

CURRICULUM VITAE

EMILY M. STIEHL

University of Illinois at Chicago
School of Public Health
Department of Health Policy and Administration
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Chicago, IL 60612

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EDUCATION

2006-2011 Ph.D., Organizational Behavior/Human Resources, University of Pittsburgh

2004 B. S., Business / Organizational Administration, University of Illinois
Minor in Technology and Management; Minor in French
Highest Honors

DISSERTATION RESEARCH

Living in Poverty: Implications for Work Attitudes and Behaviors

Advisors: Dr. Carrie Leana; Dr. Vikas Mittal

Members: Dr. Richard Moreland, Dr. Frits Pil, Dr. Denise Rousseau

My research examines work outcomes (e.g., job attachment, extra-role behavior, and workplace health) among front-line (and often low-wage) workers in health care. I am interested in how our theories, tested in one context, translate to other contexts, like health care. I present two papers that 1) propose three possible mechanisms from organizational behavior (i.e., self-efficacy, negative affect, and the diversity of social resources) to explain how poverty among these workers affects work behaviors and then 2) test for these mediating effects among certified nursing assistants. The findings suggest that poverty indeed has a multi-faceted effect on work outcomes.

PUBLICATIONS AND WORK IN PROCESS

Jenkins, K., Stiehl, E., Blesdale, S., Sherman, B. (2021). Supporting employee health at work: How perceptions differ across wage categories. *American J Health Promotion*. PMID: 34128399

Kim M, Lin YC, Luna G, Ma J, Stiehl E. Certified Nursing Assistants' Barriers and Facilitators to Accessing and Using Worksite Health Promotion Programs. *J Occup Environ Med*. 2020 Nov;62(11):943-952. PubMed PMID: 32858553.

Bleasdale, S.C., Sikka, M.K., Moritz, D.C., Fritzen-Pedicini, C., Stiehl, E., Brosseau, L.M., Jones, R.M. (2019). Experience of Chicagoland acute care hospitals in preparing for Ebola virus disease, 2014-2015. *Journal of Occupational and Environmental Hygiene*, 16(8): 582-591.

Fritzen-Pedicini, C., Bleasdale, S.C., Brosseau, L.M., Moritz, D., Sikka, M., Stiehl, E., Jones, R. (2019). Utilizing the focused conversation method in qualitative research: A team-based approach to data analysis and interpretation. *BMC Health Services Research*, 19, 306. DOI: 10.1186/s12913-019-4107-0.

Stiehl, E., Jones-Jack, N., Baron, S., & Muramatsu, N. (2019). Worker well-being in the United States: Variation across job categories and household income levels. *Preventive Medicine Reports*. **13**: 5-10.

Sherman, B. & Stiehl, E. (2018) Health management in commercially insured populations: It's time to include social determinants of health. *Journal of Occupational and Environmental Medicine*. **60**(8): 688-692. DOI: 10.1097/JOM.0000000000001344

Stiehl, E., Shivaprakash, N., Thatcher, E., Ornelas, I. J., Kneipp, S., Baron, S. L., & Muramatsu, N. (2018). Worksite Health Promotion for Low-Wage Workers: A Scoping Literature Review. *American Journal of Health Promotion*, **32**(2): 359-373.

Stiehl, E., Kossek, E.E., Leana, C., & Keller, Q. (2018) A multi-level model of care flow: Examining the generation and spread of care in organizations. *Organizational Psychology Review*, **8**(1) 31-69.

Stiehl, E. & Forst, L. (2018) Safety climate among non-traditional workers: The impact of construed external image. *New Solutions*, **28**(1): 33-54

Kling, W. & Stiehl, E. (2016). Social contract theory and the public's health: A vital challenge past and present. Pagano, MA, ed. *Remaking the Urban Social Contract: Health, Energy, and the Environment*. University of Illinois Press.

Hedlund, N, Risendal, B.C., Pauls, H., Valverde, P.A., Whitley, E., Esparza, A., Stiehl, E., & Calhoun, E. (2014). Dissemination of patient navigation programs across the United States. *Journal of Public Health Management and Practice* **20**(4): E15-E24.

Rosen, J., Stiehl, E., Mittal, V., Fox, D., Hennon, J., Jeste, D., Reynolds III, C.F. (2013). Late-life mental health education for workforce development: Brain vs. heart? *Academic Journal of Geriatric Psychiatry*, **21**(11): 1164-1167. DOI: 10.1016/j.jagp.2013.01.031. PubMed Central PMCID: PMC3594556.

Leana, C., Mittal, V, & Stiehl, E. (2012). Organizational behavior and the working poor. *Organization Science*, **23**(3), 888-906.

