

CURRICULUM VITAE OF:

Dr. Brian-Christopher “BC” Farnham

2024 West Main Street

Dothan, Alabama 36301

Voice: (334) 237-2500 Email: bcfarnham@aol.com

Education

Ed.D., Organizational Leadership, *Northcentral University*, February 2012

- Doctoral dissertation entitled, *Exploring impacts of emotional intelligence, gender and tenure on sales performance among hospice sales professionals*
- 2012 Dissertation of the Year Nominee
- GPA- 4.0/4.0
- Chair: Dr. Thomas M. Gambino

M.B.A., Professional Generalist, *Troy University*, December 2000

- Capstone research entitled, *The use of strategic planning methods to support organizational advancement within nonprofit organizations*
- M.B.A. Student Organization- Officer
- GPA- 3.54/4.0
- Advisor: Dr. J. Ziglar

M.S.W., Health Care, *University of Alabama*, May 1997

- Capstone research entitled, *Understanding the Americans with Disabilities Act and applications for direct practice*
- President’s Outstanding Scholar Award Recipient
- National Maternal and Child Health Research Fellow- Civitan International Research Center/ Sparks Clinics/ University of Alabama at Birmingham
- Licensed Social Worker: #1664G AL- Active
- GPA- 4.0/4.0
- Advisor: Dr. Sophia Dziegielewski

B.S., Human Services, *Troy University*, August 1994

- Senior research thesis entitled, *Exploring socialized medicine and social welfare programs in the United Kingdom* [Independent study conducted under the supervision of Dr. Nathaniel Fox]
- International English Speaking Union Scholar, 1993 Summer Program, Oxford University/ Oriel College
- Sigma Alpha Sigma- Officer
- GPA- 3.78/4.0
- Advisor: Dr. Richard Millard

A.A/ A.S., Liberal Arts & Pre-Medical Studies, *Wallace College*, May 1992

- Phi Theta Kappa- Officer
- Senator James B. Allen Award Recipient

Research Interests & Expertise

- Hospice Service Provision & Leadership Development
- Program Evaluation and Outcome Measures within Health Care & Human Service Organizations
- Emotional Intelligence
- Supports, Services and Inclusion Related to People with Developmental Disabilities

Work Experience

Academic & Education Management Positions Held

Professor of Practice/ Director of MSW Practicum, *Troy University, 2014- Present*

Co-PI / Project Director, *Alabama's Health Care Transition Initiative, 2012- Present*

Practicum Instructor, *Troy University, 2012- 2013*

Assistant Professor & Director of BSW Practicum (Tenured), *Troy University, 2005-2011*

- Performed research, teaching, and service duties for the Department of Human Services, Social Work and Rehabilitation
- Served as Director of Practicum for the BSW Program and provided ongoing clinical supervision and support to students and Practicum Liaisons
- Developed, proposed and secured University Academic Council approval of a Study Abroad curriculum for Human Service, Social Work and Rehabilitation undergraduate students
- Developed and implemented licensure preparation modules embedded in Senior Seminar course, which resulted in a >40% increase in ABSWE examination pass rates of graduates
- Consistently ranked among the top 10% of faculty based on student and peer reviews
- Annually exceeded publication (>300%), presentation (>400%) and external funding (>300%) goals

Chief Compliance Officer & Vice President of Training & Development,

Life Care Home Health, Inc., 2013- Present

Chief Training Officer, *Life Care Home Health, Inc., 2012- 2013*

Recruited to serve as a senior executive team member, and Governing Body Member, within this national multi-site home health and hospice organization, responsible for the comprehensive development, implementation and evaluation of federal and state compliance programs, while providing direct oversight of the organization's proprietary staff development and training university system.

- Developed and implemented compliance and clinical evaluation programs, responsible for realizing >35% increase in overall compliance scores within 12 months.
- Successfully managed multiple state and federal survey responses, to include the development and management of quantitative Plans of Correction, with a 100% acceptance/ resolution rate.
- Full redesign of the organization's New Associate Orientation Program and ongoing staff development programming, to include hybrid models to demonstrate full compliance with regulatory and accreditation guidelines, with a greater than 95% average user (physicians, nurses, social workers, certified nursing assistants, and therapists) evaluation/ satisfaction score.
- Developed, implemented and evaluated a comprehensive automated Quality Assurance/ Performance Improvement (QAPI) program, which provided the opportunity to track, trend and evaluate 54 quality and compliance indicators, which quantified the organization's evaluation practices.
- Successful management of multiple accreditations to include: JCAHO, ACHC, ANCC, NASW and ABSWE.
- Comprehensive management of policy and procedures; governance documentation and annual reports; privacy practices and HIPAA compliance; compliance and ethics investigations; contracting; and sentinel events.

