

Dr. Diane M. Spokus

Curriculum Vitae

Updated: May, 2024

The Pennsylvania State University
Health Policy and Administration
501K DONALD H. FORD BLDG
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Education

Ph D, The Pennsylvania State University, College of Education, University Park, PA, 2008.

Major: Workforce Education, Training and Development

Dissertation Title: Factors Influencing Older Worker Quality of Life and Intent to Continue to Work

M.Ed, The Pennsylvania State University, College of Education, University Park, PA, 2003.

Major: Adult Education

Dissertation Title: Retirement and Well-Being: Implications for Adult Educators

BS, The Pennsylvania State University, Health and Human Development, University Park, PA, 1996.

Major: Human Development and Family Studies

Supporting Areas of Emphasis: Gerontology Minor

CERT, MCHES - National Commission for Health Education Credentialing, Inc., Penn State, Harrisburg. Expiration 2026

Major: Health Education

Supporting Areas of Emphasis: Community Health Education

CERT, CHES - National Center for Health Education Credentialing (NCHEC), Penn State, Harrisburg, 2026.

Major: Community Health Education

CDP, Certified Dementia Practitioner Credentialing, Expiration 2026

Personal Care Home Administration, PA Department of Public Welfare (2000)

Administrative Assignments

Associate Director of HPA Undergraduate Professional Development, Department, (2015 - Present).

- Chair, Non-Tenure Track Promotion Committee (2023-2025)
- Member, HPA Undergraduate Program Committee
- Chair, Recruitment and Retention for HPA Undergraduate Sub-Committee.
- Faculty Advisor, American College of Healthcare Administrators (ACHCA) Club (2014-present)

- Assist students to obtain internships positions.
- Coordinated 2020 Healthcare Career Fair
- Developed and implemented HPA Health Policy Embedded program to Sweden.
- Member, Professional Development Committee
- Member, Faculty Professional Development Committee
- Member, Engagement and Outreach Committee
- Member, Awards and Recognition Committee: Nominate students for awards.
- Attend DECA & HOSA Conferences to recruit high school students.
- Collected data and prepared report for Proposed HPA/Kinesiology Summer Camp.

Certificates

- **BUILD @ Penn State Track 1: Recognizing the Importance of Inclusion in the Workplace**
 - Completed April 2023
- **BUILD @ Penn State Track 2: Workplace Diversity, Equity, and Inclusion in Action**
 - Completed April 2023
- **BUILD @ Penn State Track 3: Moving from Bias to Inclusion in a DEI Journey**
 - Completed April 2023
- **Online Core Competency Certification Courses** for Online Instructors (Spring and Summer, 2012); Completed OL 1000, OL 2000, OL 2700
 - Instructor for these courses
- **Certified Dementia Practitioner (CDP)**, expires November 2026
- **Personal Home Care Certificate** through PA Department of Public Welfare (2000)
- Certified Health Education Specialist (CHES) Since 2005
- Master Certified Health Education Specialist (MCHES) Since 2011. Renewal in 2026
- Human Subject and HIPAA Certificates to conduct research, Office of Research Protection (Updated March 2017)
- Clery Act Training and Certificate (Updated)
- Child Abuse Training and Certificate (Updated)
- FBI Fingerprinting (Updated December 2016)
- Child Abuse and Criminal Clearances Updated (December 2016)

Research Interests

- Aging, Healthcare Workforce: Training and Development, Workforce Selection, Retention and Recruitment
- Health and Aging; Workplace Design
- Job Satisfaction & Quality of Work Life

Professional Committees

- Member, Pennsylvania Rural Health Plan Advisory Committee, 2019 – present
- Elected Member, Pennsylvania Rural Health Board of Directors, 2012 - present
- Chair, Appointed, Geisinger-Lewistown Hospital *Community Advisory Board*, 2016-present
- Chair, Appointed, Executive Committee, Geisinger-Lewistown Hospital *Community Advisory Board*, 2016 – present

- Vice Chair, Appointed, Geisinger-Lewistown Hospital *Community Advisory Board*, 2014 - 2016
- Vice Chair, Appointed, Executive Committee, Geisinger-Lewistown Hospital *Community Advisory Board*, 2014 - present
- Chair, Appointed, Nominating Committee, Geisinger-Lewistown Hospital *Community Advisory Board*, 2014 - present
- Vice Chair, Appointed, *Lewistown Hospital Foundation Board of Trustees*, 2008 – 2014
 - **Prior to merger**
- Vice Chair, Appointed, Executive Committee, *Lewistown Hospital Foundation*, 2008 - 2014
- Chair, Appointed, Nominating Committee, *Lewistown Hospital Foundation Board of Trustees*, 2008 - 2014
- Chair, Appointed, *Professional Affairs Committee*, 2008 – 2014
- Member, PRHA Nominating Committee, 2015 - present
- Member, Association of University Programs Health Administration (AUPHA)
 - Annual Planning Committee, 2012 - 2015
- Chair, Health Policy and Administration Undergraduate Advisory Board 2011-2013
- Member, Penn State Labor Employee Relations Committee (2010)
- Penn State Society for Human Resource Management (SHRM) student mentor, 2012 - 2013
- Member, State College High School Health Professionals Occupational Advisory Committee, 2009 - present
- Member, Allied Healthcare Workforce Investment Board (WIB) Steering Committee Harrisburg, 2003-2012
 - Exploration of Opportunity
 - Education System Capacity
 - Developing and Retaining Incumbent Workforce
 - Committee Structure and Development
- Member, Allied Healthcare Workforce Investment Board (WIB) Steering Committee, Harrisburg 2008
 - Member, Advisory Board, working with Experience Works and Corporation for a Skilled Workforce/Human Capital Initiative
- National Council on Aging (NCOA), MaturityWorks Alliance Planning Committee, 2008-2010
- Panelist, NCOA, Anaheim, CA, 2006
- Vice-President, Penn State Society for the Study of Workforce and Economic Development, 2007
- Association for Gerontologists in Higher Education (AGHE) Representative on Geriatric Education Center Open Committee, 2005
Diego, CA, 2003 & Richmond, Virginia, 2004-2006
- Pennsylvania Prime Time Health Advisory Committee, 2004
- Pennsylvania Advocates for Nutrition and Exercise (PANA), 2003
- Health and Human Resource Council Committee, Penn State Harrisburg, 2003

Penn State Commission for Women (CFW)

- Appointed Member by President Erikson, Commission for Women Executive Committee (3-year term)
- Appointed Member by President Barron, Commission for Women Executive Committee

- (3-year term)
- Co-Chair, Penn State Commission for Women Mentoring Committee (2-year term)
- Member, Penn State FULL Commission for Women (2010 –2018)
 - Wage & Equity Committee
 - Mentoring Committee, Co-Chair 2013-2015
 - Faculty Engagement
- Attended Penn State Board of Trustees Luncheon representing the Penn State Commission for Women, 2013 and 2014 (one of seven CFW members attending)
- Mentor, 7 years in a row, for professional women (2011-2018)
- Member, CFW Mentoring Committee Fall Kickoff (2011-2017)
- Chair, CFW Mentoring Committee Fall Kickoff (2013 – 2014)
- Member, CFW Mentoring Committee Fall Kickoff, 2015 -2017
- Presenter, 9th Annual Campus Liaison Breakfast Meeting, April 2015

Professional Associations

- Member, Society of Human Resource Managers (SHRM)
- Member, Ukrainian Medical Society of North America (UMANA)
- American College of Healthcare Executives (ACHE)
- Member, Association of University Programs in Health Administration (AUPHA)
- Member, Society of Public Health Educators (SOPHE)
- Member, National Certified Health Educators (NCHES)
- Member, Gerontological Society of America (GSA)
- Member, National Council on Aging (NCOA)
- Member, American Society on Aging (ASA)
- Geriatric Interest Network (GIN), Centre County

Publications

Books

Rothwell, William J., Sterns, Harvey L., **Spokus, Diane M.**, Reaser, Joel. (2008). *Working Longer: New Strategies for Managing, Training and Retaining Older Employees*. New York: AMACOM.

Online Publication

Spokus, D., Allison, J., Croft, C., Garraty, M., Gentry, P., Myers, M., Reich, L., Sargeant, D., (Eds.)(2008). *PA Healthcare Employer Toolkit: A Guide to Recruiting and Retaining Older Healthcare Workers*. Funded by the Southcentral PA WIB and the PA Department of Aging.

