

Justin Caleb Lord, Ph.D., MBA, CMA, FHFMA

Office Phone: (318) 797-5395

Email: Justin.Lord@lsus.edu

OBJECTIVE

To become a tenured faculty member at a major research institution where I can teach, mentor, and develop future healthcare leaders and also significantly contribute to research in the fields of long-term care, organizational performance, and health disparities.

FACULTY APPOINTMENT

Louisiana State University - Shreveport

Shreveport, LA

Program Director

July 2021 – Present

- AACSB Accredited
- 679 Students as of July 1, 2021

Assistant Professor

August 2018-Present

Dual Appointment in the College of Business

- James K. Elrod Department of Health Administration
- Department of Accounting

EDUCATION

University of Alabama at Birmingham

Birmingham, AL

Ph.D., Administration – Health Services

July 2018

Concentration: Strategic Management with additional 18+ graduate hours in Finance

- Research Interests: Organizational Performance, Financial Distress, Long-term Care, Healthcare Finance, Competition
- Dissertation: *Financial Distress-Causes and Consequences: An Examination of the Nursing Homes Industry*
 - Paper 1: Predicting Nursing Home Financial Distress Using the Altman Z-Score
 - Paper 2: Let's Ask Porter: A Reconceptualization of the Resource Dependency Theory to Explore Financial Distress
 - Paper 3: From the CFO to the Bed Side: An Examination of Nursing Home Financial Distress on Quality
- Committee Members: Robert Weech-Maldonado, Ph.D. (Chair), Justin Blackburn, Ph.D., Nate Carroll, Ph.D., Amy Landry, Ph.D., Grant Savage, Ph.D.

Jacksonville State University

Jacksonville, AL

Masters of Business Administration

December 2009

Jacksonville State University

Jacksonville, AL

B.S. with Honors, Business Administration, concentration in Finance

December 2006

CERTIFICATIONS

Certified Healthcare Financial Professional
Healthcare Financial Management Association

June 2017

Certified Managerial Accountant
Institute of Managerial Accountants

December 2017

RESEARCH EXPERIENCE

Predoctoral Fellow - Ruth L. Kirschstein National Service Award

2016 - 2018

- Agency for Healthcare Research and Quality
- Center for Outcomes and Effectiveness Research and Education
- Grant: T32HS013852

Research Assistant

- Dr. Thomas Powers – Collat School of Business (UAB) 2014 - 2016
 - Assisted faculty in the preparation of conference papers, book chapters, and journal submissions
 - Modified and prepared MBA651 - Marketing Strategy to be taught online
- Dr. Robert Weech-Maldonado – School of Health Professions (UAB) 2016 - 2018
 - Support multiple large, externally funded grant projects in various capacities. Responsibilities range from administrative to managerial, such as, identifying funding sources; coordinating grant planning meetings; managing on-going research projects; working with faculty to ensure completion of aims; drafting grant applications; preparing IRB applications; and various other tasks as needed
 - Performance of High Medicaid Nursing Homes-Contextual and Management Factors (AHRQ Funded)
 - UAB Center for Health Outcomes and Transformation (NSF – Funded)
 - Health System Factors and Racial/Ethnic Disparities in Hospital Readmissions (NIMHD Submitted)
 - Managing and mentoring undergraduate students on various departmental projects
 - Assist faculty with the development, writing and presentation of academic papers, grants, and presentations

GRANTS & FUNDING

Dates Completed	Title/Investigator	Sponsor	Amount
2021 (Fall)	Institutional Faculty Research & Development Grant	Louisiana State University at Shreveport	\$1,500
Fall 2021-Spring 2023	Health Disparities Loan Repayment Program	National Institutes of Aging / National Institutes of Health	\$23,719
2020 (Fall)	Junior Faculty Registration Waiver Award	Academy of Management Health Care Management Division	\$200
2020 (Fall)	Institutional Faculty Research & Development Grant	Louisiana State University at Shreveport	\$1,500
2020 (Spring)	Outstanding Faculty Award	Louisiana State University at Shreveport	\$5,000
2020 (Spring)	Institutional Faculty Research & Development Grant	Louisiana State University at Shreveport	\$1,500
2019 (Fall)	Campus Federal Teaching Enhancement Fund	Campus Federal	\$300
2019 (Fall)	Institutional Faculty Research & Development Grant	Louisiana State University at Shreveport	\$1,500
2019 (Spring)	Scholarship Recipient for Continued Education	American College of Healthcare Executives	\$2,615
2018 (Fall)	Institutional Faculty Research & Development Grant	Louisiana State University at Shreveport	\$1,500
2017 – 2018	Patient Engagement and Hospital Readmissions: The Role of Health Literacy PI: Weech-Maldonado Role: Co-Investigator	National Science Foundation - Center for Healthcare Organization and Transformation (CHOT)	\$45,000
2014 - Present	Performance of High Medicaid Nursing Homes-Contextual and Management Factors	Agency for Healthcare Research and Quality	\$1,249,873

