

ANDREW L. MCCART, PhD, MBA

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Organizational Leadership professional with a strong track record of expertise in achieving efficiencies and improving business performance in a variety of industries, including education, corporate training, manufacturing, service, and healthcare. Demonstrated success in collecting and analyzing data to drive quality improvement in bottom line results. Successful history of leading cross-functional teams to move from current states to ideal states through the development of people, the reduction of waste, and a focus on financial acumen. Skilled in presenting information, analyzing the research of subject matter experts, and synthesizing complex issues to diverse audiences in understandable ways. Building a reputation as a continuous learner and team leader who fosters relationships, communicates effectively, plans strategically, and acts decisively for the benefit of multiple stakeholders.

Professional Experience

Assistant Professor and Associate Director of Health Management Programs, University of Louisville, 2021-present
Department of Health Management and System Sciences, (HMSS) School of Public Health and Information Sciences.

Associate Director of Health Management Programs: The HMSS Department was created to improve the health of the people of the Commonwealth of Kentucky and beyond by developing innovative healthcare leaders and partnering with the community. Our primary aims are to develop, disseminate, and apply evidence-based knowledge about health policymaking, systems design, and quality healthcare delivery.

- **Administration:** Assume the role of Associate Director, Healthcare Management Program, oversee and manage the Practicum Program for MSHA students, oversee and manage external stakeholders for the Health Management Program
- **Teaching:** Assist with the development and administration of the undergraduate and masters level health management programs within HMSS, including the MSHA Capstone Course, Population Health Information Management, Healthcare Quality Management, Project Management for Population Health, Healthcare Operations Management & Science, MSHA Practicum I/II/III. Additionally, advise and mentor MSHA students, serve as chair or member on PhD dissertation committees, prepare appropriate courses for online MSHA format.
- **Service:** Serve on Department, School, and University Committees, participate in community outreach efforts, participate in HMSS research activities that arise.

Clinical Assistant Professor and Program Director, University of Louisville, 2019 to 2021
College of Education and Human Development and UofL Online Learning

Program Director, Healthcare Leadership: The online Healthcare Leadership (HCL) program is designed for individuals with substantial experience in the healthcare field who are missing the proper credentials for increased pay or promotions within their organization. This is the only Competency-Based Education program at the University of Louisville and its based on the National Center for Healthcare Leadership Competency model.

- Growing enrollment in the first year from 36 students to 93 students by collaborating with adjunct faculty, working closely with various departments on campus, participating in special projects such as creating certificates and minors for adult learners
- Interviewing, hiring, on-boarding and training six executives as part-time faculty on multiple platforms
- Creating, proposing, and defending a minor and undergraduate certificate in Healthcare Leadership
- Awarded the UofL Adult Learner Award during the 21st annual UofL Student Awards
- Participating in continuing education training programs:
 - *Certified Six Sigma Black Belt:* American Society for Quality, ID#: 22066
 - *Certified Project Director (CPD):* Institute of Project Management, ID#: 1647823948
 - *Center for Digital Transformation:* Train the Trainer: Artificial Intelligence and Cyber-Security, Practitioner: Enterprise Design Thinking from IBM Skills Academy.
 - *Delphi U:* an intensive course on designing, developing, delivering, and assessing online classes for effectiveness and compliance to Quality Matters and the Americans with Disabilities Act.

ANDREW L. MCCART, PhD, MBA

- *Seminar on Teaching for New Faculty*: a nine-month, cross-disciplinary learning community designed to explore and apply the findings of learning theory.
- *Leadership and Innovation in Academic Medicine*: An 11-month, multi-disciplinary cohort designed to study best practices in applying leadership and innovation principles to achieve a common goal

Program Director, Organizational Leadership and Learning

- Coordinating the academic schedule for a nationally-award winning program with 450 students, five full-time faculty and sixteen part-time faculty.
- Redesigning curriculum in core courses and electives to align course and program objectives to align with industry advisory boards and the Association for Talent Development Capability Model.
- Organizing industry advisory boards with twenty executives in relevant organizations for leadership, human resources, and digital technologies. This initiative includes bi-yearly advisory board meetings and one-on-one meetings to determine industry needs and develop strategic partnerships.
- Mentoring and participating in the development of three new OLL tracks: Digital Leadership, Human Resource Development, and Project Management for the Modern Workforce.

