

*Curriculum Vitae*  
**FREDERICK RICHARD KATES III**

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**EDUCATION**

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University of South Carolina-Columbia, South Carolina PhD-Health Services, Policy, and Management	2015
Fayetteville State University-Fayetteville, North Carolina Masters in Business Administration	1997
College of Charleston-Charleston, South Carolina Bachelor of Science in Business Administration	1987

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**ACADEMIC EXPERIENCE**

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Clinical Assistant Professor Department of Health Services Research, Management and Policy College of Public Health and Health Professions, University of Florida, Gainesville, Florida	2015-Present
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**Undergraduate Courses**

*HSA3111: Introduction to the U.S. Health Care System*

Overview of organization, delivery and financing of health services in the U.S. Topics include health professionals, health care facilities, financing of health services, managed care and current health policy issues.

- Fall 2019, student count: 191 (4 sections)
- Fall 2018, student count: 194 (4 sections)
- Fall 2017, student count: 142
- Fall 2016, student count: 100
- Fall 2015, student count: 95

\* *HSA4191: Health Informatics & Emerging Healthcare Technologies*

Fundamental understanding of health informatics, healthcare information systems and emerging healthcare technologies. Key topics will include cognitive science, legal and ethical aspects, HIPAA privacy and security regulations, systems development life cycle, electronic security, electronic health records, patient engagement, community health,

telehealth, data mining, IT certifications, evidence-based practice and translational research. \* Created 2017

- Spring 2019, student count: 29
- Spring 2018, student count: 6

*HSC2000: Introduction to Health Professions*

Lecture, discussion, and group assignments provide the opportunity to learn about different disciplines making up a health care team and their role in both the science and practice of health care.

- Fall 2017, student count: 149

**Graduate Courses**

*HSA6114: U.S. Health Care System*

Overview of structural elements of the contemporary system. Historical antecedents, patients, providers, payers, and the role of health policy.

- Fall 2017, student count: 75
- Summer 2017, student count: 64
- Summer 2016, student count: 74

*HSA6198: Information Management in Health Administration*

Survey of management information systems. Analyzing system requirements, system design and evaluation, selecting computer resources, and managing the implementation process.

- Fall 2016, student count: 28
- Fall 2015, student count: 26

*HSA6342: Human Resource Management for Health Services Managers*

Knowledge and skills needed for effective management in complex health services organizations. Focuses on human resource acquisition, retention, and exit, as well as labor relations issues.

- Spring 2017, student count: 25

*HSA7759: Quality and Outcomes in Health Services Research*

Current research concerning small area variation, outcomes, appropriateness, and effectiveness. Theory and specifics of alternative quality improvement and assurance approaches. The history of approaches to health care quality assessment.

- Spring 2016, student count: 3

*PHC6937: Introduction to Public Health*

A broad introduction to public health and how it is related to healthcare administration. The course includes an understanding of how the health professions and specialized health research contribute to achieving the goals of public health.

- Spring 2019, student count: 24
- Spring 2018, student count: 28
- Spring 2017, student count: 25

Graduate Teaching Assistant, Co-Instructor  
Department of Health Services Policy & Management  
Arnold School of Public Health  
University of South Carolina, Columbia, South Carolina

2013-2015

*PUBH 700: Perspectives in Public Health*

Fall 2014

The history, mission, and core services and disciplines of public health to develop an understanding of current public health practice and how many health-related disciplines contribute to achieving public health goals.

*HSPM 777: Healthcare Policy and Principles of Health Insurance*

Summer II 2014

An overview of the main drivers of health care policy and the major health insurance issues, including demand, supply, employment based coverage, government sponsored programs, and managed care.

*HSPM 716: Information Systems in Health Administration*

Spring 2014

The role and development of information systems in administration of health programs; development of process and outcome measures from program objectives; information acquisition, processing, and reporting; decision-making.

