

ROUNDTABLE ON  
**BLACK MEN &  
BLACK WOMEN**



IN SCIENCE, ENGINEERING, & MEDICINE

**Mentoring and Advising of Black Students in Science,  
Engineering, and Medicine: A Workshop**

December 7-8, 2020

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

The National Academies of  
SCIENCES • ENGINEERING • MEDICINE



*Mentoring and Advising of Black Students in Science, Engineering, and Medicine:  
A Workshop*

December 7-8, 2020

<https://nasem.zoom.us/j/92451902299?pwd=Um9ORmNmaS9UNmlmKzB0ZWwvbkl1UT09>

**Day One - December 7, 2020**

9:30 AM EDT

**Opening Remarks**

**John L. Anderson, PhD**

President, National Academy of Engineering and Vice Chairman, National Research Council

**Cato T. Laurencin, MD, PhD**

Chair of the Roundtable; Albert and Wilda Van Dusen Distinguished Professor of Orthopaedic Surgery; Professor of Chemical and Biomolecular Engineering  
Professor of Materials Science and Engineering, University of Connecticut

**Randall C. Morgan, Jr., MD, MBA**

Co-Chair of the Mentoring and Advising Action Group; President and CEO, Cobb/NMA Health Institute; Clinical Associate Professor of Orthopedic Surgery at Florida State School of Medicine and Clinical Associate Professor in the Department of Community Medicine at the University of Connecticut

**Joan Y. Reede, MD, MPH, MS, MBA**

Co-Chair of the Mentoring and Advising Action Group; Professor of Medicine;  
Dean for Diversity and Community Partnership, Harvard Medical School; Professor in the Department of Social and Behavioral Sciences, Harvard TH Chan School of Public Health

---

**SESSION I : UNDERSTANDING THE CURRENT STATUS OF BLACK PROFESSIONALS  
IN ACADEMIA AND INDUSTRY**

---

10:00 AM

**MODERATOR: L. D. Britt, MD, MPH, DSc(Hon), FACS, FCCM**

Chairman, Surgery Department, Eastern Virginia Medical School

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

**SPEAKERS:**

**Norma Poll-Hunter, PhD**

Senior Director, Human Capital Initiatives; Deputy Director, Summer Medical and Dental Education Program; Diversity Policy and Programs, Association of American Medical Colleges

**Karl W. Reid, EdD**

Executive Director, National Society of Black Engineers; Co-Founder, the 50k Coalition; Former Associate Dean of Undergraduate Education, Massachusetts Institute of Technology

**QUESTION:**

What are the stats around Black STEM Professionals at various stages of transition from training to leadership?

10:30 AM      *Discussion*

---

**SESSION II: ENSURING THE ADVANCEMENT AND PROMOTION OF BLACK FACULTY**

---

10:45 AM

**MODERATOR: MaCalus V. Hogan, MD, MBA**

Vice Chair of Education and Residency Program Director, Department of Orthopaedic Surgery; Senior Medical Director for Orthopaedic and Musculoskeletal Services, Associate Professor, University of Pittsburgh Medical Center

*Question: How are Presidents and Deans helping to advance Black faculty promotion in their institutions?*

**SPEAKERS:**

**George Q. Daley MD, PhD**

Dean of Faculty and Caroline Shields Walker Professor of Medicine, Harvard Medical School

**Augustine M.K. Choi, MD**

Stephen and Suzanne Weiss Dean, Weill Cornell Medicine and Provost for Medical Affairs, Cornell University

**Deborah Prothrow-Stith, MD**

Dean and Professor of Medicine, College of Medicine, Charles R. Drew University of Medicine and Science

**Gilda A. Barabino, PhD**

President and Professor of Biomedical and Chemical Engineering, Olin College of Engineering

**QUESTION:**

How are Presidents and Deans helping to advance Black faculty leadership and promotion in their institutions?

11:45 AM      **Discussion**

12:15 PM      **Break for Lunch**

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

---

**SESSION III: MENTOR-MENTEE CONVERSATIONS**

---

12:45 PM	<b>MODERATOR: Wendy L. Yallowitz, MSW</b> Senior Program Officer, Robert Wood Johnson Foundation
Mentor:	<b>Kafui Dzirasa, MD, PhD</b> Associate Professor of Psychiatry and Behavioral Sciences; K. Ranga Rama Krishnan Associate Professor, Duke University School of Medicine
Mentee:	<b>Aza Allsop, MD, PhD</b> Psychiatry Resident, NRTP, Department of Psychiatry, Yale University School of Medicine
Mentor:	<b>Eve J. Higginbotham, SM, MD</b> Vice Dean for Inclusion and Diversity, Perelman School of Medicine; Professor, Ophthalmology, Perelman School of Medicine
Mentee:	<b>Ahmara G. Ross, MD, PhD</b> Assistant Professor, Ophthalmology, Hospital of the University of Pennsylvania; Assistant Professor of Neurology
Mentor:	<b>Gilda A. Barabino, PhD</b> Professor of Biomedical and Chemical Engineering and President, Olin College of Engineering
Mentee:	<b>Shereka Banton, PhD</b> Senior Regulatory Affairs Program Lead, Johnson & Johnson

**QUESTIONS:**

What are challenges to mentor-mentee interactions?

What are best practices/lessons learned from your experience?

How did the mentoring relationship begin and what are changes through career transitions?

1:45 PM      **Discussion**

2:15 PM      **Break**

---

**SESSION IV: SOCIAL SCIENCE-WHAT IS NEEDED?**

---

2:30 PM	<b>MODERATOR: Orlando C. Kirton, MD, MBA</b> Surgeon-in-Chief, Chairman of Surgery, Abington-Jefferson Health Chief Division of General Surgery, Abington-Jefferson Health Vice Chairman, Jefferson Health Enterprise Department of Surgery Professor of Surgery, Sidney Kimmel Medical College of Thomas Jefferson University
---------	--

**SPEAKERS:**

**Stacy Blake-Beard, PhD**

Visiting Professor, Tuck School of Business at Dartmouth; Faculty Program Chair,  
Simmons College Executive Education

**Mentoring, Coaching and Sponsorship: Sources of Critical Support and Feedback**

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

**Laura Morgan Roberts, PhD**

Professor of Practice, University of Virginia Darden School of Business

***Toward a racially just workplace: Advancing true inclusion for people with diverse talents***

**QUESTIONS:**

Describe the relationships and the intersection of roles in mentorship, coaching and sponsorship?

Describe organizational change to attract and retain diverse talent?

3:30 PM      **Discussion**

4:00 PM      **Wrap-up**

4:30 PM      **Day One Adjourned**

---

**SESSION V: PROGRAM MODELS AND BEST PRACTICES**

---

1:15 PM      **MODERATOR: Valerae O. Lewis, MD**

Professor and Chair, Department of Orthopaedic Oncology; Director, Orthopaedic Center;  
Associate Director of the Sarcoma Center, University of Texas MD Anderson Cancer Center

**SPEKARES:**

**Nina Ardery**

Deputy Director, Harold Amos Medical Faculty Development Program (AMFDP), Robert Wood Johnson  
Foundation

**Elizabeth O. Ofili, MD, MPH, FACC**

Professor of Medicine; Director and Senior Associate Dean, Clinical Research Center and Clinical Translational  
Research, Morehouse School of Medicine

**Joan Y. Reede, MD, MPH, MS, MBA**

Co-Chair of the Mentoring and Advising Action Group; Professor of Medicine; Dean for Diversity and Community  
Partnership, Harvard Medical School: Professor in the Department of Social and Behavioral Sciences, Harvard TH  
Chan School of Public Health

**Olujimi Ajijola, MD, PhD**

Assistant Professor of Medicine, UCLA Cardiac Arrhythmia Center, David Geffen School of Medicine; Director of  
the Clinical Autonomic Neuroscience Programs, and Autonomic Testing Laboratory, University of California Los  
Angeles

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

**QUESTIONS:**

What are your best practices and outcomes?

What lessons can be learned for scaling?

2:15 PM      **Discussion**

---

**SESSION VI: LEADERSHIP AND ORGANIZATIONAL SOLUTIONS (BREAKOUT ROOMS)**

---

2:30 PM

**Question 1:**

How to Salvage a Career in a Dysfunctional Organization?

**Moderator: Randall C. Morgan, Jr., MD, MBA**

Co-Chair of the Mentoring and Advising Action Group; President and CEO, Cobb/NMA Health Institute; Clinical Associate Professor of Orthopedic Surgery at Florida State School of Medicine and Clinical Associate Professor in the Department of Community Medicine at the University of Connecticut

**Question 2:**

How to Recognize and Reward Work Related to Advancing Mentoring, Diversity and Equity?

