

# Frederick R. Browne, Ph.D.

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## EDUCATION/TRAINING

### **Doctor of Philosophy**, Indiana University, Bloomington, IN

- Major: Counseling Psychology
- Licensed Psychologist (Ohio)
- Dissertation: An Investigation into the Identification of Critical Incidents by Group Leaders

### **Master of Science**, Indiana University, Bloomington, IN

- Major: Counseling and Counselor Education

### **Bachelor of Arts**, DePauw University, Greencastle, IN

- Major: Psychology
- Minor: German

## PROFESSIONAL EXPERIENCE

### **Xavier University, Department of Health Services Administration**, Cincinnati, OH (July 2012-Present)

*Director, Undergraduate Programs; Assistant Professor*

- Teach two courses each semester for the undergraduate and/or graduate programs in health services administration
- Oversee operations of the undergraduate major in health services administration
- Hire, advise, supervise, and evaluate adjunct instructors who teach in the undergraduate program
- Design and evaluate curriculum for the undergraduate program
- Manage processes for program certification with the Association for University Programs in Health Administration
- Advise 35-70 undergraduate health services majors, and assign graduate MHSA residency students for their year-long full-time administrative residency experiences
- Conduct research in health administration with a specific focus on health administration education and interprofessional education
- Serve department, college, university, professional, and community entities

### **Xavier University, Career Services Center**, Cincinnati, OH (July 2010-July 2012)

*Director*

- Responsible for all aspects of the university's centralized career services office including a staff of 10 professionals and 6 students
- Design and assess career development-related student services and the overall service delivery model which serves 2700 students annually
- Utilizing data-driven employer recruitment campaign which has seen over 60 new employers engage in recruiting on Xavier's campus since July 2010
- Expanding on-campus recruiting program (on-campus employer activity such as career fairs, career events, and on-campus interviews), with all aspects of the program seeing 20-40% expansion from 2011 (this same trend has not been seen at other area universities to this extent)
- Redesigning university's post-graduate employment survey and process for data collection to improve response rates and collect better data
- Manage a total budget of \$700,000
- Responsible for generating \$65,000 of a \$100,000 operating budget

**Miami University, Career Services, Oxford, OH (July 2009-July 2010)**

*Assistant Director, Career Services*

- Served as chief liaison for a team delivering career-related services to the 7200 of the College of Arts & Sciences
- Supervised and managed delivery of career undecided services and instruction of career development courses by approximately 25 professional and student staff members
- Designed and managed a system for assessing utilization, satisfaction, and learning outcomes related to office services and activities

**Miami University, Student Counseling Service, Oxford, OH (2002-2009)**

*Assistant Director (2005-2009); Coordinator (2002-2005):*

- Shared responsibility for oversight of the Student Counseling Service and its service provision model
- Part of a team that evaluated, selected, and implemented a software system for managing health records
- Conducted psychotherapy, provided crisis intervention, shared responsibility for 24 hour on-call crisis duty, and managed patient care in a multidisciplinary treatment setting
- Prepared portions of self-studies and assisted in overall coordination of accreditation processes for the counseling service (APA and IACS)
- Provided mental health consultation to university faculty and staff
- Supervised the provision of psychotherapy by interns completing doctoral degrees
- Developed expertise with the assessment and management of high-risk clients
- Managed a career counseling office within the counseling center
- Successfully restructured the career office such that it saw an increase in utilization by 500%
- Created fiscally conservative training center model with focus on managing supply/staffing expenditures
- Constructed new model for university's career development course, increased enrollment by 50%
- Developed assessment tools and conducted formal research evaluations of career courses and peer counseling program

<b>TEACHING EXPERIENCE</b>
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**Xavier University, Department of Health Services Administration, Cincinnati, OH (2012-Present)**

***Assistant Professor***

*Courses taught as instructor*

- HESA 101: Introduction to the American Healthcare System
- HESA 120: Healthcare Management
- HESA 370: Internship Preparation
- HESA 371: Internship I
- HESA 390: Foundations of Healthcare Ethics and Law
- HESA 583: Ethical Issues in Healthcare
- HESA 720: Institution and Community Analysis
- HESA 730: Practicum in Executive Development
- HESA 750: Master's Project I
- HESA 751: Residency and Master's Project II

