

CITY OF MARLBOROUGH MEETING POSTING

Meeting Name: City Council Personnel Committee

Date: September 20, 2016

Time: 7:30 PM

Location: City Council Chamber, 2nd Floor, City Hall, 140 Main Street

Agenda Items to be addressed:

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH
2016 SEP 14 P 4:17

08-29-2016 – **Order No. 16-1006653:** Appointment of Nicholas Charbonneau as the Director of Veterans Services for a term to expire three years from the date of City Council approval.

-REFER TO PERSONNEL

08-29-2016 – **Order No. 16-1006654:** Reappointments of the following individuals to the Council on Aging with staggered terms: Jim Confrey and Richard Collins with 4 year terms expiring May 2020; Brenda Costa and Leslie Biggar to 3 year terms expiring May 2019, and Rose Marie Elwood and Jeanne McGeough and Pat Gallier to 2 year terms expiring May 2018.

-REFER TO PERSONNEL

07-25-2016 – **Order No. 16-1006627:** Appointment of Dr. Joseph Tennyson to the Board of Health for a term to expire three years from the first Monday in February 2017.

-REFER TO PERSONNEL

THE LISTING OF TOPICS THAT THE CHAIR REASONABLY ANTICIPATES WILL BE DISCUSSED AT THE MEETING IS NOT INTENDED AS A GUARANTEE OF THE TOPICS THAT WILL HAVE BEEN DISCUSSED. NOT ALL TOPICS LISTED MAY IN FACT BE DISCUSSED, AND OTHER TOPICS NOT LISTED MAY ALSO BE BROUGHT UP FOR DISCUSSION TO THE EXTENT PERMITTED BY LAW.

The public should take due notice that the Marlborough City Council may have a quorum in attendance due to Standing Committees of the City Council consisting of both voting and non-voting members. However, members attending this duly posted meeting are participating and deliberating only in conjunction with the business of the Standing Committee.

Electronic devices, including laptops, cell phones, pagers, and PDAs must be turned off or put in silent mode upon entering the City Council Chamber, and any person violating this rule shall be asked to leave the chamber. Express authorization to utilize such devices may be granted by the President for recordkeeping purposes.



IN CITY COUNCIL

AUGUST 29, 2016

Marlborough, Mass., _____

ORDERED:

That the Appointment of Nicholas Charbonneau as the new Director of Veterans Services for a term to expire three years from date of City Council approval, be and is herewith refer to **PERSONNEL COMMITTEE**.

ADOPTED

ORDER NO. 16-1006653



RECEIVED
CLERK'S OFFICE
OF MARLBOROUGH

AUG 25 A 11:13

City of Marlborough

Office of the Mayor

140 Main Street
Marlborough, Massachusetts 01752
Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610
www.marlborough-ma.gov

Arthur G. Vigeant
MAYOR

Nicholas J. Milano
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

August 25, 2016

City Council President Edward J. Clancy
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Re: Director of Veterans Services Appointment

Honorable President Clancy and Councilors:

I am pleased to submit for your approval the appointment of Nicholas Charbonneau as the City of Marlborough's new Director of Veterans Services for a three-year term to expire from the date of City Council approval. He is eager to get to work and will begin his tenure as Marlborough's Director of Veterans Services on Monday, August 29 under my 60-day appointment powers.

Immediately after Gary Brown's retirement, my office began a thorough search for a candidate who would bring new energy to Marlborough's Veterans Services office with the assistance and input of the Director of a nearby Veterans District. We are fortunate to have found Nick who is thrilled to begin working with our veterans. A Marine and an Iraq War veteran who deployed to Al Anbar province in 2007-2008, Nick will be able to immediately connect with his fellow veterans.

Since his honorable discharge from the United States Marine Corps, Nick has dedicated himself to helping veterans and has pursued an education and a career that would put him on the front lines of delivering services to veterans. He has a bachelor's degree from University of Massachusetts Amherst, and several years of experience working with veterans.

At the Employment and Training Resources Centers in Framingham and Norwood, Nick worked one on one with veterans to help them access assistance programs and to help them find employment. His goal was not just to get a veteran any job he could, but to find meaningful work that would result in long term employment and improved lives. I'm excited for Nick to bring these skills to Marlborough. He is especially well suited to connect with young veterans returning to civilian life.

As noted previously, Nick is eager to begin assisting Marlborough veterans and he will be starting in Marlborough on Monday, August 29. I ask that you review and confirm this

appointment in the coming weeks. He plans to meet with the Marlborough Veterans Council and looks forward to meeting with the Personnel Committee and the full City Council.

If you have any questions or concerns, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Arthur G. Vigeant". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Arthur G. Vigeant
Mayor

Enclosure

Nicholas Paul Charbonneau

229 Hampton St.
Auburn, MA 01760



July 11, 2016

Dear Hiring Manager,

I am delighted to submit to you my resume and cover letter for the Director of Veteran Services position with the City of Marlborough! As a Service Connected, Marine Corps Veteran, I have been both a service consumer and a service provider, which allowed me to see Veterans services through a unique lens.

