



## **ETHNIC PHYSICIAN LEADERSHIP SUMMIT**

September 15 & September 16, 2007

Radisson Hotel Sacramento

### **Welcome Address**

**Satinder Swaroop, MD, FACC, FASCI**  
**Director, Partnership for Change and Commitment to Quality Committee,**  
**Fountain Valley Regional Hospital**  
**President Elect & Secretary Treasurer, Orange County Medical Association**  
**Chair, Network of Ethnic Physician Organizations Steering Committee**



Satinder Swaroop, MD serves as OCMA's President Elect and Secretary-Treasurer. He is Board certified in Internal Medicine and Cardiovascular Disease and practices in Fountain Valley.

He serves as the Chairman of the Quality of Patient Care Committee, and Director of the Partnership for Change and Commitment to Quality Committee at Fountain Valley Regional Hospital. Dr. Swaroop is also a member of the Board of Directors of Affiliated Doctors of Orange County.

Dr. Swaroop has served as Chairman of the Department of Cardiology, Director of Cardiac Rehabilitation, as well as a member of the Board of Directors of Fountain Valley Regional Hospital. In addition, he is a member of the Board of Trustees in Maharishi College of Health in New Mexico. He is a past President of the American Association of Cardiologists of Indian Origin, and is currently a Board Member. He is also a past President of the Indian Medical Association of Southern California.

Dr. Swaroop is a member of the California Medical Association (CMA) Council on Legislation and previously chaired the CMA Ethnic Medical Organization Section. He is currently the Vice Chair of the Network of Ethnic Physician Organizations Steering Committee. Dr. Swaroop received his MBBS from the Government Medical College, Srinagar, J&K State in India.

Dr. Swaroop and his wife, Venzila Swaroop, MD, have three children. They reside in Newport Beach.

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**Frank E. Staggars, Sr., MD**  
**Chair, California Medical Association Foundation**



Dr. Frank E. Staggars, Sr., a retired Oakland urologist, is the current Chair of the California Medical Association Foundation. As a board certified urologist, he has mentored minority medical students all across the United States. Dr. Staggars has served on the CMA Board of Trustees from 1993 - 2003, and has previously held the positions of President, President-Elect, Vice Chair and Chair of the Board of Trustees. He is the second African-American to hold the office.

He has been a member of the Alameda-Contra Costa County Medical Society since 1962, serves on the society's Executive, Finance, Bylaws, Scholarship and Physicians' Services committees, and was ACCMA President in 1995.

Dr. Staggars also served and was Chair of the American Medical Association's Advisory Committee on Minority Physicians. He is a Past-President and a member of the Golden State Medical Association and of the National Medical Association.

Dr. Staggars received his B.S. in 1949 from Virginia State College in Petersburg, Va., and his M.D. in 1953 from Meharry Medical College in Nashville, Tennessee. He completed his residency at the U.S. Naval Hospital in Oakland.

## **Keynote Speaker**

**Moderator**  
**Frank E. Staggars, Sr., MD**  
**Chair, California Medical Association Foundation**

**Presenter**  
**Anthony Iton, MD, JD, MPH**  
**Executive Director,**  
**Alameda County Public Health Department**



Anthony Iton, M.D., J.D., MPH is the Alameda County Public Health Department Director and Health Officer. He oversees an agency with a budget of \$100 million with a focus on preventing communicable disease outbreaks, reducing the burden of chronic disease and obesity, and managing the county's preparedness for biological terrorism.

Dr. Iton's primary interest is the health of disadvantaged populations and the contributions of race, class, wealth, education, geography, and employment to health status. He has asserted that in every public health area of endeavor, be it immunizations, chronic disease, HIV/AIDS, STDs, obesity, or even disaster preparedness, local public health

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**(Anthony Iton, MD, JD, MPH Continued)**

departments must recognize that they are confronted with the enduring consequences of structural poverty, institutional racism and other forms of systemic injustice.

