

# Wiljeana Jackson Glover, Ph.D.

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## ACADEMIC POSITIONS

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<b>Babson College, Technology, Operations, and Information Management Division</b> , Babson Park, MA	
Stephen C. and Carmella R. Kletjian Foundation Distinguished Professor of Health Innovation and Entrepreneurship	September 2020-present
Fischer Family Term Chair for Healthcare Management	September 2019-August 2020
Associate Professor	August 2019- present
Assistant Professor	August 2013- July 2018
<b>Babson College, KMH Center for Health Innovation &amp; Entrepreneurship</b> , Babson Park, MA	
Research Director	January 2024-present
Founding Faculty Director	March 2020-December 2023
<b>Harvard Medical School</b> , Boston, MA	
Executive Program Faculty	May 2025-present
<b>Harvard University, Chan School of Public Health</b> , Boston, MA	
Senior Research Advisor	January 2024-May 2025
<b>Institute for Healthcare Improvement (IHI)</b> , Cambridge, MA	
Scientific Advisory Group	December 2024-present
Innovation Lead	May 2025-present
	January 2024-June 2024
<b>Vanderbilt University, Owen Graduate School of Management</b> , Nashville, TN	
Visiting Scholar	March 2021- June 2022
<b>Babson College, Schlesinger Fund for Global Healthcare Entrepreneurship</b> , Babson Park, MA	
Faculty Director	August 2015-June 2019
<b>Massachusetts Institute of Technology (MIT), Sociotechnical Systems Research Center</b> , Cambridge, MA	
Research Affiliate	August 2013-May 2016
Postdoctoral Associate	May 2010–August 2013
<b>Boston Univ. School of Public Health, Department of Health Policy &amp; Management</b> , Boston, MA	
Adjunct Professor	August 2012-May 2013

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## EDUCATION

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<b>Virginia Polytechnic Institute and State University (Virginia Tech)</b> , Blacksburg, VA	
Ph.D. in Industrial and Systems Engineering	May 2010
M.S. in Industrial and Systems Engineering, Management Systems Concentration	December 2007
<b>Georgia Institute of Technology (Georgia Tech)</b> , Atlanta, GA	
B.S. in Industrial and Systems Engineering	May 2005
<b>Albany State University</b> , Albany, GA	
B.A. in Mathematics	December 2005

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## RESEARCH INTERESTS

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I leverage complex adaptive systems and strategic operational approaches to study healthcare improvement and innovation strategies, healthcare entrepreneurship outcomes, and care integration and systems design. I have engaged in research and teaching activities in partnership with healthcare delivery organizations in the U.S., Mexico, Israel, South Africa, Uganda, Rwanda, and Haiti. I employ mixed methods research including interviews, questionnaires, available historical data, qualitative analysis and multilevel, multivariate research design and statistical methods.

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## AWARDS AND RESEARCH GRANTS

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### **Awarded**

Glover, W. (lead co-PI), Onyemah, V., Randolph, A., O'Connor, G., Licari, P., and Zacharakis, Z. (2022-2027) "Babson Life Sciences Entrepreneurial Product Development Immersion for New Technologies and Solutions (Babson L-SPRINT) Program" National Institutes of Health (NIH) National Institute on Drug Abuse (NIDA) Growing Great Ideas: Research Education Course in Product Development and Entrepreneurship for Life Science Researchers Program, 2022-2027 (\$1.5M + \$100K supplement)

Glover, W. (2025) Deans Award in Recognition of Excellence in Research, Interdisciplinary. Babson College.

Glover, W. (2024) Tumaini Foundation Global Health Educator Award.

Glover, W. (2023) Deans Award in Recognition of Excellence in Teaching. Babson College.

Glover, W. (2023) MLK Legacy Award, Faculty. Babson College.

Glover, W., Johansen, E., Joseph, A., Bernier, M., and Ablorh, S. (2022 and 2023) Babson-Olin-Wellesley Collaboration Presidential Innovation Grant (\$3500 and \$4000).

Glover, W. (2022) Wickham Skinner Teaching Innovation Award, Production and Operations Management Society. (\$1000).

Glover, W. (2023) Pedro Americo Foundation and Diego Nery Benevides Gadelha. Gift Agreement to the Kerry Murphy Healey Center for Health Innovation and Entrepreneurship to support the Global Health Innovation Laboratory in Brazil (\$210,000).

Crocker, A., Glover, W., Brush, C., and Gai, Y. (2021) "Investigating Healthcare Entrepreneurship: Financial Well-Being, Equity, and Social Determinants of Health." Faculty Research Angel Fund (FRAF), presented by Babson's Arthur M. Blank School for Entrepreneurial Leadership. (\$150,000).

Glover, W. (2020) Poets & Quants 2020 Best Undergraduate Professors in the U.S., <https://poetsandquantsforundergrads.com/2020/11/24/2020-best-undergraduate-professors-wiljeana-jackson-glover-babson-college/>

Glover, W. (PI), Wong, R., and Pierre, C. (2020). "Babson College/University of Global Health Equity Global Healthcare Entrepreneurship Exchange." McGovern Foundation (\$100,000).

Glover, W. (2018) Recipient of the 2018 Lewis Institute Changemaker Faculty Award, Babson College.

Glover, W. (2018) "Achieving Innovation in Uncertainty: Examining the Role of Autonomy and Goal Orientation in Hospitals." Babson Faculty Research Fund Grant (\$12,500).

Glover, W., Galarneau, C., Johansen, E., Obounou, R., and Fuhtong, J. (2018) "World Health Day." Babson-Olin-Wellesley Presidential Innovation Grant (\$7,500).

Glover, W. (2017) Healthcare System Innovation in Haiti. Babson Faculty Research Fund Mini-Grant (\$2,500).

Glover, W. (2016) Improving Quality through Integration in a Hospital Setting: A Human Systems Integration Approach. Babson Faculty Research Fund Summer Stipend (\$12,000).

Naveh, E., Lei, Z., and Glover, W. (2015-2017) ERRSPITALS A knowledge transfer and sharing action for developing a new integrative approach to mitigating errors in hospitals: Resolving tensions in error research. Submitted to the Marie Skłodowska-Curie Research and Innovation Staff Exchange (RISE) Call: H2020-MSCA-RISE-2015. Awarded on August 2015 \$180,000 Euro. Babson serving as U.S. Partner (no funding for US Partners on EU grants).

Carroll, J., Glover, W., Naveh, E., and Goldfract, M. (2012-2015). Integrated Care for Mental Health in Israel. MIT International Science and Technology Initiatives Global Seed Funds (\$20,000).

Glover, W. (2012-2013) Patient Navigators in Diabetes Services: System Implications and Recommendations. Honorarium via Boston Medical Center (\$12,000).

Glover, W. (2011) Best Dissertation Award, American Society of Engineering Management.

Nightingale, D., Carroll, J., Glover, W., Kenley, B., Naveh, E., and Srinivasan, J. (2011–2014) Post Traumatic Stress Innovations: U.S. Military Enterprise Analysis. U.S. Army Medical Research and Materiel Command USAMRMC Number: 11126005 (\$8 M).

Van Aken, E., Doolen, T., and Glover, W. (2009–2010) NSF Graduate Research Supplement to Broaden Participation. National Science Foundation Design and Manufacturing Innovation NSF-DMI 0451512 (\$39,162).

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## PUBLICATIONS

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### Peer Reviewed Published Journal Articles

1. Harry, K., Van Aken, E., and Glover, W. (2025) A Systematic Literature Review and Meta-synthesis Evaluation of the Critical Success Factors for Kaizen Events in Hospitals. *Engineering Management Journal*, pp. 1-23.
2. Harry, K., Van Aken, E., and Glover, W. (2025) Advancing Hospital Operations with Kaizen Events: A Systematic Literature Review. *Journal of Health Organization and Management*, p. 1-22.
3. Harry, K., Van Aken, E., and Glover, W. (2025) An exploration of Kaizen events in hospitals using a systematic literature review and bibliometric analysis. *Management Decision*.
4. Corbett, C.J., Narayanan, S., Aloysius, J., Berenguer, G., Bish, E.K., Bjarnadóttir, M.V., Gao, G., Glover, W.J., Johnson, M.P., Kalkanci, B., Li, J.,.... (2025). Diversity, Equity and Inclusion and Operations Management: Critical Linkages and Research Opportunities. *Production and Operations Management*, Volume 34 Issue 3, pp. 310-330.
5. Glover, W., Renton, M., Minaye, H., & Dabiri, O. (2025). Assessing Equitable Development and Implementation of AI-Enabled Patient Engagement Technologies: A Sociotechnical Systems Approach. *Mayo Clinic Proceedings: Digital Health*, Volume 3 Issue 1, pp. 100192.
6. Glover, W., Pachamanova, D., and Li, Z. (2024) Framing Inclusive Practice Options for Financial, Operational, and Community Outcomes. *Production and Operations Management Journal*, Volume 34 Issue 3, pp. 656-666.
7. Glover, W., Crocker, A., and Brush, C., (2024) Healthcare Entrepreneurship: An Integrative Framework for Future Research. *Journal of Business Venturing Insights*, Volume 22, e00476.
8. Glover, W., Jacques, S., Obounou, R., Barthélémy, E., and Richard, W. (2024) The Ties that Bind: Innovation Configuration Linkages in Low- and Middle-Income Healthcare Delivery Settings. *Journal of Healthcare Organization and Management*, Volume 38 Issue 9, pp. 216-240.
9. Gai, Y., Crocker, A., Brush, C., & Glover, W. J. (2024). How healthcare entrepreneurship enhances ecosystem outcomes: the relationship between venture capital-funded start-ups and county-level health. *International Journal of Entrepreneurial Behavior & Research*, Volume 30 Issue 8, 1977-2000.

