

Dr. Debra Zevallos, DBH, MHA, FACHE

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SUMMARY

Accomplished Executive Leader with extensive experience and achievements in Academic Leadership and Healthcare Administration (HCA) roles. Highly skilled in Higher Education Program Administration and Evaluation; Inclusive Excellence; Curriculum Development; Instructional Design; Classroom/Hybrid/Online Instruction; and Faculty/Staff Professional Development and Supervision. Operational leadership roles include Service Line management; Physician Practice Management; Legislative Affairs/Health Care Policy; Quality Improvement; Strategic Planning; Finance and Budgeting; and Health Care Professionals Recruitment and Retention.

SKILLS

- Board-certified, credentialed Fellow of the American College of Healthcare Executives (ACHE)
- 2021 Association of University Programs in Health Administration (AUPHA) Certification Review Team for undergraduate HCA programs
- Experienced leading Commission on Accreditation of Healthcare Management Education (CAHME) graduate program accreditation activities, including alignment of curriculum, policies and processes to achieve and maintain accreditation
- Extensively trained in Quality Matters (QM) instructional design and review processes for online course development and instruction
- Highly proficient in Canvas, Blackboard, and Moodle Learning Management Systems
- Strategic and self-guided leader with demonstrated success in cultivating, leading, and mentoring diverse faculty, staff and team projects
- Embodies a growth mindset with intentional focus on inclusive excellence and fostering a culture of belonging
- Energetic and highly effective at oral and written communication across multiple levels and formats
- Superior organizational, planning, and time-management skills, with proven ability to work independently and highly effectively in a virtual environment
- Exceptional computer skills using Microsoft Office applications and all virtual meeting platforms

EXPERIENCE

01/2022 – present

UNIVERSITY OF CINCINNATI

Cincinnati, OH

Program Director and Associate Professor

Program Director and full-time faculty member in the College of Allied Health Sciences (CAHS) Executive Master of Health Administration (MHA) graduate program, which includes the MHA degree, and four health care graduate certificate programs offered through the UC Lindner College of Business. Course Director for HCA 7002 Principles of Leadership; HCA 7033 Global Health Systems; HCA 7041 Quality Improvement in Healthcare; HCA 7081 Emerging Issues in Healthcare; and HCA 7099 Capstone.

Core faculty for HCA 7031 Health Policy.

- Directs an academic program achieving 11% growth and a 97% satisfaction rate over a 3-year period, ensuring optimal student outcomes and stakeholder satisfaction
- Leads Council on Accreditation of Healthcare Management Education (CAHME) and UC Graduate College Graduate Program Review (GPR) processes and reporting efforts
- Creates a supportive leadership environment to achieve strategic goals, especially those related to CAHME accreditation, continuous evaluation and improvement, program growth, curriculum development, student success, accommodations, and inclusive excellence
- Proactive and engaged Faculty Advisor providing tailored career planning and professional development services to student cohort of 30-40 students
- Consistently earns exceptional course teaching evaluations for expertise, student-centered approach, and focused efforts on mentorship and competency development
- Collaborated across the UC campus to develop the curriculum and serve as Concentration Director for the undergraduate healthcare administration track of the BS Public Health program
- Extensive service contributions with internal and external stakeholders as an active member of the UC

Veteran Task Force; UC James L. Winkle College of Pharmacy National Advisory Board; CAHS RPT Committee; School of Social Work Engagement and By-Laws Committees; MHA Program Chair for Admissions Committee and National Advisory Board; Faculty Liaison to Executive MHA Alumni Association; and core member of Strategic Planning, Curriculum Development, and Student Advising committees

- Co-Chair of the Evening of Recognition Program Committee designed to celebrate graduate MSW, MHA and undergraduate BSW students in the College of Allied Health Sciences
- CAHS and SSW participant at UC's 2023 Annual Equity & Inclusion Conference
- CAHS selection for 2024 UC Women Lead Cohort

THE CHRIST COLLEGE OF NURSING AND HEALTH SCIENCES

Cincinnati, OH

07/2017 – 12/2021

Associate Dean of Health Sciences & Program Director, Healthcare Administration

07/21-12/21: Associate Dean of Health Sciences with Leadership oversight of 38 faculty members and Healthcare Administration (HCA), General Education, Medical Assisting, and Sonography degree programs. Key leader in Strategic Planning and Board Finance Committee.

