OneCity Health

Planning + Implementation Update

DSRIP Project Approval and Oversight Panel (PAOP)

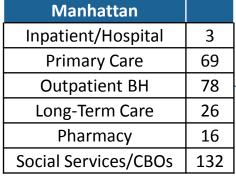
January 21, 2016



Summary for PAOP

- ☐ The OneCity Health PPS is the largest in NYS, the only public hospital-led PPS in NYC, and serves one of the most diverse populations in NYS
- ☐ Through DSRIP and other efforts, we seek to change the way we deliver health and social services for all New Yorkers. Our planning efforts are intensive and lay the foundation for understanding each partners' contribution to health and well-being
 - Substantive partner engagement
 - Ongoing evaluation of clinical and social services interventions
- Our strategy is to will build upon NYC H+H strengths and infrastructure, while partnering (contracting) for expertise and capacity in primary care, social services, and other services for which NYC H+H does not currently meet needs
- Our initial, publicly-stated target date to flow funds was DY1Q3 we missed that target but intend to flow funds by DY1Q4
 - We are not contracting on basis of Medicaid attribution
 - We contract as projects are initiated across network
 - CBOs are the first partners paid (Project 11)
- We continue to collaborate with other NYC PPSs across a range of DSRIP program efforts, including Domain 4 projects, care management platform design, and workforce planning and training

OneCity Health Network: ~1,100 Sites and ~12,000 Providers





| Bronx | |
|----------------------|----|
| Inpatient/Hospital | 3 |
| Primary Care | 36 |
| Outpatient BH | 50 |
| Long-Term Care | 39 |
| Pharmacy | 21 |
| Social Services/CBOs | 99 |

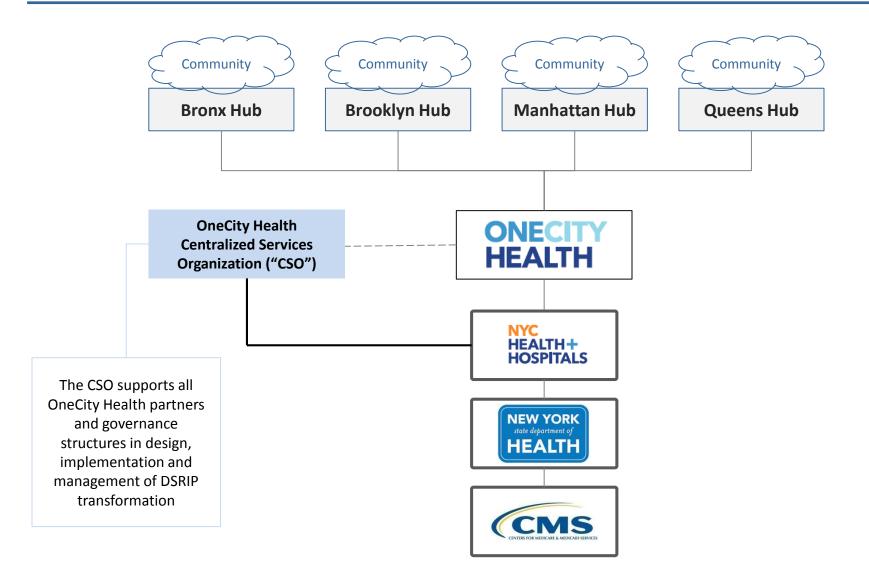
| Brooklyn | |
|----------------------|----|
| Inpatient/Hospital | 4 |
| Primary Care | 51 |
| Outpatient BH | 58 |
| Long-Term Care | 36 |
| Pharmacy | 16 |
| Social Services/CBOs | 91 |

| | Queens |
|----------|--------|
| Brooklyn | |
| | |
| | |

| Queens | |
|----------------------|----|
| Inpatient/Hospital | 2 |
| Primary Care | 43 |
| Outpatient BH | 60 |
| Long-Term Care | 19 |
| Pharmacy | 16 |
| Social Services/CBOs | 61 |

Number of sites providing service, by borough, according to OneCity Health Partner Readiness Assessment Tool

OneCity Health Structure: Hub-Based Model to Meet Local Needs



OneCity Health Governance Committees Oversee Strategy, Program Implementation + Performance, and Funds Flow

