

## **BERNARDO RAMIREZ, M.D., M.B.A.**

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### **EDUCATION**

- 2005-2006 Master's in Business Administration (MBA)  
School of Accounting and Administration, National Autonomous University of Mexico
- 1969-1975 Medical Doctor and Surgeon (MD)  
Faculty of Medicine, National Autonomous University of Mexico

### **FACULTY APPOINTMENTS**

- 2002-Present **University of Central Florida**, College of Health and Public Affairs, Department of Health Management and Informatics.  
*Associate Professor (Fall 2013-Present)*  
*-Director of the Executive Master in Science in Health Services Administration (e-MSHSA) Program. (Fall 2012-Present)*  
*-Director of the Bachelor in Science in Health Services Administration (BS-HSA) Program. (Fall 2011-Summer 2012)*  
*-Director of Global Health Initiatives (Summer 2008 to present).*  
*-College of Medicine, Department of Medical Education*  
*Assistant Professor Secondary Appointment (Spring-summer 2008)*  
*-Assistant Professor (Fall 2007 to Summer 2013)*  
*-Adjunct Instructor (2002 to spring 2007).*
- **Courses Developed:** International Healthcare Systems; Strategic Management; Health Ethics, Managed Care; Managerial Epidemiology; Issues and Trends for the Health Professions; The U.S.A. Healthcare System; Managerial Epidemiology; Interdisciplinary Study Abroad in Costa Rica; The Mexican Healthcare System Study Abroad; The Brazilian Health Care System Study Abroad; Health Care Quality Management; Health Informatics Applications in Health Care Management; MOOC (Massive Online Open Course) International Health Systems; MOOC International Health Systems: Incorporating Sustainability Strategies; Health Care Organization and Management; Health Care Organizational Behavior and Human Resource Management; Human Resources Management; Leadership for Healthcare Executives and The Capstone Strategic Course for the Executive Master's Program.

- **Scholarship of Teaching and Learning:** Development of Internet-Based Courses incorporating distributed learning technology such as Wikis, Blogs and Webinars. Integration of globalization in the healthcare management curricula and the development of teaching aids to support this process. Development of a cultural competency online learning module. Expansion of the concept of sustainability and interrelation with management development. Development of a Curriculum Integration Model for Students to Demonstrate Knowledge of Specific Lenses of Cultural Competency. Developed and teaching one of the two initial MOOC (Massive Online Open Courses) that UCF and CANVAS are offering in the Spring of 2013. Follow up MOOC offered in the Fall of 2013 addressing the special issue of Incorporating Sustainability Strategies. Member of the Faculty Innovation Project of the Faculty Center for Teaching and Learning (FCTL) during the Fall of 2013 “Assigning and evaluating multimedia Projects”. Participant in the Spring 2014 FCTL in the “Accessibility and Inclusive Design Course Innovation Project”. Summer 2014 Conference development of a Curriculum mapping and inclusion of diversity issues and competencies in specific courses and academic programs across the university. Summer 2015 Presentation “Online Alternatives to short-term study abroad” Virtual Study Abroad to Brazil. Developing additional opportunities for courses during 2016 and 2017.
- **Research Interest:** Global Health Management Development, Health Management Training and Education, and Organizational Behavior for Health Systems Performance and Quality Improvement. COHPA Research Fellows 2010- 11. Peered Reviewed Publications 29; Books and Book Chapters: 3; Peered Review and by Invitation Presentations: 42; Grants and Consulting: 19; other publications 15; other presentation 40.
- **Global Health Initiatives:** Stimulates and supports the global interest of students and faculty in our Department and College. Coordinates collaboration programs with international university partners in Argentina, Colombia, Costa Rica, Mexico, Paraguay, the West Indies, Kazakhstan, Turkmenistan and the Republic of Georgia to strengthen health management systems; health reform projects; health disparities and outcomes; and healthcare Management and Informatics curricula development. In collaboration with two US universities, developed and delivered a Managed Care course to start a new Health Insurance Master’s Program (2008-2009), and an undergraduate health administration program with the University of Tbilisi in Georgia (2009-Present). Lead member of the University wide Committee for an International Strategic Partnership Program with the University of Costa Rica in 2011/14 and established a multicountry health services research group with faculty from Latin American Universities in Costa Rica, Peru, Colombia, Brazil, Mexico and in Canada. In 2012 and 13 developed a collaboration to teach a multicenter course with students from UCF, a University in Canada y one in Mexico. In March 2014 participated in a peer review assessment of the Javeriana Health Administration program as a pilot to develop an international accreditation mechanism. In January of 2015 development of a study abroad program to Brazil combining students and faculty from two U.S. Universities utilizing onsite and virtual online access to students in both universities.

- **Service: HMI Program:** Member of the Promotion and Tenure Department Committee (August 2013- Present). Member New Faculty Search Committee (2007-08; 2010; and 2012); Member Chair Search Committee (2010-11); Member Undergraduate Certification Committee (2007-08). **College: COHPA:** Member International Committee (Fall 2007-Present) and Chair (Fall 2010 to Spring 2012) Development of new webpage, Interdisciplinary study abroad program and International certificate initiative; Member College Graduate Council (Fall 2012-Present); Member of the Teaching Incentive Award (TIPS) Selection Committee (2013 & 14). Member of Physical Therapy Department Chair Search Committee (April 2013- Aug 2013); Elected member of the College Promotion Committee for Instructor and Lecturer (August 2012 - Present); Member COHPA Division Review Committee [DRC] (Aug 2012 - Present); Member College Undergraduate Committee (Fall 2010 to Spring 2012); Member College Diversity Committee (Fall 2007-Spring 2009 & Fall 2011 to date); Member College Faculty Council (Fall 2008-09 & Chair 2009-10). **University: UCF:** Elected Member of the Faculty Senate (2013-15) and Member of the Steering Committee of the Faculty Senate (2013-15); Member of the Faculty Parking Committee(2013-14); Member International Affairs Committee (2010-2013) member of the following Sub-Committees: Technologies, International Travel, Strategic Plan and Coordinator of the University Strategic Partnership Committee (University of Costa Rica) (2011-Present); Member of the Administrative Review Committee for Dr. Consuelo Stebbins, Assistant Vice-President for Internationalization (Feb-Apr, 2012); Member Public Health New Degree Program Committee (Mar 2011-Feb 2012); Member University Master Planning Committee (Aug 2012 – Aug 2013); Alternate Senator HMI on Faculty Senate (2008-09); Member Undergraduate Course Review Committee (2008-09); Member Undergraduate Policy and Curriculum Committee (2009-2011). **Community Service:** Board of Directors SHARES International Florida Hospital Foundation (2005-2014) Advisor to the board of Directors Medical Programs (2014-Present); Board Celebration Foundation (2003-2011 President 2004-05); Rotary Club Celebration and District Leadership (2003-11). **National and International Service:** Member of the Candidacy Committee of CAHME [Commission on Accreditation of Healthcare Management Education](2015-Present); Board Directors AUPHA [Association of University Programs in Health Administration] (2011-Present) & Chair International Committee; Global Health Management Faculty Network Member (2000-Present) and Chair (2006-08); Board of Visitors Panushka College of Professional Studies, University of Scranton (2001-2007); Reviewer Grant Program HRSA Preventive Medicine Residency (2007), Public Health Nursing (2006); & Health Administration Training (2000); Mexican Hospital Association, Board member (1979-86) and President (84-86), International Linkage Committee (2002-Present).

2001-Present      **University of Scranton**, Panuska College of Professional Studies, Affiliated Faculty (2002 to Present) and member of the Board of Visitors (2001 to 2007).

- Advisor for the development of a strategy for globalization of the College and the inclusion of global focus collaborative projects and courses in the curricula of several health professions departments. Serves as advisor for global interest students and faculty. (2001-Present)

- Collaboration with Scranton Faculty in several international projects and meetings presenting papers and research projects in the USA, Europe and Latin America. (2007-Present)
- Participant in the study to assess the global content and engagement of the CAHME (Commission on Accreditation of Healthcare Management Education) accredited graduate programs in the US and Canada and to assess the demand for and supply of credentialed healthcare management in 21 countries. (July 2010- Present)

2004-2008                    **Georgetown University**, Department of Health Systems Administration

- Advisor for the development of a Senior Executive Team and Organizational Development Program for the Mexican Institute of Social Security (2003-2006)
- Co-principal investigator in a Research Design Study to Evaluate the Impact and Value of International Hospital Accreditation for the Joint Commission International (JCI) and other international agencies (2006-2008)

1976-Present              Guest Professor at several institutions in Mexico and the United States, including **Tulane, The George Washington University, National Institute of Public Health of Mexico, The National Autonomous University of Mexico, Technological Institute of Monterrey, University del Norte (Barranquilla, Colombia), University of Southern Mississippi, University of Georgia (Tbilisi), and Universidad Autonoma de Guadalajara.**

1983-1995                  Instructor for the **Center for Creative Leadership**, Greensboro, North Carolina, for the Mexican based TEAM for Latin America.

1975-1985                  **National Autonomous University of Mexico (UNAM)**

- School of Medicine, History and Philosophy of Medicine Associate Professor (1975-1977); Full Tenured Professor (1978-1985)
- School of Accounting and Business Administration Associate Professor (1976-1978); Full Tenured Professor (1978-1981)

1974-1975                  **Military Medical School**, Mexico  
Assistant Professor in Surgery Techniques

## **EMPLOYMENT HISTORY IN BRIEF**

February 1997- 2007 **Member of the Board of Directors**

January 2002 – 2006 **Vice President** of the **Institute for Technical Cooperation in Health – INTECH**, Potomac, Maryland [www.intech-salud.org](http://www.intech-salud.org)

- Coordinated and implemented the health management development and training activities for partnership programs with Russia, Ukraine, Moldova, Belarus, Georgia, Armenia, Azerbaijan, Kazakhstan, Kyrgyzstan, Turkmenistan, Uzbekistan, Albania, Croatia, Rumania, Hungary, The Czech Republic, Bosnia-Herzegovina, Slovakia, Latvia, Estonia, in association with the American International Health Alliance (AIHA) ([www.aiha.com](http://www.aiha.com)).

- Activities included the design and assessment of sustainable human resources development strategies; the design and implementation of training plans, workshops, tutorial activities and seminars; and the production, editing and dissemination of training materials and web-based resources for hospitals, primary healthcare units and HIV/AIDS centers and programs.  
(<http://www.eurasiahealth.org/eng/health/resources/82658/>)
- Participated in the modernization project of the Ministry of Health of Armenia developing a management training strategy and a governance structure and mechanisms plan for the reformed hospitals in Yerevan as part of the World Bank team for the Health Sector Reform.
- Collaborated with local universities, public health or management centers, and training units from Ministries of Health to develop their capacity and resource base to deliver health management training courses in their respective countries including, but not limited to, train the trainers; tutoring and mentoring; computer and teaching technology access and implementation; library and resource center development; and tailor-made study trips and traveling seminars.

