

JULIE H. CARMALT

Jeb E. Brooks School of Public Policy

Cornell University

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EDUCATION

Ph.D. Policy Analysis and Management, Cornell University	2009
M.S. Policy Analysis and Management, Cornell University	2008
M.S. Family Ecology, University of Utah	2003
B.A. Liberal Arts - Recreation Administration, Humboldt State University, <i>cum laude</i>	1995

EMPLOYMENT

Cornell University, Jeb E. Brooks School of Public Policy

Senior Lecturer	2021-Present
Associate Director, Sloan Program in Health Administration	2021-2023

Cornell University, College of Human Ecology

Associate Director, Sloan Program in Health Administration	2011-2021
Acting Director, Sloan Program in Health Administration	2014-2015
Lecturer/Senior Lecturer, Policy Analysis and Management	2009-2021

AREAS OF IMPACT AND EXPERTISE

Community-Engaged Learning and Interdisciplinary Partnership Development

- Collaborate with Cayuga Health, Cornell Institute for Healthy Futures, local CBOs, and community members to envision The Shops at the Ithaca Mall as a community asset to improve health equity
- Partner with Cornell Cooperative Extension and Cayuga Health to scale up existing student social care screening, navigation, and referral program using novel extension-academic co-teaching partnership
- Partner with Cornell's Office of Academic and Diversity Initiatives (OADI) and Cornell Graduate School's Assistant Dean for Access and Recruitment to increase applications to MHA by historically excluded or underrepresented students
- Collaborated with Cayuga Health leaders to design 6 engaged learning projects (ranging from evidence-based policy best practices for pregnant and birthing people with OUD, to a local policy maker stigma survey, to mapping the local addiction medicine prevention and treatment ecosystem) for 51 new addiction medicine students
- Collaborate with CAHME- and AUPHA-member MHA faculty to improve best-in-practice holistic student recruiting and innovative and antiracist teaching

DEIB, Wellbeing and Social Justice

- Design and lead holistic and inclusive recruitment and retention practices as 13-year admissions team leader for Sloan MHA, more than doubling the 3-year average matriculation rate while maintaining student quality and increasing cohort diversity by 200%
- Co-envisioned and implement Sloan's TEAM Program (Talent Enrichment and Alumni Mentorship) that matches first-year underrepresented minority students with a culturally concordant young alumni mentor to enhance professional development and student wellbeing

- Actualized and led inclusive leadership and professional development curricula for Sloan MHA students to promote cultural competence as well as belonging, allyship, and wellbeing
- Ideate college-level DEIB and wellbeing initiatives through working group problem-solving and actions (Brooks DEIB Working Group (fall 2023 co-lead)) and serve as Fall 2023 interim Brooks' representative on Cornell's Belonging at Cornell (BAC) initiative to advance Cornell's DEIB mission

Project and Event Management

- Co-envision and lead a team of 10-15 MHA students and alumni to organize, host and deliver the *Biennial Percy Allen II '75 Sloan Lecture in Urban Healthcare Leadership* inside \$8K budget
- Conceptualize, develop and manage student-led annual Sloan Visit Day for prospective and admitted students increasing early yield matriculations and cultivating cohort diversity and belonging inside \$8K-\$12K budget
- Organize and host annual alumni meet up of approximately 70 MHA and EMHA alumni, local health care leaders, and current students in Chicago, as part of ACHE Annual Congress inside \$2K budget

Social Media, Marketing and Branding

- Envisioned, spearheaded, designed, and managed Sloan MHA Program social media presence (LinkedIn, Facebook) to enhance program and brand visibility, attract high-quality and diverse prospective students, and nurture alumni connections (2011-2021)
- Distinguished Sloan as a top MHA program yielding consistent prospective student inquiries and competitor program and alumni "likes" and comments

RECENT AWARDS

Estevan Fuertes Faculty Partner Award, Office of Academic Diversity Initiatives (OADI)	2022-2023
Faculty Fellow in Engaged Learning, David M. Einhorn Center for Community Engagement	2023-2024
CAHME Accreditation "Area of Strength" (recognition for MHA admissions process)	2017

CURRENT TEACHING PORTFOLIO

(CEL = Community Engaged Learning)

Fundamentals of Population Health (PUBPOL/GDEV 3280, fall, approx. 325 enrollment)
 Population Health for Health Managers (PUBPOL 5280, spring, approx. 35 enrollment)
 Addiction Medicine Practice and Policy (PUBPOL 3720/5720 fall, 51 enrollment), CEL
 Social Care Navigation (PUBPOL 3650, spring 2024, 30 enrollment, co-taught), CEL
 Designing for Health Equity Lecture Series + ReEnvisioning Mall Charrette (PUBPOL 5900, spring 2024), CEL
 Mental Health Care Management and Policy (PUBPOL xxxx, fall 2024)
 Health Care Services Marketing (PUBPOL 5770, spring 2025)