*Courses served as associate instructor*

- HESA 583: Ethical Issues in Healthcare (with Professor Ida Schick in Spring 2013) – assisted to observe an experienced professor teaching a course, and to prepare me to teach this same course

*Courses for which I served as a project consultant to students*

- HESA 599: Practicum in Health Administration – Consulted on a project related to starting a degree program in the management of clinical trials for pharmaceutical products (Spring 2013)

*Professional development for teaching*

- CTE – observed Professor Kandi Stinson teaching a sociology course (Fall 2014)
- Introduction to Online Course Design – part of the Fall 2014 cohort designing online courses for future semesters (HESA 101 for Summer 2015)

**PREVIOUS TEACHING EXPERIENCE**

**Miami University, Department of Educational Leadership, Oxford, OH (2003-2010)**

*Adjunct Assistant Professor*

- EDL 100: Career Development and the College Student
- EDL 656: Supervised Practice in College Student Affairs

**Northern Kentucky University, Psychology Department, Highland Heights, KY (2003-2005)**

*Adjunct Assistant Professor*

- PSY 405: Counseling Psychology

**Indiana University, Bloomington, IN (1996-2001)**

- G532: Introduction to Group Counseling
- G598: Seminar in Professional Issues
- F203: Communication in the Classroom
- Q294: Basic Career Development

**PUBLICATIONS**

Lubiani, G.; Browne, F.; & Hooker, E. (Resubmitted, Minor Changes Requested). Effects of Student and Implementation Characteristics on Peer Review Outcomes for Graduate and Undergraduate Students of Health Services Administration. *The Journal of Health Administration Education*.

Schaefer, J.K., VanKuiken, D., Hall, M.F., Browne, F. R. (Submitted). Journey Toward an Integrated Program of Interprofessional Education. *Nurse Educator*.

**PAST PUBLICATIONS**

Browne, F. (2007). Strategies for researching careers. In Lock, R. D., *Career Development and the College Student: Miami University – EDL 100*. Belmont, CA: Thomson Brooks/Cole.

Browne, F. (2005). Self-talk of group counselors: The research of Rex Stockton. *The Journal for Specialists in Group Work*, 30(3), 289-297.

Toth, P. L., Stockton, R., & Browne, F. (2000). College student grief and loss. In J. H. Harvey & E. D. Miller (Eds.), *Loss and trauma: General and close relationship perspectives* (pp. 237-248). Philadelphia, PA: Taylor and Francis.

## PRESENTATIONS

- Jutte, L.S., Browne, F. R., & Reynolds, M. (2015, February). *Undergraduate athletic training, health administration, and nursing students' perspectives before and after an interprofessional class project*. Paper presented at the Athletic Training Educators' Conference, Dallas, TX.
- Schaeffer, J.; Hall, M.; Browne, F.; & Van Kuiken, D. (2013, November). *Working to get out of our own way*. Paper presented at the Lilly Conference on Teaching, Oxford, OH.
- Schaeffer, J.; Browne, F., Hall, M., & Niehaus, L. (2013, November). *Innovations in interprofessional education*. Paper presented at the Council of Social Work Education Annual Program Meeting, Dallas, TX.
- Browne, F. (2013, June). *The Impact of a Peer-to-Peer Mentoring Program in a Health Services Administration Department*. Poster session presented at the AUPHA Annual Meeting, Monterey, CA.
- Lubiani, G. & Browne, F. (2013, June). *Effectiveness of alternative peer-review methods for graduate and undergraduate students of health services administration*. Paper presented at the AUPHA Annual Meeting, Monterey, CA.
- Van Kuiken, D., Toole, K., Mulcahey, M., Harland, B., Niehaus, L., Browne, F., Dole, D., Hill, V., Hall, M., & Schaeffer, J. (2013, April). *Journey towards an integrated program of interprofessional collaboration*. Paper presented at Murray State University Collaborative Learning and Unlimited Excellence Conference, Murray, KY.

