




City of Seattle Boards & Commissions Notice of Appointment

| | | |
|--|---------------------------|---|
| Appointee Name: Beverly Smith | | |
| Board/Commission Name: Seattle Human Rights Commission | | Position Title: Member |
| <input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment | | City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: Fill in appointing authority | | Term of Position: * 7/23/2024 to 7/22/2026 <input checked="" type="checkbox"/> Serving remaining term of a vacant position |
| Residential Neighborhood: South Lake Union | Zip Code: 98109 | Contact Phone No.: n/a |
| Background: Beverly has a passion for advocacy, policy change, and community involvement. As a clinician and Howard Law trained social engineer, she has a deep commitment to addressing the systemic challenges that disproportionately impact Black communities, including healthcare disparities, affordable housing, economic security, and social inclusion. Beverly believes that through collaborative efforts, we can drive meaningful policy changes to ensure that underserved communities receive the dignity, support, and resources they deserve. | | |
| Authorizing Signature (original signature):  Date Signed (appointed): May 12th, 2025 | | Appointing Signatory: Bruce A. Harrell Mayor of Seattle |

*Term begins and end date is fixed and tied to the position and not the appointment date.

BEVERLY SMITH

COMPLIANCE & PRIVACY OFFICER

DETAILS



SKILLS

Regulatory Compliance
Laws & Regulation



Regulatory Matters



Compliance



Managed Care



Ethics



Risk Management



Lean Six Sigma Master
Black Belt



Business Acumen



Communication Skills



Strategic Decision-Making



Stakeholder Management



Policy Governance



Leadership ability in
managing and developing
others, including leading
large teams



Innovation



PROFILE

Compliance & Privacy Officer with over 15 years of proven experience in leading, developing, implementing, and enhancing compliance programs for managed care and complex healthcare systems. Skilled in leading comprehensive policies, risk assessments, and training programs. Recognized for effectively managing audits, investigations, and corrective actions to ensure federal and state regulatory adherence. A strategic leader fostering collaboration across diverse teams, adept at stakeholder management, and promoting a culture of ethics and compliance. Expertise in healthcare compliance, legal knowledge, and risk analysis positions me to excel in ensuring regulatory adherence and mitigating compliance risks. Proven track record in overseeing compliance and privacy matters, providing leadership guidance, and implementing data security and privacy programs.

EMPLOYMENT HISTORY

Compliance & Privacy Officer, Wellstar Health System

2021 — Present

Responsible for the development, implementation, and oversight of an effective Compliance and Privacy program. Provided leadership, strategy and guidance to executive leadership and business teams on compliance and ethics issues. Worked collaboratively to achieve system objectives and in areas of planning, implementing, and evaluating compliance programs and strategies in the delivery of integrated health services on a system-wide basis.

ACHIEVEMENTS + HIGHLIGHTS

- **Effective lines of communication.** Regular interaction with medical staff, community leaders, government agencies and legal advisors to carry out the goals and objectives of system-wide compliance program.
- **Monitoring and auditing.** Provided an objective and independent compliance evaluation of various functional processes which may include issues such as Medicare and Medicaid billing, anti-kickback, fraud and abuse, managed care compliance, anti-trust, labor and employee relations, environmental health and safety matters, various trade practices, and specific issues which may arise.
- **Written materials and training.** Directed efforts to effectively incorporate the compliance program into the organization, including written materials and training programs designed specifically to promote understanding of compliance issues, laws and regulations, and consequences of noncompliance.

Chief Legal & Compliance Officer, Coerten McGinnis

2019 — 2021

- Developed, implemented, maintained and updated written policies and procedures and standards of conduct to create a culture of compliance
- Ensured adherence to applicable federal and state laws and regulations, including but not limited to: The False Claims Act, The Anti-Kickback Statute, The Civil Monetary Penalties Law, The Stark Law, HIPAA, HITECH, etc.

LANGUAGES

English



Spanish



Afrikaans



- Identified and managed legal risks across the organization.
- Developed and managed a risk-based compliance and privacy auditing and monitoring program to detect, respond to, and remediate compliance violations.
- Reviewed and monitored compliance with legal statutes, regulations, and internal policies.
- Evaluated the effectiveness of the compliance program regularly and made associated updates or revisions to ensure a best-in-class program.

