

# Tricia Penniecook, MD, MPH

tricia@penniecook.com

---

## **PROFILE**

***Personal Mission Statement:*** I became a physician to heal. Preventive medicine allows me the opportunity to preserve health and wholeness; a philosophy of health grounded in faith inspires me to treat the whole person, acknowledging that a patient's beliefs, support system, connectedness and environment have as much influence on their health and healing as any medical advice or prescriptions I can recommend.

I became an educator because health professionals do not just develop on their own, they need guidance and modeled behavior from those who have not only read about it, but have experience and expertise. The courses, programs and degrees that I participate and lead in must be infused with values, from the planning and development through the delivery and evaluation phases. There is a special purpose for higher education institutions: to prepare leaders who will stand in the gap, translating knowledge from the most advanced research into practice, to improve lives every day.

I am a public health professional because inequities exist, and health professionals bridge the gap. They guarantee that everyone, from the not yet born to the oldest, and everywhere, from the most remote village to the most progressive metropolis, has the conditions that are necessary to be healthy.

## **CURRENT POSITION**

### **Vice-Dean for Education and Associate Professor of Community and Family Health, University of South Florida, College of Public Health**

October 2017- Present

Responsibilities include:

Implementation of strategic vision for innovative education that prepares public health professionals grounded in the science of public health, and have educational experiences that allow them to learn and practice what they learn before graduation. This results from faculty whose development is intentional and affords them opportunities to learn and practice innovation and integrate technology in their teaching.

Currently serve in following national and international taskforces:

- ASPPH Taskforce on Zero Tolerance for Sexual Harassment and Discrimination
- ASPPH Scholarship of Teaching and Learning Taskforce

- Expert academic consultant on the new conceptual framework of Essential Public Health Functions initiative led by PAHO
- Site visitor for Council on Public Health Education

## **EXPERIENCE**

### **Caja Costarricense del Seguro Social (Costa Rican Health and Social Security Institution)**

#### **Executive Director, National Center for Strategic Development and Information for Health and Social Security February 2017 to September, 2017**

- The Center is the entity that is responsible for the planning the training, formation and professional development of the 53,000 employees based on the population's needs, the administration of incentives to study (scholarships) both locally and abroad, the publication and dissemination of documents and texts related to social security and the development of bioethics in research, clinical practice and health care administration and services.
- Leader of a team of 87 people that includes physicians, public health professionals, political scientists, planners, nurses, pharmacists, accountants, human resources specialists, epidemiologists, lawyers, information technologists, bioethicists, researchers and education specialists.
- In its strategic component, responsible for the definition of institutional policies and directives that are the frame for the medical residency programs, research and bioethical regulations, and workforce training and development.
- Responsible for interaction with healthcare professional associations, public and private universities, local and international social security agencies in order to provide more than 53,000 healthcare providers and administrators that are qualified and committed to the care and social security of the population.
- Proprietary member of the National Council for Health Research, body that is responsible for the direction and supervision of all health-related research, both in public and private entities.

#### **Adviser to the Executive President June 2016-January 2017**

- One of five advisers to the Executive President of the organization that is responsible for the healthcare, pensions and social security coverage of Costa Rican citizens.
- Advised on the following issues and themes: Women's healthcare, research, medical residency programs, disaster preparedness and management health surveillance and epidemiology, waiting lists, health policies pertaining to migrant population healthcare, healthcare for the aging, community health models, and others as the need arose.
- Reviewer of Costa Rica's health system report to become a member country of the Organization for Economic Cooperation of Development. Report included

topics such as health system structure, waiting times, health services model, health financing, and health services workforce.

- Development and/or review of national policy guidelines and protocol documents including Care of senior citizens, Pain management and palliative care, patient-centered primary care model, national research strategy for health care system and allocation of medical specialists to underserved areas.

## **Oakwood University**

### **Vice-President, Academic Administration July 2015-May 2016**

- Primary responsibility is leading the institution through its reaffirmation process with SACS accreditation. This includes assessment, program review, institutional effectiveness and academic master planning processes throughout the entire enterprise.
- Guide the enrollment-to-graduation continuum, providing leadership to a highly effective team of professionals who direct and implement the procedures to help students matriculate through higher education successfully.
- Develop and implement innovative academic initiatives including online and adult-learning education modalities.