December 1995 – 2007

**Founder and Senior Partner of CONSSALUD SC**, Mexico and Central America. [www.conssalud.com](http://www.conssalud.com)

- Projects include the reorganization, modernization, and systems review for the accreditation process of the hospital network for the public employees' social security in the state of Sonora, Mexico; Assessment of the new regional hospital in Oaxaca, Mexico.
- Design and principal instructor of the International Hospital Management Course for executives and engineers of healthcare facilities in El Salvador. Conssalud/ASIA (Association of Architects and Engineers). January-February 2006.

April 1999 – Dec 2001

**Senior Health Management Consultant** for the **Academy for Educational Development (AED)**, Washington, D. C. [www.aed.org](http://www.aed.org)

- Participated in Latin American health sector and management training development programs.

May 2011 to Present  
May 1999 – May 2011

**Member of the Board of Directors**  
**Vice Chair and Chair of the Global Healthcare Management Faculty Network**

January 1992 – April 1999

**Vice President of the Association of University Programs in Health Administration (AUPHA)**, Washington, D. C. [www.aupha.org](http://www.aupha.org)

- Implemented initiatives in more than 30 countries and trained over 3500 executives, involving over 150 foreign and US faculty in the programs.
- Responsibilities included the development of proposal and work plans to be submitted to funding sources; curriculum and materials development; conducting training needs assessment; coordinating new academic programs and institutional development in multiple countries; Coordinating educational and professional partnerships with US and

third country organizations; organizing, coordinating and teaching courses and seminars.

- Managed more than 4.5 million dollars on cooperative agreements, grants and contracts with the U.S. Agency for International Development (USAID), the AIHA and the International Research Exchange (IREX). Activities included health management needs assessments; Ministry of Health, health reform and policy analysis; University, public health and management institutes development plans; curriculum development and implementation; institutional and learning resources development; and US and foreign faculty development.

August 1985 - 1992

**Director.** International Office and the Latin American Development Program, **Association of University Programs in Health Administration (AUPHA)**, Arlington, Virginia, USA.

- Developed and directed a program to strengthen health administration education in Latin America. Conducted needs assessment and executive and academic program and curriculum development in 17 countries in the region.
- Managed five million dollars in cooperative agreements, grants and contracts from USAID, private foundations and participating academic institutions.
- Network of health administration programs in Latin America grew from 25 to 80 during the period of this project.

June 1984 - July 1985

**Coordinator of Studies and Projects (Chief of Staff),** Under Secretary of Research and Development, Secretary of Health, Mexico, D.F.

May 1983 - June 1984

**General Director of the Health Care Standards and Social Welfare,** Secretary of Health and Welfare, Mexico, D.F.

January- July 1983

**Advisor to the General Medical Director of the Institute of Social Services for the State Employees (ISSSTE)**

January - April 1983

**Advisor to the Chief of Staff,** Under Secretary of Health, Secretary of Health and Welfare, Mexico, D.F.

May - December 1982

**Advisor, Human Resources and Healthcare Management, Health Services Coordinator of the Secretary of the Presidency,** Mexico, D.F.

January 1981- May 1982

**Management Consultant.** Administrative Consultants and Training S.C. Mexico, D. F.

1977 - November 1981

**Coordinator (1977-78) and Director (1979-81) of the Master's Program in Health Care and Hospital Administration,** Postgraduate Division, School of

Accounting and Administration, National Autonomous  
University of Mexico, Mexico, D.F.

- This Master's program was the first of its kind to be developed in Mexico. The other 3 health administration programs in the country at the time functioned in schools of public health and medicine. Hired to develop this new program as assistant professor (moved gradually to full professor), program coordinator, and program director.
- Responsibilities included the development of a curriculum based on the existing MBA program; conducting needs assessment for health administration training and education; coordinating the work of the faculty from the School of Business as they teamed up with health services practitioners and with faculty from other schools like public health, medicine, psychology and sociology; responsible for the legal and academic approval of the program throughout the University and Health Sector instances: seeking for financial resources to support the program development (W.K. Kellogg granted a major development grant): and connecting the program to the international network of AUPHA.
- Areas of teaching included Organizational Behavior, Organizational Theory, and hospital and health services operations management. Developed continuing education courses on Strategic Management and Operations Research for Physician Executives.

1970 - 1977                      **Assistant Director (1970-74) and Director of Administration (1975-77)**, Central Quirurgica Hospital, Mexico, D.F.

1970 - 1974                      **General Manager, Centro Comercial Central Quirurgica, S.A.**, Mexico, D.F.

## **RESEARCH AND TEACHING ACTIVITIES**

### **PEER REVIEWED PUBLICATIONS**

- "Maintaining sustainability of acute care hospitals". Costello M., West D. & **Ramirez B.** *Journal of Hospital Administration* Vol. 4, No1. 2015 Pp. 9-15
- "End-of-Life Decisions- Some International Comparisons" Costello M., West D. & **Ramirez B.** *The Journal of World Health and Population.* 2014, Vol 15 No. 2, Pp. 5-14
- "Development of a Culture of Sustainability in Health Care Organizations" **Ramirez B.**, West D. & Costello M. *The Journal of Health Organization and Management.* 2013. Vol. 27, No.5, pp. 665-72
- "Leadership and globalization: Research in health management education" West D, **Ramirez B.** & Filerman G. *World Hospitals and Health Services.* International Hospital Federation. 2012. Vol. 48, No. 3, pp. 14-17
- Contract Research Organizations: An Industry Analysis. Dimachkie M., **Ramirez B.**, Popescu C. & Reggie E.M. *International Journal of Pharmaceutical and Healthcare Marketing.* 2012. Vol. 6, No. 4, pp.336-350

- “Recommendations for the Design of an Integrated Informatics Policy in Costa Rica” Villalobos-Lozano L.B. & **Ramirez B.** *International Journal of Public Policy*. Vol. 8, No. 1/2/3 2012. Pp. 69-78
- “Hospitals for Sale” Costello M., West D. & **Ramirez B.** *Hospital Topics*. 2011. Vol 89 (3) Pp. 69-73
- “Global Health Management Education: Essential Competencies and Major Curricular Challenges” Counte M., **Ramirez B.** & Aaronson W.E. *The Journal of Health Administration Education*. Summer 2011. Vol 28. Pp. 227-236
- “Sustainability and the Health Care Manager: Part II” **Ramirez B.**, Oetjen R., & Malvey D. *The Health Care Manager*. Vol. 30 No. 3 July-September 2011. Pp. 261-265
- “Health Care Transitions and the Aging Population: A Framework for Measuring the Value of Rapid Rehabilitation” Ross D., **Ramirez B.**, Rotarius T. *The Health Care Manager*. Vol. 30 No. 2 April-June 2011. Pp. 96-117
- “Sustainability and the Health Care Manager: Part I” **Ramirez B.**, Oetjen R., & Malvey D. *The Health Care Manager*. Vol. 30 No. 2 April-June 2011. Pp. 133-138
- “The Laboratory Workforce Shortage: A Managerial Perspective” Cortelyou-Ward K., **Ramirez B.**, Rotarius T. *The Health Care Manager*. Vol. 30 No. 2 April-June 2011. Pp. 148-155
- “Privatization and Management Development in the Health Care Sector of Georgia” West D., Costello, M. & **Ramirez B.** *World Health and Population*. Vol. 12 No. 4 2011 Pp. 14-23
- “Sustainable Cost Reductions for Community Hospitals” West D. & **Ramirez B.** *Humanum: International Social and Humanist Studies*. No. 5(2) 2010. Warsaw, Poland. Pp. 113-123
- “A Comparative Perspective on Contemporary Trends in Global Healthcare Management Education” Aaronson W.E., Counte M. and **Ramirez B.** *The Journal of Health Administration Education*. Vol.25 No. 3, Summer 2008. Pp. 175-190.
- “Not for Profit Versus For Profit Health Care Providers-Part II. Comparing and Contrasting their Records.” Rotarius T., Trujillo A., Liberman A., and **Ramirez B.** *The Health Care Manager*. Vol. 25 No. 1, January-March 2006. Pp. 12-25.
- “Not for Profit Versus For Profit Health Care Providers-Part I.” Comparing and Contrasting their Records. Rotarius T., Trujillo A., Liberman A., and **Ramirez B.** *The Health Care Manager*. Vol. 24 No. 4, October-December 2005. Pp. 296-310.



- “Quality, Value, Accountability and Information as Transforming Strategies for Patient-Centered Care: A Commentary from an International Perspective.” **Ramirez B.** and Nazaretian M. *Healthcare Papers*, Vol. 5 No. 4, 2005. Pp. 52-55.
- “Tools for Teaching and Learning with the Case Study Method.” **Ramirez B.** and Moga C. *The Journal of Health Sciences Management and Public Health*. National Health Management Center of Georgia/ The University of Scranton, Pennsylvania. Vol. 3 No. 1, 2002. Pp. 76-83.
- “International Health Services Management Education: An Overview of Major Efforts and Lessons Learned During the 1990’s.” Counte M.A., Aaronson W.E., and **Ramirez B.** *The Journal of Health Administration Education*. Vol.18 No. 4, Fall 2000. Pp. 441-459.
- “The Pillars of Health Management Education: Lessons from the CEE Experience,” Aaronson W, West D., Heshmat S. and **Ramirez B.** *The Journal of Health Administration Education*. Vol. 16 No. 2, Spring 1998. Pp. 125-144.
- “An Integrative Role for a Health Policy Course in the Health Services Management Graduate Curriculum.” Bradbury R. and **Ramirez B.** *The Journal of Health Administration Education*. Vol 15 No. 3, Summer 1997. Pp. 207-213
- “Educación y Capacitación en Administración de Servicios de Salud en América Latina y el Caribe: El Programa de Desarrollo de la AUPHA”. (Education and Training in Health Administration in Latin America and the Caribbean. The Latin American Development Program, AUPHA). **Ramirez B.** *The Journal of Health Administration Education*. Vol 11 No. 1 Winter 1993, Arlington Virginia. 135-147
- “Organizational Behavior and Total Quality Management.” **Ramirez B.** *The Journal of Health Administration Education*, Vol 10 No. 4 Fall 1992. Arlington Virginia 707-714
- "Education for Health Administration Education in Latin America and the Caribbean," DeVries R., Kisil M. & **Ramirez B.** *The Journal of Health Administration Education*, Vol. 6, No. 4, Fall 1988. Pp. 919-45
- "Educación en Administración de Salud en América Latina y el Caribe," DeVries R., Kisil M. & **Ramirez B.** *The Journal of Health Administration Education*, Vol. 6, No. 4, Fall 1988. Pp. 953-82
- "Rural Primary Health Care in Latin America," **Ramirez B.** & Berry D. *The Journal of Rural Health*, Vol. 4, No. 1, January 1988.
- "A Bibliography of Rural Primary Health Care in Latin America," **Ramirez B.** & Berry D., *The Journal of Rural Health*, Vol. 4, No. 1, January 1988.
- "Health Services Administration in Latin America," **Ramirez B.** *Journal of Public Administration*, No. 69/70, National Institute of Public Administration, June 1987.

