



CARDWELL

Newsletter of the Health Administration Alumni/ae Association

Comments

October 2002

David L. Bernd AHA'S 2003 Chair-Elect



David L. Bernd

The faculty and students of the Department of Health Administration offer David L. Bernd (MHA'73) hearty congratulations for his recent election as chair-elect designate of the American Hospital Association (AHA) Board of Trustees. This is a wonderful honor and accomplishment! He will be the first Virginian in the 105-year history of AHA to hold the post!

Mr. Bernd will assume chairmanship of the AHA Board of Trustees in 2004, making him the top elected official of the largest hospital and health system association in the United States. Prior to his chairmanship, Mr. Bernd will become Chairman-elect on January 1, 2003. As Chairman elect, he will preside over AHA's strategic planning committee, which identifies the Association's priority initiatives.

Before these appointments, he has served the AHA in a variety of roles, including chairing a regional policy board and serving on the Board of Trustees. He has also served as chairman of the Virginia Hospital and Healthcare Association and a member of the board of VHA Inc.

David L. Bernd is currently the Chief Executive Officer of Sentara Healthcare based in Norfolk, Virginia. With Sentara since 1972, he served as executive vice president/chief operating officer of Sentara and president of Sentara Hospitals-Norfolk. Throughout his tenure with Sentara, he has kept patient-focused care the goal of Sentara's six hospitals, 300,00-member provider owned health insurance plans, seven nursing homes, three assisted living facilities, and a 175-member medical group. ■

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Cardwell Comments, the alumni/ae newsletter, is a publication of the Department of Health Administration, Virginia Commonwealth University.

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VCU

Virginia Commonwealth University

Bon Secours & Lester "Skip" Lamb Donations Enable Renovations of Student Lounge

Many thanks to Bon Secours and to Mr. Skip Lamb (MHA'58) for their kind monetary and furniture donations, respectively, for the renovation of the student lounge in the Grant House. Bon Secours' monetary donation enabled new window treatments, fresh paint, new student lockers, and new fabric upholstery for furniture, which was kindly donated by Mr. Lamb.

The generosity of Bon Secours and Mr. Lamb was commemorated in a luncheon held at the Grant House on October 16, 2002. During this luncheon, Peter J. Bernard, Chief Executive Officer of Bon Secours Richmond Health System, presented Gregory Kearns, the first Bon Secours Scholar, with a certificate in his honor. For more on the Bon Secours Scholar see page 10.

The students and faculty sincerely thank both Bon Secours and Mr. Lamb, as well as invite alumni/ae to come and see the new lounge and other changes at the Department.

Related pictures on page 2. ■

President's Message

Karen L. Cameron

President, Alumni/ae Executive Committee

Executive Director/CEO

Central Virginia Health Planning Agency, Inc.

Fall is the time of year when many organizations begin their strategic planning processes. As you know, strategic planning involves evaluating: 1) your constituents' needs, 2) the extent to which those needs are being met, 3) the resources that are projected to be available to meet those needs, and 4) priorities based on your mission and projected resources. The Department of Health Administration, like other organizations, is busily trying to plan for its future with alternative scenarios that are controlled in large part by State resources, an unknown and ever deepening hole in Virginia. Nevertheless, the Department is forging on with its job of developing top-notch health care administrators and improving the health administration profession. The faculty and staff are formulating creative ways to deal with this uncertainty through the use of adjunct faculty (many are alumni/ae of the program), certificate courses for health care professionals (e.g. patient safety), and reaching out to alumni/ae for financial support and advocacy.

I encourage you to communicate with and provide support to the Department in any number of ways - financial contributions, training opportunities, being a guest speaker, student referrals and/or job placement, or lending your or a staff member's fund development expertise. The Alumni/ae Executive Committee will be meeting the evening of October 14th through the 15th in Williamsburg to provide input into the Department's activities and to identify ways that alumni/ae can support the Department.

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Student Lounge (pictures below)



Alumni/ae News

Fall Alumni/ae Gathering and Benefit—Valentine Museum

On Friday, November 8, 2002, this year's Alumni/ae Fall Gathering will be held at the Valentine Museum Richmond History Center, in Richmond, Virginia. The program will start promptly at 6:30 p.m. and includes heavy hors d'oeuvres and self guided tours of the museum. Though the event is free, the number of guests is limited by the Valentine Museum so admittance is first come, first served. Each alumnus or alumna may bring one adult guest. RSVPs are required. If you would like to attend this event, please contact Amy Edwards, Director of External Relations at 828-8662 or anedwards@vcu.edu. ■

MGMA Annual Conference

The Medical Group Management Association's Annual Conference will be held October 27-30, 2002 in Las Vegas, Nevada. VCU's Department of Health Administration will be at Booth #1150. If you are attending, please stop by our booth. If you know of someone attending the Conference who might benefit from one of our graduate programs or one of the articles published by our faculty or students, refer them to our booth and our website, <http://www.had.vcu.edu/>. ■

2003 Alumni/ae Directory

We continually strive to keep the most up to date information on our alumni and alumnae. To do this, we need your assistance, particularly now as we prepare the 2003 Alumni/ae Directory. Even if you think we have your most up to date information, kindly take a moment to update your information via our website, <http://www.had.vcu.edu/alumni/Update.html>. In the comments section, please let us know if you'd like to be a contact person for your class. The Department would like to implement a class representative system, such that each class will have one contact person, which would be particularly helpful during reunion times, class gift drives, alumni events, and much more! ■

Website Reminder—Job Postings

Are you or your company looking for someone to fill a job opportunity within your company? Are you looking for a new job? If you answered yes to either one of these questions, please visit the job board on our website, <http://www.had.vcu.edu/employment/index.jsp>.

Call for Nominations Outstanding Alumnus/Alumna Award

In 2002, the Department of Health Administration established the Outstanding Alumnus/Alumna Award to recognize an alumnus or alumna who shows uncommon excellence in his/her health care career and in his/her service to his/her community and to the Department. This award will be presented each year in the Spring.

The first award recipient was Richard M. Bracken (MHA '77), President and Chief Operating Officer for Nashville-based HCA, the largest health care company in the United States. Mr. Bracken received his award during a special segment of the Paul A. Gross Distinguished Leadership Lecture Series, on April 23, 2002, at Richmond's Jefferson Hotel. Mr. Bracken, who has been with HCA in various executive positions since 1981, is responsible for developing HCA's operating strategy and overseeing the company's hospitals.

Between now and December 31, 2002 is your time to nominate a fellow alumnus or alumna who is recognized as a leader and significant contributor to the health care field, his or her community, the Department of Health Administration and its alumni and alumnae, and professional organizations. Selection criteria include professional accomplishments, departmental involvement, and community involvement.

(continued on page 4)

Alumni/ae News (continued)

Call for Nominations (continued)

TO SUBMIT A NOMINATION:

A complete nomination must include the following and be received by **December 31, 2002**.

