

William G. Pfeifle

I. GENERAL INFORMATION

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Birth Date/Place: 4 April 1944; Fountain Hill, Pennsylvania

Children: W. Douglas Pfeifle - 8/8/69
Christopher W. Pfeifle - 12/14/70
Karin Marie Pfeifle - 1/20/78

Military Service: Army of the United States: 1966-1974. Honorable Discharge-Captain, Signal Corps; Vietnam Service: 1967-1968 - 101st Airborne Division; 2/501 Infantry. June 1970 - July 1974 - Assistant Professor; Military Science Department, University of Kentucky. Taught American Military and Diplomatic History; Faculty advisor to the Pershing Rifles Drill Team and their coed affiliates; and Assistant Coach of the University of Kentucky Rifle Team.

II. EDUCATION

June 1966	Widener University, Chester, Pennsylvania Major: Political Science; Minor: History	B.A.
Dec. 1972	University of Kentucky, Lexington, KY Major: Higher Education Administration	M.S.
Dec. 1974	University of Kentucky, Lexington, KY Major: American History	M.A.
May 1977	University of Kentucky, Lexington, KY Major: Higher and Adult Education	Ed.D.
May 2003	Certificate in Medical Management and Degree Major: Business Administration	MBA

III. PROFESSIONAL EXPERIENCE

Nov. 2004 - Present Professor
Department of Health Services Management

July 2004 – Oct. 2004 College of Public Health; University of Kentucky
 Professor and Interim Associate Dean for Administration
 Department of Health Services Management
 College of Public Health; University of Kentucky

Aug. 2003 – June 2004 Professor
 School of Public Health
 University of Kentucky

Aug. 2000 – July 2003 Director, UK Distance Learning Technology Center
 Provost's Office, University of Kentucky and
 Professor, Health Services Management

Oct. 1989-July 2000 Associate Dean for Academic Affairs
 College of Allied Health Professions
 University of Kentucky

July 1984 - Sept. 1989 Director, Medical Center Division of Educational & Biomedical
 Resources (Medical Art & Graphics; AV Services; Engineering;
 Instructional Design; Photography; Television; and, Biomedical
 Instrumentation). Medical Center Office of the Chancellor, UK.

July 1988 - Sept. 1989 Chair
 Department of Health Services
 College of Allied Health Professions; University of Kentucky

July 1984 - June 1988 Chair/Program Director
 Department of Health Sciences Education
 College of Allied Health Professions; University of Kentucky

July 1980 - June 1984 Director and Assistant Professor
 Center for Learning Resources
 College of Allied Health Professions; University of Kentucky

July 1975 - June 1980 Media Development Officer and Director
 Teaching Improvement Project System (TIPS)
 Center for Learning Resources
 College of Allied Health Professions; University of Kentucky

IV. ACADEMIC APPOINTMENTS

1980-1983 Assistant Professor
 Department of Allied Health Education and Research
 College of Allied Health Professions
 University of Kentucky; Lexington, Kentucky

1983-1991 Associate Professor with Tenure
 Department of Health Services
 College of Allied Health Professions
 University of Kentucky; Lexington, Kentucky

1991-Present Professor with tenure
 Department of Health Services Management
 College of Allied Health Professions

University of Kentucky; Lexington, Kentucky

V. CONSULTING ACTIVITY

International:

- Fall 2002-present** Working with representatives from two Medical Institutes of Tashkent, Uzbekistan to develop both an undergraduate and graduate curriculum in health management and marketing; conducting faculty training and introducing the use of instructional technology.
- Summer 2001** Romanian Institutes of Public Health and Health Services Management. Providing guidance on the development of a curriculum for hospital administration certification, conducted train-the-trainer sessions, and assisted in the evaluation of national capabilities to deliver distance education components of the program. Assistance provided to visitors to the University, and in Bucharest and Iasi, Romania – and will continue throughout 2002.
- Summer 1994** Pacific Micronesia. Provided evaluation design for the training and implementation of community education through dental lay personnel.
- Nov. 1987-1993** Association of Colombian Medical Schools, Colombian Ministries of Health and Social Services and the Superintendency of Health Affairs. Frequent consultations and exchange visits conducted through funding from the W. K. Kellogg Foundation to improve the teaching, evaluation and management skills of physicians and other health care faculty members involved in maintaining the activities of 23 centers located in under-served areas.
- Sept 16-21, 1989** Memorial University of Newfoundland - St. John's, Newfoundland; Canada- Assisted with the design and installation of an ongoing instructional development program for the Faculty of Medicine.
- May 1987-Dec. 93** University of British Columbia- Vancouver, British Columbia; Canada- A series of consultations on the design and installation of an ongoing instructional development program for the Faculty of Medicine.
- Dec. 8-10, 1986** Association of Colombian Medical Schools. Host and presenter at a conference on strategies for improving teaching-service integration for selected medical, dental and nursing leaders identified to implement the training of health care students in off-campus facilities.
- September 1986** Pan American Health Organization. Consultant on instructional and evaluation skills with dental nurse faculty on assignment to Trinidad.
- March 1985** American University of the Caribbean; Montserrat, West Indies. Provided consultation and training on teaching and evaluation techniques to the faculty members of the medical school.
- October 1984**
December 1983 ARAMCO Corp., Dhahran, Saudi Arabia Served as an evaluator and instructional skills consultant to the dental training programs.