Governance Structure

OneCity Health Executive Committee (Reports to NYC Health + Hospitals) Current: 14 members (7 Community /Other; 2 NYC Health + Hospitals; 5 CSO) **Care Models Committee** Current: 18 members (11 Community/Other; 5 NYC Health + Hospitals; 2 CSO) **Business Operations + IT Committee** Current: 10 members (5 Community; 3 NYC Health + Hospitals; 2 CSO) **Stakeholders** Committee Current: 20 members (12 Community/Other; 5 NYC Health + Hospitals; 3 CSO) **Brooklyn** Manhattan **Bronx** Queens Hub Hub Hub Hub Steering Steering Steering Steering

Committee Responsibilities

Executive Committee

- Provides strategic leadership and oversight for all DSRIP activities
- · Approves proposals for funding allocations
- Evaluates performance of DSRIP projects and partners
- Ensures timely decisions

Care Models Committee

- Recommends DSRIP clinical processes, guidelines (and workflows) used across care continuum
- Plays key role in review/recommendation of tools developed by the CSO to monitor DSRIP project performance across all partners

Business Operations + IT Committee

- Reviews/recommends CSO-developed processes and protocols for adoption and use of IT technologies to be used by partners.
- · Recommends budgets and the distribution of DSRIP funds

Stakeholders Committee

- Provides leadership in development and oversight of all stakeholder and patient engagement activities
- Recommends cultural competency and workforce planning efforts

Hub Steering Committees

- Provide local leadership of DSRIP activities and progress
- Reports back to PPS-wide committees on local issues and best practices
- Max 8-12 members

**OneCity Health Central and Hub-level PACs and Consumer Advisory Workgroups are not shown here

Committee

Committee

*OneCity Health's core values, developed by the PAC, are located in the Appendix



Committee

Committee

OneCity Health Partner + Consumer Engagement

| Category | Engagement Activities To-Date | |
|--|--|--|
| In-person, Small Group Partner Engagement | 100+ partner site visits by hub teams to better understand partner capabilities, needs and interest in participating in a range of projects Ad-hoc cross-partner workgroups, including CBOs, have informed project design (asthma, community primary care, Project 11), payment models, and implementation toolkits | |
| | Seven all-PPS or hub-specific PAC meetings since November 2014 to inform and build relationships; regular meetings throughout the next five years | |
| In-person, Larger Group Partner Engagement | • Consumer Advisory Workgroups to begin in early February: comprise users of health and social services in each hub; will provide guidance on the social determinants of health, barriers to access and advise upon strategies and implementation plans | |
| | In addition to PAC, roughly 15 engagement sessions held for NYC H+H clinical councils, SUNY clinical and operational leadership, ad-hoc cross-partner clinical leadership teams since December 2014 | |
| | Ongoing meetings established with OneCity Health labor partners to improve engagement and participation | |
| Other Regular Education and Engagement Channels | Project Participation Opportunities (PPOs) distributed to OneCity Health network as transparent, supplemental method to identify full range of qualified partner organizations for each project | |
| | Webinars describing DSRIP clinical care models open to entire partner network | |
| | Website, <u>www.OneCityHealth.org</u> details our structure + planning efforts | |
| | Newsletters to subscribers comprising 50 near-weekly updates and engagement requests to nearly 1,000 newsletter recipients | |

OneCity Health Funds Flow Approach and Administrative Expense

Partner payment methodology aligns with how OneCity Health earns its payments from DOH, evolving from process-based payments to outcomes-based payments Between now and March 2017, partner payments will be directly linked to resource needs and process milestones associated with phased project roll-out Our initial, publicly-stated target date to flowing funds was DY1Q3 – we missed that target but intend to flow funds by DY1Q4 ☐ Our first funds will flow to our CBO partners for their participation in Project 11 administering the Patient Activation Measure and linking the uninsured to care and coverage \Box Of a valuation of ~\$1.2B, we estimate our administrative expense to be ~\$21M, or 1.8% of total valuation*

^{*}OneCity Health considers Costs of Administration to reflect the management functions served by OneCity Health Services (the PPS Central Services Organization) that are not specific to the operational implementation of clinical projects or PPS partner management at the hub level. Examples of Costs of Administration include communications, finance, administrative support, and certain senior leadership functions.

OneCity Health Partner Contracting

Phase 1: Master Services Agreement

- Timing: Ongoing; ~75% executed to-date
- Purpose:
 - Establishes general roles and responsibilities of partners
 - Outlines general framework for distributing DSRIP payments
 - Outlines governance process
 - Provide basic legal terms governing relationships among the parties

MSA Development Process:

- Draft MSA issued to all partners with invitation to comment. Webinar(s) held to review content (April 2015)
- Over 150 comments received all comments addressed, many suggested changes were incorporated
- MSA finalized in June following an allpartner webinar to discuss accepted changes
- MSA approved by OneCity Health Executive Committee in June 2015.