10. Shaw, J. and Glover, W. (2024) The Political Economy of Digital Health Equity. *Journal of Medical Internet Research*, Volume 26, pp. e46971.
11. Glover, W. J., Lei, Z., & Naveh, E. (2023). A compassion-centric behavioral agency perspective for organizations in times of crisis. *Business Horizons*, Volume 66 Issue 5, pp. 599-613.
12. Obounou, R. and Glover, W. (2023) When Local Isn't Global: How Approaches to Healthcare Innovation in Low Resource Contexts Can Inform Changemaker Education. *Social Innovations Journal*, Volume 16 Issue 1.
13. Pachamanova, D., Glover, W., Li, Z., Docktor, M., and Gujral N. (2021). Identifying Patterns in Administrative Tasks through Structural Topic Modeling: A Case Study of Shifts in a Mental Health Practice's Operations during the COVID-19 Pandemic. *Journal of the American Medical Informatics Association (JAMIA)*. Volume 28 Issue 12, p. 2707-2715. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8633666/>
14. Glover, W., Nissinboim, N. and Naveh, E. (2020) Examining Innovation in Hospital Units: A Complex Adaptive Systems Approach. *BioMed Central (BMC) Health Services Research*. Volume 20, pp. 554.
15. Aleu, F., Van Aken, E., Cross, J., and Glover, W. (2018) Continuous improvement projects within Kaizen: critical success factors in hospitals. *The TQM Journal*. Volume 30 Issue 4, pp. 335-355.
16. Horný, M., Glover, W., Gupte, G., Saraswat, A., Vimalananda, V., Rosenzweig, J. (2017) Patient navigation to improve diabetes outpatient care at a safety-net hospital: a retrospective cohort study. *BioMed Central (BMC) Health Services Research*. Volume 17, pp. 759.
17. Glover, W., Li, Q., Naveh, E., and Gross, M. (2017) Improving Quality through Integrative Practices in a Hospital Setting: A Human Systems Integration Approach. *IEEE Transactions on Engineering Management*, Volume 64 Issue 3, pp. 365 – 376.
18. Novikov, Z., Glover, W., Trepman, P. Naveh, E. and Goldfract, M. (2016) Integrating Primary and Secondary Care: Operational Differences between Diabetes and Mental Healthcare Integration in Israel. *Healthcare Management Review*, Volume 41 Issue 2, pp. 113-126.
19. Glover, W., Plmanabhan, J., Rhodes, D., and Nightingale, D. (2015) Architecting the Future U.S. Military Psychological Health Enterprise via Policy and Procedural Analysis. *Military Medicine*, Volume 180 Issue 8, pp. 898-909.
20. Liu, W., Asio, S., Cross, J., Glover, W., and Van Aken, E. (2015), "Understanding team mental models affecting Kaizen event success", *Team Performance Management*, Volume 21 Issue 7/8, pp. 361 - 385 <http://dx.doi.org/10.1108/TPM-03-2015-0012>
21. Glover, W., Farris, J., and Van Aken, E. (2014) The relationship between continuous improvement and rapid improvement sustainability. *International Journal of Production Research*, Volume 53 Issue 13, pp. 4068-4086. <http://www.tandfonline.com/doi/full/10.1080/00207543.2014.991841>.
22. Glover, W., Farris, J., and Van Aken, E. (2014) Kaizen Events: Assessing the Existing Literature and Convergence of Practices. *Engineering Management Journal*. Volume 26 Issue 1, pp. 39-61.
23. Glover, W., Farris, J., Van Aken, E., and Doolen, T. (2013). Kaizen Event Result Sustainability for Lean Enterprise Transformation. *Journal of Enterprise Transformation*. Special Issue: Lean Enterprise Transformation, Volume 3 Number 3, pp. 136-160.
24. Wang, J., Glover, W., Rhodes, A., and Nightingale, D. (2013). A Conceptual Model of the Psychological Health System for U.S. Active-Duty Service Members: An Approach to Inform Leadership and Policy Decision Making. *Military Medicine*, Volume 178 Number 6, pp. 596-606.
25. Glover, W., Liu, W., Farris, J., and Van Aken, E., (2013) Characteristics of Established Kaizen Event Programs: An Empirical Study. *International Journal of Operations and Production Management*, Volume 33 Number 9, pp. 1166-1201.

26. Glover, W., Farris, J., Van Aken, E., and Doolen, T. (2011), Critical Success Factors for the Sustainability of Kaizen Event Human Resource Outcomes: An empirical study. *International Journal of Production Economics*, Volume 132, pp. 197–213.
27. Van Aken, E., Farris, J., Glover, W., and Letens, G. (2010), A Framework for Designing, Managing and Improving Kaizen Event Programs. *International Journal of Productivity and Performance Management*, Volume 59 Issue 7, pp.641 – 667.

#### **Editor Reviewed Articles**

1. Glover, W. and Vogus, T. (2023) Beyond the Equity Project: Grounding Equity in all Quality Improvement efforts. *British Medical Journal (BMJ) Quality and Safety*. Volume 32 Issue 3, pp. 129-132 Impact Factor: 6.08. <https://pubmed.ncbi.nlm.nih.gov/36572529/>
2. Glover, W., Pachamanova, D., and Li, Z. (2022) The AI-Enhanced Future of Healthcare Administrative Task Management. *New England Journal of Medicine (NEJM) Catalyst*. March 2022. <https://catalyst.nejm.org/doi/abs/10.1056/CAT.21.0355>
3. Davenport, T. and Glover, W. (2018) Artificial Intelligence and the Augmentation of Healthcare Decision Making. Accepted to *New England Journal of Medicine (NEJM) Catalyst*. June 2018. <https://catalyst.nejm.org/ai-technologies-augmentation-healthcare-decisions/>

#### **Book Chapters**

1. Glover, W. and Hendricks-Sturup, R. (2021), Ethics and Equity-centred Perspectives in Engineering Systems Design. In Maier, A., Oehmen, J., and Vermaas, P. (Eds.) *Handbook of Engineering Systems Design*. Springer Reference. [https://link.springer.com/referenceworkentry/10.1007%2F978-3-030-46054-9\\_34-1](https://link.springer.com/referenceworkentry/10.1007%2F978-3-030-46054-9_34-1)

#### **Case Studies**

1. Glover, W., Licari, P., Lanning, M., and O'Connor, G. (2024) From Invention to iPhone App: Digital Diagnostics and Therapeutics in SUD. Babson Case Collection/Harvard Business Publishing.
2. Glover, W., Degu, S., and Bloom, M., (2024) Access and Equity in Clinical Trials: Improving Patient Outcomes at MGHCC. Babson Case Collection/Harvard Business Publishing.
3. Stoddard, D., Glover, W., and Mancha, R. (2020) Beyond Wireless: Saving Lives, One Degree at a Time. Babson Case Collection/Harvard Business Publishing.

#### **Under Review**

1. Froehle, C., Glover, W., Ding, D., and Vikram, T. Academic Collaboration with Industry: Case Studies from Healthcare Operations. Revise and Resubmit with Health Care Management Science.
2. Janson, S., Glover, W., Mushy, S., Mayo-Wilson, L.J., Saleem, H., Knox, J., Mhando, F., McPherson, M., Iseselo, M., Shirima, V., Mbita, G., Ndugulile, F., Teri, I., and Conserve, D. An Application of the Consolidated Framework for Implementation Research to Explore Perceptions of the Combined HIV Services and Microenterprise for Equitable and Sustainable Recovery (CHIMES) Intervention for Sober House Residents in Tanzania: A Qualitative Study. Revise and Resubmit with BMC Public Health.
3. Langer, C., Shaw, J., and Glover, W., Digital Health Tools and Point Solutions—Pitfalls in Population Health Program Measurement. Submitted to Frontiers in Digital Health.
4. Harry, K., Keathley, H., Van Aken, E., and Glover, W. Empirical study on the critical success factors for Kaizen events in hospitals using structural equation modeling. Submitted to International Journal of Lean Six Sigma.

