Frank Borgers, Ph.D.

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HEALTH PROFESSIONS EDUCATION EXPERTISE

Interprofessional Education Program Development:

Program and curriculum design, delivery, and innovation Competency based education and academic accreditation Academic-practice partnership development

Health Professions Career Management:

Professional and leadership development Mentorship and coaching

Las Vegas, NV

Health Systems Science:

Interprofessional collaboration Workforce development and management Quality and process improvement and innovation Access and equity

EDUCATION

1993	Ph.D. in Employment and Labor Relations, Fisher College of Business The Ohio State University, Columbus, OH
1987	M.A. in Political-Economic Geography, Department of Geography The Ohio State University, Columbus, OH
1985	B.A. in Human Geography (Honors), Department of Geography University of Reading, Reading, United Kingdom

EMPLOYMENT SUMMARY		
2019-Present	Associate Program Director , Executive Master of Healthcare Administration Health Policy and Administration, School of Public Health University of Illinois Chicago, Chicago, IL	
2009-Present	Clinical Assistant Professor, Master of Healthcare Administration Health Policy and Administration, School of Public Health University of Illinois Chicago, Chicago, IL	
2010-2013	Health Systems Consultant Service Employees International Union Chicago, IL	
2009-2011	Visiting Lecturer, School of Labor and Employment Relations University of Illinois at Urbana-Champaign, IL	
2005-2009	Midwest Region Political Director California Nurses Association-National Nurses Organizing Committee Chicago, IL	
2004-2005	Research and Education Specialist California Nurses Association-National Nurses Organizing Committee Oakland, CA	
2002-2004	Senior Research Analyst	

Hotel Employees and Restaurant Employees Union, Local 226

1997-2002 **Assistant Professor**, Labor Relations and Research Center University of Massachusetts at Amherst, Amherst, MA

1993-1997 **Assistant Professor**, Center for Labor Education and Research University of Alabama at Birmingham, Birmingham, AL

ACADEMIC ADMINISTRATIVE POSITIONS

Master of Healthcare Administration, School of Public Health, University of Illinois Chicago

2022-Present Capstone Director, Executive MHA Program

Redesigned Executive MHA capstone process to increase student engagement, improve capstone consistency and quality, while accommodating varied practice settings and projects.

Mentor 15-20 Executive MHA students annually, helping them to identify and plan projects aligned with their short to medium-term career goals, provide reliable and detailed feedback and assessment, and, where appropriate, guide students in obtaining organizational sponsorship and mentorship.

2021-Present **Student Advisor**, Executive MHA Program

Mentor all Executive MHA students (typically 15-20 per cohort) to support their successful completion of the program and to help them identify and refine short to medium-term career goals.

2019-Present Associate Director, Residential and Executive MHA Programs

Led relaunch of student recruitment and admissions for the Executive MHA program, resulting in two of the program's largest matriculating cohorts in Fall 2021 and Fall 2022 (18 and 12 respectively).

Developed recruitment strategies for the Executive MHA program, both online (webpage, social media, etc.) and face-to face (interviews with health system leaders, speaker events, one-on-one prospective applicants' interviews, etc.).

Helped to establish a MOU with UIC's Office of the Vice Chancellor for Health Affairs (\$50k in annual tuition subsidies), and an agreement with UI Health, to subsidize rising leaders' enrollment in the Executive MHA program.

Led team of program staff, faculty, and leadership for the program's early CAHME re-accreditation efforts, including adoption of a new program mission, vision, and values and adoption and embedding of a new competency framework (NCHL v3.0) within the program.

2014-2022 **Capstone Director,** Residential MHA Program

Developed a new, structured Residential MHA capstone process to increase student engagement, improve capstone consistency and quality, while accommodating varied preceptorship practice settings and projects.

Mentored all MHA student capstones (15-35 annually), while managing the relationship between the program, preceptors, and students throughout the capstone process.

Sponsored and mentored UIC MHA entrants for the 2019 and 2020 Richard J. Stull Student Essay Competitions in Healthcare Management, American College of Healthcare Executives.

Achieved significant improvements in capstone quality, as well as increased student learning and organizational value, with many capstones receiving organizational approval and implementation.

2012-Present **Director**, Topics in Healthcare Leadership Speakers Series

Redesigned the MHA speakers series in order to increase student engagement and to help them identify potential career paths, understand different leadership models, and refine professional development goals.