PI: Weech-Maldonado
Role: Research Assistant

TEACHING RELATED - EXPERIENCE

Louisiana State University – Shreveport

Shreveport, LA

- Instructor

- HCAD 760 – Healthcare Finance (375 students) Summer 2018
- ACCT 206 – Intro to Managerial (58 students) Fall 2018
- HCAD 701 – Healthcare Organizational Behavior (331 students) Fall 2018
- HCAD 760 – Healthcare Finance (147 students) Spring 2019
- ACCT 206 – Intro to Managerial (27 students) Spring 2019
- HCAD 701 – Healthcare Organizational Behavior (200 students) Spring 2019
- HCAD 760 – Healthcare Finance (118 students) Summer 2019
- HCAD 701 – Healthcare Organizational Behavior (153 students) Summer 2019
- ACCT 206 – Intro to Managerial (20 students) Fall 2019
- HCAD 760 - Healthcare Finance (179 students) Fall 2019
- HCAD 701 - Healthcare Organizational Behavior (194 students) Fall 2019
- ACCT 206 – Intro to Managerial (21 students) Spring 2020
- HCAD 760 – Healthcare Finance (185 students) Spring 2020
- HCAD 701 – Healthcare Organizational Behavior (182 students) Spring 2020
- HCAD 760 - Healthcare Finance (118 students) Summer 2020
- HCAD 701 - Healthcare Organizational Behavior (147 students) Summer 2020
- ACCT 206 – Intro to Managerial (30 students) Fall 2020
- HCAD 760 - Healthcare Finance (137 students) Fall 2020
- HCAD 701 - Healthcare Organizational Behavior (173 students) Fall 2020
- ACCT 206 – Intro to Managerial (45 students) Spring 2021
- HCAD 760 - Healthcare Finance (166 students) Spring 2021
- HCAD 701 - Healthcare Organizational Behavior (170 students) Spring 2021

University of Alabama at Birmingham

Birmingham, AL

- Co-Instructor

- HCM 416 Financial Management in Healthcare Organizations

Spring 2018

- Teaching assistant

- AH 707 Research Methods
- MBA 651 Marketing Strategy

Spring 2016

Spring 2015

- Guest lecturer

- HCM 425, Healthcare Reimbursement Methods
“CMS Reimbursement Methodologies”
- HA 620 Financial Management
“The ABCs of Activity Based Costing”
- AH 707 Research Methods
“Secondary Data: Opportunities, Pitfalls and Data Sets”

Summer /Fall 2017

Spring 2016 / 2017

Spring 2017

PROFESSIONAL EXPERIENCE

Finance Director

Sarrell Regional Dental Centers

Anniston, AL
April 2010 - July 2014

- Finance Director for largest single provider of Medicaid dental services in Alabama
- Responsible for sustained profitability of a \$17 M non-profit with sixteen locations
- Assisted in re-writing and passage of the Alabama Dental Practice Act (2012)
- Provided economic impact analysis for dental care to the Federal Trade Commission
- Supported a fifteen-dental chain acquisition & turnaround in Dallas, Texas
- Provided strategic and operational financial analysis for ongoing management decisions
- Sarrell Dental was featured in PBS *Frontline* as a national model for the delivery of oral healthcare
- Analyzed and proposed additional acquisitions in Oregon, Texas and Kentucky, that were executed after my departure
- Responsible for direct management oversight of Payroll, Accounts Receivable, Accounts Payable, Insurance and Financial Reporting Departments
- Consolidated supplier base to achieve efficiencies and economies of scale with suppliers

Financial Analyst

Honda Manufacturing of Alabama, LLC

Lincoln, AL
April 2007 - April 2010

- Prepared, managed and analyzed various financial activities in automobile manufacturing
- Calculated and provided cost per unit for two vehicle models
- Analyzed and disseminated cost data within departments
- Utilities Analyst – hedged natural gas futures and analyzed usage regarding cost
- Provided technical financial support to the various departments
- Budget Analyst for over \$96M whose budgets included Facilities, General Services, Legal, Corporate Communications, Information Technology, Utilities and MRO (Maintenance, Repair & Operations)

