

Jonathan Rogers Clark
Associate Professor
The University of Texas at San Antonio

Department of Management
College of Business
The University of Texas at San Antonio
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Web Address:

Education

Doctor of Philosophy, Health Policy (Management Track), Harvard University
Dissertation Title: Organizational Scope in the Health Care Industry

Master of Science, Health Policy and Management, Harvard School of Public Health

Bachelor of Arts, Economics, Boston College

Academic Positions

2018 - Present	Associate Professor (Tenured), The University of Texas at San Antonio
2015 - 2018	Assistant Professor, The University of Texas at San Antonio
2010 - 2015	Assistant Professor, Pennsylvania State University
2005 - 2006	Research Associate, Harvard School of Public Health

Administrative Assignments

2018 - Present	Department Chair, Department of Management, The University of Texas at San Antonio
2018 - Present	Director, Executive Development Program for Emerging Health Leaders, University of Texas at San Antonio
2013 - 2015	Executive Director, Master of Health Administration Program, The Pennsylvania State University

SCHOLARSHIP/RESEARCH/CREATIVE WORKS

Intellectual Contributions

Journal Article, Academic Journal - Peer-Reviewed/Refereed

26. Lugo, M., McCarter, M. W., Clark, J., Luse, W., Heydarifard, Z., & Huang, S. R. Vigilante Justice: A Study of Makeup Calls in Organizations and the Behavioral Laboratory. *Journal of Applied Psychology*. (Revising to Resubmit)
25. Wani, D., Clark, J., & Malhotra, M. Strategic design choices, customer experience and demand for services: Evidence from Hospitals. *Production and Operations Management*. (Revising to Resubmit)
24. Clark, J., Singer, S., Tietschert, M., Kerrissey, M., & Friedberg, M. A Mixed Methods Investigation of Factors Influencing Patient Perceptions of Integrated Care. *Social Science and Medicine*. (Revising to Resubmit)

2020

23. Lewis, A. C., & Clark, J. (2020). Dreams Within Dreams: The Power of Multiple Visions at Multiple Levels Within Organizations. *Journal of Organizational Behavior*, 41(1), 50-76.

2019

22. Teischert, M., Singer, S., Ruwaard, D., Angeli, F., van Raak, A., & Clark, J. (2019). Can organisational culture of teams be a lever for integrating care? An exploratory study. *International Journal for Integrated Care*, 19(4).
21. Silvera, G., & Clark, J. (2019). Women at the helm: Chief executive officer gender and patient experience in the hospital industry. *Health Care Management Review*, *Published Ahead of Print*.
20. Louis, C., Clark, J., Gray, B., Brannon, D., & Parker, V. (2019). Service Line Structure and Decision-Maker Attention in Three Health Systems: Implications for Patient-Centered Care. *Health Care Management Review*, 44(1), 41–56.

2018

19. McCarter, M. W., Clark, J., Winn, A., & Kamal, D. (2018). Like A Jar of Flies? A Natural Experiment of Self-Control in an Organizational Social Dilemma with Large Stakes. *PLOS One*.
18. Clark, J., Kuppuswamy, V., & Staats, B. (2018). Goal-Relatedness and Learning: Evidence from Hospitals. *Organization Science*, 29(1), 100-117.

2017

17. Ibanez, M., Clark, J., Huckman, R. S., & Staats, B. R. (2017). Discretionary Task Ordering: Queue Management in Radiological Services. *Management Science*, 64(9), 4389–4407.
16. Kerrissey, M., Clark, J., Freyer, A., Wei, J., Catillon, M., Ramsay, P., Shortell, S., Casalino, L., Friedberg, M., & Singer, S. (2017). Medical Group Structural Integration May Not Ensure That Care Is Integrated, From The Patient's

Perspective. *Health Affairs*, 36(5), 885-892.

15. Louis, C., Clark, J., Hillemeier, M., Camacho, F., Yao, A., & Anderson, R. (2017). The Effects of Hospital Characteristics on Delays in Breast Cancer Diagnosis in Appalachian Communities: A Population-based Study. *The Journal of Rural Health*, January(Early View), 1-13.

