

## **Dr. Carlton C. Young**

Mississippi State University  
Meridian Division of Business  
(601) 484-0212  
Email: ccy16@msstate.edu

### **Education**

Ph D, University of Alabama at Birmingham, 2005.  
Major: Administration - Health Services  
Supporting Areas of Emphasis: Strategic Management

JD, Cumberland School of Law, Samford University, 1983.  
Major: Law

BBA, University of Montevallo, 1980.  
Major: Bachelor of Business Administration  
Supporting Areas of Emphasis: Economics, Political Science

### **Academic and Professional Positions**

#### **Academic**

Professor of Healthcare Administration (with Tenure), Mississippi State University, Meridian Campus (August 2019 – present).

Associate Professor of Healthcare Administration (with Tenure), Mississippi State University, Meridian Campus (August 2013 – present).

Assistant Professor of Healthcare Administration, Mississippi State University, Meridian Campus (August 2009 – August 2013).

Associate Professor and Associate Program Director, Department of Health Administration, School of Business, Pfeiffer University, Durham, NC. (July 2006 – August 2009).

Adjunct Professor, Department of Management, Marketing and Industrial Distribution, College of Business, University of Alabama at Birmingham (August 1997 – August 2005).

#### **Professional**

Attorney at Law, Birmingham, AL (1982 – 2005)

### **Licensures and Certifications**

Attorney at Law (Alabama), The Supreme Court of Alabama. (September 27, 1983 - Present).

### **Professional Memberships (Current & Past)**

American Society for Healthcare Risk Management (American Hospital Association), ASHRM, International.

Association of University Programs in Health Administration, AUPHA, International.

Alabama State Bar Association, State

Academy of Legal, Ethical and Regulatory Issues, International.

Southern Management Association, SMA, International.

Academy of Management, AoM, International.

Institute for Global Business Research, International.  
Mississippi Hospital Association, State.

## **Awards and distinctions:**

Meridian Division *Faculty Research Award* 2017, Meridian Division of Business, Research, Professional, Department. (January 1, 2017 - December 29, 2017).

Meridian Division *Faculty Service Award* 2016, Meridian Division of Business, Service, Professional, Department. (January 1, 2016 - December 29, 2016).

Meridian Division *Faculty Research Award* 2014, Meridian Division of Business, Scholarship/Research, Department. (January 29, 2015).

Meridian Division *Faculty Research Award* 2012, Meridian Division of Business, Scholarship/Research, Department. (September 24, 2013).

***Outstanding Educator Award, Academy of Educational Leadership***, Teaching, International. (March 28, 2013).

Meridian Division *Faculty Research Award* 2011, Meridian Division of Business, Scholarship/Research, Department. (August 2012).

***Distinguished Research Award, Academy of Health Care Management***, Scholarship/Research, International. (April 2012).

***Mississippi State University 2011 State Pride Award***, Mississippi State University, Scholarship/Research, University. (October 10, 2011).

***Distinguished Research Award, Academy of Health Care Management***, Scholarship/Research, International. (April 2011).

***Distinguished Research Award, Academy of Health Care Management***, Scholarship/Research, International. (April 2010).

***Best Student Paper***, Healthcare Management Division, ***Academy of Management Annual Meeting Paper series***. Williams, David R. and Young, Carlton C., *The Relationship Between Disruptive Innovation, First-Mover Advantage, Brand Equity and Health-System Based Physician Practice Acquisitions & Management* (August 2003).

## **Teaching Experience:**

HCA 6013 (Graduate) Ethical Issues in Healthcare  
HCA 6243(Graduate) Managed Care  
HCA 6803 (Graduate) Healthcare Policy Law, Ethics and Dispute Resolution (BL-8113), Mississippi State University  
Healthcare Management (HCA 4990), Mississippi State University  
Ethical Issues in Healthcare (HCA 4013), Mississippi State University  
Healthcare Regulations (HCA 3813), Mississippi State University  
Health Systems (HCA 3313), Mississippi State University  
Managed Care (HCA 4243), Mississippi State University  
Health Policy (HCA 4803), Mississippi State University  
Organizational Communications (MGT 3213), Mississippi State University  
Health Administration Internship (HCA 4443), Mississippi State University  
Law of Commercial Transactions (BL 3223), Mississippi State University  
Business Law for Resorts (BL 3233), Mississippi State University  
Special Topics in Healthcare Administration (HCA 4990/6990), Mississippi State University  
Special Topics in Management (MGT 8990), Mississippi State University  
Strategic Management (MBA 608; capstone course) Pfeiffer University  
Contemporary Health Administration (MHA 650) Pfeiffer University

