**THOMAS D'AUNNO**

*Curriculum Vitae*

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**EDUCATION**

1984 Ph.D., University of Michigan, Ann Arbor, Michigan

Organizational Psychology

1978-1980 University of Maryland, Baltimore County, Maryland

Community-Clinical Psychology

1974-1978 B.A., University of Notre Dame, Notre Dame, Indiana

Psychology, *Magna Cum Laude*

**PRESENT POSITION**

Professor of Management, Robert F. Wagner Graduate School of Public Service, New York University, 2014-

Professor of Public Health, School of Global Public Health, New York University, 2014-

**PAST POSITIONS**

Founding Director, NYU Wagner online Master of Health Administration Program (2017-2020)

Director, NYU Wagner Health Policy and Management Program (2016-2020)

Editor-in-Chief**,** *Medical Care Research and Review*, 2014-2018

Chair, Public Health Policy and Management, College of Global Public Health, New York University, 2014-2016

Professor of Health Policy and Management, Columbia University, Mailman School of Public Health, 2008-2014

Faculty Director, Executive Masters Program in Healthcare Management, Department of Health Policy and Management, Columbia University, 2009-2014

Executive Vice-Dean and Chief Academic Officer, Mailman School of Public Health, Columbia University, November 2010 –January 2011

Novartis Chaired Professor of Healthcare Management and Professor of Organizational Behavior, INSEAD, September 2002 - 2008

Director, Healthcare Management Initiative, INSEAD, September 2002-2007

Professor, School of Social Service Administration and Pritzker School of Medicine, University of Chicago, 2001- 2002

-Associate Professor, School of Social Service Administration, 1994-2001, and Department of Health Studies, Pritzker School of Medicine, 1998-2001

Chair, Graduate Program in Health Administration and Policy, University of Chicago, 2001-2002 (Acting Director, 1996)

Associate Member, Social Psychology Program, University of Chicago, 1999-2002

Faculty Associate, Center for Health Administration Studies, University of Chicago, 1994-2002

Visiting Scholar, INSEAD, Healthcare Management Initiative, Fontainebleau, France, Fall 2000

Director, National Institute of Mental Health Services Research Training Program, School of Social Service Administration, University of Chicago, 1997-2000

Associate Professor, Department of Health Services Management and Policy, School of Public Health, and Department of Psychology, University of Michigan, 1991-1994 (Assistant Professor, 1984-1991)

Faculty Associate, Survey Research Center, Institute for Social Research, University of Michigan, 1984-1994 (Research Associate 1981-1984)

Teaching Assistant, Departments of Psychology, University of Michigan, 1980-1983 and University of Maryland, Baltimore County, 1978-1980

**PUBLICATIONS**

Frimpong, J. A., Shiu-Yee, K., Tross, S. D’Aunno, T. Perlman, D., Strauss, S. Schackman, B.R.,

Feaster, D. Metsch, L., Bundling Rapid Human Immunodeficiency Virus and Hepatitis C Virus Testing to Increase Receipt of Test Results: A Randomized Trial. Medical Care. doi: 10.1097/MLR.0000000000001311

Murray, G.F., D’Aunno T., Lewis, V.A. “Critical Issues in Alliances between Management

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## Shover, C. L., Abraham, A., D’Aunno, T., Friedmann, P.D., Humphreys, K. The relationship of

## Medicaid expansion to psychiatric comorbidity care within substance use disorder treatment programs. Journal of Substance Abuse Treatment, October 2019 (105): 44-50.

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national study of methadone dose levels, 2011–2017. Journal of Substance Abuse Treatment. DOI: doi:10.1016/j.jsat.2018.10.006

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Alliances between Management Partners and Accountable Care Organizations.  The Milbank Quarterly, 96:4 (December 2018), pp. 755-78

Lewis, V.A., D’Aunno, T., Murray, G.F., Shortell, S.M.& Colla, C.H. The Hidden Roles That Management Partners Play in Accountable Care Organizations. Health Affairs 37 (2), 2018: 292–298

Andrews, C.A., Grogan, C.M., Westlake, M.A, Abraham, A., Pollack, H.A., D’Aunno, T & Friedmann, P.D. Do benefits restrictions limit Medicaid acceptance in addiction treatment? Results from a national study. Journal of Substance Abuse Treatment,   
April 2018. DOI: <https://doi.org/10.1016/j.jsat.2018.01.010>

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D'Aunno, T. Barriers to the Use of Evidence-Based Management in Healthcare...and How

to Overcome Them. In Kovner, A.R. & D’Aunno, T. (eds.) Evidence-Based Management in Healthcare: Principles, Cases, and Perspectives. Chicago: Health Administration Press, 2017.

Frimpong, J.A., Shiu‐Yee, K. & D'Aunno, T. The Role of Program Directors in Treatment

Practices: The Case of Methadone Dose Patterns in U.S. Outpatient Opioid Agonist Treatment Programs. Health Services Research, October 2017. DOI: 10.1111/1475-6773.12558

Loewenstein, G., Hagmann, D., Schwartz, J., Ericson, K., Kessler, J. B., Bhargava, S., Blumenthal-Barby, J., D'Aunno, T., Handel, B., Kolstad, J. & Nussbaum, D. A Behavioral Blueprint for Improving Health Care Policy. Behavioral Science & Policy, August 2017.