He further asserts that the only sustainable approach to eliminating health inequities is through the design of intensive, multi-sectoral, place-based interventions that are specifically designed to identify existing assets and build social, political and economic power among a critical mass of community residents in historically under-resourced communities.

Dr. Iton received his medical degree at Johns Hopkins Medical School and subsequently trained in internal medicine and preventive medicine at New York Hospital, Yale, and Berkeley and is board certified in both specialties. Dr. Iton has also received a law degree and a Master's of Public Health from the University of California, Berkeley and is a member of the California Bar. He has worked as an HIV disability rights attorney at the Berkeley Community Law Center, a health care policy analyst with Consumers Union West Coast Regional Office, and as a physician and advocate for the homeless at the San Francisco Public Health Department. His experience practicing both medicine and law independently has enabled him to blend both disciplines in the day-to-day practice of public health and in responding to recent public health emergencies such as SARS and anthrax. As a local health officer in Connecticut in the fall of 2001, he developed the local protocol for prophylaxing postal employees after exposure to anthrax spores at a postal distribution center and taught a course on the local public health response to Bioterrorism at the University of Connecticut.

Dr. Iton was involved early on in the West Nile virus epidemic and participated in several early publications on the epidemiology of the West Nile virus in Connecticut. Awards include the Champion of Children Award from the United Way; the National Association of City and County Health Officials Award of Excellence for the use of information technology in public health; and the HeartSaver Award from the American Heart Association. Recently, he was awarded the prestigious Milton and Ruth Roemer Prize for Creative Public Health Work, awarded by the American Public Health Association to a US local health official in recognition of outstanding creative and innovative public health work. He serves on the board of directors of the Public Health Institute, the Prevention Institute, Jobs For The Future, Students Run Oakland, the Health Officers Association of California, the California Conference of Local Health Officers, and the National Association of County and City Health Officials.

## **Healthcare Reform Panel Discussion**

### **Moderator**

**José Alberto Arévalo, MD**

**Medical Director,**

**Sutter Independent Physicians**

**President,**

**California Latino Medical Association - Sacramento-Sierra Valley Chapter**



Dr. José Alberto Arévalo is Medical Director for the Sutter Independent Physicians, a 500 physician multispecialty IPA located in the Greater Sacramento Region. Dr. Arévalo is a board-certified family physician with a long and prominent reputation as a teacher, researcher and administrator. A graduate of Stanford Medical School, he completed his residency and clinical research fellowship in family medicine at University of California San Francisco. Dr. Arévalo has practiced medicine in numerous settings, including several community clinics and a multi-specialty medical group. He has also served on the faculty of the U.C. Davis Medical School for the last 20 years.

As a full-time faculty member at UCD his research focused on reproductive health, gestational diabetes, and Type 2 diabetes. His work led to numerous publications, the most notable, a 1988 Journal of the American Medical Association paper that helped revise national policy in screening for Hepatitis B in Pregnancy. He was also the director of the Department's Medical Student Education Program and was named the recipient of the 1994 UC Davis Kaiser Award for Excellence in Teaching. He was the first winner of the California Latino Medical Association Lifetime Achievement Award for Outstanding Contributions to Latino Health Issues in 1992.

While at Davis he was also Instructor-of-Record and primary physician consultant for Clinica Tepati, a student-run primary care free clinic serving underserved patients in Sacramento's Alkali Flats, a role he proudly held for 16 years.

Dr. Arévalo has also been a consultant to the Department of Corporations and the lead physician for the Prenatal Outreach Unit for Electronic Data Systems, the Medi-Cal fiscal intermediary.

As a member of the statewide Board of the American Diabetes Association California Affiliate, he worked with the Department of Health Service's Diabetes Control Program as one of the original members of the California Diabetes Steering Committee that created the Diabetes Coalition of California. As the first chair of the Guidelines Committee he led the effort to establish and promulgate Consensus Basic Diabetes Care Guidelines through CCHRI that are now widely accepted across California.

