

Palomar Pomerado Health  
**BOARD OF DIRECTORS**  
**REGULAR BOARD MEETING**  
Palomar Medical Center, Graybill Auditorium, Escondido  
Monday, August 15, 2005

AGENDA ITEM	DISCUSSION	CONCLUSIONS/ACTION	FOLLOW-UP/RESPONSIBLE PARTY
CALL TO ORDER	6:36 pm Quorum comprised Directors Bassett, Greer, Kleiter, Larson, Rivera, Krider and Scofield		
CLOSED SESSION	Chairman Rivera reported that a closed session was held immediately prior to the regular board meeting. There was no anticipated action.		
OPENING CEREMONY	The Pledge of Allegiance was recited in unison, followed by an inspirational reading ( <i>attached</i> ) by Chaplain Hard.		
MISSION AND VISION STATEMENTS	<p>The PPH mission and vision statements were read by Director Krider, as follows:</p> <p><i>The mission of Palomar Pomerado Health is to heal, comfort and promote health in the communities we serve.</i></p> <p><i>The vision of PPH is to be the health system of choice for patients, physicians and employees, recognized nationally for the highest quality of clinical care and access to comprehensive services.</i></p>		
NOTICE OF MEETING	Notice of Meeting was mailed consistent with legal requirements		
<b>PUBLIC COMMENTS</b>  <b>Robroy Fawcett</b> <b>PMC as an acute care hospital</b>	Mr. Fawcett spoke in favor of keeping Palomar Medical Center as an acute care hospital. He is opposed to locating the new hospital at the ERTC location. He asked that the Facilities Master Plan's recommendation for future use of PMC be reconsidered.	Chairman Rivera thanked Mr. Fawcett for his comments.	
<b>Sue Phillips, R.N.</b> <b>Pension Proposal</b>	Ms. Phillips stated that she was speaking on behalf of nursing and other staff members of PPH. In light of the recent vote by	Chairman Rivera thanked Ms. Phillips for her comments.	



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	they do not.	<p>Medical Staff as presented. All in favor. None Opposed.</p> <p>Director Greer declined. Director Larson abstained to avoid potential conflict of interest.</p>	
<ul style="list-style-type: none"> <li>▪ Department of Medicine Rules and Regulations Modifications</li> </ul>	Department of Medicine Rules and Regulations Modifications were presented for approval.	<p><b>MOTION:</b> by Scofield, 2nd by Larson. All in favor. None Opposed. Motion passed.</p>	
<ul style="list-style-type: none"> <li>▪ Credentialing Recommendation for Patrick O'Meara, M.D.</li> </ul>	James Otoshi, M.D. stated that the Palomar Medical Center Medical Staff Executive Committee continues to recommend that Patrick O'Meara, M.D. be reappointed for a full two-year term.	<p><b>MOTION:</b> by Scofield, 2nd by Kleiter for Dr. Patrick O'Meara, M.D. to be reappointed for a full two-year term.</p> <p>Michael Covert stated that there are many issues in the past relating to Dr. O'Meara's behavior toward nursing staff and other staff. He said he has significant reservations about a two-year reappointment. He feels that Dr. O'Meara needs to be given a signal by PPH that his past behavior is not acceptable now or in the future. He would ask that the Board consider limiting the appointment.</p> <p><b>MOTION:</b> by Larson to amend Director Scofield's motion and make reappointment for six months instead of two years. 2nd by Krider.</p> <p>Chairman Rivera asked for a vote on the motion by Dr. Larson which would amend the motion made by Director Scofield. The amendment would make reappointment for six months instead of two years. Motion by Director Larson to amend the</p>	

