



Policies, Practices, and Systems to Retain and Advance Black People in SEM: Keeping the Fire Burning (A Workshop)

November 21-22, 2024 Workshop Speaker Bios

Workshop Committee Co-chairs

William McDade, MD, PhD is the Chief Diversity, Equity, and Inclusion Officer for the Accreditation Council for Graduate Medical Education (ACGME) and adjunct professor of Anesthesiology at Rush Medical College. Prior to that, he was Executive Vice-President/Chief Academic Officer for the Ochsner Health System and adjunct professor at the University of Queensland; Professor of Anesthesia and Critical Care at the University of Chicago, Associate Dean for Multicultural Affairs at the Pritzker School of Medicine; and Deputy Provost for Research and Minority Issues for the University of Chicago. He is founder of the James E. Bowman Society at the University of Chicago whose focus is on achieving diversity in academic excellence and the elimination of health inequities. Dr. McDade has been a past president and board chair of the Chicago Medical Society and Illinois State Medical Society; and president of the Cook County Physicians Association, Chicago Society of Anesthesiologists and the Prairie State Medical Society.

He has served as Chair of the National Medical Association's Anesthesiology Section and the American Medical Association's Council on Medical Education. He served on the US Department of Education's National Committee on Foreign Medical Education and Accreditation; and has been a representative to the Coalition for Physician Accountability; a board member for the National Board of Medical Examiners and for the ACGME, where he chaired the Taskforce on Diversity in Graduate Medical Education; and, has served as a member of the Board of Trustees of the American Medical Association and on the Executive Committee of the Board of the Joint Commission. Dr. McDade is a board-certified Anesthesiologist having graduated from Pritzker's Medical Scientist Training Program earning a PhD in Biophysics and Theoretical Biology. He completed his internship in internal medicine at UChicago and residency at the Massachusetts General Hospital. He is a member of AOA and the Bucksbaum Institute for Clinical Excellence.

Joan Reede, MD, MS, MPH, MBA [NAM] is 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

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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.

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Dr. Cedric M. Bright, MD, physician and patient advocate, is a Professor of Internal Medicine at the Brody School of Medicine in Greenville NC. Previously, he served as the Associated Dean of Inclusive Excellence, the Director of the Office Special Programs and an Associate Professor of Medicine in the Department of Medical Education at the UNC School of Medicine. He served

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as the 112th President of the National Medical Association from 2011 to 2012 during which time he advocated in the White House for health equity, increased diversity in clinical trials, and increasing the pipeline of students of color into health careers. He was previously an Associate Clinical Professor of Internal Medicine and Community and Family Medicine at Duke University and a staff physician at the VA Medical Center in Durham, North Carolina.

He started his career as a Clinical instructor at Brown University as the site director of the Notre Dame Ambulatory Center. Dr. Bright has served as a mentor for premedical and medical students and was featured in a U tube video developed by Diverse Medicine Inc. entitled “Black Male in a White Coat”. He was featured in the AAMC publication *Altering the Course; Black Males in Medicine*. He has spoken at the Congressional Black Caucus Health brain trust before on topics related to Veterans health, disparities within the VA system, and how to strengthen the pipeline of black males. In 2019, Dr. Bright was inducted into the Order of the Golden Fleece, the highest honor bestowed to UNC Alumni. He was elected for AOA at UNC as an alumnus and delivered the 2020 commencement keynote for the 2020 class at UNC SOM. He serves on the roundtable of Black Men and Women in STEM for National Academy of Science, Engineering and Math and has presented numerous grand rounds on the impact of Covid 19 on the black community.

Dr. Bright is a fellow of the American College of Physicians since 2012 and serves as a board member for the National Medical Fellowships Inc. and on the W. Montague Cobb/ NMA Health Institute. He served as the chair for the Boys and Girls Club of Durham and Orange Counties and the Lincoln Community Health Center. He is a member of Sigma Pi Phi and the Omega Psi Phi fraternities. He is a dedicated clinician, community servant leader, husband, and father, as well as a mentor to many.

Dr. Jean King, Ph.D., is an active neuroscientist and Peterson Family Dean of Arts & Sciences at Worcester Polytechnic Institute. Previously Dr. King was the Vice Provost of Biomedical Research and Professor of Psychiatry, Radiology, and Neurology (with tenure) at UMass Medical School, where she had been a faculty member since 1994. Together with other administrative leaders at WPI, Dean King has launched new undergraduate and graduate programs in Learning Science, Neuroscience, Interactive Media and Game Development, and AI and has expanded undergraduate research opportunities.

Dr. King’s research is broadly focused on the adverse effects of stress on the brain, body, and behavior, with current projects on chronic pain and youth and young adult mental health. Jean has been the recipient of continuous extramural funding from NIH for over two decades. She has published over 100 original scientific papers in highly respected international scientific journals, over 10 book chapters and review articles in major neurophysiology journals and is an editor of New York Academy of Sciences Publication-Roots of Mental Illness in Children. A major current research project is centered on the use of AI to predict the response to mindfulness for chronic pain, supported by a five-year NIH grant through the HEAL (Helping to End Addition Long-term) initiative.

