

*The National Academies of*  
**SCIENCES • ENGINEERING • MEDICINE**

**MEETING REGIONAL STEM WORKFORCE NEEDS IN THE WAKE OF COVID-19:  
A VIRTUAL WORKSHOP SERIES**

**Richmond Workshop - Speaker Biographies**

**Stuart Andreason** is the director of the Center for Workforce and Economic Opportunity at the Federal Reserve Bank of Atlanta. He conducts research and works across the country to support Federal Reserve and partner organization efforts in workforce development, the labor market, and economic opportunities for low- and moderate-income workers. Andreason has been at the Federal Reserve since 2014 and previously served as a senior adviser on human capital and workforce development. In that role he has published articles on workforce development practice and policy and labor market trends, including deep analysis of opportunity occupations, or middle-skill jobs that pay high wages. He is the editor of *Developing Career-Based Training and Models for Labor Market Intermediaries*.

Prior to joining the Atlanta Fed, Andreason was a research associate at the Penn Institute for Urban Research at the University of Pennsylvania (Penn IUR). There, he helped develop a set of indicators of livable and sustainable communities for the U.S. Department of Housing and Urban Development funded by the Ford Foundation. He was a fellow of the Department of Education's Institute of Education Sciences at Penn and a Lincoln Institute of Land Policy C. Lowell Harriss fellow. Previously, he led two nonprofit organizations focused on economic revitalization in central Virginia and worked for the Pew Partnership for Civic Change.

He has bachelor's and master's degrees in urban and environmental planning from the University of Virginia and a Ph.D. in City and Regional Planning from the University of Pennsylvania.

**Mark Barth** joined Goodwill of Central & Coastal Virginia (Richmond) in 2003 and has held a number of positions throughout the organization. He served as President & CEO of Goodwill Industries of Central Oklahoma (Oklahoma City) and Goodwill of Hampton Roads (Virginia Beach), leading that organization's merger with Goodwill of Richmond in 2006. He was an integral team member in leading the agency's significant growth in services and operations from \$5 million to an \$80 million annual budget. Mark has served as First Vice Chair of the Virginia Association of Community Services Boards (serving over 230,000 individuals with disabilities, annually), Board Member and Program Services Chair of Chesapeake Integrated Behavioral Healthcare (appointed by City Council), and Trustee of the Hampton Roads Chamber of Commerce. Past Board memberships include Variagenics (Cambridge, MA), Nations Healthcare (NYC, NY), Future Business Leaders of America / Phi Beta Lambda (Reston, VA) and Membership Director of the Chesapeake Rotary (Chesapeake, VA).

Prior to Goodwill, Mark served as Vice President of Mercantile Bank of Dallas (now JP Morgan Chase), First Vice President of investment banking firm Underwood Neuhaus (Houston), Director of Morningside Ventures (Hong Kong) and President of U.S. Media Corp. (Virginia Beach, VA). Mark has served as Chair of several workgroups with the Virginia Goodwill Network and the Mid-Atlantic Goodwill Industries Coalition and Goodwill Industries International Task Forces.

He is a graduate of Goodwill's Executive Development Program, past member of the Oklahoma City Rotary (largest Rotary Club in the world), the Oklahoma Association of Goodwills and served on the Transportation Committee of the Oklahoma City Chamber of Commerce. Mark grew up in Central Illinois and received a Bachelor of Business Administration degree from Evangel University, MBA from Southern Methodist University and completed additional graduate work at the University of Houston.

**Peter F. Buckley** became Dean of Virginia Commonwealth University (VCU) School of Medicine in 2017. From January through September, 2020, he had an additional appointment as interim CEO, VCU Health System and interim Senior Vice President, VCU Health Sciences. A psychiatrist and expert in schizophrenia, Dr. Buckley also is Executive Vice President of Medical Affairs for the VCU Health System.

Prior to coming to VCU, Dr. Buckley served as Dean of the Medical College of Georgia (MCG) at Augusta University (AU) from 2010 to 2017 and as Interim Chief Executive Officer of AU Medical Center and AU Medical Associates and Executive Vice President for Health Affairs. Dr. Buckley joined MCG in 2000 as Chair of the Department of Psychiatry and Health Behavior. He trained in Dublin, Ireland and in 1992 came to Case Western Reserve University where he rose through the ranks to be Vice Chair of the Department of Psychiatry and Medical Director of Northcoast Behavioral Healthcare, an integrated public mental health hospital system in Ohio. Additionally, as an active researcher, Dr. Buckley predominantly focuses on the neurobiology and treatment of schizophrenia, including current studies on the genetics of schizophrenia and on the psychopharmacology of schizophrenia. He remains an active federal reviewer and is on the executive board of the Schizophrenia International Research Society.

