

Michail Kalman

Management Executive

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Management Executive and Consultant, leadership oriented, with experience in the planning and direction of cost-effective, quality focused health care organizations.

Career Highlights

- Provided comprehensive management for a specialty group practice including the acquisition and implementation of EMR, expanded the range of medical services and guided the group through acquisition, building and moving through a tripling of physical plant.
- Lead executive in the formation and administration of a multi specialty Ambulatory Surgery Center.
- Developed and implemented the reengineering of a bankrupt surgical group by revamping the support staff, restructured practice debt, opened satellite offices and increased revenues by 300% while reducing expenses.
- Led the development of governance and business strategic plan development processes for several hospitals part of their hospital/physician relations programs leading to the development of physician owned and managed, hospital aligned group practices.
- Executive responsible for development and marketing of Coding Comparison Analysis CCA© an on-line and CD-ROM based medical coding analysis tool.
- Developed the strategic plan for the physician staff development of a 1,200-bed facility as part of its privatization process. Designed and led the process of determining the staffing needs of the facility in conjunction with the existing medical staff, the medical staff of a large teaching hospital and the medical community in the surrounding area.
- Led the development of several physician group practices in Metropolitan New York and elsewhere in the US. Implemented a custom designed process of physician practice integration, income distribution and governance involving physicians in many specialties with very different priorities and understanding of their environment.
- Founded and led the first Management Services Organizations in New York City. Provided comprehensive management services and fully equipped facilities to 25 physicians on site and an additional 50 physicians in different NYC locations.

Work Experience

CEO/Administrator	Endocrine Associates of Rockland	Pomona, NY	Present
CEO/Administrator	Hudson Valley Otolaryngology	Poughkeepsie, NY	2004–2005
Administrator/CEO	Surgical Specialists of NJ	Morristown, NJ	2002–2005
Principal	Health Q Associates, Inc.		1996-Present
Founder & CEO	Doctors Office Management Services, Inc.	Brooklyn, NY	1985–1996
CEO	Flora Webbing & Webbing Industries	Mass., RI and NY	1974–1985
AVP	Bank of America International	San Francisco, CA	1972–1974

Education

- BA, International Affairs and Marketing, George Washington University 1971
- MA & MBA Course Work International Business, George Washington University
- MBA equivalent, International Finance, Bank of America, San Francisco, 1972

Publications and Presentations

- Kalman, M and Dahill, K., "Physician-Hospital Relations: In Search of a New paradigm" Health Forum Journal, March/April 2001
- Kalman, M. – Editor and Publisher, [BRIDGES©](#), an on-line monthly newsletter of commentaries on healthcare issues and trends