Phase 2: Project-Specific Schedules

- Timing: Ongoing; began in December
- Purpose:
 - Details specific obligations related to project implementation
 - Identifies funding a partner is eligible to receive for implementing component(s) of a project
 - Outlines data and reporting obligations

Schedule Development Timeline:

- Project 11 (CBOs) DY1Q3
- Asthma (CBOs, community PCPs) DY1Q4
- Palliative care (PCPs) DY1Q4
- Palliative care (training) DY1Q4
- Core competencies (PCP) DY1Q4
- All others: rolling basis

Primary Care Access is Critical to Transformation

Strategy

Expand operational capacity through build + redesign

- Continue multi-year access improvement efforts at NYC Health + Hospitals sites
- Investigate and pilot visit redesign to offer health + social services effectively
- In support of Mayor's Caring Neighborhoods Initiative, create 5+ new health centers and expanding capacity and services at 6 existing sites by 2017
- Build new capacity as feasible under CRFP funding awards for NYC H+H and FQHC applicants
- Build effective relationship and linkages between primary care provider network and hospitals
- Achieve operational requirements of NCQA/PCMH Level 3 (2014) designation

Improve patient engagement and care team functioning

- Contract with community based organizations to provide outreach + effective care linkages
- Implement interventions known to improve engagement for specific populations
- Train workforce to function as high-performing primary care team that provides culturally competent services

| Network Descriptor | OneCity Health Current State | |
|----------------------|--|--|
| Breadth | ~140 individual sites overseen by ~45 organizations (~50 NYC H+H sites) | |
| PCMH Status | ~85 sites with PCMH certification; ~60 at Level 3, 2011 standards Procurement for technical assistance for community providers near-final | |
| Operational Capacity | Currently inadequate at PPS level; difficult to estimate because of partner overlap Major dependencies include capital availability | |

OneCity Health Behavioral Health Integration Strategy

- OneCity Health is implementing all three primary care/behavioral health integration models
 - For the IMPACT model, we are leveraging two years of experience from NYC Health + Hospitals and expanding throughout the PPS network
 - Community site readiness is key driver of implementation success
 - Adult community primary care practices to be surveyed in February
 - For colocation models (2), we are building on existing efforts and remain dependent on capital funding to implement broadly
 - For NYC H+H, internal pilots for co-location in development
 - For community providers, we are developing options to achieve supply/demand match for BH and primary care partner organizations within each hub
- Across all other DSRIP clinical projects, we seek to incorporate the needs of people with behavioral health conditions
 - All care management related DSRIP clinical projects, including specific interventions for super-utilizers
 - A modified IMPACT model for adolescents within Domain 4 MHSA efforts
- Adequate behavioral health staffing is biggest implementation risk across all efforts there is fierce competition for a limited number of providers across NYC
 - At NYC Health + Hospitals, work is underway to define new staffing models to better meet need for services across network
 - Our community BH providers will be surveyed for potential capacity across services

Cultural Competency and Health Literacy

- Strategy approved by our Stakeholder and Executive Committees in late 2015
- Developed in accordance with our Stakeholder Committee guiding principles
 - Extends expertise and framework as developed by NYC Health + Hospitals
 - Modification, enrichment, and expansion by community partners
- ☐ Strategy to be executed in three phases, each of which will be informed by bidirectional communication and community engagement, including our Consumer Advisory Workgroups
- We expect training will begin in summer, 2016
- Challenge will be to effectively incorporate training into on-the-ground deployment of care models across a broad network of diverse partners and patients

| Phase | Activities | |
|------------------------------|---|--|
| Assessment | Organizational + systems assessment, complete inventory of community interventions, refinement of CNA analyses, REAL data collection improvement, identification of priority groups, gap analysis | |
| Intervention Design | Define training/retraining need, use gap analysis to define recruitment need, select appropriate patient self-management tools, formalize/expand community partnerships | |
| Implementation + Measurement | Define evaluation methods for workers and for patient/consumer health improvement, seek to integrate interventions into CNAs and improvement projects, develop dashboards | |

Workforce Planning, Training and Development

- We have formed a consortium of four (4) NYC PPSs and engaged consulting firm BDO in order to complete some of the DSRIP workforce requirements
- Workforce training is implemented as needs are defined through DSRIP planning process and will be performed by vendors, the CSO team, and partner experts, including CBOs and community providers. Examples of current training needs:
 - CHW training for asthma home visits
 - Palliative care training for primary care providers
 - PCMH care team implementation
 - General DSRIP education for frontline staff and community based organizations, including value-based purchasing
 - Cultural competency + health literacy

