

United Behavioral Health Leadership Team

Gregory A. Bayer, Ph.D. **Chief Executive Officer**



As chief executive officer for United Behavioral Health (UBH), Gregory Bayer, Ph.D., oversees the clinical, financial and administrative performance of the behavioral health specialty area of UnitedHealth Group.

Bayer joined UBH in 2005 and brings more than 25 years of experience as a clinician and administrator in the behavioral health field. His career includes senior roles in business, clinical and network operations with industry-leading companies and health care institutions.

Prior to joining UnitedHealth Group, Bayer served as executive vice president of operations and president of the employer division for Magellan Health Services. He also held the position of senior vice president of clinical and network operations at Human Affairs International, a division of Aetna Inc., as well as regional clinical director and Ohio area director with Merit Behavior Care.

Bayer earned his graduate degrees from Ball State University and Miami University and served as a naval officer. He is a licensed health service provider in psychology, and has presented and published numerous articles on various employee assistance- and mental health-related topics.

Rhonda Robinson-Beale, M.D. **Chief Medical Officer**



As chief medical officer, Rhonda Robinson Beale, M.D., leads the quality initiatives and development of United Behavioral Health's (UBH) clinical models and systems.

Dr. Robinson Beale has more than 20 years experience in the fields of behavioral health and quality management. Before joining UBH, Dr. Robinson Beale was chief medical officer for PacifiCare Behavioral Health. She also served as the senior vice president and chief medical officer for CIGNA Behavioral Health, where she was responsible for quality management,

behavioral/medical/pharmacy integration, depression disease management design, and clinical measurement of performance of care management programs.

Dr. Robinson Beale also served as national medical director for Blue Cross Blue Shield, executive medical director of medical and care management clinical programs for Blue Cross Blue Shield of Michigan and senior medical director for behavioral medicine for Health Alliance Plan.

Dr. Robinson Beale is an active and highly respected member of the behavioral health community. She has been involved with both the National Committee for Quality Assurance (NCQA) and the Institute of Medicine's (IOM) Neuroscience and Behavioral Health and Health Care Services Board of Directors. As a member of the IOM's Neuroscience and Behavioral Health and Health Care Services Board of Directors, Dr. Robinson Beale contributed to the national studies: "To Err is Human" and "Crossing the Quality Chasm."

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Dr. Robinson Beale currently serves on the National Quality Forum Board of Directors and is co-chair for the 'Evidence-Based Practices to Treat Substance Use Disorders' Steering Committee. Additionally, Dr. Robinson Beale serves on the Board of Directors for American Managed Behavioral Healthcare Association (AMBHA) as well as the Washington Circle Policy where she serves on the policy committee responsible for creating the Alcohol and Other Drugs (AOD) measures for HEDIS.

Dr. Robinson Beale received her medical degree from Wayne State University and her psychiatric training at Detroit Psychiatric Institute. She is certified in psychiatry by the American Board of Psychiatry and Neurology.

Pamela Russo *Human Capital Partner*



As Vice President of Human Capital, Ms. Russo oversees all aspects of United Behavioral Health's personnel strategy as well as the continuing development of policy and procedures for our company's 2,500 employees. She started at United Behavioral Health in September 1997, coming from our sister company, United HealthCare, where she was the Pacific Regional Director of Human Resources for United HealthCare health plan employees in five western states. Ms. Russo has a long and impressive career in health insurance and managed healthcare, having started in direct client service in 1983 which culminated in a position as Director of Claims and Customer Service; she also has Human Resources experience starting from 1992. Ms. Russo is a member of the Society for Human Resource Management and the Northern California Human Resource Management Society.

David Whitehouse, M.D. *Chief Strategy and Innovation Officer*



Dr. Whitehouse serves as United Behavioral Health's clinical lead as well as the company's product strategist for medical/behavioral/pharmacy integration and future innovation.

Prior to joining United Behavioral Health, Dr. Whitehouse spent 10 years at another behavioral health organization as Corporate Medical Director for Quality and Account Service, driving product development, client satisfaction and market innovation. His distinguished career also includes positions as Assistant Clinical Professor of Psychiatry at both Dartmouth Medical School and Yale University School of Medicine, Chief of Psychiatry at St. Mary's Hospital in Connecticut, and CEO of Charles River Hospital in Massachusetts. Dr. Whitehouse holds master's degrees from Harvard University and Cambridge University, an MBA from the University of Connecticut, an M.D. from Dartmouth Medical School, and a doctorate in theology from Harvard University.