Recruited health care leaders from diverse settings, career tracks and seniority levels, increasing the program's speaker roster significantly, while strengthening the program's regional and national profile.

2012-2016 **Member,** MHA Program Committee

Led successful program response to *CAHME Re-accreditation* Criterion III (Competencies and Curriculum Design, Teaching and Learning Methods, and Assessment and Evaluation).

Designed and led post CAHME Re-accreditation strategic planning process.

Designed and led annual student-program assessment that drove systemic program innovations around program structure and curriculum.

Created strategic relationships with UIC's College of Nursing, Health Informatics and Health Information Program, and the College of Medicine, to explore creation of certificate and joint-degree programs.

School of Public Health, University of Illinois Chicago

2019-Present

Member, and Chair (2020-2022), Committee on Academic Recruitment and Retention As Chair, led this committee of faculty, students, and deans, to advise School of Public Health leadership on recruitment and admissions, in order to assure the fit, preparation, and diversity of the student body, and the fairness and consistency of admissions processes.

Led the creation of a school-wide recommendation on the continued use of GRE scores in Master's level admissions processes, based on an analysis of holistic admissions best practices that support matriculant fit, preparation, and diversity.

2015-2019

Representative, Executive Committee and Leadership Council

Represented the Health Policy and Administration Division on the two peak bodies that work with the Dean, school leadership, and division and program leadership to drive governance and strategic issues for the School of Public Health.

College of Medicine, University of Illinois Chicago

2015-2019

Grant Co-Lead, HIV/AIDS Inter-Professional Education Project

Co-led four-year project funded by a \$11.4 million Health Resources and Services Administration grant, Midwest Aids Education and Training Center, UIC Created a regional HIV Inter-Professional Education (IPE) collaborative among the University of Illinois Chicago, Indiana University, University of Minnesota, University of Cincinnati, University of Nebraska, and University of Wisconsin.

Developed, implemented, and evaluated inter-professional team-based IPE HIV/AIDS certification programs for health professions' students on all six

HIV/AIDS certification programs for health professions' students on all six campuses, to help prepare a workforce which is ready and able to optimize care and outcomes for persons living with HIV/AIDS.

2016-2018

Theme Lead, Inter-Professional Education Curriculum Transformation

Led the development of Inter-Professional Education curriculum as part of the Health Systems Science (HSS) team of faculty and deans, charged with embedding HSS content across the M1-M4 curriculum.

Office of the Vice Chancellor for Health Affairs, University of Illinois Chicago

2019-Present

Head Coach, UIC Clarion Interprofessional Case Competition Student Team Coach and mentor teams of interprofessional UIC students to compete in the national Clarion Case Competition, an annual interprofessional case competition, including UIC's inaugural team, which took first place in 2019.

2014-Present

Chair, Interprofessional Practice and Education Curriculum Workgroup

Lead team of senior UIC leaders, faculty, and instructional designers to design, build, and deliver foundational IPE curriculum for UIC's 5,500 plus health science students (13 professions, 7 health sciences colleges, and 5 campuses).

Developed Foundations of Interprofessional Collaborative Practice, a hybrid online Course, that enrolls over 1,400 students, and 100 faculty, staff, and advanced student facilitators annually, and that was originally developed in partnership with the Shirley Ryan AbilityLab.

Led curriculum design and managed UIC IPE faculty team for IPE track in the American Medical Student Association's 2015 National Fall Conference.

2012-Present

School of Public Health Representative, UIC Interprofessional Practice and Education Steering Committee

The steering committee manages governance and strategic direction of interprofessional practice and education for UIC's 7 health sciences colleges, 6 campuses, and UI Health (UIC's health system.) Five workgroups (including the Interprofessional Practice and Education Curriculum Workgroup) report up to the steering committee. The Steering Committee reports up to the Vice Chancellor for Health Affairs.

Institute for Healthcare Improvement Open School Student Chapter, University of Illinois Chicago

2015-2020 Faculty Advisor

Co-led, in collaboration with College of Nursing leadership, the re-birth of chapter to support extra-curricular inter-professional student education and collaboration.

Created student leadership structure and mentored student leaders (i.e. Helped student

leadership develop by-laws, governance, and membership structures).

