

CURRICULUM VITAE

ROBERT TODD KANE, MBA, MEd, M.ScIT

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Statement of Teaching Philosophy

Education is a journey to opportunity and personal enrichment. My role as a professor and mentor is to guide, encourage, and motivate learners as they progress through a program of study. My extensive experience in business leadership, operational management, human resources, healthcare administration, and project management provides me with a unique insight into workforce development. I use this experience to design and deliver relevant, engaging, and innovative instruction in a learner-centered environment.

Adult learners want to master content and competencies that can be applied in “the real world.” In the classroom, teachers should challenge learners academically while working to inspire passion in the learner. I achieve this by varying the method of instruction and provide opportunities for formative assessment so that students can further engage with the content. Development of soft skills, such as communications, teamwork, and leadership are also critical for success, so each of my courses includes activities to help students hone these skills. Providing timely and meaningful feedback and helping students develop strategies to overcome barriers to success is both the most important and most satisfying part of what I do – helping others exceed their goals and have awesome opportunities to choose from makes it all worthwhile.

Professional Attributes and Qualifications

Highly qualified educator with 10 years of experience designing and facilitating hundreds of courses.

Cutting-edge instructional designer having developed more than 200 courses.

Twenty-five years of progressive management, C-Suite, human resources, information technology, and project management experience.

Skilled leader with more than 20 years’ experience in healthcare management and administration, overseeing both public and private healthcare organizations.

Higher education administrator with proven track record of successfully launching new operations, programs, and initiatives.

Former president and CEO of national Joint Commission (JCAHO) certified healthcare human resources, outsourcing, and recruitment firm.

Dynamic and engaging educator and leader with an unmatched ability to motivate employees, students, peers and faculty.

Expert and inspiring presenter able to implement new strategies, foster partnerships, lead groups, and drive performance.

Successful entrepreneur with extensive start-up experience, having launched more than 75 office locations nationally.

Lifelong learner who has earned graduate degrees in Business Administration (concentration: Healthcare Administration), Information Technology, and Education (concentration: Organizational Leadership). Currently pursuing a Doctorate in Education (concentration: Higher Education Leadership).

Current Faculty Appointments

Clemson University

Lecturer

College of Education- Department of Education & Human Development

August 2020 – Present

Clemson, SC

Courses Taught:

EDF 8200 Effective Online Teaching

Creation and delivery of effective online courses, with an emphasis on student engagement, instructor presence, course facilitation, best practices, and emerging tools and methods used in online teaching and learning.

EDF 8210 Online Course Management

Examines online course management, models of learner interaction and engagement, and learning theory. Additionally, students will explore the practical applications of various learning management systems while focusing on how learning theory can be applied to the design and management of an online course.

EDF 8220 Web Tools to Enhance Online Engagement

Examines the manner in which instructors should evaluate and select digital tools to promote learning and protect learner data. Students will explore a variety of technologies such as digital storytelling, game-based learning, data visualization tools, apps and mobile devices.

EDF 8230 Instructional Design and Assessment

Focuses on principles and best practices in instructional design within online learning environments. Emphasis will be placed on creating assessments that are aligned with measurable learning outcomes. The development of universally designed, accessible instructional content and learning activities will be explored.

Clemson University

Office of Teaching Effectiveness and Innovation

Digital Learning Specialist/Curriculum Manager

March 2014 – June 2020

Office of Teaching Effectiveness and Innovation Clemson University, SC

Develop courses for university's online program. Work with traditional faculty to transition and build courses that model best practices in online learning. Interface with multiple faculty members and administrators.

