

EDUCATION	<u>Master of Arts</u> – Education – Seton Hall University	1970
	<u>Certifications in Primary and Secondary Education</u> – English – Glassboro State College	1972
	<u>Bachelor of Arts</u> – Sociology – Fairleigh Dickinson University	1966

LICENSES	Nursing Home Administrator State of New Jersey, #1610 - February 1992. State of Pennsylvania, #NH-005005-L - August 1998
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PROFESSIONAL EXPERIENCE	Interim Administrator • August 2008 - Present Willowcrest , Albert Einstein Healthcare Network, Philadelphia, PA (138 beds) June 2, 2009-November 15, 2009 ManorCare, West Deptford, New Jersey (156 beds) March 6, 2009-May 15, 2009
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Executive Director

Glendale Uptown Home (formerly Golden Slipper Uptown Home) 240 beds • Philadelphia, Pennsylvania • December 2006 – July 2008 (Retired)

Major Accomplishments

- Eliminated all use of Agency nurses.
- Transitioned facility through change in ownership.
- Reversed negative census trend through the creation of a forty-four (44) bed Russian Unit.
- Re-engineered staffing models to better meet the needs of residents while adhering to budget.
- Brought Management of Dietary Service in-house, resulting in improved food quality and reductions in budget.
- Strengthened Admissions through formation of an alliance with a major area hospital.
- Restructured departments to better provide quality of care while staying within budget

Administrator/Assistant Director

Presbyterian Homes and Services at Meadow Lakes • Hightstown, New Jersey • Nov. 1998 – June 2006 (retired)

Administrator for sixty-four (64) bed Skilled Nursing Facility, sixteen bed (16) Alzheimers/Dementia Assisted Living Unit, twenty-eight (28) bed Assisted Living Facility, Clinic and all medical services, including those for home-bound residents in a two hundred and seventy (270) unit CCRC.

Major Accomplishments

- Oversaw present and ongoing renovations and reconstruction of sixty-four (64) bed Skilled Nursing Unit.
- Managed the construction, licensure and opening of a sixteen (16) bed Alzheimers/Dementia (Meadowside) Unit.
- Maintained high levels of care through a strong quality improvement program.
- Supervised the conversion, start up and licensure of a twenty-eight (28) bed Assisted Living Facility
- Recast staffing patterns in Skilled Nursing Facility, to reduce staff expenses while maintaining the highest standards of care.
- Increased revenues for personal care services in residential units by one hundred per cent (100%).
- Developed and implemented program to increase staff morale.
- Insured regulatory compliance by instituting policies and procedure, dealing with patient issues such as abuse and quality of life.
- Surveyor – CARF – CCAC, International

Assistant Director

Jewish Geriatric Home • Cherry Hill, New Jersey • March 1991 – November 1998

Administrative responsibilities included: Activities Department, Adult Medical Day Center, Beauty Salon, Medical Records, Nursing Department, Rehabilitation Therapies (Occupational, Physical and Speech), Safe Haven (Alzheimers/Dementia Program), Social Service Department, Support Services (Dietary, Housekeeping, Laundry and Maintenance) Volunteer Department, Auxiliary, Board Committees, Quality Improvement, Regulatory Committees and Compliance.

Major Accomplishments

- Developed, implemented and administered "Safe Haven," an Alzheimers/Dementia day program for nursing home residents.
- Strengthened the Adult Medical Day Program, reversing the negative bottom line.
- Partnered to design and implement an integrated services program, consolidating and cross training staff in Dietary, Housekeeping, Laundry and Maintenance, resulting in measurable financial savings, enhancement of quality of care and improved staff morale.
- Initiated comprehensive pre-admission assessments to improve admission data.
- Instituted a series of community and professional education programs.
- Created an employee hardship assistance fund.
- Represented management at discussions, grievances and negotiations with union.
- Enhanced ambiance of the interior and exterior spaces through horticulture and pet therapy.
- Strengthened relationships with Auxiliary.
- Insured Regulatory Compliance resulting in three years of deficiency free surveys.
- Directed Quality Improvement initiatives, using measurable indicators, resulting in positive outcomes.
- Restructured "Medicare-Part A" assessments to capture additional revenues.

