



How Can California Close its Looming Health Workforce Gaps? *Presentation of California Future Health Workforce Commission's Final Recommendations*

ABOUT THE SPEAKERS & REPORT AUTHORS

Charles J. Alexander, Ph.D., is the Associate Vice Provost for Student Diversity and Director of the Academic Advancement Program at UCLA. Dr. Alexander was a member of the Technical Advisory Committee of the California Future Health Workforce Commission. At UCLA, Dr. Alexander provides executive and intellectual leadership for a collection of programs designed for approximately 5,500 undergraduates from diverse populations; these include students from low-income families, first-generation college students, and students who have been historically underserved by higher education institutions. Dr. Alexander is also an Adjunct Associate Professor in the School of Dentistry's Division of Public Health and Community Dentistry. He has received many awards and honors among them are; a Presidential Citation from the American Dental Education Association, and The California Wellness Foundation's Champion of Diversity Award. In February of 2013, the State Governor appointed him to the Medical Board of California, Physician Assistants Board for a four-year term which was renewed in 2017.

Judy Belk, MA, is the president and CEO of The California Wellness Foundation, one of the major funders of the California Future Health Workforce Commission. Ms. Belk leads the foundation in its mission to protect and improve the health and wellness of the people of California. She uses her vision and her voice to help Cal Wellness "level the playing field" so that everyone has access to health care, quality education, good jobs, healthy environments, and safe neighborhoods. Before joining Cal Wellness in April 2014, she served as senior vice president of Rockefeller Philanthropy Advisors and as vice president of global public affairs at Levi Strauss & Co. Ms. Belk is a frequent writer and speaker on organizational ethics, race and social change, and she blogs regularly at the foundation's website on issues related to its grantmaking and public policy priorities. She currently serves on the boards of the Surdna Foundation, a national New York-based family foundation, and Hedgebrook, a women's writing retreat in the state of Washington that promotes women's voices and social change.

Bruce Allen Chernof, MD, FACP, is President and CEO of The SCAN Foundation. Dr. Chernof served on the Healthy Aging and Care for Older Adults Sub-Committee of the California Future Health Workforce Commission. At The SCAN Foundation, Dr. Chernof leads one of the largest foundations in the United States focused entirely on improving the quality of health and life for seniors. The foundation's mission is to advance a coordinated and easily navigated system of high-quality services for older adults that preserve dignity and independence. Dr. Chernof has also served as Director and Chief Medical Officer for the Los Angeles County Department of Health Services. Dr. Chernof also served as a Regional Medical Director for Medicaid and SCHIP programs at Health Net, a network model HMO. In 2013, Dr. Chernof served as the Chair of the federal Commission on Long-Term Care, which produced a bipartisan report to Congress recommending reforms for our nation's long-term care financing, delivery system, and workforce needs. Currently, he serves as a Senior Fellow at the Leonard D. Schaeffer Center for Health Policy and Economics at USC.

Patrick T. Courneya, MD, is the Executive Vice President and Chief Medical Officer for National Health Plan and Hospitals Quality at Kaiser Permanente in Oakland. Dr. Courneya served as a Commissioner and Behavioral Health Sub-Committee member for the California Future Health Workforce Commission. Dr. Courneya oversees Kaiser Permanente's national quality agenda, helps ensure the organization's members and communities receive the best quality and service Kaiser Permanente offers, and advocates for the advancement of evidence-based medicine and proven innovation for the industry. He has played a significant role in advancing health care quality and innovation on a national level, and previously served as medical director for HealthPartners Health Plan. Dr. Courneya is board certified in Family Practice and had a full spectrum family practice career for 25 years. His professional activities include chairing the Chief Medical Officer Leadership Council at America's Health Insurance Plans and the Medical Directors Council at the Alliance of Community Health Plans. He sits on the board of directors for the National Alliance on Mental Illness of California. Becker's Hospital Review recognized Dr. Courneya in 2016 & 2017 as one of 100 Hospital and Health System CMOs to Know.

Hector Flores, MD, is a founding member and Co-Director of the Adventist Health White Memorial Family Medicine Residency Program in Los Angeles. Dr. Flores served as a Commissioner and as co-chair of the Primary Care and Prevention Sub-Committee for the California Future Health Workforce Commission. 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.

Liz Gibboney, MA, is the CEO of Partnership HealthPlan of California. Ms. Gibboney served as a Commissioner and co-chair of the Behavioral Health Sub-Committee for the California Future Health Workforce Commission. She has over 25 years of healthcare experience including eight years as Deputy Chief Executive Officer/Chief Operating Officer at Partnership HealthPlan of California. Ms. Gibboney has a wealth of knowledge in leading and implementing effective health care delivery in Northern California. She was integral in PHC's expansions from serving one county—Solano—in 1994 to the 14 served by PHC today. Ms. Gibboney is responsible for the development and general management of the 555,000-member health plan, with annual revenues of \$2.7 billion. She serves on several Boards of Directors and Commissions, including Aldea Children and Family Services, a mental health provider and foster care agency in the Napa/Solano area, the Integrated Healthcare Association, and the Oregon Community Health Information Network. She was previously on the Boards of Youth and Family Services, Children's Network of Solano County, Sutter Solano Medical Center, and the Benicia Public Library.

Peter Long, Ph.D., is the president and CEO of Blue Shield of California Foundation, one of the major funders of the California Future Health Workforce Commission. Dr. Long leads the Foundation in its mission to build lasting and equitable solutions to make California the healthiest state and end domestic violence. In addition to his philanthropic background, Dr. Long has extensive experience working on health policy issues at the state and national levels. Prior to serving in leadership roles at the Henry J. Kaiser Family Foundation and The California Endowment, Dr. Long was executive director of the Indian Health Center of Santa Clara Valley, and earlier, a legislative analyst for the Progressive Primary Health Care Network in Cape Town, South Africa. Outside of his role as CEO, Dr. Long is actively involved in multiple healthcare and professional organizations and is an adjunct professor at the UCLA Fielding School of Public Health.

Jeffrey S. Oxendine, MPH, MBA, is CEO and co-founder of Health Career Connection. He served as Co-Director of the California Future Health Workforce Commission. Mr. Oxendine 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. Mr. 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, Ph.D., is the Associate Director of Research at Healthforce Center at UCSF. She served on the Technical Advisory Committee of the California Future Health Workforce Commission. 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.