## BOOKS AND BOOK CHAPTERS

- Book Chapter: “From Traditional to Massive Online Education: The Global Health Village” **Ramirez B.**, Dimachkie M, & Ramirez C.L. In “Educational Technology from the Global Village: Worldwide innovation and best practices. Editors: Barreneche G., & Lloyd L. 2014. *CyberAge Books. Information Today, Inc.*, Medford, New Jersey. Pp.87-100. ISBN 978-1-57387-481-6
- Book Chapter: Chapter 18 “Mexico”. **Ramirez B.** & Hurtado A. in “World Health Systems: Challenges and Perspectives” 2<sup>nd</sup>. Edition. (2012). Fried, B. & Gaydos, L. *Health Administration Press*, Chicago, IL.. Pp. 409-432. ISBN 13: 978-1-56793-420-5
- “Casos en administración de servicios de salud: Un enfoque para la solución de problemas”, Kindig, D., **Ramirez B.**, y Lastiri, S., editores. México, DF: Hecar, 1989.

## OTHER PUBLICATIONS

- “Tendencias Actuales de la Administración de Salud en el Mundo” **Ramirez B.** Editorial. Revista Gerencia y Políticas de Salud Vol 13, No. 26 June 2014 Pp. 5-8
- “Global Health Management Education: Challenges and Opportunities for Academic Programs”. Aaronson W.E., Counte M., **Ramirez B.** & West D. *The Journal of Health Administration Education*. Vol 27, No. 4 Fall 2010. Pp. 323-325 (Letter to the editors)
- Editor of the Health Administration Module Series published by AIHA and USAID. *Modules for Facilitators and Participants* (12 Units). (2<sup>nd</sup> Ed. Spring 2000). Translated into Russian (Spring 2000). Adapted as training materials for the Internet at [www.aiha.org](http://www.aiha.org) (2001-2002) in Washington D.C. Module for Materials Management in HIV/AIDS Centers and Programs translated into Russian (2005).
  - Module 1: Management, Leadership and Health Systems;
  - Module 2: Planning and Marketing
  - Module 3: Information Management with Application to Quality
  - Module 4: Human Resources Management
  - Module 5: Team Building and Communication Skills
  - Module 6: Financial Management
- “Module: Strategic Planning and Health Services Organization.” Program for the Development of Health Care Management. Ministry of Health and Public Welfare, Republic of Paraguay. IDB and AUPHA. (1<sup>st</sup> Ed. 1999, 2<sup>nd</sup> Ed. 2000, 3<sup>rd</sup> Ed. 2004).
- “Global Partnerships: A Formula for Success.” Proceedings from the First International Conference on Health Care Systems for the New Millennium. Queretaro, Mexico. May 2000.
- “Management Training Workshops Promote New Leadership Techniques”. CommonHealth, The Journal of the American International Health Alliance, Washington D. C., fall 1995

- "Is Health Services Administration Unique?" **Ramirez, B.** and Filerman, G.L., Editors: Rodrigues, R.J. and Malik, A.M., Preparing Health Care Managers For a Changing World, Santiago, Chile, Insora, 1994. Pp. 107-110
- "Program Review/Assessment/Accreditation: The Latin American Experience" **Ramirez B.** Management Development for Health Care: An International Perspective. Report of the Health Care Management Seminar at Rewley House, Oxford England May 8-13, 1988. Editor Colin Grant. The European Healthcare Management Association. Dublin. 1989
- "A Health Information System," Official Yearbook, International Hospital Federation, London, England. 1986
- "Organizing a Clinical Experience," The World of Health Services Administration Education, AUPHA, Lisbon, Portugal 1983.
- "Trends in Medical Care and Hospital Administration Education in Mexico," School of Accounting and Administration, National Autonomous University of Mexico, Mexico, D.F., 1980
- "The Present Philosophical Trends in Medicine," Mexican Society of Medical History and Philosophy Bulletin, Vol. 2, No. 12-13, Mexico, D.F., 1975.

#### **ARTICLES ACCEPTED FOR Publication OR UNDER REVIEW**

- "Using Research in Health Management Education to Design & Implement International Accreditation".. West D., Szydlowski S., Costello M. & **Ramirez B.** Accepted and forthcoming in the *Kontakt Journal of Nursing and Social Sciences*
- "University Based Partnerships: Designing Short Term Study Abroad Opportunities for Graduate Students", West D. & **Ramirez B.** Accepted and forthcoming in the *Journal of Clinical Social Work and Health Interventions*
- "Advances in Global Health Management and Policy: Straightening the Development, Organization and Delivery of Health Services" Editors: Aaronson M., **Ramirez, B.** Counte M. & West D. Book approved for publication by the Health Administration Press in September of 2015 (possible date of Publication April 2017)

#### **WORK IN PROGRESS**

- "Experiences with Massive Online Open Courses in Health Administration" Ramirez C., **Ramirez B.** & Aaronson W. To be submitted to the Journal of Health Administration Education.
- "Global Health Management Competencies: A Framework for Effective Management Training" **Ramirez B.** West d., Aaronson W. & Ramirez C.L. two articles on this topic to be submitted to the Journal of Health Administration Education and to a Journal in Latina America or Central Eastern Europe

- Virtual experiences with Study abroad programs. **Ramirez B.**, Howard W., Ramirez C.L., Szydlowski S.

## EDITORIAL APPOINTMENTS

- 2005-Present      **Member of the Advisory Editorial Committee**  
*Journal of World Health and Population*, Longwoods Publishing Corporation, Toronto, Canada/Chapel Hill North Carolina
- 2005-Present      **Member of the International Advisory Council**  
*Revista Gerencia y Política de Salud (The Journal of Management and Health Policies)*. Javeriana University, Bogota, Colombia
- 1999-Present      **Member of the Advisory Editorial Committee**  
*HealthCarePapers*, Longwoods Publishing Corporation, Toronto, Canada
- 2010-2012        **Member of the Editorial Board**  
*Journal of Health Management and Public Health*, University of Trnava, Slovakia
- 2009-2012        **Member of the Editorial Board**  
 Health Administration Press/AUPHA Graduate Studies
- 1988-1995        **Member of the Editorial Board**  
*Bulletin of the Pan American Health Organization* and the *Boletín de la Oficina Sanitaria Panamericana*, PAHO.
- 1986-1995        **Contributing Editor**  
*La Revista de Educación en Administración de Salud (The Journal of Health Administration Education)*. AUPHA, Washington, D.C.
- 1986-1994        **Editor**  
*Boletín Latinoamericano de Educación en Administración de Salud* and *AUPHA International*. AUPHA, Washington, D.C.
- 1976-1979        **Member of the Editorial Board**  
*Hospital Actual (Hospital Today)*, Mexico

## PEER REVIEWED AND BY INVITATION PRESENTATIONS (NATIONAL AND INTERNATIONAL)

- Chair Healthcare Informatics and Technology Track. **Ramirez B.** The 2015 Midwest Business Administration Association (MBAA) International Conference. Chicago IL, (April 13-15, 2016)

- “Global Health Management Competencies: A Framework for Effective Management Training” **Ramirez B.** West d., Aaronson W. & Ramirez C.L. 2016 Annual Meeting of the Midwest Business Administration Association (MBAA) International Conference. Chicago, IL. (April 13-15, 2016)
- “The Role of Synchronous Communication in Asynchronous Online Courses” Webinar. Ramirez B. & Calandrino T. The UCF Center for Distributed Learning. Orlando, Florida (March 29, 2016)
- “Global Health Management” Workshop. The George Washington University Executive Health Services Administration Program Immersion Traveling Seminar. Miami, Florida (March 26, 2016)
- “Developing Strategic Initiatives to Advance Global Healthcare Management Education” West D, **Ramirez B.**, & Filerman G. 39<sup>th</sup> World Hospital Congress. International Hospital Federation. Chicago IL, (October 7, 2015)
- “Using Research in Health Management Education to Design and Implement International Accreditation” West D., **Ramirez B.**, Costello M, & Szydowski S. European Management Association (EURAM) 15<sup>th</sup> Annual Conference. Warsaw, Poland (17-20 June, 2015)
- “Redesign Global Learning: Onsite and Online Opportunities Discussion Panel”. Borkowski N. Moderator. West D., **Ramirez B.**, Howard W, & Szydowski S. AUPHA Global Symposium: Global Partnerships in Health Management Education & Research. Miami, FL (June 2, 2015)
- “Improving Performance of Health Care Organizations in Latin America and the United States: Major Perspectives and Challenges”. **Ramirez B.** & Counte M. Moderators and Malik A., Yepes F, Cortes Ariel, Alvarez E. & Coyne J. AUPHA Global Symposium: Global Partnerships in Health Management Education & Research. Miami, FL (June 2, 2015)
- “Online Alternatives to short-term study abroad” Presentation on the experience of a Virtual Study Abroad to Brazil in collaboration with the University of Scranton. Wendy Howard from the Center for Distributed Learning UCF and **Ramirez B.** UCF Summer Faculty Development Conference, Orlando FL. (May 13, 2015)
- Chair Healthcare Informatics and Technology Track. **Ramirez B.** The 2015 Midwest Business Administration Association (MBAA) International Conference. Chicago IL, (March 25-27, 2015)
- “Designing Graduate Level Study Abroad Courses” West D. & **Ramirez B.** 2015 Annual Meeting of the Midwest Business Administration Association (MBAA) International Conference. Chicago, IL. (March 27, 2015)

- “A Survey of Massive Open Online Courses in Health Management” **Ramirez B.**, Ramirez C. & Aaronson W. 2<sup>nd</sup> Best Poster Prize. AUPHA Annual meeting. San Antonio, Texas (June 18-21, 2014)
- “Expanding Global Health Management Capacity Using a Collaborative and Integrated Model of Engagement”. West D., **Ramirez B.**, Counte M. & Yepes Francisco. AUPHA Annual Meeting. San Antonio, Texas (June 18-21, 2014)
- “Maintaining Sustainability of Acute Care Hospitals: Financial, Market and Access Considerations. Costello M., West D, & Ramirez B. EURAM Annual Meeting. Waves and Winds of Strategic Leadership for Sustainable Competitiveness. Valencia, Spain (June 4-7, 2014)
- “Is there a Best Healthcare System in the World?” **Ramirez B.** II International Symposium in Health Care Management. School of Medicine and Health Sciences. Technological Institute of Monterrey, Mexico (April 25, 2014).
- Chair Healthcare Informatics and Technology Track. **Ramirez B.** The 2014 Midwest Business Administration Association (MBAA) International Conference. Chicago IL, (March 26-28, 2014)
- “A New Model for Building International Networks” West D. & **Ramirez B.** 2014 Annual Meeting of the Midwest Business Administration Association (MBAA) International Conference. Chicago, IL. (March 26, 2014)
- “Future use of Technology in Education” Panel discussion **Ramirez B.** Willis W, Sheridan T. & Ure K.. 2014 Midwest Business Administration Association (MBAA) International Conference. Chicago IL, (March 27, 2014)
- “Certificación de Hospitales: Experiencias a Nivel Mundial” **Ramirez B.** Invited conference at the Certificate Program for Accreditation of Healthcare Organizations. Veracruzana University, Jalapa, Mexico. (March 14, 2014)
- “An Initial Foray into the MOOC-isphere: The Good, Bad and Ugly”. Cavanagh T., Raible J., Bauer S., **Ramirez B.**, & Cassanello R. 19th. Annual Sloan Consortium Conference. Orlando, FL November 20, 2013
- AUPHA Annual Meeting. Panel Coordinator and presenter: Strategic Planning and Graduate Education in South America. **Ramirez B.**, Yepes F., Dominguez D. & Dimachkie M. Global Symposium. Monterey California. (June 18, 2013).
- AUPHA Annual Meeting. “Comparative International Health Systems: A Massive Online Open Course Experience for Global Healthcare Management Education. **Ramirez B.**, Aaronson W., Ramirez C.L. & Dimachkie M. Monterey California (June 19, 2013)
- Anahuac University Canada, Mexico and US Collaborative Program Symposium. “Healthcare Management Challenges: The US Healthcare System” **Ramirez B.** Mexico City (March 22, 2013)