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In 2017, Dr. King was recognized by GK50 as one of Boston's 50 Most Influential People of Color in Healthcare and Life Sciences. She holds significant leadership roles in the nonprofit scientific and academic communities, at the local, national and international levels, including serving on the executive advisory boards at the National Institutes of Health, Quinsigamond Community College and UMass Memorial Health Care/Chan Medical School in Worcester, MA, as the Co-chair of World Women in Neuroscience, and Co-Director of the Summer Program in Neuroscience, Ethics and Survival (Marine Biological Lab-MBL).

Jean is also a passionate advocate for diversity in STEM and mentor of young scientists, above and beyond the many direct trainees she has supported, and this work has been featured in Nature (<https://www.nature.com/articles/d41586-024-00324-0>). Her mentoring success has been recognized with several awards including the Commonwealth of Massachusetts State Senate Official Citation in recognition of her work as a passionate and invaluable mentor for women of all ages; the Katherine Erskine Award for Medicine and Science; the Outstanding Mentor Award from the Department of Psychiatry (UMASS Medical School) as University of Massachusetts System; and the Executive Leadership in Academic Medicine Award, which afforded the opportunity to develop and refine a comprehensive micro-communities model of mentorship to support early faculty development.

Workshop speakers (in order by workshop session)

Session I: The Retention vs. Advancement Paradigm

Dr. Kendall Campbell, MD, FAAFP, is Professor and Chair of the Department of Family Medicine at the University of Texas Medical Branch in Galveston, Texas. He is the Sealy Hutchings and Lucille Wright Hutchings Chair in Family Medicine. Dr. Campbell is nationally recognized for his research impacting underrepresented groups in medicine. He has published over 100 peer reviewed manuscripts, several book chapters and has contributed to National Academy of Medicine publications. He has received honors and awards for his service including the Martin Luther King, Jr. Distinguished Service Award, the Exemplary Teacher Award, and the 2021 Society of Teachers in Family Medicine (STFM) President's Award. Dr. Campbell is a founding director of the STFM Leadership through Scholarship fellowship through which he mentors and provides faculty and leadership development to early career family medicine faculty all over the country. He has received funding through HRSA to expand this work to faculty beyond family medicine. Dr. Campbell was elected to the National Academy of Medicine as part of the class of 2021. He completed his medical training at the University of Florida College of Medicine and residency at Tallahassee Memorial Healthcare.

Dr. William McDade, MD, PhD, is the Chief Diversity, Equity, and Inclusion Officer for the Accreditation Council for Graduate Medical Education (ACGME) and adjunct professor of Anesthesiology at Rush Medical College. Prior to that, he was Executive Vice-President/Chief Academic Officer for the Ochsner Health System and adjunct professor at the University of Queensland; Professor of Anesthesia and Critical Care at the University of Chicago, Associate Dean for Multicultural Affairs at the Pritzker School of Medicine; and Deputy Provost for

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Research and Minority Issues for the University of Chicago. He is founder of the James E. Bowman Society at the University of Chicago whose focus is on achieving diversity in academic excellence and the elimination of health inequities. Dr. McDade has been a past president and board chair of the Chicago Medical Society and Illinois State Medical Society; and president of the Cook County Physicians Association, Chicago Society of Anesthesiologists and the Prairie State Medical Society.

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Mr. Keith Harmon is the Director of the Meyerhoff Scholars Program at University of Maryland, Baltimore County (UMBC). To date, more than 600 Meyerhoff Scholars have earned PhD, MD, MD-PhD, DDS-PhD, and DVM-PhD degrees and currently 200 alumni are pursuing graduate degrees. The program's undergraduate enrollment for the 2024-2025 academic year numbers 250 scholars.

UMBC leads the nation in African American undergraduates who go on to earn MD-PhDs, and ranks number one for African American undergraduates who go on to earn PhDs in the natural sciences and engineering. Harmon has worked to support students in higher education for over 25 years, including through the UMBC Meyerhoff Scholars Program and MARC Program. He focuses on refining and advancing best practices for undergraduate STEM success and implementing effective approaches with partner institutions across the nation.

Harmon earned a bachelor's of music in piano performance from Jacksonville University and a masters of music in piano performance from the Jacobs Schools of Music at Indiana University. He is currently pursuing a doctorate in language, literacy, and culture at UMBC.

Session II: Institutional Bias and the Learning Environment

Dr. Sherilynn Black, PhD is the Associate Vice Provost for Faculty Advancement at Duke University, providing leadership in many areas of faculty advancement including support for pre-tenure and mid-career faculty, professional development for nontenure system faculty, and mentoring. She also leads institutional initiatives to increase diversity among the faculty ranks.

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Dr. Black is an Assistant Professor of the Practice of Medical Education and engages in social neuroscience research on the effectiveness of interventions designed to promote equitable systemic changes in the academy. Through this work, she has created numerous successful interventions and scholarly products that are widely disseminated, replicated and implemented at institutions across the country.