Serving in the Marine Corps was a true honor, and I once again was called to duty when I became an intern with the Natick Town of Veteran Services. Working and learning with Paul Carew, I began providing Veterans and their families with much deserved assistance. In the past few years, as a State Disabled Veteran Outreach Program Specialist, I have volunteered on numerous occasions, to speak to Natick town residents. The primary topic of conversation being about how their Veterans services department partners with Career Centers, to combat Veteran unemployment and to save the town valuable tax dollars, as we put Veterans back to work.

In my role as Disabled Veteran Outreach Program specialist with the Framingham Career Center, I was instrumental in developing relationships with other Veteran agencies, including the Veterans Northeast Outreach Center at the Walker Building in Marlborough. While working as a Veteran Employment Representative, I also provided Veterans with information on their health care benefits, education benefits, prevention and care of the homelessness etc. I frequently improved processes I developed to maintain adherence to Federal regulations, and often was sought out by managers to provide guidance to their new DVOPs on duty. I was always autonomous, trusted, and effective in my pursuit to provide the best possible service to our Veterans. These services often included one on one comprehensive assessments, case management, group and individual employment counseling, as well as referrals to other supportive services.

This attention to detail, drive, and deep passion for Veterans led me to a promotion to Operations Manager of the Career Center in Norwood, where I lead the team of 2 DVOPs. My work as Operations Manager has allowed me to oversee our Veterans Program and ensure that administratively, our program flourishes.

As Marlborough continues to be the site of tremendous economic growth, I firmly believe my skills and background would greatly assist me as I work hand in hand with City Officials to integrate Veterans into the work force. I also believe my knowledge of Veterans benefits would provide our Veterans with a deeper understanding of what they are entitled to, and my dedication to our fallen heroes would lend itself to very honorable City events. Please feel free to contact me at your convenience. I look forward to hearing from you, thank you very much for your consideration.

Sincerely,

Nick Charbonneau

Nicholas Paul Charbonneau

229 Hampton St.
Auburn, MA 01760

SUMMARY

Passionate, innovative, strategic thinking Veterans' Services Representative whose diligent work with Career Center staff and management led to the development of strong relationships with partner agencies. Demonstrated strong ability to assist and advise Veterans on their best course of action regarding employment and best use of their entitled benefits with sound knowledge and attention to validity. Very successful at developing efficient processes that provide expert service to Veterans, but also streamline the reporting process to management. Honorably Discharged, Service Connected, United States Marine Corps Veteran with service both in Iraq and at home.

SUMMARY OF QUALIFICATIONS

- Developed strategic partnerships with several outside agencies to collaborate with and provide better service to Veterans resulting in invitations to speak at State Representative Carolyn Dykema's Veteran's Consortium and guest panel speaker at the Work Without Limits Job Fair.
- Routinely brought these partnerships into my comprehensive assessments and case management meetings to provide the Veteran with a true one stop experience.
- Proven ability to affect performance metrics by exceeding Statewide goals within the first three months of employment as a Disabled Veteran Outreach Program specialist
- Effectively tracked Veteran customers through proprietary State-wide database and uniquely utilized reports to identify Veterans who could have been missed.
- Critical to the development of Employment and Training Resources' Career Center best practices regarding staff interactions with Veterans and how to best serve that population prior to a very successful Department of Labor audit of Framingham's Veteran Program.
- Chairman of the Framingham Veterans' Council, alongside partners such as the VA Boston system, Veterans Northeast Outreach Center, Department of Labor and Revenue, as well as many other agencies who provide outstanding service.

EXPERIENCE

Operations Manager

Employment and Training Resources

2016- Present

Norwood, MA

- Veterans' program lead for both Norwood and Framingham, providing employment services to 43 cities and towns in Metro Southwest.
- Assisted with the development of a Memorandum of Agreement between partner agencies and the Career Centers
- Actively monitor daily reports and operations of 19 staff who are both State and Non State employees ensuring that staff maintain a high level of morale.

Disabled Veteran Outreach Program Specialist
Employment and Training Resources

2013-2016
Framingham, MA

- Provided intensive services to Veterans with Significant Barriers to Employment resulting in significant back to work successes and Veteran job trainings.
- Frequently assisted in educating staff on the Veteran Program best practices.
- Planned and developed the Framingham branch's Veteran Career Boot Camp, resulting in 40% back to works by the end of the first 90 days.
- Workshop facilitator providing employment guidance to customers in the Federal Jobs market as well as Career Center Seminar.

