

**Maine Health Workforce Forum 2013 Summit**  
**Collaborative and Innovative Solutions to**  
**Meeting the Health Workforce Needs of Employers**  
**June 13, 2013, 8:30—4:00**  
**Wells Conference Center, University of Maine, Orono**

**Summit Presenter Bios**

**Natalie Binette**, Staff Trainer, Penobscot Community Health Center, Certified Professional Coder, has worked in the healthcare industry for over 30 years. She is currently employed at PCHC as a Staff Trainer II concentrating on entry level Call Center and Front Desk Staff training. Ms. Binette is also working with the PCHC Health Care Workforce Training Grant participants teaching the Medical Terminology II, Anatomy & Physiology and Certified Professional Coder Exam Prep courses.

**Peter Caron** has served as Director of Adult and Community Education for Maine School Administrative District #27 in Fort Kent for 15 years. In 2010-2011, he was contracted by the Maine Department of Education Adult Education Team to serve as Career Pathways Consultant, and, in this role, authored the Maine ACCESS (Adult Career and College Education Service System) Workforce Development Project framework document. Mr. Caron is also a co-founder of the St. John Valley Career Pathways Initiative. He holds a Master Degree in Education Administration from the University of Maine.

**Ginny Carroll**, Maine Department of Labor, Division Director/Policy & Evaluation, has held a variety of positions within the department since starting as a Career Counselor at the Skowhegan CareerCenter working to assist at-risk youth and adults and dislocated workers into employment. She moved on to become a Business Assistance Representative and was instrumental in developing and delivering a nationally recognized Workforce Development Certification training course designed to educate systems partners on how to assess and address the workforce needs of Maine's businesses. Ms. Carroll took on the role of Director of Rapid Response and during her time in that position acted as the BRAC assistant to the Governor's Office during the period leading to the closure of Brunswick Naval Air Station. After BRAC, she went on to develop and implement the workforce training component of Maine's WIRED project (Workforce Innovations in Regional Economic Development). The project was one of Maine's first sector focused projects, melding resources from workforce and economic development, education and research and development and bringing new and diverse markets to Maine's Traditional Boat Building and Marine Trades industries through innovations in composite manufacturing. As a result of experience gained through the WIRED project, Ms. Carroll went on to become the Director of Apprenticeship and Strategic Partnerships and worked to promote the alignment and packaging of traditional workforce investment resources to address industry needs.

**Patricia Chubbuck** has served as the Program Operations HIT Specialist, State of Maine, for the Maine EHR Incentive Program since its inception. The Medicaid EHR Incentive Program provides incentive payments to eligible professionals, eligible hospitals and critical access hospitals as they adopt, implement, upgrade or demonstrate meaningful use of certified EHR technology. The program has paid 2,641 providers in the State for the first and second years of the program. There is a great need for provider education regarding the Meaningful Use of electronic health systems and the EHR Incentive Program.

**Norma J Desjardins DMD**, graduate of the University of Maine in 1988, Tufts Dental School in 1992. After having been in private practice for 20+ years at Academy Dental in Presque Isle, ME, Dr. Desjardins helped to establish the St Apollonia Dental Clinic, where she is the Director of this nonprofit community based dental clinic in Presque Isle. She continues to work in private practice and is currently teaching/coordinating a class of dental assistants in collaboration with Northern Maine Community College. The students will sit for their national certification exam (thus becoming Certified Dental Assistants or CDAs) and plan to pursue further training to become Expanded Function Dental Assistants (EFDAs).

**Joan Dolan**, Maine Department of Labor Bureau of Employment Services, Director of Apprenticeship and Strategic Partnerships and serves as Project Manager for the U.S. Department of Labor Health Care Sector Grant. This is a \$4.9 million Federal American Recovery and Reinvestment Act health care grant to increase the supply and employment of credentialed healthcare workers including nurses, certified nursing assistants and allied health professionals. Ms. Dolan holds a bachelor's degree from the University of New Hampshire.

**Martha Elbaum Williamson, MPA** is a Research Associate with the Muskie School of Public Service, University of Southern Maine where she has designed and directed a variety of applied research and evaluation projects. Prior to joining the Muskie School, she worked as a Senior Evaluator at the U.S. Government Accountability Office (GAO) where she managed a number of evaluation projects in for the United States Congress. Ms. Elbaum Williamson holds a Masters in Public Administration from Syracuse University's Maxwell School and a bachelor's degree in psychology from Bates College.