Coached student leadership in developing recruitment strategy (chapter grew to

over 50 members with a listserv of over 200 students in first year).

Organized multiple high profile speaker events and panels to support educational programming, sustain chapter growth, and raise visibility with UIC health science leadership.

Labor Relations and Research Center, University of Massachusetts at Amherst, Amherst, MA

1997-2002 **Director**, Departmental Speakers Program

Developed speaker themes and recruited speakers.

Member, Departmental Ad Hoc Committees

Developed program strategic planning, curriculum development, student recruitment,

and faculty hiring.

2001 **Director**, Union Leadership and Administration Program

Managed the hybrid, limited residency program during the full-time Directors

sabbatical.

TEACHING

Office of the Vice Chancellor for Health Affairs, University of Illinois Chicago:

2019-Present Foundations of Interprofessional Collaborative Practice (hybrid, ≈1,400 students annually)

2014-2019 Chicago Campus Interprofessional Immersion (f2f, ≈800 students annually)

School of Public Health, University of Illinois Chicago:

Fall 2023 HPA 494: Rebuilding Healthcare from the Inside Out (hybrid, \approx 20-30 students)

Master of Healthcare Administration, School of Public Health, University of Illinois Chicago:

2009-Present HPA 546: Executive MHA Capstone (online, ≈12-20 students annually)

HPA 496: Capstone I (f2f/online, ≈ 18 -30 students annually) HPA 498: Capstone II (f2f/online, ≈ 18 -30 students annually)

HPA 425: Healthcare Human Resource Management (f2f/online, ≈ 18 -30 students annually)

HPA 491: Professional Development (f2f/online, $\approx 18-30$ students annually) HPA 490: Topics in Healthcare Leadership (f2f/online, $\approx 18-30$ students annually)

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

2009-2011 Comparative Labor Relations and Union Movements (online, 50-60 students annually)

California Nurses Association-National Nurses Organizing

2005-2009	National Stewards Training
2004-2009	First-Contract Training

2009	Public Healthcare on the Brink
2007	RNs Telling Stories of Hope - Building a Movement for Change
2005	Why is California a Battle-Ground State?
2004	Is New Technology Replacing RN Professional Judgment?

Labor Relations and Research Center, University of Massachusetts at Amherst

1997-2002 Developed and taught multiple course for residential and hybrid Master's degree for adult

learners. Invited speaker at regional and national union training institutes and conferences,

including the Harvard Trade Union Program at Harvard University.

Center for Labor Education and Research, University of Alabama at Birmingham

1993-1997 Developed and taught variety of skills-based and leadership development courses for adult

learners - union members, staff, and leaders across south-east United States.

AWARDS AND HONORS

2023	Interprofessional Educator Award American Interprofessional Health Collaborative, National Center for Interprofessional Practice and Education, Minneapolis, MN
2022	Teaching Recognition Program Award Office of the Vice Provost for Faculty Affairs, University of Illinois Chicago, IL
2021	Nominated, Interprofessional Teaching in Action Matters Award Office of the Vice Chancellor for Health Affairs, University of Illinois Chicago, IL
2021	Nominated, The Bernard H. Baum Golden Apple Teaching Award (Also nominated in 2020, 2019 and 2018) The School of Public Health, University of Illinois Chicago, IL
2019	Nominated, Outstanding Student Organization Faculty Adviser Award Chancellor's Student Service and Leadership Awards, University of Illinois Chicago, IL
2007	Letter of Commendation, Cook County Board of Commissioners For leadership in efforts to protect the public health system of Cook County, Chicago, IL
2001	Best Paper Award: "Capital Mobility and The Social Accord: A Critical Examination of The GE Coordinated Bargaining Committee", Labor and Employment Relations Association
2000	Research Grant: "An Analysis of Discriminatory Wage Progression" SEIU 925, Service Employees International Union, AFL-CIO
2000	Nominated, Outstanding Teaching Award University of Massachusetts, Amherst, MA
1998	Research Grant: "Sectoral Research of the Motor Vehicle Dealer Industry" United Service Workers of America, Service Employees International Union, AFL-CIO
1996	Outstanding International Scholar University of Alabama at Birmingham, AL
1993	Faculty Research Grant University of Alabama at Birmingham, AL
1992	William Green Memorial Fellow The Ohio State University, Columbus, OH
1992	Academic Scholarship: SINNEA – Institute for International Labour Studies Bologna, Italy