Director of Veterans' Services Intern
Town of Natick Veteran Services

2013
Natick, MA

- Assisted the Director of Veterans' Services in daily activities including intake, documentation, filing, and benefit processing.
- Critical to the development of Natick's first Veteran News Letter that was distributed to the 1400 Veterans of the town of Natick.
- Frequently met with Legislators, Selectmen, and other community leadership to promote Veteran Services.

United States Marine Corps Infantry / Marksmanship Instructor
1st Battalion, 8th Marine Regiment

2004-2008
Camp Lejeune, NC

- Led the instruction and time management of 400 Marines during their annual rifle and pistol requalification, adhering to strict Marine Corps safe weapons handling standards as well as marksmanship fundamentals instruction resulting in zero weapon system mishaps.
- Responsible for millions of dollars' worth of equipment and weapon systems, as well as Marines and VIP lives while conducting personal security operations within Al Anbar Province, Iraq.
- Assisted in formulating Standard Operating Procedures for convoy operations to ensure higher probability of success while circulating the battle space.
- Demonstrated a high level of professionalism and flexibility in an always changing, politically sensitive environment.

EDUCATION

B.S. Kinesiology-University of Massachusetts Amherst, MA

Certified Professional Résumé Writer- Framingham, MA

Effective Leadership: Leading People, Teams and Projects Program- Bentley University



IN CITY COUNCIL

AUGUST 29, 2016

Marlborough, Mass.,

ORDERED:

That the Reappointments of the following individuals to the Council on Aging with staggered terms; Jim Confrey and Richard Collins with four year terms expiring in May 2020, Brenda Costa and Leslie Biggar to three year terms expiring in May 2019, & Rose Marie Elwood and Jeanne McGeough and Pat Gallier to two year terms expiring May 2018, be and is herewith refer to **PERSONNEL COMMITTEE.**

ADOPTED

ORDER NO. 16-1006654



City of Marlborough
Office of the Mayor

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CITY CLERK'S OFFICE
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2016 AUG 25 A 11:15

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Arthur G. Vigeant
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August 25, 2016

City Council President Edward J. Clancy
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Re: Council on Aging Reappointments

Honorable President Clancy and Councilors:

Please find enclosed for your review and approval the reappointments of several members of the Council on Aging. The terms of five members of the Council on Aging all expired earlier this year in May. I am recommending that each of the members of the Council on Aging with an expired term be reappointed, but that we stagger the terms so that they do not all expire at the same time.

I recommend reappointing Jim Confrey and Richard Collins to four year terms to expire in May 2020.

I recommend reappointing Brenda Costa and Leslie Biggar to three year terms to expire in May 2019.

I recommend reappointing Rose Marie Elwood, Jeanne McGeough, and Pat Gallier to two year terms to expire May 2018.

With these reappointments, the Council on Aging members will have staggered terms to avoid simultaneous expirations.

I hope that you will approve these reappointments because I believe the Council on Aging has continued to work hard making Marlborough a great place for seniors and has kept the Senior Center buzzing with activity. If you have any questions or concerns, please do not hesitate to contact me.

Sincerely,

Arthur G. Vigeant
Mayor

Enclosure



IN CITY COUNCIL

JULY 25, 2016

Marlborough, Mass., _____

ORDERED:

That the Appointment of Dr. Joseph Tennyson to the Board of Health for a term to expire three years from the first Monday in February 2017 and to thank Dr. John Curran as his term expired, be and is herewith refer to **PERSONNEL COMMITTEE.**

ADOPTED

ORDER NO. 16-1006627



City of Marlborough

RECEIVED
CITY CLERK'S OFFICE
CITY OF MARLBOROUGH

Office of the Mayor

2016 JUL 21 A 11:40

140 Main Street

Marlborough, Massachusetts 01752

Tel. (508) 460-3770 Facsimile (508) 460-3698 TDD (508) 460-3610

www.marlborough-ma.gov

Arthur G. Vigeant 10
MAYOR

Nicholas J. Milano
EXECUTIVE AIDE

Patricia Bernard
EXECUTIVE SECRETARY

July 21, 2016

City Council President Edward J. Clancy
Marlborough City Council
140 Main Street
Marlborough, MA 01752

Re: Appointment of Dr. Joseph Tennyson to the Board of Health

Honorable President Clancy and Councilors:

I am pleased to submit for your review and approval the appointment of Dr. Joseph Tennyson to the Marlborough Board of Health for a term to expire three years from the first Monday in February 2017.

Dr. Tennyson has worked closely with our Board of Health as a representative to Marlborough's Substance Use Prevention Coalition. As a physician at the University of Massachusetts Medical School in Worcester, Dr. Tennyson would bring years of experience to the Board of Health.

As we continue to work towards reducing the numbers of young people who fall victim to the opioid crisis in Massachusetts, it will be very beneficial to have someone with Dr. Tennyson's background and interest helping guide our Health Department.