Strategic Health Services Management (MHA 672; capstone course) Pfeiffer University  
Legal and Ethical Environment of Health Services (MHA 673) Pfeiffer University  
Health Services Policy (MHA 675) Pfeiffer University  
Special Topics: Quality Issues in Health Care (MHA 698) Pfeiffer University  
Special Topics: Research and Professional Writing (MHA 698) Pfeiffer University  
Adj. Professor, Strategic Management (capstone course), University of Alabama at Birmingham  
Adj. Professor, Business & Society, University of Alabama at Birmingham  
Adj. Professor, Legal, Ethical & Regulatory Environment of Business, UAB Graduate School of Business.

### **Administrative Experience:**

Program Director, Healthcare Administration concentration, Division of Business, Mississippi State University-Meridian, 2009-2017.

Assistant Program Director, Department of Health Administration, College of Business, Pfeiffer University, Durham, NC 2007 – 2009.

### **Career Experience:**

08/2019-present, Professor (with tenure), College of Business, Mississippi State University - Meridian

08/2013-present, Associate Professor (with tenure), College of Business, Mississippi State University - Meridian

Assistant Professor, College of Business, Mississippi State University - Meridian, 8/2009-8/2013.

Associate Professor, Dept. of Health Administration, Pfeiffer University, Durham, NC 2006-2009.

Adjunct Professor, Department of Management, Marketing, & Industrial Distribution, School of Business, University of Alabama at Birmingham 1997-2005.

Attorney at Law, Birmingham, AL 1982- 2005,

Senior Vice President, Management Advisors, Inc. Birmingham, AL 1990-1997,

Vice President, Management Advisors, Inc., Birmingham, AL 1989-1990,

Management Consultant, The Acacia Group, Birmingham, AL 1986-1989,

Registered Investment Advisor (NASD Series 7), Calvert Securities, Birmingham, AL.

## **RESEARCH**

### **Published Intellectual Contributions**

#### **Refereed Journal Articles**

Williams, David & Young, Carlton. (2020). *Post Financial Crisis Transaction Trends of U.S. Biotechnology Firms*. *Journal of Commercial Biotechnology*. 25. 10.5912/jcb885.

Young, C., Qu, Y. (2018). Quantifying Trends in Florida Hospital Medical Malpractice Claims Using a Mixed Effects Approach. *Journal of Leadership, Accountability and Ethics*, 15(4).

Young, C., Qu, Y. (2018). Trends In Frequency And Severity of Florida Hospital Medical Malpractice Claims. *Global Journal of Management and Marketing*.

Williams, D. R., Young, C., Coffey, B. (2017). Acquisitions in the Biopharmaceutical IPO Market: Collaboration, Competition and Co-opetition. *Managerial and Decision Economics*.

onlinelibrary.wiley.com/doi/10.1002/mde.2854/abstract

Williams, D. R., Coffey, B., Young, C. (2017) Human Capital and Agency Effects on CEO Compensation of IPO Biopharmaceutical Firms and the Market's Response. *Journal of Management and Governance*, 1-23.  
[www.springer.com/business+%26+management/journal/10997/PS2](http://www.springer.com/business+%26+management/journal/10997/PS2)

Williams, David R., Young, Carlton C., 2012. The Role of Pre-IPO Financial Indicators and Intermediaries in Aftermarket Performance and Survival in the U.S. Bio-pharmaceutical Market; *The Journal of Pharmaceutical Innovation*, December 2012, Volume 7, Issue 3-4, pp 127-139.

