

# **JEMIMA A. FRIMPONG**

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## **EDUCATION**

- Ph.D.     **University of Pennsylvania, The Wharton School**, Philadelphia, Pennsylvania  
Management and Economics, 2009  
Disciplinary Cluster: Management  
Disciplinary Cluster: Health Care
- M.S.     **University of Pennsylvania, The Wharton School**, Philadelphia, Pennsylvania  
Management, 2006
- MPH     **University of Arizona**, College of Public Health  
**Arizona State University**, W.P. Carey School of Business, Tucson, Arizona  
Health Administration and Policy, 2003
- B.S.     **Rutgers University**, New Brunswick, New Jersey  
Public Health, 2001
- B.A.     **Rutgers University**, New Brunswick, New Jersey  
English Literature, 2001

## **ACADEMIC LEADERSHIP**

- 2024 - Present     **Stern School of Business at Abu Dhabi**  
Vice Dean of Programs
- 2023 - 2024     **Stern School of Business at Abu Dhabi**  
Associate Dean of Programs
- 2021 - 2024     **New York University (NYU), Abu Dhabi**  
Program Head for Business, Organizations and Society

## **ACADEMIC APPOINTMENTS**

- 2023 - Present     **Stern School of Business at Abu Dhabi**  
Associate Professor of Management
- 2020 - Present     **New York University (NYU), Abu Dhabi**  
Associate Professor of Social Research and Public Policy

## JEMIMA A. FRIMPONG

2022 - Present	<b>New York University (NYU), Abu Dhabi</b> Associate Professor of Business, Organizations and Society
2018 - 2020	<b>Johns Hopkins University, Carey Business School</b> Associate Professor of Management and Organization
2016 - 2018	<b>Johns Hopkins University, Carey Business School</b> Assistant Professor of Management and Organization
2012 - 2016	<b>Columbia University, Mailman School of Public Health</b> Assistant Professor of Health Policy and Management
2009 - 2011	<b>Columbia University / Navrongo Health Research Centre (Ghana)</b> Assistant Professor of Population and Family Health

### **OTHER AFFILIATIONS**

2022 - Present	<b>New York University (NYU), Shanghai</b> Center for Global Health Equity <i>Research Affiliate</i>
2021 - Present	<b>New York University (NYU)</b> Wagner Graduate School of Public Service <i>Affiliated Faculty Member</i>
2018 - Present	<b>Weill Cornell, Cornell University</b> Center for Health Economics of Treatment Intervention for Substance use Disorder, HCV, and HIV <i>Research Affiliate</i>
2016 - 2020	<b>Johns Hopkins Medicine</b> Armstrong Institute for Patient Safety and Quality <i>Core Faculty</i>
2016 - 2018	<b>Columbia University, Mailman School of Public Health</b> Department of Sociomedical Sciences <i>Research Affiliate</i>
2009 - 2016	<b>Columbia Population Research Center (CPRC)</b> <i>Faculty Affiliate</i>

**PEER-REVIEWED PAPERS**

Lai A., **Frimpong J.A.**, (2024). “What makes proactive behaviors at work effective? Perspectives of healthcare executives. *Health Care Management and Review* (accepted and in production).

Hannah Camille Greene, Kinga Makovi, Rafiatu Abdul-Mumin, Akhil Bansal, **Jemima A. Frimpong**. (2024). Challenges in the distribution of antimicrobial medications in community dispensaries in Accra, Ghana. *PLOS ONE* e0281699.

Lai A., Wee, K., **Frimpong J.A.**, (2024). “Proactive Behaviors and Health Care: A Systematic Review.” *Health Care Management and Review*. 49(3), 239-251.

**Frimpong J.A.**, Liu, X., Liu L., Zhang, R. (2023). “Adoption of Electronic Health Record among Substance Use Disorder Treatment Programs: Nationwide Cross-Sectional Survey Study. *Journal of Medical Internet Research*. Doi:10.2196/ 45238.

**Frimpong, Jemima A.**, Parish, Carrigan L., Feaster, Daniel J., Gooden, Lauren K., Nelson, Mindy C., Matheson, Tim., Siegel, K., Haynes, L., Linas, B.P., Assoumou, Sabrina A., Tross, S, Kyle, T., Liguori T.K., Toussaint O., Annane D., Metsch L.R. (2023). “A study protocol for Project I-Test: a cluster randomized controlled trial of a practice coaching intervention to increase HIV testing in substance use treatment programs.” *Trials*. 24(1), 1-16,

**Frimpong J.A.**, Kong, Y., Guerrero, E. Khachikian T., Wang, S., D’Aunno T.A., Howard, D.L. (2023). Predicting and Responding to Change: Perceived Environmental Uncertainty among Substance Use Disorder Treatment Programs. *Journal of Substance Use and Addiction Treatment*, **145**: 208947.

Guerrero, E. Kong, Y., **Frimpong J.A.**, Khachikian T., Wang, S., D’Aunno T.A., Howard, D.L. (2022). Workforce Diversity and Disparities in Wait Time and Retention among Opioid Treatment Programs. *Substance Abuse Treatment, Prevention, and Policy*, **17**(74).

**Frimpong J.A.**, Helleringer S. (2021). Strategies to Increase Downloads of COVID-19 Exposure Notification Apps: A Discrete Choice Experiment. *PLOS ONE*, 16 (11), e0258945.

Behrends, C.N., Kapadia S.N., Schackman, B.R., **Frimpong, J.A.** (2020) “Addressing Barriers to On-site HIV and HCV Testing Services in Methadone Maintenance Treatment Programs: Findings from a National Multi-site Qualitative Study.” *Journal of Public Health Management & Practice*, **27**(4): 393-402.

**Frimpong, J.A.**, Shiu-Yee K., Tross, S., D'Aunno, T., Feaster, D., Metsch, L., Perlman, D., Strauss, S., Schackman, B., Daniel J. Feaster, and Lisa R. Metsch (2020). “Bundling Rapid Human Immunodeficiency Virus and Hepatitis C Virus Testing to Increase Receipt of Test Results: A Randomized Trial.” *Medical Care*, **58**(5):445-452. PMID: 32040038.

Guerrero, E.G., **Frimpong, J.A.**, Kong Y. (2020). “Advancing Theory on the Multilevel Role of Leadership in the Implementation of Evidence-Based Health Care Practices.” *Health Care Management Review*, **45**(2): 151-161.