## **Loma Linda University School of Public Health**

***Dean August 2010 – June 2015***

***Associate Professor, School of Public Health 2007-Present***

***Assistant Professor, School of Medicine 2010-Present***

- In anticipation of changing trends in public health education, improved *leadership* of the school in the Association of Schools and Programs of Public Health (ASPPH) by strategically initiating a transition from discipline-specific departments to multidisciplinary academic centers. This was done in concert with SPH Administration and faculty representatives to foster interprofessional collaboration, faculty development, and advancement of school research and practice priorities.
- Increased *visibility* of the school by being active in ASPPH expert panels, taskforces, planning and other committees as follows:
  - American Association of Medical Colleges and Association of Schools and Programs of Public Health Joint Expert Panel on Cultural Competence Education: <http://www.aspph.org/wp-content/uploads/2014/04/11-278-CulturCompet-Interactive-final.pdf> July 2012.
  - Population Health in all Professions Expert Panel: <http://www.aspph.org/wp-content/uploads/2014/06/PHiAP-Expert-Panel-Roster.pdf>, February 2014
  - Expert Panel Member, Future of Public Health Education, ASPPH, 2014

- Reconnecting Public Health and Delivery Conference, Planning Committee. May 2014.
- ASPPH Diversity and Inclusion Committee member, November 2010-2015.
- ASPPH Global Health Committee member, November 2010-2015.
- Improved opportunities for *service* to the faith-based institutions by serving on:
  - Accreditation site visits to Peru and Nigeria, to approve medical schools.
  - International Board of Education by revision of new program proposals and accreditation discussions.
  - Health Ministries Department as Associate Member, providing technical assistance and support to the Health Ministries agenda for global faith-based institutions.
  - North and Latin American Health Summits and Boards.
- Increased SPH *efficiency* and performance by:
  - Development, oversight and management of school budget.
  - Fine tuning of records processes to become one of the schools with the best and most timely processes at LLU.
  - Development and evaluation of annual faculty workload documents.
  - Recruitment and appointment of departmental chairs, executive directors and school administrative leaders and faculty.
  - Reducing redundancy in courses and programs and the need for contract faculty.
- Increased attention on *assessment* by:
  - Participating as a site visitor in accreditation teams for Council on Education for Public Health (CEPH).
  - Appointment to CEPH Board as Councilor, January 2015-December 2018. I was not able to fulfill this appointment because of transition to Oakwood University.
- Emphasized *spiritual focus* of SPH by reactivating Spiritual Life and Wholeness Committee, developing SPH prayer room and starting early morning worship with school-wide participation.

### ***Associate Dean of Academic Affairs 2007 – 2010***

The office of Associate Dean of Academic Affairs was responsible for:

- Student Admissions and Academic Records: policies and processes.
- Successfully leading SPH CEPH accreditation process, obtaining maximum 7-year period.
- Coordinated SPH contribution to WASC (regional) accreditation for LLU.
- Distance learning including off-campus programs in Chile, Russia, Peru, Hawaii and Guam and online courses and programs.
- Coordination of SPH publications including the Catalog, policy handbooks, webpage and doctoral dissertations.

- Assessment, including analysis of faculty course evaluations and preparation of annual reports for ASPPH.
- Academic issues including academic integrity and student grievances.
- Faculty professional development. Selected topics include Integration of Faith in teaching and learning, and competency based teaching and assessment.
- Curriculum review and development of new programs.
- Graduation activities and ceremonies including certification of readiness of graduates, awards ceremonies and graduation exercises.
- Taught Overview of Public Health and Integrated Public Health Capstone courses (the introductory and culminating courses for the MPH degree).
- Committee Chair (selected committees):
  - SPH Academic Council
  - SPH Assessment
- Committee member at the University level (selected committees):
  - University Assessment
  - University Educational Effectiveness
  - University Program Review
  - University Institutional Research
  - University Academic Affairs
  - University Off-Campus review and assessment
  - University Bulletin

### **Universidad de Montemorelos**

#### ***Coordinator, School of Public Health 2006 – 2007***

- Responsible for administrative, financial, and curricular planning, implementation and evaluation.

#### ***Professor, Schools of Public Health, Medicine, and Dentistry 2002 - 2007***

- Public health classes: Environmental Health, Strategic Planning, Stress and Dependencies, Personnel Administration, Research Design and Medical Biochemistry.
- Medical school classes: Public Health I (Introduction to Public Health), Public Health II (Preventive Medicine), Public Health III (Epidemiology), and Research and Design Methods.
- Dentistry school class: Research Design Methods.
- Advisor, Medical and Masters in Public Health student theses.
- Organization of Health Fairs for Women and Children, College age students and Community at large.

#### **Graduate Assistant to Graduate School Director 1996-1997**

- Assisted in curriculum review of graduate programs.
- Development of new program proposals for Master's degrees in Education
- Organization of first international Symposium of Education.

## **Hospital La Carlota, Montemorelos, Mexico**

### ***Coordinator, Preventive Medicine and Epidemiology Department, Hospital Epidemiologist 2003 – 2007***

- Creation of Hospital Surveillance committee
- Analysis, interpretation and report of epidemiological information to hospital administrators, personnel, and governmental health authorities.
- Development and implementation of preventive medicine programs.

### ***Attending Physician, Student Clinic 2004 - 2005***

- One of four medical doctors responsible for the attention of student health needs in the University.

