

Dr. William Cats-Baril

The University of Vermont
BSAD – General Business
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Education

- Ph D, University of Wisconsin Madison, 1982.
Major: Major Field: Decision Support Systems
- MS, University of Wisconsin Madison, 1977.
Major: Major Field: Systems Analysis
- BS, Technological Institute of Monterrey, 1976.
Major: Double Major: Industrial and Chemical Engineering.
- BS, University of Wisconsin Madison, 1976.
Major: Major: Chemical Engineering

RESEARCH

Research Publications

Books

- Cats-Baril, W., Alemi, F., Gustafson, S. (2005). *Health Policy Analysis (Book)* (Fall ed.). Health Administration Press.
- Cats-Baril, W., Simmons (1999). In Joseph. D. Zuckerman,MD (Ed.), *Outcomes Assessment in the Information Age: Available Instruments, Data Collection, and Utilization of Data*. Instructional Course Lectures/American Academy of Orthopaedic Surgeons.
- Cats-Baril, W., Thompson, R. (1996). *Information Technology and Management* (pp. 528). Irwin/McGraw-Hill.

Book Chapters

- Cats-Baril, W. (2006). In Jelassi, T and A. Enders (Ed.), *Establishing a national IT infrastructure* (pp. 209-223). Strategies for e-business.

Refereed Journal Articles

- Desjardins, I., Cats-Baril, W., Freeman, K., Maruti, s., Althoff, R. (2016). Suicide Risk Assessment in Hospitals: An Expert System-Based Triage Tool. *Journal of Clinical Psychiatry, Physicians Postgraduate Press, Inc.*
<http://www.psychiatrist.com/JCP/article/Pages/2016/aheadofprint/15m09881.aspx>
- Memtsoudis, S. G., Hargett, M., Russel, L. A., Parvizi, J., Cats-Baril, W., Stundner, O., Sculpo, T. P. (2013). Consensus Statement from the Consensus Conference on Bilateral Total Knee Arthroplasty Group. *Clinical Orthopaedics and Related Reserach*.
- Berman, J., Aizer, J., Bass, A., Cats-Baril, W., Paget, S. A., Parrish, E. J., Robbins, L., Salmon, J. (2012). Creating an Academy of Medical Educators: How and Where to Start. *HSS Journal: The Musculoskeletal Journal of Hospital for Special Surgery*.

