

Welcome Health Policy Fellowship Class of 2014-2015

Health Policy Fellows in the Class of 2014 (the twenty-first class) attended Orientation at the New York Institute of Technology College of Osteopathic Medicine in Old Westbury, New York August 20-24.



Front row: Karen Isaacs-Charles, D.O. (NY); Marc Kaprow, D.O. (FL); Stacey Pierce-Talsma, D.O. (ME); Ulrich Vieux, D.O. (NY); Michael Finely, D.O. (CA).

Back row: Mara Hover, D.O. (AZ); John Sealey, D.O. (MI); Tess Poland, MSN (IL); Juan Acosta, D.O. (WA); Darren Sommer, D.O. (OH); Shane Speights, D.O. (AR); John Dougherty, D.O. (MO).

Juan Acosta, D.O.
Yakima, Washington



Graduation PowerPoint: [The Impact of Supplemental Nutrition Assistance Program \(SNAP\) Benefits on Food Security](#)

Dr. Acosta received his Doctor of Osteopathic Medicine degree from the New York College of Osteopathic Medicine in 1997. He graduated from Queens College in 1989 with a B.S. in Biology. He completed his internship and Emergency Medicine Residency at St. Barnabas Hospital in the Bronx in 2001. Dr. Acosta received a Master in Clinical Investigation from Weill Cornell Medical College in 2009. He is board certified in Emergency Medicine and Neuromusculoskeletal Medicine/OMM by the American Osteopathic Association. He is currently working on obtaining a Doctorate in Health Education from A.T. Still University and is expected to graduate in 2015.

Dr. Acosta is a member of the American Osteopathic Association (AOA), the American College of Osteopathic Emergency Physicians (ACOEP), the Association of Osteopathic Directors and Medical Educators (AODME), the Washington State Medical Association (WSMA), the Washington State Osteopathic Medical Association (WOMA), the American College of Physician Executives (ACPE), the American Society for Quality (ASQ), the American College of Healthcare Executives (ACHE) and the American Academy of Osteopathy (AAO).

Dr. Acosta is currently practicing emergency medicine in Yakima, WA. He is the Assistant Dean for Post-Doctoral Education at Pacific Northwest University of Health Sciences (PNWU), Associate Professor at PNWU, Regional Academic Officer for OPTI-West/PNWU, Medical Program Director – Yakima County Emergency Medical Services for the Washington State Department of Health and the Health and Human Services (HHS)/NDMS Medical Officer for the Disaster Medical Assistant Team, WA-1. In July 2014, Washington Governor Jay Inslee appointed Dr. Acosta to the Osteopathic Board of Medicine and Surgery for a five year term ending in 2019.

Pacific Northwest University of Health Sciences sponsors Dr. Acosta's participation in the Health Policy Fellowship.

**John Dougherty, D.O., FACOF, FAOASM, FAODME, FILM
Kansas City, Missouri**



Graduation PowerPoint: [GME Funding: Incentivizing the Creation of Residencies that Address Physician Workforce Shortages](#)

Dr. Dougherty received his Doctor of Osteopathic Medicine degree from the University of Health Science - College of Osteopathic Medicine, NKA Kansas City University of Medicine and Biosciences - College of Osteopathic Medicine in 1992. He graduated from Culver Stockton College in Canton, Missouri in 1988 with a B.S. in Biology and Education. He completed a one-year rotating internship and first year of Family Medicine residency at the Osteopathic Medical Center of Texas, UNT/HSC-TCOM in Fort Worth, completing residency and serving as founding chief resident in the new Family Medicine residency at Oak Hill Hospital in Joplin, Missouri. He is board certified in Family Medicine and holds a Certificate of Added Qualifications in Sports Medicine by the American Osteopathic Board of Family Physicians.

Dr. Dougherty is the Senior Associate Dean for Clinical Affairs and Graduate Medical Education at KCUMB. He is the Chief Academic Officer of the KCUMB-COMEC and chairs the OPTI's OGME Committee. He previously served as Acting Dean at KCUMB and as the Chair of the Department of Family Medicine. He is an inspector for AOASM, ACOFP, COPT and now COCA. He is Chair of the AOASM CEE Committee and is currently the Secretary of their Board of Directors. Dr. Dougherty is a member of the AOA Circle of Leaders, AOA Bureau of Osteopathic Clinical Education and Research, and serves on the Editorial Board of the JAOA. He is a representative for Missouri to the AOA House of Delegates and ACOFP House of Delegates.

