

AIMM Management Team



Todd D. Sorensen, PharmD
Executive Director

Todd Sorensen serves as AIMM'S Executive Director, as well as a Professor and Associate Department Head with the Department of Pharmaceutical Care and Health Systems at the College of Pharmacy at the University of Minnesota.

Todd has served in leadership roles with the AIMM Collaborative (formerly the Patient Safety and Clinical Pharmacy Services Collaborative or PSPC) since its inception in 2008, serving as the one of the initial Faculty Co-Chairs of the Collaborative. He assumed the role of Executive Director of AIMM in 2011 and has been responsible for transitioning the PSPC from federal oversight and financial support to a private sector initiative managed by AIMM as a non-profit organization.

Much of Todd's work over his career has focused on leading practice change and the development of future pharmacy leaders. He has been involved in the development of innovative pharmacy practices, largely in rural and urban underserved areas. He has worked closely with numerous health care organizations and policy makers, focusing on identifying ways in which pharmacists can better meet the medication management needs of patients.



Chris Espersen, MSPH
AIMM Learning Coach

Chris Espersen is a consultant working with healthcare and public health organizations across the nation, providing technical assistance around new initiatives, data fidelity, patient engagement and quality improvement. Previously, Chris was the quality director at a Federally Qualified Health Center in the Midwest. She is an ardent advocate for the use of data in all decisions and promotes the importance of making data accessible and engaging for both staff and patients.

Chris has provided training and technical assistance both domestically and to groups in Asia, Africa, and Latin America. She has led transformation initiatives at her organization and is involved in healthcare transformation discussions around the state. She is an adjunct instructor at Drake University where she teaches Social Determinants of Health. She is primarily interested in reducing healthcare disparities among underserved populations and in fostering patient empowerment.



Toni Fera, BS, PharmD
AIMM Project Lead

Toni Fera has led several health-system pharmacy consulting engagements, facilitating improvements in pharmacy operations, leadership development and strategic planning, project management, accreditation compliance and supply chain management. Recently she has served as consultant to the Pittsburgh Regional Health Initiative's Primary Care Resource Center Project, funded by the Center for Medicare and Medicaid Innovation. Toni was formerly the Senior Director for Patient Self-Management Programs with the American Pharmacists Association Foundation, providing consultation to health plans and pharmacy network providers for the implementation of the Diabetes Ten City Challenge.

Toni previously served as the Senior Director, Pharmacy Services, at Allegheny General Hospital in Pittsburgh, Pennsylvania. She also served as Director of an ASHP-accredited residency program, as well as adjunct clinical faculty with the Duquesne University School of Pharmacy. Toni received her BS (Pharm) and PharmD degrees from the Duquesne University School of Pharmacy, and completed an ASHP-accredited Residency in Hospital Pharmacy at the Mercy Hospital of Pittsburgh.



Lindsay Sorge, PharmD, MPH, BCACP
AIMM Project Lead and Learning Coach

Lindsay Sorge promotes the optimal use of medications to help patients achieve positive outcomes and learn how to use medications as a tool for improving health. Lindsay is a project lead and learning coach for AIMM and serves the Lake Superior Quality Innovation Network. She graduated from the University of Minnesota–College of Pharmacy Doctor of Pharmacy program then completed the Pharmaceutical Care Leadership residency and a Master of Public Health in Public Health Administration and Policy, both at the University of Minnesota. Lindsay previously worked as a medication management pharmacist at Park Nicollet Clinic.



Cindy Schaller
AIMM Communications Lead

Cindy Schaller is an operations and communications consultant for AIMM, having served as the communications lead for the PSPC. She also provides communication and program support to national campaigns with the Centers for Medicare and Medicaid Services.

Cindy is the former Senior Director of Marketing for the American Pharmacists Association (APhA). Prior to joining APhA, she served as Director of Operations for the APhA Foundation, where she played a lead role in developing and administering demonstration projects including the Diabetes Ten City Challenge, the first employer-based diabetes self-management program in the country. Cindy assisted with the implementation on a novel approach to disease management programs for self-insured employers, with responsibilities for marketing, sales, client management, and business operations for successful program delivery. Cindy earned her MBA from the George Washington University and a BA in Political Science from the American University.



John W. Scanlon, PhD
AIMM Strategic Consultant

Dr. John Scanlon has over 30 year of experience coaching executive teams across the private, public, and not-for-profit sectors. Between 1969 and 1980, as director and project manager in the Urban Institute's Program Evaluation Group, he developed information systems to evaluate the performance and management strategies of large scale public programs. Innovative evaluation methods were developed to provide fast, actionable information that managers used to improve policy and program performance, and to report to Congress under tight time constraints.

John has recently worked on major national campaigns with Federal agencies such as the Centers for Medicare and Medicaid Services, the Environmental Protection Agency, and the Health Services and Resources Administration. Dr. Scanlon has a PhD in applied mathematics and chemical engineering from Rensselaer Polytechnic Institute.



Mark Hawkins
AIMM Performance and Finance Lead

Mark Hawkins has been a consultant for AIMM in the areas of performance information and finance. He previously led the performance information team for the PSPC.

Mark has consulted with community based organizations on transforming their delivery systems and improving financial performance; has experience in developing comprehensive financial models that support performance stories; and worked with QIOs on adverse drug events through the PSPC and the Partnership for Patients. Previously Mark served as Chief Financial Officer for a hospital, homecare agency, hospice and senior services organization. Mark obtained his BS in Finance and MBA from Virginia Polytechnic Institute and State University.



Paul Scanlon
AIMM Project Lead

Paul Scanlon is an economics and financial professional with experience guiding organizations through leadership and finance decisions. Paul serves as project lead and learning coach for AIMM, and previously served on the performance information team for the PSPC.

Paul has experience developing data collection and analytic systems used to produce national and local performance stories. He also has experience in producing multimedia presentation for national performance stories, change package training and patient stories.

Previously, Paul served as an internal auditor for Genworth Financial. He was responsible for the risk mapping, process control identification and process control testing functions for assigned systems related to each audit. He was also responsible for audit-client relationship management. This includes initial audit communications, document collection and final reporting. Mr. Scanlon serves as a volunteer for many local and national non-profits. Paul received his Bachelors of Science Degree in Economics and Management from Virginia Polytechnic Institute and State University.



Zandra Glenn, PharmD
AIMM Curriculum Lead

Dr. Zandra Glenn is a pharmacist with more than 14 years of experience working with government program management. She served as Collaborative Lead for the Patient Safety and Clinical Pharmacy Services Collaborative (PSPC), on behalf of the Health Resources and Services Administration (HRSA) for five years. Her experience includes managing multidisciplinary teams responsible for the operation and administration of the collaborative process, as well as serving as a liaison between HRSA and other national partners with collaborative faculty and community-based teams to promote evidence-based practices to improve health and safety. She has managed and facilitated national learning sessions and webinars designed to educate large numbers of health care professionals. Dr. Glenn's experience spans change management programs and providing web-based training where she has developed improvement action plans for continuous quality improvement of webinar events.