Rosen, J., Stiehl, E., Mittal, V., & Leana, C. (2011). Stayers, leavers, and switchers among certified nursing assistants in nursing homes: A longitudinal investigation of staff retention and turnover. *The Gerontologist* 51(5) 597-609. PubMed Central PMCID: [PMC3179664](https://pubmed.ncbi.nlm.nih.gov/PMC3179664/).

Stiehl, E. (2009). Review of S. H. Mastracci's "Breaking out of the pink-collar ghetto: Policy solutions for non-college women," *Journal of Labor Research*. **30**(3): 289-291.

WORKING PAPERS

Stiehl, E., Blesdale, S., Sherman, B., Jenkins, K. Supporting Employee Health at work: Unique challenges across wage categories. *Under review at American Journal of Health Promotion*.

PRESENTATIONS AND CONFERENCES

Johnson, S., Yañez, C., Panzer, J., & Stiehl, E. (2021). Exploring an Advanced Team-based Care Model in Primary Care. Exploring an Advanced Team-based Care Model in Primary Care. *APHA*, October 27, 2021. Denver, CO.

- Hebert-Beirne, J.; McCabe, K.; Laffan, A.; Sjoblom, M.; Walker III, R.; Stiehl, E.; Grant, A.; Stonehouse, P. (2021). Building a cross-sectoral infrastructure to respond to the COVID-19 pandemic. *APHA*, October 21, 2021. Denver, CO.
- King, A.; Laffan, A.; Nelson, S.; Reda, C.; McCabe, K.; Stiehl, E.; Hebert-Beirne, J.; Grant, A.; Stonehouse, P. (2021). Strengthening public health infrastructure through community mobilization: The chitracing initiative. *APHA*, October 26, 2021.
- Grant, A. & Stiehl, E. (2021). Using network analysis to identify opportunities for building community-level networks among Chicago's community-based chitracing grantee organizations. *APHA*, October 22, 2021.
- Kim, M. Chen, Y., & Stiehl, E. (2019). Barriers and facilitators to workplace health promotion (WHP) programs for Chicago's Certified Nursing Assistants (CNAs). *OHS Posters: Worksite wellness/worksite health promotion*. APHA, November, 2019. Philadelphia, Pennsylvania.
- Kossek, E.E., Lee, K., Bodner, T., & Stiehl, E. (2019) A work-life cell phone policy change field experiment: Linkages to manager respecting time-off behaviors, boundary control, and well-being. Presentation as part of: Hill, N.S. & Raghuram, S. *Promoting well-being in Virtual Work*. Symposium. Academy of Management August, 2019. Boston Massachusetts.
- Stiehl, E. 2019. "Workplace health promotion programs for low-wage workers. Understanding access and utilization." Research Uncorked: Connecting research in Applied Health Sciences and Public Health. January 23.
- Stiehl, E. & Forst, L. 2018. "Safety climate among precarious workers: The role of construed external safety image." American Public Health Association Poster Session. November 10-14. San Diego, CA.
- Kim, M. & Stiehl, E. 2018. "Exploring distances among healthcare workers using sentiment analysis." Distances in Organizations workshop, Roundtable Discussion. May 11-12. Montreal, Canada.
- Stiehl, E. 2018. "Factors associated with the use of workplace health promotion programs among low-wage workers." Presentation as part of: Himstedt, J., Stiehl, E., Therady, A., Arwindekar, A. & Yu, J. *Well-being in health care: 5 unique perspectives*. Symposium. Academy of Management August, 2018 conference. Chicago, IL. *Selected to All-Academy Theme.
- Stiehl, E. 2018. "Understanding how low-wage care workers use job crafting to protect themselves from injury." Presentation as part of: Kossek, E.E. and Giddings, D.P. *Fostering positive organizational and individual dynamics that benefit workers in challenging employment settings*. Symposium. Academy of Management August, 2018 conference. Chicago, IL.
- Stiehl, E. 2017. "Making eye-catching graphics for your research proposal." College of Nursing. October 12, 2017, Chicago, IL.
- Stiehl, E. 2016. "Making eye-catching graphics for your research proposal." SPH Office of Research Workshop Series. March 8, 2016, Chicago, IL.
- Stiehl, E. 2016. "Organizational Leadership." Department of Medicine Faculty Leadership Seminar. February 24, 2016, Chicago, IL.

Kling, W., Stiehl, E., Riedel, N., Vanden Hoek, T., & Morita, J. Healthcare: Right or Privilege? Panel Discussion. *Remaking the Urban Social Contract: Health, Energy and the Environment*. 2015 UIC Urban Forum. September 17, 2015. Chicago, IL.