- AUPHA Leaders' Conference. "International Healthcare Management Education: Strategies for Global Excellence". **Ramirez B.**, West D., & Filerman G. (March 12, 2013)
- "Supply of Physicians and Nurses in the United States and Worldwide: Issues, Trends & Effects on Healthcare Management". Masri M., Unruh L., **Ramirez B.**, Popescu C. & Zeini I. Presented on the Business & Health Administration Association (MBAA) Annual Meeting. Chicago, IL. (February 27 – March 1, 2013)
- "Hospital Concerns about end-of-life care: some international comparisons. Costello M., West, D. & **Ramirez B.** Seventh International Conference on Healthcare Systems and Global Business Issues. Jaipur National University. Jaipur, India (January 3-6, 2013)
- "International Healthcare Management Education: Trends and Issues" West D., **Ramirez, B.**, Filerman G. & Szydlowski S. American Public Health Association 140th Annual Meeting & Expo. "*Prevention and Wellness Across the Life Span*". San Francisco, CA, (October 27-31, 2012)
- Invitational Conference "21<sup>st</sup> Century Health Care Management Education: Confronting Challenges for Innovation with a Modern Curriculum" **Ramirez B.** member of the White Paper development team. Invitational Conference organized by Regina Herzlinger from the Harvard School of Business. Boston MA. (October 4-5, 2012)
- Invited Presenter "The State of Health Management in Latin America and its Perspectives". **Ramirez B.** First National Congress of Health Administration: The New Health Administration Challenges in Colombia. National School of Public Health. Antioquia University, Medellin, Colombia (July 26-27, 2012)
- "Managing Social Change Through Innovation and Engagement in Health Care Organizations" West D., **Ramirez B.** & Costello M. 12th EURAM Annual Conference "Social Innovation for Competitiveness, Organizational Performance and Human Excellence" Rotterdam, Netherlands (June 6-8 2012)
- "Global Healthcare Management Education: Transformational Partnerships for Excellence" West D., **Ramirez B.**, Gliford B & Dominguez D. Poster Peer-Reviewed presentation at the 2012 AUPHA Annual Meeting "Embracing Transformation". Minneapolis, MN. (May 31- June 3, 2012)
- "Translating Web2.0 Technology from the Classroom to the Real World of Practice". **Ramirez B.**, Dimachkie M., Oetjen R. & Oetjen D. Business and Health Administration Track. MBAA International Conference "The Challenge of On-Line Academics: How to Achieve an Effective Balance. Chicago. (March 28-30, 2012)
- "International Health Management Education: Phase II Findings". West D., Stanowki A., Hernandez R. & **Ramirez B.** Business and Health Administration Track. MBAA International Conference "The Challenge of On-Line Academics: How to Achieve an Effective Balance. Chicago. (March 28-30, 2012)

- “Contract Research Organizations: An Industry Analysis”. Dimachkie M., **Ramirez B.**, Popescu C. & Reggie E.M. International Business Track. MBAA International Conference “The Challenge of On-Line Academics: How to Achieve an Effective Balance. Chicago. (March 28-30, 2012)
- “Crossing the Information Fluency” **Ramirez B.**, Dimachkie M., Oetjen R. and Oetjen D. 2012 Information Fluency Conference “Information Fluency and the Digital Divides”. UCF, Orlando (March 14-16, 2012)
- Invited Presenter First International Health Systems Management Conference “Towards a Globalized Perspective in Health Systems Management”. **Ramirez B.** *Key note Speaker*. “Health Care Systems Management Education”. School of Accounting and Management. National Autonomous University of Mexico. November 16-18, 2011
- AUPHA-CAHME (Commission on Accreditation of Healthcare Management Education) Workshop. Presenter “International Healthcare Management Education: Research Findings and Future Directions” West D., **Ramirez B.**, & Lloyd J. Charleston, SC (June 22, 2011)
- “Managerial Competencies to Institute a Culture of Sustainability in Health Care Organizations” **Ramirez B.**, West D., & Costello M. Peered reviewed International presentation at the Management of Culture and Change in Health Care Organizations, Track of the “Management Culture in the 21st Century” European Academy of Management Annual Meeting EURAM11. Tallinn, Estonia. (June 1-4 2011).
- AUPHA Leaders’ Conference. “International Standards for Excellence in Health Administration Education”. West D., **Ramirez B.**, Hernandez B. & Oetjen D. Chicago (March 21-22, 2011)
- “An International Perspective on Performance Assessment of Healthcare Organizations” presented at the Academic International Conference CIBER at the University of Miami. M. Counte, **Ramirez B.**, Aaronson W. & Romeis J. (January 12, 2011).
- “Quality and Safety in Long Term Care” a presentation at the 4th International. **Ramirez, B.** Conference of Economy and Management ECON2010 at the School of Economical Sciences of the University of Buenos Aires in Buenos Aires, Argentina. (15-19 November 2010).
- “Curriculum and Course Development in Georgia: HME Outcomes and Future Directions” West D., **Ramirez B.**, Vasadze O., & Urushadze R. AUPHA Annual Meeting. Portland, Oregon (June3-6, 2010)
- “The Implications of Medical Futility and End-Of-Life Decisions for National Health Policy: A Comparison of United States and European Perspectives”. Costello M., West D. & **Ramirez B.** Peered reviewed International presentation at the Back to the Future Healthcare Organization and Management Track of the European Academy of Management Annual Meeting EURAM10. Rome, Italy. (19-22 May 2010).



- “Privatization and Management Development in the Health Care Sector of the Georgian Economy”. D. West, M. Costello & **Ramirez B.** Peered reviewed International presentation at the Healthcare Management Renewal and Organizational Change Track of the European Academy of Management Annual Meeting EURAM09. Liverpool, England. (11-14 May 2009).
- “Capacity Building and Community Engagement Using an International University-Based Partnership Model”. West D., **Ramirez B.** & Vasadze O. Peered reviewed presentation at the Association for International Education Administrators (AIEA) 2009 Annual Conference in Atlanta, Georgia (February 23-25)
- Presenter of two papers: “Health Management Education Curriculum, Course and Competency Development in Georgia” West D., Vasadze O., Urushadze R. & **Ramirez B.** and “Essential Competencies and Curricular Issues in Global Healthcare Management Education”, Counte M., **Ramirez B** and Aaronson W. AUPHA Annual Meeting. Chicago (June29-July 2, 2009)

#### **NON-PEER REVIEW PRESENTATIONS, MEETING ATTENDANCE & RELATED ACTIVITIES (NATIONAL AND INTERNATIONAL)**

- Reviewer for the *Sustainability* Journal of the Multidisciplinary Digital Publishing Institute-MDPI, Spain (April 7-29, 2016)
- Participated in a CAHME accreditation visit as an observer to further develop my capacity as member of the Candidacy Committee. University of North Carolina at Charlotte, Master of Science in Health Administration Program. Charlotte, North Carolina (March 30 to April 1, 2016)
- Reviewer for papers for the European Management Academy annual meeting EURAM 2016 in Paris, France (Feb-March 2016)
- Represented the President of UCF in the Inauguration of University of Miami President, Dr. Julio Frenk. Met with the Health Administration Program Director, Dr. Steven Ullman to follow up on current collaborative activities and plan for future projects. Miami, Florida (January 27 to 30, 2016)
- Reviewer for a Global Health Book to be published by Oxford University Press (January 17-30, 2016)
- Visited and met with faculty and officials of the Autonomous University of Merida and the Anahuac Mayab University in Merida to develop a study abroad trip for our UCF students and strengthen the collaboration between our universities for future faculty and students teaching and research activities. Merida, Mexico (December 7 to 10, 2015)
- Participated at the American Public Health Association (APHA) 143<sup>rd</sup> Annual Meeting with the topic of ‘Health in all Policies’. I also organized and manned the UCF exhibitor’s booth during the conference. Chicago, Illinois (October 31 to November 4, 2015)

- Reviewer for papers for the 2016 Annual Meeting of the Midwest Business Administration Association (MBAA) International Conference (Nov-Dec 2015)
- Delivered a Class on “Strategy in Healthcare Organizations” as part of a collaborating effort to co-teach courses with the Popular Autonomous University of Puebla (UPAEP) and Professor Pablo Nuno Strategic Course. (October 27, 2015)
- Moderator and presenter on International Perspectives for Accreditation at the International Forum on Accreditation of Healthcare Facilities. Hospital Juarez, Veracruzana University. Mexico City (October 9, 2015)
- Participated in the AUPHA Undergraduate Workshop with the topic of “Trending Together: Health Administration and Higher Education”. Also participated in the AUPHA Board of Directors Meeting. Denver, Colorado (October 6 to 8, 2015)
- Reviewer for paper for the International Hospital Federation (IHF) 39<sup>th</sup> world Congress. Chicago, IL, (Feb-March 2015)
- Global Health and Innovation Conference (GHIC). Is the world's leading and largest global health conference as well as the largest social entrepreneurship conference, with 2,200 professionals and students from all 50 states and more than 55 countries. Yale University. New Haven, Connecticut. March 28-30, 2015
- Participated in the American College of Healthcare Executives (ACHE) Annual Congress where the Executive Program also hosts a display to promote and recruit the academic program. Organized an alumni gathering during the event. Chicago, Illinois (March 15 to 19, 2015)
- Reviewer for papers for the European Management Academy annual meeting EURAM 2015 in Warsaw, Poland (Feb-March 2015)
- American Association of Colleges and Universities (AACU) Global Learning in College: Cross-Cutting Capacities for 21 Century College Students. Minneapolis, Minnesota. October 16 to 18, 2014
- Newseum Conference and Open House for Educators. The use of news in global learning and education. Washington D.C. October 4, 2014
- Harvard Ex Open House. An invitational session for MOOC design and development. September 19-20, 2014
- Participated in the American College of Healthcare Executives (ACHE) Annual Congress where the Executive Program also hosts a display to promote and recruit the academic program. Organized an alumni gathering during the event. Chicago, Illinois (March 23 to 27, 2014)