- Aug. 9-20, 1982** ARAMCO Corporation through the Offices of the Dental Auxiliary Training Project, College of Dentistry, University of Kentucky. Designed and delivered a two-week instructional skills workshop for a group of Saudi Arabian Dental Techno-Therapists.
- Nov. 1-14, 1981** Brazilian Ministry of Education and Ministry of Health Assisted in the formation of a TIPS-type faculty development network and conducted sample program components. Consultation activities conducted in Rio de Janeiro, Campinas, and Sao Paulo for representatives from the national universities and executive directors of the Brazilian Associations of Medicine, Dentistry, and Nursing.
- May 10-31, 1980** Conference coordinator for a three-week international training conference held in Lexington, Kentucky as part of a W. K. Kellogg Foundation effort to stimulate faculty development activities in seven Latin America countries.
- Aug. 8-10, 1978** Dalhousie University, School of Dentistry; Halifax, Nova Scotia; Canada- Coordinated the development and field-testing of selected clinical evaluation instruments for the dental school faculty.

Consulting Activity - National:

- February 1994** Western Maryland Area Health Education Center; Cumberland, Maryland. Implementation of Distance Learning Programming.
- July 1992 & 1993** American Society of Radiologic Technologists (ASRT) - Summer Educators Conference. Instruction and consultation of teaching and evaluation techniques.
- March 19, 1991** Loyola University Medical Center; Chicago, Illinois. Pathology Conference presentations on enhancing instructional skills with Pathology residents.
- March 1-2, 1991** College of Osteopathic Medicine of the Pacific; Pomona, California - consultation with the preceptors of the College's third and fourth year students to enhance their precepting and evaluation techniques.
- July 1990-1992** University of Cincinnati, College of Medicine and the Division of Adolescent Medicine, Children's Hospital Medical Center - consultation on instructional design, materials development and assistance in the implementation of a train-the-trainer model at the Center for C.E. in Adolescent Health.
- Feb. 21-24, 1990** Texas A&M University; College Station, Texas - Provided consultation to didactic and clinical instructors in the College of Veterinary Medicine on the implementation of selected instructional techniques, employing media and on performance appraisal techniques.
- Aug '81-July '82** Advisory Committee to the National Center for Allied Health Leadership of the American Society of Allied Health Professions Served as the Midwest representative in the development of leadership skills to improve the quality of health services, increase

access to health services and improve allied health education through public policy formation.

- April 2-6, 1982**
Nov. 23-25, '81
- Training Division, Hoffman LaRoche, Inc.; Montclair, New Jersey. Provided instruction and consultation on the development of a training Program for sales representatives and implementation of an evaluation system compatible with appraising sales representatives in simulations and fieldwork.
- August 1-3, 1980**
- Ohio College of Podiatric Medicine; Cleveland, Ohio. Served as a resource person in the design and implementation of a faculty development program to improve instructional and evaluation skills.
- Fall 1979 - 1983**
- South Carolina Technical College System; Greenville, South Carolina. Provided on-going assistance to representatives from 8 technical colleges to serve as change agents for faculty development in their respective institutions. A series of symposia illustrated selected instructional materials & system-wide management concepts.
- Feb. 1978-1879**
- Indian Manpower Program for Allied Health Career Training (IMPAHCT); Sacramento, California. Assisted in the preparation of trainers involved in a project to train 200 reservation based Indians in California, Oregon and Washington in beginning allied health para-professions to enable them to work in health care facilities on reservations and rancherias.
- Oct. 3-6, 1978**
- Increasing the Impact Conference, University of Michigan's Center for the Study of Higher Education. Representative under the sponsorship of the W. K. Kellogg Foundation with other individuals to foster greater cross utilization of concepts, personnel and materials from programs and projects which the Foundation believed to be its more successful endeavors.
- Sept. 4-8, 1978**
- Program in Community College Education, University of Texas; Austin, Texas-- Assisted with the development of instructional and administrative networking strategies to enhance the Texas effort to prepare change agent teams to work with 64 institutional members to improve teaching in two-year colleges.
- December 1977**
- Tennessee Health Consortium for Teacher Education and Staff Development-- Allied Health and Nursing; University of Tennessee, Knoxville, Tennessee - Assisted in the design of a statewide continuing education network to improve teaching of health care professionals.
- October 1976**
- Member of the Task Force on Stretching Resources for Allied Health Faculty Preparation sponsored by the W. K. Kellogg Foundation.

CONSULTING ACTIVITY - State:

- 1993 to 2000**
- Appalachian Regional Healthcare, Inc. Conducted periodic sessions with senior administrators on strategic thinking and goal setting, community development and restructuring of the organization to

better respond to community needs through decentralized decision making, & identifying measures to enhance intra-organizational communication.

Nov. 1983-1988 Kentucky Cabinet for Human Resources, Division of Local Health; Frankfort, Kentucky. Assisted in the design, materials development of the State's "Health Action!" Program: a medical self-help course.

CONSULTING ACTIVITY - Local:

1990 - 1991 Consultant to the "Think First" Program of the American Association of Neurological Surgeons and Congress of Neurological Surgeons in the local implementation of a program for area high schools. Reviewed instructional materials both print and video, prepared a supplemental instructor's guide and conducted a three hour training program for emergency room nurses from the University Hospital.

Aug. '89-May '90 Educational consultant to the Department of Internal Medicine - attended monthly grand rounds presentations and provided critical review and recommendations for improvement.

May 1984-1986 Consultant to the University of Kentucky Community Colleges' Teaching Improvement Project (TIP) a mentoring process founded at the University of Massachusetts for improving instructional effectiveness which was implemented at each of the 13 University of Kentucky Community Colleges.

March 1980-1981 National Advisory Committee to the Patient Education Project funded by the Administration on Aging at the College of Allied Health Professions, University of Kentucky. Responsibilities included identifying key materials and individuals in the area of patient education for the elderly; reviewing written manuals and videotape scripts, provided feedback on project progress and evaluation strategies.