**Moderators: Monica Hall**

Program Associate, Robert Wood Johnson Foundation

**Orlando C. Kirton, MD, MBA**

Surgeon-in-Chief, Chairman of Surgery, Abington-Jefferson Health

Chief Division of General Surgery, Abington-Jefferson Health

Vice Chairman, Jefferson Health Enterprise Department of Surgery

Professor of Surgery, Sidney Kimmel Medical College of Thomas Jefferson University

**Question 3:**

How to Deal with Transitions?

**Moderator: Lynne M. Holden, MD**

Professor, Department of Emergency Medicine, Albert Einstein College of Medicine

**Question 4:**

How to Advance Mentoring, Coaching and Sponsorship for Early Career Professionals?

**Moderators: Joan Y. Reede, MD, MPH, MS, MBA**

Co-Chair of the Mentoring and Advising Action Group; Professor of Medicine;

Dean for Diversity and Community Partnership, Harvard Medical School: Professor in the Department of Social and Behavioral Sciences, Harvard TH Chan School of Public Health

**Valerae O. Lewis, MD**

Professor and Chair, Department of Orthopaedic Oncology; Director, Orthopaedic Center;

Associate Director of the Sarcoma Center, University of Texas MD Anderson Cancer Center

3:00 PM

**Report From Breakout Rooms**

Moderator: Randall C. Morgan, Jr., MD, MBA

4:00 PM

**Closing Discussion and Remarks**

4:30 PM

**Day Two Adjourned**

## Biographies of Roundtable Members and Speakers

### (In Order of Appearance)

**John L. Anderson, PhD**, is president of the National Academy of Engineering since July 1, 2019. He was born in Wilmington, DE, and received his undergraduate degree from the University of Delaware in 1967 and PhD degree from the University of Illinois at Urbana-Champaign in 1971, both in chemical engineering. He was most recently Distinguished Professor of Chemical Engineering and president (2007–2015) of the Illinois Institute of Technology (IIT). Before that he was provost and executive vice president at Case Western Reserve University (2004–2007), following 28 years at Carnegie Mellon University, including 8 years as dean of the College of Engineering and 11 years as head of the Chemical Engineering Department. He began his professional career as an assistant professor of chemical engineering at Cornell University (1971–1976).

Dr. Anderson was elected to the NAE in 1992 for contributions to the understanding of colloidal hydro-dynamics and membrane transport phenomena and was elected an NAE councillor in 2015. His service also includes numerous National Academies activities, such as the Committee on Determining Basic Research Needs to Interrupt the Improvised Explosive Device Delivery Chain (chair); Committee on Review of Existing and Potential Standoff Explosives Detection Techniques (chair); Organizing Committee for the National Security and Homeland Defense Workshop (cochair); Board on Chemical Sciences and Technology (cochair); and Ford Foundation Minority Postdoctoral Review Panel on Physical Sciences, Mathematics, and Engineering.

In addition to his NAE membership, Dr. Anderson is a fellow of the American Academy of Arts and Sciences and the American Association for the Advancement of Science. He was appointed to the National Science Board in 2014 for a six-year term. He received the Acrivos Professional Progress Award from the American Institute of Chemical Engineers (AIChE) and an award from the Pittsburgh Section of AIChE for “Outstanding Professional Accomplishments in the Field of Academics,” and he is listed on the Alumni Wall of Fame at the University of Delaware. In 2012, he received the National Engineering Award from the American Association of Engineering Societies. He has held visiting professorships at the Massachusetts Institute of Technology (fellow of the John Simon Guggenheim Foundation), University of Melbourne (Australia), and Landbouwniversiteit Wageningen (the Netherlands). He has presented guest lectures at universities throughout the United States and is the author of numerous journal articles and book chapters.

Dr. Anderson is married to Patricia Siemen Anderson. They have two children and five grandchildren.

**Cato T. Laurencin, MD, PhD, (chair) (NAM, NAE)** is the University Professor and Albert and Wilda Van Dusen Distinguished Endowed Professor of Orthopaedic Surgery at the University of Connecticut. He is Professor of Chemical Engineering, Professor of Materials Science and Engineering and Professor of Biomedical Engineering at the school. He serves as the Chief Executive Officer of The Connecticut Convergence Institute for Translation in Regenerative Engineering and the Director of the Raymond and Beverly Sackler Center for Biomedical, Biological, Physical and Engineering Sciences at UConn.

Dr. Laurencin earned a B.S.E. in Chemical Engineering from Princeton University, and his M.D., Magna Cum Laude, from the Harvard Medical School, and received the Robinson Award for Surgery. He earned

his Ph.D. in Biochemical Engineering/Biotechnology from the Massachusetts Institute of Technology where he was named a Hugh Hampton Young Fellow. A practicing sports medicine and shoulder surgeon, Dr. Laurencin has been named to America's Top Doctors for over fifteen years. He is a Fellow of the American Academy of Orthopaedic Surgeons, a Fellow of the American Orthopaedic Association, a Fellow of the American College of Surgeons and a member of the American Surgical Association. He received the Nicolas Andry Award, the highest honor of the Association of Bone and Joint Surgeons. Dr. Laurencin served as Dean of the Medical School and Vice President for Health Affairs at the University of Connecticut.

Dr. Laurencin is a pioneer of the new field, Regenerative Engineering. He is an expert in biomaterials science, stem cell technology and nanotechnology and was named one of the 100 Engineers of the Modern Era by the American Institute of Chemical Engineers. He received the Founder's Award (highest award) from the Society for Biomaterials, the Von Hippel Award (highest award) from the Materials Research Society and the James Bailey Award (highest award) from the Society for Biological Engineering. He received the NIH Director's Pioneer Award, NIH's highest and most prestigious research award, for his new field of Regenerative Engineering and the National Science Foundation's Emerging Frontiers in Research and Innovation Grant Award. Dr. Laurencin is the Editor-in-Chief of Regenerative Engineering and Translational Medicine, published by Springer Nature, and is the Founder of the Regenerative Engineering Society. He is a Fellow of the American Chemical Society, a Fellow of the American Institute of Chemical Engineers, a Fellow of the Biomedical Engineering Society, a Fellow of the Materials Research Society and a AAAS Fellow. The American Association for the Advancement of Science awarded Dr. Laurencin the Philip Hauge Abelson Prize given 'for signal contributions to the advancement of science in the United States'.

Dr. Laurencin is active in mentoring, especially underrepresented minority students. He received the American Association for the Advancement of Science (AAAS) Mentor Award, the Beckman Award for Mentoring, and the Presidential Award for Excellence in Science, Math and Engineering Mentoring in ceremonies at the White House. The Society for Biomaterials established The Cato T. Laurencin, M.D., Ph.D. Travel Fellowship in his honor, awarded to underrepresented minority students pursuing research. Dr. Laurencin is also active in addressing Health Disparities. Dr. Laurencin completed the Program in African-American Studies at Princeton University. He is a core faculty member of the Africana Studies Institute at the University of Connecticut, and is Editor-in-Chief of the Journal of Racial and Ethnic Health Disparities, published by Springer Nature. He co-Founded the W. Montague Cobb/NMA Health Institute, dedicated to addressing Health Disparities, and served as its Founding Chair. The W. Montague Cobb/NMA Health Institute and the National Medical Association established the Cato T. Laurencin Lifetime Research Achievement Award, given during the opening ceremonies of the National Medical Association Meeting. He is a recipient of the Herbert W. Nickens Award from the American Association for the Advancement of Science recognizing his work advancing social justice and equity.

Dr. Laurencin is an elected member of the National Academy of Medicine, an elected member of the National Academy of Engineering, and an elected member of the American Academy of Arts and Sciences. Active internationally, he is an elected fellow of the Indian National Academy of Sciences, the Indian National Academy of Engineering, the African Academy of Sciences, The World Academy of Sciences, and is an Academician of the Chinese Academy of Engineering.



Dr. Laurencin is the recipient of the National Medal of Technology and Innovation, America's highest honor for technological achievement, awarded by President Barack Obama in ceremonies at the White House. He is the first individual in history to receive the oldest/highest award of the National Academy of Medicine (the Walsh McDermott Medal) and the oldest/highest award of the National Academy of Engineering (the Simon Ramo Founder's Award).

**Randall C. Morgan, Jr., MD, MBA**, is the President and CEO of the W. Montague Cobb/NMA Health Institute based in Washington, D.C. In that role he leads a staff of scholars and research specialists who focus upon the elimination of Health Disparities. He is also an active orthopedic surgeon who has practiced in Sarasota and Bradenton, Florida since 2005. He serves as founder and President of University Park Orthopedics in that community. He is also Clinical Associate Professor of Orthopedic Surgery at Florida State School of Medicine and is also a Clinical Associate Professor in the Department of Community Medicine at the University of Connecticut. He is a graduate of Grinnell College with a B.A. in Chemistry. He received the M.D. degree from Howard University. He served as a resident in Orthopedic Surgery at Northwestern University and served a Pediatric Orthopedic Fellowship at Children's Hospital in Cincinnati. He later received an MBA degree from the University of South Florida.

