

CURRICULUM VITAE

JANE BANASZAK-HOLL
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Department of Health Management and Policy
School of Public Health
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CURRENT POSITION

University of Michigan, School of Public Health
Associate Professor of Health Management and Policy, 2003 to present.
Research Associate Professor in the Institute of Gerontology, 2003 to present.
Assistant Professor of Health Management and Policy, 1995-2003.

RESEARCH INTERESTS

Professor Banaszak-Holl's research focuses on organizational change among health care providers and the interorganizational dynamics, environmental and market factors, and strategic planning that lead to organizational change. Her work considers how changes in provider organizations affect the quality and types of services that individuals receive. In addition, her work examines how social factors affect health outcomes and transitions in care for elderly with disabilities. Current work is evaluating health outcomes of the recent growth in corporate chains and specialization in the nursing home industry, the development of networks for the delivery of health services, and the interaction of organizational factors, family support, and gender in affecting decision-making by nursing home residents.

EDUCATION

PhD 1991 Sociology, Cornell University.
MA 1989 Sociology, Cornell University.
BA 1986 Sociology, University of Chicago.
1982-1984 Undergraduate Program, University of Wisconsin.

ACADEMIC HONORS

Honorable Mention, Strategic Management Society Best Conference Paper, 2003
Outstanding abstract (long-term care theme), Academy for Health Services Research and Health Policy Annual Meeting, 2001
Rackham Graduate School Faculty Fellowship, University of Michigan, 1997-1998.
NSF Dissertation Improvement Grant, Cornell University. SES #9001079, 1990-1991.
Cornell Graduate Fellowship, 1987-1988.

Graduated with honors in Sociology and the College, University of Chicago, 1986.
Dean's List, University of Chicago, 1985-1986.
Sophomore Honors, University of Wisconsin, 1984.

PUBLICATIONS (Articles and Book Chapters)

1. Jane Banaszak-Holl, Will Mitchell, Joel A.C. Baum, and Whitney B. Berta. 2005. Transfer learning in ongoing and newly acquired components of multiunit chains: U.S. nursing homes, 1991-1997. Forthcoming in *Industrial and Corporate Change*.
2. Judith G. Calhoun, Jane Banaszak-Holl, and Larry Hearld. 2005. Current practices and perceived success factors in nursing home marketing. Forthcoming in the *Journal of Healthcare Management*.
3. Ellen D.S. Lopez, Richard Lichtenstein, Alonzo T. Lewis, Jane Banaszak-Holl, Cheryl Lewis, Penni Johnson, Scherri Riley, and Nancy Baum. 2005. Drawing from Freirian empowerment methods to develop and use innovative learning maps: Increasing enrollment of uninsured children on Detroit's Eastside. Forthcoming in *Health Promotion Practice*.
4. Sarah L. Krein, Russ Olmstead, Tim Hofer, Christine Kowalski, Jane Forman, Jane Banaszak-Holl, Carol Kauffman, and Sanjay Saint. 2005. Translating infection prevention evidence into practice. Forthcoming in the *American Journal of Infection Control*.
5. Edward A. Miller and Jane Banaszak-Holl. 2005. Cognitive and normative determinants of state policy making behavior: Lessons from sociological institutionalism. *Publius: The Journal of Federalism* **35**(2):191-216.
6. Jane Banaszak-Holl, A. Mark Fendrick, Norman L. Foster, A. Regula Herzog, Mohammed U. Kabeto, David M. Kent, Walter L. Straus, and Kenneth M. Langa. 2004. Cognitive function and chronic medical conditions as predictors of nursing home admission in a nationally representative sample of older Americans. *Alzheimers Disease and Associated Disorders* **18**(2):83-89.
7. Denise Anthony and Jane Banaszak-Holl. 2003. Changing organizational forms of managed care in the nineties. *Annual Review of the Sociology of Health Care Organizations* **21**:21-38.
8. R.A. Hirth, J. Banaszak-Holl, M.N. Turenne, B.E. Fries. 2003. Does quality influence consumer choice of nursing homes? Evidence from nursing home to nursing home transfers. *Inquiry* **40**(4):343-361.
9. Castle, Nicholas G. and Jane Banaszak-Holl. 2003. Administrative resources, care processes, and outcomes. *Journal of Applied Gerontology* **22**(3): 405-424.
10. Jane Banaszak-Holl, Heather Elms and David Grazman. 2002. Sustaining long-term change and efficiency in community health networks. Chapter in *Advances in Health Care Organization Theory*, edited by Steve Mick and Mindy Wyttenback. San Francisco: Jossey-Bass, pages 175-203.
11. Sheryl Stogis, Richard A. Hirth, Robert L. Stawderman, Jane Banaszak-Holl, and Dean G. Smith. 2002. Development of a standardized donor ratio (SDR): A tool for evaluating and improving the effectiveness of the organ procurement organizations in the United States. *Health Services Research* **37**(5):1329-1344.