Jan. - Feb. 1981 Interconnect Telephone System (ITS), Inc. of Kentucky Provided consultation to the supervisory personnel from the Lexington and Louisville offices on the development of a supervisory effectiveness evaluation system.

VI. TEACHING ACTIVITIES - General Academic Instruction:

Fall 2005 CPH 758 – Public Health Leadership

Spring 2004/2005 CPH 650- Management of Public Health Organizations
CPH 775- Professional Development in Public Health

Fall 2003 HSM 775 – Seminar in Public Health Leadership

Spring 2002 & 2003 HSM 842 and HSM 844 – Pre and Post Practicum Seminars.

Fall 1997-1999 UK 101 - University Orientation Course

1987 - Present	Guest Speaker: PT 888 - Advanced Physical Therapy Management; CNU 781-Clinical Nutrition Seminar; HSM 351-Health Services Mgmt.
Fall 1982-1989	HSE 670: Cognitive Assessment Techniques in the Health Professions
1981 - 1992	HSE 595 Directed Studies; HSE 690 Research Problems in Allied Health; HSE 842 Allied Health Clinical Practicum.
Spring 1981-88 Spring 1980	HSE 502: Evaluation of Student Performance in Clinical Settings HSE 856: Allied Health Colloquium
Fall 1977 & Summer 1982	EDH 719 College Teaching & Learning; Department of Higher Education College of Education, University of Kentucky

Continuing Education:

Teaching responsibilities in this area have been conducted largely under the aegis of the Teaching Improvement Project System (TIPS) between 1978 and 1993. Established in 1975, the College of Allied Health Professions continues to provide direction to this international faculty development effort. Many of these instructional activities were conducted in conjunction with colleagues from the University of Kentucky or from the host site. Over the years, funding from the W. K. Kellogg Foundation, the U.S. Department of Health and Human Services, and the University of Kentucky has supported TIPS. It continues as an international network providing materials, program designs and faculty training throughout North America. The programming of TIPS falls under two broad goals: (1) to develop and enhance instructional skills and evaluation techniques of health care educators; and, (2) to develop and enhance the management/supervision skills of health care supervisory personnel. An alphabetical listing of locations with frequency of multi-day programs conducted at each location for continuing education credit follows: Appalachian Regional Hospital System; Kentucky (2); Baptist Hospital System, Little Rock, Arkansas (2); Baylor College of Medicine; Houston, Texas (1); Casa Colina Rehabilitation Hospital; Pomona, California (4); Central State University; Edmond, Oklahoma (1); Cincinnati Technical College; Cincinnati, Ohio (2); Cleveland State University; Cleveland, Ohio (3); Community Hospital; Indianapolis, Indiana (1); Eastern Kentucky University; Richmond, Kentucky (3); El Paso Community College; El Paso, Texas (2); Emory University; Atlanta, Georgia (1); Greater Baltimore Health Education Consortium; Baltimore, Maryland (4); Greensboro Area Health Education Center, Greensboro, NC (1); Greenville Hospital System; Greenville, South Carolina (5); Greenville Technical College; Greenville, South Carolina (5); Gwynedd-Mercy College; Gwynedd Valley, Pennsylvania (2); Health & Education Council; Baltimore, Maryland (3); Kaiser Permanente Health Care; Oakland, California (2); Lakeland Community College; Mentor, Ohio (2); Le Bonheur Children's Medical Center; Memphis, Tennessee (3); Loma Linda University; Loma Linda, California (1); L.A. Multi-Culture Area Health Education Center, Los Angeles, CA (2); Louisiana State University; Baton Rouge, Louisiana (1); Louisiana State University; New Orleans, Louisiana (2); Memorial University; St. Johns, New Foundland (2); Mercy College of Detroit; Detroit, Michigan (3); Methodist Hospital; Indianapolis, Indiana (1); Miami-Dade Community College; Miami, Florida (3); Miami Valley Hospital; Dayton, Ohio (1); Midlands Technical College; Columbia, South Carolina (1); Morehead State University; Morehead, Kentucky (2); Northern Arizona University; Flagstaff, Arizona (5); Oakland Health Education Program; Rochester, Michigan (2); Ohio State University; Columbus, Ohio (5); Rehabilitation Institute of Chicago; Chicago, Illinois (2); Roane State Community College; Harriman Tennessee (3); Saint Louis University; Saint Louis, Missouri (2); Saint Luke's Hospital; Kansas City,

Missouri (1); Seattle Area Hospital Council (1); Southern Illinois University; Carbondale, Illinois (2); Spartanburg Technical College; Spartanburg, South Carolina (2); SUNY, Upstate Medical Center; Syracuse, New York (3); Texas Women's University; Denton, Texas (1); Trumbull Memorial Hospital; Warren, Ohio (2); University of Kentucky CE Courses; Lexington, Kentucky (15); University of Louisville; Louisville, Kentucky (3); University of Medicine & Dentistry; Newark, New Jersey (3); University of Minnesota; Minneapolis, Minnesota (1); University of Nebraska; Omaha, Nebraska (6); University of North Dakota; Grand Forks, North Dakota (2); University of Oklahoma; Oklahoma City, Oklahoma (3); University of Toledo; Toledo, Ohio (2); University of Washington; Seattle, Washington (2); University of Wisconsin; Madison Wisconsin (3); Vanier College; Montreal, Canada (1); Virginia Department of Education; Norfolk, Virginia (1); Weber State College; Ogden, Utah (2); York Technical College; Rock Hill, South Carolina (2).

