

Robert Stone Newsom, Ph.D.

CURRICULUM VITAE

Work

Center for Health Systems Research & Analysis
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Formal Education

- 1970-1972 **Ph.D. in Educational Psychology, University of Wisconsin-Madison.**
Emphasis: Cognitive Learning and Development, Measurement and Evaluation. Minor:
Educational Policy
- 1969-1970 **M.S. in Educational Psychology, University of Wisconsin-Madison**
- 1964-1968 **B.A. in Psychology and Special Education, Kansas State University-Hays.**

Professional History (Academic)

2005-Present **Senior Scientist, College of Engineering, UW-Madison.** Center for Health Systems Research & Analysis.

1998-2005 **Senior Scientist, Dept. of Population Health Sciences, UW-Madison.** Primarily with the UW Population Health Institute (formerly the WI Network for Health Policy Research & WI Public Health / Health Policy Institute).

1978-1979 **Researcher, Grant Writer –Department of Engineering, UW-Madison.** Developed computer based simulation training proposal; won system wide \$10,200 teaching award for CEPTER program (Computerized Engineering Professional Training Evaluation and Review).

1976-1978 **Researcher, School of Medicine University of Wisconsin-Madison,** In collaboration with the National Board of Medical Examiners and the American Board of Internal Medicine was Director of Research for the final phase of the Computer-Based Examination Project (CBX) a \$12M 10 year project. Designed all research & evaluation protocols; wrote all publications and testing instructions.

1975-1976 **Invited Visiting Lecturer and Professor Department of Educational Psychology at the University of Wisconsin-Madison.** Taught courses on individual differences, child development, theory and practice of human learning and measurement and evaluation. Taught approx. 1450 students; evaluations of my teaching ranked among the highest in the Department.

1975 **Lecturer Department of Curriculum & Instruction University of Wisconsin-Madison.** Course on Infancy & Early Childhood to Native American Teacher Corp.

1973-1974 **Lecturer University of Wisconsin—Madison, Extension Education.** Courses on the “Individualization of Instruction” were taught around the state to four different public school and five different state penal institution teacher groups. Approximately 150 teachers and administrators attended was offered the Educational Principal-ship at the Green Bay facility

1972 **Visiting Lecturer University of Wisconsin-Parkside,** introductory course on Educational Psychology, approximately 70 students.

1967-1968 Co-Manager, **H.B. Reed Adjustment & Training Center. Hays, Kansas**

1979 - 1998 Professional History (Private Sector)

- 1988-1998 Evaluation Technologies, Inc. **President & Founder**, Company developed custom statistical and evaluation software. I provided vision, leadership, strategy, product / systems analysis & development
- 1996-2000 Willow Productions **Consultant**. Provided business strategy for Web developer
- 1996-1997 Employer Health Care Alliance Cooperative, Inc **Consultant** Medical contracts implementation
- 1996 Commissioner of Insurance. State of Wisconsin, OHCI **Consultant**, Program evaluation, strategic planning, budget, re-engineering , white paper development
- 1990-1996 Employer Health Care Alliance Cooperative, **Director of Information Resources & Research**, Vision, strategy, software and reports development design & management; performance evaluation & statistical research; personnel development & leadership; communications
- 1988-1990 Serenity Support Services, Inc. **Consultant**, EQ product, Product strategy and design, software development & marketing, statistical and item analysis tools, manuals
- 1982-1987 The Computer Group, **General Partner** Strategy, business development, management & software development
- 1982-1986 Psychiatric Physicians Associated, SLC, **Consultant**, HMO billing product Development, design implementation & systems management
- 1982-1985 Golden Phoenix Sports, Inc. **Consultant**, GPS product Strategy, design, software development, management
- 1982-1986 Movin' Shoes, **Consultant**, inventory product, Inventory strategy & software development
- 1980-1987 HN Group, **President & Cofounder**, Company managed a private investment trust and developed real estate. I provided vision, strategy, investment statistical tools