D’Aunno, T., Hearld, L. & Alexander, J.A. Sustaining Multi-stakeholder Alliances. Health Care Management Review, June 2017, e-published ahead of print. DOI: 10.1097/HMR.0000000000000175

D’Aunno, T., Alexander, J.A. & Lan, J. Creating value for participants in multi-stakeholder

alliances: the shifting importance of leadership and collaborative decision-making over time. Health Care Management Review, April 2017. DOI: 10.1097/HMR.0000000000000098

D’Aunno, T., Pollack, H.A., Chen, Q., & Friedmann, P.D. Linkages Between Patient-centered

Medical Homes and Addiction Treatment Organizations: Results From a National Survey. Medical Care, April 2017, 55 (4): 379-383. DOI: 10.1097/MLR.0000000000000645

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Accountable Care Organizations in the Medicare Shared Savings Program. Health Service Research, December 2016. DOI: 10.1111/1475-6773.12642

Frimpong, J.A. & D’Aunno, T. Hepatitis C Testing in Substance Use Disorder Treatment: The

Role of Program Managers in Adoption of Testing Services. Substance Abuse Treatment, Prevention, and Policy, December 2016. DOI: 10.1186/s13011-016-0057-2

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Poghosyan, L., Liu, J., Shang, J. & D’Aunno, T. Practice environments and job satisfaction and

turnover intentions of nurse practitioners: Implications for primary care workforce capacity. Health Care Management Review, November 2015. DOI: 10.1097/HMR.0000000000000094

Guerrero, E., Fenwick, K., Kong, Y., Grella, C. & D'Aunno, T. Paths to improving engagement

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D’Aunno, T., Friedmann, P.D., Chen, Q. & Wilson, D.J. Integration of substance abuse

treatment organizations into Accountable Care Organizations: Results from a national survey. Journal of Health Politics, Policy and Law, Vol. 40, No. 4, August 2015.

Buttigieg, S. C., Rathert, C., D'Aunno, T., & Savage, G. T. International research in health care management: Its need in the 21st century, methodological challenges, ethical issues, pitfalls, and practicalities. Advances in Health Care Management, 17, 2015. DOI: 10.1108/S1474-823120140000017001

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disorders: A 23-year national study of methadone dose levels. Journal of Substance Abuse Treatment, [47, 4](http://www.sciencedirect.com/science/journal/07405472/47/4), 2014: 245–250. DOI: 10.1016/j.jsat.2014.06.001

Frimpong, J.A., D’Aunno, T. & Jiang, L. Organizational determinants of the availability of

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Andrews, C., D’Aunno, T, Friedmann, P.D. & Pollack, H.A. Adoption of evidence-based

clinical innovations: The case of buprenorphine use by opioid treatment programs. Medical Care Research & Review, 2014 (February), 71(1):43-60.

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D’Aunno, T. Explaining how institutions change: A review and research agenda. In Stephen S.

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D’Aunno, T. Collaboration Among Health Care Organizations: A Review of Outcomes and Best

Practices for Effective Performance. Appendix D in Evaluation of the Lovell Federal Health Care Center Merger: Findings, Conclusions, and Recommendations. Washington, DC: The National Academies Press. <https://doi.org/10.17226/13482>, 2012.

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central epistemological issue? In Institutional Work: A New Agenda for Institutional Studies of Organization, T. Lawrence, R. Suddaby and B. Leca. (eds.) Cambridge, UK: Cambridge University Press, 2009.

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and roadmap. Journal of Substance Abuse Treatment, 31: 221-233, 2006.

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abuse treatment sector 1988-2000. Medical Care Research & Review, 2005.

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treatment organizations. Health Services Research, June 2003, 38(3): 887-903.

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entry of treatment-naïve clients into outpatient addiction treatment. The American Journal of Drug and Alcohol Abuse, 2003, 29 (1): 105-115.

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study, 1988-2000. Journal of the American Medical Association, 2002. 288(7): 850-857.

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the US healthcare sector. In Stephen S. Mick, editor, Advances in Health Care Organizational Theory. San Francisco, CA: Jossey-Bass, 2003.

Lemak, C.H., Alexander, J.A. & D’Aunno, T. Selective contracting in managed care: The case of

substance abuse treatment. Medical Care Research and Review, 2001, 58 (4): 455-481.

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divergent organizational change. Administrative Science Quarterly, December 2000, 45, 679-703.

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Drug Abuse Treatment Outcome Study. Medical Care, 2001, 39, 284-295.

Sosin, M. & D’Aunno, T. The organization of substance abuse managed care. In M. Galanter

(ed.) Recent Developments in Alcoholism: Services Research in the Managed Care Era, Volume 15, New York: Kluwer: Academic/Plenum Publishers, 2001.

Marsh, J.C., D’Aunno, T. & Smith, B.D. Increasing access and providing social services to

improve drug abuse treatment for women with children. Addiction, 2000, 95 (8): 1237-1247.

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of hospitals belonging to health systems and networks. Inquiry, 2000, 37 (3), 234-252.

Friedmann, P.D., D’Aunno, T., Jin, L. & Alexander, J.A. Medical and psychosocial services in

drug abuse treatment: Do stronger linkages promote client utilization? Health Services Research, 1999, 35(2), 443-466.

D’Aunno, T., Vaughn,T.E., & McElroy, P. An institutional analysis of HIV prevention efforts

by the nation’s outpatient substance abuse treatment units. Journal of Health and Social Behavior,1999, 40: 175-192.

D’Aunno, T., Fottler, M., & O’Connor, S.J. Motivating people. In S.M. Shortell and A.D.

Kaluzny (eds.) Health care management: A text in organization behavior and theory.

New York: Delmar, 4th edition, 1999.

Zajac, E.J., D’Aunno, T.& L.R. Burns. Managing strategic alliances. In S.M. Shortell and A.D.

Kaluzny (eds.). Health care management: A text in organization behavior and theory. New York: Delmar, 4th edition, 1999.