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		<p>motion by Director Scofield passed 4 to 3. Yes – Larson, Rivera, Krider, Scofield; No – Greer, Bassett, Kleiter</p> <p>Chairman Rivera asked for a vote on the amended motion by Dr. Larson to make reappointment of Dr. O'Meara to the PMC Medical Staff for six months.</p> <p>The Board voted to reappoint Dr. O'Meara to the medical staff for six months. The vote was 4 to 3. Yes – Larson, Rivera, Krider, Scofield; No – Greer, Bassett, Kleiter. The six month privileges will commence from the end of August.</p> <p>Chairman Rivera thanked the Medical Staff and Michael Covert for their hard work on this situation.</p>	
<b>Escondido Surgery Center</b>			
<ul style="list-style-type: none"> <li>▪ <b>Credentialing</b></li> </ul>	<p>Marvin Levenson, MD., Medical Director of the Escondido Surgery Center, presented requests for approval of July, 2005 Credentialing Recommendations. Dr. Rivera asked if credentialing appointments include Dr. O'Meara. Dr. Levenson stated that they do not.</p>	<p><b>MOTION:</b> by Scofield, 2<sup>nd</sup> by Krider to approve the July, 2005 PMC Medical Staff Executive Committee credentialing recommendations for the Escondido Surgery Center. All in favor. None opposed.</p> <p>Director Larson abstained to avoid potential conflict of interest. Director Greer declined.</p>	
<b>Pomerado Hospital</b>			
<ul style="list-style-type: none"> <li>▪ <b>Credentialing</b></li> </ul>	<p>Paul E. Tornambe, MD., Chief of Pomerado Medical Staff, presented Pomerado Hospital's requests for approval of July, 2005 Credentialing Recommendations.</p> <p>Dr. Kanter stated that he represented PPH</p>	<p><b>MOTION:</b> by Scofield, 2<sup>nd</sup> by Bassett to approve the July, 2005 Pomerado Medical Staff Executive Committee credentialing recommendations for the Pomerado Medical Staff. All in favor. None</p>	

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	<p>today at the RB Chamber of Commerce Golf Tournament along with Director Kleiter, Director Bassett and Dr. Burroughs, placing 3rd in the tournament.</p> <p>Dr. Kanter acknowledged the work of PPH clinical pharmacists including Mike Kruse, Jeremy Lee and John Eastman. Dr. Kanter stated that we are fortunate to have them on our staff.</p>	<p>opposed.</p> <p>Director Larson abstained to avoid potential conflict of interest. Director Greer declined.</p>	
<b>Administrative</b>			
<b>Chairperson - Palomar Pomerado Health Foundation</b>	<b>Pauline Getz, Chairperson</b>		
	<p>Pauline Getz, PPHF Chairperson, presented a verbal report to the PPH Board.</p> <p>"Swing Fore Health" golf tournament check presentation is scheduled for September 7.</p> <p>Executive, Finance, Audit and Nominating Committees all met in recent weeks. Five potential board members were recommended at the Nominating Committee meeting.</p> <p>The Management Services Agreement is in the final stages of completion.</p> <p>Vice Chair Al Stehly will sit on the PPH Strategic Planning Committee as the Foundation representative.</p> <p>Marcia Jackson will present an update on the facilities expansion plan to the full Board on September 22.</p> <p>Pauline Getz and Marilyn Johnson are now meeting regularly with Michael Covert and Gustavo Friederichsen.</p> <p>Interviews for the position of Foundation Executive Director will begin soon.</p>		



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	<p>The eight long-term performance based goals and their weightings were reviewed by Chairman Rivera.</p>	<p>Director Scofield thanked the committee for their hard work on this project.</p>	
<p><b>President and CEO</b></p>	<p><b>Michael H. Covert, CEO</b></p>		
<p>Values in Action/Leadership in Action</p>	<p>Michael Covert reported that the Values in Action recipient for July, 2005 is Mr. Antonio "Tony" Ramirez, Facilities Operations at PCCC. Mr. Ramirez was praised by his colleagues as "consistently demonstrating honesty and integrity", "a model employee who is an example for all of us", "a loyal and committed employee who seeks no recognition, but deserves it!"</p> <p>Michael Covert also reported that the Values in Action recipient for August 2005 is Mrs. Leondra Beardslee, Finance, Innovation. Mrs. Beardslee was recognized by her colleagues as "always greeting everyone with a smile", being "every employer's dream", having a "can-do attitude that is an inspiration".</p> <p>Michael Covert recognized Debra Hodges, R.N, PMC as the recipient of the Leadership in Action Award for the third quarter 2005. Comments shared from her nomination include: "Debra exemplifies integrity through all that she does", "she will stop whatever she is doing to listen to you when you go to her office", "Debra is a unifier!", "Debra brings out the best in people".</p>		