Program Director, Health Professions Education

- Developing a Master of Science in Health Professions Education proposal from a graduate certificate by collaborating with the Associate Dean of Faculty Development and the Faculty Development Program Manager at the University of Louisville's School of Medicine

Lead Faculty and Continuing Lecturer of Organizational Leadership and Industrial Engineering Technology
Purdue University, Purdue Polytechnic Institute; August 2007 to 2019

INSTRUCTIONAL DESIGN, LEADERSHIP TRAINING, LEARNING MANAGEMENT

- Developed curriculum to share functional expertise and best practices of leadership and human resources management in groups of 4 to 40 participants, in small team exercises, and through one-on-one interactions.
- Conducted regular needs analyses of learning methodologies through in-depth customer feedback mechanisms to support growth in the personal and professional lives of participants by providing new perspectives and insights.
- Implemented a disciplined instructional design approach through regular interaction with internal business partners at multiple levels of the organization to create learning solutions for 110 unique, 15-week courses.
- Managed learning projects in a plan-do-check-act methodology from initiation to closure, including team exercises, work plans, communication timelines, appropriate scope boundaries, and validation of content.

DRIVING QUALITY IMPROVEMENT, COACHING AND MENTORING LEADERS

- Demonstrated a successful track record and was chosen to coach colleagues and subordinates on organizational and efficiency strategies to develop positive customer relationships in a multi-site system with nine locations.
- Defined and championed desired organizational culture, assessed alignment gaps, and developed awareness of services through targeted marketing events, networking programs, training exercises, and community activities.
- Selected appropriate learning activities and implemented a multimedia instructional approach to achieve desired outcomes and modified and improved approaches through feedback received during direct customer interaction.
- Evaluated the success of training programs for improved learning outcomes, by identifying trends and patterns, systematically analyzing common questions, then developing and implementing improvements.

CHANGE MANAGEMENT, ORGANIZATIONAL DEVELOPMENT, MANAGEMENT CONSULTING

- Created research-based training programs for incoming executives and staff, demonstrating experience in change management and culture development, provided facilitator (train-the-trainer) sessions for a merger/acquisition firm.
- Delivered value and quality in a venture capital organization by collaborating with C-level executives and owners to develop and implement a data-driven system to objectively evaluate 100s of businesses in a practical method.
- Consulted with the controller of a \$20 million hospital for an executive-led improvement event to set the agenda, identify desired outcomes, and develop training modules to streamline the physician hiring practices.

ANDREW L. MCCART, PhD, MBA

- Leveraged resources to help employees embrace change, adopt new strategies, and revamp a three-provider physician practice in Portland, Maine for time savings, growing employees, and resolving improvement barriers.

Corporate Trainer, Industrial Engineer, and Business Process Improvement Analyst: HNI, Incorporated; Orleans, Indiana, September 2005 – July 2007

- Designed and conducted biweekly team member training and simulation courses for various leadership skills and lean tools: including 5S, quick changeover, SMART goals, kanban, poka-yoke, spaghetti diagram, level loading, and standardized work. Conducted data-driven follow-up on a 30, 60, and 90 day basis to company executives.
- Engaged front line leaders, supervisors, and employees in organizational objectives through training and executing changes in plant layout, process flow, human capital allocation, and machine capability improvements.
- Led continuous improvement (kaizen) events through all stages: charter identification/creation, pre-work, identification and completion, delivery of results during the kaizen week, regular follow up and follow-through on sustainment; overseeing projects that created savings of over 20% or \$453,000 annually in 11 functional areas.

General Manager, Human Resources Trainer, and Corporate Liaison: Great Escape Theaters and Alliance Entertainment, New Albany, Indiana; August 2002 to July 2005

- Worked closely with chief executives, vice presidents, and external stakeholders to provide ongoing strategic input to plan the corporate direction of a \$150 Million company, ensuring human capital and resource allocation to aid aggressive growth in operations, development, human resources, risk management, and new construction.
- Exhibited broad and progressive leadership for over 90 direct reports while overseeing a \$10 Million facility, an annual profit and loss statement of \$5 Million, and just-in-time inventory of \$2 Million annually--with extremely low labor costs, by leveraging resources to realize corporate goals and deliver consistent customer satisfaction.
- Developed and implemented an extensive recruiting and retention program that included interviewing, talent acquisition, and employee development functions as new locations opened, including hiring, firing, and wage negotiation as the organization grew from 6-20 locations and 150 to 800+ employees in less than three years.