- Berman, J. R., Aizer, J., Bass, A., Cats-Baril, W., Parrish, E. J., Robbins, L., Salmon, J., Paget, S. A. (2012). Building a Rheumatology Education Academy: Insights Gained from Assessment of Needs During a Rheumatology Division Retreat. *HSS Journal (Hospital for Special Surgery)*, 8(2), 165-168. <http://link.springer.com/article/10.1007/s11420-012-9280-1#>
- Berman, J. R., Aizer, MD, J., Bass, MD, A., Cats-Baril, W., Parrish, MD, E. J., Robbins,, L., Salmon, MD, J., Paget, MD, S. A. (2012). Building a Rheumatology Education Academy: Insights Gained from Assessment of Needs During a Rheumatology Division Retreat. *The Journal of Rheumatology*, 39(6), 1280-1286. <http://jrheum.org/content/39/6/1280.short>
- Cats-Baril, W. (2007). Designing Effective E-Learning Programs: Eleven Critical Success Factors. *International Public Management Association*, 73(IPMA-HR News (6)), 7-13. www.ipma-hr.org
- Bridwell, K., Cats-Baril, W., Harrast, J., Berven, S., Glassman, S., Fancy, J.-P., Horton, W. C., Lenke, L. G., Baldus, C., Radake, T. (2005). The Validity of the SRS-22 Instrument in an Adult Spinal Deformity Population Compared With the Oswestry and SF-12: A Study of Response Distribution, Concurrent Validity, Internal Consistency, and Reliability. *Spine*, 30(4), 455-461. <http://journals.lww.com/spinejournal/pages/articleviewer.aspx?year=2005&issue=02150&article=00014&type=abstract>
- Sanders MD, J. O., Polly Jr. MD, D. W., Cats-Baril, W., Jones, J., Lenke MD, L. G., O'Brien MD, M. F., Richards MD, S. B., Sucato MD, D. J. (2003). Analysis of Patient and Parent Assessment of Deformity in Idiopathic Scoliosis Using the Walter Reed Visual Assessment Scale. *Spine*, 28(18), 2158-2163. <http://www.spinejournal.org/pt/re/spine/abstract.00007632-200309150-00020.htm;jsessionid=GWYGgdrIHDSYnRG1y6v1h7BTgvHRys6w8M5qTpThJDQcVNIZCgTG!-1740698184!181195629!8091!-1?nav=forward&basedoc=00007632-200207150-00012&article=20&fullimage=false>
- Cats-Baril, W., Keating, M., Ranawat, C. (1999). The Vigor Instrument. *Orthopaedic Supplement*.
- Dempsey, S., zz-Gatti, J. F., Grinnell, D. J., Cats-Baril, W. (1997). The Use of Strategic Performance Variables as Leading Indicators in Financial Analysts' Forecasts. *The Journal of Financial Statement Analysis*, 2(Summer, 4), 61-79. http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2346
- zz-Gatti, J. F., Grinnell, D. J., Cats-Baril, W. (1988). Making Transfer Pricing Fit Your Needs. *CMA: The Management Accounting Magazine*, 62(5), 40-49.
- zz-Gatti, J. F., Grinnell, D. J., Cats-Baril, W. (1988). Transfer Pricing Policy in a Dynamic Market. *Management Accounting*, LXIX(8), 30-33.
- Cats-Baril, W., Huber, G. P. (1987). Decision Support Systems for Ill-Structured Problems: An Empirical Study. *Decision Sciences*, 18(3), 350-372. <http://www3.interscience.wiley.com/journal/120018858/abstract>
- zz-Gatti, J. F., Grinnell, D. J., Cats-Baril, W. (1986). Joint Product Costing in the Semiconductor Industry. *Management Accounting*, LXVII(8), 28-35.

Conference Proceedings

- Cats-Baril, W., Sanders, J. O., Polly, D. W. (2002). *An Analysis of Patient and Parent Assessment of Deformity in Idiopathic Scoliosis Using the Walter Reed Visual Assessment Scale* (April ed.). Proceedings of the Scoliosis Research Society Annual Meeting.

Journal Articles

- Cats-Baril, W., Gibson, L. (2002). Evaluating landscape aesthetics: A multi-attribute utility approach. *Landscape and Urban Planning*, 14, 463-480.
http://www.sciencedirect.com/science?_ob=ArticleURL&_udi=B6V91-46MN01M-24&_user=1563816&_rdoc=1&_fmt=&_orig=search&_sort=d&view=c&_acct=C000053744&_version=1&_urlVersion=0&_userid=1563816&md5=541fd3d7ba1b6b7048e341d7a6ab2625
- Cats-Baril, W. (1999). Assessment of postoperative vigor in patients undergoing elective total joint arthroplasty : A concise patient- and caregiver-based instrument. *Orthopedics*, 22(1), 119-128. <http://cat.inist.fr/?aModele=afficheN&cpsidt=1698517>
- Daltroy, L. H., Cats-Baril, W., Katz, J. N., Fossel, A. H., Liang, M. H. (1996). The North American Spine Society Lumbar Spine Outcome Assessment Instrument: Reliability and Validity Tests. *The North American Spine Society Lumbar Spine Outcome Assess...*, 21(6), 741-748.
http://journals.lww.com/spinejournal/Abstract/1996/03150/The_North_American_Spine_Society_Lumbar_Spine.17.aspx
- Cats-Baril, W., Jelassi, T., Teboul, J. (1994). Establishing a national information technology infrastructure: the case of the French videotex system. *Wiley Series In Information Systems*, 73-98. <http://portal.acm.org/citation.cfm?id=186509.186513>
- Cats-Baril, W., Wyman, E. T. (1994). Working it out : recommendations from a multidisciplinary national consensus panel on medical problems in workers' compensation. *Journal of occupational Medicine*, 36(2), 144-154. <http://cat.inist.fr/?aModele=afficheN&cpsidt=3917428>
- Cats-Baril, W., Jelassi, T. (1994). The French Videotex System Minitel: A successful Implementation of a National Information Technology Infrastructure. *MIS Quarterly*, 18(1), 1-20. <http://www.jstor.org/pss/249607>
- Cats-Baril, W., A. S. (1991). Supporting executives in strategic decision making : (an alternative paradigm), 35. <http://cat.inist.fr/?aModele=afficheN&cpsidt=87903>
- Cats-Baril, W., Gibson, L. (1986). Evaluating aesthetics: the major issues and a bibliography. *NAL/USDA (United States of America)*, 5(2), 93-102.
<http://www.fao.org/agris/search/display.do?f=/1987/v1309/US8708024.xml;US8708024>