I have attached Dr. Tennyson's resume and credentials.

Dr. John Curran's term has expired and I thank him for his service to the City of Marlborough.

If you have any questions or concerns, please do not hesitate to contact me.

Sincerely,

Arthur G. Vigeant
Mayor

Enclosures

Joseph Tennyson, MD, FACEP

Division of EMS and LifeFlight
Department of Emergency Medicine
University of Massachusetts Medical School
55 Lake Avenue North
Worcester, MA. 01655
Office: (508) 421-1442
Fax: (508) 421-1490



Education

| | |
|---|--------------|
| Doctor of Medicine University of Massachusetts Medical School Worcester, MA | 2001 -- 2005 |
| Bachelor of Science, Biochemistry(<i>Cum Laude</i>) Framingham State College Framingham, MA | 1997 -- 2001 |
| Paramedic Certificate Cape Cod Community College West Barnstable, MA | 1990 -- 1991 |

Postdoctoral Training

| | |
|--|--------------|
| Residency in Emergency Medicine University of Massachusetts Medical School Worcester, MA | 2005 -- 2008 |
|--|--------------|

Academic Appointments

| | |
|--|-----------------|
| Associate Fellowship Director EMS Fellowship Division of EMS and LifeFlight, Department of Emergency Medicine University of Massachusetts Medical School, Worcester, MA | 2012 -- 2014 |
| Assistant Professor of Emergency Medicine Department of Emergency Medicine University of Massachusetts Medical School Worcester, MA | 2009 -- Current |

Leadership Positions

| | |
|---|-----------------|
| Director of Clinical Operations Marlborough Hospital Emergency Department Marlborough, MA | 2015 -- Current |
| Associate Medical Director UMassMemorial LifeFlight Worcester, MA | 2015 -- Current |

| | |
|--|-----------------|
| Associate Medical Director UMass Memorial EMS Worcester, MA | 2015 -- Current |
| Assistant Medical Director UMass Memorial EMS Worcester, MA | 2012 -- 2015 |
| Medical Director Holden Fire Department EMS Holden, MA | 2012 -- 2015 |
| Medical Director Southborough Fire Department EMS Southborough, MA | 2011 -- Current |
| Assistant Medical Director UMassMemorial LifeFlight Worcester, MA | 2010 -- 2015 |
| Medical Director Patriot Ambulance Service Chelmsford, MA | 2010 -- Current |
| Affiliate Hospital EMS Medical Director Marlborough Hospital Marlborough, MA | 2009 -- Current |
| Medical Director Westborough Fire Department EMS Westborough, MA | 2009 -- Current |
| Medical Director Northborough Fire Department EMS Northborough, MA | 2008 -- Current |
| Medical Director PrideStar EMS Lowell, MA | 2007 -- 2010 |

Other Positions and Employment

| | |
|--|--------------|
| EMT/Paramedic American Medical Response (formerly Chaulk Services) Natick MA Positions included: Field provider, Field Training Officer, Education Supervisor, Station Supervisor | 1991 -- 2003 |
|--|--------------|

Honors and Awards

| | |
|--|------|
| Fellow, American College of Emergency Physicians | 2011 |
| Award Winning Presenter 5th Annual Undergraduate Research Forum, Boston, MA | 1999 |

Professional Memberships and Societies

| | |
|--|-----------------|
| National Association of EMS Physicians | 2009 -- Current |
|--|-----------------|

| | |
|---|-----------------|
| Emergency Medicine Residents' Association | 2003 -- 2008 |
| Member, American College of Emergency Physicians | 2003 -- Current |
| Member, Massachusetts College of Emergency Physicians | 2003 -- Current |
| Massachusetts Medical Society | 2001 -- Current |
| American Medical Association | 2001 -- 2009 |
| Beta-Beta-Beta National Biology Honors Society, Chi Omega Chapter | 2000 -- Current |

Educational Activities

Educational Administration and Leadership

| | |
|---|-----------------|
| Program Evaluation Committee (Member) Emergency Medical Services Fellowship, University of Massachusetts Medical School, Worcester, MA | 2014 -- Current |
| Clinical Competency Committee (Member) Emergency Medical Services Fellowship University of Massachusetts Medical School, Worcester, MA | 2013 -- Current |
| Program Evaluation Committee (Member), Emergency Medicine Residency University of Massachusetts Medical School, Worcester, MA | 2013 -- Current |
| Clinical Competency Committee (Formerly Promotions Committee) (Member) Emergency Medicine Residency University of Massachusetts Medical School, Worcester, MA | 2012 -- Current |
| Curriculum Committee (Member) Emergency Medicine Residency University of Massachusetts Medical School, Worcester, MA | 2012 -- Current |
| Associate Fellowship Director Emergency Medical Services Fellowship University of Massachusetts Medical School, Worcester, MA | 2012 -- 2014 |
| Director, Resident Rotation in EMS Medicine Emergency Medicine Residency University of Massachusetts Medical School, Worcester, MA | 2011 -- 2015 |
| Director, Resident Elective in EMS Medicine Emergency Medicine Residency University of Massachusetts Medical School, Worcester, MA | 2011 -- Current |
| Admissions Committee (Member) Emergency Medicine Residency University of Massachusetts Medical School, Worcester, MA | 2007 -- Current |

