

CURRICULUM VITAE

1. Mary L. Fennell, Professor of Sociology and Community Health,

2. Education

- 1974 B.S., Sociology, University of Santa Clara, Summa Cum Laude
1975 M.A., Sociology, Stanford University
1978 Ph.D., Sociology, Stanford University
Dissertation topic: "The Structure of Hospital Clusters"
1982–83 NIMH Post-doctoral Fellowship, Stanford University

3. Professional Appointments

- 1978-84 Assistant Professor, Department of Sociology, University of Illinois at Chicago
1984-87 Associate Professor, Department of Sociology, University of Illinois at Chicago Joint appointment to the School of Public Health
1985-87 Director of Graduate Studies, Department of Sociology, University of Illinois at Chicago
1986-87 Faculty Associate, Institute for Government and Public Affairs, University of Illinois
1987-89 Associate Professor, Department of Sociology, The Pennsylvania State University, and Senior Research Associate, Institute for Policy Research and Evaluation
1989-95 Professor, Department of Sociology, The Pennsylvania State University
1993-95 Faculty Associate, Population Research Institute, The Pennsylvania State University
1995- Professor of Sociology and Community Health, Brown University:
Faculty Associate, Center For Gerontology and Health Care Research
Faculty Associate, Population Studies and Training Center
1997-99 Graduate Advisor, Department of Sociology, Brown University
1999-2000 Associate Dean of the Faculty, Brown University
2000-04 Dean of the Faculty, Brown University
2005- Chair, Department of Sociology

4. Completed Research, Scholarship and/or Creative Work

a. Books:

The Diffusion of Medical Innovation: An Applied Network Analysis, with Richard B. Warnecke. 1988, Plenum Press. 271 pp.

For the Record: Protecting Electronic Health Information, with the Committee on Maintaining Privacy and Security in Health Care Applications of the National Information Infrastructure. 1997, National Academy Press,

Washington D.C., 288 pp.

Professional Work: A Sociological Approach, with Kevin Leicht. 2001, Blackwell Publishers, London and New York. 254 pp.

ai. Special Issues:

“Forty Years of Medical Sociology: The State of the Art and Directions for the Future,” Special Issue of the Journal of Health and Social Behavior (1995): Co-edited with Bernice A. Pescosolido.

“Putting Consumers First in Long-term Care: Findings from the Cash & Counseling Demonstration and Evaluation,” Special Issue of Health Services Research (February 2007): Co-edited with A.E. Benjamin. Vol.42, No. 1 Part II.

b. Chapters in Books:

"Network Demonstration Projects and Cancer Control: The Head and Neck Demonstration Networks," with Richard B. Warnecke and Penny Havlicek, in Advances in Cancer Control, Vol.3, Edited by Paul Engstrom and Paul Anderson, Alan B. Liss Publishers, 1983: 247-265.

"Organizational Environment and Network Structure," with Christopher O. Ross and Richard B. Warnecke, in Research in the Sociology of Organizations, Vol.5, 1987, edited by Samuel P. Bacharach and Nancy DiTomaso, JAI Press. pp. 311-340.

"Macro Issues of Accountability, Authority, and Decision-Making in Institutional Mergers." Pages 1-18 in Mergers and Ventures: Creative Responses to Shifting Resources, edited by M. Pettengill and L.A. Young, Midwest Alliance in Nursing Inc. 1987.

"Managed Care Systems as Governance Structures: A Transaction Cost Interpretation," with Robert E. Hurley. Chapter 9 (pp.241-268) in Innovations in the Organization of Health Care: New Insights into Organization Theory, 1990, edited by Stephen S. Mick. San Francisco: Jossey-Bass.

"Interorganizational Systems Approaches," with Kathleen Dockett. In Homelessness and Mental Illness: Toward the Next Generation of Research Studies, edited by J.P. Morrissey and D.L.Dennis, Proceedings of an NIMH sponsored conference, for the Office of Programs for the Homeless Mentally Ill, National Institute of Mental Health. January, 1990; pp.114-124.

“Managed Care in the United States: A Sociological Perspective on Change in the Medical Profession,” Chapter in Trasformazione Dei Sistemi Sanitari e Sapere Sociologico, 2002, edited by Costantino Cipolla, Milano, Italy: Franco Angeli, pp.92-122.

“Institutionalism and the Professions,” with Kevin T. Leicht. Forthcoming in Handbook on Organizational Institutionalism, edited by Roy Suddaby, Sage Publications.

c. Refereed Journal Articles:

"An Alternative Perspective to Sex Differences in Organizational Settings: The Process of Legitimation," with Patricia Barchas, Anne McMahon, Elizabeth Cohen and Polly Hildebrand, Sex Roles: A Journal of Research, Vol.4 (4), 1978: 589-604.

"The Effects of Environmental Characteristics on the Structure of Hospital Clusters," Administrative Science Quarterly, Vol.25 (3), September, 1980: 485-510.

"Problems in the Work-Setting, Drinking and Reasons for Drinking," with Miriam B. Rodin and Glenda K. Kantor, Social Forces, Vol.60 (1), September, 1981: 114-132.

"Context in Organizational Groups: The Case of Hospital Clusters." Journal of Health and Social Behavior, Vol.23 (1), March, 1982: 65-84.

"Structural Clarity of Interdisciplinary Teams: A Research Note," with Gary D. Sandefur. Journal of Applied Behavioral Science, Vol.19 (2), May, 1983: 193-202.

"Synergy, Influence and Information in the Adoption of Administrative Innovations," Academy of Management Journal, Vol.27 (1), March, 1984: 113-129.

"Patterns of Decision Making in Multihospital Systems," with Jeffrey A. Alexander. Journal of Health and Social Behavior, Vol. 27 (1), March, 1986: 014-27.

"Gender Differences in Roles Differentiation and Organizational Task Performance," with Henry A. Walker. Annual Review of Sociology, Vol.12, 1986: 255-275.