*HSPM 711: Health Politics*

Fall 2013

An analysis of issues and forces affecting healthcare delivery through the public sector, major models of political decision-making, and current health legislation.

*HSPM 700: Approaches and Concepts for Health Administration*

Fall 2013

An interdisciplinary perspective on the field of health administration. Skills on implementation, management, and evaluation were presented. Principles in the practice of health administration were applied to identified problems.

Instructional Technology Specialist, Technology and Business Instructor  
Beaufort County School District, Beaufort, South Carolina

2001-2013

Taught *Business Law, Business Applications, Cisco I-IV, Computer Service I-II, Networking, and Networking & Security*

Provided both customized and relevant support to teachers as they correlated instruction with tightly aligned academic standards

Created technology activities that span Bloom's taxonomy and Webb's Depth of Knowledge

Taught teachers and students to use computers and mobile devices for problem-solving, authentic learning situations, instructional integration, and digital project-based learning strategies

Reviewed teachers' needs assessments, lesson plans and curriculum maps; and then provided feedback, modeling, planning, and co-teaching to implement standards-based lessons that integrated technology effectively

Developed and delivered professional development sessions throughout all BCSD schools and at district professional development events

Instructor  
Park University, MCAS Beaufort, South Carolina

2005-2012

*AC201: Financial Accounting*

Introduction to financial accounting, including the concepts, procedures, and terminology of modern accounting. Generally accepted accounting principles are applied to various business concerns.

- Student Feedback: *Because I had taken this course with the University of Maryland twice before and learned absolutely nothing and struggled from beginning to end, I had a preconceived notion of how much I was going to struggle this semester. Taking this course with this instructor has given me a new outlook on Accounting. This semester I actually learned something and did not struggle with learning the concepts he presented each class. I would like to thank him for a truly rewarding semester.*

*AC202: Managerial Accounting*

Course emphasized managerial uses of cost information for controlling a business. Included preparation of manufacturing statements, processing cost summaries and budgets, computing financial ratios, and analyzing financial statements.

- Student Feedback: *Mr. Kates was an outstanding instructor. Always kept the class alive and interested in the material. He included lots of class participation and presented the material in a way that was very easy to understand.*

## **CORPORATE EXPERIENCE**

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*Eaton Cutler-Hammer, Pittsburgh, Pennsylvania*

1995-2001

Divisional Purchasing Manager, Electrical Components Buyer

- Managed over \$60 million annually as the purchasing manager for Eaton's Electrical Services & Systems Division
- Worked on-site for weeks getting the Chevron Oil Refinery in Pascagoula, Mississippi back on line after Hurricane George in 1998
- Implemented the CASS freight payment system to reduce the business unit's overall transportation costs
- Negotiated national agreements with competitors to secure components for customer requested material (e.g., ABB, Square-D, and Siemens)
- Developed a national calibration program for the division's testing equipment
- Project Manager for the roll out of Oracle Projects and Oracle's purchasing module
- Managed over \$20 million annually as the buyer for the Eaton Cutler-Hammer, Fayetteville, North Carolina Plant

- Planned, directed and controlled activities to procure an assigned group of commodities (e.g., steel, copper, electrical components, chemicals, thermal injected plastics, stampings, and powder coatings)
- Saved \$225,000 in 1997 implementing material and service cost improvements
- Lead a Continuous Cycle Time Improvement Team that utilized \$615,000 of excess non-stock materials
- Developed and implemented Six Sigma and ISO 9000 supplier development plans at the Fayetteville North Carolina Plant

*United Parcel Service (formerly Overnite Transportation), Atlanta, Georgia* 1989-1995  
On-site Traffic Manager, Operations Manager, Outbound Supervisor

- Handled three times the normal volume of freight with no increase in my labor force during the 1994 teamsters' strike
- Reduced workers' compensation at the Orlando terminal by \$102,668 between 1992 and 1993
- Knowledgeable of ADA, State, and Federal hiring requirements
- Experience with DOT, U.S. Customs, and hazardous materials requirements