Dr. Morgan served as the 95th President of the National Medical Association during the years 1996 and 1997. He was the first board-certified orthopedic surgeon to hold that position. Dr. Morgan is a true pioneer in his profession and was among the first surgeons to perform total joint replacement surgery at Northwestern University. Dr. Morgan has practiced General Orthopedic Surgery and Pediatric Orthopedics in Evanston, Illinois, and as well in his hometown of Gary, Indiana, for more than 30 years prior to his relocation to Sarasota. With the assistance of his father, Mr. Randall C. Morgan, Sr., he founded the Orthopedic Centers of Northwest Indiana and served as its president from 1975 to 1999. At one time, this was the largest minority-owned orthopedic practice in the United States. He has written and published extensively throughout his career on Orthopedics, Social Responsibility, Health Equity and the Education Pipeline for Underrepresented young scholars. He is a Diplomat of the American Board of Orthopedic Surgery and the American Board of Managed Care Medicine. He is also a Fellow of the American College of Surgeons and a member of Alpha Omega Alpha honorary medical society.

**Joan Y. Reede, MD, MPH, MS, MBA**, is the Dean for Diversity and Community Partnership and Professor of Medicine at Harvard Medical School (HMS). Dr. Reede also holds appointments as Professor in the Department of Social and Behavioral Sciences at the Harvard T.H. Chan School of Public Health, and is an Assistant in Health Policy at Massachusetts General Hospital. Dr. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to promote the increased recruitment, retention, and advancement of underrepresented minority, women, LGBT, and faculty with disabilities at HMS. This charge includes oversight of all diversity activities at HMS as they relate to faculty, trainees, students, and staff. Dr. Reede also serves as the director of the Minority Faculty Development Program; program director of the Faculty Diversity Program of the Harvard Catalyst/The Harvard Clinical and Translational Science Center, and chair of the HMS Task Force on Diversity and Inclusion. Dr. Reede has served on a number of boards and committees including the Secretary's Advisory Committee to the Director of the National Institutes of Health; the Sullivan Commission on Diversity in the Healthcare Workforce; the National Children's Study Advisory Committee

of the Eunice Kennedy Shriver National Institute of Child Health and Human Development, and the Advisory Committee to the Deputy Director for Intramural Research of the National Institutes of Health. Some of her past affiliations include the Steering Committee and Task Force for the Annual Biomedical Research Conference for Minority Students (ABRCMS); past co-chair of the Bias Review Committee of the Advisory Committee to the NIH Director's Working Group on Diversity; the Association of American Medical Colleges Careers in Medicine Committee (AAMC); past chair of the AAMC Group on Diversity and Inclusion (GDI). Dr. Reede served on the editorial board of the *American Journal of Public Health*, and she was the guest editor for the AAMC 2012 special issue, "*Diversity and Inclusion in Academic Medicine*" of *Academic Medicine*. She is a past chair of the National Academy of Medicine's Interest Group 08 on Health of Populations/Health Disparities. In 2018, Dr. Reede was appointed to the National Advisory Council on Minority Health and Health Disparities (NACMHD). Dr. Reede is an authority in the area of workforce development and diversity. Her colleagues and mentees have recognized her with a number of awards that include the Herbert W. Nickens Award from AAMC and the Society of General Medicine in 2005; election to the National Academy of Medicine in 2009; the 2011 Diversity Award from the Association of University Professors; and in 2012 she was the recipient of an Elizabeth Hurlock Beckman Trust Award. In 2013 she received an Exemplar STEM Award from the Urban Education Institute at North Carolina A & T University in Greensboro, North Carolina, and in 2015, she was the Distinguished Woman Scientist and Scholar ADVANCE Lecturer at the University of Maryland School of Public Health. Dr. Reede was recognized by her medical school classmates as a recipient of The Mount Sinai Alumni Association and Icahn School of Medicine 2015 Jacobi Medallion for extraordinary leaders in health care, and in 2017 she was nominated by her peers, and received a Harvard T. H. Chan School of Public Health Alumni Award.

**L. D. Britt, MD, MPH, DSc(Hon), FACS, FCCM**, a proud native of Suffolk, Virginia and a member of the National Academy of Medicine, has strong southern roots and is the product of the public school system. He attended the University of Virginia and was named to the Dean's List each of the eight semesters. He received his Baccalaureate of Arts with Distinction. Dr. L. D. Britt, a graduate of Harvard Medical School and Harvard School of Public Health, is the Brickhouse Professor and Chairman of the Department of Surgery at Eastern Virginia Medical School. He is the author of 300 scientific publications (with over 231 being peer-reviewed articles). In addition, he is the author of three textbooks, including a recent edition of the highly touted *Acute Care Surgery* (Lippincott, Williams & Wilkins, Medford, NJ). He serves on numerous editorial boards, including the *Annals of Surgery*, *Archives of Surgery*, *World Journal of Surgery*, *Journal of the American College of Surgeons*, the *American Journal of Surgery* (Associate Editor), the *Journal of Trauma*, *Shock*, *Journal of Surgical Education*, the *American Surgeon*, and others. In addition, he is a reviewer for the *New England Journal of Medicine*. Dr. Britt, a member of Alpha Omega Alpha, is the recipient of the nation's highest teaching award in medicine – the Robert J. Glaser Distinguished Teaching Award, which is given by the AAMC in conjunction with AOA. He was honored by the Association of Surgical Education with its lifetime achievement award – the Distinguished Educator Award – given annually to one person considered by his peers to be a true master. More than 200 institutions throughout the world have invited him to be their distinguished visiting professor. He was recently the William P. Longmire, MD, Visiting Professor at the University of California, Los Angeles (UCLA). Dr. Britt is the past President of the Society of Surgical Chairs and the past Chairman of the ACGME Residency Review Committee for Surgery. In addition, he is the past Secretary of the Southern Surgical Association, the past Recorder/Program Chair for the American Association for the Surgery of Trauma, and past President of the Southeastern Surgical Congress, the Halsted Society, and the Southern Surgical Association. Dr. Britt

is the past Chairman of the Board of Regents of the American College of Surgeons. He is also the past President of the American College of Surgeons, the American Association for the Surgery of Trauma, and the American Surgical Association. At the inaugural presidential ceremony held in Washington, D.C., during the 96th annual Clinical Congress of the American College of Surgeons, Dr. Britt was awarded the U.S. Surgeon General's medallion for his outstanding achievements in medicine. The Honorable Regina Benjamin, MD, the 18th U.S. Surgeon General, presented this award at a formal ceremony. Dr. Britt was also appointed to the Robert Wood Johnson Clinical Scholar Program National Advisory Committee. The National Library of Medicine of the National Institutes of Health (in collaboration with the Reginald F. Lewis Museum of Maryland African American History and Culture) featured Dr. Britt for his contributions to academic surgery. President George W. Bush recognized Dr. Britt's leadership role in medicine and nominated him to the Board of Regents of the Uniformed Services University (confirmed by the United States Senate). At the end of his tenure, Dr. Britt was awarded the coveted Distinguished Service Medal. The National Board of Medical Examiners (NBME) also awarded him the Edythe J. Levit Distinguished Service Award. An active participant in the community, Dr. Britt has received numerous awards for public service. Dr. Britt is the recipient of the 2010 Colgate Darden Citizen of the Year Award and the 2011 Dr. Martin Luther King, Jr. Community Award. The Atlanta Post recently highlighted him as one of the top 21 black doctors in America. Ebony magazine recently listed him as one of the most influential African Americans in the nation. At the 2012 annual meeting of the American Surgical Association, Dr. Britt became the 132nd President of the organization. He was conferred an Honorary Doctorate by the President of Tuskegee University. Dr. Britt was also elected to the position of Commissioner of the Joint Commission (formerly JACHO). In 2012, he was conferred an Honorary Fellowship in the French Academy of Surgery, and the Colleges of Medicine of South Africa. Having recently been awarded an Honorary Fellowship in the Royal College of Surgeons of Glasgow, Dr. Britt now has the distinction of receiving the highest honor given by each of the four Royal Colleges in the United Kingdom –England, Edinburgh, Ireland, and Glasgow. Dr. Britt, author of the term "Acute Care Surgery" and one of the principal architects of this emerging specialty, was the 2013 recipient of the prestigious Roswell Park Medal. He was honored for his major contributions to American surgery. At the 2015 annual meeting of the Society of Critical Care Medicine, Dr. Britt was bestowed the unique honor of being recognized as a "Master of Critical Care Medicine" (MCCM) by the American College of Critical Care Medicine. In 2015, Virginia Governor Terry McAuliffe appointed Dr. Britt to the Board of Visitors of the University of Virginia. In addition, the Southern Surgical Association awarded Dr. Britt the organization's highest accolade – Honorary Fellowship – at its 2015 annual meeting. In the spring of 2016, Dr. Britt was awarded the Urban League of Hampton Roads Professor Marian Capps Memorial Award for his accomplishments in community service through education. At the 148th commencement at Howard University, Dr. Britt was conferred an honorary doctorate (Doctor of Science). His co-honorees included President Barack Obama, activist and award-winning actor Cicely Tyson, and Ambassador Dawson. The summer of 2016 serendipitously, Dr. Britt conducted his 200th visiting professorship at Cook County Hospital in Chicago, IL (where Dr. Britt completed his residency training). He was the inaugural John A. Barrett, M.D. lecturer that kicked off the 50th anniversary celebration for Cook County Hospital Trauma Unit. Effective October 1, 2016, he was elected to the National Academy of Medicine (formerly the Institute of Medicine). He is the first and only faculty member from his institution to receive this distinction – considered one of the highest honors in the field of health and medicine. Dr. Britt was awarded, as the Principal Investigator (PI), a multimillion dollar NIH-R01 research grant (1 R01 MD011695-01). He was also recently awarded, as the Co-Investigator (CO-I) of another multimillion dollar NIH-R01 research grant (1 R01 MD011685-01). The Mayo Clinic

