

CURRICULUM VITAE

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EDUCATION

DBA, Human Resource Management, Nova Southeastern University, 2004

- Dissertation: *The Impact of an "Ethics Across the Curriculum" Initiative on the Moral Cognitive Development and Ethical Decision-Making Skills of Business School Undergraduates*. Dissertation Chair: Dr. Frank Cavico
- Other research areas: change management, diversity, employment law, operations management, information systems management

MPH, Health Planning and Administration, University of Michigan, Ann Arbor, 1986

- Research areas: strategic planning, disaster planning, healthcare law
- "A Strategic Plan for the Washtenaw County Health Department"
Thesis Advisor: Dr. John Romani

BA, The University of Texas at Austin, 1983

- Major: Government (Minors: History and Economics)

PROFESSIONAL CERTIFICATION

**Society for Human Resource Management
Senior Certified Professional**

2015 to Present

UT Executive Leadership Program

Fall 2019

TEACHING EXPERIENCE

**The University of Texas at Austin
Dell Medical School**

August 2019 to Present

Senior Lecturer, Value Institute for Health and Care

- Experiential Learning Project (3 courses for MS Health Care Transformation)

**The University of Texas at Austin
McCombs School of Business**

September 2002 to Present

Senior Lecturer, Management Department

Fall 2010 to Present

- Foundations of Management (MAN 320F)
- Strategic Human Resource Management (MAN 325)

- Healthcare System Management (MAN 334M)
- Healthcare Business Ecosystem (MAN 385 Day MBA)
- Organizational Behavior (MAN 336)
- Issues in Leadership (MAN 337.9)
- Business Communications: Oral & Written, Honors (BA 324H)

Lecturer, Management Department Fall 2005 to Summer 2010

- Foundations of Management (MAN 320F)
- Strategic Human Resource Management (MAN 325)
- Organizational Behavior (MAN 336)
- Issues in Leadership (MAN 337.9)
- Business Communications: Oral & Written, Honors (BA 324H)
- Creating & Managing Human Capital (MAN 383.22 TEMBA)
- Art & Science of Negotiation (MAN 383.20 Day MBA)

Lecturer, Management Science and Information Systems Fall 2002 to Spring 2005

- Business Communications: Oral & Written (BA 324)

Executive Education/Private Consulting

- Cheer-Ups: Tips for Managers of Remote Workers During Stressful Times, Executive Education Webinar, Spring 2020)
- Difficult Conversations (UTEMLP, Executive Education, Spring 2019, Fall 2019, Spring 2020)
- Strategic Human Resources (Texas Dental Association, Executive Education, Spring 2019)
- Employee Assistance Programs (Sinopec, Executive Education, Spring 2019)
- Healthcare Reform (OLLI, Spring 2019)
- SHRM Certification Class, Professional Development Center Fall 2015, Fall 2016, Fall 2017, Spring 2018, Fall 2018
- SHRM Essential Class, Professional Development Center Spring 2018, Spring 2019
- Hiring the Rainbow (Central Texas Human Resource Management Association, Spring 2018)
- Healthcare Marketing 101 (College of Communication Exec Ed, Summer 2017)
- Healthcare Ethics (Texas Medical Auditors, Fall 2017)
- Power and Influence-webinar (HIV-Texas, private consulting, Fall 2015)
- Managing Change (HIV-Texas, private consulting, Fall-Spring 2014-15)
- Everest Leadership Simulation (BBVA, Executive Education, Summer 2015)
- Strategic Human Resources (ISRI, Executive Education, Summer 2015)
- Motivation: Beyond Carrots and Sticks (McCombs Alumni Association Webinar, Fall 2011, Spring 2015)
- Strategic Human Resources (Repsol, Executive Education, Summer 2014)
- Strategic Human Resources (ISRI, Executive Education, Spring 2014)
- Business Plan Coach (SK Academy, Executive Education, Summer-Fall 2013)
- Healthcare System Overview workshop (McCombs researchers, Summer 2012)