He holds Fellowships in three Osteopathic colleges, ACOFP, AOASM and AODME. He has been honored with the Distinguished Service Award from ACOFP, is a member of the Board of Governors of MSACOF, and has received the Medallion Award from MAOPS. Dr. Dougherty was selected for the inaugural ACOFP Physician Leadership Institute in the Administration Track earning him the designation of Fellow and Certified Physician Leader in Administration and was recently voted Missouri Society of the ACOFP Family Physician of the Year.

Kansas City University of Medicine College of Osteopathic Medicine sponsors Dr. Dougherty's participation in the Health Policy Fellowship.

Michael Finley, D.O.
Pomona, California



Graduation PowerPoint: [Assistant Physicians: An Untapped HealthCare Workforce of the "JV Squad"?](#)

Dr. Michael Finley received his undergraduate degree in microbiology and public health from Michigan State University and DO from Chicago College of Osteopathic Medicine. He completed an internal medicine residency at Detroit Osteopathic Hospital in Highland Park, MI and rheumatology fellowship at the Loma Linda University Medical Center in Loma Linda, California. He previously has been a member of the faculty of UCLA School of Medicine and Loma Linda University School of Medicine. Dr. Finley is currently an invited lecturer at the UC Riverside Haider School of Medicine and has been a member of the Western University faculty since 2003. He is past Chair of the Department of Internal Medicine at Western University and was Internal Medicine residency program director at Arrowhead Regional Medical Center in Colton, California from 2004 – 2012. He clinically specializes in adult rheumatology.

Dr. Finley has served as a member at large on the American Osteopathic College of Internists Board of Directors and the Board of Directors of the Southern California Chapter of the Arthritis Foundation. He has chaired the American Osteopathic Directors and Medical Educators (AODME) Council on OPTI since its inception in 2012. Dr. Finley serves as an at large member of the National Board of Osteopathic Medical Examiners. He has chaired the NBOME Subcommittee on COMLEX Performance Exam Misrepresentation and is a member of NBOME Board Executive Committee and Clinical Skills Testing Advisory Committee. Dr. Finley served as a member of the Food and Drug Administration, Arthritis Advisory Committee from 2004 – 2006. He has been the Chief Academic Officer for OPTI – West Educational Consortium since 2003. Dr. Finley has been a member of the AOA OPTI Workshop Planning Committee since 2010.

Dr. Finley is sponsored for the HPF by Western University College of Osteopathic Medicine of the Pacific.

**Mara Hover, D.O.
Parker, Colorado**



Graduation PowerPoint: [Mortality, Medicine, and Humanity: Improving Care At The End Of Life: Physician Orders For Life Sustaining Treatment \(POLST\)](#)

Dr. Hover received her Doctorate of Osteopathic Medicine from Lake Erie College of Osteopathic Medicine. She completed her residency in Pediatrics at St. Joseph's Hospital and Medical Center/Barrow Neurological Institute in Phoenix, Arizona, and took a Fellowship in Forensic Pediatrics at Brown University in Providence, Rhode Island. She is a graduate Fellow of the University of Southern California Keck School of Medicine Educational Leadership Fellowship program, a graduate of the National Association of Community Health Centers New Medical Directors Training, and the United States Department of Transportation Highway Safety Division Public Relations Officer Training. She is board certified in Pediatrics.

Dr. Hover is currently the Associate Dean for Curricular Affairs and Educational Development and Professor of Pediatrics at Rocky Vista University College of Osteopathic Medicine in Parker, Colorado. Previous to this position, Dr. Hover served as Chair of Clinical Curriculum Development, Assessment and Outcomes and Associate Chair of Community Medicine at A T Still University School of Osteopathic Medicine in Arizona (ATSU-SOMA). She is Vice-Chair of the SOMA curriculum committee, and a member of the Catalog, Interprofessional Education, Strategic Outcomes, Academic Management Team, Curriculum Design Team, and Awards and Events committees. Previous to her current position, Dr. Hover served four years as Director of the Clinical Education Department as well as Associate Chair of the Department of Family and Community Medicine. Dr. Hover also served as Chair of the SOMA curriculum committee and the Ad Hoc committee on clinical curriculum. She is Co-Principal Investigator of a grant to support the development of a dual Master's/DO degree and a Masters degree in Medical Informatics, which is awarded by the United States Health Resources and Services Administration. Prior to joining ATSU-SOMA, Dr. Hover was a clinician and Regional Director of Medical Education at Adelante Healthcare, in Phoenix, Arizona. Her academic publications include two articles as second author in the Medical Science Educator on student and faculty assessment of an innovative approach to medical education, and most recently a poster presentation in Interprofessional education at both the Seventh International Conference on Interprofessional Practice and Education, and at the August, 2014 NACHC conference.