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Patient Loyalty Awards	<p>Patient Loyalty Award trophies were recently presented for outstanding scores for FY05 Q3 (Jan-Mar) Gallup patient loyalty survey.</p> <p>Highest Overall Score: PMC – Acute Rehab, best support department – Case Management; Pomerado – Wound Care Center, best support department – Radiology</p> <p>Highest Score to Target: PMC – IMC, best support department – Case Management; Pomerado – Birth Center, best support department – FANS</p> <p>Most Improved Score: Med/Surg T-8, best support department PACU; Pomerado – Outpt Lab, best support department ICU.</p>		
Employee Engagement June 2005 Survey Results	<p>PPH Grand Mean score: 4.04 (April 04 3.78). Over 92% of staff members participated in the survey. Thirty-three leaders at PPH reached the 90th percentile or higher ("world class" Gallup ranking). 37% of PPH departments were "best practice" while 16 achieved "world class" distinction.</p>		
Service Awards	<p>The Service Award Lunch is scheduled for October 5. The Service Award Dinner is scheduled for October 19. The Physician Recognition Dinner is scheduled for October 15.</p>		
Innovation Week Meetings	<p>Meetings are being held this week to take an initial look at our plans to challenge our thought processes and make sure we are "leaving no stone unturned" in developing a facility for health care of the future.</p>		



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<p><b>Gerald Bracht, Chief Operating Officer, Palomar Medical Center</b></p> <p>Quality</p> <p>Customer Service</p> <p>Workplace/Workforce</p> <p>Financial</p>	<p>Three nurses have received their Master's degree in Nursing, four have received their Bachelor's degrees in Nursing and three nurses completed a specialty certification program.</p> <p>Gerald Bracht, Robert Stein, M.D. and Barbara Buesch will be attending the AHA Stroke Conference in San Diego. They will be speaking about the successes we have had with the Get With The Guidelines program at PPH.</p> <p>Dr. Jay Kaplan, ED M.D. with CEP conducted four sessions on customer service in the ED.</p> <p>Construction continues in the MHU to create two distinct patient care areas. A total of 11 acute care beds will become available in early November.</p> <p>The imaging capital plan is moving forward. We will be proceeding with a mobile MRI and multi-slice CT unit on campus.</p> <p>Employee engagement scores have improved significantly over the past six months with a score of 3.97 for PMC overall compared to a score of 3.82 overall last November.</p> <p>We are close to a recommendation for the ED on-call program. A presentation of the solution will be made in the next 60 days.</p>		
<p><b>Jim Flinn, Chief Operating Officer, Pomerado Hospital</b></p> <p>System Wide Support</p>	<p>Melanie Van Winkle, Finance, Opal Reinbold, Quality, Mark Drapala, Patient Loyalty and Employee Engagement were thanked and</p>		

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<p>Finance</p> <p>Quality</p> <p>Workplace/Workforce Development</p>	<p>recognized for their support and as content experts in the roles they play in helping to achieve results in each of the four areas of our Balanced Scorecard scores throughout PPH. Kim Colonnelli and Lorie Shoemaker were also recognized for their roles in achieving and sustaining budgeted productivity in the Pomerado ED.</p> <p>September is a realistic start for Kaiser inpatient orthopedic volumes. The leadership team at Pomerado was thanked for their assistance in helping on this project. Volumes for July are on target for inpatient census.</p> <p>Neurology coverage at Pomerado begins August 22, 2005.</p> <p>Dr. Gosh, Dr. Kohatsu and Dr. Baxter-Jones are now on staff. Efforts continue to ensure that Center For Health Care patients remain in the PPH system.</p> <p>The Angio suite construction is complete. Congratulations to Mike Shanahan and his team.</p> <p>The search for a System Director for FANS is underway. An announcement about this position will be coming soon.</p> <p>Q12 scores in top 75% for Employee Engagement – PACU/Surgery, Plant Maintenance, Radiology, Lab and Wound Care.</p> <p>Joanne Barnett is the new ED Manager at Pomerado.</p> <p>Kevin Matsukado has implemented an in-house national certification program for Security through IAHS.</p>		