Journals

Catherine Baumgardner, Amber Schilling, **Diane Spokus**, Zachary Henderson, Mark Suzuki & Christopher S. Hollenbeak (2023) Trends in utilization of off-pump coronary artery bypass graft surgery in the US, *International Journal of Healthcare Management*, DOI: [10.1080/20479700.2023.2270288](https://doi.org/10.1080/20479700.2023.2270288)

Spokus, D. & Yoder, E. (In progress). Quality of work life: How significant is it to healthcare worker retention?

Chapters in a Book

Sterns, H. & **Spokus, D.** (2020). Training Older Workers: Pathways and Pitfalls.

Springer Publishing.

Sterns, H. & **Spokus, D.** (2013). Lifelong learning and the world of work. *In Older Workers in an Ageing Society*. Edward Elgar Publishing, Ltd., Cheltenham:UK.

Spokus, D. (2010). *A first exploratory study of competencies of appreciative inquiry practitioners: Discovery*. In Newhard, M. Unpublished Ph.D. dissertation. University Park: The Pennsylvania State University. Two case studies.

Spokus, D. (2008). Succession Practices in New York State Government. In Rothwell, W., Alexander, J., & Bernhard, M. (Eds.), *Cases in Government Succession Planning: Action-Oriented Strategies for Public Sector Human Capital Management, Workforce Planning, Succession Planning and Talent Management*. Amherst, MA: HRD Press.

Research Projects and Grants Awarded

- 1) **CERC, PA Rural Health Senior Centers' Project, 2013 –2014**
 - Member of team

- 2) **Job/ worksite factors that influence older health care worker quality of work life and physical well-being and the intent to continue to work**
 - **Principal Investigator**
Pennsylvania Department of Aging Grant (2009-2010) \$49,040.00

- 3) **Aging Workforce Initiative Project**
 - **Principal Investigator**
Pennsylvania Department of Labor and Industry Grant (2010-2011)
\$35,000.00
 - **Trainer** (2010-2011)
\$15,000.00
 - **Principal Investigator**
Penn State Smart Spaces Seed Grant (2009)
\$2,500.00

- 4) **Factors Influencing Older Healthcare Worker Quality of Life and Intent to Continue to Work (2005 – 2008)**
 - **Principal Investigator**

- 5) **National Older Workers Career Center (NOWCC) (2006)**
 - A Survey of 9,000 American Management Association Executives, human resource professionals, and line managers

- Results published in theory into practice book co-authored entitled, Working Longer: New Strategies for Managing, Training, and Retaining Older Employees

6) Potentially Inappropriate Use of Medications in the Elderly Project (2005)

- Graduate student research for Dr. Donna Fick, Penn State School of Nursing

7) HARTFORD Foundation (2003 – 2004)

- *Research Associate*
- Assisted with development of nursing modules for the Nursing website
- Conducted 17 live interviews at WPSU of Gerontology experts
- Coordinated the program and supervised several IST interns over two years.

8) ACTIVE Research Project (1997 – 2000)

- *Research Technologist*: Conducted baseline and post physical and cognitive testing over several years.
- Participant several times in New England Research Institute protocol with six other sites, Cambridge, MA

Academic Service

Manuscript Reviews

- Levinthal, Charles F. (2008). *Drugs, Behavior and Modern Society* (4th ed.) Boston: Allyn & Bacon. Reviewed manuscript for Publishers Allyn & Bacon.
- Bailey, Scott & Grover, Cathy, (2007). *Drugs, Brain, and Behavior*, Reviewed for publishers Wiley - Blackwell Publishing
- Levinthal, Charles F. (2005). *Drugs, Behavior, and Modern Society* (4th ed.). Boston: Allyn & Bacon. Reviewed manuscript for Publishers Allyn & Bacon.

Abstract Reviews (AUPHA Annual Planning Conference)

- 2012-2016 – Planning Committee: Association of Undergraduate Programs in Healthcare Administration (AUPHA). Reviewed annual abstract submissions for AUPHA Annual Conference and the American College of Healthcare Executives Conference in Chicago.

Master’s Thesis Committee Member:

- Cedric deToffel in the College of Engineering: 2009- 2010
 - Control of Cumulative Trauma Disorders in Personal Care Facilities

Doctoral Committee Member:

- Lorna Cintron in the College of Engineering: 2010-2012
 - Effects of Overweight and Obesity on Lifting Capacity

HPA Faculty American College of Healthcare Administrators (ACHCA) Club Advisor:

- **2013 – Present**
 - Advise Executive Committee Officers
 - Work with the National ACHCA Office
 - Ensure that the club meets Penn State Student Organization Trainings

- Advise Executive Team on guest speakers
- Coordinate Certified Dementia Practitioner (CDP) Trainings (2021 & 2023)
- Assist with funding opportunities.
- Attend Monthly meetings and coordinate Executive Committee meetings each summer.

Conference Planner

Careers in Aging Week (2013). College of Health and Human Development. Recruited and Planned event in coordination with the Center for Health Aging.

Planning Committee, (June 10, 2009) *Achieving the Gray Advantage: Recruiting & Retaining the Older Worker*, Radisson Hotel, Camp Hill, PA. Recruited presenters and developed agenda.

Poster Presentations

Spokus, D., & Yoder, E. (2018). *Using Technology in the Classroom: Improving Student Engagement*. Association of University Programs in Health Administrators (AUPHA) Conference, Philadelphia, PA.

Spokus, D., & Yoder, E. (2015). *Undergraduate Health Policy and Administration Internship Experiences: Preceptor and Intern Assessment*. Education Qualitative Research Conference (EQRC), Las Vegas, NV

Nam, Y., Shea, D., Barry, T. and **Spokus, D. (2015).** *Patient Perspectives on Off-Label Prescribing of Drugs*, Gerontological Society of America (GSA), Orlando, FL

Spokus, D., & Yoder, E. (2014). *Quality of Work Life: Research Shows Significant Characteristics Influencing Older Workers*. Gerontological Society of America (GSA), Washington, DC

Spokus, D., (2014). *Mentoring Implications for Success as Women Re-Enter the Workforce or Recareer at Midlife*. American Society on Aging (ASA), San Diego, CA.

Hosseni, H., & Spokus, D. (2013). *Ethical Theory and the Lack of Advancement for Mature Women: Implications for Health Administrators*. Association of University Programs in Health Administrators (AUPHA), Monterey, CA.

Spokus, D., & Yoder, E. (2011). *HRD Best Practices for Health Care Worker Retention in Rural Organizations*. Gerontological Society of America (GSA), Boston, Mass.

Spokus, D., & Yoder, E. (2011). *Environmental Factors Influencing Healthcare Workers Quality of Working Life and Burnout*. Association of Gerontologists in Higher Education (AGHE) 2011.

- Spokus, D., & Yoder, E. (2011).** *Factors Influencing Older Caregivers Quality of Life, Burnout and Intention to Leave.* American Society on Aging/National Council on Aging 2011.
- DeToffel, C., Freivalds, A., & **Spokus, D. (2010).** *Environmental Approaches to Reducing Healthcare Worker Injuries,* Gerontological Society of America (GSA), Atlanta, Georgia.
- Spokus, D. (2009).** Job/worksite factors influencing older healthcare worker turnover, Gerontological Society of America, Atlanta, Georgia.
- Spokus, D. (2009).** *Teaching Employers and Corporate Trainers How to Retain Older Workers,* Adult Gerontologist in Higher Education (AGHE), San Antonio, Texas.
- Spokus, D., (2008).** *The Relationships Among Workplace Characteristics, Quality of Work Life and Turnover Intention,* Penn State Graduate School Exhibition.
- Spokus, D., (2008).** Factors Influencing Older Healthcare Worker Intent to Leave the Workplace, Gerontological Society of America Conference, National Harbor, MD.
- Reaser, J., **Spokus, D.,** Sterns, H, & Rothwell, W. (2007). *Current Perspectives in Working with Adult and Older Workers,* Gerontological Society of America Conference, San Francisco, California.
- Spokus, D. & Adelman, A. (2006).** *Rural Barriers: Healthy Lifestyles Program, using diabetes as a model,* Gerontological Society of America Conference.
- Spokus, D. (2006),** *Optimizing the Talents of Older Workers.*
- Fick, D., Mion, L. & **Spokus, D. (2005),** *Potentially Inappropriate Use of Medications in the Elderly,* Gerontological Society of America Conference, Orlando
- Spokus, D. & Service, T. (2005).** *Comparative Workforce Development between the U.S. and Jamaica.*
- Spokus, D. (2005).** *Older Workers: Implications for Health Care Shortage Areas.*
- Spokus, D.,** Lord, R., White, D. & Song, Ji Hoon (2004), *The Impact of Top Management Change: A Practitioner's Perspective, A Study of One Corporation's OD Experience.*
- Penrod, J., Hupcey, J., Kolanowski, A., Farcus, N., **Spokus, D., (2004),** Online Geriatric Nursing Modules for Healthcare Professionals, Hartford Foundation Geriatric Nursing Project, Gerontological Society of America, San Diego, CA.