HONORS & AWARDS

- National Institutes of Health – Disparities Research Loan Forgiveness Program Recipient (\$23,875)
- Louisiana State University at Shreveport – Awarded “Outstanding Faculty Award in Teaching” with \$5,000 stipend (2020)
- Louisiana State University at Shreveport – Awarded “Professor of the Year” (2019)
- Scholarship Recipient from American College of Healthcare Executives (2019)
- Fellow in the Healthcare Financial Management Association (2017)

- Best Poster (Third Place) - “Patient Engagement and Hospital Readmissions: The Role of Health Literacy” at the National Science Foundation Center for Healthcare Organization and Transformation (CHOT) Fall Industry Advisory Board Meeting, Birmingham, AL, October 2017.
- Myron D. and Carol A. Fottler Endowed Support Fund for the PhD Program in Administration-Health Services, 2017
- Academy of Management Health Care Management Division Scholarship Recipient, 2016, 2017
- Phi Kappa Phi - Love of Learning Scholarship, 2017
- Invitation to Academy of Management Health Care Division – Emerging Scholars Consortium, 2016, 2017
- Phi Kappa Phi Honor Society, 2014, 2015, 2016, 2017
- Best Presentation - “High Performance of High Medicaid Nursing Homes” as presented at UAB’s 24th Annual Symposium Comprehensive Center for Healthy Aging, 2016
- Southern Management Doctoral Consortium Scholarship Recipient 2015, 2016
- Best Poster - “Nursing Home Closures and State Funding Policies” at UAB Expo for Undergraduate Research and Service Learning, 2016. Served as mentor to undergraduate student who won and was co-author.

PUBLICATIONS *denotes a student mentee

- 14) **Lord, J.**, Davlyatov, G., Ghiasi, A., Weech-Maldonado, R. (2021) Nursing homes in socially deprived communities have been disproportionately affected by COVID-19. *Journal of Health Care Finance, Fall*,
- 13) Weech-Maldonado, **Lord, J.**, Davlyatov, G., Oreano, G., & Ghiasi, A. (2021) High minority nursing homes disproportionately affected by COVID-19 deaths. *Frontiers in Public Health, 9*, 246. doi.org/10.3389/fpubh.2021.606364
- 12) *Nwakamma Ononuju, C., **Lord, J.**, Uzochi, A.M., & Hassan, I. (2021) Workforce diversity: A review of limitation to access, inclusion, and a recommendation for the healthcare industry in the United States. *International Journal of Scientific & Technology Research, 10(2)*, ISSN: 2277-8616
- 11) **Lord, J.**, Borkowski, N., & Weech-Maldonado, R. (2021) Patient engagement in home health: The role of health literacy and “Ask Me Three®. *Home Health Care Management & Practice*. <https://doi.org/10.1177/1084822321996623>

- 10) Davlyatov, G., **Lord, J.**, Ghiasi, A., & Weech-Maldonado. (2021). Association between electronic health record use and quality of care in high Medicaid nursing homes. *Journal of Hospital Management and Health Policy*. 5, doi: 10.21037/jhmhp-20-64
- 9) Davlyatov, G., **Lord, J.**, Puro, N., & Borkowski, N. (2020) Does it pay? An examination of interorganizational relationships in federally qualified health centers. *Journal of Healthcare Finance*. Summer.
- 8) **Lord, J.**, Blackburn, J., Carroll, N., Maldonado, R., (2020). Examination of nursing home financial distress via Porter's five competitive forces framework. *Health Care Management Review*. Nov doi: 10.1097/HMR.0000000000000297.
- 7) **Lord, J.**, Landry, A., Savage, G., & Maldonado, R., (2020). Predicting nursing home financial distress using the Altman Z-Score. *INQUIRY, The Journal of Health Care Organization, Provision, and Financing*, 57, 1-9.
- 6) Upadhyay, S., **Lord, J.**, & Gakh, M. (2019). Health information-seeking and intention to quit smoking: Do health beliefs have a mediating Role? *Tobacco Use Insights*, 12, 1-10.
- 5) Weech-Maldonado, R., Pradhan, R., Dayama, N., **Lord, J.**, & Gupta, S. (2019). Nursing home quality and financial performance: Is there a business case for quality? *Inquiry: The Journal of Health Care Organization, Provision, and Financing*, 56, 1-10.
- 4) Weech-Maldonado, R., **Lord, J.**, Pradhan, R., Davlyatov, G., Dayama, N., Gupta, S., & Hearld, L. (2019). High Medicaid nursing homes: Organizational and market factors associated with financial performance. *Inquiry: The Journal of Health Care Organization, Provision, and Financing*, 56, 1-9.
- 3) **Lord, J.**, Davlyatov, G., Hyer, K., Thomas, K., & Weech-Maldonado, R. (2018). Impact of assisted living facilities on the financial performance of Florida nursing homes. *Inquiry: The Journal of Health Care Organization, Provision, and Financing*, 55, 1-10.
- 2) Weech-Maldonado, R., Miller, M., & **Lord, J.** (2017). The relationship among socio-demographics, perceived health and happiness. *Applied Research in Quality of Life*, 12(2), 289-302.
- 1) Carroll, N. & **Lord, J.** (2016). The growing importance of cost accounting in healthcare. *Journal of Health Care Finance*, 43(2), 172-185.