1. The name and address of the nominee.
2. A statement from the person making the nomination describing why the nominee should win the special award. The statement should address.
 - a) Professional accomplishment
 - b) Past Department support
 - c) Community involvement
 - d) Potential or future Department support
3. A copy of the nominee's resume/vitae or provide a description of past experiences/honors.
4. The name, address, and telephone number of the person submitting the nomination.
5. Letters in support of the nomination are welcome but not mandatory.

Please send all materials to: Amy M.E. Edwards, Director of External Relations
Department of Health Administration, VCU
Grant House, 1008 East Clay Street, P.O. Box 980203
Richmond, VA 23298-0203 ■

BAKER NAMED WISCONSIN "YOUNG HEALTHCARE EXECUTIVE OF THE YEAR"

Bevan K. Baker (MHA'88), CHE, Health Operations Director/Chief Operating Officer of the City of Milwaukee Health Department has won the Wisconsin American College of Healthcare Executives 2002 Award for young healthcare executive of the year. Baker received the award on September 20, 2002 at the Wisconsin Health & Hospital Association's Annual Convention in Green Bay.

The Young Healthcare Executive of the Year Award is presented annually to an outstanding healthcare executive who is less than 45 years old and who is in a senior leadership position within a healthcare organization in the state of Wisconsin. The award provides key recognition of healthcare leaders early in their careers.

Board certified in healthcare management and an ACHE Diplomate, Baker was selected from among numerous young healthcare executives who were nominated for the award by their professional colleagues. The nomination committee selected the winner based on demonstrated leadership, innovative management, executive capability in developing his/her organization and creativity.

The City of Milwaukee Health Department is the state's largest local public health department. Baker was appointed Health Operations Director/Chief Operating Officer of the City of Milwaukee Health Department in 2001. Before joining the City, Baker served as Chief Operating Officer within the Health Choice Network, Inc. in Miami, Florida and as Director of Administration for the Addiction Research and Treatment Corporation/Urban Resource Institute in Brooklyn, New York.

Baker is active on several boards and executive committees of healthcare and community organizations. Under the strategic leadership of Seth L. Foldy, MD, Commissioner of Health, Baker spearheaded efforts to improve public health community outcomes while addressing operational effectiveness and service enhancement. "Baker is a highly skilled healthcare executive and he has done a superb job of leveraging innovation to improve business and health care outcomes for citizens", says City of Milwaukee Mayor John O. Norquist.

Baker received his master's degree in health administration from the Department of Health Administration at the Medical College of Virginia, Virginia Commonwealth University and his bachelor's degree in medical technology from Winston-Salem State University in North Carolina. ■



Bevan Baker

Alumni/ae News (continued)

Alumni/ae and Friends Contributing Gifts to the Department May 17– September 7, 2002

The Department sincerely appreciates all contributions. Contributions are vital to supporting our students and improving our top 10 ranking.

*Mr. & Mrs. Robert John Baker
Ms. Tristine R. Barton
Dr. Michael Z. Blumberg
Mr. & Mrs. W. Scott Burnette
Mr. & Mrs. Nathan Bushnell, III
Mrs. Harriet W. Buss
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Dr. Michael J. Kornstein
Mr. Lester L. "Skip" Lamb
Mr. Peter B. Lamert
Dr. & Mrs. Daniel M. Laskin
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Mrs. Julie Sydnor Peterman
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Ms. Erica Reed
Ms. Sherri A. Ritchie
Mr. Donald J. Romano
Dr. J. Thomas Ryan
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Ms. Katherine G. Scott
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Ms. Karen J. Wilson
Ms. Lauren E. Wood
Mrs. Leslie G. Wyatt*

Organizations

*Avid Medical, Inc.
Crews & Hancock, P.L.C.
DrPen, Inc.
HCA Inc.
HCA Wesley Medical Center
Henrico Doctors' Hospital
Hunton & Williams
John Randolph Medical Center
Lakeview Medical Center, Inc.
McKesson General Medical
MCV Hospital Auxiliary of VCU
MSHA Class of 2002
National Pharmaceutical Council
NorthBay Healthcare Group
OSF Saint Francis Medical Center
Owens Healthcare Inc.
Owens & Minor, Inc.
The Retreat Hospital
Troutman Sanders, LLP*

Match Gifts

Don't forget that many companies match the gifts and donations that its employees make to charities and other not-for-profits, such as Virginia Commonwealth University, Department of Health Administration. Does your company match gifts and donations? If yes, then your contribution is twice as important to the Department. Whether you are making a contribution to a specific scholarship fund, or just a general gift and donation to the Department, notify your company of your contribution for the match, asking them to specifically mark in the memo section of the check the specific fund designate! ■

Alumni/ae News (continued)

Catholic Health Association Elects MHA Alumna, Sister Patricia (Pat) Eck, Chairperson-Elect Designate

The faculty and students of the Department of Health Administration offer sincere congratulations to Sister Pat Eck who in August 2002 assumed the duties of Chair of the Catholic Health Association (CHA) Board of Trustees. This is a terrific honor and accomplishment! In addition to her new CHA role and responsibilities, Sr. Pat is currently the Chairperson, Board of Directors, Bon Secours Health System based in Marriottsville, MD.

Sister Pat was elected and served CHA as Chair-Elect last year. The year prior to this, Sister Pat served as the CHA's Secretary-Treasurer. Starting next summer, Sister Pat will continue to serve CHA as Past-Chair when the next Chair assumes the Chair role and responsibilities at CHA's Assembly.

CHA represents the combined strength of its members, more than 2,000 Catholic health care sponsors, systems, facilities, and related organizations. Founded in 1915, CHA unites members to advance selected strategic issues that are best addressed together rather than as individual organizations.

CHA strengthens the Church's healing ministry in the United States by advocating for a just health care system, convening leaders to share ideas and foster collaboration, and uniting the ministry voice on critical issues. ■

Alumni/ae Updates

Brad and Leslie Adams (both MHA'97) celebrated the birth of their twin sons, Carter James and Chase Bradford, on July 19, 2002...**Amanda Edwards Birch** (HCM'92) recently became Director of Operations for the Continuing Care Accreditation Commission in Washington, DC...**David Brown** (MSHA'97) serves as Director of Health and Clinical Affairs for the University of California's Office of Federal Relations, Washington, DC...**David Collins** (MHA'00) and his wife proudly announce the birth of their son, Zachary Anthony, on (continued on page 11)

Program News



Ph.D. News

Profiles of the six incoming Ph.D. students can be found on the insert pages. The incoming 2002 class consist of five full-time students and one part-time student. A group picture of the class is below. During orientation week, the incoming class had opportunities to meet and get to know fellow students, faculty, and staff.

The Program has 67 graduates and currently 33 enrolled students. ■



From left to right (front row): Wen-qiang Tian, Shan-Fen Chen, and Tae Hyun Kim; (back row, left to right): Mark Diana and Russell Bogacki. Not pictured: Lisa Shickie.