#### **Working Papers**

1. Glover, W. Pachamanova, Z., and Simmons, D. The Interplay of Technological Capabilities, Financial Investors, and Strategic Investors for Health System Adoption of Emerging Technologies.

2. Glover, W., Ajayi, O., Pachamanova, D., Stempel, S., Solorza, A., and Moffatt-Bruce, S. Clinical Satisfaction with Hospital at Home: A Multilevel Framework.
3. Novikov, Z, Glover, W., Olsen, E., Singer, S., and Vogus, T., Improvisation in Hospitals in Response to COVID-19.
4. Ananthakrishnan, D., Erciyes, B., Erzurumlu, S., Agarwal-Harding, K., and Glover, W. Stakeholder Mapping of Global Orthopaedic Surgical Systems.
5. Erzurumlu, S. and Glover, W. Systems-Informed Business Model Innovation: An Adaptive Innovation Cycle for Social Impact Global Health Organizations.

#### Refereed Conference Articles

1. Novikov, Z., Glover, W., Olsen, E., and Singer, S. (2024) Individual and Collective Improvisation in Healthcare: A Multilevel Approach. *Academy of Management Conference Proceedings*, Healthcare Management Division, Chicago, IL, August 7-11.
2. Glover, W., Jacques, S., Obounou, R., Barthélemy, E., and Richard, W. (2022) The Ties that Bind: Innovation Configuration Linkages in Low- and Middle-Income Healthcare Delivery Settings. *Academy of Management Conference Proceedings*, Healthcare Management Division, Virtual, August 5-9.
3. Glover, W., Lei, Z., and Naveh, E., (2022). A Compassion-Centric Behavioral Agency Perspective for Organizations in Times of Crisis. *Academy of Management Conference Proceedings*, Managerial and Organizational Cognition Division, Virtual, August 5-9.
4. Glover, W., Crocker, A., and Brush, C. (2021) Defining Healthcare Entrepreneurship: A Delphi Study. *Academy of Management Conference Proceedings*, Entrepreneurship Division, Virtual, July 30-August 3.
5. Stoddard, D. and Glover, W. (2018) Beyond Wireless. *United States Association for Small Business and Entrepreneurship Conference (USASBE)*. Los Angeles, CA, January 10-14.
6. Aleu, F., Van Aken, E., Cross, J., and Glover, W. (2017) Determinants of Goal Achievement for Continuous Improvement Projects in Hospitals. *Proceedings of the 2017 Industrial Engineering Research Conference*, Pittsburg, PA, May 20-23, CD-ROM. (\*Engineering Management Track Best Paper)
7. Glover, W. and Bailey, J. (2016) Comparing Lean and Design Thinking: A Human Systems Integration Approach. *Proceedings of the 2016 Industrial Engineering Research Conference*, Anaheim, CA, May 21-24, CD-ROM.
8. Novikov, Z., Glover, W., Goldfract, M., and Naveh, E. (2015) How do integrative practices influence patient centered care? An exploratory study comparing diabetes and mental health care. *Academy of Management Conference*, Healthcare Management Division, Vancouver, BC, Canada, August 7-11.
9. Blank, T., Glover, W., Naveh, E. (2014) Achieving Radical Innovation under Time Pressure: Stop & Think and Exploration. *Academy of Management Conference Proceedings*, Technology and Innovation Management Division, Philadelphia, PA, August 2-5.
10. Glover, W., Poopunsri, T., and Hurley, R. (2014) Applying Lean to Non-Profit Organizations: A Food Bank Case Study. *Proceedings of the 2014 Industrial Engineering Research Conference*, Montreal, QC, May 18-22, CD-ROM.
11. Wood, D., Pfotenhauer, S., Glover, W., and Newman, D. (2013) Disruptive Innovation in Public Service Sectors: Ambidexterity and the Role of Incumbents. *Proceedings of the 2013 European Conference of Innovation and Entrepreneurship*, September 19-20, CD-ROM.
12. Li, Q., Glover, W., Naveh, E., and Gross, M. (2013) Improving Departmental Quality with Interdepartmental Integration in Hospitals. *Proceedings of the 2013 Industrial Engineering Research Conference*, San Juan, PR, May 18-22, CD-ROM. (\*Engineering Management Track Best Paper)

13. Pagani, P. and Glover, W. (2013) Describing Systems of Systems: Preliminary Comparison of the Literature to Current State Practices. *Proceedings of the 2013 Industrial Engineering Research Conference*, San Juan, PR, May 18-22, CD-ROM.
14. Glover, W. (2011), “Soft Skills” in Healthcare Teams and Enterprises. Position Paper for the Soft Skills – What You Haven’t Been Told about Delivering Successful Systems Panel. *Proceedings of the 2011 International Council on Systems Engineering International Symposium*, June 21–23, CD-ROM.
15. Wang, J., Kamin, C., and Glover, W. (2011), A Review of Systems and Improvement Approaches for Psychological Healthcare. *Proceedings of the 2011 Industrial Engineering Research Conference*, Reno, NV, May 21–25, CD-ROM.
16. Glover, W., Kamin, C., Wang, J., Srinivasan, J., Kenley, B., and Nightingale, D., (2011), Continuum of Care for Post-Traumatic Stress in the US Military Enterprise. *Proceedings of the 2011 Society of Health Systems Conference*, Orlando, FL, February 17–19, CD-ROM.
17. Glover, W., Farris, J., Van Aken, E., and Doolen, T. (2010), Sustaining Technical System Outcomes from Kaizen Events. *Proceedings of the 2010 American Society for Engineering Management Conference*, Fayetteville, AR, October 13–16, CD-ROM.
18. Glover, W., Farris, J., Van Aken, E., Doolen, T., and Worley, J. (2010), Sustaining Human Resource Outcomes from Kaizen Events. *Proceedings of the 2010 Industrial Engineering Research Conference*, Cancun, MX, June 6–9, CD-ROM. (\*Engineering Management Track Best Paper)
19. Glover, W. (2009), Evaluating the Psychometric Properties of Survey Measures for Kaizen Event Post-Event Factors. *Proceedings of the 2009 American Society for Engineering Management Conference*, Springfield, MO, October 14–17, CD-ROM.
20. Liu, W., Farris, J., Glover, W., and Van Aken, E. (2009), Perceptions of Determinants of Kaizen Event Effectiveness: A Comparison Between Facilitators and Team Member Responses. *Proceedings of the 2009 American Society for Engineering Management Conference*, Springfield, MO, October 14–17, CD-ROM.
21. Glover, W., Van Aken, E., Creehan, K., and Skevington, J. (2009), Using Lean Techniques to Improve Turnaround Time and First Case Starts in the Operating Room: A Case Study. *Proceedings of the 2009 Society of Health Systems Conference*, Chicago, IL, April 1–4, CD-ROM.
22. Glover, W. (2008), Assessing the Maturity of the Kaizen Event Research Literature. *Proceedings of the 2008 American Society for Engineering Management Conference*, West Point, NY, November 12–15, CD-ROM.
23. Devens, B., Glover, W., and Liu, W. (2008), Qualitative Analysis of Contributors and Obstacles to Kaizen Event Success: A Preliminary Analysis of Team Member Perceptions. *Proceedings of the 2008 American Society for Engineering Management Conference*, West Point, NY, November 12–15, CD-ROM.
24. Chearskul, P., and Glover, W. (2008), Defining and Assessing Key Practices in the Effective Use of Performance Measurement Systems: A Case Study. *Proceedings of the 2008 American Society for Engineering Management Conference*, West Point, NY, November 12–15, CD-ROM. (\*ASEM Merl Baker Award)
25. Glover, W., Hunter, S., Farris, J. Van Aken, E., and Triantis, K. (2008), Evaluating Kaizen event performance using data envelopment analysis for categorical data. *Proceedings of the 2008 Industrial Engineering Research Conference*, Vancouver, Canada, May 17–21, CD-ROM.
26. Glover, W., Farris, J., Van Aken, E., Doolen, T., and Worley, J. (2008), The sustainability of Kaizen event outcomes: preliminary results. *Proceedings of the 2008 Industrial Engineering Research Conference*, Vancouver, Canada, May 17–21, CD-ROM. (\*Engineering Management Track Best Paper)
27. Glover, W. (2007), Assessing the measurement of business performance and cultural changes from Kaizen events. *Proceedings of the 2007 American Society for Engineering Management Conference*, Chattanooga, TN, November 8–10, CD-ROM.