VII. ADVISING ACTIVITY

During the period from 1983 to 1991, the number of students advised each year fluctuated from as few as five to over twenty-five. The majority of the students were candidates for the Bachelor of Health Sciences Degree in the Health Sciences Education (2 plus 2) Program. A smaller number were candidates for the Master of Science in Education (Clinical and College Teaching Option) of the Department of Curriculum and Instruction (a cooperative program between the Department of Health Sciences Education, College of Allied Health Professions, and the College of Education).

Advisory activities in 2004, are focused on MPH and DrPH Capstone Projects (Theses)
 2004 Member of 3 MPH Capstone Committees; Chair 1 DrPH Committee. In 2005-2006, chair four MPH Capstone Committees; Member of one DrPH Capstone Committee.

VIII. ADMINISTRATIVE ACTIVITY AND UNIVERSITY SERVICE

College of Public Health:

Aug. 2005 – Present Appointment, Promotion & Tenure Committee
Aug. 2003 – May 2005 Member Academic Affairs Committee
May 2004 – Oct. 2004 Member Dean Search Committee
Nov. 2003 – Oct. 2004 Co-Chair Accreditation Self-Study Committee

College of Allied Health Professions:

Jan. 1986- July 2000 Administrative Council
June 1990- July 1991 Curriculum Task Force, Rural Health Initiative
July 1981- June 1985 Member, Promotion and Tenure Committee
Oct. 1984- Feb. 1985 Member, ad hoc Committee on Centers of Excellence
Mar. 1981- July 1984 Member, Administrative Committee
July 1982- July 1984 Elected Member, Faculty Council; Chair, July 1983-84
July 1981- June 1982 Member, Wellness Center Education Committee

University of Kentucky Medical Center:

July 2005- Present Health Care Colleges' Council – CPH Representative
Jan. 2002- April 2002 Chair, Unit Review Committee; MC Instructional Technology Center
July 2000- June 2001 Medical Center Instructional Technology Center Advisory Board
June 1993- June 2001 Advisory Board, UK Center for Rural Health
Oct. 1998- July 2000 Medical Center Strategic Planning Task Force
Aug. 1996- July 2000 Service Learning Advisory Group
Aug. 1997- May 1999 Informatics Advisory Committee
Aug. 1993- May 1998 Instructional Technology Task Force

Aug. 1990- July 1992 Member, Steering Council, Continuous Quality Improvement
Apr. 1991- July 1992 Member, Baldrige Quality Assessment Team
July 1983- July 1993 Medical Center New Faculty Retreat Planning Committee
Jan. 1990- Mar. 1990 Review Committee, Teaching Innovations College of Nursing
Aug. 1989- June 1990 Member, ad hoc Committee on Technology Transfer
July 1988- Sept 1989 Member, Employee Recognition Committee
Dec. 1986- June 1989 Toyota Planning Group; Health Education Representative
Oct. 1982- June 1984 College Representative, Faculty Forum

University:

Aug. 2005- Present Graduate Council; HCCC representative
Mar. 2003- May 2003 Chair, Provost's Academic Support & Tech Center Design Comm.
Jan. 2003- Mar. 2003 Chair, Implementation Committee to the Provost Model
Feb. 2001- Aug. 2002 University-wide SACS Recommendations Remedy Committee
May 2001 -Feb. 2002 SACS Distance Learning self-study committee
June 1992- June 2003 Distance Learning Advisory Panel
July 1998- June 2003 University Coordinator for the Commonwealth Virtual University
July 1999- June 2003 University Coordinator for the Southern Regional Electronic Campus
July 1997- June 1999 Administrative Computing Committee
Aug. 1990- July 1995 Journal Advisor, University Honors Program
Jan. 1992- July 1993 Member, University Human Resources Review Committee
Aug. 1990- Oct. 1992 Chair, SACS Self-Study Committee on University Staff
July 1988- June 1992 University Appeals Board
Aug. 1987- June 1992 Planning Committee, Lexington Campus New Faculty Retreat
July 1897- June 1992 Planning Committee for the University TA Orientation
July 1985- June 1992 Member, Committee on International Students
Jan. 1987- Dec. 1989 President's Committee on Improving University Teaching
Oct. 1987- June 1989 Representative to the Ky. Consortium for Faculty Development
July 1984- June 1988 Council for International Programs

IX. SPECIAL ASSIGNMENTS

Sep 2004 – Aug. 2005 Sponsor, Fulbright Fellow and Family from Tashkent, Uzbekistan.
Jan. 2005 – Present Coordinator, State Collaborative Work Group on Health Services Mgmt.
July 2004 – Dec 2004 Member, Search committee, Kentucky Commissioner of Public Health
February 26-28, 1996 Review Committee Member, Madisonville Community College.
July 1984 - May 1985 Chair, *ad hoc* Telecommunications Committee, University of Kentucky and University of Louisville Medical Center Campuses.

X. HONORS

Oct. 2000 24th Annual Distinguished Author Award of the *Journal of Allied Health*, for the article: Perspectives on Clinical Outcomes Research: A View for the Allied Health Professions.
March 1998 Leadership Fellow representing the Association of Schools of Allied Health Professions in the Coalition for Allied Health Leadership Program
April 1992 Sixteenth Annual Award for Outstanding Service to the Allied Health Professions. The School of Allied Health Professions, University of Nebraska.

- July 1988** University's Faculty Grant Awards for Outstanding Performance.
- Nov. 1981** 6th Annual Distinguished Author Award of the *Journal of Allied Health* for the article: "Motivational Factors in the Careers of Health Care Educators."
- Nov. 1980** Phi Delta Kappa Honorary Society in Education (Educational Leadership).

