

Candidate for Board of Directors Membership

AGENDA ITEM #12

6/172024

Area Agency on Aging of Pasco-Pinellas, Inc.

9549 Koger Blvd., Ste. 100

St. Petersburg, FL 33702

Name

Home Address

Home Telephone

Home Fax

Cell Phone

County of Residence

Business Address

Bus. Telephone

Bus. Fax

County of Business

E-Mail Address

Occupation

Title

Age **Birthdate** **Sex:** Male Female

Race/Ethnicity White African American Asian Hispanic American Indian Other

Description of Present Employment (if applicable)

Education and/or Training

Boards/Advisory Councils You Serve On

Volunteer Experience

Talents/Hobbies/Skills

Please explain experience and/or interest in aging

Referred by: _____

Date: _____

*Feel free to include a resume in addition to completion of this form
Please note that a Background Screening will be done on all candidates.*

Anthony A. Koffman, FACHE

3027 Sheehan Drive
Land O Lakes, Florida 34638

(352) 514-8761
aakoffman@gmail.com

SUMMARY:

Healthcare professional with strong organizational and communication skills interested in addressing and resolving complex mission and ethical issues. Personal strengths include cultivating strong physician and staff relationships, influencing positive workplace culture, and affecting proactive behavior change.

CORE COMPETENCIES:

Healthcare Mission · Physician Recruitment · Physician Compensation · Physician Management · Physician Advocacy · Strategic Planning · Ethics · Rheumatology · Hospital Medicine · Palliative Care · Communications · Employee Relations · Clinical Operations and Revenue Management · Contract Compliance · Budget Management · Purchasing · ED Super Utilizers

PROFESSIONAL EXPERIENCE:

BayCare Health System

Sep 2021 – Present

Regional Director, Mission and Ethics (Sep 2021 – Present)

- Responsible for advancing the work of the integration of BayCare's mission and values and aligning the system model of providing bedside ethics support within its four Morton Plant Mease hospital campuses.

University of Florida

Aug 2009 – Oct 2021

Division Administrator, Rheumatology and Clinical Immunology (Jan 2015 – Oct 2021)

- Responsible for the clinical, financial, budgetary, and personnel operations for the Division of Rheumatology and Clinical Immunology within the Department of Medicine. We have 28 employees, including 12 clinical faculty and two research faculty members. I managed a budget of approximately \$4.78 million annual gross revenue, of which about \$1.47 million is derived from restricted funding sources and \$3.31 million is derived from contractual, clinical revenue, and Dean's commitments.
- Expanded the clinical mission by incorporating the Allergy and Immunology section in July 2018.
- Actively listened to physicians and developed solutions that help achieve their clinical, research, and educational objectives.
- Provided monthly budget variance reports, verified that faculty remain on target for compensation plan expectations, conducted revenue analyses, and set physician RVU targets based on national academic medicine benchmarks.
- Engaged physician candidates regarding open faculty positions, facilitated faculty search committee, completed annual assignment reviews, and identified ways to promote faculty competitiveness.
- Successfully recruited seven rheumatologists and one allergist, including one physician requiring J-1 visa waiver sponsorship.

Division Administrator, Hospital Medicine (Oct 2010 – Mar 2015)

- Responsible for the clinical, financial, budgetary and personnel operations for the Division of Hospital Medicine within the Department of Medicine. The division had 52 employees, including 45 faculty members. I managed a budget of approximately \$13.7 million annual gross revenue, of which approximately \$6.5 million was derived from clinical revenue and \$7.2 million derived from contractual revenue and Dean's commitments.
- Supervised the successful recruitment efforts of 20 faculty members in one year. During my tenure, I successfully recruited and administratively orientated 52 faculty members, including a medical director of Palliative Care Medicine. In addition, 11 of these faculty members required J-1 visa waiver sponsorship.
- Identified, recruited, and facilitated successful recruitment efforts to hire the first palliative care division chief. In addition to these efforts, I assisted the division chief in introducing a palliative care consult service and a hospital-based super utilizer clinic.

- Upon identifying an administrative error resulting in overpayments made to physicians, I advocated for an ethical solution consisting of alternative payment options for physicians to repay the university.
- Created a physician coverage schedule that accounted for cultural differences, especially during peak holiday seasons.
- Encountered ambiguous administrative issues, actively engaged various stakeholders, developed standardized processes, and secured approval and implementation from senior departmental leadership.
- Developed surveys to assess the promptness of consultation, call back response of initial consultation, and appropriateness of inpatient follow-up on 28 College of Medicine consult services while providing feedback to the Senior Associate Dean for Clinical Affairs and the departmental chairs.
- Oversaw the operations associated with the Hospital Medicine compensation plan. This included adjusting RVU targets for various clinical services, calculating incentive payment, and send quarterly correspondence to faculty.
- Implemented an electronic outside activities process for Department of Medicine faculty and staff with the assistance of the Conflict of Interest Director. This process has since been rolled out to the entire College of Medicine.

Quality Manager, Department of Community Health and Family Medicine (Aug 2009 – Sep 2010)

- Assisted the medical directors of 28 Family Medicine physicians in identifying and assessing quality components performed by faculty for their annual evaluations.
- Participated on a team incorporating the patient-centered medical home model in existing care delivery model.
- Oversaw five graduate students working on quality management projects.