Guerrero, E.G., Khachikian, T., **Frimpong, J.A.**, Kong, Y., Howard, D.L., Hunter, S., (2019). “Drivers of Continued Implementation of Cultural Competence in Substance Use Disorder Treatment.” *Journal of Substance Abuse Treatment*, **105**: 5–11.

Zi L., Li C., and **Frimpong J.A.** (2019). “Correlates of Subjective Hepatitis C Knowledge among Clinical Staff in US Drug Treatment Programs.” *Journal of Public Health*, **28**: 401-409. <https://doi.org/10.1007/s10389-019-01032-0>.

Behrends, C.N., Nugent A.V., Des Jarlais, D.C., **Frimpong, J.A.**, Perlman, D.C., Schackman, B.R. (2018). “Availability of HIV and HCV On-site Testing and Treatment at Syringe Service Programs in the United States.” *Journal of Acquired Immune Deficiency Syndromes*, **79**(2), e76-e78.

Shiu-Yee, K., Brincks, A.M., Feaster D.J., **Frimpong, J.A.**, Nijhawan A., Raul N Mandler, MD; Robert P Schwartz, MD; Metsch, L.R. (2018). “Patterns of Substance Use and Arrests Histories Among Hospitalized HIV Drug Users: A Latent Class Analysis.” *AIDS and Behavior*, **22**(9): 2757–2765, doi: 10.1007/s10461-017-2024-y.

Lucero, R.J, **Frimpong, J.A.**, Fehlberg, E.A., Bjarnadottir, R.I., Weaver, M.T., Cook, C., Modave, F., Rathore, M.H., Morano, J.P., Ibanez, G., Cook, R.L. (2017) “The Relationship Between Individual Characteristics and Interest in Using a Mobile Phone App for HIV Self-management: Observational Cohort Study of People Living with HIV.” *Journal of Medical Internet Research*, **5**(7): e100.

**Frimpong J.A.**, Shia-Yee K., Drano T. (2017). “The Role of Program Directors in Treatment Practices: The Case of Methadone Dose Patterns in U.S. Outpatient Opioid Agonist Treatment Programs.” *Health Services Research*, **52**(5): 1881–1907 doi: 10.1111/1475-6773.12558.

**Frimpong, J.A.**, Gu, J. Sliskovic T. (2016) “Organizational Climate and Use of Evidence-Based Practices in Addiction Health Services.” *International OFEL on Governance, Management and Entrepreneurship*; Zagreb: 655-670.

**Frimpong J.A.**, D’Aunno T., Helleringer S., Metsch L. (2016). “Spillover Effects of HIV Testing Policies: Changes in HIV Testing Guidelines and HCV Testing Practices in Drug Treatment Programs in the United States.” *BMC Public Health*, 16:666, doi:10.1186/s12889-016-3322-4.

**Frimpong, J.A.**, Okoye D., Pongou, R. (2016). “Economic Growth, Health Care Reform, and Child Nutrition in Ghana.” *Journal of African Development*. **18**(2): 41–60.

**Frimpong, J.A.**, D’Aunno T. (2016). “Hepatitis C Testing in Substance Use Disorder Treatment: The Role of Program Managers in Adoption of Testing Services.” *Substance Abuse Treatment, Prevention, and Policy*, **11**(13), doi: 10.1186/s13011-016-0057-2.

**Frimpong, J.A.**, D'Aunno, T., Feaster, D., Metsch, L., Perlman, D., Strauss, S., Hernandez, D., Mallow, A., Schackman, B. (2016). "On-site bundled rapid HIV/HCV testing in substance use disorder treatment programs: Study protocol for a hybrid design randomized controlled trial." *Trials*. **17**(1):117. doi: 10.1186/s13063-016-1225-4.

**Frimpong, J.A.**, Guerrero' E. G., Kong Y., Kim, T. (2016). "Abstinence at Successful Discharge in Publicly Funded Addiction Health Services." *Journal of Behavioral Health Services & Research*, **43**(4): 661-675, doi: 10.1007/s11414-016-9497-8.

**Frimpong J.A.**, D'Aunno T., Helleringer S., Metsch L. (2016) "Low Rates of Adoption and Implementation of Rapid HIV Testing in Substance Use Disorder Treatment Programs." *Journal of Substance Abuse Treatment*, **63**:46-53, doi: 10.1016/j.jsat.2015.12.001.

**Frimpong, J.A.**, Guerrero E. G., Kong Y., Tsai, G. (2015). "Correlates of HIV Testing and Receipt of Test Results in Addiction Health Services in Los Angeles County." *Substance Abuse Treatment, Prevention, and Policy*, **10**(31), doi: 10.1186/s13011-015-0026-1.

Metsch L.R., Morgan Philbin, Parish, C., Karen Shiu, **Frimpong J.A.**, Le Minh Giang. (2015). "HIV testing, care, and treatment among women who use drugs from a global perspective: Progress and Challenges." *Journal of Acquired Immune Deficiency Syndromes*. **69 (Suppl 2)**: S162-S168.

D'Aunno T., Pollack, H., **Frimpong J.A.**, Wutchiett DM. (2014) "Evidence-based treatment for opioid disorders: A 23-year nation study of methadone dose levels." *Journal of Substance Abuse Treatment*, **47**(4): 245-50, doi: 10.1016/j.jsat.2014.06.001

**Frimpong, J. A.**, D'Aunno T., Jiang, L. (2014) "Determinants of the Availability of Hepatitis C Testing Services in Opioid Treatment Programs: Results from a National Study." *American Journal of Public Health*. **106**(6): 75-82, doi: 10.2105/AJPH.2013.301827.

**Frimpong, J.A.** (2013) "Missed opportunities for Hepatitis-C testing in outpatient substance abuse treatment programs." *American Journal of Public Health*. **103**(6):1028-1030, doi: 10.2105/AJPH.2012.301129.

**Frimpong, J.A.**; Helleringer S.; Awoonor-Williams J.K; Aguilar T; Phillips J.F; Yeji F. (2013) "The complex association of health insurance and maternal health services in the context of a premium exemption for pregnant women: a case study in Northern Ghana." *Health Policy and Planning*, **29**(8):1043-53, doi: 10.1093/heapol/czt086.