bestowed upon Dr. Britt one of the institutions highest honors by appointing him to be the Donald Balfour Visiting Professor. In addition to the unveiling of his latest edition of the textbook, *Acute Care Surgery* (Wolters Kluwer), Dr. Britt was inducted into the inaugural class of the Academy of Master Surgeons Educators of the American College of Surgeons in October 2018. He is a founding member of the Academy. In 2019, Dr. Britt was awarded the coveted Silbergleit Award given by the Association of Program Directors in Surgery. He is only the third individual to receive this recognition for his sustained leadership role as an accomplished program director.

**Norma Poll-Hunter, PhD**, is the Senior Director of Human Capital Initiatives within Diversity Policy and Programs at the Association of American Medical Colleges. In this role, she leads a portfolio of career development programs with a focus on diversity and inclusion across the medical education continuum. She serves as the Deputy Director for the Summer Health Professions Education Program, a national pipeline program to increase diversity in the health professions. She also leads initiatives focused on cultural competence in medical education, building collaborations and partnerships to advance diversity, and research and evaluation projects focused on diversity in the health care workforce.

Prior to the AAMC, Dr. Poll-Hunter practiced as a bilingual psychologist at a regional hospital in Upstate New York. Following receipt of her B.A. from Lehman College, City University of New York, Dr. Poll-Hunter earned her PhD in counseling psychology at the University of Albany, SUNY.

**Karl W. Reid, EdD**, was named executive director of the National Society of Black Engineers (NSBE) on June 2, 2014, marking his return to the organization that gave him his first major leadership experience, 32 years earlier. For the past 22 years, he's been a leading advocate for increasing college access, opportunity and success for low-income and minority youth.

Dr. Reid came to NSBE from the United Negro College Fund (UNCF), where he oversaw new program development, research and capacity building for the organization's 37 historically black colleges and universities and held the title of senior vice president for research, innovation and member college engagement. Before his service at UNCF, he worked in positions of progressive responsibility to increase diversity at his alma mater, the Massachusetts Institute of Technology (MIT), which he left as associate dean of undergraduate education and director of the Office of Minority Education. While working at MIT as Director of Engineering Outreach Programs, Dr. Reid earned his Doctor of Education degree at Harvard University. His dissertation explored the interrelationship of race, identity and academic achievement. He is the author of *Working Smarter, Not Just Harder: Three Sensible Strategies for Succeeding in College...and Life*.

Dr. Reid was born in the Bronx, N.Y., and grew up in Roosevelt, N.Y., a mostly working-class, African-American community on Long Island. The high value his parents placed on education, and his admission to a well-resourced, magnet high school near Roosevelt, put him on a track to follow his older brother to MIT, where he earned his undergraduate and master's degrees in materials science and engineering and was a Tau Beta Pi Scholar. He credits his membership in the NSBE chapter at MIT with giving a vital boost to his self-confidence and leadership skills. He joined the Society during his freshman year, was elected chapter vice president his junior year and subsequently served as NSBE national chairperson.

After graduating from MIT, Dr. Reid worked in the computer industry for 12 years, in product management, marketing, sales and consulting. In 1991, five years into a successful career in sales and marketing with the IBM Corporation, Dr. Reid read Jonathan Kozol's *Savage Inequalities*, a seminal book about educational disparities in the U.S., which sparked his passion for bringing about positive change through education of African Americans and other underserved populations.

Dr. Reid sits on the DC STEM Council, the Dean's Advisory Cabinet of the Harvard University School of Engineering and Applied Sciences as well as the Dean's Advisory Council for Diversity, Equity and Inclusion at the University of Michigan College of Engineering. He holds memberships in the American Association of Engineering Societies, the American Society of Engineering Education, and the Council of

Engineering and Scientific Society Executives. Dr. Reid is also a founding member of the 50k Coalition, a national effort to produce 50,000 diverse engineering graduates annually by 2025. He was recently named a Top 100 Executive in America by Uptown Professional magazine.

He is a frequent contributor to the national diversity engineering dialogue, author of several commentary pieces and quoted in numerous articles such as *Forbes*, the *Wall Street Journal*, *U.S. News & World Report*, and *The Hechinger Report*.

Dr. Reid is now supporting NSBE's National Executive Board and the Society's 25,000 active members in reaching the main goal of NSBE's 10-year Strategic Plan: to end the underrepresentation of blacks in engineering in the U.S. by annually producing 10,000 black engineers in the country, by 2025.

**MaCalus V. Hogan, MD, MBA**, is the Vice Chair of Education and Residency Program Director in the Department of Orthopaedic Surgery at the University of Pittsburgh Medical Center. He oversees all educational and training programs within the department. He is an Associate Professor in the Departments of Orthopaedic Surgery and Bioengineering. He completed medical school at Howard University College of Medicine in Washington, DC. He was the recipient of a National Institutes of Health Training Grant and served as a Musculoskeletal Tissue Repair and Regeneration Research Fellow at the University of Virginia Health System, Department of Orthopaedic Surgery, in Charlottesville, Virginia, where he also completed his orthopaedic surgical residency training. This was followed by a foot and ankle fellowship at the Hospital for Special Surgery in New York, NY. Following the completion of his training in 2013, Dr. Hogan joined UPMC.

Dr. Hogan has experience in the realm of healthcare policy and quality of care delivery currently serving as the Medical Director for Outcomes and Registries for the UPMC Donald F. Wolff, Jr. Center for Quality, Safety, and Innovation. He is co-Chair of the UPMC Orthopaedic Bundling Advisory Board and sits on the UPMC Orthopaedic Service Line Steering Committee and serves on the Executive Committee for the Department of Orthopaedics.

With a passion for research Dr. Hogan's interests is in musculoskeletal regenerative medicine with a focus on tendon, ligament, and cartilage bioengineering. He is currently directing the Foot and Ankle Injury Research [F.A.I.R.] group and co-directs the Musculoskeletal Growth and Regeneration Lab. He has over 100 manuscripts, book chapters, and presentations. He presents both nationally and internationally on his management of foot and ankle injuries, regenerative medicine, and clinical outcomes research. In 2013, Dr. Hogan and his research team received the American Orthopaedic Foot

and Ankle Society J. Leonard Goldner Award for best basic science research for their work on tendon regeneration entitled: "Successful Achilles Tendon Regeneration using a Bioresorbable Nanofiber Scaffold, Stem Cells, and Growth Factor in a Rat Tendon Gap Defect Model." In 2014, Dr. Hogan received the American Orthopaedic Association (AOA) Emerging Leader on the Move Award. He is a member of various professional organizations and societies, including but not limited to, the American Orthopaedic Association Emerging Leaders Program, the American Orthopaedic Foot & Ankle Society, the Orthopaedic Research Society, and the American Academy of Orthopaedic Surgeons. He and his research team were named New Investigator Recognition Award Finalists by the Orthopaedic Research Society in both 2013 and 2015. Dr. Hogan serves as a foot and ankle consultant for the athletic departments at the University of Pittsburgh, Carnegie Mellon University, and Duquesne University, and also serves as the Assistant Team Physician for Point Park University and the Conservatory of Performing Arts.