More recently he has been the Northern California medical director for Prudential Health Care, United Health Care, Blue Cross and Turtle Health Plan. Prior to his role at Sutter, Dr. Arévalo was the Senior Vice President for Medical Services for Health Plan of the Redwoods, a 78,000 member non-profit community health plan in Sonoma County.

Dr. Arévalo completed the California Healthcare Foundation/UCSF Center for Health Professionals Leadership Program in 2005. He is currently the Chair and President of the Sacramento –Sierra Valley Chapter of the California Latino Medical Association and the Vice-Chairman of the California Medical Foundation's Network of Ethnic Physician Organizations.

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**(José Alberto Arévalo, MD Continued)**

In 2006, Dr. Arévalo was named one of three The California Wellness Foundations' fourth annual Champions of Health Professions Diversity Award winner.

He is married and is the proud father of seven children and three grandchildren.

**Kim Belshé**  
**Secretary,**  
**California Health and Human Service Agency**



Kimberly Belshé was appointed secretary of the California Health and Human Services Agency by Governor Arnold Schwarzenegger in November 2003. In this capacity, she serves as a member of the governor's Cabinet and as his chief advisor on health, social services and rehabilitative policies.

Ms. Belshé manages an agency that has more than 32,000 employees, with a total state budget of more than \$76 billion. The agency oversees 12 state departments and one board that are responsible for providing Californians with health, developmental, mental, rehabilitative, social and other critical services. As secretary, Ms. Belshé is responsible for providing leadership and oversight of the agency's efforts to promote the health and well-being of the people of California, particularly those most in need and at

risk.

Prior to joining the Schwarzenegger Administration, Ms. Belshé served in a number of leadership positions in state government under the administration of Governor Pete Wilson, including deputy secretary of the then-Health and Welfare Agency and director of the Department of Health Services.

After a decade of public service in federal and state government, Ms. Belshé served as the program director for The James Irvine Foundation, a multipurpose foundation dedicated to expanding opportunities for the people of California.

Throughout her career, Ms. Belshé has served in a number of civic capacities. She is a board member of the Great Valley Center, which is dedicated to promoting the sustainability of California's Central Valley region, and served as a founding commissioner of the California Children and Families Commission.

Ms. Belshé is a native of San Francisco and holds a master's degree in public policy from Princeton University and a bachelor's degree in government from Harvard. She resides in Sacramento.

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**CMA Healthcare Reform Analysis**  
**Anmol Singh Mahal, MD**  
**President,**  
**California Medical Association**



Anmol S Mahal, MD was elected the President Elect of the California Medical Association in March of 2004. Dr. Mahal had served as the Chair and Vice Chair for the CMA Board of Trustees in the prior years. He has represented the Ethnic Medical Organization Section on the CMA board since 1997. The California Medical Association represents 35,000 physician members and is the voice of medicine and patients in Sacramento and at the federal level. Dr. Mahal served on the CMA Technical Advisory Committee that was instrumental in establishing the Ethnic Medical Section as a permanent section of the CMA.

Dr. Mahal has served on the Task Force on Culturally and Linguistically Competent Physicians and Dentists set up by the Department of

Consumers Affairs of the State of California. He also served on the Subcommittee of the above task force required by Assembly Bill 2394 that studied the issue of licensing culturally and linguistically competent physicians. He serves on the American Medical Association Commission on Eliminating Health Disparities. He was recently appointed a Commissioner for the Emergency Medical Services Commission of the State of California.

Dr. Mahal has served as the President of the American Association of Physicians of Indian Origin of Northern California and presently serves on the AAPIO Board of Trustees. He has served as the Pacific Regional Director for the American Association of Physicians of India. He also serves on the Board of Trustees of the Sikh Foundation in Palo Alto, California; and the Board of Trustees of the Indian Community Center in Milpitas, California.

Dr. Mahal has served as the Chief of Staff at Washington Hospital Healthcare System in Fremont, Ca. and was the recipient of the Leadership Award of that Medical Staff. He is the recipient of many awards including the CMA Medical Student Section "Physicians Appreciation Award for involvement in the California Physician Corps".

