



New York State
EDUCATION DEPARTMENT

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Racial Disparities in Medicine

Board of Regents Meeting
February 8, 2021

Panelists



Dr. Wayne Riley
President
SUNY Downstate Medicine



Dr. Michael Rotondo
CEO, Medical Faculty Group,
University of Rochester
Medical Center



Dr. Ram Raju
Former CEO of NYC Health and
Hospitals Corporation and Member
of NYS Board for Medicine



Gina Granger, MEd
Assistant Director, Pipeline Programs at
Donald and Barbara Zucker School of
Medicine at Hofstra/Northwell



Dr. Lynne Holden
Co-founder and President of
Mentoring in Medicine, Inc. (MIM)

Wayne J. Riley, MD, MPH, MBA, MACP, is the President of the State University of New York (SUNY) Downstate Health Sciences University. A distinguished physician, internist, academician, clinician-educator, and administrator, the institution that Dr. Riley leads is the only academic medical center serving Brooklyn, New York one of the most diverse communities in the nation. Since his appointment, Dr. Riley has worked to achieve high levels of excellence across Downstate's multiple enterprises. He also holds the tenured rank of Professor of Medicine and of Health Policy & Management.

In December of 2020, Governor Andrew M. Cuomo appointed Dr. Riley to the New York State Vaccine Equity Task Force. Dr. Riley is also the Chair of the Board to Trustees of the New York Academy of Medicine, the first African American Chair in the 173 year history of that institution.

Immediately prior to joining Downstate, Dr. Riley served as Clinical Professor of Medicine and Adjunct Professor of Healthcare Management and Health Policy at the Vanderbilt University School of Medicine. From 2007 to 2013 he served with distinction as the 10th President and Chief Executive Officer of Meharry Medical College. He began his career at Baylor College of Medicine, where he rose to Vice President and Vice Dean for Health Affairs and Governmental Relations. During that time, he also served as Assistant Chief of the Medicine service at Ben Taub General Hospital, the safety net teaching hospital serving the indigent and uninsured of Harris County and Houston, Texas. Prior to pursuing a career in medicine, he served in three capacities in the Office of the Mayor, City of New Orleans.

Dr. Riley is a Commissioner of the U.S. Medicare Payment Advisory Commission (MedPAC), President Emeritus and a Master of the American College of Physicians, an elected member of the prestigious National Academy of Medicine of the National Academy of Sciences, Secretary and member of the Board of Directors of the Arnold P. Gold Foundation, President of the Society of Medical Administrators, and a member of the American Clinical and Climatological Association.

He is the recipient of numerous awards and honors, including election to Alpha Omega Alpha Honor Medical Society, the Arnold P. Gold Medical Humanism Honor Society, and the Delta Omega Public Health Honor Society. He was awarded the SUNY Downstate Ailanthus Award for Outstanding Public Health Leadership and holds honorary degrees from SUNY Downstate, Tuskegee University, and Mount Saint Joseph University.

Dr. Riley earned his medical degree from the Morehouse School of Medicine. He also holds a bachelor's degree in Anthropology with a concentration in Medical Anthropology from Yale University, a MPH degree in health systems management from Tulane University School of

Public Health and Tropical Medicine, and a MBA from Rice University's Jesse H. Jones Graduate School of Business.

He is a Life Member of Alpha Phi Alpha Fraternity, Inc and a member of Sigma Pi Phi Fraternity (The Boule') and a member of the National Association of the Guardsman.

Brief Bio Sketch: Michael F. Rotondo, MD FACS

Michael F. Rotondo, MD, FACS, is Professor in the Division of Trauma and Acute Care Surgery in the Department of Surgery, The School of Medicine and Dentistry at the University of Rochester in Rochester, New York. He is also the Vice Dean for Clinical Affairs and CEO of the University of Rochester Medical Faculty Group. Prior to this he served as Professor and Chairman of the Department of Surgery, The Brody School of Medicine at East Carolina University and Director of the Centre of Excellence for Trauma and Surgical Critical Care at Vidant Medical Centre in Greenville, North Carolina for 14 years. Dr. Rotondo graduated from Georgetown University School of Medicine in 1984 and then undertook postgraduate training at the Thomas Jefferson University Hospital, Philadelphia, and the Hospital of the University of Pennsylvania (Fellowship in Traumatology and Surgical Critical Care). He gained his board certification from the American Board of Surgery in 1990 and also holds a Special Certificate in Surgical Critical Care, is counted among *The Best Doctors in America* and has held a number of visiting professorships across the United States. He is the past President for The American Association for the Surgery of Trauma and completed fourteen years of service to the American College of Surgeons, Committee on Trauma, ending his tenure as Medical Director where he served from 2014-2018. He is a member of the Editorial Review Board for *Journal of Trauma* and an ad hoc reviewer for many leading journals. Dr. Rotondo is the author of more than 100 articles in peer-reviewed journals and has over 250 publications in total.