Program News (continued)

Ph.D. News (continued)

Student Publications

Martin Nicholas Coppola and Urvashi Patel, "An Analysis of the Department of the Army Photograph and its Impact on Army Promotion Board Scores." *Journal of Military Psychology*, (accepted for publication, Winter 2002). **Coppola**, Darrell Burke (Ph.D.'02), **Mark Diana**, and Shantaram Rangappa, "Physician Practice Awareness and Preparedness for HIPAA: A National Survey." *Group Practice Journal*, May 2002, Vol 51(5). **Coppola**, Kevin G. Lafrance and **Henry Caretta**, "The Female Infantryman: Testing the Possibility" *Military Review Journal* (accepted for publication, Nov-Dec 2002). **Coppola**, & Kevin G. Lafrance, "Women as Members of Combat Army Infantry Teams: A Proposed Methodology to Measure and Test the Feasibility of Integration through a Structural Equation Model," *Journal of Systemics, Cybernetics and Informatics*, Summer 2002, Vol II. **Coppola**, Ron Hudak, and Pradeep Gidwani, "A Theoretical Perspective Utilizing Resource Dependency to Predict Issues with the Repatriation of Medicare Eligible Military Beneficiaries back into TRICARE." *Military Medicine*, (accepted for publication, Oct 2002)...**HM Kauffman**, **MA McBride**, **WS Cherikh**, **PC Spain**, **WH Marks**, and **AM Roza**. Transplant tumor registry: donor related malignancies. *Transplantation* (2002), Aug 15;74(3):358-62. **HM Kauffman**, **MA McBride**, **WS Cherikh**, **PC Spain**, **FL Delmonico**. Transplant tumor registry: donors with central nervous system tumors. *Transplantation* (2002), Feb 27;73(4):579-82. ■

Student Presentations

Dr. Ozcan Yasar, **M. Nicholas Coppola**, and **Russell Bogacki**, "Performance of Dental Providers on Restorations- A DEA Evaluation. The sixteenth triennial conference of the International Federation of Operational Research Societies, hosted by the UK Operational Research Society 8 - 12 July, 2002. (**Dr. Ozcan flew to Scotland to present**). **Coppola**, and Kevin G. Lafrance, "Women as Members of Combat Army Infantry Teams: A Proposed Methodology to Measure and Test the Feasibility of Integration through a Structural Equation Model," 6th World Multi Conference on Systemics, Cybernetics and Informatics, July 14-18, Orlando, Florida. (**Coppola presented**). ■

MSHA News

The MSHA on-line professional program has two open houses planned. The first open house will be held in the Grant House on November 7 and the second will be in Charlottesville on October 24. The open houses are excellent recruiting tools for the Program and give prospective students a clear understanding of the Program and its curriculum. We count on you to help us identify potential MSHA associates. To help you share information on the MSHA Program, see the insert in this newsletter.

Incoming students' profiles are on insert sheets. ■

MHA News

MHA Class of 2005

The MHA Class of 2005 is comprised of 30 students. This diverse class is 43% men and 57% women. Half are from out-of-state, having received baccalaureate degrees from 19 institutions. Thanks to alumni/ae members of the MHA Admissions Committee: Dana Taylor ('95), Kevin Fergusson ('95), and Skip Lamb ('58). ■

MHA Class of 2004

Twenty-five MHA students began their second year of study. The class is comprised of one MHA/MD student and one MHA/JD student, leaving 23 students who will interview for residency placements during Preceptors' Days November 1 and November 8. If you would like to interview for a resident and did not receive a letter, please notify Dr. Ken White at 804/828-8651 or via email at krwhite@vcu.edu.

In this class are 6 students that are completing a pilot certificate program in Information Systems and Technology Leadership. These students completed an internship during Summer 2002 with the following preceptors:

VCU Health System, Carl Gattuso

Student: **Minilla Kanwar**

Bon Secours Richmond, Jeff Burke

Student: **Lisa Vo**

HCA Richmond, David Hollins

Student: **Steve LeMoine**

Sentara, Bert Reese

Student: **Ariana Randolph**

Riverside Health System, John Stanley

Student: **Jennifer Coello**

Carilion Health System, Greg Walton

Student: **Nikheel Purohit** ■

MHA Class of 2003

Sixteen Administrative Residents started on June 1, 2002. Five are out-of-state; 4 are in Richmond, and 7 are in other areas of Virginia. ■

Student Activities

The ACHE Student Chapter sponsored an ACHE Advancement Information Session on September 13, 2002 with 40 attendees. Dr. Ken (continued)

Program News (continued)

MHA News (continued)

Student Activities (continued)

White, ACHE Regent-at-Large (District 3), presented information about how to advance to diplomate and fellow status. Thanks to **Lindsey Dixon**, **Lisa Vo**, **Ariana Randolph**, and **Jennifer Coello** for organizing a successful event! Thanks also to Bon Secours Richmond for sponsoring the lunch. Nationally competitive scholarships were received by the following students:

Phi Kappa Phi – Veronica Sikka
ACHE Foster McGaw – Veronica Sikka
ACHE Dent – Aisha Noble

Scholarships

The following students were awarded scholarships based on merit and financial need:

Bon Secours Scholarship – Gregory Kearns
Stuart Ogren Scholarship – Joanne Scott, Matthew Matthias, Susan Wallace, Steve Cohen
Miriam and J. Stephen Lindsey Scholarship – Karen Gravley Mealy
E. L. Derring Scholarship – Jenny Boykin and Steve Craig
“Ham” Flannagan Scholarship – Andrew Smithson
James Fleetwood Scholarship – Steve LeMoine

Due to the generosity of our alumni/ae and other sources of external funding, the department awarded \$102,514 in scholarships to MHA and MSHA students this year! This is up nearly \$10,000 from the previous year. ■

MHA/JD Plaque

A new plaque has been unveiled recognizing all of our MHA/JD alumni/ae. Because MHA/JD students enter the Program with a different class than they graduate with, we are proud to have a special way to recognize them. ■

If you would like to help us recruit at undergraduate colleges and universities, please let Dr. Ken White know. We need your help in getting the word out about our profession and Program

Preceptor Spotlight Richardson “Dick” Grinnan, M.D. Trigon Blue Cross Blue Shield



Dr. Grinnan

Dr. Grinnan remembers when Trigon’s forerunner, Blue Cross and Blue Shield of Virginia, was not a publicly traded company, nor part of Anthem, Inc. Joining a company called Blue Cross and Blue Shield of Virginia in 1982, Dr. Grinnan, in his executive roles as Vice President, Medical Affairs; Chief Health Care Management Officer; & Senior Vice President, Quality Management has helped this company evolve and grow into the largest managed health care company in Virginia. Though Dr. Grinnan retired this year, his expertise was called upon once again to help the company with its transition to Anthem, Inc.

Dr. Grinnan is a physician, licensed by the Virginia State Board of Medicine, and is Board Certified in Internal Medicine and in Pulmonary Disease Medicine. He is a member in the American College of Physicians, the Virginia Thoracic Society, the Medical Society of Virginia, and the Richmond Academy of Medicine. He is a fellow in the American College of Chest Physicians. He has also been an Assistant Professor at the Medical College of Virginia School of Medicine, a Senior Lecturer and Affiliate Professor at the Virginia Commonwealth University’s Department of Health Administration, on Governors’ Task Forces & Commissions, and a Member or Board Member of numerous organizations, such as the Central Virginia
(continued on page 9)

Program News (continued)

Preceptor Spotlight (continued)

Health Planning Agency, Virginia Health Information, Virginia Health Quality Center, and the Insurance Committee of the Richmond Academy of Medicine.