D’Aunno, T., Foltz-Murphy, N. & Lin, X. Changes in methadone treatment practices: Results

from a panel study, 1988- 1995. American Journal of Drug and Alcohol Abuse, 1999, 25(4):681-699.

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health services in outpatient drug abuse treatment units, Journal of Behavioral Health Services & Research, 1999, 26 (1): 80-94.

Friedmann, P.D., Alexander, J.A. & D’Aunno, T. Organizational correlates of access to primary

care and mental health services in drug abuse treatment units, Journal of Substance Abuse Treatment. 1999, 16(1):71-80.

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D'Aunno, T., Alexander, J.A. and McLaughlin, C. Business as usual? Changes in the health

care workforce and organization of work. Hospital and Health Services Administration 1996, 41(1), 3-18.

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D'Aunno, T. and Vaughn, T. An Organizational Analysis of Service Patterns in Drug Abuse

Treatment. Journal of Substance Abuse, 1995, 7, 27-42.

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Zajac, E. J., and D'Aunno, T. Managing Strategic Alliances. In S.M. Shortell and A.D. Kaluzny (Eds.) Health Care Management: A Text in Organization Behavior and Theory. Third Edition: Delmar, 1994.

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Substance Abuse Treatment Centers. American Journal of Public Health. May 1992, 81:711-718.

Sutton, R.I. and D'Aunno, T. Building a model of work force reduction that is grounded in pertinent theory and data: Reply to McKinley. Academy of Management Review, 1992, 17(1), 124-127.

D'Aunno, T. and Sutton, R.I. Responses of drug abuse treatment organizations to financial adversity: A partial test of the threat-rigidity thesis, Journal of Management, 1992, 18(1), 117-131.

D'Aunno, T. The effectiveness of human service organizations: A comparison of multiple models. In Y. Hasenfeld (ed.) The Organization of Human Services: Structure and Processes. Beverly Hills, CA: Sage, 1992.

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Alexander, J.A. and D'Aunno, T. Transformation of Institutional Environments: Perspectives on the Corporatization of U.S. Health Care. In Stephen S. Mick (Ed.) Innovations in the Organization of Health Care: Insights into Organization Theory, Jossey-Bass, 1990.

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Environment, Health Care Management Review, 1990, 15, (2), 21-30.

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**Books**

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**Book Reviews and Invited Commentaries**

Invited article, “Lessons from New York City’s Response to the Coronavirus Pandemic” *Italian Quarterly of Health Care Management, Economics and Policy*. In press, fall 2020.

Review of Paul Osterman: Who Will Care for Us? Long-term Care and the Long-term Workforce. New York: Russell Sage Foundation**.** *Administrative Science Quarterly*, <https://doi.org/10.1177/0001839218805068>.

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Rosemary O’Leary and Lisa Blomgren Bingham, eds. Washington, DC: Georgetown University Press, 2009. *Administrative Science Quarterly*, March 2010

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Health Care Management: A Text in Organization Theory and Behavior (S.M. Shortell and D. Kaluzny, Eds.) in Journal of Health Care Administration Education, Winter, 1990.

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**WORK IN PROGRESS**

Health Care Research and Organization Theory, with Trish Reay and Elizabeth Goodrick for the Cambridge University Press series, Organization Theory (Series Editors: Nelson Phillips & Royston Greenwood)

An intellectual history of institutional theory: Implications for research and theory development (with Mary Ann Glynn).

What happens when hospitals close: Analysis of NYC hospital closures, 2006-2018

Linkages between addiction treatment organizations and patient-centered medical homes: An update

Causal pathways in the adoption of evidence-based innovations: The case of HIV testing in the nation’s substance abuse treatment system   
  
Variation in service provision in the nation's substance abuse treatment system, 2000-2014.

**Published teaching cases**

Rowell, N., Lerer, L. & D’Aunno, T. Health Networks: A Success Story in Community-based

Management of Heroin Addiction in France. Copyright: INSEAD, 2008.

Cagna, A-M, D’Aunno, T. & Gilmartin, M.J. Zorggroep: Merging Five Dutch Healthcare

Organizations. Copyright: INSEAD, 2008.

Barsoux, J-L., Gilmartin, M.J., Battilana, J. & D’Aunno, T. Leading Organizational Change:

Improving Hospital Performance. Copyright: INSEAD, 2007.

Schein, D., Lerer, L., Rowell, N & D’Aunno, T. Governance and Investment Decision Making in

Healthcare Technology Transfer. Copyright: INSEAD, 2007.

Cagna, A-M., D’Aunno, T & Mattia J. Gilmartin. Robert Jones and the Eastbourne NHS

Orthotics Clinic: Make or Buy? Copyright: 2006 INSEAD

Battilana, J., Cagna, A-M., Gilmartin, M.J. & D’Aunno, T. Service Redesign at South Devon NHS

Trust (A&B). Copyright: 2006 INSEAD

Battilana, J., Cagna, A-M., Gilmartin, M.J. & D’Aunno, T. Leadership and Change: Martin

McShane at the Moss Valley Practice. Copyright: 2006 INSEAD

Battilana, J.,Cagna, A-M., Gilmartin, M.J. & D'Aunno, T. Deborah Jamieson and the University

College London Hospitals. Copyright: 2006 INSEAD (European Foundation for Management Development prize for best case in the public sector category, 2006).

**RESEARCH MONOGRAPHS**

Munson, F.C. and D'Aunno, T. The University Hospital in the Academic Health Center: Finding the Right Relationship. Association of Academic Health Centers and Association of American Medical Colleges, Washington, DC, 1987.

D'Aunno, T., Munson, F.C. and Zuckerman, H.S. Vertical Integration and University Hospitals. University Hospital Consortium, Winter, 1985.