Young, Carlton C., & McWilliams, Douglas L., 2012, A Medical Malpractice Approach to Quality Assessment of Florida Acute Care Hospitals. *The Academy of Health Care Management Journal*, Volume 7, Issue 1, pp 1-14.

Frazier, B. R., Young, C. C., Williams, D. R., 2012. Profiles of Non-traditional Adult MHA and MBA Students and Their Choice of Degree Program. *The Journal of Health Administration Education*, 29(3):195-218.

Frazier, Bradford R., Young, Carlton C. & Fuller, Edward E., 2012. Nontraditional Adult Masters Degree Students and Their Choice of Program of Study, *The Academy of Educational Leadership Journal*; Vol. 16 Issue 3, p79.

Young, Carlton C., 2012. Measuring and Benchmarking Hospital Malpractice Performance. *The Academy of Health Care Management Journal*, Volume 6, Issue 2, pp 14-26.

Young, Carlton C., & Williams, David R. 2011. Influences of Hospital Structure on Medical Malpractice Claims Costs; *The Academy of Health Care Management Journal*. 7(1):1-14.

Williams, D.R., Young, C.C., Shewchuk, R. M., & Qu, H., 2010. Strategic Groupings of U.S. Biotechnology IPOs and a Measure of their Market Influence, *Technology Analysis & Strategic Management*. 22(4): 399-415.

Williams, David R., Young, Carlton C., 2006. Trends in Biopharmaceutical IPOs: 1996-2005, *Journal of Healthcare Finance*. Winter; 33(2): 39-54.

## Conference Proceedings

Qu Y., Young, C., Institute for Global Business Research Spring International Conference, "*Quantifying Trends in Florida Hospital Medical Malpractice Claims Using A Mixed Effects Approach*", Institute for Global Business Research, New Orleans, LA. (April 23, 2019).

Young, C. (Author & Presenter), Qu Y., Institute for Global Business Research Spring International Conference, "Trends in Frequency and Severity of Florida Hospital Medical Malpractice Claims," Institute for Global Business Research, New Orleans, LA. (April 5, 2018).

Young, C. C. (Author & Presenter), Williams, D. R. (Author), American Society for Healthcare Risk Management Annual Conference, "Benchmarking Hospital Malpractice Performance," American Hospital Association/American Society for Healthcare Risk Management, Orlando, FL. (September 27, 2016).

Williams, D. R. (Author & Presenter), Young, C. (Author), Coffey, B. (Author & Presenter), Southern Management Association Annual Conference, "Acquisition of Biopharmaceutical Firms after an IPO: Collaboration, Competition or Co-opetition," Southern Management Association, Charlotte, NC. (October 2016).

- Williams, D. R., Coffey, B. S., Young, C. (2015). *Agency and Human Capital Effects on CEO Compensation of IPO Drug Firms and the Market's Response*. New York, NY: Academy of Management.
- Ennis, K., Young, C. (2015). *Extension Threats From IRC 501(R) —What Does the Future Hold for Health Care Organizations?* (1st ed., vol. 20, pp. 9). Academy of Accounting and Financial Studies.
- Young, C. (2013). *Medical Malpractice From A Service Marketing Perspective* (1st ed., vol. 10, pp. 9). New Orleans, LA: Academy of Health Care Management.
- Young, C., McWilliams, D. (2012). *A Medical Malpractice Approach to Quality Assessment of Florida Acute Care Hospitals* (1st ed., vol. 9, pp. 15). New Orleans, LA: Academy of Health Care Management.
- Frazier, B. R., Young, C., Fuller, E. E. (2011). *The Impact of Career and Personal "Life Triggers" on Adult Graduate Students* (2nd ed., vol. 16, pp. 21). Las Vegas, NV: Academy of Educational Leadership.
- Young, C. (2011). *A Methodology for Measuring and Benchmarking Hospital Malpractice Performance* (1st ed., vol. 8, pp. 11). Orlando, FL: Academy of Health Care Management.
- Frazier, B. R., Young, C., Fuller, E. E. (2011). *The Impact of Motivational Orientation on Adult Nontraditional Students and Master's Degree Choice* (1st ed., vol. 16, pp. 27). Orlando, FL: Academy of Educational Leadership.
- Frazier, B. R., Young, C., Fuller, E. E. (2010). *Nontraditional Adult Master's Degree Students and Their Choice of Program of Study* (2nd ed., vol. 15, pp. 46). Las Vegas, NV: Academy of Educational Leadership.
- Young, C., Williams, D. R. (2010). *INFLUENCES OF HOSPITAL STRUCTURE ON MEDICAL MALPRACTICE CLAIM COSTS* (1st ed., vol. 7, pp. 39). New Orleans, LA: Academy of Health Care Management.
- Young, Carlton C., Williams, David R., *Determinants of Medical Malpractice Claims Costs: A Resource-Based View*, (Proceedings of the Southern Management Association, St. Petersburg, FL 2008).

