

Kevin M. Syberg, DrPH, MPH
kevin.syberg@slu.edu / 314-520-8517

SUMMARY

Effective as a member of organizational leadership teams in significantly impacting all aspects of the performance of academic institutions acute and specialty hospitals, medical group practices, service lines and academic programs. Positions held include CEO, COO, Senior VP, Practice Administrator and Regional Director. Assistant Professor. Keys to success: the ability to build teams, the ability to influence others including those without line authority, integrity, and an exceptional work ethic. Strengths include an extensive background in healthcare administration and public health.

EXPERIENCE

Saint Louis University, College for Public Health & Social Justice **December 2009 – Present**
St. Louis,

Adjunct Assistant Professor (January 2022 – Present)

Assistant Professor (July 2011 – January 2022))

Director of Undergraduate Studies (July 2011 – May 2013)

Adjunct Faculty (December 2010)

Executive in Residence (December 2009)

- Increased enrollment as Director of Undergraduate Studies from 38 – 178 students
- Developed the major in Emergency Management
- Average teaching evaluation score by students of 3.89/4.0 over 14 yrs. @3-4 courses/semester
- Recipient of 15 Teacher of the Year Awards
- Represented the College on the SLU Faculty Senate Finance Committee (2020, 2021)
- Faculty Mentor to an average 70 students/semester
- Faculty Advisor to 4 student organizations including the start-up of all 4

Iron County Hospital – Ironton, Missouri

November 2010 – June 2011

Vice President/Consultant.

Responsible for building volume, revenue cycle and the day-to-day operation of the following clinical, ancillary and support departments: surgical services, lab, radiology, physical therapy, housekeeping, plant ops, maintenance, and accounts receivables.

- Reduced staff turnover to less than 10% per month
- Opened surgical services averaging 8-10 surgeries per month.
- Revenue cycle reorganization resulting in a decline in days in AR to 68 days (50% reduction)

Practice Management Affiliates Consulting, Inc.--St. Louis, Missouri **June 2009 – October 2010**

Consultant/Interim Chief Executive Officer

Responsible for the growth and day to day operations of group practice with locations in St. Charles, O'Fallon, St. Louis City and Belleville, IL.

- Substantive discussions initiated with 2 practices regarding possible acquisition.
- Recruited 3 additional primary care physicians and 1 nurse practitioners.
- Assessing feasibility of pediatric after-hours program with Medicaid managed care plans
- Restructured patient processing resulting in a turnaround rate of less than 60 minutes 95% of the time.

St Luke's Rehabilitation Hospital – St. Louis, Missouri

October 2008 - March 2009

Chief Executive Officer

Responsible for the start-up, building of patient volume and operations of this new 35-bed acute rehabilitation hospital. (Joint Venture between Rehab Care and St. Luke's Hospital).

- November 11, 2008, admitted first patient; March 24, 2009, achieved census of 25.
- Recruited and directed the credentialing of 32 physicians to the Medical Staff
- Licensed by the State of Missouri on 11/10/2008 with no deficiencies.
- Medicare certified on 11/25/2008 with no deficiencies.
- Accredited by The Joint Commission on 12/18/2008 with minor deficiencies.
- CMI increase from 1.18 to 1.35; decrease from 12.8 days to 11.4 days. FIM gain from 21.2 to 23.4.
- March mid-month projection in contribution margin of \$161K which exceeded budget.
- Assumed responsibility for 3 outpatient therapy centers.

Methodist Medical Center of Illinois – Peoria, Illinois

2005 - 2008

Regional Director of Development

2007 - 2008

Responsible for the development and execution of the regional strategic plan which encompasses all hospital services and the 23 counties of the Primary and Secondary Service Areas.

- Increased market share in the Secondary Service Area by 4.6%. Tactics included: JV mobile cardiac cath lab, physician outreach clinics, integrated PAC systems and physician CME programs.
- Restructured the transfer service resulting in average transfers from 60 per month to 75.
- Developed and began implementation of regional strategic plan for the Primary and Secondary Service Areas

Senior Vice President of Cardiovascular Services

2005 - 2007

Responsible for the growth and day to day operation of Methodist's 52- bed heart hospital. Responsibility was in the form of a management services agreement between Methodist and my employer, Med Cath Corporation, Inc. Med Cath was a healthcare provider which owned and operated or managed 11 heart hospitals in 9 states.

