

# J. “Dunc” Williams, Jr.

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## PROFESSIONAL EXPERIENCE

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**Assistant Professor**, Medical University of South Carolina, College of Health Professions, Department of Health Care Leadership and Management, July 2018 – present

- *Specializing in health care financial management*

**Director of Specialty Practices and Hospitalists**, Palmetto Health, Columbia, SC, 2012-2014

- *Oversaw as many as 92 providers and 10 senior practice administrators and managers with a budget of \$42 million annual gross charges for eight specialties (cardiology, cardiovascular surgery, gastroenterology, hospitalists, infectious disease, ophthalmology, pulmonology, and psychiatric hospitalists) at numerous hospital and physician practice locations.*
- *Co-led creating a new hospitalist compensation model for 25+ hospitalists supporting 3 hospitals.*
- *Reduced annual malpractice insurance premiums by \$160,000 for employed physicians.*
- *Created an ophthalmology clinic.*

**Business Manager, Plastic & Reconstructive Surgery | Manager of Clinic Operations, Surgical Specialties at Emory Midtown**, The Emory Clinic, Emory Healthcare, Atlanta, GA, 2011-2012

- *Oversaw the finances and business operations for the Division of Plastic & Reconstructive Surgery and operationally managed a multi-surgical specialty clinic growing from 8 to 15 providers representing 4 subspecialties, 3 sites, and 30+ support staff.*
- *Increased NOI from 19% to 26% in year 1 by reducing \$20,000+ of unnecessary expenses, correcting \$63,000 in physician compensation errors, discovering \$50,000+ of system costs inappropriately attributed to this division, reducing uncompensated care from 7% to 1.8%, and other operational improvements.*
- *Improved employee engagement scores from habitually performing in the worst quartile to ranking in the top quartile.*
- *Led negotiations to acquire a multidisciplinary ambulatory surgery center and practice.*

**Administrative Fellow**, Spartanburg Regional Healthcare System, Spartanburg, SC, 2010-2011

- *Participated in physician practice acquisitions and evaluations. One evaluation led to \$60,000+ annual savings.*
- *Audited paid time off donations to the hospital foundation and rectified \$59,000 in annual errors.*
- *Calculated emergency physician compensation, bonuses, and contractual adjustments.*
- *Co-led the development of a retail space for an outpatient lactation clinic.*
- *Created by my own initiative a 60-physician and executive leader on-site ACO conference hosted by Geisinger.*

**Accountant**, Water Missions International, Charleston, SC, 2007-2009

- *Administered and directed payroll, receivables, and payables.*
- *Saved a substantial number of recurring work hours by streamlining various procedures through Excel, QuickBooks, and creating an electronic filing system.*
- *Undertook self-initiated research to discover an untapped property tax exemption and another governmental exemption, which had the potential to save the organization \$10,000+ annually.*
- *Organized accounting practices at international subsidiaries, which led to correcting \$20,000+ in unaccounted errors in one international subsidiary.*

## EDUCATION

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**PhD Candidate in Health Policy and Management**, Financial Management Minor, Proposed May 2019

University of North Carolina (UNC), Department of Health Policy and Management, Chapel Hill, NC  
Dissertation: “Which Rural Hospitals Merge and What Happens to Them?”

**Master in Health Administration**, Medical University of South Carolina (MUSC), Charleston, SC, 2010

**Master of Theological Studies**, Duke University Divinity School, Durham, NC, 2007

**BS, magna cum laude**, Accounting, University of South Carolina (USC), Phi Beta Kappa, Columbia, SC, 2005

The Governor’s School of South Carolina at the College of Charleston graduate, Charleston, SC, 2000

## **TEACHING AND RESEARCH INTERESTS**

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- Health care financial management
- Health care accounting
- Health care finance
- Health care operations
- Financial aspects of health policies
- Financial aspects of rural health care
- Hospital, physician practice, and long-term care delivery, investing, & strategy
- Business case evaluation

## **FUNDING AWARDS**

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**National Research Service Award Pre-Doctoral Traineeship** from the Agency for Healthcare Research and Quality sponsored by the Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill, Grant No. 5T32 HS000032-28, UNC, 2016-2018

**Student Travel Award** to the AcademyHealth Annual Research Meeting awarded by the AcademyHealth Long-Term Services and Support Interest Group, 2016 & 2017 (2 different awards)

