

MICHAEL STOWE, Ph.D.

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College of Business and Health Administration
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EDUCATION

Ph.D. - Business Administration, Northcentral University, 2007 Prescott Valley Arizona
Dissertation: "Required Knowledge, Skills, and Abilities of Continuing Care Retirement
Communities' Executive Directors". **Program accredited by the Accreditation Council for
Business School & Programs**

Post-Graduate Certificate- Healthcare Economics -University of Aberdeen, School of Medicine
and Dentistry, Aberdeen Scotland 2010

Graduate Certificate- Business Ethics, University of New Mexico- Anderson School of
Management: 2008

Master of Arts- Organizational Management, University of Phoenix, 1999 Phoenix, Arizona

Bachelor of Social Work, Northern Kentucky University, 1987 Highland Heights, Kentucky

TEACHING

University of St. Francis, Joliet, IL August 2007-present Assistant Professor
College of Business and Health Administration

Courses taught: **MGMT 150**: Organizational Behavior, **MGMT 350** Corporate Communication,
MGMT 351 Managerial Communication; **MGMT 360** Human Resources Management, **MGMT**
364 Operations Management, **MBAD 641** Human Resources Management **ORGL 497** Assigned
Research in Leadership **ORGL 494** Leadership for the Health **Arts MBAD 501-Z** Survey of
Management **HSAD 603** Organizational and Human Resources Management, **HSAD 610**
Economics of Health Services, **HSAD681** Research Methods

University of Phoenix-Online Phoenix, AZ November 2005-2007 Online Faculty

Courses taught: **HCS/310** Health Care Delivery in the United States, **HCS/402** Introduction to
Health Care in the United States, **HCS/581.3** Change, Negotiation and Conflict Resolution in
Health Care

Ferris State University, Big Rapids MI 2006-2007 Full-time Temporary Faculty

Courses taught: **CCHS 101** Orientation to Health Care & **HCSA 335** Supervisory Skills for Health Care Workers, **EHSM 315** Epidemiology and Statistics, **HCSA 205** Computers in Health Care

Lewis University, Romeoville, IL 2002-2006 Instructor

Courses taught: **HL7400** Healthcare Planning and Analysis

Davenport University, Grand Rapids, MI 2003-2007 Instructor

Courses taught: **HINT 210** Healthcare Delivery Systems, **HSAD 403** Healthcare Economics **HSAD 401** Healthcare Management, **MGT 120** Introduction to Business **MGT 210** Management Foundations, **FINC 403** Healthcare Finance

Publications

Stowe, M. (2007). Knowledge, skills, and abilities required of continuing care retirement communities' executive directors. Northcentral University. ProQuest.

Stowe, M, Haefner, Behling R.J. (2010) Knowledge Skills and Abilities Perspectives of Healthcare Managers. *Academy of Healthcare Management* 6(2), 57-74.

SCHOLARLY ACTIVITIES/ PUBLICATIONS/ GRANTS:

Research in process:

Stowe, M, Leading an Area Agency. What does it take?

Haefner, J, Stowe, M. Pharmaceutical Trust And Public Perceptions submitted to *Healthcare Marketing Quarterly* .

Stowe, M., Behling, R, Haefner, J. Pharmaceutical trust and perception among pharmacists in Spain

Haefner, J, Behling, R, Stowe, M. Pharmaceutical trust and public perception among medical professionals

Stowe, M. QALYs in a US Market, Is it time?

Stowe, M., Behling R.J. Ethical Decision Making in Hospitals: Managing the bottom line?

Sweem, S. and Stowe, M. The Six C's of Continuing Care Retirement Communities (CCRC) Leadership Development

Papers Accepted/Presented:

Michael Stowe and James Haefner, "Knowledge, Skills, and Abilities Required of Continuing Care Retirement Communities' Executive Directors" accepted to the Business and Health Administration Association of Midwest Business Administration Association

This paper was awarded the distinguished paper award for the Business and Health Administration Association-2010

Susan Sweem and Michael Stowe: "HOW" To Identify Future CCRC Leadership Skills" accepted to Midwest Academy Of Management annual conference October 2010

Michael Stowe, James Haefner and Robert J. Behling: KSA From Healthcare Managers' Perspectives accepted to Allied Academies International Conference October 2010

Dissertation Committee-Northcentral University- 2008-2009

Effects of multivariate antecedent factors on coping readiness for organizational change by Lim, Juancho A., Ph.D., Northcentral University, 2008 ProQuest document ID: 1569004111

An Examination of impediments to knowledge sharing in an intelligence organization by Robert A Doherty, Northcentral University 2008-present (in process)

SERVICE AND COMMITTEE ACTIVITIES

University of St. Francis

Teaching and Professional Growth Committee-Chair 2010-current
Academic Assembly Executive Committee-2010-current
Institutional Review Board-Co-chair 2009-current
Faculty Affairs Committee-2009-2010
Charism Council - Advisory member 2008-current
Center for Contemporary Ethics 2008-current
Teaching and Professional Growth Committee-Member 2008-2009
Teaching and Professional Growth-Awards Subcommittee-Chair-2009

College of Business and Health Administration

AUPHA Program Director 2010-current
CAHME Accreditation-Chair 2009-current
School of Health Research Group-Co-founder/Chair 2009-present
College of Business Curriculum Committee-Member 2008-2009
School of Health Administration Curriculum Committee-2008-current
College of Health Administration Advisory Board-2007-present
College of Business Advisory Board 2007-present

Community Boards

Northeastern Illinois Area Agency on Aging Board of Directors 2010-current
Northeastern Illinois Area Agency on Aging Advisory Board 2007-2010
Northeastern Illinois Area Agency on Aging Agency Operations Committee 2008-current
Joliet Township Academy Team Network Advisory Board 2007-current

PROFESSIONAL EXPERIENCE

1999 – 2006 Life Care Home Health Service Downers Grove, IL

Administrator

Establish, implement, and monitor business/marketing plan. Accountable for meeting financial and growth targets and operating agency within budget (P&L) Ensure compliance of the agency operation with federal, state, and local rules and regulations.

1996-1999 Anthem Blue Cross-and Blue Shield Cincinnati, OH

Organization Effectiveness Consultant

Corporate lead for project management implementation throughout organization of 7500 employees.

Corporate lead for program development of employee orientation to managed care, management, and leadership curriculum and other continuous learning strategies

Developed and conducted research project for validity study of a health risk questionnaire administered Medicare HMO members

1995-1996 Area Agency on Aging 1B, Southfield, MI

Director of Community Care Services

Managed 6 offices & developed, analyzed and maintained entire departmental budget (\$3.5 million)

Reduced cost of care from 110% of nursing home care to 80% within 3 months

Designed and implemented process re-engineering for department (6 offices) to uniform operation within 3 months.

1991-1995 District XI Area Agency on Aging, Youngstown, OH

Pre-Admission Screening Supervisor

Created and implemented comprehensive needs assessment mechanism to help forecast demand for services and staffing.

1988-1991 The Council on Aging of the Cincinnati Area, Cincinnati, OH

Case Manager Supervisor

Planned, coordinated, and advocated for the development of a comprehensive service delivery system to meet the needs of older persons in 6 counties in southwest Ohio.

Honor Societies and Professional Memberships

Association of University Programs in Health Administration (AUPHA)

American College of Healthcare Executives

Academy of Management

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