

# Leigh Ann Bynum, Ph.D.

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## Education

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### Doctor of Philosophy in Pharmaceutical Sciences (Pharmacy Administration)

December, 2011

The University of Mississippi

- **Dissertation:** *The Relationship between Psychological Contract Breach, Professional Identity and Organizational Citizenship Behaviors among Pharmacy Faculty: An Equity Sensitivity Perspective*

### Masters of Science in Wellness

December, 1995

The University of Mississippi

### Bachelor of Arts in Psychology

May, 1993

The University of Mississippi

## Teaching Experience

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### Belmont University College of Pharmacy

Nashville, TN

*Designed, Developed and Delivered the following courses*

- PHM 6992 Special Topics in Management– Pharmacoepidemiology & Pharmacoeconomics
- PHM 6992 Introduction to Survey Research
- PHM 6992 Special Topics in Management– Healthcare Reformed
- PHM 6992 Special Topics in Management– Pharmaceutical Marketing
- PHM 6325 Business & Entrepreneurial Management
- PHM 6992, Health Disparities
- BPH 3895/PHM 6895: Community Health Assessment and Improvement (BASIC GRANT FUNDED)
- PHM 6123 Principles of Social and Administrative Sciences
- Advanced Pharmacy Practice Experiences in Academia, Social Science Research and International Public Health

*Delivered the following courses*

- Delivered HON 1150 Honors Wellness Seminar
- Delivered PHM 6260 Professional and Technical Writing
- Delivered PHM 6360 Seminar

*Ongoing Improvement and Delivery of the following courses*

- PHM 6220 Managing Personnel
- PHM 6225 Communications & Counseling Skills
- PHM 6155 Healthcare Delivery
- PHM 6859 Community Health Assessment (Inter-professional Course)
- PHM 6992 Special Topics in Management– Organizational Behavior in Healthcare

### University of Mississippi School of Pharmacy

Oxford, MS

*Graduate Assistant for the following courses*

- PHAD 390 Professional Communications in Pharmacy

- PHAD 392 Pharmacy Administration II
- PHAD 493 Pharmacy Management and Business Methods
- PRCT 350 Information Skills

## Other Professional Experience

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### Graduate Student Intern

**June, 2011 – August, 2011**

*CE Outcomes LLC*

*Birmingham, AL*

- Provided support to project teams on research design elements
- Wrote detailed analysis plans and descriptions of methods and findings for reports
- Prepared reports of findings, translating complex findings into accessible written text
- Provide interpretation of data findings for use within a range of types of publications

### Graduate Student Intern

**May, 2009 – August, 2009**

*Medical Marketing Economics LLC*

*Oxford, MS*

- Assisted CEO and other partners with research related to marketing and pricing strategy

### Senior Human Resources Generalist

**May, 2006 – August, 2008**

*University of Mississippi*

*Oxford, MS*

- Planned, coordinated, and participated in the daily activities associated with training, development and University employment
- Developed professional/personal training courses for University faculty and staff
- Maintained extensive knowledge and assist to university personnel, external agencies, and vendors as it relates to training and development and University employment
- Coordinated and assisted in the preparation of various reports/surveys

### Director of Market Services

**February, 2002 – April, 2006**

*Baptist Health Services Group*

*Oxford, MS*

- Responsible for occupational health, provider relations and client/industry relations departments in North Mississippi
- Promoted retention of healthcare providers in the Baptist network through education, problem solving, and resolution of provider grievances
- Developed, implemented, and evaluated operational, salary, and wages budget