**Kilpatrick-Johnson Book Award**, Peer-selected leadership award, MUSC, 2010

**Foster D. McGraw Scholarship**, MUSC, 2009

**Dean’s Scholarship**, MUSC, 2009

**Valedictorian Scholarship**, a merit-based scholarship awarded to some high school valedictorians, USC, 2001-2005

**Palmetto Fellows Scholarship**, the highest merit-based state-awarded scholarship, 2001-2005

**Carolina Alumni Scholarship**, USC, 2001-2005

## **SELECTED HONORS**

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Upsilon Phi Delta Society member, MUSC, 2010

Dean’s Honor List, MUSC, 2010

Phi Beta Kappa member, USC

Phi Eta Sigma Honor Society member, USC

Golden Key Honor Society member, USC

President’s List, USC, 2002-2004

Dean’s List, USC, 2001-2005

## **PUBLICATIONS**

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**Williams, Jr., Dunc**, G Pink, and G Mark Holmes. “Does Rural Hospital Financial Performance Change after Merger?” Findings Brief: North Carolina Rural Health Research Program, under review at the Federal Office of Rural Health Policy, January 2019

**Williams, Jr., Dunc**, S Thomas, H Howard, and G Pink. “Rural Hospital Mergers from 2005 through 2016” Findings Brief: North Carolina Rural Health Research Program, 2018. Link:

<https://www.ruralhealthresearch.org/alerts/249>

As of November 2018, this brief had over 600 downloads in less than three months since publication.

**Williams, Jr., Dunc** and G Mark Holmes. “Rural Health Care Costs – Are They Higher and Why Might They Differ from Urban Health Care Costs?” *North Carolina Medical Journal*, February 2018. Link: <http://www.ncmedicaljournal.com/content/79/1/51.full>

**Williams, J. Dunc**, P Song, and G Pink. “Estimated Costs of Rural Freestanding Emergency Departments” Findings Brief: North Carolina Rural Health Research Program, 2015

As of November 2018, this is one of the most downloaded findings brief from the North Carolina Rural Health Research Program’s website with nearly 2,000 downloads. Link:

<https://www.ruralhealthresearch.org/projects/100002342>

**Williams, J. Dunc**, P Song, and G Pink. “The Freestanding Emergency Department Financial Assessment Strategic Tool (FED FAST)” Findings Brief Supplement: North Carolina Rural Health Research Program, 2015

As of November 2018, this Microsoft Excel-based decision-making tool had over 900 downloads from the North Carolina Rural Health Research Program’s website. Link:

<http://www.shepscenter.unc.edu/programs-projects/rural-health/tools/>

## **RESEARCH EXPERIENCE**

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**National Research Service Award Pre-Doctoral Traineeship** from the Agency for Healthcare

Research and Quality sponsored by the Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill, Grant No. 5T32 HS000032-28, UNC, 2016-2018

*Supports my dissertation work to identify determinants of merging rural hospitals (Aim 1) and examine merged rural hospital post-merger financial performance (Aim2) and access to services (Aim 3).*

**Research Assistant**, Cecil G. Sheps Center for Health Services Research, UNC, 2016

*Researched the effects of Meaningful Use payments on rural hospitals and predicted financial performance as Meaningful Use payments changed.*

**Research Assistant**, Cecil G. Sheps Center for Health Services Research, UNC, 2015

*Co-created a findings brief and Excel tool to help estimate the costs of operating a rural freestanding emergency department for the Federal Office of Rural Health Policy.*

**Research Assistant** for Paula Song, PhD, UNC, 2015

*Cleaned data and generated tables using Stata and Excel for two projects: 1) A patient/family member survey for The Chordoma Foundation, and 2) Hospital executive compensation analysis.*

*Coded qualitative transcripts with NVivo software for a policy analysis assessing the effects of patient care coordinators on the Ohio Medicaid pediatric portion of the aged, blind, and disabled population, funded by a Patient-Centered Outcomes Research Institute grant.*

**Research Assistant** for Abby Kazley, PhD and Kit Simpson, DPh, MUSC, 2009-2010

*Reviewed manuscripts, created Excel spreadsheets, and assisted with data analysis and economic modeling for AIDS outcomes research.*

## **TEACHING EXPERIENCE**

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**University of North Carolina Teaching Assistant** *Hospital Functions and Operations* (Graduate level: 2 credits, 2016)

**Teaching Assistant** *Health Care Finance* (Graduate level: 4 credits, 2015)

**Teaching Assistant** *Health Care Financial Accounting* (Graduate level: 2 credits, 2014)

Medical University of South Carolina and the South Carolina Hospital Association

**Instructor** Two-day course on physician practice management operations for a medical practice manager certification course.