During Dr. Grinnan's twenty year tenure with Trigon, the company introduced a variety of cost-sharing and managed care plans, among them Virginia's first preferred provider organization, KeyCare, and one of the state's first health maintenance organizations, HMO Virginia, HealthKeepers, Inc. The company also merged with Roanoke based Blue Cross and Blue Shield of Southwestern Virginia. In 1997, the company converted from a not-for-profit health insurer to a publicly traded managed care company. In July of 2002, the company merged with Anthem, Inc.

Dr. Grinnan has been a long time friend to the Department of Health Administration. He has served as preceptor to numerous student residents and interns. Doing a residency or internship with Dr. Grinnan provided an opportunity to benefit from his expertise and experience; his active involvement with the company's aforementioned evolution; and, most importantly, his willingness and assistance in allowing residents and interns the opportunity for exposure to the evolution of the managed care environment. Through work on specific teams such as NCQA, provider networks or marketing, residents and interns were all given exposure to senior management allowing residents and interns to learn about, and contribute to, a broad spectrum of health care insurance areas. This last opportunity has proved particularly helpful for students trying to pinpoint, during their residency or internship, the career path that most piques their interest. The Department sincerely thanks Dr. Grinnan for his contribution to the training of our student residents and interns.

Highlights of Professional History

- 1969 - Doctor of Medicine, Medical College of Virginia, Virginia Commonwealth University
- 1969-1970 – Internship, Medical College of Virginia Hospitals (Pediatrics/Medicine)
- 1970-1973 – Residency, Medical College of Virginia Hospitals (Internal Medicine)
- 1973-1975 – Fellowship, Medical College of Virginia Hospitals (Pulmonary Disease, National Institute of Health Cardio-Pulmonary Disease Research Grant)
- 1981-1982 – President, Medical Staff, St. Luke's Hospital
- 1982-1988 – Vice President, Medical Affairs, Blue Cross and Blue Shield of Virginia
- 1988-1997 – Chief Healthcare Management Officer, Blue Cross and Blue Shield of Virginia
- 1997-2002 – Senior Vice President, Quality Management, Blue Cross and Blue Shield of Virginia

Trigon Blue Cross Blue Shield

Trigon has reinvented itself many times over the last 65 plus years. The Trigon of today looks quite different than its inception small pre-paid hospital plan of the 1930s, Richmond Hospital Service Association, where a group of people pooled their resources, each contributing pennies per month, to prepay for hospital care that they could not afford on their own.

Today, Trigon is the largest managed health care company in Virginia with more than 2.2 million members. Trigon provides health care coverage to approximately one of every three Virginians through a variety of health plans including traditional plans, preferred provider networks, and health maintenance organizations. Trigon is a Top 15 company in Richmond and one of the leading companies and employers in the Commonwealth, employing approximately 4,135 people. More than 91 percent of Virginia's practicing physicians and 100 percent of Virginia's acute care hospital participate in at least one of Trigon's health care networks.

On July 31, 2002, Trigon became part of Anthem Blue Cross and Blue Shield. Trigon will continue to do business as Trigon Blue Cross and Blue Shield until late November when it will begin to use the name Anthem Blue Cross and Blue Shield of Virginia. Anthem, Inc. is an Indiana-domiciled publicly traded company that, through its subsidiary companies, provides health care benefits and services to more than 10 million members. Anthem is the fifth largest publicly traded health benefits company in the United States and is the Blue Cross and Blue Shield licensee for Indiana, Kentucky, Ohio, Connecticut, New Hampshire, Colorado, Nevada, Maine and now Virginia, excluding suburbs adjacent to Washington, DC. Anthem has the financial stability to compete on a national scale, while maintaining a strong local presence in all of the states in which it does business. For more information about Anthem and Trigon, please visit their websites at www.anthem.com and www.trigon.com. ■

Department/Faculty News

VCU AND BON SECOURS ESTABLISH NEW GRADUATE SCHOLARS PROGRAM

The Department of Health Administration has joined with Bon Secours Richmond Health System to establish a new scholarship program, the Bon Secours Richmond Health System Scholar. Each year, a Bon Secours Scholar will be selected from individuals admitted for the fall term as first-year master of health administration students at VCU.

This generous, new scholars program formally recognizes and expands upon an existing relationship between the Department of Health Administration and Bon Secours as an employer and supporter of health administration students. Awarded for the first time this year to first year student, Gregory Kearns, Bon Secours will pay in-state tuition and fees, about \$5,804 for 2002-2003, or the equivalent amount for an out-of-state scholar. As a Bon Secours Scholar, Gregory will also receive a monthly stipend and part-time employment during the first and second academic years of the program.

"VCU already attracts a highly talented pool of master of health administration graduate students," said Stephen S. Mick, Ph.D., Arthur Graham Glasgow Professor and Chair of Health Administration, in the School of Allied Health Professions. "This will enhance our recruitment efforts and continue to attract the best qualified and brightest young people to our program."

"Bon Secours believes that investing in our future makes sense", said Peter Bernard, CEO. "We need to ensure that there will be a new generation of health care leaders. We are proud to support VCU's graduate program in health administration and look to continue our partnership with the University."

"I am thrilled and honored to be chosen as the first Bon Secours Richmond Health System Scholar. I truly believe in the Mission of Bon Secours Health System, to bring compassion to health care and to be good help to those in need, especially the poor and dying," said Gregory Kearns. "I am excited to join the Bon Secours family of quality health care providers."

The Bon Secours award is the newest scholarship available to the department's master of health administration students. The program awards several scholarships thanks to generous alumni and corporate partners. Scholarship criteria vary. ■

Executive Fellowship in Patient Safety

The Department is pleased to announce the success of its first Executive Patient Fellowship Program Patient Safety. The nine-month distance learning program began this past August 8, 2002 with a three day intensive orientation to patient safety. The on-campus session was hosted by the College of William & Mary's Law School, Williamsburg, Virginia. Attending were 41 of the 43 selected fellows (from 24 U.S. states and New Zealand) representing a variety of healthcare professionals--nurses, physicians, an attorney, pharmacists, healthcare executives, researchers and consultants.

During the next nine months, the fellows will work on-line, developing a theoretical and practical orientation to a variety of patient safety issues. The major focus of their on-line education is to enable each fellow to design and implement a patient safety project for their own facility. The fellows are taught patient safety concepts by a diverse faculty team consisting of VCU faculty and faculty from other national universities and health care associations--the Institute of Safe Medication Practices, the United States Air Force, and the Joint Commission Resources. The fellows will return to Richmond, in early June 2003, to present their individual patient safety projects to the faculty and conference attendees at the annual Virginians for Improving Patient Care & Safety Conference. It is anticipated that several of the projects will be published in national journals.