Clinical Teaching and Supervision

| | |
|---|-----------------|
| Emergency Medicine Residency Clinical Faculty University Campus Emergency Department, 65 hrs/month | 2009 -- Current |
| EMS Fellow Field Practice Oversight, Worcester EMS, 8hrs/month | 2012 -- Current |

Teaching Activities

| | |
|---|-----------------|
| Longitudinal Preceptor Program, Preceptor | 2014 -- Current |
|---|-----------------|

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|--|-----------------|
| University of Massachusetts Medical School Kent McCann, MS1 | |
| Longitudinal Preceptor Program, Preceptor University of Massachusetts Medical School Andrew Dowd, MS1-2 | 2013 -- 2015 |
| Longitudinal Preceptor Program, Preceptor University of Massachusetts Medical School Aqib Chaudry, MS1-2 | 2012 -- 2014 |
| Longitudinal Preceptor Program, Preceptor University of Massachusetts Medical School Alex Hart MS1-2(Matched to UMass Emergency Medicine) | 2010 -- 2012 |
| Sub-Internship in Emergency Medicine, Preceptor Department of Emergency Medicine University of Massachusetts Medical School 1-2 students/year | 2008 -- Current |
| Longitudinal Preceptor Program, Preceptor University of Massachusetts Medical School Joseph Fantoni, (Matched to Urology) | 2008 -- 2010 |
| Physical Diagnosis II: Physical Diagnosis in the ED, Instructor. University of Massachusetts Medical School | 2006 -- 2011 |
| Physical Diagnosis I, Instructor. University of Massachusetts Medical School | 2005 -- 2005 |

Lectures

| | |
|--|------------|
| <i>Prehospital Integration into STEMI Systems of Care</i> , Lecturer. Emergency Medicine Residency Educational Conference University of Massachusetts Medical School, Worcester, MA | 2015 |
| <i>The Acute Headache in the Emergency Department</i> , Lecturer. Emergency Medicine Residency Educational Conference University of Massachusetts Medical School, Worcester, MA | 2014 |
| <i>Overview of EMS</i> , Lecturer. Emergency Medicine Residency Educational Conference University of Massachusetts Medical School, Worcester, MA | 2012, 2011 |
| <i>"It Starts with a D...":ED Management of the Acute Migraine</i> , Lecturer. Emergency Medicine Residency Educational Conference University of Massachusetts Medical School, Worcester, MA | 2011 |
| <i>How to Read ECGs</i> , Lecturer. Emergency Medicine Residency Educational Conference University of Massachusetts Medical School, Worcester, MA | 2007 |
| <i>Procedural Sedation</i> , Lecturer Emergency Medicine Residency Educational Conference University of Massachusetts Medical School, Worcester, MA | 2007 |
| <i>Thoracic and Lumbar Vertebrae</i> , Lecturer Emergency Medicine Residency Educational Conference University of Massachusetts Medical School, Worcester, MA | 2007 |
| <i>Infectious Diseases in EMS</i> , Lecturer Paramedic Refresher Course | 2005 |

| | |
|---|------|
| UMass Memorial Emergency Medical Services, Worcester, MA | |
| <i>Patient Assessment and Documentation</i> , Lecturer Paramedic Refresher Course American Medical Response, Natick, MA | 2005 |
| <i>Neurology</i> Lecturer Paramedic Refresher Course American Medical Response, Natick, MA | 2005 |
| <i>Biological Weapons</i> , Lecturer Paramedic Refresher Course American Medical Response, Natick, MA | 2001 |

Advising and Mentoring

Fellows

| | |
|--|-----------------|
| Nicholas Aselin, MD, EMS Fellow Oversight of Medical Direction Patriot Ambulance | 2015 -- Current |
| R. Trevor Marshall, MD, EMS Fellow Oversight of Medical Direction Westborough Fire Department EMS | 2015 -- Current |
| Michael Arce, MD, EMS Fellow Oversight of Medical Direction Patriot Ambulance and Westborough Fire Department EMS | 2013 -- 2014 |
| Adam Darnobid, MD, EMS Fellow Oversight of Medical Direction Holden Fire Department and Southborough Fire Department EMS | 2012 -- 2014 |

