

Tekla B. Sanders, PhD, MHA, MBA

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EDUCATION

- 12/16/2017 **Doctor of Philosophy -Clinical Health Sciences**
University of Mississippi
Oxford, Mississippi
DISSERTATION: *“The Use of a Standardized Self-Management Education Curriculum during Shared Medical Appointments to improve Clinical Outcomes for Adult Patients with Type 2 Diabetes.”*
- 12/30/2004 **Master of Business Administration**
Texas Woman's University
Denton, TX 39217
- 12/15/2004 **Master of Health Care Administration**
Texas Woman's University Institute of Health Sciences
Dallas, TX 75235
THESIS: *“A Survey of Patient Satisfaction with Shared Medical Appointments at Parkland Health and Hospital System’s Community Oriented Primary Care Clinics.”*
- 08/02/2002 **Bachelor of Science –Biological Sciences**
University of Southern Mississippi
Hattiesburg, MS 39401

KNOWLEDGE, SKILLS AND ABILITIES

- Providing strategic guidance and oversight for a range of institutional environments, including health care, education, and law enforcement, in meeting their charge to develop programs able to reduce disparities and improve compliance with appropriate standards.
- Developing and evaluating programs focusing on topics of importance to rural, economically disadvantaged, and minority populations, as well as evaluating approaches in health and behavioral education developed to improve patient experiences of chronic illness
- Improving the relevance of data to communities and populations targeted for intervention(s), by ensuring that data collection and analysis, as well as program evaluation, include contributions from individuals and communities within the target populations so as to better define beneficial interventions and improve effectiveness

- Knowledge in the field of major gifts; Skill in relating needs of the institution to individuals and to giving programs of foundations and corporations
- Ability to build and sustain professional alliances and relationships.
- Knowledge of business and management principles involved in strategic planning, resource allocation, leadership technique and coordination of people and resources.

PROGRAM IMPLEMENTATION & EVALUATION EXPERIENCE

Evaluation Period	Agency Name	Project Title	Project Description
2004	Medical City Dallas Hospital		Conducted a study of the marketing and patient service processes of Medical City's imaging unit. Evaluated the effectiveness of the department's marketing efforts.
2006 - 2013	Tougaloo College	Addressing Health Disparities by Reaching out	Provided health and wellness education, nutrition education, and physical fitness programs in 26 MS counties
2006 - 2103	Diabetes Foundation of Mississippi	Diabetes Health Initiative	Provided Diabetes self management education and health screenings throughout the state of MS
2006 - 2008	University of Mississippi Medical Center's (UMMC) Dept. of Orthopedic Surgery	Underserved High School Sports Medicine Initiative	Provided medical services to high school students and inspired careers in health care
2006 - 2009	UMMC Dept. of Cardiovascular Services	Get with the Guidelines	Enhanced communications between health-care providers and improved continuity of care
2006 - 2009	MS Primary Health Care Association	Recruitment Program for Minority Health Care Providers	Improved states ability to recruit regionally by identifying/tracking through an interactive website and visiting Mississippi's minority residents who attended out-of-state health professional schools and residency programs
2007-2009	Jackson State University	Research Study: Facilitating A Better Understanding of Cardiovascular Disease Risk Factors Among African-American Male College Students	A Health Awareness and Promotion Program for African-American Students to increase Mississippi's African-American college students awareness of chronic disease risk factors and promote their involvement in healthy behaviors
2007 - 2009	UMMC School of Nursing	MS Nurse Mentorship Academy	Academy program that targeted 20 high school graduating seniors with an interested in the field of nursing and allied health careers. Students were trained and mentored in a state-approved, 80 clock-hour Certified Nurse Assistant program.
2008- 2009	My Brother's Keeper	Lead Education Awareness and Detection	Administered a childhood lead risk assessment questionnaire to the parents,