XI. PROFESSIONAL ACTIVITY AND PUBLIC SERVICE

Professional Association Memberships:

American Schools of Allied Health Professions: 1991 - 2000
 National Society for Performance and Instruction (NSPI): 1985 – 1995
 Merlot and EDUCAUSE: 2000-2003.

Public Service Activities:

- 1997 - Present** Arbitrator certified by the Council of Better Business Bureaus; serving the Better Business Bureau of Central and Eastern Kentucky.
- 1977 - 1985** La Leche League International, Inc. Served as a resource on the application of educational principles in organizing and conducting monthly series meetings, questioning techniques for counseling situations, and presentation techniques for regional and national conferences; designed and administered a statewide survey of LaLeche League Leaders in Kentucky on Leader Burnout.

XII. SPEAKING ENGAGEMENTS - Local:

- May 1978-1996** Numerous presentations given as part of the conference program of the Annual TIPS Conference held each year for the faculty representatives from the national and international TIPS sites.
- Fall 1983-1992** Presented educational seminars as part of the Medical Center's New Faculty Retreat and Orientation.
- Fall 1988-1991** Conduct educational seminars as part of the Lexington Campus New Faculty Retreat and Orientation.
- August 1988-1992** Multiple presentations as part of a weeklong Orientation for New Teaching Assistants at the University of Kentucky.
- March 11, 1991** "Survival Strategies for Administrators." Presented to the Kentucky Nursing Home Administrators; Lexington, Kentucky.
- February 1-2, 1991** "Interviewing and Hiring Employees, Coaching and Counseling for Employee Problems." Presented to the Nurse Managers of the University Hospital; Faubush Leadership Center, Kentucky.
- January 24, 1991** "Enhancing Student Learning Through the Use of Classroom Media." A workshop sponsored by the Office of the Dean of Undergraduate Studies for the faculty members and teaching assistants on the Lexington Campus.
- October 11, 1990** "Effective CME Presentations" - presented to the faculty of the College of Medicine involved in instruction related to Continuing Medical Education, University of Kentucky.

- August 15, 1990** "Designing Courses; An Architecture for Academic Achievement" - presented to the Faculty of the College of Agriculture, U. of Kentucky.
- 1989 - 1990** "Series on Enhancing Instruction and Evaluation Skills" - a series of six luncheon seminars presented to the Faculty of the College of Dentistry, University of Kentucky.
- February 18, 1990** "Teaching and Testing" - a one-day seminar presented to the faculty of the Department of Surgery, U. of Kentucky College of Medicine.
- July 18, 1989** "Effective Hiring and Interviewing Techniques" - Presented to the Ohio Valley Appalachia Regional Geriatric Education Center Summer Institute; Lexington, Kentucky.
- July 29, 1987** "Student Involvement Techniques" Presented to the Ohio Valley Appalachia Regional Geriatric Education Center Summer Institute; Lexington, Kentucky.
- Oct. 20-21, 1982** "Preventive and Prescriptive Interventions in Clinical Education" A program conducted for the Department of Physical Therapy and clinical site supervisors; University of Kentucky.
- Dec. 16, 1982** "Overview of Clinical Evaluation" A lecture presented to the combined Medical Technology faculty and hospital based clinical instructors; University of Kentucky.
- March 16, 1981** "Peer Review of Teaching Performance: Critical Questions." A presentation to the faculty of the College of Allied Health Professions, based on the experiences of other academic institutions.

SPEAKING ENGAGEMENTS - State:

- April 21, 1988** "Instructional Effectiveness." An invited presentation at the Kentucky Society of Medical Technology.
- Nov. 9, 1987** "Teaching Evaluation Techniques to Faculty Members" presentation to the assembly of the KY Consortium for Faculty Development.
- October 15, 1982** "Management of the Clinical Experience" A lecture presented to the faculty of the Occupational Therapy Department and clinical site supervisors. Eastern Kentucky University.
- April 28, 1982** "Evaluating Student Performance" A presentation given to the faculty of the Medical Records Administration Department and internship supervisors from affiliating hospitals. Eastern Kentucky University.

SPEAKING ENGAGEMENTS - National:

- October 13, 1990** Conducted Item Writers Workshop for contributors to the National Geriatric Specialty Certifying Examination of The American Board of Physical Therapy Specialties; Lexington, Kentucky.
- August 5, 1987** "Written Test Development Techniques" Invited presentation at the Tennessee Vocational Educators Conference in Gattlinburg, TN.

- June 9-16, 1987** "Effective Lecture Techniques" A two-part national teleconference presented from the University of Kentucky for the American Society of Clinical Pathologists.
- June 10-17, 1986** "Written Test Development" A two-part national teleconference presented from the University of Kentucky for the American Society of Clinical Pathologists.
- October 1-2, 1981** "Bench Teaching" A series of lectures presented to the clinical instructors from hospitals affiliating with the Department of Medical Technology, University of New Mexico; Albuquerque.
- December 4, 1981** "Clinical Supervision" A series of lectures presented to the combined area clinical faculty and supervisors of students in the Allied Health Programs at the University of Oklahoma Health Science Center.
- June 23-24, 1981** "Planning for Instruction and Use of Media" A series of lectures presented at the Statewide Vocational Education Conference; Cookeville, Tennessee.
- Sept. 6, 1980** "Meeting of the Minds: Preparing for and Meeting your Class for the First Time" A series of lectures presented to the faculty of the College of Pharmacy, University of Oklahoma Health Science Center.
- July 14-15, 1980** "Developing Written Tests" A series of lectures presented as part of a two-week orientation program for new instructors by the American Medical Records Association; Madison, WI.
- July 24-25, 1978** "The Dynamics of Classroom Teaching" A series of lectures presented as part of a two-week orientation program for new instructors by the American Medical Records Association at the University of Wisconsin; Madison, Wisconsin.

