

## What's inside

Name that Administrator

Upcoming Meeting in  
Denver

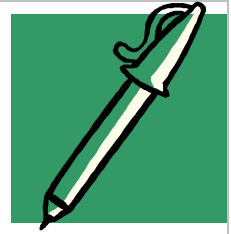
Fond Farewells

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## President's Letter

*Hattie Portis-Jones, MPA CHE  
Senior Administrator  
Morehouse School of  
Medicine  
Atlanta, Georgia*

Dear Fellow AAAP Members:

We have been busy since our last newsletter. Your Board of Directors held its Fall meeting in Philadelphia- the site of AAAP's 2009 Annual meeting- and the Canadian and Northeast/Southern regions held their meetings, in Kananaskis, Alberta and Miami, Florida, respectively. The continued success of these regional meetings and the increasing number of first time attendees confirms the

regional meetings as the building block for membership engagement and participation. The AAAP Board of Directors recognized the significance of this and approved my attending the Canadian regional to hear from and meet many Canadian Pediatric Administrators who are non-members of AAAP and to discuss with AAAP's Canadian members how AAAP can best serve their regional meeting needs. Kudos to Les Saggars and his University of Calgary team for an information packed and fun-filled meeting in the Canadian Rockies and all meeting attendees who welcomed their foreign visitor with

kindness and warmth. Thank you!  
Following the Canadian meeting was the Northeast/Southern regional meeting in Miami. Congratulations to the site hosts, Linda Davidson and Dennis Harris, and Program Coordinators Billy Newton and Nina Pickett. The Northeast/Southern Regional meeting set another attendance record of 31 attendees. They also had a great program and meeting venue. It was great meeting the first time attendees and many who are new members to AAAP. Welcome!

*Continued on page 2*

## Northeast/Southern Regional Meeting

*Billy Newton  
Administrator,  
Department of Pediatrics  
Duke University*

The AAAP Northeast/Southern Regional Meeting was held on November 9-10, 2007 in Miami Beach, FL. The meeting was hosted by the University of Miami Department of Pediatrics at The National Hotel - South Beach. The intent of the two-day meeting was to provide attendees with a "toolkit" of information on a variety of topics that

include Clinical Trial Negotiation and Budgeting, Best Practices in Education Program Administration, Process Improvement Boards, Physician Staffing Models, and Clinical Staffing Productivity and Efficiency. Additionally, Chuck Rydzy presented a Department Profile on the Johns Hopkins Department of Pediatrics. We were very pleased to also be welcomed to Miami by the Dean of the Miller School of Medicine in Miami, Dr. Pascal Goldschmidt, the former

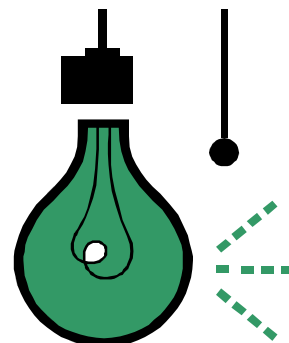
Chair of Medicine at Duke University. Mr. Bill Donelan, the VP for Medical Administration, Chief Operating & Strategy Officer of the Miller School of Medicine in Miami also presented to the group about the importance of children's services in an academic medical center. Mr. Donelan retired from Duke University in 2005 after last serving in a similar position at the Duke University Health System.

*Continued on page 3*

## Name that Administrator!

Clues:

Not a sports fan – could not name ten people on the local professional sports teams  
 Hobbies include- triathalons, scuba diving and trekking  
 Loves to eat  
 Married to a Registered Dietician  
 Enjoys travel  
 Believes in and appreciates the AAAP



Thank you AAAP  
 membership for  
 completing the survey.  
 Your participation helps us  
 help you.. "