			conducted blood lead level screenings and provided referral services to local Health Department clinics as needed
2008- 2009	UMMC School of Dentistry	Organized Dental Community Outreach and Service Learning	Developed a community-based service-learning curriculum that included a multi-year student externship in community partner clinics to serve culturally diverse communities and understand the population-level factors that impact the community's utilization of dental care services.
2008-2009	Community Outreach for Health Awareness	Cardiovascular Disease Initiative	Provided prevention and early intervention services related to cardiovascular disease to 2,000 low-income and underserved persons in Hinds, Madison, and Rankin counties
2009-2010	MS Valley State University	Research Study: Perceptions of Middle and High School Students on Chlamydia in Bolivar and Washington Counties	Assessed the middle and high school students' understanding of risk and protective factors associated with Chlamydia
2009-2010	UMMC Dept. of Radiation Oncology	Research Study: Effects of Aggressive Patient Management on Cancer Outcomes	Provided aggressive attempts at patient management to improve daily patient compliance and long-term patient outcomes from therapy, and decrease intercurrent complications and hospitalizations for these patients.
2010-2013	Bayou LaBatre Rural Health Clinic	Bayou Outreach and Support Services	Expanded basic medical screening and educational programs for Bayou LaBatre, AL residents
2010- 2013	Tulane University	Improving Care Quality and Access for Asian American	Transformed the health center into a culturally competent Patient Centered Medical Home. Trained lay Vietnamese American Community Health Workers to provide patient education, health coaching and health system navigation support
2010-2013	Louisiana State University	Louisiana Cancer Control Program	Implemented a Patient Navigation Program and evidence-based cancer control activities as guided by the State Comprehensive Cancer Control Plan and the Louisiana Comprehensive Cancer Control Program (LCCCP)

PROFESSIONAL EXPERIENCE

Compliance Officer, Office of Compliance and Integrity, Hinds County Sheriff's Office, Hinds County Board of Supervisors, Jackson, MS January 2016 — August 2017

- Initiated and implemented the first Compliance Program at the Hinds County Sheriff's Office.
- Drafted and revised policies and procedures for the general operation of the Compliance Program and its related activities to prevent illegal, unethical, or improper conduct. Managed day-to-day operation of the Program.
- Developed and periodically reviewed and updated Standards of Conduct to ensure continuing currency and relevance in providing guidance to management and employees.
- Collaborated with other departments (e.g., Civil Process, Human Resources, Finance, etc.) to direct compliance issues to appropriate existing channels for investigation and resolution. Consulted with the in house Legal Counsel as needed to resolve difficult legal compliance issues.
- Responded to alleged violations of rules, regulations, policies, procedures, and Standards of Conduct by evaluating or recommending the initiation of investigative procedures. Developed a system for uniform handling of such violations.
- Identified potential areas of compliance vulnerability and risk; developed/implemented corrective action plans for resolution of problematic issues, and provided general guidance on how to avoid or deal with similar situations in the future.
- Provided reports as directed or requested, to keep senior management informed of the operation and progress of compliance efforts.
- Ensured proper reporting of violations or potential violations to duly authorize enforcement agencies as appropriate and/or required.
- Monitored the performance of the Compliance Program and related activities on a continuing basis, taking appropriate steps to improve its effectiveness.

Director, Health Services Core, Delta Regional Institute, University of Mississippi Medical Center, Jackson, MS, October 2008 – August 2013

- Planned, organized, directed, and coordinated administrative and Health Services Core activities;
- First organization to coordinate federal, state academic faith and community-based coalitions to combat health disparities across three states (Mississippi, Alabama and Louisiana)
- Collaborated with the Executive Director in the establishment of a comprehensive plan, budget estimates, and fiscal administration of allocated resources
- Provided oversight of Memoranda of Agreements and grants provided through the Health Services Core
- Facilitated improvement plans related to performance for each sub award recipient
- Ensured that programs met established deadlines for deliverables in accordance with federal grant requirements and state regulations
- Provided professional development and on-going support to partners and sub award grantees in designing and implementing data driven goals and objectives
- Hired, trained, scheduled work assignments, supervised, and evaluated staff
- Facilitated the development and maintenance of effective internal and external relationships