Inter-PPS Collaboration Beneficial to Partners and Patients

| Activity | Collaborators | Description |
|---|---|---|
| Project Selection and Planning | Bronx Partners for Healthy Communities (SBH) Community Care of Brooklyn (Maimonides) Bronx-Lebanon Hospital Center Advocate Community Partners | We share 10 projects with the Maimonides PPS, nine with the SBH PPS, and seven with the Bronx-Lebanon PPS. Similar project selection allows for resource sharing and collaborative brainstorming in project planning and implementation. |
| Workforce Development and Training Strategy | Bronx Partners for Healthy Communities (SBH) Community Care of Brooklyn (Maimonides) Brooklyn Bridges (NYU Lutheran) | We are working with our partners and an expert vendor, BDO, to collaborate in developing our workforce training and development strategy, streamline data collection across overlapping partners and reduce cost through a city-wide approach on workforce current state. |
| Care Management Platform Design | Community Care of Brooklyn (Maimonides) | We are jointly pursuing design of a DSRIP care management platform with Community Care of Brooklyn (Maimonides) |
| Education for Patient Consent | Bronx Partners for Healthy Communities (SBH)Others | We are working to provide basic training to address concerns of patients who are reluctant to provide consent to having their information in the RHIO. |

Domain 4 Project Planning and Collaboration

HIV (4.c.ii)

- OneCity Health is implementing six projects as part of this effort
- Initiatives are being designed in alignment with ongoing state and citywide initiatives
- Cross-partner workgroups under formation for planning and implementation
- OneCity Health and five other PPSs established an HIV project coalition, which is being convened by the NYC Department of Heath and Mental Hygiene and will focus on identifying best practices and resourcesharing

Mental Health and Substance Abuse (4.a.iii)

- ☐ This project will build the capacity of school-based staff across four New York City boroughs to identify and address behavioral health needs within a school setting and create linkages to community support resources
- OneCity Health and three other PPSs established an MHSA project coalition
- The 4-PPS coalition has agreed to jointly fund and govern the implementation of the MHSA project across an estimated 100+ middle and high schools across NYC
- ☐ The Jewish Board of Family and Children's Services (JBFCS) was unanimously selected as the lead agency for this project via collaborative RFP process

Appendix



OneCity Health Core Values

OneCity Health's core values were jointly developed during the inaugural PAC meeting

- Building healthier communities by improving access to quality healthcare and addressing the social determinants of health and well-being
- Commitment to sustained, meaningful processes to share ideas, progress, and outcomes
- Collaborative development of projects based on community needs
- Acknowledgement and consideration of everyone's perspective
- Open and transparent decision-making
- Shared leadership, shared resources, shared accountability, and shared ownership
- Long-term commitment to community engagement and partnership
- Development of relationships that make powerful and significant contributions to a complete, seamless, and responsive care continuum

"Project Participation Opportunities": Transparent Process for Identifying Project Implementation Partners

Project Participation Opportunities are publicized documents that we may use upon initiation of our DSRIP projects. They are intended primarily for non-HHC partners and, alongside other means of engagement, help us identify qualified and interested partners who will participate in a given project.

"Project Participation Opportunity": Components

- Description of partner participation role in project
- Required partner qualifications/criteria
- Response process and timeline
- Ongoing timeframes for project participation identification

Process Overview

- Multi-channel dissemination of Project
 Participation Opportunities to all partners
- 2. Submission of responses by interested partners
- 3. Review of responses by PPS management (within the context of existing partner engagement data from the PRAT and in-person partner visits)
- 4. Preparation of budget/funds flow estimates for review by Business Operations and IT Committee and approval by Executive Committee
- 5. Negotiation and execution of project contract schedules with selected partners

^{*}Note: Project Participation Opportunities serve as a partner engagement mechanism to identify the universe of potential project participants; they do not reflect a formal procurement process



Likely Engagement of Community Based Organizations

| Project | Potential for CBO Involvement (not yet finalized) |
|----------------------------------|---|
| Project 11 | Administration of PAM survey, coaching for activation, and linkage to coverage and care |
| Asthma at Home | Provision of community health workers for home screenings |
| Primary Care/ Behavioral Health* | Accepting appropriate referrals from integrated behavioral health/primary care system |
| Health Home at Risk* | Provision of certain non-clinical care management/ coordination functions |
| Cardiovascular Disease* | Support for patient self-management |
| Palliative Care in PCMH* | Social support, caregiver support, legal issues, nutrition for comprehensive management of patients with advanced illness |
| Care Transitions* | Linkage to CBOs following risk-factor screening (including social services). Transition managers may be via CBO. |