- Reviewer for papers for the European Management Academy annual meeting EURAM 2014 in Valencia, Spain (Feb-March 2014)
- Presenter Cultural and Language Challenges of Diverse Patient Populations. ACHE of Central Florida Chapter Meeting. Orlando FL, July 9, 2013
- Presentation and seminar of health care management to faculty from the University of Sao Paulo in Bauru, School of Odontology and Communication Disorders. UCF Orlando (Apr 30, 2013)
- Presentation to the UCF Upsilon Phi Delta monthly meeting on Health Care Reform and International Health Systems (Apr 8, 2013)
- Reviewer for papers for the European Management Academy annual meeting EURAM 2013 in Istanbul, Turkey (Feb-March 2013)
- Presenter as a Web Vet in the IDL6543 Spring 2013 Faculty Workshop. UCF Center for Distributed Learning. Orlando, FL (Jan 25, 2013)
- “From the Trenches” Presenter at this session during the *New Faculty Orientation 2012 workshop*. FCTL/UCF (Aug 13, 2012)
- Reviewer for papers for the European Management Academy annual meeting EURAM 2012 in Rotterdam, The Netherlands (Feb-March 2012)
- Chair of the Global Healthcare Management Network business session at the AUPHA Annual Meeting. Charleston. SC (June23-26, 2011)
- Reviewer for paper for the Southern Management Association 20 11 Annual Meeting in Savannah, Georgia. (May 2011)
- Reviewer for papers for the European Management Academy annual meeting EURAM 2011 in Rome, Italy (Feb-March 2011)
- Participated in several “Web Vet” sessions of the IDL6543 course for On Line Course Development at the Center for Distributed Learning/UCF (2009-2012)
- Chair of the Global Healthcare Management Network session at the AUPHA Annual Meeting “How do we Teach what we Teach”. Portland, Oregon (June3-6, 2010)
- Chair of the Global Healthcare Management Network session at the AUPHA Annual Meeting. Chicago (June29-July 2, 2009)
- Graduated from the Diversity Certificate Series Program. Including Modules on the Threshold of Change; Gender and Sexual Orientation Workplace Issues; Race, Ethnicity, Language & Religion Workplace Issues; and Age and Physical Ability Workplace Issues. Office of Diversity Initiatives. UCF. February 2009

- Presenter at a National Webinar on “Innovative Uses of Wikis in Classrooms” Distributed Learning Department, UCF. February 17, 2009.
- Graduate Certificate from the Rotary Leadership Institute. District 6980 Central Florida. May 2007- Jan 2008
- Faculty Development Program for Interactive Distributed Learning for Technology Mediated Course Delivery. Online Course Development Certification. Development of an Internet Based Course in Global Healthcare Management. University of Central Florida. Course Development and Web Services. Orlando, Florida. Sep-Nov 2006. Developed a program to Internationalize the postgraduate Healthcare Management Curricula (Dec 2007- Present)
- Participant interactive Internet seminar “Professionalizing Leadership and Management in Health”. Management Sciences for Health, Leader Net. Oct 17-21, 2006.
- Faculty Executive Team Development Program: Leadership and Strategy, Christus-Muguerza Group, presenting the topics Leadership and Strategic Thinking in Healthcare Organizations. Monterrey, Nuevo León, México. June 1, 2006.
- Participant interactive Internet seminar “Confronting Health Challenges under the Most Difficult Conditions in the World”. Management Sciences for Health, Leader Net. May 1-11, 2006.
- Participant in the Adjunct Faculty Development Retreat. Karen L. Smith Faculty Center for Teaching and Learning. University of Central Florida. May 6, 2006.
- Design and principal instructor of the International Hospital Management Course for executives and engineers of healthcare facilities in San Salvador, Conssalud-ASIA (Association of Architects and Engineers) El Salvador Central America. (Jan-Feb 2006)
- Faculty and program design for a health financing and insurance seminar for the Institute of Medical Education of the Ministry of Health of Turkmenistan. Coordinator of a Study Tour to the USA of a train the trainers’ team. (August 2005) Design and implementation of health management training courses, including the development of local faculty competencies and a new healthcare management executive program within a recently open training center of the Institute of Medicine (June 2005-March 2006)
- Participant Interactive Internet Workshop “The New Paradigm of the Coach-Manager”. Management Sciences for Health, LeaderNet. January 24-February 11, 2005.
- Session coordinator at the National Conference of the Mexican Hospital Association 50<sup>th</sup> Anniversary “Towards a Dependable Hospital: Strategies for the Security and Comfort of the Patient and his Family”, Session “The Communication Media and Hospital Care”. Mexico City, México. June 10-11, 2004.
- Presenter conference “Challenges of Globalization for Health Administration Education”. School of Business, National University of Mexico. Mexico City October 2004.

- Session coordinator at the National Conference of the Mexican Hospital Association 50<sup>th</sup> Anniversary “Towards a World Class Hospital: Strategies for Quality”, Session “Innovative Strategies for Financing: Scenarios for patients. Managed Care neither Panacea nor Nemeses. Guadalajara, México November 21, 2003.
- Session Coordinator and Presenter “Latin Competencies: Challenges for the Productivity and Quality of Health Services” during the 2003 Leadership Summit, *From Vision to Action: Hospitals for a Healthy Future*, the Health Forum of the American Hospital Association and the International Hospital Federation. San Francisco, California, August 2003
- The 5th WHO-ISQUA Workshop on Quality Improvement and the 19th ISQUA Conference, Paris, France. November 2002.
- Facilitator Discussion Leader at the “Texas Health Care in the 21<sup>st</sup> Century” A Forum for Health Care and Business Executives and Physician and Trustee Leaders. The Association of Texas Hospitals and Health Care Organizations. Austin, December 1998, January 2000 and December 2001
- Conference “Cross Cultural Perspectives on Health Care Administration” 5<sup>th</sup> Congress of Health Professions Educators: FutureCare. Association of Academic Health Centers Washington D. C. June 1998
- Keynote Conference “How does a University Develop a Global Presence?” Board of Visitors’ Meeting. The Panuska College of Professional Studies. University of Scranton. Pennsylvania, October 1998
- Participant at various International Invitational Forums:
  - The World of Health Services Administration Education, Lisbon, Portugal, 1981.
  - Worldwide Leaders in Health Administration Education, Oxford, England, 1988.
  - Future of Health Administration, Santiago Chile 1993.
  - Invitational International Conference on the Healthcare Workforce for the 21<sup>st</sup>. Century, Tashkent, Uzbekistan, 1997.
  - Shaping the Infrastructure of Health Professions: A Dialogue between the Countries of Central and Eastern Europe and the USA, Budapest, Hungary, 1998.

## RESEARCH AND ACADEMIC CONSULTING PROJYECTS

- In collaboration with other peers from US and Latin American programs, we have worked on the adaptation and application of an accreditation/certification international project. Both AUPHA and CAHME are interested in the subject and we have been involved in previous studies to collect relevant information in the past 4 years. During 2013 we started working with one of the members of our group that is the Chair of the Health Administration Department at the Javeriana University in Bogota Colombia. After refining the self-assessment instruments we conducted a peer review visit in January of 2014 to assess the Master’s program in health services administration. I chaired the assessment team and conducted a site visit to Program. This Department and the

specific program has been in operation for more than twenty years and both, the University and the Program are considered as one of the most prestigious in Latin America. Besides that in the last five years the Program was restructured to match the current healthcare reform in Colombia. The external reviewer's team consisted of three faculty, one of them from another Latin American distinguish program situated at the School of Business of Foundation Getulio Vargas and the University of Sao Paulo in Brazil. This study included an adaptation of the criteria and self-assessment instruments used by CAHME and it is a pilot experience to advance healthcare administration accreditation/certification in Latin America. The group will meet during the 2014 AUPHA meeting to develop a research proposal to support this initiative during the next two years. (2013 to present)

- In collaboration with 2 faculty from recognized US universities (Scranton and Georgetown), developed a proposal that was submitted to the Commission on Accreditation of Healthcare Management Education (CAHME) and funded by ARAMARK Charitable Fund to develop a study to examine the supply and demand for professionally trained healthcare administrators in sixteen countries. We also assess the extent of international healthcare management education activities of CAHME accredited programs in the USA and Canada and their faculties and describe involvement in international health administration education. We prepared recommendations on future areas of study and suggested ideas for conferences, presentation and other venues to disseminate the results of the study. This study will allow future similar projects and initiatives to expand the knowledge in international healthcare management education. This research started in 2010 and is currently finishing the second phase where the objective is to study 6 additional countries; study role of accreditation agencies in the international arena and possible relevance to health administration education; and a more in-depth analysis or the teaching and research activities in global health in accredited AUPHA member programs in the USA and Canada. The purpose of this project is to assess the feasibility of global accreditation, certification and other quality improvement educational activities in health care management education worldwide. A third phase will be proposed to test a model for program assessment and quality improvement in 2 or 3 pilot international sites to be developed during the fall of 2012 and 2013. (March 2010 to Present)
- Member of the consulting team of experts for EPOS Health Management GmbH in twinning arrangement for the Health Management Capacity Building project for the Ministry of Health of the Republic of Kazakhstan under a World Bank supported initiative "The Kazakhstan Health Technology Transfer and Institutional Reform Project". This project includes the development of a health care management strategy and the creation of a Management Development Center that will coordinate and promote health management education initiatives throughout the Kazakh healthcare system. The assignment included several short term missions to coordinate with local experts, train the trainer seminars/activities and the development of training materials and guidelines. (September 2010 to August 2011)
- College of Health and Public Affairs (COHPA) Research Fellow 2010-2011. Develop a study to evaluate the effect of physician and nurse migration on health outcomes with a global perspective. The fellowship includes a mentorship program to develop a research proposal; the participation in a series of workshops, a WebCourse and research

collaborative activities. After the conclusion of the fellowship, B. Ramirez, with a team of faculty colleagues, his fellowship mentor Dr. L. Unruh and M. Dimachkie, and two doctoral students C. Popescu and I. Zeini) as continued this research line with a systematic literature review of physician migration studies and the analysis of global and regional pattern or migration and the impact of this migration on health care outcomes in the source and host countries. This two literature reviews will serve as the base for further research and publications on the topic using secondary available data and the submission of a grant request to seek funding for the study. (August 2010 to 2013).

