

## Appendix II (revised January 2024)

Tracy Renee Webber, DNP, CNM, MPA | January 2024 |

### UNIVERSITY OF ROCHESTER SCHOOL OF MEDICINE & DENTISTRY CURRICULUM VITAE

**Tracy Renee Webber, DNP, CNM, MPA**

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**Date of Birth: May 28, 1969**

**Citizenship: US**

**Pronouns: She/Her/Hers**

#### CURRENT POSITIONS

Assistant Professor, Department of Obstetrics and Gynecology

Director, Division of Midwifery

Diversity Officer, Department of Obstetrics and Gynecology

University of Rochester School of Medicine & Dentistry, Rochester, NY

#### EDUCATION

2016 - 2019	Doctor of Nursing Practice, Leadership Yale School of Nursing, New Haven, Connecticut
2000 – 2003	Master of Science in Nursing, Midwifery Specialty Yale School of Nursing, New Haven, Connecticut
2000 – 2002	Nursing Certificate Yale School of Nursing, New Haven, Connecticut
1987 – 1993	Master of Public Administration, Health Administration Concentration Long Island University – C.W. Post College, Brookville, New York
1987 – 1993	Bachelor of Science, Health Care Administration Long Island University – C.W. Post College, Brookville, New York

#### PROFESSIONAL LICENSURE & CERTIFICATIONS

Midwife, State of New York, October 2004, License #F001167

Certified Nurse-Midwife, American Midwifery Certification Board, Certification #11672

Registered Professional Nurse, State of New York, July 2003, License #542225

DEA Certification, U.S. Department of Justice, Drug Enforcement Administration

#### FACULTY APPOINTMENTS

2018 – present	Assistant Professor, Department of Obstetrics and Gynecology University of Rochester Medical Center 601 Elmwood Avenue, Rochester, NY 14642
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2019 – present      Assistant Professor  
University of Rochester School of Nursing  
Helen Wood Hall  
601 Elmwood Avenue, Rochester, NY 14642

### **HOSPITAL & ADMINISTRATIVE APPOINTMENTS**

2018 – present      Director, Midwifery Division  
Department of Obstetrics and Gynecology  
University of Rochester Medical Center  
125 Lattimore Road, Suite 200, Rochester, NY 14620

2019-present      Diversity Officer, Department of Obstetrics and Gynecology  
Liaison to Office of Equity & Inclusion

### **PROFESSIONAL NON-ACADEMIC EMPLOYMENT HISTORY**

#### **Brookdale University Hospital and Medical Center Brooklyn, New York**

6/15 – 8/18      Director of MCH Nursing and Midwifery – Department of Obstetrics and Gynecology & Department of Nursing; Full-Time

Interim Director of MCH Nursing including participation in unit-based performance improvement, the Perioperative Committee, the Pharmacy Committee, and the Patient Satisfaction Committee. Awarded grant funding to initiate the Baby Friendly Pathway and Centering Pregnancy Programs. Reinitiated Childbirth Education and working with the Newborn Home Visiting Program and Brooklyn Breastfeeding Empowerment Zone Initiatives.

10/14-6/15      Director of Midwifery – Department of Obstetrics and Gynecology; Full-Time

Administrative oversight for the Midwifery Service. Participated in multiple interdisciplinary teams. Involved in policy and procedure revision, staffing, disciplinary action, payroll issues, budgetary process, patient safety and throughput issues as they arise. Practice relocation and renovation leadership. Involved in patient flow issues, patient complaints, RCA process, OPIC Meetings, and IT issues, performance improvement and patient safety initiatives. Participation in the Baby Friendly, Centering in Pregnancy, Childbirth Education and the Newborn Home Visiting Program Initiatives.

#### **ASA College Brooklyn, New York**

10/14-5/16      Adjunct Professor – Maternal/Child Health; Per-Diem

Created, distributed, and reviewed the course syllabus. Incorporated a variety of instructional strategies to engage students, including cooperative and experiential learning. Evaluated student performance based on departmental rubrics, used student feedback for continual course improvement, and provided supplementary instruction for students as necessary.