TEXTBOOKS

- Contributing Author for *Organizational Behavior in Health Care*, Chapter 2 “Diversity, Equity, and Inclusion in Health Care.”

WORKS IN PROGRESS

- Chisholm, L., Ghiasi, A., **Lord, J.**, & Weech-Maldonado, R. (2021). Culture Change and Quality of Care Among High Medicaid Nursing Homes: Does Earlier Implementation Matter? *The Gerontologist*
- Choi, D., Yang, Kim, D., Yang, L., & **Lord, J.** (*Under Review*). Does CEO tenure matter? Evidence from CEO outside employment opportunities. *Review of Quantitative Finance and Accounting*
- **Lord, J.**, Maldonado, R., Blackburn, J., Carroll, N., Landry, A., & Savage, G. (*In Preparation*). From the CFO to the bed side: An examination of nursing home financial distress on quality. *Medical Care*
- Davlyatov, G., **Lord, J.**, & Borkowski, N. (*In Preparation*). The variation in performance between different ethnic/racial/gender groups in CAHME programs. *The Journal of Health Administration Education*
- **Lord, J.**, Maldonado, R., & Davlyatov, G. (*In Preparation*). Community socioeconomic status affect nursing home quality. *The Gerontologist*
- **Lord, J.**, Maldonado, R., & Davlyatov, G. (*In Preparation*). Progressive culture change initiatives in high Medicaid nursing homes. *Yet to be Identified*
- Laberge, A., Davlyatov, G., **Lord, J.**, & Weech-Maldonado, R. (*In Preparation*). An examination of strategic group membership and innovation in the nursing home industry. *Yet to be Identified*
- **Lord, J.**, Davlyatov, G., & Opoku-Agyeman, W. (*In Preparation*). Narcissistic attitudes and community health care centers executive compensation. *Yet to be Identified*
- Powers, T. & **Lord, J.** (*Being Revised*). An examination of retail product return behavior on category of good. *Journal of the Academy of Marketing Science Being Revised*

PROFESSIONAL PRESENTATIONS

Invited Lectures

- “LGBTQ+Forum” for Sci-Port Discovery Center / National Institute of Health. Shreveport, LA, April 18, 2021
- “Job Searches in a Difficult Market – ESPO’s Fall Webinar” for Gerontological Society of America’s Emerging Scholar and Professional Organization. Online, September 25, 2020
- “Doctoral Session – How to Successfully Prepare for my First Career” for Association of University Programs in Health Administration Annual Meeting. Online, June 2020
- “Pilot Preview Day,” Invited lecture for prospective LSUS students, Shreveport, LA, February 2020
- “5 Things, I Wish I Knew” featured presenter at the LSUS Freshman Convocation, Shreveport, LA, August 2019
- “Multiple Discriminant Analysis: An Introduction” presented at the University of Alabama at Birmingham, Birmingham, AL, October 2018

Organized Symposiums

- **Lord, J.**, “Health & Long-Term Care,” Session Chair at the Annual Scientific Meeting of the Gerontological Society of America, Virtual, November 2021
- **Lord, J.** “CHOT: An Industry/Academic Model to Improve Health,” presented at Gerontological Society of America, Austin, Texas, November 2019

National/International Meetings/Peer-Reviewed (Oral Presentations)

- Choi, D., Kim, D.H., **Lord, J.**, & Yang, L. (2021) “Should I Stay or Should I Go: An Examination of CEO Tenure and Outside Employment Opportunities” presented at Southwestern Finance Association
- **Lord, J.**, Ray, M., Landry, A., Lee, H., Ivankova, N., Herbey, I., & Weech-Maldonado, R. “Exploring the Role of Contextual Factors in Medicaid Nursing Homes Performance: A Qualitative Perspective” presented Annual Scientific Meeting of the Gerontological Society of America, Virtual, November 2021
- **Lord, J.**, Davlyatov, G., Ghiasi, A., Weech-Maldonado, R., “COVID-19 Death in High Medicaid Nursing Homes: The Role of Employment Empowerment” presented Annual Scientific Meeting of the Gerontological Society of America, Virtual, November 2021