Partner

S & D Medical Associates • Mount Laurel, New Jersey • June 1990 – March 1991

Partner in a health care consulting firm providing management services, with emphasis on outpatient clinics, health centers and physician's offices.

Assistant Hospital Administrator

Neumann Medical Center • Philadelphia, Pennsylvania • July 1988 – June 1990

Responsibilities included Ambulatory Care, Cardiology, Dietary, EEG, Physician Assistants, Housekeeping, Industrial Medicine, Marketing, Physical Therapy, Physician recruitment and retention, Respiratory Therapy, Social Service, Transportation and the "WIC" Program. Neumann Medical Center, formerly St. Mary Hospital, was created on January 1, 1989 following the bankruptcy of St. Mary Hospital.

Major Accomplishments

- Re-established Cardiology, Physical Therapy, and Ambulatory Care Departments, along with Physician recruitment and retention program and Marketing during and post-bankruptcy.
- Expanded the Physician Assistant Program.
- Re-organized Housekeeping Department, strengthened management and re-designed work schedules, resulting in a 5.0 F.T.E. reduction and cancellation of contract management service.
- Strengthened Industrial Medicine Program by capturing billings, increasing marketing and reorganization of staff.
- Developed and instituted community outreach programs, weekly health screens and specialized service programs.
- Created, implemented and marketed Impotence and Incontinence Center resulting in increased admissions.
- Renegotiated "Woman, Infants and Children" contract from a hospital-run grant program to lease arrangement resulting in increased revenues to hospital.

Director of Special Projects

Albert Einstein Healthcare Foundation • Philadelphia, Pennsylvania • February 1988 – July 1988

Director of Special Projects for the Albert Einstein Healthcare Foundation, a multi-faceted health care company consisting of nonproprietary medical and psychiatric hospitals and for-profit subsidiaries in the Delaware Valley.

Assistant General Director

Albert Einstein Medical Center, Mt. Sinai-Daroff Division • Philadelphia, PA • May 1987 – Feb. 1988

Administrative responsibilities included Respiratory Therapy Department, Department of Community and Social Services, Volunteer Department, Discharge Planning, Hospital Physician Joint Ventures, Transportation Network, Family Planning Clinic, Chaplaincy, Women, Infant and Children Program (WIC), Grant and Proposal Writing, Gift Shop, Physician Timeshare Offices, Medical Library, Breast Cancer Center and Liaison for Marketing and Communications.

Major Accomplishments

- Obtained funding for and developed grants totaling over \$1,065,000.
- Managed improvement and expansion of Breast Care Center resulting in increased outpatient volumes and admissions.

- Represented the Division as media specialist on Cancer, Gerontology, Social Service and Family Planning.
- Created and obtained funding for and directed the Family Planning Clinic. This Program experienced an annual patient enrollment growth rate of 25 percent.
- Managed physician's offices which resulted in increasing the hospital's out patient revenues and admissions.

Department Director

Community & Social Services, Albert Einstein Medical Center, Mt. Sinai-Daroff Division, Philadelphia, Pa • July 1978 – May 1987

Member of the Administrative Staff with responsibility for the Volunteer Department, Transportation Network, Family Planning Program, Cardiac-Pulmonary Resuscitation Program, Research Program on the Elderly, Chaplaincy, Community Advisory Board, Outreach. Activities, Community Health Promotion and Well-Being Programs, Grant and Proposal Writing, Woman, Infant and Children Program (WIC), Gift Shop, Timeshare Offices, Medical Library and Liaison for Marketing and Communications.

Major Accomplishments

- Reduced length of stay by 1.5 days by initiating an interdisciplinary program of review to meet once a week and monitor and evaluate all inpatients with a length of stay of seven days.
- Established a Chaplaincy program through the use of voluntary clergy from the community.
- Organized/convened inter-agency group to review and solve issues of the South Philadelphia Jewish Community.
- Instituted over 100 community health and outreach programs.
- Organized and developed the hospital's Community Steering Committee and Civic Association President's Meetings.
- Worked with City and State officials to obtain improvements for the hospital's neighborhood. Improvements included the paving of Fourth and Fifth streets, addition of high intensity crime-fighting street lights in the vicinity of the hospital, planting of trees, creating vest-pocket parks, installation of curbing and anti-graffiti murals.