2016

14. Murphy, C., & Clark, J. (2016). Picture This: How the Language of Leaders Drives Performance. *Organizational Dynamics*, 45(2), 139-146.
13. Silvera, G., & Clark, J. (2016). Patient evaluations of the interpersonal care experience (ICE) in U.S. hospitals: A factor analysis of the HCAHPS survey. *Patient Experience Journal*, 3(1), 101-109.

2014

12. Carton, A. M., Murphy, C., & Clark, J. (2014). A (blurry) vision of the future: How leader rhetoric about ultimate goals influences performance. *Academy of Management Journal*, 57(6), 1544–1570.
11. Clark, J., Murphy, C., & Singer, S. J. (2014). When do leaders matter? Ownership, governance and the influence of CEOs on firm performance. *The Leadership Quarterly*, 25(2), 358–372.

2013

10. Louis, C., Clark, J., Holmes, K., Aumiller, B., & Lengerich, E. J. (2013). Spanning Boundaries: System Dynamics, Externalities, and Patient Navigation., *Journal of Oncology Navigation & Survivorship*, 4(3), 13-31.
9. Clark, J., Huckman, R. S., & Staats, B. R. (2013). Learning from customers: Individual and organizational effects in outsourced radiological services. *Organization Science*, 24(5), 1539–1557.
8. Towers, T. J., & Clark, J. (2013). Pressure and performance: buffering capacity and the cyclical impact of accreditation inspections on risk-adjusted mortality., *Journal of healthcare management/American College of Healthcare Executives*, 59(5), 323–335.

2012

7. Kane, N. M., Singer, S. J., Clark, J., Eeckloo, K., & Valentine, M. (2012). Strained local and state government finances among current realities that threaten public hospitals' profitability. *Health Affairs*, 31(8), 1680–1689.
6. Clark, J., & Huckman, R. S. (2012). Broadening focus: Spillovers, complementarities, and specialization in the hospital industry. *Management Science*, 58(4), 708–722.
5. Clark, J., Singer, S., Kane, N., & Valentine, M. (2012). From striving to thriving: Systems thinking, strategy, and the performance of safety net hospitals. *Health care management review*, 38(3), 211–223.
4. Clark, J. (2012). Comorbidity and the limitations of volume and focus as organizing principles. *Medical Care Research and Review*, 69(1), 83-102.

2011

3. Singer, S. J., & Clark, J. (2011). Entrepreneurship, culture, knowledge, and learning: a multispective view of patient safety improvement. *Health care management review*, 36(4), 299–300.
2. Holt, H. D., Clark, J., DelliFraine, J., & Brannon, D. (2011). Organizing for performance: What does the empirical literature reveal about the influence of organizational factors on hospital financial performance?, *Biennial Review of Health Care Management*, 11, (21 pgs).

2009

1. Kane, N. M., Clark, J., & Rivenson, H. L. (2009). The internal processes and behavioral dynamics of hospital boards: An exploration of differences between high-and low-performing hospitals. *Health care management review*, 34(1), 80–91.

Conference Proceeding - Peer-Reviewed/Refereed

2019

6. Clark, J., Singer, S., Tietschert, M., Kerrissey, M., & Friedberg, M. (2019). A Mixed Methods Investigation of Factors Influencing Patient Perceptions of Integrated Care. (1st ed., vol. 2019). Academy of Management Proceedings, Best Papers.

2016

5. Kerrisey, M., Clark, J., Freyer, A., Wei, J., Catillon, M., Ramsay, P., Shortell, S., Casalino, L., Friedberg, M., & Singer, S. (2016). Integrated Care from the Patient's Perspective and its Relationship to Medical Group Attributes. (1st ed., vol. 2016, pp. (6 pgs)). Academy of Management Proceedings.

2015

4. Clark, J., & Kuppuswamy, V. (2015). The Moderating Role of Organizational Context on Learning-by-doing: Evidence From Hospitals. (1st ed., vol. 2015, pp. (6 pgs)). Academy of Management Proceedings.