## PAST PRESENTATIONS

- Browne, F., Miller, M., Ebben, K., & Kelly, S. (2006, April). *Assessment of a career development course: Perceptual and behavioral outcomes*. Presentation at the ACPA National Convention, Indianapolis, IN.
- Browne, F. (2005, June). *Millennial parents: Characteristics and their impact on development*. Presentation at the 42<sup>nd</sup> annual Paul Munger Summer Conference, Bloomington, IN.
- Browne, F., & Martinez, O. (2001, May). *A model for creating specialized career counseling courses*. Presentation at the Indiana University Spring Symposium, Bloomington, IN.
- Whittingham, M. S., & Browne, F. (2001, August). *Sexual transference in group psychotherapy*. Presentation at the 110<sup>th</sup> annual convention of the American Psychological Association, San Francisco, CA.
- Aldarondo, F., & Browne, F. (2000, June). *School counselor perspectives on changes in schools: What is changing and how are the new needs being addressed*. Presentation at the 37<sup>th</sup> annual Paul Munger Summer Conference, Bloomington, IN.
- Ridley, C. R., Browne, F., Harris, D., & Garcia, P. (1999, April). *A content analysis of counseling psychology journals*. Poster presented at the American Psychological Association Division 17 Great Lakes Regional Conference, Columbus, OH.
- Whittingham, M., & Browne, F. (1999, March). *Closing Pandora's Box: Psychological crisis management in challenge education*. Presentation at the Association for Experiential Education, 8th annual Heartland Regional Conference, Hudson, WI.
- Aldarondo, F., Browne, F., & Toth, P. (1997, August). *Effects of small therapy groups on self-efficacy and depression*. Poster presented at the 106th annual convention of the American Psychological Association, San Francisco, CA.

Browne, F., Stockton, R., & Ruport B. (1997, August). *A summative statement of group leadership*. Poster presented at the 106th annual convention of the American Psychological Association, San Francisco, CA.

## CONFERENCES ATTENDED

**MedCon Conference**, Cincinnati, OH (Fall 2012)

- Attended medical device conference with my HESA 101: Introduction to the American Healthcare System class

**Interprofessional Education Collaborative (IPEC) Conference**, Washington D.C. (Summer 2013)

- Invited to be one of the inaugural Xavier faculty to attend
- Planned future Interprofessional Education activities for Xavier related to healthcare

**Association for University Programs in Health Administration – Leaders Conference**, Chicago, IL (Spring 2013)

- Attended conference as Director of Undergraduate Programs for the Department of Health Services Administration

**Association for University Programs in Health Administration – Leaders Conference**, Chicago, IL (Fall 2013)

- Attended conference as Director of Undergraduate Programs for the Department of Health Services Administration

**Association for University Programs in Health Administration Annual Meeting**, Monterey, CA (Summer 2014)

- Attended conference as a member of the re-certification review team for the George Mason University Program in Health Services Administration (undergraduate)

## UNIVERSITY SERVICE

### **Department:**

*Health Services Administration Department Advisory Board Member (2012-Present)*

- Serve as ex-officio member (as BSHSA Program Director)
- Present each year a topic regarding the BSHSA program at the annual meeting

*Health Services Administration Student Connections Mentoring Program – Faculty Advisor (2012-Present)*

- Created mentoring program with MHA graduate students
- Advise graduate student managers who run the program
- Program currently has approximately 60 mentoring pairs
- Assist in the planning of 2 events for the program per year, attended by approximately 50 people

*Internship Advisor (Fall 2012-Present)*

- Designed internship advisor role for assisting Health Services majors in their junior year with finding internships to fulfill the HESA 371: Internship I requirement
- Train other faculty to fulfill the role of internship Advisor
- Serve as internship advisor for approximately 20 students per year
- Identify internship opportunities and connect health professionals with students for internship purposes

*Academic Advisor (Fall 2012-Present)*

- Provide academic advising to 35-70 students per semester
- Manage academic advising for the department
- Train other faculty to serve as academic advisors
- Designed and evaluate process for advising 100+ Health Services major each semester
- Assign new majors to academic advisors in the department

*Adjunct Faculty Supervisor (Fall 2012-Present)*

- Supervise 3-5 adjunct faculty members teaching in the Health Services Undergraduate Program each semester

- Recruit and hire adjunct faculty
- Train and assist them in constructing their course, utilizing learning technologies, and other facets of teaching
- Observe and evaluate each adjunct faculty member one time per year, then provide written and verbal feedback
- Available to assist and “troubleshoot” as needed