- Job Analysis (Texas Hearing and Service Dogs, Summer 2011)
- MBTI Training (McCombs Development Department, Summer 2011)
- The One Thing You Need To Know About Great Leadership and Great Management (McCombs Alumni Association, Dallas, Spring 2011)
- Meeting Training (McCombs IT Department Spring 2011)
- Everest Leadership Simulation (Student Life, Spring 2010)
- Media Training (Executive MBA, Spring 2010, Spring 2011, Spring 2012)
- Everest Simulation (Gemalto, Fall 2008)
- Management Workshop (San Francisco McCombs Alumni, March 2008)
- Leadership and Values (MBA Conference, March 2008)
- Conflict Management Workshop (ARC Physician Leadership, Spring 2007)
- Diversity in Systems Workshop (State Farm-Texas, Fall 2004)
- Writing Workshops (BOK Financials, Fall 2007, Summer 2008)
- Strategic Planning (Family Eldercare, Summer 2008)

Lecturer, University Extension Summer 2004 to Present

- Foundations of Management (MAN 320F) Summer 2008-present
- Foundations of Finance (FIN 320F) Summer 2004-2006

St. Edward's University, Austin, TX January 2001 to December 2004

Adjunct, Undergraduate School of Business August 2003 to December 2004

- Advanced Human Resource Management (MGMT 4332)
- Organizational Behavior (MGMT 3334)

Adjunct, Graduate School of Business January to December 2004

- Healthcare Management Information Systems (HCMG 6303)
- Healthcare Strategic Planning (HCMG 6304)
- Developed curriculum for new MBA healthcare management specialization

Instructor, School of Business Administration January 2001 to September 2002

- Business Communications (BUSI 3330)

Seton Health Network, Austin, TX July 1989 to September 2004

Consultant, Clinical Outcomes

- Data Collection Design, Data Illustration/Reporting and Implementing Organizational Change Workshops, May 2003 to September 2004

Director, Medical Affairs

- Management Team Seminars for Medical Affairs Division 1995-2000
- Finance for Non-Financial Managers Workshop, July 1994
- Descriptive Statistics Workshop, February 1993

EDUCATION ADMINISTRATION

McCombs School of Business

Director of Curriculum and Community Engagement,
McCombs Healthcare Initiative

Spring 2013 to Present

- Associate Director, Business Foundations Program Fall 2007 to Present
- Faculty and curriculum coordination for summer intensive program providing five business classes (15 credit hours) over nine weeks
 - Student advising
 - Program operations (as of Fall 2017)
 - Instructor, MAN 320F program component
- Assistant Director, Young Leaders Entrepreneurship Academy Summer 2005, 2006

RESEARCH

Articles

Loescher, K (2020). Cheer-Ups: Tips for Managers of Remote Workers During Stressful Times. Texas McCombs Big Ideas, 05/14/2020 (<https://medium.com/texas-mcombs/cheer-ups-39d29b9c89e6>)

Loescher, K (2017). ACA Strengthened Weakest Link. *Austin American Statesman*, 1/22/2017.

Loescher, K (2012). The Affordable Care Act: Answers and Resources for Small Business. *Texas CEO Magazine*, 3(5): 12-13.

Loescher, K. (2006). Before you train – reframe: A guide to the organizational structure and corporate culture components required for effective ethics training programs. *Employee Relations Today*, 33(3): 1-11.

Loescher, K. (2006). Characteristics of an information-driven organization: Reengineering decision-making within a healthcare network. *SCMS Journal of Indian Management*, 3(1): 96-106.

Loescher, K. (2005). The impact of an “Ethics Across the Curriculum” initiative on the cognitive moral development of business school undergraduates. *Teaching Ethics*, 5(2): 31-72.

Books

Riekenberg, J., Loescher, K., Porter, E., & Starnes, J. (Eds.). (2010). *Communication Matters: Write, Speak, Succeed 2nd edition*. Dubuque, IA: Kendall/Hunt.

Porter, E., Loescher, K., Riekenberg, J., & Starnes, J. (Eds.). (2007). *Communication Matters: Write, Speak, Succeed*. Dubuque, IA: Kendall/Hunt.

Book Chapters

Loescher, K. (2014). Power by Jeffrey Pfeffer. [Book review/summary] in Jon Pierce (Ed.), *The Manager's Bookshelf 10th edition*. New Jersey: Prentice Hall.

