

Memorandum

Date: November 26, 2018

To: AMITA Health Associates, Hospital Leadership,
Physicians/Clinical Leadership and Executive Leadership

From: Thor Thordarson, AMITA Health Executive Vice President and Chief Operating Officer

Subject: **Regional Operating Officers, Post-Acute Care Officer**

Since AMITA Health announced its new regionalized structure in early August, we have conducted a far-reaching search for executive leaders with the skills and experience to oversee our three operating regions (Chicago Metro, Northwest and South) and our post-acute care division. I'm pleased to announce we have completed our search, and four highly qualified health-care executives will be joining us soon in these new leadership positions.

Scott Teffeteller will serve as senior vice president and regional operating officer for our Chicago Metro region (including Resurrection Medical Center Chicago, Saint Francis Hospital Evanston, Saint Joseph Hospital Chicago and Saints Mary and Elizabeth Medical Center Chicago). **Polly Davenport** will be senior vice president and ROO for our Northwest region (including Adventist Medical Center GlenOaks, Alexian Brothers Medical Center Elk Grove Village, Mercy Medical Center Aurora, St. Alexius Medical Center Hoffman Estates and its Alexian Brothers Women & Children's Hospital, and Saint Joseph Hospital Elgin). **Herbert Buchanan** will become senior vice president and ROO for our South region (including Adventist Medical Center Bolingbrook, Adventist Medical Center Hinsdale, Adventist Medical Center La Grange, Saint Joseph Medical Center Joliet and St. Mary's Hospital Kankakee.) **Michelle Hereford** will take on the role of post-acute care officer, overseeing LTACH, rehabilitation, home health, palliative care and hospice (including Holy Family Medical Center Des Plaines, Alexian Brothers Rehabilitation Hospital Elk Grove Village, Alexian Brothers Hospice Residence Elk Grove Village and other AMITA Health rehabilitation, home health, palliative care and hospice programs). Michelle also will oversee laboratory services, which are part of the post-acute care division under our new organizational structure. Scott, Polly, Herbert and Michelle will be responsible for executing strategies established by our system's leadership team.

Scott, Polly and Herbert will manage the hospital presidents and chief executive officers in their respective regions, who will be responsible for implementing system strategies at the local level. The three ROOs will report directly to me. They will collaborate with and receive support from a regional executive team that includes a chief financial officer, chief medical officer and chief nursing officer, as well as our medical group leaders and leaders from system-level functional areas, such as Human Resources, Communications, Information Technology, Quality, Marketing and Compliance.

As post-acute care continues to assume even greater importance for AMITA Health, Michelle will be responsible for ensuring that all of our post-acute care operations are working together cohesively in a continuum of care that enhances care and support for patients and their families. The current senior leaders of LTACH, rehabilitation, home health, palliative care and hospice will remain in place and will report to Michelle, who will report directly to me.

Scott comes to AMITA Health from the Community Health Network in Indianapolis, an integrated, nonprofit health-care system where he served as senior vice president and president of the system's east region. He earlier was president and chief executive officer of Union Hospital, Inc., the largest nonprofit provider of health services between Indianapolis and St. Louis. He assumed that position after serving as interim president and chief executive officer and executive vice president and chief operating officer at Union. Before joining Union, he worked as COO of HCA Healthcare Corporation's Terre Haute Regional Hospital in Terre Haute, Indiana, and as COO of HCA's The Medical Center of Aurora North Campus in Aurora, Colorado. He started his health-care career as a lead radiological technologist at an HCA hospital in Richmond, Virginia, and later worked as operations manager of an HCA outpatient center in Richmond and as administrator of two HCA surgical centers in El Paso, Texas.



Polly most recently served as senior vice president/COO of Catholic Health Initiatives' St. Vincent Health System in Little Rock, Arkansas, and as president of CHI's St. Vincent Infirmiry and St. Vincent North hospitals. She earlier was CEO of the North Shore Region of Ochsner Health System in New Orleans, CEO of Ochsner Medical Center North Shore in Slidell, Louisiana, CEO of Val Verde Regional Medical Center in Del Rio, Texas, and chief nurse executive/vice president, quality, for Methodist Healthcare System/HCA in San Antonio, Texas. She began her health-care career as a registered nurse at Methodist Hospital in San Antonio, Texas, and later served there as nurse manager and program director of the skilled nursing unit. In subsequent years, she was vice president of nursing for Methodist Hospital and Methodist Specialty and Transplant Hospital and chief nursing officer for those two hospitals and Methodist Heart Hospital. She also held the dual position of CNO for the three hospitals and chief nurse executive for Methodist Healthcare.



Herbert worked most recently as a healthcare consultant after previously serving as president and CEO of Methodist and University Hospitals in Indianapolis, where he was responsible for all phases of strategy and operations. With 800 beds and 500 beds, respectively, the two hospitals comprise the 1,300-bed Academic Medical Center of Indiana University Health System. Herbert earlier was CEO of Howard University Hospital, which provides tertiary health-care services in the Washington, D.C., metropolitan area. He also served as COO of University of Maryland Medical Center in Baltimore; vice president, operations, at Northwestern Memorial Hospital in Chicago; and vice president, operations and process improvement, with Huntsville Hospital System in Huntsville, Alabama. He began his health-care career as a consultant in the health-care services division of Hamilton/KSA in Fairfax, Virginia.



Michelle previously served as chief of the community hospitals and post-acute division of University of Virginia (UVA) Health System in Charlottesville, Virginia. In this position, she had oversight responsibilities for multiple facilities and services, such as UVA's Transitional Care Hospital, Culpeper Medical Center and Continuum Services, as well as hospice services and a network of skilled nursing facilities. As a member of the health system's executive leadership team, she also participated in the development of the system's vision and strategic plan. She earlier served as chief of UVA's Transitional Care Hospital; CEO of Kindred Hospital in Richmond, Virginia; vice president, patient care services/CNO at Bon Secours Richmond Community Hospital in Richmond; and director, patient care services, for Sentara Hampton General Hospital and Sentara Careplex Hospital, both in Hampton, Virginia. She began her health-care career as a registered nurse/charge nurse before joining Sentara Hampton, where she was protocol coordinator and later served as manager, cardiopulmonary.



Please join me in welcoming Scott, Polly, Herbert and Michelle to AMITA Health and wishing them all the best in their new leadership roles.