University Consultant and Public Service Activities

- 2005, Ongoing consulting with the **Wisconsin Physician Services – Health Insurance Corp.** Topics include: predictive modeling for Disease Management, Case Management, physician profiling.
- 2005, Ongoing consulting with **United Way of Wisconsin** on collecting data on youth mental health issues
- 2004-5, Consulted with **Wisconsin Employee Trust Funds** on adding evaluation component to their value purchasing efforts.
- 2004, Consulted with the **Wisconsin Family Impact Seminar** project on rising health care costs.
- 2003, Consulted with the **WLS Access to Care Project**, Prof. Maureen Smith.
- 2001-2002, Successfully negotiated a Data Use Agreement with the **Alliance Employers Health Care Cooperative** for research on proprietary claims database.
- 2004, Successfully achieved approval for first provider identified Patient Office Visit Data set from State of Wisconsin
- 2001, Provided consultation and grant writing assistance to **The Alliance Employer Health Care Cooperative** in preparing its RWJF grant proposal for the Rewarding Results Initiative.
- 1979, Provided grant writing for the **Department of Engineering at the UW-Madison** campus to write grants in an effort to support the CEPTER program (Computerized Engineering Professional Training Evaluation and Review).
- 1977, **City of Madison**, Survey of Alternate Work Patterns.

- 1976, East Area Council Member on education for **Marquette Elementary School**.
- 1975, Advisory Council Member for **Longfellow School**
- 1974, Educational Specialist in **Child Development and Family Services, Department of Home Economics, University of Wisconsin-Madison**. Served as coordinator of After School Care Program and consultant to University-wide survey of child care needs.
- 1970-71 Consultant, **Psychometric Laboratory, Madison**. Projects included Inner—city High Impact Team, Rural Family Development Project, WHA—TV. Consultant and school evaluation specialist, Queen of Apostles High School, Madison, Wisconsin.

Grants Applications / Research Support

- **Better Quality Information to Improve Care for Medicare Beneficiaries (BQI) Project**. Centers for Medicare & Medicaid Services, PI Newsom, \$247,370, 5/07-10/08
- **Injecting Quality measures into the WI Employee Trust Fund pay for performance model**, RWJF Health & Society Program, PI Newsom, approx. \$10,000, 2/05-9/05
- **Diabetes Collaborative Quality Improvement** project, State of Wisconsin -DPH, approx. \$35,000, PI Remington, PM Newsom, yearly 999- 2005.
- **State Public Health Performance Objectives Evaluation (POEM)** project, State of Wisconsin -DPH, approx \$19,000, PI Newsom, 2002-03
- **State Forums Partnership Program**, RWJF, \$250,000, PI Newsom, 2002-2005.
- **CEPTER (Computerized Engineering Professional Training Evaluation and Review)**. \$10,200 award from a system- wide competition for the Improvement of Undergraduate teaching.
- Institute section of the **BCBS proposal to the Medical School** - precursor to DSHOWS. 2001 Wrote initial drafts with Profs. Kindig, Remington, Fryback and Mullahy

Outreach / Education (Academic)

As Principal Investigator (PI) of the **State Forums Partnership Program**, a 3 year \$250,000 RWJF grant, produced and managed nine State Forums in 2003-05. These were invitation-only half day discussions among legislators and key policymakers (approximately 50 per forum) on the most pressing state health policy issues of the day. Each forum was preceded by an extensive review of the literature (policy brief) including policy options for going forward. The forums papers are also published on the National Policy Forums website and were entitled:

- Newsom & Friedsam, State Policy Options: Health Costs and Financing. **Health Policy Forums Issue Briefing paper**, Vol. 1, Number 1, 2002.
- Austin & Newsom, An Ounce of Prevention: What can Policymaker Do About the Obesity Epidemic? **Health Policy Forums Issue Briefing paper**, Vol. 1, Number 2, 2003.
- Frey, Remington, Austin & Newsom (Ed) Wisconsin State Health Plan: Lessons Learned from Monitoring the Year 2000 Plan. **Health Policy Forums Issue Briefing paper**, Vol. 1, Number 3, 2003.
- Newsom & Kindig, Quality Measurement for Health Care Purchasing. **Health Policy Forums Issue Briefing paper**, Vol. 1, Number 4, 2003.
- Orlik & Newsom, Prioritizing Prevention Investments. **Health Policy Forums Issue Briefing Paper**, Vol. 3, Number 3, 2005.

- Austin & Newsom, Wisconsin's Health Insurance Risk Sharing Plan: Are Changes Necessary? Health Policy Forums Issue Briefing Paper, Vol. 3, Number 4, 2005 (paper distributed but no forum held)

Conferences produced

- Helped produce conference: **Health & Health Care in Wisconsin: How Good? What works? Who Pays? Who Decides?** 225 people attended. 2003
- Helped produce conference: **Health Policy Research Conference - Linking Public Health and Health Policy**. 175 people attended. 2001
- In collaboration with the State of Wisconsin DHFS helped produce the "**Who are the Uninsured in Wisconsin**" conference. Approximately 150 attended. 2001

ISSUE BRIEFS - Institute Publications mailed to 1800 state policy makers and researchers.