Georgopoulos, B.S., D'Aunno, T., and Saavedra, R. The Organizational Effects of Hospital Prepayment. Institute for Social Research, University of Michigan, 1984.

**CONFERENCE PAPERS (selected)**

*Peer Reviewed*

[Policy, Organizational, and Provider Factors in Sustainment of Evidence-Based Allied Health Care***.***](https://www.researchgate.net/publication/291370724_Policy_Organizational_and_Provider_Factors_in_Sustainment_of_Evidence-Based_Allied_Health_Care)Academy of Management Annual Meeting, Vancouver, British Columbia 2015

[Overcoming Resistance to Change: The Case of Intercollegiate Athletics](https://www.researchgate.net/publication/291372587_Overcoming_Resistance_to_Change_The_Case_of_Intercollegiate_Athletics)**.** Academy of Management Annual Meeting, Vancouver, British Columbia 2015

The Rhetoric and Reality of Big Time College Athletics: An Institutional Perspective, Academy of Management Meetings, Philadelphia, PA, August 2014

HIV Testing in the Nation’s Opioid Treatment Programs, 2005-2011: The Role of State Regulations. Paper presented at the Addiction Health Services Research conference, New York City, October, 2012

Choosing the Right Practice Model to Involve Nurse Practitioners in Primary Care: A Perspective from Queuing Analysis (with N. Liu). Paper presented at the Academy of Management Meetings, Montreal, Canada, August 2010

The Globalization of a Management Technology: Lessons from the Global Diffusion of Patient Classification Systems (PCS). Paper presented at the Academy of Management Meetings, Chicago, IL., August, 2009.

Explaining Change in Institutionalized Practices: A Review and Roadmap for Research. Paper presented at University of Alberta, Canada, Conference: Past, Present and Future of Institutional Theory (1-3 June 2006).

Forms of Organizing in Healthcare Services**.**Organized and co-directed (with A. Cichetti) Special Interest Track at the 22nd EGOS Colloquium (6-8 July 2006: Bergen, Norway)

The role of substance abuse treatment units in HIV prevention: An update. International Health Technology Assessment Conference, Rome, 2005.

Predicting inter-organizational relationships among drug abuse treatment organizations, 1990-2000, Academy of Management Conference, Seattle, Washington, August 2003 (withWells, R.S., & Lemak, C.H.)

Organizational adaptation to dropping out of managed care. Academy of Management Conference, Toronto, 2000

**Invited (selected)**

Of mentors, opportunities and colleagues. Keith G. Provan Career Award for Distinguished Research, Academy of Management, Health Care Management Division, August 2019.

Accountable Care Organizations in the USA:  Lessons for Ireland and Universal Health Care? Centre for Health Policy and Management. Trinity College, Dublin, 11 November, 2018

Evidence-Based Practices in the Nation's Opioid Treatment System:  Results from a National Study, 1988-2017 and Implications for the Opioid Epidemic.  Planning Meeting to Study an Integrated Approach to Addressing the Opioid Crisis. Convened by the Director of the National Institutes of Health, June 18, 2018.

Keynote Speaker, Italian Health Economics Association, University of Pavia, 5-6 October 2017, "Improving the Quality of Health Care: A Research Agenda"  
  
Addiction Treatment and Health Care Reform: Pitfalls and Prospects. The Dartmouth Institute for Health Policy & Clinical Practice, Geisel School of Medicine at Dartmouth, June 6, 2017  
  
Discussant, peer-review panel "Experiments in Institutional Theory and Strategy Research", Academy of Management Meeting, August 4-8, 2017, Atlanta,

Keynote: Accountable Care Organizations and Social Work. University of Chicago, School of Social Service Administration, Conference: The Role of Social Services in Health. January 9, 2017.

Creating Value for Stakeholders in Multi-Sector Alliances. Bocconi University, Milan, Italy, October 2016.

Distinguished Speaker Panel, Health Care Management Division, Academy of Management Conference, Anaheim, CA, 2016.

Keynote address: From Health Policy to Social Policy. Behavioral Science & Policy Association Annual Conference, Washington, DC, April 2016

Health Care Reform: Implications for Behavioral Health Care Services. Center for Drug Use and HIV Research, NYU Meyers College of Nursing, May 2016

Integration of substance abuse treatment organizations into Accountable Care Organizations: Results from a national survey. Department of Population Health, NYU School of Medicine, April 2015

Keynote address: Using Organizational Theory to Advance Research in Addiction Health Services. Addiction Health Services Research national conference, Boston, October, 2014

Adoption of Evidence-Based Practices in Healthcare Organizations: The Case of HIV Testing, Department of Health Policy & Management, Yale School of Public Health, Yale University, September, 2014

Understanding the Impact of Accountable Care Organizations, PVT Healthcare Capital

Innovation Summit, Austin, Texas, October, 2014

The Organization and Performance of Accountable Care Organizations: Early Evidence. Michael Davis Lecture, University of Chicago, School of Social Service Administration, May 2014

Keynote address: The Organization and Performance of Accountable Care Organizations. Innovation in Health Care Delivery Systems, McCombs Healthcare Initiative, University of Texas, Austin, April 2014

Relevance and Rigor in Institutional Research. Inaugural Paul Lawrence Conference, Harvard Business School, Harvard University, June 2013

The use of evidence-based practices in the nation's opioid treatment system, 2005-2011. National Institute on Drug Abuse, Division of Epidemiology, Services and Prevention Research, Rockville, MD., March 2013

Linking Research and Practice in Healthcare: Carpe Diem. Keynote talk for the Seminar on Creativity, Innovation and Entrepreneurship in Healthcare, McCombs Health Care Initiative, The Herb Kelleher Center for Entrepreneurship, University of Texas, Austin, November 2011

