

YOLANDA FREEMAN-HILDRETH, PA-C, MBA

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ASSISTANT PROFESSOR– PHYSICIAN ASSISTANT PROGRAM

PROFESSOR • PRACTITIONER • RESEARCHER

RESEARCH: TYPE 2 DIABETES ADHERENCE AND SELF-MANAGEMENT

PASSION TO EMPOWER, MOTIVATE, ENCOURAGE, AND EDUCATE THE NEXT GENERATION OF PHYSICIAN ASSISTANTS

COMPETENT, MOTIVATED, AND COMPASSIONATE EDUCATOR combining in-depth technical skills and interactive teaching techniques to impart students with knowledge to serve their communities.

PROVEN CLINICAL LEADER AND SPOKESPERSON with life-long commitment to teaching and guidance through research, innovation, learning, and study. Positioned to transform the organization, administration, content development, and general effectiveness of a Physician Assistant Program.

ANALYTICAL, ARTICULATE RESEARCHER compelled to utilize Type 2 diabetes adherence findings to provide education, insight, knowledge, and comfort to individuals living with chronic illness.

Transformational Leadership
Cross-Functional Team Building
Training & Development
Coaching & Mentoring
Classroom Innovation
Student Supervision
Curriculum Development
Program Development
Recruitment & Selection

TECHNICAL SKILLS: Item & Test Writing • Clinical & Operational Indicators • Lean Six Sigma • Quantitative & Qualitative Research • Data & Metrics Analysis • Quality & Process Improvements

SELECTED ACCOMPLISHMENTS

- Recognized for advancement of research—quantitative paper accepted at Academy of Management Conference and Clinical Conference on Diabetes (2018).
- Nominated to attend Doctoral Student Consortium to advance dissertation learning (2018).
- Selected by National Commission on Certification of Physician Assistants (NCCPA) to serve on focus group to develop item models as a way to standardize the writing process, increase number of items, and reduce plagiarism.
- Awarded Internal Medicine Physician Assistant of the Year for overall service (2011).
- Acknowledged for advancements to education and advocacy of PA profession through instruction, conferences, and publications.

ACADEMIC APPOINTMENTS

ASSISTANT PROFESSOR, PHYSICIAN ASSISTANT PROGRAM | University of Detroit-Mercy, Detroit, MI

2017–Present

Act as ambassador to program, participating in public and professional meetings to promote understanding and acceptance of PA profession. Recruit and select candidates and serve as role model and mentor to program students. Serve on Student Progress, Admissions, Accreditation Preparation, and Curriculum committees.

- **INSTRUCTION:** Educate students through lecturing and clinical skills assessment. Evaluate performance of histories and physicals, patient management, and documentation. Prepare lectures based upon ARC-PA standards and NCCPA blueprint for PANCE.
PAS-5100 – Patient Evaluation Practicum I
PAS-5200 – Patient Evaluation Practicum II
PAS-5300 – Patient Evaluation Practicum III
- **IMPROVED COURSE CREATION:** Revise Geriatric and Cardiac lecture content to include interactive case studies and evidence-based methods of learning. Introduce group activities to increase engagement of all students in the learning process.
- **INNOVATIVE TEACHING METHODS:** Incorporate interactive audio technology into lecture slides, allowing students to hear and access cardiac murmurs to facilitate effective learning.
- **TEST DEVELOPMENT:** Write mid-term and final exam content and mentor faculty on how to write effective test items. Develop new documentation and assessment examples for surgical and medical SOAP notes evaluation.

CLINICAL EXPERIENCE

PHYSICIAN ASSISTANT — INTERNAL MEDICINE

Henry Ford West Bloomfield | West Bloomfield, MI

2016–2017

Kindred Hospital | Detroit, MI

2016–2017

St. John Providence Hospital | Southfield, MI

2005–2016

Ascending Home Physicians | Oak Park, MI 2005–2008
Beaumont Health System | Troy, MI 2004–2007
Detroit Riverview Hospital Urgent Care | Detroit, MI 2004–2005

- **HEALTHCARE ASSESSMENT:** Performed patient assessments, physical examinations, and ordered/interpreted test results.
- **TREATMENT PLANS:** Collaborated with members of medical care team to develop, create, implement, monitor, and evaluate treatment plans for assigned caseload. Participated in clinical decision making, medical diagnosis, and therapeutic management.
- **PATIENT CARE:** Provided inpatient medical support for hospitalized and long-term acute care patients. Served as member of rapid response team and participated in discharge planning and collaborative rounds. Educated patients on preventative healthcare.
- **PROCESS IMPROVEMENT:** Established admissions triage process, improving patient safety, decreasing unplanned ICU admissions, and improving response times. Crafted new hire policy, student rotation manual, and contingent work/vacation policy.
- **INDUSTRY STANDARDS/ REGULATORY COMPLIANCE:** Developed policies and procedures and reviewed balanced scorecards for metric and process improvements. Served on Governance, Service Excellence, Geriatric, Rapid Response, and Code Stroke Committees.

Prior: **Registered Nurse** | St. John Providence Hospital (1999-2001) and Harper Hospital (1998-1999).

EDUCATION AND CERTIFICATIONS

DOCTORATE IN MANAGEMENT (PHD) | Weatherhead School of Management | Case Western University | Cleveland, OH Expected 2019

Qualitative Research: Motivating the Patient: What Can Healthcare Leaders Learn About Motivating Diabetic Patients to Adhere to Their Recommended Treatment Plan.

