



## MEMORANDUM

Agenda Item 15(C)1

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TO: Honorable Chairman Joe A. Martinez, and  
Members, Board of County Commissioners

DATE: April 4, 2011

FROM: Honorable Harvey Ruvin, Clerk  
Circuit and County Courts

SUBJECT: Appointment of Dr. Nancy Borkowski  
to the Social and Economic Council

Diane Collins, Division Chief  
Clerk of the Board Division

*Diane Collins*

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It is recommended that the Board consider ratification of the appointment of Dr. Nancy Borkowski to serve as a member of the Social and Economic Development Council (SEDC).

Section 2-1442(b) of the Miami-Dade County Code provides that the SEDC, by a majority vote of its membership shall, subject to ratification by the Board of County Commissioners (BCC), appoint its own members.

On March 18, 2011, the SEDC appointed Dr. Nancy Borkowski to the Council, subject to ratification by the Board of County Commissioners.

The curriculum vitae of Dr. Borkowski is attached for your review.

DC/sm  
Attachments

**CURRICULUM VITAE**  
**NANCY BORKOWSKI, DBA, CPA, FACHE, FHFMA**

2670 NW 107 Avenue  
Coral Springs, Florida 33065  
(954) 341-1669 home  
(954) 254-3106 cell phone  
[NMBorkowski@gmail.com](mailto:NMBorkowski@gmail.com)

**Educational Background**

Nova Southeastern University		2004
<b>Post doctorate Accounting specialization</b>		
Nova Southeastern University	DBA	2000
<b>Health Services Administration specialization</b>		
Nova Southeastern University	MS	1993
<b>Health Service Administration</b>		
Florida Atlantic University	BBA	1980
<b>Accounting</b>		

**Academic Experience**

**Florida International University**, Clinical Associate Professor, College of Business Administration, 2010 to Present; Visiting Faculty Administrator, College of Business Administration, 2009 to 2010; Visiting Assistant Professor, Stempel School of Public Health, Department of Health Policy and Management, 2007 to 2009. Adjunct Lecturer, College of Health and Urban Affairs, School of Policy and Management, Department of Health Services Administration, 1994 to 1996.

**South University – West Palm Beach**, Associate Professor and Dean of Academic Affairs, 2006 to 2007.

**St. Thomas University**, Professor, Department of Management, 2006; Associate Professor, 2003 to 2006; Assistant Professor, 2001 to 2003; Lecturer, 1997 to 2001; and Adjunct Lecturer, 1996 to 1997.

**Florida Atlantic University**, Adjunct Lecturer, College of Social Science, Department of Health Administration, 1994 to 1996.

### **Professional Employment Background**

Integrated Management for Health and Education	Principal/Consultant	1994 – Present
Quality Medical Association	Co-owner/Administrator	1995 – 1998
Lighthouse Orthopedic Group	Administrator	1993 - 1996
Health Management Associates	Director of Finance	1991 – 1993
Palm Beach Plastic Surgery Group	Dir. Finance/Operations	1990 – 1991
Guytaine Lanctot Cliniques	Dir. Finance/Operations	1984 – 1990
Nancy M. Borkowski, P.A.	Principal/CPA	1984 – 1986
Grant Thorton	CPA	1981 – 1984
Ahearn Jasco & Company	Accountant	1976 – 1981

### **Membership and Activities in the Profession**

#### ***Professional Licensure and Certification:***

- Certified Public Accountant, 1981 – Present
- Certified Healthcare Executive, 2001 – Present
- Certified Healthcare Financial Professional, 2010 - Present

#### ***Memberships:***

Florida Institute of Certified Public Accountants, 1981 - Present  
American College of Healthcare Executives, 1993 - Present  
South Florida Healthcare Executive Forum, 1993 – Present  
Southern Management Association, 2001 - Present  
AcademyHealth, 2001 – Present  
Healthcare Financial Management Association, 2002 – Present  
Organizational Behavior Teaching Society, 2003 – Present  
Women’s Healthcare Executive Network of South Florida, 2004 - Present  
Academy of Management, 2004 - Present  
Association of University Programs in Health Administration, 2004 – Present

## **Research**

### ***Books:***

Borkowski, N. (2011). Organizational Behavior in Health Care, 2<sup>nd</sup> edition. Jones and Bartlett Publishers. ISBN: 9780763763831.