- Monitored federal and state legislative activity and initiatives and recommended implementation of new health service programs
- Directed and/or collaborated in the preparation and submission of annual Federal and State reports, progress reports, grant proposals, and other grant related information
- Served on leadership team, executive team, work groups and healthcare committees
- Managed multiple federal grants with a budget of \$5,000,000
- Responsible for overall program administration for multiple grants (day-to-day programmatic and fiscal operations (worked closely with the Financial Officer)
- Developed sub award contracts budgets, data management systems and evaluation measures and ensured that programs were implemented within the defined scope, quality, time, and cost constraints.
- Assisted with grant writing, strategic planning, administered and managed training programs through grants to health professional schools, foundations and training programs,
- Presented information and responded to questions from various Advisory Boards, Committees, and other stake holders.
- Made decisions and judgments relative to all operations and programs within the Health Services division.

Director, Health Services Core, Mississippi Institute for Improvement of Geographic and Minority Health, University of Mississippi Medical Center, Jackson, MS, October 2006 – 2008

- Responsible for day-to-day programmatic and fiscal operations and oversight and management of health initiatives, projects, and other activities associated with the Health Services Core. Provided oversight of memoranda of agreements and grants. Ensured contracted services met established deadlines for deliverables in accordance with federal grant requirements and state regulations.
- Developed and implemented the Competitive Community Health Grant program that awarded up to \$25 thousand dollar per year to support innovative ideas that could have lead to fundamental breakthroughs in health and health care delivery in rural areas
- Maintained an organizational structure and staffing to accomplish organizational goals and objectives. Promoted effective two-way communication between management and employees.
- Hired, trained, scheduled work assignments for, supervised, and evaluated staff
- Facilitated the development and maintenance of effective internal and external relationships.
- Promoted outreach and dissemination of health information to medically underserved populations
- Monitored federal and state legislative activity and initiatives and recommended implementation of new health services policies and programs impacting rural and minority health. Ensured compliance with applicable laws, rules, and regulations
- Developed, implemented, and managed continuous quality improvement initiatives to improve rural and minority health services and reduce disparities in healthcare outcomes in support of national objectives and the UMMC strategic plan
- Oversaw the development and maintenance of a centralized database for data collection, analysis, program evaluation, and decision support
- Directed and/or collaborated in the preparation and submission of annual reports, progress reports, grant proposals, and other grant related information

- Assisted with grant writing, strategic planning administers and manages training programs through grants to health professions schools, foundations and training programs, program evaluation, policy analysis, human resources and other administrative activities
- Oversaw research studies, assisted with the development and coordinated budget preparation guidance with the upper level managers
- Served on leadership team, executive team, work groups and healthcare committees
- Responsible for program development and evaluation

Development Officer, Office of Development, University of Mississippi Medical Center, Jackson, MS, August 2005 - September 2006

- Built working relationships and served as development liaison to schools and colleges, clinical departments, deans, department heads/directors, and other key personnel to achieve successful fundraising
- Nurtured culture of philanthropic support
- Managed and coordinated fund-raising efforts and special projects
- Coordinated and managed the relationship of the Medical Center with corporations, foundations and individuals from who funds were sought for various programs and projects
- Planned fund-raising strategies for carrying out specific projects; and identified potential sponsors/donors
- Interacted with diverse stakeholders (hospital, academic and, banking executives, software, equipment and business vendors)
- Identified, cultivated, and solicited philanthropic support by developing and maintaining relationships with assigned prospects and significant and influential individuals

Administrative Intern, Medical Services Administration, Dallas Veteran Affairs Medical Center, Dallas, TX, January 2004 - March 2004

- Selected to participate in an internship program that emphasized training in areas of Medical Administrative Services including Admissions, Ward Administration, and Fee Services.

