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PROFESSIONAL PROFILE

Over 27 years of international senior management and consultant experience in the management and implementation of public health and community development programs, spanning public and private sectors in 25 countries in Africa, The Pacific RIM Europe and The Americas. As consultant, provided technical assistance to foreign governments, institutions and community-based organizations on child survival issues, health manpower development, community and institutional strengthening, project sustainability, decentralization, CLAS (Cultural and Linguistically Appropriate Health Services) social marketing and the design and delivery of training.

EDUCATION

ED.D. cum laude, International Health, Boston University

M.P.A., Health Services Administration/ Organization Development, University of Southern California

B.A., Economics, University of Southern California

Systematic Course Design for Health Sciences, Harvard University/ School of Medicine
(Summer Workshop)

Licentia in Divinity, Pontifical Gregorian University, Rome, Italy

Language Proficiency: English, Portuguese, Spanish: fluent
French, Italian: Conversant

PROFESSIONAL HIGHLIGHTS

Program Management/Institutional/Community Development

- As **director** of the Office of Minority Health Resource Center (OMH/DHSS) I am responsible for all facets of project functions, including strategic planning, budgeting, development of policies and procedures and the supervision and evaluation of professional staff. I am responsible for developing and maintaining liaison activities with health officials, community leaders, health professionals and public health personnel at Federal, State and local levels. OMHRC provides information and promotes health education campaigns at national and community levels on a wide variety of health topics, including substance abuse, cancer, heart disease, violence, diabetes, HIV/AIDS, nutrition, pre-natal care and infant mortality.
- As **team leader** provided technical assistance to the Egyptian Ministry of Health on decentralization and sustainability of a USAID-funded Child Survival project.
- Managed and provided technical assistance/backstopping to 2 USAID-funded Child Survival projects in Brazil. These two projects decreased infant mortality by 35%; they were hailed by WHO and the international press as a model for child survival interventions; 1200 families and community leaders were trained on the importance of pre-natal care, breast feeding and immunization.

- Developed and implemented for the Colombian Ministry of Health the first **Patient Referral system** in the country to handle and expedite the processing of pap smear tests; turnaround time for test results was shortened from 3 weeks to 72 hours. This system, serving 60,000 women, linked 3 major hospitals and 10 community health centers.
- Designed, implemented and evaluated for the University Hospital of Cartagena, Colombia, a comprehensive **Hospital Management Performance** study. As a result of the study, developed a supervisory training manual to upgrade the management skills of its health personnel; designed operations manual for improving the reliability and efficiency of its administration and logistical support staff; created a database for manpower planning; implemented in-service training; and created a utilization review panel for the hospital's outpatient services.
- As a World Bank **Consultant** provided technical assistance to the Mozambican Ministry of Health in the analysis, restructuring and decentralization of its manpower and in the development of a national manpower training program. Findings and recommendations were integrated into The World Bank's five-year strategic development plan for Mozambique.
- As **consultant** evaluated and provided technical assistance to a USAID-funded **child survival** project in Bolivia to broaden and improve the effectiveness of its current child survival interventions through a stronger community participation.
- As a World Bank **consultant** designed and tested a **manpower study** for the Ministries of Health of El Salvador and Nicaragua to improve the efficiency of its personnel. Trained the Ministry of Health Personnel to implement and evaluate the study.
- Directed, managed and provided technical assistance to two federally-funded (\$6 million) **allied health manpower** projects that trained 2000 individuals in nine colleges in the US Southwest border; 1600 were gainfully employed following graduation. Seven of the nine colleges successfully institutionalize these training programs.
- With Portuguese counterparts at the Medical/Dental school of Lisbon, designed and implemented a dental hygiene campaign involving 1600 low income families.
- As PAHO/WHO **consultant** assisted the Costa Rican Ministry of Health assess and establish the overall need for health posts and health centers in the country.
- Was instrumental in the **establishment of the first Regional School of Public Health** in Panama and responsible for the ongoing training of its faculty.

TRAINER AND TRAINING MANAGER

- Provide technical assistance to Local, State and Federal agencies and Organizations on the use and application of the CLAS (Culturally and Linguistically Appropriate Health Services) government standards

- Prepared for WHO/HEALTHCOM a **communication training** manual- *Developing a Social Marketing Strategy for Immunization Programs*. This training manual, being used worldwide by WHO, was designed to assist health personnel and community health leaders to organize and implement EPI campaigns.
- Design and implemented two workshops for 120 health officials and community leaders responsible for the implementation of **drug abuse prevention** programs in Brazil, El Salvador and Paraguay. Provided local USAID officers with an overview of existing NGOs drug prevention/education programs; assessed their common and individual strengths and weakness and community impact, and offered specific recommendations for USAID’s future prevention/education projects.
- Conceived and implemented for the Colombian Ministry of Health the first “hands-on” health management community-based training program for medical students. The program, as part of the third year medical school curriculum, stressed the importance of linkages between the medical school curriculum, the university hospital and the communities they served.
- Developed with Brazilian counterparts a communications project to promote **AIDS prevention/education** through the use of local Afro-Brazilian religious leaders.
- Reviewed and edited for The World Bank a **child health care** training manual to be used by Brazilian health promoters in the implementation of a World Bank- funded community health project in S. Paulo, Brazil.

EMPLOYMENT HISTORY

1995 to present	Director - Office of Minority Health Resource Center/ HHS Rockville, MD
1993-1995	Training Director - Academy for Educational Development Washington, DC
1991-1992	Independent Consultant The World Bank - Johns Hopkins University-Development Associates University Research Corporation- MACRO International- Soza, Inc.
1985-1991	Deputy Director - Project HOPE/International Division, Millwood, VA
1983-1985	Senior Advisor – Education Development Center, Boston, MA
1981-1983	Associate Director – Center for Primary Health Care/School of Medicine, Boston University, Boston, MA

AWARDS/HONORS

Medal of Honor for “Teaching Excellency” School of Medicine/Dental School, Lisbon, Portugal
Honorary Member, Colombian Association of Medical Schools, Bogotá, Colombia.
Fellowship, National Sciences Foundation, School of Economics, University of Southern California, CA
Fellowship, Caritas Foundation, Pontifical Gregorian University, Rome, Italy

