



DIRECTOR'S MESSAGE 2

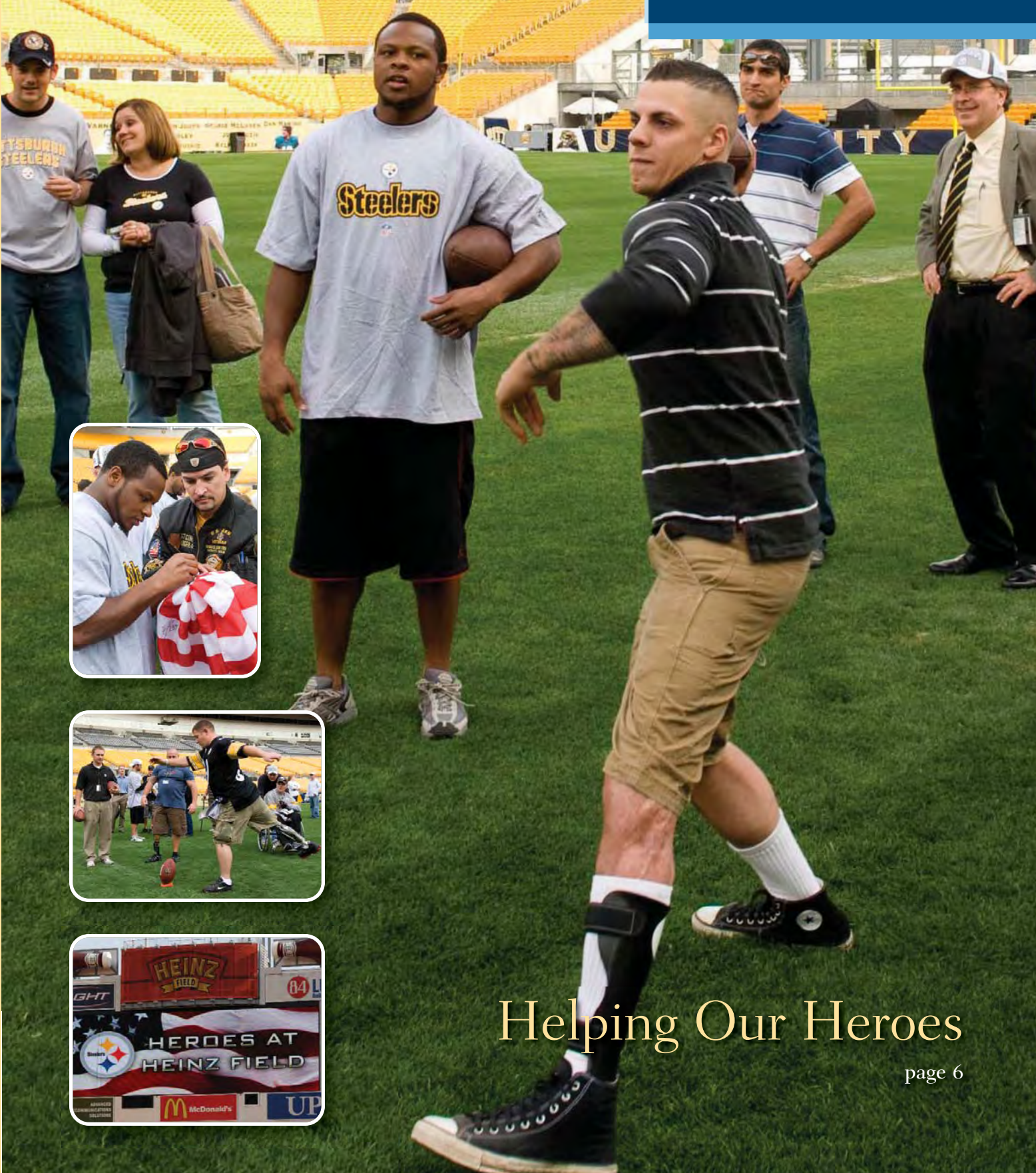


GOLF CLINIC 8



GUSTAV AND IRE 10

Vision FOR Excellence



Helping Our Heroes

page 6

Director's Message

Vision
FOR
Excellence



VA Healthcare-VISN 4
323 North Shore Drive
Suite 400
Pittsburgh, PA 15212
412-822-3316 | phone
412-822-3275 | fax
www.visn4.va.gov

Michael E. Moreland, FACHE
Network Director

Bradley P. Shelton
Deputy Network Director

David S. Macpherson, MD, MPH
Chief Medical Officer

William E. Boyle
Chief Financial Officer

Dorothy Steele
Executive Assistant

David E. Cowgill
Public Affairs Officer

Barb L. Forsha, RN, MSN, ET
Quality Management Officer

VISN 4's *Vision for Excellence* is published for the employees, volunteers, patients and friends of VA Healthcare - VISN 4. To submit articles, editorials, letters or story ideas for possible inclusion, please contact David Cowgill at 412-822-3578 or via email: david.cowgill@va.gov.