Convinced 8 cardiologists, 3 CV surgeons and 2 vascular surgeons to do outreach in select locations across the 23-county service area in the form of CME programs and formation of satellite clinics.

- Developed physician recruitment plan for CV services line including type subspecialists and practice locations.
- Assessed the feasibility of forming a JV heart hospital and a mobile cath lab.
- Restructured Division of Cardiology as a significant step in addressing issues between employed and independent cardiologists
- Directed the completion of the 60 performance obligations contained in the management services agreement which ranged from benchmarking standards of care and direct margins by DRG by physician, to preparation of the CV regional development plan.
- Achieved an increase in employee satisfaction from 65.4% in FY '05 to 70.3% in FY '06

JEFFERSON MEMORIAL HOSPITAL - Crystal City, Missouri

2002 to 2005

Executive Director of Operations & Director of the Deles Heart and Vascular Center

Member of the Senior Management team responsible for the growth and development and operation of the following clinical and ancillary departments: Cardiac Catheterization Laboratory, Cardiopulmonary Services, Open Heart Program, Surgical Services, Sterile Processing, Anesthesia, Sleep Center, Ambulatory Treatment Center, Wound Care Center, Pharmacy and Laboratory.

- Directed the growth and development of cardiovascular services through the formation of the Deles Heart and Vascular Center. Results included: Catheterization Lab growth from 600 procedures per year to 2,400 procedures and 98 open heart procedures per year to 148 procedures. Performing Implantable Cardiac Defibrillators (ICD'S) also added
- Directed the formation of the wound care center which exceeded budget each year.
- Co-directed an increase in surgeon compliance with surgical antibiotic prophylaxis guidelines from 40% to 75% during a 6-month period.
- Directed conversion in Laboratory Services to the use of a new reference Lab, Mayo, resulting in cost savings of approximately \$180,000 per year.
- Directed the development of the Pharmacy's antimicrobial stewardship program resulting in an average 95% physician compliance with antibiotic recommendations and cost reduction ranging from \$4,000 to \$10,000 per month.
- Directed the restructuring of the Laboratory resulting in a 6 FTE reduction and significant improvement in test result turnaround times.
- Achieved a \$250,000 reduction in medical-surgical supplies used in the catheterization Laboratory through the negotiation of preferred vendor agreements.

LUTHERAN MEDICAL CENTER, TENET HEALTHCARE CORPORATION, St. Louis, Missouri
1992 to 2002

Chief Operating Officer (1998 to 2002)

V.P. Business Development (1992 to 1998)

Responsible for physician recruitment, physician organization development, practice acquisitions, practice management, ancillary and support departments, sales, business development, Time Share Offices, strategic planning, marketing, patient satisfaction, HIPAA compliance and the IRB. (d.b.a. SouthPointe Hospital).

- Co-directed the recruitment of over 30 physicians and market expansion of various niche programs resulting in growth in ADC over a 10-year period from approximately 60 patients to 170 patients
- Directed development (start-ups and acquisitions) and operation of the hospital employed physician group consisting of 10 employed physicians practicing at 9 locations
- Directed the acquisition and day-to-day operation of occupational medicine clinic that during the first-year experienced cost reductions of 26%, revenue growth of 30%, total collections of approximately \$950,000 and a 350% return on investment
- Co-directed physician recruitment efforts resulting in 10 of the top admitting physicians from Incarnate Word Hospital transferring their primary hospital preference to Lutheran Medical Center
- Directed without incident all aspects of closing Compton Heights Hospital, St. Louis, MO, and transfer of approximately 60 of the nursing staff to other system hospitals and retention of approximately 50 of the medical staff patient activity primarily to Southpointe Hospital.
- Directed ancillary and support departments working more closely with nurse managers using a monthly survey tool resulting in an increase in nurse manager satisfaction from 3.8 (April 2001) to 4.38 (January 2002) on a 5-point scale

LUTHERAN MEDICAL CENTER (continued)

- Championed the kickoff and the “hard wiring” of the hospital customer satisfaction program (Target 100) resulting in increased patient satisfaction scores during the preceding 12-month period from 86% to 90%. Additionally, out of 116 Tenet hospitals, we received the Annual Tenet Hospital with the Most Improved Patient Satisfaction Scores Award by the Corporate Office in February 2002
- Restructured Pharmacy including the recruitment of a new Director, 2 replacement pharmacists, 2 replacement technicians and a new buyer/inventory coordinator. Results included reduced drug cost from \$37.47/APD (February 2001) to \$25.70/APD (January 2002)

ST. LAWRENCE HOSPITAL - Lansing, Michigan
Director, Business Development
1990 to 1992

CARDINAL GLENNON CHILDREN’S HOSPITAL - St. Louis, Missouri
V. P. Marketing, Strategic Planning and Government Relations
1986 to 1989

Guest Lectures and Presentations

Organizing People and Resources, HMP 250 Management of Healthcare Organizations, February, 2010.