**Frimpong, J.A.**, Jackson, B.E., Stewart, LM; Singh, K.P.; Rivers, P.A., Sejong, B. (2013). "Health information technology capacity at federally qualified health centers: a mechanism for improving quality of care." *BMC Health Services Research*. **13**(35):1-12, doi: 10.1186/1472-6963-13-35

Helleringer, S., **Frimpong J.A.**, Abdelwahab J., Asuming P.O., Touré H, Abachie T, Guidetti F., and Awoonor-Williams J.K. (2012). "Supplementary Polio Immunization Activities and Prior

Use of Routine Immunization Services in Non-Polio Endemic sub-Saharan Africa.” *Bulletin of the World Health Organization*. **90**(7):495-503, doi: 10.2471/BLT.11.092494.

**Frimpong, J.A.**, Helleringer S., Awoonor-Williams J.K., Yeji F., Phillips J.F. (2011). “Does supervision improve health worker productivity? Evidence from the Upper East Region of Ghana.” *Tropical Medicine and International Health*. **16**(10): 1225-1233, doi: 10.1111/j.1365-3156.2011.02824.x.

Lee, C., Ayers, S., Kronenfeld, J.J., **Frimpong, J.A.**, Rivers P.A. (2010). “The Importance of Examining Movements within the US Health Care System: Sequential Logit Modeling.” *BMC Health Services Research*. **10**:269-277, doi: 10.1186/1472-6963-10-269.

Rivers, P.A., Fottler M.D., **Frimpong J.A.** (2010). “The Effects of Certificate of Need Regulation on Hospital Cost.” *Journal of Health Care Finance*. **36**(4): 1-16.

Helleringer S, Kohler H-P, **Frimpong J.A.**, Mkandawire J. (2009). “Increasing Uptake of HIV Testing and Counseling among the Poorest in Sub-Saharan Countries Through Home-based Testing and Counseling.” *Journal of Acquired Immune Deficiency Syndromes*. **51**(2):185-193, doi: 10.1097/QAI.0b013e31819c1726.

Avogo, W., **Frimpong, J.A.**, Rivers, P.A., Kim, S.S. (2008). “The Effects of Health Status on the Utilization of Complementary and Alternative Medicine.” *Health Education Journal*. **67**(4): 258-274.

Ayers, S.L, Kronenfeld, J.J., Kim, S.S., **Frimpong, J.A.**, Rivers, P.A. (2008). “Geographic Disparities in Adult Mental Health Utilization and Need for Service.” *Research in the Sociology of Health Care*, **25**(1): 201-223.

Rivers, P., **Frimpong, J.A.**, & Rivers, M. (2008). “Transitioning from ICD-9-CM to ICD-10CM: The Examination of Potential Barriers.” *Journal of Health Care Finance*, **35**(2), 76-83.

**Frimpong, J.A.** and Rivers, P.A. Bae, S. (2008). “Vaccination Coverage among Kindergarten Children in Phoenix, Arizona.” *Health Education Journal*. **67**(1): 56-63.

Kim, S.S., **Frimpong, J.A.**, Rivers, P.A. and Kronenfeld, J.J. (2007). “Effects of Maternal and Provider Characteristics on Up-to-Date Immunization Status of Children Aged 19 to 35 Months.” *American Journal of Public Health*, **97**(2): 259-266.

Rivers, P.A., Hall, N.G. and **Frimpong J.A.** (2006). “Prescription Drug Spending: Contribution to Healthcare Spending and Cost Containment Strategies.” *Journal of Health Care Finance*, **32**(3): 8-19.

Rivers, P.A., and **Frimpong, J.A.** (2006). “The Impact of Compensation Methodology on Physician Clinical Practice Patterns.” *Journal of Health Care Finance*, **32**(4): 55-66.

**Frimpong, J.A.** and Rivers, P.A., (2006). “Health Insurance Portability and Accountability Act: Blessing or Curse?” *Journal of Health Care Finance*, **33**(1): 31-39.

### **PRACTICE-FOCUSED PAPERS**

**Frimpong J.A.**, Myers C.G., Sutcliffe K.G., Lu-Myers Y., (2017) “When Health Care Providers Look at Problems from Multiple Perspectives, Patients Benefit”, *Harvard Business Review*, available at: <https://hbr.org/2017/06/when-health-care-providers-look-at-problems-from-multiple-perspectives-patients-benefit>.

### **BOOK CHAPTERS (PEER-REVIEWED)**

Guerrero, E.G., **Frimpong, J.A.** (2021). “Organizational Approaches to Implement Rapid Change in Hospitals to Respond to Public Health Emergencies.” Edited by Guerrero, E. and Jemima A. Frimpong.

Guerrero, E.G., **Frimpong, J.A.**, Hearn A, Serret V., van Deen W.K., Padwa H., Trotzky-Sirr R., Menchine M., Howard D.L. (2021). “Building Interdisciplinary Teams in Emergency Care to Respond to National Emergencies: Addressing the Opioid Epidemic.”

**Frimpong, J.A.**, Guerrero, E.G. (2020). “Management Practices to Enhance the Effectiveness of Drug Treatment,” in “Effective Prevention and Treatment of Substance Use Disorders for Racial and Ethnic Minorities.” Edited by Guerrero, E. and Khachikian, T.

### **REVISE AND RESUBMIT**

Kong, Y., Guerrero, E., **Frimpong J.A.**, Khachikian T., Wang., S., D’Aunno T.A., Howard, D.L., Identifying Heterogeneity in the Association between Workforce Diversity and Retention in Opioid Treatment.

Tekeste M., Sweida-Metwally S., **Jemima A. Frimpong.** Diversity, Equity and Inclusion: Theoretical Advances and Management Research and Practices.

### **MANUSCRIPTS UNDER REVIEW**

**Frimpong J.A.**, Kong, Y., Guerrero, E. Khachikian T., Wang., S., D’Aunno T.A., Howard, D.L. Treatment Retention and Completion in Addiction Health Services: Differences by Program Type.

D’Aunno T.A., **Frimpong J.A.**, Kong, Y., Guerrero, E. Khachikian T., Wang., S., Howard, D.L. Variation in Buprenorphine Dose Levels: Results from a National Study of Opioid Treatment Programs.

**WORKS IN PROGRESS**

Sweida-Metwally S., Makovi K., Shepherd H., **Jemima A. Frimpong**. How Workplace Information Transmission Shapes Bullying Disclosure.