## Peer Reviewed Publications

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- Blakely M.L., **Bynum L.A.**, and Sparkmon W. (2025) Customer Service in *Pharmacy Management: Essentials For All Practice Settings, A Global Perspective 2026 Update 6<sup>th</sup> Edition*. Editors Desselle, S. P., Moczygamba, L.R., Chen, A.M., Hughes, S., Garcia-Cardenas, V.
- Blakely M.L., **Bynum L.A.**, and Sparkmon W. (2025) The Basics of Employment Law and Workplace Safety in *Pharmacy Management: Essentials For All Practice Settings, A Global Perspective 2026 Update 6<sup>th</sup> Edition*. Editors Desselle, S. P., Moczygamba, L.R., Chen, A.M., Hughes, S., Garcia-Cardenas, V.
- Goswami, S., Barnard, M., **Bynum, L.A.**, Thompson, S., Kang, M. (2022) Psychometric Evaluation of the Health Care Provider HIV/AIDS Stigma Scale (HPASS) using Rasch Analysis. 14(9)*Currents in Pharmacy Teaching and Learning*

- Barnard, M., **Bynum, L.A.** & Bouldin, A. (2021) Preparing Student Pharmacists to Care for Patients Exposed to Intimate Partner Violence. *Currents in Pharmacy Teaching and Learning*, 13:12. 1619-1626.
- Barnard, M., **Bynum, L.A.**, Sparkmon, W., & Imeri, H. (2021) When Love Hurts: Caring For Patients Experiencing Interpersonal Violence. Case 34 in *Public Health in Pharmacy: A Case Book 2nd edition*. Editor; Covvey, J.
- Holmes, E.R. & **Bynum, L.A.** (2020) Customer Service in *Pharmacy Management: Essentials for All Practice Settings 5th edition*. Editors; Zgarrick, D.P., Moczygemba L.R. Alston, G. Desselle, S.P., 535-556.
- **Bynum L.A.** & Holmes, E.R. (2020) The Basics of Employment Law and Workplace Safety in *Pharmacy Management: Essentials for All Practice Settings 5th edition*. Editors; Zgarrick, D.P., Moczygemba L.R. Alston, G. Desselle, S.P., 347-366.
- Clausen, A. Hahn, L, Frame, Hagan, S, **Bynum, L.A.**, Thompson, M.E. Kinningham, K. (2019). An innovative escape room activity to assess student readiness for advanced pharmacy practice experiences (APPEs) *Currents in Pharmacy Teaching And Learning*, 11(7) 723-728.
- Hammer, D.H., **Bynum, L.A.** Carter, J., Hagemeier, N.E., Kennedy, D.R., Khansari, P., Stamm, P., Crabtree, B. (2019). Revisiting Faculty Citizenship. *American Journal of Pharmaceutical Education*, 83(4) 469-473.
- Diaz Cruz, E., **Bynum L.A.** Thompson, S. (2016) Student Pharmacists' Perceptions on their preparedness and comfort level in counseling on HIV transmission risk factors and over-the-counter HIV tests. *Currents in Pharmacy Teaching And Learning*. 8:757-766.
- McGuire, M.J., **Bynum L.A.**, Loveless, E. (2016). The Effect of an Elective Psychiatric Course on Pharmacy Student Empathy. *Currents in Pharmacy Teaching And Learning*. 8 (565-571).
- Holmes, E.R. & **Bynum L.A.** Customer Service in *Pharmacy Management: Essentials for All Practice Settings 4th edition*. Editors; Desselle, S.P., Zgarrick, D.P., Alston, G. 451-490.
- **Bynum L.A.** The Basics of Employment Law and Workplace Safety in *Pharmacy Management: Essentials for All Practice Settings 4th edition*. Editors; Desselle, S.P., Zgarrick, D.P., Alston, G. 277-295.
- **Bynum, L.A.** & Davison, K. A. (2014). Comparison of Faking on Equity Sensitivity Measures using Overclaiming Instrument. *Journal of Managerial Issues*. 26 (4):345-364.
- Hayek, M., Smothers, J., **Bynum, L.A.**, & Williams, W.A. (2014). Managing Healthcare Alliance Portfolios: A Theory Based Typology. *Journal of Applied Management and Entrepreneurship*. 19 (1): 3-17.
- Kolassa, E.M., Holmes, E.R., **Bynum, L.A.** (2013). Limitations and Potential Misinterpretation of the National Disease and Therapeutic Index. *International Journal of Pharmaceutical and Healthcare Marketing*. 7(1); 34-44.

