

## Curriculum Vita

**Irwin B. Horwitz, Ph.D., M.B.A., M.S.I.R.**

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### Primary Appointment: University of Texas, School of Public Health, Health Science Center

Associate Professor  
Division of Management, Policy and Community Health  
University of Texas Health Science Center  
1200 Herman Pressler Dr, RAS E-303  
Houston, TX 77030  
Phone: (713) 500-9194

### Secondary Appointment: Baylor College of Medicine

Adjunct Assistant Professor in Surgery  
Co-Director of Leadership Studies  
Michael E. DeBakey Department of Surgery  
Baylor College of Medicine  
One Baylor Plaza  
Houston, TX 77030

## Academic Credentials

### Education:

**Ph.D. University of Minnesota, Carlson School of Management, 2003**

Dissertation: "An assessment of occupational stress claims and tests of predictive models using workers' compensation data."

Areas of Concentration: Leadership; Organizational Psychology; Human Resource Management; Organizational Theory and Strategy. Industrial Relations Fellowship 1998-2003.

**M.B.A. University of Illinois, Urbana-Champaign, 1991**

Areas of Concentration: Strategic Leadership and Management; Applied Business Development.

**M.S.I.R. Loyola University of Chicago, 1991**

Areas of Concentration: Personnel Development; Human Resource Law; Strategic Human Resource Planning.

**B.S. Loyola University of Chicago, 1987**

Majors: Psychology; Political Science. Pi Sigma Alpha (Political Science Honor Society).

### **Certifications:**

**University of Pennsylvania**, Wharton School of Business.

Compensation Management Specialist (CMS). Certification ongoing, expected completion in July, 2010.

### **Academic and Professional Affiliations:**

Academy of Management

American Psychological Association

American Public Health Association

Workers' Compensation Research Group

### **Academic Experience**

**2008-Present: Associate Professor of Management and Organizational Studies, University of Texas School of Public Health, Health Science Center at Houston.**

**2003 -2008: Assistant Professor of Management and Organizational Studies, University of Texas School of Public Health, Health Science Center at Houston.** Areas of Research: Leadership and Team Building; Organizational Psychology and Behavioral Economics; Occupational Health and Injury Risk Assessment using Workers' Compensation Data; Strategic Business Practices. Primary interest is on the synergistic integration of ethical leadership practices and managerial strategies to improve organizational efficacy, attain competitive advantage, and promulgate worker safety and quality of work life.

**1998 - 2002: Lecturer in Management, University of Minnesota, Carlson School of Management.**

Taught the core course, Strategic Human Resource Management, to undergraduates at the Carlson School of Management. Revised and taught Organizational Behavior for master degree students for the Carlson School's Human Resource and Industrial Relations Center. Led and collaborated on research projects on worker safety for the department. Conducted the primary statistical analyses for the University of Minnesota's 2002 faculty compensation program to assess and develop new wage policies for the Minneapolis and St Paul campuses.

**1994 - 1997: Collegiate Faculty, Business Administration, University of Maryland, U.S. Military Asian Divisions**

Taught courses in leadership, management, economics and organizational psychology to U.S. Military personnel and civilian nationals throughout Korea and Japan. Developed university capstone course in Entrepreneurship with Dr. L. Suzuki.

## Consulting Experience

### **1994-1996: International Consulting**

Acted as primary consultant for the large Korean conglomerates Hanjin Shipping Corporation and Kia Motor Company on managerial leadership training, strategic business practices and international personnel management.

Taught leadership and managerial seminars for various medical departments at Kyungbuk Medical School, Tagedu, Korea. Worked to improve the quality and delivery of health care between divisions of the school and associated hospital and patient services.

### **1999 - Present: Managing Partner, UNCI Consulting Inc.**

Perform human resource consulting and conduct leadership training for corporations and executives. Major clients include/included: Allegiance Healthcare, Cardinal Health, and Laboratory Corporation of America. Establish and direct managerial leadership programs, develop health and safety interventions, and analyze the ethics of international business policies. Additionally work as a national lobbyist for changes in public policy to improve ethical managerial practices for improving worker safety and strategic managerial operations.