Other

- Cats-Baril, W., M. P. (2010). *"Bondseye": A data warehouse outsourcing decision* (pp. 20 pages). University of Vermont.
- Cats-Baril, W., B. H. (2010). *Autumn Harp: Utilizing I/T for Competitive Advantage* (pp. 20 pages). University of Vermont.
- Cats-Baril, W., S. L. (2009). *RainWorx* (pp. 20 pages). University of Vermont.
- Cats-Baril, W., M. a. (2007). *Reengineering UVM's College of Medicine Curriculum (A), (B), and Teaching Note* (pp. 30 pages). University of Vermont.
- zz-Kraushaar, J. M., zz-Bovee, M. W., Cats-Baril, W., Chittenden, T. (2006). *Curriculum Redesign - 1st Year Course: Management & Information Technology*. School of Business Administration. <http://www.uvm.edu/~tabletpc/?Page=040rd.html>

- Cats-Baril, W., S. B. (2006). *State of Vermont Tax Department: ERP Implementation (A)* (pp. 20 pages). University of Vermont.
- Cats-Baril, W. (2003). *El Cruncho (A): The Hand-Held Project*.
- Cats-Baril, W. (2002). *Odyssey, Inc.*
- Cats-Baril, W. (2002). *Reinventing BurgerSupreme*.
- Cats-Baril, W. (2001). *Developing an Instrument to Assess Affective Response to Deformity in Scoliosis Patients and Their Parents*. Funded by the Scoliosis Research Society.
- Cats-Baril, W. (2001). *Outcomes Assessment in Periodontology: Results of a Web-Based Outcomes Assessment Program*. The American Academy of Periodontology.
- Cats-Baril, W. (2001). *Photon Motors*.
- Cats-Baril, W. (2001). *TOPS: Designing a Universal Data Collection Portal in Plastic Surgery*. The American Society of Plastic Surgery & the Board of Plastic Surgery.
- Cats-Baril, W. (2001). *Vermont's Best (A), (B), (C), and (D)*.
- Cats-Baril, W., zz-Gatti, J. F., Grinnell, D. J. (1999). *Strategic Performance Measurement: Identification of the Leading Indicators of Organizational Performance and Success*. Hilton Head, South Carolina: Eastern Financial Association Annual Conference.
http://papers.ssrn.com/sol3/papers.cfm?abstract_id=5884
- Cats-Baril, W., Thompson, R. (1997). In Irwin/McGraw-Hill (Ed.), *Instructors Manual - Information Technology and Management*. Burr Ridge, Illinois:.
- Cats-Baril, W. (1995). *Customer-Driven Performance Index: Measuring Progress Along The Path To Continuous Improvement*.
- Cats-Baril, W., Thompson, R. (1995). *Pam Linton: The Profile of an Entrepreneur*. University of Vermont Business School Case #IS-595-2.
- Cats-Baril, W., Thompson, R. (1995). *Pollution Solutions*. University of Vermont Business School Case #IS-595-1.
- Cats-Baril, W., Thompson, R. (1995). *Managing Information Systems Projects in the Public Sector* (6th ed., vol. 55, pp. 559). Public Administration Review.
<http://www.jstor.org/pss/3110347>
- Cats-Baril, W., Thompson, R. (1994). In University of Vermont Business School Case #IS-793-6 (Ed.), *Teaching Note: DEC MRPII*. Burlington, Vermont:.
- Cats-Baril, W. (1994). *Test-Retest Reliability and Validity of the NASS Outcome Assessment Instrument for the Lumbar Spine* (pp. 37 (9): 225). Arthritis and Rheumatism.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont business School Case #IS-893-4 (Ed.), *A Note on Business Recovery Plans*. Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-893-5 (Ed.), *Dakin Farm (A): Mail Order Processing*. Burlington, Vermont:.

- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-893-6 (Ed.), *Dakin Farm (B): Evaluating Systems Alternatives*. Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-893-7 (Ed.), *Dakin Farm: Teaching Note*. Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-793-1 (Ed.), *DEC MRP II (A): Achieving Class A*. Burlington,, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-793-5 (Ed.), *DEC MRP II (B): Sustaining Change*. Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). *Lessons From the 80s: The Tale of One MIS Department* (6th ed., vol. 25, pp. 313-323). Information and Management. <http://portal.acm.org/citation.cfm?id=175319.175622>
- Cats-Baril, W. (1993). In Ciborra and Jelassi, Eds. (Ed.), *Minitel*. Amsterdam, North-Holland: Strategic Information Systems: A European Perspective.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-793-3 (Ed.), *Note on Manufacturing Resource Planing (MRP II)*. Burlington, Vermont:.
- Cats-Baril, W., Grinnell, D. J. (1993). *Replicating a Free Market for Internal Transactions: An Alternative Approach to Transfer Pricing* (pp. Sept. 4-7, Tel Aviv). 20th Annual Meeting of the European Association for Research on Industrial Economics.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-1092-3 (Ed.), *State of Vermont: The HRMS Teaching Note* (pp. revised). Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-1092-2 (Ed.), *State of Vermont: The Human Resource Management System (B)* (pp. revised). Burlington, Vermont:.
- Cats-Baril, W., Grinnell, D. J. (1993). *Strategic Performance Measurement: Identification of the Leading Indicators of Organizational Performance and Success* (pp. Sept. 4-7, Tel Aviv). 20th Annual Meeting of the European Association for Research on Industrial Economics.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-893-1 (Ed.), *Vermont Mutual (A): Disaster Recovery*. Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-893-2 (Ed.), *Vermont Mutual (B): After the Flood*. Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1993). In University of Vermont Business School Case #IS-893-3 (Ed.), *Vermont Mutual: Teaching Note*. Burlington, Vermont:.
- Cats-Baril, W. (1992). In University of Vermont Business School Case #IS-292-1 (Ed.), *Minitel*. Burlington, Vermont:.
- Cats-Baril, W. (1992). In University of Vermont Business School Case #IS-292-2 (Ed.), *Minitel Teaching Note*. Burlington, Vermont:.
- Cats-Baril, W. (1992). In University of Vermont Business School Case #IS-1092-1 (Ed.), *State of Vermont: The Human Resource Management System (A)*. Burlington, Vermont:.