Michael F. Rotondo MD FACS

Chief Executive Officer – University of Rochester Medical Faculty Group
Vice Dean for Clinical Affairs – School of Medicine
Professor of Surgery – Division of Acute Care Surgery
Senior Vice President – University of Rochester Medical Center



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Ramanathan Raju, MD, MBA, FACS, FACHE
Former Senior Vice President and Community Health Investment Officer
Northwell Health

Ram Raju, MD, combines his executive leadership experience in health care with a deep commitment to achieving social equity to improve the health of communities in need.

As senior vice president and community health investment officer, he evaluated the needs of Northwell's most-vulnerable communities, and provided solutions for them by collaborating with community-based organizations. He was responsible for promoting, sustaining and advancing an environment that supports equity and diversity, and helping the health system eliminate health disparities.

Prior to Northwell, Dr. Raju served as president and CEO of NYC Health + Hospitals from January 2014-November 2016. NYC Health + Hospitals has 42,000 employees, 11 acute-care hospitals, five nursing homes, six diagnostic and treatment centers, more than 70 community-based health centers, a large home care agency and one of the region's largest providers of government-sponsored health insurance, MetroPlus Health Plan.

Dr. Raju also served as CEO for the Cook County Health and Hospitals System in Chicago, the nation's third-largest public health system, where he improved cash flow by more than \$100 million and changed the system's financial health during his tenure from 2011-2014.

His medical career began at Lutheran Medical Center in Brooklyn and he later served as chief operating officer and medical director at NYC Health + Hospitals' Coney Island Hospital. In 2006, Dr. Raju became the HHC chief medical officer, corporate chief operating officer and executive vice president. Under his leadership, HHC continued to improve quality, patient safety and health care data transparency.

Dr. Raju served as vice-chair of the Greater New York Hospital Association and currently sits on the boards of numerous city, state and national health care organizations, including the American Hospital Association, the New York Academy of Medicine and the Asian Health Care Leaders Association. Among his numerous awards and accolades, Dr. Raju was selected to Modern Healthcare's "100 Most-Influential People in Healthcare." Modern Healthcare also named him one of the "Top 25 Minority Executives in Healthcare" and one of the "50 Most-Influential Physician Executives in Healthcare." In 2013, he was named a Business Leader of Color by Chicago United.

Dr. Raju earned a medical diploma and Master of Surgery from Madras Medical College in India. He underwent further training in England, where he was elected as a Fellow of the Royal College of Surgeons. He later received an MBA from the University of Tennessee and CPE from the American College of Physician Executives.

Gina G. Granger

Gina G. Granger is the Assistant Director of Pipeline Programs at the Zucker School of Medicine at Hofstra/Northwell. Under Gina's leadership, opportunities for academic advancement, scholarship awards, and mentoring connections have been expanded for underrepresented in medicine students who are interested in a career in medicine.

Specifically, Gina manages the Medical Scholars Pipeline Program (MSPP) for high school students. This program was created to expose underrepresented in medicine students to careers in medicine and other healthcare professions. She also manages the Zucker Pipeline Program for college students. This program was created to make underrepresented in medicine students more competitive applicants for admission to the Zucker School of Medicine and other medical schools.

Prior to joining the Zucker School of Medicine, Gina served as project director for the Roosevelt Initiative, a community partnership spearheaded by the County Executive for Nassau County Government. This project focused on providing health care, education, and career development for residents in Roosevelt, New York.

Earlier in her career, Gina worked as a contract surety underwriter for almost sixteen years. She worked for the Hartford Financial Services Group and the Fireman's Fund Insurance Company.

Gina has previously served on the boards of North Shore Child & Family Guidance Center in Roslyn, New York and South Shore Child Guidance Center in Freeport, New York. Gina is an active member of the National Smart Set (Manhattan chapter) and The Girl Friends, Inc. (Brooklyn chapter), both social organizations.

Gina was recognized by The National Center for Suburban Studies at Hofstra University for her work impacting students in underserved communities in 2014. She has a bachelor's degree in Business Administration from Howard University and a Master's degree in Education from Hofstra University. She lives in Westbury, New York with her husband and younger daughter.

Dr. Lynne Holden earned her B.S. in Zoology from Howard University, graduated from Temple University School of Medicine and completed her medical training in the Jacobi/Montefiore Emergency Medicine Residency Program where she was selected as a Chief Resident. She is a practicing Emergency Department Physician at the Montefiore Health System in the Bronx, NY, Professor of Emergency Medicine at the Albert Einstein College of Medicine (the 5th African American female in the country) and Vice-Chair of Diversity, Equity and Inclusion. She has served as a Co-chair of the Albert Einstein College of Medicine Admissions Committee (13 years) and in various leadership positions over twenty-four years in the Jacobi-Montefiore Emergency Medicine Residency Program which is the largest training program in the country. She is a Deacon at the Abyssinian Baptist Church in Harlem, NY and a member of Delta Sigma Theta, Inc. She is also a member of WellMet, a female giving circle, focused on finding solutions for social justice issues in NYC.

