

INFORMATIONAL HEARING

DEVELOPING THE CALIFORNIA HEALTH CARE WORKFORCE OF TOMORROW: ADDRESSING SHORTAGES AND DIVERSITY

Tuesday, May 15, 2007
State Capitol, Room 4202
1:30 p.m.

BIOGRAPHIES OF SPEAKERS

Saba Brelvi, M.P.H.

Saba Brelvi is program director for The California Wellness Foundation, assigned to the Foundation's women's health and diversity in the health professions health issues. Her responsibilities include reviewing letters of interest and grant proposals and making funding recommendations related to those health issues. Before joining TCWF, Brelvi was director of health services for Huckleberry Youth Programs in San Francisco. Prior to that position, she worked as research and program associate for Grantmakers In Health and as program coordinator for Mission High School Health Center in San Francisco. Brelvi earned a Master of Public Health degree from Johns Hopkins Bloomberg School of Public Health and a Bachelor of Arts degree in community health from Brown University.

Abdi Soltani

Abdi Soltani serves as the Executive Director for the Campaign for College Opportunity. The Campaign for College Opportunity is a bi-partisan broad-based coalition working to ensure access to college as promised by the 1960 Master Plan for Higher Education. By informing the media, building a coalition and developing policy solutions, the Campaign is working to improve access and success in California community colleges and universities. He is based in the Oakland office of the Campaign.

Before joining the Campaign, Soltani served for nine years with Californians for Justice in a variety of capacities, including as a Community Organizer and as Executive Director. Soltani also served as co-founder and treasurer of the Coalition for an Informed California, a broad-based coalition that defeated Proposition 54, the race data ban on the October 2003 ballot. Before joining Californians for Justice, Soltani worked on a number of student-led projects as an undergraduate at Stanford University. He was one of a group

of young people that founded the James Irvine Foundation Fellowships for Sustainable Communities, as well as Youth United for Community Action. Soltani was a recipient of the John Gardner Public Service Fellowship when graduating from Stanford and the Gerbode Foundation Fellowship. Soltani received a bachelor's degree in Biology from Stanford.

Kevin Barnett, Dr.P.H., M.C.P.

Kevin Barnett is a senior investigator for the Public Health Institute (PHI) in Oakland, California. A major focus during the last 15 years has been research into the role of nonprofit hospitals in community health improvement. He has published a series of monographs and journal articles examining community benefit theory and the evolution of practices. He currently heads up a multi-state demonstration entitled "Advancing the State of the Art in Community Benefit" (ASACB) to develop and implement uniform accounting methods and performance measures for nonprofit hospitals. ASACB standards, tools, policies, and sample programs are available online at www.asacb.com. In the course of his research and fieldwork, Dr. Barnett has worked extensively with the leadership and staff of hospitals and health systems, public health agencies, community clinics, and community and consumer advocacy groups at the local, state, and national level.

Dr. Barnett's work also focuses on increasing the diversity of the health professions workforce. He served as a member of the Institute of Medicine Committee that produced the report entitled "In the Nation's Compelling Interest: Ensuring Diversity in the Health Care Workforce" (May 2004). He also co-authored a study examining links between teaching hospital training programs and efforts to address health disparities and increase workforce diversity. Findings from the study were included as a commissioned paper in the September 2004 report of the Sullivan Commission entitled "Missing Persons: Minorities in the Health Professions." More recently, he was the co-investigator of a national assessment of diversity-related standards among health professions accreditation organizations. Dr. Barnett currently co-directs a statewide health professions workforce initiative in California, and serves as a member of the Sullivan Alliance.

Jeff Oxendine, M.D.

Jeffrey S. Oxendine, MBA, MPH, is Associate Dean for Public Health Practice and Executive Director of the Center for Public Health Practice. He is also a Lecturer in the SPH Health Policy and Management program and the Haas School of Business Graduate Program in Health Management. In addition, he is the Field Supervisor for Health Policy and Management program.

Jeff is the founder and President of Health Career Connection, a nonprofit dedicated to assisting undergraduate students to discover and pursue health careers, and to increasing diversity in the health professions.

Jeff obtained his masters degrees in Business and Public Health from UC Berkeley. He has served as President of the Berkeley Health Management Alumni Association and President of Healthcare Executives of Northern California. He is a board member of the Kaiser Permanente National Institute for Culturally Competent Care and also the Community Health Academy in Oakland.

Katherine Flores, M.D.

