

# MSHA NEWS

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## First Recipient of New Academy of Management Teaching Award

Congratulations to Bob Hernandez, Dr.P.H., the first recipient of the Health Care Management Division Excellence in Teaching Award! Dr. Hernandez was recently recognized at the 2005 Academy of Management annual meeting in Honolulu for his long and ongoing commitment to teaching and contributions to health services administration educational programs both nationally and internationally. In addition to receiving the 2005 HCMD's Excellence in Teaching Award, Dr. Hernandez has been previously recognized for his outstanding teaching and commitment to the health services industry by being selected as the outstanding Alumnus by the Alumni Association of the Graduate Programs in Health Administration at the University of Alabama at Birmingham (UAB) and receiving the Volker Outstanding Faculty Award at UAB.



(Above): Dr. S. Robert Hernandez

Dr. Hernandez is a Professor in the Department of Health Services Administration, School of Health Related Professions at UAB. He is Director of the Ph.D Program in Health Services Administration and served as the Department Chair from 1994 to 2000. He is a graduate of the MSHA Program at UAB, and received his Dr.P.H. from the University of North Carolina at Chapel Hill. Dr. Hernandez has worked in the health services administration field for over thirty years and has been a faculty member at UAB since completing his doctorate. Dr. Hernandez devotes enormous energy to his students as both an advisor and mentor. He supervises numerous research projects, spending many hours reading, commenting, and discussing dissertation drafts. By coauthoring papers with his students, Dr. Hernandez encourages and supports students' presentations at professional meetings.

Dr. Hernandez has published extensively as well as given numerous presentations at academic meetings and for practitioner groups. His main research focus is strategic issues in the health services industry. However, Dr. Hernandez widely consults in other areas such as organizational innovation and change, hospital closure, organizational performance, human resource management, information systems implementation, and physician behavior. Working extensively in Armenia, Georgia, and Kazakhstan, his applied research has been honored by both the American Sociological Association and the Academy of Management.

In addition to his commitment to teaching and extensive research, Dr. Hernandez has tirelessly served on many academic and professional healthcare boards. He has served as Chair for both the HCMD and the Commission on Accreditation of Health Care Management Education. Over the years, he has also served on the American College of Healthcare Executives' Regent's Advisory Council for Alabama, as well as, the editorial boards of *Health Care Management Review*, *Medical Care Review*, *Health Services Management Research*, and the *Alabama Journal of Medical Sciences*. In addition, Dr. Hernandez directs the scientific oversight of the Engalitcheff Arthritis Outcomes Initiative at UAB.

Congratulations to Dr. Bob Hernandez for this well deserved award!

## NEW MSHA SCHOLARSHIPS AWARDED THIS FALL



(Above): Jon Vice, President and CEO, Children's Hospital of Wisconsin.

**W**e are pleased to announce that 3 newly-funded scholarships were awarded this year in addition to the other existing scholarships made possible through the generous support of our alumni. These awards enable us to recruit the best students to our MSHA Program.

- Jon E. Vice Scholarship: Adam Cook and Diana Scalici (first recipients)
- 35th Anniversary Endowed Scholarship: Jeannette Glenn, Will

Lloyd (first recipients)

- Scott Braxton Ryland Endowed Scholarship: Alan Dow (first recipient)
- AlaHa Minority Scholarship: Kidadada Hawkins
- Albert W. Dent ACHE Scholarship: Pebblin Warren
- Health Services Administration Endowed Scholarship: Kyle Cutright

- Michael Garrigan Endowed Scholarship: Drew Ward
- Robert Zasa Endowed Scholarship: Ben Youree
- Kenneth Roan Endowed Scholarship: Brandon Aven
- NAHSE Haynes Rice Scholarship: Constance Mims

Thirty-six students have been awarded HRSA Health Administration Traineeships and eleven students received work-study through the Department of Health Services Administration. This year we have been able to award some type of financial aid to every student who completed the financial need process.

- Robert C. Chapman Endowed Scholarship: Dana Gillies, Giang Leisch, Ben Whitworth
- 25th Anniversary Endowed Scholarship: Kevin Andrews, Catherine Carpenter, Kathryn Evans, Thomas Roddy
- Lind Endowed Scholarship: Jennifer Allen, Matthew Cybulsky, John Kueven, Ryan Pillman, Jana Santoro, Brad Stockton



Above: Bob Zasa and Jay de los Reyes

*...Look for exciting innovations to the MSHA curriculum and Administrative Residency Search Process beginning in fall 2006. Details will be shared in the next edition of the MSHA News.*



(Above): Members of MSHA Class 41.

### MSHA Class 41 Leadership

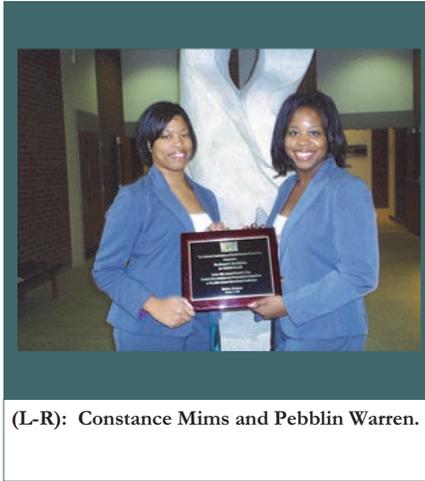
- |                      |                  |
|----------------------|------------------|
| Class Officer:       |                  |
| President:           | Brad Stockton    |
| Vice President:      | Kathryn Evans    |
| Secretary/Treasurer: | Jana Santoro     |
| Social Chair:        | Jennifer Allen   |
| ACHE Officers:       |                  |
| President:           | Thomas Roddy     |
| Vice President:      | Callie Carpenter |
| Secretary:           | Jeanette Glenn   |
| Treasurer:           | Coretta Pearson  |

## ACHE AND NAHSE RECOGNIZE UAB MSHA STUDENTS

October 10, 2005 – The University of Alabama at Birmingham announced today that two graduate students within the Master of Science in Health Administration Program recently received prestigious national scholarships. Pebblin Warren was one of only nine students awarded the Albert W. Dent Student Scholarship, sponsored by the American College of Healthcare Executives (ACHE). This \$3,500 scholarship is awarded annually to a select group of outstanding minority students in their final year of healthcare management graduate program. Constance Mims was awarded the Haynes Rice Scholarship, which is the National Association of Health Services Executives' highest scholarship awarded and honors the distinguished

health care career of Haynes Rice. Ms. Mims received \$2,500 to assist in financing her graduate education and will be mentored by Kenneth Grant, vice president of general services for The Johns Hopkins Hospital, the 2005 recipient of NAHSE's Senior Healthcare Executive Award.

