

**Health Professions Pathways and Best Practices Summit Panelists**  
**The California State University, Chancellor's Office**  
**January 15, 2009**

**Allyne Beach**  
**Senior Workforce Analyst**  
**Kaiser Permanente Program Office**

Currently Allyne is a senior workforce analyst at Kaiser Permanente Program Office responsible for workforce forecasting, evaluation and metrics, and workforce program development. Prior to her work at Kaiser Permanente, Allyne was Executive Director of the Public Sector Labor Management Committee in Washington D.C., developing and executing quality improvement initiatives in the public sector industries: water and wastewater, education, police and social services. Allyne also conceptualized, negotiated and implemented the State of Ohio/OCSEA Workforce Development education trust. This is a thirty-six million joint labor management education trust for state of Ohio employees.

**Katherine A. Flores, MD**  
**Assistant Clinical Professor**  
**UC San Francisco**

Dr. Flores received her undergraduate degree at Stanford University and her medical degree from the University of California, Davis. Since completing her residency training, she has spent her professional career as a family physician in private practice within an all-woman, bilingual medical group in Fresno, CA, which serves families from widely varying economic and ethnic backgrounds.

Dr. Flores is also an Assistant Clinical Professor in Family Medicine at the UCSF School of Medicine and the Director of the UCSF Fresno Latino Center for Medical Education and Research (LaCMER). The LaCMER is a unit of the UCSF Fresno Medical Education Program located in California's Central San Joaquin Valley. The LaCMER provides multiple programs to address the serious shortage of Latino physicians and other health care professionals in the area. The overall mission of LaCMER is to develop individuals to become health care professionals who will ultimately return to the Central Valley to provide culturally competent health care services to the medically underserved.

Dr. Flores has been active over the past 20 years in developing and overseeing programs that recruit and retain Latino and other underrepresented youth into the health professions. She has worked collaboratively with multiple partners to establish a comprehensive health careers pipeline program in the Central Valley of California, targeting disadvantaged youth, particularly from migrant farmworker backgrounds. The goal of these programs, the Junior and High School Doctors Academies, and the Premedical Health Scholars Program at California State University, Fresno, is to academically enrich, nurture and support disadvantaged youth from the 7th grade to 12th grade and through college to assure their academic success and ultimate acceptance into health professional schools. Incorporated within the developed curriculum is a research focus that requires these students to explore health issues in their local communities and provides them the scientific research skills necessary to address them. These programs also emphasize service learning and cultural competence.

Dr. Flores has also worked for over 15 years with the Border communities of California to develop a myriad of programs to better train and educate health professionals at all levels to work with immigrant health issues. She is well versed in working with a variety of entities in partnerships and collaboration to improve health care for border populations.

Through her role as the Latino Center Director, Dr. Flores has overseen a number of faculty and fellows as they develop and explore research agendas that focus on Latino health care. Several of the projects she oversees include bi-national research collaboration. She also encourages junior faculty to serve as mentors and role models to young students who follow them, in addition to providing health care services to their communities of origin.

Through her work in developing health professions pipeline programs for disadvantaged students, Dr. Flores and others jointly formed the California Health Professions Consortium to explore the development of a statewide strategy to address increasing the diversity of the healthcare workforce. The Consortium has grown to include members from academic institutions (faculty and administrators from health professions schools), K-12 educators, direct service providers (hospitals, clinics, health plans, nurses, physicians), health policy advocates, and others who have similar interests.

**Ronald D. Garcia, Ph.D.**  
**Assistant Dean for Minority Affairs**  
**Interim Director, Stanford Primary Care Associate Program**  
**Stanford University School of Medicine**

Dr. Garcia completed graduate training in psychological studies at Stanford University. His clinical training in clinical psychology included internships at the Evergreen College Health Center, San Mateo County General Hospital, and the Stanford Alcohol and Drug Treatment Center.

Dr. Garcia serves as Assistant Dean for Minority Affairs and Program Director of Stanford School of Medicine's Center of Excellence in Diversity, which sponsors clinical and didactic curriculum offerings related to cultural competence and health care disparities. He participates in the School of Medicine's admission process by reviewing and interviewing medical school applicants and frequently speaks to premedical students. He was the Director of the Stanford Health Careers Opportunity Program for ten years, which focused on preparing minority and disadvantaged students for careers in medicine.