**Frimpong J.A.**, D'Aunno T.A., Kong, Y., Guerrero, E. Khachikian T., Wang, S., Howard, D.L. Racial/Ethnic Disparities in Take-home Methadone Doses in Opioid Treatment Programs.

Lee S.S., **Frimpong J.A.**, Multiculturalism and Entrepreneurial Intentions: The Mediating Effect of Human Capital, Social Networks, and Risk Tolerance

**Frimpong J.A.**, Dey S., Pramanik, S., Helleringer, S., Understanding the Treatment Gap for Substance Use Disorder in India: A Survey of Health Facilities Providing Addiction Health Services

**Frimpong J.A.**, Liu L. Hepatitis C Virus Testing in Opioid Treatment Programs in the United States, 2011 – 2017.

**Frimpong J.A.**, Zhang, R., Liu, X., Liu L., Use of Electronic Health Record in Addiction Health Services: Barriers and Facilitators.

Behrends C.N., Corry G., **Frimpong J.A.**, Impact of State HIV and Hepatitis C Virus (HCV) Screening Policies on HIV/HCV Testing Provision at Substance Use Disorder (SUD) Treatment Programs in the United States.

**GRANTS AND FUNDING**

**Pending Research Support**

**Title: Using Data Science to Leverage Social Media and Health Services Data and Improve Access to Evidence-Based Opioid Treatment**

Agency: National Institute of Health - NIDA

Role: Co-Investigator (with Daniel L. Howard; Yinfei Kong)

Amount Requested: \$2.5 million

Summary: The effects of the opioid epidemic in the United States have caused an unparalleled rise in mortality and negative health outcomes, especially for women and ethno-racial minority populations, compared to white males. The proposed study will utilize innovative big data science to synchronize a multi-year and nationwide social media and pre-existing health services data to advance novel approaches to improve access to evidence-based opioid treatment. Using natural language processing, we will extract longitudinal data from Twitter posts and Youtube comments across different communities nationwide, that capture community sentiment regarding OUD treatment. We will then use novel techniques to harmonize social media and treatment programs survey data across several years. This project aims to expand the addiction health services field's current methodologies, to inform policies and interventions that are established



on a deeper understanding of the social, technical, and cultural factors that may improve access to care.

Date: 09/01/24-08/31/29

### **Current Research Support**

#### **Title: Promoting Decent Work and Meaningful Work for Low-Wage Workers in Primary Health Care**

NYU Discovery Research Fund for Human Health

Role: Principal Investigator (with Alden Lai)

Amount Awarded: \$19,150

Summary: This project seeks to build a program of research centered on promoting job quality and improving work environments of low-wage workers in primary health care (e.g., medical assistants and office staff). Experts consider these workers as indispensable members of the primary care workforce. However, these workers have historically received minimal attention in research, practice, and policy, in comparison to other cadres of health workers (e.g., physicians, nurses). This project proposes to conduct information gathering with Key Opinion Leaders in the primary care sector, focusing on low-wage workers. We expect this research to contribute to the intersection of several research topics, including human resource management, equity at work, and service delivery/quality in primary health care.

#### **Title: From Workforce Diversity to Key Cultural Competency Strategies to End Racial Disparities in Opioid Treatment Outcomes Across the Nation**

R01 MD014639-01A1- National Institutes of Health, National Institute on Minority Health and Health Disparities

Role: Consultant (PI: Daniel L. Howard; Erick G. Guerrero)

Amount Awarded: \$3.16 million

Summary: this study seeks to determine the role of culturally competent strategies, and in particular workforce diversity, to improve treatment access, engagement, and medication-assisted treatment (MAT) maintenance dosage, i.e., methadone, buprenorphine and naltrexone for African- American and Hispanic populations in opioid treatment programs (OTP) nationwide. The study will rely on the National Drug Abuse Treatment System Survey (NDATSS), which is a unique, nationally representative longitudinal data (2005-2017); the study also will collect two waves of new data in 2021 and 2023 to assess the effect of culturally and linguistically appropriate services (CLAS) on OTP process measures [wait time, retention, and adequate MAT dosages). The study seeks to improve measurement of cultural competence using a gold standard instrument - the Cultural Competency Organizational Assessment (COA360 [CLAS]) and assess its predictive validity on process measures in 2021 and 2023. Findings will inform treatment programs' use of cultural competence strategies to improve OTP wait time, retention and adequate dosage, and with these efforts reduce racial/ethnic disparities in opioid use disorder treatment. Policy-makers will be able to make decisions about how to allocate scarce resources needed to address the opioid epidemic.

Dates: 12/1/2020 - 11/30/2025

#### **Title: A Cluster Randomized Controlled Trial to Increase HIV Testing in Substance Use Treatment Programs**

## JEMIMA A. FRIMPONG

R01 DA043130 NIH – NIDA

Role: Principal Investigator (with Lisa Metsch; Daniel Feaster)

Amount Awarded: \$8.5 million

Summary: We propose to develop and test two active evidence-based “practice coaching” (PC) interventions, in a 3-arm cluster-RCT of 51 OTPs, to improve the provision and sustained implementation of 1) HIV testing and linkage to care and 2) joint HIV/HCV testing and linkage to care among OTP patients. In PC, change agents and key OTP staff are provided training and support to facilitate the implementation of innovation and sustain resulting improvements. Specific aims are: Aim 1: To evaluate the effectiveness of the PC interventions on improving patient uptake of HIV testing in OTPs including the incremental impact of the HIV/HCV intervention on HIV testing. Aim 2: To examine, using mixed-methods, the impact of the PC interventions on the provision and sustainability of HIV testing and timely linkage to care. Aim 3: To evaluate 1) the cost-effectiveness of the PC interventions compared incrementally to one another and to the control condition, and 2) the budget required to scale up the PC interventions nationally. This will be the first study to test organizational approaches to increase HIV and HIV/HCV testing and linkage to care in OTPs.

Dates: 09/01/16-08/31/24

### **Title: Disclosure of Sensitive Information in Organizational Settings and Health-Related Outcomes: An Examination of Decision-making Processes and Social Networks**

NYU Research Catalyst Prize (RCP)

Role: Principal Investigator (with Kinga Makovi)

Amount Awarded: \$15,500

Summary: Disclosure of sensitive information could motivate support systems that may mitigate potential adverse consequences from non-disclosure (e.g., identification of resources, emotional support, etc.). Alternatively, disclosure of sensitive information could lead to negative consequences (e.g., retaliation, loss of opportunities). The outcome of disclosure may however vary based on multiple factors, including the manner of disclosure, antecedents of the decision to disclose, and perceived spread of information within networks. We seek to understand decision making processes underlying disclosure of sensitive information (e.g., COVID-19 infection, health status, salary) in organizational settings, and the extent to which social networks mediate/moderate the potential positive or negative consequences of disclosure. We are especially interested in understanding the decision making, disclosure, and social networks dynamics on health-related outcomes, including wellbeing, and psychological safety.