"Organizational Boundary Spanning in Institutionalized Environments," with Jeffrey A. Alexander. Academy of Management Journal, Vol. 30 (3), September 1987, pp.456-476.

"A Multivariate Model of Job Stress and Alcohol Consumption," with Michael M. Harris. Sociological Quarterly, Vol.29 (3), Fall, 1988: 391-406.

"Perceptions of an Employee Assistance Program and Willingness To Participate," with Michael M. Harris. Journal of Applied Behavioral Science, Vol.24 (4), 1988: 423-438.

"Governing Boards and Profound Organizational Change in Hospitals," with Jeffrey A. Alexander. Medical Care Review, Vol.46 (2), Summer, 1989: 157-187.

"Shelter Staff Satisfaction with Services, the Service Network and Their Jobs," with Russell K. Schutt. In Current Research on Occupations and Professions, 1992, Vol. 7: pp. 173-198. Greenwich, Connecticut: JAI Press.

"Multihospital System Affiliation as a Survival Strategy for Rural Hospitals Under PPS," with Michael T. Halpern and Jeffrey A. Alexander. The Journal of Rural Health, 1992, Vol.8 (2): 93-105.

"Perspectives on Organizational Change in the U.S. Medical Care Sector," with Jeffrey A. Alexander. Annual Review of Sociology, 1993, Volume 19:89-112.

"Leadership Instability in Hospitals: The Influence of Board-CEO Relations and Organizational Growth and Decline," with Jeffrey Alexander and Michael Halpern. Administrative Science Quarterly, 1993, Volume 38 (1): 74-99.

Reprinted in Governance, Directors and Boards, edited by Mahmoud Ezzamel, for Edward Elgar Publishing, LTD, London. Summer, 2005

"The Effects of Hospital Characteristics and Radical Organizational Change on the Relative Standing of Health Care Professions: A Longitudinal Analysis," with Kevin Leicht and Kristine Witkowski. Journal of Health and Social Behavior, June 1995, Vol.36 (2): pp.151-167.

"Through the Lenses of Organizational Sociology: The Role of Organizational Theory and Research in Conceptualizing and Examining Our Health Care System," with Ann B. Flood. Journal of Health and Social Behavior, Extra Issue, August 1995, pp.154-169.

"Linkage Strategies of Rural Hospitals," with L.D.Gamm, C. Kassab, and S.D.Brannon. Hospital and Health Services Administration, Summer 1996, Vol.4 (2): pp.236-54.

"Gender, Interaction and Leadership", with Henry A. Walker, Barbara C. Ilardi, and Anne M. McMahon. Social Psychological Quarterly. 1996, Vol. 59 (3): pp. 255-72.

"The Changing Organizational Context of Professional Work", with Kevin T. Leicht, The Annual Review of Sociology (1997), Vol. 23, pp 215-231.

"Key Challenges in Studying Organizational Issues in the Delivery of Health Care to Older Americans," with Ann B. Flood. Health Services Research (June, 1998) Vol.33:2, Part II; 424-433.

"Facility Effects on Racial Differences in Nursing Home Quality of Care," with Susan Miller and Vince Mor. American Journal of Medical Quality. Vol. 15, No. 4: 174-181. Jul – Aug 2000.

"Community-Based Service Providers for People with Chronic Care Needs," with Susan Allen and Linda LaLiberte. 2001, Research in Social Problems and Public Policy, Vol.8, Elsevier Science, pp43-57.

"Dying Trajectory In the Last Years of Life: Does Cancer Trajectory Fit Other Diseases?" with Joan Teno, Sherry Weitzen and Vince Mor. 2001. Journal of Palliative Medicine. Vol.4, No.4. pp 457-464.

"Hospital Diversification into Long-Term Care," with Ann (Petrissek) Shah and Vince Mor. 2001. Health Care Management Review. pp. 86-100.

“Health Care Delivery Services,” International Encyclopedia of Social and Behavioral Sciences IESBS. 2002. Pergamon, Oxford, UK: Vol.10. pp. 6515-6520.

“Factors Associated with Site of Death,” with Sherry Weitzen, Joan Teno, and Vince Mor. 2003. Medical Care, Vol.41, No.2, 323-335.

“Linkages in the Rural Continuum: The Balanced Budget Act and Beyond,” with Joseph Angelelli, Ray Hyatt, and Joyce McKenney. 2003, The Gerontologist, Vol.43, No.2, 54-60.

“The Relationship of Membership in Research Networks to Compliance with Treatment Guidelines for Early Stage Breast Cancer,” with Linda Laliberte and George Papandonatas. Medical Care, May, 2005, Vol 43, No.4, pp.471-479.

“Financial Correlates and Consequences of Rural Hospital Long-Term Care Strategies,” with Bruce Stuart, Susan Campbell and R. Sun. Accepted for Publication: Health Care Management Review, February 2006. Vol. 31(2): pp. 145-155.

“Facility and County Effects on Racial Differences in Nursing Home Quality Indicators,” with Susan Miller and George Papandonatos. Social Science and Medicine. 2006. Vol.63: 3046-3059.

“The Regulatory Environment and Rural Hospital Long Term Care Strategies From 1997-2003,” with Susan Campbell. 2007. Journal of Rural Health, Vol. 23: 1-9.

“Separate and Unequal: Racial Segregation and Disparities in Nursing Home Quality in the United States,” with David B. Smith, Zhanlian Feng, Jacqueline Zinn, and Vincent Mor (2007) Health Affairs. Vol. 26, no.3: 1448-1458.

“Who Staffs the Leaning Tower? Diversity and Administrative Labor Markets in U.S. Colleges and Universities,” with Kevin T. Leicht. Equal Opportunities International. February 2008. Vol. 27, no 1. (forthcoming).

d. Non-refereed Journal Articles:

Various “Editor’s Statements/Commentary” in issues of the Journal of Health and Social Behavior, from 1990 through 1993.

