

Application Form**Profile**

Fredrick

First Name

D.

Middle Initial

Lee

Last Name



Home Address

Suite or Apt

Concord

City

CA

State

94520

Postal Code



Primary Phone



Email Address

District Locator Tool**Resident of Supervisorial District:**

None Selected

Alameda Health System

Employer

System Director

Job Title

Length of Employment

1 year

Do you work in Contra Costa County? Yes No**If Yes, in which District do you work?****How long have you lived or worked in Contra Costa County?**

1 year

Are you a veteran of the U.S. Armed Forces? Yes No**Board and Interest****Which Boards would you like to apply for?**Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community
Advisory Board: Submitted

Seat Name

Dr. Fredrick Lee II

Have you ever attended a meeting of the advisory board for which you are applying?

Yes No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

High School Diploma

College/ University A

Name of College Attended

USC

Degree Type / Course of Study / Major

Doctorate

Degree Awarded?

Yes No

College/ University B

Name of College Attended

Univ of TX

Degree Type / Course of Study / Major

MPA

Degree Awarded?

Yes No

College/ University C

Name of College Attended

Univ of Phoenix

Degree Type / Course of Study / Major

MBA

Degree Awarded?

Yes No

Other Trainings & Occupational Licenses**Other Training A**

Health & Wellness Coaching

Certificate Awarded for Training?

Yes No

Other Training B

Emotional Intelligence Coaching

Certificate Awarded for Training?

Yes No

Occupational Licenses Completed:

Qualifications and Volunteer Experience**Please explain why you would like to serve on this particular board, committee, or commission.**

I want to serve on this advisory body because its mission aligns deeply with my professional work and personal commitment to advancing equity and wellness for African American communities. Throughout my career in healthcare leadership, I have seen how systemic barriers impact access to behavioral health services, preventative care, maternal health, and critical resources. I believe the African American Wellness Hub represents a powerful opportunity to build a community-centered system that addresses these disparities in meaningful, culturally grounded ways. I bring experience evaluating programs, strengthening care pathways, and designing equitable systems, and I want to apply these skills to build a structure that truly reflects community needs. Most importantly, I am motivated by a genuine desire to contribute to something transformative—helping to create a model of care and support that uplifts vulnerable African American residents across Contra Costa County and improves outcomes for generations to come.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

I am an accomplished healthcare leader with extensive experience improving access, quality, and health outcomes across large health systems serving vulnerable African American communities. In addition to my operational and regulatory expertise, I am a health and wellness coach and an emotional intelligence practitioner, helping individuals build self-efficacy, resilience, and long-term wellness. This coaching lens allows me to approach community needs with cultural humility, trauma-informed insight, and a focus on whole-person healing. Coupled with my doctoral work in organizational change and racial equity, I bring both the professional expertise and human-centered perspective needed to support a community-driven wellness model that truly serves African American residents of Contra Costa County.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

Yes No

Do you have any obligations that might affect your attendance at scheduled meetings?

Yes No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

Yes No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

Conflict of Interest and Certification

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

Yes No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

Yes No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

I Agree

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.

Fredrick D. Lee II, Ed.D., R.T.(R)(ARRT), CRA, FACHE

Executive Healthcare Leader | System Transformation | Diagnostic Imaging & Clinical Operations
Concord, CA

EXECUTIVE SUMMARY

Transformational healthcare administrator with extensive experience leading system-wide clinical operations, diagnostic imaging service lines, performance improvement, and cross-functional transformation across large, complex health systems. Expert in building scalable operational structures, strengthening regulatory readiness, optimizing workforce models, and driving measurable improvements in quality, patient access, and financial performance. Recognized for unifying fragmented systems, modernizing clinical workflows, and leading matrixed teams through complex strategic change. Advanced proficiency in Lean Six Sigma, Prosci® ADKAR change management, capital modernization, compliance frameworks, and enterprise standardization.

CORE LEADERSHIP STRENGTHS

- Enterprise Operational Leadership & System Integration
- Diagnostic Imaging Leadership & Workflow Optimization
- Lean Six Sigma Black Belt & DMAIC Expertise
- Prosci® Change Management & Adoption Strategy
- Cross-Functional Team Leadership
- Workforce Optimization & Labor Strategy
- Systemwide Policy & Protocol Standardization
- Imaging Modernization & Capital Planning
- PACS/RIS Upgrades & Technology Integration
- ACR, TJC, CMS, CDPH-RHB Regulatory Readiness
- Quality, Safety & High Reliability Systems
- Organizational Culture Transformation
- Physician Collaboration & Clinical Alignment

PROFESSIONAL EXPERIENCE

Alameda Health System (AHS) – Oakland, CA
System Director, Diagnostic Imaging Services | Jan 2025 – Present

Lead system-wide imaging operations across three hospitals, ambulatory clinics, and specialty centers. Responsible for performance improvement, operational strategy, capital modernization, workforce transformation, regulatory compliance, and enterprise standardization.

ENTERPRISE PERFORMANCE IMPROVEMENT & SYSTEM MODERNIZATION

-Designed and executed a systemwide staffing strategy aligning technologist start times with patient volumes, reducing overtime by 45% and improving operational reliability.

- Reduced absenteeism by 50% within seven months through improved communication, accountability workflows, and team engagement.
- Eliminated interim leadership roles and established a permanent imaging leadership infrastructure, stabilizing operations and improving morale.