SPEAKING ENGAGEMENTS - Papers Presented:

- Sept. 9, 2005** Three Papers with Raymond Hill, Laziz Tuychiev, and Andrea Milam: "Introducing Western Health Care Management Concepts to Uzbekistan;" "Faculty Development Efforts in Developing Countries;" and "The Longitudinal Implications of International Partnerships." International Family Medicine Consultation Workshop, American Academy of Family Practice; Portland, ME.
- March 26, 1990** "Demystifying Good Teaching" - Invited presentation at the Annual National Conference of the American Society of Clinical Pathologists; San Francisco; California.
- October 4, 1988** "Teaching and Evaluation Techniques in the Clinical Lab" - Invited presentation at the Annual National Conference of the American Society of Clinical Pathologists; Chicago, Illinois.
- June 1, 1987** "Improving Your Instructional Effectiveness" Invited Presentation at the Annual Meeting of the American Society of Nuclear Medicine; Toronto, Canada.

- April 3, 1986** "Rater Calibration Training" A paper selected for presentation at the 24th Annual Conference of the National Society for Performance and Instruction; San Francisco, California.
- Nov. 22, 1985** "Health Action! - A Statewide Collaborative Effort to Promote Health Promotion and Disease Prevention," a paper selected for presentation at the 18th Annual Conference of the American Society of Allied Health Professions; Dallas, Texas.
- Sept. 22, 1984** An Approach to Inter-Institutional Faculty Development in the Health Professions. A paper selected for presentation at the Conference on Universities and International Health sponsored by: The National Council for International Health; Chapel Hill, North Carolina.
- May 10, 1981** "Management of Self Confrontation in Instructional Development" A paper selected for presentation at the Annual Meeting of the Health Sciences Communications Association (HESCA); Philadelphia, PA.
- April 7, 1981** "A Practical Approach to Instructional Development" A paper selected for presentation at the Annual Convention of the Association for Educational Communications and Technology (AECT); Atlanta, Georgia.
- Feb. 8, 1980** "Thoughts on Thoughtful Clinical Evaluation" Paper presented at the Annual Meeting of the Society for Nuclear Medicine; Louisville, KY.

XIII. RESEARCH AND CREATIVE PRODUCTIVITY

Publications - Journal Articles:

Perspectives on Clinical Outcomes Research: A View for the Allied Health Professions. with D. Gussak and C. Keegan. *Journal of Allied Health*, Vol., No. -Winter (Jan 2000)

"An Assessment of Supervisory Needs in Allied Health" with Lenora Paradise, Betty B. Spohn and Judine Lambert. *Health Care Management Review*, Volume 14, Number 2 - spring 1989.

"Motivational Factors in the Careers of Health Care Educators" with Warren E. Lacefield and Henry P. Cole. *Journal of Allied Health*, Vol. 10, No. 2 (May 1981).

"Leaders are Teachers from Beginning to Ending" in *LEAVEN*. LaLeche League International, Inc., July-August, 1977, Vol. 13, No. 4.

Publications - Book Chapters:

"Group Dynamics: Leading Effective Discussions," a section within Chapter II, "Series Meetings" of the *Leader's Handbook*. LaLeche League International, Inc.; Franklin Park, Illinois, Publication No. 79, March 1982.

"TIPS" Change Agent Teams in Health Care Education" with R. D. Kingston. *In Increasing the Impact*, Jack Lindquist, editor, published by the W. K. Kellogg Foundation, 1980.

"An Empirical Characterization of Consortia." Unpublished dissertation. University of Kentucky, 1977.

Publications - Monographs:

"Risk Management." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing writer and reviewer. Judi Lambert (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions. 1991. (185 pages)

"The Supervisor's Role in Discipline: Responding to Conduct Problems." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing writer and reviewer. Judi Lambert (Principal Developer), et. al. Lexington, KY: University of Kentucky, College of Allied Health Professions. 1989. (180 pages)

"Conflict Management." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing writer and reviewer. Jeannine Sedlacek (Principal Developer), et al. Lexington, KY: University of Kentucky, College of Allied Health Professions. 1989. (88 pages)

"A Guide to Hiring and Interviewing." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing reviewer. Sandra Challman (Principal Developer), et al. Lexington, KY: University of Kentucky, College of Allied Health Professions. 1989. (114 pages)

"Coaching, Counseling and Developing Employees." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing writer and reviewer. Jeannine Sedlacek (Principal developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions. 1989. (118 pages)

"Staffing and Scheduling." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing writer and reviewer. Susan Byars (Principal Developer), et al. Lexington, KY: UK College of Allied Health Professions. 1989. (126 pages)

"Time Management: A Guide for Health Care Supervisors." *TIPS II Management and Supervision Skills for Health Care Professions*. Contributing writer and reviewer. Jeannine Sedlacek (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions. 1988. (87 pages)

"Becoming A Health Care Supervisor." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing writer and reviewer. Judi Lambert (Principal Developer), et. al. Lexington, KY: University of Kentucky, College of Allied Health Professions. 1988. (126 pages)

"Planning: A Guide to Maximizing the Use of Staff, Time, and Other Resources." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing staff member and reviewer. Sandra Challman (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions. 1988. (119 pages)

"Making Effective Decisions." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing staff member and reviewer. Sandra Challman (Principal Developer), et al. Lexington, KY: Univ. of KY, College of Allied Health Professions. 1988. (68 pages)