In the fall of 2017, Dr. Hogan served as an American Orthopaedic Association (AOA) North American Traveling Fellow, a highly competitive program that promotes clinical and scientific exchange across US and Canadian health systems to discuss diverse ways that leaders address challenges facing orthopaedic surgery today. Dr. Hogan has been selected by his peers as a Best Doctor in America® in 2016, 2017, and 2018.

**George Q. Daley, MD, PhD** is Dean and Caroline Shields Walker Professor of Medicine at Harvard Medical School. He is also Professor of Biological Chemistry and Molecular Pharmacology. Prior to becoming Dean he was the Director of the Pediatric Stem Cell Transplantation Program at Dana-Farber/Boston Children's Cancer and Blood Disorders Center and an investigator of the Howard Hughes Medical Institute. Daley received his AB, magna cum laude, from Harvard (1982), a PhD in biology from MIT (1989), working with Nobel laureate David Baltimore, and his MD, summa cum laude, from Harvard Medical School (1991). Daley pursued clinical training in internal medicine at Massachusetts General Hospital, where he served as chief resident (1994-1995), and a clinical fellowship in heme/onc at Brigham and Women's Hospital and Children's Hospitals. He remains a staff member in Pediatric Hematology/ Oncology at Boston Children's Hospital. Daley's research uses mouse and human disease models to study cancer and blood disorders. Daley has been elected to the National Academy of Medicine, the American Society for Clinical Investigation, the American Association of Physicians, the American Pediatric Societies, the American Academy of Arts and Sciences and the American Association for the Advancement of Science. He was an inaugural winner of the NIH Director's Pioneer Award (2004), and has won the E. Donnall Thomas Prize of the American Society of Hematology. He was a founding executive committee member of the Harvard Stem Cell Institute, served as president of the International Society for Stem Cell Research (2007-2008), and anchored the special task forces that produced the society's guidelines for stem cell research and clinical translation (2006, 2008, 2016). He was on the organizing committee for both the 2015 and 2018 International Summits on Human Genome Editing and has advocated publicly for responsible international guidelines for attempts at germline genome editing.

**Augustine M.K. Choi, MD**, an internationally renowned physician-scientist in the field of lung disease, has focused his research on understanding how chronic and acute lung diseases develop in response to molecular, cellular and genetic triggers. His laboratory studies how oxidative stress and inflammation

affect stress response genes and antioxidant enzymes in the lung, and it has contributed much to our understanding of the molecular regulation and function of heme oxygenase-1 and gaseous molecule carbon monoxide in lung and vascular disease. Dr. Choi is currently examining whether inhaled carbon monoxide can be an effective therapy in human disease.

Dr. Choi has a longstanding commitment to the training of postdoctoral fellows and physician-scientists in lung diseases. He has published more than 350 peer-reviewed articles and is a member of the National Academy of Medicine, American Society of Clinical Investigation, and the Association of American Physicians. He is currently funded by multiple NIH R01 grants. Among his many awards and honors are the 2011 Ho-Am Prize in Medicine, which is often referred to as the Korean Nobel Prize, and the 2015 J. Burns Amberson Lecture, which recognizes a career of major lifetime contributions to pulmonary research.

Dr. Choi received a bachelor's degree in 1980 from the University of Kentucky and an MD in 1984 from the University of Louisville. After completing his internship and residency in internal medicine at Duke University and a fellowship in pulmonary and critical care medicine at Johns Hopkins University, he began his academic career in 1990 in the division of pulmonary and critical care medicine at Johns Hopkins. In 1998, he moved to an appointment at Yale University, and in 2000, he became chief of the division of pulmonary, allergy and critical care medicine at the University of Pittsburgh. In 2007, he was appointed the Parker B. Francis Professor of Medicine at Harvard Medical School and chief of pulmonary and critical care medicine at Brigham and Women's Hospital. He served as the Sanford I. Weill Chairman and Professor of Medicine in the Joan and Sanford I. Weill Department of Medicine at Weill Cornell Medicine and as physician-in-chief of NewYork-Presbyterian/Weill Cornell Medical Center, prior to his appointment as dean in January 2017.

**Deborah Prothrow-Stith, M.D.**, is dean and Professor of Medicine for the College of Medicine at Charles R. Drew University of Medicine and Science. Dr. Prothrow-Stith is an internationally recognized public health leader, who since 2008 has advised top-tier healthcare, life sciences, academic and not-for-profit institutions on leadership and executive talent in her role as a principal at the global executive search consulting firm, Spencer Stuart. Prior to joining Spencer Stuart, she served as the Henry Pickering Walcott Professor of Public Health Practice and Associate Dean for Diversity at the Harvard School of Public Health where she created and led the Division of Public Health Practice, and secured over \$14 million in grant funding for public health programs.

As a physician working in inner-city Boston, Dr. Prothrow-Stith broke new ground with her efforts to define youth violence as a public health problem. She developed and wrote The Violence Prevention Curriculum for Adolescents, a forerunner of violence prevention curricula for schools and communities. She is the author of *Deadly Consequences*, the first book to present the public health perspective on violence to a mass audience. She has authored and co-authored over 100 publications. She is co-author of a blueprint for community based violence prevention in, *Murder Is No Accident* (Jossey Bass Publishers, 2004) and a guide for parents of adolescent girls in *Sugar and Spice and No Longer Nice*, (Jossey Bass Publishers, 2005). She is also co-author of a high school health education textbook, *Health* (Pearson 2014) that is in its third publication.

In 1987, Governor Michael Dukakis appointed her the first woman Commissioner of Public Health for

Massachusetts where she led a department with 3,500 employees, 8 hospitals and a budget of \$350 million. She established the nation's first Office of Violence Prevention in a state department of public health, expanded prevention programs for HIV/AIDS and increased drug treatment and rehabilitation programs. Dr. Prothrow-Stith and her family lived in Tanzania during her husband's tenure as U.S. Ambassador where she worked with several local organizations, including Muhimbili National Hospital and an NGO that runs the first HIV clinic in Tanzania.

She is a graduate of Spelman College and Harvard Medical School. She completed residency training in Internal Medicine at Boston City Hospital and is certified by the American Board of Internal Medicine. In 2003, Dr. Prothrow-Stith was elected to membership in the prestigious National Academy of Medicine. She has received ten honorary doctorates including ones from Morehouse Medical School and Meharry Medical College. She is the recipient of the 1993 World Health Day Award, the 1989 Secretary of Health and Human Service Award, and a Presidential appointment to the National Commission on Crime Control and Prevention. In 2015, she was inducted into the honor roll of women physicians in the Massachusetts Medical Society.

**Gilda A. Barabino, PhD**, became the second president of Olin College of Engineering, and Professor of Biomedical and Chemical Engineering, on July 1, 2020.

Previously she served as Dean of The Grove School of Engineering at the City College of New York (CCNY). She also served as Daniel and Frances Berg Professor, with appointments in the Departments of Biomedical Engineering and Chemical Engineering, as well as the City University of New York School of Medicine.

A biomedical engineer trained in chemical engineering, with broad interest in global health, systems, and interdisciplinary engineering education, Dr. Barabino is a noted investigator in the areas of sickle cell disease, cellular and tissue engineering. She is an internationally recognized thought leader and highly sought speaker and consultant on race/ethnicity and gender in science and engineering, with particular focus on creating cultures and climates that support a sense of belonging. She has led a number of initiatives in these areas including serving as the founder and Executive Director of the National Institute for Faculty Equity.

Before joining CCNY, she served as Associate Chair for Graduate Studies and Professor in the Wallace H. Coulter Department of Biomedical Engineering at Georgia Tech and Emory University. She also served as Georgia Tech's inaugural Vice Provost for Academic Diversity. Prior to that, she spent 18 years at Northeastern University, rising to the rank of Full Professor of Chemical Engineering and serving as Vice Provost for Undergraduate Education.

Dr. Barabino is an active member of the National Academy of Engineering and the National Academy of Medicine and serves on numerous committees of the National Academies of Science, Engineering and Medicine, including the Committee on Women in Science Engineering and Medicine; the Roundtable on Black Men and Black Women in Science, Engineering and Medicine; the Underrepresentation of Women of Color in Tech Project; the Ad-Hoc Committee for the Gulf Scholars Program; the Committee on Addressing Sickle Cell Disease; and the National Institutes of Health National Institute of Biomedical Imaging and Bioengineering Strategic Planning Working Group. Dr. Barabino also serves as a member of the National Science Foundation's Advisory Committee for Engineering; the congressionally mandated Committee on Equal Opportunities in Science and Engineering; and the American Association for the



Advancement of Science Committee on Science, Engineering and Public Policy. Dr. Barabino also serves on the Scientific Advisory Board of the Chan Zuckerberg Biohub.