SELECTED INDUSTRY SERVICE

Association of University Programs in Health Administration

Chair-Elect, Cultural Perspectives and Inclusive Excellence Faculty Forum	2022-present
DEIBSJ Board Member	2021-present
Annual Conference Yoga Instructor	2016-present
Graduate Program Committee	2018-2020
HAMPCAS Advisory Board	2013-2016

CAHME Mentorship Circle (Invited Presentation)

Strategies to Promote Diversity & Inclusion in the Admissions Process	May 11, 2020
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Deloitte Monitor

Project Consultant: "Population Health and Outcomes Measurement"

January 2014

Journal Referee

Ad hoc reviewer for *Sociological Methods and Research*

Ad hoc reviewer for *Journal of Marriage and Family*

Ad hoc reviewer for *American Sociological Review*

Ad hoc reviewer for *Social Science Research*

CORNELL LEADERSHIP, AFFILIATIONS AND SERVICE

Campus Service

Brooks DEI Working Group (interim co-director fall 2023)	2022-present
BAC / Presidential Advisors on Diversity and Equity (interim Brooks representative)	Fall 2023
Student Health Benefits Advisory Committee, Cornell Health	2014-present
Coalition on Mental Health, Health Promoting Campus / Skorton Center for Health Initiatives	2024-present
Sloan Curriculum Committee	2022-present
Sloan Development Committee	Spring-Summer 2023
Sloan Faculty Search Committee	2022-2023
PAM Diversity, Equity, and Inclusion Working Group	2020-2022
Brooks Senior Lecturer Promotion Committee (Chair)	Spring 2022
Student Health Plan Oversight Committee (Chair), Cornell Health	2017-2022
Advisory Board, Anabel's Grocery	2015-2020
Co-Organizer/Moderator, Public Health Equity Film Series with MPH	Spring 2018, 2019
CIPA Lecturer and Adjunct Professor Hiring Committee	Summer 2016
Cornell Graduate School Search Committee (Assistant Director of Admissions)	Fall 2012
Graduate Career Services Committee, Cornell Career Services	2009-2011

Campus Affiliations

Cornell Center for Health Equity	2018-present
Cornell Institute for Healthy Futures	2015-present
Cornell Population Program/Center, Cornell University	2008-2022
Evolving Family Theme Project, Institute for the Social Sciences	2004-2007
Cornell Obesity Working Group	2005-2007

Selected Student Mentoring and Service

Human Ecology Mentor Partnership Program	Fall 2023
Mentor, Center for Healthcare Policy, Roosevelt Institute	Spring 2019
Speaker, Phi Delta Epsilon (Cornell premedical fraternity)	Spring 2019
Speaker, Black Biomedical and Technical Association Conference	2017, 2018, 2019, 2021
Judge, Cornell Global Health Case Competition	Spring 2018, 2019, 2024
Speaker, Pre-professional Association Towards Careers in Health	Fall 2016, 2018; Spring 2019
Instructor, Love Your Body Day Yoga on the Cornell Arts Quad	Fall 2017
Dining with the Stars, Orientation Steering Committee	Spring 2012

Sloan Academic Advising and Case Competitions

Sloan Academic Advisor (current caseload, 21 students)	2009-present
NAHSE Case Competition Faculty Advisor	Fall 2021, 2022, 2023 (present)
OSU Case Competition Faculty Advisor	Spring 2023

Student Club Advising

Women+ in Healthcare Leadership	2017-present
Big Red Yoga	2019-present
Bear Community Health	2023-present
Syncedoche	2019-2020
American Mock World Health Organization (AMWHO)	2017-2020
Cornell Undergraduate Health Cooperative	2011-2019
Anabel's Grocery Programming Board	2017-2019
Stand Up Paddle Club	2014-2017

Student Engaged Learning Support

Ithaca Free Clinic Chronic Care Program – Patient Navigator Start-Up	Fall 2017-2020
Ithaca Free Clinic Chronic Care Program – Food Pharmacy Start-Up	Fall 2018-2020
Undergraduate Women in Healthcare Leadership Spring Break Trek	April 2-6, 2018

Undergraduate Thesis and Independent Research Advising

Independent research advising, E. Osuoha (BSOC '20)	Summer 2020
Independent research advising, S. Zhong (HBHS '20)	Fall 2019
Independent research advising, A. Thein (HBHS '19)	Spring 2018, Spring 2019
Independent research advising, V. Biancavilla (GPHS '19)	Fall 2018-Spring 2019
Independent research advising, C. Theines (Econ '19 A&S)	Fall 2017
Independent research advising, H. Wilson (BSOC '14 CALS)	Fall 2013
Honors thesis committee member, S. Wronski (PAM '11)	2011

RELEVANT CERTIFICATIONS

Mental Health First Aid	June 21, 2023
Naloxone Administration (for opioid overdose reversal, Narcan carrier)	October 5, 2023
Cornell Research Services CITI RCR for Social and Behavioral Sciences	October 3, 2023
Yoga Alliance Registered Yoga Teacher (E-RTY 200)	June 16, 2013

PUBLICATIONS

Peer-Reviewed Articles

Caron, R.M., Hooker, E.A., Hewitt, A.M., & **Carmalt, J.H.** (2020). Methods and tools for teaching health profession students how to perform community health needs assessments. *Pedagogy in Health Promotion*, 8(2), 151-156.

