

Azia Harris-Martin, MPH

Ph.D. Candidate

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Education and Training

Education

- Expected May 2026 Doctor of Philosophy (Ph.D.), Health Infrastructures and Learning Systems, University of Michigan- Medical School, Ann Arbor, MI
- Dissertation Topic: Strengthening Disaster Resilience – Analyzing Healthcare Systems' Utilization of Exercises and Examining Barriers and Facilitators through a Health Care Coalitions' Medical Response Surge*
- 09/2017 – 05/2019 Master of Public Health (MPH), Health Policy & Management, Emory University – Rollins School of Public Health, Atlanta, GA
- 08/2012 – 08/2017 Bachelor of Science in Engineering (B.S.E.), Materials Science and Engineering, University of Michigan- College of Engineering, Ann Arbor, MI

Additional Education

- 08/2019-10/2020 Kaiser Permanente, Associate Improvement Advisor Certificate
- 04/2019-06/2019 Institute for Healthcare Improvement, Quality Improvement, and Patient Safety Certificate
- 05/2015-07/2015 Engineering Across Cultures, Chiang Mai University, Chiang Mai, Thailand
- 05/2013-07/2013 Design Practices for Low Resource Settings - Internationally, Kwame Nkrumah University of Science and Technology, Kumasi, Ghana

Work Experience

Industry

- 03/2024 – Present Chief Program Officer of Health, Human, & Veterans Services, Wayne County, Detroit, MI**
- Leading the development, implementation, and evaluation of 18 innovative health and human services initiatives totaling \$60M, aimed at improving the health of Wayne County residents.
 - Leading a multidisciplinary team in program development and implementation, fostering collaboration with internal leadership and external partners to address the health needs of Wayne County residents effectively.
- 08/2023 – 03/2024 Manager of Shared Service Business Transformation, Optum Health, Remote**
- Recognized and quantified \$5M in in-year synergy opportunities through optimizing Full-Time Equivalent (FTE) allocation and leveraging technology efficiencies. Continually assess and monitor feasibility in alignment with evolving business needs and constraints.
 - Drafted standard processes for approaching Macro-Acquisitions (>100 Physicians) to streamline operations, reduce duplication, and minimize attrition across National and Regional cross-functional teams.
 - Collaborated with national leadership to conceptualize and implement an innovative operating model for non-clinical shared services, optimizing efficiency and cost-effectiveness.
- 09/2022 – 08/2023 Manager of Pacific West Business Transformation, Optum, Los Angeles, CA**
- Identified \$12M in in-year synergy opportunities from FTE and technology efficiencies, working with functional leaders to continually assess and monitor feasibility based on changing business needs and constraints.
 - Drove market-wide integration for prioritized Managed Service Organization functions by working with Single Market Leaders to draft project plans, identifying critical path milestones, preparing executive communication, and escalating significant risks and dependencies across three states – California, Washington, and Oregon.

11/2020 – 09/2022 Senior Analyst for One Optum Strategy, Optum, Los Angeles, CA

- Developed the infrastructure in Smartsheet for managing 100+ market-wide programs. Provided tools and resources for executive risk mitigation and market resource management.
- Captured and analyzed \$90M of project requests. Developed process for cross-functional Clinical and Non-Clinical Business Leaders to prioritize \$20M of strategic investment dollars based on the project charter, interrelated dependencies, and risks.

06/2019 – 10/2020 Improvement & Innovation Services Consultant, Kaiser Permanente, Oakland, CA

- Supported the strategic planning of a \$20 Million pilot program to improve the bottom line for the dual-eligible population in Northern California by reducing healthcare utilization costs.
- Coordinated the Northern California regional deployment of Kaiser's \$100M investment in a novel social determinant of health resource locator across 14 counties.
- Co-created a crisis management plan in collaboration with the SVP of Compliance and Regional Director of Human Resources to support the COVID-19 Pandemic; this plan drafted standard operating procedures to deploy staff from a centralized regional labor pool into 1,500 non-clinical positions across 22 medical centers.

05/2018 – 05/2019 Implementation Project Manager, Emory Healthcare, Atlanta, GA

- Developed end-user training/SOPs on using the new policy management system, Ellucid, for 100+ pilot users.
- Administered a system-wide transition of 5,000+ healthcare policies across three departments: psychiatry, mother-baby, and pharmacy. Led committee meetings of clinical and non-clinical staff to standardize critical policies and procedures across three hospitals to improve operational efficiency and nursing satisfaction.
- Collaborated cross-functionally with the Director of Policy Management to streamline the policy approval process across several system-wide committees, decreasing average approval time by approximately 50%.