- With the collaboration of two colleagues from AUPHA, we designed a study to update the assessment of global healthcare competencies in the AUPHA accredited programs in the USA and Canada in the second half of 2009 and implemented it in 2010. The questionnaire was piloted, applied and processed during 2010. The study contributed to the CAHME study described in the previous section and will be re-structured during 2011 to collect additional information required by the faculty that teaches the international courses identified in the first stage of the study. (2009-2010)
- Developed the curricula, course materials, taught courses and promote collaborative research and international presentations for a new Master's Program in Health Insurance at the University of Georgia (UofG) in Tbilisi in collaboration with the University of Scranton, Saint Louis University and the American International Health Alliance. The program started in 2008 and the first class graduated in July of 2009. Two faculty members from the UofG came to UCF in June of 2009 and after that visit started a new and additional undergraduate program in health administration at the UofG that will be the first one offered in the country. A MOU with UCF has been signed to continue this effort and promote faculty and student exchange programs.
- Research design to evaluate the impact and value added of accreditation of hospitals outside the United States. Developed as principal researcher of the Department of Health Systems Administration of Georgetown University with a grant support from the Joint Commission International (JCI). Washington D.C, Aug 2006-Jan 2007.
- Study for the design of an owner oversight and regulatory mechanism for the public hospital system, through the implementation of governance mechanisms such as hospital supervisory committees and the progressive implementation of hospital boards. Development of the hospital oversight and regulatory framework and the key governance and supervision instruments and mechanisms. Provided for the Ministry of Health of Armenia under the Health System Modernization Program sponsored by the World Bank. (August-October 2005)
- Study for the design and implementation of the management capacity for HIV/AIDS center executives and program management teams in Ukraine for the AIDS Knowledge Hub and the American International Health Alliance. Development of teaching materials, management implementation tools and a series of seminars and train the trainers activities (Jan-Feb 2005)
- Study for the development of a Health Management Toolkit for the Ministry of Health of Mexico that included a study tour to analyze effective management tools used by health systems and hospital executives in Australia, the United Kingdom, Canada and the

USA. Development of a sustainability approach for health services management and supporting tools for implementation. Sponsored by the World Bank. (Sep2004-January2005)

- Study to design of a Health Management Development Strategy for the public hospital system and the Ministry of Health executives, through the review and analysis of the hospital management capacity and the in country health management training resources. The strategy and implementation plan addressed issues of sustainability, institutional capacity development and knowledge management. Provided for the Ministry of Health of Armenia under the Health System Modernization Program sponsored by the World Bank. (Dec 2003-February 2004)

## PROPOSALS PREPARED

- 2015-2020. Collaborative Research: STEM Analysis and Learning Tool (SALT): Assisting and Guiding Future Generations in STEM Fields. Research grant submitted to the National Health Foundation. Principal Investigator: Varadraj, G. Co-Principal Investigators: Fritzsche, B. and **Ramirez, B.** The project team has developed a web-based career assessment inventory tool (CAI) [1] [2], STEM Analysis and Learning Tool (SALT), that specifically targets middle school, high school, undergraduate and junior college students in STEM fields. Presently, this CAI has been tested with undergraduate students from Texas A&M University - Commerce. This proposal is submitted to request funds to assess and validate this tool, extending this test to regional schools and school districts in northeastern Texas and Central Florida. Additionally, the team of investigators plans to develop a Spanish version of the tool. An overarching goal of this research is to provide students, early in their lives, with insight into their self-efficacies in STEM fields, improving their self-confidence in their field of interest. The targeted theme for this proposal is, “address immediate challenges and opportunities facing undergraduate STEM education.” (The proposal was submitted to the NSF in January 2015 for 1,730,000 and is under Review)
- 2012-13 Enhancing Global Minority Health and Disparities Research in Latin Countries. Training NIH Grant Participant on grant with multiple faculty from HMI, Tom Wan & **Ramirez, B.** (Co-PI) The UCF “EGMHDRCLC” Program led by COHPA and through partnership and participation from the College of Medicine (COM), College of Nursing (CON), and College of Sciences (COS) will foster international research and interdisciplinary collaboration. The proposed Minority Training Program will have the following objectives:
  - To expand COHPA’s research on global healthcare issues affecting and pertaining to disparities, particularly in Central and South American countries;
  - To establish international collaboration in global healthcare research on disparity issues and innovative teaching methods;
  - To provide scientific training for undergraduate and graduate minority students in studies of healthcare disparities, evidence-based research, applied management research, and public health research;



- To develop an active minority recruitment program to enhance minority health and disparities research from the UCF student community; local minority high schools; local community partners/organizations; and international partners.

UCF and the participating academic units have nurtured a solid and diverse network of international and domestic partners that collaborate already in faculty exchanges for research, teaching, publishing and join collaboration in meetings and conferences. The selected international partners for this proposal are located in the Latin American region (the University of Costa Rica; Javeriana University and the Juan N. Corpas University in Colombia; the Catholic Nordestana University in Dominican Republic; and the Catholic University of Our Lady of Asuncion in Paraguay) in order to facilitate on one hand the characteristics of the exchange with similar language, cultural environment and traveling cost effectiveness. On the other hand, because of the size and diversity of our Hispanic community in UCF and Central Florida, the selected partners mirror our communities and provide us with an opportunity to study health diversity and disparities issues in similar context conditions ideal for comparative research translational learning experiences for both sides. (The proposal was for \$1,250,000 and not funded)

- 2009 Department of Labor: Employment and Training Administration Health Care Sector and Other High Growth and Emerging Industries (SGA/ DFA PY 09–01) Worked as a Co-Principal Investigator (with Liberman A., Oetjen D., Oetjen R., **Ramirez B.**, and Cortelyou-Ward K.) to draft a proposal to secure \$2.5 Million from the American Recovery and Reinvestment Act of 2009. The grant proposal sought to expand the healthcare information technology workforce in Central Florida by providing new career direction for those workers affected by the recent economic downturn and at the same time increase the number of individuals trained to work in health care informatics. In addition, this project intended to serve as a career ladder for students that currently have Associate of Science degrees in health information and by allowing them to complete bachelor's degrees in health information management. The proposal could not be submitted because a competing proposal from within UCF was chosen.
- 2008 Paraguayan Education Research Grant. Participant on grant with multiple faculty from HMI, **Ramirez, B.** (PI) The main purpose of this proposal was to strengthen the local capacity of the participating members of the partnership in public health, epidemiology, information systems, decision-making and health management while supporting the sustainability of the project products outlined in the proposal. The RFA was released by Higher Education for Development (HED) with funds (\$300,000 in 3 years) from the US Agency for International Development (USAID). The proposal was presented for the first deadline in May of 2008 and HED reviewed the RFA and requested that a second submission be presented by September of 2008. The proposal was not funded.
- 2008 Minority Health and Health Disparities International Research Training NIH Grant Participant on grant with multiple faculty from HMI, Tom Wan & **Ramirez, B.** (Co-PI) The proposal for the Minority Health and Health Disparities International Research Training [T-37] (\$1,125,000 in 5 years) had the following objectives: 1- to expand the UCF health management and informatics research to global health issues pertaining to

the disparities; 2- to provide scientific training for undergraduate and graduate minority students for a highly specialized field of clinical research and enterprise management with a global perspective in understanding the sources of health disparities and potential avenues for reducing disparity gaps so that students can develop a professional career in health and biomedical research management; and 3- to establish an international collaboration in global health research on disparity issues and to facilitate interactions between the trainees and the collaborative institutions in other countries and foster global partnering experience in establishing innovative teaching and research opportunities so that everyone will benefit from the collaboration. The proposal was not funded.

## INTERNAL GRANTS

- Inaugural International Affairs and Global Strategies (IAGS) in house grants program. “In Country and Online Study Abroad in Mexico”. The purpose of this project is to develop a technology-based model that will provide students who are unable to travel with access to study abroad activities and learning opportunities offered through a global health management study abroad course (Spring 2016 to Summer 2017) \$5,000
- Summer (2014) Faculty Development Conference. University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Curriculum mapping and inclusion of diversity issues and competencies in specific courses and academic programs across the university. (May 5 to 8, 2014) \$800
- Spring (2014) Course Innovation Project “Accessibility and Inclusive Design Project. University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL) During the course I developed ideas to incorporate Universal Design for Learners (UDL) in a module on sustainability of health care services. Experiences were shares with the participants and faculty/staff from the Student Disability Services Office and the Center for Distributed Learning. There were 4 monthly sessions during the Spring semester (January to April 2014) \$300
- Fall (2013) Course Innovation Project “Assigning and Evaluating Multimedia Projects”, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL) the purpose of the project was to learn new multimedia techniques to apply them to our courses. A presentation on Multi-modal Multimedia Learning Project: Healthcare Manager Competencies in a Multicultural and Global Environment was discussed with the course participants and instructors. There were 4 monthly session during the fall semester (October to December 2013). \$300
- Summer (2013) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Curriculum developing with multiple perspectives of Diversity that are aligned with expectations of program graduates. May 6-9 2013 and project development until December 2013. \$800
- Winter (2012) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Insight into Diversity: Curriculum

Integration and Student Engagement. December 12-14 2012 and project development until April 2013. \$500

- Summer (2012) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Integrating Cultural Competencies in the Curriculum: Development of a Curriculum Integration Model for Students to Demonstrate Knowledge of Specific Lenses of Cultural Competency. May 1-4 2012 and project development until December 2012. \$800
- Summer (2011) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Development of an Interdisciplinary Study Abroad program in collaboration with several departments and schools in COHPA. May 3-6 2011 and project development until December 2011. \$800
- Summer (2010) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Development of a comprehensive model of Sustainability in the healthcare management curricula. May 2010 – Project Development until December 2010. \$800
- Winter (2008) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Development of a cultural competency online learning module for the Health Services Administration undergraduate and graduate students. December 2008- Project developed until May 2009. \$800
- Summer (2008) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Use of Wikis and other interactive Web-2 tools to enhance web-based learning experiences. April 29-May 2, 2008 to December 2008 \$500
- Winter (2007) Faculty Development Conference, University of Central Florida (UCF) Faculty Center for Teaching and Learning (FCTL). Globalization of health care in the Health management curricula. December 11-13, 2007 to May 2008 \$500

## **TEACHING AND LEARNING DEVELOPMENT ACTIVITIES**

- Associate Professor and Director of Global Health Initiatives Bernardo Ramirez, M.D., M.B.A., was invited to participate as guest faculty during a new orientation course at the Harvard T.H. Chan School of Public Health in August. The week-long course, “Fundamental Concepts of Public Health,” was taught for the first time this year, after years of development by course directors Professor Sue J. Goldie (Director of the Global Health Education and Learning Incubator at Harvard University and Director of the Center for Health Decision Science at the T. H. Chan School of Public Health) and the current President of the University of Miami Julio Frenk (the former Dean of the T.H. Chan School of Public Health). More than 300 incoming graduate students participated in the course. For each day of the course, students engaged in a large group session with Goldie and Frenk, which was followed by smaller group discussion sections led by interdisciplinary facilitators, including Ramirez, featuring a diverse array of areas of

expertise within public health. Through various activities and explorations with their facilitators and peers, these smaller group sessions provided a space for students to interact and apply what they learned in the earlier large group session. One of the key goals of the course was to provide students with scaffolding for thinking about public health in the wider context of complex global health issues and the landscape of players from within and outside the health sector. This course also encouraged students to engage in key principles of [global learning](#), including collaborating with their classmates from diverse disciplines to think about how to overcome barriers to addressing some of today's most pressing public and global health challenges. This Fundamental Concepts of Public Health orientation course is part of a larger [redesign](#) of the T. H. Chan School of Public Health's graduate programs. This experience at Harvard contributes to ongoing initiatives at the HMI Department, COHPA and the new campus proposed by UCF. (August 2015)