12. Jane Banaszak-Holl, Whitney Berta, Dilys Bowman, Joel A.C. Baum and Will Mitchell. 2001. Causes and consequences of chain acquisitions: Health performance and operating strategy of U.S. nursing homes, 1991-1997. *Managerial and Decision Economics* **23**:261-282.
13. Will Mitchell, Joel Baum, Jane Banaszak-Holl, Whitney Berta, and Dilys Bowman. 2001. Opportunity and constraint: Chain-to-component transfer learning in multiunit chains. Chapter in *Strategic management of intellectual capital and organizational knowledge: A collection of readings*, edited by Nick Bontis and Chun Wei Choo. New York: Oxford University Press.
14. Whitney Berta, Jane Banaszak-Holl, Dilys Bowman, Joel A.C. Baum and Will Mitchell. 2000. The consequences of chain acquisitions of U.S. nursing homes. *Long-term Care Interface* **1**(5): 37-41.
15. Hirth, Richard, Jane Banaszak-Holl and John McCarthy. 2000. Nursing home to nursing home transfers: Prevalence, time pattern and resident correlates. *Medical Care* **38**(6):660-669.
16. Rebecca Wells and Jane Banaszak-Holl. 2000. A critical review of market level health care strategy literature, 1991-1997. *Social Science and Medicine* **51**:639-656.
17. Jeffrey Alexander, John R. Griffith, Stephen S. Mick, Shoo-Yih D. Lee, Xihong Lin, and Jane Banaszak-Holl. 1999. Do market-level hospital and physician resources affect small area variation in hospital use? *Medical Care Research and Review* **56**(1): 94-117.
18. Rebecca Wells, Jeffrey Alexander, Marcia Piotrowski, Jane Banaszak-Holl, Janet Adams-Watson, Jennifer Davis, and Nancy Valentine. 1998. How other members of the top management team see the nurse executive. *Nursing Administration Quarterly* **23**(3): 38-51.
19. Jane Banaszak-Holl, Jeffrey Alexander, Nancy Valentine, Marcia Piotrowski, Janet Adams-Watson, and Jennifer Davis. 1998. Changing roles and influence of nurse executives in top management teams. *Journal of Nursing Administration* **29**(4): 18-24.
20. John F. McCarthy, Jane Banaszak-Holl and Brant Fries. 1998. Medical director involvement in nursing homes, 1992 - 1996. *Annals of Long-term Care Medicine* **7**(2): 35-43.
21. Jane Banaszak-Holl, Susan Allen, Vincent Mor, and Thomas Schott. 1998. Subsystems within community agency networks: Barriers or channels to service provision? *Journal of Health and Social Behavior* **39**(4): 368-385.
22. Nicholas G. Castle and Jane Banaszak-Holl. 1997. Top management team characteristics and innovation in nursing homes. *The Gerontologist* **37**(5): 572-580.
23. Jane Banaszak-Holl, Jacqueline S. Zinn, Vincent Mor, Nicholas Castle and Diane Brannon. 1997. Specialization and diversification in the nursing home industry. In *Health Care Management: State of the Art Reviews 3*(1), edited by H. Jolt and M.M. Leibovici. Philadelphia, PA: Hanley and Belfus, Inc., pages 91-99.
24. Nicholas G. Castle, Vincent Mor and Jane Banaszak-Holl. 1997. Hospice special care units in nursing homes. *The Hospice Journal* **12**(3): 59-69.

25. Jane Banaszak-Holl and Vincent Mor. 1996. Differences in patient demographics and costs among Medicare hospice providers. *The Hospice Journal* **11**(3): 1-19.
26. Jane Banaszak-Holl and Marilyn A. Hines. 1996. Factors associated with nursing home staff turnover. *The Gerontologist* **36**(4):512-517.
27. Jane Banaszak-Holl, Jacqueline S. Zinn, and Vincent Mor. 1996. The impact of market and organizational characteristics on nursing home service innovation: A resource dependency perspective. *Health Services Research* **31**(1):97-117.
28. Ann F. Brunswick and Jane Banaszak-Holl. 1996. HIV risk behavior and the Health Belief Model: An empirical test in an African American community sample. *Journal of Community Psychology* **24**:44-65.
29. Vincent Mor, Jane Banaszak-Holl, and Jacqueline S. Zinn. 1996. The trend towards specialization in nursing care facilities. *Generations* **19**(4):24-29.
30. Jane Banaszak-Holl and David S. Greer. 1995. Changing career patterns for deans of medicine, 1940-1992. *Academic Medicine* **70**(1): 7-13.
31. Jane Banaszak-Holl and David S. Greer. 1994. Turnover of deans of medicine during the last five decades. *Academic Medicine* **69**(1): 1-7.
32. Ann F. Brunswick, Angela Aidala, Jay Dobkin, Joyce Howard, Stephen Titus, and Jane Banaszak-Holl. 1993. HIV-1 seroprevalence and risk behaviors in an African American community cohort. *American Journal of Public Health* **83**:1390-1394.
33. James Ranger-Moore, Jane Banaszak-Holl and Michael T. Hannan. 1991. Density dependent dynamics in regulated industries: Founding rates of banks and life insurance companies. *Administrative Science Quarterly* **36**: 36-65.
34. Michael T. Hannan, James Ranger-Moore and Jane Banaszak-Holl. 1990. Competition and the evolution of organizational size distributions. In *Organizational Evolution: New Directions*, edited by Jitendra Singh. Beverly Hills, CA: Sage.

