

September 2021

Department of Healthcare
Administration
School of Business
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J. Mark Clardy, Ph.D.
Assistant Professor

EDUCATION

<u>Year</u>	<u>Degree</u>	<u>Major</u>	<u>Institution</u>
2017	Ph.D.	Human Resource Development	University of Texas at Tyler
1999	M.H.	Humanities	University of Dallas
1995	M.B.A.	Management	University of Mary Hardin-Baylor
1993	B.A.	History	University of Dallas

ACADEMIC EXPERIENCE

<u>Beginning/Ending</u>	<u>Position</u>	<u>Organization</u>	<u>Location</u>
Fall 2021/Present	Assistant Professor	University of Houston-Clear Lake	Houston, TX
Fall 2020/Summer 2021	Visiting Assistant Professor	University of Houston-Clear Lake	Houston, TX
Fall 2018/Present	Adjunct Professor	Houston Baptist University	Houston, TX

<i>Course</i>	<i>Course Name</i>	<i>Dates Taught</i>
HADM 5232*	Financial Management of Healthcare Organizations	2021 (F)
HADM 5531	Group Practice Management	2021 (F)
HADM 6235	Integrated Delivery Systems	2021 (F)
MGMT 3331*	Human Resource Management	2021 (Su)
MGMT 4354*	Organizational Behavior Theory and Application	2021 (Su)
MGMT 3301	Management Theory and Practice	2021 (S), 2020 (F)
MGMT 3341*	Human Resource Planning, Staffing, and Selection	2021(S)
MGMT 4327	Leadership	2021 (S), 2020 (F)
MGMT 4341	Leadership in Global Business Environment	2020 (F)
MGMT 6382**	Strategic Planning and Human Resource Management	2019 (S)
MGMT 6378**	Global Human Resources	2020 (F,S)
MGMT 6335**	History of Management, Human Resources, and Employment Relations	2020 (Su)
MGMT 6331**	Compensation and Benefits	2020 (F), 2019 (F,S), 2018 (F)
MGMT 5361**	Staffing and Performance Management	2019 (F,S), 2018 (F)
MGMT 3322**	Human Resource Management	2020 (S)

Notes:
* - Denotes web-based class
† - Course taught at Houston Baptist University

INTELLECTUAL CONTRIBUTIONS

Dissertation:

Examining the Relationship between Registered Nurses' Turnover and the Benefits of an Affirming Climate of Diversity as Mediated by Workplace Outcomes

Dissertation Advisors: Jerry Gilley, Ed.D., Ann Gilley, Ph.D., Rosemary Cooper, Ph.D., Colleen Marzilli, Ph.D., RN

Defended November 2017, Graduated December 2017.

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Works In-Process:

(In Concept) Scott, K. and Clardy, J.M. Intention to quit amongst US information technology professionals. For publication.

(In Concept) Clardy, J.M. Gender diversity in senior leadership of US Healthcare Institutions. For publication.

Refereed Conference Presentations:

February 2017. "Conducting SEM using published descriptive statistics: Extending HRD research." Presented at International Research Conference of the Americas for the Academy of Human Resource Development in San Antonio, Texas.

Invited Presentations

August 2021. "Human Resource Management." Presentation at the Healthcare Management Certificate Program on behalf of the Center for Executive Education

May 2021. "Human Resource Management." Presentation at the Healthcare Management Certificate Program on behalf of the Center for Executive Education

February 2021. "Human Resource Management." Presentation at the Healthcare Management Certificate Program on behalf of the Center for Executive Education

January 2021. "Human Resource Management." Presentation at the UTMB Advanced Business Management Certificate on behalf of the Center for Executive Education

PROFESSIONAL EXPERIENCE

Healthcare

<u>Beginning/Ending</u>	<u>Position</u>	<u>Organization</u>	<u>Location</u>
2005/2020	Division Director Anesthesia Services	Baylor Scott & White Health	Temple, TX
2006/2006	Interim Administrator Internal Medicine	Baylor Scott & White Health	Temple, TX
2003/2005	Siemens One Project Manager	Baylor Scott & White Health	Temple, TX
2001/2003	Executive Director	Heart Clinic	Harlingen, TX
1999/2001	Executive Director	Heart Institute of Brownsville	Brownsville, TX
1992/1998	Department Director	Scott & White Clinic	Temple, TX

Military (Lieutenant Colonel, USAF)

<u>Beginning/Ending</u>	<u>Position</u>	<u>Organization</u>	<u>Status</u>
1993/2015	Admissions Liaison Officer	U.S. Air Force Academy	Reservist
1987/1992	Navigator/Electronic Warfare (B-52, RC-135)	Strategic Air Command	Active Duty

Membership in Professional Associations:

Medical Group Management Association (1997-present)

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References

Dr. Troy Voelker
Interim Dept Chair -
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