Residents

| | |
|--|-----------------|
| Alex Hart, MD Emergency Medicine Residency Program Faculty Advisor Advising and Supervision for Medical Direction Southborough Fire Department EMS | 2015 -- Current |
| R. Trevor Marshall, MD, Emergency Medicine Resident Advising and Supervision for Medical Direction Westborough Fire Department EMS | 2014 -- 2015 |
| Alex Sanseverino, MD Emergency Medicine Residency Program Faculty Advisor | 2014 -- Current |
| Stephanie Weiss, MD, PhD Emergency Medicine Residency Program Faculty Advisor | 2012 -- 2014 |
| Mark Quale, MD and Adam Darnobid, MD, Emergency Medicine Residents Advising and Supervision for Medical Direction Southborough Fire Department EMS | 2011 -- 2012 |
| Kevin Kotkowski, MD Emergency Medicine Residency Program | 2010 -- 2011 |

Faculty Advisor

Students

Nicholas Maselli
School of Medicine
Faculty Advisor

2009 -- 2011

Grants

Agency: Olympus

2015 -- Current

Grant Number:

Principal Investigator (PI): David Cave, MD

CoPI: Joseph Tennyson, MD

Title: A comparison of early deployment of a video capsule (Endocapsule EC-10) in the Emergency Department versus conventional work-up of non-hematemesis gastrointestinal bleeding with late capsule endoscopy.

Description: Evaluation of the ED deployment of Video Capsule Endoscopy in non-hematemesis GI bleeds investigating reduction in procedures, length of stay, and blood products administered.

Total, direct & indirect costs: \$146,575

Role: Co-Principal Investigator

Current Unfunded Projects

Retrospective Analysis of an EMS Physician Medical Control Database

2016 – Current

Our EMS physicians provide a Medical Control System for all affiliated EMS Services. We are conducting a descriptive review of the nature of calls made to the Medical Control Number and the degree to which outcomes were altered by the process. Under IRB review.

Cost-Benefit Analysis of Helicopter EMS vs Ground Critical Care

2016 – Current

We are reviewing outcomes and estimated costs of patients who underwent transport by Helicopter or by the same critical care crew configuration in a ground vehicle. Data Collection is underway.

Apneic Oxygenation in Prehospital Rapid Sequence Intubation

2015 – Current

This project will evaluate the frequency of hypoxic episodes during Prehospital Rapid Sequence Intubation using a nasal cannula for passive delivery of oxygen during the procedure. It is being conducted by Christian Grant, Paramedic under my mentorship.

Retrospective Analysis of Injury Patterns at Concert Venues with Mosh Pits

2014 – Current

Patient presentation rates for Rock Concerts are published and well-established. We are reviewing the presentation rates and injury patterns at concerts with defined "Mosh Pits". This is based on retrospective review of cases presenting to the first-aid tent at 8 events over a 4 year period. Manuscript Preparation underway.

Clinical Practice**Certification and Licensure**

| | |
|---|------|
| Board Certified, Emergency Medical Services American Board of Emergency Medicine | 2015 |
| Board Certified, Emergency Medicine, American Board of Emergency Medicine | 2009 |
| Massachusetts Medical License, Active | 2005 |

Clinical Discipline

| | |
|---------------------------------------|-----------------|
| Discipline: Emergency Medicine | 2008 -- Current |
| Specialty: Emergency Medical Services | 2008 -- Current |

Clinical Activities

| | |
|---|-----------------|
| Attending Emergency Physician Clinton Hospital Clinton MA (per diem) | 2014 -- Current |
| Attending Emergency Physician University of Massachusetts Medical Center Worcester MA (273 hours/year) | 2008 -- Current |
| Attending Emergency Physician Marlborough Hospital Marlborough MA (546 hours/year) | 2008 -- Current |
| Moonlighter, Surgical Intensive Care Unit University of Massachusetts Medical Center Worcester, MA | 2007 -- 2008 |
| Flight Physician UMassMemorial LifeFlight Worcester, MA | 2005 -- Current |

Clinical Innovations and Quality Improvement Projects

| | |
|--|------|
| Medical Control System Conceived, developed and implemented a VOIP medical Control system for affiliated EMS services, removing as many as 1000 calls per year from the Emergency Department on-duty physicians and directing complex EMS decision-making calls to Board Certified or in-training EMS Physicians. | 2012 |
| EMS Affiliate Hospital Quality Assurance Plan Conceived, developed and implemented Quality Assurance Plan used as the standard QA plan for all EMS agencies affiliated with UMass Memorial Medical Center, UMass Memorial Marlborough Hospital, and UMass Memorial Clinton Hospital. | 2009 |