Dr. Holden is a national thought leader on the persistence of youth of color on the journey to a health career. Dr. Holden serves on several national and local boards including the Friends of the National Library of Medicine, the Co-Chair of the Executive Advisory Board for the National Academy Foundation/DC Public School CTE in Washington, DC, the CUNY School of Medicine Advisory Board and the Touro College of Osteopathic Medicine Community Advisory Board in Harlem. She is active in the National Medical Association on the local, regional and national levels serving as Chair of the Emergency Medicine Section. She also serves as the immediate past Chair of the Work Based Learning Group of the NYC STEM Network and current Chair of the K-Grad Action Group of the Round Table on Black Men and Women in STEM of the National Academies of Science, Engineering and Medicine.

She is the Co-founder and President of Mentoring in Medicine, Inc. (MIM) which is a health and science youth development 501©3 nonprofit organization founded in 2007. The mission of MIM is to expose, inspire, educate and equip students from elementary school through medical school to become biomedical professionals through academic enrichment, leadership development, civic engagement, parent training and mentoring. MIM has reached nearly 53,000 students, parents and educators, assisted nearly 550 students realize their dream to successfully gain admission to health professional school and recruited 1,500 biomedical volunteers.

Mentoring in Medicine has earned nearly eighty press features including JET, Essence, CNN, the New York Times and FOX News. Dr. Holden has published extensively and received numerous awards for her work, such as the Maybelline NY-Essence Empowerment through Education Award (2007), Society of Academic Emergency Visionary Educator Award (2008), Robert Wood Johnson Foundation Community Health Leader (2009), Washington Post Root 100 Leader (2010), Lifetime TV Remarkable Woman (2010), American Medical Association Inspirational Physician (2016) and the United Hospital Fund Distinguished Community Service Award (2019). Dr. Holden can be reached at info@medicalmentor.org.

In the News: A Sample of Recent Articles on Disparities in the Delivery of Healthcare

- [Portraits to Role Models—Why We Need Black Physicians in Academic Medicine](#) (New England Journal of Medicine)
“The importance of role models is one reason why representation in medicine matters, because Black students need to see people who look like future versions of themselves.”
- [Examining Racism and Social Justice: Q&A with Drs. Nerys Benfield and Irene Blanco](#) (Albert Einstein College of Medicine Magazine)
“...share their thoughts on how we at Einstein and Montefiore can help stop institutional racism.”
- [The Death of Daniel Prude—Reflections of a Black Neurosurgeon](#) (New England Journal of Medicine)
“...I learned that Prude was murdered in my city, where he’d been admitted to my hospital and seen by my colleagues the day before he died.”
- [Study Details Disparities Impacting Black Queer Americans](#) (GayCityNews.com)
“Black LGBTQ adults face more health disparities, discrimination, economic woes, and violence than non-LGBTQ Black adults, according to a new study from the Williams Institute at UCLA.”
- [State Senator Wants to Declare Racism a Public Health Crisis](#) (Pix11.com)
“Brooklyn State Sen. Kevin Parker proposed legislation to have New York State’s Health Department declare racism as a public health crisis.”
- [Interviewed while Black](#) (New England Journal of Medicine)
“... the Black applicant was asked whether they were lost and twice was assumed to be anyone but an applicant... Their hair was critiqued... the Black applicant wondered, “Do I fit in here?”
- [Covid-19 Sharpens Focus on Health Disparities in New York](#) (Crain’s New York)
“When it came to Covid-19 infections... Queens communities had four times the infection rate of the East Side and six times the death rate.”
- [Health Care Providers Tackle Racism and Disparities in Care](#) (U.S. News & World Report)
Describes institutional efforts to address systemic issues and the communities they serve.
- [Coronavirus \(Covid-19\) and Medical Racism: A Black Chicago Doctor Tells Her Story](#) (ClearHealthCosts.com)
“It’s not just recruitment and retention – we’re also losing students when they get to the other side. Once they get accepted, they’re walking into a racist, sexist wasteland of trauma.”
- [‘You Can’t Treat If You Can’t Empathize’: Black Doctors Tackle Vaccine Hesitancy](#) (NPR.org)
“In the Black community, there is skepticism that relates to historical experiences, and mistrust based on the discrimination that Black Americans face in the health care system and...society.”
- [As Hospitals Fear Being Overwhelmed By COVID-19, Do The Disabled Get The Same Access?](#) (NPR.org)
“Doctors save lives. But...they often hold... an unconscious bias — about people who won’t be cured and as a result do not make the same effort to restore patients to their baseline health.”