Conference Presentations

Conference Presenter:

Spokus, D. M. (February 2023), Health Policy and the Social Determinants of Health, DECA 2023, Hershey Convention Center.

Conference Presenter:

Spokus, D. M. (July 8, 2020). "Managing a Multigenerational Diverse Healthcare Workforce: How to Supervise, Optimize, Motivate, Retain and Train," AUPHA 2020, AUPHA, Virtual. National.

Invited Speaker:

Harvey Sterns & **Diane Spokus**, (January 2018). The Center for Research and Education on Aging and Technology Enhancement (CREATE) *New and Emerging Topics in Aging and Work*. University of Miami Miller School of Medicine. NIH-funded Center for Research and Education on Aging and Technology Enhancement (CREATE) in collaboration with NIOSH (National Institute for Occupational Safety and Health) and the Sloan Research Network on Aging & Work

Workshop Presenter: **Spokus, D.** (November 2010). *How to Plan Successful Programs for Senior Centers*, Penn State Berks County Campus

Radio Talk Show Presenter: **Spokus, D.** & William Rothwell (August 2010). *Older Workers*. Live "Everyday Leadership" Michigan Talk Network with Dan Mulhern.

Conference Presenter: **Spokus, D.** & Freivalds, A. (2009). Human Factors and Ergonomic Society. San Antonio, TX. *The Role of Human Factors in Older Worker Retention: What do we know and what will we need to know?*

Conference Presenter: **Spokus, D.** (2009). *Aging in the Workplace*, Pennsylvania Chamber of Business and Industry, Annual Human Resources Conference, Hershey, PA

Conference Presenter: **Spokus, D.** (2009). *Best Practices in Health Care Worker Retention: The role of Health Care Industry Partnerships*, 2009 WIB Symposium, Two-Fold Challenge to the Workforce Investment System: Getting People Back to Work in the Short-Term, Investing in Skills for the Future, State College, PA.

Conference Presenter: **Spokus, D.** (Fall, 2009). Pennsylvania Association of Senior Center Directors, Harrisburg, PA. *Strategies to Attract Baby Boomers to Senior Centers*. Workshop for statewide Senior Center Directors.

Webcast Presenter: **Spokus, D.** (2009). Bizsummits. *Working Longer*.

Conference Presenter: **Spokus, D.** & Sterns, H. (2009). *Toolkit for Managing and Retaining Older Workers*. American Society on Aging/National Council on Aging (ASA/NCOA), Las Vegas, NV, 2009.

Conference Moderator: **Spokus, D.**, (2009). *Leading the Multi-Generational Workforce: Bridging the Gaps Through Effective Workplace Coaching and Mentoring*. American Society on Aging/National Council on Aging (ASA/NCOA) MaturityWorks Alliance (MWA), Las Vegas, NV.

Conference Presenter: **Spokus, D.**, Heinzen-Krueger. Society for Human Resource Management (SHRM), New Orleans, Louisiana, 2009. *Using Mentoring Relationships to Bridge the Generation Gap.*

Conference Presenter: **Spokus, D.** (Spring 2009). Pennsylvania Association of Senior Center Directors, Harrisburg, PA. *Strategies to Attract Baby Boomers to Senior Centers.* Workshop for statewide Senior Center Directors.

Conference Presenter: **Spokus, D.** (2008). *Tomorrow's Workforce: Strategies for Appalachia's Future* Appalachian Region Commission (ARC) Tupelo, Mississippi, 2008.

Conference Presenter: **Spokus, D.** (2008). *Current Perspectives in Working with Adult and Older Workers.* Central Pennsylvania Educational Resources, Inc. (CPERI) State College,

Conference Presenter: **Spokus, D.** (2008). *Lifelong Learning: Building Pathways to Independence.* The Council for Adult and Experiential Learning (CAEL), Philadelphia, PA.

Conference Presenter: **Spokus, D.** (2006). National Council on Aging (NCOA), *Managing the Talent Workers: Exemplary Practices in Employee Learning and Development,* Anaheim, California.

Conference Presenter: **Spokus, D., (2005).** International Society of Gerotechnologists, Nagoya, Japan, *Rural Barriers: Healthy Lifestyles Program, Using Diabetes as a Model.*

Conference Presenter: **Spokus, D.** (2005). Diabetes in the Schools, 2005 Schools Advocate Conference, Somerset County, *Healthy Lifestyles, Using Diabetes as Model* Train-the-Trainer program: Facilitated 67 community-based programs in Southcentral PA as Health Educator for Southcentral PA AHEC.

Conference Presenter: **Spokus, D.** (2003). *"Retiring can be Hazardous to Mental and Physical Well-being: Knowing When and How to Retire."* The Changing Face of Work and Learning, University of Alberta, Edmonton.

Workshop Presenter: **Spokus, D.** (1996). *Maintaining Independence through Peer Training.* Brookline Village, Penn State Osteoporosis Outreach Program.

Awards and Honors

Graduate Scholarships and Teaching Awards

- Health Policy and Administration Teaching Excellence Award, Health and Human Development (2016-2017)
- 2021 Schreyer Honors College Student Engagement Grant (\$2500)
- 2015 Schreyer Institute for Teaching Excellence Teaching Grant (\$6110)
- The Pennsylvania State University, Dean of the College of Education Graduate Student Scholarship Award (2005) (\$5000)
- Assisted Janice Penrod & Carol Smith in seeking a PIF Award (\$8000)

- (2005), Promoting Geriatric Nurse Experts: A Pre-Certification Program
- Dean's List
- Golden Key National Honor Society
- Kappa Omicron Nu Honor Society
- Alpha Sigma Lambda (Adult Honor Society)
- Phi Eta Sigma
- Pi Lambda Theta
- Cumulative Grade Point Average 3.83

Schreyer Honors College Grants

- Virtual Engagement Series: "Assessing the Effects of COVID-19 on Sweden's Health and Workplace" (2020) (2000)
- Engagement Series (2021) (1500)

Travel Awards

Global Programs Travel Grant (2016 & 2017 - \$3000) Ohio State University	(\$6000)
➤ Diversity Program for new faculty, Summer 2009 The Pennsylvania State University, Schreyer Honors College	
➤ Teaching Grant 2009	(\$500)
National Council on Aging Scholarship 2008 The Pennsylvania State University, College of Education	(\$550)
➤ 2007 GSA Conference, San Francisco, CA	(\$500)
University of Miami, Project CREATE	
➤ 2007 Scientific Conference	(\$1600)
The Pennsylvania State University, Schreyer Honors College	
➤ 2007 Teaching Conference , Atlanta, Georgia	(\$1500)
The Pennsylvania State University, College of Education	
➤ 2006 NCOA/ASA Conference, Anaheim, CA	(\$500)
The Pennsylvania State University, College of Education	
➤ 2005 NCOA/ASA Conference, Philadelphia	(\$200)
The Pennsylvania State University, College of Education	
➤ 2005 GSA, Orlando, FL	(\$500)
The Pennsylvania State University, College of Education	
➤ 2005 Nagoya, Japan	(\$1500)
The Pennsylvania State University, College of Education	
➤ 2004 GSA, Washington, DC	(\$400)
The Pennsylvania State University, Schreyer Teaching Excellence Travel Grant	
➤ 2009 Adult Gerontologists in Higher Education (AGHE), San Antonio, Texas	(\$500)
The Pennsylvania State University, College of Education	
➤ 2004 NCOA/ASA Conference, San Francisco, CA	(\$500)
The Pennsylvania State University, College of Education	
➤ 2002 GSA Conference, Boston, MA	(\$500)
The Pennsylvania State University, College of Education	
➤ 2002 AERC Conference, North Carolina	(\$200)
The Pennsylvania State University, College of Education (2001)	
➤ 2001AERC Conference, Michigan	(\$200)