Vice President of Education & Chief Compliance Officer, *Hospice Partners of America*, 2010- 2012

- Senior executive officer responsible for the provision of leadership and management, throughout a national operational footprint, related to all educational programming and compliance activities as specified by the *Federal Medicare Conditions of Participation, 42 CFR§ 418*
- Developed and implemented an accredited/ approved comprehensive new employee orientation curriculum for the following disciplines: nurses, social workers, chaplains, hospice aides, volunteer coordinators, administrators and clinical directors
- Developed, implemented and evaluated annual continuing education programs, via HPA University, for the following: nurses, social workers, chaplains, hospice aides, volunteer coordinators, administrators and clinical directors
- Developed and managed a comprehensive State and Federal Compliance Program for agencies to include: weekly, monthly and quarterly compliance evaluations; Board reporting; Compliance Hotline management and reporting; provision of technical assistance; rapid response to State and Federal inquiries; and oversight of internal and external Plans of Correction

- Served as primary driver for securing accreditation and/or approval of educational programs and operational units to include: Joint Commission, American Nursing Credentialing Centers, National Association of Social Workers, Alabama Board of Nursing, Alabama Board of Social Work Examiners, and National Association for Long Term Care Administrator Boards
- Provided project management leadership and support related to the following: mergers and acquisitions; integration; licensing; due diligence studies; quality assurance/ performance improvement; and physician contracting and education

Technical Assistance Specialist, *National Association for Councils on Developmental Disabilities, 2006-2010*

- Performed research, program/ curriculum development, and teaching for the National Information and Technical Assistance Contract, funded by the Administration on Developmental Disabilities
- Responsible for the provision of technical assistance and education to Councils on Developmental Disabilities located in all US States and Territories
- Primary assigned focus areas included: organizational leadership and development; sustainability; inclusion; and Council operations and administration

Adjunct Instructor, *Troy University, 2004-2005*

- Instructed one lecture-based class per term
- Fall 2004: Crisis Intervention; Spring 2005: Crisis Intervention; Summer 2005: Human Behavior in the Social Environment

Director of Staff & Program Development, *Wiregrass Hospice/ Gentiva Health Services, 2003-2005*

- Senior executive responsible for the provision of leadership and management, throughout a regional operational footprint, related to all educational programming and program development efforts to include: new employee orientation; continuing education; community education; budget management; staff management; and relationship management with key stakeholders
- Served as primary driver for securing accreditation and/or approval of educational programs to include: American Nursing Credentialing Centers, National Association of Social Workers, Alabama Board of Nursing, Alabama Board of Social Work Examiners, and National Association for Long Term Care Administrator Boards
- Responsible for the development, implementation and evaluation of internal and external education programs within a corporate educational unit issuing greater than 15,000 accredited/ approved contact hours annually

- Provided project management leadership and support related to the following: mergers and acquisitions; integration; licensing; due diligence studies; quality assurance/ performance improvement; and physician contracting and education

Other Professional Employment

Consulting Chief Operations Officer, 01/09-01/15

The Consortium for Advancement sin Health & Human Services,
Dothan, Alabama

State Director of the Office of Quality Enhancement, 06/02-11/03

Alabama Department of Mental Health and Mental Retardation
Montgomery, Alabama

National Director of Organizational Development, 06/01-06/02

Puerto Rican Family Institute, Inc.
New York, New York

Director of Children’s Programs and Organizational Advancement, 07/97-05/01

The Frazer Center, Inc.
Atlanta, Georgia

National Maternal and Child Health Research Fellow, 05/96-05/97

Sparks Clinics, International Civitan Research Institute
University of Alabama @ Birmingham
Birmingham, Alabama

Coordinator of Case Management, 08/94-05/96

Dothan/ Houston MR 310 Board
Dothan, Alabama

Consulting and Project Management Experience:

- Gentiva Health Services
- National Hospice Sales Institute
- Life Care Centers of America
- Community Home Care & Hospice
- The Consortium for Advancements in Health & Human Services
- Society for Health Care Leadership
- 911 Foundation
- Panasonic Electronics
- Shell Oil
- Winyah Health Care
- Life Care Hospice
- North Mississippi Hospice
- Rigs for Kids
- Community Hospice Foundation
- National Rural Social Work Conference
- Center of Community Advancements
- Life Care at Home
- Affinity for Life Hospice
- Administration on Developmental Disabilities/ US Government
- Alabama Department of Mental Health
- Collaboration for Health Care Transitioning
- CBS Television- New York

Course Specific Teaching Experience

- HS 2230, Survey of Human Services
- SWK4471, Social Work with Groups
- SWK4480, Pre-Practicum (Public Policy & Research)
- SWK4481, Social Work Practicum
- SWK4450, Senior Seminar
- SWK3303, Crisis Intervention
- SWK3301, Child and Family Welfare
- HS3310, Human Behavior in the Social Environment I
- HS3380, Human Service Study Abroad Program
- CAHHS4001, National Hospice Sales Institute
- CAHHS4002, National Home Health Sales Institute
- CAHHS4003, National Symposium on Leadership for Health Care Professionals
- TAI2008, Leadership Development Series
- TAI2011, Fiscal Management & Program Evaluation
- TAI2010, Copyright Law
- TAI2009, Public Policy & The Developmental Disabilities Act
- TAI2008, Conflict Resolution and Board Management
- HPAU101, Hospice Care and Federal Conditions of Participation (Distance Learning)
- HPAU201, Building Organizational Capacity (Distance Learning)
- HPAU301, Suicide Risk Assessment & Crisis Intervention Methods (Distance Learning)
- HPAU401, Leadership Methods (Distance Learning)

Summary of Annual Teaching Evaluation Scores- Troy University

2013	Total Sections Taught: 9	Average Score: 6.7/7.0	Rank: Top 10%
2011	Total Sections Taught: 9	Average Score: 6.5/7.0	Rank: Top 10%
2010	Total Sections Taught: 9	Average Score: 6.7/7.0	Rank: Top 10%
2009	Total Sections Taught: 12	Average Score: 6.4/7.0	Rank: Top 10%
2008	Total Sections Taught: 13	Average Score: 6.8/7.0	Rank: Top 10%
2007	Total Sections Taught: 14	Average Score: 6.5/7.0	Rank: Top 10%
2006	Total Sections Taught: 12	Average Score: 6.8/7.0	Rank: Top 10%
2005	Total Sections Taught: 12	Average Score: 6.6/7.0	Rank: Top 10%

Select Publications and Scholarly Works

Farnham, BC. (2015). KindredPro: A Home Health Training and Development Manual. Kindred Healthcare: Louisville, KY.

Farnham, BC. (2014). KindredPro: A Hospice Training and Development Manual. Kindred Healthcare: Louisville, KY.

Farnham, BC., Pugh, E., & McGreavy, C. (2013). Safetransitions: A foundation for exceptional outcomes. Life Care Centers of America: Cleveland, TN.

- Farnham, BC. & Green, D.M. (2013). *Health care transitioning: A resource guide for family members and caregivers*. Alabama Council on Developmental Disabilities: Montgomery, AL.
- Farnham, BC. & Green, D.M. (2013). *Health care transitioning: A resource guide for health care professionals*. Alabama Council on Developmental Disabilities: Montgomery, AL.
- Farnham, BC. & Green, D.M. (2012). *Health care transitioning: A resource guide for self-advocates*. Alabama Council on Developmental Disabilities: Montgomery, AL.
- Farnham, BC., Pugh, E., Rogers, J., Gibbs, A., & Beasley, A. (2013). *Affinity Hospice of Life policy and procedure manual*. Life Care Home Health, Inc.: Cleveland, TN.
- Farnham, BC., Pugh, E., Rogers, J., & Gibbs, A. (2013). *Operational and clinical forms manual*. Life Care Home Health, Inc.: Cleveland, TN.
- Farnham, BC., Pugh, E. & Rodgers, J. (2012). *Executive director training and development manual*. Life Care Home Health, Inc.: Cleveland, TN.
- Farnham, BC. & Pugh, E. (2011). *Understanding the Medicare hospice benefit and local coverage determination guidelines*. Hospice Partners of America: Birmingham, AL.
- Farnham, BC., Pugh, E., Carpenter, J., & Harrell, S. (2011). *The hospice compliance handbook*. Hospice Partners of America: Birmingham, AL.
- Farnham, BC., Harrell, S., & Pugh, E. (2011). *GreatStart bereavement coordinator's training manual*. Hospice Partners of America: Birmingham, AL.
- Matney, S., & Farnham, BC. (2011). *Executive director training resource manual*. Administration on Developmental Disabilities: Washington, DC.
- Farnham, BC., Pugh, E., Carpenter, J., LeMose, K., Green, DM., & Favel, D. (2010). *The Life Care Hospice new employee orientation manual*. Life Care Hospice: Cullman, AL.
- Farnham, BC., Pugh, E., & Carpenter, J. (2010). *Alamo hospice clinical due diligence study*. Hospice Partners of America: Birmingham, AL.
- Green, DM., & Farnham, BC. (2009). *Council on social work education accreditation reaffirmation*. Troy University: Troy, AL.
- Farnham, BC. (2009). *Realizing the benefits of journaling during one of life's most important journeys*. Gentiva Health Services: Atlanta, GA.
- Farnham, BC., Favel, D., Green, DM., Rush, E., Shrout, R., & Matney, S. (2009). *The national hospice sales institute training manual*. The Consortium for Advancements in Health & Human Services: Dothan, AL.

