

**Reimagining STEMM Graduate Education and  
Postdoctoral Career Development: A Summit**  
**July 22-23, 2025**  
National Academies of Sciences Building, Washington, DC  
Kavli Auditorium and Online

---

**COMMITTEE ROSTER**

---

**Co-Chairs**

**Julie Posselt**

University of Southern California

**Joerg Schlatterer**

American Chemical Society

**Members**

**David B. Allison**

Indiana University Bloomington School  
of Public Health-Bloomington

**Stefano Cataldi**

Columbia University

**Lee Ellen Drechsler**

Proctor & Gamble

**Rigoberto Hernandez**

Johns Hopkins University

**Breanne M. Jaqua**

A.T. Still University of Osteopathic  
Medicine in Arizona

**Hironao Okahana**

American Council on Education

**Zakiya Wilson-Kennedy**

Louisiana State University

## COMMITTEE BIOGRAPHIES

---

### **Julie Posselt (Co-Chair), Associate Dean of the Graduate School and Professor of Education – University of Southern California**

Dr. Julie Posselt (she/her) is Associate Dean of the Graduate School and Professor of Education at the University of Southern California. Posselt is an expert on organizational behavior affecting access to and equity in higher education, especially in graduate education and STEM disciplines. She is PI and Director of the Equity in Graduate Education Consortium, a research-practice partnership composed of 24 universities, as well as Director of the Research Hub for the NSF-INCLUDES Alliance: Inclusive Graduate Education Network (IGEN). Her most recent book is *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. She has served on three NASEM consensus studies, is a regular mentor for National Academy of Education dissertation fellows and postdoctoral fellows, and held a postdoctoral fellowship with the National Academy of Education. She received her PhD from the University of Michigan.

### **Joerg Schlatterer (Co-Chair) Director of the Office of Research Grants – American Chemical Society**

Dr. Joerg Schlatterer is the Director of the Office of Research Grants at the ACS where he oversees the distribution of approximately \$20 million in grants annually. As a key thought leader for the ACS Scientific Advancement Division, he works to ensure that the ACS strategically utilizes its grantmaking capacity to best support today's scientific research community. In previous roles at ACS, Dr. Schlatterer led the office Student & Postdoctoral Scholars Development to support the career and professional development of students and postdoctoral investigators. He is the co-PI on the NSF INCLUDES Alliance grant for the Inclusive Graduate Education Network, and he led the development of the ACS Bridge Project which aims to create ecosystems in higher education where everyone can develop a feeling of belonging. Prior to joining the ACS in 2017, Dr. Schlatterer served as Program Director in the Division of Graduate Education at the US National Science Foundation. He began his professional career as a faculty member in biochemistry at the Albert Einstein College of Medicine in New York City; and later served as Assistant Dean of Faculty Professional Development at Columbia University Medical Center. Dr. Schlatterer received his bachelor's and master's degrees in chemistry from the Free University of Berlin, and his Ph.D. in chemistry from the University of Heidelberg.

### **David B. Allison, Dean, Distinguished Professor, and Provost Professor – Indiana University Bloomington School of Public Health-Bloomington**

David B. Allison, Ph.D. is Dean, Distinguished Professor, and Provost Professor at the Indiana University Bloomington School of Public Health-Bloomington. His research interests include obesity and nutrition, quantitative genetics, clinical trials, statistical and research methodology, and research rigor and integrity. Co-Chair of the National Academy of Sciences' Strategic Council for Research Excellence, Integrity, and Trust, he is known as an indefatigable champion for increased rigor in all of science and the unvarnished truthful communication of research.

