of Business

Cornell University

# THE STRENGTH OF SAH'S RESEARCH: REFLECTIONS BY NOMINATORS

- Most remarkable about Dr Sah's research is the way in which it transcends traditional disciplinary boundaries. This is evident from the wide variety of venues in which she publishes—professional journals in behavioral psychology, management, medicine, law, and ethics (among others). There are many social scientists whose work has ethical implications; and there are many ethicists whose normative work draws heavily on others' empirical research. There are few who can do what Dr Sah does, and fewer still who can do it so deftly. She conducts social science research that is informed by ethical reasoning, and she ably articulates the ethical implications of her research findings. But Dr Sah does not stop there. She understands the importance of drawing on ethical analysis in policy making, and she recognizes that the insights from her work need to be translated for and understood by both policy makers and the constituencies to whom they are accountable. Her op-eds in the New York Times (among other venues) demonstrate how persuasively she is able to engage in this essential work of translation.

# THE STRENGTH OF SAH'S RESEARCH: REFLECTIONS BY NOMINATORS

- In addition to admiring Sunita's research, I have been very impressed by her ability to communicate with large audiences about sometimes subtle psychological constructs. She's is a clear and talented presenter. And her work is having an impact beyond the halls of the academy. She is a member of the National Academies of Sciences committee on improving Informed Consent in research, she is a sought-after public speaker, and she served as an expert witness for the United States Department of Justice on a national healthcare fraud case concerning physician conflicts of interest that resulted in a multi-billion dollar settlement.

# 2022 KEITH G. PROVAN AWARD



## Mary Fennell, PhD

C.V. Starr Professor Emerita of  
Commerce, Organizations, and  
Entrepreneurship

Professor Emerita of Sociology

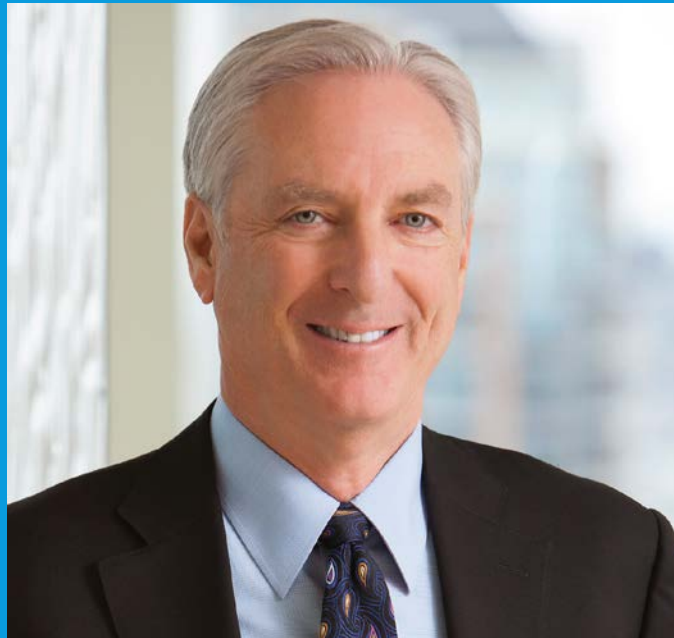
Department of Sociology

Brown University

# THE STRENGTH OF FENNEL'S RESEARCH: REFLECTIONS BY NOMINATORS

- Her scholarship and service have had a major influence on the field over many decades...I would particularly underscore her early work identifying hospital clusters which laid a foundation for ongoing work on healthcare organizational taxonomies influencing the field today.
- Mary's service to the field as an editor was extraordinary. I have first-hand knowledge of the excellent work she performed in the editorial posts she held: I had the privilege of serving as a member of editorial board of the *Journal of Health and Social Behavior* when she was the Editor-in-Chief (1990-1993)."
- This recognition for Mary's scholarly contributions is overdue and very richly deserved. In many ways, she was a pioneer in our field and helped to legitimate organizational and management studies of health care organizations.

# HCM DIVISION PLENARY



Gary S. Kaplan, MD, FACP, FACMPE, FACPE

*Reflections on 22 years at the Helm of Virginia Mason*

Monday 10-11:30 am PDT

Hybrid: SCC Tahoma 5 & Online

# HCM PROGRAM HIGHLIGHTS

## Sunday

- 9:00 – 10:00 am HCM Virtual Social on GatherTown

## Monday

- 10-11:30 am: **HCM Plenary**
- 6:30-8:30 pm: **HCM Division Reception**, Spin Seattle

## Tuesday

- 8:00-9:30 am: **Showcase Symposium: *Organizing for Resilience: How to Organize in a World of Adversity and Flux***
- 7:00-10:00 pm: **Post-AOM Online Micro-Conference: *Digital Health Management*** (Virtual only, via Zoom)

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