During the Annual NAHSE Educational Conference in Detroit, Michigan, nineteen teams from leading programs in health administration competed in the 10<sup>th</sup> Annual Everett V. Fox Student Case Competition. The UAB team, comprised of Ms. Warren and Ms. Mims, earned third place in a very rigorous competition. Each team member received



(L-R): Constance Mims and Pebblin Warren.

\$1,000 for educational expenses and the MSHA Program proudly displays the plaque within its department.

In January, the UAB team will present their strategies to the executive team at St. Joseph Mercy Oakland Hospital – the organization which the community benefit case was derived.

### Special points of interest:

- Alumni and Preceptor Reception during ACHE Congress on Healthcare Management —March 28, 2006
- 26th Annual National Symposium for Healthcare Executives will be held July 24—29, 2006 at the Sandestin Golf & Beach Resort

## NEW AFFILIATION BEGINS

During the annual meeting of the Alumni Association of the Graduate Programs in Health Administration (GPHA), new officers were elected including: James Burkhart, President, Lance Duke, Vice President/President-elect, and Kerry Gillihan, Secretary/Treasurer. Five new board members began their terms - Brenita Crawford, Shannon Dabbs, Brian Matson, David Owenby and Jeffrey Whitton.

As of September 13, 2005, the GPHA became affiliated with the UAB National Alumni Society. "We are very excited about this affiliation as a

way to show our support for the university and to, in turn, provide our members with the benefits of the National Alumni Society," says James R. Burkhart, President of the GPHA Alumni Association.

Each year, alumni of the Department of Health Services Administration will receive renewal information from the GPHA and updated membership materials to keep them apprised of program enhancements. Alumni will also be informed of upcoming activities and events. We hope that all alumni will be able to join us.

# THE MSHA FAMILY TRADITION....

In this issue, we spotlight three father/son pairs that have completed UAB's MSHA Program and in the next issue we will highlight sibling pairs that have also completed the program. We start with **Tommy** (Class 4) and **Tom** (Class 27) McDougal. The first McDougal is now retired after leading and consulting with health care organizations for over 30 years while his son, Tom, has been a chief executive officer for nine years. Here's what they shared...

## Why did you choose UAB's MSHA Program for Graduate School?

**Tommy:** I was working as a pharmacist in a small Birmingham area hospital and got the "administration" bug. My wife Julie and I decided that UAB was a logical choice for pursuing the Masters if I could get accepted.

**Tom:** I had the option of several programs. However, I chose UAB due to its positive reputation in the Southeast, high ranking nationally, excellent network of Residency Preceptors, and the networking opportunities in Alabama. The greatest preparation is providing a valuable baseline knowledge of finance, statistics, health law, and healthcare history. The true learning occurs during the residency and the UAB network of residency preceptors is unmatched nationwide - this is the greatest preparation UAB provided.

## Tell us about the most memorable event/time you can recall while at UAB.

**Tommy:** I think our class was a unique mix of individuals which resulted in many spirited discussions – the entire process was enjoyable and I think the administration and faculty had our best interests at heart. In some cases, newer faculty and students learned together.

**Tom:** My most memorable time was during a lecture of Dr. Houser. He taught us about "Go to Hell" money - funds set aside to cover our living expenses in the event that we felt morally or ethically obligated to end our current employment immediately and search for another opportunity. Fortunately, I have always worked for ethical companies and individuals so I have not had to use this money.

## What is your most significant career accomplishment?

**Tommy:** In 1975, we moved to Columbia, SC where I was the Chief Operating Officer of 611 bed Richland Memorial Hospital working with Bill Ivey. We turned a hospital that was in financial trouble into a profitable organization in about 15 months.

**Tom:** My first CEO opportunity was with Baptist Healthcare System in South Carolina. At age 27, I was named the CEO of Barnwell County Hospital, a hospital under a management contract with Baptist. This was significant in that my MSHA Residency Preceptor and mentor, Charles D. Beaman, President of Baptist Healthcare System, was the individual that had provided this opportunity to me. I do not believe that I would have had this opportunity if I had not completed my residency with Mr. Beaman. Since that time, by age 36, I now have 9 years of CEO experience with three different hospitals.

## Tell us about your recent accomplishments – both professional and personal.

**Tommy:** As I mentioned above, I'm no longer in healthcare management, but was able to "recycle" myself to practice pharmacy after being out of the profession for over 30 years.

**Tom:** I completed my Fellowship in ACHE in 2002. Since 1998, I have been honored to be a CEO for hospitals affiliated with Community Health Systems, Nashville, TN. During that time, I have received company-wide awards for Growth in Admissions, Outstanding Performance Achieving Highest Number of Physicians Recruited, and Outstanding Performance in Recruiting Targeted Physician Specialties. Most significantly, I have had the opportunity to mentor others including future CEOs, executive leadership members and Department Manager level leaders. Personally, I am most proud of my 12 years of marriage to my wife, Wendy, and having the opportunity to father our two children, Mary Ann (9) and Madden (5).

## Who has been your mentor thus far and why?

**Tom:** Rush Jordan was my preceptor and primary mentor. Rush was always on the leading edge and the team that he had developed at the Baptist Medical Centers in Birmingham was top notch. Rush has always been part of my career in some way. I was the first resident at BMC from the program.

**Tom:** First, my father, Tommy McDougal, Sr., has always mentored my development in my career. Don Ball, retired CEO of Jackson Hospital, Montgomery, AL allowed me to have my first experiences in a hospital and helped me choose my career in healthcare administration Charles D. Beaman provided to me the opportunity to learn about hospital operations and served as my preceptor in my residency and mentored me extensively. Most recently over the past seven years, David L. Miller, Vice President for Community Health Systems, has continuously mentored me during my development as an experienced CEO and leader. Most



(L-R): Brent, Julie, Tommy, Cassie and Tom McDougal.

significantly, these men have mentored many other individuals and by so doing, they are shaping the future of healthcare. This is true mentoring leadership and I am indebted to each of them for providing opportunities to me.

