

JAMES C. SPARKS, Ph.D., FNABC

CAREER SUMMARY

Senior Executive with over 45 years of proven leadership expertise in all technical and administrative aspects of operations, sales, service, logistics, facilities and P&L management. Skill set includes significant roles in multiple mergers and acquisitions, with major focus on organization change and operations/financial turnaround. Organizations ranged in size from 170 to 18,000 employees in biotechnology, medical laboratory and hospital system fields. Activities in the last 6 years have been focused on developing innovative and comprehensive approaches to improving overall quality of patient care, improving patient safety, linking fragmented systems of care to develop more seamless continua of care and driving innovation and transformative activities to the level of the direct patient caregiver.

KEY ACCOMPLISHMENTS

- Developed collaborative processes within the Technology Assessment and Best Practices arena to facilitate rapid spread and adoption of new approaches. Conceived of and facilitated development of a series of Clinical Operations Groups that are physician-led and focused on reducing unnecessary variation in medical practice, reducing unnecessary, duplicative and wasteful costs of care and improving the use of evidence-based medicine in all applicable care processes. Conceived of the cross-functional collaborative team as a basis of fundamental process and culture change and gained approval of senior corporate executive and Board of Trustees leadership to make this a reality.
- Key team member in planning and executing the merger of laboratory operations for three Catholic Healthcare systems involving a Central Laboratory, 28 hospital laboratories and outreach business over 2 states. Responsible for Central Laboratory, standardization and clinical linkage of all laboratories and vendor relations for new laboratory companies. Provided mentoring support to new leaders and guided transition of over 1,000,000 tests from hospitals and reference laboratories to Central Lab with concomitant cost reductions for systems.
- Planned, built and operated a new Core laboratory to support 4 hospitals on 6 campuses, 3 major clinics and numerous outreach accounts. Moved from business plan to operating laboratory in less than 1 year. Consolidated over 500,000 tests from hospitals, grew outreach volume by \$4,000,000 and drove out over \$3,000,000 of annual cost by second year of operation while working with three independent pathology practices. Responsible for all 6 hospital laboratories, 2 STAT labs, 16 patient access points and over 550 employees.
- Accomplished local and regional (multi-site) merger planning and implementation. Played a key management role in acquisition / divestiture strategies. (SmithKline Clinical Laboratories / BioScience Laboratories, 1985; SmithKline BioScience Laboratories / International Clinical Laboratories, 1987-8; Nichols Institute / Pathlab, Inc., 1991; LabCorp™ / Genetic Design, Inc., 1996)
- Restructured and reorganized 5 business units for major cost savings and financial turnaround. For example, reduced staffing by 49% accompanied by major materials and ancillary cost reductions, all totaling over \$4,000,000 in savings over three years, while accomplishing over 65% improvement in key client service and satisfaction measures.
- Designed and implemented salary administration, benefits, performance management and incentive systems and implemented self-directed teams resulting in productivity improvement, reduction in costs and increased client satisfaction.

BUSINESS HISTORY – James C. Sparks, PhD

University of St. Francis

Fort Wayne, IN 46808

Adjunct Professor

Course Instructor, Quality Management in Healthcare, Keith Busse School of Business and Entrepreneurial Leadership

2015 - Present

Franciscan Alliance, Inc.

Mishawaka, IN 46546

Vice President for Innovation

2008 - Present

Responsible for identifying and promulgating operational and clinical best practices in this 14-hospital integrated Catholic healthcare system that covers two states and four regions. Additionally responsible for developing a system approach to new and emerging healthcare technology evaluation and for developing standardized approaches to strategic capital planning in this critical arena.

Alverno Clinical Laboratories, LLC

2005 - 2008

Hammond, IN 46324

Executive Vice President and Chief Operating/ Clinical Officer

Responsible for planning, facilitating and effecting merger of laboratory operations of three Midwestern Catholic Healthcare systems, Provena Health, Resurrection Health Care and Sisters of St. Francis Health Services, Inc.

Alverno Clinical Laboratories, Inc.

1998 - 2005

Hammond, IN 46324

President and CEO

Responsible for planning, building and operating a new core laboratory for the hospitals of The Sisters of St. Francis Health Services, Inc.

Specialty Laboratories, Inc.

1996 - 1997

Santa Monica, CA 90404

Vice President, Laboratory Operations

Responsible for all phases of operations, including logistics, client services, facilities, QA/QC/RA, laboratory production and internal manufacturing.

Genetic Design, Inc., a division of Genzyme Genetics

1992 - 1996

Greensboro, NC 27409

Vice President, Operations and Site Manager

1994 - 1996

Vice President, Operations

1992 - 1994

P&L responsibility for all phases of operations, G&A, customer service and sales support.

Nichols Institute

1991 - 1992

Director, Technology Assessment, Dallas, El Paso, Houston and San Antonio, TX

1992

Director, Laboratory Operations, El Paso, TX

1991 - 1992

SmithKline Beecham Clinical Laboratories

1976 - 1990

Regional Director, SmithKline Beecham Clinical Laboratories, Los Angeles, CA

1986 - 1990

Regional Director, SmithKline BioScience Laboratories, St. Louis, MO

1985 - 1986

Site Director, American BioScience Laboratories, St. Louis, MO

1983 - 1985

Department Director, BioScience Laboratories, Los Angeles, CA

1980 - 1983

Department Assistant Director, BioScience Laboratories, Los Angeles, CA

1976 - 1980

Previous Positions Held Include:

Clinical Chemist, University of Tennessee Memorial Hospital, Knoxville, TN

1971 - 1976

EDUCATION

University of Tennessee, Knoxville, TN,

Doctor of Philosophy - Zoology / Biochemistry

1966 - 1971

University of Tennessee, Knoxville, TN

Bachelor of Science

1962 - 1966