



How Can California Close its Looming Health Workforce Gaps?

Presentation of California Future Health Workforce Commission's Final Recommendations

ABOUT THE SPEAKERS & REPORT AUTHORS

Kevin Barnett, DrPH, MCP, is Co-Director of the management team for the California Future Health Workforce Commission and a Senior Investigator at the Public Health Institute. He has led research and fieldwork in hospital community benefit and health workforce diversity at the Public Health Institute for over two decades, working with hospitals, government agencies, and community stakeholders across the country. Recent work includes a study of community health assessments and implementation strategies for the Centers for Disease Control and Prevention, and a national initiative funded by the Robert Wood Johnson Foundation to build hospital/health system board and senior leadership knowledge of population health and investment strategies with health and related sector stakeholders in low-income communities. He serves as the Co-Director of the Center to Advance Community Health and Equity, a member of the Board of Directors of Communities Joined in Action, and as a member of the Board of Directors for the Trinity Health System.

Jessica Cruz is the CEO of the National Alliance on Mental Illness California. Under her leadership, NAMI California has tripled its staff, tripled its budget, forged new alliances, launched innovative programs and expanded existing ones. Having a family member with a mental health condition, Cruz knows first-hand the importance of including the lived experience voice. Prior to NAMI California, Cruz served as the Executive Director of Muscular Dystrophy Association and worked in key positions at the California Hospital Association and the California Broadcasters Association. She is a graduate of USF with a master's degree in Public Administration and holds several Leadership certificates from the USC Leadership Institute, USF Leadership Institute, and the Nonprofit Resource Center Executive Director Leadership Institute.

Hector Flores, MD, is a founding member and Co-Director of the Adventist Health White Memorial Family Medicine Residency Program in Los Angeles, established in 1988 with the expressed purpose of providing a high-quality education to prepare physicians for practice in shortage areas and to contribute to diversity in the health professions. Dr. Flores is the Medical Director of the Family Care Specialists Medical Group and FCS IPA that collectively serve approximately 30,000 beneficiaries comprised of uninsured, Medi-Cal, Medicare, and commercial coverage patients. Dr. Flores also serves on the Boards of Directors for Blue Shield of California, The California Endowment, Los Angeles County Medical Association, and the Integrated Healthcare Association. He attended Stanford University and the UC Davis School of Medicine and upon graduation received the Henry J. Kaiser Family Foundation National Merit Award in recognition of his academic excellence, commitment to social medicine, and recruitment of disadvantaged students and minorities into the health professions.

Dean Germano, MHSc, FACHE, has been the CEO of Shasta Community Health Center since 1992 and has more than 30 years of healthcare management experience. He holds a master's degree in Health Care Administration and is a Fellow of the American College of Healthcare Executives. Germano oversees care

to 40,000 unduplicated patients, providing over 130,000 visits a year in a multi-specialty type practice that include mental health and dental. Over 92% of patients served live below the federal poverty line. Germano is past Board President of the California Primary Care Association and has also served on the Board of The California Endowment. He is also past chair and current member of the Health Alliance of Northern California that represents Federally Qualified Health Centers in the Shasta County region with its members working with hospitals and medical groups in creating positive community health systems changes in the region.

Sandra R. Hernández, MD, is President and CEO of the California Health Care Foundation, which works to improve California's health care system so it works for all Californians. She was appointed by Governor Jerry Brown to the Covered California board of directors in February 2018. She also currently serves on the Betty Irene Moore School of Nursing Advisory Council at UC Davis and the UC Regents Committee on Health Services. Prior to joining CHCF, Dr. Hernández was CEO of The San Francisco Foundation, which she led for 16 years. She previously served as director of public health for the City and County of San Francisco.

Angela L. Minniefield, MPA, is Vice President of Advancement, Strategic Development & External Affairs for Charles R. Drew University of Medicine and Science. She previously held several leadership positions at the Office of Statewide Health Planning and Development, where she advanced California's policy and program efforts designed to increase the number of underrepresented students in health professions. She simultaneously served as California's primary care officer for the Health Resources and Services Administration, Bureau of Health Professions. Minniefield has served as a member of numerous associations and boards, including Region IX representative of the Primary Care Office Committee for the Association of State and Territorial Health Officials; a member of the California Institute for Nursing in Health Care Diversity Workgroup; and co-lead for the California Health Care Reform Workforce Workgroup.

Jeffrey S. Oxendine, MPH, MBA, is Co-Director of the California Future Health Workforce Commission and CEO and co-founder of Health Career Connection. He has been a health executive, educator and consultant for over 30 years. He has held senior administrative positions in hospitals, medical groups, academic institutions and currently leads OXS consulting. He is the former the Associate Dean of Public Health Practice at UC Berkeley School of Public Health where he has been a faculty member in health policy and management for over 16 years. Oxendine now serves as Director of Health Workforce Development and Diversity at the Berkeley's Center for Healthcare Organizational and Innovations Research. He also is a leader in California Health Workforce and Diversity efforts as Co-Director of the California Health Professions Consortium and The California Health Workforce Alliance and on a regional level with the East Bay Health Workforce Partnership.

Joanne Spetz, PhD, is the Associate Director of Research at Healthforce Center at UCSF. In addition, Dr. Spetz is a professor at the Philip R. Lee Institute for Health Policy Studies, Department of Family and Community Medicine, and the School of Nursing at UCSF. Dr. Spetz's research focuses on the economics of the health care workforce. She was a member of the Institute of Medicine Standing Committee on Credentialing Research in Nursing, a consultant to the Institute of Medicine Committee on the Future of Nursing and a member of the National Commission on VA Nursing. She is an honorary fellow of the American Academy of Nursing. She frequently provides testimony and technical assistance to state and federal agencies and policymakers. Her teaching is in the areas of health economics, quantitative research methods, health care financial management and health economics.