## Technical Reports and other Materials

1. Chearskul, P., Glover, W., and Van Aken, E. (2009). "Assessment of Danaher Performance Review Process," Blacksburg, Virginia: *Virginia Polytechnic Institute and State University, Department of Industrial and Systems Engineering, Technical Report 09D-01*, January 2009 (16 pages).
2. Glover, W., Farris, J., Van Aken, E., and Creehan, K. (2008), Designing Successful Kaizen Event Programs, *Created for the Center for High Performance Manufacturing*, Virginia Tech (176 pages).

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## GRADUATE STUDENT SUPERVISION

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### Ph.D. Student Committee Memberships

2026 (targeted) Derick Simmons, "Doctor-preneurship: Strategic positioning and venture funding outcomes in physician-founded health technology startups," Healthcare Management and Policy, St. Louis University.  
2023 Kimberly Harry, "Kaizen Events in Hospitals," Industrial and Systems Engineering (ISE), Virginia Tech  
2016 Fernando Gonzalez Aleu "An Empirical Investigation of Imp. Projects in Healthcare," ISE Virginia Tech

### MBA, S.M., and M.S. Theses Supervised

2014	Jayaprasad Plmanabhan, System Design and Management, Massachusetts Institute of Technology
2013	Paolo Pagani, Management and Industrial Engineering, Carlo Cattaneo – LIUC University
2012	Cody Kamin, Technology and Public Policy, Massachusetts Institute of Technology
2011	Judy Wang, Technology and Public Policy, Massachusetts Institute of Technology

### Undergraduate Honors Thesis Supervised

May 2021      Nicole Yapijakis, Babson College

### Other Graduate Students Supported

2025	Tal Karten, Israel Institute of Technology
2019	Noa Nissinboim, Israel Institute of Technology
2014	Zhanna Novikov, Israel Institute of Technology
2012	Tali Hadasa Blank, Israel Institute of Technology

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## TEACHING EXPERIENCE

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### Undergraduate Courses-Babson College

Global Health/Tech Innovation Lab	2021-present
Scaling Lean Ventures	2014-present
Technology and Operations Management	2013-2023

### Graduate Courses-Babson College

Operations and Information Management	Babson College (2023)
Experiment to Scale, Takeda Certificate of Advanced Management	Babson College (2025-present)
Experiment to Scale, Vertex Certificate of Advanced Management	Babson College (2023-present)
Experiment to Scale, Pfizer Certificate of Advanced Management	Babson College (2019-2022)

### Executive Education-Babson College

	Years
Operations Optimization and Growth, Skinceuticals, CyberArk, and NISSHA	2022-present
Healthcare Leadership, Cerevel	2022-2024
Design Thinking, Codman Square Health Center	2022
Process Innovation, Repligen	2022-2024
Optimizing your Business Operations for Growth, Women's Bus. Enterp. Nat. Council	2022-present
Team Health through Compassion, Black Executive Wellness Event, Wells Fargo	2021
Operations Bootcamp, Kenyan Women's Entrepreneurial Leadership Program	2016-2024
Networking: Building Out Your Ecosystem, New Voices Foundation	2021
Scaling Operations and Processes, Black Women's Entrep. Leadership Symposium	2021
Building Your Social Capital, Black Women's Entrep. Leadership Symposium	2021

All in for Advancement (DE&I), Greater Boston Chamber of Commerce	2020
Operations for Entrepreneurs, Babson Build	2017-2019; 2022-present
Design Thinking for Radiology, American College of Radiology	2018

#### **Executive Education-Other Organizations**

Entrepreneurial Mindset in Teams, Elevate Launches, Harvard Medical School	2025-present
Operations & Business Process Improvement, African Women Entrepreneurship Cooperative The Center for Global Enterprise	2018-present

#### **Graduate Courses-Boston University School of Public Health**

Operations Management in Healthcare	2012-2013
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#### **Undergraduate Courses- Virginia Tech College of Engineering**

Engineering Economy	2008
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#### **EXECUTIVE EDUCATION PROGRAM DIRECTOR, COACHING & CONSULTING**

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##### **Faculty Co-Director**

SUD Sprint, KMH Center	Babson College (2023-present)
Global Surgery Slingshot, KMH Center	Babson College (2022-2024)
Inclusive Innov. and Commercialization, Mass General Brigham Innov.	Babson College (2022-2024)
Repligen Senior Leadership Program	Babson College (2023-2024)
Biogen Women's Leadership Program (WLP)	Babson College (2022-2023)
All in for Advancement (DE&I), Greater Boston Chamber of Commerce	Babson College (2019)

##### **Organization, Year**

Babson College (2023-present)
Babson College (2022-2024)
Babson College (2022-2024)
Babson College (2023-2024)
Babson College (2022-2023)
Babson College (2019)

##### **Executive Coaching**

Biogen Activate, Reflect, Co-Create (ARC)	Babson College (2020, 2022, 2023)
Biogen Women's Leadership Program (WLP)	Babson College (2018-2023)
Kenyan Women's Entrepreneurial Leadership Program	Babson College (2017-2018)

##### **Consulting**

Healthcare Imp. Trainer and Analyst, Montgomery Reg. Hospital, VA	Schultz-Cheenan LLC (2008-2009)
Associate Healthcare Consultant	Stockamp & Associates (2005-2006)

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#### **REPRESENTATIVE SCHOLARLY AND PROFESSIONAL SERVICE ACTIVITIES**

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##### **Editorial Professional Service and Leadership**

Associate Editor, Health Care Management Review	06/2024-present
Associate Editor, Special DEI Issue, Production and Operations Management Journal	09/2022-12/2024
Associate Editor, Engineering Management Journal	09/2012-2022

*Reviewer for Journals and Programs including:*

*Operations Management Journals:* Production and Operations Management Journal, IEEE Transactions for Engineering Management, Journal of Operations Management, International Journal for Production Research, International Journal for Production Economics, Journal of Business Venturing Insights,

*Healthcare Management Journals:* Medical Care, Safety Science, FY 19 Defense Medical Research and Development Program (DMRDP) Accelerating Innovation in Military Medicine (AIMM) Peer Review, BioMed Central (BMC) Health Services Research, British Medical Journal (BMJ) Quality and Safety, Frontiers in Digital Health

##### **Society and Board Leadership and Service**

Wiljeana J. Glover

<i>VP Outreach</i> , College of Healthcare Operations Management	01/2023-present
Production and Operations Management Society (POMS)	
<i>Research Committee Member</i> , Healthcare Division	09/2020-present
Academy of Management (AOM)	08/2023-present
<i>Teaching Incubator Facilitator</i>	
Healthcare Division, Academy of Management (AOM)	
<i>IT Committee Member</i> , UMass Memorial Health System	11/2024-present
<i>Advisor</i> , CareerSpring	01/2024-present
<i>Board Member</i> , Greater Boston Manufacturing Partnership	09/2019-present
<i>Advisory Committee Member</i> , Lifebox, Inc.	05/2019-present
<i>Cabinet Member</i> , Kletjian Foundation	01/2017-present
<i>Professional Society Memberships</i> , AOM and POMS	

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## REPRESENTATIVE INSTITUTIONAL SERVICE AND LEADERSHIP

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### **Babson College-wide Service and Leadership**

<i>Member</i> , Dean of Olin Graduate School of Business Search Committee	10/2025-present
<i>Co-Chair</i> , Appointments Decision Making Body (ADMB)	09/2022-05/2024
<i>Member</i> , Appointments Decision Making Body (ADMB)	09/2021-05/2025
<i>Member</i> , Academic Working Group, EYP Babson Organizational Design Committee	05/2023-08-2023
<i>Member</i> , Faculty Research Angel Fund Review Committee	05/2022
<i>Co-Chair</i> , Dean of Faculty Search Committee	01/2019-04/2019
<i>Faculty Senate Executive Committee Member</i> , Babson College	01/2016-12/2016

### **Babson College Division Service and Leadership**

<i>Chair</i> , Operations Management Faculty Search Committee	01/2025-05/2025
<i>Member</i> , Operations Management Faculty Search Committee	09/2021-05/2024
<i>Member</i> , Fourth Year Review Committees (Nada Hashmi and Emily Griffin)	2024 and 2026
<i>Co-Creator and Advisor</i> , Operations Management Concentration, Babson College	01/2015-08/2021

### **Babson College Healthcare-Related Service and Leadership**

<i>Research Director</i> , KMH Center for Health Innovation and Entrepreneurship	01/2024-present
<i>Founding Faculty Director</i> , KMH Center for Health Innovation and Entrepreneurship	04/2020-12/2023
<i>Inaugural Faculty Advisor</i> , Undergraduate Healthcare and Biotech Club	09/2021-present

### **Previous College Service and Leadership**

<i>Founding Member and President</i> , MIT Postdoctoral Association	12/2011-09/2012
<i>Mentor</i> , Mentor Advocate Partnership, MIT Office of Minority Education	08/2010- 05/2012
<i>Co-Founder</i> , VT Industrial and Systems Engineering Graduate Leadership Board	2008
<i>Vice President</i> , VT Black Graduate Student Organization	2007-2008