Diversity

- 2021 Social and Environmental Challenges and the Importance of fostering diversity, LA Lecture Series
- 2021 How to Lead in a Dynamic Multi-Generational Workplace: Framing a Strategic Vision and Interpersonal Influence Strategy, Smeal College
- 2020 – Health Equity: Moving Beyond the Legacy of Racism and Discrimination, AUPHA
- 2020 – Increasing Global Competitiveness Through More Inclusive Human Talent Utilization, CIHRS
- 2021 – What a Multi-Generational Workforce Wants, O. c. Tanner Institute
- 2018 Translating the Ancestral Homeland: Vladimir Nabokov's Poems and Problems, Department of Slavic and Comparative Literature. Woskob Family Endowment in Ukrainian Studies.
- 2017 Commission for Women Open House and Mentoring Kick Off
- 2017 Ukrainian 25th Anniversary Program – Hintz Alumni Center
- 2017 Woskob Family Foundation, 25th Anniversary Ukrainian Independence program
- 2016 Ukrainian Solomiya Ivakhiv: Ukraine – Journey to Freedom
- 2016 What's Past is Prologue: The Ukraine Crisis in the Historical Perspective, Dr. Serhii Plokhii
- 2015 HPA Diversity Program: What is a Living Wage?
- 2015 Commission for Women Open House and Mentoring Kick Off
- 2014 Commission for Women Open House and Mentoring Kick Off
- 2014 Eighth Annual Commission for Women Awards Luncheon
- 2014 Oleksandr Boichenko's lecture on "A Kind of Chautauqua: Views on the Maidan, the War Zone, and Ukrainian Culture
- 2014 Roundtable Discussion of the Astonishing Series of Events that have Rocked Ukraine
- 2013 Poetry Reading by Ukrainian Poet Yuri Vynnychuk
- 2013 Poetry Reading by Romanian Poet Liliana Ursu and American Poet Tess Gallagher
- 2013 Seventh Annual Commission for Women Awards Luncheon
- 2013 Commission for Women Workshop entitled, "It's all about Me."
- 2013 Commission for Women Opening Workshop
- 2013 Commission for Women Workshop entitled, "What's your Business Model – Will your Colleagues Divorce You?"
- Martin Luther King Luncheon. 2013
- Ninth Annual Commission for Women Spring 2015 Awards Luncheon
- Eighth Annual Commission for Women Spring 2014 Awards Luncheon
- Seventh Annual Commission for Women Spring 2013 Awards Luncheon
- Sixth Annual Commission for Women Spring 2012 Awards Luncheon
- Commission for Women Focus Group meeting with external Human Resource Management Consulting Company to discuss the SRDP evaluations.
- 2010 The Center for Diverse Families and Communities, Friday Teas with DCF: "Tell me about it!: The Use of Narrative in Drug Prevention with Diverse Populations"
- 2010 program on Serious Play: A Recreation Therapist's Journey through Teaching People the Importance of Fun After a Catastrophic Injury
- 2009 Summer Research Opportunities Program (SCROP) Overview

Teaching

Teaching Experience

➤ Health Prevention, Management, Aging:

- LER 426: Staffing and Training, The Pennsylvania State University, 2019
- HPA 460, Human Resource Management in Health Care, The Pennsylvania State University, 2007 – Present
- HPA 460, Human Resource Management in Health Care, World Campus, 2017 – present
- HPA 499: Human Resource Management in a Social Welfare State: The Swedish Experience – Spring, 2016 – Present; Maymester spent in Sweden with students.
- HPA 301, Health Policy Issues, Fall, 2016 - present
- HPA 301, Health Policy Issues, World Campus – Fall, 2016
- HPA 101 World Campus Introduction to Health Services Organizations - Spring, 2018 - present
- HPA 101, Introduction to Health Services Organizations, Spring, 2017 - present
- HPA 460, Web-Based Human Resource Management in Health Care, Summer, 2009
- LER 472, Work/Family Life – Fall, 2009 (Labor Employee Relations)
- HPA 395, Internship Program – Summer, 2009 - present
- HPA 390, Professional Development – Spring, 2009 - present
- HPA 420, Managed Care, Fall 2008 – 2009-2010
- HPA 101, Health Policy Issues, Spring 2009-2010
- HPA 301W, Spring 2009 - present
- SOC 035, Sociology of Aging, The Pennsylvania State University, Fall and Spring, 2006 - 2010
- PSYCH/HDFS 445, Adult Aging and Development, The Pennsylvania State University, Spring, 2005
- BB H 143, Biobehavioral Health, Drugs, Alcohol and Behavior, The Pennsylvania State University, Fall, 2004 - 2010
- Biobehavioral Health, BB H 043, Drugs and Society, The Pennsylvania State University, Fall, 2004-2008
- Biobehavioral Health, BB H 046, Introduction to Sexuality, The Pennsylvania State University, Fall, 2004-2008
- Penn State Dance Alliance Advisor (2012-present)
- Faculty Adviser Health Policy and Administration, 2007 – present
- FTCAP Advisor (2 years – 2004-2005)
- Advising and writing student recommendations 2003 – present (20 years)
- Schreyer Conference on Transformative Teaching and Learning, October 2015

Teaching Support Programs

- Graduate School Grant Writing Workshop, 2004
- Hendricks Best Practices for Adult Learners Conference, 2005-2015
- Teaching Professor Conference, Atlanta, Georgia, 2007
- Schreyer Teaching Luncheons
- PSU Information Technology Workshops: Microsoft Office & PowerPoint 2007; Angel 7.2; Summer, 2008.
- Educating for Sustainability: Schreyer National Conference, October 2009
- Schreyer Preparing for the Workforce, October 2009

- Human Resource Development Course, Writing Workshop, May 2009.
- Penn State Symposium for Teaching and Learning with Technology, April 2009
- Information Technology Series: Collaboration: The Future of IT at Penn State, September 2010
- Information Technology Series: How Information Technology Impacts Penn State, April 2010
- Health and Human Development Research Faculty Brown-Bag Lunch Seminar: Cost Accounting 101 for HHD Faculty, December 2010
- Continuing Education: Putting the L in Teaching, November 2010
- Labor Studies and Employment Relations 2010 Outstanding Alumni Lecture: Charlene H. Biner, Human Resource Professional from Fortune 500 company, October 2010
- Association for Gerontology in Higher Education (AGHE), March 2010, Reno, Nevada
- Navigating the Academic Job Market: How to Get What you Want and Negotiate What you Need to Be Successful, 2010
- Collaboration: The Future of IT
- Penn State: Serious Play: A Recreation Therapist's Journey through Teaching People the importance of Fun after a Catastrophic Injury
- Penn State Cost Accounting 101 for HHD Faculty
- Continuing Education: Putting the "L" in Teaching
- IT Workshop Fall 2010
- Sustainability Engagement: Opportunities through Penn State Outreach, 2011
- Effective Use of Angel: Framework for Continuing Education Teaching Success, 2011
- How Information Technology Impacts Penn State, 2011
- How to Use Clickers in the Classroom, 2011
- How to Use Clickers in the Classroom, 2012
- Penn State President's Equity Commissions "Equity and Inclusion" Event, 2012
- Martin Luther King Dinner, 2012
- Online Learning 1000, Online Learning 2000, Online Learning 2700
- Social Justice Symposium Paul Robeson Cultural Center, 2012
- Woskob Family Endowment in Ukrainian Studies and the Department of Germanic and Slavic Languages and Literatures, 2012
- 2013, Participated in training for Reporting Child Abuse (Clery Act Training)
- 2013 Penn State Office of Planning and Institutional Assessment on Unit Planning Guidelines and Resources
- 2013 Penn State Office of Planning and Institutional Assessment on Penn State's Model for Integrating Planning, Assessment and Improvement.
- 2013 Schreyer Teaching Institute Brown Bag on Student Centeredness
- 2013 Schreyer Teaching Institute Brown Bag on Plagiarism and Turnitin
- 2014 – 2015 Teaching and Learning Symposium, University Park, PA
- 2015 Education Qualitative Research Conference (EQRC), Las Vegas, NV
- 2015 Schreyer Conference, October 2015
- 2016 Teaching and Learning Symposium, University Park, PA
- 2016 World Strides Webinar for Global Programs: Destination Pairings for Business School Travel Programs
- 2016 World Strides Webinar for Global Programs: From Art to Zoology: Best Practices for Designing Travel Programs for your Students