Dr. Mahal did his Pre-Medical education at Khalsa College in Amritsar, India and received his MD degree from the All India Institute of Medical Sciences in New Delhi in 1972. He did his Internal Medicine residency and was a Chief Resident at the New Jersey Medical School. He then did a Fellowship in Gastroenterology at the Stanford University Medical Center in Stanford, CA. He has been in private practice of Gastroenterology and Internal Medicine in Fremont, CA since 1979.

Dr. Mahal is married and his wife Surjit is a Family Physician. They have two children, a daughter Subena, who is in a Family Practice Residency and a son Vikram, who is in college.

The Mahal's have had the distinct privilege of hosting a sitting President of the United States of America in their house, when President Clinton attended a luncheon in the Mahal house in Fremont in September of 2000.

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**Community Perspectives Panel Discussion**

**Panelist**

**Aubrey Stone**  
**President and CEO,**  
**California Black Chamber of Commerce**

Aubry L. Stone, a native of Brooklyn, New York; has lived, worked and actively engaged in community and public service in Sacramento, California for the past 20 years. Mr. Stone spent his formative years in the United States Air Force where he developed team building, management training and leadership skills. These skills have established the foundation for his successes in each subsequent life endeavor. The characteristics, which rose above all others, were his unique ability to visualize objectives and stay focused. These attributes, coupled with his communications skills and the ability to motivate those around him to act and function effectively as a team, are his most distinguished and unique qualities.

Mr. Stone is currently the President/CEO of the California Black Chamber of Commerce. He has been appointed by the Governor and currently serves as a California Commissioner for Economic Development. He has aggressively led the California Black Chamber in such public policy issues as: Prop 187, co-authored the 9<sup>th</sup> circuit injunction against implementation of Prop 209, publicly advocated against Brownfields, the urban environment, insurance redlining the inner city impact of bank acquisitions/mergers and leads the charge for new and emerging business markets.

Aubry's single-minded focus is the creation of community wealth through small business growth and development. To this end, he currently serves on the California Public Utilities Diversity Council, the Citibank Regional Community Board, The Pfizer National Minority Board, The Mercy Hospital Foundation Board, the California Small Business Advisory Board, and is a member of the Greenlining Coalition.

Aubry has served with the NAACP Sacramento branch, Sacramento Black Chamber, Mayor's Economic Commission, and the District Attorney's Community Relations committee.

He has spoken on Economic Development in Chicago, Atlanta, New York, Phoenix, Seattle, Florida, Hawaii and at Washington's Howard University School

**Lupe Alonzo Diaz**  
**Executive Director,**  
**Latino Coalition Healthy California**



Ms. Alonzo-Diaz joined the Latino Coalition for a Healthy California (LCHC) as the Executive Director in October 2003. LCHC – the only statewide organization with a specific emphasis on Latino health – was founded in 1992 by health care providers, consumers and advocates to impact Latino health through enhanced information, policy development and community involvement. Three major functions provide essential focus to the organization's work: public policy and advocacy; community education and research and complement LCHC's work in three key strategic areas: access to health care, health disparities, and community health. 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.

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**(Lupe Alonzo Diaz Continued)**

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 crafted 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 spearheading their Public Resource Equity program where she advocated for equitable funding for health and human service programs that impact Latinos.

Ms. Alonzo-Diaz is a member of the Board of Directors of the California Pan-Ethnic Health Network/CPEHN and Insure the Uninsured Project and co-chairs the California Department of Health Service's Medi-Cal Language Access Services Task Force. She also serves on the Advisory Committee for the California Health Interview Survey/CHIS, California Office of Binational Border Health and Clinica Tepati.

Ms. Alonzo-Diaz graduated 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. She lives in Elk Grove, California with her husband, Jose Salud.