2014

3. Carton, A. M., Murphy, C., & Clark, J. (2014). Vision and Values. (1st ed., vol. 2014, pp. (6 pgs)). Academy of Management Proceedings.

2013

2. Clark, J., Murphy, C., & Singer, S. J. (2013). How Much Do Leaders Matter? Ownership and Governance as Constraints on CEO Discretion. (1st ed., vol. 2013, pp. (6 pgs)). Academy of Management Proceedings.
1. Towers, T., & Clark, J. (2013). The Cyclical Impact of Joint Commission Site Visits on Risk-Adjusted Mortality Rates in Hospitals. (1st ed., vol. 2013, pp. (6 pgs)). Academy of Management Proceedings.

Journal Article, Academic Journal - Not Peer-Reviewed/Refereed

1. Lewis, A. C., Clark, J., Cordero, A. M., & Murphy, C. Professional Modularity. *Journal of Management Studies*. (Completed)

Journal Article, Professional Journal - Not Peer-Reviewed/Refereed

2007

1. Kane, N., Rivenson, H., & Clark, J. (2007). Hospital board dynamics: the five questions., *Trustee: the journal for hospital governing boards*, 60(9).

Contracts, Fellowships, Grants, Sponsored Research and Residencies

Grant - Funded - Do not transmit

2018

1. Clark, J., "Guilt and Atonement: A Study of Makeup Calls, PIs/Co-PIs&SHARED CREDIT: Meghan Lugo, Lead PD/PI, 34.00%; Jonathan Clark, Co-PD/PI, 33.00%; Matthew Mccarter, Co-PD/PI, 33.00%," Sponsored by UTSA VPR Office, \$5,000.00. (September 1, 2017 - August 31, 2018).

Grant - Pending

2020

1. Clark, J., "Management and Research Seminar (MARS), PIs/Co-PIs&SHARED CREDIT: Matthew Mccarter, Lead PD/PI, 50.00%; Jonathan Clark, Co-PD/PI, 50.00%," Sponsored by Oak Ridge Associated University (ORAU), \$4,000.00. (October 19, 2019 - March 20, 2020).

Presentations

Paper - Peer-Reviewed/Refereed

2017

16. Clark, J. (Author), Tietschert, M. V. (Author & Presenter), Singer, S. (Author), & Kerrisey, M. (Author), "Care at the Interface with Primary Physicians: A Comparison of High and Low Performing Physician Groups," Academy of Management Annual Meeting, Academy of Management, Atlanta, GA. (August 2017).
15. Clark, J. (Author), & Lewis, A. C. (Author & Presenter), "Dreams within a dream: Microvisions in complex organizations," Academy of Management Annual Meeting, Academy of Management, Atlanta, GA. (August 2017).

2016

14. Silvera, G. (Author & Presenter), & Clark, J. (Author), "Relational Orientation in the Upper Echelons: An Executive Job Demand-Moderated Model," Academy of Management Annual Meeting, Academy of Management, Anaheim. (August 2016)

- 2016).
13. Louis, C. (Author & Presenter), & Clark, J. (Author), "How Structural Design Relates To Decision-Maker Attention in Three Health Systems," Academy of Management Annual Meeting, Academy of Management, Anaheim. (August 2016).
 12. Kerrissey, M. (Author & Presenter), Clark, J. (Author), & Singer, S. (Author), "Integrated Care from the Patient's Perspective and its Relationship to Medical Group Attributes," Academy of Management Annual Meeting, Academy of Management, Anaheim. (August 2016).
 11. Kerrissey, M. (Author & Presenter), Clark, J. (Author), & Singer, S., "Integrated Care from the Patient's Perspective and its Relationship to Medical Group Attributes," AcademyHealth Annual Meeting, AcademyHealth, Boston. (June 2016).

2015

10. Clark, J. (Author), & Kuppaswamy, V. (Author & Presenter), "The Moderating Role of Organizational Context on Learning-by-doing: Evidence from Hospitals," Academy of Management Annual Meeting, Academy of Management, Vancouver. (August 2015).