"Practicing Effective Delegation." *TIPS II Management and Supervision Skills for Health Care Professionals*. Contributing writer and reviewer. Sandra Challman (Principal Developer), et al. Lexington, KY: UK College of Allied Health Professions. 1988. (70 pages)

"Student Involvement Techniques." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer. Judy Worth (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions, 1983. (81 pages)

"Instructional Objectives." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer and reviewer. Barbara Sullivan (Principal Developer), et al. Lexington, KY: University of Kentucky, College of Allied Health Professions, 1981. (75 pages)

"Planning for Instruction." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer and reviewer. Barbara Sullivan (Principal Developer), et al. Lexington, KY: University of Kentucky, College of Allied Health Professions, 1980 (56 pages)

"Performance Evaluation in the Clinical Setting." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer and reviewer. Judy Marlowe (Principal Developer), et al. Lexington, Kentucky, University of Kentucky, College of Allied Health Professions, TIPS-- Center for Learning Resources. 1979. (53 pages)

"Developing Written Tests." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer and reviewer. Randolph Hollingsworth (Principal Developer for Revision); Judy Worth (Original Developer), et al. Lexington, KY: UK College of Allied Health Professions, TIPS- Office of Educational Development. 1979. Revised 1989. (114 pages)

"Selection, Preparation and Utilization of Media." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer and reviewer. Randolph Hollingsworth (Principal Developer), et al. Lexington, KY, University of Kentucky, College of Allied Health Professions, TIPS - Office of Educational Development. 1979. Revised 1989. (103 pages)

"The Lecture." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing reviewer and writer. Randolph Hollingsworth (Principal Developer for Revision); Betty B. Spohn (Original Developer), et al. Lexington, KY: UK College of Allied Health Professions, TIPS - Office of Educational Development. 1978. Revised 1988. (109 pages)

"The Demonstration." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing reviewer and writer. Randolph Hollingsworth (Principal Developer for Revision); Betty B. Spohn (Original Developer), et al. Lexington, KY: UK College of Allied Health Professions, TIPS Office of Educational Development. 1978. Revised 1988. (92 pages)

"T.A.S.K. A.C.T. A Pre-Instructional Analysis Process." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer and reviewer. Mary Jane Jones (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions, TIPS - Center for Learning Resources. 1977. (42 pages)

"Effective Communication Skills in Teaching." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing reviewer and writer. Betty B. Spohn (Principal Developer), et al. Lexington, KY: UK College of Allied Health Professions, 1978. (38 pages)

"Questioning: The Mechanics and Dynamics." *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Contributing writer and reviewer. Betty B. Spohn (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions, TIPS - Center for Learning Resources. 1977. (66 pages)

"Allied Health Educators: A Statewide Functions Analysis and Needs Assessment." Contributing analyst and writer, Center for Learning Resources, College of Allied Health Professions, University of Kentucky, 1975. (104 pages)

RESEARCH AND CREATIVE PRODUCTIVITY - Book Reviews:

Communication Skills Training for Health Professionals: An Instructor's Handbook, 1989, by D. A. Dickinson, O. Hargie and N.C. Morrow. London: Chapman and Hall Ltd., 360 pages. Appearing in *Health Care Management Review*, Volume 16, Number 2 - Spring 1991.

RESEARCH AND CREATIVE PRODUCTIVITY - Grant Activity:

Co-Author and Content Expert. Kentucky Work Force Development Grant. Funded by the Kentucky Cabinet for Health Services, Division of Local Health Operations for \$200,000. July 1, 2004.

Co-Author and Co-Principal Investigator. Health Care Management Project for Uzbekistan. Funded by the American International Health Alliance for \$500,000+. October 2002-2005.

Co-Author and Co-Principal Investigator. Practice Sights: Primary Care Development Strategies for Kentucky. Funded by the Robert Wood Johnson Foundation for \$760,000. August 1994 to July 1999.

Co-Author and Co-Principal Investigator. Continuation Grant: TIPS II - Training Project to Improve the Management and Supervision Skills for Health Care Professionals. Funded by the W. K. Kellogg Foundation for a two-year period at \$118,761. April 1989.

Co-Author and Co-Principal Investigator. Colombian Medical Schools Assistance. Approved and funded for a three year period by the Association of Colombian Medical Schools and the W. K. Kellogg Foundation for a three year period at \$100,000. January 1989.

Co-Author and Principal Investigator. "Health Action!" - A Medical Self-Help Course - Gerontological Supplement. Approved and funded by the Kentucky Cabinet for Human Resources for one year at \$17,962. July 1988.

Co-Author and Principal Investigator. East Central AIDS Education and Training Center. Funded for a 3-year period at \$356,966 by Health Resources and Services Admin. Sept. 1987.

Co-Author and Co-Principal Investigator. "Graduate Medical Technology Training for the Kingdom of Saudi Arabia. Approved and funded by the U.S. Treasury Department for a three year period at \$137,000. September 1987.

Co-Author and Principal Investigator. "Health Action National Dissemination Project. Funded by the Kentucky Cabinet for Human Resources for one year at \$59,944. July 1987.

Co-Author and Co-Principal Investigator. "Evaluation of Pharmacy Doctorate Instruction in Nontraditional Formats. Approved and Funded by American Association of Colleges of Pharmacy for two years at \$25,080. June 1987.

Co-Author and Principal Investigator. "Health Action State-wide Dissemination Project. Funded by the Kentucky Cabinet for Human Resources for one year at \$40,704. July 1986.

