Statement of Teaching Philosophy

My philosophy of education has evolved over the years as I progressed through my own higher education sojourn. Being a first generational student to complete a bachelor’s degree, a master’s degree, and a doctorate, I have had opportunities afforded to me that might never have materialized without higher education. I want students to realize that regardless of life circumstances or seeming inequity, one can fulfill dreams through higher education. Several times in my life, pursuing academics catapulted me into a new career. Consequently, one goal I strive to impart to students is the importance of being a lifelong learner. Whether a traditional, non-traditional, full-time, or part-time student, there are inherent challenges to overcome in completing a degree. I can relate to all these types of students, for I have walked in their shoes.

My teaching style emanates from personal experience in my academic endeavors. With this in mind, I teach a forward-thinking, hands-on, analytical, and practical methodology to engage critical thinking. Some examples of this involve a team approach to problem-solving, simulation encounters, analyzing current trends and utilizing specific techniques incorporated by education on a global scale. A quote from Aristotle summarizes my teaching philosophy best: *It is the mark of an educated mind to be able to entertain a thought without accepting it.*

My approach includes a dynamic collaborative dialogue between professor and students. I delight in the responses from the students when they tell me what they discovered. Advising them through their academic journey and seeing them achieve their desired goals is immensely rewarding. However, the greatest honor is when a former student contacts me to say, “Thank so much; I am living my dream job due to the knowledge and skills I learned from your class.”

Personal Attributes

Highly qualified educator with over twelve years of teaching experience.

Skilled in many disciplines, such as Human Resources, Management, Healthcare, and Leadership courses.
Dedicated professional with over 20 years of healthcare and human resources knowledge-creating a
dynamic course experience.

Comprehensive involvement in developing a graduate academic program.

Designed online and face-to-face graduate and undergraduate courses.

Effective collaborator with accreditation experience.

Skilled in grant application with numerous awards received.

Efficiently and creatively use my experience to identify ways in which students can learn and discuss
the material in their courses.

Detail-oriented educator with strong skills in analytic structured techniques, research methodology
and analytic and technical writing.

Throughout career, lauded for subject matter expertise in research methodology, healthcare,
leadership, and human resources management.

Possess exceptional oral, written communication and critical thinking skills.

**Teaching Experience**

Texas Tech University, University Studies, Lubbock, TX

Instructor for Human Resource Development and Integrative Studies online and hybrid courses.

**HRDV 4303: Strategic Leadership in Healthcare Organizations (1 section)** Introduces an overview
of leadership, management, and organizational behavior in the unique sector of health care.
Integrates theory with practice through readings, lectures, written assignments, and presentations
from different organizational perspectives.

**HRDV 4302: Global and Virtual Leadership in Human Resource Development (2 sections)** Provides an introduction to leadership in a global and virtual workplace. Topics include strategies for
global/virtual talent acquisition and development, leadership issues, and management strategies.

**HRDV 3308: Employee and Labor Relations (3 sections)** The course’s focus is on the complexities
of labor and employee relations. Topics include organizational culture, employment counseling
issues, negotiation, dispute resolution, and employee motivation and retention.

**HRDV 3305: Staffing Strategies in Human Resource Development (6 sections)** Course focuses
on the process of staffing organizations. Includes analysis of the external job market, talent
acquisition, resume analysis, interviewing techniques, background and reference checks, the hiring
process, and integration of new employees into the organization.

**HRDV 2301: Introduction to Human Resource Development (1 Section)** The course focuses on
the foundations of human resource development, including the history of human resource
development, recruitment, training and development, and compensation and benefits.
INTS 4350: Capstone in Integrative Studies (18 sections) Advanced course in integrative studies. Students will draw together the diverse strands of their studies, reflect on their connections, and produce an in-depth senior project. (Writing Intensive)

INTS 4300: Perspectives in Integrative Studies (2 sections)
INTS 3350: Team Leadership in Interdisciplinary Problems (14 sections) In this online course, students will utilize critical, analytical, and integrative approaches to interdisciplinary problem solving while emphasizing the practices of effective interdisciplinary leadership and teamwork (Writing Intensive)

INTS 3330: Global Perspectives in Integrative Studies (2 sections) Emphasizes interdisciplinary problem solving through critical, analytical, and integrative approaches to the study of general issues and trends facing the contemporary world. (Writing intensive)

INTS 2310: Foundations in Integrative Studies (1 section) Introduces students to the foundations of key interdisciplinary concepts and theories and prepares students for success in the integrative studies program.

Adjunct Instructor
Concordia University, Nebraska, 2017 – Present

Teaching online graduate courses (all CUNE 8-week courses)

HADM 599: Practicum in Healthcare Administration (3 sections) This practicum provides the opportunity for students to gain exposure to a healthcare organization and demonstrate their professional healthcare competencies.

HADM 542: Health Informatics (1 section) This review is provided on the clinical, research, and administrative applications of information systems in health services delivery with a focus on electronic medical record systems, decision support systems, computerized order entry, telemedicine, and consumer applications.

HADM 540: Healthcare Systems Leadership (1 section) Leadership issues related to the effective use of information technology to improve organizational and clinical performance are discussed.

