

## **KentuckyOne Health Announces Leadership Transitions to Improve Operational Efficiency and Ensure Continued Focus on Patient Care**

KentuckyOne Health is announcing changes to certain corporate level and local-facility leadership positions, along with the departure of several individuals. This new structure is designed to improve operational efficiency, reduce overhead cost, and strengthen local facility and market leadership, providing greater coordination between facilities that are located in close proximity. Our goal is to ensure that patient care leaders are able to make decisions quickly, while also having a network for collaboration with their peers.

Specific transitions are:

**Velinda Block, system chief nursing officer**, had previously shared her decision to leave the organization and has made the decision to resign now, so that she can move back closer to her family. This will also enable her to pursue personal passions while continuing to contribute to the broader nursing community. As a result of Velinda's departure, we will not be filling the system CNO position. Facility-level CNOs will continue to lead nursing decisions and culture development in the local markets. Over the next week, Velinda will work with Lisa Shannon and other leaders on transition plans, and additional communication will follow.

Velinda joined KentuckyOne Health as our first system CNO and worked to define the structure and processes for nursing practices across the system. An effective and highly visible leader, Velinda brought numerous contributions to the organization, including the development of the Clinical Leadership Council, which is responsible for the overall strategy in the areas of quality, safety and patient experience. Velinda's last day with KentuckyOne Health will be Sept. 30.

**Dr. Damian 'Pat' Alagia, senior vice president, chief physician executive**, is no longer with the organization as a result of the elimination of the system chief physician executive position. Medical oversight will continue by facility and market-level chief medical officer (CMO) leaders, who will collaborate on best practices and programs in partnership with the Clinical Leadership Council and the continuation of the CMO meetings.

Dr. Alagia has been influential in recruiting and shaping the collaboration among our diverse physician community which led to improved physician engagement measures. Dr. Alagia provided leadership to guide programs and actions which benefit patients and improve care management, such as infection control protocol and response improvements. He has also twice stepped into expanded interim roles as chief medical officer at Jewish Hospital.

**Dr. Ron Waldridge, KentuckyOne Health Medical Group physician executive**, will support the continuation of the CMO meetings in collaboration with a talented team of CMOs within facilities and

markets. Dr. Waldrige will also assume the role of interim chief medical officer at Jewish Hospital while the search continues for a permanent CMO candidate.

**Michael Spine, senior vice president of strategy and business development**, is no longer with the organization as a result of the elimination of the position. Responsibilities of the strategy and business development function have been reassigned to the office of the chief financial officer, Jim Wentz, who will shape the ongoing development and growth strategy of our organization.

By streamlining the office of strategy and business development with the finance department, we have increased efficiencies and more effective implementation of investments to support our local facilities and systemwide growth.

Michael was instrumental in the development and delivery of our recently completed strategic plan, a process which assessed opportunities for growth and transformation in every corner of KentuckyOne Health. His collaboration with CHI's strategic plan process helped reinforce the value that our organization brings to the national mission and the importance of continued investment in Kentucky.

**Randy Napier, president of Frazier Rehab Institute and Southern Indiana Rehab Hospital**, is leaving the organization as the role of president has been eliminated. We recognize Randy's 31-year tenure with Frazier Rehab and SIRH and his significant influence in developing them into leading rehab centers in the United States. Frazier Rehab is nationally recognized as an innovator in rehabilitation care, attracting top physicians, research programs and patients seeking advanced and rewarding care. Through Randy's long tenure, he shaped this culture of excellence which will continue through the extensive leadership team following Randy's in October. We recognize his influence and wish him well for the future.

**Cathy Spalding, vice president of operations**, will assume oversight as site executive of Frazier Rehab Institute and Southern Indiana Rehab Hospital, reporting to **Joe Gilene, president of Jewish Hospital**.

**Benny Nolen, president of Saint Joseph Mount Sterling**, is leaving the organization as the role of president of Saint Joseph Mount Sterling has also been eliminated. Since 2011, Benny has been influential in shaping health and wellness for the Mount Sterling community, becoming connected to the unique needs of local families and community partners and helping promote health, wellness and prosperity. Also during his tenure, the hospital improved quality, safety and service scores, as well as employee/physician engagement and financial performance. We wish Benny well for the future and know that local leaders will expand on his work to further support the patients, families, physicians and employees in the area. Benny will leave the organization in October.

**Cinda Fluke, chief nursing officer at Saint Joseph Mount Sterling**, will serve as interim site executive, in addition to her current role of CNO, reporting to **Bruce Tassin, president of Saint Joseph Hospital and market leader**.

In addition to these departures and organizational changes, we are pleased to announce the role of **Charlie Powell, president of the KentuckyOne Health Medical Group, has expanded to include oversight of ambulatory services** in addition to the physician enterprise. **Shelley Neal Shaughnessy's role has also expanded to include the position of statewide chief operating officer of KentuckyOne Health Medical Group**, in addition to her role as president of ambulatory services. **Carmel Jones will stay with the KentuckyOne Health Medical Group as market vice president of operations and workplace medicine**, an important element of our innovative approach to population health and direct-to-employer engagement.

While it is never easy to say goodbye to colleagues, these decisions were made to strengthen our resources and support the physicians, clinicians and team members who are delivering on the needs of patients and families every day. We recognize and greatly appreciate the contributions of the individuals leaving our organization and wish them only the best as they pursue their next career path and new endeavors.

KentuckyOne Health has made tremendous progress in our first four years. This new structure will provide an even more efficient and collaborative leadership model to ensure ongoing improvements and continued growth.