The Department of Health Administration is currently accepting applications for its twelve-month 2003/2004 class which is scheduled to begin June 2003. Because of the overwhelming success of this first program and the continued demand for the program, the Department anticipates that the Executive Fellowship will become a regular distance learning program at the University. For more information or an application, please contact Professor Karen Swisher, Director, Patient Safety Fellowship Program, at: kswisher@hsc.vcu.edu or call her at (804) 828-5460. ■

Department/Faculty News (continued)

Faculty News

Jan Clement has been appointed as a member of the National Center on Healthcare Leadership's Core Competency Council and to the Planning Committee for the Academy for Health Services Research and Health Policy's 2003 Annual Meeting... **Michael McCue** is a co-investigator with Barbara Mark, UNC chapel hill, and Dave Harless, Dept of Economics, VCU on a study that will evaluate the relationship between nurse staffing, financial performance and quality of care. The AHRQ grant is for three year...**Stephen Mick** has accepted an appointment with the national Center on Healthcare Leadership's Task Force on Fellowships and Management Scholars Program, a program designed to offer mentoring on-site fellowship for mid-career health care administrators...**Thomas T.H. Wan** has a new book published (Kluwer Academic Publishers) entitled "Monitoring the Quality of Health Care: Issues and Scientific Approaches". Dr. Wan also served (September 4-7, 2002) on the scientific review committee of the National Health Research Institutes, Taiwan...**Kenneth White** has a new book (with John Griffith), The Well-Managed Healthcare Organization, 5th edition. ■

Executive Fellowship in Medicaid Disease Management Programs

On September 26-27, 2002, the Department hosted an Executive Fellowship in Medicaid Disease Management Program on behalf of the National Pharmaceutical Council (NPC). Ten Medicaid executives attended from: Pennsylvania, Virginia, Missouri, Oklahoma, and Massachusetts. The program featured discussion of Medicaid disease management and health outcomes. Faculty member, **Karen Swisher**, directed the program. Former HAD faculty member, Lou Rossiter, Ph.D. presented the introductory session, and Ph.D. program graduate, **Debbie Draper** ('96) and current doctoral students **Charles Shasky** and **Mark Diana**, participated in the program ■

President's Message (continued from page 2)

In addition, the Executive Committee will be working closely with Dr. Mick and Amy Edwards, our Director of External Relations, to increase the quality and effectiveness of the communication and follow through you receive from the Department. Continue to contact Amy at 804-828-8662 or e-mail her at anedwards@vcu.edu with any ideas or questions you may have.

Of course, feel free to contact me at 804-233-6206 or kcameron@cvhpa.org if you have any issues that the Executive Committee should be aware of, particularly for its October meeting. The winter newsletter will provide a summary of that meeting, upcoming alumni events, and other Department developments. Thank you, in advance, for your continued support of the Department and your contributions to the field of health administration. ■

Alumni/ae News (continued)

Alumni/ae Updates (continued from page 6)

August 9, 2002...**Bradley Daniel** (MHA'96) is Government Relations and Regulatory Affairs Manager for Wake Forest University Baptist Medical Center in Lewisville, NC...**James (Randy) Edwards** (MHA'75) serves as Chief Operating Officer for Carolina Blood Service Region of the American Red Cross in Charlotte, NC...**David Ferris** (MSHA'95) serves as Senior Vice President of Patient Care Services for Claxton-Hepburn Medical Center in Ogdensburg, NY...**Janet Kues Freburger** (Ph.D.'98) and her husband, Karl, are happy to announce the birth of their son, Kurt William, born August 22, 2002...**Leslie Graham** (MSHA'99) is Director of Client Operations for SoftMed Systems, Inc. in Silver Spring, MD...**Claude Hall, Jr.** (MHA'83) now serves as the Director of Government Funding for Sinai Health System in Chicago, ILL...**David Havrilla** (MSHA'00) is Vice President of Finance for Harbor Hospital-MedStar Health in Baltimore, MD...**Bob Hitchcock** (MHA'95) is the President of Humana Corpus Christi in Corpus Christi, TX...**Nina Thomas Hobcroft** (MSHA'95) currently is Vice (continued)

Alumni/ae News (continued)

Alumni/ae Updates (continued)

President of Marketing for McKesson Medical Surgical in Richmond, Va...**Reese Jackson** (MHA/JD'92) and his wife are proud to announce the birth of their daughter, Isabella Ann, born April 24, 2001...**Brian Jenkins** (MHA'96) serves as Manager of The Hock Group in Richmond, VA. He and his wife, Michelle Carey Jenkins (MHA'96), welcomed the arrival of their son, Jack Stanton, on October 7, 2002...**Dr. Lisa Kaplowitz** (MSHA'02) recently became the Deputy Commissioner for Bioterrorism Preparedness and Response for the Virginia Department of Health in Richmond, VA...**Todd Lefkowitz** (MHA'97) is the Regional director of Managed Care for IASIS Healthcare in Phoenix, AZ...**Catherine Marlow** (MHA'02) and her husband, Mac, are pleased to announce the birth of their son, Nathaniel Christian, on August 2, 2002...**Kim Marsh** (MHA'00) is Assistant Director of Medical Records at Lenox Hill Hospital in New York City...**Marquita Mihaliak** (MHA'99) is Administrator of Britthaven of Havelock Nursing Home in Havelock, NC...**Robert Mincemoyer** (MHA'75) is in charge of Compliance Services for Midlake Management in Clifton Springs, NY...**Douglas Moyer** (MSHA'98) recently became Vice President of Hospital Administration for Southside Regional Medical Center in Petersburg, VA...**Sam Ours** (MHA'80) is the Vice President of Operations for United Healthcare International in Minneapolis, MN...**Carrie Owen Plietz** (MHA'00) is Vice President of Clinical Services for California Pacific Medical Center ...**Martha McNeil Raterman** (MHA'99) and her husband, Mark, are pleased to announce the birth of their daughter, Elizabeth (Ellie) Hawthorne on May 27, 2002...**Heather Saintsing** (MHA'02) was married to Jason Reid Vass on September 14, 2002...**Ross Salade** (MHA'97) and his wife, Heather, celebrated the arrival of their first child, Emma Ainsley, in June, 2002...**Jerri Jordan Stuart** (MSHA'96) is Chief Operating Officer for Baylor Medical Center in Irving, TX...**Susan Miller Swartz** (MHA'97) and her husband, Zach, are happy to announce the birth of their son, Ryan Christopher, on January 4, 2002...**Glenn Waters** (MHA'85) is Executive Vice President, Moses Cone Memorial Hospital in Greensboro, NC. ■

Alumni/ae Updates

Send your position updates and other news to Amy Edwards, Director, External Relations, HAD/VCU, PO Box 980203, Richmond, VA 23298. Amy can be reached at 804.828.8662 or anedwards@vcu.edu.

A Golden Foundation for Building the Future

The Department's 50th anniversary history book is available. If you have not received a copy and would like a copy, please contact Amy Edwards (contact information above).