Course Development Projects (not all inclusive)

Personal Finance	Scientific Writing and Communication
Healthcare Principles and Practices	International Marketing
Customer Service	Psychopathology for Counselors
The Legal Environment of Business	Interpersonal and Family Communication
Faculty Certification Course	Introduction to Materials Science and Engineering
Adv. Instructional Technologies	Shakespeare
New Student Orientation	Interpersonal and Family Communication
International Economics	Project Management
Political Theory	Introduction to Travel Markets and Supply
Anthropology	Introduction to Cybersecurity
Communication in Sports Organizations	Healthcare Organizational Management
Curriculum Theory	Human Resource Management in Healthcare
Introduction to Accounting and Finance	Human Resources Management
Organizational Behavior, Theory, and Design in Healthcare	Modular Construction
Healthcare Strategic Planning and Marketing	Introduction to Travel
Technical Writing	Psychopathology for Counselors
Project Management	Health Information Management
Healthcare Research Capstone	Survey of Science and Technology in Society
Healthcare Economics and Policy	Marketing and Digital Strategy
Multicultural Counseling	Studies in Environmental Science and Policy
Business Strategy and Marketing	Introduction to Cybersecurity
Sustainable Resource Use	Introduction to Commercial Modular Building
Management Personal Computer Applications	Introduction to Accounting and Finance
Teaching Undergraduate Engineering	
Curriculum Theory	

Concordia University Irvine
Assistant Professor of Healthcare Management and Public Health, Resident
Faculty
March 2016 – Present
Irvine, CA

Assistant Professor/faculty in the School of Health Services Management and Management Studies.

Monitor student performance, provide instruction via email, live video chat, white boards, group video conferencing, etc.

Effectively utilize Blackboard Learner Management System.

Courses Taught:

HLMG312 Management of Healthcare Organizations

This course will serve as an introduction to and provide the foundation for a better understanding of the relevant theories, tools, and applications, recent trends, and issues needed to address operational issues that healthcare managers face.

HLMG315 Organizational Behavior, Theory and Design in Healthcare Management

This course will provide students with an in-depth analysis of the theories and concepts of organizational behavior and theory while embracing the uniqueness and complexities of healthcare

HLMG416 Human Resource Management in Healthcare

This course will look at human resource management in healthcare including the principles, methods, and procedures used in the utilization and management of professional and allied health personnel.

HLMG424 Marketing and Strategic Planning for Healthcare Organizations

This course will study the management of the marketing process, strategy formulation, strategic planning, organizing, budgeting, implementation, and performance assessment specific for healthcare organizations to assist institutions in fulfilling their mission, vision and goals and in helping to define strategies to improve market position and financial performance.

MHA501 Healthcare Organizational Management

This course will provide look at operations management with an emphasize on evaluating the operating unit's performance, understanding of why individuals perform as they do, designing new or improved operating procedures and systems for competitive advantage, making short-term and long-term decisions that affect operations, and managing the work force.

MHA503 Healthcare Economics and Policy

Provides a framework for the economic analysis of healthcare issues, and an overview of health policy formulation, implementation, and evaluation in the United States. Examines current health policies and the key factors that impact them, including: political, social, economic, and institutional environments. Focuses on the application of economic principles to current problems in the healthcare industry.

MHA512 Healthcare Strategic Planning and Marketing

This course will introduce strategic planning and marketing as they apply to healthcare organizations through the development of practical skills in strategic management such as internal and external environmental assessment, competitor analysis, and methods for evaluating strategic alternatives that can be used in different types of health care settings.

MHA516 Human Resources Management

This course will emphasize the concepts of human resources management through understanding and identifying the importance of human resources in health organizations, establishing the need for relating organizational strategic planning to human resource planning, examining the role of organizational culture to the understanding of behavior and productivity, and the legal environment pertaining to employment law.