In addition to her Administrative position, Dr. Hover is course director for the Adolescent Medicine clerkship rotation, a contributing content expert lecturer for many of the first and second year didactic courses, Adjunct Clinical Associate Professor for the ATSU Physician Assistant Program, and continues to practice clinically at a Pediatric Urgent Care and consult on child abuse cases in the community.

Dr. Hover is a member of the Arizona Osteopathic Medical Association, sits on the AOMA Legislative Affairs Committee and is a member of Senator Matt Salmon's Congressional Health Advisory Panel. She

received the Excellence in Teaching award from AT Still University for her work as a Regional Director Of Medical Education.

Dr. Hover has spent most of her lifetime as a commercial onscreen, print, and voice talent, making her first television commercial at the age of five. She represented her home state as Mrs. Arizona in 1991. The greatest joys in her life are her four grandchildren, Charlotte, Liam, Eleanor and Emmalyn.

Dr. Hover's sponsors for the Health Policy Fellowship are ATSU-SOMA and AOMA.

Karen Isaacs-Charles, D.O.
Jamaica, New York



Graduation PowerPoint: [Health Care Transparency: Centers for Medicare and Medicaid Services Needs to Improve Cost and Quality Information for Consumers](#)

Dr. Isaacs-Charles received her Doctor of Osteopathic Medicine degree from the Nova Southeastern University College of Osteopathic Medicine in 2003. She received a Master in Biomedical Science from Barry University, Miami FL in 1999. She graduated from Fordham University, New York, New York in 1994 with a B.A. in Natural Science. She completed her Internship at Lutheran Hospital in Brooklyn, N.Y. She completed her Family Practice Residency at Good Samaritan Hospital in West Islip, NY in 2006. She is board certified in Family Medicine by the American College of Family Physicians.

For the past 2 years she has been the Associate Medical Director at Community Healthcare Network-Queens Health Center. Her primary focus is community based medicine in underserved populations. She has been a mentor and a preceptor to interns/residents at Peninsula Medical Center, in Far Rockaway, NY. She has precepted medical students at the Touro College of Osteopathic Medicine.

Dr. Isaacs-Charles is a member of the American Osteopathic Association (AOA) and the American College of Osteopathic Family Physicians (ACOFP) and the New York State Osteopathic Society (NYSOM). She is also a member of the American College of Physician Executives (ACOPE). She is also the recipient of the National Health Service Corp loan repayment program. She has volunteered and worked per diem with the Veterans Affairs, New York Harbor, St. Albans Campus.

Marc G. Kaprow, D.O.
Sunrise, Florida



Dr. Kaprow received his undergraduate degree from the University of South Florida in 1992, and his Doctor of Osteopathic Medicine degree from Nova Southeastern University in 2001. During his time at Nova Southeastern, he completed pre-doctoral fellowships in both Anatomy and Osteopathic Practices and Principles. Dr. Kaprow completed his Internal Medicine residency at POH Medical Center, an affiliate training site of Michigan State University College of Osteopathic Medicine, in 2004. During residency, he was honored as the Resident of the Year (2002-2003) and served as Chief Resident during the 2003-2004 training year.

Dr. Kaprow is a Clinical Assistant Professor of Internal Medicine at Nova Southeastern University. He has served as President of the Broward County Osteopathic Medical Association, and has been a Trustee to the Florida Osteopathic Medical Association (FOMA) board since 2009. He currently holds a Member-at-Large position for the FOMA Executive Board. He has served several FOMA committees, including Membership and Men's Health, and has served as a delegate to the American Osteopathic Association for several years. Dr. Kaprow also serves on the American College of Osteopathic Internists Clinical Practice Committee. Dr. Kaprow has authored several professional publications, and has lectured nationally on Palliative Medicine topics and Practice Management. He is currently enrolled in an online program pursuing a Master's of Health Administration at Capella University.