Her many honors include the American Institute of Chemical Engineers Award for Service to Society (2019); the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring (2018); the Pierre Galetti Award (2017), the American Institute for Medical and Biological Engineering's highest honor; and an honorary degree from Xavier University of Louisiana (2016).

She is currently the Chair of the American Society of Engineering Education Engineering Deans Council.

She sits on the board of trustees for VentureWell, Associated Universities, Inc., and Xavier University of Louisiana.

Dr. Barabino earned her B.S. degree in Chemistry from Xavier University of Louisiana and her Ph.D. in Chemical Engineering from Rice University.

She is married to Joseph Barabino. They have a son, Jori.

**Wendy L. Yallowitz, MSW**, senior program officer, joined the Robert Wood Johnson Foundation (RWJF) in 2001, bringing her expertise in long-term care and services for older adults to the Foundation's work with vulnerable populations. Drawn to RWJF by "its direction, resources, and the opportunity to make a difference," she focuses on developing programs that have an impact on individuals' health at the community level.

Yallowitz has extensive experience and knowledge in mental health, with a concentration on blending social and emotional learning into K–12 education. She specializes in long-term care strategies, such as aging in place, and home and community-based services. Her past work also included emphasis on programs that helped immigrant and refugee communities adjust to life in the United States with the supports they need to improve and maintain health.

Her work expertise includes scaling successful models and identifying the feasibility of adapting these models to other populations, creating innovative programs that respond to current health and health care problems, developing and supporting grantmaking strategies to bridge health and health care, and designing programs that impact hard to reach and underserved populations.

Yallowitz envisions a future "in which we direct greater attention to the social determinants of health that affect the health status of far too many individuals and groups in this country. We need to build a culture of health for all to embrace."

Yallowitz came to the Foundation from the Jewish Family and Children's Service in Princeton, N.J., where she created programs to help older adults live independently. In addition to helping the frail elderly, she also developed a Holocaust survivor program and a Kosher Café. Previously, she worked as a family advocate for older adults, as an assisted living facility recreation director, and as a volunteer at senior centers.

She received an MSW in administration, policy and planning from Rutgers University and a BA from West Virginia University. She is a member of Grantmakers in Aging, the American Society on Aging, and Grantmakers Concerned with Immigrants and Refugees.

**Kafui Dzirasa, MD, PhD**, is the first African American to complete a Ph.D. in Neurobiology at Duke University. His research interests focus on understanding how changes in the brain produce neurological and mental illness. Kafui obtained an M.D. from the Duke University School of Medicine in 2009 and completed residency training in General Psychiatry in 2016. Kafui's laboratory was featured on CBS 60 Minutes in 2011. He has been awarded the International Mental Health Research Organization Rising Star Award, the Sydney Baer Prize for Schizophrenia Research. In 2017, he was recognized as 40 under 40 in Health by the National Minority Quality Forum, and the Engineering Alumni of the Year from UMBC. Kafui was awarded the Presidential Early Career Award for Scientists and Engineers: the nation's highest award for scientists and engineers in the early stages of their independent research careers in 2016. In 2019, Kafui was awarded the Alan Leshner Public Engagement Fellowship from the American Association for the Advancement of Science and the Society for Neuroscience Young Investigator award given to the best young brain scientist in the world. Kafui has served as an Associate Scientific Advisor for the journal Science Translational Medicine, and he was a member of the 17-member Next Generation Research Initiative mandated by Congress. He has also served on the Editorial Advisory Board for TEDMED, and the Advisory committee for the NIH Director for the BRAIN Initiative. Kafui is the K. Ranga Rama Krishnan endowed Associate Professor at Duke University with appointments in the Departments of Psychiatry and Behavioral Sciences, Neurobiology, Biomedical Engineering, and Neurosurgery.

**Aza Allsop, MD, PhD**, is a first-generation American who grew up in Trinidad before living in a number of different states on the east coast. He studied Biology, Philosophy, and Jazz Studies at North Carolina Central University before carrying out social neuroscience research training in the Tye lab at MIT as part of the Harvard Medical School-MIT MD PhD program.

He studies how social information is computed, integrated, and biased in the brain and the resulting impact on cognition and behavior. He also studies the mechanisms by which music and mindfulness modulate social connectedness and stress management. His research is guided by the belief that deconstructing these mechanisms will provide a better understanding of how social groups function and offer critical insights into enhancing the development and function of society at large.

AZA is a multi-instrumentalist who is deeply rooted in the experience of music from the African Diaspora. He engaged in formal studies of gospel and jazz music in college and as a PhD student was awarded MIT's Emerson Scholarship to study at Berklee College of Music and has released multiple projects of his original music. He teaches music and mindfulness as tools that help enhance empathy, social justice, health equity, and wellness. To that end, he co-founded Renaissance Entertainment LLC, a company that operates at the intersection of music, science, and community building to promote a culture of wellness. He does research and provides clinical care as a resident in the Department of Psychiatry at Yale University.

**Eve J. Higginbotham, SM, MD**, is the inaugural Vice Dean for Inclusion and Diversity of the Perelman School of Medicine at the University of Pennsylvania, a position she assumed on August 1, 2013. She is also a Senior Fellow at the Leonard Davis Institute for Health Economics and Professor of Ophthalmology at the University of Pennsylvania. She is the immediate past president of the AQA Medical Honor Society

and currently serves on the National Academy of Medicine Council and the National Research Council Board. Dr. Higginbotham serves as a member of the Finance Committee of the National Academy of Medicine. Notable prior leadership positions in academia include Dean of the Morehouse School of Medicine in Atlanta, Georgia, Senior Vice President for Health Sciences at Howard University, and Professor and Chair of the Department of Ophthalmology and Visual Sciences at the University of Maryland in Baltimore, a position she held for 12 years.

A graduate of MIT with undergraduate and graduate degrees in chemical engineering (Course X, S.B, and S.M.) and Harvard Medical School, she completed her residency in ophthalmology at the LSU Eye Center and fellowship training in the subspecialty of glaucoma at the Massachusetts Eye and Ear Infirmary in Boston. Dr. Higginbotham has served as a member of two federal advisory committees including the Defense Health Board which is advisory to the Secretary of Defense, and the Special Medical Advisory Committee to the Secretary of Veteran Affairs. She is a member of Board of Directors of Ascension, serving as a Chair of the Quality Committee and a member of the Finance, and Audit Committees. She is a member of the Board of the AQA Medical Honor Society of which she leads the Leadership Development Committee, and Associate Editor of the American Journal of Ophthalmology. She is a Vice Chair of the NEI-supported Ocular Hypertension Treatment Study, a randomized clinical trial, recently funded for a 20-year follow-up study of this unique cohort of patients. She is currently a member of the ARVO, AAO, American Clinical and Climatological Association, National Academy of Medicine (NAM), the American Academy of Arts and Sciences, the newly formed Harvard-MIT Health Sciences and Technology Advisory Board, and the Visiting Committee of the Institute of Medical Engineering and Science at MIT.

Dr. Higginbotham is a former member of the Board of Overseers at Harvard University, former member of the MIT Corporation, and a former chair of the FDA Ophthalmic Devices Panel. She is the past president of the following organizations: the Maryland Society Eye Physicians, the Baltimore City Medical Society, and the Harvard Medical School Alumni Council. She formerly chaired her section of the National Academy of Medicine and is a former member of the NAM membership committee and the Dr. Higginbotham, a practicing glaucoma specialist, has authored over 150 peer-reviewed articles and co-edited four ophthalmology textbooks and continues to remain active in scholarship related to health policy, STEM, and patient care at the University of Pennsylvania.

**Ahmara G. Ross, MD, PhD** is an Assistant Professor of Ophthalmology and Neurology who completed ophthalmology residency at the University of Pittsburgh then fellowships in Neuro-ophthalmology and Glaucoma at the Scheie Eye Institute, University of Pennsylvania. She also has a Ph.D. from Thomas Jefferson University. In addition to caring for patients with both glaucoma and neuro-ophthalmologic disorders, she also performs ocular surgery ranging from cataracts, minimally invasive, and incisional glaucoma surgery.

Dr. Ross diagnoses, treats, and manages optic neuropathies beyond the spectrum of glaucoma, but views this disease as another neuro-degenerative disease in need for sight changing therapy. Her interests and professional strengths go beyond basic science research with a clinical approach also aimed at addressing socio-economic barriers to the treatment of healthcare.

