

Meeting Faculty

Will Fleagle

Will Fleagle is a Solution Engineer from System Automation Corporation. For nearly a decade, Will has worked with regulators and associations across the country to solve tough regulatory challenges. Will was an educator before working in regulatory software and guides colleagues in the regulatory industry to understand their needs and the best solutions to their challenges. He graduated from the University of Maryland, Baltimore County magna cum laude with a BA in Philosophy. He lives with his wife in Baltimore, MD.



Nancy Grittman, MBA

Nancy Grittman, Chief Risk Management Officer, American Association of Veterinary State Boards has been with the AAVSB for over twelve years. In her current position, Nancy oversees risk mitigation, legal, technology testing, and human resources. Nancy previously oversaw all of the AAVSB programs and services. Nancy has her Masters of Business Administration from MidAmerica Nazarene University and her Bachelor's degree in Elementary Education from Bluffton University. Her extensive professional experience is in education, human resources, and program management. Nancy's professional career started in education as the first Assistant Director of a Peace Arts Center at her alma mater before spending several years teaching and coaching in the public schools in Ohio and Kansas. She had a career change and worked for a fortune 500 company division in several positions including People Development Manager for 300 employees in a five-state region. Nancy continued in human resources and was a Human Resources Director for a long-term care nursing facility with 300 employees. Nancy continues to have a passion for children's literature and has been a professional storyteller of children's literature on peace themes since college when she assisted with the development of the Peace Arts Center.



Ron M. Jacobs

Ron Jacobs focuses his practice on nonprofit organizations, political law, and crisis management, including regulatory investigations, congressional investigations, and class actions. Ron founded and co-chairs the firm's nationally recognized Political Law practice, as well as our Regulatory Boards practice.

Ron serves as outside general counsel to a number of nonprofit organizations and trade associations, and guides them on tax exemption, corporate governance, international operations, and other complex issues. He helps clients create new entities, deal with leadership changes, merge with other organizations, negotiate major contracts, and oversees litigation.

Ron's clients – which include trade associations, large and small companies, charities, campaigns, super PACs, ideological groups, individuals, and political vendors – recognize his ability to help them achieve their political objectives and navigate the minefield of the often contradictory rules that apply. He has developed political compliance programs for leading trade associations, Fortune 500 companies, and other clients that lobby and make political contributions nationwide.



Frank Meyers, JD

Frank Meyers is Deputy Legal Counsel for the Federation of State Medical Boards and has worked in the healthcare regulatory field for nearly ten (10) years. During that time Mr. Meyers has provided legal guidance and administrative leadership for a multitude of healthcare professions. Before joining FSMB, Mr. Meyers served as the Associate Director of the Office of Health Professional Licensing Boards with the District of Columbia Department of Health. Prior to that role, Mr. Meyers was the Executive Director for both the District of Columbia Board of Medicine and the District of Columbia Board of Chiropractic, as well as Interim Executive Director for the District of Columbia Board of Nursing.



Guillermo Ortiz de Zarate

With over 30 years of information technology experience and a BS in Information Technology, Guillermo has been leading the development and implementation of technology for companies in industries such as engineering, urban development, healthcare, banking, international commerce, marketing, government, NGOs, regulation, and software.



Guillermo currently is the Chief Innovation & Information Officer at NCARB, where he led the modernization and digital transformation of the Council's technology and its sophisticated use of data. Guillermo also holds an MBA from Carey School of Business at the Johns Hopkins University.

Guillermo is also the founder and President of Lineup®, NCARB's wholly-owned software-as-a-service subsidiary (www.lineupteams.com).

Jeff Steyer

Jeff Steyer is System Automation's Vice President of Product Engineering. With over a decade of professional experience and an educational background in computer science from the University of Maryland University College (UMUC) and the University of Maryland College Park, he plans, manages, and delivers technical solutions to meet each client's unique challenges.



Jeff is responsible for managing the internal development of System Automation's product offerings and roadmap. Moreover, he provides product vision and leadership for activities to ensure quality of new features, upcoming enhancements, and continuous updates to the platform.

Neal Watson

Neal Watson is the Director of Member Relations and Government Affairs for the National Association of Boards of Pharmacy® (NABP®). Neal has been with NABP for 20 years assisting member boards of pharmacy in protecting the public health.



Neal's started with NABP overseeing the NABP licensure department that operates the electronic licensure transfer program, and the national disciplinary clearinghouse to name a few. Over the years, Neal worked to automate operations by converting paper-based

applications and processes to online applications and support software. Neal assisted with the creation of a national unique identifier (NABP eProfile ID) for all pharmacies, wholesale distributors, and pharmacy personnel as well as a centralized portal for the member boards of pharmacy.

Over the years Neals role expanded and included the development of the Verified Pharmacy Program that concentrated on a robust universal inspection for sterile compounders, as well as a supply chain inspection program that came a few years later. By utilizing technology within inspection-based programs, the communication of these inspections can flow across state lines to all boards of pharmacy.

Today Neal continues to assist the member boards of pharmacy by working with them to alleviate program burdens, public health concerns, pharmacy practice, and informing stakeholders on how to leverage technology within their operations.

Richard Woolf

Richard Woolf joined the Federation of State Boards of Physical Therapy (FSBPT) in 2008 and began to serve as Chief Professional Officer at the FSBPT in 2019. Prior to joining FSBPT he worked as the Director of Rehabilitation at a hospital in the State of Arizona. He received his Master of Physical Therapy from Northern Arizona University and his Doctor of Physical Therapy from A.T. Still University-Arizona School of Health Sciences. He is also a Certified Strength and Conditioning Specialist with the National Strength and Conditioning Association and is currently enrolled in the Executive Master of Business Administration program in the Raymond A. Mason School of Business at William & Mary.



George Zachos

George Zachos is the Executive Director of the Massachusetts Board of Registration in Medicine and has served in this role since 2016. As Executive Director, George supports the Board in all matters pertaining to its mission and is responsible for the administration of the agency and oversight of staff including management, regulatory and organizational functions. Previously, George was Chief of the Medicaid Fraud Division of the Massachusetts Attorney General's Office where he was responsible for overseeing civil and criminal prosecutions in the area of healthcare fraud and abuse. George was appointed to the negotiation team of national healthcare fraud settlements and was elected by his peers to serve as President of the National Association of Medicaid Fraud Control Units. Prior to joining the Attorney General's office, George was a prosecutor at the Child Abuse Unit of the Middlesex County District Attorney's Office and was the recipient of the John A. Droney Award for dedication and excellence of service to the Superior Courts. George has over 20 years of experience investigating and litigating complex civil and criminal cases and has served as an instructor for national programs, including NAMFCU and NAGTRI trainings.