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## MEDIA CONTRIBUTIONS

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1. Beato, E. (2025) "How Can the Healthcare Industry Innovate? Here's What Babson Experts Say." <https://entrepreneurship.babson.edu/babson-on-healthcare-innovations/>
2. Lazarro, S. (2025) "AI is already touching nearly every corner of the medical field." Fortune.com <https://fortune.com/2025/07/23/ai-medicine-research-automation-hospital-training/>
3. Radio Health Journal (2025). "Pulses and Profits: An Insider Look Into the Business of Healthcare." <https://radiohealthjournal.org/pulses-and-profits-an-insider-look-into-the-business-of-healthcare/>
4. Babson College Entrepreneurial Leadership Podcast (2025). "Believe Them, Include Them, Fund Them" <https://www.babson.edu/about/our-approach/entrepreneurial-leadership/from-problems-to-possibilities/#marketplace-set-2>
5. Glover, Wiljeana (2024) "Successful Businesses Have This One Thing in Common." Entrepreneur.com

<https://www.entrepreneur.com/growing-a-business/successful-businesses-have-this-one-thing-in-common/472059>

6. Glover, Wiljeana (2023) “Note from Teaching Innovation Award Winner Wiljeana Glover” POMS Chronicle [https://www.poms.org/sites/default/files/chronicles/Vol29%20Issues12\\_1.pdf](https://www.poms.org/sites/default/files/chronicles/Vol29%20Issues12_1.pdf)
7. Crawford, John (2023), “When Healthcare Startups and Investors Come Together” <https://entrepreneurship.babson.edu/healthcare-startups-investors/>
8. Chadwick, Lauren (2023) <https://www.euronews.com/next/2023/09/25/as-european-doctors-retire-could-ai-help-to-solve-a-health-workforce-shortage>
9. Coppola, Rachel (2023), “They're making the business case for health equity” <https://coverage.bluecrossma.com/article/making-business-case-health-equity>
10. Greene, Hannah (2022), “Babson wins first NIH grant to support entrepreneurs tackling the opioid epidemic” <https://www.bizjournals.com/boston/inno/stories/fundings/2022/09/02/babson-wins-its-first-nih-grant-opioid-overdose.html>
11. Sulkowski, Adam (2022), “First Health Hackathon in Rwanda Highlights Babson-UGHE Collaboration” <https://entrepreneurship.babson.edu/babson-ughe-health-hackathon/>
12. Crawford, John (2021), “An Entrepreneurial Prescription: New Healthcare Partnership Launches” [https://entrepreneurship.babson.edu/healthcare-partnership-launches/?\\_ga=2.198077992.626002501.1622860909-1772190664.1566916714](https://entrepreneurship.babson.edu/healthcare-partnership-launches/?_ga=2.198077992.626002501.1622860909-1772190664.1566916714)
13. Crawford, John (2020), “Babson Students Offer Help as Health Care Turns to Telemedicine” <https://entrepreneurship.babson.edu/students-help-telemedicine/>
14. Nicole Baldassarre (2019). “Innovation Inspiration: Babson College,” <https://blog.targetx.com/blog/innovation-inspiration-babson-college>
15. Crawford, John. (2018). “Coming Together to Address a Drastic Need,” <http://magazine.babson.edu/2018/05/15/coming-together-to-address-a-drastic-need/>
16. Crawford, John. (2018). “Small Talk with Wiljeana Glover,” <http://magazine.babson.edu/2018/02/15/small-talk-with-wiljeana-glover/>
17. Glover, W. (2018). Scaling and Sustaining Healthcare Innovation: Insights from a U.S./Ugandan Partnership. Babson Insight. January 2018. <http://www.babson.edu/executive-education/thought-leadership/strategy-innovation/Pages/scaling-and-sustaining-healthcare-innovation.aspx>
18. Chmura, Michael. (2016). “Babson Hosts HUBweek Forum For Global Health Innovation.” <http://blogs.babson.edu/leadership/2016/09/26/babson-hosts-hubweek-forum-for-global-health-innovation/>
19. CAMTech. (2016) “CAMTech Uganda Global Surgery Hack-a-Thon.” <http://www.globalhealthmgh.org/camtech/portfolio-item/572/>
20. Sweeny, Shannon. (2016) Babson Participates in Global Surgery Hack-a-thon in Mbarara, Uganda <http://blogs.babson.edu/news/2016/09/09/babson-participates-in-global-surgery-hack-a-thon-in-mbarara-uganda/>
21. Glover, Wiljeana. (2016) “A Doctor, An Engineer, and an Entrepreneur Walk Into A Surgical Suite.” Babson/The Lewis Institute Blog Series. <http://blogs.babson.edu/social/2016/08/24/a-doctor-an-engineer-and-an-entrepreneur-walk-into-a-surgical-suite/>
22. Kirk, Ashlyn. (2016). “Ending hunger with lean.” Industrial and Systems Engineering Magazine, Volume 48 Issue 5.

23. Knight, Rebecca. (2014). "A carmaker's tricks oils non-profit wheels." Financial Times, Business Education, September 28. <http://www.ft.com/cms/s/2/bb11c930-e80c-11e3-b923-00144feabdc0.html#axzz4C9Hjhoiz>
24. MIT International Science and Technology Initiatives. (2014) "Notes from the Field. <http://misti.mit.edu/post-doc-wiljeana-glover-explores-health-care-reform-israel-researchers-technion>
25. Babson Blogs (2014-2016): Lean for Social Innovation Blog Series. 15 total posts: five from Glover, W., 7 from students, 2 from TSSC, 1 from client organization. <http://blogs.babson.edu/social/tag/lean-for-social-innovation/>

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## KEYNOTE PRESENTATIONS AND INVITED PANELS

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1. Glover, W.-Invited Panel Participant (2026), "Success in the Classroom: Perspectives of Seasoned Teachers," Production and Operations Management Society (POMS) Emerging Scholar Program, Upcoming. Reno, NV.
2. Glover, W.-Invited Panel Participant (2025), "A Systems Perspective to Healthcare Entrepreneurship: Actors, Processes, and Outcomes." Toward SDG 3 and Beyond: Advancing Sustainable Healthcare through Entrepreneurship and Digital Innovation. Social Tech Summit, October 3. Hiroshima, Japan (Virtual).
3. Glover, W.-Invited PhD Seminar Speaker (2025) "Quality Improvement." Health Policy and Management Ph.D. Research Seminar, March 13. Indiana University.
4. Glover, W.-Invited Panel Participant (2024), "Diversity, Equity and Inclusion Special Issue of POM: Impacts and Implications for Scholarship" INFORMS Conference, October 21. Seattle, WA.
5. Glover, W.-Keynote Speaker (2024). "Health Innovation and Entrepreneurship" Black Women in Science and Engineering Conference, May 29. Boston, MA.
6. Glover, W.-Keynote Speaker (2024). "Global Health Innovation and Entrepreneurship" Dr. Kenrad Nelson Lecture Series, Tumaini Foundation for Global Health & Humanitarianism, March 5. Indianapolis, IN.
7. Glover, W.-Invited Panel Participant (2024), "Panel 1: Strategies for excellence in teaching," Production and Operations Management Society (POMS) Emerging Scholar Program, April 28. Minneapolis, MN.
8. Glover, W.-Invited Panel Participant (2023), "Future of Healthcare Innovation", MassChallenge RESOLVE Conference, February 16. Boston, MA.
9. Glover, W.-Invited Panel Participant (2022), "Healthcare Innovation," Hunger2Health Collaboratory Fall Summit, November 17. Boston, MA.
10. Glover, W.-Keynote Speaker (2022), "Innovating for High Performance: A Multi-Level Systems Approach" Relational Coordination Collaborative (RCC) Annual Roundtable, November 5. Boston, MA.
11. Glover, W.-Invited Panel Participant (2022), "Preparing for the Unimaginable" Massachusetts Medical Device Development Center & Biotech Incubator (M2D2) Barracuda Bowl, October 3. Boston, MA.
12. Glover, W.- Keynote Speech and Moderator (2021) "Leading Change with Lives on the Line" *9<sup>th</sup> Annual Babson Center for Women's Entrepreneurial Leadership Disruption Dinner*, Babson Park, MA, November 15.
13. Glover, W.-Invited Featured Speaker (2020), "The Augmentation of NICU Care Post-AI: A Multi-Stakeholder Perspective," Artificial Intelligence in the Neonatal ICU Families, Clinicians and Technologists Designing a Better Future, Dartmouth Hitchcock Health System, February 1, Mount Washington, VT.
14. Glover, W.-Keynote Speech (2016), "The Role of Coordination on Health System Performance." GlobeMed at MIT Gala for Hope, Nov. 4. Cambridge, MA.

