

# SARITA M. MASSEY, MD, MPH, FACOG

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## SENIOR PHYSICIAN EXECUTIVE

*Advancing health equity, prioritizing collaboration and transformation, and driving care innovations.*

**Finger-on-the-pulse Healthcare Executive and Board-Certified Physician with 31 years** of combined clinical and healthcare management experience, addressing disparities in evolving managed care landscape. **Thought Leader** driving member-focused, diverse, equitable, and inclusive program innovation, optimizing care coordination, and improving patient outcomes. **Change Agent**, balancing multiple obligations with competing priorities in health policy analysis, compliance, request for proposal (RFP) development, and program development, including VBPs and vendor oversight. **Health Equity Strategist**, addressing systemic barriers, data dashboard development, leveraging data analysis for tactical decision-making, and promoting long-term partnerships with community-based organizations, building trust in the community in conjunction with creation of innovative and sustainable solutions.

## CORE COMPETENCIES AND NOTABLE CAREER IMPACTS

☞ Leadership	☞ Utilization	☞ Market Growth	☞ Policy Implementation
☞ Data Analysis	Management	☞ Process Improvement	☞ Risk Management
☞ Innovation	☞ Quality Measurement	☞ Strategic Planning	☞ Cross-functional
☞ Interpersonal Skills	☞ Managed Care	☞ Program Management	Collaboration

- ☑ **LEADERSHIP AND STRATEGY:** Developed corporate-wide health equity strategy, **aligning 20 health plans across 20 states**, creating a shared language and common understanding, and driving impactful change in business operations.
- ☑ **Enhanced health equity performance**, leveraged technology to develop Health Disparities Dashboard using statistical methodology for visual identification and trending of disparities at state and county level, supporting population health approach, **with a minimum \$3M ROI**.
- ☑ **MARKET GROWTH:** Instrumental in generating market growth through consecutive requests for proposal (RFP) wins, including re-procurements and new states **generating more than \$9B in revenue**.
- ☑ **PROGRAM DEVELOPMENT AND IMPLEMENTATION:** **Conceptualized and launched programs** enhancing community health, focusing on maternal morbidity and mortality. Developed 1,000s of staff through cultural competency and health equity training and built health equity strategic roadmap for optimal health and well-being.

## PROFESSIONAL EXPERIENCE

### SENIOR HEALTHCARE CONSULTANT

*Catalyst Health and Equity Solutions, LLC – Chicago, IL | 04/2024 – Present*

**Healthcare Strategist | Implicit Bias Training | Health Equity | Program Development | Health Policy**

*Providing healthcare expertise to health departments, state Medicaid managed care departments, hospital systems, provider groups, vendors, and community based organizations, serving as ally, collaborator, and catalyst for health care solutions and change.*

- ∞ **Implicit Bias Training:** Training tailored for the organization and borrowing from the Iterative project management approach with focus on framing the issue of implicit bias systemically, clarifying the systemic and personal impact and seeking practical solutions that can be implemented quickly.

## **NATIONAL MEDICAL DIRECTOR, HEALTH EQUITY**

*Molina Healthcare Inc. – Long Beach, CA | 04/2022 – 04/2024*

### **Strategic Leadership | Change Management | Relationship Building | Program Development | Compliance**

*Lead and collaborate with CMOs and health equity directors across health plans, expanding and aligning health equity strategy and addressing disparities and health-related social needs (HRSNs). Develop and execute data-driven population health strategy, identifying root causes, targeting interventions, and strategically developing clinical programs, education initiatives, and practice transformation. Incorporate socio-ecological model, focusing on long-term sustainable partnerships with community-based organizations (CBOs) and collaborating with stakeholders to align Molina's key objectives to results. Direct analysis, outcomes, interventions, and initiatives related to health equity, including establishing best practices, measuring program effectiveness, and installing key performance indicators.*

- ∞ **Health Equity Training: Emphasize holistic approach to improving patient care,** expanding mandatory all-staff cultural competency training, implementing comprehensive learning strategy, and exploring health disparities interconnectedness, diversity, equity, and inclusion (DE&I), HRSNs, and social determinants of health (SDOH).
- ∞ **Vendor Management: Saved \$1M** by addressing inaccuracies in clinical activities, implementing vendor accountability measures, and revising agreement for future risk control.
- ∞ **Data Analysis and Process Innovation: Produced 200% ROI, achieving precision detection of disparities,** by creating Power BI-based Health Disparities Dashboard.