## In what ways did your attending UAB's MSHA Program influence or change your relationship with your son/father?

**Tommy:** Tom and I have always been close and the MSHA program and our careers gave us opportunities to talk – I feel that it brought us closer. Tom is so much more competent than I ever was and I think it is a testimonial for the high degree of development of healthcare administrators, the strength of the MSHA Program and the success motives of Tom's generation.

**Tom:** We have always been close but grown closer as a result of our mutual interests and network. Most children do not have the opportunity to work in the same industry as their father but it has been an honor for me.

## Tell us one interesting fact about your son/father.

**Tommy:** Tom tends to stay out of the limelight – and you would not likely recognize him as a hospital administrator when he has on his Harley jacket and is out riding his motorcycle.

**Tom:** My father is the consummate "story teller." He can recall people, situations and challenges from 30 years ago just like they occurred yesterday. Most importantly, he is a gentleman in always finding the best in others.

The second pair is the father/son duo of **Dick** (Class 5) and **Trent** (Class 35) Lind. The first Lind member is serving on Board of Phoenix Health Systems (a privately held company that provides IT outsourcing and consulting services) and on the Boards of Directors of four community hospitals in Florida, while Trent is beginning his career and is currently Associate Administrator, Brandon Regional Hospital (an HCA facility).

**Tell us about your current position/title and the organization you work.**

**Dick:** I retired the end of 2000 after thirty years of hospital management. For fifteen years prior to my retirement I served as President/CEO of Memorial Health Systems, a community not-for-profit system comprised of four hospitals located in the Daytona Beach, Florida area. MHS merged with the Adventist Health System in 2000. Since retirement, I served for one year as the President/CEO of Phoenix Health System, a privately held company that provides IT outsourcing and consulting services to hospitals. I continue to serve on the Board of Phoenix and on the Boards of Directors of four community hospitals in Florida.

**Why did you choose UAB's MSHA Program for Graduate School?**

**Dick:** I was impressed with the faculty and multidisciplinary curriculum...not lost in the School of Business or Public Health as was the case of many other programs.

**Trent:** I chose UAB for its national reputation and traditional residency based MSHA.

**Tell us about the most memorable event/time you can recall while at UAB.**

**Dick:** It is difficult to single out one event/time. In retrospect, immersing myself in the UAB MSHA Program was key to my transition from a very difficult twelve months with a combat infantry unit in Vietnam to normal life and rewarding career.

**Trent:** Rock climbing with Dr. Shewchuk. Before that day, I never knew that statistics and rocks were interrelated.

**What is your most significant career accomplishment?**

**Dick:** Leading the development of a four community hospital system from a single hospital.

**Trent:** My decision to join HCA following my administrative residency has served me well over the past three years. Since my start with HCA, I have quickly accelerated in my career, continuing to gain additional responsibilities. In my current role with Brandon Regional Hospital, I have been afforded the opportunity to provide direct oversight to over 600 employees and upwards of \$500 million of total annual revenues in the departments I serve. I consider my aggressive track to ultimately one day become a successful CEO as my greatest accomplishment to date.

**Tell us about your recent accomplishments – both professional and personal.**

**Dick:** Chairman of the Florida Hospital Association; receiving the FHA's highest honor, the Award of Merit; serving as Chairman of the American Hospital Association's regional Policy Board 4 and concurrently serving on the AHA's Board of Trustees.

**Trent:** I now have bragging rights over my old man. He graduated with Class 5 with his single MSHA. I graduated with Class 35 with a dual degree, my MSHA and MBA. So our longstanding debate has finally been resolved...we know who the smarter Lind is now!

**Who has been your mentor thus far and why?**

**Dick:** L. R. "Rush" Jordan. He provided me with the opportunity for a Summer Internship with the Baptist Medical Centers followed by a twelve month Administrative Residency. Working with Rush and his exceptional management team was invaluable throughout my career. There is no way to repay the mentoring, guidance, professional/personal advice and life-long friendship...you just have to "pay forward"!

**Trent:** I consider my father to be my greatest mentor. It is an asset that not every aspiring hospital CEO has, so I of course take full advantage of it. Being able to pick up the phone to analyze a strategy, discuss a dilemma or simply vent my frustrations is a weekly basis. Furthermore, there is not a day that goes by that I don't lean on "lessons learned" from my old man's experiences.

**In what ways did your experience in our program prepare you for your current position?**

**Dick:** Academic Preparation, Networking, Time Management, Personal Direction, and Opening Doors...particularly the first few.

**Trent:** The most beneficial aspect of the UAB MSHA program was the faculty and staff. The faculty at UAB possessed knowledge both from the academic world as well as the field. The blend of this knowledge base created a valuable setting for our students to grow and learn. Furthermore, the field based knowledge of our faculty prepared our students for the transition into our residencies.

**In what ways did your attending UAB's MSHA Program influence or change your relationship with your family member who is also an alumni?**

**Dick:** I neither encouraged nor discouraged Trent to pursue a hospital/health management career. However, once he did I have been fully supportive. He is off to a great start; I am thoroughly enjoying watching his career progression. This circumstance has definitely given us an extra dimension to our already close relationship.

**Trent:** The most beneficial aspect of the UAB MSHA program was the faculty and staff. The faculty at UAB possessed knowledge both from the academic world as well as the field. The blend of this knowledge base created a valuable setting for our students to grow and learn. Furthermore, the field based knowledge of our faculty prepared our students for the transition into our residencies.



(L-R): Dick Lind and Trent Lind.

**Tell us one interesting fact about your son/father**

**Dick:** Trent saved a classmate from drowning in an undertow during his senior year of high school in Daytona Beach. Others turned away and did not try, but Trent risked his own life to do the right thing...it was a very close call for both of them!

