

PHILIP K. WESSEL
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EDUCATION

Master of Health Administration December 2001
Baylor University – Waco, TX
Bachelor of Science – Health Care Management May 1993
Southern Illinois University – Carbondale, IL

EMPLOYMENT HISTORY

University of Central Florida, Orlando, FL 8/12 – Present

Teaching

Program Director (8/13-16)

- Program Director for the Health Services Administration Program, providing overarching career and academic guidance to more than 1450 degree seeking students.
- Monitor and evaluate undergraduate teaching faculty to include 30 adjunct professors.
- Authored the self-study document for the Association of University Programs in Health Administration (AUPHA) resulting in a successful recertification of the BS-HSA program.
- Assist the undergraduate faculty in building online classes and designing course delivery for the face-to-face class sessions

Senior Instructor

- Full time faculty member serving as an instructor for the Undergraduate and Graduate Health Administration Programs.
- Provided 326 credit hours of instruction (100 Classes) to more than 5500 students (more than 12,000 Student Credit Hours) in a variety of settings; Face to Face, Hybrid and Online.
- Completed certification in IDL6543 resulting in becoming a recognized departmental expert in the use of Webcourses and other Learning Management Systems

Graduate and Undergraduate Internship Director

- Facilitate the internship process as required by the Commission on the Accreditation of Healthcare Management Education (CAHME) and the Association of University Programs in Health Administration (AUPHA).
- Meet with internship site preceptors to ensure the quality of the internship and to assess the effectiveness of our academic programs.
- Each semester there are up to 150 students involved in internships across the country.

Professional Development and Certification

- Teaching Incentive Program Award---University of Central Florida 2017
- Excellence in Undergraduate Teaching Award---College of Health and Public Affairs 2014
- Completed certification in IDL6543.
- Chair, Health Administration Press/AUPHA Editorial Board for Undergraduate Studies Textbooks

Research

Internal Grant

- University of Central Florida Winter 2012, \$1000
 - Presenter: Excelling as a New Faculty Member---2012 Winter Faculty Conference

Presentations

- Invited as Guest Speaker for various student organizations at the University of Central Florida
- Invited as Guest Speaker and panel member for the American College of Healthcare Executives Early Careerist Seminar
- Invited as Guest Speaker for Upsilon Phi Delta---National Honor Society for students in the field of Healthcare Administration
- Orange County Public Schools Teach-In Program

Courses Taught

- Graduate Healthcare Human Resources---Mixed Mode
- Undergraduate Healthcare Finance---Mixed Mode and Online
- Undergraduate Health Economics--- Mixed Mode and Online
- Graduate Organizational Behavior and Human Resources for Healthcare Executives---Online
- Graduate Leadership for Healthcare Executives---Online
- Undergraduate Healthcare Administration Capstone--- Mixed Mode and Online
- Undergraduate U.S. Healthcare Systems--- Mixed Mode and Online
- Undergraduate Organization and Management for Health Agencies I and II--- Mixed Mode and Online
- Graduate Health Care Organization and Management---Mixed Mode
- Undergraduate Quality Management---Mixed Mode and Online
- Undergraduate Health Law and Ethics---Mixed Mode
- General Education Program Civic Engagement in Healthcare---Mixed Mode
- Graduate Case Studies in Health Law---Mixed Mode
- Undergraduate Internship---Online
- Graduate Internship---Online
- Undergraduate Cornerstone---Mixed Mode and Online

Service

University Service

- In Unit Professional Development Leave Committee Member for 2018/19
- Male Mentoring Group

College Service

- Chair, Employee of the Year Committee
- Member, Teaching Incentive Program Committee
- Member, Undergraduate Coordinator Committee
- Member, Curriculum Review Committee
- Member, Department Chair search committee
- Member, Honors in the Major Scholarship Review Committee
- Member, Sabbatical Committee
- Member, Instructor/Lecturer Promotion Committee for the School of Public Administration

Department Service

- Search Committee Chair for 2 successful faculty searches
- Search Committee Member for multiple faculty searches
- Member of the Departmental Promotion and Tenure Committee
- Thesis Chair for Honors in the Major student project
- Faculty advisor for the Graduate Health Network
- Member, Student Conduct Committee
- Member, Budget Committee