“The Impact of Managed Care on Chronic Care Agency Providers,” with Susan Allen and Linda Laliberte. Medicine & Health Rhode Island (1998) Vol.81:3, 87-91.

“Study Findings Suggest Segregation in Nursing Homes May Exist in Some Areas,” Research Activities. AHRQ Publication. Number 242, October 2000.

Editorial Essay: “Racial Disparities in Care: Looking Beyond the Clinical Encounter,” Health Services Research, (December 2005) Vol.40: 6:1713-1721.

A.E. Benjamin and M.L.Fennell. "Putting the Consumer First: An Introduction and Overview." Health Services Research (February 2007): Vol. 42, No. 1, Part II, pages 353-361.

Editorial Essay: "The New Medical Technologies and the Organizations of Medical Science and Treatment." Health Services Research (February 2008): forthcoming.

e. Book Reviews:

Review of Doctors and Nurses by T.K.Oommen. American Journal of Sociology, Vol. 86 (3), November, 1980: 693-5.

"Everything You Could Ever Possibly Want to Know About Organizational Design." Review essay of Handbook of Organizational Design, Vols.1 and 2, edited by Paul C. Nystrom and William H. Starbuck, 1981, for Contemporary Sociology, November, 1982: 632-633.

Review of Coping with Uncertainty: Policy and Politics in the National Health Service by David J. Hunter. Social Forces, Vol.60 (4), June, 1982: 1222-1224.

Review of Health Care in the U.S.: Equitable for Whom? by LuAnn Aday, Ronald Andersen and Gretchen Fleming, 1980. American Journal of Sociology, Vol.89 (4), January, 1984: 1010-1011.

Review of HMO Development: Patterns & Prospects, by Odin W. Anderson et al, 1985. Contemporary Sociology, Vol. 14 (6), November, 1985: 761.

Review of Managerial Ideology and the Social Control of Deviance in Organizations, by Richard M. Weiss, 1986. Contemporary Sociology, January 1988, pages 38-39.

Review of Hospital Structure and Performance, by Ann Barry Flood and W. Richard Scott, 1987. Science, Vol. 240, #4853, (May 6, 1988), p.817.

Review of Organizational Structure, Problem Solving, and Effectiveness, by Basil S. Georgopoulos, 1986. Contemporary Sociology, Vol.17 (4), July, 1988. p. 483-485.

Review of Work and Integrity, by William M. Sullivan. The Review of Higher Education, Vol.29: (2), Winter 2006. p.246-7.

Review of The Business of Healthcare Innovation, by L.R.Burns, ed. Administrative Science Quarterly, 2007. Vol. 51 (4) p.650-51.

f. Abstracts: None

g. Invited Lectures:

Invited Speaker: "Hospital Clusters in Urban Communities," for the Organizations and Mental Health Training Program, February, 1983, Stanford University.

Invited Speaker: "Advances in Contingency Theory." A Symposium of the Organization Theory Division, Academy of Management Meetings, August, 1983, Dallas.

Invited Faculty Presenter: "Completing and Surviving a Dissertation," at the Health Care Administration Doctoral Consortium, Academy of Management Meetings, August, 1986, Chicago.

Keynote Address: "Macro Issues of Accountability, Authority, and Decision-Making in Institutional Mergers," at the Eighth Annual Fall Workshop of the Midwest Alliance in Nursing, September 10, 1987, Cincinnati, Ohio.

Invited Presenter: "Interorganizational Systems Approaches," at the NIMH sponsored workshop on Homelessness and Mental Illness: Towards the Next Generation of Research Studies," Bethesda, MD, February 21-22, 1989.

Invited Lecture: "Institutional Anchors in the Continuum of Care for the Rural Elderly," Gerontology Center, College of Health and Human Development, The Pennsylvania State University, January 1991.

Invited Consortium Faculty Presenter: "The Journal Editor's Perspective on Careers in Health Services Research," For the Academy of Management Health Care Administration Division Doctoral and Junior Faculty Consortium, August 9-10, 1992, Las Vegas, Nevada, and August 10-11, 1991, Miami, Florida.

Invited Speaker: "Governing Boards and Profound Organizational Change," Presented at the Medical College of Virginia, Department of Health Administration, February 19, 1992.

Invited Speaker: "Towards a Model of Cross-Sector Linkages in Health Care: Organizational Change in Hospitals and Long Term Care Facilities," Presented in the Richard Carl Jelinek Seminars on Health Management Issues in Health Care, The University of Michigan, April 2, 1992.

Lead Speaker: "Health Services Research: An Agenda Concerning Elder Services in Rural Areas," Center on Aging and Health in Rural America Long Range Research Agenda Workshop, May 21-22, 1992, Pennsylvania State University.

Invited Discussant: "Poverty and Public Policy: What Do We Know? What Should We Know?" Conference sponsored by the Institute for Research on Poverty and the U.S. Department of Health and Human Services, University of Wisconsin - Madison, May 28-30, 1992.

Invited Panel Member: Didactic Seminar on "Grantwriting: Obtaining Research Support from Federal Government Agencies," at the American Sociological Association Annual Meeting, August 20, 1992, Pittsburgh, Pa.

Invited Summary Speaker: "Implications for Research," presented at the National Invitational Conference on Strategic Alliances in Health Care, November 1993, Chapel Hill, North Carolina.

Invited Lecture: "Organizational Change and Professional Careers," presented to the Stanford Center on Organizational Research, December 8, 1993, Stanford University.

Invited Lecture: "Rural Hospital Linkages to Long Term Care Providers," presented to the Brown University Center for Gerontology and Health Services Research, and the Department of Sociology, March 8, 1994.

Invited Lecture: "Gender Stratification in Professional Organizations: Changes in Organizational Structure and Career Paths," presented to the Brown University Department of Sociology, January 1995.

Invited Speaker: "Health Coalitions in Appalachia: Implementing and Evaluating Community-Based Cancer-Control," presented to the University of Texas at Austin Population Research Center and Department of Sociology, February 23, 1995.