## Research Activity

### **Peer-Reviewed Publications:**

#### **\* Indicates student or advisee on publication**

1. Carr BS,\* Weimann CM, Berensen AB, **Horwitz IB**, Volk RJ. Multilevel predictors of inconsistent condom use among adolescent mothers. American Journal of Public Health, (In Press).
2. **Horwitz IB**, Horwitz SK, Daram P,\* Brandt ML, Brunnicardi FC, Awad SS. Transformational, transactional and passive-avoidant leadership characteristics of a surgical resident cohort: analysis using the Multifactor Leadership Questionnaire and implications for improving surgical education curriculums. Journal of Surgical Research, 2008;148:49-59.
3. **Horwitz IB**, McCall BP. An epidemiological and risk analysis of Virginia workers' compensation burn claims 1999-2002: identifying and prioritizing workplace interventions. Journal of Occupational and Environmental Medicine. 2007; 49(12):1376-1385.

4. Horwitz SK, **Horwitz IB**. The effects of team diversity on team outcomes: A meta-analytic review of team demography. Journal of Management (Annual Review Issue, December 2007).
5. Milam MR,\* Gu J, Yang H, Celestino J, Wu W, **Horwitz IB**, Lacour RA, Westin SN, Gershenson DM, Wu X, Lu KH. STK15 F31I Polymorphism is associated with increased uterine cancer risk: A pilot study. Gynecologic Oncology. 2007;107(1):71-74
6. **Horwitz IB**, Horwitz SK, Brandt ML, Brunicardi FC, Scott BG, Awad SS. Assessment of communication skills of surgical residents using the Social Skills Inventory. American Journal of Surgery. 2007; 194:401-405.
7. McCall BP, **Horwitz IB**, Carr B.\* Adolescent occupational injuries and workplace risks: An analysis of Oregon workers' compensation data 1990-1997. Journal of Adolescent Health. 2007; 41:248-255.
8. Barshes NR,\* **Horwitz IB**, Franzini L, Vierling JM, Goss JA. Waitlist mortality decreases with increased use of extended criteria donor liver grafts at adult liver transplant centers. American Journal of Transplantation. 2007; 7(5): 1265-1270.
9. **Horwitz IB**, McCall BP, Horwitz SK. An assessment of workplace assault injuries: analysis of Rhode Island workers' compensation data. Preventive Medicine 2006; 43: 429-432.
10. McCall BP, **Horwitz IB**. An assessment and quantification of the rates, costs and risks factors of occupational amputations: An analysis of Kentucky workers' compensation claims 1994-2003. American Journal of Industrial Medicine 2006; 49:1031-1038.
11. **Horwitz IB**, McCall BP, Feldman SR, Balkrishnan R. Surveillance and assessment of occupational dermatitis using Rhode Island workers' compensation data 1998-2002. Journal of the American Academy of Dermatology 2006; 55:361-363.
12. McCall BP, **Horwitz IB**. Occupational eye injury: Assessing job-related risks and accident severity among Rhode Island workers 1998-2002. American Journal of Industrial Medicine 2006; 49:45-53.
13. **Horwitz IB**, McCall BP. Occupational risk factors for burn injuries: An analysis of Rhode Island workers' compensation claims 1998-2002. Journal of Burn Care and Rehabilitation 2005; 26:505-514. [Portions of this work are also reprinted, by invitation, in Critical Care Review Yearbook 2007].
14. **Horwitz IB**, McCall BP. Occupational injury among Rhode Island adolescents: an analysis of workers' compensation claims 1999-2002. Journal of Occupational and Environmental Medicine 2005; 47:473-481.