Newsletter of the Health Administration Alumni/ae Association

Incoming Ph.D. Students, Fall 2002

Bogacki, Russell. Russell is an Assistant Professor in the Department of General Practice, School of Dentistry at VCU. He received both his degree in dentistry and his Masters of Science degree in Biostatistics from VCU. His master's project was a survival analysis using an insurance claims database. The project produced three published abstracts and one manuscript, which has been accepted for publication. He entered the Program as a full-time student. After completion, he hopes to become a valuable oral health services researcher. His goal is to improve the quality of oral health care and reduce disparities.

Chen, Shan-Fen. Shan-Fen received her Masters of Science degree in Public Health from the National Taiwan University in Taipei and her nursing degree from National Taipei College of Nursing. Prior to coming to the States, she served as an Instructor in the Nursing College at the National Taipei College of Nursing. Shan-Fen entered the Program as a full-time student. After completion, she intends to return to the National Taipei College of Nursing to teach and participate in research that will better the quality of health care in Taiwan.

Diana, Mark. Mark serves as LAN Instructor/Webmaster for the Department of Health Administration at VCU. He received both his Bachelor of Science in Respiratory Care and his Master of Business Administration from Shenandoah University in Winchester, VA. Currently, he is in the MSIS program at VCU. His area of interest is healthcare information systems. Mark entered the Program as a part-time student. After completion, Mark would like to pursue an academic career.

Kim, Tae Hyun. Tae, prior to entering in the Program, served as Management Information Analyst for the Planning Team of Gachon Medical School, Gil Medical Center in Incheon, Korea. He received his Bachelor of Science in Economics from the SungKyunKwan University in Seoul and his Master of Science in Public Health from Seoul National University. His areas of interests are: Health care financial management and hospital management. Tae entered the Program as a full-time student. After completion, he plans to return to Korea and work for a research institute or as a professional consultant.

Shickle, Lisa. Lisa currently is a Health Data Research Analyst for Health Management Corporation, which is a Trigon subsidiary company that contracts with health insurers to provide disease management for persons with certain chronic conditions. She received her Masters of Science degree in Health Evaluation Sciences from the University of Virginia in Charlottesville, VA and her Bachelor of Science in Business Administration from The College of William and Mary in Williamsburg, VA. Lisa entered the Program as a half-time student. After completion, she hopes to continue working in the health care field with a strong emphasis on research.

Tian, Wenqiang. Wenqiang, prior to entering the Program, served as a Civil Official in the Office of Economic Reform at Shanghai Municipal Government. He received his Bachelor of Science in Medicine, majoring in Preventive Medicine, from Henan Medical University in China and his Masters of Science in Medicine from the Chinese Academy of Preventive Medicine in Beijing. His interests are health service policy and management. Wenqiang entered the Program as a full-time student. After completion, he plans to return to China and continue working to help improve China's health care.

MHA Class of 2005

Tameka Bell. Tameka was raised in Philadelphia, Pennsylvania and was graduated from Morgan State University in Baltimore, Maryland. In healthcare, she has worked in the hospital, managed care insurance, and pharmaceutical sales environments and is very active in National Association of Health Services Executives (NAHSE). She enjoys traveling, reading, and spending time with friends.

Richard "Duffy" Bunis. Originally from Virginia Beach, Duffy has lived in North Alabama for 15 years where he was graduated with a degree in Business Administration from Athens State University. Duffy was an IT analyst and web developer for over 3 years at Huntsville Hospital in Huntsville, AL. Prior to this position, he was an executive chef. Duffy's career interests lie in becoming a CIO within the health-care industry. Duffy is currently an active student member of HIMSS. His hobbies include tennis, culinary arts, rock climbing, and technology.

David Cashwell. David, a native of Mt. Airy, North Carolina, is a graduate of Campbell University where he earned a Bachelor of Science degree in Applied Science with a minor in Business Administration. David also has a degree from the Culinary Institute of America and has spent the past eight years working as a professional Chef. He currently resides in Midlothian, Virginia where he works in the Central Atlantic Business Office at HCA. In his spare time, David enjoys playing golf, landscaping, and playing with his 20-month-old son, Grey.

Howard Chung. Steven "Steve" Cohen. Steve was born and raised in Northern Virginia. He graduated from the University of Virginia in 1999 where he majored in Biology and Psychology. After graduating, he worked for The Seniors Coalition, a senior citizen lobbying group. There he had the opportunity to travel around the country on a grass roots tour and address the many legislative issues that impact senior citizens. Steve enjoys exercising, traveling, and spending time with friends.

Marybeth Credle. Marybeth grew up in Rockville, Maryland where she lived until moving to Richmond. She was graduated from Widener University in Chester, Pennsylvania with a bachelor's degree in Nursing. After living in the D.C. area after college, Marybeth moved to Richmond to work as a nurse in the Surgical Trauma ICU at Medical College of Virginia Hospital. In her spare time, Marybeth officiates high school girls' field hockey and lacrosse. She has a 3 year-old daughter who keeps her very busy.

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MHA Class of 2005 (continued)

Erica Gulrich. Erica Gulrich graduated in May 2002 with a Bachelor of Science in Psychology from Mary Washington College in Fredericksburg, Virginia. For two years, Erica worked as a resident assistant for the college. During her senior year, she also worked as a legal assistant for an attorney in Fredericksburg. In her free time, Erica enjoys running, cooking, and reading.

Devan Johnson. Devan currently lives in Richmond, Virginia and is a 2002 graduate of Virginia Commonwealth University with a Bachelor of Science in Philosophy. For two years, he was a Volunteer Christian Service Representative in Seoul, Korea where he lead and coordinated service activities for a group representing 26 individuals. While in Korea, Devan became proficient in the Korean language. He currently works as a patient care liaison within Risk Management at CJW Medical Center in Richmond.

Gregory "Greg" Kearns. Greg was born and raised in Virginia but now hails from Lynn Haven, Florida. He earned a Bachelor of Science in Biology from Spring Hill College in Mobile, Alabama with a concentration in pre-health professions. He has completed pre-medical internships with the University of South Alabama Trauma center and Mobile Infirmiry Health System, and is now excited to tackle healthcare from the business point of view. He enjoys all forms of entertainment, swimming, going to the beach, and spending time with friends. Greg has also worked for Gap as a sales supervisor for 2 years.

Kathryn "Katie" Kerwin. Katie is originally from Millersburg, Pennsylvania and was graduated in May 2002 from James Madison University with a degree in Health Services Administration, minoring in business and nutrition. She served as vice president of JMU's ACHE student chapter, she was a member of Alpha Sigma Alpha sorority, and worked at the University Recreation Center for two years. Katie enjoys traveling and spent one summer studying abroad in London and backpacking across Europe. She also enjoys working out and spending time with friends and family.

Renea Lunde. Renea is originally from Midlothian, VA, and was graduated from Virginia Tech in 2000 with a Bachelor of Science in Human Nutrition, Foods and Exercise. Since graduation she has worked for The Medical Society of Virginia in Richmond in the membership department. Her interests include reading, listening to music, spending time with family and friends, and going to the beach.