**Ho Tran, MD  
Executive Director,  
Asian Pacific Islander Health Forum**

Dr. Ho Luong Tran is President and CEO of the Asian and Pacific Islander American Health Forum (APIAHF) since October 2002. APIAHF is a national advocacy organization dedicating to promoting policy, and research efforts to improve the health and well-being of AAPI communities. Dr. Tran holds a doctor of medicine degree with a specialty in Pediatrics and a Master's degree in Public Health, focusing on Community Health Services. She helped establish the Asian Health Coalition of Illinois, and once served in the Illinois Governor's Asian American Council as co-Chair.

**California Initiative to Increase Workforce Diversity**

**Moderator  
Arthur W. Fleming, M.D., F.A.C.S., F.C.C.P.**



Dr. Fleming is a diplomat of both the American Board of Surgery and the American Board of Thoracic Surgery; and is a Fellow of the American College of Surgeons (F.A.C.S.) and the American College of Chest Physicians (F.C.C.P.).

Dr. Fleming served 17 years at the Walter Reed Army Medical Center. He served his last five years there as Director of the Division of Surgery at the Walter Reed Army Institute of Research.

Dr. Fleming retired from the Walter Reed Army Medical Center in 1983, to accept the position as Chairman of the Department of Surgery at the Drew University of Medicine and Science and as Chief of Surgery at the

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**(Arthur W. Fleming, MD, FACS, FCCP Continued)**

King-Drew Medical Center (KDMC). He also served as Program Director for the General Surgery Residency Program at KDMC, as a Thoracic and Cardiovascular Surgeon at KDMC, as Chief of the Division of Thoracic and Cardiovascular Surgery (1998 to 2003) and as the Trauma Director (1983 to 1999). Dr. Fleming retired from the Los Angeles County, King-Drew Medical Center on August 7, 2004 after 21 years of County service.

Over the years, he has also served as Clinical Professor of Surgery at UCLA, Vice-Chairman of the Department of Surgery at UCLA, and is currently a Clinical Professor of Surgery at the Uniformed Services University of the Health Sciences in Bethesda, MD.

In addition to his leadership positions, Dr. Fleming held innumerable committee memberships and assignments at the National, Regional, State and Local levels.

He currently serves on the Board of Directors of the American Trauma Society; Board of Directors of the Drew Medical Society; the Board of Directors of the Educational Committee for Foreign Medical Graduates; as a member of the Diversity Advisory Committee of the Community Health Council; and as a Member of the Diversity Advisory Council of the California Institute of Regenerative Medicine (Stem Cell Related Research).

Dr. Fleming has been awarded over 40 awards in his professional career; has written seven book chapters; published 59 articles and 16 abstracts; produced one movie and six exhibits; and has given 117 presentations throughout the United States. Dr. Fleming received the **2004 Presidents' Humanitarian Award** from the Drew Medical Society, and holds the distinguished honor of being elected the first Chair of the Steering Committee for the Network of Ethnic Physician Organizations.

Dr. Fleming received a B.A. degree in Chemistry from Wayne State University in Detroit, Michigan and a M.D. degree "With Distinction" from the University of Michigan in Ann Arbor. He is married to Dolores Caffey-Fleming and they have eight children.

**Presenter**

**Jeff Oxendine, MBA, MPH**

Jeffrey Oxendine, MBA, MPH is Associate Dean for Public Health Practice at the UC Berkeley School of Public Health. He is also a faculty member in Health Policy and Management at the School of Public Health and the Haas School of Business

Jeff has been a health executive, educator and consultant for 25 years. Prior to his role at Berkeley, Jeff held senior executive positions in leading San Francisco and Boston area hospitals and medical groups including Partners Healthcare System, Brigham and Women's Hospital, Bay Imaging Consultants and Alta Bates Medical Center. He also operates his own management consulting practice

In his roles at Berkeley, Jeff founded the Center for Multi-cultural Health which partners with community organizations on project to reduce health disparities and improve cultural and linguistic competence in underserved Bay Area communities. He is on the steering committee of the Alameda County Coalition for Language Access in Health (ACCLAH).

