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

December 7-8, 2020

<https://www.eventbrite.com/e/mentoring-and-advising-of-black-students-in-sem-registration-128272597793>

Day One - December 7, 2020

9:30 AM EDT **Opening Remarks**

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; Founder, Orthopedic Centers of Northwest Indiana; Diplomat, American Board of Orthopedic Surgery and American Board of Managed Care 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

**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** *(invited)*
Chairman, Surgery Department, Eastern Virginia Medical School

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

Evelynn M. Hammonds, PhD

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Chair, Department of the History of Science; Barbara Gutmann Rosenkrantz Professor of the History of Science; Professor of African and African American Studies, Harvard University

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, Education and Residency Program Director, Department of Orthopaedic Surgery;
Associate Professor, Department of Orthopaedic Surgery and Bioengineering, 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***

SESSION III: MENTOR-MENTEE CONVERSATIONS

12:45 PM **MODERATOR: Wendy L. Yallowitz, MSW**
Senior Program Officer, Robert Wood Johnson Foundation

Mentor: **Kafui Dzirasa, MD, PhD**

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Mentee:	Associate Professor of Psychiatry and Behavioral Sciences; K. Ranga Rama Krishnan Associate Professor, Duke University School of Medicine Aza Allsop, MD, PhD Psychiatry Resident, NRTP, Department of Psychiatry, Yale University School of Medicine
Mentor:	Eve J. Higginbotham, SM, MD Vice Dean for Inclusion and Diversity, Perelman School of Medicine; Professor, Ophthalmology, Perelman School of Medicine
Mentee:	Ahmara G. Ross, MD, PhD Assistant Professor, Ophthalmology, Hospital of the University of Pennsylvania; Assistant Professor of Neurology
Mentor:	Gilda A. Barabino, PhD Professor of Biomedical and Chemical Engineering and President, Olin College of Engineering
Mentee:	Shereka Banton, PhD 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 **MODERATOR: Orlando C. Kirton, MD, MBA**
General Surgery Chair, Surgery Department Abbington-Jefferson Health;
Professor of Surgery, Sidney Kimmel Medical College, Thomas Jefferson University

SPEAKERS:

Stacy Blake-Beard, PhD

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

Laura Morgan Roberts, PhD

Professor of Practice, University of Virginia Darden School of Business

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**

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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, Department of Thoracic/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

Harvard Medical School, Commonwealth Fund Fellowship in Minority Health Policy at Harvard University

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

QUESTIONS:

What are your best practices and outcomes?

What lessons can be learned for scaling?

2:15 PM **Discussion**

SESSION IV: LEADERSHIP AND ORGANIZATIONAL SOLUTIONS (BREAKOUT ROOMS)

2:30 PM Room 1 Question:
How to Salvage a Career in a Dysfunctional Organization?
Moderator: Randall C. Morgan, Jr., MD, MBA
President and CEO, Cobb/NMA Health Institute; Founder, Orthopedic Centers of Northwest Indiana; Diplomat, American Board of Orthopedic Surgery and American Board of Managed Care Medicine

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Room 2 Question:

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

Moderator: Monica Hall

Program Associate, Robert Wood Johnson Foundation

Room 3 Question:

How to Deal with Transitions?

Moderator: Lynne M. Holden, MD

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

Room 4 Question:

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

Moderator: Joan Y. Reede, MD, MPH, MS, MBA

Professor of Medicine, Dean for Diversity and Community Partnership, Harvard Medical School

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