Other Service

- Member, Health Administration Press/Association of University Programs in Healthcare Administration Editorial Board for Undergraduate Studies
- External Reviewer for Health Services Administration Programs at Walden University

Administrative Officer

Major Accomplishments

- Prepared multiple business case analyses to support the addition of professional staff. This included job analysis, job design and selection criteria
- Responsible for the preparation of 80 performance appraisals on an annual basis.
- Designed and implemented a performance pay matrix providing the framework for financial incentives to outstanding employees
- Instrumental in the preparation of professional interview panels, designed to effectively evaluate potential employees, resulting in the hiring of 6 new employees.
- Managed Ongoing and Focused Professional Performance Evaluation for 40 physicians designed to monitor professional growth and performance, leading to the retention of quality employees.
- Managed time and leave, to include payroll certification for 80 employees.
- Prepared business plans to ensure appropriate management and distribution of assets.
- Proctor and mentor for University of Central Florida Internship Program.
- Provide statistical reports to the Director identifying compliance and access to care issues.
- Prepare management recommendations to enhance credentialing and privileging.
- Prepare monthly performance reports to Regional Headquarters identifying performance measures to improve the delivery of care.
- Managed requests for information from corporate headquarters, collaborating with 7 regional clinics within the enterprise.
- Member of the Patient Centered Care Committee.

Administrative Officer

United States Navy, Branch Medical Clinic Kings Bay, GA

2/07 – 8/09

Major Accomplishments

- Successfully managed the staffing of a 20-bed minimal care facility with 108 staff members, ensuring 100% position fill rate.
- Prepared and presented 16 staff performance appraisals on an annual basis.
- Increased workload reporting compliance by 40% that resulted in the establishment of 6 new positions required to meet the health care mission.
- Managed \$60,000 training budget to ensure all continuing education requirements were at 100%.
- Converted a housekeeping service contract to Full Time Equivalent (FTEs) resulting in an annual savings of \$227,000.
- Revised numerous policy and procedure manuals that resulted in increased patient and customer satisfaction.

Health Services Support Officer

United States Navy, 2d Marine Logistics Group, Camp Lejeune, NC

6/04 – 1/07

Major accomplishments:

- Coordinated with subordinate administrators to ensure the deployment of appropriately staffed and equipped Aid Stations to provide primary medical care and readiness maintenance to more than 5,000 service members while deployed to the Al Anbar Province, Western Iraq.
- Authored multiple documents in accordance with higher headquarters orders, outlining guiding principles of medical support for 6 combat casualty trauma centers located throughout a 500 square mile area.
- Manager of the Patient Evacuation Team. Provided oversight in the air movement of more than 6,000 patients through the theater MEDEVAC system, including operational guidance

critical to the movement of patients to the appropriate echelon of care, with 100% accountability.

- Prepared and presented 16 staff performance appraisals

**Department Head, Human Resources Management
U.S. Navy, Naval Hospital Jacksonville, FL**

6/01-5/04

Major Accomplishments:

- As the Commanding Officers representative, I was a recognized technical writing expert and was responsible for reviewing more than 700 annual performance appraisals for completeness and accuracy. This resulted in a consistent, fair and equitable approach to the performance appraisal process.
- Team leader for Total Force Management Council. Led the 15-Member Board of Directors through position management evaluations, ensuring the appropriateness of job analysis, job design, selection criteria and recruitment processes when establishing new positions; to include the economic impact as the result of new hires.
- Assisted in managing a payroll of more than \$30M.
- Revised the special pays program for health care professionals, reducing the processing time of 450 annual requests totaling more than \$1M by 65%
- Directly responsible for a 33% promotion rate for staff assigned to Human Resources.
- Reduced awards backlog by 70% in a two-month period resulting in an increase in employee satisfaction

Operations Officer

U.S. Navy, 1st Force Service Support Group, Camp Pendleton, CA 1996 -1999

Major Accomplishments:

- Coordinated with higher headquarters in developing and implementing the unit training plan to meet the requirements of more than 400 personnel.
- Responsible for the procurement, maintenance and distribution of medical supplies and equipment totaling more than \$500,000 with 100% accountability.
- Procured and delivered medical equipment and supplies totaling more than \$50,000 to support humanitarian medical missions throughout the country of Jordan.
- Expertly prepared a staff of 23 for a no notice Commanding General inspection that resulted in zero discrepancies and a score of mission capable.