- An Ounce of Prevention: What Can Policymakers Do About the Obesity Epidemic?" Austin, Newsom Vol. 4, Number 5, 2003
- "Should we Keep Wisconsin's Physician Office Visit Data System?" Newsom, Kindig, Remington, Vol. 4, Number 4, April 2003.
- "The Wisconsin Collaborative Diabetes Quality Improvement Project: A Collaborative Success", Kristine Dawson, Robert Stone Newsom, Faye Gohre, Vol. 3, Number 3, 2002
- "Containing Wisconsin Health Care Costs", David Kindig, Robert Stone Newsom, Vol. 3, Number 4 2002
- "Defined Contributions: Future or Fad" Newsom and Queram, Vol. 1, Number 5, November, 2000.
- Wisconsin's Collaborative Population Health Data Library" Newsom and Bray, Vol. 1, Number 3, July 2000.

Teaching and Invited Lectures

- Invited lectures, "Pay for Performance – Measures of Health Care Efficiency and Quality", Graduate Seminar Industrial & Systems Engineering (Prof. David Zimmerman), 2006
- Invited presentation "Pay for Performance – a Coming Reality", Wisconsin Assoc. of Health Plans, 2006
- Invited Speaker / Presentation: Diabetes - "A Model Program for Public Health / Health Care Collaboration". Wisconsin Network for Health Policy Research Conference, 2001
- "Putting the D in DALY", Institute Round Table presentation, December 2001.
- "Data, Policy and the Feedback Cycle" Invited guest lecture to DPHS graduate seminar number 650 (Prof. Pat Remington), 2001.
- "Health Status Measures and the Role of Performance Evaluation in Purchasing Health Care", Invited presentation at the Wisconsin Health Services Research Conference, "Health Services Policy, Practice and Research: Making Connections", Nov. 1999.
- Invited Visiting Lecturer and Professor at Department of Educational Psychology University of Wisconsin-Madison. Approx. 750 students
- Experimental Design and Analyses consulting on three M.S. thesis.
- Invited speaker on "Education Today for Midwest meeting of Alternative state and local politics by Institute of Governmental Affairs, Madison, Wisconsin

- “Group Dynamics and Decision Making”; an invited two-part lecture and training session presented as part of the Mayors Training Sessions for city government committee members.
- Lecturer, University of Wisconsin-Madison, Extension Education approx. 540 students
- Visiting Lecturer University of Wisconsin-Parkside, courses on Educational Psychology, approx. 70 students.
- Teaching Assistant University of Wisconsin-Madison, courses on memory and CNS arousal; approx. 150 students.

Publications, Reports and Copyrighted Materials

CHSRA publications

1. Newsom, Richgels, Rudolph, Zimmerman (2006) How is Your Stay: A Descriptive, Psychometric and Content Analysis of LTC Satisfaction Instruments, CHSRA Technical Paper, Univ. Wisconsin-Madison, July 2006.
2. Newsom, Richgels, Antonova, Rudolph, Zimmerman (2006) What’s the Problem: A Descriptive and Content Analysis of Corporate LTC Hotline Complaints, CHSRA Technical Paper, Univ. Wisconsin-Madison, February, 2007

BQI publications (proprietary to CMS)

3. Newsom & Kilburn, Medicare FFS claims data structures, June, 2007
4. Newsom & Kilburn, Linking Medicare claims data (TINs & UPin(s)), Sept. 2007
5. Newsom, Attributing patients, physicians & groups in the Medicare claims data Oct. 2007
6. Newsom, Wisconsin statewide population description / comparison based on Medicare data, July, 2007
7. Newsom, Interpreting HEDIS scores, Feb. 2008
8. Newsom, Wisconsin Medicare FFS Claims Data: By the Numbers. Jan. 2008 (a white paper)
9. Newsom, Wisconsin BQI validation efforts, March. 2008
10. Newsom, Wisconsin Medicare FFS Claims Data: Sufficiency and Context, May 2008, (a white paper)
11. Newsom, Medicare FFS Data - from 15,000 Ft. (April, 2008 a synthesis of BQI findings and next steps)

WPS publications (proprietary to Wisconsin Physician Services, Inc.)