Dates: 09/01/22-10/31/23

### **Title: The Role of Entrepreneurial Environments, Individual Attributes, and Entrepreneurial Intentions**

NYUAD Faculty Research Funds

Role: Principal Investigator (with Seungah S. Lee)

Amount Awarded: \$84,600

Summary: Entrepreneurship is considered an important factor in economic growth and job creation. Universities have also been shown to have an important role within the larger entrepreneurship ecosystem, and serve as a constant source of innovation and creativity. Existing studies suggest that several factors may influence students’ decision to pursue a venture or business, including internal (e.g., including perceived desirability, feasibility, and propensity to act upon opportunities) and external factors (e.g., university environment, policies). Few studies

have however examined the direct and indirect relationships between the economic-social-political conditions, individual attributes, and entrepreneurial intentions. This study thus seeks to examine the relationships between policies, socioeconomic conditions, entrepreneurship education, and support (both financial and non-financial), on entrepreneurial intentions and venture creation. We will also assess key points in the education process, as well as motivating factors, that may lead to a change in student entrepreneurial intentions over time.

### **Completed Research Support**

#### **Title: Proactive Work Behaviors in Health Care: Fostering a Managerial Perspective and Directions for Future Research**

New York University (19 Washington Square North Faculty Fellowship)

Role: Principal Investigator (with Alden Lai)

Amount Awarded: \$45,000

Summary: We propose to study proactive work behavior in health care settings. Proactive behavior is defined as behavior that is self-starting, future focused, and change oriented. Employees who are proactive are more likely to be better performers, contributors, and innovators. Despite the importance and implications of proactivity in management practice, it has yet to capture the attention of scholars and practitioners in the health care field. Guided by research from psychology and management science on proactivity, we aim to better understand and identify organizational conditions that are the most suitable for proactive behaviors (vs. those that will not) in health care organizations. Findings from this research will foster a managerial perspective as well as identify a set of research directions that scholars can consider to ultimately improve the wellbeing of health care workers, and ultimately patients.

Dates: 07/01/21-07/31/22

#### **Title: Neuroscience of Decision-Making in Hiring Practices: Designing a Functional Magnetic Resonance Imaging (fMRI) Experiment**

Johns Hopkins University Catalyst Award

Role: Principal Investigator

Amount Awarded: \$75,000

Summary: I propose to explore whether insights from neuroscience may help further our understanding of the dynamics of racial/ethnic discrimination in labor markets. I will design and pilot a robust fMRI experiment, which will help identify the neural correlates of discrimination in hiring decisions. I expect that findings from this experiment will then help me 1) formulate new theories about the causal pathways leading to the emergence of discrimination in hiring decisions, and 2) devise new interventions that may help reduce the extent of discrimination in labor markets in the US.

Dates: 07/01/17-07/31/20

#### **Title: Economic Analysis of Rapid HIV and HCV Testing in Drug Abuse Treatment Programs**

R01 DA027379, NIH – NIDA

Role: Co-Investigator (PI: Bruce Schackman)

Amount Awarded: \$2.5 million

Summary: The study will estimate the cost-effectiveness of specific HCV linkage and care

## JEMIMA A. FRIMPONG

coordination initiatives in substance abuse treatment programs in the context of ACA implementation, new reimbursement policies, and organizational factors and their impact on program budgets. It will also explore the budget impact and cost-effectiveness of delivering onsite HIV and HCV testing, linkage and care coordination in syringe exchange programs (SEPs), a delivery setting where testing and linkage services have not been systematically examined. To achieve the objectives of the study, we collect preliminary data and conduct exploratory modeling studies.

Dates: 02/01/15-01/31/19

### **Title: A Bundled Rapid HIV/HCV Testing Intervention to Increase Receipt of Test Results**

R34 DA038530-01, NIH – NIDA

Role: Principal Investigator

Amount Awarded: \$698,000

Summary: The study first develops a protocol for the provision of bundled rapid HIV/HCV testing in drug treatment programs. It then tests whether the bundled testing approach increases the receipt of HIV and HCV test results among patients during a randomized controlled trial (n = 190). Finally, the study assesses barriers and facilitators of the adoption, implementation, and sustainability of bundled HIV/HCV testing. These data will inform the development of a multi-level intervention designed to stimulate the adoption of bundled HIV/HCV testing in drug treatment programs.

Dates: 01/10/15-01/09/18

### **Title: Development and Feasibility Testing of a Mobile Phone-Based HIV Primary Care Engagement Intervention**

Pilot funding, UCSF, Learning for Early Careers in Addiction and Diversity (LEAD) Program

Role: Principal Investigator

Amount Awarded: \$25,000

Summary: The proposed study will develop and test the usability of an mHealth application and text messaging system (iTakePrEP) to increase knowledge about and self-efficacy to use the iTakePrEP tool among HIV-negative persons with SUDs, including PWID. We will develop content for the mHealth system based on the scientific literature and reports from national health agencies, and adapt an existing mHealth platform to generate a prototype of the mHealth tool. We will conduct usability testing of the prototype with individuals from the target population to assess reactions to the iTakePrEP tool, including comprehension of content, learnability of behavioral skills strategies, and satisfaction. We will measure the perceived usefulness, ease of use, and self-efficacy to use iTakePrEP. We will also assess the likelihood to advise peers to use iTakePrEP. Results from the study will inform a randomized controlled trial to test the feasibility and acceptability of the iTakePrEP tool among persons with substance use disorders.