Borkowski, N. (2009). Organizational Behavior, Theory and Design in Health Care. Sudbury, MA: Jones and Bartlett Publishers. ISBN-13: 9780763742850

Borkowski, N. (2005). Organizational Behavior in Health Care. Sudbury, MA: Jones and Bartlett Publishers. *AJN Book of the Year Award* (2005) and *Translated into Chinese* (2009).

### ***Book Chapters:***

Harvey, P., Martinko, M.J., & Borkowski, N. (2008). A Re-Examination of the Attribution-Emotion-Behavior Framework in the Context of Unethical Behavior. In N. Ashkanasy, W. Zerbe, & C. Hartel (Eds.), *Research on emotion in organizations: Vol. 4. Emotions, ethics, and decision-making*. West Yorkshire, England: Emerald.

Borkowski, N., Beggan, P., Carpenter, C., Gribkoff, S. & Rachles, D. (2008). *Perspective from the Field: Barriers to Women's Career Progression*. In J.B. Bachay and R. Fernandez-Calienes (Eds.) Women Moving Forward: Volume Three, Justice, Toward a System of Right Relationships. Peace Education Foundation, Miami, FL.

### ***Sponsored Research:***

Fischer, K., Israel, M. & Mohammed, S. (students) with Borkowski, N., Deckard, G. and Tremblay, M.C. (faculty advisors) (2010). Central and North Florida Chapter of Healthcare Information and Management Systems Society (HIMSS) funded research project titled Stakeholder Distrust as a Barrier to Health Information Exchange (HIE) Participation. The objective of the study is to identify factors associated with the use (or nonuse) of HIEs in Florida, and to identify specific strategies to overcome barriers to adoption and participation.

Borkowski, N. (principal investigator), Abdirkin, J. and Song, S. (2006-2007) Mayor's Initiative on Aging, the Office of Miami-Dade County Mayor Carlos Alvarez. - An exploratory, community-based study to determine if a multifaceted short-term health promotion program was effective in engaging and retaining older people in health promotion activities. Funding Agencies for the Mayor's Initiative on Aging: Phase One - Health Foundation of South Florida, Inc., VISTA Healthplans, American Heart Association, South Florida Chapter Dade Community Foundation, and the United Way of Miami

***Refereed Publications:***

Deckard, G., Borkowski, N., Diaz, D., Sanchez, C. & Boissette, S.A. (2010). Improving Timeliness and Efficiency in the Referral Process for Safety Net Providers: Application of the Lean Six Sigma Methodology. Journal of Ambulatory Care Management, 33 (2), 124-130.

Gumus, G., Borkowski, N., Deckard, G. & Martel, K. (2009). Gender Differences in Professional Development of Healthcare Managers. Leadership in Health Services, 22 (4), 329-339.

Moss, S., Sanchez, J., Brumbaugh, A & Borkowski, N. (2009). The Mediating Role of Feedback Avoidance Behavior in the LMX - Performance Relationship. Group & Organization Management, 34 (6), 645-664.

Martinko, M., Moss, S., Douglas, S. & Borkowski, N. (2007, November). Anticipating the Inevitable: When Leader and Member Attribution Styles Clash. Organizational Behavior and Human Decision Processes, 104(2), pp158-174.

Borkowski, N., Amann, R., Song, S. & Weiss, C. (2007, April-June). Nurses' Intent to Leave Their Profession: Gender, Ethnicity and Educational Level Related Issues. Health Care Management Review, 32 (2), pp 160-167.

Borkowski, N. & Kulzick, R. (2006). Will Recent Public Policies Reduce Entrepreneurship in the Healthcare Industry? International Journal of Public Administration, 29 (7), pp. 479-488.

Borkowski, N. & Gordon, J. (2006, Spring). Entrepreneurial Organizations: The Driving Force for Improving Quality in the Healthcare Industry. Journal of Health and Human Services Administration, 28 (40), pp. 531-549.

Borkowski, N., Gordon, J. & Rushing, J. (2005, Fall). Designing and Implementing a Nontraditional Undergraduate Health Administration Program for Nontraditional Students. Journal of Health Administration Education, 22 (4), 365-380.

Borkowski, N. & Allen, W. (2003, Spring). Does Attribution Theory Explain Physicians' Nonacceptance of Clinical Practice Guidelines? Hospital Topics, 81 (2), pp. 9-21.

Borkowski, N. (1995, Fall). Managed Overconsumption. Journal of Healthcare Marketing, 15, (3), 5.

Borkowski, N. (1994, Winter). Demarketing of Health Services. Journal of Healthcare Marketing, 14, (4), 12.