- Gustafson, D. H., Cats-Baril, W., Alemi, F. (1992). *Systems to Support Policy Analysis* (pp. 430 pages). Ann Arbor/Health Administration Press, Michigan.: <http://bases.bireme.br/cgi-bin/wxislind.exe/iah/online/?IsisScript=iah/iah.xis&src=google&base=PAHO&lang=p&nextAction=ink&exprSearch=11669&indexSearch=ID>
- Cats-Baril, W., Thompson, R. (1992). In University of Vermont Business School Case #IS-592-1 (Ed.), *TDIC, Inc, (A)*. Burlington, Vermont:.
- Cats-Baril, W., Thompson, R. (1992). In University of Vermont Business School Case #IS-592-2 (Ed.), *TDIC, Inc, (B)*.
- Cats-Baril, W., Thompson, R. (1992). In University of Vermont Business School Case #IS-592-3 (Ed.), *TDIC, Inc, Teaching Note*. Burlington, Vermont:.
- Cats-Baril, W. (1992). In A. Thimm (Ed.), *Teletel: An Industrial Policy Success* (pp. pp 123-148). Westoirt; Quorum Books, Connecticut: America's Stake in European Telecommunications Policies.
- Cats-Baril, W., Jelassi, T. (1992). *The French Videotex System Minitel: A successful Implementation of a National Information Technology Infrastructure* (pp. 35). INSEAD. <http://cat.inist.fr/?aModele=afficheN&cpsidt=90535>
- Cats-Baril, W. (1991). *Demographic Factors Associated with the Prevalence of Disability in General Population: Analysis of the NHANES 1 Database* (pp. May, Vol 16, No. 5). European Edition of Spine.
- Cats-Baril, W. (1991). *Teletex: The French Videotex Experience* (pp. 30 pages).
- Cats-Baril, W. (1991). In J. W. Frymoyer Ed. (Ed.), *The Economics of Spinal Disorders* (pp. Volume 1, pp 85-106). New York, Raven Press, New York: The Adult Spine.
- Cats-Baril, W. (1991). *The Total Hip Arthroplasty Outcome Evaluation Form of the American Academy of Orthopaedic Surgeons, Results of a Nominal Group Process* (pp. Volume 73, No. 5, pp 639-647). Journal of Bone and Joint Surgery.
- Cats-Baril, W. (1991). *Identifying Patients at Risk of Becoming Disabled Due to Low Back Pain: The Vermont Rehabilitation Engineering Center Predictive Model* (No. 6 ed., vol. Volume 16, pp. pp 605-608). European Edition of Spine. <http://journals.lww.com/spinejournal/pages/articleviewer.aspx?year=1991&issue=06000&article=00001&type=abstract>
- Cats-Baril, W. (1991). *An Overview of the Incidences and Costs of Low Back Care* (2nd ed., vol. 22, pp. 263-71). W.B. Saunders Company, Philadelphia, Pennsylvania: Orthopaedics Clinics of North America. <http://www.ncbi.nlm.nih.gov/pubmed/1826550>
- Cats-Baril, W. (1990). *Executive information systems : (developing an approach to open the possibles)* (90-37-TM-OB-SM ed., pp. 17). Insead. <https://www.digitalmeasures.com/login/uvm/faculty/survey/ui/showSurveyHtmlForm.do;jsessionid=F6AA9AFEC6A3EFB2D079DD2A9F910FA9?surveyId=32761&nodeId=96726&addNewItem=ADD+A+NEW+ITEM>
- Cats-Baril, W. (1990). *Risk Analysis Tools and Techniques in Software Project Management* (pp. July INSEAD Working Paper, 30 pages).

Presentations Given

zz-Gatti, J. F., Grinnell, D. J., Cats-Baril, W., Eastern Financial Association Annual Conference, "Strategic Performance Measurement: Identification of the Leading Indicators of Organizational Performance and Success," Hilton Head, South Carolina, United States. (1994).

zz-Gatti, J. F., Cats-Baril, W., Grinnell, D. J., 20th Annual Meeting of the European Association for Research on Industrial Economics, "Strategic Performance Measurement: Identification of the Leading Indicators of Organizational Performance and Success," The European Association for Research on Industrial Economics, Tel Aviv, Israel. (1993).

Research Currently in Progress

"Addressing the Economics of Opioid Addiction" (Planning).

Opioid addiction has become an epidemic that has become a highly public issue. This research stream looks at the economic impact of this disease and studies the cost-effectiveness of a variety of treatments.

"Impact of ACOs on Medical Best Practices and Knowledge Dissemination" (On-Going).

Accountable Care Organizations (ACOs) are groups of doctors, hospitals, and other health care providers, who come together voluntarily to give coordinated high quality care to their Medicare patients.

The goal of coordinated care is to ensure that patients, especially the chronically ill, get the right care at the right time, while avoiding unnecessary duplication of services and preventing medical errors.