**Woodhull Medical and Mental Health Center**

**Brooklyn, New York**

02/13-10/14 Senior Associate Director of Nursing – Maternal/Child Health; Full-Time

Administrative oversight for Labor and Delivery, Nursery/NICU and Pediatrics. Direct supervision of Directors of Nursing for each clinical area as well as the Lactation consulting team. Actively involved in policy and procedure revision, staffing, disciplinary action, payroll issues, budgetary process, patient safety and throughput issues as they arise. Planning to phase major capital purchases. Involved in the renovation and expansion of the Maternity Unit. Participation in the Baby Friendly, Latch On NYC, and the Newborn Home Visiting Program Initiatives.

**Wyckoff Heights Medical Center**

**Brooklyn, New York**

06/11-01/13 Director of Nursing – Maternal/Child Health; Full-Time

Supervised Labor and Delivery, Maternity, Nursery/NICU, Pediatrics, Employee Health, EEG and Outpatient Testing. Direct supervision of Patient Care Managers for Labor and Delivery, Maternity/Nursery/NICU and Pediatrics as well as the Lactation Consultant. Responsible for policies and procedure changes for the aforementioned units as well as general nursing policies and procedures. Managed staffing and scheduling of employees. Conducted and participated in disciplinary action as necessary. Annual expense and capital budget exercises. Managed purchase orders for each department. Participated in hospital initiatives and grant-writing. Initiated Baby-Friendly Pathway and Latch On NYC. Coordinated the Partnership for Patients – Perinatal Quality Collaborative. Brought the Newborn Home Visiting Program to our hospital via a vis the City of New York Department of Health and Mental Hygiene.

**Pocono Medical Center OB/GYN Associates**

**East Stroudsburg, Pennsylvania**

02/09-05/11 Certified Nurse-Midwife; Full-Time

Became the first Certified Nurse-Midwife in the history of Pocono Medical Center to attend a delivery (March 2009). Provided comprehensive maternity care including high-risk care in collaboration with attending OB/GYN physicians, Maternal Fetal Medicine and Neonatology. Assisted with the expansion of the OB/GYN practice, including the development of the midwifery service.

**Brookdale University Hospital and Medical Center**

**Brooklyn, New York**

10/07-01/09 Certified Nurse-Midwife; Full-Time

Provided comprehensive maternity care including collaborative care with consultant OB-GYN physicians. Led childbirth education classes for patients and their families. Provided gynecological care of women through the life continuum. Supervised medical technicians and office support staff.

**Planned Parenthood Hudson Peconic  
Westchester County, New York**

8/06-8/07

Director, Clinical Services

Coordinated, monitored, assessed and supervised all medical programs in consultation with the Vice President, Medical Services and the Medical Director. Created and updated medical services audits to ensure protocol compliance and continuity of care in medical centers and all services. Provided clinical programmatic support to all medical staff to achieve uniform quality patient care. Coordinated, organized and chaired Prenatal Care Assistance Program (PCAP), Program Review, and Patient Care Review Committee meetings. Supervised the roles of HIV/AIDS Coordinator and Staff Nutritionists. Assured compliance with with PPFA, OSHA, HIPPA, and DOH requirements.

**Wyckoff Heights Medical Center  
Brooklyn, New York**

3/06-4/08

Registered Professional Nurse; Per-Diem, Various Shifts

Provided care to women in the antepartum, labor & delivery, & perioperative units.

**York College of the City University of New York  
Jamaica, New York**

9/05-12/05

Adjunct Lecturer, Department of Health Sciences; Part-Time/Temporary

Taught an introductory course in public health to undergraduate students in allied health professional track.

**Obiakor OB/GYN, PC  
Brooklyn, New York**

11/04-8/05

Certified Nurse-Midwife; Full-Time

Provided comprehensive maternity care including collaborative care with consultant OB-GYN physicians. Led childbirth education classes for patients and their families. Provided gynecological care of women through the life continuum. Supervised medical technicians and office support staff.

