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Andrew is Associate Professor and Associate Chair in the Department of Health Systems Management, Rush University in Chicago. The department provides a CAHME-accredited master's program in health systems management, which operates under a practitioner-teacher model, in which the majority of courses are taught by healthcare executives from Rush Medical Center and other healthcare organizations. In his academic role, Dr. Garman conducts research on leadership and high-performance work practices. Over the years this work has been recognized by three healthcare management research awards from the American College of Healthcare Executives. In his practitioner role, he works with Rush medical center as well as other organizations on projects including competency modeling, succession planning, talent management, executive coaching, and program evaluation. He is the author of two books on leadership, as well as the recently released executive essentials book entitled, "The future of healthcare: Global trends worth watching."