- Weech-Maldonado, R., **Lord, J.**, Davlyatov, G., Ghiasi, A., Orewa, G., “Disparities in COVID-19 Mortality in High Medicaid Nursing Homes: The Role of Employment Empowerment” presented Annual Scientific Meeting of the Gerontological Society of America, Virtual, November 2021
- Chisholm, L., Ghiasi, A., **Lord, J.**, Davlyatov, G., & Weech-Maldonado, R. “Culture Change and Quality of Care Among High Medicaid Nursing Homes: Does Earlier Adoption Matter?” presented at Academy of Management Online, August 2021
- Maldonado, R., **Lord, J.**, Davlyatov, G., Ghiasi, A., & Orewa, G. “High-Minority Nursing Homes Disproportionately Affected by COVID-19 Deaths,” presented at Academy of Management Online, August 2021
- Ghiasi, A., **Lord, J.**, & Banaszak-Holl, J. “Organizational Culture and Nursing Home Financial Performance: The Case of High Medicaid Nursing Homes,” presented at Academy of Management Online, August 2021
- Maldonado, R., **Lord, J.**, Davlyatov, G., Ghiasi, A., & Orewa, G. “An Examination of COVID-19 Mortality in High-Minority Nursing Homes,” presented at AcademyHealth Annual Scientific Meeting Online, June, 2021
- **Lord, J.** “The Impact of Leadership Styles on Quality and Financial Performance in High Medicaid Nursing Homes,” presented at The Gerontological Society of America (GSA) 2020 Annual Scientific Meeting Online, November 2020
- **Lord, J.**, Weech-Maldonado, R., Chisholm, L., Hearld, L. Symposium: Bridging the Gap in Quality Among High Medicaid Nursing Homes,” presented at The Gerontological Society of America (GSA) 2020 Annual Scientific Meeting Online, November 2020
- **Lord, J.**, Davlyatov, G., & Weech-Maldonado, R. “The Use of Social Deprivation Index to Examine Nursing Home Quality,” presented Virtually at Academy of Management (AOM) Annual Meeting, Vancouver, Canada, August 2020
- **Lord, J.** “Management Practices of Under-Resourced Nursing Homes,” presented Virtually at Academy of Management (AOM) Annual Meeting, Vancouver, Canada, August 2020
- Ghiasi, A., **Lord, J.**, Davlyatov, G., & Weech-Maldonado., R. “The Association Between Strategic Group Membership and Hospital Financial Performance,” presented at European Academy of Management (EURAM) Annual Meeting, Dublin, Ireland, December 2020
- Choi, D., Kim, D.H., **Lord, J.**, & Yang, L. “Does CEO Tenure Matter? Evidence from CEO Outsides Employment Opportunities,” presented at Southern Finance Association Annual Meeting, Orlando, FL, November 2019
- Weech-Maldonado, R., Davlyatov, G., & **Lord, J.** “Human Resource Management

Practices, Organizational Culture, and Nurse Staffing Turnover,” presented at Gerontological Society of America, Austin, Texas, November 2019

- Weech-Maldonado, R., Davlyatov, G., & **Lord, J.** “EHR Implementation Among Nursing Homes: Is It Associated With Better Financial Performance?” presented at Gerontological Society of America, Boston, MA, November 2018
- **Lord, J.** “From the CFO to the Bed Side: An Examination of Nursing Home Financial Distress on Quality,” presented at Academy of Management, Chicago, IL, August 2018
- **Lord, J.**, Davlyatov, G., Thomas, K., Hyer, K., & Weech-Maldonado, R. “The Role of Assisted Living Capacity on Nursing Home Financial Performance,” presented at Academy of Management, Chicago, IL, August 2018
- Weech-Maldonado, R., Pradhan, R., **Lord, J.**, Dayama, N., & Gupta, S. “High Medicaid Nursing Homes: Organizational and Market Factors Associated with Performance,” presented at Academy of Management, Chicago, IL, August 2018
- Powers, T. & **Lord, J.** “An Examination of Retail Product Return Behavior Based on Category of Good,” presented at the Academy of Marketing Science World Marketing Congress, Christchurch, New Zealand, June 2017
- Weech-Maldonado, R., Miller, M., & **Lord, J.** “The Relationships Among Soci-Demographics, Perceived Health and Happiness,” presented at the 23rd Annual National Research Service Award Research Trainees Conference at AcademyHealth, New Orleans, LA, June 2017
- Weech-Maldonado, R., **Lord, J.**, & Davlyatov, G. “Application of the Deprivation Index to Examine Quality in High Medicaid Nursing Homes,” presented at the 23rd Annual National Research Service Award Research Trainees Conference at AcademyHealth, New Orleans, LA, June 2017
- **Lord, J.** & Hernandez, R. “Narcissist Executives and Coopetition Strategy Adoption,” presented at Academy of Management Annual Meeting, Anaheim, CA, August, 2016
- **Lord, J.**, Powers, T., & Choi, S. “Consumer Perceived Value and Service Adoption: An Application to Assisted Living Service,” presented at American Marketing Association Conference, Atlanta, GA, August 2016
- **Lord, J.**, Weech-Maldonado, R., & Thomas, K. “Friend or Foe: The Impact of Assisted Living Facilities as Related to Nursing Home Closures,” presented at The Gerontological Society of America Annual Scientific Meeting, New Orleans, LA, November 2016
- Weech-Maldonado, R., Pradhan, R., Dayama, N., & **Lord, J.** “Nursing Home Quality and Financial Performance: Is There a Business Case for Quality,” presented at The Gerontological Society of America Annual Scientific Meeting, New Orleans, LA,