Dates: 08/16/16-04/30/17

### **Title: The Impact of Organizational and Team Dynamics in Substance Abuse Treatment Programs on Performance Improvement**

K12 (CU Irving Institute for Clinical and Translational Research)

Role: Principal Investigator

Amount Awarded: \$250,000

**JEMIMA A. FRIMPONG**

Summary: The study examines the influence of organizational team dynamics on treatment practices and client outcomes in drug treatment programs. To achieve this objective, I conduct semi-structured qualitative interviews with 50 treatment providers in New York City programs. The interviews focus on the following aspects: organizational culture, learning and climate, as well as team effectiveness. These qualitative interviews then inform the design of a survey instrument for measuring work team dynamics and the use of evidence-based practices (e.g., methadone dosage, HIC/HCV testing) in drug treatment programs in NYC. This survey targets approximately 300 staff members and managers in 12 treatment programs.  
Dates: 07/01/12 - 06/30/14

**Title: Testing a Comprehensive Model of the Diffusion of Evidence-Based Practices.**

1 R01DA030459 -03 (NIH – NIDA), Diversity Supplement

Role: Investigator [Thomas D'Aunno – Principal Investigator]

Amount Awarded: \$2.5 million

Summary: The study aims to understand factors that promote the delivery of effective services in health care organizations. Four distinct conceptual models that account for variation in the diffusion and implementation of EBPs among health care organizations are examined: (1) a socio- technical model; (2) an organizational-managerial model; (3) a market model; and (4) a state regulation model. The study empirically investigates the relative importance of these models or how they might combine to influence the diffusion of EBPs. The study examines the relationships among these models in a national study of two clinical practices among opioid treatment programs (OTPs): HIV rapid testing and the prescription of buprenorphine.  
Dates: 02/01/12 - 06/30/12

**Title: Improving Maternal and Child Health: Mobile Technology for Community Health.**

Bill & Melinda Gates Foundation

Role: Co-Investigator

Amount Awarded: \$8.3 million

Summary: The project aims to determine whether mobile phones can be an effective tool in managing healthcare data and transmitting health information to remote populations, with the ultimate goal of improving maternal and child health outcomes in rural Ghana.  
Dates: 01/01/09-07/31/11

**Title: The Impact of Competition in Hospital Markets on Disparities in Cardiovascular Procedures.**

F31 - HS16452-2 (AHRQ)

Role: Principal Investigator

Amount Awarded: \$150,000

Summary: The purpose of this individual pre-doctoral research training fellowship is to support promising students from groups that have been shown to be underrepresented and improve the diversity of the health-related research workforce.  
Dates: 08/01/06-01/01/09

## JEMIMA A. FRIMPONG

### **Advanced Training in Health Services Research (NRSA Institutional Training Program)**

5-T32-H000009-20 (AHRQ)

Role: Pre-Doctoral Research Fellow [Patricia Danzon – Principal Investigator]

Amount Awarded: \$200,000

Summary: The goal of this competing continuation is to provide research training in health services research for pre-doctoral trainees.

Dates: 08/30/04-07/31/06

### **AWARDS AND HONORS**

2021 - 2022	19 Washington Square North Faculty Fellow (NYU)
2020 - 2021	Social Neuroscience & Neuroeconomics Program (Duke University)
2019 - 2019	Dean's Award for Faculty Excellence (Carey Business School)
2018 - 2018	Massachusetts General Hospital /Harvard Functional MRI (fMRI) Visiting Fellowship
2014 - 2017	Learning for Early Careers in Addiction & Diversity (LEAD) Program
2014 - 2014	Atlantic Alliance for Public Health Mobility Scholarship (2014) France : École des Hautes Études en Santé Publique Spain: Andalusian School of Public Health - University of Granada (Granada)
2014 - 2014	College on Problems of Drug Dependence (CPDD) – NIDA Director's Travel Award
2008 - 2008	Academy Health - Public Health Systems Research Interest Group Student Scholarship
2008 - 2008	Poster award at 2008 Population Association of America (PAA) Annual Conference
2006 - 2009	Kirschstein National Research Service Award - Individual Grant NRSA F-31
2006 - 2007	Frameworks for Global Health Fellowship - NIH-Fogarty / University of Pennsylvania
2006 - 2007	Graduate Research Fellowship - University of Arizona
2006 - 2007	Health and Society in Africa Scholar - Merck Foundation
2006 - 2007	Wharton Center for International Business Education and Research (CIBER) Award
2004 - 2008	Fontaine Pre-doctoral Fellowship -University of Pennsylvania
2004 - 2006	Pew Foundation Grant - University of Pennsylvania
2003 - 2004	Veterans Affairs Graduate Health Association Training Program (GHATP)

### **TEACHING EXPERIENCE**

#### **New York University (NYU), Abu Dhabi**

- Strategic Management (BA)
- Business Consulting Field Project (BA)
- Capstone Seminar (Management Track; BA)
- Capstone Project (Management Track; BA)

## **JEMIMA A. FRIMPONG**

### **Johns Hopkins University (Carey Business School)**

- Health Care Organization and Management (MS)
- Corporate Strategy (MBA)
- Health Systems Around the World (MS)
- Fundamentals of Health Care Systems (MS and MBA)
- Strategic Management and Organizational Culture (Executive Education - Health Care Leadership and Management)
- Leading Health Care Organizations (MS)
- Strategic Team Leadership (Executive Education - Health Care Leadership and Management)
- Leading for Diversity (Executive Education - Health Care Leadership and Management)

### **Columbia University (Mailman School of Public Health)**

- Managerial and Organizational Behavior (MHA)
- Leadership Development (MPH)
- Fundamentals of Health Care Systems (MPH)
- Health System Simulation (Executive Care Executives)

### **University of Pennsylvania (Wharton School)**

- U.S. Health Care Systems (BS)

## **ACADEMIC SERVICE AND PROFESSIONAL ACTIVITIES**

### **Service to University and Division (NYUAD)**

2023 – Present	Stern School of Business at Abu Dhabi Faculty Advisory Board
2021– Present	Social Science Division, Executive Committee, Member
2021– Present	Social Science Curriculum Committee, Member
2020 – Present	Black and African Diaspora Community of Action, Leadership Committee
2021 – 2023	New York University Abu Dhabi, Promotion and Tenure Committee
2022 – 2023	NYUAD Transition Investment Lab (TIL), Steering Committee Member
2022 – 2023	Vice Provost for Undergraduate Education Search Committee, Co-Chair
2023 – 2023	Business, Organizations and Society Program Visiting Faculty Search Committee, Member
2023 – 2023	Business, Organizations and Society Program Instructor Search Committee, Chair
2021 – 2023	Business, Organizations and Society Program Tenure Track Faculty Search Committee, Chair
2021 – 2023	Business, Organizations and Society Program Visiting Faculty Search Committee, Chair
2020 – 2022	Social Science Division Post-Doctoral Search Committee, Member
2020 – 2022	MPH Program Development, Co-Lead