She joined the faculty in 2017 and is currently funded by an NIH K08 Career Development award to investigate the neuroprotective potential of gene therapy directed at retinal ganglion cells and neighboring support cells to treat chronic glaucoma. She is also collaborating on similar research using gene therapy to treat other mouse models of optic neuropathy such as trauma, compression, and inflammation.

**Shereka Banton, PhD**, is a Senior Regulatory Affairs Program Lead at Johnson & Johnson. In her Regulatory Affairs role, she works to ensure that her company's medical devices are safe and effective according to the regulations that exist for the products. Prior to working in the medical device industry, Dr. Banton completed her doctoral training in the Wallace H. Coulter Department of Biomedical Engineering at Georgia Tech and Emory University. In addition to her work in Biomedical Engineering, she studied science policy, interned for the National Science Foundation's Education and Human Resources directorate, and was a Presidential Fellow for the Center for the Study of the Presidency & Congress, for which she authored a paper related to diversity in STEM. Dr. Banton also co-authored a book chapter with her doctoral advisor Dr. Gilda Barabino on inclusive mentoring as a career advancement strategy for underrepresented minorities in science and engineering. Dr. Banton received both her B.S. degree and Ph.D. in Biomedical Engineering from Georgia Tech.

**Orlando C. Kirton, MD, MBA**, is Chairman of Surgery and Surgeon-in-Chief at Abington Jefferson Health. Dr. Kirton received his undergraduate degree from Brown University in Providence, RI and his medical degree, cum laude, from Harvard Medical School. He served his internship and residency in surgery at SUNY and then completed fellowships in surgical critical care and surgery of trauma at Jackson Memorial Hospital, Department of Surgery and University of Miami School of medicine in Florida. He joined the faculty at the University of Miami from 1992-1999 where he achieved the Academic Rank of Associate Professor of Surgery and served as the Director of the Trauma Intensive Care Unit at Jackson Memorial Hospital and served as the Interim Director of the Trauma Service. From 1999-2016 Dr. Kirton was the *Ludwig J. Pyrotek, MD Chair in Surgery*, Chief of the Department of Surgery, Chief of the Division of General Surgery, and Associate Director of the Surgical Intensive Care Unit. He also was Chief of Trauma at Hartford Hospital from 2012-2016. Dr. Kirton's current Academic Rank is that of Professor of Surgery and Vice-Chairman of the Department of Surgery of the Sidney Kimmel Medical College at Thomas Jefferson University. Dr. Kirton is a Diplomate of the American Board of Surgery with additional qualification in Surgical Critical Care. He is a Fellow of the American College of Surgeons, the American College of Critical Care Medicine, and the American College of Chest Physicians, and member of the Society of University Surgeons and the American Surgical Association. In 2014 the Society of Critical Care medicine bestowed him the Master of Critical Care medicine distinction. Dr. Kirton has served as President of the Surgical Section of the National Medical Association, the President of the Society of Black Academic Surgeons, and was also past President of the Connecticut Chapter of the American College of Surgeons. He served on the Boards of Directors for the Society of Critical Care Medicine, the Eastern Association for the Surgery of Trauma, the National Medical Association, the Society of Black Academic Surgeons and the Board of Managers of The American Association for the Surgery of Trauma. Dr. Kirton Received a Physician Executive MBA from the University of Tennessee in 2015. He has published extensively in peer-reviewed, referred journals as well as authored numerous chapters and textbooks on Surgical Critical Care, Trauma, and Surgical Education.

**Stacy Blake-Beard, PhD**, is a renowned scholar, consultant, speaker, mentor and coach. Dr. Blake-Beard is Visiting Faculty at Tuck School of Business at Dartmouth College. She has held a number of leadership

roles, serving as the 2016-2019 Deloitte Ellen Gabriel Chair of Women and Leadership at the Simmons College School of Business. Prior to joining Simmons, Dr. Blake-Beard was on the faculty at the Harvard University Graduate School of Education. Dr. Blake-Beard holds an MA and PhD in Organizational Psychology from the University of Michigan and a BS in Psychology from the University of Maryland at College Park. Dr. Blake-Beard is the author of two books, “Mentoring Diverse Leaders: Creating Change for People, Processes, and Paradigms” and “Handbook of Research on Promoting Women’s Careers.” She has also contributed to “Thriving in the Fight: A Survival Manual for Latinas on the Front Lines of Change,” offering the Foreword. Dr. Blake-Beard’s academic research focuses on the challenges and opportunities offered by mentoring relationships, with a focus on how these relationships may be changing as a result of increasing workforce diversity. She is particularly interested in the issues women face as they develop mentoring relationships. She also studies the dynamics of formal mentoring programs in both corporate and educational settings. Dr. Blake-Beard also researches and practices in international contexts, drawing from her global experiences. Dr. Blake-Beard has published research on gender, diversity and mentoring in a wide range of publications, including the Journal of Career Development, the Academy of Management Executive, the Psychology of Women Quarterly, Journal of Management Development, the Journal of Business Ethics, Human Resource Management Journal and The Diversity Factor. Stacy is co-editor of a volume focused on women’s careers titled Handbook of Research on Promoting Women’s Careers. She is also the co-editor of a recent volume titled Mentoring and Diversity in a Global Context. Dr. Blake-Beard received a 2010-2011 Fulbright Award to support her project, “Systems of Sustenance and Support: Exploring the Impact of Mentoring on the Career Experiences of Indian Women,” in partnership with the Center for Leadership, Innovation and Change at the Indian School of Business in Hyderabad, India. Dr. Blake-Beard’s most recent collaboration is with Stanford University’s Clayman Institute for Gender Research on their Voice & Influence video series. She has also served as a Representative for the Board of Governors for the Academy of Management. Dr. Stacy Blake-Beard sits on the advisory boards of a number of organizations, including MentorNet, Teen Voices, the Harvard Project on Tenure and the Harvard Medical School Center for the Study of Diversity in Science, the Boston Museum of Fine Arts and the Boston Women of Color Group. Dr. Blake-Beard has been the recipient of numerous grants and fellowships, including awards from the National Science Foundation, the Ford Foundation and the Robert Toigo Foundation.

Dr. Blake-Beard has given seminars for and consulted on a wide range of topics, including:

- Effectively Leveraging Diversity
- Implementing Formal Mentoring Programs
- Unconscious Bias
- Managing Visibility
- Gender and Leadership
- Effective Offering Feedback
- Career Action Planning
- Team-Building

Dr. Blake-Beard’s impressive list of clients includes Infosys, Hewlett Packard, Jobs for the Future, The Partnership, IBM, Cisco, The Robert Toigo Foundation, Bank of America, Chase Manhattan Bank, PricewaterhouseCoopers, Swissotel, PepsiCo, Goldman Sachs, Intel, Linkage, AstraZeneca, Eli Lilly, Boston Chamber of Commerce, The Conference Board, Massachusetts General Hospital, Brigham and Women’s Hospital, Cambridge Hospital, Boston University, Connecticut College, University of Connecticut, University of Michigan, University of Texas, University of California, Harvard University, Boston Public School District, The PhD Project, The Compact for Faculty Diversity, New Leaders for New Schools and Working Mother Media.

**Laura Morgan Roberts, PhD**, is an innovative global scholar and consultant on the science of maximizing human potential in diverse organizations and communities. She has published over fifty research articles, teaching cases, and practitioner-oriented tools for strategically activating best selves through strength-based development, workplace equity and inclusion. Laura has edited three books: *Race, Work and Leadership*; *Positive Organizing in a Global Society*; and *Exploring Positive Identities and Organizations*, and self-published several poetry collections and *The Alignment Quest™ Toolkit for Activating Best Selves*. Laura is also a frequent contributor to Harvard Business Review and the Academy of Management Review. Her influential publications and presentations on diversity, authenticity and leadership development have been recognized by Thinkers50 “On the Radar” (2018) and the Academy of Management. Laura is the 2020 inaugural recipient of the Academy of Management Organizational Behavior Award for Societal Impact.

Laura currently serves as Professor of Practice at her alma mater, the University of Virginia, in the Darden School of Business. She earned a BA in Psychology (highest distinction & Phi Beta Kappa) from the University of Virginia, and an MA and Ph.D. in Organizational Psychology from the University of Michigan. She has served on the faculties of Harvard Business School, Georgetown University McDonough School of Business, and Antioch University’s Graduate School of Leadership and Change. She has also taught organizational behavior, psychology, negotiations, group dynamics, diversity, leadership and career development at the University of Michigan, the Wharton School of Finance, Tuck, Georgia State University, UCLA Anderson, Simmons School of Management, and AVT (Copenhagen). Laura’s family roots are in Gary, Indiana and Washington, DC, and she is a member of Alpha Kappa Alpha Sorority, Inc.