PRESENTATIONS AND CONFERENCES

- Borgers, Frank. "Pivoting Interprofessional Education Toward the Social Determinants of Health: Lessons from a Large-Scale Early Learner IPE Course" (Workshop), Inaugural Health Systems Science Summit, American Medical Association, Chicago, IL. 5 December 2022.
- Borgers, Frank. "Pivoting IPE from the Care Team to the Social Determinants of Health: Lessons from a Large Scale Early Learner IPE Course in Addressing Health Equity, Racism and Bias" (Seminar), Nexus Summit 2022, Minneapolis, MN. 13 September 2022.
- Borgers, Frank, and Amy Christison, Sara Smith, Janet Thorlton. "Integrating Early Learner Interprofessional Education into the M1 and M2 Curriculum" (Workshop), ChangeMedED Conference 2021, American Medical Association, Chicago, IL. 29 September 2021.
- Borgers, Frank. "Interprofessional Education Faculty Forum Session" (Convener and Lead Speaker), Association of University Programs in Health Administration, Tampa, FL. 2 July 2021.
- Borgers, Frank. "Connecting at Scale: Building a Massive Online Interprofessional Course", TEACHx Symposium, Northwestern University, Evanston, IL. 13 May 2021.
- Borgers, Frank, and Gina LaMantia. "ACHE-UIC Student Member Professional Development Curriculum Partnership" (Workshop), American College of Healthcare Executives Annual Congress, Chicago, IL. 24 March 2021.
- Borgers, Frank. "Improving Academic Programs and the Student Experience: The Power of IPE" (Convener and Lead Speaker), Association of University Programs in Health Administration, Webinar, 20 October 2020.
- Borgers, Frank. "Exploring Foundational, Relevant and Scalable IPE: The Journey from Interprofessional Chronic Pain Management to Interprofessional Opioid Safety", King's CAIPE Conference 2020: Reduction of Harm Through Interprofessional Education and Collaborative Practice, King's College, London, UK. 18-20 June 2020. (Canceled by organizer)
- Borgers, Frank. "Delivering High Fidelity Foundational Interprofessional Curriculum that Meets AAMC Best Practice Standards" (Innovation Exploration Workshop), ChangeMedED Conference 2019, American Medical Association, Chicago, IL. 20 September 2019.
- Borgers, Frank, Susan Kilroy, and Jennifer Richert. "Designing Innovative High Quality Foundational Interprofessional Curriculum that Meets Best Practice Accreditation Standards", Skills Based Workshop, Nexus Summit 2019, Minneapolis, MN. 19 August 2019.
- Borgers, Frank. "Developing a Large-Scale, Multi-Dimensional Interprofessional Education Experience Foundations of Interprofessional Collaborative Practice", 10th Annual Conference, Consortium of Universities for Global Health, Chicago, IL. 9 March 2019.
- Borgers, Frank, and Marianne Durham. "Rising Up for Interprofessional Engagement The UIC IHI Open School Chapter's Journey" (Poster Presentation), Institute for Healthcare Improvement National Forum, Orlando, FL. 9-13 December 2018.
- Borgers, Frank, with S. Jones et al. "Engaging the Future HIV Workforce: Developing an Interprofessional Collaborative Practice in HIV Care for Health Professions Students", 2018 National Ryan White Conference on HIV Care and Treatment, Oxon Hill, MD. 10 December 2018.
- Borgers, Frank, Mary Keehn, and Ricardo Rivero. "Creating a Six-State Interprofessional HIV/AIDS Certification Program", (Organizer), Nexus Summit 2017, Minneapolis, MN. 21 August 2017.
- Borgers, Frank, Daniel Estrada, and Anna Foucek Tresidder. "Think Tank: Bringing the Healthcare Administration Perspective to Inter-Professional Education: Challenges, Opportunities, and Best Practices" (Organizer and Lead Facilitator), Annual Meeting 2017, Association of University Programs in Health Administration, Long Beach, CA. 16 June 2017.