Department Director

Department of Social Services, Albert Einstein Medical Center, Mt. Sinai-Daroff Division, • January 1976 – June 1978

Directed the social service staff. Responsibilities included the administration of social services to inpatients and outpatients and community organizing.

Major Accomplishments

- Obtained funding and directed a research/direct service project: "Identifying and Treating the Psychiatric Needs of the Isolated Elderly,"
- Administered a two year project which located and researched the Jewish population of South Philadelphia.
- Obtained funding and administered a transportation network for elderly with two specially equipped vans.
- Developed and instituted an Emergency Community Needs program used to pay for utilities, food, and shelter and non-reimbursable medical equipment for needy clients.
- Established positive relations with local civic associations: prior community attitudes had been extremely negative and hostile towards the hospital.
- Changed the Department's negative image to a positive and progressive one and improved inter-departmental relations.

Project Director, Older Adult Center

Albert Einstein Medical Center, Mt. Sinai - Daroff Division • Philadelphia, PA • January 1973 – January 1976

Responsible for an Older Adult, Multi-Purpose Center with an enrollment of 500. The program provided 150 communal hot meals daily, home delivered meals, transportation services, recreation and social services.

Major Accomplishments

- Wrote proposal and received grant to fund this program.
- Developed and administered the Older Adult Center

Adjunct Faculty

Burlington County College • September 1991 – June 1992

Glassboro State College, Department of Law and Criminal Justice • January 1974 to June 1976

Health Planner

Comprehensive Health Planning Agency of Southern New Jersey • Westville, New Jersey • Aug. 1971 – Jan. 1972

Developed health programs for seven Southern New Jersey counties. Prepared demographic studies, organized and established a provider/consumer board in each county to oversee health related projects.

Health Educator

New Jersey College of Medicine and Dentistry • Newark, New Jersey • September 1970 – June 1971

Responsible for two Neighborhood Health Centers. Trained staff, created health education programs and developed a Home Health Aide Program which trained community members for entry into the health care profession.

Senior Probation Officer

Essex County Probation Department • Newark, New Jersey • March 1966 – September 1970

Supervised 75 adult female offenders. Completed pre-sentence investigations. As the Department's Narcotic Specialist, was responsible for the supervision of drug addicts.

PROFESSIONAL PRESENTATIONS

“AUTOMATIC EXTERNAL DEFIBRILLATORS – ARE THEY RIGHT FOR YOUR FACILITY?”

New Jersey Association of Non-Profit Homes for the Aging - Seminar
June 19, 2001

“INTEGRATED SERVICES: A BETTER WAY TO DO THINGS CHEAPER.”

American Association of Homes and Services for the Aging - 36th Annual Meeting
October 20, 1997

“INTEGRATED SERVICES - DOING MORE WITH LESS.”

New Jersey Association of Non-Profit Homes for the Aging - 66th Annual Meeting
June 3, 1997

“CREATING AN ALZHEIMERS/DEMENTIA PROGRAM - SAFE HAVEN”

New Jersey Association of Non-Profit Homes for the Aging - 63rd Annual Meeting
April 19, 1994

HONORS AND AWARDS

"Chief's Citation"	Mount Laurel Emergency Services	March 1997
"Resolution for Service and Dedication"	Mount Laurel Fire District	March 1996
"Captain's Certificate of Appreciation"	Hightstown First Aid Squad.	Sept. 1993
"Knight," Legion of Goodness	Italian American Press Association	April 1985

COMMUNITY ACTIVITIES

Hampton Lakes Emergency Squad - Member and volunteer, 2001 - 2008
Township of Mt. Laurel, NJ, elected official - Fire Commission, Clerk, Vice-President and President, 1993 - 1996.
New Lisbon Developmental Center - Vice-President and member of the Board of Trustees and community volunteer, 1990 - present.
Mount Laurel Emergency Services - Life Member and Past President
American Heart Association - Instructor, Cardio-Pulmonary Resuscitation, 1992 – 2006
Emergency Medical Technician, State of New Jersey

REFERENCES

Available upon request.