CURRENT PAPERS IN PROGRESS

Submitted

Sharon Neuwald, Jane Banaszak-Holl and Richard Hirth. 2005. Segmentation of the provision of skilled nursing care. Submitted with revisions to the *Journal of Aging and Social Policy*.

Jullet A. Davis, J. Michael Hardin, Jane Banaszak-Holl, Joshua Aaron and Janelle Lorenzen. 2005. Exploring strategic differences between nursing homes in six Southeastern states. Submitted to *Journal of Healthcare Management*.

Richard Lichtenstein, Jane Banaszak-Holl, Joy Calloway, Rochelle Allen, Ellen Lopez, Scherry Riley, and the Detroit Eastside Access Partnership. 2005. Service excellence training in welfare agencies to increase children's Medicaid enrollment. Submitted to the *Journal of Healthcare for the Poor and Underserved*.

Under revision or preparation

Jane Banaszak-Holl, Whitney Berta, Joel Baum, and Will Mitchell. 2005. Comparing quality among chain and freestanding US nursing homes during the nineties. Paper under revision for *Journal of Aging and Social Policy*.

Denys T. Lau, Jane Banaszak-Holl and Amit Nigam. 2005. Assessing the role of individual, social and professional factors in clinicians' attitudes towards treatment guidelines for the delivery of medications in nursing homes. Paper under preparation.

Akiko Kamimura, Jane Banaszak-Holl and Whitney Berta. 2005. The role of standardization and communication processes in chain-owned nursing homes in Michigan. Paper under preparation.

Denys T. Lau, Kami M. Chin, and Jane Banaszak-Holl. 2005. Factors influencing medication delivery in nursing homes: Implications on how quality of medication use can be improved. Paper under preparation.

Whitney Berta, Jane Banaszak-Holl, Joel A.C. Baum and Will Mitchell. 2005. Between-form and within-form acquisition in the US nursing home industry. Paper under preparation.

Jane Banaszak-Holl, Casey Copen and Alyssa Pozniak. 2005. Gender differences in access to and structure of social supports in the nursing home setting. Paper under preparation.

Chris Marquis, Mary Ann Glynn, and Jane Banaszak-Holl. 2005. In god we trust? Changing logics of trust in the development of banking in Manhattan, 1791-2001. Paper under preparation.

OTHER PUBLICATIONS

Jane Banaszak-Holl. 2000. Review of *Turnaround research: Past accomplishments and future challenges*. Vol. 5 of *Advances in applied business strategy* (David Ketchen, ed.). *Administrative Science Quarterly* **45**(3):633-635.

TECHNICAL REPORTS AND PRESENTATIONS

Whitney Berta, G. Ross Baker, and Jane Banaszak-Holl. 2006. Assessing and accelerating patient safety. Paper submitted for presentation at the *2006 European Forum on Quality Improvement*.

Jane Banaszak-Holl, Judith G. Calhoun and Larry Hearld. 2006. The best defense is a good offense: Promoting nursing home quality. Paper to be presented at the *Organisational Behaviour in Health Care Conference* to be held in Aberdeen, Scotland, April, 2006.

Whitney Berta, G. Ross Baker, and Jane Banaszak-Holl. 2005. Factors impacting the implementation, transfer and retention of patient safety best practices in North American acute care hospitals: Assessing organizational readiness for practice change. Paper produced for the *Center for Health Management Research* and presented in Phoenix, AZ, October, 2005.

Martin Kitchener and Jane Banaszak-Holl, organizers. 2005. Organizational Analyses of US Nursing Homes: Fresh Perspectives and New Findings. The second annual symposium to be presented at the *Gerontological Society of America* annual meeting, Nov 2005, Orlando.

Linda J. McKibben, Jane Banaszak-Holl and Richard A. Hirth. 2005. Is the quality promotion model valid? Poster presented at the *3rd National Prevention Summit on Innovations in Community Prevention*, Washington D.C., October 2005.

Akiko Kamimura and Jane Banaszak-Holl. 2005. The impact of geographical proximity in the market on the quality of organizational structure. Presented at the *Academy of Management annual meeting*, August, 2005, Honolulu, HI.

Jane Banaszak-Holl. 2005. The Current and Future State of Health Care Research. Invited talk at the *Academy of Management Annual Meeting*, Honolulu, HI, August 2006.

Jane Banaszak-Holl. 2005. What next in structure, process and outcomes? An invited talk at the Department of Health Management and Policy, Univ. of Pittsburgh School of Public Health.

Jane Banaszak-Holl. 2005. Developing high quality long-term care delivery systems. An invited talk at the Department of Health Management and Policy, University of Pittsburgh School of Public Health.

Denys T. Lau, Jane Banaszak-Holl and Amit Nigam. 2004. Clinical guidelines and the delivery of pharmaceutical services in nursing homes: A qualitative study assessing perceptions, professional interaction and prescribing decisions. Paper presented at the *Gerontological Society of America* annual meeting, November 2004, Washington DC.