**Trent:** One of my greatest goals in life is to make my father proud of my accomplishments. Of course, my competitive spirit drives me to "one-up" him in my career. But let me say, that is going to be a VERY difficult task. My father's greatest accomplishment was taking a medium-sized sole community hospital in Ormond Beach, Florida and turning it into a major health system 10 years later. Under my father's leadership, Memorial Health Systems transformed from a one hospital system into a dominant four hospital system serving a two county area of Florida. During that time my father served on the Florida Hospital Association (FHA) Board, served as the Chairman of FHA and ultimately served as a member of the American Hospital Association Board (AHA). Even though he remains modest, he continues to be regarded as one of the great minds in health-care.

## The MSHA Family Tradition (continued)

**T**he third pair consists of **Jon** (Class 7) and **Jeff** (Class 38) Vice. Jon is currently the CEO of Children's Hospital of Wisconsin and Jeff is working as a planning consultant at the Children's Hospital of Denver.

### Why did you choose UAB's MSHA program for graduate school?

**Jon:** Fortunately, my great aunt worked for University Hospital as Director of HR. I called her one day to inquire about the Master of Science in Health Administration program and she told me who to contact. I was lucky to have been naïve and not even consider another program.

**Jeff:** My father was a big influence on me, putting the thought of UAB in my head without exerting any unwanted pressure. I knew I wanted to attend a standout program. Upon researching highly reputable programs, I felt like UAB was the best fit. I also knew the required residency would be ideal as a means of gaining valuable experience.

### Tell us about the most memorable event/time you can recall while at UAB.

**Jon:** During a first-quarter epidemiology course, a paper was due every Tuesday morning. That was the year that Monday Night Football began to air on TV...a great distraction for writing/researching papers. One paper I got back had the comment, "Abe Lincoln, in a matter of a short period of time, was able to conjure up one of the most famous speeches in history—The Gettysburg Address. However, it is obvious that you are not Abe Lincoln." That grade was a "D" — one of the worst grades I have ever received. I use this story to point out the need to do your homework correctly.

**Jeff:** The most memorable events I recall were the Friday morning field trips with Dr. Houser during our first semester. I can remember each of the organizations we visited, and each of them was valuable in its own way. The field trips helped solidify in my mind that healthcare was the field I wanted to work in.

### What is your most significant career accomplishment?

**Jon:** My most rewarding experience has been the transformation of "Milwaukee Children's Hospital" into "Children's Hospital of Wisconsin." My team built up the programs, added faculty and relocated the Hospital to the Milwaukee Regional Medical Center Campus in 1988. We are now the second largest children's hospital in the nation in terms of patient admissions. This year, Child Magazine identified Children's Hospital of Wisconsin as the third-best children's hospital in the nation.

**Jeff:** Having just completed my Administrative Fellowship, my most significant career accomplishment has yet to occur. I was very pleased with my Fellowship experience as a whole, and look forward to continuing to grow as a healthcare professional.

### Tell us about your recent accomplishments, both professional and personal.

**Jon:** Recently, Children's Service Society of Wisconsin decided to join the Children's Hospital and Health System. Children's Service Society of Wisconsin is the largest non-profit child-welfare organization in the State of Wisconsin. This organization felt comfortable teaming up with our Health System's child abuse and foster care programs. My personal accomplishments are my five children. Those who have reached adulthood are married to wonderful people and leading productive lives.

**Jeff:** I completed my Administrative Fellowship at The Children's Hospital in Denver in June and was retained as a Planning Consultant, a position I have immensely enjoyed. My wife and I moved into our first

house at the end of September and my wife gave birth to our first child on October 8th.

### Who has been your mentor thus far, and why?

**Jon:** At my age, I no longer have a mentor, but have become one. J.E. ("Ted") Stibbards was my mentor whom I met at Children's Hospital Medical Center in Cincinnati during my administrative residency. Ted and I kept in contact and he was always someone I could call on to ask for advice. Ted died a number of years ago and I think of him often when confronted with certain problems.

**Jeff:** My mentor has certainly been my father. He has been able to provide me with invaluable advice and direction as my career develops and he's not afraid to tell it like it is. As successful as he has been, I realized early on that it is in my best interest to lean on him for support and guidance whenever necessary.

### In what ways did your experience in our program prepare you for your current position?

**Jon:** Going to school and working at Children's Hospital of Alabama was difficult, but I learned how to use my time effectively. I also learned the value of teamwork during the program. Most problem solving changes in healthcare delivery occur through the collective minds of the various teams we engage.

**Jeff:** The program provided me with core knowledge of hospital operations, finance, and strategic planning from which I am able to draw upon daily. It prepared me to continue seeking educational opportunities related to healthcare because the field is always changing there are things you cannot necessarily learn in the classroom.

### In what ways did your attending UAB's MSHA program influence a change of relationships with your son/father?

**Jon:** Jeff had planned on pursuing an accounting career through his undergraduate work. Before his graduation, Jeff told us that he decided to attend UAB to get his MBA and a Master in Health Administration. This is the first time he had brought this up to me since he was 12 years old. I asked him why he was going to UAB and he said because it has a great reputation and is one of the few programs where you can get an MBA and an MSHA together. I was taken aback a little bit and asked him why he was doing this. Jeff responded, "Dad, I think I can make a difference." I knew he was on the right road and had discovered what he wanted to do. Having a mission is wonderful.

**Jeff:** Our relationship hasn't necessarily changed a whole lot. There's an additional bond there and we are able to discuss common experiences which may be unique as opposed to if I had attended a different program.

### Tell us one interesting fact about your father.

**Jeff:** My father's achievements in healthcare are astounding to me and I cannot even begin to recall all of his accolades. I am able to remember what Children's Hospital of Wisconsin once was when he became CEO and have been able to see it grow into what it is today. But as good of a healthcare administrator he is, I can say he is an even better father, which is quite the accomplishment.



(L-R): Jeff Vice and Jon Vice.

# STUBBLEFIELD NAMED 2005 ALUMNUS OF THE YEAR

The Board of Directors for the Graduate Programs in Health Administration Alumni Association is pleased to recognize Al Stubblefield as Alumnus of the Year for 2005. This award was announced at the National Symposium for Healthcare Executives in Destin, FL earlier this year. He considers himself "humbled and thrilled at this recognition."

Stubblefield is the President/CEO of Baptist Health Care in Pensacola, FL and has been with Baptist since 1985. He became President/CEO in 1999 and since then he and the system have received numerous accolades. Of over 1,000 graduates of the MSHA program, Stubblefield, member of Class 10 was chosen because of his tireless pursuit of quality, commitment to employees, and availability to give back to his alma mater.

