



Lori A. Weaver  
Commissioner

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Director

STATE OF NEW HAMPSHIRE  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
*DIVISION OF PUBLIC HEALTH*

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March 5, 2026

Her Excellency, Governor Kelly A. Ayotte  
and the Honorable Council  
State House  
Concord, New Hampshire 03301

**REQUESTED ACTION**

Pursuant to New Hampshire RSA 94:6, the Department of Health and Human Services respectfully requests to place Ryan Tannian at Step 5 for the Deputy Director, Division of Public Health (DPH), Position 9U516, unclassified salary grade GG, earning \$112,488.00, effective April 17, 2026, upon Governor and Council approval. 38% General Funds, 57% Federal Funds and 5% Other Funds.

**EXPLANATION**

Position 9U516 Deputy Director, Division of Public Health, within the Department of Health and Human Services, directs and evaluates the statewide development and implementation of major public health programs, initiatives, policies, and procedures. The Deputy Director supervises the Bureau Chief for the Bureau of Emergency Preparedness, Response and Recovery, administrative staff, and program managers, as well as providing indirect management of the entire Division. This position is charged with coordinating cross-departmental work to improve the health status of New Hampshire residents, modernize DPH service delivery, and develop operational plans, policies, and procedures. The Deputy Director works horizontally and vertically across DPH and all divisions within the Department to accomplish this role. Because of its breadth of work, the Deputy Director requires a minimum of seven years in the management of public health policy, public administration, emergency preparedness, or health care administration.

Mr. Tannian earned a Doctor of Pharmacy degree from the Massachusetts College of Pharmacy & Health Sciences, as well as a Master of Business Administration from the University of New Hampshire. He has over a decade of experience in health services, organizational management, and public service delivery. As a member of the Air National Guard, Mr. Tannian has served as the senior medical officer responsible for a team of nearly 80 healthcare professionals, determining outcome- and technology-driven solutions to the needs of service members. Mr. Tannian served the Department indirectly during his service as Deputy Administrator for pandemic response activities undertaken by the Air National Guard. In his prior service with DPH from 2021 to 2024, he served as Section Chief for the Response team within the Bureau of Emergency Preparedness, Response, and Recovery overseeing full-time and contract staff executing activities across the 15 public health emergency preparedness and response capabilities. As Bureau Chief for Infectious Disease from 2022 to 2024, Mr. Tannian managed a budget of more than \$55 million across various programs supporting oversight and implementation of complex programs that support infectious disease management.

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Mr. Tannian's experience in public health, operations and emergency management, and organizational leadership provide substantial qualification to execute the responsibilities as Deputy Director and deliver on the Department's goals in public health. Commensurate with his current compensation and with increased responsibilities as Deputy Director, DHHS proposes to compensate Mr. Tannian at an unclassified salary grade GG Step 5 earning \$112,488.00 annually.

Given ongoing changes in federal policy and community needs, it is essential that DPH have competent leadership with expertise in budget and contract management, emergency response and recovery, stakeholder engagement, and operational planning. Mr. Tannian brings policy and clinical expertise, as well as documented experience in the military and State of New Hampshire managing staff, executing performance goals, and solving complex problems to serve the needs of New Hampshire.

We respectfully request compensation commensurate with his experience and expertise.

Respectfully submitted,

A handwritten signature in black ink that reads "Lori Weaver". The signature is written in a cursive, flowing style.

Lori A. Weaver  
Commissioner

# Ryan M. Tannian, PharmD, RPh, MBA

## Healthcare & Health Policy Leader

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### Professional Summary

Accomplished pharmacy and management executive with over 15 years of experience implementing health policy, developing strategy, and increasing access across public and private sectors. Proven expertise in management, leading cross-functional teams, contracting, and implementing solutions to drive growth and patient access. Skilled at budget management, project leadership, building high-performing teams, and producing data-driven products to drive executive and client decision-making.

### Education

#### DOCTOR OF PHARMACY

- Massachusetts College of Pharmacy & Health Sciences, Boston, MA (May 2010)

#### MASTER OF BUSINESS ADMINISTRATION

- University of New Hampshire, Peter T. Paul College of Business & Economics, Durham, NH (May 2019)

### Professional Experience

#### **CHIEF MEDICAL ADMINISTRATIVE OFFICER – 157<sup>th</sup> MEDICAL GROUP, NEW HAMPSHIRE AIR NATIONAL GUARD | NEWINGTON, NH | MARCH 2024 – PRESENT**

- Senior medical officer responsible for implementation of Defense Health Agency and Air Force initiatives and programs
- Develops a cross-functional strategy enhancing service delivery to TRICARE eligible members and their beneficiaries
- Collaborates with senior leaders to design long-term health solutions, aligning leadership goals with technology adoption
- Directs a skilled team of 14 full-time and 65 part-time healthcare professionals, elevating performance through structured process improvement, coaching, and professional development, while focused on organizational deliverables
- Spearheads data-driven process improvements to enhance occupational health outcomes, producing actionable goals and strategies for executive decision-making

#### **BUREAU CHIEF, BUREAU OF INFECTIOUS DISEASE CONTROL – STATE OF NEW HAMPSHIRE – DEPARTMENT OF HEALTH & HUMAN SERVICES | CONCORD, NH | MARCH 2022 – MARCH 2024**

- Oversaw \$55M in federal/state pharmaceutical funding, including \$27M annual procurement for statewide vaccine programs, ensuring access and affordability through effective contracting and distribution strategies
- Designed statewide frameworks balancing stakeholder needs (providers, payers, manufacturers) with equitable patient access—analogueous to payer strategy and value-based pricing
- Directed disease modeling and forecasting analyses to provide actionable recommendations to legislative and healthcare clinical executives, enhancing strategic decision-making related to operations and policy
- Served as project sponsor for advanced data integration initiatives, linking emergency department discharge data to key public health indicators — improving predictive analytics for leaders
- Developed marketing and campaign strategies to strengthen provider and patient confidence, increasing client success

