

CURRICULUM VITAE

MICHAEL O. BICE

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Marital Status: Married, one son (48), one daughter (39)

Date of Birth: September 23, 1941

Place of Birth: Lincoln, Illinois

EDUCATION

B.A. 1968 State University of New York at Binghamton, NY
(Concentration in Political Science)

M.H.A. 1970 University of Michigan, Ann Arbor, MI

OCCUPATIONAL HISTORY

8/59 - 9/62 Hospital Corpsman 2nd Class, U.S. Navy, Great Lakes, IL

10/62 - 9/64 Auditing Department, Northern Trust Company, Chicago, IL

5/69 - 8/69 Administrative Externship, Emma L. Bixby Hospital, Adrian, MI

5/70 - 8/74 Associate Vice President, Rhode Island Hospital, Providence, RI

9/74 - 8/77 Administrator, Geneva General Hospital Health Complex, Geneva, NY

9/77 - 10/81 Vice Chancellor for Administration and Finance and Hospital Director, University of Massachusetts Medical Center, Worcester, MA

11/81 - 3/88 Chief Executive Officer, Lutheran Health Systems, Fargo, ND

- 4/88 - 3/89 Chief Executive Officer, Lutheran General Health Care Services Corporation, Lutheran General Health Care System, Park Ridge, IL
- 4/89 - 6/90 President, Organizational Renewal, Inc., Lake Forest, IL
- 6/90 - 3/94 Chief Executive Officer, Allegheny Health System, Tampa, FL
- 4/94 - 4/95 Acting Chair and Executive in Residence, University of Florida, Graduate Program in Health and Hospital Administration, Gainesville, FL Program in Health and Hospital Administration, Gainesville, FL
- 5/95 - 9/03 Senior Vice President, Marsh USA Inc, Tampa, FL
 Johnson & Higgins, National Healthcare Practice Leader (1995-1997)
 Marsh USA Inc, International Healthcare Practice Leader (1997- 2001)
 Marsh USA Inc, Healthcare Business Risk Practice Leader (2001- 2003)
- 1/04 – 6/05 Clinical Professor and Program Director for Executive Education, University of Florida, Department of Health Services Research, Management and Policy
- 9/05 – 11/06 Interim Director, Academy of Senior Professionals at Eckerd College
- 6/09 - Senior Health Care Fellow, Center for Conflict Dynamics, Eckerd College

FACULTY APPOINTMENTS

- 9/77 - 10/81 Assistant Professor, Department of Family and Community Medicine, University of Massachusetts Medical School, Worcester, MA
- 9/78 - 10/81 Adjunct Associate Professor, College of Professional Studies, University of Massachusetts, Boston, MA
- 9/78 - 10/81 Lecturer, College of Public Health, University of Massachusetts, Amherst, MA
- 5/91 - 3/94 Adjunct Associate Professor, College of Public Health, Department of Health Policy and Management, University of South Florida, Tampa, FL
- 4/94 - 4/95 Clinical Professor and Executive in Residence, University of Florida.

Graduate Program in Health and Hospital Administration, Gainesville, FL

5/95 - 12/03 Adjunct Professor, University of Florida, College of Health Professions,
Gainesville, FL

1/04 – 6/05 Clinical Professor and Program Director for Executive Education, University
of Florida, Department of Health Services Research, Management and Policy,
College of Public Health and Health Professions

7/05 - Adjunct Professor, University of Florida, College of Public Health and
Health Professions, Gainesville, FL

CAREER-RELATED ACTIVITIES

I have served on numerous committees, panels, and advisory bodies at local, regional, state and national levels. A complete listing can be made available upon request. The assignments, which I most enjoyed, were:

Chair, Rochester Regional Hospital Association

Chair, Finger Lakes Health Services Cooperative

Member, Hospital Association of New York's Task Force on Regulations

Preceptor, Undergraduate and Graduate Health Administration Programs

Trustee, Massachusetts Hospital Association

Member, American Hospital Association Council on Management

President, InterHealth (A Consortium of Lutheran Systems and Hospitals)

Trustee, North Dakota Blue Cross Blue Shield

Trustee, First Interstate Center for Health Services Marketing

Trustee, Association for Health Services Research

Member, Editorial Board for *Modern Healthcare* and *Frontiers of Health Services Management*

Member, Florida Long Term Care Advisory Panel

MILITARY RECORD

U.S. Navy, 1959 - 1962, Hospital Corpsman, Honorable Discharge

AWARDS

U.S. Public Health Service Traineeship (1968, 1969)

Honorary Citizen”, City of Geneva, New York (1977)

Fellow, W.K. Kellogg Foundation (1980-1983)

Official Citation, Commonwealth of Massachusetts (1981)

“Outstanding Teacher Award”, University of Florida MBA/MHS Program (1995)

Sales Excellence Award, Johnson & Higgins (1997)

“Outstanding Teacher Award” University of Florida MHA Program (2005 and 2009)

“Outstanding Teacher Award” University of Florida Executive MHA Program (2005)

Michael O. and Barbara Bice Term Professorship at the University of Florida (2006)

PROFESSIONAL AND ASSOCIATION MEMBERSHIPS

Secretary-Treasurer (1977), President-Elect (1978), President (1979), University of Michigan Program in Hospital Administration Alumni Association

Chairman, Committee on Association Development, University of Michigan Program in Hospital Administration Alumni Association (1980)