Testing a Comprehensive Model of the Diffusion of Evidence-based Practices in Substance Abuse Treatment. Paper presented at:

Addiction Research Dissemination, Implementation and Sustainability Series, New York

University School of Medicine, April 2011

HIV Center for Clinical and Behavioral Studies, New York State Psychiatric Institute and

Columbia University, June 2011

Center on Addiction and Substance Abuse at Columbia University, October 2011

Managing Response Bias in Organizational Research. Paper presented at the Academy of Management Annual Meetings, Montreal, Canada, August, 2010

Organizational Responses to Market and Institutional Forces: A National Study of the Quality of Care in US Hospitals, Barger Leadership Center, University of Michigan, March 2010

Substance Abuse as a Chronic Health Problem: Pitfalls and Progress in Treatment. Health Care Services in New York: Research and Practice, 20th Annual Conference. City University of New York Graduate Center, November, 2009

Organizational Responses to Market and Institutional Forces: A National Study of the Quality of Care in US Hospitals, Harvard Business School, Organizational Behavior Seminar Series, Cambridge, MA., May, 2009

Challenges of Academic Health Centers: An Organizational Research Agenda. Healthcare Organizations Research Association, University of North Carolina, June 2009

Restructuring Healthcare and Professions: Comparative Perspectives. Scancor 20th Anniversary Conference, Stanford University, November, 2008

Opening the “Black Box” of Organizational Change: Analyzing Organizational Change Processes. Erin Anderson Memorial Conference, The Wharton School, University of Pennsylvania, September 2008

Dosage patterns in methadone treatment: Results from a national survey, 1988-2005. Department of Health Policy and Management, School of Public Health, Harvard University, October, 2006

Challenges and Opportunities in Health Care in the 21st Century: The Role of Aging. Czech Management Center, Prague, Czech Republic, May 2003

Trends in Health Care Markets and Their Implications for Information Technology, Oracle Health Care Management Conference, Barcelona, Spain, June 2003

Entrepreneurs and Information Technology. International Council and Circle of Patrons Presentation, INSEAD, April 2003

Critical Issues in Methadone Treatment in the US, 1988-2000, Washington Circle Policy Group on Performance Measurement for Care of Substance Abuse Disorders, Washington, D.C., August 2003

Toward Convergence in the Training of Hospital Directors, IIIèmes Journées Hospitalières Internationales, Paris, France, October, 2003

Using Information Technologies to Promote Medical Research and Practice: Rhetoric and Reality of e-Health, World Organization for Specialized Studies on Diseases of the Esophagus, 7th Congress, UNESCO Headquarters, Paris, September, 2003

Networks and alliances: The promise and pitfalls of managing without hierarchy. Association for Health Services Research Annual Meeting. Los Angeles, CA, June 2000

From conformity to resistance: How organizations manage managed care. Association for Health Services Research Annual Meeting. Los Angeles, CA, June 2000

The role of behavioral managed health care firms in drug abuse treatment. American Public Health Association Annual Conference. Chicago, IL, November 1999

Bridging the gap between research and practice: The case of methadone treatment. Association for Health Services Research Annual Conference, Chicago, IL, June, 1999

The rhetoric and reality of managed care for substance abuse treatment. National Association of Drug and Alcohol Abuse Treatment Counselors, Philadelphia, PA, May 1999

The role of markets and institutional environments in divergent organizational change.

Duke University, Fuqua School of Business, November, 1998

An institutional analysis of radical organizational change in rural hospitals, University of Chicago, Health Economics Workshop, February 26, 1998; University of Chicago, Graduate School of Business, Markets and Organizations Workshop, April, 1998

Changes in America’s health care system: Implications for Romanian health care reform? Joint Committee on Health Care of the Romanian Parliament, Bucharest, Romania, 1998

**RESEARCH GRANTS AND CONTRACTS**

Current

A mixed methods study to identify and refine implementation strategies to increase use of cardiac rehabilitation for patients with heart failure. National Institutes of Health, National Health, Lung and Blood Institute.  Principal Investigator in subcontract from the Bay State Health System (PI: Tara Lagu). $144,000. April 2020-April 2024.

Identifying effective strategies used by Medicare Accountable Care Organizations to improve outcomes for patients with heart failure: A mixed-methods study.  National Institutes of Health, National Health, Lung and Blood Institute.  Principal Investigator in subcontract from the Bay State Health System (PI: Tara Lagu) $117,000. July 2018-June 2023.

Racial and Ethnic Disparities in Chronic Disease Outcomes and Nurse Practitioner Practice. National Institutes of Health, Principal Investigator in subcontract from Columbia University (PI: Lusine Poghosyan) $118, 325. June 2017-January 2021

Completed

Impact of Health Reform on Outpatient Substance Abuse Treatment Programs. National Institutes of Health, National Institute on Drug Abuse, Principal Investigator on subcontract from Brown University (PI: Peter D. Friedmann). $338,237. May 2014-April 2019.

A Bundled Rapid HIV/HCV Testing Intervention to Increase Receipt of Test Results. National Institutes of Health, National Institute on Drug Abuse, Co-Principal Investigator (PI: Jemima Frimpong), $449,954. January 2015-December 2017.

Best-Practices for the Effective Performance of Accountable Care Organizations. Universal American Insurance Company, Principal Investigator, $247,000. October 2013-October 2014.

Testing a Comprehensive Model of the Diffusion of Evidence-Based Practices. National Institutes of Health, National Institute on Drug Abuse, Principal Investigator. $857,000. January 2011- January 2014

Organizational and market correlates of quality of care in US hospitals. Principal Investigator. Funded by the Novartis Chair in Healthcare Management, INSEAD. 70,000 euros. 06/01/08-09/01/10.