2013

9. Towers, T. (Author), & Clark, J. (Author & Presenter), "The Cyclical Impact of Joint Commission Site Visits on Risk-Adjusted Mortality Rates in Hospitals," Academy of Management Annual Meeting, Academy of Management, Orlando, FL. (August 2013).
8. Clark, J. (Author & Presenter), Murphy, C. (Author), & Singer, S. (Author), "When Do Leaders Matter? Ownership and Governance as Constraints on CEO Discretion," Academy of Management Annual Meeting, Academy of Management, Orlando, FL. (August 2013).

2012

7. Clark, J. (Author & Presenter), Murphy, C. (Author), & Singer, S. (Author), "How Much Do Leaders Matter? Decomposing Variation in Hospital Financial Performance.," Academy of Management Annual Meeting, Academy of Management, Boston, MA. (August 2012).

2011

6. Clark, J. (Author & Presenter), Staats, B. (Author), & Huckman, R. (Author), "Inside the Learning Curve: Customer-, Technology- and Domain-Specific Learning in Outsourced Radiological Services," Academy of Management Annual Meeting, Academy of Management, San Antonio, TX. (August 2011).
5. Clark, J. (Author & Presenter), Huckman, R. (Author), & Thompson, R. (Author), "Mapping the Constellation of Comorbidity: Implications for the Organization of Hospital Services," Academy of Management Annual Meeting, Academy of Management, San Antonio, TX. (August 2011).
4. Clark, J. (Author & Presenter), "Volume, Focus and Comorbidity: Medical Conditions and the Organization of Health Care Delivery.," Academy of

Management Annual Meeting, Academy of Management, San Antonio, TX. (August 2011).

3. Clark, J. (Author & Presenter), Singer, S. (Author), Kane, N. (Author), & Valentine, M. (Author), "Improving the Fabric of the Safety Net: Strategy, Operations and the Performance of Safety Net Hospitals," AcademyHealth Annual Meeting, AcademyHealth, Seattle, WA. (June 2011).

2009

2. Clark, J. (Author & Presenter), Singer, S. (Author), Kane, N. (Author), & Valentine, M. (Author), "How Much Does Management Matter? Examining Variance in the Financial Health of America's Safety Net Hospitals," AcademyHealth Annual Meeting, AcademyHealth, Chicago, IL. (June 2009).

2008

1. Clark, J. (Author & Presenter), & Huckman, R. (Author), "Organizational Scope and the Returns to Focused Experience," Academy of Management Annual Meeting, Academy of Management, Anaheim, CA. (August 2008).

Invited Talk - Not Peer-Reviewed/Refereed

2016

6. Clark, J., "The Healthcare Conundrum," Management and Research Seminar, UTSA Department of Management, San Antonio, TX. (March 2016).
5. Clark, J. (Author & Presenter), "Patients' Perspectives on Care Integration: Comparing Physician Organizations with More and Less ACO-like Characteristics," UTHSCSA Research Seminar, University of Texas Health Science Center at San Antonio, San Antonio, TX. (February 2016).

2014

4. Clark, J., "The Moderating Role of Strategic Context on Learning-by-Doing: Evidence from Hospitals," Department of Management, University of Texas at San Antonio, UTSA Department of Management, San Antonio, TX. (November 2014).
3. Clark, J. (Author & Presenter), "The Plexus of Medical Conditions and the Scope of Hospital Services," Clinical Research, Investigation, and Systems Modeling of Acute Illness (CRISMA) Research Seminar, Department of Critical Care Medicine, University of Pittsburgh Medical Center, Pittsburgh. (May 2014).
2. Clark, J. (Author & Presenter), "Hospital Performance: Why the Patient's Experience May Be Paramount," Health Care Research Seminar, University of Pittsburgh, School of Public Health, Pittsburgh. (May 2014).

2009

1. Clark, J. (Author & Presenter), "Volume, Focus and Comorbidity: Medical Conditions and the Organization of Health Care Delivery," CHCPR/HPA Colloquium, Pennsylvania State University, State College, PA. (November 2009).