EDUCATION

Doctor of Philosophy, Public Health Management, University of Louisville, 2017

- Designed, conducted, and analyzed a multi-year research project, resulting in over 800 pages of interview transcripts and the authoring of a 340-page, qualitative dissertation document that investigated the administration and implementation of wellness activities to improve employee health and wellbeing in technology organizations.
- Defended the above dissertation report to a diverse audience of senior academic leaders, hospital executives, tenured and untenured faculty, students, and executive level Public Health experts in a question and answer format.
- Studied Organizational Development and Adult Education issues with a varied group of Americans and Panamanians in Panama City, Panama at the Quality Leadership University of Central America.

Master of Science, Strategic Finance, Indiana University, June 2022 (expected)

- Development of knowledge, skills, and abilities in cost management, financial management, business analysis and valuation, financial statement analysis, decision modeling and simulation, topics in fraud, and advanced corporate financial strategy.
- Courses focus on enhancing abilities in specific areas, such as investment management, international financial management, venture growth management, project management, and information technology management.

Master of Business Administration, Indiana University, August 2007

- Created a unique community service project involving an executive-led team examining organizational objectives through a three-day Six Sigma Value Stream Analysis at a large hospital in Louisville. Uncovered areas of waste through a quantitative analysis that measured efficiency of patient flow from first contact to final payment.

Bachelor of Science, Business Administration, Indiana University, Kelly School of Business, May 2002

- Completed degrees in International Studies and Business Law, with a History minor. Studied International Economics, the creation of the European Union, and the Czech language and in Prague, Czech Republic.
- Served as a Historian, Ritual Chairman, and Co-Captain of an intermural sports team at Acacia Fraternity.

COURSES TAUGHT IN HIGHER EDUCATION

PHMS 682: Population Health Information Management: This course is designed to introduce students to key concepts and issues surrounding the adoption and use of information systems for population health management.

PHMS 683 Healthcare Quality Management: This course is designed to introduce students to key concepts and issues surrounding the adoption and use of information systems and the use of quality assessment processes within health care organizations.

PHMS 684 Project Management for Population Health: This course is designed to introduce students to key concepts and methodologies involved in managing projects and the use of specific project management tools and processes within health care organizations.

PHMS 690 MSHA Capstone: This course is an integrative learning experience drawing on all competencies presented in the MSHA program. It requires the students to work independently as a member of a team to complete a comprehensive and relevant business plan for a healthcare-related organization and to successfully pass an oral examination.

LEAD 308 Needs Assessment in Healthcare Organizations: Students will be introduced to the conceptual and theoretical foundations and process of organizational needs assessment in healthcare organizations. Particular focus will be paid to developing an understanding of the basics of the needs assessment process.

LEAD 309 Managing Projects in Healthcare Organizations: The course provides an overview of project planning and management tools/techniques used in managing projects in healthcare organizations. The purpose of this course is to introduce students to the terminology, techniques and steps in managing the planning elements of a work-related project.

LEAD 310, Healthcare Presentations and Group Facilitation: Develop instructional design strategies for successful healthcare work force advancement. Explore the dynamics of teams, along with groups and facilitating group decision-making through the development of meeting agendas and objectives, managing meetings, and team decision-making strategies in healthcare organizations.

LEAD 410 Fundamentals of Healthcare Human Resource Management: This course provides an opportunity to study the human resources management (HRM) functions and roles of performance management and compensation in healthcare organizations.

LEAD 413 Management of Diversity in Healthcare Organizations: Examination of theoretical and practical means of cultural diversity, worldview and multicultural awareness in the workplace from a global perspective. To cover workplace practices that are incorporated internationally, and to examine human resource-related practices from a global perspective within the area of healthcare.

LEAD 415 Organizational Change in Healthcare: Focus on strategies for effecting whole organization and process change in healthcare organizations.