Al Stubblefield currently serves multiple roles for the American Hospital Association including being Chairman of the Operations Committee and Chairman of the Regional Policy Board 4. He serves on the Board and Executive Committee of VHA Southeast, the Hospital Research and Educational Trust, the CEO Advisory Board of the Governance Institute, and the Institute of Healthcare Executives and Suppliers. He currently can be found on the list of Modern Health-

care's 100 Most Powerful People in Healthcare and Training Magazine has listed him as one of the 11 "CEOs that Get It."

Under his leadership, Baptist has become a beacon for hospitals all across America. In 2003, Baptist Hospital, Inc. was awarded the Malcolm Baldrige National Quality Award by President Bush. For the past four years, Baptist has consistently ranked as one of the 100 Best Places to Work in America by Fortune Magazine and in 2000 USA Today and the Rochester Institute of Technology present its Year 2000 Quality Cup for excellent service to the community.

Stubblefield has served as a preceptor for UAB students twice in his career at Baptist and will be taking a member of MSHA Class 40 under his wing in 2006. Doug Lurton (Class 38) describes the impact Stubblefield had on his professional career: "Because of Al's generosity and influence, I was able to make a decision to pursue a career in healthcare administration. He is an incredibly generous, humble man and an exceptional mentor." Mark Faulkner (Class 27) attests that "many of (his) leadership traits and characteristics were formed with Al serving as (his) preceptor."

In his new book, *The*



(Above): Al Stubblefield, President/CEO, Baptist Health Care.

*Baptist Health Care Journey to Excellence: Creating a Culture that WOWs!*, Stubblefield shares how he established a common vision that would alter the culture of the organization and lead it upward to continued success. John Porter (Class 19) and Senior Vice President of Baptist Health Care, says Al's "calling has been to develop the people of that organization to their highest potential."

Stubblefield will tell you that he would not be where he is today without the degree he has from UAB. "Because of the long-standing commitment to excellence of the MSHA program at UAB, having a degree from there has been a 'door opener' for me."

—Contributed by Barrie Arnold, MSHA Class 40.

*...Al's calling has been to develop the people of that organization to their highest potential."*

— John Porter  
(MSHA Class 19)

# PICTURES FROM THE 40TH BIRTHDAY BASH September 8, 2005



(L-R): Dr. Glandon, Lydia Reed, and Dr. Hernandez.



(L-R): Tom Hackney, Bill Moore, and Ron Wyatt.



(L-R): Clay Carr, Barbara Shepherd, Joe John, and Dr. Quintana.



(L-R): Tee Hiett, Anthony Patterson, Neeysa Biddle, Lori Jenkins, Mike Dietrich, and Molly Payton.



(L-R): Hugh Gainer and Dr. Houser



(L-R): Elisha Dozier, Thomas Steiner, and Bentley Smith.



(L-R): Jessica Martello, Jennifer Sirmon, Dr. Shewchuk, and Callie Carpenter.



(L-R): Carlos Brown, Stacey English, and Al Faulk.



(L-R): Randa Hall, Matthew Sansing, Brandon Haushalter, Amy Yarbrough, Dr. O'Connor, Chad Christianson, Kevin Clark and Melanie Clark.

## Administrative Residency Placements Thirty-ninth Graduating MSHA Class

Jamie Alverson  
VA Medical Center  
Birmingham, Alabama  
Preceptor: Mary Mitchell

Brian Barbeito  
Our Lady of the Lake Regional  
Medical Center  
Baton Rouge, Louisiana  
Preceptor: Kirk Wilson

Jamie Box  
Shands Healthcare  
Jacksonville, Florida  
Preceptor: Jim Burkhart

Chad Christianson  
St. Vincent's Hospital  
Birmingham, Alabama  
Preceptor: Curtis James

Kevin Clark  
The Emory Clinic  
Atlanta, Georgia  
Preceptor: Don Brunn

Chris Cosby  
East Alabama Medical Center  
Opelika, Alabama  
Preceptor: Terry Andrus

Anna Michelle Cox  
Shands Healthcare  
Gainesville, Florida  
Preceptor: Jodie Mansfield

Sam Dean  
Thomas Hospital  
Fairhope, Alabama  
Preceptor: Owen Bailey

Jordan DeMoss  
UAB Health System  
Birmingham, Alabama  
Preceptor: David Hoidal

Beth Floyd  
Eastern Health System, Inc.  
Birmingham, Alabama  
Preceptor: Bob Chapman

Joshua Fowler  
Creekmore Clinic  
New Albany, Mississippi  
Preceptor: Dr. Timothy Thompson

Julie Gorham  
VA Medical Center  
New Orleans, Louisiana  
Preceptor: John Church

Jenna Groner  
Carolinas Medical Center  
Charlotte, North Carolina  
Preceptor: Suzanne H. Freeman

Brandon Haushalter  
Baptist Medical Center - Montclair  
Birmingham, Alabama  
Preceptor: Mike Cowling

Todd Jackson  
Conroe Medical Center  
Conroe, Texas  
Preceptor: Jerry Nash, PhD

Yameeka Jones  
Longview Regional Medical Center  
Longview, Texas  
Preceptor: Vicki Briggs

Clint Kaho  
Baptist Healthcare System  
Louisville, Kentucky  
Preceptor: Tommy Smith

Melissa Mancini  
UAB Health System  
Strategic Planning  
Birmingham, Alabama  
Preceptor: Martin Nowak

Maryanne Masiocchi  
West Georgia Health System  
LaGrange, Georgia  
Preceptor: Charis Acree

Lee Ann Massey  
St. Vincent's Hospital  
Birmingham, Alabama  
Preceptor: Curtis James

Meggan Moore  
Shands Healthcare  
Gainesville, Florida  
Preceptor: Jodie Mansfield

Barry Moss  
Flowers Hospital  
Dothan, Alabama  
Preceptor: Keith Granger

Carter Ross III  
Shands Healthcare  
Jacksonville, Florida  
Preceptor: Jim Burkhart

Lee Ann Ruffing  
Vanderbilt Children's Hospital  
Nashville, Tennessee  
Preceptor: Jim Shmerling, DHA