Dr. Black previously served as the founding director of the Office of Biomedical Graduate Diversity for the Duke University School of Medicine and was also the co-creator and principal investigator of the NIH-funded Duke Biosciences Collaborative for Research Engagement (BioCoRE). She holds several national appointments relating to faculty development and advancement with the NIH, HHMI, AAMC, The Burroughs Wellcome Fund, the National Academies of Sciences, Engineering and Medicine, and the Society for Neuroscience. She currently serves as the co-chair of the National Academies Roundtable on Mentorship, Professional Development and Well-Being, and also served on National Academies committees on Anti-Racism in Health Professionals Education and Revitalizing Graduate STEM Education for the 21st Century (Consensus Study). Her research and service have been recognized with several distinctions, including the Samuel DuBois Cook Society award and the Dean's Award for Inclusive Excellence in Graduate Education. She was also named as a Duke University Centennial Institutional Trailblazer, a distinction for the most historically impactful members of the campus community. In 2020, she recognized as one of the top 100 Inspiring Black Scientists by Cell Press.

Dr. Black earned her B.S. in psychology and biology with highest honors at the University of North Carolina–Chapel Hill as a Morehead-Cain Scholar. She earned her Ph.D. in neurobiology at Duke University and completed additional studies in the School of Education at UNC–Chapel Hill.

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honor bestowed to UNC Alumni. He was elected for AOA at UNC as an alumnus and delivered the 2020 commencement keynote for the 2020 class at UNC SOM. He serves on the roundtable of Black Men and Women in STEM for National Academy of Science, Engineering and Math and has presented numerous grand rounds on the impact of Covid 19 on the black community.

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Dr. Christiane Spitzmueller, PhD, is Vice Provost for Academic Affairs and Strategy & Professor of Psychology University of California, Merced. She leads UC Merced's institutional research and assessment units, as well as academic affairs planning and budgeting initiatives. Dr. Spitzmueller also leads the NSF-funded Center for Equity in Faculty Advancement (CEFA). CEFA is a consortium of higher education institutions dedicated to advancing equity in promotion and tenure through data-informed policy and intervention development. The CEFA consortium currently consists of twelve institutions that share promotion and tenure decision-making data for over 2000 faculty members, shedding light on bias, fairness, and intervention mechanisms in promotion and tenure decision-making as it affects faculty of color. Dr. Spitzmueller's research focus is on workforce diversity in STEM fields. Her work, published in top science and business journals, demonstrates how, when and why systemic disadvantage for minority participants in STEM arises, and how disadvantage can be addressed through structural and policy change.

Dr. Spitzmueller previously served as the Managing Director for the NSF funded Center for ADVANCING Faculty Success (ADVANCE) at the University of Houston (UH). The UH Center for ADVANCING Faculty Success changed what researchers and tenured and tenure track faculty at the University of Houston look like: Through policy changes and the implementation of innovative recruitment and retention practices, the representation of women at Full Professor level increased by 43% over a five-year period, the representation of African American women doubled, and LatinX members among UH tenure and tenure track faculty grew by 46%. Through her ADVANCE work, Dr. Spitzmueller has contributed to national discourse on promotion and tenure, faculty compensation, graduate admissions processes, and mentorship for students of color. Dr. Spitzmueller and her team were recognized for her metrics- and data-informed diversity work through NIH's 2021 HeroX award for advancing gender equity in biomedical sciences.

In all her work, she emphasizes policy-relevant dissemination to the broader public and higher education stakeholders, and articles about her research have recently been featured in Science, Nature, Forbes, The Huffington Post, BBC News, Inside Higher Education, and the Chronicle of Higher Education. Her and her team conduct workshops on equity in promotion and tenure for faculty affairs administrators, department chairs, deans and faculty members with the long-term

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goal of achieving an academy where every student learns from faculty who share their lived experience, and where innovation and research are informed by the full breadth of human experience.

In her abundant spare time, Dr. Spitzmueller is the mother of her three marvelous daughters Sophie, Emma, and Nora, and an avid runner and fan of the arts.

Session III: Allostatic Load and Microaggressions: The Impact of Daily Stress

Dr. Jean King, Ph.D., is an active neuroscientist and Peterson Family Dean of Arts & Sciences at Worcester Polytechnic Institute. Previously Dr. King was the Vice Provost of Biomedical Research and Professor of Psychiatry, Radiology, and Neurology (with tenure) at UMass Medical School, where she had been a faculty member since 1994. Together with other administrative leaders at WPI, Dean King has launched new undergraduate and graduate programs in Learning Science, Neuroscience, Interactive Media and Game Development, and AI and has expanded undergraduate research opportunities.

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Dr. Richard Lamb, Ph.D., is a faculty member in both the Department of Physiology and Pharmacology and the Department of Clinical and Administrative Pharmacy at the University of Georgia's College of Pharmacy and College of Veterinary Medicine respectively. He currently serves as the director of the Neurocognition Science Laboratory at the university. Dr. Lamb earned his Ph.D. in Science Education and Measurement from George Mason University's College of Education and Human Development in 2013.

Dr. Lamb's research is at the forefront of cognitive science, focusing on the identification of cognitive markers of learning and enhancing the efficacy and performance of neural processing and cognition during learning through the use of novel technologies in educational environments. His interdisciplinary approach draws from fields such as computer science, cognitive psychology, behavioral neuroscience, and psychometrics. This unique blend of disciplines allows him to translate basic behavioral neuroscience and psychological research into practical applications in educational and mental health counseling practices.