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## RESEARCH INTERESTS

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Health policy, outcome-based evaluation of service quality in Accountable Care Organizations (ACOs), impact of the Medicaid expansion, occupational health, health services research, health care supply chain, tobacco control, opioid addictions and racial disparities

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## PEER-REVIEWED JOURNAL ARTICLES

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13. Romero, R, **Kates, FR**, Hart, M, Meiom, I, Ojeda, A, Hardy, S, Modifying the MARS with a Content Expert to Evaluate Deaf and Hard-of-Hearing Applications. *JMIR MHealth and UHealth* 2019 (in review)
12. Mwachiro, D M., Baron-Lee, J, **Kates, FR**, The Impact of Post-Discharge Follow-up Calls on 30-Day Hospital Readmissions in Neurosurgery. *Global Journal on Quality and Safety in Healthcare*, 2(2), 46, (2019)
11. **Kates FR**, Hanadi H, Larson S, Kates MM, & Audi GR, Integrating Technology: An Innovative Approach to Improving Online Discussion Boards, *eLearn*, an ACM Publication, (2019)
10. Larson S., Desai, R. & **Kates FR**, Concerns about Heroin, Cocaine and Methamphetamine: Prevalence and Correlates of Users from 2015 National Survey on Drug Use and Health, *Journal of Substance Use*, 0(0), 1–6 (2018)
9. Hanadi H., **Kates FR**, Audi GR, Larson S. & Kates MM, Enhancing and Impacting the Online Classroom Environment with Infographics, *eLearn*, an ACM Publication, (2018)

8. **Kates FR**, Samuels S, Case J, Dujowich M, Lessons learned from a Pilot Study Implementing a Team-based Messaging Application (Slack) to Improve Communication and Teamwork in Veterinary Medical Education. *Journal of Veterinary Medical Education*, (2018), (in press)
7. Hong YR, **Kates FR**, Song SJ, Lee N, Duncan RP, Marlow MN, Benchmarking Implications: Analysis of Medicare Accountable Care Organizations Spending Level and Quality of Care. *Journal for Healthcare Quality*, (2018)
6. **Kates FR**, Haider MR, Laberge M, “Prevalence and Determinants of Waterpipe Tobacco and Polytobacco Use Among 18-24-Year-Old Emerging Adults in the U.S.” *Emerging Adulthood*, (2017), 1-8.
5. Audi, G R, **Kates FR**, Capen MM, Polito A, “An Analysis of Organizational Structures within Southern Rural Multi-Hospital Systems in the United States.” *Journal of Health Care Finance*, (2016), 43(1)
4. **Kates FR**, Salloum RG, Thrasher JR, Islam F, Fleischer NL, Maziak W, “Geographical Proximity of Waterpipe Tobacco Smoking Establishments to Colleges in the US.” *American Journal of Preventive Medicine*, (2016) 50(1), e9-e14.
3. Haider MR, Salloum RG, Islam F, Ortiz KS, **Kates FR**, Maziak W, “Factors Associated with Smoking Frequency among Current Waterpipe Smokers in the United States: Findings from the National College Health Assessment II.” *Drug and Alcohol Dependence*, (2015), 153: 359-363.
2. **Kates FR**, Byrd MD, Haider MR, “A Picture Tells the Story: The Power of 3 Teaching Method.” *Journal of Educators Online* (2015), 12(1): 189-211.
1. Salloum RG, Thrasher JR, **Kates FR**, Maziak W, “Waterpipe Tobacco Smoking in the United States: Findings from the National Adult Tobacco Survey.” *Preventive Medicine* (2015), 71: 88-93.

## **BOOK CHAPTERS**

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**Kates FR** (2017). Chapter 7.1: Over 13 Trillion Dollars – A Growing Part of our National Budget, Your Healthcare: What You Must Know. New Brunswick: Rutgers University Press (final edits approved, in press)

## **REPORTS**

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Mainous A, **Kates FR**, Luetke M, Tanner M, Suk R, Laberge M, Service Needs of People Living with HIV/AIDS in Florida: Results from the 2016 Florida Needs Assessment for People Living with HIV/AIDS, *Florida Department of Health*, (2017), 1-42.