Jon Macklin. Jon was born and raised in Durham, North Carolina until 1992 when he left for Malibu, California and Pepperdine University. He was graduated in 1996 with a degree in U.S. history. While at Pepperdine, Jon studied abroad in Bonn, Germany where he was exposed to so many new and interesting things. Most recently, he has worked for two technology-oriented companies. He is excited to return to the south and begin the MHA program where he plans to explore the insurance side of healthcare. Jon is a huge Carolina fan, enjoys playing tennis and all things associated with food and wine.

Matthew "Matt" Mathias. Matt is from Charlottesville, Virginia and was graduated from James Madison University in May 2002 with a degree in Health Services Administration with a Business minor. He was an active member in the JMU ACHE chapter. He has completed an internship in a physician practice but is also interested in hospital administration. His interests include traveling, reading, golf and college football.

Karen Mealy. Karen is a native of Richmond and resides with her family in Chesterfield County. She is a Class of 2000 graduate of the Virginia Commonwealth University's School of Nursing. For the past two years she has worked for VCU Health System Cardiac Surgery Intensive Care Unit. Karen is an active member of the local chapter of the American Critical Care Nurses Association. She enjoys relaxing by the ocean, fishing, cookouts, and spending time with her family.

Sneha Patel. Sneha is from South Boston, VA, and was graduated from the University of North Carolina at Chapel Hill in May 2002 with a bachelor of science in public health. She was involved in the South Asian Indian Organization (sangam) and worked as an intern in the Pediatric Department at UNC Hospital. She enjoys cooking, shopping, and spending time with friends.

Michael "Mike" Peters. Mike was born and raised in upstate New York. He is a 1997 graduate of James Madison University where he majored in Health Sciences. Mike served in the U.S. Army for four years, working in the public health field. He is still affiliated with the U.S. Army Reserve and recently served in South Korea. Mike's hobbies include golf, tennis, running and traveling.

Coleen Santa Ana. A native of Virginia Beach, Coleen was graduated from James Madison University in 2001 where she studied Health Services Administration, Premedical studies, and minored in General Business and Psychology. Coleen was also an active member of several organizations including the ACHE student chapter, Student Government, Center for Multicultural and International Student Services, as well as the Asian Student Union. Additionally, she was instrumental in pioneering and establishing the Adult Health and Development Program at JMU. In 2000, Coleen completed an internship with the American Hospital Association and is currently working in the Systems Development and Strategy Division at Sentara Healthcare. During her leisure time, Coleen enjoys traveling, dancing, cooking, sports and is an avid beachgoer.

Melanie Schoof. Melanie is from Midlothian, Virginia and was graduated from Virginia Commonwealth University in May 2002 with a Bachelor of Arts degree in Ethics and Public Policy. She was a general manager of Caf e de Pagliacci in Richmond in 2000 and has since been working at The Jefferson Hotel as a waitress and bartender.

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MHA Class of 2005 (continued)

Joanne Scott. Joanne is a 2001 graduate of the University of Virginia with a Bachelor of Arts in Foreign Affairs and a minor in Bioethics. She is employed at VCU Health System as an Administrative Assistant in the Department of Orthopaedics. A native of Virginia, she enjoys running, riding horses, traveling, and spending time outdoors.

Samuel "Sam" Seifert. Sam was born and raised in Henderson, North Carolina and was graduated from Wake Forest University in May 1999 with a Bachelor in Religion and a minor in Psychology. After graduating from WFU, Sam moved to Charlottesville, Virginia where he has been employed with State Farm Insurance Company as a Health Insurance Underwriter. He enjoys sports, especially golf and college basketball. Sam was married on June 8, 2002.

Christian Shield. Christian is a native of Richmond and is married to Sherrie from Shreveport, Louisiana. They are expecting their first child, a boy, in late September. He received his undergraduate degree in Economics from the University of Virginia and a Master of Science degree in Anatomy from VCU. As a dual degree MHA/MD, Christian has completed three years of medical school at VCU. He is a member of Kappa Sigma fraternity, the Richmond Academy of Medicine, the Medical Society of Virginia, and the AMA. Christian was president of the student-chapter of the AMA, sits on the Board of the Medical Society of Virginia, and is Co-chair of the membership/nominations committee of the Massey Alliance. In his free time he enjoys fly-fishing, sailing, soccer, and swimming.

David Shimp. David was born and raised in Houston, Texas. He attended the University of Richmond and was graduated in 2001 with a Bachelor of Arts in Leadership Studies and a minor in Biology. David's undergraduate degree, combined with his experience in healthcare from Baylor College of Medicine and MD Anderson Cancer Center inspired him to pursue a career in healthcare administration. David has spent the past year working for the Houston Astros baseball team and he enjoys movies, cooking, traveling, exercising, and playing a variety of sports, but especially golf.

Julie Skweres. Julie is from the Ocean City, Maryland area. She was graduated from James Madison University in 2002 with a degree in Services Administration and a Business minor. At JMU, she was active in the ACHE student chapter and club field hockey. Her hobbies include playing tennis, watching movies, and going to the beach.

Andrew "Drew" Smithson. Drew is a native of Maryland and was graduated from Texas Christian University in 2000 with a Bachelor in Nutrition Science and a minor in Chemistry. He has worked at Johns Hopkins School of Medicine as the Budget Analyst for the Division of Nephrology over the past year and during this time completed the Graduate certificate program in Health Finance and Management at JH School of Public Health. David is currently an active member in the HFMA organization. He is a group leader for Venturing Crew #202, which is a coed branch of the Boys Scouts of America. Lastly, David is an active alumnus of the Sigma Phi Epsilon Fraternity. His favorite hobbies include working out, the outdoors, cooking, and traveling.

Elizabeth Taliaferro. Elizabeth was raised in Tappahannock, Virginia and was graduated from the University of Richmond in 1999 with a Bachelor of Science degree in accounting. She has spent the last three years working for Arthur Andersen, a public accounting firm. In her spare time she enjoys traveling, shopping, going to the beach, and reading.

Jamia Thomas. Jamia Thomas grew up in Richmond, Virginia. She was graduated from The College of William and Mary in 2000 where she majored in Psychology. Jamia was actively involved in the public service organization, Delta Sigma Theta Sorority, Inc. Currently, she is working at the Virginia Retirement System as a Member Counselor. She enjoys traveling, spending time with family and friends, and pigging out on chocolate.

Jennifer "Jen" Valentine. Originally from Michigan, Jen has lived in Richmond for most of her life. She was graduated in 2002 from Randolph-Macon Woman's College with degrees in Biology and Philosophy. While at RMWC, she was captain of the swim team and the Class of 2002 Treasurer. In addition to swimming, Jen enjoys music, running, lacrosse, and traveling.

Susan Wallace. Susan is from Mechanicsville, Virginia and was graduated from Virginia Commonwealth University in 2002 with a Bachelor of Science in Business/Economics. While at VCU, Susan was a member of the 2001 VCU Fed Challenge Team as well as the Golden Key National Honor Society. She is currently the owner of Nasus, Inc., T/A Elm Drive Automotive.