MHA601 Capstone Practicum in Health Service Management

This capstone course will be an “integrative exercise” intended to incorporate the various disciplines (finance, human resources, ethics, policy, operations, and information technology) into a comprehensive and practical framework as students, working in teams, act as consultants to a local healthcare organization which has submitted a project proposal. The teams will define the issue(s) and negotiate a contract including assessments and recommendations for action to their clients

Courses Developed:

HLMG315 Organizational Behavior, Theory and Design in Healthcare Management

HLMG416 Human Resource Management in Healthcare

MHA501 Healthcare Organizational Management

MHA503 Healthcare Economics and Policy

MHA512 Healthcare Strategic Planning and Marketing

MHA516 Human Resources Management

MHA601 Capstone Practicum in Health Service Management

**Colorado State University
Adjunct Faculty
February 2010 – Present
Greenwood Village, CO**

Serve as adjunct business faculty and mentor in CSU’s Global/Online Campus teaching courses in the areas of human resources, organizational leadership, healthcare administration, and more.

Monitor student performance, provide instruction via email, live video chat, white boards, group video conferencing, etc.

Effectively utilize Schoology Learner Management System.

Received Excellence in Teaching Award in the Spring of 2010.

Courses Taught:

MGT300 Principles of Management

This course provides an overview of business management—including the processes of planning, organizing, directing, and controlling—with the objective of increasing awareness and knowledge of the complexity of managing people working in modern organizations. In addition, it includes an introduction to managerial decision making, organizational culture, and entrepreneurship. This course is designed to provide basic insights into the art and science of management for students with little or no previous business training or background.

ORG300 Applying Leadership Principles

This required first course for all majors provides an overview of leadership basics. Leadership skills are important to all fields of study because regardless of the roles people assume in an organization they will need to influence others in order to accomplish the goals and tasks of their work. The course engages students in discussion, exploration and application of leadership skills, principles and practices. Students will learn about the relationships and connections among leaders, individuals and organizations. Topics include communication, motivation, problem solving, organizational change, and workplace conflict.

HCM320 Introduction to Health Policy

This course will focus on the historical context of healthcare delivery and policymaking procedures. Students will focus on the political, economical, and social aspects of healthcare policy impacting both providers and patients. Further discussion will provide insight into the complexity of healthcare policy reformation, how the policymaking process works, and how moral and ethical decision making at the policy level influences healthcare providers within institutional settings. Public-health awareness and preparedness will also be discussed as related to influencing political officials to formalize policy-making efforts through legislative reform.

HRM425 Managing and Leading Team Dynamics

This course examines the development, organization and leadership of teams in both traditional and virtual settings, while also considering the impact globalization has on the importance of effective team participation and leadership. This course is designed to facilitate skill development and a working knowledge of and experience in team creation, management, and individual roles within the team.

ORG423 Communication Strategies for Leaders

This course consists of the study of communication strategies to be applied for effective leadership in organizational situations. You will learn to apply successful strategies for communicating effectively through electronic, written, and oral presentations as well as individual and team interactive business situations. Through an individualized and customized assessment—the personal communication development plan—you will identify areas for personal communication improvement, build a plan to implement appropriate strategies to improve personal communication, and evaluate your personal progress.

MGT350 Business Policy and Strategy

This course takes an in-depth look at the process of developing business policies and how strategies are formulated, implemented, and evaluated. Students will gain knowledge of how business strategies establish and influence a company's position within its industry, in light of those being utilized by competitors.

CSU101 New Student Orientation

Assist new students to be successful in the online and educational environment.

**Purdue University
Adjunct Faculty
November 2011 – Present
West Lafayette, IN**

Serve as faculty in the School of Health Sciences

Monitor student performance, provide instruction via email, live video chat, white boards, group video conferencing, etc.

Courses Taught:

HS410 Organization and Management for Health Care

This course centers on the foundations of healthcare organizations and systems, particularly the outside influences of licensing and accrediting agencies. The clinical classification systems, clinical vocabularies, and nomenclatures are detailed. The nontraditional role of the health information professional in management and administrative roles is also discussed.

HS450 Strategic Planning and Organizational Development for Health Care

This course addresses strategic planning and management to meet the challenges of U.S. domestic and global competition, within the context of organizational development.