*BSHSA News (Fall 2012-Present)*

- Created a monthly newsletter for the BSHSA program to provide information about events, internship and volunteer opportunities, advising and curricular updates, and other pertinent information

*Master’s in Health Service Administration Student Interviews (Fall 2012-Present)*

- Individually interview MSHA candidates and make recommendations regarding admittance into the program
- Conducted approximately 20 interviews (30 minutes each)

*Office of Admissions Events (Fall 2012-Present)*

- Represented department at eight Admissions Open House events (2012-Present)

*HSA Department Selection Committees*

- Undergraduate Faculty Member Search Committee – Member (Spring 2013)
- Undergraduate Program Administrative Assistant Search Committee – Chair (Spring 2013)
- Undergraduate Faculty Member Search Committee – Member (Spring 2014)

*Freshman Fridays (Fall 2013, Fall 2014)*

- Presented to freshman natural sciences majors (pre-med students) regarding the Health Services Administration major, what it is, potential career paths, and career outcomes

*Health Services Administration Certificate Program Committees (2012-2013)*

- Worked with other faculty in HSA and other university professionals to develop health-related certificate program ideas

*College Majors Fair (Fall 2012, Fall 2013)*

- Represented department at Xavier’s Majors Fair, designed to assist students in identifying a major

*PREP Advising Event (Summer 2012)*

- Advised new BSHSA majors at four summer orientation program meetings

**College:**

*TeamSTEPPS Group Member (2012-Present)*

- Attended training in San Antonio, Texas to become of the first 7 Xavier faculty trained as a TeamSTEPPS Master Trainer
- Facilitated two TeamSTEPPS Master Trainer workshops to train Xavier faculty and faculty from other universities (August 2013, August 2014)

*Interprofessional Class Project Team – Member (Summer 2013 – Present)*

- Started an interprofessional class project, bringing together students from three different classes (health services, nursing, and athletic training) to complete group projects in interprofessional teams (76 participants in Fall 2013)
- Utilizing collected data, improved project for roll-out in Fall 2014
- Increased size of participant group to 270 for Fall 2014, adding students in classes from social work, occupational therapy, and radiologic technology

*Health Informatics Interprofessional Masters of Science Program (Fall 2013 – Spring 2014)*

- Attended two meetings to provide guidance and consultation regarding curriculum, student recruitment, and how this new program could connect with current curricular offerings

*Interprofessional Education Planning Team - Member (Summer 2013)*

- Assisted in planning of NURS 779: Applied Interprofessional Collaboration
- Met with Provost to discuss future planning for IPE initiatives at Xavier

**University:**

*Xavier University Health Services Club (2012-Present)*

- Faculty Advisor for student organization focused on educating students about careers in health administration, and comprised of students from across a variety of majors/colleges

*Xavier Undergraduate Law Review (2013-Present)*

- Faculty Advisor for a student written and edited review of current issues related to law

*Career Development Office Search Committees (Fall 2014)*

- Assistant Director for Experiential Education – Member
- Assistant Director for Arts & Sciences – Member

*Health and Wellness Cross-Functional Team (2012-2013)*

- Central and Administrative Committees – Member
- Analyzed different models for delivering healthcare services to students
- Made recommendations to President

*University New Employee Manresa Overnight Program (Fall 2012, Fall 2013)*

- Served as a facilitator for the new faculty and staff discussion groups
- Presented about my experiences with living the Xavier Mission

*Core Curriculum Committee (December 2013)*

- Presented perspectives of the Department of Health Services Administration regarding changes to the University Core Curriculum

*Xavier Faculty Retreat (August 2012)*

- Attended new faculty orientation

**Community:**

*Season's Retirement Community (Fall 2012)*

- Attended meeting with other CSSHE representatives to discuss collaborations with this organization
- Resulted in multiple BSHSA students working as volunteers at this facility, and one MSHA student receiving an Administrator-In-Training (AIT) position as a final step towards licensure as a long-term care administrator

*LaSallian Institute Presentation, LaSalle High School (Fall 2012)*

- Presented to 40 high school sophomores about how the Affordable Care Act of 2010 will impact the healthcare job market and career opportunities.