Martin Kitchener and Jane Banaszak-Holl, organizers and presenters. Organizational Analyses of US Nursing Homes: Fresh Perspectives and New Findings. A symposium presented at the *Gerontological Society of America* annual meeting, November 2004, Washington DC.

Akiko Kamimura and Jane Banaszak-Holl. 2004. Uncertainty and communication in a rare organization: Nurses' communication in Japanese Palliative Care Units (PCUs). Paper presented at the *Gerontological Society of America* annual meeting, November 2004, Washington DC.

Denys T. Lau and Jane Banaszak-Holl. 2004. Factors influencing prescribing behaviors in nursing homes: Implications for why inappropriate medication use occurs. Paper presented at the *American Public Health Association* annual meeting, November 2004, Washington DC.

Jullet A. Davis, J. Michael Hardin, Jane Banaszak-Holl, Joshua Aaron and Janelle Lorenzen. 2004. Exploring strategic differences between nursing homes in six Southeastern states. Paper presented at the *Academy of Management* annual meeting, August 2004, New Orleans.

Jane Banaszak-Holl. 2004. An introduction to a conceptual framework for health services research. Paper presented at the *AcademyHealth* annual meeting, June, San Diego.

Edward A. Miller and Jane Banaszak-Holl. 2004. Rational and cultural explanations for state policy change: Lessons from the sociological institutionalism. Paper presented at the *Midwest Political Science Association*, April and at the *Sixth Annual Health Care Organizations Conference*, June.

Jane Banaszak-Holl. 2003. Family caregiving in the nursing home. Presentation at the *Institute of Gerontology*, University of Michigan, November.

Will Mitchell, Aparna Venkataramen, Jane Banaszak-Holl, Joel Baum, and Whitney Berta. 2003. The commercialization of nursing home care: Does for-profit efficiency mean lower quality or do corporations provide the best of both worlds? Paper presented at the *Strategic Management Society* annual meeting, Baltimore MD, November. (***Paper received honorable mention for the sixth annual McKinsey/SMS Best Conference Paper Prize**).

Jane Banaszak-Holl, Casey Copen, and Alyssa Pozniak. 2003. Competing for family attention: A model of importance of family social supports in the nursing home setting. Paper presented at the *Gerontological Society of America* annual meeting, San Diego CA, November.

Jane Banaszak-Holl, Akiko Kamimura and Whitney Berta. 2003. The role of standardization and communication processes in chain-owned nursing homes in Michigan. Paper presented at the *Gerontological Society of America* annual meeting, San Diego CA, November.

Akiko Kamimura, Jane Banaszak-Holl and Whitney Berta. 2003. The role of standardization and communication processes in chain-owned nursing homes in Michigan. Paper presented at the *Academy of Management* annual meeting, Seattle WA, August.

Jane Banaszak-Holl. 2003. Competing for the attention of nursing home residents: Evidence on the importance of gender and social supports in the nursing home setting. Paper presented at the University of Michigan BIRCWH monthly meeting and at the NIH Office of Women's Health Building Interdisciplinary Research Careers in Women's Health (BIRCWH) annual meeting, Bethesda MD, July.

Jane Banaszak-Holl and Will Mitchell. 2003. Chain ownership in the Michigan nursing home industry. Unpublished report submitted to the *Blue Cross Blue Shield of Michigan* Foundation.

Jane Banaszak-Holl and Casey Copen. 2002. Gender differences in social support in the nursing home setting. Poster presented at the *Association for Health Services Research and Health Policy* Annual Meeting, June, 2002.

Jane Banaszak-Holl, J.A.C. Baum, Whitney Berta and Will Mitchell. 2002. How corporate chains are transforming the nursing home industry: Lessons from the last 10 years. Presentation at the Dartmouth College, Department of Sociology and Health Policy Lecture Series, April 2002. Revised version presented at the University of Michigan RWJ Health Policy Scholars Program, March 2003.

Jane Banaszak-Holl, W. Mitchell, D. Bowman, J.A.C. Baum and W.B. Berta. 2001. Service changes in chain-owned nursing homes, 1991-1997. Paper presented at the *Gerontological Society of America* annual meeting, November, 2001, Chicago, IL.

R.A. Hirth, J. Banaszak-Holl, M.N. Turenne, B.E. Fries. 2001. A hazard model of nursing home transfers: Does quality matter? Paper presented at the *Gerontological Society of America* annual meeting, November, 2001, Chicago, IL.

Jane Banaszak-Holl, Will Mitchell, Joel Baum, Whitney Berta, and Dilys Bowman. 2001. Chain-to-Component Transfer Learning in Multiunit Chains of U.S. Nursing Homes, 1991-1997. Paper presented at the *Academy of Management* annual meeting, Washington D.C., August 2001.

Jane Banaszak-Holl, Whitney Berta, Dilys Bowman, Joel A.C. Baum and Will Mitchell. 2001. Chain to component transfer learning in multiunit chains: U.S. nursing homes, 1991-1997. Paper presented at the *Third Annual Health Care Organizations Conference*, University of Pennsylvania, Philadelphia, PA, June 2001.

