

## CURRICULUM VITAE

### ELENA PLATONOVA

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#### EDUCATION

- August 2005 Ph.D. in Healthcare Strategic Management  
School of Health Related Professions and School of Business, University of Alabama at Birmingham, USA.  
  
Dissertation: The Relationship among Human Resource Management, Organizational Culture, and Organizational Performance.
- December 1998 Master of Health Administration, School of Public Health, University of South Carolina, USA.
- July 1986 Teacher of English and German, Chelyabinsk State Pedagogical Institute, Chelyabinsk, Russia.
- May 1983 Certificate as Health Care Assistant for USSR Armed Forces, Chelyabinsk State Pedagogical Institute, Chelyabinsk, Russia.

#### EXPERIENCE

- August 2005 to present **Assistant Professor**, Department of Public Health, Western Kentucky University, Bowling Green, Kentucky.  
Teaching Health Care Organization & Management (HCA 340) & Health Care Strategic Management & Marketing (HCA 541).
- August 2001 to Aug. 2005 **Ph.D. student and Research Assistant**, School of Health Related Professions and School of Business, University of Alabama at Birmingham (UAB).  
  
Title: Patient Loyalty towards Primary Care Physicians research project.  
September 2003 -August 2005. Unfunded.  
Role: PI
- Title: Relationship among Human Resource Management, Organizational Culture & Selected Performance Indicators in Hospitals research project.  
September 2004 - August 2005.  
Funding agency: Press Ganey Associates, Inc. Amount: \$10,000  
Role: Co-PI (PI: Dr. Robert Hernandez).
- May 2003 **Adjunct Professor**, UAB School of Business

- to July 2004      Courses taught: International Business Dynamics (MG412) & Human Resource Management (MG415).
- May 2000  
to Aug. 2001      **Researcher**, Central Public Health Research Institute, Ministry of Health of the Russian Federation, Department of International Health, Moscow, Russia.  
Developed draft concept paper on governmental monitoring and evaluation of health care projects implemented in Russia jointly with international donor agencies.
- Dec.1999  
to May 2000      **Project Coordinator/Consultant**: Open Society Institute (Soros Foundation), Public Health Program, Moscow, Russia.  
Implemented all aspects of grant making process, including development of grant-making strategy, drafting of all related materials, and executing competitions. Oversaw programs and projects and assisted working groups, expert committees and grantees related to the projects. Conducted program monitoring and evaluation.
- July 1999  
to Dec. 1999      **Researcher**, Central Public Health Research Institute, Ministry of Health of the Russian Federation, Quality Assurance Center, Moscow, Russia.  
Was involved in the international quality assurance projects implemented in Tula and Tver Oblasts. Assisted in the development and translation of clinical guidelines and protocols on Hypertension and Neonatal Respiratory Distress Syndrome.
- May 1998  
to Dec. 1998      **Management Resident**, Palmetto Richland Memorial Hospital, Department of Finance, Columbia, SC, USA.  
Major project: silent Preferred Provider Organizations (PPOs) and their financial impact on the hospital. Created an Access database to identify silent PPOs and to minimize hospital financial losses from silent PPOs. Analyzed hospital contracts to identify reasons for utilization review denials and to standardize procedures for future managed care contracts.
- Sept. 1996  
to May 1998      **Graduate Assistant**, Department of Health Administration, University of South Carolina, Columbia, SC, USA.
- Oct. 1994  
to April 1996      **Interpreter/Translator/Program Assistant**, American Business Center, Chelyabinsk, Russia.  
Prepared market information for American companies looking for business opportunities in the Russian Federation. Coordinated business meetings between American and Russian companies. Closely worked with American and Russian governmental structures. Translated commercial, technical, legal documents, and worked on projects.
- Aug.1986  
to Oct. 1994      **Assistant Professor**, Chelyabinsk State University & Higher Aviation Military School, Chelyabinsk, Russia.  
Taught English at both institutions. Duties also included student advising, supervision, and assistance with research projects.

## **PUBLICATIONS**

Glenn Yap, **Elena Platonova**, & Philip Musa, 2006 (forthcoming), "Use of Information Systems in Air Force Medical Treatment Facilities in Strategic Planning and Decision-Making," *Journal of Medical Systems*, 30(1): 9-16.

## **MANUSCRIPTS UNDER PREPARATION**

Use of Strategic Human Resource Management Practices in a Sample of U.S. Hospitals: an Empirical Study.

Study of the Relationship Among Strategic Human Resource Management Practices, Organizational Culture & Organizational Performance Using Hierarchical Linear Modeling Methodology.

The Relationship Among Patient Loyalty, Patient Trust, and Patient Satisfaction with Primary Care Physicians.

## **PROFESSIONAL PRESENTATIONS**

S. Robert Hernandez, **Elena Platonova** & Richard Shewchuk, 2005, "Human Resource Management, Organizational Culture, and Hospital Performance," *Academy of Management, Meeting Proceedings*, Honolulu, Hawaii, August 2005.

Glenn Yap, **Elena Platonova**, & Philip Musa, 2004, "Use of Information Systems in Air Force Treatment Facilities in Strategic Planning & Decision-Making," *Midwest Business Administration Association, Meeting Proceedings*, Chicago, IL, March 2005.

**Elena Platonova**, Barbara Wech, & S. Robert Hernandez, 2004, "Exploring the Relationship between Strategic Human Resource Management, Organizational Culture, & Organizational Performance," *Southern Management Association, Annual Meeting Proceedings (CD-ROM)*, San Antonio, Texas: 373-378.

**Elena Platonova** & Susan Key, 2003, "Exploring the Relationship between Strategic Human Resource Development & Organizational Financial Performance: Lessons from Europe, North America & the Middle East," *Academy of International Business Southeast (USA), Annual Meeting Proceedings*, Clearwater, FL: 275-287.

## **HONORS AND AWARDS**

1986            Graduated with honors from Chelyabinsk State Pedagogical Institute, Russia.

1996            Won scholarship for the MHA program at the University of South Carolina from the US Information Agency.

## **LANGUAGES**

Fluent in Russian and English; read and translate German, passing knowledge of Slavic languages.

## **COMPUTER SKILLS**

SPSS, SAS, HLM, Access, Excel, Presentations/PowerPoint, MS Word.