- Developed a Study abroad Program to Rio de Janeiro in Partnership with the University of Scranton. Designed and developed a Virtual Learning component for study abroad with Ms. Wendy Howard, a UCF Instructional Designer and Doctoral Students in the College of Education. I started developing and coordinating this idea in 2012 as part of the activities of the COHPA International Committee. We investigated with other units in UCF and look for opportunities and ideas. Several were not cost effective or feasible, but working with Ms. Howard resulted in the implementation of the program in January of 2015. This is part of her doctoral study and I am now also a member of her dissertation committee. The basic idea is to involve students that do not have the opportunity to travel in a significant way and evaluate their learning outcomes as they compare with the students that participate in the study abroad program. The experience was successful and we continue working on future opportunities to further develop the model. We have scheduled several presentations during the summer of 2015 in UCF, with the FCTL and with our National Organization AUPHA. The Study abroad trip included 15 students and 4 faculty from both universities and the results will also be presented at the AUPHA Global Symposium in June of 2015. The trip was conducted from January 20 to 29 in Rio de Janeiro, Brazil.
- Faculty Diversity Think Tank. A group of faculty has been formed since 2012 lead by the faculty fellow for diversity and inclusion from the Faculty Center for Teaching and Learning (FCTL). This group has been studying ways to incorporate diversity and inclusion in the curriculum across the university. The group has analyzed the basic concepts of diversity and inclusion and the competencies that UCF students need to acquire regardless of the college or discipline. A lenses perspective has been developed and during this year we have analyze one program in the School of Public Administration to understand the inclusion of diversity competencies and curriculum mapping. The group is expected to work on this topic during the next months, especially since there is currently a change of leadership on the Office of Diversity and Inclusion at the University level and the preparation for the SACS review has also started.
- Development of an Interdisciplinary Study Abroad program in collaboration with several departments and schools in COHPA. Worked with a team of faculty from 5 departments and schools in COHPA: Dr. Maryann Eastep, Department of Criminal Justice; Dr. Julie Buckley, School of Social Work; Dr. Jennifer Tucker; Department of Health Professions;

and Dr. John Ryalls, Department of Communication Sciences and Disorders. During the Summer and Fall of 2011 developed curricula and specific plans to implement a first course in Costa Rica during the Summer of 2012. Traveled to Costa Rica with Dr. Maryann Eastep in December of 2011 to work with the University of Costa Rica and develop academic and logistic arrangements. This activity will include undergraduate and graduate (master's and doctoral) students and alumni to promote horizontal and vertical collaboration in research and service projects. The UCF teams will work with faculty and students from our partner university abroad. As the project advances, will incorporate participants from other colleges with the aim to develop a sustainable partnership. (May 2011 to Present)

- Since the Fall of 2007 have taught and developed 11 courses in the HMI Department. Three of them (International Healthcare Systems; Health Informatics Applications in Health Care Management and Interdisciplinary Study Abroad in Costa Rica) were created by me. The other eight courses (Strategic Management; Health Ethics, Managed Care; Managerial Epidemiology; Issues and Trends for the Health Professions; The U.S.A. Healthcare System; Managerial Epidemiology; and Health Care Quality Management) have been significantly developed and retooled in more than one iteration.

## STUDENT ADVISING

- Undergraduate Honors Thesis and research advisor for:
  - Laura Maben-Tenney. Nursing. Nursing Attitudes Toward the use of Reprocessed Single-use Medical Devices. Defense July 16, 2012) (Jan-Jul 2012)
  - Jared Link. Honors in the Major. Psychology. Defense April 2, 2012. Ecological Momentary Assessment: Touch Screen Smartphones vs. the Traditional Pen-and-Paper Approach (Jan 2011-April 2012)
  - Alexander J. Eisenberg. Honors in the Major. Psychology. Defense April 2, 2012. Binge Eating: Emotional Dysregulation and Affect. (Jan 2011 – April 2012)
  - Nicole Fernandez. Honors in the Major. Health Sciences. Defense April 6, 2012. An Evaluation of HIV/AIDS incidence reduction and awareness raising interventions inspired by the Sonagachi Project and 100% Condom Use Program. (August 2011-April 2012)
  - Raquel Velazquez. Honors in the Major. Health Sciences. Defense April 4, 2012. The Efficacy of Anti-Psychotic Medications in Treating the Behavioral Problems Associated with Autism Spectrum Disorders in Children and Adolescents: A Systematic Review (October 2009-April 2012)
  - Erica Renee Laberge. Inequity in Health with a Global Perspective. Swedish for Foreign students and the Internationalization Process of companies. Study supervised in Sweden. HSA4955-)P61 (Spring 2011)
  - Mariam Zeini. The Effects of Different Cultures and Approaches on Perception of Diabetes. MCB 4912 during Fall of 2009 and Spring 2010
  - Sherri Quinn. Masters in Interdisciplinary Studies. Served as member of the Comprehensive Examination Committee. (March 2009)
  - Sashi A. Green. Member of the Thesis Committee for honors in the major. Cultural Competency in Long-term Care: A Qualitative Phenomenological Study

of Nursing Home Administrator's Knowledge and Perception of Cultural Competence. (July 2009)

- Doctoral dissertation committees:
  - Kattan Waleed, Member of the Doctoral Thesis Committee. "Factors Influencing Hypoglycemia Care Utilization and Outcomes a Predictive Model". (Mar, 2016)
  - Ibrahim M. Zeini. Chair Doctoral Thesis Committee. Does Transitioning to Outpatient Unicndylar Knee Arthroplasty Improve Quality, Costs, and Patient Satisfaction? Dissertation Defense (Oct 30, 2015)
  - Tory Jennison Member of the Doctoral Thesis Committee. "Influence of Personal and State Level Variables on Perception of State Emergency Management Network Resilience in 47 States" (Dissertation Defense Jul 8, 2015)
  - Wendy Howard. Member of the Doctoral Thesis Committee. "A Formative Evaluation of a Technology-Mediated alternative to Traditional Study Abroad at the University of Central Florida" (Dissertation Defense Jun 29, 2015)
  - Yara M. Asi. Member of the Doctoral Thesis Committee. The Impact of Long-term Armed Conflict on Health-Related Quality of Life. Dissertation Prospectus Defense (Dec 17, 2013) Dissertation (April 1, 2015)
  - Tazeen F. Siddiqui. Member of the Doctoral Thesis Committee. The impact of the UN Millennium Development Goals (MDGs) and the explicit relevance of freedom in a model of well-being. (2008-2012)
  - Steven Szydlowski. Member of the Doctoral Thesis Committee candidate Doctor in Health Administration degree, Executive Doctoral Program in Health Administration and Leadership at the Medical University of South Carolina. (June 2006-March 2007).
  
- Other students and student groups advisor/mentoring activities:
  - Faculty Advisor for the creation in April, 2011 of the UnKNIGHTed for UNICEF Student group at UCF. Participated as faculty advisor. (2011 to Present).
  - Neel Pathak. Master Student from the University of Scranton. External Mentor on International Affairs during his academic program. (Apr 2011 to Present).
  - Provide professional advice to undergraduate and graduate students in our program. I also mentor several students that are interested in International health. Provide letters of recommendations for future career opportunities, internships and scholarships. Provide mentorship for interest in our professional organizations such as the American College of Healthcare Executives local chapters and others that relates to own to be successful in our field of practice. Recommendations and orientation for job searching and progression.

## **SERVICE ACTIVITIES**

### **SELECTED ACADEMIC, PROFESSIONAL, AND VOLUNTEER APPOINTMENTS**

**DEPARTMENT SERVICE ACTIVITIES:**

- Member of the Master in Health Services Administration Admissions Committee (2012\_Present)
- Member of the Program Directors Committee (2011- Present)
- Member of the Chair Search Committee (Sep 2014- January 2015)
- Program Director e-MSHSA Program (August 2012-Present)
- Member of the Promotion and Tenure Department Committee (August 2013- Present)
- Member of the New Faculty Search Committee (Feb-May 2012)
- Program Director BS-HSA Program (Oct 2011-July 2012)
- Member of the Chair Search Committee (Oct 2010- May 2011)
- Member and Key Resource of the HMI Daytona Advisory Board (Aug 2007 to Present). Member and Support Resource for the Cocoa and Orlando Advisory Boards (Aug 2008-present)
- Member of the New Faculty Search Committee (Feb 2010-Aug 2010)
- Member of the Faculty Evaluation Standards Committee (2009)
- Member of the Undergraduate Certification Committee. (Dec 2007-Feb 2008)
- Member of the New Faculty Search Committee (Nov 2007-Apr 2008)

**COLLEGE SERVICE ACTIVITIES:**

- Member of the International Affairs Committee. College of Health and Public Affairs (COHPA) Fall 2007- Present. Chair Fall 2010-2012. Developed a new webpage project. Initiative to develop an International Certificate for undergraduate and graduate students in COHPA. Developed an Interdisciplinary study abroad program with the participation of all the COHPA schools and departments. Currently member of the Committee. (2007 to 2012)
- Member of the COHPA Graduate Programs Committee. August 2012 - Present
- Member COHPA Division Review Committee [DRC] (Aug 2012 - Present)
- Member of the Teaching Incentive Award selection Committee. (2014 & 2015)

- Member of Physical Therapy Department Chair Search Committee (April 2013- Aug 2013)
- Elected member of the College Promotion Committee for Instructor and Lecturer (Aug 2012 - 2014)
- Member of the COHPA group to review the Doctoral Program in Public Affairs Conceptual Framework, goals and development strategies. 2 retreat meetings on April, 2012.
- Member of the College Undergraduate Committee (Fall 2011- Spring 2012)
- Member of the Diversity Committee. College of Health and Public Affairs (COHPA). Fall 2007- Spring 2009 & Fall 2011 – Spring 2012
- Member of the Faculty Council. College of Health and Public Affairs (COHPA). Fall 2008- 2009. Chair 2009-2010.