Loescher, K. (2008). Affirmative action: Tool for diversity or favoritism? In Robert Preziosi (Ed.), *The 2008 Pfeiffer Management Annual*. San Francisco: Jossey-Bass.

Loescher, K. (2007). Managing diversity challenges: Two case perspectives. In Robert Preziosi

(Ed.), *The 2007 Pfeiffer Annual: Human Resource Management*. San Francisco: Pfeiffer.

Loescher, K. (2007). Amazing race for MIS: A university-industry partnership to build and attract more IT professionals. In Robert Preziosi (Ed.), *The 2007 Pfeiffer Annual: Human Resource Management*. San Francisco: Pfeiffer.

Loescher, K. (2006). The one thing you need to know...about great managing, great leading, and sustained individual success by Marcus Buckingham. [Book review/summary] in Jon Pierce (Ed.), *The Manager's Bookshelf 8th edition and 9th edition*. New Jersey: Prentice Hall.

Loescher, K. (2004). Mandatory arbitration of employment disputes. In Robert Preziosi (Ed.), *The 2004 Pfeiffer Annual: Human Resource Management*. San Francisco: Jossey-Bass.

Regional/National Conference Presentations

Loescher, K (2019, April) Failing to Plan is Planning to Fail. Texas Association of Charitable Clinics Conference, Austin, TX

Loescher, K and Riekenberg, J (2015, September) Speeding Grading with Speed Grader Rubrics. The University of Texas at Austin Canvas Conference, Austin, TX

Loescher, K and Hughes R (2015, April) Saving Lives is Serious Business: A Curriculum for Adding Business Education to Pre-Health Professions Education. The University of Texas at Austin Healthcare Symposium. Austin, TX

Loescher, K and Hughes, R (2015, March) Saving Lives is Serious Business (poster presentation). Shine Medical Education Conference. Austin, TX

Loescher, K and Kerr, L (2014, April) From ER to Home – Update on Patient Throughput Issues at a Local Level I Trauma Center. The University of Texas at Austin Healthcare Symposium. Austin, TX

Loescher, K and Kerr, L (2013, April) From ER to Home – Update on Patient Throughput Issues at a Local Level I Trauma Center. The University of Texas at Austin Healthcare Symposium. Austin, TX

Loescher, K and Blume, A (2012, April) From ER to Home - Patient Throughput Issues at a Local Level I Trauma Center. The University of Texas at Austin Healthcare Symposium. Austin, TX.

Loescher, K (2011, April). Healthcare Reform in the Obama Administration: Issues Facing Providers. The University of Texas at Austin Healthcare Symposium. Austin, TX.

Loescher, K (2010, April). Reengineering decision-making within a healthcare network. The University of Texas at Austin Healthcare Symposium. Austin, TX.

Loescher, K. (2004, April). Ethics across the curriculum. The University of Texas at Austin Ethics Conference, Austin, TX.

Loescher, K. (2003, October). The impact of an 'Ethics Across the Curriculum' initiative on the cognitive moral development of business school undergraduates: Study results. The Society for

Ethics Across the Curriculum, Austin, TX.

Loescher, K. (2003, May). Nurturing moral imagination: The impact of an 'Ethics Across the Curriculum' initiative on the cognitive moral development of business school undergraduates: Study proposal. Center for Ethical Business Cultures, University of Minnesota Carlson School of Management, Minneapolis, MN.

Loescher, K. (2002, November). Characteristics of an information-driven organization: Reengineering decision-making in a healthcare network. Institute for Behavioral and Applied Management (abstract only), Denver, CO.