HADM 535: Strategic management – Healthcare Organizations Evaluations (1 section) Integration of the functional areas of health care organizations via the strategic planning process.

HADM 525: Healthcare Policy (1 section) Overview of health policymaking in the United States and the politics involved in the policymaking process.

HADM 512: Healthcare Financial Management II (2 sections) Introduction of key strategic financial topics and provide an understanding of third-party payers in reimbursement of healthcare services. A continuation of HADM 510.

HADM 510: Healthcare Financial Management I (1 section) Introduction to fundamental financial management concepts and the financial skills necessary for managers at a variety of levels in healthcare organizations.

HADM 505: Management of Healthcare Organizations (1 section) Review considerations related to the management of healthcare organizations focused on the key components of management, governance, organization structures, and other factors involved in healthcare management.

HADM 500: Health System Organizations (1 section) Introduction to the health services delivery system. Analysis of the organizing, financing, and distribution of health services. Alternate delivery
systems such as hospitals, acute care facilities, long-term facilities, prepaid practices, fee-for-services group practices, and others are examined.

**Adjunct Faculty, 2008 - 2013**
Texas Tech University, Institute for Forensic Science Lubbock, TX

Graduate courses taught (all face-to-face)

**FSCI 6000: Master's Thesis** multiple sections, Major empirical research projects in a field of forensic science.

**FSCI 6330: Master's Report in Forensic Science** multiple sections, supervised research project to provide the student with an opportunity to develop specific experience in the field.

**FSCI 6031: Internship in Forensic Science** multiple sections, Supervised internship in an aspect of forensic science designed to provide the student with practical experience in the field.

**FSCI 5350 Crime Scene Investigation (Introduction to Forensic Science)**: 8-10 sections, Crime Scene Investigation. Relevant issues and the principles of forensic science will be examined. Concepts of identifying, preserving, and collecting of evidence as it relates to solving crimes will be emphasized.

**FSCI 5331: Directed Studies, (Advanced Topics in Forensic Science)** 2-5 sections, Forensic Science and the Law: Students will experience real-world topics specific to legal issues. This class involves directly working with the Innocence Project of Texas. This project is dedicated to investigating claims of innocence related to serious crimes.

**FSCI 5331: Directed Studies (Advanced Topics in Forensic Science)** 2-5 sections, Impression Evidence: Tire, Shoe, & Fingerprints. The study of the history of the use of impression evidence in solving crimes. Recognition, collection, and preservation techniques will also be demonstrated.

**Course Redesign and Development**

Course Redesign Texas Tech University (undergraduate courses)

- **INTS 3350: Team Leadership in Interdisciplinary Problems**, Intersession, 2020
- **HRDV 3305: Staffing Strategies in Human Resource Development**, 2019
- **HRDV 3308: Employee and Labor Relations**, 2017

Course Redesign (Graduate Courses)

- **HRDV 5302: Global and Virtual HR Leadership**, 2019

Course Development Concordia University

- Concordia graduate course
- **HADM 512: Healthcare Financial Management II**, 2017
Guest Lecturer

Texas Tech University College of Business Health Organization Management Courses

Community-Based Courses

TTU Osher Lifelong Learning Institute: "Finding Employment When You Are Over 50", 2018
TTU Osher Lifelong Learning Institute: “CSI: Fact or Fiction” classes, 2009 - 2012
Multiple Middle School & High School "CSI" (short courses), 2008 - 2013
  e.g. summer camps, science classes, forensic classes

Committee Experience

Texas Tech University, Graduate Level

Member: Various internship committees (15), 2009 - 2014
Chair: Internships in Forensic Science, 2009 - 2014
  Students in various locations throughout the nation e.g. FLETC, NCIS, Medical Examiner’s Office, District Attorney’s Office, U.S. Marshall’s Office, State Police Labs, Local Police & Sheriff’s Offices
Chair: Capstone Report in Forensic Science, 2009 - 2013
Chair and Member: Thesis Committee, 2009 - 2013
Chair: Directed Studies in Forensic Science, 2009 - 2013

Formal Education

Ph.D., Human Development and Family Studies, 2011
Minor: Educational Leadership
Dissertation topic: The Relationship Between the College Males’ Environments and Sexual Aggression
Texas Tech University, Lubbock, TX

M.S., Interdisciplinary Studies, 1992
Emphasis in Healthcare Administration
Texas Tech University, Lubbock, TX

Minor: Sociology
Texas Tech University, Lubbock, TX
Professional Experience

**Grace Healthcare System, 2013 - 2016**  
Executive Director Telemedicine & Correctional Healthcare, Lubbock, TX

Recruited to develop a prison healthcare specialty program.

Responsible for the development and implementation of telemedicine programs in correctional, clinic, and hospital settings.

Create budgets, write policies and procedures, conduct human resource acquisitions, complete contract negotiations, and assist in regulatory compliance.

Overseeing the operation in an administrative capacity to increase market shares in telemedicine nationally.

Evolved conceptual model to a functioning department within the Grace Healthcare System.

Collaborate with physicians, unit health administrators, and corporate executives for organizational success.