Katherine A. Flores established two programs to encourage disadvantaged students to pursue careers in medicine: the Sunnyside High School Doctor's Academy and the middle school Junior Doctor's Academy. These programs provide academic support and health science enrichment to young people who might not otherwise be successful in their educational experiences—or be thinking about medical careers.

Dr. Flores is currently a faculty member of the University of California San Francisco-Fresno Medical Education Program. She serves as the project director of the California Health Education Training Center (HETC) and the Latino Center for Medical Education and Research (LaCMER) in Fresno. LaCMER addresses the persistent shortage and under-representation of Latino (particularly Mexican-American) physicians in the practice community and in the medical school faculty.

Today Dr. Flores continues to practice family medicine with three other bilingual women physicians. They are extremely supportive of her "other lives" with the university and her family, and provide bilingual and bicultural backup for her patients. She is married to Juan Flores, an educator, and they have two children.

Cathryn Nation, M.D.

Cathryn L. Nation, M.D., serves as the Director, Academic Health Sciences, in the Office of the Vice President for Health Affairs. Dr. Nation completed her undergraduate studies at UC Davis and earned her medical degree from University of California, San Francisco in 1989. She accepted a career position as Special Assistant to the Vice President for Health Affairs in 1993, and since then has held positions of increasing programmatic, budgetary, and administrative responsibility. In her current role, Dr. Nation's duties include coordination of health sciences academic affairs, development of medical and health sciences enrollment plans for the University's 15 health sciences schools, monitoring of state and national health professions workforce needs, liaison with health sciences leadership on matters of educational policy and program planning, representation of health sciences programs internally and externally, coordination and liaison with Student Health Centers, and oversight of the systemwide AGRP.

Dr. Nation serves as Chair of the Graduate Medical Education committee and has recently coordinated a statewide survey of the residency program graduates of California's major academic medical centers. Dr. Nation has volunteered considerable time with health and public service organizations, including rural immunization programs based in Ecuador and Nicaragua, the Division of Children's Protective services of the

Yolo County Department of Health Services, Planned Parenthood, and the "Flying Wedge," an HIV-educational program for San Francisco High School students. In addition to medical education, her professional interests include medical ethics, health care financing, and women's and children's health.

Susan Kelly, Ph.D. FAPS

On May 1st, 2006, Susan Kelly, Ph.D., FAPS was appointed as the eighth President of Charles R. Drew University of Medicine and Science. In 1998, Dr Kelly was recruited from Melbourne, Australia to become Dean of the School of Continuing Education (SCE), Associate Provost for Outreach and e-Learning, and a tenured Full Professor at the University of Wisconsin Milwaukee.

In 2004, Susan accepted the position of inaugural University Provost of Argosy University, a national for-profit university, specializing in graduate programs. Dr Kelly has had a varied career and been successful as an executive administrator in public, private and nonprofit institutions. From 1994-1998 she was General Manager at Australia's largest single provider of adult and continuing education. Dr Kelly was tenured faculty at Swinburne University of Technology after 4 years on faculty at Melbourne State College, now within the University of Melbourne.

She earned her PhD in Psychology from the University of Melbourne, her graduate degree in Education from the University of Canberra and her undergraduate degree in Psychology and English Literature from the University of Tasmania.

James L. Kyle, II, MD, MDiv.

Dr. James Kyle recently joined the administrative team at the Charles R. Drew University as Vice President for Strategic Development. He was Chief Medical Officer, Director of Clinical Business Development, Compliance Officer, and Administrative Dean, College of Medicine at Charles R. Drew University of Medicine and Science. Dr. Kyle was President/CEO, Genesis Healthcare Strategies and Vice President, California Market Schaller Anderson. He recently served as Dean of the School of Public Health at Loma Linda University.

Dr. Kyle received his B.A. in Religion from Loma Linda University; M. Div. from Andrews Theological Seminary; completed the pre-med program at California State University, Los Angeles and Dominguez Hills; and received his M.D. from UCLA.

Dr. Kyle received numerous honors: Doctor of the Year, Paradise Valley Hospital and West Health Care; AMWA-UCLA Chapter; Recognition Award – National Association of Medical Minority Educators for Outstanding and Meritorious Community Service and Academic Excellence; Outstanding Contributors-Saleem Enterprises of LA in the War Against PCP; Ordination – Gospel Ministry; Certificates of Merit – Los Angeles Board of Police Commissioners; and Human Relations Commission Outstanding Volunteer.

Dr. Kyle has served in the U.S. Army as Primary Care Physician. He remains active in his first calling as a minister, and is currently the Interim Pastor of the Tamarind Ave. SDA Church in Compton, CA.