## **JEMIMA A. FRIMPONG**

2020 – 2022	New York University Abu Dhabi Academic Strategy Task Force, Executive Committee/Co-Chair for Research / Member of Graduate and Postdoctoral Working Group
2021 – 2022	Reviewer for Office of Inclusion and Equity Postgraduate Research Fellowship
2020 – 2021	Social Research and Public Policy (SRPP) Gender in the MENASA Faculty Hiring Committee, Co-Chair

### **Service to University and School (Johns Hopkins University; Columbia University)**

2018 - 2020	Course Lead, Johns Hopkins Carey Business School, Health Care Organization and Management
2016 - 2020	Course Lead, Johns Hopkins Carey Business School, Fundamentals of Health Care Systems
2018 - 2020	Johns Hopkins Carey Business School Representative, JHU Social Network Analysis (SNA) Group
2016 - 2017	Course Lead, Johns Hopkins Carey Business School, Corporate Strategy
2018 - 2019	Johns Hopkins Carey Business School, Student Orientation Workgroup
2018 - 2019	Johns Hopkins University, Health, Technology, Innovation MBA Committee
2012 - 2016	MPH Thesis Advisor, Department of Health Policy and Management, Mailman School of Public Health, Columbia University Department
2012 – 2016	MPH Student Advisor, Department of Health Policy and Management, Mailman School of Public Health, Columbia University
2012 – 2016	Member, Admissions Committee, Department of Health Policy and Management, Mailman School of Public Health, Columbia University
2014 - 2014	Member, Faculty Advisory Committee for search of Chair of Biostatistics
2013 - 2014	Faculty Advisor, Mailman School / Columbia Business School Healthcare Case Competition
2013 - 2014	Faculty Sponsor, Columbia University Undergraduate Scholars Program, Columbia University
2012 - 2013	Facilitator, Diversity at Mailman: Self, Social and Global Awareness (SSGA) training, Mailman School of Public Health, Columbia University

### **Editorial Board Member**

2015 - Present	Medical Care Research and Review
2016 - 2022	Journal of Psychoactive Drugs
2015 - 2020	BMC Health Services Research



## **JEMIMA A. FRIMPONG**

### **Advisory Board / Committees**

2023 – 2024	Chair, Organizational Neuroscience (NEU) Interest Group Academy of Management Annual Meeting
2023 – 2023	Addiction Health Services Research (AHSR) Conference Abstract Reviewer
2019 - Present	Bill and Melinda Gates Institute for Population and Reproductive Health (JHU), The Challenge Initiative (TCI) Beyond Imagination Advisory Group
2019 - Present	Science of Diversity and Inclusion (SODI) Initiative (University of Chicago)
2023 – 2023	Addiction Health Services Research (AHSR) Conference Early Career Awards Committee
2022 – 2023	Steering Committee Member, Academy of Management Conference in Organizational Neuroscience
2019 – 2022	Executive Committee of the Academy of Management Organizational Neuroscience (NEU) Interest Group, Representative at Large
2019 – 2022	Education and Professional Development Committee of the Academy of Management Organizational Neuroscience (NEU) Interest Group, Member
2014 – 2020.	National Institute of Drug Abuse, Clinical Trial Network HIV Interest Group
2014 - 2020	National Institute of Drug Abuse, Clinical Trial Network Minority Interest Group (MIG)
2017 – 2020	Johns Hopkins University, Urban Health Institute (UHI) Steering Committee
2016 – 2020	Johns Hopkins University, Alliance for Healthier World, Steering Committee
2014 – 2020	Institutional Review Board (START Treatment and Recovery Centers)
2011 – 2017	Academy of Health Health Information Technology Interest Group (IG)
2013 – 2016	Academy of Health Quality and Value Interest Group (IG)

### **Professional Service**

2022 – 2023	Grant Reviewer, Center for Health Economics of Treatment Interventions for Substance Use Disorders, HCV, and HIV (CHERISH)
2019 – 2019	Facilitator, Health Care Management Emerging Scholars Consortium Academy of Management, 2019
2019 – 2019	Presenter, Hopkins on the Hill (Capitol Hill), 2019
2019 – 2019	Moderator, Professional Development Workshop, “Successful Academic Careers in Health Care Management: A Moderated Panel of Senior Scholars”, Academy of Management

### **Professional Association Memberships**

2016 – Present	Organizational Theory in Health Care (OTHC)
2012 - Present	Health Systems Global
2011 - Present	The College on Problem of Drug Dependence (CPDD)
2004 - Present	Academy of Health
2004 - Present	Academy of Management (AOM)
2001 - Present	American Public Health Association (APHA)

**Referee**

American Journal of Public Health, Journal of Substance Abuse Treatment, Health Services Research, Health Affairs, Health Care Management Review, Medical Care Research and Review, Medical Care, Health Policy and Planning, BMC Health Services Research, Addiction

**PRESENTATIONS/INVITED TALKS**

- 2024 Lai A., Wee, K., **Jemima A. Frimpong**. What Makes Proactive Behaviors at Work Effective? Perspective of Healthcare Executives. (Academy of Management, Abstract accepted, Oral Presentation)  
Sweida-Metwally S., Makovi K., Shepherd H., **Jemima A. Frimpong**. How Workplace Information Transmission Shapes Bullying Disclosure. (American Sociological Association, Abstract submitted)
- Kong, Y., Guerrero, E., **Frimpong J.A.**, Khachikian T., Wang., S., D'Aunno T.A., Howard, D.L., Heterogeneity in the Association between Workforce Diversity and Opioid Treatment Retention. (Academy of Management, Abstract submitted)
- D'Aunno T.A., **Frimpong J.A.**, Kong, Y., Guerrero, E. Khachikian T., Wang., S., Howard, D.L. Variation in Quality of Buprenorphine for Opioid Treatment: Designed to Fail? A Dose Problem? (Academy of Management, Abstract submitted)
- 2023 Predicting and Responding to Change: Environmental Uncertainty among Addiction Treatment Providers. (Academy of Management, Boston, MA ) (Invited, Oral Presentation)
- External and Internal Factors Associated with Treatment Retention and Completion in Addiction Health Services in the United States. (Addiction Health Services Research, New York, New York ) (Invited, Oral Presentation)
- 2022 Making the Most of Proactive Behaviors in Health Care: From Research to Practice. (19 Washington Square Fellowship Panel, New York, New York ) (Invited, Oral Presentation)
- 2021 Food for Thought in Faculty Advancement: Pay it Forward: Trainee Centered Mentoring of Graduate Students and Postdocs (NYUAD) (Invited, Oral Presentation)
- 2020 Panel on Interdisciplinarity (NYUAD) (Invited, Oral Presentation)
- 2019 Development and Usability Testing of a Mobile Phone Based Intervention to Increase Knowledge and Uptake of PrEP Among Persons with Substance Use Disorders (Society for Prevention Research, San Francisco, CA) (Accepted, Oral Presentation)

