



STATE OF MARYLAND

DHMH

Maryland Department of Health and Mental Hygiene

201 W. Preston Street • Baltimore, Maryland 21201

Martin O'Malley, Governor – Anthony G. Brown, Lt. Governor – Joshua M. Sharfstein, M.D., Secretary

19 September 2014

Workgroup for Workforce Development for Community Health Workers

The following representatives have been selected to serve on the workgroup:

Deborah Agus is the Executive Director of the Behavioral Health Leadership Institute and an Adjunct Faculty member of the Johns Hopkins Bloomberg School of Public Health, where she teaches classes on developing public mental health systems and mental health and the law.

Pamela Bohrer Brown is Director of Maternal and Child Health and Multicultural Programs for Baltimore Medical System. She has worked in Baltimore for 20 years, during which time she has designed and coordinated a number of programs employing community health workers to provide education and support to their communities on a variety of topics.

Kim Burton is the Director of Older Adult Programs for the Mental Health Association of Maryland where she oversees education and advocacy activities in support of older adults with behavioral health disorders. Kim has more than 20 years of experience providing geriatric and caregiving education and she has developed training curriculum widely used in Maryland. As the Chair of the Maryland Coalition on Mental Health and Aging, Kim works with state agencies on policy issues related to aging in place and long term care reform.

Perry Chan is a Program Manager the Montgomery County Department of Health and Human Services. He provides leadership on achieving equity and eliminating disparities in Montgomery County. He is responsible for planning, development, implementation, and evaluation of the Asian American Health Initiative (AAHI)'s programs.

Elizabeth Chung, is Executive Director and founder of the Asian American Center. She has served on the Maryland Health Benefit Exchange (MHBE) Navigator Advisory Committee, Cultural Literacy Council, Linguistic Competency Workgroup with the Maryland Health Disparities Collaborative and advisory committee member with the Maryland Women's Coalition for Health Care Reform. She has authored a South East Asian Regional Community Health (SEARCH) training manual to develop Community Health Workers (CHW's) for the Maternal and Child Health Project in Ohio. She also serves on the Asian American Pacific Commission, Maryland Community Health Resource Commission, and Commission on Aging in Frederick County.

Dr. Kimberly M. Coleman is an Assistant Professor in the Department of Behavioral Health Sciences in the School of Community Health and Policy at Morgan State University and Master

Certified Health Education Specialist (MCHES). She has over 10 years of public health experience in behavioral health science, health education professional preparation, spirituality and health research, and community-campus health partnerships.

Jennifer Dahl is the Credentialing Coordinator for CareFirst BlueCross BlueShield. She is responsible for the maintenance of the CareFirst Credentialing Program Description which documents structures, standards and criteria used to monitor and evaluate qualifications and performance of licensed practitioners and health delivery organizational facilities. She has also been active in implementation of provider related legislation and accreditation requirements to ensure compliance..

Ashyrra C. Dotson is the Director of Programs for Associated Black Charities' Dorchester County office and manages operations for the Eastern Shore promoting Health Education and Awareness, while managing a team of Community Health Outreach Workers who serve both Dorchester and Caroline Counties. Ashyrra has 14 years of Program Development and Management experience and has worked as a Community Health Outreach worker within her respective community.

Wendy Friar, RN, MS, is a regional Vice President of Community Health at Holy Cross Health (includes Holy Cross Hospital and Holy Cross Germantown Hospital). Ms. Friar is responsible for the management, development, planning, implementation, and evaluation of Holy Cross Hospital's community health and wellness education programs. Her staff includes CHWs, MPHs, Health Coaches, RNs, RDs, and PAs. Ms. Friar led the development and rollout of the *Community Health Education Course*™ covering health priorities and core competencies.

Dr. Chris Gibbons MD, MPH is an Associate Director at the Johns Hopkins Urban Health Institute. Dr. Gibbons has over 10 years' experience developing CHW curricula, training and managing, evaluating and conducting research with and about CHWs in Baltimore and Washington DC. Dr. Gibbons is also actively developing digital health tools specifically for CHWs to further enhance their capabilities.

Rev. Debra Hickman, is Founder/ President/CEO of Sisters Together And Reaching, Inc. (STAR) is a non-profit, federally recognized 501(c) 3, Faith-based/Community-based organization providing spiritual support, direct services and prevention education to the HIV/AIDS infected, affected and at risk communities in a holistic woman and man centered environment. Rev. Hickman 41 years' experience in community mobilization, and has assisted in the development of community health worker case managers, peer support groups and participated in numerous local and statewide community leadership forums, and developed significant special events relative to addressing social determinants and health disparities.

Dr. Cheryl L. Holt is Associate Professor in the Department of Behavioral and Community Health in the School of Public Health, at the University of Maryland, College Park. She has 10 years of experience training community health workers (CHWs) and has served as the Principal Investigator of a number of federally-funded trials evaluating CHW interventions, primarily serving African American communities and encouraging cancer early detection behaviors.