Rukiya Wongus. Rukiya is a native of Baltimore, Maryland. She earned a Bachelor of Science in Management Science from Coppin State College in 2002. While at Coppin, she was active in the Student Chapel Association and the Student Senate. Rukiya currently works for the University of Maryland at Baltimore, Department of Psychiatry. She enjoys music, movies, and spending time with her family and friends.

The Professional MSHA On-line Program Master of Science in Health Administration Class of 2004

Thelma M. Baker (Richmond, Virginia) is Director of the Payment Error Prevention Program at the Virginia Health Quality Center. She is a Registered Health Information Administrator (RHIA) and a Certified Professional in Healthcare Quality (CPHQ). She holds a Bachelor of Science from East Carolina University in Greenville, North Carolina, with a major in Medical Records Administration.

Barbara J. Barr (Mechanicsville, Virginia) is Director of Surgical Services at Henrico Doctors Hospital – Parham. She holds a Bachelor and Master of Science in Nursing from Virginia Commonwealth University in Richmond, Virginia.

Kurt J. Bell (Lynchburg, Virginia) is a Staff Pharmacist at Virginia Baptist Hospital in Lynchburg, Virginia. He holds a Bachelor of Science in Pharmacy from Virginia Commonwealth University, Richmond, Virginia.

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MSHA Class of 1994 (continued)

Mark R. Bladergroen (Manakin-Sabot, Virginia) is a member of the physician staff at Cardiac and Thoracic Surgical Associates, Ltd. He received a Bachelor of Arts from the College of William and Mary in Williamsburg, Virginia, with a major in Philosophy. He also has a Doctor of Medicine from Virginia Commonwealth University, Richmond, Virginia.

N. Elizabeth Christy (Chesterfield, Virginia) is a Medical Technologist at CJW-Chippenham Medical Center, Richmond, Virginia. She has a Bachelor of Science from Florida State University, Tallahassee, Florida, with a major in Biology.

Lisa G. Davani (Staunton, Virginia) is a Speech and Language Pathologist at the Woodrow Wilson Rehabilitation Center in the Brain Injury Services Program in Fishersville, Virginia. She has a Bachelor of Arts in Political Science from St. Mary's University in San Antonio, Texas, and a Master of Arts in Communication and Learning Disorders from Our Lady of the Lake University, also in San Antonio.

Terri T. Fleming (Indianapolis, Indiana) is the Director of the College/Community Partnership Program at Marian College in Indianapolis. She has a Bachelor of Science in Nursing degree from the University of Indianapolis.

Gwendolyn P. Hartzog (Forest, Virginia) is the Director of Med/Surg Critical Care and Resource Team for Centra Health in Lynchburg, Virginia. She has certification as a Critical Care Registered Nurse (CCRN). She holds a Bachelor of Business Administration from Averett University in Danville, Virginia, in addition to a diploma in nursing from St. Mary's School of Nursing in Huntington, West Virginia.

Stephen M. Herrick (Chesterfield, Virginia) is the Psychology Manager and Forensic Coordinator at Piedmont Geriatric Hospital in Burkeville, Virginia and Clinical Assistant Professor in the Department of Psychiatry at Virginia Commonwealth University, Richmond, Virginia. He has a Bachelor of Science in Psychology from Virginia Tech in Blacksburg, Virginia. In addition, he holds a Master of Science in Psychology and a Doctor of Philosophy in Psychology, all from Virginia Commonwealth University, Richmond, Virginia.

Thomas W. Keithley (Tom) (Hampton, Virginia) is the Director of Emergency Services at Riverside Regional Medical Center in Newport News, Virginia. He has a Bachelor of Science in Nursing from Virginia Commonwealth University, Richmond, Virginia.

Richard D. Lopez (Bowling Green, Kentucky) is Vice President of Corporate Support Services at Commonwealth Health Corporation in Bowling Green, Kentucky. He has a Bachelor of Science in Engineering from Mississippi State University in Starkville, Mississippi.

Karen W. Lowdon (Blue Ridge, Virginia) is the Team Leader and Pharmacist in Charge at Carilion Home Care Services Pharmacy, Roanoke, Virginia. She has a Bachelor of Science in Pharmacy from Virginia Commonwealth University, Richmond, Virginia.

Jill M. McCormack (Richmond, Virginia) is Staff Athletic Trainer at Henrico Doctor's Hospital, Richmond, Virginia. She has a Bachelor of Arts in Physical Education from the University of North Carolina – Chapel Hill and a Master of Education in Physical Education from Auburn University in Auburn, Alabama.

Donna K. Moore (Chesapeake, Virginia) is the Director of Psychology at Central State Hospital in Petersburg, Virginia. She holds a Bachelor of Science and Master of Science in Psychology from Old Dominion University in Norfolk, Virginia. Also, she has a Doctoral Degree in Clinical Psychology from the Virginia Consortium for Professional Psychology in Norfolk, Virginia.

Jonathan D. Moss (Harrisonburg, Virginia) is an Active Physician in the Rockingham Memorial Hospital Emergency Department. He is also President-elect of the medical staff at Rockingham Memorial. He has a Bachelor of Science in Psychology from Duke University, Durham, North Carolina. He also has a Doctor of Medicine from the University of Miami in Miami, Florida.

Steven H. Noel (Richmond, Virginia) is the Vice President of Inpatient Services at Poplar Spring Hospital in Petersburg, Virginia. He has a Bachelor of Business Administration from Averett University in Danville, Virginia.

Cheryl P. Parker (Newport News, Virginia) is the Vice President for Corporate Quality Management for Value Options, Inc., in Newport News, Virginia. She is a Certified Professional in Healthcare Quality and a Certified Provided Credentialing Specialist. She holds a Bachelor of Arts in Mass Media from Hampton University in Hampton, Virginia.

Karen C. Shiner (Halifax, Virginia) is the Financial Manager at Halifax Regional Hospital in South Boston, Virginia. She has a Bachelor of Science in Business-Finance from Virginia Tech in Blacksburg, Virginia.

Lisa Douglas (Bowling Green, Kentucky) is the Six Sigma Corporate Champion at Commonwealth Health Corporation in Bowling Green, Kentucky. She holds a Bachelor of Arts in Corporate and Organizational Communications from Western Kentucky University in Bowling Green, Kentucky.

Kimberly Van Sickel (Williamsburg, Virginia) is the Director of Public Relations at Williamsburg Community Hospital in Williamsburg, Virginia. She has a Bachelor of Arts in Speech Communication from the University of Maryland in College Park, Maryland.

Saji S. Varghese (Richmond, Virginia) is a Fellow in Primary Care Physician Scholars Program in the Division of Quality Health Care of the Department of Internal Medicine at Virginia Commonwealth University in Richmond, Virginia. She has a Bachelor of Science in Biology and a Doctor of Medicine from Virginia Commonwealth University, Richmond, Virginia.

Sally J. Werner (Chesapeake, Virginia) is a Clinical Nurse Manager in Hematology/Oncology, Surgical Stepdown and Palliative Care units at Sentara Norfolk General in Norfolk, Virginia. She has a Bachelor of Science in Nursing with Winona State University, Winona, Minnesota. ■