## COMPETITIVE ABSTRACTS AND PRESENTATIONS

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**Kates FR**, Blades S, Hamadi H, Benson K, Tafili A, The Illusion of Multitasking: Are you a 2 Percenter?, Accepted for poster presentation at the *AUPHA Annual Meeting*, New Orleans, Louisiana, June 12, 2019

Audi G, **Kates FR**, Hamadi H, Use of Video Conferencing Platforms to Engage Student Learning Accepted for poster presentation at the *AUPHA Annual Meeting*, New Orleans, Louisiana, June 12, 2019

Romero, R. **Kates FR**, Modifying the Mobile Application Rating Scale (MARS) to Evaluate Specific Health Applications, Accepted for an oral presentation at the *Healthcare Information and Management Systems Society Global Conference*, Orlando, Florida, February 13, 2019

Ellison C, **Kates FR**, Hamadi H, Larson S, Infographics: Maximize Engagement and Critical Thinking, Accepted for a poster presentation at the *Healthcare Information and Management Systems Society Global Conference*, Orlando, Florida, February 13, 2019

Larson, S. A., Desai, R, **Kates, FR**, Concerns about Heroin, Cocaine and Methamphetamine: Prevalence and Correlates of At-risk Users from 2015 National Survey on Drug Use and Health, Accepted for poster presentation at the *HSRMP Gator Healthcare Forum*, Gainesville, Florida, January 11, 2019

**Kates FR**, Hamadi H, Larson S, Kates MM, Audi GR, Power of 3 Discussion Starter Technique (P3DST) with a Sandwich Critique. Accepted for poster presentation at the *AUPHA Annual Meeting*, Philadelphia, Pennsylvania, June 14, 2018

Hamadi H, **Kates FR**, Audi GR, Larson S, Kates MM, Audi GR, Infographics: Filter Information, Establish Patterns, and Present More Meaningful Information. Accepted for poster presentation at the *AUPHA Annual Meeting*, Philadelphia, Pennsylvania, June 14, 2018

**Kates FR**, Audi GR, Larson S, Power of 3 Discussion Starter Technique (P3DST) with a Sandwich Critique. Accepted for oral presentation at the *AUPHA Undergraduate Workshop*, Orlando, Florida, October 5, 2017

Audi GR, **Kates FR**, Hamadi H, Utilization of Interactive Trading Platforms to Increase Competencies within Healthcare Finance. Accepted for poster presentation at the *AUPHA Undergraduate Workshop*, Orlando, Florida, October 5, 2017

**Kates FR**, Haider MR, Determinants and Distribution of 18-24 Year Current Waterpipe Tobacco Smokers in the U.S.: Findings from the National Adult Tobacco Surveys. Accepted for poster presentation at the *ISPOR 21<sup>st</sup> Annual International Meeting*, Washington, DC, May 23, 2016

**Kates FR**, Salloum RG, Thrasher JR, Islam F, Fleischer NL, Maziak W, Geographical Proximity of Waterpipe Tobacco Smoking Establishments to Colleges and Universities in the United

States. Accepted for poster presentation at the *Society for Research on Nicotine and Tobacco Annual Meeting*, Philadelphia, PA. February 26, 2015

Islam F, **Kates FR**, Salloum RG, Thrasher JR, Maziak W, Developing Warning Label Strategies for Waterpipe Tobacco Smoking Products. Accepted for poster presentation at the *Scientific Retreat on Tobacco-Related Research*, Medical University of South Carolina, Charleston, SC, October 30, 2014