ADDITIONAL PROFESSIONAL ACTIVITIES:

Santa Fe College (Gainesville, FL)

Member, Health Administration Program Advisory Board

May 2013 – Present

University of Florida

Mentor, University Multicultural Mentor Program (Sep 2020 – May 2021)

Member, J. Wayne Reitz Union Board of Managers (Aug 2016 – May 2019)

Member, Parking Appeals Committee (Jan 2014 – Dec 2017)

Member, Master of Health Administration Program Advisory Board (Jun 2013 – Sep 2021)

Preceptor, Master of Health Administration Program (Oct 2009 – Present)

Oct 2009 – Present

American College of Healthcare Executives (ACHE)

Director-at-Large, ACHE Western Florida Chapter (Jan 2022 – Present)

- Member, Diversity, Equity, and Inclusion Committee

Member, Florida – Northern and Western Regent's Advisory Council (Apr 2021 – Mar 2023)

Past President, ACHE – North Florida Chapter (Apr 2019 – Mar 2021)

- Oversaw the recruitment and election process for new board members
- Member, Florida – Northern and Western Regent's Advisory Council

President, ACHE – North Florida Chapter (Jan 2017 – Mar 2019)

- Member, Florida – Northern and Western Regent's Advisory Council
- Chapter Recipient for 2017 District 2 (DC, FL, GA, MD, NC, PR, SC, VA, WV) Diversity and Inclusion Award
- Collaborated with other Florida-based ACHE chapters in 2017 and 2018 to conduct a Board of Governors Exam study course in Orlando, Florida

President-Elect, ACHE – North Florida Chapter (Mar 2016 – Dec 2016)

- Recipient for 2016 Florida – Northern and Western Regent's Early Career Healthcare Executive Award

Sep 2007 – Present

Director, Gainesville Local Planning Council (Jan 2010 – Mar 2016)

- Recipient for 2012 Florida – Northern and Western Regent’s Award for Distinguished Service
- Recipient for 2015 American College of Healthcare Executives Service Award

CONFERENCES:

Presentations

- “Helping Faculty Thrive: The Administrator’s Role in Developing Clinician Educators” AIM Educational Conference. Washington, DC, September 2014
- “Creative Educational Programming” ACHE Chapter Leaders Conference. Rosemont, IL, September 2017

Panel Member

- "Leading a Successful Multigenerational Organization" ACHE – North Florida Chapter. Tallahassee, FL, April 2017
- “Managing for Morale- Effective Management: Techniques to Retain Your Staff” ACHE – North Florida Chapter. Pensacola, FL, October 2018
- “Ethical Challenges in Workforce Development” ACHE – North Florida Chapter. Gainesville, FL, December 2022

Moderator

"Improving the Bottom Line by Optimizing Patient Throughput" ACHE – North Florida Chapter. Gainesville, FL, January 2018

EDUCATION:

Aquinas Institute of Theology (St. Louis, MO)

Master of Arts in Health Care Mission

Dec 2021

University of Florida

Master of Health Administration

May 2009

University of Wisconsin – Madison

Bachelor of Business Administration

Major: Management and Human Resources; Specialization: Health Care Management

May 2007

CIVIC ENGAGEMENT:

Morton Plant Mease Health Care Foundation (Clearwater, FL)

Skip Cline Society Steering Committee

Dec 2023 – Present

Franciscan Center (Tampa, FL)

Board Member (Sep 2022 – Present)

Vice Chair (Jan 2023 – Present)

Sep 2022 – Present

Saint Timothy Catholic Church (Lutz, FL)

Liturgical Minister

May 2022 – Present

OneBlood (St. Petersburg, FL)

Blood Donor

Dec 2021 – Present

Knights of Columbus

Council Number 13525 (Dr. Gil Ortiz) (Sep 2021 – Present)

Jan 2021 – Present

3027 Sheehan Drive
Land O Lakes, Florida 34638

Anthony A. Koffman, FACHE

(352) 514-8761
aakoffman@gmail.com

Council Number 11448 (J. Spencer Jones) (Jan 2021 – Sep 2021)

Congregation of Sisters of St. Agnes (Fond du Lac, WI)
Associate

Aug 2019 – Present

Queen of Peace Catholic Church (Gainesville, FL)
Liturgical Minister

Oct 2018 – Sep 2021

Holy Faith Catholic Church (Gainesville, FL)
Parish Council (Sep 2015 – Jun 2017)
Children Christian Formation Aide (Sep 2014 – May 2015)
Liturgical Minister (Oct 2012 – Sep 2021)

Oct 2012 – Sep 2021

LifeSouth Community Blood Centers (Gainesville, FL)
Platelet Donor

Aug 2009 – Sep 2021

CERTIFICATIONS AND MEMBERSHIPS:

Certificate in Multicultural Mentoring, University of Florida
Fellow, American College of Healthcare Executives
Life Member, University of Florida Alumni Association
Life Member, Wisconsin Alumni Association

July 2021
Oct 2015 – Present
May 2009 – Present
May 2007 – Present