New Management Structure for a New Era

Albany Medical Center is implementing its first major management reorganization in 20 years. The new structure is future-focused to meet the needs of our patients as we continue to grow and change and as the health care environment continues to evolve.

Albany Med President and CEO Jim Barba said, “We are no longer Albany Medical Center on one campus in Albany; we are becoming a system, transforming through affiliations with physicians, two hospitals currently—with the potential to partner with more—and an increasing number of off-site locations. In short, we are becoming a regional clinically integrated delivery system.”

Barba noted that health care is undergoing enormous change—thrusting new concepts, like population health, and new regulations into an already complex environment.

“While our existing management structure has served us very well, it must be adapted to address the current operational demands as well as the changes anticipated in the future,” he said.

Barba added that all employees will be part of a new structure that will move Albany Med successfully into the future and will enhance our ability to meet the growing demand for our services in the Capital Region and beyond.

See page 3 for more details.

New Appointments in Security Services:

Matthew Breig, appointed as security lieutenant, has more than 22 years of experience as a detective and police officer with the East Greenbush Police Department.

Jenette Coon, promoted to security lieutenant, has served the Department of Security Services since 2011. She will assist in the administrative functions of the department and relieve other lieutenants as needed.

Michael Kelly, appointed as security lieutenant, has more than 22 years of experience as a detective and police officer with the Albany Police Department and 16 years as a member of the New York National Guard.

Dale Kleitgen, promoted to security lieutenant, has served the Department of Security Services since 2003. He will be in charge of the day shift and manage the officers and daytime operations.

Gerald Pete Rickert, appointed as security investigator, has more than 21 years of experience as a detective and police officer with the Albany Police Department. He has received 11 Letters of Commendation and been awarded the Albany Police Department Life Saving and Unit Citation Medals.

Security Leadership:

John Herritage, director of security, has served in his position for more than 20 years. Prior to joining Albany Med, he was a member of the New York State Police, where he served for 21 years in positions that included Major and Troop Commander of Troop G, Loudonville, and also as Deputy Commissioner at the New York State Division of Criminal Justice Services.

Charles Day, security manager, has been a member of Security Services since 2011. He served more than 20 years for the New York State Police and retired with the rank of Major.

Ken Buniaik, security manager, has been a member of Security Services since 2011. He served as a New York City police officer and a deputy sheriff with the Columbia County Sheriff’s Department, before joining the New York State Division of Criminal Justice Services, where he served for more than 25 years.

Albany Med Security Enhancements Address Changing Environment

To meet the evolving demands of ensuring safety for employees, patients and visitors, Albany Med will institute significant enhancements to Security Services over the coming months.

Director of Security Services John Herritage said the Medical Center has made great strides in strengthening security over the last 20 years by implementing a sophisticated closed-circuit video-monitoring system, state-of-the-art badging, a centralized alarm and access control system, and a greater than 100 percent increase in staff.

“With the growing number of people who pass through Albany Med buildings both on- and off-campus at all hours, Albany Med is not only a city within a city, it’s an increasingly diversified organization with very unique security needs. These needs have to be addressed as our community and our institution change and evolve.” Herritage said.

Among the new measures to go into effect in 2016, the Department of Security Services will provide enhanced training for current officers and new hires, who will include a full-time investigator and several new lieutenants. Certain supervisors within Security Services will be designated with “peace officer” status, enabling them to detain and make arrests as appropriate. A uniformed Albany police officer will be stationed in the Emergency Department and a metal detector will also be installed that will be staffed at all times by Albany Med security staff.

The Albany Med Security Department will continue to work in close partnership with the Albany Police Department, which will continue to man stations at 50 New Scotland Ave. across from the hospital, and at 1275 Broadway.

“Our goal is to ensure that all who come here feel that they are safe wherever they are on our campus, whether they are here to work, receive care, provide support for a loved one, or are students or faculty,” said Albany Med President and CEO Jim Barba. “We are taking every step necessary to ensure that our exceptional Security Department has the tools it needs to make each visitor feel absolutely safe at all times.”
Albany Med Surgeon Receives National Recognition for Excellence in Craniofacial and Cleft Care

Plastic and reconstructive surgeon Oluwaseun (Seun) A. Adetayo, MD, has been named the 2015 recipient of the CRANIO Award, a highly competitive honor presented by the American Society of Maxillofacial Surgeons (ASMS) and the Maxillofacial Surgeon’s Foundation.

The award is given annually to two surgeons chosen from a very large applicant pool of national and international candidates who have demonstrated leadership and excellence in managing craniofacial conditions, contributed to academic advancements, and served as future leaders in the field of cleft and craniofacial care.