SERVICE

The University of Texas at Austin

- Experiential Learning Initiative Ambassador 2020-2022
 - "Engaging Outside Audiences and Partners" workshop Spring 2020
- Faculty Council, Fall 2018 to Summer 2020
- Professional Development Day Conference presenter, spring 2020
- Judge, Inter-professional Health Showcase, spring 2019
- Gamma Beta Phi advisor (school-wide honor student org), 2018 to present
- Faculty Advisor, Services for Students with Disabilities, Fall 2018-present
- Member, University Admissions and Registrations Committee Fall 2017 to Spring 2020
- Admissions Committee, Dell Medical School, 2015-present
- Bridging Barriers, Adaptive Intelligent Delivery System Spring 2017 to present
- Personal Branding Workshop, Hispanic Faculty Staff Association, Spring 2015
- Community Engagement subcommittee, Medical School Task Force, Spring 2013-2015
- Social Determinants of Health Summit, Fall 2014
- Faculty Advisory Board, Bridging Disciplines, Fall 2011-2016
- Learning styles workshop in Moore Hill Dormitory, Fall 2014
- Learning styles and study skills workshop for freshmen in Jester Dormitory, Spring 2012, Fall 2012; Moor Hill Dormitory, Fall 2014
- Member, Leadership Business & Society Committee (undergraduate studies major)
- Focus group discussion on academic integrity, Fall 2013
- Mock Lecture, Camp Texas, Summer 2011, 2012, 2013, 2014, 2015
- Facilitator, Health Care Research Seminar, Fall 2010
- Member, UT Service Learning Committee
- Member, University Blackboard Advisory Committee 2008-2010
- Board Member, Texas Student Media, August 2007-June 2011; Executive Committee Chair 2010-2011; Search Committee Co-Chair for TSM Director 2011
- Annual Workshop, *Transitioning from Peer to Boss*, Texas Student Media, 2007-Present
- Supervisor, Internship, Summer 2011
- Supervisor, Independent Study, Bridging Disciplines Program, 2007-2015

- Supervisor, Intellectual Entrepreneurship Pre-Graduate School Intern, 2009
- Supervisor, Undergraduate Plan II Honor's Thesis,
 - 2007-2008 (Tieh)
 - 2006-2007 (Thielen)
- Reader, Undergraduate Honor's Thesis, Fall 2004, Fall 2010
- Guest Speaker, Executive Masters in Public Leadership (LBJ School), Summer 2017-present
- Guest Speaker, UGS 303 The Doctor-Patient Relationship, Fall 2015, 2016, 2017, 2018, 2019
- Guest Speaker, PA 325 Seminar in Ethical Leadership, LBJ School, Spring 2009-2016
- Speaker for student organization meetings:
 - Healthcare Business Association, Fall 2014, 2016, 2017, 2018, 2019, 2020
 - Black Health Professionals, Spring 2019
 - Tau Beta Pi, Spring 2019
 - Girl Advocates Fall 2015, Spring 2017
 - AEM, Spring 2015
 - Business Women's Association, Fall 2014
 - Women in Communication (salary negotiation), Fall 2014
 - Public Health Association, Fall 2011, Fall 2013
 - Pre-Law Association, Spring 2013
 - UT Spirit Club (Diversity in Teams), Spring 2013
 - Health Occupation Student Association, Spring 2012
 - American Management Association, Spring 2012
 - Health Services Student Association, Spring 2012
 - Public Health Panel, Spring 2011

McCombs School of Business

- McCombs Diversity and Inclusion Committee, Fall 2019-present
 - Chair, Non-Tenure Track Subcommittee, Fall 2020-present
 - Facilitator, Women @McCombs, Fall 2019-present
- COVID-19 Faculty support committee Spring 2020
 - Hosted weekly faculty happy hours
- Guest lecture HIHIT 2018, 2019, 2020
- Speaker, Diversity and Inclusion career management workshop, Spring 2019
- Judge, MAN 385 Healthcare Technology Commercialization presentations, Spring 2019, Spring 2020
- Speaker, MBA Alumni Reunion, Fall 2018
- Interviewer, BA101 Mock Interviews, Spring 2018, Fall 2018, Fall 2019, Spring 2020
- Moderator, Healthcare @McCombs Symposium 2015, 2016, 2017
- Leadership summit speaker, Spring 2015
- Honors colloquium luncheon 2014, 2015
- Committee to design healthcare certificate for BBA students 2014-2015
- Moderator Healthcare @McCombs Symposium, 2015-2017
- Faculty coordinator for Deloitte Case Competition, Spring 2012, 2013, 2014
- Supervisor, Business Foundations Program Explore UT booth, Spring 2012