12. Newsom, “Thoughts on the health insurance business of the 21st century – Challenges and Opportunities”, ©**Copyright 2005 Wisconsin Physicians Service Insurance Corporation**
13. Newsom, “Functional Evaluation of the CaseAlert & Physician Profiler Software Systems”, ©**Copyright 2006 Wisconsin Physicians Service Insurance Corporation**
14. Newsom, “Use of CaseAlert software for determining disease Incidence / Prevalence”, ©**Copyright 2006 Wisconsin Physicians Service Insurance Corporation**
15. Newsom, “Function & Use of Groupers in Predictive Modeling”, ©**Copyright 2006 Wisconsin Physicians Service Insurance Corporation**
16. Newsom, “Employer Health Benefits: Finding Value & Controlling Costs (an Employer Manual)”, ©**Copyright 2006 Wisconsin Physicians Service Insurance Corporation**
17. Newsom, “Preliminary results of DM-ROI published literature review”, ©**Copyright 2007 Wisconsin Physicians Service Insurance Corporation**

18. Newsom, "Attending / Servicing Provider Identification In the Claims Data Systems", ©Copyright 2007 **Wisconsin Physicians Service Insurance Corporation**
19. Newsom, "Computation of DM-ROI by competing companies within our market", ©Copyright 2007 **Wisconsin Physicians Service Insurance Corporation**
20. Newsom, "Literature review of cost effectiveness of disease management of three diseases states", ©Copyright 2007 **Wisconsin Physicians Service Insurance Corporation**
21. Newsom, "Spreadsheet model for predicting resource utilization, pricing and ROI based on disease states and plan group characteristics", ©Copyright 2008 **Wisconsin Physicians Service Insurance Corporation**
22. Newsom, "The Goldstar program - non-financial incentive program for rewarding groups rather than individual contracted health care providers who can be identified as meeting or exceeding an increasingly stringent (tiered) set of criteria", ©Copyright 2008 **Wisconsin Physicians Service Insurance Corporation**
23. Newsom, "The Integrated Care Management Scorecard (ICMS) system", ©Copyright 2008 **Wisconsin Physicians Service Insurance Corporation**
24. Newsom, "Measuring ROI in the Medical Affairs Department", ©Copyright 2008 **Wisconsin Physicians Service Insurance Corporation**

Publications while at the Medical School

25. Newsom and Zank, "Pay for Performance: A Work in Progress", final consulting report to the **Wisconsin Department of Employee Trust Funds**, July, 2005.
26. Newsom, "To Revamp Health Care, We Need a Level Playing Field", **Milwaukee Journal Sentinel**, Guest Column in Business Section, Sept. 6, 2004.
27. Newsom and Kindig, "Quality Measurement for Health Care Purchasing" Presented to the **National Conference of State Legislators (NCSL)** Dec., 2003 by the Director of Measurers for the LeapFrog Group. Washington, DC
28. Newsom and Rudolph "Veto Plans to Privatize Hospital Data", **Wisconsin State Journal**, Guest Column, June 26, 2003.
29. Newsom and Dawson, "The Wisconsin Diabetes Quality Improvement Project: Summary Publication", Booklet distributed statewide and nationally through the **CDC and the Wisconsin Division of Public Health**. June, 2002.
30. Newsom and Kindig. "State Disability Adjusted Life Expectancy: Using Census Disability Data", **Institute Technical Paper**, Fall 2001, Submitted for publication Spring 2002.
31. Newsom, "Wisconsin Public Health / Health Policy Institute **Annual Reports** (2001-2004). Audience includes all Board Members and UW deans and administration.
32. Newsom, "2002 Annual Customer Survey - results and analysis", **Institute Internal Document**, Fall 2002.
33. Newsom, "Measure Twice, Cut Once: Measuring and Evaluating Objective in Performance-Based Contracting" Summary of instrument reliability testing and project extension proposal prepared for the **Wisconsin DPH and the CDC**, 2002.
34. Newsom, Fitzgerald, "Academic Staff Performance Evaluation / Merit Review", Survey and report prepared for submission to **The Department of Population Health Sciences**, December 2002.
35. Newsom, "Employing a Forums Coordinator" Published on the web by the **RWJF State Forums Partnership Program**, September 2002.
36. Newsom, Friedsam Published original analysis of "State Policy Options: Health Costs and Financing" for joint **Wisconsin Health Policy Forums and Family**