**Garrett Groves**, Senior Policy Analyst, National Governors Association, works with state and local entities on workforce, postsecondary education and economic development policy. He has served governors, senior policy advisors and local leaders on several initiatives designed to bolster talent development pipelines and align educational institutions, training programs and community-based organizations with employer needs and state economic development strategies. Mr. Groves has issue area expertise in career pathway and sector strategy initiatives, workforce and postsecondary data systems integration, performance measurement and return on investment analyses, and postsecondary to workforce transitions including course accreditation and coordinated employer engagement. Preceding his work at NGA, he oversaw the rigorous evaluation of education and training programs in the Office of Policy Development and Research at the U.S. Department of Labor, including random assignment evaluations of the YouthBuild program, Community-Based Job Training Grants and the ARRA High Growth and Emerging Industries grantees. Mr. Groves received his master's degree in public affairs from the LBJ School of Public Affairs at the University of Texas.

**Valerie Herbert**, Husson University, College of Health & Education, Assistant Professor of Nursing, Coordinator of Graduate Nurse Educator Program, and Project Director for several HRSA grants. Ms. Herbert has been instrumental integrating technology and simulation at Husson University, providing simulation support for other nursing programs through consultation and development of workshops, and development of strategic plan integrating an Academic Electronic Health Record (AEHR) into nursing curricula. Ms. Herbert holds a bachelor's of science degree in nursing from Troy State University, Alabama; a master's of science degree in nursing education from Saint Joseph's College of Maine. Currently, she is completing her Doctor of Nursing Practice in Organizational Leadership from University of Kansas, focusing her capstone on identifying success strategies and barriers to implementing AEHR into nursing programs.

**Rebecca Lamey, SPHR**, MaineGeneral Health Sr. V. P. for Human Resources overseeing workforce development, benefits administration, compensation, employee relations and compliance, training and learning, and employee health services for the MaineGeneral Health system. MaineGeneral employs over 4,000 staff in medical center, physician practice, long-term care and patient home settings. Ms. Lamey has served in this executive role for over 10 years. Prior to serving as the Chief Human Resource Officer at the system level, she served as the V.P. for Human Resources at HealthReach Network, a subsidiary of MaineGeneral Health. Ms. Lamey serves on several local boards as well as the Maine Health Workforce Forum.

**Valerie Landry** represents Mercy Hospital on the Maine Health Workforce Forum and also serves as the Forum's Chair. Ms. Landry is the founder of Landry & Associates, which specializes in multi-stakeholder projects, public policy, strategic planning, facilitation, and organizational development. Landry & Associates has provided consulting services in the sectors of health care, workforce development, mental health, public health, state and county governments, humanities, affordable housing, disability services, transportation, technology, philanthropy, and others. Prior to launching Landry & Associates in 2003, Ms. Landry served as Commissioner of Labor under Maine Governor Angus King; was appointed by Massachusetts Governor Jane Swift to the MassPort Commission to examine operations at Logan Airport and Boston Seaport after the September 11, 2001 terrorist attacks; was appointed by Maine Governor John E. Baldacci to examine how merging the state's human services agencies could result in more effective services; and served as Executive Director of a nonprofit organization serving people with disabilities. Ms. Landry holds a B.A. in Psychology and an M.A. in Public Policy.

**Greg Leavitt**, Director, Bangor Adult & Community Education, has been an adult education director for twelve years. He is a member of the Tri County Workforce Investment Board. Mr. Leavitt holds a bachelor's degree in Economics from the University of Maine. He also has a master's degree in Educational Leadership from the University of Southern Maine and a certificate of advanced study in Educational Leadership from the University of Maine.

**Paul Leparulo**, Principal Economic Research Analyst for the Center for Workforce Research and Information, is responsible for supervising a research unit that produces economic and labor market studies for the Maine Department of Labor. He previously served for 11 years conducting investment research and managing US equity funds for Abu Dhabi Investment Authority. Prior to that, Mr. Leparulo served as a research analyst in the investment industry. He holds a degree in economics from Furman University and an MBA from the William E. Simon Graduate School of Business at the University of Rochester. He is a Chartered Financial Analyst and a member of the Maine Chartered Financial Analyst Society.

**Tim Martin** is the Director of the Office of State Systems in the US Department of Labor/Employment and Training Administration's Boston Regional Office. Prior to becoming the Director, Mr. Martin worked on a number of workforce development programs, including: unemployment insurance, job training, Welfare-to-Work, and ETA-funded competitive grants. Prior to joining ETA, he worked as an attorney in Boston, for the RI Department of Labor and Training on youth-related programs, and as a Peace Corps Volunteer in the South Pacific. Mr. Martin received his undergraduate degree from the University of Rhode Island and law degree from Suffolk University Law School.