- 2016 – 2019 DECA Conference, Hershey, PA
- 2016 Penn State Innovations in Faculty Development Workshop
- 2016 President’s Convocation, August 2016
- 2018 – 2019 HOSA Conference, Lancaster, PA
- 2017 – 2019 Teaching and Learning Symposium, University Park, PA
- 2020 – Designing Better Courses: Blending the Best of Pre-and Post-Pandemic Pedagogy
- 2020 – 2021 Teaching and Learning Symposium, University Park, PA
- 2021 – Deglobalization and High-Tech Talent: Understanding the interdependencies of corporate and governmental actions, IHRM
- 2021 – State of Education Abroad and Innovative Programming
- 2020 – UTLC Lilly Conference
- 2020 – Penn State Education Abroad Workshop
- 2021 – LA Days Spring Lecture Series, Kona A. Gray, FASLA, PLA
- 2021 – LA Days Spring Lecture Series, Sierra Bainbridge, RLA
- 2021 – LA Days Spring Lecture Series, Laurie Olin, FASLA
- 2021 - LA Days Spring Lecture Series, Andrea Cochran, FASLA
- 2021 - LA Days Spring Lecture Series, April Philips
- 2021 – LA Days Spring Lecture Series, Thomas Woltz, FASLA, CLARB
- 2021 – LA Days Spring Lecture Series, Blaine Merker
- 2021 – LA Days Spring Lecture Series, Chris Grubbs
- 2022 – Teach and Learning Symposium, University Park, PA
- 2023 – Teach and Learning Symposium, University Park, PA
- 2023 – DECA Conference, Hershey, PA
- 2023 – PA School Counselors Conference, Kalahari Resort, Poconos, PA (December)
- 2024 – DECA Conference, Hershey, PA
- 2024 – Teaching and Learning Symposium, University Park, PA
- 2024 – Woskob Family Lecture in Ukrainian Studies, Yuri Andrukhovych, “My Final Territory at War: A Conversation with a Ukrainian Writer”. Department of Germanic and Slavic Languages and Literatures. April.
- 2024 – Penn State Global Learning Summit, May.

Professional Development

Professional Development in Healthcare

- Osteoporosis Program for Professionals held at Brookline Village, February 1996
- Grant Proposal Writing Workshop, The Pennsylvania Rural Health Conference, June 1996
- Osteoporosis Program for Professionals held at Brookline Village, June 1996
- Pennsylvania Rural Health & AHEC Conference, June 1997
- Pennsylvania Rural Health Conference, June 1998
- Health Policy Administration Spring Semester class on Strategic Planning and Marketing for Health care Organizations, 1998
- Pennsylvania Rural Health Conference, State College, PA, June 2000
- Clinical Breast Cancer Conference, May 2000
- Pennsylvania Area Health Education Conference, January 2001
- Meeting Track (Access) Data Base Training for Conference Planners, 2001

- Pennsylvania Agromedicine/Pennsylvania Area Health Education Center Workshop, 2001
- Pennsylvania Forum for Primary Health Care, Hershey, 2001
- Pennsylvania Department of Agriculture Farm Show, Health Education Booth, 2002
- Pennsylvania AHEC 2002 Workshop, Hershey Lodge & Convention Center
- Pennsylvania Farm Show, Health Education, 2002
- Living Well with Diabetes, A Wellness Program, 2002
- Living Well with Diabetes Project, 2002
- 2002 National Women's Health Conference, Washington, DC
- Hospital and Health Systems of Pennsylvania Career Link Workshop, 2002
- Religious Influences on Health and Well-Being in the Elderly, 2002
- Maximizing Grantsmanship Success in the Arts & Health Seminar, 2002
- Physical Inactivity, Exercise and Nutrition, the Noll Summit, 2002
- Strategies: Educational Excellence for Health Care Providers Conference, 2002
- Tufts University Elderly Nutrition and Exercise Laboratory Tour, Boston, MA. 2002
- Cross-Sector Arts Programs Tackling Community Health Issues, 2002
- Keystone Health Promotion Conference, June 2003
- Diabetes Today Training for Health Educators, Richmond, VA, 2003
- Orthopedics in Art, Penn State College of Medicine, Hershey, PA, April 2003
- Healthy Communities Summit, Harrisburg, PA, September 2003
- Diabetes Update Workshop, University of Pittsburgh, 2004
- Health Educators Conference, Penn State Conference Center, 2004
- PA Chapter, American Academy of Pediatrics, Clean Air for Healthy Children Training, 2004
- PANA BMI Screenings, Diabetes, Obesity and Nutrition Workshop, 2004
- PA Alliance to Control Tobacco Summit, State College, 2004
- PA Health Careers Week, 2004
- Diabetes Today Awareness Workshop, 2005
- Joining Forces for a Healthy & Active State (PANA), 2005
- 2005 School Advocates Workshop, Somerset County, 2005
- PA Health Careers Week, 2006
- PA Health Careers Week, 2007
- 2007 Pennsylvania Health Educators Institute, State College
- Initiative and Opportunities in Economic and Workforce Development at Penn State Conference, 2007
- Preventing Herpes Zoster & Postherpetic Neuralgia, San Francisco, 2007
- Pennsylvania Rural Health Conference, State College, 2008
- Stanley P. Mayers Endowed Lecture 2008
- PA Health Careers Week, 2008
- Strategies: Educational Excellence for Health Care Providers, 2008
- Pennsylvania Rural Health Conference, State College, 2009
- Strategies: Educational Excellence for Health Care Providers, 2009
- PA Health Careers Week, 2009
- Stanley P. Mayers Endowed Lecture 2009
- Lewistown Hospital 2010 Corporate Excellence Award Program sponsored by the American Cancer Society, November 2010
- Labor and Employment Relations Association: Health Care Reform—Well, Almost! November, 2010

- Lewistown Hospital Family Health Associates: Strategic Planning Workshop, October 2010
- Webinar: Socioeconomic Status and Risk of Diabetes-Related Mortality in the US, August, 2010.
- Mayers Lecture: Population Health and the Path a Better Health System, April, 2010
- Mayers Lecture: "How Health Reform and a Regional Medical Campus will Change Centre County Healthcare", April 2011
- 2011 Annual Human Resource Association of Centre County: 2011 Labor & Employment Law Seminar, State College
- A Global Approach to Teaching Ethics in Health Services and Policy, Webinar by Dean Harris, Professor at the University of North Carolina, November 2011
- Mayers Lecture: Dr. David Katz "Food as Medicine: The Case for a Figurative Spoon Full of Sugar", April 2012
- Human Resource Association of Centre County, Labor and Employment Law, 2012
- Ezekiel Emanuel Health Policy and the Affordable Care Act through UPENN, 2012
- Quality and Patient Safety: The Need for Clinical Integration and a Systems Approach Working Knowledge: Occasional Updates through Governance Institute, 2012
- 2012 Management Institute: Creating a More Productive Workplace, 2012
- Community Primary Care Challenge Grants Technical Assistance Workshop Toftrees, 2012
- AUPHA Webinar Extreme Program Makeover: A Model for Building a New or Revised Curriculum from Ground Zero, 2012
- Dr. Jeff Levi: National Prevention and Health Promotion Strategies, 2012
- Unpacking the Black Box: Engineering More Potent Behavioral Interventions to Improve Public Health, 2012
- Reclaim Your Power: Professional Coaching, 2012
- 2012 Healthy People Emerging Scholars Penn State Research Conference and Expo
- 2013 American College of Healthcare Executives (ACHE), Changing Healthcare by Design, Chicago.
- Physician Compensation Oversight: An Emerging Governance Best Practice through Governance Institute, 2013
- Payment & Delivery System Reform: Board Responsibilities & Strategic Responses through Governance Institute, 2013
- Preparing Today for Healthcare Marketplaces Tomorrow: A Progress Report through Governance Institute, 2013
- Involving Physicians in Governance: Challenges and Opportunities through Governance Institute, 2013
- Mayers Lecture: Dr. Mary Naylor, The Transitional Care Model: A Journey from Evidence to Impact, 2013
- SOPHE Conference, New Health Education Strategies, Connections & Ideas, Baltimore, MD 2014
- Mayers Lecture: Dr. James Kevin Stoller, Leadership, Collaboration, and Change in Health Care, 2014
- AUPHA Annual Conference, San Antonio, TX 2014
- Mayers Lecture: Dr. Eugene Woods, COO Christus Health, Texas, 2015
- AUPHA Annual Conference, Miami, FL 2015
- Mayers Lecture: Sorell King, Josie King Foundation, 2016
- Mayers Lecture: Maureen Bisognano, Leading Transformational Change: An Exciting Decade Ahead, 2017