As a nationally recognized leader, Dr. Buckley serves as a member of the Board of Directors for the Association of American Medical Colleges (AAMC) and is Chair of the Administrative Board of the Council of Deans (COD) of the AAMC. He is a Distinguished Fellow of the American Psychiatric Association and is also a Fellow of the Royal College of Psychiatrists.

**Josh Carpenter** serves as the Director of Economic Development for the City of Birmingham. He leads a team focused on executing a vision of making Birmingham a hub of qualified and diverse talent and a premier destination for small businesses, startups, and businesses looking to expand, propelling shared prosperity through innovation and inclusive growth. Previously, Carpenter served as the Director of External Affairs in the Office of the President at the University of Alabama at Birmingham where he worked on strategic projects in a portfolio of issues in community engagement and economic development. In 2016, Carpenter spearheaded a partnership between 15 partners and 30 employer sponsors to secure \$6 million grant from the U.S. Department of Labor, and he led a team to train 925 disconnected youth for high-demand, high-wage IT jobs in Birmingham.

A Rhodes Scholar, Carpenter earned his M.Sc. in Comparative Social Policy and a D.Phil. in Politics at the University of Oxford where his dissertation explored the intersections of the political participation and healthcare access. Josh was named a young Global Shaper by the World Economic Forum, and he is currently a member of the Aspen Institute's Inclusive

Innovation in American Cities Collaborative. Josh teaches in the UAB Collat School of Business and researches how job attainment alters notions of efficacy.

**Elizabeth Creamer** is Vice President for Workforce Development and Credential Attainment, Community College Workforce Alliance (CCWA). CCWA is the shared workforce division of Reynolds and John Tyler Community Colleges. CCWA teams are dedicated to closing the skills gap through industry sector strategies, occupational training and credentialing, apprenticeship related instruction and incumbent worker training, and career coaching. Previously, Creamer served as the Advisor for Workforce Development in Governor Terence R. McAuliffe's administration and as Director of Education and Workforce Development in Governor Bob McDonnell's administration. Her other experience include: Assistant Vice Chancellor of Career Pathways and Workforce Development Programs for the Virginia Community College System; and academic administration positions at Thomas Nelson and Paul D. Camp Community Colleges.

Creamer is a current member of the Board of Directors for ChamberRVA, the Workforce Development Boards for the Capital and Crater Regions, and the Activation Council of Virginia's Bio+Tech Park. She has previously served on the National Career Pathways Network Board, the Southern Region Education Board's Career and Technical Education Commission, and the Virginia Board of Workforce Development.

Creamer holds a B.A. from Christopher Newport University and a M.A. from Old Dominion University.

**Brian K. Davis** serves as the Executive Director of the Capital Region Workforce Partnership, a position he has held since 2014. In this role, he has oversight of a \$5 million budget that provides for workforce development solutions for job seekers and employers in the greater Richmond area. He has over twenty years of local and state planning and policy experience with more than ten years focused on workforce development systems and programs. Other professional highlights include serving as a workforce development specialist in the office of Governor Tim Kaine, Special Assistant to the Vice Chancellor for Workforce Development at the Virginia Community College System and Workforce Development Director for Virginia's Central Region in the Lynchburg area.

He serves as Treasurer of the Virginia Association of Workforce Directors and Chairman of the Governance Committee of the Greater Richmond Continuum of Care.

Brian holds a Bachelor's degree in Urban Studies and Planning from Virginia Commonwealth University and a leadership development certificate from the Clarion University of Pennsylvania.

**Anna Payne Fife** serves as the Associate Director of Outreach and Engagement for the Future of Work Initiative at The Aspen Institute. Prior to her role at the Aspen Institute, Payne Fife worked in the executive office of Share Our Strength, an organization focused on ending childhood hunger in America through the No Kid Hungry campaign. Previously she worked for U.S. Senator Mark Warner, serving as the legislative assistant on the environment and agriculture, among other positions. She currently serves as a board member of the Charlottesville-based nonprofit Local Food Hub.

Fife holds a B.A. from Dartmouth College and an M.B.A. from the University of Virginia's Darden School of Business.

**Alastair Fitzpayne** serves as Executive Director of the Future of Work Initiative at the Aspen Institute. Fitzpayne leads a staff focused on policy ideas at the federal, state, and local levels to improve economic security for traditional and independent workers and expand investment in and access to education and training programs. Prior to his work at the Aspen Institute, he served as Chief of Staff at the Department of Health and Human Services (HHS) under Secretary Sylvia Burwell. In addition to serving as Chief of Staff at HHS, Fitzpayne also held a number of senior roles at the Department of the Treasury during the Obama Administration, including Deputy Chief of Staff and Assistant Secretary for Legislative Affairs. He has also served on Capitol Hill, in both the Senate and the House, as an economic advisor to Sen. Evan Bayh and Rep. Rahm Emanuel, respectively. He has also worked at the White House Office of Management and Budget and Abt Associates, a public policy consulting firm.