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**(Jeff Oxendine, MBA, MPH Continued)**

Jeff has been developing innovations in health workforce development and working to increase health professions diversity for over 20 years. He currently is Co-Project Director of The California Initiative to Increase Health professions Diversity funded by the California Endowment. Jeff is also the Founder and President of Health Career Connection (HCC), a non-profit that inspires and empowers under-represented and disadvantaged under graduate student to discover and pursue health careers.

Jeff obtained masters degrees in Business Administration and Public Health from UC Berkeley.

## **California Workforce Initiative - Update**

**Moderator**

**Dexter Louie, MD, JD**

**Chinese Community Health Care Association**



Dexter Louie, MD, JD is a Trustee (6 years) and past Board President of the Moraga School District, Moraga, California. He has been an otolaryngologist in private office practice in Chinatown, San Francisco, for 27 years. He is Associate Medical Director of the Chinese Community Health Plan, a community-based HMO.

Dr. Louie was born in San Francisco and attended K-12 public schools in the city. He is a past president of the San Francisco Medical Society. He received his B.S. from Stanford University and his medical degree and residency training from Tulane University. Dr. Louie then received his MPA and JD degrees from Golden Gate University, San Francisco.

Dr. Louie has been appointed to the California Wellness Taskforce: School Nutrition. He is a consultant to the California Medical Association Foundation's 2003 Obesity & Type 2 Diabetes Prevention Project.

His student-based, student-driven model focuses on student engagement, student ownership and student buy-in, with the goal of bridging the gap between the intent of health care law and policy, and outcomes. He has given this "grassroots" presentation to students at middle school, high school, and college levels, physicians, school health nurses and teachers, and the CDC. He has testified at legislative hearings at the city and state levels regarding obesity, health, and student involvement in helping control the epidemic of obesity and in improving health.

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**Presenter**

**Kevin Grumbach, MD**

**Professor & Chair, Family and Community Medicine – UCSF**

**Chief, Family and Community Medicine – San Francisco General Hospital**



Kevin Grumbach, MD is Professor and Chair of Family and Community Medicine at the University of California, San Francisco and Chief of Family and Community Medicine at San Francisco General Hospital. He is the Director of the UCSF Center for California Health Workforce Studies. His research on topics such as primary care physician supply and access to care, racial and ethnic diversity in the medical profession, and the impact of managed care on physicians have been published in major medical journals such as The New England Journal of Medicine and JAMA and cited widely in both health policy forums and the general media. With Tom Bodenheimer, he co-authored the book, *Understanding Health Policy - A Clinical Approach*, published by Appleton-Lange. Portions of the book have been excerpted in serial form by the Journal of the American Medical Association, and the book has become the best-selling textbook on health policy. He received a Generalist Physician Faculty Scholar award from the Robert Wood Johnson Foundation, the Health Resources and Services Administration Award for Health Workforce Research on Diversity, and in 1997 was elected a member of the Institute of Medicine, National Academy of Sciences.

Dr. Grumbach also is co-chair of the UCSF University-Community Partnership Council, and is a founding member of the California Physicians' Alliance, the California chapter of Physicians for a National Health Program.

Dr. Grumbach practices family medicine at the Family Health Center at San Francisco General Hospital.

### **The Business Case for a Diverse Healthcare Workforce**

**Moderator**

**Carol A. Lee, Esq.**

**President and CEO**

**CMA Foundation**

Carol A. 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 Associate Director of 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 California Medical Association, 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 Executive Committee for the Network for a Healthy California, and has served on the Board of Directors for the California Pharmacy Foundation. She is often

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**(Carol A. Lee, Esq. Continued)**

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.

**Panelist**

**Peter Carberry, MD, MBA**

**VP, Clinical Operations and Clinical Operations and Development Planning and Performance Analysis**

**Genentech**



Peter Carberry joined Genentech in March 2005 as vice president, Clinical Operations. In this newly created role, Dr. Carberry provides clinical operational guidance and is responsible for ensuring the effective execution of all clinical programs. Additionally, he will build and develop the Clinical Operations group, responsible for the creation and sustainability of scalable business processes for clinical trial execution.