## **MEDICAL DIRECTOR**

*Molina Healthcare of IL – Downers Grove, IL | 01/2018 – 04/2022*

### **Training, Coaching, Mentoring | Cost Management | Decision-making and Judgment | Research and Analysis**

*Medical oversight and clinical leadership, ensuring medical necessity and care appropriateness. Led prior authorization (PA) efforts, enhancing communication and collaboration among healthcare team, providers, and members. Trained clerical and nursing staff and served as subject matter expert, onboarding medical director hires. Authored corporate and health plan policies and standard operating procedures based on latest clinical evidence, changing industry benchmarks and trends.*

- ∞ **Process Improvement and Efficiency: Boosted provider, member, and staff satisfaction,** reducing PA process administrative burden; reduced number of CPT codes requiring prior authorization through ROI calculation, nurse workflow revision, and process review.

- ⌘ **Healthcare Cost Management:** Instrumental in **controlling health plan costs** and **preventing fraud and abuse**; optimized medical necessity review policies/procedures by leveraging data and analytics and aligning members' needs with appropriate care.

## MEDICAL DIRECTOR MANAGED CARE, HEALTHCURA, OB/GYN PHYSICIAN

Access Community Health Network (ACCESS) – Chicago, IL | 11/2012 – 12/2017

### Team Management | Quality and Accuracy | Project Management | Risk Management | Data Analysis

*Oversight of all managed care contracts for the 36 Federally-Qualified Health Centers (FQHC)/ACCESS, UM and CM team, ensuring compliance with state and managed care organization (MCO) contracts, developed and initiated programs to improve patient outcomes. Broke new ground on Accountable Care Entity (ACE) for ACCESS building, prioritizing member-centered care and services, developing clinical practice guidelines, framing quality improvement plan, and overseeing care coordination. Crafted transitioning clinical risk categories policies and procedures integral in development of care coordination orientation, training, and dashboard and analytics. Physician champion to FQHCs, promoting integration of care coordination in interdisciplinary care team meetings and practice transformation. Oversaw ambulatory care at various locations, performing office-based procedures and managing operations at Title X site independently.*

- ⌘ **Financial Management and Compliance:** **Maximized reimbursements, reaching 95%+ contract compliance**; upheld highest legal and ethical practices, complying with state, federal, and payor contract requirements.
- ⌘ **Care Quality:** Bridged patient-healthcare gaps and improved outcomes and community health by leading with patient-centered approach and providing holistic care across 36 FQHCs.

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## EDUCATION AND CERTIFICATIONS

### DOCTOR OF MEDICINE (MD) | HOWARD UNIVERSITY COLLEGE OF MEDICINE – WASHINGTON, DC | 1989

- ⌘ **Board Certification**, American Board Obstetrics and Gynecology
- ⌘ **Fellow**, American College of Obstetricians and Gynecologists
- ⌘ **Master of Public Health (MPH) – Health Policy and Administration**  
University of IL School of Public Health – Chicago, IL | 1999
- ⌘ **Bachelor of Science in Biology** | Bradley University – Peoria, IL | 1985

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## AWARDS AND AFFILIATIONS

- ⌘ **Agency for Healthcare Research and Quality (AHRQ) National Research Service Award (NRSA)**  
Post-Doctoral Fellowship Institute for Health Services Research and Policy Studies  
Northwestern University – Chicago, IL | 2000-2002
- ⌘ IL State Medical Disciplinary Board – **Chairman** | 2017-2018 and **Board Member** | 2009-2019