Scholarship/Research/Creative Works Currently in Progress

4. Wani, D., & Clark, J., Integration and Performance in the Hospital Industry
3. Clark, J., & Romney, A., Learning in Context: How Expectations, Relationships and Identity Influence Learning from Success and Failure
2. O'Hora, J., Mittler, J., & Clark, J., Extreme Home Makeover or Curb Appeal? Exploring the Role of NCQA Recognition in Building Meaningful Patient-Centered Medical Homes
1. Clark, J., Huckman, R., & Thompson, R., Comorbidities and the Focused Factory: Structuring for Complementarities

TEACHING

Courses Taught

Graduate

2019

MGT 5093 Leadership (Section 002) (Rating: 5.00/5.00)
The University of Texas at San Antonio

2018

MGT 5093 Leadership (Section 002) (Rating: 4.38/5.00)
MGT 5903 Strategic Management (Rating: 4.93/5.00)
The University of Texas at San Antonio

2017

MGT 5093 Leadership (Rating: 4.57/5.00)
The University of Texas at San Antonio

2016

MGT 5903 Strategic Management & Policy (Rating: 5.00/5.00)
The University of Texas at San Antonio

2015

MGT 5903 Strategic Management & Policy (Rating: 5.00/5.00)
The University of Texas at San Antonio

HPA 551 Quality Improvement in Healthcare (Rating: 6.64/7.00)
The Pennsylvania State University

2014

HPA 527 Operations Management (Rating: 6.00/7.00)
HPA 551 Quality Improvement in Healthcare (Rating: 5.67/7.00)
The Pennsylvania State University

2013

HPA 527w Operations Management (Exec) (Rating: 6.50/7.00)

HPA 527 Operations Management (Rating: 6.50/7.00)

The Pennsylvania State University

2012

HPA 527 Operations Management (Rating: 6.79/7.00)

HPA 503 Healthcare Organizational Behavior (Rating: 6.75/7.00)

HPA 503 Healthcare Organizational Behavior (Exec) (Rating: 6.50/7.00)

The Pennsylvania State University

2011

HPA 503 Healthcare Organizational Behavior (Rating: 6.88/7.00)

The Pennsylvania State University

2010

HPA 503 Healthcare Organizational Behavior (Rating: 6.90/7.00)

The Pennsylvania State University

Competitive Strategy Determination (Teaching Assistant)

The Harvard School of Public Health

2009

Competitive Strategy Determination (Teaching Assistant)

The Harvard School of Public Health

2006

Competitive Strategy Determination (Teaching Assistant)

The Harvard School of Public Health

2005

Economic Analysis for Public Health (Teaching Assistant)

The Harvard School of Public Health

Undergraduate

2019

Spring

MGT 4893 Management Strategy (Section 009) (Rating: 4.03/5.00)

The University of Texas at San Antonio

Fall

MGT 4893 Management Strategy (Section 006) (Rating: 4.62/5.00)

The University of Texas at San Antonio

2018

Fall

MGT 4893 Management Strategy (Section 006) (Rating: 4.78/5.00)

The University of Texas at San Antonio

2017

Spring

MGT 4893 Management Strategy (Section 004) (Rating: 4.81/5.00)

MGT 4893 Management Strategy (Section 005) (Rating: 4.70/5.00)

The University of Texas at San Antonio

Fall

MGT 4893 Management Strategy (Section 001) (Rating: 4.71/5.00)

MGT 4893 Management Strategy (Section 003) (Rating: 4.59/5.00)

The University of Texas at San Antonio

2016

Spring

MGT 4893 Management Strategy (Section 003) (Rating: 4.69/5.00)

MGT 4893 Management Strategy (Section 011) (Rating: 4.60/5.00)

The University of Texas at San Antonio

2013

HPA 332 Health Systems Management (Rating: 6.29/7.00)

The Pennsylvania State University

2011

HPA 332 Health Systems Management (Rating: 6.22/7.00)

The Pennsylvania State University

Directed Student Learning

Dissertation Committee Chair. In-Process, (August 2017 - Present).

Advised: Alex Lewis

Dissertation Committee Member. Completed, (November 2017 - December 2018).