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	<p>Pomerado Hospital will host a meeting with Qualcomm, Rotary International, the Mayor of Poway, Classroom of the Future Foundation and Mr. Dikembe Mutambo. Mr. Mutambo, native of the Democratic Republic of Congo and a four time NBA all-star, is funding the building of a hospital in that country. This meeting is an opportunity to discuss the establishment of a "sister hospital" relationship with the hospital in the Democratic Republic of Congo and Pomerado Hospital.</p> <p>The implementation of a process to inform patients at PMC and Pomerado about expected wait times was announced.</p>		
<p><b>Sheila Brown, R.N., Chief Clinical Outreach Officer</b></p> <p>SNF Administrator</p> <p>Community Outreach</p> <p>Employee Engagement</p> <p>Wound Care Program</p>	<p>Steven Gold has accepted the position of Administrator of PPH Skilled Nursing Facilities. He will be here September 6.</p> <p>PPH has applied as the lead agency for the North Inland Region. It is a comprehensive county wide health and development service for children. Up to \$6.9 million is available if our application is granted. Welcome Home Baby program will be pursuing additional subcontracts. Grant application has been submitted for research in diabetes federally funded by NIH.</p> <p>Health Risk Assessment appraisals for employees has begun. One hundred employees have been screened so far.</p> <p>Escondido Surgery Center – 3.98; Home Health - 4.24, PCCC – 4.45; Villa Pomerado – 4.24.</p> <p>Outstanding results for the hyperbaric program were reported for the period of May 2 through</p>		

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Lift Team Celebration	<p>July 31.</p> <p>A Lift Team Celebration was held August 10 in recognition of all the work they have done. Since the establishment of the Lift Team, claims for employee injuries due to lifting have been significantly reduced. Director Kleiter commended the efforts of the Lift Team. Director Krider suggested that the results of our Lift Team program be submitted for publication in professional journals. Dr. Kanter also expressed his appreciation of the Lift Team and recognized them as an integral part of the health care team.</p>		
<p><b>Lorie Shoemaker, R.N., Chief Nurse Executive</b></p> <p>Employee Engagement</p> <p>Quality</p> <p>Perioperative Training Program</p> <p>Building Plan for Nursing School</p> <p>Nursing News Network</p>	<p>Collective score for Nursing this year is 3.90 as compared to last year's score of 3.79.</p> <p>The latest study in regard to pressure ulcers has shown significant improvement across the board. Staff and leadership was congratulated for their efforts in this regard.</p> <p>PPH is starting its first ever Perioperative 101 training program. We can now offer training on our own campuses as opposed to sending staff to other facilities for training.</p> <p>PPH, CSUSM and Palomar College have been meeting regularly and the schematic design phase is near completion. The design development phase will be underway soon.</p> <p>Nursing News Network newsletter inaugural edition will be released later this month. It is written by nurses for nurses and is intended as</p>		