Chief Compliance & Privacy Officer, Towsen Health System

2018 — 2019

- Provided leadership guidance and support on compliance and privacy matters related to the health system and its subsidiaries and affiliates.
- Responsible for all aspects of development, implementation, and maintenance of the effective, risk-based compliance program for the enterprise, including directly liaising with the Board of Directors and leading the Compliance Committee.
- Investigated and reported on potential compliance issues to ensure timely resolution and adherence to applicable laws and regulations.
- Conducted routine monitoring and annual compliance risk assessments working with enterprise risk management, internal audit and other stakeholders.
- Enforced standards through well-publicized disciplinary guidelines in partnership with Human Resources and other stakeholders.
- Developed and implemented policies and procedures to ensure data security and privacy compliance.
- Developed a comprehensive data privacy program to ensure compliance with GDPR and other data protection regulations.
- Collaborated with departments to ensure compliance with relevant laws and regulations
- Monitored and evaluated regulatory changes to ensure company policies and procedures remain compliant
- Developed and maintained a comprehensive training program for employees to ensure compliance with applicable laws and regulations

Associate (In-Residence), Cliffe Dekker Hofmyer

South Africa

2015 — 2016

- Reviewed agency decisions, analyzed global competition laws, and drafted legal memoranda for firms engaged in cross-border mergers and acquisitions.
- Identified probable outcomes of merger control reviews to advise clients of compliance requirements and risks associated with intended business transactions.
- Advised clients on potential competition law considerations connected to business activities including market power, dominance, pricing issues, exclusivity risks, and domestic policy matters.
- Conducted detailed research and analysis of complex legal issues to develop strategic arguments in support of client's position.

Legal Teaching & Research Assistant, Howard University School of Law

2016 — 2018

- Conducted legal research on a wide variety of topics and provided comprehensive summaries
- Developed a comprehensive understanding of the legal research process and principles of legal citation
- Developed a comprehensive understanding of the legal research process and principles of legal analysis

Senior Director, UnitedHealth Group (Optum)

2011 — 2015

- Responsible for enterprise-wide and client-facing (consulting) regulatory affairs, clinical compliance programs, risk adjustment, and portfolio (ePMO) management.
- Provided audit and advisory services to clients regarding federal and state regulatory compliance, privacy, fraud/abuse, ethics, finance, business strategy, operations, continuous improvement, program management and corporate policy development.
- Led cross-functional, global teams representing key stakeholders from risk identification to remediation.

ACHIEVEMENTS + HIGHLIGHTS

- Compliance Audits (National Sample, RADV, etc)
- Best Medical Record Documentation Audits
- Key Error Indicators (HCC, HCPCS, ICD-10)
- Fraud, Waste, and Abuse Identification & Remediation

Senior Director, Government Affairs and Operations, UnitedHealth Group (UnitedHealthcare)

2009 — 2011

- Led portfolio management, regulatory affairs, risk management and continuous improvement efforts for global operations.
- Implemented internal controls and corrective remediation plans to achieve regulatory and operational compliance.
- Formulated and implemented proactive enterprise-wide regulatory compliance corrective action plans, remediation strategies and performance metrics.

ACHIEVEMENTS + HIGHLIGHTS

- APIPA Assimilation Post Acquisition
- Provider Delegation Remediation (Enterprise Wide)
- Blue Sky – Provider Loading Training Program Creation/Execution
- Uniform Provider Loading Program in conjunctions with NCQA

Senior Program Executive, UnitedHealth Group (UnitedHealthcare)

2007 — 2009

- Developed and managed deployment of new program and policy initiatives within the private healthcare sector.
- Expanded cross-functional organizational capacity by collaborating with global business partners to address operational barriers and diminished outcomes.
- Actualized ANSI 278 electronic transaction for notification with healthcare providers.
- Managed matrixed teams of key stakeholders, including health information technology (IT) partners, clinical software vendors (EPIC, Cerner, McKesson, etc.) and transaction clearinghouses, through entire project lifecycle.

Manager, Clinical Operations, Cincinnati Sportsmedicine & Orthopaedics

2006 — 2007

- Responsible for overseeing day-to-day practice operations.
- Provided management oversight for the development of high-quality, cost-effective, and integrated clinical programs.
- Directed clinical and non-clinical personnel to deliver optimal care to patients.

- Ensured staff compliance with set policies and standards as well as hiring, training, and scheduling employees.

Manager, Clinical Operations, University Of Cincinnati Department Of Neurosurgery

2004 — 2006

- Managed and oversaw the daily operations of the office, including scheduling, budgeting, and personnel
- Developed and implemented protocols to improve the efficiency of clinical operations
- Utilized evidence-based practice to ensure best practice guidelines were met

EDUCATION

Doctor of Jurisprudence (JD), Howard University

Washington

- ☐ Merit Scholar
- ☐ CALI Award Winner in Labor/Employment Law, Health Law

Bachelor of Science in Healthcare Administration, Miami University/UOP

Oxford

Certified in Healthcare Compliance (CHC)

Lean Six Sigma Master Black Belt

Certified Information Privacy Professional (CIPP)

ACADEMIC RESEARCH

Legal Articles

Higher Ed 'Do Not Resuscitate' Orders (July 3, 2017). Kentucky Law Journal, Vol. 106, No. 223, 2017; Howard Law Research Paper No. 17-1. Available at