Matthew Sansing  
VA Medical Center  
Birmingham, Alabama  
Preceptor: Y.C. Parris

Daniel Shumate  
Springhill Memorial Hospital  
Mobile, Alabama  
Preceptor: Jeff St. Clair

Ronnie Smith  
VA Medical Center  
Augusta, Georgia  
Preceptor: James Trusley

Laura Snoddy  
Blue Cross Blue Shield of Alabama  
Birmingham, Alabama  
Preceptor: Joe Bolen

Domingo Valpuesta  
North Carolina Baptist Hospital  
Winston-Salem, North Carolina  
Preceptor: David Rickelton

Jeff Willson  
Kaiser Permanente  
Southern Region  
San Diego, California  
Preceptor: Lorna Curtis

### Students Enrolled in the Master of Science in Health Administration—Class 41

NAME	HOMETOWN	COLLEGE	MAJOR
Jennifer Allen	Northport, AL	Judson College	Chemistry
Kevin Andrews	Tucker, GA	University of Georgia	Management
Brandon Aven	Ogden, UT	Weber State University	Nursing
Christopher Beckham	Milwaukee, WI	The College of Charleston	History & Political Science
Joseph Bolen, IV	Birmingham, AL	The University of Alabama	Finance
Callie Carpenter	Atlanta, GA	University of Georgia	Biology
Melanie Cochran	Middletown, OH	The Ohio State University	Communication
Jacob Collins	Birmingham, AL	The University of Alabama at Birmingham	Sociology and Behavioral Science
Scott Crawford	Birmingham, AL	Hampden-Sydney College	Biology
Kyle Cutright	Signal Mountain, TN	Rhodes College	Political Science
Matt Cybulsky	Birmingham, AL	Case Western Reserve University; The University of Alabama	Master in Bioethics Biology and Spanish
Ara Dombourian	New Orleans, LA	Spring Hill College	Pre-Health and Philosophy
Alan Dow	Hoover, AL	The University of Alabama at Birmingham	Management
Kathryn Evans	Birmingham, AL	Mississippi State University	Management
Dana Gillies	Birmingham, AL	The University of Alabama at Birmingham	Health Science
Jeanette Glenn	Houston, TX	Texas A & M University	Marketing
Raleigh Gresham, III	Denver, CO	Samford University	Human Development & Family Studies
Kidada Hawkins	Munford, AL	Morehouse College	Biology
Michael Anne Kell	Gadsden, AL	The University of Alabama; The University of Alabama	Master in Human Nutrition Food and Nutrition
John Kueven	Meridian, MS	Millsaps College	Business/Religious Studies
Giang Leisch	Tavares, FL	Samford University	Management
Will Lloyd	Orlando, FL	University of North Florida	Health Science
Melissa Paschenko	Homewood, AL	Auburn University	Physical Education
Coretta Pearson	Sylacauga, AL	Huntingdon College	Human Performance & Chemistry
Ryan Pillman	Dallas, TX	University of Oklahoma	Finance
Thomas Roddy	Murfreesboro, TN	Middle Tennessee State University; Middle Tennessee State University	Master of Business Administration Industrial and Organizational Psychology
Jana Santoro	Birmingham, AL	Millsaps College	Accounting
Brad Stockton	Winchester, TN	Samford University	Management
Drew Ward	Decatur, AL	The University of Alabama	Health Care Management
Ben Whitworth	Birmingham, AL	The University of Alabama	Biology
Ben Youree	Madison, MS	Freed-Hardeman University	Human Resource Management and Finance

## Executive MSHA Class of 2007 (AKA E 41)\*

**Carlos Brown**

Director of Corporate Compliance  
University Hospital  
Birmingham, AL

**Margaret C. Bush**

Reimbursement Manager  
University of Tennessee Medical  
Center  
Knoxville, TN

**Tracy T. Doughty**

Allied Healthcare Nursing Recruiter  
Huntsville Hospital  
Huntsville, AL

**Teresa V. Estep**

Director of Pharmacy  
St. Vincent's Hospital  
Birmingham, AL

**Alfred D. Faulk, III**

Client Manager, Southeast  
Cerner Corporation  
Ridgeland, MS

**Karen F. Flock**

Business Officer I  
Department of Neurology  
University of Alabama at Birmingham  
Birmingham, AL

**Patrick R. Hogan**

Account Manager  
Hill-Rom Company  
Columbus, OH

**Adam T. Pearson**

Director of Client Operations  
Medical Diagnostic Technologies  
Las Vegas, NV

**Jennifer L. Philpot**

Director of Development  
UAB School of Medicine  
Birmingham, AL

**Melanie W. Salsgiver**

VP Patient Care Services/CNO  
Hughston Orthopedic Hospital  
Columbus, GA

**Eric P. Walker**

Physician Assistant  
Radiation Therapy Oncology  
Fairhope, AL

**Yolanda T. Walker**

Director of Managed Care  
St. Vincent's Hospital  
Birmingham, AL

**Ronald M. Wyatt, M.D.**

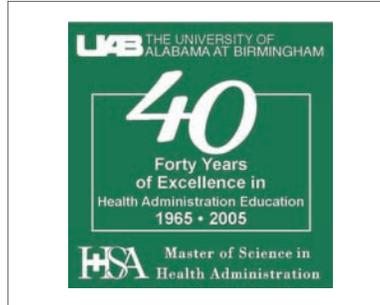
Associate Internal Medicine  
White-Wilson Medical Clinic  
Fort Walton Beach, FL

\*\*During the 40th Birthday Bash, the new Executive MSHA students insisted that before the next event that they have class numbers like our Residential MSHA students. So....we'll begin using an "E" along with the class number.

## 40TH BIRTHDAY BASH—FUN FOR ALL!

**B**irmingham, AL—On September 8, 2005, 200 persons gathered for the MSHA 40th Birthday Bash at Ted's Garage. The event allowed long-time friends and faculty to recall many great moments about the MSHA Program. Music was provided by Sonny & Jonathan.

Lydia Reed, CEO of AUPHA shared her thoughts with the group. Bill Moore



40th Anniversary Commemorative Tile.