Conflict Management, HMP 531 Medical Practice Management, March, 2010.

The Affordable Care Acts Implications on the Next Generations of Physicians, Alpha Epsilon Delta, March 2015.

PPACA: Background and Initiatives of Distinction, Life Sciences Learning Community, October, 2015 and October, 2016.

Understanding the Culture of Organizations, HMP 5300 Management of Healthcare Organizations, October, 2015 and November, 2016.

The Association of Organizational Culture and Strategic Management, HMP 4600 Strategic Management of Healthcare Organizations, April, 2016.

Learning Outcomes: Partnerships in the Classroom, Visiting Dignitaries from China, June, 2016.

Factors to Consider in Operationalizing New Programs: Growth, Cost, People, Quality and Service, National Association of Health Services Executives (NAHSE) Seminar Series: MHA Case Competition, March, 2107.

President Trump, the 115th U.S. Congress and the Speculative Future of the Accountable Care Act (ACA), SLU Public Health Club, March, 2017.

Payment of Services from Health Insurance Companies and Patients: Billing, Collections, Payment Methods and Performance Metrics (Revenue Cycle Management), Alpha Epsilon Delta (AED) Conference, March, 2017.

Factors to Consider in the Implementation of New Programs and Services, Grand Rounds, Master in Health Administration Program, September, 2017.

Business Plan Development, HMP 5710.01 and .02 Financial Aspects of Healthcare, October, 2017.

Physician Agreements: Differences and Aspects of Particular Significance, Saint Louis University School of Medicine, Pediatric Fellowship Program, November 2017.

Service Area Competition Analysis, Undergraduate Program in Health Management, HMP 4600.01 Strategic Management of Healthcare Organizations, Spring, 2018.

Physician Assisted Suicide: State Laws with Analysis, Public Health Undergraduate Student Association (PHUSA), 2/19/2018.

Managing the Payment of Services Provided by Physicians to Patients, Alpha Epsilon Delta (AED) Conference, 4/3/18.

Select U.S. Healthcare Contextual Issues, Systems of Accountability from an Operations Management Perspective and Value-Based Reimbursement, Saint Louis University School of Medicine, Pediatric Fellowship Program (IAM), 6/19/2019.

Scholarship

Publications

Maynard, William T, **Syberg, Kevin**, Behera, Anit, Salas, Joanne, Schneider, F David , Armbrecht, Eric, Hooks-Anderson, Denise, Crannage, Erica, Scherrer, Jeffrey (2016). Higher Referrals for Diabetes Education in a Medical Home Model of Care. *The Journal of the American Board of Family Medicine* 2016;29:377-384.

Hualing, Lin, Jianpeng, Xiao, Weilin, Zeng, Xing, Li, Lingchuan, Guo, Yonghui, Zhang, Yanjun Xu, Jun, Tao, Hong, Zian, **Kevin M. Syberg**, Zhengmin (Min), Qian. Mortality Burden of Ambient Fine Particulate Air Pollution in Six Chinese Cities: Results from the Pearl River Delta Study. *European Journal of Epidemiology*, 2016.

Bo-Yi Yang, Zhengmin (Min) Qian, Shanshan Li, Gongbo Chen, Michael S Bloom, Michael Elliott, **Kevin M. Syberg**, Joachim Heinrich, Iana Markevych, Si-Quan Wang, Da Chen, Huimin Ma, Duo-Hong Chen, Yimin Liu, Mika Komppula, Ari Leskinen, Kang-Kang Liu, Xiao-Wen Zeng, Li-Wen Hu, Yuming Guo, Guang-Hui Dong. Ambient air pollution in relation to diabetes and glucose-homoeostasis markers in China: a cross-sectional study with findings from the 33 Communities Chinese Health Study. *The Lancet, Planetary-Health* Vol 2 February 2018.