Impact Seminars legislative Seminar - Forum on "Rising Health Care Costs: Employer Purchasing Pools and Other State Policy Options". 2002

37. Newsom, Lasker Senior Editor and content supervisor for the Wisconsin Health Policy / Public Health Institute, E-NEWS, A *monthly* electronic newsletter produced for the Institute membership and other interested parties 2000-2002.
38. Newsom, "The Wisconsin Diabetes Quality Improvement Project: Year 3", **Technical Report to the State of Wisconsin**, Institute Technical Report, June 2001.
39. Newsom, "Census Disability Data as a Source of DALE Calculations", **Institute Technical Paper**, Summer 2001,
40. Newsom, "State Disability Adjusted Life Expectancy: Using Census Disability Data", **Institute Technical Paper**, Fall 2001, Submitted for publication Spring 2002.
41. Newsom, "Annual Customer Survey - results and analysis", **Institute Internal Documents**, 2001-2003-2003
42. Newsom, "Research Business Plan", **Institute Internal Document**, Fall 2001,
43. Newsom, Albanese, Fryback, Huang, LeCaire, Moberg, Moore, Nelson, Siegel, & Smith. "Information Technology in the Department of Population Health Sciences", Submitted to **The Department of Population Health Sciences**, December 2001,
44. Newsom, CHDB Data Problems: Analysis and Solutions", Institute Internal Document, January, 2001

Published Abstracts

1. Siomos E, Camponeschi J, Newsom RS, Remington P. The Success of Collaboration: Wisconsin's Diabetes Quality Improvement Project, 1999-2001. CDC Translating Diabetes Conference May 11-14, 2004.
2. Dawson, Newsom, Remington The Wisconsin Diabetes Quality Improvement Project: Year 3", Presented at CDC Conference, St. Louis, May 2003.
3. Dawson, Newsom, Remington "The Wisconsin Diabetes Quality Improvement Project", CDC Conference Poster Presentation, Seattle, May 2001.

Refereed Journal Publications

1. Newsom, Chapin "Health Care Cost and Quality Crises: Is Democratizing Data the Answer?", Under Review. 2005
2. Siomos, Newsom, Camponeschi, Remington "A Statewide Collaboration to Monitor Diabetes Quality Improvement Among Wisconsin Health Plans" American Journal of Managed Care, May, 2005.
3. Kindig, Newsom "Are payers ready to reward quality and outcomes?" Wisconsin Medical Journal, Vol. 103, No.3, 2004.
4. Newsom, Schultz, Friedman "Validity of a simulation for assessing medical professionals." American Educational Research Association April, 1979.
5. Newsom, "Measurements of stability in complex human behavior." Educational and Psychological Measurement 1979.
6. Friedman, Schultz, Newsom "Computer-based diagnostic simulation in medicine." Journal of Educational Technology Systems, Vol. 7 (2), 1978—1979.
7. Wrote original paper for Dr. R.B. Friedman's guest presentation, "A simulated patient—physician encounter using a talking computer." Delivered at Symposium and Exhibition on New Developments in Medical Technology University of Limbourg, the Netherlands, May 1978.

8. Newsom, "Professional competence: it's management and assessment." Invited presentation for Symposium American Psychological Association August, 1978.
9. Schultz, Friedman, Newsom, Entine, "Computer-based examination using the simulated patient-physician encounter" Paper presented at American Psychological Association, September, 1978
10. Newsom, Schultz, Friedman "Evaluation of complex human performance: the promise of computer-based simulation." Evaluation Quarterly August, 1978.
11. Friedman, Newsom, Schultz "Resident physician performance on a patient—management computer simulation." Association for the Development of Computer-based Instructional Systems 1977.
12. Friedman, Newsom, Schultz "Physician independent action: an application of computer simulation for junior medical students training." Association of Computing Machinery Computer Science Conference 1977.
13. Newsom "Medical patient—management problems by computer simulation: an evaluation of two response modalities." American Educational Research Association, 1977
14. Schultz, Friedman, Newsom "Computer—based diagnostic simulation for medical training." Conference of the Society for Computer Medicine 1977.
15. Friedman, Newsom, Entine, Cheung, Schultz "A simulated patient—physician encounter utilizing a talking computer." Journal of the American Medical Association October 31, 1977.
16. Newsom, Eischens, Looft "Intrinsic individual differences: A basis for enhancing instructional programs." The Journal of Educational Research Vol. 65, No. 9, 388—392, 1972.
17. Newsom, Gaité "An evaluation of two approaches to the teaching of Educational Psychology." The Educational Psychologist Vol. 9, No. 1, 14—16, 1972.
18. Newsom, "The evaluation of two methods of teaching Educational Psychology." American Educational Research Association 1971.
19. Newsom, Gaité "Prose learning: Effects of pre-testing and reduction of passage length." Psychological Reports 28:123—129, 1971.
20. Newsom, "The assimilation and retention of hierarchically structured prose materials." American Educational Research Association 1970.
21. Newsom, "Intrinsic individual differences: A theoretical approach to instructional paradigms that precede prose learning situations." American Psychological Association, 1970