15. McCall BP, **Horwitz IB**, Feldman SR, & Balkrishnan R. An eight-year study of occupational dermatoses in Oregon: demographic, disability and cost analyses. Archives of Dermatology 2005; 141:713-718.
16. McCall BP, **Horwitz IB**. Occupational vehicular accidents: A workers' compensation analysis of Oregon truck drivers 1990-1997. Accident Analysis and Prevention 2005; 37:767-774.
17. **Horwitz, I.B.** McCall, B.P. The effects of shift work on the occupational safety and health of hospital employees: A risk and severity analysis using Oregon workers' compensation data. Occupational Medicine 2004; 54:556-563.
18. **Horwitz IB.**, McCall BP. Disabling and fatal occupational accidents rates, risks and costs in the Oregon Construction Industry. Journal of Occupational and Environmental Hygiene 2004; 1: 688-698.
19. **Horwitz, IB**, McCall B.P. (2004). A quantification and risk analysis of occupational burns: Oregon workers' compensation claims 1990-1997. Journal of Burn Care and Rehabilitation 2004; 25:328-336.
20. McCall BP, **Horwitz IB**. Workplace violence in Oregon: An analysis using workers' compensation claims 1990-1997. Journal of Occupational and Environmental Medicine 2004; 46:357-366.
21. McCall BP, **Horwitz IB**. The impact of legislative interventions and enforcement of regulatory standards on occupational hearing loss claim rates in Oregon 1984-1998. American Journal of Industrial Medicine 2004; 45:417-427.
22. McCall BP, **Horwitz IB**, & Kammeyer-Mueller JD. Adverse health conditions associated with NRL: Has prevalence increased among healthcare workers since Universal Precautions were issued? American Journal of Public Health, 2003; 93:599-604.
23. **Horwitz IB**, Kammeyer-Mueller JD. Natural rubber latex allergy workers' compensation claims: Washington State healthcare workers 1991-1999. Applied Occupational and Environmental Hygiene, 2002; 17(4):267-275.
24. **Horwitz IB**, Kammeyer-Mueller JD, & McCall BP. Workers' compensation claims related to natural rubber latex gloves among Oregon healthcare employees from 1987-1998. BMC Journal of Public Health, 2002; 2:21.
25. **Horwitz IB**, Arvey RD. Workers' compensation claims from latex glove use: a longitudinal analysis of Minnesota 1988-1997. Journal of Occupational and Environmental Medicine, 2000; 42:932-938.

### **Other Publications**

1. **Horwitz IB**, Kammeyer-Mueller JD, & McCall BP. Assessing latex allergy among healthcare employees using workers' compensation data: Results from North Dakota and comparison to previous findings. Minnesota Medicine, 2001; 84:47-50.
2. **Horwitz IB**, Kammeyer-Mueller JD, & Butler RJ. Workers' compensation claims as a measure of healthcare worker reaction to latex gloves in healthcare settings: Rhode Island 1992-1997. Journal of Workers' Compensation, 2000; 10:49-59.

### **Current Journal Submissions:**

1. Horwitz SK, **Horwitz IB**. Reliability, statistical power and cost-optimization: implications for strategic entrepreneurial interventions.
2. McCall BP, **Horwitz IB**, Taylor OA. Occupational eye injury and risk reduction: Kentucky workers' compensation claim analysis 1994-2003.
3. Horwitz SK., **Horwitz IB**, Barshes NR. The impact of conflict and communication failure on medical decision making: Leadership strategies for improving health care outcomes.

### **Ongoing Research for Publication:**

1. **Horwitz IB**, Horwitz SK, Brunicardi FC, Awad SS. Surgical resident leadership need assessment using the NEO-Five Factor Personality Inventory: targeting developmental interventions.
2. Horwitz IB, Horwitz SK, Brunicardi FC, Awad SS. Patient diversity and quality of care outcomes in surgical settings: Analysis of a surgical resident cohort.
3. **Horwitz, IB**. Job control and demand characteristics and long-term worker health: An empirical quantification of Karasek's paradigm of occupational stressors and physiological outcomes.

## **Abstracts and Invited Presentations of Research Findings:**

1. **Horwitz IB**, Horwitz SK, Daram P, Brandt ML, Brunicardi FC, Awad SS. Transformational, transactional and passive-avoidant leadership characteristics of a surgical resident cohort: analysis using the Multifactor Leadership Questionnaire. **Academic Surgical Conference**. Oral presentation, Huntington Beach, CA, February, 2008.
2. Suarez J, **Horwitz I**, Becker N, Kreml S, Chang S, Granchi T. Complicated gallstone disease in a large urban hospital. **Academic Surgical Conference**. Oral presentation (by J Suarez) in Huntington Beach CA, February, 2008.
3. Barshes NR, **Horwitz IB**, Horwitz SK. The impact of conflict and communication failure on medical decision making: theoretical solutions from the fields of HRD and organizational psychology. **Academy of Human Resource Development**. Accepted conference proceedings published and oral presentation in Panama City, FL, February, 2008.
4. Milam M, Gu J, Yang H, Celestino J, Wu W, **Horwitz I**, Lancour R, Westin S, Zhang Q, Gershenson D, Wu X, Lu K. STK15 F31I polymorphisms and uterine cancer risk: a case control study. Poster session (by M. Milam). **American Society of Clinical Oncology**. Chicago, IL, June 2007.
5. **Horwitz IB**, Horwitz SK, Brandt ML, Brunicardi FC, Scott BG, Awad SS. Assessment of communication skills of surgical residents using the Social Skills Inventory. **Society of University Surgeons Academic Surgical Conference**. Phoenix, AZ, 2007. (Presented by S. Awad).
6. Barshes NR, **Horwitz IB**, Franzini L, Vierling JM, Sussman NL, O'Mahony CA, Goss JA. The relationship between expanded criteria donor use and pretransplant mortality among adult liver transplant candidates at U.S. centers. (Presented by N. Barshes) **World Transplant Congress**. Boston, MA, 2006.
7. **Horwitz IB**, McCall BP. A quantification and risk analysis of occupational burns: Virginia workers' compensation claims 1999-2003. **American Public Health Association**. Philadelphia, PA, 2005.
8. **Horwitz IB**, McCall BP, Smolensky M. Shift work and occupational safety: An assessment of the risk of occupational injury for shift workers using Nebraska workers' compensation data. **American Public Health Association**. Philadelphia, PA, 2005.
9. McCall BP, **Horwitz IB**. Workplace eye injury: Assessing injury, severity and occupational risk factors using Kentucky workers compensation data 1993-2003. **American Public Health Association**. Philadelphia, PA, 2005.