### **Stefano Cataldi, Associate Research Scientist – Columbia University**

Stefano Cataldi is an Associate Research Scientist at Columbia University and co-founder of Science Careers & Opportunity in Policy & Education (SCOPE). With over a decade of research experience, he began his career at the University of Ferrara, Italy, and later pursued graduate studies in Neuroscience at the University of British Columbia, Canada. Stefano's primary expertise lies in cognitive neuroscience, with a focus on complex cognitive abilities. He is also an experienced union organizer and policy advocate, having served as Head Steward and Bargaining Committee member for the Postdocs and Associate Research Scientists Union at Columbia University. Their work includes contributions to initiatives such as the Committee on Anti-Bullying and Power-Based Harassment and IDEAL: Inclusion, Diversity, Equity, Accessibility, and Leadership, aimed at fostering equitable and inclusive environments in academia. Stefano has been awarded multiple fellowships, including from the Parkinson's Society of Canada and the Italian Academy of Advanced Studies at Columbia University. They are an active member of the UAW Higher Ed Council, the National Postdoc Association (NPA), the New York Academy of Sciences (NYAS), and the National Academy of Sciences (NAS).

**Lee Ellen Drechsler, Senior Vice President – Procter & Gamble**

Lee Ellen Drechsler is a Senior Vice President of Corporate R&D at Procter & Gamble (P&G), responsible for building transformational technology platforms that serve the entire company. She has grown Connect & Develop, P&G's renowned open innovation platform, into an indispensable global network of public-private partnerships contributing to the virtually all new product launches. Over her 31-year career at P&G, Lee Ellen has constantly redefined the boundaries breakthrough consumer product innovation leveraging multi-disciplinary research across materials science, chemistry, biology, and process engineering. She is a proven change agent creating new paths to launch products and industrializing game-changing technologies, including VC-funded new companies and licensing deals across the sustainable materials supply chain. Lee Ellen fuels her commitment to developing STEM talent across academia and industry with advisory positions on the University of Cincinnati Colleges of Engineering and Cooperative Education, the University-Industry Partnership Organization (UIDP) and the Singapore National Science Prize selection committee. She received her Bachelor of Science degree in Metallurgical Engineering from Purdue University and PhD in Materials Engineering from the University of Cincinnati.

**Rigoberto Hernandez, Gompf Family Professor in the Department of Chemistry – Johns Hopkins University**

Dr. Rigoberto Hernandez is the Gompf Family Professor in the Department of Chemistry at the Johns Hopkins University since 2016, and the Director of the Open Chemistry Collaborative in Diversity Equity (OXIDE). He is also a Professor in the Departments of Chemical and Biomolecular Engineering, and Materials Science and Engineering at Johns Hopkins University. He is the 2025 President-Elect of the American Chemical Society. He has published over 180 articles in theoretical and computational chemistry and discipline-based diversity research in chemistry. Dr. Hernandez is the recipient of a National Science Foundation (NSF) CAREER Award (1997), Research Corporation's Cottrell Scholar (1999), STAR (2016), and IMPACT Awards (2023); the Alfred P. Sloan Fellow Award (2000); the ACS Award for Encouraging Disadvantaged Students into Careers in the Chemical Sciences (2014); and the Herty Medal (2017). He is a Fellow of the American Association for the Advancement of Science (AAAS, 2004), the American Chemical Society (ACS, 2010), the American Physical Society (APS, 2011), and the Royal Society of Chemistry (FRSC, 2020). He holds a B.S.E. in Chemical Engineering and Mathematics from Princeton University (1989), and a Ph.D. in Chemistry from the University of California, Berkeley (1993).

**Breanne M. Jaqua, NAM Fellow of Osteopathic Medicine Associate Professor, Clinical Education Department – A.T. Still University of Osteopathic Medicine in Arizona**