SSRN: <https://ssrn.com/abstract=2922147> or <http://dx.doi.org/10.2139/ssrn.2922147>

Clinical Studies

Normal Pressure Hydrocephalus (NPH) – Treatment Protocol with VP Shunting
Hyperhidrosis – Sympathetic Nerve Clipping

REFERENCES

David A. Jones, EVP & Chief Human Resources Officer from Wellstar Health System

david.a.jones@wellstar.org | (470) 644-0370

Ralph D. Turner, SVP & Hospital President from Wellstar Health System

ralph.turner@wellstar.org | (470) 644-8089

Britt'ny Morris, AVP WMG Ops Ambulatory Div from Wellstar Medical Group

brittny.jones@wellstar.org | (404) 709-9774

Seattle Human Rights Commission

21 Members: Pursuant to *SMC 3.14.920*, all members subject to City Council confirmation, 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to *SMC 3.51*:

- 8 City Council-appointed
- 9 Mayor-appointed (includes 1 Get-engaged Mayor position)
- 4 Other Appointing Authority-appointed: Commission-appointed

Roster:

| *D | **G | RD | Position No. | Position Title | Name | Term Begin Date | Term End Date | Term # | Appointed By |
|----|-----|----|--------------|----------------|----------------------|-----------------|---------------|--------|--------------|
| | F | | 1. | Member | Bryennah Quander | 7/23/23 | 7/22/25 | 1 | City Council |
| | M | | 2. | Member | Trevor Duston | 7/23/23 | 7/22/25 | 1 | Mayor |
| | F | | 3. | Member | Amy Bailey | 7/23/23 | 7/22/25 | 1 | City Council |
| | F | | 4. | Member | Gwen McCullough | 7/23/23 | 7/22/25 | 1 | Mayor |
| | M | | 5. | Member | James Munger | 7/23/23 | 7/22/25 | 1 | City Council |
| | M | | 6. | Member | Kyle Tibbs | 1/23/24 | 1/22/26 | 1 | Mayor |
| | F | | 7. | Member | Mariam Sulayman Koss | 1/23/24 | 1/22/26 | 1 | City Council |
| | M | | 8. | Member | Calvin Lassiter | 1/23/24 | 1/22/26 | 1 | Commission |
| | F | | 9. | Member | Beverly Smith | 7/23/24 | 7/22/26 | 1 | Mayor |
| | F | | 10. | Member | Koumudi Phadake | 7/23/24 | 7/22/26 | 1 | City Council |
| | | | 11. | Member | VACANT | | | | Mayor |
| | F | | 12. | Member | Anika Khan | 7/23/24 | 7/22/26 | 1 | City Council |
| | F | | 13. | Member | Kristina Sawyckyj | 1/23/24 | 1/22/26 | 1 | Mayor |
| | M | | 14. | Member | Ali Khan | 1/23/24 | 1/22/26 | 1 | City Council |
| | F | | 15. | Member | Diana Ortega-Chance | 1/23/24 | 1/22/26 | 1 | Mayor |
| | M | | 16. | Get Engaged | Avery Hultgren | 9/1/24 | 8/31/25 | 1 | Mayor |
| | M | | 17. | Member | Phillip Lewis | 7/23/24 | 7/22/26 | 1 | City Council |
| | F | | 18. | Member | Katie Sophie Gonser | 1/23/24 | 1/22/26 | 1 | Mayor |
| | M | | 19. | Member | Goutham Putta | 7/23/24 | 7/22/26 | 1 | Commission |
| | M | | 20. | Member | Nicholas Leydon | 1/23/24 | 1/22/26 | 1 | Commission |
| | F | | 21. | Member | Miranda Catsambas | 7/23/24 | 7/22/26 | 1 | Commission |

| SELF-IDENTIFIED DIVERSITY CHART | | | | | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|---------------------------------|------|--------|-------------|---------|-------|-------------------------|------------------|--------------------------------|-------|-------------------------|------------------|----------------|-------------|
| | Male | Female | Transgender | NB/ O/U | Asian | Black/ African American | Hispanic/ Latino | American Indian/ Alaska Native | Other | Caucasian/ Non-Hispanic | Pacific Islander | Middle Eastern | Multiracial |
| Mayor | 3 | 4 | | | | | | | | | | | |
| Council | 3 | 5 | | | | | | | | | | | |
| Comm | 3 | 2 | | | | | | | | | | | |
| Total | 20 | | | | | | | | | | | | |

List the corresponding *Diversity Chart* number (1 through 9) **G L ist gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown **RD Residential Council District number

Key: *D 1 through 7 or N/A -Diversity info is self-identified and voluntary.