- Holmes, E.R. & **Bynum L.A.** (2012). Customer Service in *Pharmacy Management: Essentials for All Practice Settings 3rd edition*. Editors; Desselle, S.P., Zgarrick, D.P., Alston, G. P219-237.
- **Bynum, L.A.**, Bentley, J.P., Holmes, E.R., Bouldin, A.S. (2012). Organizational Citizenship Behaviors of Pharmacy Faculty: Modeling Influences of Equity Sensitivity, Psychological Contract Breach, and Professional Identity. *Journal of Leadership, Accountability and Ethics*. 9(5).
- Smothers, J., Hayek, M., **Bynum, L.A.**, Novicevic, M.M., Buckley, M.R., & Carraher, S. (2010). Alfred D. Chandler, Jr.: Historical Impact and Historical Scope of his Works, *Journal of Management History*. 16(4); 521- 526.
- Novicevic, M.M., **Bynum, L.A.**, Hayek, M., & Fang T. (2010). Integrating Barnard's and Contemporary Views of Industrial Relations and HRM. *Journal of Management History*, 17(1); 126-138.
- **Bynum, L.A.**, Clayton, R.W., Hayek, M., Moeller, M., & Williams, W.A. (2009). Chandler as a Biographer: Content Thematic Analysis of Chandler's Biography of Henry Varnum Poor. *Journal of Management History*, 15(3); 272-283.

## Invited Presentations

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- **Bynum, L.A.** & Williams C. (2024) Framework Development to Create Interprofessional Collaborations. *Presented at the Association of Schools Advancing Health Professions Annual Conference in Atlanta, Georgia.*
- **Bynum, L.A.** (2019) Harassment and Employment Issues in Pharmacy. *Presented as Continuing Education Webinar for CEImpact.*
- **Bynum, L.A.** (2018) Pharmacist Role in Value Based Contracts. *Presented at Inaugural Artia Crossroads conference in Nashville, Tennessee.*
- Crabtree, B., Hammer, D., **Bynum, L.A.**, Carter, J., Hagemeyer, N., Kennedy, D., Khansari, P., Stamm, P (2016). Faculty Citizenship in the Academy: What is it and What Do We Do with It? *Presented at American Association of Colleges of Pharmacy in Anaheim, California.*
- **Bynum, L.A.** & Hagan, A. (2014). Active Learning and Simulation in Pharmacy School. *Presented at American Association of Colleges of Pharmacy in Grapevine, Texas.*
- Hayek, M., **Bynum, L.A.**, Smothers, J., & Williams, W.A. (2013). Managing Healthcare Alliance Portfolios: A Theory Based Typology. *Presented at the South-west Academy of Management Regional Conference in Albuquerque, New Mexico.*
- Davison, K. & **Bynum, L.A.** (2013). A Comparison of Faking On Equity Sensitivity Measures Using the Overclaiming Instrument. *Presented at the Southern Management Association's Annual Conference in New Orleans, Louisiana.*
- **Bynum, L.A.** & Jekabsons, A. (2013). Dealing with Difficult Personnel Issues. *Workshop presented for the Delta Leadership Network in Memphis, Tennessee.*

- **Bynum, L.A.**, (2011). Invited Panelist for the Southern Management Association: “Workforce Issues in Healthcare”