**Medical Express Travel Agency/Lutheran Medical Center  
Brooklyn, New York**

4/04-10/04

Registered Professional Nurse; Full-Time, 12-hour Night Shift

Provided care to women in the antepartum, labor & delivery, & perioperative units.

**New York Methodist Hospital – Labor and Delivery Unit  
Brooklyn, New York**

9/03-4/04

Registered Professional Nurse; Full-Time, 12-hour Night Shift

Provided care to women in the antepartum, labor & delivery, & perioperative units.

**Yale-New Haven Hospital – Maternity Unit  
New Haven, Connecticut**

3/02-8/03

Registered Nurse, Casual Status; Postpartum and Maternal Special Care Units

Provided antepartum & postpartum care in the Maternal Special Care and maternity units.

**The City of New York Department of Health and Mental Hygiene (formerly the Department of Mental Health, Mental Retardation and Alcoholism Services – NYC DOHMH)**

**New York, New York**

3/97-8/00

Associate Contract Specialist; Office of Contract Management

Responsible for in-depth negotiation, analysis, and financial management of mental hygiene contracts. Performed detailed analyses and review of contract issues, ensuring conformity with Department's requirements and standards. Conducted ongoing analysis of contract Agency performance including spending patterns, revenue collection, unit cost, productivity and service levels. Updated and maintained computerized version of contract documentation. Performed site visits to Agencies to enhance agency productivity. Supervised summer graduate interns.

**The City of New York Office of Management and Budget**

**New York, New York**

11/96-2/97

Senior Budget Analyst (Expense); Health/Mental Health Task Force

7/94-11/96

Senior Budget Analyst (Expense/Capital); Welfare Task Force

Prepared forecasts of caseload trends and incorporated revised projections into the budget construct. Updated and monitored the implementation of the Agency's Five Year Plan. Reviewed Agency capital and expense budget requests and prepared recommendations on expenditure options, as well as financial risks. Analyzed service and fiscal impact of legislative, regulatory, and policy proposals.

10/92-7/94

Budget Analyst (Capital); Parks, Fire, and Sanitation Task Force

Assisted in preparing the Agency annual capital budget by providing input to ensure a sufficient allocation of resources for the agency to meet mandated responsibilities and programmatic requirements. Monitored and analyzed Agency's ongoing capital projects for initial construction costs, as well as ongoing maintenance expenditures, through written and oral presentation.

**HONORS AND AWARDS**

May 2019: Gruber Foundation Fellowship, Yale School of Nursing

May 2002: Sigma Theta Tau, International Honor Society of Nursing

May 1992: Who's Who Among American Colleges and Universities

April 1992: Pi Alpha Alpha, National Honor Society for Public Affairs and Administration

**ACADEMIC & PROFESSIONAL ORGANIZATIONS**

New York State Perinatal Association

- Board Member 2021-present

American College of Obstetricians and Gynecologists

- Committee Member, Committee on Advancing Equity (formerly the Committee on Healthcare for the Underserved), 2021 - Present

New York Midwives,

- Committee Member, Nominating Committee to the Board, 2020 - 2022

#### Healthy Baby Network

- Board Member, 2020 – 2022

#### American College of Nurse Midwives

- General membership, 2018 - present

#### Life Force; Women Fighting AIDS, Inc.

- Board Member, 2001-2002

### **URMC COMMITTEES & OTHER ADMINISTRATIVE SERVICE**

Health Equity Provider Taskforce

Health Equity Steering Committee

Credentials and Privilege Review Committee

Department of OBGYN Progress Team

Quality Assurance Council

### **EDUCATIONAL CONTRIBUTIONS**

Preceptor for Student Nurse Midwives, Student Family Nurse Practitioners, PGY-1 OBGYN Interns, Medical Students.