HA425 Operational Analysis and Quality Improvement

This course addresses health care strategies and the laws that affect operational decisions. Strategic and tactical planning issues, with particular attention to marketing and strategic planning, opportunity assessment, and external analysis, are covered. Students also analyze and evaluate Total Quality Management (TQM) principles and Continuous Quality Improvement (CQI) processes in organizations. Students compare total quality tools and performance measures, and examine leadership and teamwork in the business environment.

HS230 Healthcare Administration

This course discusses the scope and practice of health care administration. Students learn various models of health care delivery systems and social, political, individual and organizational forces which impact health care delivery. Studies will include the marketing, operations, financing and human resources

management as well as effective communication strategies involved in health care administration.

Academic Leadership Experience

Colorado State University
September 2009 – Present
Greenwood Village, CO

Career Services Manager

September 2014 - November 2015

Oversee career services, career coaching program, and career website.

Coordinate career related functions to include job board administration, tracking, student career guidance and other responsibilities as needed.

Manager of Faculty Training and Performance

December 2013 - September 2014

Responsible for managing all faculty training for the University including new employee training, orientation, and development.

Implement faculty certification and continuing education courses and program initiatives.

Hold live and archived training for existing faculty, serve as point of contact for training and mentoring issues.

Oversee faculty teaching development courses.

Faculty Mentor

Mentor new faculty through their first course with the University.

Provide weekly assessments, offer guidance with use of Course Management System and tools and provide tips for successfully navigating a course at CSU Global.

Assess faculty to determine suitability for the University.

Serve as point of contact for policy related issues, training and development, and faculty and student concerns.

Direct mentoring program including the development of program and the faculty serving in this capacity.

Interim Program Coordinator **2010 - 2011**

Serve as program coordinator for the University's launch of its Bachelor's in Healthcare Administration/Management program.

Assist in reviewing course design documents for consistency.

Participate in strategic decisions for the University.

Collaborate with content experts to design and build specific program related courses.

Professional Experience

BrightMed

December 2000– September 2011

St Louis, MO

President / CEO

2002 - 2011

Responsible for all aspects of day-to-day operations with 20 direct reports, 55 internal employees, and more than 2,200 field staff for privately held healthcare staffing, recruitment, and human resource firm with seventeen offices nationwide.

Oversaw growth, development, quality improvement, marketing, and strategic development by leading and coordinating the opening of several new locations.

Consistently ensured profitability, provided strategic planning, and effectively motivated staff in an ever-changing industry.

Achieved Joint Commission (JCAHO) Certification with zero deficiencies nationally.

Senior Vice President of Operations

2000 – 2002

Hired to steer complete revamping of company operations including engineering new staffing process/contract development, prepare for and achieve Joint Commission (JCAHO) Certification.

Responsible for full profit & loss, budgeting, strategic planning, and analysis. Challenged to manage logistics of launching profitable National Service Center, diversifying business to incorporate full-service staffing concept.

Lead and coordinated the opening of several new locations using exceptional organizational skills.

Hired, managed, and directed internal staff of 15 direct reports.

StarMed Staffing Group / RehabCare Group

June 1995 - November 2000

St Louis, MO

Vice President, Support Services

1999 - 2000

Promoted to manage and direct all aspects of operations including profit & loss for national, publicly traded healthcare staffing company with over \$250 million in annual revenues and 114 branch locations.

Orchestrated development and ongoing management of all support services including advertising, contracting, branch support, resource, and corporate operations.

Oversaw all personnel management including conception and execution of branch and corporate training programs.

Managed staff of 30 direct reports.

Assisted in developing and originating strategic plans.

Coordinated all new branch openings and provided support to Regional and Branch Directors.

Collaborated with team in performing due diligence for acquisitions.

Regional Vice President (Dual Role)

1999 - 2000

Selected to lead operations for seven Florida branch offices with complete profit & loss accountability.