A significant aspect of Dr. Lamb's research involves the use of psychophysiological measurement tools and virtual and synthetic environments. These tools are employed to provide access to learning opportunities, to assess mental health status, and deploy socioemotional health interventions for students across the P-20 continuum. By leveraging these advanced technologies, Dr. Lamb aims to shape the biopsychosocial aspects of learning and mental health, promoting learning and wellbeing throughout the lifespan.

In addition to his research, Dr. Lamb is an experienced educator starting initially as a high school science teacher and later moving into higher education. He has taught a wide range of courses, including course in learning technologies, science education, neuroimaging, psychophysiological measurement, psychometrics, counseling research, educational measurement, and the science of learning. His expertise also extends to advanced quantitative methods, such as the analysis of sensor signal data, artificial intelligence, machine learning, multilevel modeling, and structural equation modeling.

Dr. Lamb's work is characterized by its interdisciplinary nature and its focus on improving educational outcomes and mental health through innovative technological solutions. His contributions to the fields of cognitive science and education continue to have a significant impact on both academic research and practical applications in educational settings.

Dr. Douglas L. Hoston Jr., PhD, is an Associate Professor in the Social and Psychological Foundations of Education and Adult Education Department at Buffalo State University. He has also served as an Assistant Director with Graduate School of Education, Office of University Preparatory Programs as well as a research assistant with Dr. Richard Lamb's Neurocognition Science Laboratory. He was a completion coach in the Student Leadership and Engagement Office (SLE) and was selected as a 2021–2023 fellow at Buffalo State College through the State University of New York's (SUNY) Promoting Recruitment, Opportunity, Diversity, Inclusion, and Growth (PRODiG) initiative. The 2021–2023 PRODiG fellowship class was composed of 10

postdoctoral or advanced graduate students who served as visiting instructors across SUNY campuses.

A graduate of the doctoral program in curriculum, instruction, and the science of learning at the University at Buffalo, Hoston has taught courses in the Social and Psychological Foundations of Education and Adult Education Department. He earned his B.A. and M.Ed from Cleveland State University, College of Education, in Community Mental Health Agency Counseling.

Dr. Ana Núñez, MD, FACP, is a Professor of General Internal Medicine and Vice Dean for Diversity, Equity and Inclusion at the University of Minnesota. In her Vice Dean role, she collaborates with faculty, staff, and students across the Medical School, as well as community partners, to address issues of inequities, bias, and discrimination in clinical programs, recruiting, curriculum, and research. She received her Doctorate in Medicine from Hahnemann University and Bachelor of Science in Chemistry from Wilkes University. She has fellowships in medical education from Michigan State University and health services research from the Association of American Medical Colleges (AAMC).

She is a nationally recognized as a medical education and health services researcher, having developed novel curricula in the areas of sex and gender medicine, primary care, trauma/violence prevention and cultural competence. These included her directorship of Drexel University's nationally designated Center of Excellence in Women's Health—one of three original centers. Her innovative sex and gender medical education model was funded for national replication by the U.S. Department of Education's Fund for Improvement of Post Secondary Education's Disseminating Proven Reforms.

She has received many awards for improvement of the lives of women and serves on a number of national advisories, including the National Science Foundation/NIH Smart & Connected Health (SCH) Program, the Technical Expert Panel (TEP) for Achieving Health Equity in Preventive Services Project, and the National Association of Chronic Disease. She was identified as a leader in social justice and medical education by the AAMC with her prestigious Herbert J. Nickens award. She has also served as Editor-in-Chief of the journal, Health Equity.

Session IV: Retention and Progression in Medical Residencies

William McDade, MD, PhD is the Chief Diversity, Equity, and Inclusion Officer for the Accreditation Council for Graduate Medical Education (ACGME) and adjunct professor of Anesthesiology at Rush Medical College. Prior to that, he was Executive Vice-President/Chief Academic Officer for the Ochsner Health System and adjunct professor at the University of Queensland; Professor of Anesthesia and Critical Care at the University of Chicago, Associate Dean for Multicultural Affairs at the Pritzker School of Medicine; and Deputy Provost for Research and Minority Issues for the University of Chicago. He is founder of the James E. Bowman Society at the University of Chicago whose focus is on achieving diversity in academic excellence and the elimination of health inequities. Dr. McDade has been a past president and board chair of the Chicago Medical Society and Illinois State Medical Society; and president of