Terri Hughes B.S.N., R.N. is the Coordinator for the Caroline-Dorchester Counties Competent Care Connections Health Enterprise Zone (HEZ).

With past experience working in private care, the hospital setting and public health, Mrs. Hughes has gained valuable insight regarding how residents navigate or are navigated through the health care system.

Dr. Michelle LaRue is the Senior Manager of Health and Human Services for CASA de Maryland. In this position Dr. LaRue oversees all of CASA de Maryland's health programs, including a Health Hotline, a team of Medical Interpreters, ACA certified navigators, and Social Services. Prior to coming to CASA de Maryland, she has seven years of experience implementing national public health campaigns.

Beth Little-Terry is the Chief Executive Officer for Mountain Laurel Medical Center, a community health center in Garrett County. She has 30 years of health care experience specifically in administrative roles. Since the organization's inception in 2006, under her leadership Mountain Laurel Medical Center developed into a high quality, patient centric community provider.

Ann Horton, M.S. is Executive Director of the Maryland-National Capital Homecare Association (MNCHA) and has been in health care and public health for 25 years. Prior to her role as Executive Director for MNCHA, she was president of the D.C. Public Health Association and owner of Collaboration Communication, a firm providing health communication consulting to Federal agencies and private organizations.

Ruth Lucas, M.P.H., holds a Master Degree in Public Health from John Hopkins University. Ms Lucas works as a consultant with Office Management & Technology Inc., an organization that provides social and educational services. She has extensive interdisciplinary field experience in community management and organization in national and international settings, has served on numerous urban health committees, and has been an active participant for community-based health initiatives for the past eight years in the cities of Milwaukee, Chicago and Baltimore.

Susan L. Markley, Vice President of Business Development for HealthCare Access Maryland, has 25 years experience in clinical, administrative, and leadership within the healthcare industry. She has overseen clinical operations and designed statewide professional development programs including case management, supervisory, and management curriculum development for behavioral health and primary care integration. Her expertise is in health care innovation and redesign of systems and operations for the delivery of successful health outcomes.

Dr. Pat McLaine is an Assistant Professor at the University of Maryland, School of Nursing and serves as Director of the Community Public Health Nursing Specialty. She has worked with public health programs at the local, state and national levels for more than 30 years. Her research has focused on the issues of childhood lead poisoning and childhood asthma. Dr. McLaine also chairs the Maryland Lead Commission. Dr. McLaine has a BSN from Frances Payne Bolton School of Nursing, Case Western Reserve University, and both Master and Doctorate of Public Health degrees from Johns Hopkins.

Mar-Lynn Mickens is the Coordinator for Health Services for Continuing Professional Studies at Anne Arundel Community College. She is responsible for the supervision of professional health care and continuing professional education programs in the Continuing Professional Education office, including the development, implementation and management of nursing, some allied health and CPR courses.

Dwyan Y. Monroe is the Program Coordinator of CHW Initiatives with the Institute for Public Health Innovation. She has evolved her career beginning as a Community Health Worker then becoming a CHW Institute Program Director and Community Outreach Consultant. She has worked with local and national organizations providing outreach program development, workforce training, focus group facilitation and research program management in New Jersey, Virginia, Maryland and Washington DC.

Sonia Mora, MPH, is a manager at Montgomery County Health & Human Services where she is responsible for the overall planning, organizing, directing, and oversight of the Latino Health Initiative and the Welcome Back Center of Suburban Maryland at the Montgomery County Department of Health and Human Services. Specific programs under her direction include the Vías de la Salud Health Promoter Program, an award-winning community health worker program providing access to care and health education services to low-income Latinos with limited English proficiency.

Bettye Muwwakkil, M-TTS, PhD is the Founder and Executive Director of Access to Wholistic and Productive Living Institute, Inc., a Health Equity and Social Justice Organization. Dr. Muwwakkil has over 20 years of experience in health care delivery providing capacity building in program, advocacy, policy, leadership development, coalition constructing and organizational change.

Ruth Ann Norton is President & CEO of the Green & Healthy Homes Initiative. A dedicated advocate for healthy housing, she broadened the mission of the organization, formerly the Coalition to End Childhood Lead Poisoning, by designing a groundbreaking national program built on a framework of cross-sector collaboration to efficiently deliver green, healthy and safe homes in communities throughout the U.S. A founding member of the Maryland Lead Poisoning Prevention Commission, she led the efforts in Maryland to reduce childhood lead poisoning by 98%.

Rosalie Pack is the Tenant Council President/Community Worker for the Brooklyn Homes Tenant Council. She has over 20 plus years in serving the community and providing services ranging from health to self-sufficiency for the residents of Brooklyn Homes. She has hosted many health related events and holds several certifications related to general health and mental health.

Marcos Pesquera is the Executive Director of the Adventist HealthCare's Center for Health Equity and Wellness. He has over 25 years' experience in pharmacy, public health, community outreach, health care administration and implementation of Culturally and Linguistically Appropriate Service Standards into health care organizations' strategies, processes and initiatives.