Shaoping Yang, Yafei Tan, Hui Mei, Fang Wang, Na Li, Jinzhu Zhao, Yiming Zhang, Zhengmin Qian, Jen Jen Chang, **Kevin M. Syberg**, Anna Peng, Hong Mei, Dan Zhang, Yan Zhang, Shunqing Xu, Yuanyuan Li, Tongzhang Zheng, Bin Zhang. Ambient air pollution the risk of childbirth: A prospective birth cohort study in Wuhan, China. *International Journal of Hygiene and Environmental Health*, 2018, April;221(3):502-509.

Bo-yi Yang, Zhengmin (Min) Qian, Shanshan Li, Shujun Fan, Gongbo Chen, **Kevin M. Syberg**, Hong Xian, Si-Quan Wang, Huimin Ma, Duo-Hong Chen, Mo Yang, Kang-Kang Liu, Xiao-Wen Zeng, Li-Wen Hu, Yuming Guo, Guang-Hui Dong. Long-term exposure to ambient air pollution (including PM1) and metabolic syndrome: The 33 Communities Chinese Health Study (33CCHS). *Environmental Research*, 2018, July;164:204-211.

Zengliang Ruan, Zhenqian (Min) Qian, Yanjun Xu, Jun Wu, Haidong Kan, Yin Yang, Bipin Kumar Acharya, Chengsheng Jiang, **Kevin M. Syberg**, Juliet Iwelunmor, Wenjun Ma, Hualiang Lin. Applying the concept of “number needed to treat” to the formulation of daily ambient air quality standards. *Chemosphere* 222 (2019) 665-670.

Katherine A. Stamatakis, Allese B. McVay, Kristin D. Wilson, **Kevin Syberg**, Burt Malone, Deborah Markenson, and Eduardo J. Somoes. Local Health Departments Spearheads Collaboration (Case 7). *Case Studies in Population and Community Health Management*. Health Administration Presss, Chicago IL. 2019: 93-112.

Hualing Lin, Yin Yang, Qingmei Lin, Yin Liang, Zengliang Ruan, Zhengmin Qian, **Kevin Syberg**, Steven Howard, Changke Wang, Bipin Kumar Acharya, Qihao Zhang, Haibo Ge, Xueli Wu, Kaihui Li, Ziaoling Guo. The Mediation Effect of Maternal Glucose on the Association Between Ambient Air Pollution and Birth Weight in Foshan, China. ENVPOL 2019 7109 R2.

Research Interests

Compliance with screening guidelines to prevent diseases such as colon cancer particularly among disadvantaged populations. Addressing barriers to access and service utilization by individuals and families with Medicaid as their type of health insurance. Integration of public health and health care organizations and systems particularly in the context of the Patient Protection and Affordable Care Act.

EDUCATION

DrPH, University of Pittsburgh, Pittsburgh, Pennsylvania

Major: Hospital & Health Services Administration

Dissertation: Shared Services through Telecommunications Systems and Some of the Structural and Environmental Characteristics of Hospitals Related to Receptivity

MPH, University of Tennessee, Knoxville, Tennessee

Major: Health Planning & Administration

BA, Blackburn University, Carlinville, Illinois

Major: Biology/Animal Physiology

COMMUNITY INVOLVEMENT

Family Care Health Centers, St. Louis, MO

Board Member March 2018 – Present

Sandhurst Soccer Club, St. Louis, MO

Soccer Coach (Select U-13 girls) June 2023 - Present

Presbyterian Children's Home and Services, St. Louis, MO

Board Member 2000 - 2002

Pittsburgh Allderdice High School, Pittsburgh, PA

Soccer Coach 1980 - 1983

Chartrand MC United Soccer Club, St. Louis, MO,

Soccer Coach (Select) 1999 – 2008

AWARDS

Teacher of the Year Award, Student Government Association, Saint Louis University
2013 and 2014.

Recipient of the prestigious Spirit of Billiken Award as recognized separately by 6 students,
2015, 2017, 2018, 2023 and 2024

SLU Student Government Association, Faculty Excellence Award, 2019.

Green Apple Award, Kappa Alpha Theta, 2014, 2015 and 2016.

Most Influential Faculty Honoree, SLU Student Athlete Straight A Luncheon/Breakfast, 2017,
2019, 2020, 2021, 2022, 2023 and 2024

College for Public Health and Social Justice, Dr. Terry Leet Teaching Award, 2019-20.

Recipient of the Annual Tenet Hospital Most Improved Patient Satisfaction Scores Award, 1996