Editor
David E. Cowgill
Public Affairs Officer, VISN 4

Assistant Editor
Heather L. Frantz
Public Affairs Specialist, VISN 4

Design & Layout
Rodney E. Boyce
Creative Director, Square Peg Design

Issue 5

DEAR FELLOW EMPLOYEES, VOLUNTEERS, VETERANS AND FRIENDS OF VISN 4,

VA Healthcare – VISN 4 is doing incredible things for our veterans. We are striving to not only provide the best health care for our veterans, but to create opportunities for our veterans to get together and interact with one another, their local communities and VISN 4 staff to improve their overall morale.

VISN 4 has undertaken a concentrated, organized effort to outreach to Operation Enduring Freedom/Operation Iraqi Freedom veterans to include increasing outreach events and creating a



Michael Moreland, VISN 4 Network Director, and Chris Nowak, VISN 4 Chief of Prosthetics, look on as OEF/OIF veterans interact with Pittsburgh Steelers at the "Heroes at Heinz Field" event held on October 7.

16-page special publication and an 18-minute DVD entitled "Helping Our Heroes", which highlights the services and benefits available to OEF/OIF veterans through VISN 4. We have also organized several special events for OEF/OIF veterans. VISN 4 partnered with the Pittsburgh Steelers to organize a special outreach event for OEF/OIF veterans at Heinz field on October 7. Approximately 120 veterans and their family members were treated to a special, fun-filled evening of football, where veterans and their family members were able to test their football skills with the help of 10 Pittsburgh Steelers players. Please turn to pages 6-7 to read more.

VISN 4 and Philadelphia VAMC coordinated a First Swing Golf Clinic for veteran amputees on September 17, 2008 at the

Indian Spring Country Club in Marlton, NJ. PGA professionals were on hand to teach basic skills to first time golfers and assist experienced golfers in perfecting their current skills. Turn to page 8 to find out more.

This issue of Vision for Excellence also features information about VISN 4 deploying to assist with the aftermath of Hurricanes Gustav and Ike, we give special recognition to some of our employees who have received National awards and those who have served the U.S. Government for more than 35 years.

Thank you for taking an interest in VISN 4!

Sincerely,

MICHAEL E. MORELAND, FACHE
NETWORK DIRECTOR, VISN 4



Report Card ENDING FY2008

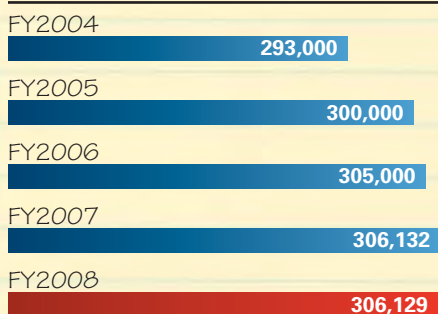
OUTPATIENT STATISTICS

	Network wide for FY2007:	FY2008:
outpatient hospital visits	2,736,141	2,849,241
home and community-based visits	493,408	765,399

INPATIENT STATISTICS

	Network wide for FY2007:	FY2008:
hospital admissions	25,881	26,688
nursing home and domiciliary admissions	5,952	5,501

VISN 4 UNIQUE PATIENT GROWTH



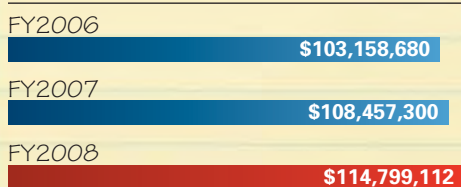
FY08 AS OF JULY- VETERAN SATISFACTION

(INPATIENT SATISFACTION, OUTPATIENT SATISFACTION AND PROVIDER WAIT TIME)

NOTE: VISN 4 is above the national average and ranks #2 nationally for Provider Wait Times and #4 for both Inpatient and Outpatient Overall Quality

	National	VISN 4 (Overall)
Inpatient Overall Quality (Mean)	79.2	83.4
Outpatient Overall Quality (Mean)	78	82.1
Provider Wait Time (Mean)	76.4	84

MEDICAL CARE COLLECTION FUND COLLECTIONS :



* All data for statistical information was collected on 11/14/08

DeCuir appointed as VISN 4 Women Veterans Program Manager



DR. DESMARIE DECUIR has been appointed to serve as the Women Veterans Program Manager for VA Healthcare – VISN 4 effective October 12, 2008. In this position Dr. DeCuir is responsible for providing leadership in establishing, coordinating and integrating quality healthcare services for women veterans throughout VISN 4 and other networks in Veterans Health Administration. Dr. DeCuir’s major responsibilities include the promotion of women veterans’ health behaviors, serving as a women veterans’ advocate, and assessing and promoting

the health and wellness needs of women veterans through planning, organizing, coordinating, directing and evaluating VISN 4 initiatives and facility services.