## **Papers Presented**

### ***Lectures***

- Young, C., "Do No Harm; Metrics for Healthcare Quality Improvement," College of Health Sciences, Appalachian State University, Boone, NC. (October 9, 2015).

### ***Conference Papers***

- Young, C.C., Mississippi Hospital Association Risk Management Conference, *Management Metrics in Healthcare Administration*, Jackson, MS. Invited (April 12, 2019).
- Young, C. (Author & Presenter), Qum Y. (Author), Institute for Global Business Research Spring International Conference, "Trends in Frequency and Severity of Florida Hospital Medical Malpractice Claims," Institute for Global Business Research, New

Orleans, LA. (April 5, 2018).

Williams, D. R. (Author & Presenter), Young, C. (Author & Presenter), Coffey, B. (Author & Presenter), Southern Management Association Annual Conference, "Acquisition of Biopharmaceutical Firms after an IPO: Collaboration, Competition or Co-opetition," Southern Management Association, Charlotte, NC. (October 2016).

Young, C. C. (Author & Presenter), Williams, D. R. (Author), American Society for Healthcare Risk Management Annual Conference, "Benchmarking Hospital Malpractice Performance," American Hospital Association/American Society for Healthcare Risk Management, Orlando, FL. (September 27, 2016).

Williams, D. R. (Author), Coffey, B. S. (Author & Presenter), Young, C. (Author), Academy of Management Annual Conference, "Agency and Human Capital Effects on CEO Compensation of IPO Drug Firms and the Market's Response," Academy of Management, Vancouver, BC. (October 2015).

Ennis, K. (Author & Presenter), Young, C. (Author & Presenter), Academy of Accounting and Financial Studies, "Extension Threats From IRC 501(R) and the Affordable Care Act," New Orleans. (April 9, 2015).

Young, C. (Author & Presenter), Academy of Health Care Management Spring International Conference, "Medical Malpractice From A Service Marketing Perspective," Academy of Health Care Management, New Orleans, LA. (March 29, 2013).

Frazier, B. R. (Author & Presenter), Young, C. (Author), Fuller, E. L. (Author), Academy of Educational Leadership Fall International Conference, "The Impact of Career and Personal "Life Triggers" on Adult Graduate Students," Allied Academies, Las Vegas, NV. (October 2011).

Porter, J. Y. (Author & Presenter), Young, C. (Author), Gier, V. (Author), Association for Counselor Education and Supervision Conference, "An Interdisciplinary Collaboration to Promote Mental and Physical Wellness: A Public Health Approach," The Association for Counselor Education and Supervision, Nashville, TN. (October 30, 2011).

Frazier, B. R. (Author & Presenter), Young, C. (Author), Fuller, E. E. (Author), Academy of Educational Leadership Spring International Conference, "The Impact of Motivational Orientation on Adult Nontraditional Students and Master's Degree Choice," Academy of Educational Leadership, Orlando, FL. (April 2011).

Young, C. (Author & Presenter), Academy of Health Care Management Spring International Conference, "A Methodology for Measuring and Benchmarking Hospital Malpractice Performance," Academy of Health Care Management, Orlando, FL. (April 2011).