## Abstracts & Posters

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- Jones, S. Warren, Y., Hagan, A. and **Bynum, L.A.** (2025). Compassion Fatigue, Moral Distress, and Burnout Among Practicing Pharmacists in the United States *American Pharmacist Association Annual Meeting Nashville, TN.*
- Williams, C., Huddleston, H. & **Bynum L.A.** (2022) *Leveraging Academic and Practice Partnerships to Address Rural Health Outcomes in Tennessee.* American Public Health Association Annual Conference and Expo in Boston, Massachusetts November 9-11, 2022.
- Gannon, T., Barnard, M., **Bynum L.A.**, Thompson, S., Kang, M. & Goswami, S. (2022) *Utilizing the Health Care Provider HIV/AIDS Stigma Scale (HPASS) to Explore Stigma among Pharmacy Students Towards People Living with HIV (PLWH)* AACP Global Conference on Clinical Pharmacy in San Francisco, California. October 15-18, 2022.
- Johnson, T., Tucker, M., Hahn, L. & **Bynum, L.A.** (2022) *Lessons Learned Facilitating a Large Inter-Professional Poverty Simulation for Undergraduate and Graduate Health Profession Students.* Presented at the Tennessee Inter-professional Practice and Education Consortium in Nashville, Tennessee.
- Goswami S., Barnard M., **Bynum L.A.**, Thompson S., Kang M. (2022) *Psychometric Evaluation of the Health Care Provider HIV/AIDS Stigma Scale (HPASS) Using Rasch Analysis.* Presented at the International Society for Pharmaceutical and Outcomes Research (ISPOR) in Washington DC.
- Taylor, P., Burch, B., McGuire, M.J, Pace, A. & **Bynum L.A.** (2017) *Self-Stigma of Depression in Christians versus the General Population.* Presented at the College of Psychiatric and Neurologic Pharmacists Annual Conference in Phoenix, Arizona.
- McGuire, M.J., **Bynum L.A.**, & Loveless, E. (2015). *The Effect of an Elective Psychiatric Course on Pharmacy Student Empathy.* Presented at the College of Psychiatric and Neurologic Pharmacists Annual Conference in Tampa, Florida.
- **Bynum, L.A.**, Campbell, H., & Hahn, L. (2013). *Making cross-linkages work between clinical and management classes in the College of Pharmacy.* Presented at the American Association of Colleges of Pharmacy’s Annual Conference in Chicago, Illinois.
- **Bynum, L.A.**, Bentley, J.P., Holmes, E.R., & Bouldin, A.S. (2012). *Factors Influencing Organizational Citizenship Behaviors Among Pharmacy Faculty.* Presented at the American Association of Colleges of Pharmacy’s Annual Conference in Orlando, Florida.
- Banahan, B., Bunniran, S., **Bynum, L.A.**, & Holmes, E.R. (2011). *Implementing a New Prescription Synchronization Program Positively Influences Patient Medication Compliance.* Presented at the American Pharmacists Association’s Annual Meeting & Exposition in Seattle, Washington.
- **Bynum, L.A.**, Bentley, J.P., Holmes, E.R., & Bouldin, A.S. (2011). *Organizational Citizenship Behaviors of Pharmacy Faculty: Modeling Influences of Equity Sensitivity, Psychological Contract*

*Breach and Professional Identity*. Presented at the Southern Management Association's Annual Conference in Savannah, Georgia.

- **Bynum, L.A.**, Bunniran, S., Holmes, E.R., & Banahan, B. (2011). *Impact of RxSync Service<sup>SM</sup> Implementation on Community Pharmacy Employee Work Life Outcomes*. Presented at the American Pharmacists Association's Annual Meeting & Exposition in Seattle, Washington.
- **Bynum, L.A.** & Banahan, B. (2010). *Epidemiology of cocaine use and abuse: An evaluation of the National Hospital Discharge Survey (NHDS)*. Presented at the American Public Health Association's Annual Meeting in Denver, Colorado.
- **Bynum, L.A.**, Banahan, B., & Thompson, A. (2010) *Factors shaping college students' perceptions of appropriateness or legality of sexual encounters*. Presented at the American Public Health Association's Annual Meeting in Denver, Colorado.
- **Bynum, L.A.**, Joshi, N., & Yang, Y. (2010) *Cost –Effectiveness of Rituximab versus Adalimumab in the Treatment of Moderate to Severe Arthritis*. Presented at the 15<sup>th</sup> Annual International Society of Pharmacoeconomics Outcomes Research conference in Atlanta, Georgia.
- Novicevic, M.M., **Bynum, L.A.**, Hayek, M., & Fang T. (2009). *Integrating Barnard's and Contemporary Views of Industrial Relations and HRM*, Presented at the Academy of Management's Annual Meeting in Chicago, Illinois.