#### **VACCINE PROGRAM MANAGER – STATE OF NEW HAMPSHIRE – DEPARTMENT OF HEALTH & HUMAN SERVICES, IMMUNIZATIONS GROUP | CONCORD, NH | AUGUST 2021 – MARCH 2022**

- Established policies and system upgrades to strengthen pharmaceutical data analysis and reporting for state and federal partners, to include the implementation of CRM platforms
- Executed \$1M+ pharmaceutical data integrity initiative to improve accuracy of immunization records and support provider decision-making
- Enhanced public communication strategies to improve confidence in vaccines and access to affordable pharmaceutical interventions
- Strategic position contracted and executed by the CDC Foundation at the request of NH DHHS Senior Leadership

#### **DEPUTY ADMINISTRATOR – NH AIR NATIONAL GUARD & STATE OF NEW HAMPSHIRE FIXED VACCINATION SITES | NH DEPARTMENT OF HEALTH & HUMAN SERVICES | CONCORD, NH | APRIL 2020 – JULY 2021**

- Collaborated with military, state, and federal agencies to create 13 COVID-19 vaccination sites across New Hampshire
- Developed curriculum to meet CDC and State of NH intent, resulting in over 670 military, fire/EMS, and volunteers trained
- Operationalized three specialized call centers focused on vaccine access for providers serving vulnerable populations
- Served as a clinical liaison between DHHS clinical leadership and NH National Guard vaccination clinicians and staff
- Streamlined process to arrange COVID-19 testing for minor children in DCYF custody awaiting foster care placement

**ADJUNCT FACULTY | MASSACHUSETTS COLLEGE OF PHARMACY & HEALTH SCIENCES | BOSTON, MA | AUGUST 2018 - PRESENT**

- Faculty – Graduate Level and MBA program courses – Healthcare Finance & Accounting, Revenue Cycle Management
- Lead instructor with a strong focus on insurance concepts, payment structures, and provider reimbursement models
- Advisor – CAPSTONE Business Plan Project, School of Pharmacy – Advanced Practice Management Program
- Advises students with yearlong business plan development to include marketing, sales, and operational strategies
- Mentors approximately forty students over the academic year in business, sales, and marketing fundamentals and concepts

**REGIONAL PHARMACY MANAGER | BIOSCRIP INFUSION SERVICES, INC. | AUGUST 2018 – NOVEMBER 2019**

- Managed New England pharmacy operations and advised sales team on market access strategies, resulting in double-digit increase in patient referrals annually
- Served as subject matter expert to state pharmacy regulators on USP <797>, translating regulatory insights into commercial opportunities and compliance strategies
- Partnered with regional business development teams to expand service offerings, contributing to sustained growth

**DIRECTOR OF PHARMACY | OPTION CARE ENTERPRISES, INC. | MARCH 2015 – AUGUST 2018**

- Led policy advocacy efforts resulting in the passage of SB581, modernizing pharmaceutical regulation for specialty/sterile products—positioned the New Hampshire office as first-to-market under VA Choice, expanding veteran access and capturing new revenue streams
- Achieved double-digit annual EBITDA growth through operational efficiencies, advanced compounding systems, and CRM-driven analytics to optimize pharmaceutical access, client, and patient satisfaction
- Directed regional pharmacy operations, supervising pharmacists, nurses, sales, and logistics staff; achieved top regional performance in quality, client, and patient satisfaction

**LONG-TERM CARE / INFUSION PHARMACIST | OMNICARE OF NEW HAMPSHIRE | NOVEMBER 2010 – MARCH 2015**

- Processed medication orders for 8,000+ patients in long-term care facilities for nationwide Fortune 500 company
- Utilized trend data to project and analyze the procurement of annual influenza vaccine purchase LTC facilities statewide
- Chair – Medication Event Committee; Reviewed all medication events and implemented facility process improvement
- Mentored and coached new pharmacy, nursing, and sales staff during the onboarding process with a focus on customer service and customer satisfaction, resulting in a net gain of new client accounts and expanded territory within Vermont
- Assisted Purchasing Manager in the procurement of \$3M+ pharmaceutical, immunizations, and biologic therapy inventory

**STAFF PHARMACIST | RITE AID PHARMACY | JUNE 2010 – NOVEMBER 2010**

- Overnight staff pharmacist for highest volume Rite Aid Pharmacy in New England during period of aggressive growth
- Promoted the administration of influenza & pneumococcal vaccination programs and other public health initiatives
- Oversaw technological implementation of advanced automation systems to include maintenance, upgrade, and service
- Facilitated tangible solutions for patients and caregivers to find cost-saving programs to reduce medication expenses through benefit advisement, prescription copay programs, and various government-sponsored voucher programs

**Military Experience**

**LIEUTENANT COLONEL – 157<sup>th</sup> Medical Group - January 2012 – Present**

- United States Air Force Officer Training School, Maxwell Air Force Base, Montgomery, AL, (November 2012)
- Graduate – Air Command & Staff College and Squadron Commander's Course
- Office of the Joint Surgeon General Annual Formulary Review Committee – National Guard Bureau
- Multiple domestic and international humanitarian missions as both a pharmacist and senior leadership staff

**Licensure & Certifications**

- Registered Pharmacist – State of New Hampshire, State of Maine, and Commonwealth of Massachusetts
- American Red Cross – Healthcare Provider Basic Life Support