

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

TEACHING EXPERIENCE

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 42nd 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 110th 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 37th 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., & Rupert 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 MHSA 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 MHSA 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 MHSA 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