

Purpose

I am a physician executive and board governance leader dedicated to helping healthcare organizations strengthen leadership effectiveness, organizational culture, and long-term performance. Throughout my career, I have guided large medical groups through growth, transformation, and complex organizational change while advancing quality, physician engagement, and patient-centered care. I am passionate about developing leaders, fostering high-performing cultures, and helping boards and executive teams align governance, strategy, and accountability to achieve meaningful and sustainable results. Through consulting, I bring these experiences to organizations seeking to enhance their leadership capacity, governance practices, and organizational impact.

Expertise

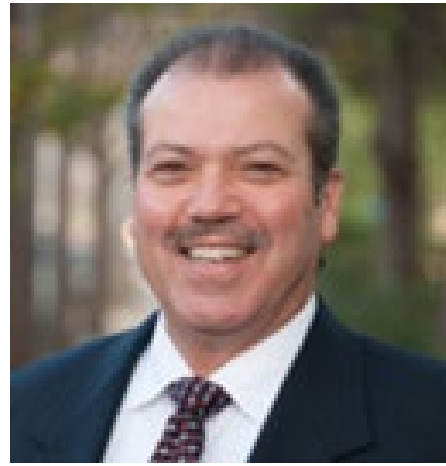
- **Healthcare Leadership and Governance:** Led large multi-specialty medical groups, utilizing governance best practices and aligning group culture with strategic priorities.
- **Medical Group Operations and Transformations:** Oversaw recruitment, retention, and operational strategy for 400+ physicians, building sustainable systems for patient-centered care.
- **Quality and Patient Satisfaction:** Proven track record of improving provider satisfaction scores, clinical quality, and patient experience metrics.
- **Strategic Growth and Transformation:** Guided multiple successful mergers and integrations, ensuring organizational resilience and long-term growth.

Professional Highlights

- Led Sutter East Bay Medical Group (400+ physicians) through significant growth, improving provider satisfaction from the 31st to 82nd percentile and doubling active patient lives while achieving top quartile recognition for quality and service.
- Guided Solano Regional Medical Group (SRMG) through a financial turnaround from \$100K monthly losses to over \$2M in profit by improving physician productivity, fiscal accountability, and clinical operations.
- Oversaw transformational cultural change at SRMG, raising patient satisfaction scores from the 24th to 82nd percentile and earning multiple statewide exemplary quality ratings.
- Championed physician leadership development by mentoring future leaders, establishing codes of conduct, and embedding Lean/servant leadership practices.
- Held multiple executive governance roles, including Chair of Sutter Solano Charitable Foundation, Board member of Sutter Medical Group, and National Advisory Board member for the American Hospital Association's Center for Healthcare Governance.

Experience

- President and CEO | Sutter East Bay Medical Group | 2011–2025
- Division Vice President | Sutter Medical Group, Solano | 2011–2011
- President and CEO | Solano Regional Medical Group | 2002–2010
- 1st Vice President | Fairfield Medical Group, Inc. | 1995–2001
- Obstetrician/Gynecologist | Sutter Medical Group | 1987–2011
- Captain | U.S. Air Force, Hill AFB | 1985–1987



Samuel J. Santoro, DO, FACOG
Physician Executive and
Healthcare Leader

Contact

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Education**Residency**

Obstetrics/Gynecology
David Grant Medical Center
Travis Air Force Base, CA

DO, Osteopathy

Chicago College of Osteopathic
Medicine, IL

BA, Zoology

University of Washington, WA

Credentials

Board Certified – American Board
of Obstetricians & Gynecologist
California State Medical License
California Board of Osteopathic
Examiners

Military Service

U.S. Air Force