Preceptor Leadership as a Healthcare Administrator

**Preceptor** Planning a Congestive Heart Failure Clinic at Palmetto Health, Columbia, SC (USC MHA student, 2013)

**Preceptor** Introduced a new position of patient care coordination activities with colorectal surgery at Emory Healthcare, Atlanta, GA (Emory Healthcare Operations Development Program employee, 2012)

**Preceptor** Created educational videos and introduced patient viewing on iPads into a surgery clinic at Emory Healthcare, Atlanta, GA (Emory MPH student, 2012)

Volunteer

**Tutor** Charleston Book Buddies, Charleston, SC (2009-2010)

**Tutor** The Emily Krzyzewski Family Life Center, Durham, NC (2007)

University of South Carolina

**Teaching Assistant** The First-Year Experience (Undergraduate level: 3 credits, 2004)

**CONFERENCE PRESENTATIONS**

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“Rural Hospital Mergers: 2005-2016” Invited Presenter. Rural Health Research Gateway. November 1, 2018. Link: [http://www.shepscenter.unc.edu/news\\_release/george-pink-and-dunc-williams-presentation-on-rural-hospital-mergers-and-acquisitions-from-2005-through-2016/](http://www.shepscenter.unc.edu/news_release/george-pink-and-dunc-williams-presentation-on-rural-hospital-mergers-and-acquisitions-from-2005-through-2016/)

“Leading a Successful Multigenerational Organization” Invited Panelist. The Medical University of South Carolina Alumni and Leadership Conference sponsored by the South Carolina Lowcountry Chapter of the American College of Healthcare Executives, 2011

**CONFERENCE POSTER PRESENTATIONS**

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“Rural Hospital Mergers: Identification, Prevalence, and Post-Merger Effects on the Availability of Services and Capital – 2005-2016” Poster Presentation at the AcademyHealth Annual Research Meeting. Seattle, WA, June 2018.

“Are Rural Hospital Mergers Good for Rural America” Poster Presentation at the AcademyHealth Annual Research Meeting. New Orleans, LA, June 2017

**SERVICE TO PROFESSION**

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**Committee Member**, CHP Diversity and Inclusion Committee, 2019 – present

**Poster reviewer** for MUSC Research Day, 2018

**Communication & Outreach Subcommittee Chair**, AcademyHealth Long-Term Services and Supports Interest Group, 2016-2017

**Abstract reviewer** for the AcademyHealth Long-Term Services and Supports Interest Group Annual Research Meeting, 2016-2017

**The student representative for the advisory committee**, AcademyHealth Long-Term Services and Supports Interest Group, 2015-2017

**Oversight Committee member** for the South Carolina Hospital Association’s creation of a medical practice management certification program, 2013

**UNIVERSITY SERVICE**

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MHA Admissions Committee, MUSC, 2018-  
MHA Student Capstone Advisor for Haiti Rehabilitation Foundation, MUSC, 2018-  
Student Honor Council Member, MUSC, 2009-2010  
Invited student interviewer of candidates for a Master's-level faculty position, MUSC, 2010  
Student Council Co-President, Duke Divinity School, 2006-2007

## **COMMUNITY INVOLVEMENT**

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Member, Hibben United Methodist Church, Mount Pleasant, SC, 2018-  
Staff Parish Relations Committee Member, Christ United Methodist Church, Chapel Hill, NC, 2017-2018  
Member, Christ United Methodist Church, Chapel Hill, NC, 2014-2018  
Mentor, Epworth Children's Home, Columbia, SC, 2013  
Finance Committee Member, Trenholm Road United Methodist Church (UMC), Columbia, SC, 2013  
Volunteer, Trenholm Road UMC flower delivery to nursing home residents, Columbia, SC, 2013  
Team captain and event volunteer, American Heart Association Heart Walk, Atlanta, Georgia, 2011  
Volunteer, Habitat for Humanity, Spartanburg, SC, 2010  
Mentor, "Be a Mentor" program, Charleston, SC, 2008  
Event Organizer, "Stop Hunger Now" fundraiser, Durham, NC, 2007  
Chaplain, Murdoch Development Center, Butner, NC, 2007  
Chaplain, The Forest at Duke retirement community, Durham, NC, 2007  
Event Organizer, The Ronald McDonald House of Durham dinner, Durham, NC, 2006  
Volunteer, Habitat for Humanity, Durham, NC, 2006  
Volunteer, Special Olympics of Chapel Hill, Chapel Hill, NC, 2006

## **PROFESSIONAL MEMBERSHIPS**

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AcademyHealth member, 2015-present  
Healthcare Financial Management Association member, 2017-present