

PAUL M. SARNESE

Waterford Works, NJ • (856) 305-9204 • paulsarnese@comcast.net

EDUCATION

Rowan University <i>Bachelor of Arts, Law/Criminal Justice</i>	1983-1988
Warren University <i>Master of Science, Safety Engineering</i>	2011-2014
Farleigh Dickinson University <i>Master of Administrative Sciences</i>	2015-2019
U.S. Marine Corps Artillery Gunner and Security Chief	1983-1990

EXPERIENCE

Secured & Prepared Consulting, Owner

January 2002-Present

- Provide customized workplace violence, safety, security, emergency management, and regulatory compliance assessments for healthcare facilities, schools, and places of worship.
- Provide active shooter, identification and management of aggressive behavior, and situational awareness training for leadership and staff.
- Provide support for policy development, training, management of potential safety or security risks, emergency communication and response.

Virtua Health Inc.

2003-2022

Assistant Vice President, Safety & Environmental Services 2015-2023

- Direct responsibility for design and management of all safety, security, and emergency management operations.
- Responsible for all regulatory compliance, accreditation, employee health, safety, and all the Environment of Care Programs.
- Responsible for system Patient Observer Program, Environmental Services, Linen and Retail Gift Shops. Designed the system wide controlled substance drug diversion program, safe patient handling and mobility program and workplace violence programs.
- Designed the safety, security and emergency preparedness programs for a new hospital campus, numerous Urgent Cares and Primary Care facilities.

Director, System Safety

2006-2015

- Responsible for all regulatory compliance, accreditation, employee health and safety, security, emergency preparedness and all the Environment of Care Programs.
- Virtua consists of four acute care hospitals, several ambulatory facilities, two long term care facilities, two homecare agencies and several business occupancy buildings throughout Camden, Burlington and Gloucester counties.
- Represents 1084 in-patient beds, over 8500 employees and 2500 physicians.

Administrative Director, Hospitality Services & System Safety Director 2003-2006
Virtua-Marlton Division

- Budget \$3.6 Million, 105+ Full Time Employees
- Responsible for the Virtua- Marlton's Facilities & Construction, Plant Operations and Maintenance, Environmental Services, Security, Clinical and Non-Clinical Equipment, Patient Transportation, Parking and Valet Services, Food and Nutrition and Guest Services Departments.

Virtua

- Responsible for all regulatory compliance, accreditation, employee health and safety, security, emergency preparedness and all the Environment of Care Programs.

Director, System Safety – Marlton Division 2000-2003

- Responsible for all regulatory compliance, accreditation, employee health and safety, and all the Environment of Care Programs.

Crozier Keystone Health System

Drexel Hill, PA

Director of Safety and Security

May 2000-November 2000

- Budget \$2.1 Million, 25+ Full Time employees
- Responsible for managing the Safety, Life Safety, Emergency Preparedness, Hazardous Material and Security Programs at Delaware County Memorial Hospital (500,000 sq. ft.), Springfield Hospital (350,000 sq. ft.) and Taylor Hospital (500,000 sq. ft.).

Liberty HealthCare System, Inc.

Jersey City, NJ

Corporate Director of Safety and Security Services

May 1998-May 2000

- Budget \$7.5 Million, 105+ Full Time employees
- Responsible for managing the Safety, Life Safety, Emergency Preparedness, Hazardous Material and Security Programs at Jersey City Medical Center (3,000,000 sq. ft.), Greenville Hospital (175,000 sq. ft.) and Meadowlands Hospital (300,000 sq. ft.).

Episcopal/Temple University Hospital

Philadelphia, PA

Director of Safety and Security

May 1992-May 1998

- Budget of \$3.0 Million, 57+ Full Time Employees
- Responsible for managing the Safety, Life Safety, Emergency Preparedness, Hazardous Material and Security Programs for Episcopal Hospital (750,000 sq. ft.), Episcopal Long-term Care (900,000 sq. ft.), and the Episcopal School of Nursing (300,000 sq.) and several offsite locations.