Selected Copyrighted Commercial Software & Software Manuals

- **Electric Questions** - commercial product allows hospital-based AODA programs to collect, statistically evaluate and report their quality and success.
- **Alliance Claims & Analysis System** - custom health care data acquisition and research system. Built for less than 1/3 of the nearest competitive quote, it became known as one of the most complete and flexible of its type nationwide. It applied 450 different provider payment contracts to \$125M in yearly health care claims while reporting to hundreds of employers on their 115,000 ensured lives.
- **Golden Phoenix Sports.** - custom system collected, analyzed and made relative performance comparisons of professional sport teams.
- **Scheduler** - commercial product allowed corporate wide individual & team scheduling
- **HMO Single Specialty Billing System** - custom system tracked and controlled all expenditures and internal billing for HMO single specialty medical groups

- **HN Investment system** - custom system acquired, analyzed, selected future and tracked past investment options for equity / securities markets. (18% ROI 1980-88)

Software products developed for WI Public Health / Health Policy Institute

- **Wisconsin Collaborative Population Health Database** - web based data access application for comparing county health related data across years, topics and measures.
- **Web based Survey development & administration tool** - Planned, designed, negotiated work contract, managed programming by DoIT workforce and documented the **Institute Survey Web Site**, a fully automated, database driven web site for writing, administering and collecting data from surveys over the web. Online August 2001
- **Health Policy Internet Portal** (with Duke Univ.) Planned, designed & programmed web site. 2001. With Lasker.

Other Copyrighted Materials

- "A review of Russian Psychology as it pertains to American Education", University of Wisconsin-Madison, 1972.
- "Are adjunct methods a facetious aid to learning without understanding intrinsic individual differences?" University of Wisconsin-Madison, 1973.
- "Individual behavior: an exploratory essay on the evolutionary and energetic correlates of human memory and arousal." University of Wisconsin-Madison, Doctoral Dissertation 1972.
- "Sensitivity to the Individual." Book length manuscript, University of Wisconsin-Madison, 1973.
- "The suppression of fetal male developmental velocity by maternal hormones: a proposition." University of Wisconsin-Madison, 1976. Original submission to Science.
- "You and Me and Them", book of poetry, Gazebo Books, 1971.
- "Sand Slide", book of poetry, Red Harvest Press, 1979.

Academic Service & Appointments

- 2004-05 Elected as Assembly representative to the Academic Staff Executive Committee
- 2002-2005 Dean's Appointee to the Medical School Committee on Academic Staff Issues (MS-CASI)
- 2003-2006 Elected to the Professional Development Resources Committee (PDRC) - a standing committee of the university wide ASEC.
- 2003 Worked with Medical School Ombuds person and selected CASI members on the Medical School Strategic Plan
- 2003 Appointed and serve on the Population Health Sciences Space Committee, IT Committee and the Academic Staff Performance Evaluation and Merit Review Committee.

Educational Awards / Honors

- Undergraduate: Four year full athletic scholarship. (1964-1968)
- Awarded State of Kansas Senior Year Traineeship in Mental Retardation and appointed to Statewide Mental Health Facility Evaluation committee (1967-68)
- Graduate school: NDEA Title IV Fellowship (1968-1971), Henry Vilas Graduate Fellowship (1971-1972), Teaching Assistant (1972).

- 1969 Appointed Affiliated Fellow, the Research and Development Center for Cognitive Learning - UW-Madison.
- 1971-72 Appointed to Foundational Courses Subcommittee, School of Education University of Wisconsin-Madison.
- Ph.D. dissertation: "The Evolutionary and Energetic Correlates of Human Memory and Arousal" was the only theoretical based work that had been accepted to that time in either the Departments of Educational Psychology or Psychology.

This CV & more on the Web: <https://mywebspace.wisc.edu/rnewsom/web/>