### **COMMUNITY ACTIVITIES**

Member, Zeta Phi Beta Sorority, Incorporated

Psi Omega Zeta Chapter, Rochester, NY

- Invited membership in a national academic organization founded at Howard university in 1920 that aims to encourage the highest level of scholastic achievement and community transformation through service, education, mentorship, and political advocacy.

New York State Stork's Nest Coordinator, 2020 – present

- Harlem-based prenatal care program through the Five Pearls Foundation aimed at decreasing preterm birth through prenatal care access and educational support.

Participant, Black Agenda Group

- Working alongside URM Hospital Leadership, Department of Obstetrics and Gynecology Chairs (URMC and RGH), Mayor Malik Evans, County Executive Adam Bello, Monroe County Health Department Commissioner Dr. Michael Medoza, and community leaders to address racial disparities and justice.

### **EDITORIAL ASSIGNMENTS IN PROFESSIONAL JOURNALS**

*Ad hoc* reviews for:

Maternal Child Health Journal

### **GRANTS & CONTRACTS**

**As Principal Investigator / Co-Principal Investigator**

Current: MCIC Vermont – Patient Safety Award: “Development of a Patient and Family Advisory Board (PFAB) to Inform Racial Equity and Address Systemic Racism by Active Review of Both QA and Policy Decisions in OBGYN”

### **PRESENTATIONS**

June 2019: Speaker, University of Rochester Medical Center Department of Obstetrics and Gynecology Grand Rounds Presentation of doctoral research “Supporting Breastfeeding Among Women Residing in Homeless Shelters”

Feb 2019: Speaker, Grand Rounds: “Enslaved Midwives”

### **Local, Regional, & State Conferences**

May 2023: American College of Nurse Midwives Annual Meeting

June 2021, 2022, 2023: NYS Perinatal Association Conference, Albany, NY

February 2020: Speaker, 49<sup>th</sup> Annual NYS Association of Black and Puerto Rican Legislators, Albany, NY: *The Positive Effect of Doulas in Obstetrics*

### **Invited Presentations: Local, Regional, & State**

April 2022: Speaker, Rochester Black Nurses Association – “Docs and Doulas”

January 2022: Speaker, Action for a Better Community 2022 Virtual Signature Conference Series, Pt. 1: “Maternal Justice – Birthing the Health of a People” - Real Data. Real Lives. Real Solutions.”

September 2021: Speaker, NYS Senator Chuck Schumer & NYS AG Letitia James Press Conference re: 2021 Omnibus Act, Anthony Jordan Health Center, [Jordan Health - Senator Schumer and New York City Attorney... | Facebook](#)

August 2021: Panel Speaker, Rochester Black Nurses Association, “Black Women, Breastfeeding, Safe Sleep”

June 2021: Panel Speaker, Common Ground Health, Women’s Health Forum, “COVID Vaccine Mythbusters”

February 2021: Speaker, Common Ground Health, online discussion about the COVID-19 pandemic and pregnancy

2019: Speaker, Presentation of doctoral research to Beautiful Birth Choices (collaborative of Doulas in Rochester, N.Y.), “Supporting Breastfeeding Among Women Residing in Homeless Shelters”

### **PUBLICATIONS**

June 2019: Supporting Breastfeeding Among Women Residing in Homeless Shelters  
"Supporting Breastfeeding Among Women Residing In Homeless Shelters" by Tracy Renee Webber (yale.edu)

### **Other Media**

October 2021: WXXI, interview with Reporter Raquel Stephen, [With spotlight on Black maternal health crisis, efforts underway to eliminate disparities \(wxxi.com\)](#)

2020: Year of the Nurse and the Midwife: [\(539\) Yotn: Tracy Webber, DNP, MPA, CNM Director of Midwifery Group, URM - YouTube](#)

January 2019: NEWS 10 NBC interview with Reporter Kaci Jones, re: midwifery care as sparked by this article, [Call the midwife! \(If the doctor doesn't object\) \(nbcnews.com\)](#)