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Dr. Julie Ann Sosa, MD, MA, FACS, FSSO, is the Leon Goldman MD Distinguished Professor of Surgery and Chair of the Department of Surgery at the University of California San Francisco (UCSF), where she is also a Professor in the Department of Medicine and affiliated faculty for the Philip R. Lee Institute for Health Policy Studies. Dr Sosa came to UCSF in 2018 from Duke. Her clinical interest is in endocrine surgery, with a focus in thyroid cancer. She is an NIH- and FDA-funded investigator and author of more than 400 peer-reviewed publications and 80 book chapters and reviews, all largely focused on outcomes research, health care delivery, hyperparathyroidism, and thyroid cancer, with a focus on clinical trials. She has authored or edited 7 books. Dr Sosa is the immediate Past-President of the American Thyroid Association (ATA) and serves on the Board of Directors/Executive Council of the ATA and International Thyroid Oncology Group; for the ATA, she is chairing the committee responsible for writing the next iteration of differentiated thyroid cancer guidelines. She is an editor of *Greenfield's Surgery: Scientific Principles and Practice* and just completed her term as Editor-in-Chief of the *World Journal of Surgery*. She has mentored more than 90 students, residents, and fellows, for which she was recognized with induction as a full member to the American College of Surgeons Academy of Master Educators in 2020, and by the ATA with the Lewis E. Braverman Distinguished Lectureship Award in 2017 and its Distinguished Service Award in 2022. She received the Chancellor's Diversity Award in 2022 for the Advancement of Women at UCSF. Dr Sosa was born in Montreal and raised in upstate New York. She received her AB at Princeton, MA at Oxford, and MD at Johns Hopkins, where she completed the Halsted residency and a fellowship.

Dr. Aimee Gardner, PhD, is the Associate Dean for Faculty Development and Director of the Academy of Medical Educators at the University of Colorado School of Medicine. In these roles, she leads development of programs aimed at empowering faculty in their roles as educators, leaders, and scholars. Dr. Gardner has published over 120 peer-reviewed manuscripts on topics pertaining to simulation, faculty development, surgical education, and assessment. She has won numerous awards including the Norton Rose Fulbright Faculty Excellence Awards in Educational

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Research and Educational Leadership from Baylor College of Medicine, the Miriam Friedman Ben-David Young Educator Award from the Association for Medical Education in Europe (AMEE), the U.S. Scholar Award through the Fulbright Fellowship Program, and multiple Best Research Paper awards from the Academy of Management, Association for Surgical Education, and the Association for Medical Education in Europe. She has served as Associate Editor for multiple journals, including the BMJ Simulation & Technology Enhanced Education, International Journal of Healthcare Simulation, and Global Surgical Education. She currently serves as the President-Elect of the Association for Surgical Education. Dr. Gardner is also the co-founder of SurgWise, a consulting group specializing in advising organizations on selection, assessment, and strategy. Dr. Gardner earned her Undergraduate Degree in Psychology from the University of Arkansas and a Master's and Doctoral Degree in Industrial and Organizational Psychology from the University of Akron in Akron, Ohio.

Session V: Institutional Best Practices for Retention and Advancement

Dr. Anne M. Etgen, PhD, is Professor Emerita of Neuroscience, Psychiatry, and Obstetrics & Gynecology at the Albert Einstein College of Medicine. Her research was funded by NIMH, NICHD, NINDS and NIA as well as the National Science Foundation (NSF). She is a two-time MERIT awardee from NIMH, served as Editor-in-Chief of the journal *Hormones and Behavior* from 2004-2008, and co-edited the volume “Molecular Mechanisms of Hormone Actions on Behavior”. She was Director of the Graduate Division of Biomedical Sciences at Einstein from 1997-2001 and coordinated efforts to recruit and retain members of historically underrepresented groups in Einstein's biomedical training programs for two decades. Dr. Etgen has mentored scientists at multiple levels of career development both locally and nationally with a focus on increasing the diversity of the biomedical workforce. She is a finalist for the 2024 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring. She is a current member of the NINDS NST-3 study section that reviews F99/K00, K99/R00 and K01 awards, which focus on supporting successful academic career transitions for diverse, early career neuroscientists. She has also served on numerous other career development and fellowship review panels for NSF and NIH. She was a member of the Training Advisory Committee for the Diversity Program in Neuroscience of the American Psychological Association (APA) from 1999-2010; in 2009, the APA recognized her efforts in this area with a Lifetime Achievement Award. Dr. Etgen also co-chaired the Professional Development Committee of the SfN from 2008-2011. During that time, she was also co-PI on a grant to the SfN from the NSF, “Department Chair Training to Increase Women in Neuroscience (IWiN)”, whose goal was to improve the recruitment, retention and climate for women and minoritized faculty in neuroscience-related disciplines throughout the country. She was a member of the BRAINS external advisory board, is on the external advisory board of the SfN's Neuroscience Scholars Program and was a grant coach for the National Research Mentoring Network. She also raised funds for and organizes an annual professional development program, Scholarships to Enhance and Empower Diversity (SEE-Diversity), that supports merit-based training and long-term, personalized mentoring of PhD, MD/PhD and MD neuroscientists who are committed to research careers in academic institutions. To date, 48 diverse early career neuroscientists have participated in this program.

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Dr. Denise R. Simmons, Ph.D., PE, F.ASEE, PMP, LEED-AP, is a prominent educator, researcher, administrator, and consultant with over 30 years of experience in civil engineering and workforce development. Currently a full professor at the University of Florida in the Department of Civil and Coastal Engineering and the inaugural Associate Dean for Workforce Development in the Herbert Wertheim College of Engineering, Dr. Simmons has dedicated her career to advancing the principles of leadership, mentorship, and inclusivity within STEM fields, particularly as they pertain to supporting and retaining Black professionals in science, engineering, and medicine (SEM).