(Class 4) helped provide background from the early days supplemented by Dr. Howard Houser's "brief"

history lesson. Three lucky persons won complimentary registration fees to the 26th Annual National Symposium for Healthcare Executives—Mickey Trimm, Jeanette Glenn, and Dana Gillies.

If you are an MSHA alumnus and did not receive your commemorative 40th anniversary tile, please contact Angela Grace (205.934.5665 or [afgrace@uab.edu](mailto:afgrace@uab.edu)).

## PHD STUDENT PAPER PRESENTATIONS

### 2005 Academy of Management Meeting held in Honolulu, Hawaii:

- Amy K. Yarbrough (PhD Student) and Thomas Powers (UAB Faculty), "A resource based view of partnership strategies in health care organizations."
- Nelson C. Weichold (PhD Student), Maziar Abdolrasulnia (PhD Student), Peter Ginter (UAB Faculty), and Jack Duncan (UAB Faculty), "Health care strategy: The state of research 2000—2004."
- Jack Duncan (UAB Faculty), Maziar Abdolrasulnia (PhD Student), Rachel Vasconez, "Health care strategic planning for 21st century realities: Strategic preparedness planning."
- S. Robert Hernandez (UAB Faculty), Elena Platonova (PhD Student), Richard Shewchuk (UAB Faculty), "Human resources management, organizational culture, and hospital performance."

### 2005 Meeting of the Southern Management Association held in Charleston, South Carolina:

- Stephen W. Vault (PhD Student), Lee W. Bewley (PhD Alum), Todd B. Smith (PhD Student), Amy K. Yarbrough (PhD Student), "How quickly we forget: Seminal management lessons for modern management problems."
- Amy K. Yarbrough (PhD Student), Todd B. Smith (PhD Student), Philip Musa (UAB Faculty), "Technology acceptance among physicians: A new take on TAM."

## MSHA and PhD Alumni Updates

Class #	Alumnus	Position Change / Other News	Organization (City, State)
9	Charlie Faulkner	Charlie has been elected as the Chair of the Alabama Hospital Association.	
9	Tim Stinson	Senior Vice President/COO Inpatient Services	Surgical Development Partners (Brentwood, TN)
10	Dan Holtz	Director, Health Contracting & Facilities	Georgia Department of Veterans Service (Milledgeville, GA)
13	Cristie Travis	Chief Executive Officer	Memphis Business Group on Health (Memphis, TN)
14	Jim Summersett	President & CEO	Wadley Health System (Texarkana, TX)
15	Raymond Butler	President	Callahan Eye Foundation Hospital (Birmingham, AL)
16	Charles Stewart	Charles received the 2005 Senior-Level Healthcare Executive Award from the Regent for Alabama.	President & Chief Executive Officer, Hutcheson Medical Center (Ft. Oglethorpe, GA)
16	Tom Moore	Chief Operation Officer	Gadsden Regional Medical Center (Gadsden, AL)
17	Chuck Stokes	President, North Mississippi Medical Ctr.	North Mississippi Health Services (Tupelo, MS)
18	John McWhorter	President	Baylor University Medical Center (Dallas, TX)
19	Deb Wheeler	Health Care Data Consultant	Department of Veterans Affairs (Richmond, VA)
19	John Porter	Senior Vice President	Baptist Health Care (Pensacola, FL)
20	Steve Patonai	Chief Executive Officer	Galesburg Cottage Hospital (Galesburg, IL)
21	John Brock	Administrator	NorthStar Surgical Center (Lubbock, TX)
22	Cheryl Hays	Administrator	Marshall Medical Center North (Guntersville, AL)
22	David Gray	President	Hardin Memorial Hospital (Elizabethtown, KY)
22	Oliver Walker	Director	Jefferson Rehabilitation Health Center (Birmingham, AL)
22	Scott Wesson	Manager, Surgical Service.	Baptist Montclair (Birmingham, AL)
25	Greg Neal	Vice President Operations	Holston Valley Medical Center (Kingsport, TN)
26	Neeysa Biddle	President / Chief Operating Officer	St. Vincent's Hospital (Birmingham, AL)
27	Mark Holmstrom	Administrator	Rutherford OB-GYN Associates, P.A. (Rutherfordton, NC)
27	Steve Linton	Director of Operations	Hospice of Wake County (Durham, NC)
28	Seth Wilhite	Partner & Vice President Operations	Advanced Health Strategies, LLC (Hendersonville, TN)
28	Janet Holland	Director of Marketing and Client Services	Troutman Sanders LLP (Atlanta, GA)
28	Jason Alexander	Associate Administrator	Singing River Hospital System (Gautier, MS)
28	John Warner	Business Development Manager	Johnson Controls, Inc. (Fairhope, AL)
29	LaWanda Parks	Management Analyst, Office of the Director	VHA Office of Information (Silver Spring, MD)
29	Charlie Powell	Chief Executive Officer	Northeast Georgia Heart Center (Gainesville, Flowery Branch, GA)
29	Perry and Stacy White	Announce the birth of their daughter, Rachel, who was born on September 14 and joins her brothers - Harrison and Davis.	
30	Lori Bray	Regional Administrator	Private Diagnostic Clinic, PLLC @ Duke (Durham, NC)
30	Laura Goettinger	Clinical Informatics Consultant	Blue Cross & Blue Shield of North Carolina (Durham, NC)