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## SYMPOSIA AND PROFESSIONAL DEVELOPMENT WORKSHOP LEADERSHIP

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1. Glover, W., Lead Organizer (2026) Hot Topics in Healthcare Management Professional Development Workshop. Healthcare Management Division, Academy of Management Conference, Philadelphia, August 1.
2. Glover, W., Founder and Lead Organizer (2025) Healthcare and Life Sciences Entrepreneurship Research Summit, Babson College, June 3.
3. Glover, W. Co-Organizer (2025). Research In Practice Participant Organizer and On-Site Coordination. SYNPASE: Applied Healthcare Operations Management & Research Conference, *Production and Operations Management Society Conference*, Atlanta, GA, May 9. <https://drive.google.com/file/d/1-EZV3yR531a9eXP6iq4JC6Um5AuM3v7f/view?pli=1>
4. Glover, W., Lead Organizer (2025) Hot Topics in Healthcare Management Professional Development Workshop. Healthcare Management Division, Academy of Management Conference, Copenhagen, July 26.
5. Glover, W. Co-Organizer (2024). Research In Practice Participant Organizer and On-Site Coordination. SYNPASE: Applied Healthcare Operations Management & Research Conference, *Production and Operations Management Society Conference*, Minneapolis, MN, April 25. [https://drive.google.com/file/d/1ZD8R7qK7f9vOX222UBrNpO\\_QOddG487y/view?pli=1](https://drive.google.com/file/d/1ZD8R7qK7f9vOX222UBrNpO_QOddG487y/view?pli=1)
6. Glover, W., Lead Organizer (2024) Research in the Rough Professional Development Workshop. Healthcare Management Division, Academy of Management Conference, Chicago, August 10.
7. Glover, W. and Naveh, E. Lead Organizer and Author (2023). Paradoxical and Dynamic Performance of Lean Practices: Problem Solving, Temporality, and Teams. Symposium. Healthcare Management Division, Operations and Supply Chain Management Division, and Human Resources Division. *Academy of Management Conference*, Boston, August 8.
8. Glover, W. Lead Organizer (2023) Hot Methods Professional Development Workshop. Healthcare Management Division and Operations and Supply Chain Management Division, *Academy of Management Conference*, Boston, August 5.
9. Crocker, A., Glover, W., Gai, Y., Zaandam, A., and Brush, C., Co-Organizers and Authors (2023), “Multi-Stakeholder and Multi-Level Perspectives on Healthcare Innovation and Entrepreneurship,” *Healthcare Management Professional Development Workshop*, *Academy of Management Conference*, Chicago, IL, August 11.
10. Glover, W. Co-Organizer and Panel Participant (2023). Research and Education Programs. SYNPASE: Applied Healthcare Operations Management & Research Conference, *Production and Operations Management Society Conference*, Orlando, FL, May 21. <https://pomsmeetings.org/conf-2023/documents/CHOM.pdf>
11. Glover, W. and Park, K. Key Organizers (2023). Advancing Innovations, Ventures, and Investments in Global Surgery. *Consortium for Universities in Global Health* (CUGH), April 13.
12. Glover, W. Co-Organizer (2022) Research in the Rough Professional Development Workshop. Healthcare Management Division, *Academy of Management Conference*, Seattle, August 6.
13. Glover, W. Co-Organizer (2021) Research in the Rough Professional Development Workshop. Healthcare Management Division, *Academy of Management Conference*, Online, August 7.
14. Glover, W., Lei, Z., Naveh, E. Co-Organizers (2021), “Facing the Profitability-People Dilemma during Crisis: New Perspectives and Practices,” *Academy of Management Showcase Symposium*, invited panelists included Sutcliffe, K., Besharov, M., Kanov, J., Vugus, T., Waller, M., and Carroll, J., Virtual, August 2.
15. Glover, W., Brush, C., Crocker, A., and Randolph, A. Co-Organizers (2018), “Developing a Research Agenda in Global Healthcare Management, Innovation & Entrepreneurship,” *Healthcare Management Professional Development Workshop*, *Academy of Management Conference*, Chicago, IL, August 11.

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1. Burnett, C., Glover, W., and Imbeah, K. (2025) Staying the Course: Maintaining a Commitment to Health Equity. *The Institute for Healthcare Improvement Forum*, Anaheim, CA, December 9.
2. Glover, W. (2025). Scaling Lean Ventures. *Northeast L.E.A.N. Conference*, GBMP-Greater Boston Manufacturing Partnership, Manchester, NH, October 28.
3. Glover, W. (2025). Multilevel Factors for Hybrid COIL Model Success for Innovation and Quality Management Instruction. *Decision Sciences Institute Conference*, Orlando, FL, November 24.
4. Glover, W., Pachamanova, D., and Simmons, D. (2025) The Interplay of Technological Capabilities and Social Actors for Health System Adoption of Digital Health Venture Solutions. *Decision Sciences Institute Conference*, Orlando, FL, November 23
5. Glover, W. and Pachamanova, D. (2025). Clinician Satisfaction with Hospital at Home. *Relational Coordination Roundtable*, Boston, MA November 7.
6. Glover, W. (2025) Operations in the AI Age. *Babson Graduate School Virtual Open House*, October 8.
7. Glover, W. (2025) Storytelling for Impact: Pitching as a Form of Surgical Advocacy. *G4 Alliance-The Global Alliance for Surgical, Obstetric, Trauma, and Anesthesia Care Annual Meeting*. May 17.
8. Glover, W., Pachamanova, D., and Simmons, D. (2025) The Interplay of Technological Capabilities and Domain-Specific Investors for Health System Adoption. *Production and Operations Management Society Conference*, Atlanta, GA, May 10.
9. Glover, W., Naveh, E., and Kartan, T. (2025) Compassionate Practices for Innovation under Uncertainty. *Production and Operations Management Society Conference*, Atlanta, GA, May 11.
10. Glover, W., Renton, M., & Dabiri, O. (2024). Assessing Equitable Development and Implementation of AI-Enabled Patient Engagement Technologies: A Sociotechnical Systems Approach. *Institute for Healthcare Improvement Annual Conference*. Orlando, FL, December 10.
11. Ananthakrishnan, D., & Glover, W. (2024). Entrepreneurial Thinking For Digital Health Solutions in Global Surgery. *Consortium for Universities on Global Health*, Los Angeles, CA, March 8.
12. Glover, W., Pachamanova, D., and Li, Z. (2024) The New IPO: An Inclusive Practice Options Framework for Achieving Financial, Operational, and Community Outcomes. *Production and Operations Management Society Conference*, Minneapolis, MN, April 28.
13. Glover, W. (2023) Questioning Organizational Complexity: A Conceptual Framework for Scaling Operations. *Production and Operations Management Society Conference*, Orlando, FL, May 24.
14. Harry, K., Van Aken, E., and Glover, W. (2023) Success Factors for Kaizen Events in Hospitals. *Production and Operations Management Society Conference*, Orlando, FL, May 24.
15. Shaw, J. and Glover, W. (2022) “The Political Economy of Digital Health Equity. Achieving Health Equity in a World of Data, Johns Hopkins University, October 21-22.
16. Glover, W. and Bernier, M. (2022), “Using Entrepreneurship Education to Impact Healthcare,” *Babson Academy One Hour Entrepreneurship Educator Webinar Series*, October 26.
17. Glover, W. (2022), “Healthcare Innovation and Entrepreneurship,” Program for Global Surgery and Social Change, *Harvard Medical School*, Online Webinar, September 1.
18. Parker, V., Lemak, C. Glover, W., Garman, A., Lin, M (2022) Managing Growth and Learning Across Career Stages: Academia and Beyond. Professional Development Workshop. Healthcare Management Division, *Academy of Management Conference*, Seattle, August 6.