Invited Lecture: "Rural Hospital Linkages to Long Term Care Providers," presented to the University of Texas at Austin School of Business, February 22, 1995, and to the Department of Sociology, University of Illinois at Chicago, November 14, 1996.

Invited Lecture: "Developing Health Coalitions in Rural Appalachia," presented to the University of Pennsylvania Department of Sociology, October 25, 1995, and the Center for Evaluative Clinical Sciences, Dartmouth Medical School, April, 1996.

Invited Panel Member: "Health Policy Issues and the Contract with America," presented at the 91st Annual Meetings of the American Sociological Association, August 18, 1996, New York.

Invited Thematic Session Organizer: "Social Change in Health Care: Corporations and the Workplace," 91st Annual Meetings of the American Sociological Association, August 17, 1996, New York.

Invited Speaker: "Methodological Issues in the Study of Primary Care to Older Americans," with Ann B. Flood, presented at the Conference on Aging and Primary Care: Organizational Issues in the Delivery of Health Care to Older Americans, AHCPR/NIA, March 1996, Washington, DC.

Invited Speaker: "The Changing Organizational Context of Professional Work," for the Department of Sociology Colloquium Series, Brown University, December 2, 1997.

Invited Speaker: "Privacy and Health Care: An Organizational Perspective," for the Brown Humanities Institute, December 9, 1997.

Invited Faculty Presenter: “The Craft of Research: Getting from Idea to Implementation,” for the Junior Faculty Consortium of the Health Administration Division of the Academy of Management Meetings, San Diego, CA: August 1998, and again at the 1999 Meetings, Chicago, Illinois.

Invited Panel Member: “The Future of Hospice Under Managed Care,” for the Brown University/National Hospital Organization special exhibit on “Hospice at the Crossroads,” November 1998.

Invited Speaker: “Rural Hospitals, Swing Beds and Long Term Care: Strategies of Linkage, Diversification, or Avoidance,” for the Cecil Sheps Center for Health Services Research, University of North Carolina at Chapel Hill, February 22, 1999.

Invited Speaker: “Hospital Restructuring.” Greater Rhode Island Industrial Relations Research Association, Warwick, RI, October 1999.

Invited Speaker: “Managed Care in the United States: A Sociological Perspective on Change in the Medical Profession,” at the International Conference on Sociological Knowledge and Professions in Changing Health Care Systems, Bologna, Italy, October 2000.

Invited Speaker: “Post-Acute and Long-Term Care Strategies Among Rural Hospitals: The Balanced Budget Act and Beyond,” for the Robert Wood Johnson Health Policy Seminar at Yale University, December 4, 2000.

“Rural Hospital – LTC Partnerships: Evolving Through Time,” with Joseph Angelelli, presented to the Challenges in Nursing Home Care Conference, sponsored by the Pepper Center, Florida State University, the National Institute on Aging, and The Robert Wood Johnson Foundation, March 20, 2002.

Invited Speaker: “Value of Participating in the Survey of New Scholars: The Brown Context,” panel presentation on New Faculty Perceptions of Evaluation, Assessment, and Institutional Effectiveness, at the 118th Annual Meetings of the New England Association of Schools and Colleges, December 3, 2003.

Invited Speaker: “Rural Hospital Linkages to Long-Term Care and Rehospitalization Rates,” presented with Joseph Angelelli, to the Division of Health Services Research and Policy, School of Public Health, University of Minnesota, April 11, 2003.

Invited Panel Member: “Strengthening Program Review: What We Can Learn from Quality Assurance Internationally,” presented at the 119th Annual Meetings of the New England Association of Schools and Colleges, December 1, 2004.

Invited Discussant: “Comments on ‘Innovation as Routine: Reconciling the Ecology and Adaptation Perspectives on Change’ by J.Zinn and V. Mor. Seventh Annual Health Care Organizations Conferences, June 2, 2005, Richmond, VA.

Invited Speaker: “Cultural Competence as Organizational Innovation: The Case of Nursing Homes,” presented at Abt Associates, Inc. Cambridge, MA: November 2006.

h. Papers Read at Professional Meetings:

"The Demand for Hospital Cluster Services and Cluster Differentiation." Presented at the 74th Annual Meetings of the American Sociological Association, August, 1979, Boston.

"The Resistance to Change in Hospital Cluster Structure." Presented at the Midwest Sociological Society Meetings, April, 1980, Milwaukee.

"The Survival of Hospital Networks." Presented at the 75th Annual Meetings of the American Sociological Association, August, 1980, New York.

"Network Organization for Delivery of Complex Care: A Problem in Process Evaluation." Presented at the Second Annual Conference on the Clinical Applications of the Social Sciences to Health, Urbana, October, 1980.

"Hospital Cluster Structure and Cluster Efficiency." Presented at the Midwest Sociological Society Meetings, April, 1981, Minneapolis.

"The Adoption of Mental Health Innovations in the Private Sector: Employee Assistance Programming in Illinois Firms." Presented at the Illinois Sociological Association Meetings, October, 1981, Chicago.

"Organizational Environment and Network Structure." Presented at the Midwest Sociological Society Meetings, April, 1982, Des Moines.

"Organizational Environment, Structure, and the Adoption of Administrative Innovation." Presented at the 77th Annual Meeting of the American Sociological Association, September, 1982, San Francisco.

"Occupational Stress and Organizational Support in the Work Setting: Direct and Buffering Effects on Drinking." Presented at the Midwest Sociological Society Meetings, April, 1983, Kansas City.

"Health Organizations and Their Environment: The Theoretical and Policy Implications of Demographic Change." Presented at the 78th Annual Meetings of the American Sociological Association, August, 1983, Detroit.

"The Selection Perspective on 'Fit': Resource Versus Institutionalized Forms of Isomorphism." Presented at the Academy of Management Meetings, August, 1983, Dallas.

