

CURRICULUM VITAE

- Name:** Ingrid M. Nembhard, Ph.D., M.S.
- Term:** Assistant Professor, Yale University, September 1, 2007-
- School Assignment:** School of Medicine, School of Management and Graduate School
- Education:**
- B.A. Yale University, 1993-1997
Ethics, Politics and Economics (EP&E) and Psychology
 - M.S. Harvard University, School of Public Health, 1999-2001
Health Policy and Management
 - Ph.D. Harvard University, Graduate School of Arts and Sciences and
Harvard Business School, 2001-2007
Health Policy-Management (specialty in Organizational Behavior)
- Career:**
- 2000-2001 Teaching Fellow, Harvard University School of Public Health,
Department of Health Policy and Management
 - 2004-2005 Teaching Fellow, Harvard University
 - Spring 2007 Post-doctoral Fellow, Harvard Business School
 - 2007-present Assistant Professor, Yale University School of Public Health, Department
of Epidemiology and Public Health, Division of Health Policy and
Administration
 - 2007-present Assistant Professor, Yale University School of Management

Professional Honors and Recognition:

- Best Paper Based on a Dissertation, Health Care Management Division, Academy of
Management, 2007
- Harvard Business School Wyss Award for Excellence in Doctoral Research, 2006
- Graduate School of Arts and Sciences Dissertation Fellowship, Harvard University, 2006-2007
- Organizational Knowledge, Learning & Capabilities Conference Best PhD Candidate
Contribution, 2005
- Certificate of Distinction in Teaching, Harvard University, 2004
- Harvard Business School Fellowship for Graduate Study, 2001-2006
- Gareth M. Green Award for Excellence in Public Health Practice, 2001
- Charles F. Wilinsky Award for Academic Achievement, Harvard School of Public Health, 2001
- International Health Systems Travel Tutorial: Health Sector Reform in Poland, 2000
- George Gund Scholar, Harvard School of Public Health, 1999-2001
- Distinction in the Major of Ethics, Politics and Economics, Yale University, 1997
- Distinction in the Major of Psychology, Yale University, 1997

Cum Laude Graduate, Yale University, 1997
Phi Beta Kappa Honor Society, 1997
Psi Chi National Psychology Honor Society, 1996

Grant History:

Agency: Commonwealth Foundation
Title: Diffusion of Hospital Strategies to Improve Care for Heart Attacks: How and Why Do Organizations Learn?
PI: Elizabeth Bradley and Harlan M. Krumholz
Dates: 07/01/07 - 06/30/09
Effort: 25% for 07/01/07 - 06/30/08; 20% for 07/01/08 - 06/30/09

Invited Lectures and Presentations:

October 2007 College Park, MD
Interorganizational learning that facilitates organizational change
NSF-HCIT Conference on Organizational Change, University of Maryland

August 2007 Philadelphia, PA
Learning in Quality Improvement Collaboratives: Which Collaborative Model Features Matter Most?
Academy of Management Annual Meeting

Philadelphia, PA
Applying Organizational Research and Theory to Institute of Medicine (IOM) Reports: A Review of Three IOM Reports – Summary
Academy of Management Annual Meeting

July 2007 Washington, DC
Applying Organizational Research and Theory to Institute of Medicine (IOM) Reports: A Review of Three IOM Reports – Summary
Institute of Medicine

February 2007 Boston, MA
Making it Safe: The Effects of Leader Inclusiveness and Professional Status on Psychological Safety and Improvement Efforts in Health Care Teams
Harvard School of Public Health

New York, NY
When Do Organizations Learn From Each Other? Insights on Interorganizational Learning from Health Care Collaborative Teams
Columbia Business School

Washington, DC
When Do Organizations Learn From Each Other? Insights on Interorganizational Learning from Health Care Collaborative Teams
George Washington University

- New Haven, CT
When Do Organizations Learn From Each Other? Insights on
Interorganizational Learning from Health Care Collaborative Teams
Yale School of Public Health
- January 2007
- Durham, NC
When Do Organizations Learn From Each Other? Insights on
Interorganizational Learning from Health Care Collaborative Teams
Duke University Fuqua Business School
- New York, NY
When Do Organizations Learn From Each Other? Insights on
Interorganizational Learning from Health Care Collaborative Teams
Columbia University Mailman School of Public Health
- December 2006
- University Park, PA
When Do Organizations Learn From Each Other? Insights on
Interorganizational Learning from Health Care Collaborative Teams
Pennsylvania State University
- July 2006
- Pittsburgh, PA
When Do Organizations Learn From Each Other? Insights on
Interorganizational Learning from Health Care Collaborative Teams
Interdisciplinary Network for Group Research Conference
- April 2006
- Boston, MA
When Do Organizations Learn From Each Other? Insights on
Interorganizational Learning from Health Care Collaborative Teams
Production & Operations Society Meeting, Managing Projects and Teams
- August 2005
- Honolulu, HI
Making it Safe: The Effects of Leader Inclusiveness and Professional Status
on Psychological Safety and Improvement Efforts in Health Care Teams
Academy of Management Annual Meeting
- Honolulu, HI
In Search of Better Practices: Effects of Team Learning Activities on the
Implementation Success of Hospital Improvement Projects
Academy of Management Annual Meeting
- Honolulu, HI
Doing More versus Doing Less in a Portfolio of Improvement Projects:
The Effect of Focus on Project Performance
Academy of Management Annual Meeting