**Kates FR**, Salloum RG, Thrasher JR, Islam F, Maziak W, Geographical Proximity of Waterpipe Tobacco Smoking Establishments to Colleges and Universities in the United States. Accepted for oral presentation, *The 2<sup>nd</sup> International Conference on Waterpipe Smoking Research*, Doha, Qatar, October 22, 2014

Salloum RG, Thrasher JR, **Kates FR**, Maziak W, Waterpipe Tobacco Smoking in the United States: Findings from the National Adult Tobacco Survey. Accepted for poster presentation at *The 2<sup>nd</sup> International Conference on Waterpipe Smoking Research*, Doha, Qatar, October 22, 2014

## **INVITED PRESENTATIONS**

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**Kates FR**, Proximity Analysis. Invited presentation at the *USC Tobacco Research Group*, Columbia, SC, October, 2014.

Salloum RG, **Kates FR**, NATS, GIS, and Google Trends. Invited presentation at the *SC TRIG – Medical University of South Carolina*, Charleston, SC, August 14, 2014

## **MANUSCRIPT REVIEWER**

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2019- Ongoing	<i>Preventive Medicine</i>
2019- Ongoing	<i>Frontiers in Public Health</i>
2017-2020	<i>Journal of Health Administration Education</i>
2018- Ongoing	<i>Australasian Medical Journal</i>
2017- Ongoing	<i>Journal of Educators Online</i>
2017- Ongoing	<i>Nicotine &amp; Tobacco</i>
2016- Ongoing	<i>Journal of Family Practice</i>

## **HONORS AND AWARDS**

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Educator Collaborator Award, Clinical and Translational Science, University of Florida, 2018  
Entrepreneurship Faculty Fellow, University of Florida, 2017-2020  
Educator Innovator Award, Clinical and Translational Science Inst., University of Florida, 2016  
Educator Award, Clinical and Translational Science Inst., University of Florida, 2016  
J. Michael Suber Media Excellence Award- SCPHA, 2015  
Preparing Future Faculty Award, University of South Carolina, 2015  
Health Services Policy and Management Award, University of South Carolina, 2014  
Graduate School Travel Award, University of South Carolina, 2014



## PROFESSIONAL DEVELOPMENT

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*Honorlock Workshop: New Tool for Academic Integrity*, with the UF Office of Faculty Development & Teaching Excellence, Gainesville, FL. (May 22, 2019).

*Create Presentation Visuals Worthy of the TED Stage*, with the UF Office of Faculty Development & Teaching Excellence, Gainesville, FL. (April 30, 2019).

*Spring Interface 2019 Conference: Learning Beyond 4 Walls*. Office of Faculty Development and Teaching Excellence, University of Florida, Gainesville, FL. (April 23, 2019).

*Multimodal Syllabus*, with the UF Office of Faculty Development & Teaching Excellence, Gainesville, FL. (March 21, 2019).

*How Blockchain Technology Brings Value to Healthcare*, HIMSS19 Blockchain Symposium, Orlando, FL (February 11, 2019).

*The Multitasking Mirage: Find Your Focus, Flow, and Finish Line (UF\_TRV030\_ILT)*, with the UF Office of Faculty Development & Teaching Excellence, Gainesville, FL. (October 11, 2018).

*Spring Interface 2018 Conference: Student Voices Transform Teachings*. Office of Faculty Development and Teaching Excellence, University of Florida, Gainesville, FL. (April 19, 2018).

*Explaining Cultural Health Beliefs. Educational Scholarship Program, University of Florida, Gainesville, FL. (January 9, 2018).*

*18th Annual CALS Teaching Enhancement Symposium: "Teach. Do. Understand."* College of Agricultural and Life Sciences, University of Florida, Gainesville, FL. (August 15, 2017).

*Spring Interface 2017: Beyond Multiple Choice: Creative Assessment*. Office of Faculty Development and Teaching Excellence, University of Florida, Gainesville, FL. (April 20, 2017).

*Coupling Quantitative and Qualitative Inquiry in Online Instruction*. Educational Scholarship Program, University of Florida, Gainesville, FL. (March 15, 2017).