03/17-07/21: HCA Program Director with 60% administration and 40% faculty/teaching appointment. Directs all aspects of the HCA program, ensuring continuous program evaluation, current and relevant curriculum design, high-quality instructional delivery, and transparent and timely feedback and course review. Creates a student-centered culture of engagement, flexibility and responsiveness to serve a wide and diverse population of learners:

- Launched the face-to-face undergraduate HCA program in 2017 and transitioned to a fully online model in 2018. Achieved 500% growth from 2017 to present
- Established and exceeded persistence and retention goals in each year of the program
- Delivers exceptional and personalized instruction, promoting critical thinking through active learning strategies. Consistently scores in the top 10% on college-wide faculty evaluations
- Continuously monitors HCA program to ensure compliance with AUPHA certification standards, including faculty qualifications, curriculum design, individual course content, and development and management of internship placement and affiliation agreements
- Reviews all HCA course evaluations and consults with Dean, faculty and students on areas of success and opportunities for improvement
- Successfully achieved QM certification for HCA undergraduate courses
- Key participant with direct input on the interview and hiring process and performance evaluation for full-time and adjunct faculty for the HCA program
- Active and key participant on Diversity, Equity, and Inclusion (DEI); Curriculum; Strategic Planning; Strategic Enrollment; Student Retention; and Faculty Professional Development Committees

THE CHRIST HOSPITAL HEALTH NETWORK

Cincinnati, OH

03/2016 – 07/2017

Executive Director, Heart and Vascular Service Line

Key partner in a Triad leadership model with the Executive Medical Director and Executive Nursing Director for the Heart and Vascular Service Line:

- Full profit/loss accountability for a key service line with a 300 million annual budget
- Developed, implemented and evaluated all strategic planning, business development, quality improvement, and human resource initiatives in a large service line with over 40 physicians, 16 advanced practice providers and 500 clinical and administrative staff
- Supervised and evaluated over 50 direct-reports
- Service Line Executive representative for Marketing, Business Development, Physician Relations, HR, Legal Compliance, Medical Staff, Compliance, Finance/Revenue Cycle, IT, Supply Chain, Clinical Engineering and Facilities

07/2014 – 03/2016

KETTERING HEALTH NETWORK

Miamisburg, OH

Director of Operations, Cardiology

Operations Director for Cardiology in a Dyad leadership model with Physician Medical Director:

- Delivered sound leadership and subject matter expertise to facilitate collaboration, alignment and integration of 6 Cardiology practices with 45 physicians and 110 staff members in a service delivery market spanning over 50 miles

- Supervised and evaluated over 30 direct-reports
- Developed and managed an annual operating budget of more than 50 million
- Provided leadership and oversight of strategic planning, business development, marketing, HR, patient experience and quality initiatives for the service line

HARRISON COLLEGE

Online

03/2012 – 03/2016

Adjunct Faculty

Two-time Spirit Award winner for exceptional teaching and student course evaluations as Adjunct Instructor for Healthcare Management Courses:

- HCM4650 Applying Theory to Practice Capstone
- HCM4250 Health Services in Society
- HCM3250 Ethics, Policy and Value Challenges in Health
- HCM3300 Managerial Applications of Health Law HCM2010
- Organization of Health Services in the U.S.
- MED2320 Health Information Technology

THE OHIO STATE UNIVERSITY COLLEGE OF MEDICINE

Columbus, OH

10/2008 – 02/2012

Division Administrator and Clinical Research Manager

Division Administrator for Endocrinology, Diabetes & Metabolism and the Diabetes Research Center:

- Managed and supervised all administrative, operational, research, GME, fiscal/revenue cycle and HR activities for a division of more than 80 faculty and staff and an annual budget of 3 million
- Supervised and evaluated over 20 direct-reports
- Analyzed physician productivity and patient satisfaction data and developed award-winning performance and quality improvement strategies targeted at all levels of the division using LEAN strategies
- Developed and implemented budget, business plans and strategic planning initiatives
- Led all-department training and conversion to electronic medical records
- Managed all research operations and personnel for Dr. Rebecca Jackson's multi-million dollar Women's Health Initiative (WHI) grant, associated research activities, and served as the liaison to the Center for Clinical and Translational Science (CCTS)

U.S. NAVY

Various

01/1996 – 10/2008

Medical Service Corps Officer

Commissioned Officer in the Healthcare Administration (HCA) section of the Medical Service Corps, serving in multiple Department Head and Senior Officer Leadership Roles in the U.S and abroad:

- Navy Medicine's Legislative Liaison to Congress
- Health Care Policy Analyst for the Secretary of the Navy and U.S. Navy Surgeon General
- Director of Hospital Operations and Ambulatory Practice Management
- Logistics Officer for Humanitarian Relief Missions
- Department Head for Health Professionals Recruiting

U.S. NAVY

Various

12/1984 – 01/1996

Hospital Corpsman

Enlisted Hospital Corpsman with medical training and expertise as:

- Surgical Technician
- Emergency Medicine Technician
- Search and Rescue Paramedic
- Aerospace Physiology and Water Survival Instructor

EDUCATION	ARIZONA STATE UNIVERSITY	Doctorate
2019 – 2021	<i>Behavioral Health (Management Track)</i> 4.0 GPA	
	OHIO STATE UNIVERSITY	Master's
2000 – 2002	<i>Health Services Management and Policy</i> 3.73 GPA Phi Kappa Phi National Honor Society	
	SAINT LEO UNIVERSITY	Bachelor's
1993 – 1996	<i>Business Administration (Healthcare Management Concentration)</i> 3.56 GPA Cum Laude	
HONORS AND AWARDS	<ul style="list-style-type: none">• AUPHA Excellence in Teaching Award, 2025• The Ohio State University Health Services Management and Policy (HSMP) Alan W. Brass Distinguished Alumni Achievement Award, 2024• University of Cincinnati Graduate College Mentorship Award nominee, 2024• The Christ College of Nursing and Health Sciences Summo Commisso Missi Award, 2020-2021• Harrison College Spirit Award Winner 2014 and 2015• Medical Officer Recruiter of the Year 2006 and 2007• Naval Air Station, Norfolk, VA Sailor of the Year 1993	
PROFESSIONAL AFFILIATIONS	<ul style="list-style-type: none">• AUPHA Annual Meeting Planning Committee 2024-2025• ACHE Local Programming Council (LPC) Cincinnati Chapter Board Member• ACHE of Greater Ohio Board Member:• 2018 - 2020 ACHE Higher Education Network (HEN) Chair - Coordinated student/executive mentoring opportunities for graduate students from Ohio State University, Xavier University, University of Cincinnati, Franklin University and Ohio Dominican University• AUPHA Member and 2021 Review Team Member• American Heart Association Circle of Red Member• Ohio State University and College of Public Health Alumni Associations• Arizona State University College of Health Solutions Alumni Association• Active and Dedicated Community Volunteer (various schools and organizations)	
SCHOLARLY ACTIVITIES AND RESEARCH AREAS OF INTEREST	International Conference Presenter: <ul style="list-style-type: none">• 11/2024 - 43rd annual Original Lilly Conference on College Teaching, Miami University, OH Live Session Presentation: Rubrics Cube: Alignment Strategies for Online Learning Assessment Research and Scholarly Areas of Interest: <ul style="list-style-type: none">• Leadership Models and Theory• Change and Innovation• Integrated Primary and Behavioral Health Care• Quadruple Aim of Health Care• Online Teaching Effectiveness• Engaging Online Learners	