Caron, R.M., Hooker, E.A., Hewitt, A.M., & **Carmalt, J.H.** (2018). Pedagogy: How to best teach population health to future healthcare leaders. *The Journal of Health Administration Education*, 35(4), 551-562.

Caron, R.M., Hewitt, A.M., **Carmalt, J.H.**, & Hooker, E.A. (2018). Teaching population health: Innovations in the integration of the healthcare and public health systems. *The Journal of Health Administration Education*, 35(4), 527-550.

Hooker, E.A., Caron, R.M., Hewitt, A.M., **Carmalt, J.H.**, Landry, A.Y., & Carlton, E.L. (2017). Defining population health: Leveraging advisory board members' perspectives to identify health administration curriculum content. *The Journal of Health Administration Education*, 34(1), 5-20.

Lichter, D.T., **Carmalt, J.H.**, & Qian, Z. (2011). Immigration and intermarriage among Hispanics: Crossing racial and generational boundaries. *Sociological Forum*, 26(2), 241- 264.

Lichter, D.T., & **Carmalt, J.H.** (2010). Cohabitation and the rise of out-of-wedlock childbearing. Reprint in "The Best of the Last 5 Years" NCFR special report (December, 2010).

Lichter, D.T., & **Carmalt, J.H.** (2009). Cohabitation and the rise of out-of-wedlock childbearing. *Family Focus*, 54.2, F11-F13.

Lichter, D.T., & **Carmalt, J.H.** (2009). Religion and marital quality among low-income couples. *Social Science Research*, 38, 168-187.

Carmalt, J.H., Cawley, J., Joyner, K., & Sobal, J. (2008). Body weight and matching with a physically attractive romantic partner. *Journal of Marriage and Family*, 70(5), 1287-1296.

Lichter, D.T., Brown, J.B., Qian, Z., & **Carmalt, J.H.** (2007). Marital assimilation among Hispanics: Evidence of declining cultural and economic incorporation? *Social Science Quarterly*, 88(3), 745-765.

Book Chapters

Smith, K.R., & **Carmalt, J.H.** (2006). From the Trailhead to the Summit of Utah's Age Pyramid: Age Structure in Utah, (pp. 3–18), In C.D. Zick & K.R., Smith (Eds). *Utah at the Beginning of the New Millennium: A Demographic Perspective*. Salt Lake City, UT: University of Utah Press.

PRESENTATIONS AND PANELS

*=Presenting Author

Panel Moderation

Legal constraints and pushback to DEI efforts (co-moderator). With Jacqueline Wiltshire (co-moderator), Gina Sanchez Gibau, and Tabitha Hardy. Association of University Programs in Health Administration, Cultural Perspectives and Inclusive Excellence Faculty Forum, online, Sep 18, 2023

Health equity (panel moderator). With Jeff Niederdeppe, Troy Savage, and Willie Cudjoe. Reinventing Health, Hospitality and Design, Cornell Institute for Healthy Futures Spring Symposium, Ithaca, NY, May 12, 2023.

Conference Presentations

The pedagogical utility of community health assessments (CHAs) for improving population health. With Edmond A. Hooker, Rosemary M. Caron, & Anne M. Hewitt. Association of University Programs in Health Administration Annual Conference, New Orleans, LA, June 2019.*

Pedagogy: How to Best Teach Population Health to Future Healthcare Leaders. With Edmond A. Hooker, Rosemary M. Caron, & Anne M. Hewitt. Association of University Programs in Health Administration Annual Conference, Philadelphia, PA, June 2018.*

Teaching Population Health: Innovations in the Integration of the Health Care and Public Health Systems. With Edmond A. Hooker, Rosemary M. Caron, & Anne M. Hewitt. Association of University Programs in Health Administration Annual Conference, Long Beach, CA, June 2017.*

What is Population Health and What Should Health Administration Programs Teach Our Students? With Edmond A. Hooker, Rosemary M. Caron, Anne M. Hewitt, Amy Yarbrough Landry, & Erik L. Carlton. Association of University Programs in Health Administration Annual Conference, Kansas City, KS, June 2016.*

How Cornell University Incorporates Quality into the MHA Curriculum (invited presentation). Association of University Programs in Health Administration Leaders Conference (held during ACHE Congress), Chicago, IL, March 2016.*

Ambassadors, Connectors, and Innovators, Oh My! Developing Intra-University Collaborations to Increase Program Visibility and Enhance Student Opportunities, With Brooke Hollis. Association of University Programs in Health Administration Leaders Conference (held during ACHE Congress), Chicago, IL, March, 2012.*

Fertility Among Cohabiting Women: New Estimates from the American Community Survey, 2001-2007 (with Daniel T. Lichter). Paper presented at the American Sociological Association, San Francisco, CA, August 2009.

