

Lawrence R. "Rick" Phillips Ed.D.
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Volunteer Experience

Past member of the Food and Drug Administration Patient Engagement Collaborative (PEC) 2017 to 2022

Congressionally Directed Medical Research Programs (CDMRP) patient reviewer 2022, 2023

Member of the American College of Rheumatology (ACR) patient and standards panels for integrative care 2022

One of a dozen patient Co-Hosts for AiArthritis Voices 360, #1 ranked podcast hosted by International Foundation for Autoimmune & Autoinflammatory Arthritis (AiArthritis). My responsibilities include helping develop the episode, participating as a voice for patients, then continue the conversations as needed with people affected by these diseases to ensure they also have a voice.

Arthritis Foundation Patient Education Committee 2016 to present

Arthritis Foundation Indianapolis Arthritis Support Group co-facilitator 2019 to present.

Arthritis Foundation Indianapolis Board Member 2021 to present

Rheumatoid Arthritis Blog Week 2014 to 2019

Health Union Patient Leadership Council 2019 to 2022

TUdiabetes.org contributor 2008 to present

Options Alternative School Board of Directors 2014 to 2018

President 2016 to 2017

Speaking Experience:

Spondylosis Association of America – June 2022
Discussion of kyphosis – storytellers' series

American College of Rheumatology 2021
The impact of ageism in rheumatology – panel

International Diabetes Federation 2021- Depression and Diabetes
A Patient Perspective

Patient Perspectives 2019 International Diabetes Federation:
Diabetes History – The 85-year journey of a 63-year-old man

HealthVocies 2018 Disney gave me diabetes

Education:

Doctor of Education, Organizational Leadership

Nova Southeastern University, Fort Lauderdale FL. Granted December 2012

Specialization: **School Business Management**

Dissertation: *Examination of the Degree of Relationship Between an Online Teacher Selection System and Teacher Evaluations*

The dissertation examined the online screening device used by the Ventures for Excellence teacher employment system and principal evaluations of teachers. This system is used by several hundred school districts across the country.

While at Nova Southeastern University, I was one of three students who rewrote the student manual used for the required course ED9100S Leadership Seminar. This class is a sophisticated electronic simulation that lasts 15 weeks and it is required for graduation from the Ed.D. program.

Because of my significant interest in simulation learning, I wrote curriculum for a simulation class that could have been used for a teacher grievance and contract administration learning. I also wrote an extensive paper on simulation learning.

Master of Science Public Affairs, Indiana University

Indiana University Purdue University Indianapolis, May 1989

Graduate Seminar Paper: *Examination of the merger of the City of Kokomo Department of Engineering and The Department of Community Development*

Bachelor of Science Public Affairs, Indiana University

Indiana University Purdue University Indianapolis, May 1979

Policy Process Seminar: *A review of tax abatement outcomes for the City of Kokomo*

Employment History

2005 – 2008 Executive Director of Human Resources

I was responsible for the coordination of all staffing including teachers, non-certificated personnel, substitute teachers and bus drivers. I conducted more than 1,200 teacher interviews including all levels from PreK to 12th grade and all other district positions. I represented the district at more than 40 job fairs in Illinois, Indiana, and Ohio. I met with many college students, planned, and executed the marketing strategy of Westfield Washington Schools.

I held employment discussions with bus drivers, including issues of wages, benefits, time worked, routing and bus assignment. In addition, I oversaw the operation of district bus operations. This included 55 bus routes involving the transportation of 5,500 students.

I presented issues to the school board on behalf of the administration and school personnel, enforced district policies, advised the Superintendent on matters of school policy, employee discipline, land purchases, labor negotiations, legislative matters, legal issues, staffing including Principals and a variety of other decisions which affect the administration of an Indiana school system.

I also filled in during vacancies for the Executive Director of School Business Affairs, Westfield Washington Schools, and the Director of Special Education.

1997-2005 Executive Director of Business Affairs Westfield Washington Schools, Westfield Indiana

Responsibilities included oversight of all financial matters related to the operation of the school corporation. I acted as the school board appointed chairperson of two school redistricting committees. I developed and negotiated with teachers to establish a comprehensive health self-insurance program for Westfield Washington Schools. I provided oversight of the payroll and employee benefit programs for the district, as well accounts payable and accounts receivable.

I established, with the consent of the Teachers Association and approval of the School Board, a self-administered health insurance plan. This plan insured over 350 employees at its inception and paid annual claims exceeding two million dollars annually. The fund paid health insurance benefits based upon plan documents.