“I am honored to have an opportunity to say thank you to all veterans for their sacrifices and dedication to our country,” said Dr. DeCuir. “This appointment as the VISN 4 Lead Women Veterans Program Manager enables me to fulfill my mission of advocating and servicing women veterans and I look forward to collaborating with VISN 4 leadership in molding VA Healthcare – VISN 4 as the quintessence for Women Health.”

Prior to this appointment, Dr. DeCuir served as the Women Veterans Program Manager in Memphis, Tennessee. Her professional nursing experience includes intensive care, medical-surgical, school health, women’s health, public health, home health, nursing supervision and advanced practice nursing as a family nurse practitioner.

Dr. DeCuir received a Bachelor of Science in Nursing (BSN) from Southeastern Louisiana University in Hammond, LA. Twenty-two years after graduating from undergraduate nursing school, Dr. DeCuir was awarded a Masters of Nursing (MSN) from Tennessee State University in Nashville, Tennessee. While attending post-graduate school full-time and working weekends as a nursing supervisor in Nashville, Dr. DeCuir completed a Philosophy Doctorate Program with a focus in nursing from the University of Tennessee Health Science Center in Memphis, Tennessee.



2008 All Employee Survey Results

Once again VISN 4 has done very well regarding our participation rate for the 2008 All Employee Survey. With a total participation rate of 80.5%, VISN 4 finished in a tie for first with VISN 6.

The All Employee Survey (AES) is extremely important in establishing direction and strategic planning in VISN 4. It is a proven fact that employee satisfaction in the work environment ultimately leads to great work. We strive to make VISN 4 an employer of choice while attracting highly motivated and talented workers. As a result of these efforts, VISN 4 employs a professional workforce truly dedicated to the health and welfare of our Nation's veterans.

Prior to the start of the 2007 survey, VISN 4 employees were asked to provide their thoughts regarding the current state of the VISN and how they felt about their specific medical center. The intent was to determine employee satisfaction and what measures could be taken to improve not only the VISN, but more importantly each medical center's work environment. During the 2008 AES survey, employees were once again asked to provide input. The table of survey results for the 2008 AES indicates that improvement has been noted in almost every component.

The results of the 2008 AES indicate that VISN 4 is a great place to work and that our employees believe in teamwork and they continue to demonstrate their commitment to our veterans and to each other in their positions. From the managerial staff to the front line employees and our unions, we continue our endeavor to improve the services we provide to each and every veteran, family member and employee. Our goal remains to be the best performing VISN in the nation providing the highest quality of medical care available today. ★



L to R: Bernadette Connolly, Alpa Shah, Patti Frawley, Waddea Hines, Janet Clark, Ann Phan, Peggy Cofield



L to R: JoAnne Renz, Josie Iozzo, Judi Ebelhar, Nancy Moretz and Debbie Doria

Job Satisfaction Averages	Response Averages		Difference
	2007	2008	
Work Type	4.09	4.13	0.04
Work Amount	3.67	3.75	0.08
Pay Satisfaction	3.14	3.22	0.08
Coworker	4.02	4.05	0.03
Supervision	3.73	3.81	0.08
Senior Management	3.25	3.36	0.11
Promotion Opportunity	2.82	2.96	0.14
Work Condition	3.51	3.58	0.07
Customer Satisfaction	3.93	3.96	0.03
Praise	3.25	3.36	0.11
Work Quality	4.41	4.43	0.02
Satisfaction	3.77	3.84	0.07
Satisfaction-2yrs	3.08	3.18	0.10

■ Positive Change ■ No Change ■ Negative Change

Organizational Assessment Averages

	Response Averages		
	2007	2008	Difference
Cooperation	3.60	3.67	0.07
Conflict Resolution	3.39	3.47	0.08
Diversity Acceptance	3.74	3.82	0.08
Coworker Support	3.66	3.72	0.06
Supervisory Support	3.65	3.74	0.09
Customer Service	3.72	3.79	0.07
Innovation	3.45	3.55	0.10
Resources	3.83	3.90	0.07
Safety Climate	3.74	3.81	0.07
Leadership	3.51	3.59	0.08
Rewards	3.46	3.58	0.12
Employee Development	3.50	3.61	0.11
Work/Family Balance	3.79	3.88	0.09
Planning/Evaluation	3.68	3.76	0.08
Job Control	3.12	3.18	0.06
Demands	3.56	3.56	0.00
Retention	3.40	3.46	0.06
Engagement	3.62	3.71	0.09
Psychological Safety	3.28	3.35	0.07
Civility	3.64	3.71	0.07

A New Home for VAPHS Veterans and Employees

ON MAY 7, 2004, VA Pittsburgh Healthcare System was approved for an almost \$300 million major construction project. The purpose of the project is to enhance behavioral health services and to achieve efficiency through consolidation of a three-division health care system into two divisions. Two major components of this construction project were recently completed.