- SOPHE Conference, Scaling New Heights: Health for All, Denver, CO, 2017
- Aging and Work Conference, University of Miami, 2018
- AUPHA Annual Conference, Philadelphia, PA 2018
- 2019 Pennsylvania Community and Public Health Annual Conference/Pennsylvania Office Rural Health Conference, Lancaster PA.
- Mayers Lecture: Elisabeth Rosenthal, author of An American Sickness: How Healthcare Became Big Business and How You Can Take It Back, 2019.
- Mayers Lecture: Elena Hung, co-founder of Little Lobbyists, 2020
- Resources to Support Evidence-Based Practice on Population Health, National Library of Medicine, 2020
- 2020 - Managing Change During the Covid-19 Pandemic: Implications for Hospitals and Health Systems
- 2020 – The Resilience Dividend: The Payoff of Learning to Bounce Back
- 2020 – Vaccines and Related Biological Products Advisory Committee, Food and Drug Administration
- 2020 – Human Trafficking Conference
- 2020 –Organizational Development and Values
- 2020, AUPHA Conference (Virtual)
- 2020 – The Health Ecosystem: A 2020 definition of person-centered, multidisciplinary approach to health, AUPHA
- 2020 – Building Trust, Transparency & Authenticity
- 2020 - Leading in Turbulent Times, Smeal College
- 2020 - Looking Beyond the Pandemic: What's Next for International HRM?, SFU Beedie School of Business
- 2020 - Preparing MHA Students for a Very Different Healthcare Future, AUPHA Conference
- 2020 - Building a Successful Micro-Internship Program, AUPHA Conference
- 2020 – PA Local Officials Response to Coronavirus, College of Liberal Arts School of Public Policy
- 2020 – Policy and the Pandemic, College of Liberal Arts School Public Policy
- 2020 – Smart Startups: Views from the Legal & Experienced Business World, Smeal College
- 2020 – The Public Health/Health care system response to the COVID-19 Pandemic in PA, Dean's Lecture Series
- 2020 – Human Trafficking Conference, Virtual, October
- 2021 – Mayers Lecture – Dr. Davis Nash
- 2021 – Human Trafficking Conference, Virtual, October
- 2022 – Human Trafficking Conference, Penn Stater, University Park, October
- 2022 – Mayers Lecture – Dr. Kevin Frick
- 2023 – Mayers Lecture – Dr. Ala Stanford
- **AUPHA** Conference, “Leading Boldly into the Future” – National Harbor, Maryland, June 2023
- 2023 - Human Trafficking Conference, Penn Stater, Stater, University Park, October.
- 2023 - Pennsylvania Public Health Matters! People, Strategies, and Policies to Advance Health Communities.
- 2023 –Alzheimer’s Disease & Dementia Care Seminar, November, Juniper at Brookline
- 2024 – Mayers Lecture – Allison Beam, Senior VP & Chief Government Affairs Officer, UPMC.
- 2024 – Pennsylvania Rural Community and Public Health Conference, Penn Stater

Professional Development in Gerontology

- Gerontology Conference on the Impact of Work on Older Individuals, October 1995
- Association of Gerontology in Higher Education Conference, Philadelphia, PA, March 1996
- Served on a panel discussion of the “Sandwich Generation,” March 1996
- Gerontology Conference on Emotion and Adult Development, October, 1996
- Social Structures Conference on Mobility in the Elderly, October 1997
- Gerontology Conference on Societal Impact of Aging Self, 1998
- Gerontological Society of America Conference, Philadelphia, PA, 1998
- Keystone Senior Conference, Altoona, PA, 1999
- Societal Structures and Effective Health Behavior in the Elderly, October 1999
- Geriatrics, a Three-Part Statewide Series, August, September 2000
- Personal Home Care Administrator’s Workshop, State College, 2001
- Human Subject Basic Training Seminar, 2001
- Gerontological Society of America Conference, Boston, 2002
- Blair County Geriatric Interest Network, Aging Workshop, 2002
- 2003 Joint National Council on Aging and American Society on Aging, Chicago, IL, 2003
- Gerontological Society of America Conference, San Diego, 2003
- National Council on Aging, San Francisco, 2004
- Gerontology Conference on Social Structures, Aging, and Self-Regulation in the Elderly, 2004
- Gerontological Society of America Conference, Washington, DC, 2004
- National Council on Aging, Philadelphia, 2005
- International Conference on the Future of Cognitive Aging Research, 2005
- 5th International Society of Gerontechnologists, Nagoya, Japan, 2005
- Delirium and Alzheimer’s Disease, 2005
- Gerontological Society of America Conference, Orlando, Florida, 2005
- National Council on Aging, Anaheim, CA, 2006
- Adult Gerontologists in Higher Education, Indianapolis, IN, 2006
- Social Structures Conference, 2006
- The Future of Work for an Aging Population, Scientific Conference, Project CREATE, 2007, Miami, FL
- Cognitive Fitness at Work, National Council on Aging, Maturity Works Web Presentation, October 2007
- Gerontological Society of America Conference, San Francisco, CA 2007
- Gerontological Society of America Conference, Washington, DC 2008
- NCOA/ASA Conference on Aging, Washington, DC, 2008
- Adult Gerontologists in Higher Education (AGHE), San Antonio, TX, 2009
- National Council on Aging/American Society on Aging, Las Vegas, NV, 2009
- Gerontological Society of America Conference, Atlanta, GA 2009
- Human Factors and Ergonomic Society Conference, San Antonio, TX 2009
- American Society on Aging/National Conference on Aging, March 2010, Chicago, IL
- Association of Gerontologist in Higher Education, February 2010, Reno, Nevada
- Association of Gerontologist in Higher Education, March 2011, Cincinnati, OH
- Aging in Society/National Council on Aging, April 2011, San Francisco
- Gerontological Society of America Conference, Boston, MA 2011
- Colloquium on Active Aging in Europe, 2012

- Gerontological Society of America Conference, Washington, DC, 2014
- Intrapreneurship: The Key to Driving Innovation, Engagement, and Purpose in Your Career, 2020, Smeal College
- 2020 - The Four Pillars: Dramatic Changes for Aging and Aging Services
- 2023 – Geriatric Interest Network of Centre County – Healthcare Workforce Shortage
- 2023 – Gerontological Society of America Conference, "Building Bridges - Catalyzing Research - Empowering All Ages", November, Tampa, FL
- 2024 – American College of Health Care Administrators (ACHCA) Seminar, Penn State Conference Center

Professional Development in Adult Education

- Adult Educator Research Conference, Michigan State University, 2001
- Pennsylvania Career and Technical Education Conference, 20
- How to Become a Better Communicator: Communicating in a Culture of Responsibility, 2002
- Lancaster County Workforce Investment Board Summit 2002
- Graduate Student Professional Development Workshop, 2002
- Adult Education and Resource Conference, University of North Carolina, 2002
- Governor’s Institute for Agricultural and Advanced Technological Careers, 2002
- Pennsylvania Career and Technical Education Conference, 2002
- Pennsylvania Team Council Meeting, Lancaster Career and Technology Center, 2003
- Graduate School Grant Writing Workshop, 2004
- Hendricks Best Practices for Adult Learners Conference, 2005
- Hendricks Best Practices for Adult Learners Conference, 2007
- Teaching Professor Conference, Atlanta, Georgia, 2007
- Schreyer Teaching Luncheons
- Hendricks Best Practices for Adult Learners Conference, 2008
- PSU Information Technology Workshops: Microsoft Office & PowerPoint 2007; Angel 7.2; Summer, 2008.
- Hendricks Best Practices for Adult Learners Conference, 2009
- First Year Faculty Minority Program – Ohio State University, July 2009
- Hendricks Best Practices for Adult Learners Conference, 2010 -2013
- 2015 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2015 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2016 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2017 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2017 – HOSA Conference, Hershey, PA
- 2018 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2018 – HOSA Conference, King of Prussia, PA
- 2018 – DECA Conference, Hershey, PA
- 2019 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA

- 2019 – HOSA Conference, King of Prussia, PA
- 2019 – DECA Conference, Hershey, PA
- 2020 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2021 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2022 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2022 – DECA Conference, Hershey, PA
- 2023 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA
- 2023 – DECA Conference, Hershey, PA
- 2024 – DECA Conference, Hershey, PA
- 2024 - Teaching Learning with Technology (TLT) Conference – Penn Stater, University Park, PA

Service to the University

Commission for Women

- Full Commission
- Executive Committee
 - Appointed by President Erikson for three years; voting privileges for funding for diverse projects
 - Appointed by President Barron for three year term
- Wage & Equity (2012)
- Faculty Engagement (2013)
- Mentoring Committee:
 - Officer, Mentoring Chair (2013 – 2015)
 - Member, 2010 – 2017
 - Mentor – 7 years.