LEAD 416 Principles of Healthcare Leadership and Management: This course provides an introduction to healthcare management, along with concepts, theories, and application of strategic leadership and management principles for increasing the effectiveness of healthcare organizations.

LEAD 417, Coaching and Talent Management in Healthcare: This course addresses knowledge, skills, and dispositions for growing leaders in healthcare to maximize performance and goal attainment at individual, group, and organizational levels.

LEAD 418, Conflict Management in Healthcare Organizations: Students will be introduced to different aspects of conflicts, negotiation, mediation and other alternative dispute resolution mechanisms in healthcare organizations.

LEAD 419, Healthcare Workplace and Information Ethics: Study and application of ethical perspectives at individual, group, organizational, and societal levels, as they apply to leadership in healthcare workplaces. Includes examination of social responsibility.

LEAD 430 Healthcare Finance and Accounting: Introduction to healthcare finance and accounting including: health business basics; how services are paid; pricing decisions and profit analysis; planning and budgeting; capital investment decisions; reporting profits, assets, financing, and cash flows; assessing organizational financial condition.

LEAD 431 Healthcare Information Management: Students will be introduced to conceptual and theoretical foundations of healthcare information management. Focus will be paid to developing an understanding about processes used to manage healthcare information management.

LEAD 432 Healthcare Quality Evaluation: Students will be introduced to conceptual and theoretical foundations of healthcare quality evaluation. Particular focus will be paid to developing an understanding of the basics of the quality evaluation process.

LEAD 433 Healthcare Law and Ethics: Students will explore and examine the legal, policy and ethical issues that engage healthcare professionals in the ever-changing healthcare system. Particular focus will be on developing professionalism, both personally and organizationally.

LEAD 450 Healthcare Leadership – Culminating Undergraduate Experience: The course includes a Culminating Experience reflection, a Program Exit Portfolio, and a Capstone Project.

IET 21400 Introduction to Supply Chain Management Technology: This course is an introduction to supply chain management technology. Topics include supply chain functions including how to organize a supply chain, supply chain strategy, supply chain process mapping, and use of supply chain technologies, analysis, and performance measurements.

IET 34200 Warehouse and Inventory Management: A course designed to develop understanding of types of warehouses, methods of organizing the warehouse environment, and determining efficient inventory control procedures. Technology applications related to the management of warehouse and inventory stock keeping units (SKU) are investigated. Storage of inventory, placement of inventory, picking, packing, shipping, and other internal logistics management topics will be explored.

TLI 45700 Technology Policy And Law: This course provides a foundation of understanding the broad impact of technology policies and laws on organizational performance, innovation, corporate accountability, and sustainability. Topics include corporate social responsibility, employment and contract law, intellectual property, e-commerce, and environmental and global challenges.

TLI 48800 Technology Leadership And Innovation Capstone: This is an integrative course that focuses on using cross-functional teams to identify, scope, design, and propose solutions for problems that span the areas of industrial engineering technology, organizational leadership, and supply chain management. Field trips may be required.

OLS 252: Human Behavior in Organizations: A survey of the concepts that provide a foundation for the understanding of individual and group behavior in organizations of work, with special emphasis on typical interpersonal and leadership relationships.

OLS 284: Leadership Principles: As one of the five foundation courses required for all students enrolled in any OLS undergraduate program of study, this course focuses exclusively on the most important principles, processes, and techniques practiced by individuals to effectively lead others in organizations in order to achieve desired performance results.

OLS 325: Meeting Management: An applications-oriented course in presenting technical information and conducting problem-solving and decision-making conferences or meetings. Special emphasis placed on leading and facilitating interactive conferences, as well as structuring information for effective presentations.

ANDREW L. MCCART, PhD, MBA

OLS 351: Innovation and Entrepreneurship: An in-depth study of innovation in existing organizations as well as entrepreneurship in start-up businesses, franchises, family-owned firms, and other business formats.

OLS 388: Leadership through Teams: An in-depth study of self-directed work teams and team processes in the work setting with a view to understanding team functions under varying task conditions. Especially emphasized will be the leadership of teams for effective performance and maximum member satisfaction. This course deals extensively with maintenance and task behaviors of team members.