Dr. Simmons is also the founder of a consulting practice dedicated to creating sustainable change within STEM fields by equipping institutions, organizations, and individuals with the tools to foster diversity, equity, and resilience among Black professionals. Her work has consistently focused on identifying and mitigating the systemic barriers that contribute to attrition among Black engineers and scientists at all stages of their careers. Through this consulting work, Dr. Simmons collaborates with stakeholders across sectors to craft tailored frameworks and implement strategies for retention, workforce advancement, and organizational support systems. A nationally recognized thought leader, Dr. Simmons's research examines the critical competencies necessary for career longevity and success within SEM, including communication, agency, and leadership development. Her research initiatives have garnered nearly \$8 million in federal funding and produced over 100 peer-reviewed publications, emphasizing her commitment to rigorous scholarship and impactful solutions. Recently honored as a Fellow of the American Society for Engineering Education, Dr. Simmons has been instrumental in shaping policy and practice to support underrepresented minorities in STEM.

In addition to her academic and consulting work, Dr. Simmons serves on advisory boards and panels, providing insights on effective policies and practices that foster resilience among Black professionals in SEM. At the National Academies' workshop, "Keeping the Fire Burning," she brings her expertise in workforce development and her dedication to creating inclusive, supportive environments where Black professionals can thrive and make sustained contributions. Dr. Simmons's vision aligns with the goals of the ASCE and UN Sustainable Development Goals, as she continues to advocate for institutional changes in project based organizations that prioritize equity, inclusion, and the empowerment of Black scientists and engineers across disciplines.

Dr. Maria L. Soto-Greene, MD, MS-HPed, FACP, is a tenured Professor and Executive Vice Dean at Rutgers New Jersey Medical School (NJMS). She has amassed decades of experience in all aspects of medical education throughout her years. Dr. Soto-Greene oversees all aspects of undergraduate medical education (admissions, student affairs, education), faculty affairs, professional development, accreditation, diversity affairs, and all basic science and clinical departments. She is committed to advancing the school's health equity and social justice education and community service. Dr. Soto-Greene has been funded by federal and private agencies since the early 1990's serving as the Principal Investigator for the Hispanic Center of Excellence and has passionately worked to create unparalleled opportunities for thousands of

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individuals underrepresented in medicine and science. These programs support students at the pre-college level through medical school faculty contributing to career advancement and cultivating the next generation of social justice champions. Equity, diversity, and inclusion is threaded into everything that she does. Dr. Soto-Greene is an advocate for structural change addressing racial and gender inequities. Through the University of Pittsburgh, she is currently serving as a Site Investigator and Director of the Coaching Program for the TRANSforming Bio-medical Research & Academic Faculty through Opportunity, TRaining, & Mentorship (TRANSFORM) Mid-Career Faculty Development Program funded by the National Institute of General Medical Sciences (NIGMS) Innovative Programs.

Dr. Soto-Greene received her M.D. degree and completed residency training in internal medicine at New Jersey Medical School. She obtained a M.S. in Health Professions Education at the MGH Institute of Health Professions. Dr. Soto-Greene has been the proud recipient of numerous awards recognizing her contributions to advancing diversity in academic medicine. Most notably, the AAMC awarded Dr. Soto-Greene with the 2019 Herbert W. Nickens Award for her exemplary contributions to promoting social justice in medical education and health equities.

Dr. Leonard Taylor, PhD, is an Associate Professor, Higher Education and Student Affairs, at Indiana University Bloomington. He is Director of the National Survey of Student Engagement (NSSE). His research focuses on investigating and improving how student success commitments are enacted at higher education institutions. Using various organizational theories and methodological approaches, he works to understand and interrogate how administrators, faculty and staff members, and other post-secondary stakeholders use research, data and promising practices to enhance post-secondary outcomes.

His work has been funded through the National Science Foundation, the Bill and Melinda Gates Foundation, Lumina Foundation, College Student Educators International (ACPA), as well as other national and local entities. Dr. Taylor earned his Ph.D. in Organizational Leadership and Policy Development from the University of Minnesota.

Session VI: Faculty and Resident Voices: Navigating Expectations and Bias

Dr. Valencia P. Walker, MD, MPH, FAAP, joined Geisinger College of Health Sciences in January 2023 as Vice Dean for Health Equity and Inclusion. Prior to her role at Geisinger, she was the Associate Chief Diversity and Health Equity Officer for Nationwide Children's Hospital and simultaneously held joint appointments as Associate Division Chief of Health Equity and Inclusion for the Division of Neonatology and inaugural Vice Chair of Diversity, Equity and Inclusion for the Department of Pediatrics at The Ohio State University College of Medicine. As a practicing neonatologist, Dr. Walker champions the elimination of health inequities for pregnant people and their infants. This includes her position as Co-Founder and Chief Executive Officer for [Birthing the Magic Collaborative](#), a nonprofit organization dedicated to empowering Black pregnant people with knowledge and confidence to navigate their pregnancies and birthing experiences. Additionally, she shares her expertise in the areas of microaggressions,

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intersectionality, and anti-racist praxis for application in science, engineering, and medical education, and addressing health inequities experienced by pregnant people and their infants.