Frazier, B. R. (Author & Presenter), Young, C. (Author), Fuller, E. E. (Author), the Academy of Educational Leadership Fall International Conference, "Nontraditional Adult Master's Degree Students and Their Choice of Program of Study," the Academy of Educational Leadership, Las Vegas, NV. (October 2010).

Young, C. (Author & Presenter), Williams, D. R. (Author), Academy of Health Care Management Spring International Conference, "Hospital Structure and Medical Malpractice Claims," Academy of Health Care Management, New Orleans, LA. (April 2010).

Williams, David R., Young, Carlton C., Shewchuk, Richard M., *A Taxonomy of Biotechnology IPOs and a Measure of Their Market Influence*, Presentation to the Academy of Management Annual Conference, Philadelphia, PA (2007).

Young, Carlton C., *Measuring and Benchmarking Hospital Malpractice Performance*, Presentation to the Academy of Management Annual Conference, Atlanta, GA (2006).

Williams, David R. and Young, Carlton C., *The Relationship Between Disruptive Innovation, First-Mover Advantage, Brand Equity and Health-System Based Physician Practice Acquisitions & Management*, (**Best Student Paper**, Healthcare Management Division, Academy of Management Annual Meeting Paper series, August 2003).

## Contracts, Grants and Sponsored Research

### Grants

Young, C. C. (Co-Investigator), Project Title: Connect to Care (C2C): Improving Primary Care Access in Rural Communities Project; with CHIN. Requested a total of **\$874,256** to carry out the proposed program activities in the project narrative. **Awarded 5/19/20**

Young, C.C., Co-PI, Workforce Innovation and Opportunity Act (WIOA) Governor's Grant, **\$156,196** to develop skills training for healthcare employees utilizing virtual reality technology. **Awarded 9/14/20**

Young, C. C. (Co-Principal), "2018 Community Conversations Research," Sponsored by The Corporation for National and Community Service, Federal, \$80,714.00, Not awarded. (Applied April 2018; declined August 2018; 1.2% of applications awarded).

Young, C. C. (Co-Principal), "City of Meridian Community Health Improvement Network," Sponsored by The Montgomery Institute, Municipal, \$25,000.00, Awarded. (October 1, 2017 – December 31, 2017).

Young, C. C. (Co-Principal), "Health Resources and Services Administration Rural Health Network Development Planning Program," Sponsored by The Montgomery Institute, Federal, \$88,000.00, Awarded. (June 1, 2016 - May 30, 2017).

Young, C. (Co-Principal), Porter, J. (Co-Principal), Gier, V. (Co-Principal), Grant, "Interdisciplinary Collaboration to Promote Health Services Research", Mississippi State University, Mississippi State University, \$2,000.00, Awarded. (start: December 2011, end: October 2012).

Young, C. (Co-Principal), Porter, J. (Co-Principal), Gier, V. (Co-Principal), Grant, "Interdisciplinary Collaboration to Promote Wellness through the Health Sciences", Mississippi State University, Mississippi State University, \$2,000.00, Awarded. (start: December 2010, end: November 2011).

### Non-refereed Publications

Young, Carlton C., Cooperation Strategies, book section for *The Encyclopedia of Health Care Management*, Michael Stahl, Ed. (Sage Publications, 2004).

### Intellectual Contributions in Submission

## **Research Currently in Progress**

Young, C. C. (Co-Principal), Grant collaboration with the Community Health Improvement Network, Inc. "Systems for Action: Systems and Services Research for a Culture of Health," Sponsored by The Robert Wood Johnson Foundation, Federal, \$250,000.00, Application October 2018, decision pending).

Young, C. C., Williams, D. R., "*How Britain's NHS Rural Healthcare Practices Can Inform American Rural Healthcare*"

Ongoing research into hospital malpractice performance as a legal and strategic concern for healthcare management.

Responsible Corporate Officer liability in healthcare systems as a risk management concern for healthcare management.

## **SERVICE**

### **Department Service**

Search Committee for the Assistant/Associate Professor of Management, Meridian Division of Business. (August 2018 – January 2019).

Committee Chair, Search Committee - Management Faculty Committee. (February 7, 2018 – May 2018).