November 2016

- Weech-Maldonado, R., Pradhan, R., Gupta, S., Dayama, N., & **Lord, J** “High Medicaid Nursing Homes and Performance,” presented at The Gerontological Society of America Annual Scientific Meeting, New Orleans, LA, November 2016

National/International Peer-Reviewed (Poster Presentations)

- Chisholm, L., Davlyatov, G., **Lord, J.**, Weech-Maldonado, R. “Give It Time: An Examination of Culture Change Initiative Adoption and Quality-of-Care Among Under-Resourced Nursing Homes,” presented at AcademyHealth Annual Scientific Meeting Online, June, 2021
- Ghiasi, A., Davlyatov, G., **Lord, J.**, Weech-Maldonado, R. “An Examination of Organizational Culture and Financial Performance in High-Medicaid Nursing Homes,” presented at AcademyHealth Annual Scientific Meeting Online, June, 2021
- Davlyatov, G., **Lord, J.**, Ghiasi, A., Orewa, G., & Weech-Maldonado, R. “Nursing Homes During Pandemic: Factors Associated with COVID-19 Cases,” presented at American Public Health Association Annual Meeting, Virtual Meeting, October 2020
- Davlyatov, G., **Lord, J.**, Ghiasi, A., & Weech-Maldonado, R. “EHR Use and Quality of Care in High Medicaid Nursing Homes,” presented at American Public Health Association, Philadelphia, Pennsylvania, November 2019
- Davlyatov, G., Ghiasi, A., **Lord, J.**, & Weech-Maldonado, R. “Organizational Culture and Financial Performance of High Medicaid Nursing Homes,” presented at American Public Health Association, Philadelphia, Pennsylvania, November 2019
- **Lord, J.**, Davlyatov, G., Ghiasi, A., & Weech-Maldonado, R. “Culture Change and Financial Performance of High Medicaid Nursing Homes,” presented at American Public Health Association, Philadelphia, Pennsylvania, November 2019
- Davlyatov, G., **Lord, J.**, Ghiasi, A., & Weech-Maldonado, R. “The Impact of Culture Change on Financial Performance of High Medicaid Nursing Homes,” presented at Gerontological Society of America, Austin, Texas, November 2019
- Davlyatov, G., **Lord, J.**, Ghiasi, A., & Weech-Maldonado, R. “The Relationship Between Organizational Culture and Financial Performance Among High Medicaid Nursing Homes,” presented at Gerontological Society of America, Austin, Texas, November 2019
- Davlyatov, G., **Lord, J.**, Ghiasi, A., & Weech-Maldonado, R. “Organizational and Community Factors Associated with Nursing Home Organizational Culture,” presented at Gerontological Society of America, Austin, Texas, November 2019
- Weech-Maldonado, R., Davlyatov, G., & **Lord, J.** “How Does the Community

Socioeconomic Status Affect Nursing Home Quality?” presented at Gerontological Society of America, Boston, MA, November 2018