When an ACO succeeds both in delivering high-quality care and spending health care dollars more wisely, it will share in the savings it achieves for the Medicare program. The question that I am addressing is what sort of analytics are being used to address the most costly cases (e.g., patients with multiple severe, chronic conditions) and how best practices to deal with these cases are being identified and implemented.

"Maximizing teaching effectiveness and the Medical Residency 80 hour rule" (Writing Results).

NEW ACGME rules limit a Medical Residents weekly hours to 80. What are the effective allocation of those 80 hours to achieve the educational goals of the program and the satisfaction of residents and faculty?

"Prediction of Suicide Risk in in-Patient Populations" (Planning).

Allocation of scarce psychiatric resources to the in-patients that are most in need to minimize risk of suicide.

"Spontaneous Response to Natural Disasters: The Role of Social Media" (On-Going).

Most responses to national disasters are government sponsored top down efforts.

Responses to national disasters required well-established contingency plans, and an efficient and immediate response. Natural disasters test the ability to distribute aid quickly to people in need. Even in the developed world, those responses go lacking (e.g., Hurricane Katrina). The problems of aid delivery aid when a disaster hits in a poor country are many. Official efforts to organize and distribute aid are slow and fraught with political infighting. Social media has emerged as a spontaneous and highly effective way to coordinate and deliver aid when government efforts fall short. Decentralization and spontaneous efforts from informal groups of citizens to fill the vacuum left by the inefficiencies of government agencies have been very effective (e.g., Kathmandu earthquake response in May 2015).

Contracts, Grants and Sponsored Research

Grant

- Cats-Baril, W. (Principal), "titled Evaluating the Comparative Validity and Reliability of SERAS: A Decision Support Tool for Assessing Near Term Risk of Suicide in Emergency Departments," Sponsored by NIH, Government and Public Sector, \$2,000,000.00.
- Cats-Baril, W. (Contributor), "Assessing Suicide Risk in High Schools," Sponsored by UVM, The University of Vermont, \$30,000.00. (June 2013 - August 2015).
- Cats-Baril, W. (Contributor), "Integrating a Tool to Assess Suicide Risk into an EMR," Sponsored by UVM Medical Group, Private, \$50,000.00. (February 2013 - December 2014).
- Cats-Baril, W. (Contributor), "Assessing Suicide Risk: Optimization of Resources," Sponsored by Fletcher Allen Foundation, Private, \$20,000.00. (March 2012 - November 2012).
- Cats-Baril, W. (Principal), "Development and Testing of a Predictive Model of Low Back Pain Disability and Development of a Simulation Model of Work Loss, Compensation and Other Societal Costs due to Low Back Pain Disability.," The University of Vermont. (May 31, 2005).
- Cats-Baril, W. (Contributor), "Development of a Multimedia-based Business Case," Sponsored by School of Business Grant, The University of Vermont. (January 1994 - June 1994).
- Cats-Baril, W. (Contributor), "Cases in Information Technology and Strategy," Sponsored by UCRS, The University of Vermont, \$4,000.00. (June 1993 - August 1993).
- Cats-Baril, W. (Principal), "Management and Information Technology," Sponsored by IIG, The University of Vermont, \$3,400.00. (June 1993 - August 1993).
- Cats-Baril, W. (Principal), "Competitive Advantage through Minitel," Sponsored by INSEAD Committee of R&F, The University of Vermont, \$15,000.00. (1990).
- Cats-Baril, W. (Contributor), "Strategic Applications of IT in South East Asia," Sponsored by EuroAsia Center, The University of Vermont, \$16,500.00. (1990).
- Cats-Baril, W., "Assessing Cost-Effectiveness and Patient Performances in Total Hip Replacement," Sponsored by UVM, Harvard & Dartmouth Medical Schools, \$100,000.00. (1989).
- Cats-Baril, W., "Cost Effective Strategies in Health Care Management," Sponsored by University Health Center, The University of Vermont, \$11,000.00. (1987 - 1989).
- Cats-Baril, W. (Contributor), "Integrated Tools for Managing Software Development Projects," Sponsored by European Strategic Programme for Research in Information Technologies (ESPRIT), The University of Vermont, \$3,000,000.00. (1986 - 1989).
- Cats-Baril, W., "Development and Testing of a Predictive Model of Low Back Pain Disability and Development of a Simulation Model of Work Loss, Compensation and Other Societal Costs due to Low Back Pain Disability," Sponsored by Vermont Rehabilitation Engineering Center, The University of Vermont, \$2,600,000.00. (1983 - 1988).
- Cats-Baril, W. (Principal), "The Quest for Expert Knowledge: Building a Prototype," Sponsored by Cognitive Studies Group, The University of Vermont, \$3,500.00. (1985 - 1986).
- Cats-Baril, W. (Principal), "The Quest for Expert Knowledge: Building a Prototype," Sponsored by UCRS, The University of Vermont, \$7,777.00. (1985 - 1986).
- Cats-Baril, W. (Principal), "A Multi Attribute Model of ACT 250, Criterion 8," Sponsored by Vermont Council on the Humanities and Public Issues, \$23,000.00. (1984 - 1986).