Search Committee for the Assistant/Associate Professor of Management, Meridian Division of Business. (August 2018 – December 2018).

Committee Member, Search Committee - Management Instructor/Clinical Faculty Committee. (January 27, 2016 – May 2016).

Committee Member, Meridian DoB Promotion & Tenure Committee. (May 2, 2014 - Present).

Search Committee for the Assistant/Associate Professor of Accounting, Meridian Division of Business, Committee Member, Yes, appointed, Pro Bono, Recommended qualified applicant for the position. (August 20, 2013 - August 2014).

Search Committee for the Assistant/Associate Professor of Marketing, Meridian Division of Business, Committee Chair, Yes, appointed, Pro Bono, Recommended qualified applicant for the position. (August 20, 2013 - August 2014).

College of Business Communications Task Force, Committee Member, Yes, appointed. (December 6, 2011 - December 2012).

College of Business Faculty Advisory Committee, Committee Member, Yes, appointed. (January 6, 2010 - December 3, 2010).

Search Committee - Management Instructor/Clinical Faculty Committee, Committee Member, Yes, elected, Pro Bono. (January 27, 2016 - Present).

Meridian DoB Promotion & Tenure Committee, Committee Member, Yes, elected. (May 2, 2014 - Present).

### **College Service**



Committee Member, College Curriculum Committee. (August 20, 2013 – May 2018).

## University Service

Mississippi State University Office of the Provost - MSU Health Sciences Task Force (05/1/2020 to 12/2020).

Mississippi State University Office of the Provost - Faculty Performance Evaluation Task Force (10/16/2019 to 12/2020)

Mississippi State University Office of Research and Economic Development - Faculty Research Advisory Committee (Nov. 9, 2018 – present)

Advisor, Mississippi State University Physician's Assistant Program, Meridian Campus, Office of the Provost & Executive Vice President) January 2018 – May 2018).

Community Health Improvement Network, Inc., Founding Member, **Board of Directors** [MSU representative on Board], Yes, elected, Pro Bono, CHIN is composed of 10 public purpose organizations – Anderson Regional Medical Center, Rush Health Systems, Greater Meridian Health Clinic, Weems Community Mental Health Center, EC-HealthNet Family Medical Residency Program, City of Meridian , Mississippi State University, Meridian Community College, East Mississippi Business Development Corporation, The Phil Hardin Foundation, and The Montgomery Institute. (July 10, 2017 - Present).

Committee Member, Search Committee for Administrative Director and Head of Campus - Meridian Campus. (September 17, 2015 - December 2017).

Committee Member, East Mississippi Business Development Corporation & Montgomery Institute - Lauderdale Healthcare Action Team. (November 14, 2015 - August 31, 2017).

East Mississippi Business Development Corporation & Montgomery Institute - Lauderdale Healthcare Action Team, Founding Member, Yes, appointed, Pro Bono, Committee founded by local governments and foundations to advance the healthcare industry in East Central Mississippi. (November 14, 2015 - August 31, 2017).

Office of Admissions and Scholarships, Representative for Meridian Division of Business, Yes, appointed. (February 6, 2015).

Search Committee for Kinesiology Assistant/Associate Professor, Committee Member, Yes, appointed, Pro Bono, Screen and identify candidates for the position of Kinesiology Assistant/Associate Professor. (March 4, 2014 - August 2014).

Search Committee for Kinesiology Lab Instructor, Committee Member, Yes, appointed, Pro Bono, Screen and identify candidates for the position of Kinesiology Lab Instructor. (March 4, 2014 - August 2014).

Faculty Senate Roundtable, Committee Member, Yes, appointed, Pro Bono. (April 5, 2013).

Bachelor of Applied Technology degree Environmental Assessment Committee, Committee Member, Yes, appointed, Pro Bono, Designed bachelor's level curriculum for new, Healthcare Services Technology Management programs at MSU-Meridian. (November 17, 2011 - January 2013).

Search Committee for Dean and Associate Vice President of the Meridian Campus, Committee Member, Yes, elected, Pro Bono, Screen and identify candidates for the

position of Dean and Associate Vice President of the Meridian Campus. (January 4, 2012 - May 5, 2012).