Publications

Peer-reviewed publications

1. Monte, Andrew A.; Mandell, Todd; Wilford, Bonnie B.; **Tennyson, Joseph**; Boyer, Edward W.. "Diversion of Buprenorphine/Naloxone Coformulated Tablets in a Region with High Prescribing Prevalence" *Journal of Addictive Diseases* 28.3 (2009). 10 Jul. 2009
PMID:20155591
2. **Tennyson, J.**, Quale, MR. "Reduction in STEMI Transfer Times Utilizing a Municipal "911" Ambulance Service" Prehospital and Disaster Medicine. *Prehosp Disaster Med.* 2014 Jan 22:1-4
PMID:24451292
3. **Tennyson, J.**, Maranda, L., Darnobid, A. "Knowledge and Beliefs of EMS Providers Toward Lights and Siren Transportation" *West J Emerg Med.* 2015 May;16(3):465-71.
4. **Tennyson, J.** "Controversies in the Care of the Acute Asthmatic in the Prehospital and Emergency Department Environments" *Current Emergency and Hospital Reports.* 2015 Sept.; 3(3): 154-161
5. Marshall, R.T., Kotecha, H, **Tennyson, J.** "Thoracic Spine Fracture in a Survivor of Out-of-Hospital Cardiac Arrest with Mechanical CPR", *Prehospital and Disaster Medicine, Accepted and Pending Publication*
6. **Tennyson, J.**, Ford-Webb, T, Weisberg, S, LeBlanc, D. Endotracheal Tube Cuff Pressures in Patients Intubated by Referral Agencies in a Helicopter EMS System., *Submitted to West J Emerg Med. Currently under peer review.*

Books & Chapters

1. **Tennyson, J.**, Weisberg, S.N., Quale, M. "Musculoskeletal Injuries" In: Cooney's EMS Medicine (Derek Cooney, Ed) McGraw-Hill, New York. 2016
2. Weisberg, S.N., **Tennyson, J.**, King, M, Leinbaugh, E. "Cardiovascular Emergencies" In: Cooney's EMS Medicine (Derek Cooney, Ed) McGraw-Hill, New York. 2016

Invited Presentations

International

1. *Prehospital Integration into STEMI Systems of Care* 2014
Critical Care Days in Pécs, September 26, 2014
Faculty of Health Sciences, University of Pécs, Pécs, Hungary

Regional

1. "The Bugs Among Us: Common Infectious Diseases and the EMS Provider" 2002
FreeFall EMS Conference, Framingham, MA
2. "A Belly Full of Trouble: The Acute Abdomen," 2001
FreeFall EMS Conference, Framingham, MA
3. "Out of Breath: Differentiation and Care of Respiratory Disorders", 2000
FreeFall EMS Conference, Framingham, MA

Other Presentations, Posters & Abstracts

International Meetings

1. John Broach, MD, MPH, Donna O'Connor, BS, RN, Taryn Kennedy, MD, **Joseph Tennyson, MD**, Mary-Elise Manuell, MD, MA, FACEP, Andrew Milsten, MD, MS, FACEP. *Measles Exposure Management in the ED – A Model for Mass Exposure Management*. Oral presentation at The 2nd International Conference on Preparedness & Response to Emergencies & Disasters and Health Care System (IPRED) (Tel Aviv, Israel – January 15-19, 2012).

National Meetings

1. Darnobid, A, **Tennyson,J**, , "Knowledge and Beliefs of EMS Providers Toward Lights and Siren Transportation". American College of Emergency Physicians Scientific Assembly, San Francisco, CA, October 15-18, 2011
2. Quale, M, **Tennyson,J**, , "Reduction in Inter-facility Transport Times for Patients with ST-Segment Elevation Myocardial Infarction (STEMI) Through Use of the Municipal "911" Ambulance Service". American College of Emergency Physicians Scientific Assembly, Denver, CO, October 8-11, 2012
3. **Tennyson,J**, Weisberg,S, Ford-Webb,T, Leblanc, D Endotracheal Tube Cuff Pressures in Patients Intubated by Referral Agencies in a Helicopter EMS System. American College of Emergency Physicians Scientific Assembly, Chicago, IL, October 27-30, 2014

Local/Regional Meetings

1. **Tennyson,J**, DeMesquita, D, "The Activity of Potato-Derived Tyrosinase in Varying Storage Temperatures". 5th Annual Conference on Undergraduate Research, Scholarly, Creative, and Public Service Activities

Professional Development

| | |
|---|--------------|
| Advanced Disaster Life Support National Disaster Life Support Foundation | 2013 |
| Basic Disaster Life Support National Disaster Life Support Foundation | 2013 |
| National Medical Directors Course and Practicum National Association of EMS Physicians Tucson, AZ | 2012 |
| Junior Faculty Development Program University of Massachusetts Medical School Worcester, MA | 2010 -- 2011 |
| Aircraft Ditching Course Survival Systems USA Groton, CT | 2010 |