Hirth, Richard A., Jane Banaszak-Holl, Marc Turenne and Brant Fries. 2001. A hazard model of nursing home to nursing home transfers: Does quality matter? Paper presented at the *Association for Health Services Research* annual meeting, June, 2001. (***Awarded prize for most outstanding abstract in long-term care**)

Jane Banaszak-Holl. 2000. Organizational issues in health services research. Talk presented at the CDC Division of Health Services Research, November, 2000.

Jane Banaszak-Holl, Whitney Berta, Dilys Bowman, Joel A.C. Baum and Will Mitchell. 2001. Causes of chain acquisition of U.S. nursing homes and their consequences for resident health outcomes and facility operating strategy, 1991-1997. Paper presented at the Harvard Business School, October, 2000.

Denise Anthony and Jane Banaszak-Holl. 2000. Changing organizational forms of managed care in the nineties. Paper presented at the *American Sociological Association* annual meeting, August, 2000.

Jane Banaszak-Holl, Whitney Berta, Dilys Bowman, Joel A.C. Baum and Will Mitchell. 2000. Causes and consequences of chain acquisition: Health performance and operating strategy of US nursing homes, 1991-1997. Paper presented at the *Academy of Management* annual meeting, Toronto, August 2000.

Jane Banaszak-Holl, Whitney Berta, Dilys Bowman, Joel A.C. Baum and Will Mitchell. 2000. The consequences of chain acquisition of US nursing homes for health outcomes of residents and facility operating strategy, 1991-1997. Paper presented at the *Association for Health Services Research* annual meeting, Los Angeles, June 2000.

Jane Banaszak-Holl, Whitney Berta, Dilys Bowman, Joel A.C. Baum and Will Mitchell. 2000. Organizational learning through chain acquisitions of US nursing homes. Invited paper presented at the Department of Sociology, University of Illinois-Chicago, March 2000 and in the Department of Health Management and Policy seminar series, University of Michigan, March 2000.

Rebecca Wells and Jane Banaszak-Holl. 1999. A critical review of market level health care strategy literature, 1991-1997. Paper presented at the annual meeting of the *Academy of Management*, August, 1999, Chicago, IL.

Hirth, Richard, Jane Banaszak-Holl and John McCarthy. 1999. Nursing home to nursing home transfers: Prevalence, time pattern and resident correlates. Paper presented at the annual meeting of the *Association for Health Services Research*, June, 1999, Chicago, IL.

Alana Aronin and Jane Banaszak-Holl. 1998. Report on the state of Michigan's capacity to perform public health functions. Poster presented at the annual meeting of the *American Public Health Association*, November, 1998, Washington D.C.

Jane Banaszak-Holl and John F. McCarthy. 1998. Service specialization among New York State nursing homes in 1995. Paper presented at the annual meeting of the *Academy of Management*, August, 1998, San Diego, CA.

Jane Banaszak-Holl, Laura Glick, Richard Liu, Michele Mercier, Linda Min and Alana Aronin. 1998. Evaluation of the state of Michigan's public health capacity. Unpublished report submitted to the Michigan Public Health Association and presented at the 77th annual conference of the *Michigan Public Health Association*, May, 1998.

Jane Banaszak-Holl, Richard Hirth and John McCarthy. 1998. Nursing home to nursing home transfers. Paper presented at the 1998 National Claude D. Pepper Older Americans' Independence Center Meeting, April, 1998, Baltimore, MD.

Nykel Johnson and Jane Banaszak-Holl. 1998. The impact of changing Medicare regulations on the use of skilled nursing care. Presentation at the Undergraduate Research Opportunities Program (UROP) 10th Annual Symposium, University of Michigan, April, 1998.

Jeffrey Alexander, Marcia Piotrowski, Jennifer Davis, Jan Adams-Watson, Jane Banaszak-Holl and Rebecca Wells. 1998. Evaluation of reorganizing the position of the chief nurse in VA medical centers. Unpublished report submitted to Nursing Strategic HealthCare Group, Veterans Health Administration.

John F. McCarthy, Jane Banaszak-Holl and Brant Fries. 1997. Is the doctor in? Medical directors in nursing homes. Poster presented at the *Gerontological Society of America* annual meeting, Cincinnati, OH, November, 1997.

Jane Banaszak-Holl. 1997. Specialization as a Strategy in the Nursing Home Industry. Presentation to the *Institute of Gerontology* and the *Interdisciplinary Committee on Organizational Studies*, University of Michigan, Ann Arbor, MI, October.

Jane Banaszak-Holl. 1997. Is there an organization theory versus behavior disconnect? Participant in roundtable discussion at the annual *Association of University Programs in Health Administration* meeting, Chicago, IL, June, 1997.

Jane Banaszak-Holl, Susan Allen, Vincent Mor, and Thomas Schott. 1997. Organizational characteristics associated with agency centrality in community care networks. Poster presented at the annual *Association for Health Services Research* meeting, Chicago, IL, June, 1997.

Jane Banaszak-Holl and Nicholas G. Castle. 1996. Does it cost more to provide hospice care to those who have already used skilled nursing care? Poster presented at the *Gerontological Society of America* annual meeting, Washington D.C., November, 1996.