OLS 456: Leadership in a Global Environment: Exploration of leadership strategies for organizations engaged in international business. Includes understanding of cultural differences and diverse business practices, and challenges of competing in a global marketplace.

OLS 477: Conflict Management: A study of the methods for dealing with inner-personal, inter-personal, and political disputes by means generally outside the traditional court system. Students will investigate the theoretical and practical aspects of conflict assessment, negotiation, problem solving, mediation, and arbitration.

OLS 484: Leadership Strategies for Quality and Productivity: A study of how organizational leaders create an environment conducive to high levels of employee self-motivation, quality and productivity. Emphasis is placed on process and system thinking. Actual case situations are used to illustrate the application of course content.

OLS 487: Leadership Philosophy: A review of current managerial education and development theories and practices; discussions of fundamental social, economic, and political changes affecting business and the art of managing; implications of these changes for individual development and continued growth. Open to seniors and graduate students only.

OLS 345: Critical Thinking in Organizations: This course focuses on systems thinking and the understanding of research design and measurement theory used in solving organizational and human resource development problems. The emphasis is on applied methodology rather than on statistical issues, with the intent of the student becoming an effective consumer of information. The student will learn how to report findings in a practical and influential manner. Includes the importance of knowledge management issues in organizations.

OLS 386: Leadership for Organizational Change: A survey of the concepts that provide a foundation for the understanding of leadership and its relationship to the management of organizational change, with special emphasis on managing the human side of quality improvement.

BUS K201: The Computer in Business: Taught at Indiana University Southeast's School of Business. An overview of Microsoft Excel, Access, and Computing Concepts.

BUS M101 Principles of Marketing: Taught online for Ivy Tech Community College. This course introduces the marketing role in society and how it affects the marketing strategy. Emphasizes the marketing mix, product planning, and the effects of the demographic dimension on the consumer market. Because BUS M101 was taught online; its teaching included completion of Ivy Tech's Online Faculty Certification Course.

BUS 105 Principles of Management: Taught at Ivy Tech Community College. Describes the functions of managers, including the management of activities and personnel. Focuses on application of guidance principles in management.

ECET 38001: Global Professional Issues In Engineering Technology. This course addresses professional ethics, legal issues, professional development, technology transfer, and corporate culture as they relate to EET graduates and our global society. Information relating to personal job and career choices, resumes, and interviews are included.

OLS 27400: Applied Leadership. Introduction to applied leadership in the context of organizational functions, structures, and operation.

TLI 11200: Foundations Of Technology Leadership. A survey of individual and organizational behavioral concepts and principles that provide a foundation for leadership in technology organizations. The focus will be toward the

understanding of behaviors necessary for effective technology leadership, including concepts of work in a technology-rich environment.

TECH 12000: Technology And The Individual. A survey course designed to develop a student's perspective and enhance their skills in living and working in a technological society. The course explores learning skills, oral/written communications, successful lifelong learning, problem solving, data literacy, individual ethics, professionalism, the historical impact of technology, and technology current events.

TECH 32000: Technology and the Organization. A course intended to provide students with experiences mirroring what they will encounter in the world of work. Students will participate in interdisciplinary teams to explore technology solutions. Course topics include public policy, regulatory and ethical issues, teaming and leadership, and project management. Permission of department required.

TECH 33000: Technology & the Global Society. The course examines the interplay of technology, globalization, and ethics. Students will explore concepts and issues related to outsourcing; global competitiveness; communications; contemporary issues; cultural differences such as inequality, security, sustainability, and quality of life; and the ethical dilemmas that often emerge as a result of the impact of technology.

TLI 23500: Introduction To Lean And Sustainable Systems. This course provides the foundation for technology systems processes and practices. The content covers the discussion of current systems issues, basic systems technology processes, and the role of systems engineering professionals in a global business environment. Topics include basic principles of systems thinking, the concepts of performance and cost measures, alternative design concepts, lean processes, and sustainable life-cycle management.

TLI 25400: Leading Change In Technology Organizations. This course provides a framework for creating, monitoring, and leading change within technology-rich organizations. Students will learn how to be change consultants, diagnose organizational problems, identify and implement change interventions at various outcome levels (i.e. individual, group, process, and the organization as a whole), and evaluate the success of change efforts.