Dr. Kaprow is certified in Internal Medicine, Hospice and Palliative Medicine by the American Osteopathic Board of Internal Medicine. He completed recertification for Internal Medicine in 2013. Dr. Kaprow practiced as a primary care physician in the Pembroke Pines / Hollywood area for several years. During that time he served the South Broward Hospital District and Memorial Hospital West on multiple committees, including Utilization Review, Peer Review, Physician Credentialing, Ethics and the Medical Executive committee. In 2008 he was appointed Medical Director of Memorial Home Health Care, and in 2010 he transitioned his practice from patient care to administration as the Associate Medical Director for VITAS Hospice in Broward County. In 2012, Dr. Kaprow joined UnitedHealthcare of Florida as a Medical Director. He currently oversees the Managed Medicaid Long Term Care program that UnitedHealthcare provides serving the needs of thousands of complex, frail, and elderly patients in 58 counties across the state of Florida.

The Florida Osteopathic Medical Association has generously sponsored Dr. Kaprow's participation in the Health Policy Fellowship.

Tess Poland, MSN
Chicago, Illinois



Graduation PowerPoint: [An Economic Framework For Preventive Care Advice](#)

Therese (Tess) Poland earned her master's degree in nursing at the University of Western Sydney and a Bachelor of Science degree in nursing from Avondale College, Sydney, Australia.

Tess is the Associate Vice President (Quality and Certification Specialist) for the American Osteopathic Association's Healthcare Facilities Accreditation Program. In her role, Ms. Poland facilitates the development of certification activities related to disease and condition management services, including the development of standards and review processes.

Ms. Poland has 20 years of nursing, management and consulting experience in the healthcare industry, as well as extensive experience in building robust quality management frameworks that interlink risk management, clinical innovation and system development.

Previously, Ms. Poland worked at Ramsay Health Care in Sydney, Australia, as a quality and risk manager and project manager for the clinical set-up of new hospitals. Ramsay Health Care is Australia's leading premier private hospital group, with more than 117 hospitals around Australia, the UK, France and Indonesia.

The American Osteopathic Association sponsors Ms. Poland's participation in the Health Policy Fellowship.

Stacey Pierce-Talsma, D.O.
Vallejo, California



Graduation PowerPoint: [Single Accreditation System for Graduate Medical Education: The Impact on Access to Osteopathic Distinctive GME Training](#)

Dr. Pierce-Talsma received her Doctor of Osteopathic Medicine from the Michigan State University College of Osteopathic Medicine. She graduated from Western Michigan University in Kalamazoo Michigan with a B.S in Biomedical Sciences. She also completed a Graduate Certificate in Holistic Health from Western Michigan University in 2003. Dr. Pierce-Talsma completed her Osteopathic internship and Neuromusculoskeletal Medicine and Osteopathic Manipulative Medicine Residency Program at the University of New England College of Osteopathic Medicine, where she served as the Chief Resident. She is board certified in Neuromusculoskeletal Medicine and Osteopathic Manipulative Medicine. She has also completed a M.S. in Medical Education and Leadership (MMEL) in 2011 from the University of New England College of Osteopathic Medicine.

Dr. Pierce-Talsma serves as Associate Professor of OMM at Touro University College of Osteopathic Medicine in California. Previous to this position, Dr. Pierce-Talsma served as Assistant Faculty in the Osteopathic Manipulative Medicine Department at UNECOM, and serves as the Program Director for UNECOM's NMM/OMM +1 Residency Program, as well as a Co- Course Director for UNECOM's Osteopathic Clinical Skills II course. She serves her OPTI (NEOMEN) as a member of the Board of Governors and the Chair of the Osteopathic Graduate Medical Education (OGME) Committee. She is involved in her state organization, the Maine Osteopathic Association (MOA) as a member of the Board of Directors, a Co-Chair for the Membership Committee, and a member of the Education Committee. She is active in the American Academy of Osteopathy (AAO) as a member of the Post-Doctoral Standards and Evaluation Committee, functioning on the subcommittees of the In-service Exam and the Program Directors Workshop. She is also the Advisor to the Post-graduate American Academy of Osteopathy (PAAO). She serves as UNECOM's representative to the Educational Council on Osteopathic Principles (ECOP).