*Engaging Students via Presentations and Response Systems*. Educational Scholarship Program, University of Florida, Gainesville, FL. (February 15, 2017).

*Inductive Analysis with Focus Group Transcripts*. Educational Scholarship Program, University of Florida, Gainesville, FL. (October 19, 2016).

*Using Versus Coding in Observation Notes*. Educational Scholarship Program, University of Florida, Gainesville, FL. (September 14, 2016).

*GMS 6090: Qualitative Literacy for Translational Researchers.* Instructor: Dr. Linda Behar-Horenstein. College of Medicine, University of Florida, Gainesville, FL. (Spring 2016, 2 credits).

*Recording your Desktop.* Educational Scholarship Program, University of Florida, Gainesville, FL. (April 28, 2016).

*Spring Interface 2016: Tips, Tools, and Timesavers.* Office of Faculty Development and Teaching Excellence, University of Florida, Gainesville, FL. (April 21, 2016).

*Using Qualitative Coding to Make Sense Out of Text: What Did Participants Tell Me?* Educational Scholarship Program, University of Florida, Gainesville, FL. (April 20, 2016).

*Saving Everyone's Time and Energy: Practical Tips for Database Design.* Educational Scholarship Program, University of Florida, Gainesville, FL. (March 23, 2016).

*Students Teaching Students.* Educational Scholarship Program, University of Florida, Gainesville, FL. (March 21, 2016).

*Making Sense of It All: Interpreting Results from Statistical Output.* Educational Scholarship Program, University of Florida, Gainesville, FL. (February 17, 2016).

*Student Genotyping in the Classroom.* Educational Scholarship Program, University of Florida, Gainesville, FL. (February 15, 2016).

*Expanding the Sphere of Influence through Social Network Analysis.* Educational Scholarship Program, University of Florida, Gainesville, FL. (January 25, 2016).

*Overview of Qualitative Research Methods: Discovering Your Qualitative Lenses.* Educational Scholarship Program, University of Florida, Gainesville, FL. (January 13, 2016).

*Collecting it Right the First Time: Survey and Questionnaire Design.* Educational Scholarship Program, University of Florida, Gainesville, FL. (November 19, 2015).

*Cultural Competence Workshop,* Facilitators: Mary Kay Schneider Carodine, Ph.D. and LB Hannahs. PPHP Diversity and Inclusion Committee, College of Public Health & Health Professions, University of Florida, Gainesville, FL. (November 12, 2015).

*Team-Based Learning Facilitation Skills.* Educational Scholarship Program, University of Florida, Gainesville, FL. (October 30, 2015).

*Searching the Health Science Education Literature.* Educational Scholarship Program, University of Florida, Gainesville, FL. (October 19, 2015).

*Instructional Design in Teaching: How Good Designs Transform Educational Research.* Educational Scholarship Program, University of Florida, Gainesville, FL. (September 21, 2015).

## UNIVERSITY OF FLORIDA SERVICE

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**Member**, Teaching Excellence Committee, 2016-2018  
**Invited Member**, Blended Learning Task Force, 2016-Present  
**Marshal**, UF Commencement, 2015  
**Member**, Faculty Council, Chair, 2015-Present