Quantitative Research: Coping with Diabetes: Provider Attributes That Influence Type 2 Diabetes Adherence.

Mixed Method Research: Examining Role of Social Support, Social Networks, and Social Determinants in Chronic Disease Management.

MASTER OF BUSINESS ADMINISTRATION (MBA) | Northwood University | Midland, MI 2014

MASTER OF SCIENCE (MS) | Physician Assistant Studies | University of Detroit-Mercy | Detroit, MI 2003

BACHELOR OF SCIENCE IN NURSING (BSN) | Michigan State University | East Lansing, MI 1998

Fundamental Critical Care Support Certification 2014–2018

NCCPA Certified Physician Assistant (PA-C) 2003–Present

ACLS and BLS 2018

Lean Six Sigma Green Belt and Black Belt 2015

COMMITTEE NOMINATIONS

NATIONAL COMMISSION ON CERTIFICATION OF PHYSICIAN ASSISTANTS (NCCPA SELECTION) 2015–Present

Automatic Item Generation (AIG) Work Group: Selected to participate in focus group, developing item models rather than individual items in the writing process as a way to standardize the process, increase the number of items, and reduce plagiarism.

Subject Matter Expert: Nominated to participate in practice analysis working group. Collected data and obtained information about specific knowledge/skills used and needed by the PA profession. Updated structure and content of Physician Assistant National Certifying Examination and Physician Assistant National Recertifying Examination.

STUDENT PROGRESS COMMITTEE 2017–Present

Academy of Management, HealthCare Management Division: Worked with doctorate students within Healthcare Management Division to facilitate networking and mentoring activities among early career researchers.

UNIVERSITY OF DETROIT-MERCY 2017–Present

Physician Assistant Program: Advised students and peers on Admissions, Accreditation, and Curriculum committees.

AMERICAN ACADEMY OF PHYSICIAN ASSISTANTS 2014–2016

Commission on the Health of the Public: Focused on public health issues in reviewing and developing clinical guidelines for physician assistants. Took into account health disparities and assisted in breaking down barriers.

PUBLICATIONS AND PRESENTATIONS

PUBLISHED ABSTRACT

Freeman-Hildreth, Y, Aron, D.; Cola, P.; and Wang, Y. What factors are involved in motivating black patients with type 2 diabetes to adhere to recommended treatment? *Journal of the American Academy of Physician Assistants*. (2017). Dec.30:12.

PODIUM PRESENTATION

Michigan Academy of Science, Arts and Letters Conference 2018
 Motivating by Finding What Truly Matters: Provider Attributes That Influence Type 2 Diabetes Adherence

Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 2016
 Motivating the Patient: What Can Healthcare Leaders Learn About Motivating Diabetic Patients to Adhere to Their Recommended Treatment Plan

POSTER PRESENTATION

American Academy of Physician Assistants (AAPA) Conference 2017
 Motivating the Patient: What Can Healthcare Leaders Learn About Motivating Diabetic Patients to Adhere to Their Recommended Treatment Plan

University Detroit Mercy Research Day 2018
 Coping with Diabetes: Provider Attributes That Influence Type 2 Diabetes Adherence

Physician Assistant Education Association (PAEA) Conference 2018
 Coping with Diabetes: Provider Attributes That Influence Type 2 Diabetes Adherence

NATIONAL

American Academy of Physician Assistants (AAPA) Conference 2018
 Coping with Diabetes: Provider Attributes That Influence Type 2 Diabetes Adherence

33rd Annual Clinical Conference on Diabetes 2018
 Coping with Diabetes: Provider Attributes That Influence Type 2 Diabetes Adherence

Academy of Management Annual Conference 2018
 Healthcare Management Division: Coping with Diabetes: Provider Attributes That Influence Type 2 Diabetes Adherence

Engaged Management Scholarship Conference 2018
 Making the Connection: The Influence of Social Support, Social Networks, and Social Determinants on Chronic Illness Management

CONFERENCES: PRESENTATION OF QUANTITATIVE AND QUALITATIVE RESEARCH

MICHIGAN ACADEMY OF SCIENCE, ARTS AND LETTERS CONFERENCE 2018
 Motivating by Finding What Truly Matters: Provider Attributes That Influence Type 2 Diabetes Adherence

AMERICAN ACADEMY OF PHYSICIAN ASSISTANTS (AAPA) CONFERENCE 2017
 Motivating the Patient: What Can Healthcare Leaders Learn About Motivating Diabetic Patients to Adhere to Their Recommended Treatment Plan

ASSOCIATION FOR RESEARCH ON NONPROFIT ORGANIZATIONS AND VOLUNTARY ACTION (ARNOVA) 2016
 Motivating the Patient: What Can Healthcare Leaders Learn About Motivating Diabetic Patients to Adhere to Their Recommended Treatment Plan

GUEST LECTURING AND PROCTORING

University of Detroit-Mercy | Physician Assistant Program 2015, 2016, 2017

ACADEMIC REVIEWER

Article Reviewer | Academy of Management Journal | Healthcare Management Division 2018

VOLUNTEER SERVICES AND PROFESSIONAL ORGANIZATIONS

PA Foundation | Review scholarship applications for deserving PA students 2016–2017

Delta Mu Delta Business Honor Society Member 2014–Present

American Academy of Physician Assistants 2004–Present

Michigan Academy of Physician Assistants Present

Physician Assistant Education Association Present

Academy of Management Present