Jane Banaszak-Holl, Susan Allen, Vincent Mor, and Thomas Schott. 1996. Subsystems within community agency networks: Barriers or channels to service provision? Paper presented at the annual *American Sociological Association* meeting, New York City, August, 1996.

Nicholas G. Castle and Jane Banaszak-Holl. 1996. Top management team characteristics and innovation in nursing homes. Paper presented at the annual *Academy of Management* meeting, Cincinnati, OH, August, 1996.

Nicholas G. Castle and Jane Banaszak-Holl. 1996. Administrative resources, care processes, and outcomes. Poster presented at the annual *Association for Health Services Research* meeting, Atlanta, GA, June, 1996.

Nicholas G. Castle and Jane Banaszak-Holl. 1995. Top management team characteristics and innovation in nursing homes. Poster presented at the annual *Gerontological Society of America* meeting, Los Angeles, CA, November, 1995.

Jane Banaszak-Holl, Vincent Mor and Jacqueline S. Zinn. 1995. Specializing in the Medicare market: Factors that lead nursing facilities to focus on Medicare recipients. Poster presented at the *Association of Health Services Research* annual meeting, Chicago, IL, June, 1985.

Susan M. Allen, Vincent Mor, and Jane Banaszak-Holl. 1995. Springfield study of populations with disabilities: Executive summary. Unpublished report, submitted to the Robert Wood Johnson Foundation.

Marilyn Hines and Jane Banaszak-Holl. 1994. Organizational antecedents of nursing home staff turnover. Paper presented at the annual *Gerontological Society of America* meeting, Atlanta, GA, August 1994.

Jane Banaszak-Holl and Vincent Mor. 1994. The impact of changing Medicare coverage on hospice beneficiaries. Poster presented at the annual *Gerontological Society of America* meeting, Atlanta, GA, August 1994.

Jane Banaszak-Holl, Vincent Mor and Jacqueline S. Zinn. 1994. Competition as an incentive to provide specialty care in nursing homes. Paper presented at the annual *Gerontological Society of America* meeting, Atlanta, GA, August 1994.

Jane Banaszak-Holl and Vincent Mor. 1994. The impact of changing Medicare coverage on hospice beneficiaries. Poster presented at the *Association of Health Services Research* meeting, San Diego, June, 1994.

Jane Banaszak-Holl and Vincent Mor. 1994. The impact of changing Medicare coverage on hospice beneficiaries. Unpublished report submitted to HCFA under contract #500-89-0063 to ABT Associates Inc.

Jacqueline S. Zinn, Jane Banaszak-Holl, and Vincent Mor. 1994. The impact of competition on nursing home service innovation. Paper presented at *The Institute of Management Science XXXII International Meeting*, Anchorage, AK, June, 1994.

Jane Banaszak-Holl. 1993. Historical trends in rates of Manhattan bank mergers, acquisitions, and failures. Paper presented at the *American Sociological Association* meetings, Miami Beach, FL, August 1993.

Jane Banaszak-Holl and David S. Greer. 1993. Turnover of deans of medicine during the last five decades. Poster presented at the *Association for Health Services Research* meeting, Washington DC, June 1993.

Ann F. Brunswick, Stephen P. Titus, and Jane Banaszak-Holl. 1992. The role of crack use in HIV-1 infection: A Longitudinal study of urban African Americans. Poster presented at the *VIII International AIDS Conference*, Amsterdam, the Netherlands.

Ann F. Brunswick, Jane Banaszak-Holl, and Stephen P. Titus. 1992. Drugs, sex and HIV-1 infection: The multidimensional AIDS risk study. Paper presented to the Cocaine/Crack Research Group, CUNY, New York, NY.

Ann F. Brunswick and Jane Banaszak-Holl. 1992. Empowerment, condom risk, and HIV seroprevalence. Paper presented at monthly AIDS seminar, N.D.R.I. Inc., New York, NY.

Jane Banaszak-Holl. 1991. Organizational growth: Theoretical issues and empirical controversies. Roundtable presented at the *American Sociological Association Annual Meeting*, Cincinnati, OH.

Jane Banaszak-Holl. 1990. Discrepancies in self-identity and their effect on emotional states. Paper presented at the *American Sociological Association* Annual Meeting, Washington D.C.

Jane Banaszak-Holl, James Ranger-Moore, and Michael T. Hannan. 1990. Can a model of density dependence explain the life chances of core financial institutions? Technical Report 90-1. Department of Sociology, Cornell University, Ithaca, NY 14853. Also presented at the *American Sociological Association* Annual Meeting, Cincinnati OH, August, 1991.

Michael T. Hannan, James Ranger-Moore and Jane Banaszak-Holl. 1988. Competition and the evolution of organizational size distributions. Paper presented at the Wharton Conference on Organizational Evolution, December, 1988.

PREVIOUS POSITIONS

Assistant Professor (Research), Department of Community Health and Center for Gerontology and Health Care Research, Brown University (1994-1995).

Postdoctoral Fellow, Center for Gerontology and Health Care Research, Brown University (1992-1994).