<b>MSHA and PhD Alumni Updates</b>			
<b>Class #</b>	<b>Alumnus</b>	<b>Position Change / Other News</b>	<b>Organization (City, State)</b>
31	Troy Clark	Vice President, Operations and Finance	Wellmont Hawkins County Memorial Hospital (Rogersville, TN)
31	Thomas Steiner	Vice President	Springhill Medical Center (Mobile, AL)
32	Heather Mitchell	Regional Service Director	MedMined, Inc. (Birmingham, AL)
32	Wade Taylor	Recently earned NHC's award for Most Improved Customer Satisfaction in 2004.	
33	Christi Napper	Director of Institutional Planning	Children's Health System (Birmingham, AL)
33	Lisa Pearson	Chief Executive Officer	Missoula Bone & Joint Orthopedic Prac & Surgery (Missoula, MT)
33	Sean Tinney	Regional Services Director	MedMined, Inc. (Birmingham, AL)
33	Thad Phillips	Director of Medical Information Systems	University of South Alabama Hospitals (Mobile, AL)
34	David Caston	Assistant Vice President for Administration	Lincoln General Hospital (Ruston, LA)
34	Russell Touchet	Executive Director Project Mgmt. & Sys. Support	CHRISTUS Schumpert Health System (Shreveport, LA)
34	Suzanne Taylor	Suzanne and Wade Taylor (Class 32) announce the birth of their daughter, Caroline Elizabeth Taylor, who was born on May 24, 2005. Suzanne was promoted to Project Specialist to Chief Executive Officer; Via-Christi Regional Medical Center (Wichita, KS)	
35	Crystal Thomas	Director, Cardiovascular Services	LeBonheur Children's Medical Center (Memphis, TN)
36	Megan Clements	Health Systems Specialist	VA North Texas Health Care System (Dallas, TX)
36	Brian Massey	Consultant - Advisory Services	ADAMS Management Services (Birmingham, AL)
36	Patrick Trammell	Director, Business Development	North Florida Regional Medical Center (Gainesville, FL)
37	Elisha Dozier	Associate Administrator	Springhill Senior Residence (Mobile, AL)
37	Ross Armstrong	Consultant	Kurt Salomon Associates (Atlanta, GA)
37	Jeff Denney	Administrator	UAB Selma Family Medicine and Residency Program (Selma, AL)
37	Jeshahnton Essex	Assistant Administrator	Methodist LeBonheur Health Care - N. Hospital (Memphis, TN)
37	Matt Gibson	Executive Director, Heart and Vascular Institute; Program Named Top Ten	Glenwood Regional Medical Center (West Monroe, LA)
37	Scott Miller	Financial Analyst, Physician Group Practice	Shands Healthcare (Gainesville, FL)
37	Hans Donkersloot	Assistant Vice President	UAB Hospital (Birmingham, AL)
37	Bryan Lee	Chief Executive Officer	Select Specialty Hospital (Nashville, TN)
37	Keith Marks	Assistant Vice President	UAB Hospital (Birmingham, AL)
37	Lauren Parks	Practice Manager	Carolinas Healthcare System (Charlotte, NC)
37	Andrea Haynes	Administrative Director of Health Pavilion North	Cape Fear Valley Health System (Fayetteville, NC)

<b>MSHA and PhD Alumni Updates</b>			
<b>Class #</b>	<b>Alumnus</b>	<b>Position Change / Other News</b>	<b>Organization (City, State)</b>
37	Jacqueline Robinson	Administrative Specialist	South Baldwin Medical Center (Foley, AL)
37	Monica Richey	Senior Managed Care Specialist	Emory Healthcare (Atlanta, GA)
38	Mandy McRee	Planning Analyst	Phoebe Putney Memorial Hospital (Albany, GA)
38	Scott Erwin	Financial Analyst - Decision Support	Tulane University Hospital & Clinic (New Orleans, LA)
38	Doug Lurton	Financial Analyst	Baptist Hospital Pensacola (Pensacola, FL)
38	Curtis Black	Office Manager	Alabama Family Practice (Opelika, AL)
38	Mark Mansell	Leadership Consultant, Consumer Markets	Health Care Service Corporation (Chicago, IL)
38	Melissa Pennington	Planning Manager, Strategic Planning	North Carolina Baptist Hospital (Winston-Salem, NC)
38	Douglas Reed	Operations and Project Coordinator	The Emory Clinic (Atlanta, GA)
38	Eric Robinson	Director of Special Projects/Operations	Shelby Baptist (Birmingham, AL)
38	Courtney Yezerski	Senior Financial Analyst, Planning & Business Development	University of Kentucky Medical Center (Lexington, KY)
38	Amanda Baeker	Operations Manager for Oncology	Shands Healthcare - Jacksonville (Jacksonville, FL)
38	Todd Donehoo	Management Analyst	VA Medical Center - New Orleans (New Orleans, LA)
38	Greer Gray	Strategic Market Analyst	North Mississippi Medical Center (Tupelo, MS)
38	LaToya Hunt	Manager Pediatric Urology and General Surgery	Monroe Carell, Jr. Children's Hospital (Nashville, TN)
38	Rebecca Mims	Manager, Systems Operations	Methodist LeBonheur Healthcare (Memphis, TN)
38	Jeff Vice	Planning Consultant	The Children's Hospital of Denver (Denver, CO)
38	Taylor Williams	Manager, Financial Clearance - POS	Emory Healthcare - The Emory Clinics (Atlanta, GA)
2003	Dean Mazzanti	Administrative Fellow	VA Medical Center (New Orleans, LA)
2003	Janet White	Chief Operation Officer	Cornerstone Hospital of West Monroe (West Monroe, LA)
2004	Maria Faulkner	Operations Manager	Cullman Primary Care, P.C. (Cullman, AL)
2005	Ben Johnson	Consultant	Kurt Salomon Associates (Minneapolis, MN)
2005	Billy Conelley	Director of Diagnostic Services	Brookwood Medical Center (Birmingham, AL)
2007	Ronald Wyatt, MD	Dr. Wyatt was recognized in October 2005 as one of America's Best Physicians by the Consumer's Research Council of America.	
PhD	Jessie Tucker	Promoted to Lieutenant Colonel & Chief Operating Officer; he is also the Regent for the Army	Fox Army Health Center (Redstone Arsenal, AL)
PhD	Xinzhi Zhang	Senior Service Fellow	Centers for Disease Control and Prevention (Atlanta, GA)
PhD	Elena Platonova	Assistant Professor	Western Kentucky University (Bowling Green, KY)

**The University of Alabama  
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Birmingham, AL 35294

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Assistant Program Director  
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**Alumni Association Update Form  
Fax Back to 205.975.6608**

Name: \_\_\_\_\_ Class: \_\_\_\_\_

Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Work Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Work Telephone: \_\_\_\_\_ Work Fax: \_\_\_\_\_

Preferred E-Mail: \_\_\_\_\_

Home Address: \_\_\_\_\_  
\_\_\_\_\_

Home Telephone: \_\_\_\_\_

Recent changes you would like to share (position changes, awards, honors, family happenings, etc):

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Share your career changes, family news, etc., with us by February 20, 2006 and it will be included in the Spring 2006 MSHA News!

