

**Weathering the Storm: Surviving and Succeeding in Today's Economy
Speaker Biographies**



John Waugh, MS, MT(ASCP)

John Waugh is Director of System Laboratory Operations at the Henry Ford Health System (HFHS) in Detroit, Mich. Waugh is the administrative head of the Pathology and Laboratory Medicine Service Line for HFHS, covering seven hospitals, 25 medical centers, and a laboratory outreach program. His areas of expertise include: new and emerging clinical and molecular diagnostic systems, pathology, FDA/CLIA process, IPO evaluation, automation systems, electronic medical records (EMRs), group purchasing, blood products, information systems, middleware, lab regulation, facility planning, and supply chain management. Waugh earned his BS degree at Michigan State University and his MS degree from Wayne State University.



Thomas Nantais, MBA

Thomas Nantais is Vice President and Chief Operating Officer of the Henry Ford Medical Group. He is responsible for the administrative management of the Medical Group's \$640 million operating budget, covering 23 ambulatory sites and 4,000 FTEs, including 900 physicians. In addition, Mr. Nantais administers the Group's physician compensation programs. He is a member of several key operating committees, including the Finance Committee, Senior Leadership Team and Salary Management Committee. Prior to working with the Medical Group, Mr. Nantais was Assistant Vice-President of Henry Ford Health System in Corporate Finance responsible In the 12 years prior to being promoted to his current post, Mr. Nantais was the Vice President and Chief Financial Officer of the Group. He has been with Henry Ford for 23 years. He earned his Master's of Business Administration-Finance from Wayne State University in 1982 and currently is an Adjunct Finance Professor at the University of Michigan-Dearborn.