Maxine Reed-Vance, a Johnson and Johnson Fellow, serves as Director of Clinical Affairs and Quality Assurance at Baltimore Healthy Start. She has been responsible for the programming, deployment, training, supervision, and advocacy for Community Health Workers and the population they serve. She designed and integrated a CHW component into a community-based participatory research grant from the National Institute for Child Health and Human Development (NICHD) to investigate Allostatic Load and Pregnancy outcome.

Michael Rogers is the director and co-founder of the Charm City Clinic, a community health resource center located at the Men and Families Center, a community center serving low-income Baltimore residents with a focus on individuals and families residing in East Baltimore. There, he helps to lead community based case management activities for health care access. A medical

anthropologist by training with research interests in health, illness, poverty, care and violence, he is also a Research Associate at Johns Hopkins Medicine, where he co-leads research and evaluation activities for the Tumaini (Hope) for Health initiative, a “block-by-block”, geographically based community health worker program implemented as a partnership among the Men and Families Center, Sisters Together and Reaching, another community-based health organization, and Johns Hopkins Medicine.

Dr. Maura Rossman is the Health Officer for the Howard County Health Department. She has worked for the Howard County Health Department since 2007, most recently in the capacity of Medical Director and Deputy Health Officer of Clinical Services. Prior to coming to the Howard County Health Department, she served as the Medical Director of School Health for 10 years in the Baltimore City Health Department. Dr. Rossman is a pediatrician and neurodevelopment specialist and provides developmental consultative services to Howard County Public Schools.

Kate Scott, is a public health nurse for the University of Maryland School of Nursing, coordinating community health clinical placements for undergraduate students. Ms. Scott has 6 years of public health experience, in particular working with community health workers and families with asthma in Baltimore City.

Dr. Yvette Snowden is dean of Workforce Development and Community Partnerships at Prince George’s Community College. As an expert in her field and national presenter, Dr. Snowden has extensive experience in design, development and implementation of workforce development, continuing education and community education courses and programs serving diverse student populations.

Laura Spada, Ed.D. is the executive director of Baltimore Alliance for Careers in Healthcare(BACH). BACH represents the major healthcare employers in the greater Baltimore area, working closely with community colleges and community based organizations to ensure that there is an effective match between employers and training providers for frontline workers.

Novella Tascoe, J.D., MSHA, is Health Policy, Advocacy, and Project Management Specialist at Bon Secours Baltimore Health System and Interim Director of West Baltimore Health Enterprise Zone Initiative. Her duties include managing multi-stakeholder health care collaborative group aimed at reducing health disparities and improving cardiovascular health in West Baltimore as well as Advising Executive Leadership Team on emerging health policy issues as it pertains to the triple aim of the ACA.

Richard K. Tharp, PhD, is the Director of Community Health Education within the Community Benefit Department for Kaiser Permanente’s Mid-Atlantic Region. Since 2007, Dr. Tharp has directed Kaiser Permanente’s efforts to increase access to quality healthcare by providing funding and training for nursing and allied healthcare professions. Dr. Tharp also sits on the steering committee of the Greater Washington Workforce Development Collaborative, a division of The Community Foundation for the National Capital Region.

Lesley Wallace is the Assistant Vice President for Regulatory Affairs, Network Development and Marketing for MedStar Family Choice. She has over 15 years of experience with the Maryland HealthChoice program in her role with MedStar Family Choice. Her areas of responsibility include community relations, provider networks, marketing and compliance.

Lori Werrell, MPH, CHES is director of Health Connections at MedStar St Mary's Hospital in Southern Maryland. Her responsibilities range from community education to population health initiatives including serving as the program director for the Greater Lexington Park Health Enterprise Zone, which is piloting a community health worker program. Lori is the President of the Maryland Rural Health Association.

Lisa Widmaier is Project Coordinator for Geriatrics and the Community Health Worker Program and the lead Community Health Worker trainer for the Eastern Shore Area Health Education Center (ESAHEC). The ESAHEC is a non-profit community based organization serving the nine counties of the Eastern Shore in training, recruiting and retaining healthcare professionals. Ms. Widmaier has extensive experience in curriculum development and implementation of CHW Training Programs. She was instrumental in identifying training, certification and regulatory needs for CHWs.

Joe Winn is a Senior State Specialist for Aetna's State Government Affairs team. He manages Aetna advocacy efforts in the District of Columbia, Maryland, North Carolina, South Carolina, Tennessee and West Virginia. Prior to joining Aetna Joe was the Director of State Government Affairs for Coventry Health Care, Inc. based in Coventry's Washington, D.C. office. Joe managed Coventry's state lobbyist team and worked throughout the country on legislative and regulatory threats and opportunities. Prior to joining Coventry Joe was Regional Director at America's Health Insurance Plans (AHIP) in their State Advocacy Department. AHIP is the national association representing nearly 1,300 member companies providing health insurance coverage to more than 200 million Americans.

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