Search Committee for Dean and Associate Vice President of the Meridian Campus, Committee Member, Yes, elected, Pro Bono, Screen and identify candidates for the position of Dean and Associate Vice President of the Meridian Campus. (January 4, 2011 - August 1, 2011).

## **Professional Service**

REVIEWER Mississippi Public Health Association Journal of Public Health in the Deep South (2020).

**Associate Editor**, Journal of Legal, Ethical and Regulatory Issues, London. (July 20, 2017 – August 1, 2018).

**Editorial Review Board Member**, Journal of Legal, Ethical and Regulatory Issues. (April 9, 2015 – 12/30/2017).

**Editorial Review Board Member**, Journal of Healthcare Risk Management (ASHRM/AHA). (January 1, 2016 - 2018).

Journal of Management, Southern Management Association, Reviewer.

Journal of Pharmaceutical Innovation, Reviewer.

Academy of Legal, Ethical and Regulatory Issues, Session Chair, New Orleans, LA, USA, (April 9, 2015).

Academy of Healthcare Management, Session Chair, New Orleans, LA, USA, appointed, Pro Bono, International. (March 28, 2013).

Allied Academies, Session Chair, Orlando, FL, USA, appointed, Pro Bono, International. (April 2011).

Allied Academies, Session Chair, New Orleans, LA, USA, appointed, Pro Bono, International. (April 2010).

Anderson Regional Health System, Interaction with Industry, Meridian, Mississippi, USA, Pro Bono, Regional.

Rush Health Systems, Interaction with Industry, Meridian, Mississippi, USA, Pro Bono, Regional.

## **Public Service**

Founding **Director**, Community Health Improvement Network, Inc. (CHIN) is a non-profit organization formed in 2017 by community and healthcare leaders to improve, coordinate, and sustain access to quality healthcare services.

**Board of Directors**, Anderson Regional Health System, Care Consistency Foundation (non-profit charitable foundation) September 25, 2018 – present.

**Institutional Review Board Member**, Rush Health Systems, Meridian, MS. (September 16, 2016 - Present).

Committee Member, Mississippi Industrial Heritage Museum (Soule Steam Works), Meridian, MS. (September 1, 2011 - Present).

Volunteer at the MSU Riley Center for Arts and Education, Meridian, MS. (2013 – present).

## **Consulting**

Non-profit organization, Rush Health Systems, Meridian, MS. (July 2009 - Present).

Non-profit organization, Anderson Regional Health System, Meridian, MS. (July 2009 - Present).

## **Summary of Non-Academic Experience:**

Over 35 years of experience as an attorney and management consultant with emphasis on corporate and healthcare law, and entrepreneurship. Successfully directed strategic and operational issues in multiple medical clinics in the Southeast; Negotiated contracts and provider agreements with physicians, hospitals and third-party organizations; Recruitment, supervision and training of physicians, administrators and office personnel; Negotiation, financing, purchase and leasing of facilities and equipment; Negotiation and interaction with peer review organizations on healthcare quality issues; Design and implementation of new business ventures, medical practice mergers, practice appraisals and sales; Selection, purchase and implementation of MIS systems for healthcare organizations; development and presentation of professional seminars and continuing professional education programs.

## **Collaborators & Other Affiliations**

The Community Health Improvement Network, Inc. [CHIN] board of directors includes government and NGO representation who were actively engaged and involved in the planning process. Governmental entities involved in addition to the Meridian Housing Authority include the City of Meridian, Weems Community Mental Health Center, Meridian Community College, and Mississippi State University. NGOs include the East Mississippi Business Development Corporation (chamber of commerce), the Phil Hardin Foundation (philanthropy), and The Montgomery Institute (rural community development organization). Community representative participation on the CHIN board helped focus providers on real community needs and forge a collaborative approach to address these needs as represented by this project. Non-profit provider partners in addition to Greater Meridian Health Clinic include EC HealthNet Family Medicine Residency Clinic, Anderson Regional Medical Center, and Rush Health Systems.