Advised: Antoine Busby

Comprehensive Exam Committee Chair, "Culture's consequence for institutional isomorphism." Completed, (April 2017 - August 2017).

Advised: Alex Lewis

Dissertation Committee Chair, "Interpersonal Care Experiences: Specification and Antecedents." Completed, (September 1, 2011 - October 31, 2015).

Advised: Geoffrey Silvera

Dissertation Committee Member, "The Role of Organizational Culture in Organizational Change: The Case of the Patient-Centered Medical Home Implementation."

Completed, (January 1, 2011 - May 31, 2015).

Advised: Jennifer O'Hora

Dissertation Committee Chair, "Essays on the Organization and Delivery of Cancer Care." Completed, (September 1, 2010 - May 31, 2015).

Advised: Christopher Louis

Dissertation Committee Member, "Using a Community Level Approach to Improve Healthcare Outcomes." (October 2012 - May 2014).

Advised: Jillian Harvey

Dissertation Committee Member, "Facing the Void: Identity and Legitimacy in Emerging Professions." Completed, (January 2011 - May 2014).

Advised: Chad Murphy

Dissertation Committee Chair, "An Examination of Cyclical Isomorphism and the Micro-effects of Hospital Accreditation." Completed, (September 1, 2010 - May 31, 2013).

Advised: Tyler Towers

Dissertation Committee Member, "Hospital Performance: An Empirical Examination of Organizational Predictors and Moderators." Completed, (September 1, 2010 - May 31, 2012).

Advised: Harry Holt

Other Instructional Activities

- | | |
|------|--|
| 2013 | Technology Development for Curriculum/Course, Pennsylvania State University, Developed a simulation/game to support a graduate course in health care management. The simulation, "Time & Patient\$", immerses students in the management of a walk-in clinic. More information can be found at:

http://gaming.psu.edu/games/time-and-patient/ |
| 2010 | Case Study: Teaching Note, Huckman, R., Bohmer, R. & Clark, J. "Teaching Note: Managing Orthopedics at Rittenhouse Medical Center", Harvard Business School Case #5-610-070, 2010. |
| 2008 | Case Study, Clark, J. and Rosenthal, M. "ProvenCare: Geisinger Health System and Pay for Performance." Harvard School of Public Health Case Study, 2008. |
| 2008 | Case Study, Clark, J. and Kane, N. "Managing Governance at Reliance Hospital." Harvard School of Public Health Case Study, 2008. |
| 2006 | Case Study, Clark, J. and Trevelyan, E. "The Balanced Scorecard at |

Brigham and Women's Hospital." Harvard School of Public Health Case Study, 2006.

SERVICE

Department Service

- 2016 - Present Co-Organizer, Management and Research Seminar, The University of Texas at San Antonio. Organized a department seminar
- 2016 - 2018 Coordinator, Assessments of Learning, Department of Management, University of Texas at San Antonio.
- 2013 - 2015 Committee Chair, Master of Health Administration Program Committee, Pennsylvania State University. Served as chair of the MHA program committee
- 2014 - 2015 Committee Member, Faculty Search Committee, Pennsylvania State University.
- 2011 - 2013 Committee Member, Online/Executive MHA Program Committee, Pennsylvania State University. Served as a member of the eMHA program committee
- 2010 - 2013 Committee Member, Master of Health Administration Program Committee, Pennsylvania State University. Served as a member of the MHA program committee
- 2012 - 2013 Committee Chair, Faculty Search Committee, Pennsylvania State University.
- 2011 Committee Member, Faculty and Program Director Search Committee, Pennsylvania State University.

College Service

- 2018 - Present Committee Member, Search Committee: Senior Grants Coordinator, University of Texas at San Antonio.
- 2018 - Present Committee Chair, College of Business Strategic Enrollment StratSquad, University of Texas at San Antonio.
- 2018 - Present Faculty Advisor, Healthcare Initiatives, Center for Professional Excellence, University of Texas at San Antonio, College of Business.