TLI 48395: Industrial Engineering Technology Capstone. During the second semester of the capstone sequence, teams will use a systematic approach to plan and design workstations, office space, and operations for a production or service facility proposed. This course will emphasize lean principles to increase efficiency and eliminate waste through continuous improvement and the role of the team in establishing the goals and completing the design project.

MET 49000: Special Topics In Mechanical Engineering Technology. Group instruction in new or specialty areas of mechanical engineering technology is provided by MET faculty, subject to MET curriculum subcommittee approval. Hours, subject matter, and credit to be arranged by faculty.

OLS 36400: Professional Development Program: A survey course covering many professional and personal facets relative to entering the work force upon graduation. Major areas addressed include resume preparation, interviewing techniques, development of job-search plans, social skills, and analysis of career fields and opportunities.

OLS 299: Foundations of Personal Finance is a course designed to teach students the basics of personal finance, enhancing their skills with using money, and planning for financial success in the future. The basics of personal finance include savings, budgeting, debt, college student essentials for money handling, and relating to money with family, friends and philanthropy.

OLS 34600: Critical Thinking And Ethics. A course in complex problem solving and creative thinking with an emphasis on the ethical impacts of these solutions.

OLS 37600: Human Resource Issues. Analysis and discussion of case problems concerning typical leadership and personnel situations that impact upon the supervisor/manager. Emphasis directed toward development of attitude, philosophy, analytical ability, and problem-solving skills within the working environment.

ANDREW L. MCCART, PhD, MBA

TLI 15200: Business Principles for Organizational Leadership. This course will introduce the topic of applied organizational leadership in the context of working organizations. Topics include basic functions, structures, and operations of organizations, and an introduction to reading and understanding balance sheets, cash flow statements, and profit-loss statements.

TLI 21300: Project Management. Project management is an ad hoc technique for accomplishing specialized missions or work. Examples of projects include research and development studies, consulting projects, reorganization efforts, implementation of total quality management, installation new equipment, advertising campaigns, construction or other one-time efforts. This course will provide a leadership approach to project management, including team development and team selection.

TLI 34250: Purchasing and Contract Management. This course examines the processes by which goods and services are acquired through purchasing and contract management. Topics include procurement, contract strategies, source selection, identifying contract type, product liability and risk, the bid process and response evaluation; contract risk assessment, contract negotiation, and contract law.

Publications

McCart, A., Berkowitz, B. Bewley, L. Providing Adult Learners with Skills for an In-Demand Career Path: Applying the Competency-Based Education Network's Quality Framework in the Creation of a B.S. in Healthcare Leadership. *Journal of Competency Based Education* (under review).

McCart, A., Alagaraja, M. How do Employees Feel Their Health is Valued? A Mixed Research Design Case Study of Best Practices in Workplace Wellness in the Midwest and South Region of the United States. *Performance Improvement Quarterly*. (under review).

McCart, A., Alagaraja, M. Themes in Workplace Wellness: Case Study Triangulation of Managers, Employers, and the Literature. (in progress).

McCart, A., Nesbit, J. Strategies to Support Employees with Depression: Applying the Centers for Disease Control Health Scorecard. *Journal of Depression and Anxiety*, Vol 9 Issue 5, No: 377.

McCart, A., Bergman, M., Green, E., Top-Down Leadership and Organizational Goals as Determinants of a Healthy Workforce. (under review).

McCart, A., Bergman, M., Green, E., Organizational Supports and Developing a Healthy Workforce: A Case Study of Wellness Factors and Leadership. (under review).

Turner, M. J., Webster, R. D., & McCart, A. L., et al. (2016). Purdue Mission to Mars: Recruiting Students into a Polytechnic College. Paper presented at *American Society of Engineering Education Annual Conference & Exposition*, New Orleans, LA, 26-29 June 2016. Washington, DC: ASEE.

Turner, M. J., Webster, R. D., & McCart, A. L. (2017). *Polytechnic Students' Aspirations, Interests, and Confidence: Case Study on Students' Understanding of and Reasoning for Major Selection*. Washington, D.C.: ASEE Annual Conference and Exposition.