## President's Letter, cont.

Upcoming is the Midwest/West regional meeting January 28-29, 2008 in Denver, Colorado. Our site host, Gail Cohen has put together a fantastic program and venue as well. Change is inevitable and 2007 marks the year that three AAAP members -Dave Barry, Carol Daugherty, and Tom East announced their retirement. I am elated to know that each has requested Emeritus membership status and wish to maintain involvement with AAAP. We are hopeful they will join us at the 2008 annual meeting in Tucson celebrating AAAP's 25<sup>th</sup>

anniversary. Late summer, I received notification from Patty McCarroll whom you elected as AAAP's 2009 Program Director that she was relocating to San Antonio in a non-Pediatric administrative position and had to step down from the 2009 Program Directorship. Good luck to Patty on her new endeavors. Guided by the AAAP Bylaws Eileen Drames of CHOP was named and unanimously voted by the Board of Directors as Patty's replacement. Eileen was in attendance at the Fall Board Meeting and did a stellar job as site host and presented

proposed plans for the 2009 program and venues. Jon Hayes, the coordinator for the 2007-2008 Faculty Compensation Survey and his team are busying compiling data and preparing the report January release. Thank you AAAP membership for completing the survey. Your participation helps us help you. In closing, I want to wish all of you a joyous and safe holiday season. I look forward to seeing you in 2008 at the Midwest/West Regional meeting in Denver or our Annual Meeting in Tucson. HAPPY HOLIDAYS!

## Fond Farewells!

### David Bary, Administrator of UW finance & operations

I have retired effective 12/1/07 from the University of Washington after 23 years in the Department of Pediatrics. I joined the AAAP in 1985, attending my first annual meeting in Atlanta that year. It has been a pleasure having been a member of the organization. I will take many fond memories of my AAAP acquaintances and the many annual meetings I attended over the years with me into retirement.

### Thomas East, Administrator, Department of Pediatrics, University of Arkansas Medical Sciences

I too, must report that I am now stepping down as the Administrator of the Department of Pediatrics, University of Arkansas for Medical Sciences. Like Dave Bary said, I have truly enjoyed my times in the AAAP and mainly all the truly wonderful people I have met over the years. Mr. Mark Amox is replacing me as Administrator; I am still working for now, helping Mark and our new Chair Dr Richard Jacobs until they tell me I can leave. I would like to maintain an adjunct or other appropriate title if that is possible. I am asking Mark to fill out application this cycle for the Administrator role. Thanks to all for the many wonderful years.

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## Meeting recap, cont.

The group consisted of 31 members (and member-candidates) from mainly the northeast and southern regions. There were seven first-time attendees at the meeting. On Friday night, the group had dinner at Talula on South Beach and was fortunate to have had the covered outdoor area reserved for an intimate setting and delicious food. The meeting would not have been possible without the tremendous efforts of Linda Davidson and Dennis Harris, our wonderful site hosts. Nina Pickett also provided advice and direction regarding the meeting planning and content. Thank you to all the attendees and to our sponsors. **Huron Consulting Group** was a financial sponsor of our meeting and in-kind sponsors included **ECG Management Consultants, Navigant Consulting, University of Miami Department of Pediatrics, University of Miami Cosmetic Center, Duke University Department of Pediatrics, and Johns Hopkins Department of Pediatrics**. In summary, it was another terrific opportunity for AAAP members to come together to learn from one another and network.

## West/Midwest Regional Meeting

When: January 28 & 29th, 2008  
Where:  
Denver/Aurora, Colorado  
The Timbers Hotel  
4411 Peoria St.  
Denver, CO 80239  
303-373-1444

Please register with The Timbers Hotel at: 303-529-0727 (direct – tell them you're with AAAP).  
Deadline is January 5, 2008 !!

or  
[adillon@timbersdenver.com](mailto:adillon@timbersdenver.com) / [frontdesk@timbersdenver.com](mailto:frontdesk@timbersdenver.com)

Free transportation to and from Denver International Airport.

### Registration Information:

Fee:\$225, make check payable to AAAP  
Mail to:Elaine Gallagher- AAAP Treasurer  
Planning Officer  
Children's Hospital of Philadelphia  
100 North 20th Street, Suite 301  
Philadelphia, PA 19103

### Additional Contact Information:

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HOPE TO SEE YOU ALL HERE!