Prior to joining Genentech, Dr. Carberry served as the senior vice president of Global Operations at Johnson & Johnson Pharmaceutical Research and Development. Dr. Carberry's experience also includes several leadership roles in Clinical Development, Corporate Pharmacovigilance and Global Clinical Operations at Pharmacia Corporation. Before joining Pharmacia, Dr. Carberry was a research fellow at the University of Texas Health Science Center in San Antonio.

Dr. Carberry holds his Bachelor of Medicine and his Bachelor of Surgery from the University of Nairobi, Kenya and attended its Master of Medicine in Surgery program. Dr. Carberry completed his postdoctoral fellowship in Clinical Pharmacology at the University of Texas, San Antonio. Dr. Carberry received his Master of Business Administration from Western Michigan University.

**Melissa Welch, MD, MPH**

**Senior Medical Director,  
Aetna, Northern California**



Melissa Welch, MD, MPH is the Senior Medical Director for Northern CA for Aetna. Melissa has been with Aetna since 2003. She is a graduate of the UCSF/SFGH Primary Care Residency, Harvard Medical School, and the University of CA at Berkeley School of Public Health and received her B.S. in Biological Sciences from the University of CA. at Irvine.

Dr. Welch provides clinical leadership and support to the Northern CA patient management team. She supports the Northern CA network and sales teams with the ongoing implementation of key business initiatives, including Aetna's high performance network and transparency initiatives and development of key collaborative partnerships with network

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**(Melissa Welch, MD, MPH Continued)**

providers. Working collaboratively with key internal and external business partners, Melissa also provides clinical leadership to Aetna's regional Pay for Performance Initiatives.

Dr. Welch works with the regional leadership team to identify opportunities to mitigate adverse medical cost trends, provide clinical input on issues impacting health care in Northern California and the region, generally. Drawing from her prior role as a Professional consultant and founder of a diversity and cultural competency training business, she also serves as the Regional representative to Aetna's National racial and ethnic disparities initiatives and on the Aetna Diversity Board.

Prior to joining Aetna, Dr. Welch served as Medical Director for the Health Plan of San Mateo's Medi-Cal Plan, Chief Medical Office for the City and County of San Francisco, was former Mayor Willie L. Brown Jr. appointee to the City and County of San Francisco Health Services Board and an Associate Clinical Professor of Medicine with the University of CA at San Francisco Department of Medicine.

**Jose Araya Tayag  
Program Manager, Health  
The Greenlining Institute**

Joe Tayag is currently a Program Manager for the The Greenlining Institute, a multi-cultural public policy and advocacy organization based in Berkeley California. Joe spearheads the Greenlining Institute's Toward Fair Cures initiative that focuses on ensuring equitable access to jobs, grants, and benefits of stem cell research for low-income and underserved communities. In part due to Greenlining's contributions, the California Institute for Regenerative Medicine has included diversity as a core value for millions of dollars in grants training the next generation of stem cell researchers. Also with Greenlining, Joe has assisted in ear-marking over \$5 million in community benefits agreements from telecommunications corporations for the expansion of telemedicine to clinics serving the poor in California. A graduate of UC Berkeley, Joe's work focused on discourses of expertise and empowerment surrounding minority participation in biomedical research with UC Berkeley's Science, Technology, and Society Center as a research associate. His prior research has addressed health disparities, democracy, and science policy in South Korea, Peru, and Guatemala. Prior to Greenlining, Joe worked as a researcher and organizer for hotel and restaurant employees union UNITE HERE and an advocate for students' rights and academic freedom in UC Berkeley's Associated Students of the University of California.