^{*} Contracting intended to occur beginning March, 2016

Executive Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|---|
| Community Healthcare Network | Vice President of Development and Public Relations |
| Coordinated Behavioral Care (SUS) | Board Chair (CBC), CEO (Services for the Underserved) |
| Healthfirst | CEO |
| NYC Health + Hospitals | СМО |
| NYC Health + Hospitals | EVP, Corporate COO |
| Jewish Board of Family and Children's Services, Inc. | Chief Legal & Strategy Officer |
| New York Immigration Coalition | Director of Health Advocacy |
| NYLAG | Director and Founder, LegalHealth |
| OneCity Health Services | CEO |
| OneCity Health Services | Sr. AVP, Bronx Hub Executive Director |
| OneCity Health Services | Sr. AVP, Brooklyn Hub Executive Director |
| OneCity Health Services | Sr. AVP, Manhattan Hub Executive Director |
| OneCity Health Services | Sr. AVP, Queens Hub Executive Director |
| SUNY Downstate Medical Center | Acting Dean, SUNY Downstate College of Medicine |

Nominating Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|--|
| Community Healthcare Network | Vice President of Development and Public Relations |
| NYC Health + Hospitals | СМО |
| New York Immigration Coalition | Director of Health Advocacy |
| OneCity Health Services | CEO |
| SUNY Downstate Medical Center | Acting Dean, SUNY Downstate College of Medicine |

Business Operations & IT Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|---|
| All Metro Health Care | Vice President of Strategy and Business Development |
| Centerlight | CIO |
| Coordinated Behavioral Care (CBC) | Executive Vice President, CBC IPA |
| NYC Health + Hospitals | Sr AVP of Techincal Services + Interim CIO |
| NYC Health + Hospitals | SVP + Corporate CFO |
| NYC Health + Hospitals / Elmhurst | CFO, Elmhurst |
| Interboro RHIO | Executive Director |
| OneCity Health Services | CEO |
| OneCity Health Services | Sr Director, IT Strategies and Implementation |
| Visiting Nurse Service of New York | CIO |

Care Models Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|--|
| ArchCare | Director of Business Development |
| Community Healthcare Network | Director of Advanced Practice Nursing |
| Doctors on Call | Chief Medical Officer |
| ронмн | Executive Deputy Commissioner, Division of Mental Hygiene |
| Health People | Executive Director |
| NYC Health + Hospitals | AVP, Office of Ambulatory Care Transformation |
| NYC Health + Hospitals | SAVP of the Office of Patient Centered Care, Corporate Chief Nurse Executive |
| NYC Health + Hospitals / Elmhurst | Chief of Department of Medicine, Elmhurst |
| NYC Health + Hospitals / North Bronx Health Network | Chairman of Medicine, NBHN; PAGNY Representative |
| NYC Health + Hospitals / Queens | coo |
| Jewish Board of Family and Children's Services(JBFCS) | Director of Care Management |
| New York State Nurses Association (NYSNA) | Director |
| OneCity Health Services | CEO |
| OneCity Health Services | Chief Clinical Officer |
| South Asian Council for Social Services | Executive Director |
| SUNY Downstate Medical Center | Professor, SUNY Downstate College of Medicine |
| SUNY Downstate Medical Center | Director, HIV Center for Women and Children |
| Visiting Nurse Service of New York | SVP - Population Health and Clinical Support Services, VP Clinical Operations Strategy and Development |

Stakeholder and Patient Engagement Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|---|
| Coalition for Asian American Children & Families | Health Policy Director |
| Commission on the Public's Health System | Director |
| Coordinated Behavioral Care (CBC IPA) | Sr Vice President for Care Management and Program Development (ACMH, Inc.); CBC IPA |
| DC 37 | Snr. Assistant Director, Research and Negotiations |
| NYC Health + Hospitals | Associate Executive Director of Health and Home Care |
| NYC Health + Hospitals | SVP Corporate Planning |
| NYC Health + Hospitals | SVP, Safey and Human Development |
| NYC Health + Hospitals / Queens | Associate Executive Director, Queens |
| NYC Health + Hospitals / Queens | Chief Patient Experience Officer and Senior Associate Executive Director of Patient Care Services, Queens |
| New York Immigration Coalition | Director of Health Advocacy |
| NYC Department for the Aging | Director of Program Development |
| OneCity Health Services | CEO |
| OneCity Health Services | Sr. Director, Project Manager |
| OneCity Health Services | Sr. Director, Communications |
| People Care | Corporate Director of Clinical Servcies and Quality Management |
| Planned Parenthood of New York City, PC (PPNYC) | Director |
| SUNY Downstate Medical Center | Associate Dean for Community Public Health Affairs |
| SUNY Downstate Medical Center | Professor and Chair, Dept. of Family Medicine |
| Village Care | Chief Strategy Officer |
| William Ryan FQHC | Chief of Strategic Initiatives |