In addition, he serves as the Interim Director and Director of Admissions of the Primary Care Associate Program, a Physician Assistant training program offered jointly by Stanford University School of Medicine and Foothill College. His long-term commitment to physician assistant education includes serving as the President of the Association of Physician Assistant Programs.

Dr. Garcia's career has been devoted to promoting cultural and linguistic diversity in the health professions workforce and preparing clinicians to be effective with increasingly diverse patient populations.

**Marvin Marcus, D.D.S., MPH D.D.S., MPH**  
**Professor and Chair**

**Division of Public Health and Community Dentistry  
UCLA School of Dentistry**

Dr. Marvin Marcus is Distinguished Professor and Chair of the Division of Public Health and Community Dentistry at UCLA School of Dentistry, and Professor of Health Services at UCLA School of Public Health. He received his D.D.S. from New York University School of Dentistry and his Masters of Public Health (M.P.H.) from Columbia University School of Public Health and Administrative Medicine. He has received a Public Health Service Fellowship and a RAND PEW Mid Career Health Policy Fellowship.

Dr. Marcus is an established health services researcher within dentistry and is widely known for his work on an index for measuring oral health. His earlier research work on task analysis of dentists and a system for valuing dental procedures, the Relative Time Cost Unit system (RTCUs), and his work in quality assurance is internationally recognized. Dr. Marcus developed methodologies for record reviews incorporating stage of care, quantitative and categorical data, assessing quality and access to care. Dr. Marcus was Principal Investigator on two NIDCR funded projects: the "UCLA/Drew Minority Oral Research Center" and "Oral Health/Care Disparities in HIV Minority Populations." He was Co-PI of the HCSUS Oral Health Supplement and chair of the HCSUS Oral Health Research Team. Dr. Marcus is currently Principal Investigator on the California Endowment funded "Community Oral Health Initiative: Partners, Programs and Pipeline" and the Howard Hughes Medical Institute funded "Precollege Science Education Initiative: Pipeline for the Dentist Scientist Program." His other projects involve community oral programs to underserved communities.

**Darlene Yee-Melichar  
Professor of Gerontology  
San Francisco State University**

Darlene Yee-Melichar is Professor of Gerontology at San Francisco State University where she also serves as Coordinator of Long-Term Care Administration and Director of the Health, Mobility and Safety Lab. She is active on the Executive Committees of both the Campus and Statewide Academic Senates.

Professor Yee-Melichar was awarded the Outstanding Faculty Member of the Year Award from York College/City University of New York (1988), the Outstanding Award for Teaching from the University of Texas Medical Branch twice (1989, 1990), the Certificate of Appreciation for Outstanding Instruction from San Francisco State University (1991), the Distinguished Teaching Award from the California Chapter of the American College of Health Care Administrators (1995), and the Distinguished Teaching Award from the Association for Gerontology in Higher Education (2007).

Dr. Yee-Melichar's research interests in healthy aging, long-term care administration, and minority women's health are reflected in 2 books, 90 journal articles, book chapters, book reviews, technical reports; and numerous professional and scholarly presentations. She has served on two special emphasis panels on "Translating Research into Practice" and "Health Research Dissemination Implementation" for the Agency for Healthcare Research and Quality (AHRQ). She also served on the Advisory Committee for Research on Women's Health and Research Enhancement Awards Program for the National Institutes of Health

(NIH), and chaired and continues to serve on the Minority Women's Health Panel of Experts for the Department of Health and Human Services (DHHS).

Dr. Yee-Melichar is on the Editorial Board of the Journal of Gerontological Social Work; Vice President of the Board of Directors for the California Advocates for Nursing Home Reform (CANHR); and President of SF State's Chapter of Sigma Xi, the national research society. She is a Charter Fellow of the Association for Gerontology in Higher Education, Fellow of the Gerontological Society of America, Fellow of the American Alliance of Health Education, and Full Member of Sigma Xi, the national research society. She is the recipient of the Distinguished Service Award from the American Association of Homes and Services for the Aging (1998); Distinguished Alumna Award from Teachers College/Columbia University (2001); and Distinguished Faculty Award for Excellence in Service from SF State (2007).

Darlene Yee-Melichar received her B.A. in Biology from Barnard College, Columbia University; M.S. in Gerontology from the College of New Rochelle; and M.S. and Ed.D. in Health Education from Teacher's College, Columbia University. She received post-doctoral training in Computer Management Systems at Teacher's College, Columbia University; and was certified as a Health Education Specialist by the National Commission on Health Education Credentialing.