Dr. Adetayo is the director of the Cleft-Craniofacial Center at Albany Med. As a recipient of the 2015 CRANIO Award, she joins an elite group of surgeons from UCLA, Yale, Johns Hopkins, UCSF, Seattle Children’s and New York University. Dr. Adetayo will be visiting some of these institutions in 2016 to explore ways Albany Med can continue the pursuit of excellence in cleft and craniofacial care.

Albany Med Chosen ‘Top Hospital’ by Area Residents

It’s been a good year for Albany Med in the arena of community recognition. In addition to being named Top Hospital in the Times Union “Best Of” survey, area residents have—for the 20th straight year—identified Albany Medical Center as their top choice for quality health care services with the Consumer Choice Award from the National Research Corporation. Albany Med was chosen based on four categories: best overall quality, best doctors, best nurses, and best overall image and reputation. Congratulations to all our physicians, caregivers and staff whose hard work and dedication led to this recognition.

Charles Argoff, MD, professor of neurology and director of the pain management program, was the keynote speaker at the 2015 PAINWeek national conference for frontline practitioners in Las Vegas in September. Dr. Argoff spoke about the great importance of pain management in the field of medicine, outlining his top 10 reasons why health care providers must stay committed to making the management of acute and chronic pain a priority in their treatment plans.

R. Clement Darling III, MD, professor of surgery and chief of the Division of Vascular Surgery, and Dr. Keith Ozaki of Brigham and Women’s Hospital have co-authored “Vascular Surgery: Hybrid, Venous, Dialysis Access, Thoracic Outlet and Lower Extremity Procedures.” The 70-chapter textbook provides thorough clinical guidance for frontline practitioners in Las Vegas in September.

Ronald P. Kaufman, Jr., MD, FACS, associate professor of surgery in the Division of Urological Surgery and practicing physician at The Urological Institute, was recently elected president of the Northeastern Section of the American Urological Association. Dr. Kaufman is also the current president of the New York State Urological Society.

Bob Matthews, assistant vice president of the Department of Materials Management, has been appointed chairperson of the Association for Healthcare Resource & Materials Management’s (AHRMM) Issues and Legislation Committee. His committee advises AHRMM leadership on regulatory, environmental and emerging standards issues that impact the health care supply chain. Matthews also recently presented an update on the Food and Drug Administration’s final rule for a national unique device identification system at AHRMM’s annual conference in Indianapolis.

Andrew McCullough, MD, professor of surgery and director of Men’s Health in the Division of Urology, has co-authored a study that will appear in the upcoming issue of BJU International. The study found that orally administered enclomiphene citrate raises testosterone and preserves sperm counts in obese hypogonadal men, unlike topical testosterone.


Anthony Ritaccio, MD, ’84, J. Spencer Standish Professor of neurology and neurosurgery, and Gerwin Schalk, PhD, associate professor of neurology at Albany Medical College and deputy director of the National Center for Adaptive Neurotechnologies at the New York State Department of Health’s Wadsworth Center, presented research at the eighth annual International Workshop on Advances in Electrocorticography. The workshop was hosted by Albany Medical Center and the Wadsworth Center in Chicago in October.

Jeffrey S. Ross, MD, Cyrus Strong Merrill Professor and chair of the Department of Pathology and Laboratory Medicine, was the lead investigator of a study published in The Oncologist in September that found nearly all advanced esophageal cancers harbor genetic mutations that can be targeted with emerging drug therapies. In addition, Dr. Ross and senior pathology resident Olga Voronel, MD, ’12, were honored with a research award from the Pulmonary Pathology Society for their study of the genomic drivers of pleural malignant mesothelioma determined by comprehensive genomic profiling.

Steven Stain, MD, FACS, Henry and Sally Schaffer Chair of the Department of Surgery and professor of surgery, has been elected secretary of the American College of Surgeons Board of Governors.
A New Management Structure for a New Era (from p.1)

Albany Med will enter the new year with a new management structure. Here are its components:

- **Affiliations:** All affiliations with physicians, hospitals and other aligned organizations will be managed—and grown—by Steven Frisch, MD, who will become senior executive vice president for the Integrated Delivery System. Dr. Frisch will establish the partnerships that will allow us to grow and completely expand and integrate our delivery system throughout the region. He will oversee our partnerships with the Visiting Nurse Association, as well as Saratoga Hospital and Columbia Memorial Hospital, and he will serve on the board of directors of both of these organizations.