Research Positions

05/2022-04/2023	Student Researcher, University of Michigan – Institute of Healthcare Policy and Research
01/2017-07/2017	Student Researcher, University of Michigan – College of Engineering Cancer Bioengineering
06/2011-08/2011	Student Researcher, Broad Institute of MIT and Harvard – Breast Cancer Lab

Research Interests

- Applying implementation science theories, models, and frameworks to identify barriers and develop actionable strategies that enhance disaster management
- Investigating how federal agencies, states, healthcare coalitions (HCCs), and institutions collaborate to enhance disaster preparedness in healthcare settings, with a focus on the Medical Response Surge Exercise (MRSE).
- Utilizing a sociotechnical systems approach to analyze the complex interactions among stakeholders in disaster management, enhancing understanding and execution of collaborative efforts during emergencies.

Honors and Awards.**Institutional**

10/2024	Phi Kappa Phi Love of Learning Awardee
04/2024	Research University Alliance Scholar, University of Michigan – Rackham Graduate School
02/2024	Susan Lipschutz Rackham Graduate Award, University of Michigan
09/2023	Emerging Leader Awardee, Optum
08/2023	Office of Graduate & Postdoctoral Studies Excellence in Service Nominee, University of Michigan – Medical School
03/2023	Phi Kappa Phi Graduate Student Inductee, University of Michigan
02/2022	Dean's Strategic Initiative Grant Awardee for "Racialized Slavery & the Paternalism of Care – Racialized Medicine, Science, & Statistics" Workshop, University of Michigan – Rackham Graduate School

Journal/Abstract Review

Peer-Review Journal Reviewer

10/2023	Cambridge University Press Disaster Medicine and Public Health Preparedness Journal
03/2023	Sage Publication Medical Decision-Making Policy and Practice (MDM P&P) Journal

Teaching and Mentorship Experience

Teaching Experience

Winter 2024	Guest Lecturer at Emory University – Rollins School of Public Health BSHE 530 Public Health Evaluation Course, provided an introduction into Healthcare Economic Evaluations
Summer/ Fall 2023	Teaching Assistantship, Emory University – Rollins School of Public Health Responsible for creating a syllabus as a subset of a newly created course to support graduate students competing in case competitions. Planned activities and coordinated guest speakers.
2018-2019	Teaching Assistantship, Emory University – Rollins School of Public Health Responsible for editing a syllabus, hosting class twice a week, grading papers and other assignments, including matching students with local healthcare professionals to complete a hands-on practicum case study with Human Resource Management in Health Care.

Mentorship Experience

10/2024 – Present	Mentoring three graduate students in preparing impactful speeches for the University of Michigan Rackham MLK Symposium Event, King Talks, fostering their public speaking skills and confidence.
01/2024-04/2024	Mentored two Undergraduate Research Opportunity Program students, training them to complete a project, Understanding the Structure of Health Care Coalitions in Michigan using the sociotechnical system model and qualitative coding
01/2022-05/2023	Rakira Urquhart, University of Michigan, Student Opportunities for AIDS/HIV Research (SOAR), Guided mentee through graduate school process after graduation from The University of Michigan Rakira matriculated to East Carolina University for her master's in public health.
01/2022-05/2023	Jasmine Mumpfield, University of Michigan, Department, Guided mentee through graduate school process after graduation from The University of Michigan. Jasmine matriculated to University of North Carolina for her master's in public health.

Memberships in Professional Societies

2019 – Present	Member, National Association of Health Services Executives (NAHSE)
2018 – Present	Early Careerist, American College of Healthcare Executives

Leadership Experience

National

2024-2027	University of Washington Increasing Diversity in and Equitable Access to Applied Learning in Disaster Research Response (IDEAAL DR2), Advisory Committee Appointee
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Regional

2024	Early Careerist Conference, Speakers & Workshops, Midwest Chapter of American College of Health Executives, Lead
2021	Early Careerist Conference, Speakers & Workshops, Midwest Chapter of American College of Health Executives, Committee Member