- 2017 - 2018 Committee Member, Faculty Forum Executive Committee, The University of Texas at San Antonio.
- 2017 - 2018 Committee Chair, Executive MBA Program Committee, UTSA.
- 2017 Committee Member, Executive MBA Program Committee, The University of Texas at San Antonio.
- 2017 Committee Member, AIS Business Pathway Working Group, The University of Texas at San Antonio.
- 2013 - 2015 Committee Member, Dean's Council, Professors-in-charge, Pennsylvania State University.

University Service

- 2018 - Present Committee Member, Human Health Planning Advisory Task Force, University of Texas at San Antonio.
- 2018 - Present Committee Member, Chair's Council, University of Texas at San Antonio.
- 2016 - Present Student Org Advisor (Non-Professional Org), The Latter-Day Saint Student Association, The University of Texas at San Antonio. Advise student leaders, provide guidance and oversight
- 2017 - 2018 Committee Member, Graduate Council, Administration & Agenda Committee, UTSA.
- 2017 - 2018 Committee Member, Graduate Council, Executive Committee, The University of Texas at San Antonio.
- 2015 - 2018 Committee Member, Graduate Council, The University of Texas at San Antonio. Serve as a member of the university graduate council
- 2015 - 2017 Committee Member, Graduate Council, Committee on New Programs and Courses, The University of Texas at San Antonio. Serve as a member of the graduate council subcommittee on new programs and courses

Professional Service

- 2012 - Present Reviewer, Ad Hoc Reviewer, Leadership Quarterly.
- 2010 - Present Reviewer, Ad Hoc Reviewer, Health Care Management Review.

- 2010 - Present Reviewer, Ad Hoc Reviewer, Management Science.
- 2008 - Present Reviewer, Conference Paper, Academy of Management.
- 2015 - 2019 Editorial Review Board Member, Health Care Management Review.
- 2013 - 2014 Conference Coordinator, Organizer, AcademyHealth.

Public Service

- 2016 - Present Committee Member, LDS-BSA Relations Committee, San Antonio, Texas.
- 2016 - Present San Antonio Texas Stake of The Church of Jesus Christ of Latter Day Saints, San Antonio, Texas. Serve as the Second Counselor to the Stake President. Lead programs for children and youth and oversee activities of five congregations.

Consulting

- 2017 - 2018 Academic, Stanford University/Stanford School of Medicine, Palo Alto, CA
- 2013 For Profit Organization, TeleTracking

Awards, Honors, and Biographical Listings

- 2019 Best Paper, Health Care Management Division, Academy of Management
- 2019 Certificate of Recognition, American College of Healthcare Executives
- 2019 Honorable Mention Award, University of Texas System, Shine Academy of Health Science Education, 2019 Innovations Conference
- 2019 Nominee, Gomory Industry Studies Award, Industry Studies Association
- 2018 Dean's Research Excellence Award - Tenure Track Faculty, UTSA College of Business
- 2017 Dean's Award for Teaching Excellence, Tenure-Track Faculty, College of Business, The University of Texas at San Antonio

- 2016 Best Paper (Runner-up), Academy of Management, Health Care Management Division
- 2014 Best Paper, Academy of Management, Managerial and Organizational Cognition Division
- 2013 Best Paper (Runner-up), Academy of Management, Health Care Management Division
- 2012 Outstanding Author Contribution Award, Emerald Group Publishing: Literati Network
- 2010 Outstanding Reviewer, Academy of Management, Health Care Management Division
- 2010 Gregory H. Wolf Endowed Professorship for Junior Faculty Development, College of Health and Human Development, Pennsylvania State University
- 2009 Most Outstanding Submission, AcademyHealth

Government, Industry, Military and Professional Positions

- 2005 - 2006 Research Assistant, Harvard Business School
- 2004 - 2005 Director of Research and Strategic Planning, HealthEquity, Inc.
- 2003 Co-Founder, iHealth Partners, LLC
- 2001 - 2003 Consultant, Deloitte & Touche, LLP
- 2000 - 2001 Business Analyst, HomePortfolio.com

Professional Memberships

- 2007 - Present Academy of Management
- 2007 - Present AcademyHealth