"Multihospital Systems as Divisionalized Forms." Presented at the Academy of Management Meetings, August, 1984, Boston.

"A Comparison of the Effects of Competitive and Institutional Isomorphism on Hospital Differentiation." Presented at the 79th Annual Meeting of the American Sociological Association, August, 1984, San Antonio.

"Boundary Spanning Activity in System and Freestanding Hospitals." Presented at the Academy of Management Meetings, August, 1986, Chicago.

"Networks of Professional Organizations and the Diffusion of Innovation." Presented at the 82nd Annual Meetings of the American Sociological Association, August, 1987, Chicago.

"Patterns of Governance and Organizational Change in Hospitals." Workshop on Governance in Health Services Management, for the Association of University Programs in Health Administration, Philadelphia, PA., November 3, 1988.

"Interorganizational Networks of Service Delivery for the Homeless Mentally Ill," with Russell Schutt. Presented at the Annual Meetings of the American Public Health Association, Boston, November 14, 1988.

"Managed Care Systems as Governance Structures," with Robert E. Hurley. Presented at the Association of University Programs in Health Administration Meetings, Chicago, Illinois, March, 1990.

"Governing Boards and Profound Organizational Change," with Jeffrey A. Alexander. Presented at the Annual Meetings of the American Sociological Association, Washington, D.C., August, 1990.

"Governing Boards and Profound Change in Hospitals," with Jeffrey A. Alexander and Michael T. Halpern, presented at the 1990 Meetings of the American Public Health Association, New York, October.

"Leadership Instability in Hospitals: The Effects of Board Structure and Composition," with Jeffrey A. Alexander. Presented at the 1991 American Sociological Association Meetings, Cincinnati, Ohio, August.

"Institutional Anchors in the Continuum of Care for the Rural Elderly," with Larry D. Gamm and S. Diane Brannon, presented at the Eighth Annual Meeting of the Association for Health Services Research, July 1, 1991, San Diego.

"Hospitals and Nursing Homes as Anchors in the Continuum of Care for the Rural Elderly," with Larry D. Gamm and S. Diane Brannon, presented at the American Public Health Association, November 12, 1991, Atlanta, Georgia.

"Rural Hospitals and Long Term Care Facilities: How Does Each Effect the Other," with Larry D. Gamm and S. Diane Brannon, presented at the Gerontological Society of America, Roundtable on Aging in Rural Environments, November 22, 1991, San Francisco, California.

"The Effects of Hospital Characteristics and Radical Organizational Change on the Relative Standing of Health Care Professions: A Longitudinal Analysis," with Kevin Leicht and Kristine Witkowski. Presented at the American Sociological Association Meetings, August 1993, Miami.

"Linkage Strategies of Rural Hospitals - Independent Hospital, Local Health System, and/or Externally Linked Facility," with L. D. Gamm, C. Kassab, and S. D. Brannon. Presented at the Association for Public Policy Analysis and Management, October 1993, Washington, DC.

"Gender Stratification in Professional Organizations: Changes in Organizational Structure and Career Paths," with Kevin Leicht. Presented at the American Association for the Advancement of Science, February 1994, San Francisco, CA.

"Integrating Acute and Long Term Care Services in Response to Health Care Reform," presented at the Association of University Programs in Health Administration, San Diego, CA., June 10, 1994.

"Factors Influencing Organizational Environmentalism: An Institutional Theory Perspective," with Julianne Bergh, presented at the Academy of Management Meetings, August 1995, Vancouver, BC.

"Clinical Practice Guidelines: Adoption vs. Compliance by Physicians and Health Care Organizations," presented at the American Sociological Association Meetings, August 1995, Washington, DC.

"Rural Hospital Linkages to Long-Term Care Providers," presented to the Gerontological Society of America, November 20, 1996, Washington, DC.

"Gender Representation in Corporate Law: Normative and Coercive Effects on the Structure of Corporate Legal Departments," with Kevin T. Leicht, presented at the 91st Annual Meetings of the American Sociological Association, August 17, 1996, New York.

"Guidelines and the Control of Professional Behavior," presented at the 91st Annual Meetings of the American Sociological Association, August 1996, New York.

"New Directions in Health Care Management," presented at the Doctoral/Junior Faculty Consortium of the Health Care Administration Division of the Academy of Management, August 9, 1997, Boston.

"Date Recall: Framing the Question," with Kat Lind, presented at the Annual Meetings of the American Association for Public Opinion Research, May 1998, St. Louis, MO.

"Rural Hospital Linkages to Long-Term Care Providers: Initial Results from a National Survey," presented at the Annual Meetings of the Association for Health Services Research, June 1998, Washington, DC.

"The Changing Nature of Professional Work and Professional Organizations," with Kevin Leicht, presented at the Academy of Management Meetings, August 1998, San Diego, CA.

"Long-Term Care Diversification and Vertical Integration Strategic Activity Within Acute Care Hospitals in the US," with Ann Petrisek, presented at the 93rd Annual Meetings of the American Sociological Association, August 1998, San Francisco, CA.

“The Changing Organizational Context of Professional Work: Implications for Gender Representation in Corporate Law,” With Kevin Leicht, presented at the 93rd Annual Meetings of the American Sociological Association, August 1998, San Francisco, CA.

“Predicting Rural Hospital Long Term Care Strategies,” Stuart, B., Fennell, M., Downing-Park, J. and Sun, R. Presented at the Annual Meetings of the Association for Health Services Research, Chicago, Ill: June 1999.

“Rural Hospitals, Swing Beds, and Long Term Care Strategies of Linkage, Diversification, or Avoidance,” with B. Stuart. Presented at the first annual meeting of the Conference on Health Care Organizations, Berkeley, CA: June 1999.

“Functional Decline Predicts Site of Death,” with J.Teno, S. Weitzen, and V. Mor. Presented at the 128th Meeting of the American Public Health Association, Boston, November 2000.