Committee Assignments and Administrative Service

Department, School, and University

| | |
|--|----------------|
| Patient Care Assessment Committee (Member) | 2015 – Current |
|--|----------------|

| | |
|---|-----------------|
| UMass Memorial Marlborough Hospital, Marlborough, MA Medical Executive Committee (Member) | 2015 – Current |
| UMass Memorial Marlborough Hospital, Marlborough, MA Medical Staff Quality Assurance Committee (Member) | 2015 – Current |
| UMass Memorial Marlborough Hospital, Marlborough, MA ICU Committee (Member) | 2015 – Current |
| UMass Memorial Marlborough Hospital, Marlborough, MA Stroke Committee (Member) | 2015 – Current |
| UMass Memorial Marlborough Hospital, Marlborough, MA Emergency Department Quality Review Committee (Chair) | 2015 – Current |
| UMass Memorial Marlborough Hospital, Marlborough, MA Transitions of Care Committee (Member), | 2012 -- 2013 |
| UMass Memorial Healthcare, Worcester, MA Emergency Department Information System Core Committee (Member), | 2012 -- 2013 |
| UMass Memorial Healthcare, Worcester, MA LifeFlight Administration Committee (Member), | 2009 -- Current |
| UMass Memorial LifeFlight, Worcester, MA LifeFlight Safety Committee (Member), | 2007 -- Current |
| UMass Memorial LifeFlight, Worcester, MA | |

External Professional Service

| | |
|---|-----------------|
| Substance Abuse Prevention Coalition City of Marlborough Mayor's Office Marlborough, MA | 2015 – Current |
| EMS Committee (Member), Massachusetts College of Emergency Physicians | 2015 – Current |
| EMS Committee (Member), American College of Emergency Physicians | 2014 -- Current |
| Medical Services Subcommittee of EMCAB (Member), Department of Public Health, Commonwealth of Massachusetts | 2014 -- Current |
| Emergency Medical Care Advisory Board (EMCAB) (Member), Department of Public Health, Commonwealth of Massachusetts | 2013 -- Current |
| Board of Directors (Member), Massachusetts College of Emergency Physicians | 2012 -- Current |
| EMS Committee (Chair), Massachusetts College of Emergency Physicians | 2011 -- 2015 |
| Air Medical Transport Section (Member), American College of Emergency Physicians | 2011 -- Current |
| EMS/Prehospital Care Section (Member), American College of Emergency Physicians | 2011 -- Current |
| Medical Control Committee (Member), MetroBoston EMS Council (Region IV), Burlington, MA | 2010 -- Current |
| Air Medical Service Ad Hoc Committee (Member), National Association of EMS Physicians | 2010 -- Current |

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|---|---------------------------|------------|
| DEA REGISTRATION NUMBER | THIS REGISTRATION EXPIRES | FEE PAID |
| FT0583042 | 11-30-2016 | \$731 |
| SCHEDULES | BUSINESS ACTIVITY | ISSUE DATE |
| 2,2N, 3,3N,4,5. | PRACTITIONER | 11-19-2013 |
| TENNYSON, JOSEPH C. MD U-MASS MEDICAL CENTER DEPT OF EMERGENCY MEDICINE 55 LAKE AVENUE NORTH WORCESTER, MA 01655-0000 | | |

CONTROLLED SUBSTANCE REGISTRATION CERTIFICATE
 UNITED STATES DEPARTMENT OF JUSTICE
 DRUG ENFORCEMENT ADMINISTRATION
 WASHINGTON D.C. 20537

Sections 304 and 1008 (21 USC 824 and 958) of the Controlled Substances Act of 1970, as amended, provide that the Attorney General may revoke or suspend a registration to manufacture, distribute, dispense, import or export a controlled substance.

THIS CERTIFICATE IS NOT TRANSFERABLE ON CHANGE OF OWNERSHIP, CONTROL, LOCATION, OR BUSINESS ACTIVITY, AND IT IS NOT VALID AFTER THE EXPIRATION DATE.



Active License

Joseph C Tennyson M.D.
 Department of Emergency
 Medicine
 55 Lake Avenue North
 Worcester, MA 01655

Lic. # 233764
 Expires: 04/09/2018

The Commonwealth of Massachusetts
 DEPARTMENT OF PUBLIC HEALTH, DRUG CONTROL PROGRAM
 99 CHAUNCY STREET, 11TH FLOOR, BOSTON, MA 02111

REGISTRATION
 In Accordance with Massachusetts General Laws Chapter 94C

| | | |
|---|------------|-----------------------|
| NUMBER | ISSUED | TYPE |
| MT0689539A | 06/03/2016 | CONTROLLED SUBSTANCES |
| ISSUED TO | | SCHEDULES |
| TENNYSON, JOSEPH C. MD UNIV OF MASS MEDICAL SCHOOL DEPT. OF EMERGENCY MEDICINE 55 LAKE AVENUE NORTH WORCESTER, MA 01655 | | II,III,IV,V,VI |

RECIPIENT'S COPY

COMMISSIONER OF PUBLIC HEALTH
697528