19. Glover, W (2022), “Health Equity Internationally: What are the challenges to achieving health equity around the world?” *Mass Challenge Health Equity Event Series*, June 1. Boston, MA.
20. Glover, W., Jacques, S., Obounou, R., Barthélémy, E., and Richard, W. (2022), “The Ties that Bind: Innovation Configuration Linkages in Low and Middle Income Healthcare Delivery Settings,” *Organizational Theory in Healthcare Conference*, Birmingham, AL, May 20.
21. Novikov, Z, Glover, W. Olsen, E., Singer, S., and Vogus, T., (2022), “Improvisation as Defense Against Crisis like COVID-19: Applying a Mixed-Level Approach,” *Organizational Theory in Healthcare Conference*, Birmingham, AL, May 19.
22. Glover, W., Li, Z., and Pachanova, D. (2022), “From Complex to Complete: An Empirical Examination of Task Complexity in Healthcare Task Management,” *Production and Operations Management Society Conference*, Online, April 24.
23. Glover, W. and Wong, R. (2022), “Global Health Innovation Lab: Experiential Learning in Action,” *Production and Operations Management Society Conference*, Online, April 24.
24. Glover, W. (2021), “Defining and Teaching Global Healthcare Entrepreneurship,” *Babson Academy One Hour Entrepreneurship Educator Webinar Series*, December 8.
25. Glover, W. J. (2021). “Ethics and Equity-Centred Perspectives in Engineering Systems Design: Themes and Application to Systems of Health,” *Industrial Engineering and Operations Management Society (IEOM)*, Virtual. December 3. <https://www.youtube.com/watch?v=e1Qswo-Anxk>
26. Glover, W. (2021) “Equitable Approaches to Healthcare Innovation: The Creative Scientist Approach” *National Association of Health Services Executives-Greater Boston Chapter*, Virtual, September 29.
27. Glover, W. Opie, T., and Shaw, J. (2021), “Equity and Disparity,” *Healthcare Management Division Hot Topics Professional Development Workshop*, Academy of Management Conference, Online, Aug. 1.
28. Glover, W. (2021) “Defining Global Healthcare Entrepreneurship,” *University of Global Health Equity/Babson Innovation Lab Speaker Series*, Virtual, March 1.
29. Glover, W., Obounou, R., and Barthélémy, E. (2019), “Health Systems Innovation Solution Sets,” *Decision Sciences Institute Conference*, New Orleans, LA, November 23.
30. Glover, W. (2019), “Building a Team of Creative Scientists,” *Babson Alumni Event*, CVS Headquarters, Woonsocket, RI, May 22.
31. Glover, W., Halevi, N. and Naveh, E. (2019), “On Mimicry: Why Healthcare’s Adoption of Approaches from Tech Limits Innovation,” *Production and Operation Management Society Conference*, Washington, DC, May 9.
32. Glover, W. (2018), “On Mimicry: Why Healthcare’s Adoption of Tech Approaches Limits Innovation,” *Babson Faculty Research Fund (BFRF) Faculty Research Discussion*, Babson Park, MA, November 8.
33. Glover, W. and Jebaraj, S. (2018), “Innovation and Entrepreneurship in Health and Healthcare: A Systematic Review and Research Agenda,” *Production and Operation Management Society Conference*, Houston, TX (accepted).
34. Glover, W. (2018), “Innovation and Healthcare: U.S. and Abroad,” *Babson Alumni Breakfast Club*, Boston, MA, January 8.
35. Glover, W. (2017), “Improving Quality of Care through Integration in a Hospital Setting: A Human Systems Integration Approach,” *Babson Faculty Research Fund (BFRF) Faculty Research Discussion*, Babson Park, MA, December 5.

36. Glover, W. (2017), "The Lean Start-up," *MGH-Center for Affordable Medical Technologies (CAMTech) Webinar*, September 28.
37. Glover, W., Jebaraj., S., and McKone-Sweet, K. (2017), "Global Healthcare Innovation: A Framework for Implementation," *Babson Faculty Meeting-Poster Presentation*. Babson Park, MA, September 6.
38. Glover, W., Crocker, A., and Randolph, A. (2017), "At the Interface of Global Healthcare and Entrepreneurship," *Healthcare Management Professional Development Workshop, Academy of Management Conference*, Atlanta, GA, August 4.
39. Glover, W., Smith, N., and Rogers, J. (2017), "What is the Right Problem to Solve?" Panel Session. *Maine Start-Up and Create Week*, Portland, ME, June 19.
40. Glover, W. (2017), "Framework for Enabling Health Care Innovations in Low Resource Countries." *Global Health & Innovation Conference- Unite for Sight*, Yale University, New Haven, CT, April 22.
41. Glover, W. (2017), "Design Thinking in Global Surgery Workshop." *Collaboration Workshop with Harvard Medical School Program for Global Surgery and Social Change and Babson College*, Harvard Medical School, Boston, MA, March 30.
42. Glover, W. (2017), "Global Surgery Webinar: The Lean Start-up," *Center for Affordable Medical Technologies (CAMTech) Uganda Webinar*, March 28.
43. Glover, W. (2016), "Pursuing Business and Social Goals through Hybrid Organizing: Examples in Global Healthcare Systems." *Social Entrepreneurship Day, University of Massachusetts at Amherst*, December 6.
44. Glover, W. (2016). "Lean Business Model Session." *Babson WINLab Lecture*, Boston, MA, November 16.
45. Glover, W. (2016), The Role of Coordination on Global Health System Performance. *GlobeMed at MIT Gala*, Cambridge, MA, November 4.
46. Glover, W. (2016), "Defining the Study and Practice of Global Healthcare Entrepreneurship." *Entrepreneurial Thought and Action®, A Catalyst for Change in Global Health. Boston HUBWeek*. Babson College, Boston Campus, Boston, MA, September 29.
47. Glover, W. (2016), "Importance of Entrepreneurship in Global Health." *CAMTech Uganda*, Mbarra, Uganda, August 20.
48. Glover, W. (2016), "Building and Scaling Lean." *MassChallenge*, Boston, MA, August 4.
49. Glover, W. (2016). "Defining the Managerial Role of TPS: Developing Managerial Role Capabilities." *Industrial and Systems Engineering Research Conference*, Anaheim, CA, May 21-24.
50. Glover, W. (2016). "Student and Organizational Outcomes of Learning [Lean] by Doing." Product Innovation and Technology Management Innovating B-School Education Session. *Production and Operation Management Society Conference*, Orlando, FL, May 9-12.
51. Glover, W., Li, Q., Naveh, E., and Gross, M. (2016). "Improving Quality through Integrative Practices in a Hospital Setting: A Human Systems Integration Approach." *Production and Operation Management Society Conference*, Orlando, FL, May 6-9.
52. Glover, W. (2016), "Global Healthcare Entrepreneurship." *Global Health & Innovation Conference- Unite for Sight*, Yale University, New Haven, CT, April 17.
53. Glover, W. (2016), "Entrepreneurial Leadership Program for Medical Professionals." *Program for Global Surgery and Social Change Meeting*, Harvard Medical School, Boston MS, March 24.
54. Glover, W. (2015). "Lean For Social Innovation and Pantry Inventory Management." *Waltham Hunger Network Meeting*, Waltham, MA, October 26.

55. Glover, W. (2015). "Lean Business Model Session." *Babson WINLab Lecture*, Boston, MA, October 7.
56. Glover, W. (2015). "Sustaining Lean & Coordinating Healthcare: A Sociotechnical Systems Approach." *Department of Industrial and Systems Engineering Faculty Research Seminar*, Auburn, AL. October 5.
57. Glover, W. (2015). "Lean for Social Innovation: Innovating Education via Rapid Experimentation." *Engineering Lean and Six Sigma Conference*, Atlanta, GA, October 2.
58. Glover, W., Bushong, A., and Toledo, P. (2015). "Lean for Social Innovation Poster Presentations." *Northeast L.E.A.N. Conference*, GBMP-Greater Boston Manufacturing Partnership, Springfield, MA, September 30.
59. Glover, W. (2015). "Defining Lean for Social Innovation." *Industrial and Systems Engineering Research Conference*, Nashville, TN, May 30 – June 2.
60. Glover, W. (2015). "Learn by Doing: Lean for Social Innovation." Product Innovation and Technology Management Innovating B-School Education Panel. *Production and Operation Management Society Conference*, Washington, D.C., May 9-12.
61. Glover, W., Pravodelov, V. Capelson, R., Norgaisse, M., O'Shea, D., Vimalananda, V.G., and Rosenzweig, J.L. (2015) "Does Case Complexity Matter? Diabetes Patient Navigator Activities and Comorbidity on Healthcare Utilization and Patient Outcomes," *Production and Operation Management Society Conference*, Washington, D.C., May 9-12.
62. Novikov Z., Glover, W., Trepman P., Naveh E., & Goldfracht, M. (2015). "How Should Care Providers Implement Integrative Practices to Achieve Patient Centered care? Exploratory Study Comparing Diabetes and Mental Health Care." *Presentation at the 19th Industrial Engineering and Management Conference*, Tel-Aviv, Israel, February 24.
63. Gupte, G., Glover, W. and Suen, W. (2014) Quality Improvement and Lean in Healthcare: Training, Implementation, and Practicing. *Academy of Management Conference Professional Development Workshop*, Healthcare Management Division, Philadelphia, PA, August 2-5.
64. Glover, W. and Simon, B. (2014) "Babson—GBFB Collaboration Marketplace Improvements," *Presentation to the Board of Directors of the Greater Boston Food Bank*, Chelsea, MA, June 17.
65. Glover, W., Pravodelov, V. Capelson, R., Norgaisse, M., O'Shea, D., Vimalananda, V.G., and Rosenzweig, J.L. (2013) "Navigation Program for Patients with Diabetes at an Inner City Hospital Reduces A1C and Improves Healthcare Utilization," *Poster presentation at the 73<sup>rd</sup> Scientific Sessions of the American Diabetes Association*, Chicago, IL, June 21-25.
66. Glover, W., Plmanabhan, J., and Rhodes, D. (2013), "A Systems Approach to the U.S. Military Psychological Health System Using Enterprise Architecting: Preliminary Findings," *Industrial Engineering and Research Conference*, San Juan, PR, May 18 – 22.
67. Glover, W. (2013), "Critical Factors for Sustaining Kaizen Event Outcomes," *IBM Lean Six Sigma Week*, Poughkeepsie, New York, April 1.
68. Glover, W. (2013), "Critical Factors for Sustaining Kaizen Event Outcomes," *LIUC Lean Club Workshop*, Libera Università Carlo Cattaneo, Castellanza, Italy, April 22.
69. Glover, W. (2013), "Critical Factors for Sustaining Kaizen Event Outcomes," *New England Veterans Engineering Resource Center* (VA VISN 1 VERC), Boston, MA, March 28.
70. Glover, W. and Li, Q. (2012), "Coordinating Chronic Care: From Patient Navigation to Enterprise Improvement, "Poster presentation to the *Women in Industrial Engineering Academia Conference*, Istanbul, Turkey, May 30-June 1.
71. Glover, W. (2012) Framework of Enterprise Integration of Health-Related Organizations. *American Society for Engineering Management Conference*, Norfolk, VA, October 17-20.