#### **UNIVERSITY SERVICE ACTIVITIES:**

- Member of the Latin American Studies Committee. (Nov 2014 – Present)
- Member of the Foundations of Excellence Transfer Initiative. Roles and Purposes Learning Committee member (Dec 2014 – May 2015)
- Member of the Latin American Studies Committee. Latin American Studies and women’s Studies Program. College of Arts & Humanities. Nov2014- Present
- Elected member representing COHPA on the Faculty Senate (Mar 2013- May 2015)
- Member of the Faculty Senate Steering Committee (Aug 2013- May 2015)
- Liaison member of the Faculty Parking Committee (Aug 2013 – 2014)
- Appointed member of the University Master Planning Committee (Aug 2012 – Aug 2013)
- Member of the International Affairs Committee (IAC) and the International Affairs Committee (IAC). Office of Internationalization 2009-Present.
  - Member of the Technologies Subcommittee (2010-2011).
  - Member of the International Travel Subcommittee (2011-2012).
  - Coordinator of the University Strategic Partnership Committee (University of Costa Rica) (2011-Present)
  - Member of the Strategic Plan Committee IAC (2012-13)
  - Member of the Administrative Review Committee for Dr. Consuelo Stebbins, Assistant Vice-President for Internationalization. (Feb-Apr 2012)
  - Member of the Study Abroad Sub-Committee (January 2013-Present)



- Member of the Graduate Studies Committee to analyze the feasibility of establishing a Master's of Public Health interdisciplinary program in UCF (Aug 2011 to Present)
- Member of the Undergraduate Policy and Curriculum Committee (Fall 2009- Spring 2011)
- Member of the Undergraduate Course Review Committee. Fall 2008- Spring 2009).
- Alternate Senator for the Department of Health Management and Informatics. University of Central Florida (UCF) Faculty Senate. (2008-2009)

#### **COMMUNITY SERVICE ACTIVITIES:**

- Member of the Board of Directors of the Central Florida Chapter of the American College of Healthcare Executives (ACHE). Liaison to Academic organizations. (2014-2016)
- Board of Directors of SHARES International, Foundation of Florida Hospital, Orlando, Florida. 2005-March 2014. Advisor to the Board on Medical International Programs (March 2014 –Present)
- Member of the Collaborative Research Group of the Orange County Health Department to promote community research and academic development activities; maximize dissemination and translation of research to community-based practice and public health initiatives. (December 2009-2011)
- Board of Trustees, Celebration Foundation, Celebration, Florida. 2003-2011. President of the Board (2004 to 2005).
- Member of the Rotary Club of Celebration, Florida. 2003-2011. Member of the Board and Director of International Projects (2004-2006 and 2008-2009). Member of the Leadership District 6980 Central Florida Board (International Service Projects) (2005-2006; 2008-2009; 2009-2010; and 2010-2011).
- Board of Directors of Casa de Mexico, Mexican Consulate in Orlando, Florida. 2003-2005.

#### **NATIONAL SERVICE ACTIVITIES:**

- Member of the Candidacy Committee of the Commission on Accreditation of Healthcare Management Education (CAHME) (2014-2016)
- Member of the Board of Directors of the Association of University Programs in Health Administration (AUPHA). (2011-2017). Chair of the International Committee (Oct 2011-Present)

- Chair of the Global Healthcare Management Faculty Forum. Association of University Programs in Health Administration-AUPHA (2000-2005 and 2009 to 2011) Co-Chair (2006-2008) In-coming Chair (2008-2009) Past-Chair (2011-2013) Member of the Forum since 2000- Present)
- Board of Visitors, Panuska College of Professional Studies, University of Scranton, Pennsylvania. 2001-2007.
- Reviewer for the Preventive Medicine Residency Program Grant Objective Review. Bureau of Health Professions, Health Resources and Services Administration (HRSA), Department of Health and Human Services, Bethesda, Maryland. April 10-12, 2007.
- Reviewer for the Public Health Nursing Continuing Education Grant Objective Review. Bureau of Health Professions, Health Resources and Services Administration (HRSA), Department of Health and Human Services, Bethesda, Maryland. August 28-29, 2006.
- Reviewer for the Health Administration Traineeship and Special Projects Grant Application Review. Bureau of Health Professions, Health Resources and Services Administration (HRSA), Department of Health and Human Services, Maryland. February 2000.

#### **INTERNATIONAL SERVICE ACTIVITIES**

- Advisor to the Board of Director of Sharing Smiles Florida Hospital to develop a new program in the State of Quintana Roo, Mexico. Trip to Chetumal, Mexico, 20 to 23 November 2014.
- Participant, presenter and facilitator for the SHARES Florida Hospital Foundation, strategic planning annual session with surgeons and program coordinators from 3 states of Mexico and Peru in Merida, Yucatan, Mexico, 21-24 April, 2012.
- Secretary, Vice-president and President of the Board of Directors, Mexican Hospital Association, 1979-86. Permanent Member of the Advisory Board. (1986-Present) Member of the International Linkage Committee (2002-Present).
- Advisor to Health Management Development projects for USAID, the World Bank, the Inter-American Development Bank in Argentina, Bolivia, Chile, Peru, Colombia, Dominican Republic, Costa Rica, Brazil, Uruguay, Paraguay, Guyana, Ecuador, all of the Central American countries, Haiti, Jamaica, South Africa, Armenia, Russia, Ukraine, and most of the New Independent States, and Central Eastern European Countries. 1981-Present.
- Participant in the Diabetes Prevention Family Medicine Trip to Veracruz, Mexico. SHARES Florida Hospital and Rotary program (February 24-March 4, 2007). Participant in the research, clinical and management improvement program (2007-2013).

- Participant, presenter and facilitator for the SHARES Florida Hospital Foundation, strategic planning annual session with surgeons and program coordinators from 5 states of Mexico in Veracruz, Mexico, December 6-9, 2006 and in Orlando, Florida in May 2010. Planning meeting partnership with Misiones, Argentina in Orlando, Florida August 2010.
- Participant in the Colposcopy and Family Medicine Trip to Tuxtla Gutierrez, Chiapas, Mexico. SHARES Florida Hospital and Rotary program. November 11-18, 2006.
- Participant in the Cleft Lip and Palate Surgical Trip at the Mexican Regional Hospitals of Villahermosa, Tabasco (June 11 to 19, 2005) and Veracruz (August 7 to 11, 2006). SHARES Florida Hospital and Rotary International.
- Participant in the Family Medicine and Primary Health Care Trip in Merida and other cities and towns in the region, Mexico. SHARES Florida Hospital and Rotary program. April 15 to 22, 2006.
- Member of the Advisory Committee of the Russian Association of University Programs in Health Administration. 1986-1999
- Advisor. Programs in the Advancement of Health Administration (PROASA). Assessment of projects in Colombia, Argentina, Chile, Brazil, Peru, Mexico, Dominican Republic and Costa Rica, W.K. Kellogg Foundation. 1985-1996.
- Coordinator and Representative on several task forces and commissions on health services regulation; standards and education, research and development, Secretary of Health, Mexico. 1982-85.
- Advisor, Academic Project on Organizational Behavior Specialization, National Autonomous University of Mexico, Mexico. 1982-83.
- Advisor in several health administration education projects (Costa Rica, Brazil, Peru, Mexico, Ecuador) Washington, D.C., Pan American Health Organization, 1977-1982.
- Secretary and Member of the Board of Directors, National Chamber of Private Hospitals, Mexico. 1971-72; 1976-78.
- Secretary, Mexican Society of the History of Medicine. 1974-75.

## **ACADEMIC, VOLUNTARY, AND PROFESSIONAL HONORS**

- 2015-16 COHPA International Incentive Award (Inaugural Award). College of Health and Public Affairs, University of Central Florida. November 17, 2015.
- 2013 Chuck D. Dziuban Award for Excellence in Online Teaching, Honorable Mention. University of Central Florida. Center for Distributed Learning. April 2013

- 2011- 2012 UCF Teaching Incentive Program (TIPS) Award, in recognition of outstanding teaching performance. University of Central Florida. April 2012
- Distinguished Service Award. Global Health Management. The Global Healthcare Management Education Faculty Network. Association of University Programs in Health Administration- AUPHA. 2009-2011
- Four Avenues of Service Citation for Outstanding Efforts. Rotary International. June 2010
- Distinguish Service Award (International Service Chair) 2009-2010. Rotary International District 6980. May 2010
- Florida Hospital Foundation SHARES International Volunteer of the Month. February 2010
- Recognition for the support and twinning activities in support of the Cleft Lip and Palate Surgical Trips to Villahermosa, Tabasco, Mexico. Rotary Club Olmecca, District 4200. August 2006.
- Paul Harris Fellow, The Rotary Foundation of Rotary International. June 2006 & May 2010
- Rotarian of the Month (August 2004). Presidential Citation 2004. Presidential Citation 2005. Recognition for Exceptional Leadership and Service 2006. Rotary Club of Celebration, Florida, USA.
- Honoree for leadership at the Celebration Foundation, National Philanthropy Day Awards, Association of Fundraising Professionals, Central Florida Chapter. Orlando, Florida, 2003.
- The McGaw Medal of Excellence in Health Education and Administration, American Hospital Supply Corporation, 1983.
- W.K. Kellogg and McGaw International Fellowship, Study of European Health Administration Education Programs, 1981.
- Foster McGaw International Fellowship, AUPHA, 1979.
- Award for Development of Curriculum in Hospital and Health Care Administration, UNAM, Mexico, 1977.
- Distinguished Mention, Dr. Fernando Quiroz Hospital, 1973.

## **LANGUAGES**

Spanish      Speak, read, and write (FS-5)

English	Speak, read, and write (FS-5)
Portuguese	Speak (FS-2) and read (FS-3)
French	Speak and read (FS-2)

## INTERNATIONAL PROFESSIONAL/ACADEMIC ACTIVITIES

From 1976 to 1981 participated in several international study trips and meetings as Faculty and Health services administration Program Director

- USA and Canada- Visited several Health Administration Academic programs and participated in several AUPHA Annual Meetings
- Norway- International Hospital Federation Meeting. Tour of hospital visits in Sweden, France and Spain.
- France- Rennes School of Public Health and University of Paris
- Portugal- World of Health Services Administration AUPHA Meeting. Study tour to health administration academic programs in England, Netherlands and Belgium.

From 1982 to 1985 participated in several meetings as Minister of Health (MOH) official

- Brazil- PAHO Regional Health Services Research Meeting
- Costa Rica- Social Security Issues

From 1986 to Present participated in several international meetings and conferences, coordinated training workshops, delivered management training, assessed management training needs and participated in health sector and hospital reform and quality improvement projects (hospitals, primary health care clinics, HIV/AIDS clinics and programs) as Director of International Health Administration Education in AUPHA, Senior consultant for AED, INTECH and AIHA.

In the Americas:

- |                      |                     |
|----------------------|---------------------|
| ○ Argentina          | ○ Guyana            |
| ○ Barbados           | ○ Haiti             |
| ○ Belize             | ○ Honduras          |
| ○ Bolivia            | ○ Jamaica           |
| ○ Brazil             | ○ Mexico            |
| ○ Chile              | ○ Nicaragua         |
| ○ Colombia           | ○ Paraguay          |
| ○ Canada             | ○ Panama            |
| ○ Costa Rica         | ○ Peru              |
| ○ Dominican Republic | ○ Puerto Rico       |
| ○ Ecuador            | ○ Trinidad y Tobago |
| ○ El Salvador        | ○ Uruguay           |
| ○ Guatemala          | ○ Venezuela         |

In other parts of the world:

- |             |              |
|-------------|--------------|
| ○ Albania   | ○ Azerbaijan |
| ○ Armenia   | ○ Belgium    |
| ○ Australia | ○ Croatia    |

- Czech Republic
- France
- England
- Estonia
- Georgia
- Hungary
- Italy
- Japan
- Kazakhstan
- Kyrgyzstan
- Latvia
- Netherlands
- Norway
- Portugal
- Romania
- Russia
- Slovakia
- Slovenia
- South Africa
- Spain
- Sweden
- Turkmenistan
- Ukraine
- Uzbekistan