**JEMIMA A. FRIMPONG**

Moderator, Health Organizational Design Conference – Where Operations Management Meets Organizational Theory (Carey Business School)

- 2018 Challenges and successes in providing on-site HIV and HCV testing in substance use disorder treatment programs (Addiction Health Services Research, Savannah, Georgia) (Accepted, Oral Presentation)

Effects of On-site Bundled Rapid HIV/HCV Testing on Receipt of Test Results among People in Outpatient Substance Use Treatment: A Randomized Clinical Trial (22<sup>nd</sup> International AIDS Conference, Amsterdam, the Netherlands) (Accepted, Poster Presentation)

Discussant, Organizational Theory in Health Care Conference (Carey Business School)

- 2016 Adoption and Implementation of HCV Testing in Addiction Health Services (Brown University, Providence, Rhode Island) (Invited, Oral presentation)

Adoption and Implementation of Evidence-Based Practices in Health Care Organizations (Johns Hopkins University - Carey Business School, Baltimore, MD) (Invited, Oral presentation)

Adoption and Implementation of HIV and HCV Testing Services in Opioid Treatment Programs (University of Michigan, Ann Harbor, Michigan) (Invited, Oral presentation)

- 2015 Substance Use Disorders Treatment History Among Hospitalized HIV-Infected Substance Users in 11 U.S. Cities (College of Problems on Drug Dependence (CPDD), Phoenix, Arizona) (Accepted, Oral presentation)

- 2014 The Impact of HIV Testing Policies on Hepatitis C Testing Practices (College of Problems on Drug Dependence (CPDD), San Diego, California) (Accepted, Oral presentation)

Hepatitis C Testing in Substance Abuse Treatment Programs (Johns Hopkins Bloomberg School of Public Health, Baltimore, MD) (Invited, Oral presentation)

- 2013 Managers matter: understanding HCV testing practices in substance abuse treatment programs (National Institute of Drug Abuse (NIDA) Clinical Trials Network Annual Meeting, Bethesda, Maryland) (Accepted, Oral presentation)

- 2012 Organizational Determinants of HCV Testing in Opioid Treatment Programs (Columbia University, New York, New York) (Invited, Oral presentation)

Reducing the Burden of Hepatitis C in the US: Analyzing the Role of Opioid Treatment Programs (Addiction Health Services Research Conference, Boston, Massachusetts) (Accepted, Poster presentation)

## **JEMIMA A. FRIMPONG**

Missed opportunities for hepatitis-C testing: Results from a national study (NIDA Diversity Supplement Workshop, Gaithersburg, Maryland) (Accepted, Poster presentation)

The impact of competition in hospital markets on disparities: the case of coronary artery by-pass graft (NHLBI – Program to Increase Diversity among Individuals Engaged in

Health –Related Research (PRIDE) Annual Meeting, New York, New York) (Invited, Oral presentation)

Does supervision improve health worker productivity? Evidence from the Upper East Region of Ghana (Tulane University, School of Public Health and Tropical Medicine, New Orleans, Louisiana) (Invited, Oral presentation)

- 2010 Fueling Implementation Science: Measuring Local Processes in Ghana (Presented at Global Health Symposium on Health Systems Research, Beijing, China) (Accepted, Oral presentation)

The role of local health systems in service delivery and scale-up of health services (Presented at Global Health Council, Washington, DC). (Invited, Poster presentation)

- 2008 Does Economic Growth Improve Child Health? Understanding Discordant Trends in Malnutrition Indicators during the Economic Growth in Ghana (Best poster award at Population Association of America Annual Conference, New Orleans, Louisiana) (Accepted, Poster presentation)

The Impact of Competition in Hospital Markets on Racial/Ethnic Disparities in Patient Outcomes (Public Health Systems Research Interest Group Award at Academy of Health Annual Conference, Washington, DC) (Accepted, Poster presentation)

Economic Growth in Ghana and the Effects of Mother's Sector of Employment on Trends in Childhood Malnutrition. (Presented at Population Association of America Annual Conference, New Orleans, Louisiana) (Accepted, Oral presentation)

- 2005 Effects of Maternal and Provider Characteristics on Up-to-Date Immunization Status of Children Aged 19 - 35 Months. (Presented at 2005 American Public Health Association Annual Conference, Philadelphia, PA) (Accepted, Poster presentation)

- 2004 Veterans Affairs Network 8: The Effect of the Patient Intake Process on the Revenue Cycle. (Presented at 2004 American College of Healthcare Executives Annual Meeting 2004, Washington, DC) (Invited, Oral presentation)

- 2003 Vaccination Coverage among Kindergarten Children in Phoenix. (University of Arizona Graduate Student Research Symposium 2003, Phoenix, Arizona) (Invited, Oral presentation)

**INDUSTRY EXPERIENCE**

**Unlock Her Future Prize, London, UK**

2023 – 2023, Academic Partner

Serve as lead and support NYUAD's partnership with the Unlock Her Future Prize, by the Bicester Collection. The mission of the prizes is to find aspiring women entrepreneurs and help them launch their social impact start-ups.

**United Health Group, Phoenix, AZ**

2002 – 2003, Research Analyst

Worked as part of a team to develop strategies and recommendations for assessing business

needs, interpreting data, and identifying opportunities for growth, resulting in multi-million-dollar contracts to manage Medicaid and Medicare programs for the U.S. Department of Health and Human Services.

**Department of Veterans Affairs, VA Sunshine Healthcare Network-VISN 8, Bay Pines, FL**

2003 – 2004, Systems Analyst

Applied quality management, risk management, cost/benefit, and utilization review methods to determine feasibility of capital investments on organizational performance. Recommendations were implemented across the entire health care network.