Bronx Hub Steering Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|---|
| Community Healthcare Network | Deputy AVP of Clinical Operations |
| Compassionate Care Hospice | Program Director |
| Health People | Executive Director |
| NYC Health + Hospitals / North Bronx Health Network | Chairman of Medicine, NBHN; PAGNY Representative |
| NYC Health + Hospitals / North Bronx Health Network | Chief Operating Officer, North Bronx Health Network |
| Jewish Board of Family and Children's Services(JBFCS) | Director of Care Management |
| OneCity Health Services | CEO |
| OneCity Health Services | Sr. AVP, Bronx Hub Executive Director |
| Total Care Pharmacy | Pharmacist and Owner |
| Visiting Nurse Service of New York | Account Director |

Brooklyn Hub Steering Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|---|
| CAMBA | Vice President, CAMBA's Health Link Program |
| Compassionate Care Hospice | Clinical Director, Brooklyn |
| NYC Health + Hospitals / Coney Island | Medical Director, Coney Island; Physician Affiliate Group |
| NYC Health + Hospitals / Kings County | Chief of Ambulatory Care, Kings County |
| OneCity Health Services | CEO |
| OneCity Health Services | Sr. AVP, Brooklyn Hub Executive Director |
| Ridgewood Bushwick Senior Citizen Council Inc. | DSRIP Project Director |
| SUNY Downstate Medical Center | Associate Dean for Community Public Health Affairs |
| SUNY Downstate Medical Center | Chairman |
| Village Care | Director, Community Care Management |

Manhattan Hub Steering Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|--|
| ArchCare | Director of Business Development |
| Community Healthcare Network | Director of Advanced Practice Nursing |
| NYC Health + Hospitals / Bellevue | Clinical Director of Ambulatory Care, Bellevue |
| NYC Health + Hospitals / Gouverneur | Executive Director, Gouverneur |
| NYC Health + Hospitals / Harlem | Associate Executive Director, Harlem Hospital Center |
| NYC Health + Hospitals / Metropolitan | Deputy Executive Director, Metropolitan |
| Northern Manhattan Perinatal Partnership | Program Director of Wellness NOW Collaborative |
| OneCity Health Services | CEO |
| OneCity Health Services | Sr. AVP, Manhattan Hub Executive Director |
| Village Care | Chief Strategy Officer |
| William Ryan FQHC | Executive Director, Ryan/Adair Center |

Queens Hub Steering Committee

| Name of Member's Affiliated Organization (PPS, Network Provider, Consulting Firm, etc.) | Title |
|---|---|
| Community Wellness Centers of America | CEO |
| NYC Health + Hospitals / Elmhurst | CFO, Elmhurst |
| NYC Health + Hospitals / Elmhurst | Chair of Community Advisory Board, Elmhurst |
| NYC Health + Hospitals / Elmhurst | Chief of Department of Medicine, Elmhurst |
| NYC Health + Hospitals / Elmhurst | Medical Director of Amublatory Care for Mount-Sinai Services - Elmhurs Hospital Center |
| NYC Health + Hospitals / Queens Healthcare Network | SVP Queens Healthcare Network, Executive Director of Elmhurst |
| NYC Health + Hospitals / Queens | Associate Executive Director, Queens |
| NYC Health + Hospitals / Queens | Chief Patient Experience Officer and Senior Associate Executive Director of Patient Care Services, Queens |
| NYC Health + Hospitals / Queens | coo |
| NYC Health + Hospitals / Queens | Director, Dept. of Psychiatry, Queens |
| Mental Health Provider of Western Queens | Senior Officer for Development and Clinical Services |
| ОМН | Executive Director, Creedmor |
| OneCity Health Services | CEO |
| OneCity Health Services | Sr. AVP, Queens Hub Executive Director |
| PSCH Inc. | President |