72. Glover, W. (2012). Managing Successful Integrated Enterprises *Lessons Learned from Healthcare and Engineering Systems*. IIE SEMS Webinar, October 9.
73. Glover, W. (2012). Managing Successful Integrated Enterprises the U.S. Military Health System. IIE Solutions Conference, Orlando, FL, May 21-25.
74. Wang, W. and Glover, W. (2012) Strategic Workforce Management Systems as a Dynamic Capability for High Performance: A Conceptual Case of Operational and Health Outcomes Among OIF/OEF Servicemembers *Industrial Engineering and Research Conference*, Orlando, FL, May 21 – 25.
75. Kamin, C. and Glover, W. (2012) Enterprise Integration Qualitative Analysis of Psychological Health in the U.S. Military. *Industrial Engineering and Research Conference*, Orlando, FL, May 21 – 25.
76. Glover, W., Rhodes, D., and Davidz, H. (2012), Systems Thinking and Social Capabilities: Toward a More Inclusive View of Engineering Competencies for High Performance in Sociotechnical Enterprises. *Presentation to the 2012 International Council on Systems Engineering International Workshop*, January 24.
77. Glover, W. (2011), Enterprise Integration and Sustaining Improvement for High Performance: Field Studies from Production and Healthcare Settings. *Presentation to the Department of Industrial and Systems Engineering, Texas Tech*, Lubbock, TX, November 4.
78. Glover, W., Murman, E., Edwards, K., Kaukeinen, J., Grenier, K., and Lowell, W. (2011), Relational Coordination — The Soft Side of Lean?, *Relational Coordination Research Collaborative Webinar*, J.H. Gittell, Director, October 11.
79. Nightingale, D., Albright, T., Srinivasan, J., and Glover, W. (2011), Post-Traumatic Stress Innovations: U.S. Military Enterprise Analysis. *Briefing to the Joint Chiefs of Staff*, Arlington, VA, September 27.
80. Nightingale, D., Albright, T., Srinivasan, J., and Glover, W. (2011), Post-Traumatic Stress Innovations: U.S. Military Enterprise Analysis: Phase I Summary. *Briefing to the Chairman of the Joint Chiefs of Staff*, Arlington, VA, September 8.
81. Glover, W. (2011), Enterprise Integration: When is More Better? *Industrial Engineering Research Conference*, Reno, NV, May 21–25.
82. Glover, W., Farris, J., Van Aken, E.M. and Doolen, T. (2011), “Determinants of Kaizen Event Team Effectiveness: Comparison of Phase I and Full Study Findings,” *Industrial Engineering and Research Conference*, Reno, NV, May 21 – 25.
83. Nightingale, D., Albright, T., Srinivasan, J., Glover, W., and Kenley, B. (2011), Post-Traumatic Stress Innovations: U.S. Military Enterprise Analysis: Phase IA. *Briefing to the Chairman of the Joint Chiefs of Staff*, Arlington, VA, May 16.
84. Nightingale, D., Albright, T., Glover, W., Srinivasan, J., and Kenley, B. (2011), Post-Traumatic Stress Innovations: U.S. Military Enterprise Analysis. *Briefing to the Chairman of the Joint Chiefs of Staff*, Arlington, VA, February 9.
85. Glover, W., Farris, J., Van Aken, E., and Doolen, T. (2010), A Study of Mediating Relationships on Kaizen Event Teams and Outcome Sustainability. *Industrial Engineering Research Conference*, Cancun, MX, June 8.
86. Glover, W. (2010), Post-Traumatic Stress Innovations: U.S. Military Enterprise Analysis. *Lean Advancement Initiative Executive Board Meeting*, Cambridge, MA, October 15.
87. Nightingale, D., Albright, T., Glover, W., Srinivasan, J., and Kenley, B. (2010), Post-Traumatic Stress Innovations: U.S. Military Enterprise Analysis. *Briefing to the Chairman of the Joint Chiefs of Staff*, Arlington, VA, September 28.
88. Glover, W., Farris, J., Van Aken, E., Doolen, T., and Worley, J. (2010), A Study of Mediating Relationships on Kaizen Event Teams and Outcome Sustainability. *Industrial Engineering Research Conference*, Cancun, MX, June 5–9.

89. Glover, W. (2009), Critical Success Factors for Sustaining Kaizen Event Outcomes. *INFORMS Annual Meeting Technical Sessions*, San Diego, CA, October 11–14.
90. Van Aken, E. and Glover, W. (2009), Creating Successful Kaizen Events: Lessons Learned from Research. *Manufacturing Technology Center Lean Six Sigma Peer-to-Peer Meeting*, Blacksburg, VA, September 15.
91. Glover, W. (2009), Current Studies in Kaizen Event Outcome Sustainability. Poster presentation to the *NSF Civil, Mechanical and Manufacturing Innovation (CMMI) Grantees Conference*, Honolulu, HI, June 22–25.
92. Glover, W., Van Aken, E., and Farris, J. (2009), Sustaining Kaizen Event Outcomes. *Industrial Engineering Research Conference*, Miami, FL, May 30–June 3.
93. Van Aken, E. and Glover, W. (2009), Rapid Improvement Events: Keys to Kaizen Event Success and Sustainability. *Virginia's Philpott Manufacturing Extension Partnership*, Danville, VA, May 20.
94. Chearskul, P., and Glover, W. (2009), Defining and Assessing Key Practices in the Effective Use of Performance Measurement Systems: A Case Study. *INFORMS–Virginia Tech Chapter*, Blacksburg, April 1.
95. Glover, W., Van Aken, E., Farris, J., and Creehan, K. (2008), Characteristics of a Mature Kaizen Event Program: Lessons Learned from Case Studies. *American Society for Engineering Management Conference*, West Point, NY, November 12–15.
96. Glover, W. and Van Aken, E. (2008), Designing Kaizen Events for Success and Sustainability. *Virginia's Philpott Manufacturing Extension Partnership*, Blacksburg, VA, November 11.
97. Glover, W. (2008), Current Studies in Kaizen Event Effectiveness, Sustainability, and Programs. *INFORMS Annual Meeting Interactive Session*, Washington D.C., October 12–15.
98. Van Aken, E., Doolen, T., Glover, W., and Farris, J. (2008), Designing successful Kaizen event programs: lessons learned from case studies and the literature. *IIE Annual Conference and Expo*, Vancouver, CA, May 17–21.
99. Glover, W. (2008), Current Studies in Kaizen Event Performance, Sustainability, and Programs. *IIE Annual Conference and Expo*, Vancouver, Canada, May 17–21
100. Glover, W., Farris, J., Van Aken, E., Doolen, T., Worley, J., Hunter, S. et al., (2008), Current Studies in Kaizen Event Performance and Sustainability, *Virginia Tech Research Symposium*, Blacksburg, VA, March 26.
101. Van Aken, E. and Glover, W. (2007), Critical factors influencing Kaizen event team success. *ASQ Roanoke–Radford Section*, Blacksburg, VA, November 13.
102. Glover, W., Hunter, S., Tucker, T., Catalano, T., and Ratnarajah, T. (2007), Secondary mathematics department management systems and performance measurement. *Pre-Planning Curriculum Session for Secondary Mathematics Leadership Team*, Dougherty County, GA, March 9.