Co-Author and Co-Principal Investigator. Developmental Grant: TIPS II - Training Project to Improve the Management and Supervision Skills for Health Care Professionals. Funded by the W. K. Kellogg Foundation for a three-year period at \$595,177. March 1986.

Co-Author and Principal Investigator. "Health Action Instructor Guide Revision and Training Project. Funded by the KY Cabinet for Human Resources for 1 year at \$35,884. July 1985.

Co-Author and Principal Investigator. "Health Action Videotape Program Production Project. Funded by the Kentucky Cabinet for Human Resources for one year at \$63,747. July 1984.

Co-Author and Principal Investigator. "Health Action!" A Medical Self Help Course -Course Design, Development of Facilitator's Training Guide and Dissemination and Training Program. Funded by the Kentucky Cabinet for Human Resources for two years at \$23,372. July 1982.

Co-Author and Member of the Institute Faculty. National Endowment for the Humanities Proposal: Summer Studies in Health Care Ethics for Allied Health Faculty. Approved and funded for 18 months by NEH at \$124,300. July 1982.

Author and Principal Investigator. Demonstration Project Grant Proposal: International TIPS Implementation Program. Funded by the W. K. Kellogg Foundation at \$46,307. July 1979.

Author and Principal Investigator. Demonstration Project Grant Proposal: TIPS Dissemination in Brazil. Approved and funded by the W. K. Kellogg Foundation at \$46,307. July 1979.

Author and Principal Investigator. Special Project Grant Proposal: TIPS Implementation and Dissemination System. Funded for 3 years at \$164,417 by the Division of Associated Health Professions, P.H.S., Department of Health, Education and Welfare. February 1977.

Author and Principal Investigator. Demonstration Project Grant: Proposal for an Implementation and Distribution Plan for Teacher Preparation Modules in the Health Fields. Approved and funded for one year by the W. K. Kellogg Foundation for \$55,073. June 1976.

Co-Author. Special Improvement Grant Proposal: Coordinator of Post Professional Programs. Approved and funded for five years at \$126,515 by the Division of Associated Health Professions, Public Health Services, Department of Health, Education and Welfare. Spring 1975.

Creative Activity - Other Writings:

"TIPS Handbook." A 250-page program and instruction guide especially produced for instructors participating in the TIPS Network. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions, Center for Learning Resources. 1980. Revised 1988.

Founder and Managing Editor, Allied Health Press, University of Kentucky, April 1982 - 1988.

"TIPS Newsletter", a quarterly faculty development newsletter. General editor and writer. January 1978 - June 1982 and again 1992 - 1996.

Creative Activity - Videotapes:

"Knock on Wood." A 12-minute performance review conference between a supervisor and her employee in which both positive and negative aspects of performance appraisal techniques are depicted. *TIPS II Management and Supervision Skills for Health Care Professionals*. Betty Spohn (Principal Developer). Lexington, KY: College of Allied Health Professions. 1991.

"The Lecture." A short lecture in which the organizational components of a presentation are illustrated with selected instructor behaviors in the classroom. *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Betty B. Spohn and William G. Pfeifle. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions. 1990.

"After the Fall." A two-part video in which a risk management incident is portrayed, first as perceived by a supervisor and then as it actually happened. *TIPS II Management and Supervision Skills for Health Care Professionals*. Judi Lambert (Principal Developer), et. al. Lexington, KY: University of Kentucky, College of Allied Health Professions. 1989.

"A Typical Monday." A video depicting selected moments in a clinical laboratory supervisor's day where the failure to apply the principles of time management add to the supervisor's stress and ineffectiveness. *TIPS II Management and Supervision Skills for Health Care Professionals*. J. Sedlacek (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, 1988.

"Rater Calibration - CPR." A video showing a series of students performing one-person CPR on a mannequin. Each performance has several minor technical errors. The tape is used to illustrate calibration techniques in the observation and evaluation of performance skills. *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. William G. Pfeifle and Betty B. Spohn. Lexington, Kentucky: University of Ky., College of Allied Health Professions. 1987.

Production Coordinator and Principal Investigator for grant creating the following "Health Action!" videotapes during the period of 1 July 1984 to 30 June 1985 which were later selected for broadcast by The Learning Channel for two years (1986-88):

"Medical Reporting." Time 29:55 minutes; "Vital Signs and Symptoms." Time 28:30 minutes.

"Dental Health." Time 26:05 minutes; "Your Medicine Chest." Time 29:55 minutes

"Over-The-Counter and Prescription Drugs." Time 30:00 minutes

"Common Illnesses: Respiratory, Digestive and Urinary Systems." Time 29:45 minutes.

"Common Illnesses: Hypertension, Stroke, Heart Attack, Diabetes and Cancer." 29:55 min.

"Putting It All Together." A video illustrating both the mechanics and dynamics as questioning as portrayed in an instructor's class on basic nutritional concepts. *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Betty B. Spohn (Principal Developer). Lexington, Kentucky: University of Kentucky, College of Allied Health Professions. 1979.

"Questioning Mechanics and Dynamics." A series of 13 video segments - three dealing with levels of questions showing their progression from lower to higher order; four dealing with eliciting and probing questions; and, six segments depicting various interactions and the dynamics of questioning. *TIPS I Instructional and Evaluation Skills for Health Care Professionals*. Betty B. Spohn (Principal Developer), et al. Lexington, Kentucky: University of Kentucky, College of Allied Health Professions. 1978.

XV. OTHER

1993 - Sabbatical Leave. Assisting with various administrative activities at the newly established UK Center for Rural Health, Hazard, Kentucky; and participating in the Planning Phase of the Robert Wood Johnson Practice Sights Initiative.