Philip Pumerantz, Ph.D.

Background:

President of Western University of Health Sciences since 1977

Ph.D. in Education, University of Connecticut

National Director of Education at American Osteopathic Association

Leadership Positions:

Mt. Baldy Council of Boy Scouts of America

Pomona Red Cross

National Council on Specialized Accrediting Agencies

Pomona Chamber of Commerce

Pomona Rotary Club

Awards:

Distinguished Practitioner in the National Academy of Practice
in Osteopathic Medicine

Eby Humanitarian Award - Osteopathic Physicians and Surgeons
of California

Clinton Adams, D.O., M.P.A.

Dean of College of Osteopathic Medicine of the Pacific

Western University of Health Sciences

Professor of Family Medicine

January 2005- Present

Education

University of Oklahoma, Norman, OK, Master of Public
Administration (HealthCare Emphasis), 1996-1998

Chicago College of Osteopathic Medicine Chicago, IL, Doctor
of Osteopathy, 1972-1976

Baldwin-Wallace College, Berea, OH , Bachelor of Science in
Chemistry, 1968-1972

North Olmsted High School, North Olmsted, OH, 1964-1968

Military Experience

United States Navy, Active Duty, 1977-2004

Physician and Senior Healthcare Administrator

Rank: Rear Admiral Lower Half (1 Oct 2001)

Residency

George Washington University, Washington, DC, Anesthesiology, 1988-1991

Naval Hospital, Charleston, SC, Family Practice, 1979-1981

Doctors Hospital, Columbus, OH, Rotating Internship, 1976-1977

Certification

Fellow, American College of Healthcare Executives, 2001
Diplomat, American College of Healthcare Executives, 1995
Diplomat, American Board of Anesthesiology, 1992
Diplomat, American Board of Osteopathic Family Practitioners, 1982
Diplomat, American Board of Family Practice, 1981, July 1986 (expired)

Licensure

California, 20A4659, National Boards
Virginia, 01020037060, National Boards, 1991
District of Columbia, 47825, National Boards, (Inactive)
District of Columbia, 18259, National Boards (Inactive)
Colorado, 21493, National Boards (Inactive)
Ohio, 2555, National Boards (Inactive)
South Carolina, 0130, National Boards (Inactive)

David M. Carlisle, M.D., Ph.D.

David Carlisle, M.D., Ph.D., was appointed Director of the Office of Statewide Health Planning and Development by Governor Gray Davis in June of 2000. Dr. Carlisle brings to this appointment nearly 15 years of health policy and research experience in California.

Dr. Carlisle is formerly an Associate Professor of Medicine at UCLA School of Medicine, Division of General Internal Medicine and Health Services Research, and Consultant at the RAND Health Program. Dr. Carlisle is a former Robert Wood Johnson Foundation Clinical Scholar and Association for Healthcare Research and Quality fellow.

An author of numerous articles and publications, Dr. Carlisle's work highlights his research interests in the areas of access to care, quality of care, disparities in care, and medical education, particularly as they pertain to vulnerable populations. Among other projects, Dr. Carlisle was most recently involved as the Principal Investigator of the RAND project "Community-Based Approaches to Reducing Racial and Ethnic Disparities in Health," a project to provide technical assistance to over 30 community demonstration sites funded through the Center for Disease Control's "Racial and Ethnic Approaches to Community Health" initiative.

Dr. Carlisle continues to be an active clinician, serving as a volunteer physician at the Venice Family Clinic in Southern California. Dr. Carlisle earned his Medical Degree from Brown University and Masters in Public Health and Doctorate Degrees from the UCLA School of Public Health.

Stephanie Leach

Assistant Secretary, Policy & Program Development
California Labor and Workforce Development Agency

Stephanie Leach was appointed to the Labor and Workforce Development Agency in August, 2005. The Labor and Workforce Development Agency is responsible for facilitating the Governor's Nurse Education Initiative Task Force efforts and statewide outreach in the public and private sector to address the nursing shortage.

Prior to her appointment with the State of California, Ms. Leach worked as a paralegal for 15 years.

Diana Fuentes-Michel, M.A.

Diana Fuentes-Michel was appointed Executive Director of the California Student Aid Commission on May 5, 2003, bringing with her an extensive background in higher education program administration, policy development, and state and federal governmental advocacy. Her work in public policy and program administration has focused on expanding educational opportunity, student access and financial aid, particularly her work in the enactment of the Cal Grant Entitlement Program and the state's Scholarshare Investment Program.