10. **Horwitz IB**, McCall BP. Workplace injury among teenage workers: Assessing injury severity and occupational risk factors using Oregon workers compensation data 1990-1997.” **American Public Health Association Conference**. Washington DC, 2004.
11. **Horwitz IB**, McCall BP. Workplace violence in Rhode Island: identifying and assessing the risks of vulnerable employee populations using workers’ compensation data.” **American Public Health Association Conference**. Washington DC, 2004.
12. **Horwitz IB**. A comparison and analysis of German and American health care reactivity to latex in the workplace. **Medical Devices Expert Group of the European Union**. Brussels, Belgium, 2001.
13. **Horwitz IB**. Costs and benefits of competing protocols for the prevention of blood-borne pathogen contagion in health care establishments. **Rhode Island Department of Public Health**. Providence, RI, 2000.
14. **Horwitz IB**. “A Longitudinal Analysis of Rhode Island Health Care Employee Workers’ Compensation Claims from Latex Glove Use.” Rhode Island Fact-finding Committee, **Rhode Island House of Representatives**. Providence, RI, 2000.
15. **Horwitz IB**. Strategies for Improving Employee Safety in Dental Environments and Procedures. **American Dental Association National Conference**. Honolulu, HI, 1999.
16. **Horwitz IB**. Current Issues and Trends in Hawaiian Hospital Employee Safety: The Impact of Universal Precautions. **Hawaii State House of Representatives**. Honolulu, HI, 1999.
17. **Horwitz IB**. Hawaiian Workers’ Compensation Claims from Latex Use in State Health Care Facilities. **Hawaii Department of Public Health**. Honolulu, HI, 1999.
18. **Horwitz IB**. A Statewide Analysis and Outcome Assessment of Health Care Worker Allergic Reaction from Latex Glove Use. **OSHA Hearing on National Latex Glove Policy**. Washington DC, 1999.
19. **Horwitz IB**, McCall BP. A Retrospective Analysis of Hospital Worker Reaction to Environmental Latex Exposure: Implications for Future Policy. **Washington State House of Representatives**, Official Hearings on Policy in Healthcare Settings. Olympia, WA, 1998.
20. **Horwitz IB**, McCall BP. Preliminary Findings of the Occupational Impact of Glove Use by Health Care Workers. **New Jersey Committee of Occupational Health**. Trenton, NJ, 1998.

21. **Horwitz IB.** An Analysis of Minnesota Health Care Employee Workers' Compensation Claims from Latex Use and Exposure: A Decade of Data. **Minnesota State House Chamber Hearings.** Minneapolis, MN, 1998.

### Teaching Experience

#### Subjects of Teaching (75 Courses in Total):

##### **University of Maryland, Asian Division:**

Introduction to Management  
Managerial Leadership  
Macroeconomics  
Microeconomics  
Marketing Management  
Human Resource Management  
Strategic Management  
Organizational Theory  
Entrepreneurship  
Advanced Human Resource Management  
Organizational Behavior  
Business Strategy  
Business Ethics and Society  
Seminar: Human Resource Law

##### **University of Minnesota, Carlson School of Management:**

Strategic Human Resource Management  
Master Course: Research in Organizational Behavior

##### **Teaching Award:**

Nominated Business Week Professor of the Year (2000)