- Borgers, Frank, Daniel Estrada, Anna Foucek Tresidder, Ian Montgomery. "Inter-professional Education Across the Health Management Program Continuum", Annual Meeting 2016, Association of University Programs in Health Administration, Kansas City, MO. 23 June 2016.
- Borgers, Frank, Ellen D'Errico, Therese Fitzpatrick, and Christine Gamlen. "Acuity-Adaptable Units: Quality or Quagmire?", 15th Annual Nursing Research Conference: Advancing Nursing Innovation and Outcomes. Loma Linda University, Loma Linda CA. 5 May 2014.
- Borgers, Frank. "General Electric and the Coordinated Bargaining Committee Lessons for Labor in a Globalized Economy," University of Santa Barbara, Santa Barbara, CA. 7 April 2006.
- Borgers, Frank. "Networked Capitalism Networked Unionism: An Examination of the Coordinated Bargaining Committee," Annual Education Conference, University and College Labor Education Association, Boston, MA. 2001.
- Borgers, Frank. "Networked Capitalism-Networked Unionism? Theorizing International Unionism," Human Resources Global Management Conference, Barcelona, Spain. 2001.
- Borgers, Frank. "Global Unionism-Organizational Challenges" Core Workshop International Industrial Relations Association, 12th World Congress, Tokyo, Japan, 2000. (Accepted but unable to attend)
- Borgers, Frank. "Networked Capitalism Networked Unionism?" Annual Education Conference, University and College Labor Education Association, Milwaukee, WI. 2000.
- Borgers, Frank. "Organizing Against Free Trade: An Analysis of the Teamsters NAFTA Trucking Campaign," Industrial Relations Research Association, 52nd Annual Meetings, Boston, MA. 2000.
- Borgers, Frank. "Rhetoric and Power: An Analysis of the United Brotherhood of Teamsters NAFTA Trucking Campaign," Annual Education Conference, University and College Labor Education Association, Atlanta, GA. 1999.
- Borgers, Frank. "Sectoral Fragmentation Strategic Implications," Regional Planners Network, Lowell, MA. 1999.
- Borgers, Frank. "Global Unionism Beyond the Rhetoric," Annual Education Conference, University and College Labor Education Association, San Jose, CA. 1998.
- Borgers, Frank. "The Implications of Economic Globalization for the Labor Education Agenda," Annual Education Conference, University and College Labor Education Association, Toronto, Ontario, Canada. 1998.

PUBLICATIONS

- Borgers, Frank., S. Kilroy et al. "Identifying contributing factors influencing pediatric nurses' and health professionals' self-reported collaborative practice behaviors." Journal of Pediatric Nursing. Vol. 64, 2021, pp. 164-173.
- Borgers, Frank. Comment on "Experts Weigh in on Current Market Trends In Healthcare Administration." Zippia: The Career Expert, https://www.zippia.com/health-educator-jobs/trends/, 2021.
- Borgers, Frank. "Integrating HIV Care through Interprofessional Collaborative Practice: Case: Transforming HIV Care at the East Village Family Medicine." Midwest AIDS Training + Education Center, Chicago, IL. 2018.
- Borgers, Frank. "Integrating HIV Care through Interprofessional Collaborative Practice: Foundation." HIV Interprofessional Education Program (HIPEP), Midwest AIDS Training + Education Center, Chicago, IL. 2016.
- Borgers, Frank. "Cut to the Bone The Cook County Health and Hospital System Vision 2015 and the 2011 CCHHS Budget." Citizen Action Illinois, Chicago, IL. 2010.
- Borgers, Frank. "Capital Mobility and the Social Accord: A Critical Examination of the GE Coordinated Bargaining Committee." Advances in Industrial and Labor Relations, 2003, Vol. 12, pp. 73-114.

- Borgers, Frank. "Organizing for the Long Haul: The View from Western Massachusetts." The Global Activist's Manual: Local Ways to Change the World, Mike Prokosch and Laura Raymond (eds.), Nation Books, New York, NY. 2002, pp. 120-128.
- Borgers, Frank. "Organizing Against "Free Trade": The Teamsters NAFTA Trucking Campaign." Proceedings of the 52nd Annual Meeting, Industrial Relations Research Association, Boston, MA. 2000, pp. 121-130.
- Borgers, Frank. "Global Unionism-Beyond the Rhetoric: The CWA North Atlantic Alliance", Labor Studies Journal, Vol. 24, Issue 1, 1999, pp. 107-122.
- Borgers, Frank and E. Brown. "Collective Bargaining with Multinational Rubber Companies." Proceedings of the 49th Annual Meeting, Industrial Relations Research Association, Madison, WI, 1997, pp. 249-256.
- Borgers, Frank. "Economic Globalization and U.S. Labor Education." Labor Studies Journal, Vol. 22, Issue 2, 1997, pp. 21-43.