The new Administration Building at the VAPHS Heinz Division is a 75,000 square foot project, constructed at an estimated cost of \$14 million. The building was completed in October 2008 and VAPHS employees moved into the new building in November. The Administration Building is home to VAPHS's Recruitment Center, Human Resources, Business Office (Fiscal, Accounts, Medical Records), Police Service Training Center, Contracting, and Credentialing & Privileging.

The new, state-of-the-art Residential Living Villas at VAPHS Heinz Division were also completed in October, constructed at an estimated cost of \$17 million. These residential living villas set a new standard in the architectural design and clinical operation of a traditional Domiciliary by providing a residential community setting for homeless and vocational rehabilitation. The villas provide transitional housing and treatment to homeless veterans admitted to VAPHS's Domiciliary Care for Homeless Veterans program. Veterans participate in the treatment program for approximately four months with the goal of obtaining community employment and housing. ★



New Administration Building at VAPHS Heinz Division



New Residential Living Villas at VAPHS Heinz Division



VISN 4 partnered with the Pittsburgh Steelers to organize a special outreach event for Operation Enduring Freedom/Operation Iraqi Freedom veterans at Heinz field on October 7. Approximately 120 veterans and their family members were treated to a special fun-filled evening of football, where they were able to test their football skills with the help of 10 Pittsburgh Steelers players including Jeff Reed, Chris Hoke, Daniel Sepulveda, Aaron Smith, Matt Spaeth, Mewelde Moore, Greg Warren, Patrick Bailey, Roy Lewis and Dezmond Sherrod.



“It’s great for the invite. For the veterans and wounded service members, it’s just nice to be part of it.” ~ JEREMY FELDBUSCH, VETERAN



“The main thing is that (the veterans) are honored, that people actually care that we were over there and we were injured. It’s nice to be able to come home and do events like this where we are appreciated.” ~ JESSICA LYNCH, VETERAN



*“These are the people who fight for us to have our freedom and be who we are as Americans. To come out here and spend a couple hours with them and hear their stories is unbelievable. There’s nothing better than this.”
~ CHRIS HOKE, STEELERS*

“Being invited down here is so great. I’m really glad they did this.” ~ MIKE CLARK, VETERAN



HEROES AT HEINZ FIELD



“These guys ... it seems like they really wanted to be here, you know? It has been great. I didn’t expect this.” ~ ED WALLS, VETERAN



“As athletes, we get too much credit for being heroes. We’re doing something that God has blessed us with and in a lot of people’s eyes, a game-winner makes you a hero. But (the soldiers) are fighting for the country. They’re the true heroes.” ~ JEFF REED, STEELERS

Many of the veterans who attended the event suffer from traumatic injuries. The veterans and their family members were given a tour of Heinz field and then they proceeded to the playing field to practice football throws and punt kicks with the Steelers. The Steelers also participated in an autograph session where veterans and their family members were able to interact with the Steelers on a more personal level and take photos. Each veteran was given a Steelers hat and an autographed team photo. The evening was concluded with a tailgate dinner in one of the Steelers Club Level lounges. ★



First Swing Golf Clinic

The Philadelphia VA Medical Center and VISN 4 coordinated a First Swing Golf Clinic for veteran amputees on September 17, 2008 at the Indian Spring Country Club in Marlton, NJ. The free clinic offered educational information as well as a hands-on experience for golfers of all levels of experience. PGA professionals were on hand to teach basic skills to first time golfers and assist experienced golfers in perfecting their current skills.

The First Swing Golf Clinic also provided an introduction to various forms of adaptive equipment that could assist in improving the veteran's game. PGA Golf Pros Frank Hesson, Director of Instruction at Indian Spring Country Club, USGTF Teaching Pro Lou Namm (a veteran bi-lateral amputee) and John Carpineta Sr. demonstrated and assisted veterans throughout the day. Veterans were also provided with a nice lunch and giveaway items as part of the event.