Consultants and organizational change (Principal Investigator), 2006-2007. Funded by Celerant, 75,000 euros

National Institute on Drug Abuse, Drug Abuse Treatment System Survey (Principal Investigator and Consultant), 2002-2008) (NB: I wrote this $4 million proposal, but turned over the principal investigator role to J.A. Alexander when I moved to INSEAD in 2002).

INSEAD Research and Development Fund, Global trends in patient classification and payment systems (with J.R. Kimberly), $30,000, 2005-2007

National Institute on Drug Abuse, Buprenorphine treatment in France: Lessons for the US (Principal investigator, subcontract from Brandeis University), 2004-2006, $75,000

Center for Substance Abuse Treatment and Sinai Family Health Systems, Linkages for Substance Abuse Treatment in Primary Health Care Clinics (Principal Investigator), 1999-2002, $750,000.

National Institute on Drug Abuse, Drug Abuse Treatment System Survey (Principal Investigator), August, 1998-2002), $2.7 million

National Institute on Drug Abuse, The Role of Managed Care Organizations in Drug Abuse Treatment, (Principal Investigator), July 1997- 2001, $1.01 million.

National Institute on Drug Abuse, Drug Abuse Treatment System Survey, (Principal Investigator), October, 1993-July, 1998, $1.95 million.

National Institute on Drug Abuse, Organization and Financing of Drug Abuse Treatment Services, (Principal Investigator), October, 1993-1997, $1 million.

Agency for Health Care Policy and Research, The role of organizational factors in rural hospital conversion; (Co-Principal Investigator) (with J.A. Alexander), 1992-1996; $300,000.

National Institute on Drug Abuse, Drug Abuse Treatment Services Outcomes Study, (Co-Principal Investigator) (with D. Gerstein, National Opinion Research Center and R. Hubbard, Research Triangle Institute), 1991-1995; $100,000.

National Institute on Mental Health, Preventive Innovations and Caregiver Stress in Group Homes (Principal Investigator) 1989-1990; $15,000.

Midwest Bio-Behavioral AIDS Research Consortium, The Role of Drug Abuse Treatment Organizations in AIDS Prevention, (Principal Investigator), 1989; $35,000.

National Institute on Drug Abuse, National Survey of the Drug Abuse Treatment System, (Co-Principal Investigator) (with R. H Price and C. Burke), 1986-1992; $2 million.

Pew Memorial Trust/Association of Academic Health Centers, Pros and Cons of Separating University Hospitals from their Universities, (Co-Principal Investigator) (with F.C. Munson); 1984-1987, $300,000.

National Institute on Drug Abuse, A National Survey of the Organization of Outpatient Drug Abuse Treatment Programs, (Co-Principal Investigator) (with R.H. Price and R.L. Kahn);1983-1986, $1.4 Million.

Catherine McAuley Health Center, Ann Arbor, Michigan, Assessing Community/Hospital

Relations, (Co-Principal Investigator) (with R.H. Price); 1981-1982, $10,000

**TEACHING EXPERIENCE**

Founding Director of NYU Wagner’s online Master in Health Administration (MHA) Program; developed and taught online courses in organizational behavior and strategy; assisted faculty members in course development and online teaching

Managing Health Care Organizations, NYU Wagner; required course for online MHA students

Strategic Management, NYU Wagner; required course for MPA (management) students

Building Effective Teams, NYU Wagner; elective course for MPA and EMPA students

Health Care Management, NYU Wagner; elective course for MPA (health policy and management) students

Health Policy in a Global World; required course for undergraduate majors in public health, New York University

Leadership; elective course for masters degree students in the Mailman School of Public Health, Columbia University

Managerial and Organizational Behavior; Strategic Management; required courses for masters degree (including Executive Program) students in health policy and management, Mailman School of Public Health, Columbia University

Executive education sessions in various organizational behavior topics (leading organizational change; performance management; high performance teams; leadership; organization design)

Directed and taught in several company-specific programs, including programs for the Columbia University Medical Center; English National Health Service; Sanofi-Aventis; Pfizer; Johnson & Johnson; Novartis; Fresenius; SC Johnson; Initiative Media; Lafarge; General Mills; West Pharmaceutical Services; Microsoft; International Finance Corporation (World Bank Group); Baxter Healthcare

Program Director INSEAD’s Advanced Management Program (March 2005-2008; July 2008)

Leading Organizations; required core course in organizational design for INSEAD MBA students

Leading People and Groups; required core course for INSEAD MBA students

Mental Health Services Research Seminar (for NIMH pre-doctoral trainees)

Social Intervention: Policies and Programs; required course for masters students in social service administration

Organizational Theory and Health Care Organizations; required course for doctoral students

Organizational Theory and Health Policy; required course for Doctor of Public Health in Health Policy

Interdepartmental Seminar in Organizational Theory

Interpersonal Relations and Group Dynamics for Health Care Managers; elective course for masters students in Graduate Program in Health Administration and Policy and students in Social Service Administration

Organizational Systems; elective course for University of Michigan Psychology Department

undergraduates

Organization Design and Strategy; elective course for masters students in Graduate Program in Health Administration and Policy and students in social service administration

Individual Behavior in Organizations; Introductory Psychology (undergraduate courses, University of Michigan)

Experimental Psychology; Developmental Psychology (undergraduate courses, University of Maryland, Baltimore County)

Dissertation Committees: Member of 85 completed dissertation committees, chairman of 35 of these

Primary mentor for K12 Award for Jemima Frimpong, Ph.D., Clinical and Translational Science Awards, Columbia University Medical Center, 2011-2013.