Ms. Michel's lifetime career in higher education and government includes Director of Public Affairs and Educational Outreach with the University of California, and Vice Chancellor for Governmental Relations and Public Affairs for the California Community Colleges. Her early work as a program analyst with the California Community Colleges also afforded her the opportunity to gain experience with student financial aid issues and programs, including the Board of Governor's Fee Waiver Program. As Undersecretary for the California Secretary for Education, she advised the Governor on higher education policy and legislation as well as assisted the Governor in the appointment process for numerous education boards and commissions.

A 1979 California State Senate Fellow who is a member of the national Jesuit honor society, Alpha Sigma Nu, she graduated from Loyola Marymount University in Los Angeles with a Bachelor of Arts in History and Chicano Studies. Ms. Michel also holds a Master of Arts degree in Government from California State University, Sacramento. Ms. Michel is married to Jose Michel and has three daughters.

Carol Lee, J.D.

Carol Lee is the President and CEO of the California Medical Association Foundation, a 501(c)(3) foundation established to support advances in individual and community health.

Prior to joining the foundation, Ms. Lee served as the Associate Director for Government Relations for the California Medical Association. In the capacity, she successfully lobbied for legislation which led to California becoming the first state to ban intrastate in-flight smoking, legislation to establish fair hearings for medical staff members, a grievance process for HMO enrollees, and an independent medical review process for experimental treatment.

Prior to joining the CMA, Ms. Lee practiced health law in Sacramento and served as legislative counsel to the Legislature in the Northern Marianas.

Ms. Lee is a member of the Board of Directors for the California Pharmacy Foundation. She is often asked to speak to various associations and professional groups on issues pertaining to the health law field. Ms. Lee has published numerous articles.

Ms. Lee received her B.A. from Pepperdine University, her M.A. from Humboldt State University, and her J.D. from the University of Southern California.

Allen Miller

Allen Miller is CEO of Cope Health Solutions. Cope Health Solutions' vision is to continue to develop and replicate proven, sustainable solutions to health workforce, health care access, and care management challenges in diverse communities across the nation and the world. This unique organization partners with hospitals and health systems at every level in an initiative: developing a strategic vision and plan, implementing the plan, and then staying on to manage the resultant program over time.

Edgar Quiroz, M.P.H.

A native of San Francisco, California, Edgar has over 25 years of experience in working with Bay Area hospitals and health services organizations. Included in his diverse experiences, is a 2 years international assignment in Spain, where he led a team to build a country-wide infrastructure for a broad band wireless technology. He earned his BA degree from SF State University, majoring in Ethnic Studies & Social Welfare, including a year of studies abroad at La Universidad Ibero-Americana in Mexico City and graduated with honors, Magna Cum Laude.

Edgar later earned a Masters Degree in Public Health Planning, Policy & Administration from the University of California at Berkeley. He served in various planning and program development roles at the UCSF/San Francisco General Hospital Campus and later at La Clinica de la Raza in Oakland, California, before joining Kaiser Permanente in 1986 and has held various leadership positions with the Northern California Regional Offices, and the San Francisco, Easy Bay, and Napa/Solano service areas. He currently serves as the Director, National Workforce Diversity for Kaiser Permanente Office. He leads Program-wide efforts to implement the workforce diversity cornerstone of the National Diversity Agenda. He has key accountabilities for the development and implementation of innovative, leading-edge workforce diversity initiatives and programs that enhance & leverage the cultural knowledge & expertise of the workforce to improve Kaiser Permanente's competitive position in the market.

Lupe Alonzo-Diaz, M.P.A.

Lupe Alonzo-Diaz is the Executive Director of the Latino Coalition for a Healthy California (LCHC). Ms. Alonzo-Diaz oversees the development and implementation of LCHC's operational and policy strategic plan and serves as its chief fundraiser and grant writer. Prior to joining LCHC, Ms. Alonzo-Diaz worked on poverty law issues including child care, food stamps and welfare legislation with the Western Center on Law and Poverty as a Legislative Advocate. As the Senior Policy Advocate for the Children's Advocacy Institute, Ms. Alonzo-Diaz helped craft legislation regarding child passenger safety, emancipated youth services, child support, and foster parent reimbursement rates. Ms. Alonzo-Diaz also served as the State Fiscal Analyst for the Mexican American Legal Defense and Educational Fund (MALDEF) in their Public Resource Equity program. Ms. Alonzo-Diaz is a member of the Board of Directors of the California Child Care Resource and Referral Network, the California Pan-Ethnic Health Network (CPEHN) and the Latina Leadership Network. She also serves on the Advisory Board for the state's First Five Commission and the California Health Interview Survey (CHIS). Ms. Alonzo-Diaz graduate with Bachelor of Arts degrees in History and Political Economy of Industrialized Societies from the University of California at Berkeley and a Master of Public Affairs from the University of Texas at Austin.