Stiehl, E. 2015. "Low-wage care workers: Understanding how to protect those who care." Keynote speaker for School of Public Health Research Day. April 7, 2015, Chicago, IL.

Stiehl, E. 2015. "Conducting focus groups with CNAs about MSD risk: A strategy around models of agency." Low-wage Workers Targeted Research Training Event. February 26, 2015. Chicago, IL.

Masterson, C., Henly, J., Hoobler, J., Leiwant, S., Seefeldt, K., Stiehl, E., & Swanberg, J. 2014. Opening our eyes to the "Missing Persons" of work-family research: A cross-disciplinary discussion of low-wage workers. Symposium. Work Family Research Network 2014 Conference, New York, NY.

Stiehl, E. 2014. "Care flow: Developing a system of care in organizations." Presentation. Illinois Occupational and Environmental Health and Safety Education and Research Center (Illinois ERC) seminar. April 2, 2014. Chicago, IL

Stiehl, E. 2013. "Care Flow: Managing the movement of care in organizations." Poster session. Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor.

Stiehl, E. 2012. "Can I help you?: Testing self-efficacy as a mediator between poverty and discretionary work behaviors." Presentation. UIC College of Business Administration Brown Bag Series, Chicago, IL.

Stiehl, E. & Mao, J. 2012. "Poverty and Identity Threats: Understanding low-wage work and the Informal Economy." Caucus. Academy of Management Annual Meeting, Boston, MA.

Stiehl, E. 2009. "Organizational behavior and the working poor." Symposium. Academy of Management Annual Meeting, Chicago, IL.

Stiehl, E., & Leana, C. 2008. "Modeling the effects of low-wages at work" Presentation to the Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor.

HONORS AND AWARDS

Bernard H. Baum Golden Apple Award	2018
Post-Doctoral Fellow, Center for Health and Care Work,	2011-12
Aspen Institute Award for Best Dissertation Proposal,	2009
Outstanding Reviewer Award, Academy of Management Conference	2009, 2011, 2018
Organizational Behavior and Health Care Management divisions	
Roger S. Ahlbrandt Sr. Fellowship, University of Pittsburgh,	2007-2008
Bill Kenzler Generation-to-Generation Scholarship, University of Illinois	2000-2004

GRANTS AND CONTRACTS

07/01/20-06/30/22 Hebert-Beirne/Stiehl (co-PIs)
City of Chicago/Chicago Department of Public Health
COVID-19 Response Contact Tracing Resource Coordination \$870,171
Role: Co-Principal Investigator

12/15/20-06/14/22 Panzer (PI)
Robert Wood Johnson Foundation \$300,000

Research to Advance Models of Care in Medicaid-Eligible Populations

Building Relationships into Care Delivery to Grow Equity (BRIDGE)

Role: Contractor/Co-Project Director

01/01/21-12/31/21 Muramatsu (PI)

Illinois Innovation Network \$30,000

Sustaining Illinois Seed Grant

Establishing a Caregiving Registry for Collaboratory for Health Equity, Engaging Technology for Aging in the Home (CARE for CHEETAH)

Role: Co-Investigator

10/01/20-05/31/21 Welter/Stiehl/Seweryn (co-PIs)

Cook County/Cook County Department of Public Health

UIC/CCDPH Contact Tracing Initiatives Evaluation \$408,385

Role: Co-Principal Investigator

01/01/20-01/01/21 Newman (PI)

Illinois Science & Energy Innovation Foundation

Education, Outreach & Research Grants 2019 – Cycle 2

Smart Devices and Services for Independent Living

Role: Collaborator

2018-2019

Internal SPH Seed Funding Grant \$14,067

Role: Principal Investigator

Worksite Health Promotion: Translating a Lifestyle intervention for certified nursing assistants

2018-2019

Pilot Project Research Training funds

Illinois ERC

Role: Principal Investigator

Safety Climate among precarious workers: Construed External Safety Image

9/30/2014-9/29/2016 Muramatsu (PI)

SIP 14-031: Workplace Health Research Network Collaborating Center \$747,805

Centers for Disease Control and Prevention

Role: Co-investigator

2016 May-July Sewell (PI)

Strategic Planning

Cook County Health and Hospital System

Role: Co-Investigator

2014-2015 Stiehl (PI)

Pilot Project Research Training funds \$10,100

Illinois ERC

Reducing MSD risk among CNAs: An untapped strategy around models of agency

2013-2014 Calhoun (PI)