### Name that Administrator ANSWER:

#### Jim Morgridge

Update - Finance Director of Physician Affiliates for Pediatrics, Imaging, Pathology, Psychiatry and Outreach physicians at Children's Memorial Hospital in Chicago.

Our Physicians are the faculty of Northwestern University. I have been in healthcare in and around Chicago for 25 years.

I live in Oak Park Illinois and am married to Nancy, who tries to make sure we all eat right. We have 5 kids between us. Those of you who came to the regional in Chicago will remember the last day we had pizza which, to this day, I believe should be rated as a "super food" along with blueberries, salmon, oats, spinach, nuts etc.

Looking forward to seeing everyone in Tucson if not in Denver. I sincerely appreciate all that you do for the AAAP and especially for your ongoing contributions to the health of children everywhere. All the best to all of you, see you soon!  
Jim

### Fond Farewells, cont.:

#### Carol S. Daugherty, Administrator, Department of Pediatrics, University of Louisville School of Medicine

I retired from my University of Louisville position as Senior Administrator for the Department of Pediatrics... I have thoroughly enjoyed my affiliation with the Association of Administrators in Academic Pediatrics. I attended the first meeting in Milwaukee and became a charter member... Not unlike my colleagues, I have made wonderful friendships, been able to network and have learned a great deal from others as a result of participating in the organization.

## REMINDER—Save the Date

The city of Tucson is the location for the AAAP annual meeting, May 18-20 2008. More details to come!

## New Chair at Columbia

**Lawrence R. Stanberry, MD, PhD**, has been named the new chair of the Department of Pediatrics, Columbia University, College of Physicians and Surgeons. Dr. Stanberry is currently at the University of Texas Medical Branch at Galveston, as chair of Pediatrics, John Sealy Distinguished Professor, and director of the Sealy Center for Vaccine Development. Renowned in infectious diseases, he is an expert on neonatal herpes, the use of vaccines and antiviral drugs, and the management of genital herpes and other sexually transmitted infections. He spent seven years at the University of Texas and 20 years before

that at the University of Cincinnati. His MD and a PhD in pharmacology are from the University of Illinois. He further trained at Children's Medical Center and Parkland County Hospital in Dallas and the University of Utah, and did research in oncology and experimental therapeutics at the University of Illinois. Dr. Stanberry joins Columbia on a full-time basis in March.

## New Member Profile

**Lamont Lewis, Chief  
Administrative Officer, St.  
Christopher's Pediatric  
Associates**

**Education, training, professional experience:** I began my healthcare career in the military (U.S. Navy) in 1979 in the role of medical care provider of emergency and trauma medicine as a hospital corpsman and EMT while stationed in Hawaii. I attended classes at several local universities for my preliminary courses then enrolled at Southern Illinois University's undergraduate degree in Healthcare Management where I achieved my B.S. degree in 1988. After finishing my undergraduate degree, I obtained a commission as a Naval Officer in the Medical Service Corps and continued to attend graduate schools at each of my new duty stations. While living in Japan and after the Desert Storm War, I resigned my active duty commission to transition into civilian healthcare and took a position at Temple University School of Medicine managing the Women's Health Services Departments of OB/GYN/RS

in 1992. Since that time I have held director and executive level positions in large integrated health delivery systems, academic and non-academic, and responsible for managing their physician practice product lines. I have just finished my last class and achieved my MBA from Regis University, which capped the end of a long professional education journey.

### **How you came to be in your current position**

In 2006, I was assigned to serve as a senior consultant and to evaluate the pediatric academic practice plan of St. Christopher's Hospital for Children in Philadelphia. After performing a review of their physician compensation and productivity, operational workflows, revenue cycle management, and administrative organizational structures, I provided a full SWOT analysis and several deliverables to the executive physician and administrative leadership of the hospital. Shortly thereafter, and after gaining mutual approval, I accepted an offer to direct the daily operational activities of this practice plan.

### **Your job duties**

As the Chief of the Practice Plan, I report to the hospital CEO and am part of the healthcare system's senior leadership team. I work closely with our Physician-In-Chief who is also our Chair of the Department of Pediatrics for Drexel and our Surgeon-In-Chief, our Section Chiefs and administrative leadership in establishing the future direction of our organization.