30 amputee veterans of all ages and conflicts participated in the clinic. The 2nd annual Amputee Veterans First Swing Golf Clinic is already scheduled for September 16, 2009 at the Indian Spring Country Club in Marlton, NJ.

Other sponsors who contributed to the event were Prosthetic Innovations, Trulife, Veterans Canteen Service, Marine Corps League and the Eastern Amputee Golf Association, who donated 23 sets of used golf clubs and bags to the veterans who attended the clinic.



VISN 4 Receives National Awards

Mark Wolcott Award for Excellence

VA PITTSBURGH HEALTHCARE SYSTEM'S Chief of Staff, Dr. Rajiv Jain, received the 2007 Mark Wolcott Award for Excellence in Clinical Care Leadership.

The Mark Wolcott award was established in 1996 to recognize outstanding Veterans Health Administration (VHA) health care practitioners who are deserving of special recognition for their contributions in enhancing clinical care.

Dr. Jain's commitment and support of innovative approaches that redesign the delivery of care to improve veteran's health has positioned VAPHS and VHA at the forefront of patient safety and infection control throughout the United States.

Service to America Medal (Sammies) Award

DR. RAJIV JAIN was chosen as the winner of this year's Service to America Medal



Dr. Rajiv Jain on stage

in the category of Citizen Services.

The Service to America Medals (Sammies) awards program pays tribute to America's dedicated federal workforce, highlighting those who have made significant contributions to our country. Honorees are chosen based on their commitment and innovation,

as well as the impact of their work on addressing the needs of the nation.

Dr. Jain received the Sammies award for his leadership and initiative in reducing MRSA, a type of life-threatening, hospital-acquired infection, at all 153 VA hospitals and other hospitals across America and parts of the world. ★

National OPM CFC Hero Award

DAVID COWGILL, VISN 4 and VAPHS Public and Community Relations Manager, was selected as the winner of the National OPM CFC Hero Award for the second consecutive year. Mr. Cowgill was the winner in the Civilian Category and had the highest point score in the country from the judges. This is the first time anyone has won this award two years in a row.

The Hero Award is presented to an individual who showed exceptional commitment to the CFC Campaign, and also demonstrated a commitment to volunteerism on a personal level, outside of the workplace.

Communicator of the Year

DAVE COWGILL, Public and Community Relations Manager, received the VHA Communicator of the Year Award. VA Pittsburgh Healthcare System (VAPHS) won three awards in this year's VHA Excellence in Communications Awards Program.

This award recognizes the work of a public affairs professional who demonstrated leadership in communications by supporting and leading communications planning, by achieving organizational strategic goals, and by greatly contributing to improving the organization's image through their efforts. Nominees were judged on outstanding contributions to the field of health care communications, public affairs vision and impact on the facility;



David Cowgill

advancing the goals of the organization, and notable VA/community accomplishments, contributions and innovations. ★

VISN 4 Deploys for Hurricanes Gustav and Ike

The Department of Health and Human Services (lead planning agency for the Emergency Support Function of Health and Medical Services as part of the National Response Framework) requested VA assistance in providing health care personnel to staff a Federal Medical Station, in response to Hurricane Gustav, located in Ruston, La. One week later another request was sent for VA assistance to staff a Federal Medical Station located in Ruston, La. in response to Hurricane Gustav in September.

Hurricanes Gustav and Ike are a part of VA's Disaster Emergency Medical Personnel System (DEMPS).

DEMPS is a database consisting of a pre-identified core group of skilled and trained volunteers, critical for both effective response and to maintain VHA's ability to continue to meet its mission requirements. The database is used as a resource to match personnel qualifications to emergency response requirements and needs. DEMPS personnel must be released, before deploying, by their respective VAMC Director who retains the sole authority to grant deployment status to assigned employees. All specialties, clinical and ancillary staff are needed!

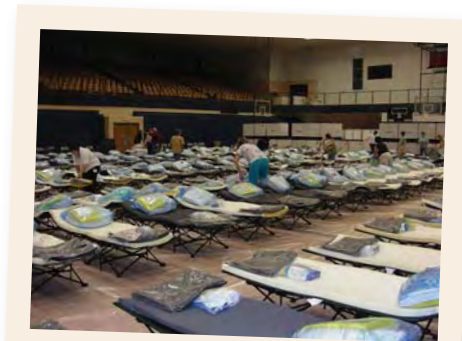
For more information contact your facility's DEMPS coordinator.



VISN 4 deployed 23 employees to staff the Federal Medical Station in Ruston, La. to assist with the medical care of those affected by Hurricane Gustav and 20 employees were sent to staff the Federal Medical Station in San Antonio, Texas. The deployment period lasted for 14 days.