- Focus Group Facilitation, McCombs Staff Survey follow-up, Summer 2011
- Speaker, McCombs Alumni Association, Dallas, May 2011
- Staff Awards Committee 2008-2017
- Media Training, McCombs Executive MBA Program, April 2010-2012
- Mock Lecture, Freshman Orientation, 2007-Present
- Staff Evaluation Committee, Summer 2010
- McCombs Alumni Association presentations
 - Austin chapter – Power and Influence, Spring 2020
 - Atlanta chapter – Healthcare values and reform, Fall 2019
 - Webinar – Power and Influence, Spring 2019
 - Annual conference, Austin – Power and Influence, Fall 2018
 - Webinar – Healthcare strategy, Fall 2017
 - Tulsa chapter – Healthcare Ethics, Spring 2017
 - Webinar – Motivation, Spring 2015
 - Annual Conference - Austin, Fall 2014
 - Mexico City chapter, Summer 2014
 - New York City chapter, Spring 2014
 - Webinar – Motivation, Fall 2013
- Interviews on healthcare reform published in McCombs business magazine and featured on the UT website (Fall 2013) and Houston Chronicle (11/14/13)
- Panelist, Career services exploration of careers in Human Resource Management, Spring 2014
- Faculty Advisor, Society for Human Resource Management, 2007-2009
- Faculty Advisor, Phi Beta Chi, 2007-2009
- Faculty Advisor, Business Professionals of America, 2005-2008
- Leadership Workshop, MSB Leadership Growth Program (McCombs Staff), Summer 2008, 2009, 2010, 2012
- Judge, Business of Healthcare Case Competition, Spring 2016, Spring 2017
- Judge Female Case Competition Jan 2015
- Judge Engineering vs. Business Competition, April 2011
- Judge, Business Honors Sophomore Case Competition, Fall 2011, Fall 2014, Fall 2015
- Judge, Undergraduate Case Competition, Mar 2006, Oct 2006, Mar 2007, Oct 2007, Oct 2008, Oct 2009, April 2010, Dec 2011, Nov 2012, Oct 2015
- Judge, MBA Case Competition, August 2007
- Judge, Undergraduate Business Fair, 2006-2007
- Facilitator, Management Science and Information Services Department Recruitment Retreat, Spring 2005, 2006
- Judge, Management Science and Information Services Department Undergraduate Case Competition, February 2004
- Facilitator, Management Science and Information Services Department Steering Committee Strategic Planning Retreat, June 2003
- Business Writing Workshop, Undergraduate Writing Center, November 2002
- Speaker for several student organization meetings every semester

Management Department

- Faculty evaluations (annual)
- Zoom practice sessions for management faculty, Spring 2020

- McCombs branding study focus group Spring 2017
- MBA elective fairs (annual)
- Management Major BA 101 Instructor Training, Summer 2011
- Management Major Presentation, BA 101, 2008-Present
- Management Presentation, McCombs Future Executive Academy, 2009
- Name Reader, Management Department Undergraduate Graduation Ceremonies, December 2006, 2007, 2008, May 2010, December 2010, 2011, 2012, 2013, 2014, 2016, 2018

Professional

- Eyes on Teaching, Spring 2017, Spring 2020
- University Service Learning Collaborative, 2014-present
- Advisor, Health Technology Forum-Austin, 2013-present
- Member, Society of Human Resources Management, 2002-Present
- Numerous Book Reviews, 2002-Present
- Teaching Large Class Collaborative, Fall 2012
- Critical Problem Solving Collaborative (campus-wide), Spring 2012
- Concurrent Session Introductions, Society for Human Resource Management, Southwest Conference, Fall 2008
- Reviewer, Institute of Behavioral and Applied Management, 2004, 2005
- Member, American Society for Training and Development, 2003-2004