June 2005 Boston, MA
Making it Safe: The Effects of Leader Inclusiveness and Professional Status on Psychological Safety and Improvement Efforts in Health Care Teams
AcademyHealth Annual Meeting

Boston, MA
In Search of Better Practices: Effects of Team Learning Activities on the Implementation Success of Hospital Improvement Projects
AcademyHealth Annual Meeting

April 2005 Berkeley, CA
Interorganizational Learning: The Case of Quality Improvement Collaboratives in Health Care
Colloquium on Collaboration and Competition (CCC)

March 2005 Waltham, MA
Interorganizational Learning: The Case of Quality Improvement Collaboratives in Health Care
Conference on Organizational Knowledge, Learning & Capabilities

October 2004 Denver, CO
In Search of Better Practices: Effects of Team Learning Activities on the Implementation Success of Hospital Improvement Projects
Institute for Operations Research and Management Science Meeting

Denver, CO Doing More versus Doing Less in a Portfolio of Improvement Projects: The Effect of Focus on Project Performance.
Institute for Operations Research and Management Science Meeting

August 2004 New Orleans, LA
Silence as a Response to Invitation to Voice: The Role of Status and Message Content
Academy of Management Annual Meeting

June 2002, 2003 Boston, MA
Harvard Medical School Health Policy Summer Program
An Introduction to Health Policy and Management

Courses:

Spring 2008 Yale University, School of Medicine and School of Management
HPA 562/MGT 668 - Managing Performance Improvement in Health Care Delivery Organizations

Professional Service:

Ad Hoc Reviewer: *Journal of Organizational Behavior, Manufacturing and Service Operations Management, Production and Operations Management, Research Policy*

Member: AcademyHealth, Academy of Management, Institute for Operations Research and Management Science, Sloan Industries Study Program

Additional Service: Committee Member, Institute of Medicine/Academy of Management Project; Technical Expert, United States Agency for Healthcare Research and Quality (AHRQ); Organizer, Health Policy and Management Faculty and Student Retreat, Harvard Business School

Bibliography:

Peer-reviewed Original Research:

1. Tucker, A.L., **Nembhard, I.M.**, and Edmondson, A.C. Implementing New Practices: An Empirical Study of Organizational Learning in Hospital Intensive Care Units. *Management Science*, 2007, 53(6): 894-907.
2. Edmondson, A.C. and **Nembhard, I.M.** Product Development and Learning in Teams: The Benefits are the Challenges. *Journal of Product Innovation Management*, in press.
3. **Nembhard, I.M.** and Edmondson, A.C. Making it Safe: The Effects of Leader Inclusiveness and Professional Status on Psychological Safety and Improvement Efforts in Health Care Teams. *Journal of Organizational Behavior*, 2006, 27(7): 941-966.
 - Abridged in Making it Safe: The Effects of Professional Status on Team Learning. *Rotman (School of Management) Magazine: Winter 2006 (The Health Issue): 44-47.*
 - Reprinted in Kanies, C. (Ed.), *Developing Professional Practice*, in press, Springer.

Chapters, Books and Reports:

1. Edmondson, A.C., Lee, T.W. and **Nembhard, I.M.** Applying Organizational Research and Theory to Institute of Medicine (IOM) Reports: A Review of Three IOM Reports – Executive Summary. Report. Academy of Management, Briarcliff, NY, 2007.
2. **Nembhard, I.M.** Organizational Learning in Health Care: A Multi-method Study of Quality Improvement Collaboratives. Dissertation. Harvard University, Cambridge, MA, 2007.

Working Papers:

1. **Nembhard, I.M.** Learning in Quality Improvement Collaboratives: Which Collaborative Model Features Matter Most?
2. **Nembhard, I.M.** When Do Organizations Learn From Each Other? Interorganizational Learning In Health Care

3. **Nembhard, I.M.**, Tucker, A.L., Horbar, J.D., and Carpenter, J.H. Improving Patient Outcomes: The Effects of Front-line Staff Participation and Collaboration in Healthcare Delivery *Harvard Business School Working Paper, No. 08-002*
4. **Nembhard, I.M.**, Alexander, J., Hoff, T. and Ramanujam, R. Using Organizational Research and Theory to Improve Quality of Health Care. *Academy of Management Perspectives*
5. **Nembhard, I.M.** and Edmondson, A.C. Merging Organizational Research with Health Services Research: Relevant Frameworks and Measures

Course Materials:

1. Bohmer, R.M.J., **Nembhard, I.M.** Collaborating to Improve. Harvard Business School Case N9-608-054, 2007.
2. Edmondson, A.C., **Nembhard, I.M.**, and Roloff, K. Children's Hospitals and Clinics (B). Harvard Business School Case N9-607-151, 2007.
3. Bohmer, R.M.J., **Nembhard, I.M.**, and Galvin, R. Bridges to Excellence: Bringing Quality Health Care to Life. Harvard Business School Case 604-030, 2003.