PROFESSIONAL DEVELOPMENT (SELECTED)

- "How ChatGPT and Other AI Tools Can Maximize the Learning Potential of Your Case-Based Classes" (webinar), Harvard Business Publishing Education, 1 June 2023.
- "Applying the QM Rubric" (25-hr workshop), Quality Matters, 30 November 14 December 2021.
- "Defining Health Equity: A Discussion with Chicago Department of Public Health Commissioner, Dr. Allison Arwady" (discussion panel), Advancing Health Equity Event Series, MATTER, 15 April 2021.
- "Rebudgeting the University to Achieve Equitable Educational Outcomes" (webinar), A New Deal for Higher Education Series, American Association of University Professors, 14 April 2021.
- "Design Thinking for Human Centered Health Care" (webinar), AHA Team Training, American Hospital Association, 14 April 2021.
- "Health Care 2030: The Coming Transformation", New England Journal of Medicine Catalyst, 4 March 2021.
- "What Lies Beyond: The Future of Executive Education" (webinar), Harvard Business Publishing Education, 4 March 2021.
- "Shared Governance During a Crisis" (webinar), American Association of University Professors, 21 October 2020.
- "COVID-19's Impact on the Future of Higher Education: What University Leaders Should Be Thinking About Now" (webinar), Harvard Business Publishing Education, 20 May 2020.
- "No Limits: Driving Innovation in the Virtual Era", MATTER, 12 November 2020.
- "Making Online Classrooms Work for You (and Your Students)" (webinar), Harvard Business Publishing Education, 19 November 2020.
- "Amplifying Engagement: Energizing Students in Large Online Classrooms" (webinar), Harvard Business Publishing Education, 17 September 2020.
- "Diversity and Inclusion: Building Connection and Community in Physical, Online, and Hybrid Classrooms" (webinar), Harvard Business Publishing Education, 27 August 2020.
- "Exploring the Challenges and Opportunities in Online Case Teaching: Insights from Two Case Teaching Experts" (webinar), Harvard Business Publishing Education, 3 June 2020.
- "Overview of Online Instruction" (8-week online course), Illinois Online Network, University of Illinois, June-July 2020.

- "Using Zoom to Teach" (online workshops), ATLAS Teaching and Learning with Technology, University of Illinois, March 2020.
- "Clinical Learning Environment Innovation Challenge", 2019 Nexus Summit, Minneapolis, MN. 18-20 August 2019.
- "CAHME Boot Camp I, II and III", Commission on Accreditation of Healthcare Management Education, New Orleans, LO. 10-11 June 2018.
- "Teaching by the Case Method", T.H. Chan School of Public Health, Harvard University, Boston, MA. March 2018.
- "Teaching with Cases Online" (online workshop), Harvard Business School, Harvard University, April 2015.
- "Multidisciplinary Core Seminar: Current Approaches to HIV Care", Midwest AIDS Training + Education Center, Chicago, IL. March 2015.
- American Society for Healthcare Human Resources Administration, 50th Anniversary Conference, Chicago, IL. September 2014.
- "CAHME Boot Camp", Commission on Accreditation of Healthcare Management Education, online, March 2014
- "CAHME Boot Camp I and II" (training session), Commission on Accreditation of Healthcare Management Education, Chicago, IL. March 2012.

PROFESSIONAL ASSOCIATIONS

2019-Present	American Interprofessional Health Collaborative
2018-Present	American College of Healthcare Executives Judge, 2023 Richard J. Stull Essay Competition
2018-Present	Chicago Health Executives Forum
2016-Present	Becker's Hospital Review Reviewer, Annual Meetings and Conferences
2012-Present	Association of University Programs in Health Administration Chair, Interprofessional Education Faculty Forum (2020-2021) Member, Corris Boyd Scholarship Selection Committee (2018-2020 Co-Lead, Interprofessional Teams Education Discussion Group (2016-2018)