**Valerae O. Lewis, MD**, is Professor and Chair of the Department of Orthopaedic Oncology at the University of Texas MD Anderson Cancer Center in Houston. She is also the Associate Director of the Department of Thoracic/Orthopaedic Center and Associate Director of the Sarcoma Center. Dr. Lewis is a leader in the field of Orthopaedic Oncology with particular expertise in limb salvage and pelvic sarcoma surgery in adult and pediatric patients. In 2011, she started the Multidisciplinary Pelvic Sarcoma Program at MD Anderson Cancer Center that not only addresses the clinical needs of this unique group of patients, but also works to improve both the clinical and functional outcome of patients with pelvic sarcoma. For the past ten years, Dr. Lewis has served as Director of the Musculoskeletal Oncology Fellowship Program at symposiums throughout the year and is active in the American Academy of Orthopaedic Surgeons (AAOS), American Orthopaedic Association (AOA), the Musculoskeletal Tumor Society (MSTS), and the International Society for Limb Salvage (ISOLS) and the Western Orthopaedic Association (WOA).

**Nina Ardery** is the Deputy Director of the Harold Amos Faculty Development Program. She has been with the Minority Medical Faculty Development Program and the Harold Amos Faculty Development Program since 1993, and oversees the day-to-day operations of the National Program Office in Indianapolis, Indiana.

**Elizabeth Ofili, MD, MPH, FACC**, is Professor of Medicine in Cardiology at the Morehouse School of Medicine and Chief Medical Officer of the Morehouse Choice Accountable Care Organization. She is a national and internationally recognized clinician scientist with particular focus on cardiovascular disparities and women’s health. Dr. Ofili has been continuously funded by the NIH and industry/foundations since 1994, with a track record in clinical trials that impact health disparities. In

2002, as president of the Association of Black Cardiologists, she led the initiative to implement the landmark African American Heart Failure Trial, whose findings led to a change in practice guidelines for the treatment of heart failure in African Americans. Over the past 17 years, she has led the growth of the clinical research infrastructure and training programs at Morehouse School of Medicine with awards totaling over \$150 million, including serving as the founding director of the U54 center of clinical research excellence, the community physicians network, the U54 Research Centers in Minority Institutions (RCMI) Center of Excellence for Clinical and Translational Research, and the R25 clinical research education and career development program. Dr. Ofili has mentored over 30 M.D. and Ph.D. clinical and translational science investigators, many of who remain at MSM. She has mentored over 25 underrepresented minority STEM undergraduates and high school students through funding from NASA and the Minority Biomedical Research Students program. She is the senior co-PI of the Atlanta Clinical and Translational Science Institute (ACTSI), a citywide collaborative Clinical and Translational Science Awards program at Emory University, Morehouse School of Medicine, and Georgia Institute of Technology, along with their partnering health systems and statewide research organizations. Since 2007, ACTSI has engaged over 673 investigators and 134 postdoctoral and predoctoral trainees in discovery science, training, and community engagement. Dr. Ofili has led successful multi-institutional collaborations through the ACTSI and the RCMI Translational Research Network of 18 historically Black, Hispanic, and Minority Serving Institutions (MSIs) across the nation, and was lead author of a publication on models of partnerships between HBCUs/MSIs and research intensive institutions. Dr. Ofili holds a patent for "A system and method for chronic illness care," and is the recipient of over 20 national and international awards, including the 2003 National Library of Medicine's "Changing the Face of Medicine, the Rise of America's Women," the Daniel Savage Memorial Science Award from the Association of Black Cardiologists, America's Top Doctors by Black Enterprise Magazine and 100 Most influential health care leaders by Atlanta Business Chronicle. She has delivered over 600 scientific presentations and published over 130 scientific papers in national and international journals. As an AAMC 2007 Council of Dean Fellow, Dr. Ofili led a project on best practices to sustaining the biomedical and physician workforce. She has advised the NIH on diversity in the biomedical research workforce, and currently serves on the Advisory Board of the National Clinical Center (NIH), and on the AAMC advisory panel on research. She is an elected member of the Association of University Cardiologists, and is on the board of directors of the National Space Biomedical Research Institute.

**Olujimi Ajijola, MD, PhD**, is an Assistant Professor in the departments of Medicine-Cardiology, and Molecular, Cellular, & Integrative Physiology at the University of California Los Angeles (UCLA). Ajijola received his B.A. from the University of Virginia, his medical degree from Duke University, and his Ph.D. in Molecular, Cellular, and Integrative Physiology from UCLA. His clinical training in internal medicine and cardiovascular diseases/cardiac electrophysiology took place at the Massachusetts General Hospital/Harvard Medical School and at UCLA, respectively. Ajijola's clinical and research interests revolve around innovative methods to control life-threatening cardiac arrhythmias by modulating the autonomic nervous system. He is also an alumnus of the Howard Hughes Medical Institute's Medical Fellows Program, a recipient of the NIH Director's New Innovator Award (DP2), and a Young Physician Scientist Award from the American Society for Clinical Investigation.

**Monica Hall**, program associate, joined the Robert Wood Johnson Foundation (RWJF) in November 2018. Her work supports RWJF's focus on developing networks of leaders from every sector who share a vision

of what shapes health, and who join together to effect change. She views her work as “supporting tomorrow’s leaders and helping to extend their influence and impact in building a Culture of Health.”

Previously, Hall was the inaugural fellow in her role as program associate with the Victoria Foundation, which seeks to improve the lives of children and families in Newark, N.J. In this role she focused on youth leadership and development and provided guidance in the areas of education, neighborhood development, and the environment. She also presented more than \$2 million in grant awards for 31 nonprofits serving Newark children and families. Her work with advisory boards includes the Aspen Young Leaders Fellowship; Leadership Newark’s Junior Fellowship; NJ Jobs for America’s Graduates; a National Community Schools Advisory Board; and Newark Thrives!, the out-of-school time collective impact initiative for Newark.

She also served as program coordinator for the Abbott Leadership Institute (ALI) Youth Media Symposium at Rutgers University-Newark. During her three years with ALI she coordinated an afterschool and summer program for high school students in Newark; a youth-led college readiness campaign; and a statewide youth listening tour with more than 150 students in seven cities. She also implemented systems for ALI’s data collection, program evaluation, and emergency protocols.

Hall earned her BA in Africana Studies and Criminal Justice from Seton Hall University, where she was a scholar in the Martin Luther King, Jr. Leadership Program. She is currently pursuing an MPA in nonprofit management at the Rutgers University-Newark School of Public Affairs and Administration.

Hall is a native of Newark, where she currently resides. She is an active member of Delta Sigma Theta Sorority, Inc., a public service sorority. She founded and is an advisor to Skooled, Inc., a Newark-based afterschool mentoring program, led by local college students, at Central High School. She also coaches cheerleading for Newark Pop Warner Little Scholars program.

**Lynne M. Holden, MD**, is the co-founder and President of Mentoring in Medicine, Inc. (MIM). MIM is a national health and science youth development nonprofit organization. The mission of MIM is to expose, inspire, educate and equip students to become biomedical professionals through academic enrichment, leadership development, civic engagement and mentoring. MIM has reached nearly 52,000 students, parents and educators from elementary school through medical school and recruited 1,500 health and science volunteers. Dr. Holden provides the overall leadership, creates the organizational strategy, recruits volunteers, facilitates program development and establishes collaborative partnerships.

Dr. Holden earned her B.S. in Zoology from Howard University, graduated from Temple University School of Medicine and completed her residency in Emergency Medicine at the Jacobi/Montefiore Emergency Medicine Residency Program. She is a practicing Emergency Department Physician at Montefiore Health System in the Bronx, NY. She is a Professor of Emergency Medicine at the Albert Einstein College of Medicine, where she has served as a co-chair of the Admissions Committee and in various leadership positions in the Emergency Medicine Residency Program, the largest in the country. Dr. Holden serves on several national boards including the Friends of the National Library of Medicine and the CUNY School of Medicine. She is active in the National Medical Association on the local, regional and national levels. She is a Deacon at the Abyssinian Baptist Church in Harlem, NY and a member of Delta Sigma Theta, Inc.

Mentoring in Medicine has earned sixty press features including JET, Essence, CNN, the New York Times and FOX News. Dr. Holden has published extensively and received numerous awards for her work,



including the Maybelline NY-Essence Empowerment through Education Award (2007), Society of Academic Emergency Visionary Educator Award (2008), Robert Wood Johnson Foundation Community Health Leader (2009), Washington Post Root 100 Leader (2010), Lifetime TV Remarkable Woman (2010), American Medical Association Inspirational Physician (2016) and the United Hospital Fund Distinguished Community Service Award (2019).