

RANDY BRAZIE, MD, SEP

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CHIEF MEDICAL OFFICER • BEHAVIORAL HEALTH CONSULTANT

Knowledgeable Chief Medical Officer and senior psychiatrist with over 20 years of experience strengthening fiscal performance and expanding delivery of mental health services at diverse healthcare organizations. Strong dedication to integrated health services, healthcare education and direct patient care. Advanced expertise in identifying underserved needs of patient populations and introducing critically needed health services. History of success establishing business models and leadership strategies that measurably improve team retention, fiscal stability, and quality of care.

Healthcare Administration • Medical & Psychiatric Program Management • Integrated Health Services
Healthcare Business Models • Regulatory Compliance • Inpatient & Outpatient Care • Cost Control
Physician Relations • Patient Advocacy • Medical Informatics • Performance Management
Trauma-Informed Care • Staff Recruitment, Retention & Training • Community Relations

PROFESSIONAL EXPERIENCE

RESILIENT HEALTH, Phoenix, Arizona • 2019-Present

Nonprofit provider of integrated behavioral health and primary care to general population, delivering services statewide, including art therapy programs, psychiatric and primary healthcare.

Chief Medical Officer: Recruited to introduce evidence based therapies for enhancing resilience, including trauma conditions. Build, lead and manage medical team; oversee recruitment and performance management. Track team productivity and prescribing patterns; perform peer review of prescriber medical records. Play critical role on executive leadership meetings; oversee operational leadership organization-wide. Serve as key point of communication and relationship development with expert stakeholders nationally. Introduced cutting edge trauma therapies including polyvagal theory and somatic experiencing.

TERROS HEALTH, Phoenix, Arizona • 2016-2018

Nonprofit provider of integrated behavioral health and primary care to Medicaid population, delivering mobile crisis services statewide and children's programs via State Department of Child Services.

Chief Medical Officer: Recruited to introduce integrated care model encompassing primary care, general mental health, and Medication Assisted Treatment. Build, lead and manage medical team; oversee recruitment and performance management. Supervise leadership team of 2 medical directors and 1 primary care physician as well as 38 medical staff. Track team productivity and prescribing patterns; perform peer review of prescriber medical records for quarterly feedback. Play critical role on executive leadership meetings; oversee operational leadership organization-wide.

- Developed collaborative care model for integrated care, based on University of Washington model supported by American Psychiatric Association.
- Introduced Medication Assisted Treatment program offering long-acting naltrexone injection maintenance as well as suboxone induction and maintenance.
- Developed flexible care models responsive to changing Medicaid service structures.
- Saved over \$2 million annually by introducing retention measures that stabilized clinical workforce, eliminating need for locum tenens providers.
- Developed concierge psychiatry service for patients under court order to receive mental health services, improving access to quality care.
- Converted 3 managerial positions into single Medical Director position, securing significant savings, strengthening supervisory support to medical staff and reducing administrative burden.
- Championed development of detailed data reports, improving productivity monitoring and building strong foundation for incentive bonus compensation model.
- Introduced culture of safe, consistent boundaries to medical teams, providing secure and supportive environment that measurably reduced turnover and improved standards of care.

SIERRA VISTA MEDICAL GROUP, Sierra Vista, Arizona • 2015-2016

Medical group associated with Canyon Vista Medical Center, providing hospital and clinical care encompassing multiple inpatient specialties.

Medical Director, Behavioral Health: Directed opening of new 19-bed adult and geriatric inpatient unit serving SMI, military, and private-pay populations. Reviewed and established clinical procedures and policies; served as unit psychiatrist and provided floor consults. Supervised Nurse Practitioner; trained internal medicine residents and psychiatric medical students. Played key role on internal code of conduct committee; led investigations into behavioral complaints among staff. Guided C-level leadership team regarding service delivery; represented behavioral health services in meetings with community stakeholders including outpatient mental health providers, local law enforcement, and community groups.