### **The most interesting aspects of your job**

Healthcare is a people service business, and pediatrics crosses the bridge of catering to the needs of children, their parents and the community in which they live. Managing an organization with a single focus on providing the best quality care to these constituents make our daily tasks challenging yet rewarding.

### **The biggest challenges of your job**

Balancing the academic, research, administrative and clinical demands that come with an academic practice plan provides an increased level of difficulty and demand which offers many new

and exciting learning experiences for the managers and physicians within our organization. The governmental regulations and financial impact of reimbursement also provides many daily challenges to allow for the development of needed programs for children, and many that are not reimbursed by most insurance plans.

### **Anything that you would like to share about yourself outside of the job e.g. hobbies, interests, family.**

My wife Ana Maria and I are the parents of four children, two daughters ages 25 and 24, and two sons ages 23 and 22. We have an 8-year-old grandson. My wife was born in Dominican Republic and is fluent in every dialect of the Spanish languages. She is a Spanish Medical Interpreter and Translator and enjoys working with physicians, staff and families in facilitating the provisions of their medical care. We enjoy cultural events, foods and world travel.

## More Profiles of our New Members

### **Kathy Bosma, RN, MPA** **Dept Administrator** **Pediatrics/Human** **Development**

I am a nurse by training and have held several positions in nursing leadership throughout my career. I was the nurse manager of a Pediatric Intensive Care Unit for 3 years, the nurse manager of an Orthopedic Unit for 7 years and the Nurse Coordinator for a federally funded Center for Bleeding and Clotting Disorders for 17 years. About 2 years ago I was hired as the Practice Manager for Pediatrics and Human Development at Michigan State University. In this position I was responsible for the clinical administration for two outpatient pediatric clinics, 3 genetic laboratories, and the liaison for the Neonatology group and the hospital. After holding that position for 18 months I was promoted to the Department Administrator of the same department.

My educational background includes a diploma in Nursing, a bachelor's degree in business and a master's degree in public administration.

The biggest challenge that I face is acclimating myself to the academic side of things. I am very comfortable with the clinical aspects, but the academic issues are somewhat new to me. The good thing is that the faculty is familiar to me and I have a good working relationship with them. The academic support staff has been extremely helpful in assisting me while I make the transition. My predecessor, Barb Garvey,

has also been instrumental in orienting me to my new position. Barb and I worked together years ago so it has been fun working with her again. She has a wealth of knowledge and insight and she has been very willing to share it with me.

On the personal side, I am married and have two grown daughters, one of whom is also a nurse and she is getting married Dec. 1 in Cabo San Lucas, Mexico. I also have two adorable grandchildren with another on the way. Outside of work I enjoy reading, walking and trying new recipes. My new job keeps me busy, but I still have time to do some volunteer work in my community. I have delivered Meals on Wheels once a month for the last 23 years and I am involved with a crib ministry through my church.

### **Sally Harrell** **Office Manager** **East Tennessee State** **University**

I have worked in the Department of Pediatrics at East Tennessee State University for the past 27 years. I was working in North Carolina and wanted to come back home to work at the new medical school. I joined the department in 1980 when the first group of medical group of students was rotating through Pediatrics. There was me and two other staff members and seven faculty members. The department has grown to 22 faculty, 14 residents, and nine support staff. I am the last person left of the original group. One of my retirees wanted to know what it was like to

be the "matriarch" of the department. I laughed and said "Finally, I'm in charge." (Just kidding.)

My job duties include compiling and managing both State of plan budgets, recruitment, staffing, etc. I am also head of the complaint department and resolve all issues instantly department. Kidding again but sometimes it seems like that. I enjoy flower and vegetable gardening, my dogs, reading, playing computer games, and my next door neighbors 18-month-old and six-year-old boys whom I refer to as my "adopted grandchildren". I get to spoil them and play with them and when they get too rowdy, I get to go home where it is quiet.