Cats-Baril, W. (Principal), "Computerized Experts Systems Applications and Research (CESAR): A Seminar Series," Sponsored by IDC, The University of Vermont, \$3,900.00. (1985).

Cats-Baril, W. (Principal), "Computer Models for Teaching Decision Making Under Uncertainty," Sponsored by IDC, The University of Vermont, \$4,600.00. (1983).

Awards and Honors

Inducted to Entrepreneurship Hall of Fame, Office of Technology Commercialization. (April 2018).

Best Invention, UVM Office of Technology Commercialization. (April 2015).

TEACHING

Teaching Experience

The University of Vermont

BSAD 010, The Business Enterprise, 2 courses.

BSAD 020, The Business Enterprise II, 11 courses.

BSAD 030, Decision Analysis, 2 courses.

BSAD 040, Information Technology & Mgmt, 23 courses.

BSAD 141, Management Information Systems, 4 courses.

BSAD 192, Business Process Improvement, 18 courses.

BSAD 195, Project Management, 1 course.

BSAD 295, Sustainable Business, 5 courses.

BSAD 303, Initial Framing; List of Ideas/Opportunities., 1 course.

BSAD 305, Sustainable Entrepreneurship in Action, Pitch & Debriefing, 1 course.

BSAD 345, Management Information Systems, 15 courses.

BSAD 40, Information Technology & Mgmt, 9 courses.

Awards and Honors

2018 Faculty of the Year, Grossman School of Business Student Association. (May 2018).

Outstanding Teaching Award, UVM MBA Student Association. (May 2010).

Outstanding Teaching Award, UVM MBA Student Association. (June 2008).

Faculty Award, Brdo. (1994).

Outstanding Teaching Award, International Management Center. (1990).

Faculty of the Year, MBA Student Association. (1984).

SERVICE

Service to Academic Community

Committee Member, Graduate Studies Committee. (September 1, 2011 - Present).

Committee Member, Faculty Standards Committee. (September 1989 - Present).

External PR. (July 1, 2012 - June 30, 2013).

Committee Member, Ad Hoc MBA Curriculum Revision Committee. (September 2012 - May 2013).

Committee Member, FSC Ad Hoc Committee Review Guidelines for performance-based faculty increases. (March 1, 2012 - May 2013).

Director of the MBA Program. (July 1, 2012 - August 15, 2012).

Committee Chair, Ad Hoc Faculty Research/Staff Recognition Awards (Chair) Dean's appointment. (November 1, 2011 - May 2012).

Committee Chair, Ad Hoc Committee of Assurance of Learning Process. (November 2010 - February 2011).

Committee Member, Ad Hoc Committee on Guidelines for performance-based faculty increases. (March 2010 - May 2010).

Faculty Advisor, Entrepreneurship Club. (September 2008 - May 2010).

Committee Chair, Faculty Standards Committee. (September 1, 2007 - May 31, 2009).

Committee Chair, Ad Hoc Committee on Business Ethics. (February 2008 - April 2008).

University Service including GSB

Committee Member, Dean Search Committee. (October 2010 - January 2011).