- Established new ECT service; oversaw delivery of quality care to admitted patients.
- Ensured successful initial Joint Commission survey for new behavioral health inpatient unit.
- Educated Emergency Department staff regarding appropriate admission criteria for mental health patients, improving emergency services' understanding of mental health presentations.
- Established approachable leadership culture that increased staff confidence in delivering new services.

CHOICES NETWORK OF ARIZONA, Phoenix, Arizona • 2014-2015

Nonprofit behavioral health provider with 6 clinics throughout Maricopa County.

Chief / ACT Psychiatrist • 2014-2015: Promoted to oversee medical staff across 6 multidisciplinary teams as key member of management staff. Served clinical role in highly complex, high-intensity cases as Assertive Community Treatment (ACT) psychiatrist. Ensured compliance of all teams and services with standards defined by Arizona Department of Health Services. Monitored medical staff productivity and performance; advocated for team requirements to Chief Medical Officer. Served as Teaching Preceptor; taught osteopathic medical students from Midwestern University.

- Provided stable, consistent leadership, establishing positive environment that measurably reduced turnover and improved patient care.
- Implemented key measures to improve patient show rates, boosting productivity and staff motivation.

ACT Psychiatrist • 2014: Served as outpatient psychiatrist and key member of Assertive Community Treatment (ACT) team, delivering mental health care to public sector patients. Oversaw patient evaluations, medication management, and involuntary treatment.

LATROBE REGIONAL HOSPITAL, Traralgon, Victoria, Australia • 2012-2013

Regional healthcare organization serving more than 900,000 residents in rural Victoria, Australia.

Staff Psychiatrist: Provided adult outpatient and ECT care, as well as hospital inpatient services as needed. Taught psychiatry and medical residents.

- Managed patient stays and coordinated care to ensure availability of beds for large population of patients; ensured consistent follow-up to reduce requirement for hospital stays.

EXPERIENCE PRIOR TO 2012

**Cornwall House Community Mental Health Centre, Consultant Psychiatrist / Lead Clinician
Auckland, New Zealand • 2010-2012**

Acadia Hospital, Staff Inpatient Psychiatrist, Bangor, Maine • 2010

**Outpatient Clinics for Maricopa County Behavioral Health, Community Psychiatrist
Phoenix, Arizona • 2007-2010**

**Waitemata District Health Board, Service Clinical Director / Consultant Psychiatrist
Auckland, New Zealand • 2006-2007**

CompHealth, Community Psychiatrist, Phoenix, Arizona • 2006

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Waitemata District Health Board, Service Clinical Director / Consultant Psychiatrist
Auckland, New Zealand • 2004-2006

CompHealth, Community Psychiatrist, Phoenix, Arizona & Los Angeles, California • 2003-2004

Arrowhead Regional Medical Center, Vice Chairman, Department of Behavioral Health &
Staff Psychiatrist, Colton, California • 1999-2002

ACADEMIC EXPERIENCE

Midwestern University College of Medicine, Teaching Practitioner • 2014-2016, 2019-2021

Royal Australian & New Zealand College of Psychiatrists, Supervisor for Psychiatry Registrars
2005-2007, 2010-2012, 2012-2013

Western University of Health Sciences, Clinical Assistant Professor of Family Medicine & Psychiatry
2001-2003

Somatic Experiencing International, Teaching Assistant
2021

EDUCATION

Doctor of Medicine (M.D.)

University of Arizona College of Medicine, Tucson, Arizona

Bachelor of Science in General Biology

University of Arizona, Tucson, Arizona

RESIDENCY

University of Arizona Affiliated Hospitals, Tucson, Arizona: General Psychiatry Residency Program

CURRENT PROFESSIONAL AFFILIATION

American Psychiatric Association
Somatic Experiencing International

CURRENT BOARD CERTIFICATIONS & LICENSURE

Arizona Board of Medical Examiners, #35261
Medical Board of California, # A67580
American Board of Psychiatry & Neurology: Diplomate, General Psychiatry
Washington Department of Health, #MD60688597

PROFESSIONAL DEVELOPMENT

Refresher Training in ECT, Albert Road Clinic
Somatic Experiencing Practitioner Training 2019-2021