**Professional:**

*Association for University Programs in Health Administration - Certification Review Team (2013-2014)*

- Served as part of the certification review team for a university applying for recertification of their undergraduate health services administration degree program

*Greater Cincinnati Athletic Trainers Association (Summer 2013)*

- Presented to approximately 100 athletic trainers about healthcare ethics that impact their profession from the perspective of the Affordable Care Act

## PAST UNIVERSITY SERVICE

### *Xavier University (Career Services Center)*

#### **Enrollment Management Committee (2010-2012)**

- Coordinate activities from many different university offices and departments around recruiting and retention

#### **Antonio Johnson Scholarship Committee (2010)**

- Evaluate applications and select a student recipient for a full scholarship to Xavier (senior year)

#### **Provost's Advisory Council (2010)**

- Consulted with and advised Provost on wide-ranging university matters

### *Miami University*

#### **Student Affairs Council, University Senate (2009-2010)**

- Advised Vice President of Student Affairs on matters pertaining to student conduct regulations

#### **University Undergraduate Academic Advising Council, Office of the Provost (2008-2010)**

- *Chair, Communication/Priority Partnerships Subcommittee*

#### **Miami University First Year Advisory Council (2005-2010)**

- Selected to represent Health Services on student petitions for grade changes involving medical problems

#### **Sophomore Experience Steering Committee (2008-2010)**

- Developed goals and structure for the sophomore curriculum related to Miami's new sophomore on-campus residency requirement

#### **Career Transitions Planning Team (2009-2010)**

- Created and implemented a plan for assisting downsized Miami employees with their career needs

#### **Mini University Advisory Council (2007-2010)**

- Consulted regarding policy and curriculum decisions for Child Development Center

#### **Miami University Student Affairs Assessment Committee (2003-2006)**

- Advised Division of Student Affairs on formal assessment of practice

## HONORS AND AWARDS

#### **Xavier IT Technology Grant (October 2014)**

- \$10,000 technology grant to develop a capstone project within the HESA 380: Process Improvement and Quality Management course for Health Services Administration majors

#### **Ethicon Endo-Surgery Grant (July 2013)**

- \$1000 grant for the provision of professional development resources to Ethicon Endo-Surgery

#### **Provost's Recognition of Exemplary Service (May 2013)**

- For work in the creation, oversight, and development of the Bachelors of Science Program in Health Services Administration

#### **CINCO Award for Innovative Educator of the Year (Nomination – September 2014)**

- Nominated for innovative teaching practices



## PREVIOUS HONORS AND AWARDS

### **Miami Pride Award** (July 2009)

- Award from Vice President of Student Affairs for service above and beyond expectations

## ADDITIONAL CLINICAL AND HEALTHCARE EXPERIENCE

### **University of Cincinnati – Psychological Services Center**, Cincinnati, OH (September 2001-August 2002)

*APA-Accredited Pre-Doctoral Psychology Intern*

- Provided psychotherapy-related services to students and members of the community
- Supervised doctoral-level psychology students in providing psychotherapy
- Gained expertise in providing formal Learning Disability/ADHD evaluations and other psychological testing

### **Eli Lilly & Company, Corporate Health Services**, Indianapolis, IN (May 2001-August 2001)

*Doctoral Intern*

- Identified vendors to provide EAP services to 16,000 employees located internationally, solicited RFP's, and made recommendations
- Created and delivered stress management program for employees
- Assisted employees with mental health concerns or dealing with stress related to organizational changes

### **Indiana Women's Prison, Indianapolis, IN** (April 2000-September 2000)

*Doctoral Practicum Counselor*

- Provided personality and cognitive assessment batteries, psychotherapy, and group psychotherapy to offenders

### **Indiana University, Counseling and Psychological Services**, Bloomington, IN (August 1999-May 2000)

*Doctoral Practicum Counselor*

- Provided psychotherapy, group psychotherapy, and psychological assessments to students

### **The Hamilton Center (Community Mental Health and Inpatient Hospital)**, Linton, IN (July 1997-May 1998)

*Mental Health Intern*

- Provided psychotherapy, case management, psychological assessment, and psychological testing services to a primary low-income population in a rural setting – both in a clinic and inpatient hospital setting
- Facilitated home visits and supervised parental visitation
- Provided expert testimony for custody cases