

**Carlton C. Young, JD, Ph.D.**

Associate Professor, Healthcare Administration  
College of Business  
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**Education**

**Doctor of Philosophy (Ph.D.)** in Administration - Health Services, with a concentration in Strategic Management, University of Alabama at Birmingham, Birmingham, AL (2005). Dissertation: *Primum Non Nocere: Measuring and Benchmarking Hospital Malpractice Performance.*

**Juris Doctorate (JD)**, Cumberland School of Law, Samford University, Birmingham, AL. (1983)

**Bachelor of Business Administration**, University of Montevallo, Montevallo, AL (1980)

**Teaching Experience**

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-Present.

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

**Career Experience:**

8/2013-present, Associate Professor (with tenure), College of Business, Mississippi State University - Meridian  
8/2009-7/2013, Assistant Professor, College of Business, Mississippi State University - Meridian  
2006- 2009, Associate Professor, Dept. of Health Administration, Pfeiffer University, Durham, NC  
1997- 2003, Adjunct Professor, Department of Management, Marketing, & Industrial Distribution, School of Business, University of Alabama at Birmingham  
1983-2006, Attorney at Law, Birmingham, AL  
1992-1997, Senior Vice President, Management Advisors, Inc. Birmingham, AL  
1990-1992, Vice President, Management Advisors, Inc., Birmingham, AL  
1986-1990, Management Consultant, The Acacia Group, Birmingham, AL  
1986-1990, Registered Investment Advisor (NASD Series 7), Calvert Securities, Birmingham, AL

### **Refereed Awards**

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

Academy Of Educational Leadership Creative And Innovative Teaching Award, Allied Academies Spring 2013 International Conference, New Orleans, Louisiana, March 27-30,, 2013

2012 Faculty Research Award, Meridian Division of Business, Mississippi State University.

*Distinguished Research Award (Best Paper)*, Academy of Health Care Management Spring 2012 International Conference, New Orleans, LA; Young, Carlton C., & McWilliams, Douglas L., *A Medical Malpractice Approach to Quality Assessment of Florida Acute Care Hospitals*.

*2011 Paul B. Murphy, Jr. State Pride Award* for teaching, research and service at Mississippi State University.

*Distinguished Research Award (Best Paper)*, Academy of Health Care Management Spring 2011 International Conference, Orlando, FL; Young, Carlton C., *Measuring and Benchmarking Hospital Malpractice Performance*.

*Distinguished Research Award (Best Paper)*, Academy of Health Care Management Spring 2010 International Conference, New Orleans, LA; Young, Carlton C., & Williams, David R., *Influences of Hospital Structure on Medical Malpractice Claims Costs*.

*Best Student Paper Award*, Academy of Management 2003 International Conference, Healthcare Management Division, Seattle, WA; 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*.

### **Refereed Publications**

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*; (in press) accepted March, 2012.

Frazier, B. R., Young, C. C., Williams, D. R., 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., 2011. 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., 2011. Measuring and Benchmarking Hospital Malpractice Performance. *The Academy of Health Care Management Journal*; (in press) accepted March, 2011.

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.

### **Published Proceedings/Refereed Presentations**

Young, Carlton C., *Medical Malpractice From A Service Marketing Perspective*, Proceedings and Presentation to the Academy of Health Care Management Spring International Conference, New Orleans, LA. (April 2013).

Young, Carlton C., McWilliams, Douglas L., *A Medical Malpractice Approach to Quality Assessment of Florida's Acute Care Hospitals*, Proceedings and Presentation to the Academy of Health Care Management Spring International Conference, New Orleans, LA. (April 2012).

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

Porter, J. Y., Young, C. C., Gier, V., 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).

Young, Carlton C., *A Methodology for Measuring and Benchmarking Hospital Malpractice Performance*, Proceedings and Presentation to the Academy of Health Care Management Spring International Conference, Orlando, FL. (April 2011).

Frazier, Bradford R., Young, Carlton C. & Fuller, Edward E., *The Impact of Motivational Orientation on Adult Nontraditional Students and Masters Degree Choice*, Proceedings and Presentation to the Academy of Educational Leadership Spring International Conference, Orlando, FL. (April 2011).

Frazier, Bradford R., Young, Carlton C. & Fuller, Edward E., *Nontraditional Adult Masters Degree Students and Their Choice of Program of Study*, Proceedings and Presentation to the Academy of Educational Leadership Fall International Conference, Las Vegas, NV (October 2010).

Young, Carlton C., & Williams, David R., *Hospital Structure and Medical Malpractice Claims*, Proceedings and Presentation to the Academy of Health Care Management Spring International Conference, New Orleans, LA (March 2010).

Young, Carlton C., Williams, David R., *Determinants of Medical Malpractice Claims Costs: A Resource-Based View*, Presentation to the Southern Management Association Annual Conference & Proceedings of the Southern Management Association, St. Petersburg, FL (2008).

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

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

Williams, David R. and Young, Carlton C., *The Proposed Relationships between Health System Characteristics and System-Based Physician Practice Acquisitions and Management: The CEO's Perception*, Proceedings and Presentation to the Academy of Management Annual International Conference, Seattle, WA (2003).

### **Non-refereed Publications**

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

### **Research Interests**

Organizational Performance, Governance, Entrepreneurship, Legal-Regulatory Environment, Ethics

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

Over three decades 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.

#### Professional Affiliations

Alabama Bar Association

American Society for Healthcare Risk Management

Association of University Programs in Health Administration

Academy of Health Care Management