Institutional

2024 – Present	Students of Color of Rackham, President
2023 – 2024	Students of Color of Rackham, Multicultural Leadership Council Chair
2022 – 2023	Students of Color of Rackham, Communications Chair
2021 – 2022	Managers, Analyst, and Trainers, Speakers and Workshop, Optum – California, Committee Member
2020 – Present	Diversity, Equity, and Inclusion Council, Optum – California, Founding Council Member
2019 – 2020	Kaiser Permanente African American Professional Association, Kaiser – Northern California, Regional Member & Communications Chair

Volunteer Service

- 12/2023 – 03/2023 Alternative Spring Break Chair, Students of Color of Rackham, coordinated a two-day event bringing together students from the University of Michigan Ann Arbor and Dearborn to help serve a Detroit-based Non-profit focused on economic and workforce development
- 10/2023 – 05/2024 Facilitator, Pretty Brown Girl, facilitating a weekly club meeting for 6th – 8th grade girls encouraging self-acceptance while cultivating social, emotional & intellectual well-being.
- 10/2020 – Present Annual Speaker, Midnight Golf Program, deliver a compelling presentation to 500 high school seniors, emphasizing the vital role of goal setting in personal and academic success
- 04/2018 – 04/2019 Pre-College Initiative Conference Chair, National Society of Black Engineers, Chaired a 4-day conference for 2,400 K-12 students during the 2019 NSBE Annual Convention
- 09/2013 – 05/2019 Mentor, Pretty Brown Girl, Facilitated the coordination of a nationwide mentorship program workshop series on personal development and empowerment for girls ages 5-18

Scholarly Activities

Seminars/Workshops

1. Increasing Diversity in and Equitable Access to Applied Learning in Disaster Research Response (IDEAAL DR2), participated in a summer training program, focusing on disaster research methods and collaborative project development for underrepresented scholars, University of Washington, August 2024, Seattle, WA.
2. The Infrastructure of Business Transformation, provided an overview of infrastructural components (goals/ metrics, people, infrastructure, technology, culture, processes/ procedures) required to develop a plan for a successful business transformation, Optum – California, February 2023, Los Angeles, CA.
3. Reimagining American Health Care: Learning Health Systems & Health Equity, provided a historical overview of the American Healthcare System Improvement Activities, defined a Learning Health System and critical concepts of the Learning Health Cycle, and outlined health equity initiatives and examples of health disparities, National Association of Health Service Executives, October 2022, New Orleans, LA.
4. Optimizing Healthcare Disaster Preparedness using Healthcare Coalition Exercises, provided an overview of dissertation research, University of Washington, April 2024, Seattle, WA

Panelist

1. Open Forum: Next Generation (NxGen): Shaping the Future Together, Azia Harris-Martin and four other panelists, moderated by Montrece Ransom discussed the future of public health and the support needed by emerging leaders, National Network of Public Health Institutes, September 2024, Chicago, IL.
2. Graduate Student Experience Panel, Azia Harris-Martin, Panelist, provided guidance and insight on the graduate student experience to undergraduate students participating in a summer research program, Student Opportunities for AIDS/HIV Research (SOAR), July 2022, Ann Arbor, MI.
3. Racial Justice Panel, Azia Harris-Martin, Aya Waller-Bey, Byron Brooks, and Jarell Skinner-Roy, Panelists provided insight on how to incorporate racial justice in non-racial justice-centered research, Students of Color of Rackham, Date April 2022, Ann Arbor, MI.
4. Think Heart Think Health: How to be your healthcare advocate, Azia Harris-Martin, Onika Brown, and Myisha Harris-Smith Discussed the importance of Black Women advocating for their health, National Association of Negro Business and Professionals Women's Club New MetroClub, April 2022, Remote.

Speaker

1. Rackham Exhibits of Excellence, Azia Harris-Martin, Research Poster Presentation on "Strengthening Healthcare Disaster Resilience: Analyzing Healthcare Systems' Utilization of Disaster Preparedness Exercises and Examining Barriers and Facilitators through a Health Care Coalitions' Medical Response Surge Exercise Case Analysis," University of Michigan – Rackham Graduate School, October 2024, Ann Arbor, MI
2. Rackham Welcome Day, Azia Harris-Martin, served as the moderator for all entering Rackham Student Graduate students, introducing deans, providing an overview of available resources, and moderating a panel of student leaders, University of Michigan – Rackham Graduate School, August 2022, Ann Arbor, MI
3. The Story of Health Disparities (Equity) in America, Azia Harris-Martin, TED-style talks echoing the theme of U-M's MLK Symposium, University of Michigan - Rackham Graduate School, January 2022, Ann Arbor, MI