- **Patient Care Delivery:** For the first time ever, all patient care delivery will be aligned and integrated in the same part of our organization under one leader, Vincent Verdi, MD, ’84, who will become senior executive vice president for System Care Delivery. While he will remain the dean of the Medical College, Dr. Verdi will now oversee the hospital, the Faculty Practice, nursing and the community physicians, the College and the Research program. Ferdinand Venditti, Jr., MD, will report to Dr. Verdi and oversee System Care Delivery and will serve as hospital general director, while Michael Gruenthal, MD, PhD, will become head of the Faculty Practice, and John DePaola will become the chief administrative officer. Also reporting to Dr. Verdi will be Dennis McKenna, MD, who will serve as system chief medical officer, Kathleen Roche, MS, RN, who will serve as system chief nursing officer, and Henry Fohd, MD, who will serve as vice dean for Academic Administration.

- **Data and Analytics:** All data and business analytics will remain under the direction of George Hickman, who will become executive vice president for System Information and Data Services and will help create and grow the Data Analytics Institute.

- **Population Health:** All work to address our population health initiative will be overseen by Senior Vice President and Chief Strategy Officer Courtney Burke. She will guide System Strategic Planning and Population Health as well as help create and grow the Data Analytics Institute. Burke will also oversee the Lean Health Care initiative going forward.

- **Support:** The following individuals will continue to serve in their roles to support the needs of the entire system: Gary Kochem, executive vice president and chief operating officer, William Hasselbarth, executive vice president and chief financial officer, Lee Hessberg, senior vice president and general counsel, Noel Hogan, senior vice president and chief compliance officer, and Molly Nicol, senior vice president for Development and Communications.

### Champions Among Us

The Albany Medical Center Foundation's Champion Program provides patients with a special way to express their gratitude for the care they received by making a donation in honor of a physician, nurse or staff member who helped make their experience at Albany Med a positive one.

Each honoree receives a Champion lapel pin or departmental certificate in thanks and acknowledgment for going above and beyond—for being a Champion of Albany Med and its patients.

Learn more about the Champion Program at: https://community.amc.edu/champion.

Here is a list of 2015 Champions, recognized from July – November:

- Matthew Adamo, MD
- Aneeta Amir
- Rebecca Barnhart, RN
- Karina Billi, RN
- Nikoalla Chandolias, MD
- Valerie Collins
- Nancy Cummings
- Jenny Denczar
- Steven Fein, MD
- Susan Gibbons, MD
- Gabrielle Gonzalez, RN
- Kim Hein, RN
- Deidra Knauth, RN
- Renat Kudyakov, RN
- Neil Lempert, MD, ‘58
- Sean McGowan
- Eric Molto, MD, ‘87
- Pediatric ED Staff
- Elizabeth Perez
- Darcie Pucci, RN
- Radiation Oncology Department
- The Rev. Harlan Ratmayer
- Zlata Rizvanovic
- Kautil Ross
- Julie Suarez, RN
- Frank Thomas, MD
- Joelle Turek
- Vincent Verdi, MD, ’84
- Joseph Wayne, MD
- Lauren Zibura

### ALBANY MEDICAL CENTER OFFICERS

- **JAMES J. RABBA, JD**
  President and Chief Executive Officer

- **STEVEN M. FRISCH, MD**
  Executive Vice President of IDS and Hospital Systems General Director

- **WILLIAM C. HASSELBARTH**
  Executive Vice President and Chief Financial Officer

- **GEORGE T. HICKMAN**
  Executive Vice President and Chief Information Officer

- **GARY J. KOCHEM**
  Executive Vice President and Chief Operating Officer

- **VINCENT VERDI, MD**
  The Lorenzo and D. Graham, MD ’67 Distinguished Dean at Albany Medical College and Executive Vice President for Health Affairs

- **COURTNEY BURKE**
  Senior Vice President and Chief Strategy Officer

- **KENNETH COLLOTON**
  Senior Vice President, Center for Innovation

- **JOHN DEPAOLA**
  Executive Associate Dean and Chief Operating Officer, Albany Medical College

- **LOUIS FILOUHR, RN**
  Senior Vice President for Clinical Quality

- **CATHARINE HALAKAN**
  Senior Vice President for Human Resources

- **LEE R. HESSBERG**
  Senior Vice President and General Counsel

- **NOEL HOGAN**
  Senior Vice President and Chief Compliance Officer

- **KEVIN M. LEYDEN**
  Senior Vice President for Business Development and Strategic Partnerships

- **DENNIS P. MCKENNA, MD**
  Senior Vice President for Medical Affairs and Medical Director