Committee Member, Committee on Transactional Research. (June 1, 2007 - December 31, 2008).

Senator, Faculty Senate. (September 1, 2007 - December 31, 2007).

Committee Member, Computer Resources Committee. (1984 - 2003).

Committee Member, Committee for Strategic Planning on Information Technologies. (1994 - 1995).

Committee Member, Committee to Review Computer Facility. (1994 - 1995).

Committee Chair, Computer Resource Committee. (1993 - 1995).

Committee Member, Computer Resource Committee. (1990 - 1995).

Committee Member, Senate Committee on Technology. (1988 - 1995).

Chairperson, Faculty Standards Committee. (1990 - 1993).

Committee Member, Application Transfer Study Team. (1991).

Committee Chair, Computer Resource Committee. (1988 - 1991).

Committee Member, Faculty Committee on Overseas Study. (1987 - 1990).

Committee Member, Committee to Review Dean of Medical School. (1989).

Committee Member, Undergraduate Studies Committee. (1987 - 1989).

Committee Member, The John Hopkins National Advisory Board for the Multi-Disciplinary Study of Low Back Pain. (1986 - 1989).

Committee Member, International Programs Coordinator. (1985 - 1989).

Committee Member, Computer Resource Committee. (1984 - 1989).

Committee Member, Continuing Education Grants Committee. (1983 - 1989).

Committee Member, Kalkin Fundraising Committee. (1985 - 1986).

Committee Member, President's Committee to Review PC Requirement. (1985).

Committee Member, Management Engineering Committee. (1983 - 1985).

Professional Service

Committee Member, Memorial University of Newfoundland, St John's. (January 15, 2016 - February 28, 2016).

Member, American Academy of Orthopaedic Surgeons on Outcome Studies. (1988 - 2005).

Member, American Academy of Orthopedic Surgeons. (1994 - 2002).

Member, North American Spine Society on Outcome Studies. (1992 - 1994).

Member, Develop Excellent Research Centers in the Province of Quebec. (1985 - 1989).

Member, International Institute for Applied Systems Analysis (IIASA). (1984 - 1987).

Consulting

Non-Governmental Organization (NGO), Davidoff Cancer Institute, Rabin Medical Center, Tel Aviv, Israel. (July 2010 - Present).

Management, Hospital for Special Surgery, New York City, New York, United States. (June 2005 - Present).

Non-Governmental Organization (NGO), Society for Scoliosis Research, Milwaukee, Wisconsin, United States. (January 2016 - December 2018).

Non-Governmental Organization (NGO), International Consensus Meeting II, Philadelphia, Pennsylvania. (January 2017 - August 2018).

For Profit Organization, Bia Diagnostics, Colchester, Vermont, United States. (April 2015 - December 2015).

Management, PieMatrix.com, Burlington, Vermont, United States. (June 2008 - December 2015).

Non-Governmental Organization (NGO), International Consensus Meeting I, Philadelphia, Pennsylvania, United States. (January 2014 - September 2015).

Academic, Rothman Institute, United States. (July 2012 - October 2013).

Academic, Department of Radiology, Hospital for Special Surgery. (January 2011 - July 2012).

Academic, Department of Medicine, Hospital for Special Surgery, United States. (October 2010 - December 2011).

For Profit Organization, UVM Medical Group, Vermont, United States. (January 2009 - December 2009).

Management, Environmental Health & Safety Academy, Guanzhou, Guandong, China. (June 2007 - August 2009).

Management, Institute for Sustainable Communities (Ukrainian Civil Action Network), Kiev, Ukraine. (June 2002 - December 2008).

Non-Governmental Organization (NGO), Airport Council International, Switzerland. (March 2006 - March 2008).

Management, American Academy of Orthopaedic Surgeons. (1988 - 2005).

Management, IBM Corporation. (1996 - 1997).

Management, City of Burlington, VT, Burlington, Vermont, United States. (1992 - 1996).

Management, The Agency for International Development: The Portuguese Hospital Cost Control Project. (1986 - 1988).

Management, IBM Corporation. (1982 - 1986).