Fitzpayne holds a B.A. from Vassar College and an M.P.P. from the University of California-Berkeley.

**Megan Healy** serves as Chief Workforce Advisor on Virginia Governor, Ralph Northam's Cabinet. As the Commonwealth's highest ranking workforce officer, she oversees a range of regional, state, and federal programs that connect Virginians to the skills, training, and opportunities they need to thrive in the 21st century economy. In addition to her partners within government, Healy works closely with Virginia's labor and business communities to identify and fill vacant jobs in high demand sectors including IT, healthcare, and energy. Having started her career as science professor at Patrick Henry Community College in Martinsville, Healy keenly appreciates how education can change lives and communities. Prior to joining the Northam administration, she served as Virginia's first Director of STEM-H under Governor McAuliffe before returning to the Virginia Community College System as Assistant Vice Chancellor for Academics.

Healy is a proud product of Virginia's public schools, holding a B.S. in Animal Science from Virginia Tech, an M.S. in Health and Movement Science from Virginia Commonwealth University, and a Ph.D. in College Leadership from Old Dominion University.

**Hakim J. Lucas** is the 13th President & CEO of Virginia Union University. He is a strong advocate for student-driven policies and the inclusiveness of students and faculty in developing and implementing the university's strategic plan. He is also a strong believer in the importance and significance of Historically Black Colleges and Universities (HBCU) and works to ensure their viable sustainability. With more than two decades of experience in higher education, Lucas' success includes fundraising, strategic planning, and the engagement and retention of students in challenging educational experiences.

He is a transcendent leader who has chosen education as his form of advocating for social justice. As such, he is active with several advisory councils and organizations including Alpha Phi Alpha Fraternity, Inc., Prince Hall Free Masonry, and 100 Black Men. As a leader in the research of

HBCUs, Lucas is the editor-in-chief of a series of publications on HBCUs for Information Age Publishing. He is also a senior research fellow with the Southern Education Foundation. In 2019, his latest book was published titled Not For Ourselves Alone: Legacies of Two Pioneers of Black Higher Education in the United States.

Lucas earned a B.A. in History from Morehouse College, an M.A. in Teaching (History) from Tufts University, an Executive M.B.A. from Stetson University, and an M.Div. (Church History) from Union Theological Seminary at Columbia University. He earned his Ph.D. in Education from Fordham University.

**Nathaniel X. Marshall** is the Corporate EEO & Community Relations Manager for BWXT (formerly Babcock & Wilcox). In addition, he has served on a number of boards and committees including Big Brothers Big Sisters, Salvation Army, Red Cross, United Way, the University of Lynchburg, the State and Regional Workforce Boards, the State Board for Community Colleges, Central Virginia Community College Local Board, Johnson Health Center, Va. Center for Inclusive Communities, and Dance Lynchburg. Marshall remains engaged in these and a number of other organizations, including his church, with the simple purpose of making a small difference in his community.

Marshall is truly a product of Central Virginia. He married an Amherst County native; he has worked for BWXT, the largest employer in Campbell County, for over 35 years; he currently lives in the mid-town section of the city of Lynchburg with his wife and two daughters; and he was born, raised, and educated in Bedford County.

Marshall has a B.A. in Business Administration and English from the University of Lynchburg (formerly Lynchburg College).

**Caren Merrick** is the Chief Executive Officer, Virginia Ready Initiative. She is a technology entrepreneur, executive, investor and board director with over 25 years of experience in growth companies. She was founder and CEO of Pocket Mentor, a mobile app delivering leadership development tools. She co-founded and served as Executive Vice President of webMethods, Inc. growing it from zero to \$200m in revenue with 1,100 employees. She has deep experience in the nonprofit sector as co-founder, President and Chairman of the webMethods Foundation, which made dozens of grants to educational nonprofits that empower underserved communities. She has served on corporate boards with combined assets of \$12b and revenue of \$3B, including boards of the Metropolitan Washington Airports Authority, Washington First Bankshares, and currently serves on the boards of the Gladstone Companies funds where she serves as Chairman of the Valuations Committee and is a member of the Audit Committee. She is a venture partner with NextGen Venture Partners, and served on the Virginia Governor's Economic Development and Jobs Creation Commission, and served as a member of the Working Group on the Virginia Institute for Marine Science Innovation Fund. She is a member of the board of directors of Capital Partners for Education. She has served on the boards of the International Women's Forum DC chapter, and The Langley School.

Merrick holds a B.A. in Political Science from the University of California Los Angeles and attended Santa Monica Community College.