Employees were sent from the following VA medical centers within VISN 4: Altoona, Butler, Clarksburg, Erie, Lebanon, Philadelphia and Pittsburgh. The doctors, nurses, pharmacists, police officers and other employees who were deployed to Ruston and San Antonio assisted in many areas to include medical care and services, security, food services, clerical duties and general maintenance for the Federal Medical Stations.

The Federal Medical Stations in Ruston and San Antonio were fully staffed and managed by VA employees from throughout the country and



were equipped to provide definitive care for as many as 250 evacuees.

The VISN 4 employees who were called upon to deploy in support of

Scenes from the Federal Medical Station, in response to Hurricane Gustav, located in Ruston, Louisiana

Congratulations and thank you to the following list of employees who have provided **35 or more** years of service to the U.S. Government! **Special recognition** goes to **Dr. Gerald Goldstein**, VA Pittsburgh Healthcare System's Research Career Scientist, for having served our government for **54 years**.

Altoona

service years

Cheryl Thompson	Director's Office	36
Charles Becker	Associate Director	38
Gary Lee	Facilities Service	38
Robert Mattio	Facilities Service	36
Mary Jo Moloney	Human Resources Service	37
Joseph Updike	Nutrition & Food Service	35
Pauline Mckee	Primary Care Service	35
Mark Vinglish	Acute & Long Term Care Service	37
Dr. Silvino Pazcoguin	Surgery Service	35
Deborah Marino	Health Administration Service	36

Butler

Madeline Mcquisition	A&M Management	40
William Diakiw	Chaplain's Office	37
John Kuciak	Facility Management	36
Carol Niggel	Business Office	36
Deborah Manny	Business Office	36
Letty Roche	Primary Care	35

Clarksburg

Arnonld Berry	Diagnostic Service	37
Jean Christofaro	Patient Care Services	44
Clifford Cleland	Facility Management Service	40
James Clevenger	Facility Management Service	40
Harold Davisson	Facility Management Service	38
Donna Devericks-Snyder	Patient Care Services	39
Elizabeth Drake	Patient Care Services	37
Charles Elder	Acquisition& Material Management	35
Stanley Frum	Director's Office	36
William Greaver	Patient Care Services	35
Peggy Harrah	Diagnostic Service	36
John Lucas	Police Service	40
Lewis Maxwell	Facility Management Service	40
Mary Mccloud	Library Service	35
Rodney Messenger	Facility Management Service	35
David Stiles	Acquisition& Material Management	39
John Thornhill	Voluntary Service	35

Coatesville

Linda Hilton	Community & Congressional Affairs	46
Sandra Syphard	Health Administration Service	43
May Paylor	Primary Care	42
Sandra Noce	Mental Health	41
Jeanette N. Chase	Nutrition & Food Service	40
William Rank	Social Work Service	40
Cynthia Daniel	Nutrition & Food Service	39
Stephen Dizel	Office Of The Director	39
Sharon Goldie	Finance & Materiel Management	39
Roberta London	Dental	39
Thomas Middleton	Facilities Engineering Service	39
Sharon Weaver	Finance & Materiel Management	39
Samuel Wiggins	Facilities Engineering Service	39
Ellena Allen	Community & Congressional Affairs	38
Patricia Burgess	Office Of The Director	38
Leon Hamilton	Nutrition & Food Service	38
Sara Sunderland	Patient Care Services	38
Linda Whittington	Health Administration Service	38
David Brown	Environmental Management Service	37
Cassandra Dutton	Acquisition Management Service	37
Pamela Hudson	Mental Health	37
Evelyn Johnson	Nutrition & Food Service	37
Ethel Johnson	Mental Health	37
Robert Marshall	Chief Of Staff Office	37
Jacqueline Matthews	Health Administration Service	37
Sharon Mccreary	Information Management	37
Donald Means	Office Of The Director	37
Claudia Wallace Moore	Health Administration Service	37
Karen Mullen	Mental Health	37
Evelyn Simmons	Nutrition & Food Service	37

Linda Witham	Office Of The Director	37
Stephen Blanchard	Facilities Engineering Service	36
Ivy Chase	Nutrition & Food Service	36
Tyrone Gould	Geriatrics & Extended Care	36
Thomas Henderson	Facilities Engineering Service	36
Jonny Jones	Facilities Engineering Service	36
Carolyn Miller	Mental Health	36
Andrew Pahountis	Community & Congressional Affairs	36
Mary Ann Ray	Mental Health	36
Eileen M. Sama	Human Resources	35
Cheryl Young	Primary Care	36
James Cannon	Nutrition & Food Service	35
Catherine Darrenkamp	Geriatrics & Extended Care	35
Joyce Allen	Mental Health	35
Priscilla Douglas	Pharmacy	35
Mary Florian	Health Administration Service	35
Marcia Gurule	Mental Health	35
Sharon Jackson	Patient Care Services	35
Gregory Lewis	Facilities Engineering Service	35
Michael Majors	Police	35
Richard Miller	Nutrition & Food Service	35
Sheila Moore	Nutrition & Food Service	35
Nancy Needham	Geriatrics & Extended Care	35
George Pearson	Human Resources	35
Harry Prange, Jr.	Facilities Engineering Service	35
Wanda Sandoski	Mental Health	35
Sharon Thompson	Environmental Management Service	35