Community Outreach

- Certified Application Consultant, Insure Central Texas, 2018-present
- Healthcare platform consultation, Lt Governor candidate Michael Collier, 2018
- Assistant Stage Manager, Palace Theater, Georgetown, TX 2014-present
- Secretary, East View High School Theater Boosters, Georgetown, TX 2014-2016
- Grant Writer, East View Patriot Band Boosters, Georgetown, TX, 2013-2016
- Board of Directors, Grace Episcopal Preschool, Georgetown, TX, 2010-2013
- Job Analysis, Texas Hearing and Service Dogs, Fall 2011
- UT Forum, *Healthcare Reform in the Obama Administration: Issues Facing Citizens, Providers and Policymakers*, Spring 2009, Fall 2013
- Explore UT, *Academic Honesty*, 2009; BFP Information Booth 2010
- Greenlights Workshop, *Leadership and Values*, February 2008, July 2009
- Executive Women's Golf Association – Central Texas, Keynote Address, *Volunteer Leadership and Networking with Golf*, April 2008
- Taylor Jr. College Paramedic Class, *Team Building Workshop*, January 2008
- Sunday School Instructor, Grace Episcopal Church, 2005-2010

AWARDS AND HONORS

- Experiential Learning Ambassador 2020-2022
- Poets&Quants Favorite MBA Professors of the Class of 2020
- Inter-Professional Education Fellow, 2018
- Faculty Honor Roll, McCombs School of Business, Fall 2007, Spring 2009, Fall 2019
- Tower Award 2019 "Outstanding Community-Based Learning" for MAN 334M Healthcare Systems Management

- The Eyes of Texas Excellence Award, Spring 2015
- Texas Blazers Faculty Appreciation Award, Fall 2014
- Tower Award 2012 “Outstanding Academic Service Learning Professor”
- The University of Texas at Austin Presidential Service Learning Commendation, 2008-2009 and 2009-2010
- Appreciation Award, Services for Students with Disabilities, 2004, 2010, 2015, 2017
- Texas-Exes Teaching Excellence Award Nominee, Fall 2003
- Sigma Beta Delta International Honor Society, 2003-Present
- Nomination to Values Hall of Fame, Seton Healthcare Network, 1993, 1994
- YWCA Leader, Recognizing Female Leaders, Austin, TX, June 1993

OTHER WORK EXPERIENCE

Areas of Expertise:

- Undergraduate and graduate level teaching experience
- Personnel Management: Hiring, Motivation, Discipline, Diversity
- Change Management Theory and Practice
- Strategic Planning/Business Planning
- Data Analysis and Data Mining
- Application of Various Quality Improvement and Quality Management Models
- Healthcare Industry: Regulations, Strategies, Clinical Analysis, Quality Assurance

Seton Health Network, Austin, TX July 1989 to December 2004

Title: Consultant, August 2001 to December 2004

Responsibilities: Provide consultation for clinical outcomes, research and primary data collection/reporting for patient safety initiatives.

Title: Director of Operations, Medical Affairs, October 1995 to July 2001

Responsibilities: Leadership of six clinical support teams for four urban acute care hospitals (110 employees, \$5 million budget).

Accomplishments:

- Developed measurement systems for tracking appropriate utilization of acute care resources and identifying barriers to appropriate discharge
- Developed and implemented training programs for new staff
- Automated the credentialing and peer review functions. Services were expanded from 800 to 1600+ physician members with no increase in staff
- Consolidation and standardization of division services with facility merger

Title: Director, Clinical Support Services, March 1994 to September 1995

Responsibilities: Leadership of two clinical support teams for two acute care hospitals (32 employees, \$1.4 million budget).

Title: Team Leader, Quality/Cost Measurement, May 1992 to March 1994

Responsibilities: Coaching/facilitation of team and projects. Analysis in obstetrics, orthopedics and neurosciences (4 employees, \$300 thousand budget).

Title: Planner, July 1989 to April 1992

Responsibilities: Product line planning/marketing. Strategic planning and demand forecasting. Feasibility studies. Supervision of three analysts.

DCNHS-West, Los Altos Hills, CA September 1988 to July 1989

Title: Regional Marketing Analyst

Responsibilities: Environmental assessments for current and new markets. Strategic marketing consultation for regional hospitals. Database management.

Desert Hospital, Palm Springs, CA May 1987 to August 1988

Title: Planner, Planning and Facilities

Responsibilities: Strategic, facility and product line (business) planning. Market research.

Providence Hospital, Mobile, AL July 1986 to April 1987

Title: Planning and Marketing Analyst