Farnham, BC., Favel, D., Green, DM., Rush, E., Shroul, R., & Matney, S. (2009). *The national home health sales institute training manual*. Life Care Centers of America: Cleveland, TN.

Farnham, BC. (2008). Book review: When professionals weep. *The Journal of Social Work in End of Life & Palliative Care*, 4(1), 79-81.

Farnham, BC., Green, DM., Rush, E., Favel, D., & Carpenter, J. (2008). *The hospice of south: New employee orientation manual*. Hospice of The South: Americus, GA.

Farnham, BC., & Matney, S. (2006). *Self-advocacy leadership survey*. Administration on Developmental Disabilities: Washington, DC.

Farnham, BC., & Matney, S. (2006). *The state of the state: Disabilities in Alabama*. Alabama Council on Developmental Disabilities: Montgomery, AL.

Farnham, BC., & Matney, S. (2005). *Comprehensive review of the Alabama Family Support Council Initiative*. Administration on Developmental Disabilities: Washington, DC.

Farnham, BC., & Matney, S. (2003). *A longitudinal review of mortality*. Alabama Department of Mental Health: Montgomery, AL.

Farnham, BC., & Wislon, E. (2003). *Incident management: An opportunity for improvement*. Alabama Department of Mental Health: Montgomery, AL.

Farnham, BC., Wilson, E., & Matney, S. (2003). *The national core indicator project*. Alabama Department of Mental Health & Mental Retardation: Montgomery, AL.

Select Scholarly Presentations

Farnham, BC. & Pugh, E. (2013). Community hospice: Increasing clinical capacity and compliance retreat. *Dale Medical Center*. Dothan, AL.

Farnham, BC. & Green, DM. (2013). Health care transitioning: A resource guide for self-advocates. *Alabama Council on Developmental Disabilities State Conference*. Dothan, AL.

Farnham, BC. (2012). The heart of the matter: End stage cardiovascular disease and related hospice benefits. *Alamo Hospice Physician Conference*: San Antonio, TX.

Farnham, BC., Pugh, E., & Carpenter, J. (2011). Increase the capacity for compliance. *Hospice Partners of America National Compliance Retreat*: Atlanta, GA.

Farnham, BC., Pugh, E., & Carpenter, J. (2011). The hospice nurse boot camp. *Alamo Hospice Nursing Conference*: San Antonio, TX.