Erie

Richard Kissinger	Facilities Management	37
Linda D. Borelli	Finance	36
Robert L. Hines	Facilities Management	36
Robert W. Stippich	Business Office	36
Patricia A. Wenzel	Nursing Service	35
William J. Albertson	Facilities Management	35

Lebanon

Robert P. Adams, Jr.	Engineering	39
James C. Bowers	Engineering	36
David J. Boyer	PCS	38
Ralph R. Brown	AC	36
Herbert E. Bruntel, Jr.	EC&RS	38
Larry R. Cramer	PCS	37
Daniel D. Dishong	EMS	37
Theresa L. Friend	AC	43
Ruth F. Fullerton	PCS	42
Michael D. Grove	PCS	37
John R. Huggins	EC&RS	37
Ann J. Jones	PCS	35
Raymer A. Kent	HR	37
Kay L. Kerkeslager	PCS	39
Beulah A. Long	Primary Care	35
Irvin F. Muritz	QM	37
Robert F. Ristenbatt	Engineering	38
Jeffrey A. Seifert	Engineering	35
Trevette L. Seifert	PCS	36
Judy L. Stickler	Cemetery Service - Indiantown Gap	38
Francis M. Uffner	EMS	39
Linda Sue Umberger	Office of the Director	36
F. Suzanne Weaver	BH&S	37
Nancy K. Westhafer	Office of the Director	37

Philadelphia

Richard J. Brusco	Facilities Management	38
Gilda M. Clayburne	Patient Care Services	39
Sheila S. Finney	O/I&T	37
William Frank	Resources Management	37
Edith R. Long	Quality Assurance	42
Grady H. McBride	Facilities Management	38
Frank A. Miller	Patient Care Services	37

Karim Nakhgevany	Surgical Services	36
Mary A. Raffa	Laboratory	42
Antonia R. Ross	Office Of Director	35
Marianne E. Sasse	Human Resources	35
Harry A. Schussler	Facilities Management	38
Ethel M. Session	Office Of Director	38
Marcella E. Timmons	Surgical Services	36
Anne D. Ward	Human Resources	36
Christine F. Jones	Nutrition And Food Service	38
Earl J. Dozier	Logistics	37
Thomas E. Mandras	Laboratory	37
Patricia O. Bell	Patient Care Services	35
Jerry A. Rosenzweig	Patient Care Services	39
Ronald E. Francis	Facilities Management	35
Mary J. McLaughlin	Patient Care Services	48
Lucille E. Johnson	Patient Care Services	38
Joanne M. Loguidice Patrick	Surgical Services	35
Lorenzo Ward, Jr.	Logistics	36
Shirley Willoughby	Resources Management	38
Richard E. Butts	Facilities Management	37

Pittsburgh

Wayne C. Appman	Clinical Support	36
William E. Boyle	VISN Office	36
Michael A. Coyne	Community Based Care	37
Darryl K. De Angelis	Ofc Of Assoc Dir Biomed	38
Larry J. Drill	Behavioral Health	36
Karl H. Engwer	Facilities Management	36
Margaret R. Engwer	Safety	35
Joanne L. Faas	Safety	45
Charlotte M. Foster	Patient Care Services	37
Dianne L. Gedman	Business Services	39
George J. Gedman	Facilities Management	39
Gary J. Glacken	Community Based Care	38
Linda H. Glancy	VISN Office	37
Gerald Goldstein	Research	54
Shirley A. Gottron	OI & T	36
John D. Griffin	Business Services	36
John J. Hrichison	OI & T	39
Lorraine E. Kerr	Patient Care Services	36
Monica M. Ketter	Office Of Director	39
Frederick G. Manners	Clinical Support	36
Joseph T. Mccullough	Business Services	35
Patrick A. Mitchell	Facilities Management	42
Rose A. Monahan	Critical Care Service Line	36
Sharon L. Moore	Behavioral Health	37
Gregory J. Moran	Clinical Support	37
Stanley J. Pakutz	VISN Office	36
Mary A. Pollice	Medical Specialty	36
Robert R. Raymond	Ofc Of Assoc Dir Biomed	38
Lachrisha Richardson	Ad For Site Management	36
Lydia B. Robles	Critical Care Svc Line	38
Frank W. Santucci	Behavioral Health	47
Bradley P. Shelton	VISN Office	37
Dorothy L. Steele	VISN Office	35
Ann Q. Trageser	Clinical Support	37
Theresa D. Valotta	Ad For Site Management	35
Joseph M. Wagner	Human Resources Management	37
Keith H. Watson	Facilities Management	35
Virginia E. Welker	Patient Care Services	42
Patricia M. Wurgler	Surgical Specialty	40

