

MARC CUBEIRO, M.D.

MEDICAL DIRECTOR

Medical Procedures Development ~ Practice Management ~ Executive Management
Relationship Development & Management ~ Compliance ~ Quality Assurance ~ Facility Development

ADDITIONAL KEY AREAS OF EXPERTISE

Best Practices	Regulatory & Legal Issues	Mentoring & Coaching
Team Development & Leadership	Cross Functional Teams	Finance & Negotiations
Technology Assessment/Implementation	Planning & Scheduling	Budget Development & Management

EMPLOYMENT BACKGROUND AND ACCOMPLISHMENTS

NEWPORT HARBOR ANESTHESIA CONSULTANTS MEDICAL GROUP - Newport Beach, CA Aug. 1982 - Present
Fifty doctor anesthesia group with a long standing reputation for excellent service and quality of care.

Staff Physician (Aug. 1982 - Present)

Practice as a Staff Anesthesiologist while assuming responsibility for the following executive and management positions.

President (Feb. 1990 – Feb. 1995)

Formed a corporation comprising a large group of physician anesthesiologists to contract with a large community hospital and provided leadership and direction for the group until it became well established. The group was founded with 20 physicians and now employs more than 50, revenue has grown from \$8M to \$18M.

- Recruited by a major community hospital to resolve quality of care and quality of service problems stemming from actions of a dysfunctional group of independent anesthesiologists; worked closely with hospital administration and medical staff to develop and lead an organized corporate entity resulting in a stable, high quality group delivering the highest quality of medical services on a consistent and dependable basis.

Chairman of the Board and of the Department (Feb 1990 – Feb. 1995)

Provided leadership and direction to board meetings and presided over all Department of Anesthesia matters, entailing involvement in human resources, medical issues, legal and financial issues and public relations.

- Developed, implemented and managed an innovative anesthesiologist surgical assignment scheduling system resulting in significant increases in efficiency, resource allocation and overall quality of surgical services delivery.
- Developed and implemented a new recruitment and evaluation system for prospective anesthesiologists resulting in attracting and retaining more than 30 highly skilled practitioners.

NEWPORT HARBOR ANESTHESIA CONSULTANTS MEDICAL GROUP - continued

Member of Medical Executive Committee at Hoag Hospital (Sept. 1991 – Aug. 1993)

Elected by the medical staff to serve as liaison and interface with hospital administration, nurses, ancillary departments and oversee all physician activity within the facilities. Deeply involved with investigation and resolution of personnel problems including conducting hearings, investigations and administering discipline if warranted.

EMPLOYMENT BACKGROUND AND ACCOMPLISHMENTS (Continued)

Director, Cardiac Anesthesia Team

(Feb 1991 – Mar. 1996)

Served as lead anesthesiologist for the cardiac surgery program at Hoag Hospital. Oversaw activities of five physicians, interfaced with cardiac surgeons, other specialty physicians, nurses and hospital administration while maintaining a full time practice.

- Led a cross functional team of anesthesiologists and technicians in developing and implementing new processes and procedures in support of a revised and expanded cardiothoracic surgery program resulting in attainment of Cardiac Center of Excellence designation and consistent program ranking in the top 5% nationally.

Consultant

(Jan.-Dec. 1996)

Worked extensively with architect, engineers, physicians, construction supervisor and representatives from various companies; guided design, layout and meeting technical requirements of cardiothoracic operating rooms prior to and during remodel and upgrading.

- Chaired a quality improvement committee investigating inconsistent history of chart review and instituting indicated changes in patient care/treatment; developed and led implementation of a revised chart review and education process resulting in significant improvements in traditional practice patterns and patient care quality.
- Expanded group capabilities by recruiting and hiring a pediatric anesthesiologist resulting in meeting evolving and growing hospital needs and providing quality health care services to a broader spectrum of the community.
- Assessed operational shortcomings in the Physician Well Being Committee developed and implemented procedure improvements resulting in better support for troubled physicians.

Medical Director, Ambulatory Surgery Center

(Mar. 2010 – Mar. 2013)

Manage all aspects of a surgery/procedure center-Oversee staff, budget, business development, accreditation, etc.

Medical Director:

Coast Physical Medicine (July 2014- present)

EDUCATION

USC Keck School of Medicine 6/74-6/78

MD, Medicine, University of Southern California, Los Angeles
6/70-6/72

BA, Biology, University of California at Berkeley 1/72-6/74

CONTINUING EDUCATION AND TRAINING

Rotating Internship, Medicine, LAC/USC Medical Center, Los Angeles, California 6/78-5/79

Residency in Anesthesiology, University of California at Los Angeles 6/79-6/81

PROFESSIONAL AFFILIATIONS AND RECOGNITIONS

Board Certification in Anesthesiology

America's Top Doctors, 2004, 2005, 2006, 2007, 2008

American Society of Anesthesiologists California Society of Anesthesiologists Society of Cardiovascular Anesthesiologists

NCV/EMG/GSR Certification