

MHHRA HR Best Practices Forum
Keynote Presenter Biographies
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Russell J. Campanello
Sr. Vice President Human Resources and Corporate Marketing
Keane, Inc.

Russell J. Campanello is senior vice president of Human Resources (HR) and Marketing of Keane, Inc. (NYSE:KEA), a nearly \$1 billion business process and information responsible for leading the selection, development, and retention of the highly specialized Keane professionals required for success in the rapidly changing global marketplace. He is also responsible for directing the company's investments in advertising, branding, public relations, direct marketing, online communications, and sales support programs.

Mr. Campanello's 25 years of management experience spans every major business function. Before joining Keane, Mr. Campanello served as the Chief People Officer at NerveWire Inc., a technology and business consulting company. Mr. Campanello shaped the development of NerveWire's culture, and implemented strategies to ensure it integrated with enterprise-wide processes, structure, and style. Prior to NerveWire, as Genzyme's Vice President of HR, Mr. Campanello led the redesign of the HR organization. He expanded the reputation of the company in the biotechnology industry and was named one of the top 25 Workplace Visionaries of the past 75 years by Workforce Magazine, as well as Upside Magazine's HR Executive of the year. Mr. Campanello also spent 9 years at Lotus Development Corporation as Vice President of HR. During his tenure at Lotus, he spearheaded several programs that enabled the company to be recognized as one of the top 100 employers in the United States.

A leading innovator of the changing role of HR in the marketplace, Mr. Campanello is called upon regularly to speak at universities, *Fortune* 500 corporations, and industry conferences across the country. In 2005, he was named to HR Magazine's prestigious "50 for History" listing, which recognizes 50 outstanding individuals from across business, academia, politics, and social activism for their significant and lasting impact on human resource management.

Daniel P. McCarthy, Ph.D.
Chief Clinical Officer
Magellan Health Services

As Chief Clinical Officer and Senior Vice President of Magellan Health Services' Employer Solutions Division, Dr. McCarthy, a licensed clinical psychologist, is responsible for the clinical integrity, design and evolution of its employer focused products. These products and services include EAP, managed behavioral health, health and lifestyle coaching and a suite of modules to enhance employer productivity. Prior to his current position, Dr. McCarthy held positions in Medical Economics, IT, E-Health and Operations. Dr. McCarthy has 21 years of experience in the EAP and managed behavioral health industry that includes management and leadership positions with the behavioral health subsidiaries of AETNA and CIGNA.

Lisa Zankman
Senior Vice President, Human Resources
Beth Israel Deaconess Medical Center

Lisa Zankman is the Senior Vice President, Human Resources at Beth Israel Deaconess Medical Center, a teaching hospital located in Boston, Massachusetts. She is responsible for all Human Resources and Organizational Development activities for the Medical Center.

Lisa has over twenty-five years of Human Resource experience in the health care, retail, financial, public and academic sectors. Prior to BIDMC, she held senior HR jobs at Jordan's Furniture, Star Markets, Fidelity Investments, WearGuard, and Circles as well as in the public sector at the Massachusetts Water Resources Authority and the Massachusetts Bay Transportation Authority. Lisa holds an MBA with high honors from Boston University and a BA from Simmons College. She is a member of the Board of NEHRA.