Primary mentor for mentored career development award (for P. D. Friedmann), National Institute on Drug Abuse, 1998-2002

Primary mentor for minority faculty development award (for D. Howard), National Institute on Drug Abuse, 1999-2002

**FELLOWSHIPS AND HONORS**

D'Aunno, T., Sutton, R.I., and Price, R.H. Isomorphism and external support in conflicting institutional environments: A study of drug abuse treatment units. Academy of Management Journal, 1991, 34(3) 636-661. A committee of the editorial board of the *Academy of Management Journal* (*AMJ*) selected this paper as one the top 10 articles *AMJ* has published since 1990 for its inaugural *Impact Award*; this award recognizes one article each year that makes the greatest impact by addressing research questions that are important for society.

Keith G. Provan Career Distinguished Research Award, Academy of Management, Health Care Management Division, 2019

Professor of the Year, NYU Wagner, 2016

Career Distinguished Service Award (The Myron Fottler Award), Academy of Management, Health Care Management Division, 2004

Selected as “National Expert” by the Association for Health Services Research for research on the organization of drug abuse treatment services, June, 1997

National Institute of Mental Health Fellowship, 1980-1981, 1982-1983

Dailey Memorial Scholarship, University of Notre Dame, 1974-1978

University of Notre Dame Alumni Scholarship, 1976-1977

**SERVICE IN UNIVERSITIES**

Chair, Healthcare Management Faculty Search Committee, NYU Wagner, Fall 2019

Faculty Advisory Committee, Member (elected), NYU Wagner, 2015-2020

Member, Faculty Search Committee, College of Global Public Health, NYU, 2015-2017

Chair, Management Faculty Search Committee, NYU Wagner, Fall 2015

Member, Accreditation Committee for the College of Global Public Health, NYU, 2015-2016

Chair, Task Force on Healthcare Management Curriculum, Wagner School, New York University, 2014-15

Chair, Committee on Curriculum for Public Health Policy and Management, Global Institute of Public Health (GIPH), NYU, 2014-2015

Doctoral Committee (member), GIPH, NYU, 2014-2016

Promotion and Tenure Committee (member), Wagner Graduate School of Public Service, NYU, 2014-2015

Strategic Advisory Committee, HIV Center for Clinical and Behavioral Studies, New York State Psychiatric Institute and Columbia University, 2012-2015

Advisory Committee, Substance Abuse and Epidemiology Training Grant (D. Hasin, PI), 2012-2014

Scientific Advisory Committee, Center for Drug Use and HIV Research, New York University College of Nursing, September, 2011-

Ad-Hoc Committee on Tenure and Promotion, Columbia University, 2010

Curriculum Renewal Committee; Chair, subcommittee on leadership and professional development, Mailman School of Public Health, Columbia University, 2010-2012

University Committee on Socially Responsible Investment of Columbia Endowment, 2008-2009

Admissions Committee, Mailman School of Public Health, Columbia University, 2008-2010

Faculty Evaluation Committee (Promotion and Tenure Committee) (INSEAD) (elected), 2004-2006; 2007-2008 (appointed by Dean)

Executive Education Faculty Advisory Committee (INSEAD), 2002-2004; 2006-2007

MBA Faculty Advisory Committee (INSEAD), 2002-2004

Co-Chair, Promotion, Retention and Tenure Committee, School of Social Service Administration, University of Chicago, 2001-2002

Member, Curriculum Policy Committee, School of Social Service Administration, University of Chicago, 2001

Member, Committee to develop a social intervention research institute, School of Social Service Administration, University of Chicago, 2001

Chair, Faculty Search Committee, School of Social Service Administration, 1999-2000

Member, Biological Sciences Division and Law School Committee on Joint Programs, 1999

Member, National Opinion Research Center task force on health services research, 1999-2000

Search Committee Member, Department of Health Studies, Pritzker School of Medicine, University of Chicago, 1998-1999

Chair, 1997-1999, University of Chicago, Faculty Advisory Board of Computing Activities and Services; board member, 1996-1997

Member, School of Social Service Administration Doctoral Program Committee, 1994-1999

Chair, 1997-1998, School of Social Service Administration Promotion, Review and Tenure Committee; committee member 1995-1996

Member, 1995-1996, Faculty Advisory Committee to the Regenstein Library Reorganization,

University of Chicago

Chair, 1995-1996, School of Social Service Administration Strategic Planning Committee

School of Social Service Administration, Admissions Committee, 1994

Executive Committee Member, 1991-1993, University of Michigan, School of Public Health.

Executive Committee Member, Department of Health Services Management & Policy, 1991-1993

Search Committee Member, Richard C. Jelinek Chair in Health Care Management, 1991-1992

Search Committee Member, Department of Public Health Policy and Administration, 1991-1993

Governing Board Member, Interdepartmental Organizational Studies Program of the Rackham Graduate School, 1990-1994

Executive Committee Member, Organizational Psychology, University of Michigan, 1990-92

Member, Search Committee in Organizational Psychology, University of Michigan, Winter 1991

Chairman, Organizational Studies Track, Doctoral Program in Health Services Organization and Policy, University of Michigan, 1985-1994

Member, Department of Health Services Management and Policy Organizational Behavior/ Sociology Committee, 1984-1994. (Chair: 1991-1993)

Member, Program Committee for Institute of Labor and Industrial Relations, University of Michigan, 1987-1990

Reviewer, Presidential Initiatives Fund, Office of Research Development, University of Michigan, 1986-1994