- **MOLLY NICOL**
  Senior Vice President for Development and Communications

- **HENRY POHL, MD**
  Vice Dean for Academic Administration

- **FRANCES SPREE R-ALBERT**
  Senior Vice President of Finance

- **KATHLEEN ROCHE**
  Senior Vice President and Chief Nursing Officer

- **FERDINAND VENDITTI, MD**
  Vice Dean for Clinical Affairs

### 2016

#### Albany Medical Center HEALTHCARE SYSTEM

- **President & CEO**
  James J. Rabba

- **Integrated Delivery System**
  Dr. Steven Frisch

- **System Information & Data Services**
  George Hickman

- **System Strategic Planning & Population Health**
  Courtney Burke

- **System Care Delivery & Dean**
  Dr. Vincent Verdi

#### Support

- **SBO – Finance**
  Gary Kochem

- **SBO – Compliance**
  Henry Pohl

- **SBO – Development**
  Molly Nicol

- **SBO – Communications**
  Sue Larman

#### Board of Directors

- **Executive Vice President and Chief Operating Officer**
  Steven Frisch

- **General Director**
  Ferdinand Venditti, MD

- **Senior Vice President**
  Kathleen Roche

- **Senior Vice President**
  Kevin Leyden

- **Senior Vice President and General Counsel**
  Lee Hessberg

- **Senior Vice President**
  Noel Hogan

- **Senior Vice President**
  Gary Kochem

- **Executive Associate Dean**
  John DePaola

- **Chief Medical Officer**
  Vincent Verdile, MD

- **Chief Nursing Officer**
  Courtney Burke

- **Chief Compliance Officer**
  Noel Hogan

- **Chief Information Officer**
  George Hickman

- **Chief Executive Officer**
  James Rabba

- **Chief Operating Officer**
  Steven Frisch

- **Chief Strategy Officer**
  Courtney Burke

- **Chief Financial Officer**
  William Hasselbarth

- **Chief Technology Officer**
  Michael Kochem

- **Chief Compliance Officer**
  Henry Pohl

- **Chief Planning Officer**
  Kathleen Roche

- **Chief Nursing Officer**
  Courtney Burke

- **Chief Strategy Officer**
  Noel Hogan
Albany Med’s President, College Dean, and Physicians Are Honored for Service, Leadership and Patient Care

As 2015 winds to a close, the hard work and generosity of many who work at the Medical Center are being recognized by important organizations and institutions in our region. Here are just a few members of the Albany Med community who were honored in November.

Albany Med President and CEO Jim Barba received the Joseph A. Borsco Community Service Award from Community Caregivers, a nonprofit organization that has been providing home-based, non-medical supportive services to residents of Albany County since 1996. Barba was recognized for being a leader in community service, and he was quick to thank Community Caregivers for its dedication to helping area residents maintain their independence and quality of life when faced with challenging health issues.

Pediatric neurologist John Pugh, MD, PhD, was honored with an Outstanding Service Award from the Epilepsy Foundation of Northeastern New York. In 2013, the Foundation received a federal grant to improve diagnoses, treatment and services for youth with epilepsy. Dr. Pugh has been instrumental in providing outreach to pediatricians to educate them about this very important effort. Michael Gruenthal, MD, PhD, the Bender Endowed Chair of Neurology and director of Albany Med’s Neurosciences Institute, who serves as chair of the Epilepsy Foundation’s Professional Advisory Board, presented Dr. Pugh with the award. Albany Medical Center was also honored as a Red Flame Corporate Partner for 2015.

Vincent Verdile, MD, ’84, The Lynne and Mark Groban, MD ’67 Distinguished Dean of Albany Medical College and executive vice president for Health Affairs at Albany Medical Center, received the Citizen Laureate Award from the University at Albany Foundation, which, since 1977, has presented this honor to 70 distinguished area leaders for their impact on the region; Dr. Verdile was recognized for his outstanding contributions to academia. Under his leadership, Albany Medical College has greatly expanded its academic offerings and is home to four biomedical research centers, which have had one of the most successful National Institutes of Health funding records in the history of the College.

Take The Bus… It’s Free!

Albany Med employees now have completely free access to all CDTA bus services at all times. Just swipe your active Albany Med ID badge at the farebox and you can ride on all CDTA regular route services, including the Northway Xpress, Commuter Service, BusPlus and STAR paratransit service. Save on parking, avoid driving in bad weather and help the environment, all at once!

Park Playhouse Puts on a Show for Young Patients

The cast and crew from Albany’s Park Playhouse brought A Year with Frog and Toad, by Schenectady native Arnold Lobel, to patients at the Bernard & Millie Duker Children’s Hospital at Albany Medical Center in November. Since 2011, Park Playhouse and Albany Med have been community partners in enhancing the quality of life in Park South and the City of Albany.