Researcher, Parkland Health and Hospital System, Dallas, TX, January 2003 to February 2004

- Conducted a survey of patient satisfaction with Shared Medical Appointments at Parkland Health and Hospital System's Community Oriented Primary Care Clinics

Data Analyst/Intern, Dallas County Department of Health and Human services, Dallas, TX, September 2002 to January 2003

- Recorded and analyzed data collected on the number of HIV, STD, Pertussis, Tuberculosis, and West Nile Virus cases that occurred and were reported in the Dallas County of Texas

ACADEMIC EXPERIENCE

- 2017 - **Adjunct Instructor**, Alabama State University, College of Health Sciences, Department of Health Information Management, Montgomery, Alabama 36104
- Plan, direct, coordinate, evaluate and revise health information management curricula, course content, course materials, and methods of instruction; prepare and deliver course material designed to maximize student learning
 - Evaluate and grade students' class work, assignments and papers; initiate, facilitate and moderate classroom discussion
- Course Assignments
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| HIM 314 | Current Trends in Health Care |
| HIM 321 | Professional Development I |
| HIM 459 | Administrative Affiliation (HIM Practicum) |

PROFESSIONAL AFFILIATIONS

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| 2004 – present | Member, American College of Healthcare Executives |
| 2005 – 2007 | Member, National Association of Fundraising Professionals |
| 2005 – 2007 | Member, National Committee on Planned Giving |
| 2006 – present | Member, Mississippi Health Care Executives |
| 2011 – 2014 | Member, AcademyHealth |
| 2011 – 2015 | Member, American Evaluation Association |

OTHER MEMBERSHIPS/COMMITTEE ASSIGNMENTS

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| 2000 – present | Member, Alpha Kappa Alpha Sorority, Inc. |
| 2007 – present | Founding Member, Mississippi Oral Health Community Alliance |
| 2009 – 2011 | Member, Diabetes Coalition of Mississippi Strategic Planning Group |
| 2010 – 2012 | Secretary, Mississippi Oral Health Community Alliance |
| 2010 – 2015 | Member, Young Adult Leadership League of Clinton, MS |
| 2015 – present | Member, Diabetes Coalition of Mississippi |
| 2015 – present | Accelerated Reader Committee Chair, Clinton Park Elementary Parent Teacher Organization |
| 2017 – present | Accelerated Reader Committee Chair, Northside Elementary Parent Teacher Organization |

MENTORSHIP ACTIVITIES

- 2006 Served as a mentor for high school students participating in the Base Pair Biomedical Research Program at the University of Mississippi Medical Center
- 2008 – 2011 Assisted with the instruction of 25 Undergraduate and Graduate students in the creation of a health care resource compendium for the state of Mississippi at the University

HONORS & AWARDS

- 2007 Jackson Free Press Citizen of the Month
- 2016 Parent of the Year, Clinton Park Elementary

PEER REVIEWED JOURNAL PUBLICATIONS

Sanders, T. B., Bowens, F.M, Pierce, W., Stasher-Booker, B., Thompson, E.Q., and Jones, W.A., "The Road to ICD-10-CM/PCS Implementation: Forecasting the Transition for Providers, Payers, and Other Healthcare Organizations." *Perspectives in Health Information Management* (Winter 2012): PMID: 339203

JOURNAL REVIEWS

- 2007 Reviewer, *Online Journal of Ethics*
- 2011 Reviewer, *Perspectives in Health Information Management*
- 2012 Reviewer, *Journal of Family and Community Health*

RESEARCH PRESENTATIONS & PUBLISHED ABSTRACTS

Sanders, T. Shared and changing spaces: Mentoring STEM (and other) students by using shared data, significant digits, and student-identified variables. Presenter, Institutional Change through Faculty Advancement in Instruction and Mentoring (IC FAIM) Conference, May 3 – May 18, 2018, Jackson, MS.

Sanders, T., McCraw, I., and Booker, B. Tackling Health Care Disparities through Health Services. Presentation, AcademyHealth's 30th Annual Research Meeting, June 22- 25, 2013, Baltimore, MD

Sanders, T., McCraw, I. Booker, B. and McClain, I., Diabetes Goes to Church. Presentation,

AcademyHealth's 30th Annual Research Meeting, June 22-25, 2013, Baltimore, MD

Sanders, T., Wennerstrom, A., Bui, T., Harden-Barrios, J., Thompson, E., McCraw, I., Bolden, L., Booker, B., Price-Haywood, E., and Jones, W. Improving Diabetes Management for Vietnamese Americans. Presentation, 2012 Summit on the Sciences of Eliminating Health Disparities, October 31st, 2013, National Harbor, Maryland.