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Service-line Administrator for Surgical Services	<p>a method of communication of items of importance to the practice of nursing at PPH.</p> <p>Kim McEvoy-Dodson is the new Service-line Administrator for Surgical Services for PPH.</p>		
Magnet Application Signing Event	<p>There will be a Magnet application signing event on August 31 at 12pm in Graybill Auditorium. Submission of the application signals our official intent to apply for Magnet recognition status and sets us on a 18-24 month timeline for submission of our documentation and site visit.</p>		
CSUSM	<p>PPH has received "Impacted Status" at CSUSM for the School of Nursing which means that we can be selective in the process of enrolling students into the program.</p>		
<b>INFORMATION ITEMS</b>	<i>Discussion by exception only</i>		
<ul style="list-style-type: none"> <li>• <b>Human Resources</b></li> </ul>	<p>Items regarding Recruitment Campaign; CHRO Candidate; Culture Assessment; and Total Compensation Statements (Informational) deferred to next board meeting per request of Director Bassett, Chairperson, Human Resources Committee.</p>		<i>Deferred to next board meeting.</i>
<ul style="list-style-type: none"> <li>• <b>Community Relations</b></li> </ul>			
<ul style="list-style-type: none"> <li>• <b>Quality Review</b></li> </ul>			
<ul style="list-style-type: none"> <li>• <b>Strategic Planning</b></li> </ul>			
<ul style="list-style-type: none"> <li>• <b>Governance</b></li> </ul>			
<ul style="list-style-type: none"> <li>• <b>Internal Audit</b></li> </ul>			
<ul style="list-style-type: none"> <li>• <b>Finance</b></li> </ul>			
<b>COMMITTEE REPORTS</b>			
<b>Governance</b>	<b>Linda C. Greer, R.N., Chairperson</b>	<i>Verbal report</i>	
<ul style="list-style-type: none"> <li>• <b>Ongoing review of PPH Policies (see under Consent Items)</b></li> </ul>	<p>Director Greer referred to the status of our ongoing overall review of PPH Policies by Jim Neal via the Governance Committee , including revised, lost/unknown Policy inclusions or deletions to ensure that our</p>		

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	Policies are correct. Following approval by the Governance Committee and the Board of Directors, these will become available for easy access on the Lucidoc software program. Director Greer sincerely thanked Jim Neal for his ongoing review of these Policies.		
<b>Strategic Planning</b>	<b>Alan Larson, M.D., Chairman</b>		
<ul style="list-style-type: none"> <li><b>Approval: PPH FY '06 – '08 Goals</b></li> </ul>	Director Larson stated that a full report had been received and that he enthusiastically recommended that the Board adopt these PPH FY '06 – '08 Goals and applauded the integrity and zeal of the Staff in working toward such goals.	<p><b>MOTION:</b> by Rivera, 2<sup>nd</sup> by Bassett, and carried that the PPH FY '06 – '08 Goals as presented be approved.</p> <p>All in favor. None opposed. Unanimously carried.</p> <p>Chairman Rivera commented that these are very similar to the LTIP (Long Term Incentive Plan) Goals adopted earlier that evening for the CEO.</p>	
<b>Finance</b>	<b>T. E. Kleiter, Chairman</b>		
<ul style="list-style-type: none"> <li><b>Resolution No. 08.15.05 (01) – 12 Establishing the Appropriations Limit of the District for FY July 1, 2005 – June 30, 2006 Pursuant to Article XIII(B) of the California Constitution</b></li> </ul>	Director Kleiter referred to the requested Board approval of this Resolution as an annual requirement, with an appropriations limit of PPH for FY July 1, 2005 – June 30, 2006 established at \$41,313,462. We will be substantially under that amount and it is estimated we will receive \$10,500,000 in unrestricted property tax revenue for FY '06.	<p><b>MOTION:</b> by Kleiter, 2<sup>nd</sup> by Larson and carried that Resolution No. 08.15.05 (01) – 12 Establishing the Appropriations Limit of Palomar Pomerado Health for Fiscal Year July 1, 2005 – June 30, 2006 Pursuant to Article XIII(B) of the California Constitution, be adopted.</p> <p>All in favor. None opposed. Unanimously carried.</p>	
<ul style="list-style-type: none"> <li><b>Resolutions Nos. 08.15.05 (02) – 13 through 08.15.05 (05) – 16 Reflecting changes to the Board-designated signatory lists for PPH Bank and Investment Accounts</b></li> </ul>	Director Kleiter referred to the need to make certain bank account changes on the designated signatory lists for bank and investment accounts for which Resolutions as stated were required.	<p><b>MOTION:</b> by Kleiter, 2<sup>nd</sup> by Scofield and carried that Resolutions Nos. 08.15.05 (02) – 13 through 08.15.05 (05) – 16 Reflecting changes to the Board-designated signatory lists for PPH Bank and Investment Accounts, be adopted.</p> <p>All in favor. None opposed. Unanimously carried.</p>	