Successfully orchestrated the opening of several new locations to achieve organizational goals.

Orchestrated complex business development initiatives and market feasibility studies.

Successfully launched new branch openings.

Directed sales staff and played key role in pricing and contract negotiations as well as sales presentations.

Administered personnel management; recruiting, staffing, and training with nine direct reports.

Regional Director

1998 - 1999

Promoted to provide leadership for 13 branch offices spanning Florida, California, Arizona, and Alabama.

Challenged to pilot business diversification process and launch several new openings.

Oversaw logistics for all pricing and contract negotiations.

Responsible for personnel management in department and supervised staff of 16 direct reports.

Area Director

1996 - 1998

Spearheaded launch of three start-up branch offices in Central and Northern Florida, increasing revenues from zero to more than \$7 million annually.

Managed all aspects of marketing, sales, client relationship management, and contract/pricing negotiations.

Coordinated the opening of several new locations.

Responsible for personnel management including staff recruitment and retention initiatives.

Director of Training and Branch Development (Dual Role)

1995 - 1996

Promoted to administer all phases of training and development.

Designed marketing materials and training modules system-wide.

Conducted trouble shooting and problem analysis.

Conducted online and face-to-face classroom training.

Branch Director

1995 - 1996

Orlando, FL

Hired as Director of four startup Branches in the company and earned promotion to Area Director within one year.

Education

Doctorate of Education- Concentration in Higher Ed Leadership.

Scheduled dissertation defense May 2021

Maryville University, St. Louis, MO

Graduate Certificate in Human Resources

2018

Purdue University Global, West Lafayette, IN

M.S., Information Technology

2017

Kaplan University, Davenport, IA

M.Ed., Organizational Leadership

2013

Northcentral University, Prescott Valley, AZ

M.B.A, Healthcare Administration

2009

Rev: August 24th, 2020

Northcentral University, Prescott Valley, AZ

BBA, Management

2008

Northcentral University, Prescott Valley, AZ

Business and Technical Training and Certifications

Strategies for Evaluating Online Faculty

2019

Online Learning Consortium

Accessibility Certification

2019

Online Learning Consortium

ASCIT Certification

2019

Advanced Online Faculty Teaching Certificate Program

2018

Online Learning Consortium

PC Pro Certification

2018

Advanced TESOL Certification

2012

Teaching English to Speakers of Other Languages

Memberships, Committees and Affiliations

Association for Career and Technical Education - ACTE

2014 - Present

Operations Committee

2014 - 2015

Colorado State University- Global Campus

Instructional Technology Council – ITC

2014 - 2018

Institutional Membership

National University Technology Network – NUTN

2014 - 2018

Institutional Membership

Online Learning Consortium – OLC

2014 - 2018

Institutional Membership

Rev: August 24th, 2020

University Professional and Continuing Education Association – UPCEA
2014 - 2015
Institutional Membership

Western Interstate Commission for Higher Education - WCET
2014 - 2015

Young President's Organization (YPO)- Lewis and Clark Chapter
2010 - 2012

American College of Healthcare Executives- ACHE
2012 - 2013

Association of University Programs in Health Administration- AUPHA
2012 - 2013

American College of Healthcare Administrators- ACHCA
2012 - 2013

Academy of Long-Term Care Leadership and Development- ACHCA
2012 - 2013

Editor- Journal of Healthcare Leadership, Management, and Research (JHLMR)
2012 - 2013