**Valaryee Mitchell** is the Director of the City of Richmond's Office of Community Wealth Building. The Office is charged with reducing poverty and building wealth in the City of Richmond. Mitchell previously served as the Workforce Administrator and most recently Interim Director of the Department. Mitchell has over 18 years of experience with workforce programs including those serving youth, adults, people living in poverty, dislocated workers, re-entry and business. She has worked on many initiatives throughout her career centered on workforce development and has a wealth of knowledge and experience with policy development, program creation and management. Her career spans state and local program leadership and coordination. Prior to coming to the Office of Community Wealth Building Mitchell was the Statewide One-Stop Coordinator for the Virginia Community College System (VCCS). During her tenure there, she established a One-Stop Certification process that reviewed continuous quality improvement in 18 American Job Centers across Virginia. She also focused on integrating true partner collaboration into state and local programs.

Mitchell is on the National Association of Workforce Development Professionals' Board of Directors and is their E-Learning Committee Chair. She is a member of the Capital Region Workforce Development Board and a Certified Workforce Development Professional. In addition to working full time for the City of Richmond she volunteers her time at her church and facilitates conflict resolution training in the community.

Mitchell received her B.A. in Political Science from Hampton University and her M.P.A from Virginia Polytechnic Institute.

**Jane Oates** is the President of WorkingNation. WorkingNation's mission is to raise awareness about the challenges facing the American workforce. Oates served as Assistant Secretary for the Employment and Training Administration under Labor Secretary Hilda L. Solis, after being nominated for the position by President Barack Obama in 2009. Prior to her appointment, Oates was Executive Director of the New Jersey Commission on Higher Education and a senior advisor to Governor Jon S. Corzine. She also served for nearly a decade as senior policy advisor for Senator Edward M. Kennedy of Massachusetts. Oates began her career as a teacher in the Boston and Philadelphia public schools and later as a field researcher at Temple University's Center for Research in Human Development and Education.

Oates received her B.A. in Education from Boston College and her M.Ed. in Reading from Arcadia University.

**Paula Pando** is a strategic, forward thinking educator with over 25 years of experience in both public and private higher education. The daughter of immigrants, she is fluent in both Spanish and English, and has a profound commitment to educational opportunity and equity. In May 2018, Dr. Pando was appointed the fourth president of J. Sargeant Reynolds Community College. Reynolds is the youngest, and third largest community college in the Commonwealth of Virginia, serving the greater Richmond area, enrolling over 15,000 students at four campuses. Prior to her role as president of Reynolds, Dr. Pando served as the Senior Vice President for Student and Educational Services at Hudson County Community College (HCCC) in New Jersey, where she spent nearly

sixteen years of her career. Dr. Pando began her career at Saint Peter's University, also in New Jersey, in the Student Affairs Division.

Dr. Pando is a frequent keynote speaker or panelist on topics ranging from equity and inclusion to workforce development to managing organizational change. She has provided expert testimony before the NJ State Senate Committee on Higher Education on a wide range of issues facing community college students, and recently chaired a statewide task force in Virginia that examined and developed recommendations to address the multiple factors that adversely impact student success and completion including food and housing insecurity and mental health. She currently serves on several boards including Chamber RVA, the Valentine Museum, Go Virginia, the Higher Education Research and Development Institute (HERDI) South, and AACCC's President's Academy Summer Institute.

Dr. Pando's strong student advocacy and contributions to the field of higher education have been recognized at the local, state and national levels. In 2017, she was one of 38 community college leaders selected from across the country for the Aspen Institute's Presidential Fellowship. She earned an Ed.D. in educational leadership from Rowan University, an M.A. in education administration from Saint Peter's University, and a B.A. from Stockton University.

**Leonard Sledge** is the Director of the Department of Economic Development for the City of Richmond. Sledge is responsible for bringing new businesses to the city, retaining existing businesses and employers, and promoting growth of small businesses. Previously, he worked for four years as the Director of Economic Development for the City of Hampton. Sledge also worked in Georgia as Executive Director of the Henry County Development Authority. The authority is responsible for attracting businesses to a swath of the Atlanta metro area.

Sledge holds undergraduate degrees from Morehouse College and Georgia Tech. He also holds an M.B.A. from the University of Phoenix.

**Sonya Ravindranath Waddell** is a vice president and economist at the Federal Reserve Bank of Richmond. Waddell has responsibility for the Regional and Community Development research areas within the Research Department, including setting strategic direction for various data products, surveys, and other regional and local analysis. In addition, she directs the incorporation of regional information into FOMC policy preparation for the Richmond Fed. Her work involves analyzing economic trends, writing for a variety of publications, and presenting on regional and national economic conditions. Prior to joining the Richmond Fed in 2008, Waddell worked as an economist in the Virginia Department of Planning and Budget and at ICF International in Washington, D.C.

She earned her B.S. in Political Economy from Williams College and an M.S. in Applied Economics from the University of Wisconsin-Madison.