“Cohort and Changes in Specialty Choices Among Physicians, 1970 - 1990,” with Leslie Killgore and Kevin Leicht. Presented at the American Sociological Association, Washington DC, August 2000.

“Effect of Organizational Linkages to Research Networks on Compliance with Treatment Guidelines for Early Stage Breast Cancer” with L. Laliberte, M. Fennell, G.D. Papandonatos, L.M. Killgore, poster at the 54th Annual Scientific Meeting of the Gerontological Society of America, November, 2001, Chicago, IL.

“Racial Disparity and Nursing Home Quality Indicators” with S.C. Miller, M.L. Fennell, V. Mor, presented at the 54th Annual Scientific Meetings of the Gerontological Society of America, November 15-18, 2001, Chicago, IL.

“Organizational Arrangements and Rehospitalization Rates in Rural Areas,” with Joseph Angelelli, presented at the Fifth Annual Conference on Health Care Organizations, June 12-13, 2003, Ann Arbor, Michigan.

“Extending a Broken Chain: The Continuum of Care Implications of Rural Hospital Patient Safety Problems,” with Joseph Angelelli and Vince Mor; poster presented at the Annual Health Services Research Meetings of AcademyHealth, June 27, 2005, Boston.

“Racial Segregation of Nursing Home Staff and Residents,” with Zhanlian Feng and Vince Mor; poster presented at the Annual Health Services Research Meetings of AcademyHealth, June 27, 2005, Boston.

Invited Panel Member: “The Environment of Contemporary Universities,” presented at the American Sociological Association Meetings in August, 2006, Montreal.

“Globalization, Governance and the Crisis of Professional Accountability,” with Kevin T. Leicht, presented at the 2007 Clifford Chance Conference on Professional Service Firms, July 2007, Chicago, Illinois (presented by Kevin T. Leicht).

“Institutional Theory and Professional Work: Where Do We Go From Here?” with Kevin T. Leicht, presented at the American Sociological Association Meetings in August, 2007, New York City.

i. Work in Review

“Racial Disparities in Access to Long Term Care: The Illusive Pursuit of Equity.” with David B. Smith, Zhanlian Feng, Jacqueline Zinn, and Vincent Mor (September, 2007) Journal of Health Politics, Policy and Law.

j. Work in Progress

The Leaning Tower: Universities out of Balance. Book manuscript in preparation with Kevin Leicht.

“Racial Segregation of Nursing Home Staff and Residents,” with Zhanlian Feng and Vince Mor; in preparation.

“Critical Access Hospitals and the Evolution of Rural Hospital LTC Strategy Profiles.” In preparation with Susan Campbell.

“Disparities in Nursing Home Care Quality: Comparing Latino and Non-Latino Residents.” In preparation with Melissa Clark and Zhanlian Feng.

5. Research Grants

a. Current Research Grants:

Principal Investigator: “Post-BBA Changes in Rural Hospital Long-Term Care Strategies,” funded by the National Institute on Aging, June 2002 – June 2005. No-Cost Extension Year May 31, 2005 – May 31, 2006. \$1,328,449. Administrative Supplement approved September 2006, \$30,510; 2nd No-Cost Extension Year Approved, May 31, 2006 – December 31, 2007.

Principal Investigator: “Separate and Unequal: State Policies and Market Factors Affecting Nursing Home Access and Quality,” R01 approved September 2007, National Institute on Aging. Project Dates: October 1, 2007 – September 30, 2010; Total costs: \$399,876.

Principal Investigator: “Organizational Change and the New Paradigm in Cancer Treatment.” IPA Contract with the National Cancer Institute; July 1, 2008 through June 30, 2009; Total costs (estimate): \$196,653 (pending).

b. Completed Grants:

Principal Investigator, "Multi-hospital Clusters: Structures and Outcomes," grant from the Graduate Research Board, University of Illinois at Chicago, July 1978 - June 1979; \$3,030.

Co-Investigator (with Richard B. Warnecke and Jerilyn Logemann) "Approaches to Cancer Management: A Synopsis of the Network Program Experiences," contract funded by the National Cancer Institute, October 1979 - March 1981; \$84,000.

Principal Investigator, "Structural Incompatibility and Alcoholism in the Workplace," funded by the State of Illinois Department of Mental Health and Developmental Disabilities, July 1979 - June 1982; \$67,710.

Principal Investigator (with Jeffrey A. Alexander) "Governing Boards and Profound Organizational Change," funded by the National Science Foundation, June 1989 - May 1991; \$125,998.

Principal Investigator, "Institutional Anchors in the Continuum of Care for the Rural Elderly." Pilot project of the Center on Aging and Health in Rural America at Penn State University, funded by the National Institute on Aging, November 1990 - September 1992; \$49,973.

Co-Principal Investigator, "Rural and Urban Differences in Physical and Mental Co-Morbidity Among Older Adults." Pilot Project of the Center on Aging and Health in Rural America at Penn State University, funded by the National Institute on Aging, September 1991 - February 1993; \$44,596 (with Jacqueline Angel).

Co-Principal Investigator: "The Potential for Increased Service Coordination among Rural Hospitals," funded by the Center for Rural Pennsylvania, July 1991 to July 1992; \$47,911 direct costs (with Larry Gamm and S. Diane Brannon).

Principal Investigator: "Instrument Development for Planned R01 Application to AHCPR," funded by the Research and Graduate Studies Office of the College of Liberal Arts, Penn State University, May 1993; \$4,300.

Special Award to publish "Forty Years of Medical Sociology: A Special Issue of the Journal of Health and Social Behavior," granted by the Robert Wood Johnson Foundation, September 1993 - August 1994; \$12,200.

Evaluator, "Northern Appalachia Leadership Initiative on Cancer," Cooperative Agreement from the National Cancer Institute to Dr. Audrey Maretski (PI), Food Sciences and CES, The Pennsylvania State University, 1992-1997; \$980,770 direct costs; Evaluation Component \$109,032 direct costs.