Mushi, R. and **Sanders, T.** Perceptions Toward Risk and Protective Factors Associated With Chlamydia in Public Health District III Among Middle and High School Students. Presentation, 12th Annual Conference on Eliminating Health Disparities, Oct. 11-12, 2012, Jackson, MS

Stasher-Booker, B., Hart-Hester, S., Jones, W.A., Bowens, F.M., **Sanders, T.B.**, Abram, S., Thompson, E.Q., Frye, P.A., and Baker, A., Strategic Framework Proves Vital to Strengthening Health Promotion. Abstract, 2012 Summit on the Science of Eliminating Health Disparities, October 31-November 3, 2012, National Harbor, MD

Sanders, T. "Eliminating Health Disparities in Mississippi: The Institute's Mission" Presentation, American Heart Association, Get with the Guidelines kick-off event, Jackson, MS 2007

Abram, S., Arthur, C., Brown, A., Rudman, B., **Sanders, T.** The Efforts of the Mississippi Institute for Improvement of Geographic Minority Health to Improve Health Disparities in Mississippi. Abstract, 7th Annual Southern States in Knowledge in Research Conference: Eliminating Health Care Disparities in the Southwest, San Antonio TX 2007

Abram, S., Arthur, C., Brown, A., Rudman, B., **Sanders, T.** The Efforts of the Mississippi Institute for Improvement of Geographic Minority Health to Improve Health Disparities in Mississippi. Abstract, 22nd Annual International Interdisciplinary Conference on Hypertension and Related Risk Factors in Ethnic Populations, Orlando, FL 2007

Abram, S., Arthur, C., Brown, A., Rudman, B., **Sanders, T.** "The Efforts of the Mississippi Institute for Improvement of Geographic Minority Health to Improve Health Disparities in Mississippi" Jackson State University 6th Annual Conference: Eliminating Health Disparities in Mississippi, Heart Disease and Obesity, Jackson, MS 2007

Sean R. Abram, Ph.D., Sheila P. Davis, Ph.D., R.N., William Rudman, Ph.D., Andy Brown, M.D., Chris Arthur, Ph.D., Anthony R. Mawson, DrPH, **Tekla Sanders, MBA, MHA**, Arthhur Cosby, Ph.D. and Warren A. Jones, M.D. Abstract, Tackling significant health disparities faced by rural and disadvantaged minority populations in the state of Mississippi. Sixth Annual Conference on Eliminating Health Disparities in Mississippi, Jackson MS, November 2007

RESEARCH SUPPORT

Mississippi Institute for Improvement of Geographic and Minority Health Principal

Investigator: Warren A. Jones, M.D.

CPIMP061018-03

Role: Director of Health Services

Goal: To improve awareness of healthcare issues among minority individuals with a special emphasis on disadvantaged people living in rural areas, to increase access to quality healthcare for rural disadvantaged populations, to increase the number of healthcare providers who provide services to traditionally underserved populations. To develop a model for improving minority health and eliminating health disparities that can be replicated across the United States.

Delta Regional Institute

Principal Investigator: Bettina M. Beech, DrPH

CPIMP091054-01-00

Role: Director of Health Services

Goal: Infuses a cooperative agreement between Mississippi, Alabama and Louisiana (Delta Region states) to integrate evidence-based clinical, social, environmental, and behavioral interventions across various levels of care (individual, community, systems). This mission is fundamental to improving the health of priority population and reducing disparity in health and health care services across the Delta Region states. Overall, the Delta Region Institute serves as a hub of multi-state activity, services and information on health disparities and the impact on racial, ethnic and rural communities within the targeted Delta States.