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<ul style="list-style-type: none"> <li>• <b>Approval: Physician Recruitment Agreement with Roger Kornu, M.D., and Michael Keller, M.D., for San Diego Arthritis Medical Group</b></li> </ul>	<p>Director Kleiter explained that a community need assessment had been undertaken and there was found to be a need for the services of Roger Kornu, M.D., and Michael Keller, M.D., for San Diego Arthritis Medical Group, and directed the Board to the Physician Recruitment Agreement on page 167 of the board packet. Board approval was requested.</p> <p>Director Krider noted that the areas of Santa Isabel, Julian, Cuyamaca, etc. were included which seemed to be a little odd to include that in the agreement. Marcia Jackson responded that PPH has to approve where the office is located, and a hospital has to define where 80% of its patients come from, so this was to comply with Federal regulations. She emphasized however, that PPH approves where the physicians' offices are to be located.</p> <p>Ms Jackson further explained that Dr. Kornu is coming out of residency in Texas. Dr. Kornu will practice in Poway.</p>	<p><b>MOTION:</b> by Kleiter, 2<sup>nd</sup> by Krider and approved that the Physician Recruitment Agreement with Roger Kornu, M.D., and Michael Keller, M.D., for San Diego Arthritis Medical Group be approved as submitted.</p> <p>All in favor. None opposed. Unanimously carried.</p>	
<ul style="list-style-type: none"> <li>• <b>Pre-Audit Close June 2005 and YTD FY 2005 Financial Report</b></li> </ul>	<p>Director Kleiter requested approval of the Pre-Audit Close June 2005 and YTD FY 2005 Financial Report.</p> <p>Following a question from Director Larson, Bob Hemker explained that this item would normally appear under Consent Items on the agenda, but instead appeared on pages 222-233 of the board packet. It had been included at this point on the agenda to allow for awareness discussion if necessary, as this report was pre-audit. An Executive Summary and Highlights were included in this section. the Board will be requested to approve the final audit report later.</p>	<p><b>MOTION:</b> by Kleiter, 2<sup>nd</sup> by Larson and agreed, that the Pre-Audit Close June 2005 and YTD FY 2005 Financial Report be approved as submitted.</p>	
<b>BOARD MEMBER COMMENTS/AGENDA ITEMS FOR NEXT MONTH</b>	<p>Director Bassett stated that we started our meeting that evening with a number of presentations and she sincerely appreciated</p>		

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	that several employees were still present in the audience as they had been throughout the entire meeting.		
	<p>Director Larson expressed kudos to our Staff and to Michael Covert, CEO for their hard work in presenting the system's goals for FY '06 - '08.</p> <p>At this point Director Larson requested that PPH put on the agenda for Tuesday night an item for the City Council of Escondido to show their openness for PPH to find the very best location in Escondido, and a way to demonstrate the City's cooperation by rescinding their prior order not to consider the ERTC site option.</p>		
	Director Krider expressed kudos for excellent patient care he was aware of within PPH.		
	<p>Chairman Rivera reminded the Board of the Annual Performance Improvement (Quality) Report to a Special Board Meeting scheduled for Monday, August 22 at PMC, noting that he would be absent but that Director Krider would likely chair the meeting on his behalf.</p> <p>Chairman Rivera was aware that four board members would be attending.</p>		
<b>FINAL ADJOURNMENT</b>			
<b>SIGNATURES</b> <ul style="list-style-type: none"> <li>• Board Secretary</li> <li>• Board Assistant</li> <li>• Actg Board Assistant</li> </ul>	<hr/> <p>Nancy H. Scofield</p> <hr/> <p>Christine D. Meaney</p> <hr/> <p>Nancy M. Wood</p>		

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