A physician leader within organized medicine, Dr. Walker is an Executive Committee member for the American Academy of Pediatrics (AAP)'s Section on Minority Health Equity and Inclusion (MHEI) and former Program Chair for MHEI. In 2022, she was elected to the Administrative Board for the Association of American Medical College (AAMC)'s Council on Faculty and Academic Societies after previously serving as the Central Region Representative for AAMC's Group on Diversity and Inclusion. Within the California Medical Association (CMA), Dr. Walker has held several leadership roles, including Delegation Chair for Los Angeles County Medical Association (LACMA) to CMA's House of Delegates, Chair for CMA's Ethnic Minority Organizations Section (EMOS), and Chair for CMA's Council on Legislation. She also previously served as president for the [Association of Black Women Physicians](#), a nonprofit organization dedicated to diversifying the physician workforce, advocating for historically excluded communities, and promoting health equity.

Dr. Walker completed her undergraduate studies at Florida A&M University (an HBCU - Historically Black College and University). She then obtained her medical degree from Emory University School of Medicine and finished her Pediatrics residency at University of Tennessee – Memphis, before completing her Neonatology fellowship at Cincinnati Children's Hospital Medical Center. She also holds an MPH in Health Policy from Harvard T.H. Chan School of Public Health.

Dr. Heather K. Beasley, PhD, MS, is a postdoctoral research scholar in the Department of Molecular Physiology and Biophysics at Vanderbilt University. Her research focuses on the genetic and molecular mechanisms underlying cancer and age-related health conditions, with a particular interest in mitochondrial dynamics and their roles in cancer progression and cardiac health. Dr. Beasley earned her Ph.D. in Biomedical Sciences from Meharry Medical College, where her doctoral research investigated the role of the calcium-sensing receptor in triple-negative breast cancer. Her findings have contributed to understanding how calcium signaling pathways influence cancer aggressiveness, paving the way for potential therapeutic targets.

Dr. Beasley has been awarded several prestigious fellowships, including the Ernest E. Just Postgraduate Fellowship from UNCF and Bristol Myers Squibb, the Burroughs Wellcome Fund's Postdoctoral Diversity Enrichment Program award, and an NIH T32 Training grant. These accolades reflect her commitment to advancing scientific knowledge in cancer biology and her dedication to fostering diversity and equity in the research community. She has contributed to numerous peer-reviewed publications in fields spanning personalized medicine, mitochondrial biology, and cancer therapeutics. Additionally, her DEI-focused publications have provided guidance for building inclusive lab environments and supporting underrepresented groups in STEMM.

Throughout her career, Dr. Beasley has been active in professional organizations, including the American Association for Cancer Research (AACR), where she serves on the Associate Member

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Council as the Chair-Elect. She is also an active member of the Endocrine Society, where she serves on three committees. Her involvement in these organizations extends beyond research, as she frequently participates in mentorship initiatives, workshops, and panels, including recent invitations to speak on the importance of science advocacy and mentor-mentee relationships. In her role as Vice Chair of the National Black Postdoctoral Association, she supports the next generation of scientists, ensuring a more inclusive research landscape. Through her work, Dr. Beasley exemplifies the integration of rigorous scientific research with impactful outreach and mentorship, contributing to both the scientific community and broader societal change.

Dr. Johnna M. Frierson, Ph.D., received her bachelor's degree in Biology at Furman University, and PhD in Microbiology & Immunology at Vanderbilt University. Her graduate studies focused on elucidating the role of sialic-acid-binding in the neuropathogenesis of mammalian reovirus. Currently, her interests and expertise lie in examining and identifying solutions to challenges at the intersection of STEM education and equity. Dr. Frierson translates this expertise into developing innovative programs and initiatives to enhance recruitment and retention of trainees from underrepresented racial and ethnic backgrounds, support scientific development, and expand community outreach to inspire the next generation of STEM scholars. She has a demonstrated track record of developing successful diversity recruitment and educational initiatives, spearheading cross-campus and inter-institutional partnerships, and implementing impactful mentoring programs for trainees from groups historically excluded in STEM. In addition, she has obtained funding from a variety of sources to support her programmatic efforts including donor-funded gifts, and grants through the Burroughs Wellcome Fund, NSF, and NIH. Her work and leadership have drawn notice nationally as Dr. Frierson has been featured in the New York Times and Science magazine among others, and identified as one of "1000 Inspiring Black Scientists in America" by Cell Mentor.

In her current role as the Associate Dean of Equity, Diversity, and Inclusion for the Basic Sciences at Duke University School of Medicine she leads the IDEALS (Inclusion, Diversity, Equity, Advancement, and Leadership in the Sciences) office. Dr. Frierson and her team develop and implement educational interventions, pathway programs, and partner with basic science departmental faculty and leaders to cultivate an equitable and supportive research environment for all.