Senior Staff Associate, Department of Sociomedical Sciences, Columbia University (1991-1992).

Research Assistant, Department of Sociology, Cornell University (1987-1991).

Teaching Assistant, Department of Sociology, Cornell University (1989-1991).

FUNDING ACTIVITY

Pending

\$100,000 (Jane Banaszak-Holl, PI). Proposal submitted to the National Institute on Aging for a project entitled "Organizational culture's impact across the nursing home industry." Funds requested for the period from 5/1/2006 through 4/30/2008.

Funded

\$10,000 (Whitney Berta, PI). Funds for a commissioned paper on "A study of factors that impact the implementation, transfer, and retention of patient safety best practices in U.S. and Canadian hospitals" from the Center for Health Management Research, October 2005.

\$75,000 (Jane Banaszak-Holl, PI). Project entitled "The costs and burden of declining health among nursing home residents in Michigan," Funded by the Blue Cross Blue Shield of Michigan Foundation for the period 9/1/05 through 8/31/07.

\$724,974 (Sanjay Saint and Sarah Krein, Co-PIs). A project funded by the Department of Veterans Affairs on "Translating infection prevention evidence to enhance patient safety." Funds for the period 9/1/04 through 8/31/07.

\$3,000 (Akiko Kamimura and Jane Banaszak-Holl, Co-PIs) received from the Interdisciplinary Committee on Organizational Studies at the University of Michigan for a project entitled "The effects of market competition on quality in the Japanese long-term care sector: A case analysis of the Tokyo metropolitan area. Funds for the period 1/1/2004 through 12/31/2005.

\$228,000 (Neighborhood Community Organization, PI; Jane Banaszak-Holl, consultant) received from the Innovation Fund of the Detroit Empowerment Zone for a project to establish the Eastside Access Partnership (to initiate organizational change necessary to increase access to insurance for children). Funds for the period 6/1/02 through 5/31/04.

\$150,000 (NCO, Primary recipient; Jane Banaszak-Holl, consultant) received from the Blue Cross Blue Shield of Michigan Foundation for a project entitled " Eastside Access Partnership." Funds for the period 6/1/02 through 5/31/03.

\$25,000 (Jane Banaszak-Holl and Judith Calhoun, co-PIs) received from the Walter J. McNerney Research Program, University of Michigan, for a project entitled "Use of marketing to improve and encourage quality in the nursing home market." Funds for period 12/1/01 through 11/30/02.

K12 mentored fellowship through the NIH's Building Interdisciplinary Research Careers in Women's Health (BIRCWH) for a project entitled "Gender and social support in the long-term care setting." Salary support for the period 7/1/01 through 6/31/03.

\$90,558 (Jane Banaszak-Holl and Will Mitchell, Co PIs) received from the Blue Cross Blue Shield of Michigan Foundation for a project entitled "Corporate ownership in the Michigan nursing home industry." Funds for period 4/1/01 through 10/31/02.

\$150,260 (J. Banaszak-Holl, Co-PI and Richard A. Hirth, PI) received from the NIA for a project entitled "Timing and Predictors of Nursing Home Transfers." Funds for period of 7/1/99 - 12/31/01.

\$20,000 (R. Hirth, PI and J. Banaszak-Holl, Co-PI) Received May, 1997 from Claude Pepper Center for Research on Aging and the University of Michigan's Institute of Gerontology for a pilot project on "Nursing-home to nursing-home transfers: The neglected transition in long-term care." Funds for period 6/1/97-5/31/98.

\$1,000 (J. Banaszak-Holl, PI) Received November, 1996 from the Office of the Vice President for Research, University of Michigan for a conference to be held in May, 1997 entitled "A dialogue among modern theories of the firm." Funds for period 1/1/97-10/1/97.

\$15,000 (Faculty Fellowship and Research Grant: J. Banaszak-Holl, PI) Received January, 1997 from the Rackham Graduate Program, University of Michigan for project entitled "Can availability of Medicare services benefit other residents in nursing homes?" Funds for period 1/1/97 - 12/31/97.

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

NIH Study Sections

#ZRG1 SNEM-4-10 (SBIR/STTR Proposals), National Institutes of Health. Routinely participated from July 2001-2005

#NIMH-SRV (Research) National Institute of Mental Health. Member, 2005-2008.

Member, Academy Health, 2001 to present.

Member, Gerontological Society of America, 1994 to present.

Member, Academy of Management, 1992 to present.

Discussant and Moderator, Academy of Management Annual Meeting (Divisions of Health Care Management and Organizational and Management Theory), 1993-1994, 1997-2004

Reviewer, Academy of Management Annual Meetings (Divisions of Organization and Management Theory and Health Care Administration), 1993-2003

Presenter, Health Care Management Doctoral Student Consortium, Academy of Management Meeting, 1997-99

Elected Official, Academy of Management Health Care Management Division

Division Chair Elect and Past Program Chair, 2005-2006

Program Chair, 2004-2005

Professional Development Workshop Program Chair and Program Chair Elect, 2003-2004

Academic-at-Large, 2001-2003

Organizer, Fifth Annual Health Care Organizations Conference, Ann Arbor, MI, June 2003

Member, American Sociological Association, 1987 to present.