Parenting in Vain? Stepfather Influences on Early Transitions to Parenthood. Paper presented at the Population Association of America annual meeting, Detroit, MI, May 2009.

Who Marries Immigrants? Generational Differences in Marital Endogamy (with Daniel T. Lichter & Zhenchao Qian). Paper presented at the Population Association of America annual meeting, New Orleans, LA, April 2008.

Religion and Healthy Marriages Among Low-Income Couples (with Daniel T. Lichter). Paper presented at the Association for Public Policy Analysis and Management annual meeting, Washington, DC, August 2007.*

Religion and Relationship Quality Among Low-Income Couples (with Daniel T. Lichter). Paper presented at the National Poverty Center Conference on the Impact of Religion and Faith-Based Organizations on the Lives of Low Income Families, Washington, DC, June 2007.

Body Weight and Matching with a Physically Attractive Partner: What it Takes to Get the Pretty Girl (or Cute Guy) (with John Cawley, Kara Joyner, & Jeffery Sobal). Paper presented at the Population Association of America annual meeting, Los Angeles, CA, April 2006.*

Body Weight and Matching with a Physically Attractive Partner: What it Takes to Get the Pretty Girl (or Cute Guy) (with John Cawley, Kara Joyner, & Jeffery Sobal). Paper presented at the Add Health User's Conference, Bethesda, MD, July 2006.*

Smoking Initiation Among Adolescent Girls: Does Price Sensitivity Vary by Weight and Body Image? Paper presented at the International Health Economics Association 5th World Congress, Barcelona, Spain, July 2005.*

Smoking Initiation Among Adolescent Girls: Does Price Sensitivity Vary by Weight and Body Image? Paper presented at the American Public Health Association annual meetings, Boston, MA, November 2006.*

Obesity and Sexually Transmitted Infection (STI)-Related Behaviors Among Young Adults in the U.S. (with Kara Joyner). Paper presented at the American Public Health Association annual meetings, Boston, MA, November 2006.

Subjective Body Image and Substance Abuse Among Adolescent Girls (with Ken R. Smith). Paper presented at the Utah Public Health Association annual meetings, Salt Lake City, UT, April 2004.*

Transit-Oriented Designs May Reduce Sprawl and Congestion: But How Do We Get them on the Train? (with D. Sorrow, S. Jeppson, A. Salvador, B.B. Brown, & C.M. Werner). Paper presented at the 2002 International Symposium on Society and Resource Management, Bloomington, IN, June 2002.

POSTER PRESENTATIONS

Assortative Mating for Body Weight: New Evidence from HLM and Couple Fixed Effects Models. Poster presented at the Population Association of America annual meeting, Detroit, MI, May 2009.*

RESEARCH GRANTS

“Parenting in Vain? Stepfather Influences on Early Transitions to Parenthood.” National Center for Marriage Research, Bowling Green State University, 2008-2009. P.I. Kara Joyner. Co-P.I. with Rachel Dunifon. \$8,500.

SELECTED PRIOR WORK HISTORY

University of Utah, Salt Lake City, UT

Adjunct Lecturer, Family and Consumer Studies 2003-2004

Utah Division of Youth Corrections, Salt Lake City, UT

Case Manager 1998-2000

Case Manager of the Year (Valley Mental Health) 1999

Case Manager of the Month May 1998

Treatment Counselor 1995-1998

Leadership and Service Excellence Award 1996

SPLORE Adaptive Adventures

Professional River and Recreation/Adventure Guide 1995

Santa Barbara Recreation Department

Camp Director, Camp Counselor, Program Director, Grant Writer 1987-1990

PRIOR COURSES TAUGHT

Cornell University

Event Planning and Leadership (PAM 5900)

Challenges and Trends in the Health Services Industry (PAM 5990)

Population and Public Policy (co-taught with Dan Lichter) (PAM 2030)

Health, Demographic Processes, and the Life Course (PAM 3290)

Introduction to Statistics (PAM 2100)

Undergraduate Women in Healthcare Leadership Spring Break Trek (PAM 4020)

Finding Your Flow: Stand Up Paddleboard Yoga (PE 1676)

University of Utah

Introduction to Family Policy (service learning course)

Home, School, and Community Relationships (service learning course)

Middle Childhood Development