**Director & Adjunct Graduate Faculty, 2006 – 2013**  
Institute for Forensic Science  
Texas Tech University, Lubbock, TX

Responsible for administrative tasks of the department such as managing daily operations, monitoring budgets, marketing, and handling human resource management functions.

Comprehensive involvement in developing a graduate academic program in forensic science.

Advocated for the program to entail two focuses, one for criminologists and one for crime scene investigators or other non-scientific professionals (forensic examiner and forensic scientist), which was approved.

Developed degree requirements and curriculum for the forensic examiner track.

Collaboration with other TTU departments and local and state criminal justice entities to gain support and advice from these groups.


Prepared foundation and grant proposals for the Institute for Forensic Science.

Assisted students in conducting research in forensic sciences, obtaining scholarships and internships.
In charge of Forensic Program Accreditation preparation.

**Texas Tech University Health Sciences Center, 1997 – 2006**
Northern Regional Administrator, Managed Correctional Health Care, Lubbock, TX

Oversaw administrative and human resource operations for approximately 350 Texas Tech employees, approximately 350 contracted employees, and health care to approximately 16,000 offenders in the Texas Department of Criminal Justice and Texas Youth Commission facilities.

Monitored a $25M budget and financials for Northern region operations.

Collaborated regarding contracts with rural and small hospitals in the region.

Negotiated and maintained managed care contracts with specialty hospitals and other health care providers.

Marketing and consulting of services provided by the correctional health care department to external clients.

Assisted health services facilities in accreditation processes, (NCCHC, ACA).

Oversaw monthly meetings with unit administrators to maintain open communication and the continued leadership and business education.

Worked closely with healthcare administration to maintain positive relationships.

**Texoma Medical Center, 1994 - 1997**
Director, Home Care and Durable Medical Equipment, Denison, TX

Administrative director of an interstate (Texas and Oklahoma) home health department in a 250 bed, not-for-profit, acute care hospital.

Responsible for human resource management of healthcare professionals, contract negotiations, marketing, and budgeting, and sales.

Participated in accreditation and licensure compliance requirements.

Reorganized operations to improve efficiency and increase productivity resulting in forming a for-profit IV infusion pharmacy, total department budget $5.5 million.

Collaborated with other hospital departments and community entities.

Involved annually in a major fundraising event for the hospital.
Brownfield Regional Medical Center, 1993 – 1994
Assistant Administrator, Brownfield, TX

Oversaw all department managers and facility operations.

Responsible for the implementation of new and innovative programs by collaborating with a tertiary hospital.

Restructured business office and accounting resulting in an estimated savings of $100,000 annually.

Methodist Hospital Systems, 1972 - 1992
Laboratory Technician, Lubbock, TX

Worked in all sections performing clinical laboratory tests and procedures. Enhanced knowledge of anatomy and laboratory procedures. Exposed to toxicology, serology, hematology, and other biological testing procedures. Attended the hospital’s School of Medical Technology.

Viewed clinical autopsies and observed emergency room trauma and surgical cases.

Certifications

Society of Human Resource Managers Senior Certified Professional (SHRM -SCP), 2018 - present

Online Learning Consortium (OLC) Teaching Certification. Completed August 2018 - present
- Designing Gamified Learning Environments, 2018
- Creating Effective Presentations, 2018
- Creating YouTube Videos for Teaching & Learning Online, 2017
- Certification Program Foundation Course, 2017

Memberships and Affiliations

Tech Student SHRM co-faculty sponsor, 2017 - present

Lubbock #186 SHRM organization, 2016 - present

National SHRM organization, 2017 - present

Community Service

Society of Forensic Science Students – Fundraising, 2009 - 2013

Lubbock Middle School & High School “CSI” (short courses), 2008 - 2013
e.g. summer camps, science classes, forensic classes
Texas Tech Goin’ Band Association, Vice President, 2002 – 2004

Professional and Scholarly Presentations

Guess speaker at three SHRM certification prep courses, Lubbock, TX, 2017 - 2019

Childers, J. (2017). A University-Wide Interdisciplinary Studies Program: Texas Tech University, Association for Interdisciplinary Studies. Baltimore, MD

Faculty Development Activities Attended (last 4 years listed)

HR Southwest Conference, Ft. Worth, TX, 2019
Workshop – Microsoft Teams, TTU Short Courses, 2019
Workshop – SharePoint, TTU Short Courses, 2019
Accountability in a Nutshell Webinar, TTU Worldwide Elearning, 2017
Intellectual Diversity: Distant Education for Different Types of Learners, Texas Tech Teaching, Learning & Professional Development Center, 2016
Copyright Compliance Made Simple: Six Rules for Course Design, Texas Tech Teaching, Learning & Professional Development Center, 2016
The Truth about Copyright & Fair Use: Myths and Misconceptions Meet Reality, Texas Tech Teaching, Learning & Professional Development Center, 2016

Articles and Research


**Publisher Textbook Reviews**

Jones and Bartlett Publishers. 2008  

**Awards and Honors**

Helen DeVitt Jones Part-time Graduate Student Scholarship. 2008 – 2009