Dr. Pierce-Talsma has been honored with the Maine Osteopathic Association's "Young Osteopathic Physician of the Year" award, and MSUCOM's Fred Mitchell Sr. D.O. F.A.A.O. Memorial Award, awarded to graduating students for exceptional achievement in the field of osteopathic manipulative medicine.

Dr. Pierce-Talsma was recently inducted into the [National Academy of Osteopathic Medical Educators](#) in recognition of her educational leadership. According to *Inside OME*, "NAOME is a community of outstanding educators who have met rigorous standards of academic excellence within the last five years. NAOME Fellows are inducted into the Academy each year to serve a five-year term, during which Fellows function as leaders and mentors for academic scholarship and excellence in the osteopathic medical education profession."

Dr. Pierce-Talsma is also a Certified Yoga Teacher and incorporates yogic practices into her medical practice and for the benefit of the UNECOM students and her staff at her clinical office. The University of New England College of Osteopathic Medicine sponsors Dr. Pierce-Talsma's HPF participation.

**John Sealey, D.O.
Detroit, Michigan**



Graduation PowerPoint: [Would Privatization of the Veterans Health Administration Improve Cost, Access, and Quality of Care for Our Veterans?](#)

John W. Sealey, D.O., F.A.C.O.S, is board certified through the American Board of Osteopathic Examiners and the American Board of Osteopathic Surgeons. Dr. Sealey received his medical degree from Michigan State University College of Osteopathic Medicine he completed his general surgery residency at Michigan Hospital and Medical Center and his cardiothoracic and vascular fellowship at Detroit Osteopathic Hospital. He completed his bachelor's degree at North Carolina Central University. For nearly 30 years, Dr. Sealey has practiced as a thoracic and vascular surgeon in Southeastern Michigan.

Dr. Sealey has been an Associate Professor at Michigan State College of Osteopathic Medicine for three years. His passion is and continues to be the school's Detroit pipeline program, mentoring students at various ages about pursuing and advancing their medical careers. Currently, Dr. Sealey is the Director of Medical Education for the newly formed Teaching Health Center program, Authority Health. The Authority Health teaching program is an opportunity to introduce the next generation of primary care specialist to opportunities in medically-underserved areas. Dr. Sealey was critical to the program's inception and start up. Dr. Sealey has been published in several medical journals.

Dr. Sealey is a member of the American Osteopathic Association, the Michigan Osteopathic Association, the American College of Osteopathic Surgeons, and the Detroit Medical Society. In addition, Dr. Sealey is a trustee for Michigan Osteopathic Association.

Darren Sommer, D.O.
Columbus, Ohio



Graduation PowerPoint: [The Individual Mandate: Is It Working?](#)

Dr. Darren J. Sommer was awarded his Doctor of Osteopathic Medicine and Master's of Public Health degrees from Nova Southeastern University College of Osteopathic Medicine in 2003. He completed his Internal Medicine Residency at Sun Coast Hospital in Largo, Florida in 2006, and is board certified in Internal Medicine by the American College of Osteopathic Internists. He later went on to complete his MBA with Health Sector Management Certification from Duke's Fuqua School of Business in 2011.

Dr. Sommer is a member of the American Osteopathic Association (AOA), Ohio Osteopathic Association (OOA), Fellow of the American College of Osteopathic Internists (ACOI), Fellow of the Society of Hospital Medicine (SHM), and a Certified Physician Executive (CPE). Dr. Sommer has served on the ACOI's technology council, is currently the President-Elect of the Columbus Osteopathic Association, and is also a Clinical Assistant Professor of Internal Medicine for the Ohio University College of Osteopathic Medicine. And, as a combat veteran, he also continues to work with wounded veterans as a medical advisor for the Resurrecting Lives Foundation and ChefVet.