- Farnham, BC., Pugh, E., & Kimbrough, T. (2010). Understanding hospice care. *The Life Care Hospice Spring Lecture Series*: [multiple presentations] Cullman, AL; Huntsville, AL; Decatur, AL; and Homewood, AL.
- Farnham, BC., & Shrouf, R. (2009). The NHHI sales training program. *The National Hospice Sales Institute*: [multiple presentations] Atlanta, GA; Birmingham, AL; New Orleans, LA; Nashville, TN; Chicago, IL; Dallas, TX; Cincinnati, OH; and Kansas City, MO.
- Farnham, BC. (2009). The NHHI sales training program. *The National Home Health Sales Institute*: [multiple presentations] Boston, MA; Phoenix, AZ; Denver, CO; and Cookville, TN.
- Farnham, BC., & Favel, D. (2009). Psychosocial care during the end of life. *The Consortium's National Continuing Education Series*. [multiple presentations] Raleigh, NC; Greenville, NC; Atlanta, GA; Birmingham, AL; Jackson, MS; Boston, MA; Denver, CO; Phoenix, AZ and New Orleans, LA.
- Farnham, BC. (2009). Increasing organizational capacity: A leadership symposium for professionals in health care & human services. *Life Care Centers of America Community Education Series*. [multiple presentations] Denver, CO; Cleveland, TN; and Phoenix, AZ.
- Farnham, BC. (2009). Leadership matters. *National Executive Leadership Retreat for the Home Health Division of Life Care Centers of America*: Cleveland, TN.
- Farnham, BC. (2009). Achieving great things in health care and human service organizations. *National Association of Social Workers South Alabama Chapter Conference*: Dothan, AL.
- Farnham, BC., & Matney, S. (2008). Culturally competent practice: Exploring the diverse textures of a contemporary practice environment. *The Consortium's National Continuing Education Series*: [multiple presentations] Birmingham, AL; Chicago, IL; Boston, MA; Jackson, MS; and Raleigh, NC.
- Matney, S., & Farnham, BC. (2008). Taking stock: The Council's evaluation of designated State agency & strategies and techniques to improve the Council/ DSA relationship. *National Technical Assistance Institute*: Washington, DC.
- Matney, S., & Farnham, BC. (2008). Grant contract series: The four phases of soliciting applications for sub awards. *National Technical Assistance Institute*: Washington, DC.
- Farnham, BC. (2008). The hospice sales professional. *Community Home Care & Hospice Corporate Retreat*. Rocky Mount, NC.
- Farnham, BC. (2007). Achieving great things: Frameworks for leadership. *National Technical Assistance Institute*: Baltimore, MD.
- Farnham, BC. (2007). Relationship matters. *National Technical Assistance Institute*: Baltimore, MD.

- Farnham, BC. (2007). Exploration of countertransference: A reality of social work practice. *Gentiva's Regional Hospice Social Work Conference*: Atlanta, GA.
- Farnham, BC., & Favel, D. (2006). Emotional intelligence: A tool for hospice leaders. *Florida State Hospice and Palliative Care Conference*: Orlando, FL.
- Farnham, BC., & Green, D.M. (2006). Emotional intelligence: Applications for social work practice and leadership. *Wiregrass Palliative Care Conference*: Dothan, AL.
- Farnham, BC. (2006). Crisis Intervention: A tool that matters. NASW Alabama Chapter Conference. Dothan, AL.
- Farnham, BC. (2006). Communicating with children about death and dying. *Alabama Conference on Social Work*: Gulf Shores, AL.
- Farnham, BC., & Favel, D. (2005). Death: Let's talk about it. *National Rural Social Work and Human Services Conference*: Bowling Green, KY.
- Farnham, BC. (2005). Follow THIS leader: A pathway for developing leadership within. *National Technical Assistance Institute*: Washington, DC.
- Farnham, BC. (2004). Improving social work documentation. *Wiregrass Hospice Social Work Conference*: Dothan, AL.
- Farnham, BC. (2003). Alabama: A pathways beyond compliance. *National Association of State Directors of Developmental Disability Services*: Savannah, GA.
- Farnham, BC. (2002). The measurement of outcomes and results. *Alabama Department of Mental Health Community Services Conference*: Gulf Shores, AL.
- Farnham, BC. (2000). Building effective teams. *REACH Professional Development Conference*: Atlanta, GA.
- Farnham, BC. (1999). The art of project management. *NASW- Alabama Chapter Conference*: Auburn, AL.
- Farnham, BC. (1999). Filial-based early intervention programs. *NASW- Alabama Chapter Conference*: Auburn, AL.
- Farnham, BC., & Millard, R. (1997). The Americans with Disabilities Act: Filled with solutions for people. *Alabama State Early Intervention Conference*: Birmingham, AL.

Select Grants and Contracts

- Farnham, BC. (2011). *Alabama's collaboration on health care transitioning*. Funded by the Alabama Council on Developmental Disabilities in the amount of \$600,000.00
- Farnham, BC., & Green, DM. (2010). *Student Stipend Funding- The University of Alabama School of Social Work*. Funded by Alabama Department of Human Resources in the amount of \$8,000.00

Green, DM., Farnham, BC., & Cannon, B. (2010). *Rehabilitation Services Administration Long Term Training for Rehabilitation Students*. Total Request: \$750,000.00

Farnham, BC, (2010). *Gentiva Health Care Services Partnership*. Funded by Gentiva Health Services, Inc. in the amount of \$46, 808.00.