Session VII: Addressing Legal and Systemic Barriers

Sidney S. Welch, Esq., MPH, is a nationally recognized strategic advisor to large specialty physician practices and associations, as well as technology companies, for their cutting-edge and traditional healthcare, transactional, and litigation needs. Sidney serves as strategic regulatory counsel, providing counsel to clients regarding tomorrow's healthcare, including digital health ventures; telehealth; precision medicine; artificial intelligence and machine learning; data aggregation and analytics; health information privacy and security; and advanced payment and delivery models. She also works with clients to achieve their business objectives against the

constantly developing regulatory environment, including the federal Anti-Kickback Statute; Stark Law; the False Claims Act; HIPAA, HITECH, and omnibus privacy and security regulations; and state self-referral laws, fee-splitting, and corporate practice of medicine.

On the transactional front, Sidney provides legal counsel in the merger and acquisition of physician practices and healthcare technology companies, as well as private equity offerings, and joint venture opportunities. She also provides representation in quasi-litigation and litigation matters, including False Claims Act mediation and litigation; Medicare & Medicaid reimbursement issues, investigations, audits, and appeals; state medical licensure investigations and hearing; medical staff bylaws, credentialing, and hearings.

Sidney is a frequent speaker and author in novel areas of healthcare and technology, has served in leadership roles for the American Bar Association's Health Law Section and American Health Lawyers Association, and co-chaired healthcare innovation efforts for two national law firms. She holds joint degrees in law and public health and serves as an adjunct professor at the Georgia State University College of Law.

Kevin R. Johnson, Esq., is a Distinguished Professor of Law, Mabie-Apallas Professor of Public Interest Law and Martin Luther King Jr. Professor of Law. Johnson also has an appointment as Professor of Chicana/o Studies at UC Davis. He joined the UC Davis law faculty in 1989 and was named Associate Dean for Academic Affairs in 1998. Johnson then served as Dean from 2008 to 2024. He has taught a wide array of classes, including immigration law, civil procedure, complex litigation, Latinos and Latinas and the law, and Critical Race Theory. In 1993, he was the recipient of the law school's Distinguished Teaching Award.

Johnson has published extensively on immigration law and civil rights. Published in 1999, his book *How Did You Get to Be Mexican? A White/Brown Man's Search for Identity* was nominated for the 2000 Robert F. Kennedy Book Award. Johnson's book, *Immigration Law and the US-Mexico Border* (2011), received the Latino Literacy Now's International Latino Book Awards – Best Reference Book. He is co-author of two editions of *Immigration Law and Social Justice* (2d ed. 2022). Johnson blogs at [ImmigrationProf](#).

A regular participant in national and international conferences, Johnson has also held leadership positions in the Association of American Law Schools and is the recipient of an array of honors and awards. He is quoted regularly by the New York Times, Los Angeles Times, and other national and international news outlets.

A magna cum laude graduate of Harvard Law School, where he served as an editor of the Harvard Law Review, Johnson earned an A.B. in economics from UC Berkeley, graduating Phi Beta Kappa. After law school, he clerked for the Honorable Stephen Reinhardt of the U.S. Court of Appeals for the Ninth Circuit and worked as an attorney at the international law firm of Heller Ehrman White & McAuliffe. Johnson served from 1996 to 2022 on the board of directors of Legal Services of Northern California and as President of the board. From 2006 to 2011, he

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served on the board of directors of the Mexican American Legal Defense and Education Fund, the leading Mexican-American civil rights organization in the United States.

Johnson is the recipient of many awards and honors, including the Association of American Law Schools Minority Groups Section Clyde Ferguson Award (2004), the Hispanic National Bar Association Law Professor of the Year award (2006), the National Association of Chicana and Chicano Studies Scholar of the Year award (2008), the Central American Resource Center (CARECEN) Romero Vive Award (2012), and the Centro Legal de la Raza Outstanding Achievements in the Law Award (2015). In 2003, he was elected to the American Law Institute.

William “Chip” Carter Jr., Esq., is a Professor of Law at the University of Pittsburgh School of Law. He specializes in constitutional law, civil rights, race and the law, and civil litigation. An award-winning teacher, he has been selected as Professor of the Year by vote of the student body on four separate occasions.

Carter is widely considered to be one of the leading experts on the Thirteenth Amendment and racial discrimination. His scholarship has been published in respected law journals such as the Columbia Law Review, the UCLA Law Review, the Texas Law Review, the Emory Law Journal, the Harvard Civil Rights-Civil Liberties Law Review, and in books published by the Oxford University Press and the Columbia University Press. His scholarly work has been cited by the U.S. Courts of Appeals for the Second and Tenth Circuits, in amicus briefs filed by the NAACP Legal Defense & Educational Fund and by the Harvard Law School’s Criminal Justice Institute, and in the work of leading scholars published in the Yale Law Review, the Yale Journal of International Law, the Virginia Law Review, the Columbia Law Review, and the Oxford University Press. He has delivered lectures at Harvard, Columbia, NYU, Cornell, UCLA, Georgetown, and the Sorbonne in Paris, France.

Carter received his J.D., *magna cum laude* and *Order of the Coif*, from the Case Western Reserve University School of Law. Upon graduation from law school, he worked as a litigation associate in the Washington, D.C. offices of Squire, Sanders & Dempsey and Ropes & Gray. From 2001-2007, he was a Professor of Law at the Case Western Reserve University Law School. From 2007-2012, he was a Professor of Law at the Temple University Beasley School of Law. He served as Dean of the University of Pittsburgh School of Law from 2012-2018.