The e-Learning Institute
Managing Editor
2012-Present

The e-Learning Institute Healthcare Journals

Community Service and Leadership

Central Oregon Council on Aging
2015-2016

Clemson University Online Advisory Board
2014-2017

100 Men Who Care Central Oregon
2016

Health Sciences Board of Advisors Kaplan University
2013 - 2015

Professional and Scholarly Presentations

- Kane, R. T., Shaw, M. E., Pang, S., Salley, W., & Snider, J. B. (2016, June). *Faculty professional development and student satisfaction in online higher Education*. Distance Learning Administration Conference 2016. Jekyll Island, GA
**Best Paper Award Winner*.
- Kane, T. (2015, November). *Working with adult learners*. Clemson University Online. Clemson, SC.
- Kane, T. (2014, October). *Enhancing the student experience through online discussions*. Clemson University Online. Clemson, SC.
- Kane, T. (2015, March). *The power of the announcement in the online classroom*. Clemson University Online. Clemson, SC.
- Kane, T. (2015, September). *Grading with impact*. Clemson University Online. Clemson, SC.
- Kane, T. (2013). Master of Ceremonies, Commencement. Colorado State University. Denver, CO.
- Kane, T. (2012). Speaker, Career Management- A Cautionary Tale. Colorado State University. Denver, CO.
- Kane, T. (2009, October). Presenter, Secrets of Online Teaching Revealed. Sloan Consortium. Orlando, FL.

Panel moderator & speaking experience at national industry conferences

Articles and Research

- Kane, R. T., Shaw, M. E., Pang, S., Salley, W., & Snider, J. B. (2016, January). Relationships among faculty training, faculty degree, faculty longevity, and student satisfaction in online higher education. *Journal of Online Distance Learning Administration*, 18(4).
- O'Bryan, A., Kane, T., & Shaw, M. (2013, April 29). Establishing an online professional development community to promote faculty engagement and excellence. *Faculty Focus*.
- Shaw, M. E., Walters, K. J., Kane, R. T., & Long, D. M. (2012). Online course Activities: A survey of assignment and assessment types. In *Learning Management System Technologies and Software Solutions: Tools and Applications*. IGI Global.
- Kane, R. (2012). Career management. School to work consortium. Colorado State University.

- Shaw, M., & Kane, R. T. (2011, July). Online teaching opportunities and strategies! *The Missouri Distance Learning Association Annual Conference*. Springfield, MO.
- Shaw, M., & Kane, R. T. (2011, April). Teaching online and loving it! *The United States Distance Learning Association National Conference*. St. Louis, MO.
- Kane, T (2010). Staffing gets a partner. *San Antonio Medicine (SAM)*, 63 (9).
- Braun, N. & Kane, T (2010). The future of management. *The Journal of Business Management and Entrepreneurship (JOBME)*, 1 (8).
- Walters, K., Shaw, M.E., Lessard, D., & Kane, R.T. (2010). Innovative professional practices, synergy, and e-collaboration. *The eLearning Institute 2010 Virtual Conference*.
- Shaw, M. E., & Kane, R. T. (2010). Distance learning course activities and assessments. *Missouri Distance Learning Association Conference*, Springfield, MO.
- Shaw, M. E., & Kane, R. T. (2009). Distance learning course activities. *The Fifteenth Sloan-C International Conference on Online Learning*, "The Power of Online Learning: Opportunities for Tomorrow." Orlando, FL.
- Kane, R. T. (2008). *Industry Roundtable. Staffing Industry Analyst Healthcare Staffing Summit*, "Breaking the Ten Million Dollar Barrier". San Francisco, CA.
- Kane, R. T. (2007). *Expert Panel. Staffing Industry Analyst. Healthcare Staffing Summit*, "Organizing & Operating for Growth". Chicago, IL.

Awards and Honors

Winner of Best Paper Award- Distance Learning Administration Conference 2016. Jekyll Island, GA.