**Network of Ethnic Physician Organizations Update**

**Moderator**

**Satinder Swaroop, MD, FACC, FASCI  
Director, Partnership for Change and Commitment to Quality Committee,  
Fountain Valley Regional Hospital  
President Elect & Secretary Treasurer, Orange County Medical Association  
Chair, Network of Ethnic Physician Organizations Steering Committee**

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**Presenter**

**Wilma J. Wooten, MD, MPH**

**President, National Medical Association–San Diego Chapter**

**NEPO Strategic Planning Committee Chair**



Dr. Wooten is board-certified in Family Medicine and has a master's degree in public health. She received both professional degrees from the University of North Carolina, Chapel Hill, followed by residency training at the Georgetown/Providence Hospital Family Practice Residency Program in Washington, D.C. Dr. Wooten has been in San Diego for the past 16 years and practiced medicine as a faculty member in the UCSD Department of Family and Preventive Medicine for the first 11 years. She remains a volunteer Associate Clinical Professor in the Department and is an Adjunct Professor at San Diego State University, Graduate School of Public Health. Her research interests have focused on women's health and included studies that assess risk factors and prevalence of cardiovascular disease in African-American women. She is currently a co-

investigator on a grant from UCSD Project EXPORT looking at "Adipocytokines and Other Risk Factors for Coronary Heart Disease in African-American Women."

Since March 2001, Dr. Wooten has been the Deputy Health Officer for the County of San Diego Health and Human Services Agency. Current responsibilities include quality assurance, special projects, media spokesperson, and health disparity activities. She functions as the medical director for the County's HIV, STD, and Hepatitis Branch and serves as a County appointee to the HIV Community Planning Prevention Board. She is a member of the State Office of AIDS California African-American HIV/AIDS Coalition and works closely with the local regional constituent to this organization.

Dr. Wooten is President of the San Diego Society of the National Medical Association (NMA), Trustee of NMA Region VI, and Chair of the NMA Women's Health Section. For the past five years, she has accompanied medical missions, organized by the Student National Medical Association (SNMA), to Ghana. Utilizing her public health background, she assisted students with the research and evaluation component of a HIV/AIDS Education and Prevention Program.

Saturday, September 15, 2007  
**Speaker Biographical Sketches**

**“The QISS Project: Lessons Learned”**

**Presenter**

**Doretha Williams-Flournoy, MS**  
**Director, Network of Ethnic Physician Organizations**  
**California Medical Association Foundation**



Doretha Williams-Flournoy is currently the director of the Network of Ethnic Physician Organizations, a project of the California Medical Association Foundation. Prior to this position she served as the executive director for Lyon-Martin Women's Health Services and AIDS Project East Bay. She has also served as a psychotherapist, consultant to non-profit organizations and the federal government, and director of programs in the area of Alzheimer & dementia, and residential substance abuse treatment for women. She specializes in organizational development, fund raising, program design and evaluation.

She has doctoral training and Master's Degrees in clinical psychology, research & program design, and public health from Pennsylvania State University, San Francisco State University, and University of California, Riverside.

The Network of Ethnic Physician Organizations (NEPO) is a project of the California Medical Association Foundation. The purpose of NEPO is to strengthen the capacity of Ethnic Physician Organizations, working in their respective communities and collectively across communities, to reduce health disparities and increase access to health services for diverse communities in California.

**Lisel Blash, MS**  
**Senior Researcher,**  
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Lisel Blash's background includes training in Public Administration (MPA, San Francisco State University, 2003) and Women's Studies (M.S., Mankato State University, 1998) and additional coursework in city and regional planning at UC Berkeley (1998-2003). Her initial training in survey research was at the Public Research Institute (San Francisco State University, 1994-1997), where she worked as an intern, research assistant, and then project manager. Ms. Blash also has experience as a GIS analyst (Bay Area Metropolitan Transportation Commission, 1998-1999) as an administrative analyst (Marin Superior Courts, 1999-2000), and as a research consultant for both SF State and the California Community

Colleges (1994-present). Her current term at Public Research Institute began in 2000. She has managed a number multi-methods studies involving focus group methodology and has conducted many focus groups, including focus groups with SF State Science faculty and students, community college students and instructors, high school instructors and administrators, community development leaders, and rural health care providers. She has twelve years of experience with all aspects of social science research project management from research design, data collection, and data analysis through final report.