AUPHA

- Member, Professional Development Committee 2012 – present
 - Reviewed 80 abstracts for AUPHA Annual Conference and the ACHE Conference
 - Coordinated Geisinger CEO Dr. Glenn Steele's Virtual Panel Discussion at AUPHA, 2014
- Represented our HPA Undergraduate program
 - Reviewed over 80 paper and poster submissions for presentation at the national conference
 - Assisted with planning of AUPHA Breakfast at ACHE
 - Assisted with planning of Virtual Panel for the 2014 AUPHA Annual Conference
 - Assisted with recruitment of guest speakers

Health Policy & Administration Undergraduate and Outreach Committee

- Health Policy and Administration Undergraduate Advisory Board Chair 2011 - 2013
- 2009 - present
- HPA 301 Curriculum Review and Development Committee, 2010-2012
- HPA 390W Curriculum Review (2014 – present)
- Chair, HPA Undergraduate Advisory Board
 - Responsible for creating the committee.

- Recruitment of members
- Coordination of meetings and all correspondence
- 2013 – 2014 Assessment Committee

Health Policy and Administration Ad-HOC FT Promotion Committee (2019 – present)

Promotion for Non-Tenure Track Faculty, Communication Sciences and Disorders, Committee Member. (2019 - Present).

Promotion for Non-Tenure Track Faculty, Health Policy and Administration, Committee Member. (2019 - Present).

Reviewed non-tenure track dossier and provided feedback.

Non-Tenure Track Promotion Committee, Two Health Policy and Administration NTL Promotion Committees, Chairperson. (December 2020 - February 2020).

Review TWO (2) Non-Tenure Track Promotion Dossiers for two faculty members. Prepare a committee letter for our department head.

College of Health and Human Development

Non-Tenure Line Promotion Committee (2022 – 2023)

Reviewed 8 non-tenure track dossiers and prepared committee letters

Health Policy and Administration Ad-HOC FT Promotion Committee (2021 – present)

- Chair, Fixed Term Promotion Committee (2023-2024)
- Chair and Member of 4 committees (2021-2023)
- Reviewed 7 Non-Tenure Track Faculty Dossiers, provided feedback and assisted with letters.

Health Policy and Administration Engagement/Outreach Committee

- Member (2023 - present)

Health Policy and Administration Faculty Professional Development

- Member (2022 – present)

Health Policy and Administration

- Member, HPA Professional Development (2022 – present)

Health Policy and Administration Faculty Advisor

Association of Health Care Administrators (ACHCA), 2013 - present

- assisted obtaining guest speakers
- attend student meetings and meet regularly with officers
 - Campus Security Authority Designation

Health Policy & Administration Awards Committee

- 2008- present

Health Policy & Administration Mayers Committee

- Resident CME expert
- 2010-Present

Health Policy & Administration Community & Outreach Committee

- 2023- present

Health Policy & Administration Diversity Committee

- 2012-2013

Health Policy & Administration United Way Committee

- 2009-2010

Health Policy & Administration

- Fixed Term Faculty: Promotion and Governance, 2009

Penn State Dance Alliance Faculty Advisor

- 2012-Present
 - Campus Security Authority Designation

Penn State Society for the Study of Workforce and Economic Development

- Vice-President (2007)
- Secretary (2006)

Penn State Alumni Life Member

Penn State Graduate Program in Workforce Education

- Mentor

Women's Leadership Initiative

- 2005 - Faculty Mentor for four years

Minority Access to Research Careers

- Mentor (2004) while doing graduate work in the School of Nursing

Service to the Community

- State College High School Clinical Health Professions Committee Member 2008 – present
- Center for the Performing Arts, The Pennsylvania State University: Usher Volunteer, 30 years
- Penn State Football Games: Volunteer, Press Box (1993-1996)
- Johns Hopkins Breast Cancer Support Group
- Pennsylvania Emergency Day-to-Day Substitute Teaching Certificate
 - Criminal and Child Abuse Clearances, updated June, 2003-09
- Served on Public Water Committee in Mifflin County-interacted with EPA and DER
- Served as a volunteer for the American Heart Association
- Church Youth Group Leader, 5 years

- Mifflin County Garden Club
- Church Pianist and Organist

Professional Employment

07/20 – Present – Teaching Professor, Associate Director of HPA Undergraduate Professional

Development, Health Policy & Administration, The Pennsylvania State University, University Park

- HPA 301W, Health Policy Issues
- HPA 301H – Health Policy Issues
- HPA 460, Human Resource Management in Healthcare
- Schreyer Honors Grant of \$2500 to coordinate two Swedish Healthcare practitioners as guest speakers for HPA department, HHD, and Schreyer Honors students and faculty.
- HPA 301W Course Revision
- WC HPA 460 Human Resource Management and Health
- Faculty Advisor, American College of Healthcare Administrator Club (ACHCA)
- HPA Undergraduate Program Committee
- Chair, Recruitment and Retention for HPA Undergraduate Committee.
- Assist students to obtain internships positions.
- Coordinating 2020 HPA Healthcare Career Fair
- Assisting with HPA Health Policy Embedded Washington DC program
- Member, Awards and Recognition Committee: Nominate students for awards.
- Member, HPA Undergraduate Program Committee
- Member, HPA Professional Development Committee (2022 – Present)
- HPA Student Professional Development Committee (2022 - Present)

03/18 –7/31/20– Associate Teaching Professor, Associate Director of Undergraduate Professional Development, Health Policy Administration, The Pennsylvania State University, University Park, PA

- HPA 301, Health Policy Issues
- HPA 301H. Health Policy Issues
- HPA 460, Human Resource Management in Healthcare
- HPA 460 Course Revision
- HPA 499, Human Resource Management and Healthcare: The Swedish Experience
- WC HPA 460 Human Resource Management and Health
- WC LER 426, Strategic Staffing
- OL 2000, Faculty Development courses for faculty
- Faculty Advisor, American College of Healthcare Administrator Club
- HPA Undergraduate Program Committee
- Chair, Recruitment and Retention for HPA Undergraduate Committee.
- Assist students to obtain internships positions.
- Coordinating 2020 HPA Healthcare Career Fair
- Assisting with HPA Health Policy Embedded Washington DC program
- Member, Professional Development Committee
- Member, Awards and Recognition Committee: Nominate students for awards.
- Member, HPA Undergraduate Program Committee

- Attend DECA & HOSA Conferences
- Collected data and prepared report for HPA/Kinesiology Summer Camp.

07/15 - 2018 – Senior Instructor and Associate Director of Undergraduate Professional Development, Health Policy Administration, The Pennsylvania State University, University Park, PA

- Outreach: Community Engagement Project – high school recruitment
- HPA 395 Internship program
- Instructor for HPA 499 and HPA 499 Human Resource Management in a Social Welfare Context: The Swedish Experience (2016 – Present)
- Instructor for HPA 395 (2009 –2016) Summer Internship Program
- Instructor for HPA 390 (2009 –2016) Professional Development
- Instructor for HPA 460 (2007 - present) – Human Resource Management in Health Care
- HPA 101, Introduction to Health Services Organizations (2016-present)
- HPA 301, Health Policy Issues (2016 – present)
- HPA 301, World Campus Health Policy Issues (2016 – present)

07/14 Present – Senior Instructor, Health Policy Administration, The Pennsylvania State University, University Park, PA

- Instructor for HPA 395 (2009 – present) Summer Internship Program
- Instructor for HPA 390 (2009 – present) Professional Development
- Instructor for HPA 460 (2007 - present) – Human Resource Management in Health Care

01/07 Instructor – Health Policy Administration, The Pennsylvania State University, University Park, PA

- Instructor for HPA 301W Health Service Policy Issues (2009 – present)– Writing Across the Curriculum
- Instructor for HPA 395 (2009 – present) Summer Internship Program
- Instructor for HPA 390 (2009 – present) Professional Development
- Instructor for HPA 460 (2007 - present) – Human Resource Management in Health Care
- HPA 420 (2008 –2010) – Managed Care
- HPA 101 - Introduction to Health Service Organizations
- LER 472 – Work/Family Life Issues

3/02 –2008 Health Educator/Outreach Coordinator Consultant, South Central Pennsylvania Area Health Education Center