Co-Principal Investigator (with Kevin T. Leicht): "Gender Stratification in Corporate Legal Departments: An Analysis of Organizational Structure and Individual Careers," funded by the National Science Foundation, August 1993 - July 1995; \$114,000.

Principal Investigator: “Rural Hospital Linkages to Long Term Care Providers,” funded by the National Institute on Aging, August 1996-July 2000; \$904,468. Administrative supplement approved for August 1999-December 2000: \$50,000.

Principal Investigator: “Multilevel Model of Compliance to Breast Cancer Guidelines,” funded by the National Cancer Institute, January 1998-December 1999: \$390,164.

Co-Investigator: “National, State and Local Indicators of End of Life Care,” (Joan Teno, PI), funded by the Robert Wood Johnson Foundation, 1999-2000: \$2,390,000.

Principal Investigator: “Facility Effects on Racial Differences in NH Quality,” funded by the Agency for Health Care Policy Research (renamed Agency for Health Quality Research), September 1999–September 2001: \$541,593.

Investigator: “Does the Fleetwood Model of Long-Term Care Pharmacy Improve Pharmacotherapy?” funded by the Commonwealth Fund (PI = Kate Lapane), January 1, 2002 – December 31, 2005.

Co-Investigator: “Examining Racial Concentration and Disparities in Nursing Home Quality of Care,” funded by the Commonwealth Fund (PI = Vince Mor), July 1, 2005 – December 31, 2006. \$121,917.

c. Proposals Submitted:

Principal Investigator: “Cultural Competence and Nursing Homes.” R21 submitted October 2007, to the National Institute on Aging. Proposed Budget: \$275,000.

Co-Principal Investigator: “Building a Culturally Competent Decision Environment for Breast Cancer Care,” with Mark Spranca, Melanie Wasserman, and Trevor Tejada-Berges; R21 proposal to be resubmitted to the National Cancer Institute. Proposed Budget: \$275,000.

d. Programmatic Grants:

Co-Investigator: “ADVANCE: Investing in Leadership Potential and Faculty Opportunities At Brown University.” With Pamela O’Neil (PI), Johanna Schmitt, Tayhas Palmore, and Brenda Allen. National Science Foundation. November 2006: \$3,300,000.

6. Service

(i) University:

Member, Watson Institute Tenure Working Group; January 2008 – present.

Member, Search Committee for Vice President for Computing Services and Information Technology/Chief Information Officer; 2006 – 2007.

Member, Executive Committee, Project ADVANCE, 2006 – present.

Chair, Department of Sociology. 2005 – present.

Dean of the Faculty, 2000-2004.

Associate Dean of the Faculty: 1999-2000.

Member, Executive Committee, Initiative and Undergraduate Concentration in Commerce, Organizations and Entrepreneurship, 2004-present.

Special Assignment: Assistance to Dean Kathryn Spoehr: Assisted in development of “cluster review” objectives, process, and logistics; assisted in reviews of Modern Languages and Literature, Brain/Behavioral/Computer Science Cluster, and the Theater/Afro-American Studies Cluster, 1998-99.

Co-Chair, Junior Faculty Search committee, joint positions in Sociology and Public Policy (PPSO), 1998-99.

Co-Designer and Co-Director (with Prof.T.Anton) of the Undergraduate Concentration in Public and Private Sector Organizations, 1997-2000.

Member, Internal Faculty Steering Committee, Center for Gerontology and Health Care Research, 1998-present.

Graduate Advisor, Department of Sociology, 1997-1999.

Member, Academic Priorities Committee, 1997-1999.

Executive Committee Member, A. Alfred Taubman Center for Public Policy and American Institutions, 1997-2000.

Executive Committee Member, Brown Center for Primary Care and Prevention. 1997-2000.

Graduate Program Faculty, Epidemiology and Biostatistics, Department of Community Health, 1997-present.

Member, Organizational Behavior and Management Concentration Advisory Committee, 1996-1999.

Member, Graduate Studies Committee, Department of Sociology 1995-present.

Faculty Executive Committee 1996-1998.

Task Force to Rewrite the Brown University Mission Statement 1996-1997.

Chair, Provost's Adhoc Committee on Faculty Retirement 1996-1997. Charged with review of faculty attitudes toward the Special Retirement Arrangement, post-retirement teaching, and assessment of the effectiveness of SRA incentives. Committee report became the basis for the recommendations of the 1999 Task Force on Faculty Retirement.

(ii) Professional:

Editorial:

Associate Editor, Journal of Health and Social Behavior, 1986-1989, 1995-1997
1997-1999, 2005-present.

Consulting Editor, American Journal of Sociology, 1988-1990.

Editor, Journal of Health and Social Behavior, 1990-1993. (Editor-Elect, 1988-89).

Co-Editor of Special Issue of Journal of Health and Social Behavior: "Forty Years of Medical Sociology" (with Bernice A. Pescosolido), August 1995.

Senior Associate Editor, Health Services Research, 2005 –

Offices and Committees:

Elected Council Member, Section on Organizations and Occupations of the American Sociological Association, 1985-1988.

Member, European Group for Organizational Studies 1986 Award Committee, for the Section on Organizations and Occupations of the American Sociological Association.

Member, Committee for Certification in Organizational Analysis, for the Organizations and Occupations Section of the American Sociological Association, 1986-1989.

Chair, European Group for Organizational Studies 1987 Award Committee, for the Section on Organizations and Occupations of the American Sociological Association.

Study Section Member 1991-1994, Health Services Research Dissemination, for the Agency for Health Care Policy Research.

Elected Executive Committee Member, Health Care Administration Division, Academy of Management, 1992-1994.

Elected Chair, Publications Committee, Medical Sociology Section of the American Sociological Association, 1993-1994.

Consultant to the Robert Wood Johnson Foundation Evaluation of the "Smokeless States Initiative," 1993-1995.

National Advisory Committee Member, Tobacco Policy Research and Evaluation Program of the Robert Wood Johnson Foundation, 1993-1995.