Member, International Network for Social Network Analysis, 1989-1998.

Founding Member and Treasurer, Graduate Association in Sociology, Cornell University, 1987-1989.

Ad Hoc Reviewer, *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *American Sociological Review*, *Gerontologist*, *Health Care Management Review*, *Health Services Research*, *Journals of Gerontology: Social Sciences*, *Journal of Healthcare Management*, *Medical Care*, *Medical Care Research and Review*, *Social Forces*, *Telemedicine Journal*, 1993-2003

Reviewer, AcademyHealth (and formerly, Association for Health Services Research Annual Meeting), 2000-2001, 2004

Participant, University of Michigan's Claude Pepper OAIC Research Retreat, October 1997.

Advisory Panel, University of Toronto (Canada) for a project entitled "Operational Efficiency of Long-Term Care Facilities in Canada," funded by the Canadian Institutes for Health Research (Drs. Berta and Laporte, Co-PIs), 2004-2007.

TEACHING ACTIVITIES

Masters Program:

HMP 530 Organizational Behavior

HMP 616/617 Understanding Organizations

HMP 620 Understanding the Structure and Management of Nonprofit Health Organizations

HMP 656 Analysis of Organizations

HMP 643 Interpersonal Dynamics and Group Processes in Health Care Organizations

Doctorate Seminars:

HMP 831 Medical Care in Formal Organizations

HMP 833 Research Topics in Health Care Organizations

HMP 851 Organizational Issues in Health Policy

Independent Studies:

- Executive Management Team Integrated Work Project Long Term Care Group
- Evaluation of the State of Michigan's Public Health Capacity

- Cases in Long-term Care Management
- Case Study of Labor Conflict at Kaiser Permanente
- Dissertation Research Precandidacy and Candidacy

Undergraduates Supervised:

Allison Hanover, Nykel Johnson, Megan Kolodgy (Psychology), Kathryn Wheeler (Organizational Studies)

Research Assistants:

Lindsay Drab (MHSA), Casey Copen (MHSA), Kirk Larson (MHSA), Elizabeth Greenbaum (MPH), Rima Abu-Isa (MHSA), I-Cha Lee (PhD/MS)

SR HONORS THESIS DIRECTED

Kathryn Wheeler, BA with Honors, May 2005

DISSERTATIONS DIRECTED

Shoou-Yih D. Lee, HSOP PhD, July 1997

Mani Chacko, Corporate Strategy PhD, April 1998

Christy Lemak, HSOP PhD, August 1998

Sheryl Stogis, PEW VI Dr.P.H., January 1999

Sharon Neuwald, PEW VI Dr.P.H., March 2000 (Committee chair)

Brad Killaly, Corporate Strategy PhD, January 2001

Daniel Byrd, Corporate Strategy PhD, August 2001

John McCarthy, HSOP PhD, December 2001 (Committee co-chair)

David Gurule, PEW VI Dr.P.H., March 2002

LaVonne Lang, PEW VII, DrPH, April 2002

Amber Fisher, PEW VII Dr.P.H., May 2002

Samina Karim, Corporate Strategy PhD, August 2002

Abby Kahaleh, Pharmacy PhD, April 2003

Edward A. Miller, HSOP PhD, July 2003

Jillian Henderson, HSOP PhD, July 2003

Tracy Finlayson, HSOP PhD, March 2005

Erin Gilbert, Health Policy, Mgmt and Eval, University of Toronto(external reviewer), April 2005

Linda McKibben, PEW VII, DrPH (**Committee chair**), August 2005

Jacoba Lilius, Psychology PhD

Alyssa Pozniak, HSOP PhD

Julie Berson-Grand, HSOP PhD

UNIVERSITY AND COMMUNITY SERVICE

DEPARTMENTAL:

Committee on Residential Masters Program, 1995-1996, 2000-2002, 2004-

Committee on Doctoral HSOP Program, 1996-1998, 2002-2003

Committee on Organizational Studies/Sociology Disciplinary Program, 1995-1998

Committee on Health Care Organizations, Medical Care and Sociology, 1999-

Committee on Postdoctoral Programs, 1996-1998

Committee on MHSA/MBA Joint Program, 1999-2001

Executive Committee, 1998-2001

SCHOOL:

Advisory Committee on Academic Programs, 2004-
School of Public Health Job Classification Project, 2004-

UNIVERSITY:

Interdisciplinary Committee on Organizational Studies Executive Committee, 2004-
Faculty Selection Committee, Rackham Predoctoral Fellowship, 2005-06.

COMMUNITY:

Consultant (non-paid), Minority Health Care Initiative, Univ of Michigan Medical Center, 1996
Consultant (non-paid), Detroit Department of Public Health, Detroit, MI, 1996
Evaluation of State of Michigan Public Health Capacity, Mich Public Health Assoc, 1997-1998
Chairman, Bach Elementary School Ice Cream Social, June 2000
Member, University of Michigan Arbor Hospice Advisory Committee, 2000-2002
Member, Eastside Access Project Steering Committee, 2001-2004