Farnham, BC. (2010). *The Puerto Rico Study Abroad Program*. Funded by Gentiva Health Services, Inc. in the amount of \$8,000.00.

Farnham, BC, (2009). *Gentiva Health Care Services Community Education Partnership*. Funded by Gentiva Health Services, Inc. in the amount of \$46, 808.00.

Farnham, BC., & Smith, S. (2009). *Communities engaging communities*. Funded by the Alabama Council on Developmental Disabilities in the amount of \$130,000.00

Farnham, BC., & Green, DM. (2008). *Study abroad program*. Funded by The Consortium for Advancements in Health & Human Services in the amount of \$3,000.00

Farnham, BC. (2008). *The Community Hospice Foundation Educational Partnership*. Funded by the Community Home Care & Hospice Foundation in the amount of \$48,000.00

Farnham, BC, (2008). *Gentiva Health Care Services Community Education Partnership*. Funded by Gentiva Health Services, Inc. in the amount of \$52,000.00

Farnham, BC. (2007). *The Wiregrass Hospice Institute for Advancements in Palliative Care Project*. Funded by the Wiregrass Hospice Foundation in the amount of \$123,633.00.

Farnham, BC., & Green, DM. (2007). *Student Stipend Funding- The University of Alabama School of Social Work*. Funded by Alabama Department of Human Resources in the amount of \$8,000.00

Farnham, BC., & Shrout, R. (2007). *Hospice sales training and development*. Funded by Community Home Care & Hospice in the amount of \$84,000.00

Farnham, BC. (2007). *Advancement and Public Awareness of Hospice & Palliative Care Services*. Funded by Wiregrass Hospice Community Foundation in the amount of \$31, 200.00

Farnham, BC., & Green, DM. (2006). *Student Stipend Funding- The University of Alabama School of Social Work*. Funded by Alabama Department of Human Resources in the amount of \$8,000.00

Farnham, BC., & Matney, S. (2005). *Comprehensive Review of the Alabama Family Support Council Initiative*. Funded by the Administration on Developmental Disabilities of the United States of America—*Designated Project of Federal National Significance*-- in the amount of \$96, 820.00.

Farnham, BC. (2005). Alabama fatherhood conference. Funded by the Alabama Council on Developmental Disabilities in the amount of \$2,000.00

Farnham, BC. (2004). *The Money Map\$\$ Program*. Funded by the Alabama Council on Developmental Disabilities in the amount of \$100,000.00

Farnham, BC. (2002). *Community Health and Wellness Education Program*. Funded by the Davis Clinic in the amount of \$36,000.00.

Service, Honors and Affiliations

- Senator James Browning Allen Award
- National Maternal & Child Health Research Fellow
- Kappa Delta Pi
- ESU National Outstanding Scholar Award
- National Speakers Association
- Hospice Volunteer- Wiregrass Hospice
- CSWE Accreditation Committee
- Alabama Board of Social Worker Examiners- Taskforce
- National Association of Social Workers
- National Hospice and Palliative Care Organization
- President's Outstanding Scholar Award
- Homecoming Committee
- Alabama Conference of Social Workers
- Board Member- Southeastern Center for Systemic Change
- Phi Theta Kappa- Officer
- Board Member- Center for Community Advancements
- Featured Contributor- *Journal of Social Work in End-of-Life & Palliative Care*
- Dissertation of The Year- Nominee
- Public Affairs Committee
- Honors Convocation Committee
- Study Abroad Committee
- Golden Key Society
- National Maternal & Child Health Research Fellow
- Sigma Alpha Sigma- Faculty Advisor

References

Dr. Denise M. Green
Department Chair- Human Services,
Social Work & Rehabilitation
Troy University
334-670-3366
dmgreen@troy.edu

Ray L. Shrout, MA.
Divisional Vice President, Life Care Home Health, Inc./
Formally Chief Executive Officer Wiregrass Hospice/
Gentiva Health Care Services Hospice Division
334-798-2987
raylshrout@yahoo.com

Sheryl R. Matney, MS.
Technical Assistance Contract Manager- ITACC
National Association for Councils on
Developmental Disabilities
334-268-0245
smatney@nacdd.org

Dr. Thomas Gambino
Dissertation Chair/ Mentor- School of Education
Northcentral University
732-778-5474
tgambino@ncu.edu