Marilyn J. Pollard, M.P.A., H.S.A.

Marilyn J. Pollard is the Director of Administrative Services for the California Rural Indian Health Board (CRIHB). She has a MPA/HSA degree from the University of San Francisco, a B.S. in Economics and a Minor in Business Administration from CSU and is a member of the Round Valley Konkow/Nomilaki/Luiseno tribe. The California Rural Indian Health Board is devoted to the needs and interests of the Indians of rural California. It is a network of Tribal Health Programs that are controlled and sanctioned by Indian people and their Tribal Governments. CRIHB develops and delivers policies, plans, programs and services that elevate the health status and social conditions of tribal people; develops capabilities within local programs and communication, and educates and advocates on their shared interests. It does this through program development, legislation and advocacy, organization development, financial resources management, training and technical assistance and networking and consensus-building. Ms. Pollard has been with CRIHB for the past 13 years where her role includes coordination of Board meetings, dissemination of information to Board Members regarding scholarships, recruitment and grants management and technical assistance and training for tribal health clinics and new Board Members.

Elena Rios, M.D., M.S.P.H.

Elena V. Rios serves as president and CEO of the National Hispanic Medical Association, (NHMA), representing Hispanic physicians in the United States. Rios also serves as president of NHMA's National Hispanic Health Foundation affiliated with the Robert F. Wagner Graduate School of Public Service, New York University, to direct educational and research activities. Rios also serves on the National Hispanic Leadership Agenda and the Partnerships for Prevention Boards of Directors, the American Medical

Association Commission to End Health Disparities, and is co-chair for the Hispanic Health Coalition.

Prior to her current positions, Rios served as the advisor for Regional and Minority Women's Health for the U.S. Department of Health and Human Services Office on Women's Health from November 1994 to October 1998. In 1992, Rios worked for the State of California Office of Statewide Health Planning and Development as a policy researcher. In 1993, Rios was appointed to the National Health Care Reform Task Force as the coordinator of Outreach Groups for the White House. Rios has also served as president of the Chicano/Latino Medical Association of California, adviser to the National Network of Latin American Medical Students, member of the California Department of Health Services Cultural Competency Task Force, Stanford Alumni Association and Women's Policy Inc. Boards of Directors, and the AMA's Minority Affairs Consortium Steering Committee.

Rios earned her B.A. in human biology/public administration at Stanford University in 1977, M.S.P.H. at the University of California School of Public Health in 1980, her M.D. at the UCLA School of Medicine in 1987, and completed her internal medicine residency at the Santa Clara Valley Medical Center in San Jose and the White Memorial Medical Center in East Los Angeles in 1990, and her NRSA Primary Care Research Fellowship at UCLA in 1992.

Ho Luong Tran, M.D., M.P.H.

Dr. Ho L. Tran is the President and Chief Executive Officer of the Asian and Pacific Islander American Health Forum. Founded in 1986, the a national policy advocacy organization dedicated to promoting policy, program, and research efforts to improve the health and well-being of Asian American, Native Hawaiians and Pacific Islander communities. Dr. Tran holds a doctor of medicine degree with the specialty in Pediatrics and a master's degree in Public Health, focusing on Community Health Services.

Prior to taking the leadership of the APIAHF on October 2003, Dr. Tran was the Special Assistant for Asian Affairs at the Illinois Department of Public Health. She also administered the statewide Refugee Health Screening Program.

Dr. Tran came to the United States in 1979 as a refugee from Vietnam. While conducting her Pediatrics residency at Rush Presbyterian St. Luke hospital Medical Center in Chicago, she became very involved in understanding the multifaceted aspect of health status and health care delivery of the US and in relation with the diversity of its population. Dr. Tran is a staunch advocate for policy changes, for the elimination of health disparities within minority populations that include African American, Hispanics/Latinos, Asian Americans and Pacific Islanders and Native Americans, and for parity in health.

Dr. Tran was the president elect for two terms of the Vietnamese American Community in Illinois before she takes the leadership of the APIAHF, based in San Francisco, the

former co-chair of the State of Illinois Governor's Advisory Council on Asian Affairs, and of City of Chicago Mayor's council on Immigrant and Refugee Affairs. She is also the appointment member of the National Minority Health Advisory Council to the DHHS Secretary.