Member, Masters in Health Services Administration Program Committee, 1986-1988,

1991-1992

Program Committee Member for Pew Doctoral Program in Health Policy, 1987-1988

Coordinator, Summer Internships for Masters students in Hospital Administration, 1986

Member, Graduate Committee and Curriculum Committee; Co-Chairman of Admissions

Committee, Department of Psychology, The University of Michigan, 1981-1983

Graduate Psychology Curriculum Committee, University of Maryland, 1978-1980

**PROFESSIONAL ACTIVITIES**

**Editorial Board Member**

Academy of Management Discoveries, 2020-

Behavioral Science and Policy, 2016-

Administrative Science Quarterly, 2016-

Health Services Management Research: Theory, Evidence, Implications, 2015-

Academy of Management Journal, 2013-

Journal of the Professions and Organization, 2013-

Strategic Organization, 2003-2008

Academy of Management Review, 1999-2008

Advances in Health Care Management, 1999-2003

Medical Care Review and Research, 1991-2014

Journal of Engineering and Technology Management, 2003-2005

Social Service Review, 1995-2002

Administrative Science Quarterly, 1995-1997

Journal of Health and Social Behavior, 1994-1998

Health Administration Press, 1995-1999

Health Care Management Review, 1993-1995

Guest Co-Editor, Special Issue of Behavioral Science and Policy, Responses to the Covid 19 Pandemic, Spring 2020

Guest Co-Editor (Peter Ring, lead editor), Special Issue of Academy of Management Review “How Governments Matter” 2003-2004

Guest Co- Editor (with J.A. Alexander), Special Issue (Spring, 1996) of Hospital and Health Services Administration

**Ad-Hoc Peer Reviewer**

AcademyHealth Annual Research Conference

Journal of the American Medical Association

Health Services Research

Academy of Management Review

Organization Science

Strategic Management Journal

Medical Care

Health Affairs

Addiction

University of Chicago Press

Oxford University Press

**Scientific Advisory Committees and Reviews**

Scientific Advisory Committee, Recovery Housing for Alcohol and Drug Use Disorders: A National Study of Availability, Characteristics, and Factors Associated with Evidence-based Practices, National Institute on Alcohol and Alcohol Abuse, National Institutes of Health, Amy Mericle, Principal Investigator, Public Health Institute, 2019-

## Co-Chair, National Institutes of Health and National Institute on Drug Abuse review committee for the HEALing Communities Study, January 2019-April 2019.

## Scientific Advisory Committee, Mental Health Under New Payment Strategies, National Institute of Mental Health, Ellen Meara, Principal Investigator, The Dartmouth Institute for Health Policy & Clinical Practice, Geisel School of Medicine at Dartmouth, 2017-

Scientific Advisory Committee, *Italian Quarterly of Health Care Management, Economics and Policy* (MECOSAN), 2016-

Scientific Advisory Committee, Centre for Research in Health and Social Care Management  
(CERGAS), SDA Bocconi School of Management - Bocconi University, 2015-

Scientific Advisory Committee (member), ART for All Study (Campbell and Des Jarlais Co-PIs), Columbia University, 2013-2017.

Planning Committee, New York Health Services Research Annual Symposium, 2008-2010

National Health Authority of Qatar, Board Member, May 2005- August 2008

Search Committee Member, National Institutes of Health, National Institute on Drug Abuse, 1999-2000 (search for position of Director of the Division of Epidemiology, Services and Prevention Research)

Member, Center for Substance Abuse Treatment, Panel on Developing a National Treatment

Plan, Committee on Connecting Services and Research June, 1999-June 2000

Scientific Advisory board member, Drug Evaluation Network System, Treatment Research Institute, 1998-2000 (Principal investigators: Thomas McLellan and Herbert Kleber)

Ad-Hoc Grant Reviewer, Agency for Health Care Policy and Research, 1998-1999

Advisory board member, Center for Public Mental Health Services Research, Department of Psychiatry, University of Chicago, June, 1998-2002

Advisory board member, Project New Start/New Home, Mid-America Institute on Poverty, 1999

Reviewer, Small Grants Program, Agency for Health Care Policy and Research, 1991-2000

Consultation to the Director, Office of National Drug Control Policy, June, 1997

Member, National Institute on Alcohol Abuse and Alcoholism, Committee on Health Services Research, 1995-1996

Member, National Institute on Drug Abuse, Strategic Planning Committee for Health Services Research, 1994; 1997-98, Chair, Subcommittee on Organization and Management

Faculty Member and Consultant, Henry Ford Health System, Managed Care College, Detroit, 1993-1994

Consultant, Invitational Conference on Strategic Alliances, University of North Carolina, Chapel Hill, November, 1993.

Scientific Advisory Board Member, National Treatment Evaluation Study (H. Kleber, Principal Investigator) 1994-2000

Scientific Advisory Committee Member, Drug Abuse Treatment Outcome Study (R. Hubbard, Principal Investigator), 1990-1994

Scientific Advisory Committee Member, National Treatment Study, funded by National Institute on Alcoholism and Alcohol Abuse, 1992-1995

Chair, Health Care Administration Division; Academy of Management, 1994-1995 (Chair-Elect, 1993-1994)

Program Chair, Health Care Administration Division, Academy of Management, 1992-1993

Coordinator, Health Care Administration Division, Academy of Management Consortium for Doctoral Students and Junior Faculty, 1991-1992

Faculty Member, Academy of Management Health Care Administration Division's Consortium for Junior Faculty and Doctoral Students, 1989-2000

Member, Academy of Management, 1984-present.

Participant, Academy of Management Doctoral Consortium, 1983

Coordinator, Southwest Baltimore Human Services Network, 1979-1980

Counselor, Regional Institute for Children and Adolescents, Baltimore, MD, 1978-1979