I also administered third party agreements for maintenance, custodial and food services. I was instrumental in the selection and evaluation of contractors, writing specifications, and reporting to the school Board if it is appropriate to bid these services or modify contracts to supply needed services for the school district.

Supplemental responsibilities

As part of both my positions as Executive Director of Personnel and Executive Director of Business I was chief negotiator for the Board of School Trustees and administration of

Westfield Washington Schools. This included all contractual issues such as paid time off, salary, health care benefits and grievance process. This resulted in 4 settled teacher contracts with no job actions or work stoppages. During my time as chief negotiator, no grievances were filed, and resolution was reached on all items pertaining to teacher labor issues. I oversaw grievance and contract administration, employee benefit programs and employee discipline, hiring, and compensation. I acted as chairperson of the Westfield Washington Schools Health Insurance committee

I was also responsible for the management of construction issues at Westfield Washington Schools. I oversaw the sale of more than \$200 million dollars in bonds for the construction of school buildings in the district. This included the construction and renovation of seven K-4 buildings, two 5-8 buildings and the expansion of one 9-12 grade facility. I was responsible for projecting use, assisting engineers with location of property for purchase, and overseeing the school districts interest in the construction of these buildings. I attended construction meetings, interfaced with architects, engineers and contractors. I oversaw the issuance of bids for construction, making sure projects were built according to plan, on time and within budget.

I provided oversight of new facility construction programs, which included:

- High school and four expansions
- Four elementary schools
- Expansion of the Westfield Intermediate School
- Numerous smaller projects
- Renovation of the Westfield Middle School, and
- A bus transportation facility

Each building project included determination of the concept, hiring of professionals, setting goals, reporting to the School Board and responsibility for delivery of the project on time and within budget. These projects totaled over \$150 million of new construction spending.

December 1993 – July 1997: Chief Financial Officer Marion Community Schools

I acted as a board representative for negotiations and consultations with thirteen employee groups. I provided oversight of all financial matters related to the operation of the school corporation. I was responsible for operation of food service, maintenance, and custodial operations of the school district.

July 1990 – December 1993: City Controller City of Kokomo, Indiana

I provided oversight of all fiscal matters including twelve different funds. I was a member of the three-person Board of Public Works and Safety. I served as chief negotiator for the city administration with three employee groups: Police, Fire and Municipal workers. I provided fiscal and programmatic oversight of the health insurance fund, which included over five hundred employees. I was responsible for the establishment of the budget of the City of Kokomo, establishment of tax rates, determination of budget priorities, and presentation and defense of the budget for the City of Kokomo.

July 1986 – July 1990: Development Director City of Kokomo, Indiana

I was a member of the bargaining team that successfully converted a fully insured health plan to a self-insured plan. I planned, implemented and developed economic development projects valued at more than \$1 billion dollars for the City of Kokomo. I provided oversight of more than 300 miles of the city sewer collection system. I planned and implemented over \$50 million of street, sewer, and community development projects. I was responsible for oversight of a department of 40 individuals including those responsible for: engineering, economic development, community development, traffic management, sewer collection system, survey, and building inspection.

Other positions

Systems administrator- City of Indianapolis Department of Development, Division of Building services

Project Manager - City of Kokomo Department of Engineering

Community Development Block Grant Specialist – City of Kokomo

Planner – City of Kokomo

Publications:

Fraenkel L, Bathon JM, England BR, et al. 2021 American College of Rheumatology guideline for the treatment of rheumatoid arthritis. *Arthritis Care Res (Hoboken)* 2021; 73: 924–39.

Arumugam, A., Phillips, L.R., Moore, A. et al. Patient and public involvement in research: a review of practical resources for young investigators. *BMC Rheumatol* 7, 2 (2023). <https://doi.org/10.1186/s41927-023-00327-w>

Phillips, L. (2020). The legacy of the breakthrough – Type 1 diabetes and the insulin pump. Retrieved from <https://www.radiabetes.com/the-legacy-of-the-breakthrough-type-1-diabetes-and-the-insulin-pump/>
Clara Health - Patients Have Power Writing Contest - 1st place

Phillips, L. R. (2007a). Defining School Business Official Leadership. *School business affairs.*, 73(1), 25-27.

Phillips, L. R. (2007b). Leadership Style: What's Your Flavor? *School business affairs.*, 73(2), 18-20.

Phillips, L. R. (2008). Seven Brutal Facts: What Every Business Manager Needs to Know About Changing the District Health Care Provider. *School business affairs.*, 74(1), 8-11.