- **Lord, J.,** Weech-Maldonado, R., & Davlyatov, G. “Community Socio-Economic Status and Nursing Home Quality,” presented at AcademyHealth, Seattle, WA, June 2018
- Weech-Maldonado, R., **Lord, J.,** & Davlyatov, G. “The Relationship between EHR Utilization and Financial Performance in High Medicaid Nursing Homes,” presented at AcademyHealth, Seattle, WA, June 2018
- **Lord, J.,** Weech-Maldonado, R., & Borkowski, N. “Patient Engagement and Hospital Readmissions: The Role of Health Literacy,” presented at National Science Foundation Center for Healthcare Organization and Transformation (CHOT) Fall Industry Advisory Board Meeting, Birmingham, AL, October 2017
- **Lord, J.** & Weech-Maldonado, R. “Let’s Ask Porter: What is Going in the Nursing Home Industry,” presented at American Society of Aging, Chicago, IL, March 2017
- Weech-Maldonado, R., **Lord, J.,** & Davlyatov, G. “Application of the Deprivation Index to Examine Quality in High Medicaid Nursing Homes,” presented at AcademyHealth, New Orleans, LA, June 2017
- Davlyatov, G., **Lord, J.,** & Opoku-Agyeman, W. “Impact of Integration Strategies on Performance in Community Health Centers,” presented at AcademyHealth, New Orleans, LA, June 2017
- **Lord, J.,** Weech-Maldonado, R., & Davlyatov, G. “From the CFO to the Bed Side: An Examination of Nursing Home Financial Distress on Quality,” presented at International Association of Gerontology and Geriatrics – 21st World Conference, San Francisco, CA, July 2017
- **Lord, J.,** Weech-Maldonado, R., & Davlyatov, G. “Examining Organizational and Market Factors Associated With Nursing Home Financial Distress,” presented at International Association of Gerontology and Geriatrics – 21st World Conference, San Francisco, CA, July 2017
- **Lord, J.,** Weech-Maldonado, R., & Davlyatov, G. “Predicting Financial Distress in Nursing Homes: An Application of the Altman Z-Score Model,” presented at International Association of Gerontology and Geriatrics – 21st World Conference, San Francisco, CA, July 2017
- **Lord, J.,** Davlyatov, G., & Weech-Maldonado, R. “Examination of Nursing Home Closure in Florida: Impact of Assisted Living Facilities,” presented at 23rd Annual National Research Service Award Research Trainees Conference at AcademyHealth, New Orleans, LA, June 2017

- Powers, T., **Lord, J.**, & Hopkins, R. “The Altruistic Dimensions of Patriotic Purchasing,” presented at American Marketing and Public Policy Conference, San Luis Obispo, CA, June 2016
- Weech-Maldonado, R., Pradhan, R., Gupta, S., & **Lord, J.** “Quality and Financial Performance of High Performing Nursing Homes,” presented at AcademyHealth Annual Research Meeting, Boston, MA, June 2016
- **Lord, J.** “Hospital Administrator’s Brief on Evolving LGBTQ Issues,” presented at AcademyHealth Annual Research Meeting, Minneapolis, MN, June 2015

Local Conferences (Poster Presentations) *Student Mentee

- Weech-Maldonado, R., **Lord, J.**, & Davlyatov, G. “The Impending Disaster: The Relationship between Environmental Munificence and Nursing Home Outcomes,” presented at the Comprehensive Center for Healthy Aging 2018 Symposium, Birmingham, AL, April 2018
- **Lord, J.**, Weech-Maldonado, R., & Davlyatov, G. “The Relationship Between Nursing Home Financial Distress and Nursing Home Quality,” presented at the Comprehensive Center for Healthy Aging 2018 Symposium, Birmingham, AL, April 2018
- **Lord, J.**, Weech-Maldonado, R., & Davlyatov, G. “Relationship of Social Deprivation and Nursing Home Outcomes,” presented at the 33rd Annual UAB Department of Medicine Trainee Research Symposium, Birmingham, AL, March 2017
- Weech Maldonado, R., Miller, M., & **Lord, J.** “The Relationships Among Socio-Demographics, Perceived Health, and Happiness,” presented at the 12th Annual UAB Health Disparities Research Symposium, Birmingham, AL, May 2017
- *Harrison, C., **Lord, C.**, & Weech-Maldonado, R. “Nursing Home Closures and State Funding Policies,” presented at the UAB Expo for Undergraduate Research and Service Learning, Birmingham, AL, November 2016
- **Lord, J.** “Nursing Home Closures as Related to Growth of Assisted Living Facilities,” presented at the Comprehensive Center for Healthy Aging Annual Symposium, Birmingham, AL, 2017

SERVICE

Dissertation Committees

- Dissertation committee member for Deanna Kyrimis (DsC) “Assessing the Association between CEO Narcissistic Leadership and Healthcare Fraud” (2021)
- Dissertation committee member for Giovanna Pilonieta (PhD) “Alzheimer’s Special Care Units in Nursing Homes: Organizational and Market Factors” (2021)
-