Wilkes-Barre

Joseph J. Chabala	Nutrition & Food Services	51
Charles Watson	Nutrition & Food Services	36
Joseph A. Kelly	Nutrition & Food Services	35
Michael Gallagher	Nutrition & Food Services	35

Mary T. Kennedy	Nutrition & Food Services	35
Barbara A. Randolph	Patient Support Business Services	41
Barry A. West	Patient Support Business Services	39
Dorothy G. Hess	Patient Support Business Services	38
James M. Collura	Patient Support Business Services	36
Marilyn R. Johnson	Patient Support Business Services	35
Robert P. Granko	Facilities Management Service	41
Stanley J. Judzikowski	Facilities Management Service	38
Steven F. Kochevar	Facilities Management Service	36
Donald F. Grobluskey, Jr.	Facilities Management Service	35
Rita A. Mizenko	Facilities Management Service	35
Joseph A. McGrady	Facilities Management Service	35
Joseph B. McGill	Facilities Management Service	35
Edward P. Matkins	Geriatrics & Extended Care Service	40
Deborah R. Clark	Geriatrics & Extended Care Service	36
Donna M. Delaney	Geriatrics & Extended Care Service	36
Sylvia A. Borofski	Geriatrics & Extended Care Service	35
Neil T. Fisher	Fiscal Service	39
Linda C. Sheperis-Stahl	Fiscal Service	36
John J. Dougherty	Fiscal Service	35
Cynthia A. Kochevar	Fiscal Service	35
Carol Kaslavage	Office of Medical Center Director	37
Lawrence A. Swetz	Nursing Service	37
Mary Ann M. Staub	Nursing Service	37
Rose Ann Nallon	Nursing Service	37
Patricia M. Plis	Nursing Service	37
David M. Lechak	Nursing Service	37
Sharon A. Brogna	Nursing Service	37
Donna J. Rybka	Nursing Service	36
Eileen C. Eckenrode	Nursing Service	36
Roseann M. Bartell	Nursing Service	35
Ronald Marshalllick	Nursing Service	35
Gerald D. Eckenrode	Medical Service	37
Marilyn Smith	Medical Service	36
Mary Ann R. Novak	Medical Service	35
Kim-Loan T. Vo	Medical Service	35
Brenda A. Kubricki	Pathology & Laboratory Medicine Service	37
Stephen M. Wizda	Dental Service	37
Helen B. Vogue	Primary Care Service	36
Dyann A. Wasilewski	Primary Care Service	35
Karen R. Paciotti	O/I&T O/Field Operations	36
Sharon L. Reese	O/I&T O/Field Operations	36
Susan L. Zulkoski	Human Resources Service	36
Joseph J. Casagrande	Behavioral & Mental Health Services	35
Yolanda L. Riggsbee	Staff Development Service	35

Wilmington

Yen-Zen Kuo	Physician	39
Kathleen M. Layfield	Veterans Service Rep	38
Barbara E. Dunn	Program Support Clerk	38
Sharen E. Wiseman	Program Specialist	37
Wendalyn H. Glovier	Veterans Service Rep	37
John C. Foraker	Accountant	37
David A. Hagerty	Carpenter	36
Richard L. Herman	Photographer (Medical)	36
Maryjean T. Liter	Program Support Clerk	36
Phyllis A. Clancy	Nurse	36
Robert E. Moretz	Bio Equip Support Spec	36
Michael S. Rybicki	Program Managemt Officer	36
Brajesh N. Agarwal	Physician	36
Richard B. Malin	Pipefitter	36
Stephen J. Grier	Boiler Plant Operator	36
Janis S. Price	Nurse	36
Norma Kay Jamison	Patient Representative	36
Joseph W. Bender, Jr.	Motor Vehicle Operator	35
Dorothea M. Kostyk	IT Specialist	35
Shelley R. Davis	Patient Services Asst	35
Sharon M. Porter	Program Analyst	35

VA Healthcare—VISN 4
323 North Shore Drive, Suite 400
Pittsburgh, PA 15212

412-822-3316 | phone

412-822-3275 | fax

www.visn4.va.gov