## MENTORSHIP

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Charles Hobson	Ph.D. in Health Services Research, <b>Dissertation Committee Member</b> , 2018-2019, <i>Using Electronic Phenotyping to Improve The Analytic Power of Claims-based Episode of Care Analysis</i>
Kevin Norton	MPH in Public Health Management and Policy, <b>Faculty Advisor</b> , 2017-2019, <i>Menus of Changes</i>
Dorothy Mwachiro	MPH in Public Health Management and Policy, <b>Faculty Advisor</b> , 2016-2018, <i>Optimizing Post-Discharge Follow-up Telephone Calls to Reduce Readmissions in Neurosurgery Service</i>
Hannah Fulmer	MPH in Public Health Management and Policy, <b>Faculty Advisor</b> , 2017-2018, <i>Perioperative Optimization-Pre-operative Phase: A Pilot Program for Elective Spine Surgery Patients at UF Health</i>
Cristina Popescu	Ph.D. in Health Services Research, <b>Dissertation Committee Member</b> , 2017, <i>Factors Associated with Child and Maternal Mortality in the Middle East and North Africa (MENA) Region: A Panel Study</i>
Douglas Obogo	MPH in Public Health Management and Policy, <b>Faculty Advisor</b> , 2016-2017 <i>Evaluation of the Patient Portal Program in Neuromedicine, at UFHealth</i>
Ayodeji Otufowora	MPH in Public Health Management and Policy, <b>Faculty Advisor</b> , 2016-2017, <i>Gender and Race Differences in the Willingness to Participate in Health Research among African Americans in Florida</i>
Ana Calderon	MPH in Public Health Management and Policy, <b>Faculty Advisor</b> , 2016-2017, <i>Enhancing the Coordination of Primary Care Appointments for U.S. Veterans</i>
Jasmine Hayes	MPH in Public Health Management and Policy, <b>Faculty Advisor</b> , 2015-2016 <i>Developing a Plan to Evaluate Florida's 2017-2021 State Health Improvement Process</i>

## **TEACHING INTERESTS**

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Business- Entrepreneurship, Sales and Real Estate Public Health- History of Public Health, Policy and Management, Health Care Administration, Human Resource Management, Health Care Finance, and Regulatory Aspects of Health Care.

## **COMPUTER CERTIFICATIONS AND INSTRUCTIONAL DESIGN SKILLS**

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CompTIA Security+, CompTIA Network+, CompTIA A+, and Microsoft Certified Professional, experienced video editor with green screen experience specializing in online curriculum development. As part of a Commission on Accreditation Healthcare Management Education (CAHME) requirement at the University of South Carolina, developed content and filmed 18 instructors from different health-related disciplines to show how each area contributes to achieving public health goals. Created 40 new instructional videos and set up a playlist at [PUBH 700 - Perspectives in Public Health](#). Also worked with the instructor of record and an online learning firm to rework the delivery of instruction of a traditional semester course to an asynchronous 8-week online course which incorporated and 24 new instructional videos.

- *Rick Kates worked on developing an online version of a graduate level Public Health course for a Tier I research university. He was dedicated to using pedagogically sound approaches and the most current learning technologies. Rick helped to develop a creative, engaging course while making sure to incorporate online learning best practices. It was a pleasure working with someone of his caliber, Mary Helen Culbertson Director, Academic Services Academic Partnerships, LLC.*

## **ADDITIONAL CERTIFICATIONS, EDUCATION, AND MILITARY SERVICE**

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Certified Purchasing Manager (CPM), Certified Internal ISO Auditor, Certified Entrepreneurial Teacher (CET) - YEScarolina Teacher Training Program Francis Marion University, Florence, South Carolina, Heating and Air Conditioning (HVAC) Universal EPA Certification- Community College of Allegheny County, Pittsburgh, Pennsylvania, Military Service: US Army, Primary MOS 11B Infantry, Secondary MOS 19D Scout Reconnaissance, duty stations Fort Benning, Georgia, Camp Greaves, Korea, and Fort Ord, California

## **SPECIFIC COMPUTER APPLICATIONS**

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2014 Training- Adobe Connect & Presenter and the new & enhanced features in Blackboard 9.1 SP13, attended the USC GIS Institute 2014 3-Day Training in Geographical Information Systems (GIS), proficiency in all Microsoft Office Programs, SAS, STATA, iMovie, Moodle, Promethean

## **FUNDED RESEARCH**

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Needs Assessment for People with HIV or AIDS in Florida  
Co-Principal Investigator  
Florida Department of Health  
3/1/16-4/30/17 \$210,000