Dr. Sommer is the co-founder and Chief Medical Officer of the Optimized Care (OCN) Network in Columbus, Ohio. The OCN is a state-of-the-art digital healthcare platform that allows a remote physician to care for a patient in real-time by a life-size, three-dimensional physician, with eye-to-eye contact. This platform utilizes a bedside RN to deliver exceptional care to patients in medically underserved communities. He is passionate about correcting the clinical supply and demand mismatches that exists in the healthcare marketplace today. Previous positions include service as a physician with the US Army's 82nd Airborne Division serving as both a Brigade Surgeon and Flight Surgeon. In addition, his military career spans more than 20 years of service, completed two combat deployments and earned numerous decorations including the Bronze Star, Combat Medic Badge and the Combat Action Badge. After completing his active duty service, Dr. Sommer went on to serve as the Medical Director of the Hospitalist Program at Southeastern Regional Medical Center in Lumberton, NC. He later led as the Senior Vice President of Hospitalist Services with Premier Physicians Services in Dayton, Ohio.

Dr. Sommer's greatest achievement is that he has been married for 18 years and he and his wife, Genia, have three wonderful children.

The Ohio Osteopathic Association is kindly sponsoring Dr. Sommer's fellowship activities.

Shane Speights, D.O.
Jonesboro, Arkansas



Graduation PowerPoint: [The World's Largest Retailer Will See You Now. . .](#)

Dr. Speights received his Doctor of Osteopathic Medicine degree from the University of Health Sciences College of Osteopathic Medicine in 2004. He went on to complete a three-year residency in Family Medicine at the University of Arkansas for Medical Sciences AHEC residency in Jonesboro, Arkansas in 2007. Prior to medical school Dr. Speights attended Henderson State University in Arkadelphia, Arkansas where he received his B.A. in Business Administration with an emphasis in Management. He then attended Arkansas State University in Jonesboro, Arkansas for two years to complete his pre-professional coursework. He is board certified in Family and Preventative Medicine by the American Board of Family Medicine in addition to being board certified in Family Medicine by the American Board of Osteopathic Family Physicians.

Dr. Speights is a member of the American Osteopathic Association (AOA), the American College of Osteopathic Family Physicians (ACOFP), the Arkansas Osteopathic Medical Associations (AOMA), the American Medical Association (AMA), the American Academy of Family Physicians (AAFP) and the Arkansas Medical Society (AMS). He is past president and past board member of the AOMA. In his first year of practice he was awarded the AOMA's Young Physician Award.

He completed his third year of residency as the chief resident and was recruited into a faculty position as an Assistant Professor of Medicine at the UAMS-AHEC Family Medicine Residency in Jonesboro, Arkansas. In 2009 he became the Assistant Residency Director of that same program. In 2012 Dr. Speights took a position at St. Bernards Healthcare System in Jonesboro, Arkansas where he started an Adult & Pediatric Hospitalist Program. Once that program was fully staffed he was promoted to Vice President of Medical Affairs where he currently serves.

St. Bernards Healthcare System sponsors Dr. Speights' participation in the Health Policy Fellowship.

Ulrick Vieux, D.O., MS
Manhattan, New York



Graduation PowerPoint: [Protect the Healthy, Hunger-Free Kids Act of 2010](#)

Dr. Vieux received his Doctor of Osteopathic Medicine degree from the Philadelphia College of Medicine in 2000. He graduated from Cornell University in 1992 with a B.S. in Biology and Society and graduated from Columbia University in 1995 with a M.S. in Human Nutrition. He completed a residency in Family Medicine at the New York Medical College (Brooklyn-Queens) campus and a residency in Psychiatry at the St. Luke's-Roosevelt Hospital Center and a fellowship in Child and Adolescent Psychiatry at St. Luke's-Roosevelt Hospital Center. He is Board Certified in Psychiatry and Child and Adolescent Psychiatry by the American Board of Psychiatry and Neurology.

He is the Medical Director of the Children's Community Mental Health Services waiver program at the Mt. Sinai-St. Luke's program and the Director of Mental Health services in satellite clinics also at Mt. Sinai-St. Luke's. In addition, Dr. Vieux is an analytic candidate at the New York University Institute for Psychoanalytic Education and is an assistant clinical professor at the Icahn School of Medicine at Mt. Sinai. Dr. Vieux has held academic appointments at Harvard School of Medicine, Columbia University College of Physicians and Surgeons and Touro College of Osteopathic Medicine (Harlem) in the past. Dr. Vieux was awarded Preceptor of the Year for 2013 at TouroCOM.

Dr. Vieux is a member of the American Osteopathic Association (AOA), American Academy of Child and Adolescent Psychiatrists, American Psychiatric Association and the Black Psychiatrists of America.