Reviewer / Editor

- Ad Hoc Reviewer, *Health Care Management Review*, 2021
- Ad Hoc Reviewer, *Journal for Health Care for the Poor and Underserved*, 2021
- Ad Hoc Reviewer, *Medical Care* – 2020, 2021
- Ad Hoc Reviewer, *Medical Care Research and Review* - 2020
- Ad Hoc Reviewer, *Health Services Insights* – 2020
- Reviewer, Gerontological Society of America Annual Meeting – 2020, 2021
- Reviewer, Gerontological Society of America Annual Meeting – Best Paper, 2019
- Ad Hoc Reviewer, *Inquiry: The Journal of Health Care Organization, Provision, and Financing*, 2018
- Reviewer, Academy of Management Annual Meeting, 2017, 2019, 2020, 2021
- Reviewer, Southern Management Association Annual Meeting, 2015, 2017, 2019
- Reviewer, European Academy of Management Annual Meeting, 2016

Committees and Leadership

- Social Research, Policy and Practice Section New Member Outreach Coordinator for the Gerontological Society of America, 2020
- Session Chair for Emerging Scholar and Professional Organization (ESPO) presentation at Gerontological Society of America, 2019
- Senior Representative of Emerging Scholar and Professional Organization (ESPO) to the Social Research, Policy and Practice Section Executive Committee of the Gerontological Society of America, 2018 / 2019 Term
- Junior Representative of Emerging Scholar and Professional Organization (ESPO) to the Social Research, Policy and Practice Section Executive Committee of the Gerontological Society of America, 2017 / 2018 Term
- Founding Committee Member of the Student Engagement Committee for Academy of Management Health Care Division, 2017 / 2018 Term
- Co-Chair for Alabama College of Healthcare Executives - Innovation in Health Care Networking Social, 2016 (volunteer), 2017
- Session Chair of “Perspectives on Hospital Financial Performance” for Academy of

Management Health Care Division, 2017

University & Leadership Roles

- Member of the standing Distance Learning Council at LSUS, 2021-Present
- Member of the Executive Committee for the College of Business at LSUS, 2021-Present
- Member of the AACSB Steering Committee for the College of Business at LSUS, 2021-Present
- Member of the standing University “Technology Committee” at LSUS, 2019-Present
- Member of the standing School of Business’s “Curriculum and Standards Committee” at LSUS (Term – 2018-Present)
- Member of the standing School of Business’s “Assurance of Learning Committee” at LSUS (Term – 2019)
- Co-hosted Aaron Beam Invited Lecture “Pull the Wagon: A Tale of Ethics at HealthSouth” at Louisiana State University at Shreveport: Attendance 65+, November 2018
- Senator of UAB Graduate Student Government, 2014, 2015
- Finance Committee Member (elected) of UAB Graduate Student Government, 2015

Student Training/Support

- Quality Matters Certified, 2021
- AACSB Assurance of Learning I, II Certified, 2021
- LSUS “Safe Space” Trained Support Personnel, 2020
- LSUS “Green Zone” Trained Support Personnel, 2019

Community Involvement

- Rotary Club of Shreveport, Member, 2021
-
- 44th Class of Greater Shreveport Chamber of Commerce Leadership Program, 2021
- Young Professional Initiative of Greater Shreveport Chamber, Member, 2019

- Children Services - President (2013), Vice President (2012), Treasurer (2011)
- Calhoun County Chamber of Commerce – Leadership Council – Board Member, 2012
- YMCA of Calhoun County - Board Member, 2013
- United Way of Northeast Alabama – Engagement Sub-Committee Member, 2012
- Civitan Organization (Anniston Chapter) – 2nd Vice President, 2011
- Delta Chi Fraternity (Jacksonville State University) – President (2006), Treasurer (2003-2005)
- Jacksonville State Student Government Association – Senate President (2005), Senator & Parliamentarian (2004)
- Alabama Collegiate Legislature - House Speaker Pro-Tempore, 2005
- Jacksonville State University College of Commerce & Business Administration - Student Advisory Board, 2006

Membership

- AcademyHealth, 2014 – Present
- Academy of Management, 2014 – Present
- American College of Healthcare Executives, 2015- Present
- American Institute of Certified Public Accountants, 2017
- American Marketing Association, 2016
- Association of University Programs in Health Administration, 2015 – Present
- Gerontological Society of America, 2016 – Present
- Healthcare Financial Management Association, 2014 – Present
- Institute of Management Accountants, 2016 – Present
- National Education Association, 2019 - Present
- Southern Management Association, 2014 – Present