Site-visit Review Team for AHCPR, Medical Treatment Effectiveness (MEDTEP) Research Centers on Minority Populations, 1995.

Steering Committee Member, National Research Council, on “Privacy and Security in Health Care Applications of the National Information Infrastructure” (under the Computer Science and Telecommunications Board), 1995-1997.

Program Committee Member, American Sociological Association, 1996 Meetings.

Elected Chair, Nominations Committee, Medical Sociology Section of the ASA, 1995-1997.

Member, Max Weber Award Committee, Organizations, Occupations and Work Section of the American Sociological Association, 1997.

Member, National Advisory Committee for Scholars in Health Policy Research, Robert Wood Johnson Foundation, 1998-2000.

Chair, Medical Sociology Section of the American Sociological Association, 1999-2000. Chair-Elect, 1998-1999.

Current Reviewing (2005): Health Services Research; Health Care Administration Division of the Academy of Management; Journal of Rural Health, Journal of Health and Social Behavior, Social Forces.

Middle States Commission on Higher Education, Review of Graduate School of Columbia University, March 2006.

Working Group Member: (2006-) “Medical Informatics:” National Research Council and the Institute of Medicine.

Chair, Evaluation Oversight Committee, for the National Cancer Institute’s Community Cancer Centers Program Pilot Study, 2007 – present.

Chair, Source Evaluation Group, for the National Cancer Institute’s Community Cancer Centers Program Pilot Study, 2007 - present.

7. Academic Honors and Awards:

(i) Honors & Awards:

1973 Alpha Sigma Nu, National Jesuit Honor Society

1974-78 Stanford University Fellowship

1975-77 N.I.M.H. Fellow, Organizations Research Training Program, Stanford University

1977-78 N.I.M.H. Fellow, Evaluation Processes Training Program, Stanford University

1979 Faculty Summer Fellow, The Graduate College, University of Illinois at Chicago

- 1982-83 N.I.M.H. Post-doctoral Fellowship, Research Training Program on Organizations and Mental Health, Stanford University
- 1989 Invited Visiting Faculty Fellow, Department of Sociology, Research School of Social Sciences, Australian National University.(declined)
- 1991 Health Services Management Research Award (with Michael Halpern and Jeffrey Alexander) from the American Hospital Association Health Services Research Program, for "Multihospital System Affiliation as a Survival Strategy for Rural Hospitals Under PPS," July 1991
- 1992 Elected Life Member, Sociological Research Association.
- 1997 Eliot Freidson Award for Best Article in Medical Sociology, from the Medical Sociology Section of the American Sociological Association, for "Through the Lenses of Organizational Sociology...", August 1997.

8. Courses Taught at Penn State and the University of Illinois:

Health Policy and Aging
 Organizations and Health Policy
 Current Issues in Organizational Theory
 Complex Organizations
 Health Care Delivery Systems
 Hospital Bureaucracy
 Organizations and Their Environments
 Sociological Statistics
 Advanced Analytical Models in Sociology
 Graduate Level Research Methods
 Longitudinal Analysis

Courses Taught at Brown University:

Spring 1996:

"Complex Organizations and Health Policy: A Multilevel Analysis of Clinical Practice Guidelines" (Soc. 206). Enrollment: 6

Fall 1996:

"Seminar in Health Professions and Organizations" (Soc. 187-018) Enrollment: 25
 Undergraduate Advisees and Independent Studies: 5

Spring 1997:

"Methods of Research in Complex Organizations" (Soc. 102) Enrollment: 29
 Undergraduate Advisees and Independent Studies: 6

Fall 1997:

"Seminar in Health Professions and Organizations" (Soc. 187-018) Enrollment: 22.
 Undergraduate Advisees and Independent Studies: 5

Spring 1998:

Independent Studies: 3
 Senior Theses: 2

Fall, 1998:

Methods of Research in Organizations (Soc.102) Enrollment: 33
Senior Theses: 3
Independent Studies: 3
Ph.D. Advisees: 2

Spring, 1999:
Senior Theses: 2
Independent Studies: 3
Ph.D. Advisees: 3

Fall, 1999: Sabbatical Leave
Ph.D. Advisees: 4

Spring 2000: Assumed duties of Associate Dean of the Faculty

Summer 2000 – July 2004: Assumed duties of Dean of the Faculty

Spring, 2001:
Methods of Research in Organizations (Soc. 105), with Teaching Fellow Ray Hyatt
Enrollment: 45
Ph.D. Advisees: 3

July 2004 – July 2005: Administrative Leave.

July 2005: Assumed duties of Chair, Department of Sociology

Fall, 2005:
Organizations and Disasters (Soc. 297) Enrollment: 9

Spring 2006:
Methods of Research in Organizations (Soc.105) Preregistered: 43
Ph.D. Advisees: 2
MA Advisees: 1
Post-doctoral fellow advisees: 2

Fall 2006:
Theory and Methods of Research I (Graduate) Enrollment: 10
Senior Theses: 4
Undergraduate Advisees: 35 (COE Org'l Studies)
PhD Advisees: 3
MA Advisees: 1
Post-doctoral fellow advisees: 2

Spring 2007:
Theory and Methods of Research II (Graduate) Enrollment: 10
Senior Theses: 4
Undergraduate Advisees: 35 (COE Org'l Studies)
PhD Advisees: 3
MA Advisees: 1
Post-doctoral fellow advisees: 2

Fall, 2007:

Complex Organizations and Health Policy: The New Technological Imperative (Graduate)

Enrollment: 4

Co-Instructor: Entrepreneurship Capstone (ENG 1930 & 1940); Enrollment: 26

Undergraduate 1st year advisees: 5

UTRA Undergraduate Research Assistant (Laura Trueman)

Concentration Advisor: Organizational Studies Track of COE: 48 advisees

PhD Advisees: 3

9. Date of Preparation: January 9, 2008