KNFP-01 Class Representative, Kellogg Fellows Leadership Alliance 2007-

Board Member, University of Michigan HMP Alumni Association 2008-

WRITINGS AND SPECIAL ACHIEVEMENTS

Article, “Building a Data Base”, *Hospitals*, 6/16/74

Article, “Rules and Regulations: A Commentary Upon the Decline and Fall of the Voluntary Health Care System in New York State”, *The Eclectic*, Michigan Hospital Administration Alumni Publication, 1977-1978

Kellogg National Fellow, 1980-1983. The Fellowship had two major components: a series of seminars on major issues facing America, and a major interdisciplinary study, which examined corporate cultures in healthcare

Article, “Corporate Cultures and Business Strategy: A Health Management Company Perspective”, *ACHA/Journal*, July-August, 1984

Chapter, “The Transformation of Lutheran Health Systems”, *Corporate Transformation*. Ralph H. Kilmann, Teresa J. Covin and Associates (San Francisco, 1987)

Monthly Column on Corporate Culture, *Hospitals*, January 1990 - December 1990

Article, George C. Burke, III and Michael O. Bice. "Renewal and Change for Health Care Executives", *Hospitals & Health Services Administration*, Volume 36, Number 1 (Spring 1991): pp. 13-22. (Note: Article also included in *Hospital Leadership and Accountability*, a collection of papers from the above-named journal, which was published in May, 1992)

Article, "Networking: Issues and Lessons", Conference Proceedings, Strategic Alliance Research Agenda, Chapel Hill, North Carolina, 11/12/93

Articles, "Hospital Accreditation" and "Hospital Networks", *Hospitalaria*, Journal of the Colombian Association of Hospitals and Clinics. 2000

ORGANIZATIONAL TRANSFORMATION CONSULTANT ASSIGNMENTS

1986 - Lutheran Health Services, Omaha, Nebraska - Preparation for sale/merger

1987 - Lutheran Social Services, Allentown, Pennsylvania - Creation of five party consortium

1988 - Mary Hitchcock Medical Center, Hanover, New Hampshire - Creating a marketing culture

1990 - Northern Westchester Medical Center, Mount Kisco, New York - Preparation for new leadership

1991 - Kieffer, Ford & Hadelman and Witt Associates, Oak Brook, Illinois - Preparation for merger

1992 - Witt, Kieffer, Ford, Hadelman & Lloyd, Oak Brook, Illinois - Facilitated management retreat.

2002 – Bay Medical Center, Panama City, FL – Conducted a cultural audit

2004- Facilitated a Strategy Retreat for College of Public Health and Health Professions, University of Florida

2005 - Conducted a conflict resolution assignment for Dean, College of Public Health and Health Professions, University of Florida

2005- Conducted a Conflict Dynamic Profile consultation for Dean, College of Pharmacy, University of Florida

2007 – Conducted a feasibility study for a Masters in Health Administration Program at Kent State University, Kent, OH.

2008 – Designed a Masters Degree in Health Information Management at Kent State University, Kent, OH

COMMUNITY INVOLVEMENT

1970 - 1974 Barrington, Rhode Island

Member, Board of Trustees, St. Elizabeth Home

Member, Providence Rotary Club

Coach, Barrington Little League

1974 - 1977 Geneva, New York

Member, Board of Geneva Community Chest

Vestry, Trinity Episcopal Church

Member, City Planning Board

Member, Geneva Rotary Club

1977 - 1981 Holden, Massachusetts

Vestry, St. Francis Episcopal Church

1981 - 1988 Fargo, North Dakota

Chapter, Gethsemane Cathedral

Fargo Chamber of Commerce

Director, Fargo National Bank & Trust Company

1990 - St. Petersburg, Florida

Tampa Baywatch

Rotary Club of St Petersburg

University of Florida College of Health Professions Development Council

University of South Florida College of Public Health Task Force on Graduate Health

Board Member, Resurrection House, St Petersburg, FL

President, Academy of Senior Professionals at Eckerd College

CONTINUING EDUCATION

I have taken courses on HMO development, negotiation, sales leadership, and services marketing. I have attended 10 University of Michigan Alumni Institutes, which featured such topics as national health insurance, long term care, and integrated delivery systems. In April of 1995, I completed a certificate program in Health Care Negotiation and Conflict Resolution sponsored by Boston University. In 1996, I completed a Leadership Training Program at Johnson & Higgins. During 2000, I completed a course on the Fundamental Analysis of Common Stocks and a two-week intensive program of Spanish Language in Cuernavaca, Mexico. In 2005, under the auspices of Eckerd College's Leadership Development Institute (LDI), I became certified in the use of the Conflict Resolution Profile (CDP), and attended the Leadership Development Program (LDP).

SPEECHES

A complete listing of my presentations is available upon request. My talks have dealt with organizational change, strategic risk management, aging services, rural healthcare, business ethics, and health services marketing. I have given presentations to the following groups:

American Hospital Association and State Hospital Associations

American College of Healthcare Executives

Healthcare Financial Management Association

Academy for Health Services Marketing

National Health Policy Forum

MidWest Health Congress

Sun Health Alliance

Catholic Health Association

National Rural Healthcare Association

American Society for Healthcare Risk Management (ASHRM): National and State Chapters

Risk and Insurance Management Society

Florida Chapter of the Risk and Insurance Management Society

Academy for International Healthcare Studies

Congreso Internacional De Enfermadades De Alto Costo (Bogota, CO)

VISICU Users' Group Conference (eICU Vendor)

Florida ACHE Annual Meeting (2007)

Safe Patient Handling & Movement Conference, Lake Buena Vista, FL (2008 & 2009)

August 2009