**Ervin Locklear, MPA, FACHE** joins **Carilion Clinic as Practice Administrator, Department of Pediatrics** after most recently serving as an administrator with the University of Texas Health Science Center at San Antonio. Ervin transitioned to academic medicine after serving as an Air Force health administrator. Positions held included Administrator, Defense Institute for Medical Operations, an education and training partnership strengthening medical and healthcare management capabilities around the globe. He also served as Director of Graduate Medical Education at Keesler Medical Center in Mississippi. Ervin holds a Master of Public Administration with concentration in Health Services Management from Golden Gate University in San Francisco, CA. He earned a Bachelor of Science in Psychology from Pembroke State University in North Carolina. He is a Fellow in the American



College of Healthcare Executives (ACHE). Carilion has launched a major initiative to transform its hospitals, staff and associated medical facilities into the Carilion Clinic -- a physician led clinic dedicated to patient care, education and research. In January 2007, Carilion and Virginia Tech, Virginia's largest research university, announced plans to create a jointly operated private medical school. Patterned after Harvard Medical School's Health Sciences and Technology (HST) program and Cleveland Clinic's Lerner College of Medicine, the new school will have a small class size and be dedicated to training physician researchers. I am excited to be a part of Carilion Clinic and contribute to its mission of finding better ways to deliver quality care and services to the community. A primary task for 2008 is the planning and development of the Carilion Clinic Children's Hospital and the consolidation of outpatient services in one Center. To develop as an administrator in pediatric healthcare, I look forward to networking and learning from the members of AAAP.

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**We're on the Web!**

See us at:  
[www.aaapeds.org](http://www.aaapeds.org)

## Welcome New Members!

**Lisa Lenz**

Director, Physician Billing  
Northwestern University  
Feinberg School of Medicine

**Jacque Bernard** (replacing  
Patti McCarroll)  
Administrative Director  
University of Utah

**Mary Despres**

Director, Practice  
Management Services  
Tufts New England Medical  
Center and Floating Hospital  
for Children

**John Berry**

Administrator, Department  
of Pediatrics  
Texas Tech University Health  
Sciences Center

**Elaine Davis, MPH**  
Department Business  
Manager  
University of Oklahoma  
Health Sciences Center

**Sean Poppoff**  
Administrator, Division of  
Neonatology  
University of Washington

**Sally Harrell**  
Office Manager  
East Tennessee State  
University

**Lamont Louis**  
Chief Administrative Officer  
St. Christopher's Pediatric  
Associates, LLC

**Teresa Welch** (replacing  
Mary Bryan)  
Associate Director  
University of Florida  
(Gainesville)

**Denny Bardeau** (replacing  
Les Saggars)  
Regional Manager  
Paediatrics

## Fetching Faculty Data

*By Monica Younger, MS,  
University of Colorado  
School of Medicine,  
Department of Pediatrics*

Managing academic appointment data just got easier. The promise of well managed faculty data is becoming a reality at the University of Colorado School of Medicine. The Department of Pediatrics has built custom software to manage all aspects of faculty data, from publications and research interests, to annual reviews, academic rank and appointment dates, and administrative appointments. The department has been searching for an answer to the question of how best to manage academic information for the nearly 400 full-time faculty members for many years. To replace a hodgepodge of Excel sheets and Access tables, Senior Software

Developer Peg Christon, MD, MSCIS, and Monica Younger, MS, are currently implementing FIDO (Faculty Information Database Online) for the coming 2007-2008 annual review cycle. FIDO has been developed using the latest .NET framework with a SQL server database. The software has role-based security so that when different types of users log in, they only see what is necessary for them to do their work. The first part of the software to be used by the department this year will be the annual review module. Faculty are given a login so that they can update their annual review information and submit an annual review to their section/division head and on to the department chair. Automated e-mails keep the faculty and their reviewers posted as to the

status and progress of the review. Although the first phase of the software rollout is concentrated on the annual review module, several other modules are also planned for the software such as adding more functionality to assist with the promotions process, enhancing software support for the salary planning process, add ability to upload CV documents and biosketches and retrieve them later, and the ability to feed the Peds website dynamically from the FIDO database. Additionally, many new reports are on the wish list that will replace hours of administrative digging with a simple query of the database.