Growing a Healthy Workforce: Leading in the Eight Dimensions of Organizational Wellness. Authored by Andrew L. McCart PhD. 220 pages. ISBN-13: 978-1720551591 (Create Space-Assigned). BISAC: Health and Wellness. Release date: August 2018.

The Alchemist's Tao Te Ching: Transforming Your Lead into Gold. Authored by Andrew L. McCart PhD, 200 pages. ISBN-13: 978-1718636972 (Create Space-Assigned). BISAC: Philosophy / Mind & Body. Release date: June 2018.

Conference Presentations

McCart, A., CBE Program Evaluation: Using a Data-Driven Approach to Ensure Curriculum Alignment with Nationally Recognized Competency Models. CBE Exchange. Presentation. (November 2020)

McCart, A., Developing Strategies that Align Industry Standards with CBE Programs to Drive Enrollment Growth. CBE Exchange. Presentation. (November 2020).

Berkowitz, Brett, McCart, A., Scaling Your Student Systems for Success in CBE. CBE Exchange, Palm Springs, CA. Presentation. (October 2019).

Berkowitz, B., Dorsey, C., McCart, A., Pirkl, K., Zaker, S. Panel: The Many Flavors of Competency-Based Learning. CBE Exchange Conference, Palm Springs, CA. Presentation. (October 2019).

McCart, A.L., Turner, M. J., Webster, R. D, Nandigjav, M. Dialogue on Diversity Conference: *Am I the youngest person in the room again? Young faculty perspectives in higher education.* Bellarmine University. Presentation (April 2017).

McCart, A. L. (2017). *How to Develop, Implement, and Use an Ethical Framework in Technology Leadership: A Case Study on Teaching Ethical Leadership to Engineering Technologists.* Indianapolis, IN: Indiana University's Leadership Engagement and Discovery Conference. Presentation. (April 2017).

External Grants and Contracts Awarded

Integrative, Multi-Disciplinary, Entrepreneurial Capstone Experiences, Role: Co-PI
Sponsoring Organization: Venture Well
Total Award: \$35,750
Date: May 2015 - August 2016.

New Albany Commercialization, Role: Co-PI
Total Award: \$12,500
Date: May 1, 2015 - August 15, 2015.

Exploratory SAIL Grant, Study Abroad Trips., Role: PI
Total Award: \$4,000
Date: January 2018 – May 2018

Engagement Activities

Chair- Health and Wellness Coalition One Southern Indiana, June 2016-January 2020
Beginning and serving as chair for the One Southern Indiana Chamber of Commerce Health and Wellness Coalition. Served as chair for the first year and now still a member.

Examination of Workplace Wellness Factors, January 2017 – May 2017
Meeting with human resources employees and executives of 25 organizations to discuss their workplace wellness programs. The meetings lasted one to two hours and covered the Centers for Disease control Health Scorecard.

Speaking Engagement Humana Clinical Business Solutions Team, July 21, 2016
Speaking and training to discuss Humana's upcoming merger and acquisition. Helping them make the most of the merger and to set goals for their professional and personal life. Consulting Type: For-Profit Organization

Client: Ground Swell
Duration: June 2015 - January 2017
Over the course of two years, helping an organization develop a training program for their employees. This training primarily happened in person, over email, WebEx meetings, and telephone calls.

Office Technology Training- City of New Albany, April 8, 2016: Teaching mechanics and etiquette of Microsoft office

ANDREW L. MCCART, PhD, MBA

tools to a group of 20 employees from the City of New Albany.

Fundamentals of Leadership Training-Heritage Hardwoods of Kentucky, January 2016. This is a six-month training program, one day a week, for front line supervisors of a manufacturing organization.

Committee Member, One Southern Indiana Chamber Advocacy Council, New Albany, Indiana (IN).

Evaluate and vote on the strategic direction of the Chamber of Commerce regarding Business, Industry, Community, and Education decisions that the 1,050 business member organization should support.

Mentoring or advising of students (individuals or organizations) Six undergraduate students mentored per semester, approximately 20 hours spent per year. I help students plan for their careers outside of classes. This includes helping them think through their ideal work environment, resume and portfolio advice, networking, and interviewing skills.