AFFILIATIONS

International Association of Hospital Security and Safety

President, Board of Directors

2017 –2022

Delaware River Chapter of the International Association of Hospital Security and Safety

Executive Committee

2014 - Present

Burlington County Private Public Partnership

President

2015 - Present

American Society for Industrial Security

Member	1990 - Present
<i>International Association of Hospital Security and Safety</i> Member	1988 – Present
<i>American Society for Industrial Security, Outstanding Security Performance Awards</i> Judge	2021
<i>Camden Corporation Watch</i> Vice President	1998 – 2000

PUBLICATIONS

“Hospital Leaders Must Protect Themselves from Threats of All Kinds” Chief Healthcare Executive	May 2023
“Why Healthcare Facilities Need More Public View Monitors” <i>Total Security Advisor</i>	April 2022
“Protecting the C-Suite” <i>Rusting Publications/Journal of Healthcare Protection Management</i>	February 2022
“Healthcare Security and Safety: Past, Present and the Future” <i>Rusting Publications/Journal of Healthcare Protection Management</i>	February 2021
“Six Leadership Lessons from Carlos Santana” <i>Campus Safety</i>	May 2020
“Lessons Learned from Evacuating a Long-Term Care Facility” <i>Campus Safety</i>	March 2020
“Healthcare Security and IT: Working Together to Secure Our Facilities” <i>Rusting Publications/Journal of Healthcare Protection Management</i>	February 2020
“Commitment to Emergency Preparedness” <i>govCIO Outlook</i>	December 2019
“Combatting Healthcare Workplace Violence with People and Weapon Screening” <i>Campus Safety</i> • Volume 27, No.7	October 2019
“Security is Part of the Clinical Care Team” <i>Rusting Publications/Journal of Healthcare Protection Management</i> • Volume 35, Number 1	[2019
“Security Readiness Assessment Tool” <i>New Jersey Hospital Association, Emergency Management</i>	October 2021
“Detecting and reporting human trafficking” <i>Rusting Publications/Journal of Healthcare Protection Management</i> • Volume 34, Number 2	2018

“Security’s role in preventing and responding to drug diversions” 2018
Rusting Publications/Journal of Healthcare Protection Management • Volume 34, Number 1

“What IAHS membership has meant to me” 2018
Rusting Publications/Journal of Healthcare Protection Management • Volume 34, Number 1

“Healthcare Security: The Next 20 Years” 2017
Rusting Publications/Journal of Healthcare Protection Management • Volume 33, Number 2

“Security’s Role in Supporting a Hospital’s Early Intervention Program” 2016
Rusting Publications/Journal of Healthcare Protection Management • Volume 32, Number 2

“Are You Ready for Medical Cannabis?” 2016
Rusting Publications/Journal of Healthcare Protection Management • Volume 32, Number 2

“Shared Governance Team Develops Standard Onboarding Process” 2016
Rusting Publications/Journal of Healthcare Protection Management • Volume 32, Number 1

“Patient Sitter Use Within Hospitals: A Cross-Sectional Study”
International Healthcare Security and Safety Foundation December 2014

“Preparing for and Responding to Severe Weather”
Rusting Publications/Journal of Healthcare Protection Management Winter 2013

“Move Day-A Case Study”
Rusting Publications/Journal of Healthcare Protection Management Summer 2012

“Active Shooter: Developing Policies and Practical Applications” 2012
Directions, International Association of Healthcare Security and Safety Newsletter • Volume 25,
 No. 1

“Assessing Security in the Emergency Department: An Overview”
Journal of Emergency Nursing February 1997

“An Interview With: Paul M. Sarnese on Using CQI to Cut Costs and Improve Security”
Hospital Safety and Security Management April 1996

“A Tale of Two Hospitals”
American Society for Industrial Security/Security Management March 1996

“CQI Strategies to Manage Violence”
Rusting Publications/Journal of Healthcare Protection Management Winter 1995/1996

“CQI Strategies to Reduce Patient Details”
Rusting Publications, Journal of Healthcare Protection Management Summer 1995

“Continuous Quality Improvement Strategies to Manage Emergency Department Violence &
 Security Related Incidents”
American College of Emergency Physicians/Annuals of Emergency Medicine May 1992

"Employee Oriented Security Program Reduces Hospital Thefts, Increases Security Awareness"
Rusting Publications/Hospital Security and Safety Management April 1991

"Blood & Body Fluid Contact by Security Officers, Hospital Approves Hepatitis B Vaccine for Security Officers"
Rusting Publications/Hospital Security and Safety Management May 1990

SPEAKING ENGAGEMENTS

New Jersey Association of Healthcare Volunteers Resource Professionals
"Situational Awareness and Identification and Management of Aggressive Behavior"

New Jersey Emergency Preparedness Conference
"Active Shooter Response and Training"

Association of Medical Surgical Nurses
"Identification and Management of Aggressive Behavior"

Hospital Facility Managers of Southern New Jersey
"Developing a Comprehensive Safety Program" and "Toolkit to Develop Active Shooter Training and Exercises"

Healthcare Facilities Management Society of New Jersey
"Situational Awareness and Elements of a Successful Security Program"

Healthcare Facilities Management Society of Pennsylvania
"Best Practices to Prepare for Joint Commission Inspection"

Association for Professionals in Infection Control and Epidemiology, South Jersey Chapter
"Active Shooter Response and Training"

American College of Occupational and Environmental Medicine, Occupational Health Conference, Chicago
"Implementing a Successful Workplace Violence Program in Hospitals."