League for Innovation in the Community College
John & Suanne Roueche Excellence Award
2017

Distance Learning Administration
2016
Best Paper Award Winner

Northcentral University
2008
Honors: Graduated Magna Cum Laude

Colorado State University – Global Campus
2010
Excellence in Teaching Award

Highly Competent Subject Areas

Software:

Microsoft Office Suite
Photoshop
Dreamweaver
Camtasia
After Effects

Adobe Acrobat
Screencast
ZOOM
Articulate Storyline

Learning Management Systems:

Blackboard
Schoology
Moodle
D2L
ANGEL
Canvas
Pearson Learning Studios Course

Subject Matter Expert:

Career Management
Workforce Development
Organizational Leadership
Management
Leadership
Entrepreneurship
Business
Healthcare Administration
Employment
Project Management
Information Technology
Operations Management
Health Care Legal and Ethical Issues
Health Care Marketing
Managed Health Care Systems
Small Business Management

Business Development
Instructional Design
Education Technology
Total Quality Management
Health Care Policy Analysis
Ethics
Communications
Performance Management
Sales Management
Office Management
Human Resources
Training & Development
Outsourcing
Personal Finance & Budgeting
Process Design and Reengineering

Student Feedback

Professor Kane was great! He made himself readily available for questions and responded to the discussion posts. I enjoyed the fact that he was so proactive in the discussion forums. He was extremely quick in his responses to questions and in providing feedback on assignments. He made this class enjoyable.

Professor Kane responded to all my questions and inquiries in a timely manner, was detailed in noting any improvements I needed in my course work submissions,

responded to my emails promptly regarding concerns, and provided an overall great learning experience.

Professor Kane is an outstanding instructor. The turnaround time for grades is 24 hours. Professor Kane was precise in his directions, and I did not have any problems understanding what was expected of me. My grade is 99.1% at the end of week 4 because I understood the content as he explained it. Professor Kane was quick in returning emails as well. I hope I have the good fortune to be in another of his classes.

Todd Kane was an exceptional teacher. He was always available for questions, (when asked questions) he responded promptly, he always encouraged reaching out if we needed help, and he was very upbeat and optimistic during our course of study. This class wouldn't have been the same without him.

Probably the strongest feature of this course was Professor Kane's depth in knowledge management. This was probably the first and only class where I received weekly feedback on my progress and assignments submitted. Professor Kane also posted supplemental learning material each week that helped focus us in on our eBook. Had we read chapter by chapter each week this class would've been one of the more boring courses.

Professor Kane is extremely professional and knowledgeable. Professor Kane made himself available to all of his students to assist and/or expand on the material or assignments. Professor Kane was heavily engaged, and I felt he truly wanted us to succeed, which created an excellent on-line environment for professional/academic growth.

Professor Kane is one of the instructors that always reaches out to the student if they need help with anything. He is a great instructor and is extremely knowledgeable about the content. This is my second class with him and I would love to take more course with him in the future.

It is rare to get a prompt replay in today's busy world. I was pleasantly surprised to get a call from the instructor very shortly after scheduling an appointment to speak with him (the Same day). He provided great advice for success and offered his time going forward to ensure I was successful. This instructor is available and cares about student's success, simply put he is among the best instructors I've had in the Healthcare field. His current and relevant knowledge of the health care industry is invaluable to students. Thank you for a great course.

This is not the first time I have had Professor Kane as an instructor. I feel that he is a phenomenal professor, not just in this class, but also the other class I had with him. I have zero complaints about him and no suggestions for improvement as I feel there are no improvements needed. He gets to the point about each unit's work and answers any and all questions I have and is there to help me better myself as well as my work. I feel that any student who is lucky enough to have him as a professor will find him to be an exceptional professor who genuinely cares about his students and strives to help them succeed!

Professional References

Dr. Melanie Shaw
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Email: mshaw@ncu.edu
3248 Beech Drive
Decatur, GA 30032

Dr. Jama Bradley
Faculty/ Administrator
Phone: 404.931.8520
Email: jamabradley@gmail.com
935 Crabapple Drive
Loveland, CO 80538

Dr. Rob Shah
Faculty/Administrator
Phone: 602.359.6710
Email: robshah.phd@gmail.com
8705 East Diamond Street
Scottsdale, AZ 85257

Dr. Roger Gomes
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