IL Dept of Insurance HPG13021 \$888,745

Training Health Insurance Enrollees for Implementation of the ACA in Illinois

Role: Additional Personnel

2013-2014 Dopkeen (PI)
IL Dept of Healthcare and Family Services
Evaluation of County Care 1115 Waiver
Role: Co-Investigator

2011-2013 Leana (PI)
Russell Sage Foundation \$160,000
The effects of employment status congruence, worksite context, and formalization on caregiver and care recipients' outcomes in long-term care
Role: Co-Principal Investigator

Submitted for Review
Center for Healthy Work

NSF

TEACHING

Introduction to Organizational Behavior
(Katz School of Business undergraduate students)

Fall 2009 (enrollment = 61)
Spring 2010 (enrollment = 34)
Fall 2011 (enrollment=53)
Spring 2012 (enrollment=53)

Strategic Health Care Management (UIC MHA)

Co-taught

Spring 2013 (enrollment=34)

Co-taught

Spring 2014 (enrollment=19)

Co-taught

Spring 2015 (enrollment=35)

Co-taught

Spring 2016 (enrollment=25)

Co-taught

Spring 2017

Sole Instructor

Spring 2018 (enrollment=29)

Co-taught

Spring 2019 (enrollment=22)

Co-taught

Spring 2020

Co-taught

Spring 2021

Healthcare Organizational Leadership (UIC MHA)

Fall 2013 (enrollment=29)

Fall 2014* (enrollment=25)

Fall 2015** (enrollment=34)

Spring 2017 (enrollment=)

Fall 2017 (enrollment=29)

Fall 2018 (enrollment=20)

Fall 2019

Fall 2020

Fall 2021

*organized multiple sections of the course

**organized & taught multiple sections of the course

Organizational Transformation (1/2 semester MHA)

Spring 2014

Spring 2015

Healthcare Organizational Leadership (Clinician Exec MHA)
(Executive MHA)

Spring/Summer 2015

Spring 2017

Spring 2019

Strategic Management (Clinician Executive MHA) co-taught	Spring 2016
(Executive MHA) co-taught	Spring 2018
	<u>Spring 2020</u>
MHA Capstone Co-Reader and Facilitator	Spring 2017
	Spring 2018
	<u>Spring 2019</u>
Leadership and Diversity in Clinical Research (HPA 526)	<u>Fall 2018</u>
Quantitative Methods (IPHS 503 DrPH)	<u>Spring 2021</u>

Guest Lectures:

Motivation and Org Change in <i>Health Organizational Leadership (MHA)</i>	Fall, 2012
Leadership and Power in <i>Organizational Leadership (MPH)</i>	Fall 2012, 2013
Power and Politics in <i>Policy Analysis (DrPH program)</i>	Spring 2013, 2014
Leadership and Power in <i>Organizational Leadership (online MPH)</i>	Spring 2013-2017
k Nearest Neighbors in <i>Introduction to Machine Learning</i>	Spring 2015
Group Decision Making in <i>Decision-Making and Economic Evaluation in Health Policy Analysis</i>	Fall 2016
	Fall 2017
History of Leadership Theory in <i>Talent Acceleration Process Academy (CoM)</i>	Fall 2017
History of Leadership Theory in <i>CEMED M1 special curricular session (CoM)</i>	Fall 2017
Building Influencer and Change Management Skills for <i>Vanguard Leadership in Healthcare Course, Congress of Neurological Surgeons</i>	Spring 2018
	Spring 2019
	Spring 2021
Building Influencer and Management Skills: Part 2 for <i>Leadership in Healthcare Course, Congress of Neurological Surgeons</i>	Spring 2018
	Spring 2019
Leadership and EBM in <i>CEMED M1/M2 special online curricular session (CoM)</i>	Fall 2018
Strategic Management in <i>Public Health Systems, Policy & Management (IPHS 403)</i>	Spring 2019
Intro to Strategic Management in <i>CEMED M1/M2 session (CoM)</i>	Spring 2019
Decision Making in Leadership in <i>Public Health Leadership Program</i>	Spring 2021

STUDENT MENTORSHIP/ADVISING

MHA Advising

2021
2020
2018 (9 students)
2017 (17 students)

2017-2018*Assisted new faculty with advising

2016 (20 students)

2016-2017*Assisted new faculty with advising

2015 (14 students)

2014 (8 students)

DrPH Advising

Patricia Ruiz (2021-)

PhD Prelim Committee

2020 (3 students)

2019

2018 (2 students)

2016 (5 students)

2015 (4 students)

2013 (1 student)