New Jersey Association of Ambulatory Surgical Centers
"Active Shooter Training and Program Development for Ambulatory Care Centers."

Rowan College of Burlington County for the Criminal Justice and Paramedic Sciences
Guest lecturer

New Jersey Emergency Preparedness Conference
"Evacuation of a Long-Term Care Facility".

Sterling Background Checks Focus on Healthcare Symposium
"Human Resources Role in Preventing and Responding to Workplace Violence."

Global Security Connection-Virtual Conference and Exhibition, Kentucky Chapter of the American Society for Healthcare Engineering
"The Future of Healthcare Security"

Security Magazine

“COVID-19 and Healthcare Security-Responding to the Unpredictable”.

Southeastern Safety and Security Healthcare Coalition

“Unique Security and Safety Risk to Community Home Health Staff”

Canadian Security Magazine Focus on Healthcare Expo, Campus Safety Canada

“Focus on Healthcare Security”

International Association for Healthcare Security and Safety

“Are You Ready for an OSHA Inspection?”

Boston Chapter of the International Association for Healthcare Security and Safety

“Violence Prevention Strategies”

East Africa (Kenya) Chapter of the International Association for Healthcare Security and Safety

“Impact of Covid-19 on Healthcare Security”

MESH Coalition, Indianapolis Indiana

“Lessons Learned from Long Term Care Facility Evacuation”

Sparks Conference-Canada

“The New Normal: Emergency Preparedness Now and in the Future”

International Hospital Federation, 44th World Hospital Conference 2021, Spain

“Violence Around and in the Healthcare Setting: How to Approach This Reality”

Johns Hopkins University School of Medicine

“Safeguarding Our Hospitals: What Can Be Done to Keep Them Safe and Secure?”

“Active Shooter Training in Healthcare: Preparing for the Worst”

Healthcare Security Symposium, Toronto Canada

“Evolution of Security”

2022 Patient Safety and Quality Symposium, Hospital Association of Pennsylvania

“How to Tackle the Critical Task of Training for an Active Shooter”

“A Unique Approach for Designing and Implementing a Healthcare Violence Prevention Program”

Fierce Healthcare and Everbridge

“Combatting Workplace Violence in Healthcare: Strategies from the Frontline”

International Hospital Federation, 45th World Health Congress 2022, Dubai

“Leading Practices for Designing and Implementing a Healthcare Violence Prevention Program”

Advocare Doctor’s Office Managers Retreat

“Leading Practices for Designing and Implementing a Healthcare Violence Prevention Program for Care Clinics”

IAHSS Connecticut Chapter Education Day

“A Unique Approach for Designing and Implementing a Healthcare Violence Prevention Program”

New Jersey Hospital Association Workplace Violence Conference

“A Unique Approach for Designing and Implementing a Healthcare Violence Prevention Program”

International Association for Healthcare Security and Safety 2023 Annual Conference and Exhibit

“A Unique Approach for Designing and Implementing a Healthcare Violence Prevention Program”

International Association for Healthcare Security and Safety 2023 Annual Conference and Exhibit

“Learning a Foreign Language: Putting Security’s Needs and Value into Terms Your Administrators Can Understand”

PUBLISHED INTERVIEWS

- AP News
- Healthcare Security Consultants
- Daily Nation Today
- Union Bulletin
- CBS46.com
- Missouri Independent.com
- Amsterdam News
- Philadelphia CBS local.com
- Tambay.com
- HealthTech Magazine
- Star Tribune
- Canadian Manufacturing.com
- St. Louis Post Dispatch
- Medscape.com
- ABC News
- UnDark
- Facilities Management Advisor
- Security Advisor
- Seattle Medium.com
- Health Facility Management
- Press of Atlantic City
- International Security Journal
- Georgia Health News
- California Health Line
- Modern Healthcare
- MDNews.com
- Burlington County Times
- Courier Post
- Trentonian
- Philadelphia Inquirer
- Healthcare Security Cast Episodes 1, 72 and 125
- Campus Safety Magazine
- Patient Safety & Quality Healthcare
- Security Sales & Integration
- RFID Journal
- Chief Healthcare Executive