- Coordinator of 67 Healthy Lifestyle Community-Based Programs, Using Diabetes as a Model
- Windows, word-processing, electronic mail and data base skills
- Coordinate outreach activities for community-based organizations in Dauphin, Perry, Lebanon, Lancaster and Cumberland Counties
- Promote healthy lifestyles through Train-the-Trainer experiences
- Write summary reports; Conduct Facilitator workshops; Recruit special populations
- Marketed programs at Area Agencies on Aging & other community agencies

4/03 –Adjunct Instructor, The Pennsylvania State University, College of Health and Development, Continuing Education, University Park, PA

- Sociology of Aging 035 (three years)

- Adult Development and Aging, HDFS 445/PSY 445
- Biobehavioral Health BB H 143 (five years)
- Biobehavioral Health BB H 043 (four years)
- Biobehavioral Health BB H 046 (four years)
- Advising students (five years)

8/06 Graduate Assistant, Educational Technology, The Pennsylvania State University, University Park, PA

- Provide faculty support for the Turnitin Plagiarism system
- Provide faculty support for Breeze Web-based conferencing
- Provide faculty support for iStudy Modules

8/04 – 4/08, Ph.D. Graduate Student in Workforce Education, Training and Development, The Pennsylvania State University, University Park, PA

- Grant delivery experience
- Conducted Needs Assessment of the Health Care system in Warren County examining critical areas for improving health care retention and improving quality of life in rural western Pennsylvania.
- Performance Management

8/04 – 4/08, Ph.D. Graduate Student in Workforce Education, Training and Development, The Pennsylvania State University, University Park, PA

- Techniques in School and Community Health Education
- Planning Health Care Education Programs
- CareerLink Project for Commonwealth: Competency Modeling
- Organizational Development; Training in Industry and Business; Ethics
- Graduate School Certificate in College Teaching
- Schreyer Honors Certificate in College Teaching
- Student Mentor for Minority Access to Research Careers (MARC) program
- Graduate Teaching Assistant in Human Development and Family Studies (HDFS)
 - HDFS 129 Introduction to Human Development and Family Studies
 - HDFS 311 Introduction to Human Services Interventions
 - HDFS 433 Developmental Transition to Adulthood

8/04 Research Assistant, Penn State School of Nursing, University Park, PA

- Provide assistance to faculty member working on research study in Delirium and Dementia
 - Inappropriate Use of Medications Among the Elderly
 - Prepared IRB forms for grants
 - Principal Investigator – Dr. Donna Fick
- Graduate Teaching Assistant, Nursing Research 512
 - Ethics
 - HIPAA

5/03 - 7/04 Freshman Testing Counseling Advising Program (FTCAP), Division of Undergraduate Studies, The Pennsylvania State University,

University Park, PA

- Provide individual career advising sessions that focus on career related topics, including choosing a major or career.
- Assist students in evaluating their educational plans; Discuss Profile of Academic Ability test results; Provide appropriate referral services.

9/03 – 7/04, Research Associate, Hartford Foundation Project, The Pennsylvania State University, School of Nursing, University Park, PA

- Coordinate the development and implementation of Geriatric Nursing educational modules for graduate-level student nurses to provide them with a specialty in aging.

9/03 – 7/04, Research Associate, Hartford Foundation Project, The Pennsylvania State University, School of Nursing, University Park, PA

- Principal Investigator – Dr. Janice Penrod
- Grant experience
- Supervise and manage staff.

9/03 – 7/04, Research Associate, Hartford Foundation Project, The Pennsylvania State University, School of Nursing, University Park, PA

- Assisted in the development of curriculum.
- Coordinated and hosted the “Meet the Experts” series of interviews with 17 Penn State Gerontologists at WPSX for web development on the School of Nursing website.

Spring 2003, Income Case Manager, Pennsylvania Department of Public Welfare

- Trained in TANF program.
- Trained in aspects of long-term care and other eligibility guidelines for public assistance.

8/02 – 7/03, Program Assistant, Outreach Program Resources, The Pennsylvania State University, University Park, PA

- Assist Senior Program Developers by conducting marketing research.
- Assisted with the 2002 National Rural Women’s Health Conference, Washington, DC
- Collaborate with academic faculty/staff in all academic departments.
- Assist Senior Program Developers with innovative and continuing projects.
- Adult Education Recruiter at several conferences

5/15/00 – 4/5/02 Area Representative, Pennsylvania Area Health Education Center (PA AHEC), The Pennsylvania State University, College of Medicine, Hershey, PA

- Assisted in development and delivery of workshops, seminars, and major healthcare events.
- Assisted in coordinating, planning, organizing, administering, delivery and evaluation of continuing professional education programs to healthcare professionals in many specialties.

- Human Subject Basic Training Seminar, 2001
- Supported on-site registration processes.
- Assisted in the coordination and implementation of a three-part interactive Geriatric Series in collaboration with WITF and WPSX studios.
- Assisted in the implementation of annual Breast Cancer and Pelvic Cancer Programs
- Assisted in streamlining of the Pelvic Cancer program for rural care practitioners.
- Completed applications and acted as liaison between the University of Pennsylvania and the University of Pittsburgh and The Pennsylvania State University in applying for Continuing Medical Education credits.
- Assisted in coordinating and implementing a Pediatric Airway Management program for rural health nurses in collaboration with the Children's Hospital of Philadelphia
- Assisted in the implementation of a three-part self-directed learning series for health care practitioners.
- Assisted in coordination of a Pesticide Workshop for the Pennsylvania Department of Agriculture; conducted educational programs for youth & adults at Farm Show
- Assisted in the review and approval of event orders.
- Served as liaison with facility sales/event personnel to assure successful delivery of workshop and conference programs.
- Compiled and summarized health care conference evaluation data
- Assisted in writing summary reports and program evaluations on health care programs.
- Maintained database using Meeting Track Access program.
- Coordinated interactive conferences at multiple sites throughout Pennsylvania.
- Assisted in the projection of budgets for programs.
- Assisted with the design of workshop flyers and brochures.
- Assisted in coordinating health care programs with Pennsylvania Department of Agriculture and the Pennsylvania Department of Health

1/3/00- Present, Emergency Day-to-Day Substitute Teacher, Mifflin County School District, Lewistown, PA

7/1/97- 12/31/99 Research Technologist, ACTIVE Project, Gerontology Center, The Pennsylvania State University, University Park, PA

- Conducted cognitive and physical screening activities to determine subject eligibility.
- Principal Investigator on project – Dr. Sherry Willis
- Provided referral services as needed; Trained and certified newly hired field staff.
- Collected data and recorded responses using telephone screenings, written tests, computer and observational methods.

7/1/97- 12/31/99 Research Technologist, ACTIVE Project, Gerontology Center, The Pennsylvania State University, University Park, PA

- Performed psychometric and physical assessments of the elderly in accordance with study protocols.
- Served as Public Relations liaison throughout Central Pennsylvania between the university and the community.
- Organized Focus Groups and traveled throughout Pennsylvania.
- Interacted with subjects of diverse backgrounds and cultures.
- Trained at the New England Research Institute for study protocol.

1/96-7/97 Program Coordinator, Noll Physiological Research Center, The Pennsylvania State University, University Park, PA

- Scheduled, coordinated, and managed meetings.
- Principal Investigator on project – Dr. William J. Evans
- Organized and implemented the **Peer Exercise Program (PEPPI)** for Dr. William J. Evans in cooperation with the Pennsylvania Department of Aging and the Area Agencies on Aging, to measure muscle strength, flexibility and balance of subjects over the age of 60 years to promote independent living.
- Coordinated and participated in on-the-road workshops throughout the state and community with graduate students and our director.
- Performed baseline tests on elderly subjects using Keiser Air machines.
- Prepared teaching materials, such as procedural manuals, guidelines for use by the community-based peer trainers; Assisted in the coordination and planning of workshops for over 600 peer trainers.
- Acted as program liaison between the university and community organizations.

1/90-1/93 Assistant to the Regional Manager, State Farm Insurance Company

Other Education and Work Experiences:

- Schuylkill County Courthouse, Pottsville, PA; Court Reporter for President Judge Recorded Civil and Criminal testimony in Courtroom and for Depositions.
- Pennsylvania House of Representatives, Harrisburg, PA - Committee Assistant for State Representative.
- Bloomsburg University Office of the President –Executive Assistant.
- McCann School of Business and The Juliet Gibson Career and Business School, Philadelphia, PA – Completed 72 credits.
 - Business Law
 - Court Reporting
 - Business Economics
 - Business Management
 - Accounting
- Part-time work at American Heart Association
- Part-time work at American Diabetes Association