**Jennifer McBee**, Penobscot Community Health Care in Bangor, Director of Training & Development and Director Medical Records and Referrals. Ms. McBee has worked for 3 years as a corporate trainer at Penobscot Community Health Care while overseeing the operations of Medical Records and Referrals. As Director of Training & Development, Ms. McBee oversees a training team of four who conduct trainings for both employees and participants of the Healthcare Workforce Grant training program. Prior to working with PCHC, Ms. McBee was an Adjunct Instructor at Eastern Maine Community College, taught Adult Education at United Technology Center, and operated the Center for Workplace Development training employees in Microsoft Office for businesses throughout New England. Ms. McBee is a Microsoft Certified Professional and a Microsoft Certified Trainer.

**Nicole Morin-Scribner, MBA, SPHR** is Director of Human Resources and Learning at St. Mary's Health System. Ms. Morin-Scribner has many years of experience in H R and has achieved Senior Professional in Human Resources certification. She has served in a number of HR leadership positions including President of the Maine Society for Healthcare Human Resources and is currently on the national board of directors for the American Society for Healthcare Human Resources. She has published articles and made presentations on HR topics at the state, regional and national level. Ms. Morin-Scribner is a longstanding member of the Maine Healthcare Workforce Forum. The Strategic Business Partner model initiated in her HR Department received an ASHHRA Best Practice Award and was one of four exemplars featured in a national conference series conducted by the Washington DC Healthcare Advisory Board.

**Theresa Mudgett**, Eastern Maine Development Corporation/Tri-County Local Workforce Investment Board, Area 2 Regional Coordinator for the Maine Health Care Sector Grant. Ms. Mudgett has held various positions in workforce development for almost 25 years working as Career Advisor and managed the Dexter Shoe Company and Eastland Woolen Mill Dislocated Worker Projects. She also has been a staff trainer for the Training and Development Corporation and served as part of MDOL Statewide Training Care. Ms. Mudgett has been active within her community as a past board member of the Charlotte White Center and Maine Community Foundation County Advisor. She currently serves as Secretary to the Piscataquis County Economic Development Council Executive Committee where she represents Workforce Development on the Council.

**Jeanne S. Paquette** is the current Maine Commissioner of Labor, sworn in by Governor Paul R. LePage in September 2012 after serving for more than a year as the deputy commissioner. Commissioner Paquette has focused her career on “finding good people good jobs.” In her more than 20 years’ experience in human resources management, she specialized in both training and management development. She held the position of vice president, human resources at Androscoggin Bank and served as the director of human resources at Creative Work Systems, a non-profit serving people with disabilities. Her background led her to found an industry-related media business in 1999 that published the Employment Times, HR Times and MyJobWave.com and later merged with Sun Media Group. Commissioner Paquette is a past member of the Maine State Chamber Board of Directors, the Maine Jobs Council and several non-profit boards.

**Barbara Poirier**, University of Southern Maine Muskie School, has worked as a Project Director on public health program initiatives for over 10 years. Ms. Poirier has also participated in evaluation design, needs assessments, and data collection via surveys, interviews and focus groups; developed focus group and key informant facilitator guides; and facilitated focus groups and key informant interviews. She holds a master's degree in health policy and management from the University of Southern Maine.

**Scott Voisine** is the Dean of Community Education at the University of Maine at Fort Kent where he has been employed for 18 years. Mr. Voisine's professional work involves being the primary point person at University of Maine Fort Kent for collaborative education pursuits such as early college, adult college access programs, career pathways, and other PK-12 initiatives. In 2008, he was the recipient of the Maine Dirigo Award for Education from the Finance Authority of Maine. In 2011, Mr. Voisine was appointed by the University of Maine System Chancellor to lead the development of the Pleasant Street Academy, Maine's first early college high school in Fort Kent. He currently serves on Governor Lepage's state-wide task force on early college and the state-wide committee on career pathways.

**Martha Vrana-Bossart** is a registered nurse with 34 years of clinical experience and holds a master's degree in nursing informatics. She is board certified by ANCC in informatics nursing, as well as certifications from HIT Pro/AHIMA in the following workforce roles: Implementation Manager, Clinician/Practitioner Consultant, Practice Workflow & Data Information Specialist, and Trainer. Ms. Vrana-Bossart is currently serving as the Director of EHR Health Information Technology at Kennebec Valley Community College charged with training a workforce to facilitate the transition from a paper-based medical record to the Electronic Health Record. She is a member of HIMSS, ANIA, ANA, ANA-Maine and NENIC.