##### **University of Texas, School of Public Health:**

Master Course: Administration and Public Health (2 courses per year)  
Master/Doctoral Seminar: Management and Organizational Theory (2 courses per year)  
Independent Study in Management (5-7 in summer; ongoing throughout the year)  
Post-Doctoral Course: Leadership in Surgical Management (taught at Baylor)  
Doctoral Study: Advanced Readings in Behavioral Economics (taught once—developing into separate course)

##### **Teaching Awards:**

UTSPH Student Marshal (2006)  
UTSPH Student Marshal (2007)

## Student Advising

### MPH Advisee Graduates and Theses:

1. Michael R. Sprehe, MD. “A case-control study to evaluate birth weight, gestational age and ethnicity as risk factors for cancer in children.” (2005).
2. Neal R. Barshes, MD. “The relationship between the use of expanded criteria donors and pretransplant mortality among adult liver candidates at U.S. transplant centers.” (2006). Winner: Delta Omega Award.
3. Bethanie S. Carr “High risk sexual behaviors among adolescent mothers: prevalence, race/ethnic differences and predictors.” (2006).
4. Virinda Mahajan, MD. “Assessment of Pap Smear as an effective screening tool in comparison to newer techniques for screening cervical cytologic abnormalities: a literature review.” (2006).
5. Manisha Jhamb, MD. “Effect of urinary tract diseases on bladder cancer risk: a case-control study.” (2006).
6. Christina S. Ortega “Postnatal androgen exposure and the development of metabolic syndrome in mice.” (2007). Winner: Delta Omega Award.
7. Michael R. Milam, MD. “STK15 Polymorphisms and patients with endometrial cancer: a case-control analysis.” (2007).
8. Jessica Suarez, MD. “Risk factors for developing complications while awaiting a cholecystectomy.” (2007).
9. Natasha Becker, M.D. “Racial disparities in liver transplantation in the United States.” (2008)

## **Current Advisees:**

### **MPH**

Tiki Bakhshi, M.D.

Kathleen Carberry

Jasmine Dao, M.D.

Benjamin King

Jason Lau

Catherine Morrison, M.D.

Olga Taylor

Audrey Woerner, M.D.

### **Doctoral Advisees**

Pallavi Daram, MPH (Passed DrPH qualifying exam)

Sammy E. Davis (Passed DrPH qualifying exam)

Linda Aikens, RN, MBA (DrPH student)

Michael Weininger, Ph.D. (Ph.D. student)

Cheryl Chin (Ph.D. student)

James Incalcaterra, MHA (Ph.D. student)

## **Service Experience**

### **University Service:**

Chair: University of Texas School of Public Health Admissions Committee, 2008-present.

Member: Flemming Center for Health Care Management, University of Texas, 2008-present.

Admissions Coordinator, Department of Management, Policy and Community Health (2004-2008)

Admissions Committee, University of Texas School of Public Health (2004-present)

Participant, UTSPH Peer-Review Committee (School Year 2005/06)

Participant, UTSPH Peer-Review Committee (School Year 2007/08)

Participant, University of Texas Health Science Center STOP Workplace Violence Committee (2004)

Committee Member, MPACH Search Committee for Management Faculty (2007)

Committee Member, MPACH Evaluation of PhD Track in Management (2007)

### **Professional Service:**

Editorial Board: Open Access Emergency Medicine

Reviewer: American Journal of Public Health

Reviewer: American Journal of Industrial Medicine

Reviewer: Journal of Occupational and Environmental Medicine

Reviewer: BMC Journal of Public Health

Reviewer: Medical Decision Making

Reviewer: Injury Prevention

Reviewer: Accident Analysis and Prevention

Reviewer: Indian Journal of Medical Science

Reviewer: American Public Health Association Conference: Occupational Health and Management Division Abstract and Presentations

Lecturer, Michael E. DeBakey Department of Surgery: Managerial Leadership (2006-present)

Co-Director: Center for Surgical Leadership Studies, Michael E. DeBakey Department of Surgery, Baylor College of Medicine

Workers' Compensation Session Moderator, American Public Health Association Conference (2005)

### **Community Service:**

Judge, National Youth Leadership Forum in Public Health, High School Competitions, Houston (2004-2005)

Volunteer Member of Harris County Department of Education program for Katrina Victim Relocation (2005)

Guest Lecturer in Managerial Leadership, Lamar University, Beaumont, TX (2006)

Invited Judge: Van Cliburn Foundation First YouTube International Piano Competition Amateur Piano Contestant Selection (2008)

Guest Lecturer in Organizational Behavior and Human Resource Management, MBA Program, University of St. Thomas, Houston, TX (2007, 2008)