CLINICAL QUALITY, ACCESS IMPROVEMENT & PHYSICIAN COLLABORATION

- Collaborated with radiologists and Quality teams to increase monthly screening mammogram volumes by 20% through workflow redesign, patient outreach alignment, and improved access pathways.
- Strengthened modality-specific performance through standardized workflows and physician-technologist alignment.

SYSTEMWIDE STANDARDIZATION & POLICY ALIGNMENT

- Led a cross-functional team to review, revise, and standardize 100% of imaging policies, procedures, and technical protocols, improving consistency and ACR readiness.
- Unified imaging exam protocols across CT, MRI, Ultrasound, Mammography, and XR—ensuring consistent image quality, safety standards, and regulatory compliance.

TECHNOLOGY, PACS & CAPITAL MODERNIZATION

- Directed the enterprise PACS system upgrade, coordinating with IS, radiologists, and vendor partners to ensure workflow standardization, training, and seamless go-live.
- Oversaw multiple imaging equipment installations (CT, Mammo, XR, Ultrasound), ensuring readiness, safety compliance, and staff competency.
- Developed an enterprise 5-year imaging equipment modernization strategy, addressing aging equipment risk and maximizing capital savings.

REGULATORY EXCELLENCE & QUALITY OVERSIGHT

- Enhanced continuous readiness for ACR, TJC, CMS, and CDPH-RHB by strengthening QA workflows, competencies, physicist testing standards, and documentation.
- Applied Lean Six Sigma tools (RCA, Kaizen, Value Stream Mapping) to drive sustainable performance improvement.

Kaiser Permanente – SCAL Regional Offices, Pasadena, CA

Regional Assistant Director, Diagnostic Imaging Operations | May 2017 – Dec 2024

Supported regional imaging operations across one of the largest U.S. healthcare systems. Led systemwide performance improvement, compliance, throughput optimization, and operational transformation.

- Standardized compliance practices, achieving 100% accreditation with ACR and TJC; reduced deficiencies by 30% through proactive audits and documentation redesign.
- Designed a stakeholder alignment model that reduced escalations and operational call volume by 90%, improving communication and workflow stability.
- Directed Lean-driven workflow optimization projects, increasing imaging capacity by 22% and outpatient access by 8%.
- Pioneered a regional mobile imaging strategy expanding capacity by 20% and improving access across the region.

Kaiser Permanente – West Los Angeles Medical Center

Director, Diagnostic Imaging Services | Jan 2012 – May 2017

Oversaw a \$26M imaging service line with multi-modality operations.

- Achieved 2% annual budget surplus through optimized staffing, resource management, and operational efficiency.
- Improved patient wait times by 8% via workflow redesign.
- Led patient safety initiatives resulting in 1,000+ days without adverse events, setting a facility benchmark.
- Improved screening mammogram rates

Department Administrator – Business Systems | Sep 2014 – May 2017

- Achieved 85% support ticket resolution within 48 hours.
- Ensured 100% payroll accuracy for imaging personnel.
- Streamlined physician onboarding, privileging, and scheduling.

Interim Director – Laboratory & Pathology Services | Sep 2014 – Apr 2015

- Reduced sick calls by 10% through labor collaboration.
- Improved patient wait times from 35 to 12 minutes using Lean redesign.
- Maintained uninterrupted operations during construction.

Assistant Director – Nuclear Medicine & Interventional Radiology | Aug 2010 – Jan 2012

- Achieved 100% TJC & CMS compliance.
- Increased safety reporting by 45% and employee engagement by 55%.
- Implemented safety culture through highly reliable teams and TeamSTEPPS

Kaiser Permanente – San Diego Zion Medical Center

Supervisor, Diagnostic Imaging Services | Mar 2010 – Aug 2010

- Reduced imaging turnaround times by 45%, improving ED throughput.
- Implemented cost-saving measures aligned with fiscal goals.

Los Angeles City College – Los Angeles, CA

Adjunct Professor, Radiologic Technology | Jan 2017 – Present

- Sustained 90%+ student pass rate through competency-based instructional design.
- Modernized curriculum aligned with clinical accreditation standards.

EDUCATION

- Ed.D., Organizational Change & Leadership – University of Southern California
- MPA, Executive Healthcare Administration – University of Texas at Tyler
- MBA, Marketing – University of Phoenix

- BS, Radiation Science Administration & Education – Loma Linda University
- AS, Radiation Technology – Loma Linda University

CERTIFICATIONS

- Fellow, American College of Healthcare Executives (FACHE)
- Certified Radiology Administrator (CRA)
- Registered Radiographer, ARRT (R)
- Certified Radiologic Technologist (CA) – Fluoroscopy
- Prosci® Certified Change Practitioner
- Lean Six Sigma Black Belt (SSGI)

PROFESSIONAL & TECHNICAL SKILLS

- PACS/RIS/Epic Radiant Systems
- Lean Six Sigma Tools (DMAIC, RCA, VSM, Kaizen)
- Capital Planning & Equipment Lifecycle Management
- Workflow Optimization & Throughput Analytics
- Policy Development & Enterprise Standardization
- Cross-Functional Project Leadership
- Clinical Quality & Patient Safety Frameworks