Supervised Research

Vanessa Byams, DrPH summer project, 2015
Namrata Shivaprakash, qualitative data analysis 2015
literature review analysis, 2016
Mhinjine Kim, 2016-2019
Yu (Jimmy) Chen, qualitative data analysis, 2019
Kate Plourde, quantitative data analysis, 2019
Sasha Johnson, MPH, HHC Preceptorship project, 2020-21
Natalie Siegel, MPH, BRIDGE project, 2021-2022

Thesis Committees

Jane Thomason, MS, Jason Orcena, DrPH, Michele Thornton, PhD,	Master's thesis (2015) dissertation defense (2015) proposal (2016) dissertation defense (2017)
Gail Fisher, PhD Tracy Lin, PhD,	dissertation defense (7-21-17) proposal (2016) dissertation defense (2019)
Hansoo Ko, PhD	proposal (March, 2018) dissertation defense (6/2019)
Vanessa Byams, DrPH Michelle Slimko, DrPH, Nancy Hays, DrPH Ellington Jones, DrPH Michelle Wood, DrPH Kate Plourde Gillian Gawne-Mittelstaedt Alexis Grant, PhD Regy Cantave, DrPH,	dissertation defense (2018) dissertation defense (2019) dissertation defense (2019) dissertation defense (2019) proposal (2020) proposal (2020) proposal (October, 2020) proposal (April, 2021) ongoing

SERVICE

Academy of Management Conference Reviewer	2009-present
Reviewer for Capstone presentations (MPH & MHA), UIC	2012-present
Master in Healthcare Administration Admissions Committee, UIC	2013-present
DrPH Admissions Committee, UIC	2021
MHA student advisor, UIC	2013-present
Lead for MHA orientation group exercise, UIC	2014-present
AFHA faculty advisor	2014-present
Executive Committee, UIC SPH	2017-present
Committee on Committees, UIC SPH	2017-present
Reviewer for Health Care Management Review	2019-present
Facilitator for Inter-professional Education Seminar, UIC	2013-2014, 2016-present
Minority Health Conference Judge	2021
UIC Research Day Judge	2018-2020
Reviewer for SPH Seed Funding Grant	2019, 2020
Reviewer for Illinois ERC Seed Funding Grant	2019

HPA Faculty Search Committee	
Cluster Aging Hire, Professor HPA (Chair, 2020)	2019, 2020
Associate Professor HPA	
Clinical Assistant Professor for MHA program	
Center for Dissemination and Implementation Science Strategic Planning Facilitator	2018
SPH Faculty Meeting Strategic Planning Facilitator	2017-2018
SPH Research Day Judge	2017
Total Worker Health Center Strategic Planning Facilitator	2016-2017
Organizational Design Taskforce, UIC SPH	2015-2016
Developed proposal for EMHA program, UIC	2013
Master in Public Health Admissions Committee, UIC	2013
Strategic Planning Committee—Organizational Design, UIC School of Public Health	2012-2013
Facilitator, MBA Orientation Sessions, University of Pittsburgh	2006-2012
University of Pittsburgh's Annual Report: www.business.pitt.edu/voices	2010
Co-Chair O&E Seminar Series, University of Pittsburgh	2009-2011
President, Doctoral Student Organization, University of Pittsburgh	2007-2008
Social Secretary, Doctoral Student Organization, University of Pittsburgh	2006-2007

WORK EXPERIENCE

2012-present

Clinical Assistant Professor

Chicago, IL

University of Illinois at Chicago, School of Public Health, Department of Health Policy & Administration

2011-2012

Post-doctoral Fellow in Organizational Behavior

Pittsburgh, PA

University of Pittsburgh, Katz Graduate School of Business, Center for Health and Care Work

2006-2011

Research Assistant

Pittsburgh, PA

University of Pittsburgh, Katz Graduate School of Business, Organizations & Entrepreneurship Division

2009-2010

Instructor

Pittsburgh, PA

University of Pittsburgh, Katz Graduate School of Business, College of Business Administration

2004-2006

Facility Coordinator

Champaign, IL

Springer Cultural Center, Champaign Park District

2001-2006

Dance Instructor

Champaign, IL

2004

Project Member—Technology and Management Capstone Project

University of Illinois

2001-2004

Grader and Lab Assistant—Computer Science Department

University of Illinois

LANGUAGES

French (conversational)

Chinese (1.5 years)

OTHER CERTIFICATIONS

Royal Academy of Dance (RAD) Examinations in Ballet

Grade 4 (Distinction)

Grade 6 (Distinction)

Grade 7 (Highly Commended)

Grade 8 (Commended)

RAD Vocational Graded Examinations—Intermediate