## **Ministry of Health, Limón, Costa Rica**

### ***State Health Director 2000 – 2002***

- Regulation of state and local patient care facilities.
- Development, implementation and evaluation of local and state strategic and operative plans.
- Participation in the development and revision of national health policy and plans.
- Development, distribution and control of state and local health budgets.
- Coordination of attention to emergencies and disasters in the Atlantic Coast.
- Coordination of analysis of infant mortality interinstitutional committee at the state.
- Coordination of immunization campaigns and programs
- In-service training of 500 personnel at the professional and technical levels, including physicians, nurses, public health practitioners, environment health specialists, etc.

### ***State Epidemiologist 1999 – 2000***

- Revision of National Surveillance Guidelines.
- Coordination of integrated management of dengue epidemics in Limón, Costa Rica.
- Participation in the development of the national guidelines for dengue fever prevention, management and control.
- Identification, investigation, management and report of outbreaks (food borne, dengue fever, malaria, pesticides).
- In-service training of 38 personnel at the professional and technical levels, including physicians, nurses, public health practitioners, environment health specialists, etc.

### ***County Health Director 1998 – 1999***

- Local coordination of international aid projects (PAHO, American Relief Agency, CDC, DANIDA).
- Development, implementation and evaluation of local strategic and operative plans.
- Development, distribution and control of local health budgets.
- Coordination of attention to emergencies and disasters in the Atlantic Coast.
- Coordination of analysis of infant mortality interinstitutional committee at the county.
- In-service training of 90 personnel at the professional and technical levels, including physicians, nurses, public health practitioners, environment health specialists, etc.

***Advisor to the Minister of Health*      1999 – 2001**

- Advisor to the Costa Rican Minister of Health for the Atlantic Coast, for vector-borne diseases, women's health, maternal and infant mortality and immunization campaigns and programs.

**Urban Health Center, Nuevo Leon, Mexico, 1993-1994**

- Primary health care physician for rural community in Northern Mexico responsible for maternal –child health, chronic disease control and prevention and urgent care.
- Coordinator of Bandera Blanca (White Flag) initiative, where all of the members of a selected community participated in a prevention programs: child wellness, family planning, pregnancy check-ups, chronic disease management, promotoras voluntarias training (community health workers).

**EDUCATION**

Medical Doctor, Universidad de Montemorelos, N., L., Mexico, 1994

Master of Public Health, Preventive Care Track, Health Education and Health

Administration Minors, Universidad de Montemorelos, N., L., Mexico, 1996

**COURSES AND WORKSHOPS**

Certificate in Women in Leadership, e-Cornell University, May 2018

Field Epidemiologist Training Workshop, Training for Trainers CDC, PAHO  
09/2000 – Managua, Nicaragua

Stress Management in Disasters for Health Professionals, PAHO  
05/2000 – Barbados

WHO Global Strategy, Dengue Prevention and Control, CDC, PAHO

03/2000 – Colombia  
Outbreak Investigation and Epidemiologic Report Preparation, WHO  
05/1999 – Costa Rica

Pesticide Intoxication Epidemiology, PAHO  
09/1998 – Managua, Nicaragua

Strategic Planning in Health Services, Ministry of Health  
04/1998 – Costa Rica

## **PUBLICATIONS**

- *Associated Factors to Prevalence of Breastfeeding in Mothers of Children less than Five Years Old in Linares, Mexico.* MPH Thesis, 1996
- *Organization and Effectiveness of a Special Unit for the Attention of Dengue Fever in the City of Limón, Costa Rica, 1999.* *Memorias de la Academia Nacional de Ciencias*, San Jose, Costa Rica, Vol 7. 2001.
- Cultural Competence Education for Students in Medicine and Public Health: Report of an Expert Panel. July 2012

## **PRESENTATIONS (selected)**

- Public Health and Faith-based Organizations. Global Health Advisory Meeting, General Conference of Seventh-Day Adventists, Maryland. March 2011.
- The Role of Faith-based Health Ministry in Disasters. Adventist Medical Evangelism Network Conference, October 2011
- The Role of Health Care Professionals in a faith-based context. Health Forum, Universidad de Montemorelos, Mexico, February 2013
- Public Health work with Faith-Based Organizations and the Chronic Disease Epidemic, Keynote Speaker. Choose Life Health Summit. New York, March 2013
- The Study of Healthy Lifestyles in a Faith-Based Group. Latin American Health Summit, Orlando, March 2013
- The Role of Public Health in Mission Hospitals, Global Health Conference, Loma Linda University, May, 2013
- Beautiful Hill—the Faith-Based Blue Zone: Lifestyle and Longevity Università di Sassari, Sardinia, Italy, November 2013
- Public Health Care Professionals in Faith-based Organizations, Plenary Session, North American Health Summit, Orlando, January 2015