Dr. Jaqua is an emergency medicine physician and an Associate Professor in the Department of Clinical Science Education at A.T. Still University School of Osteopathic Medicine in Arizona (ATSU-SOMA). She also serves as the Director of Professional Development at ATSU-SOMA. Dr. Jaqua's research and scholarly activity focus on innovative medical education practices and trainee wellness. As an educator, she serves as a didactic course director and teaches advanced clinical and procedural skills. She also facilitates case-based, small-group discussions and participates in case writing and curriculum development. She has presented and published on a variety of topics, such as the continuum of medical education, medical school curricular interventions, and trainee well-being. Dr. Jaqua is the 2024-2026 NAM Fellow of Osteopathic Medicine. She served as a former member of the Accreditation Council for Graduate Medical Education's Board of Directors and recently completed her service as Chair of the Council of Review Committee Residents. She currently serves on the Board of Trustees with the Arizona Osteopathic Medical Association. Dr. Jaqua received her BA from the University of Michigan, her DO from ATSU-SOMA, and her MPH from A.T. Still University's College of Graduate Health Studies. She completed her emergency medicine training at Mercy Health—St. Vincent Medical Center. She is certified by the American Board of Emergency Medicine.

**Hironao Okahana, Vice President & Executive Director of Education Futures Lab – American Council on Education**

Hironao Okahana first joined the American Council on Education (ACE) in 2021 as the head of research and currently serves as vice president and executive director of Education Futures Lab. In this capacity, he is at the forefront of advancing ACE's thought leadership areas—systems dynamics, learner success, and leadership—and leads a portfolio of high-impact and evidence-inspired programs. Okahana is a nationally and internationally recognized leader at the nexus of postsecondary education research, practice, and policy. In addition to his work at ACE, he also serves in several other roles, including but not limited to as a member of the Board on Higher Education and Workforce at NASEM; and an international affiliated fellow

at the National Institute of Science and Technology Policy in Japan. Prior to joining ACE, he worked at the Council of Graduate Schools for over eight years, culminating his time there as the vice president for research and knowledge development, leading/co-leading number of key projects, including the PhD Career Pathways project and Supporting Mental Health and Wellness of Graduate Students project. Okahana earned his PhD in education and master's degree in public policy from UCLA and his undergraduate degrees from CSULB.

**Zakiya Wilson-Kennedy, Ron and Dr. Mary Neal Distinguished Associate Professor of Chemistry Education and Associate Dean for Academic Innovation and Engagement for the College of Science – Louisiana State University**

Zakiya S. Wilson-Kennedy, Ph.D., is the Ron and Dr. Mary Neal Distinguished Associate Professor of Chemistry Education and the Associate Dean for Diversity and Inclusion within the College of Science at Louisiana State University (LSU). Formerly she has held faculty, administrative, and professional positions at the University of Delaware, Louisiana State University, and North Carolina A&T State University. Her research investigates the persistence of individuals from all backgrounds in STEM higher education and careers. Through these efforts, she employs mentoring models that integrate the theories of science identity, empowerment, social cognitive career theory, and community cultural wealth to create and test development structures that cultivate self-efficacy and agency, to support STEM workforce development. She was elected as a fellow of the American Association for the Advancement of Science (AAAS) in 2021, Fellow of the National Organization for the Professional Development of Black Chemists and Chemical Engineers (NOBCChE) in 2023, and Fellow of the American Chemical Society (ACS) in 2024. She served as the PI of the 2014 Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (PAESMEM) organizational recognition for the LSU Office of Strategic Initiatives. Additional honors include the NOBCChE Winifred Burks-Houck Award (2019) and Henry C McBay Outstanding Educator Award (2014), the ACS Stanley C. Israel Regional Award for Advancing Diversity in the Chemical Sciences (2011), Woman of Color STEM Achievement Award for Promotion of Education at the Collegiate Level (2011), and the National Administrator Role Model Award from Minority Access, Inc. (2009). She received her bachelor's degree in chemistry from Jackson State University and her doctorate in inorganic chemistry from Louisiana State University.

## SPEAKER BIOGRAPHIES

---

### **Bryan Alexander, Senior Scholar and Adjunct Professor - *Georgetown University***

Bryan Alexander is an award-winning, internationally known futurist, researcher, writer, speaker, consultant, and teacher, working in the field of higher education's future. He completed his English language and literature PhD at the University of Michigan in 1997, with a dissertation on doppelgangers in Romantic-era fiction and poetry. Then Bryan taught literature, writing, multimedia, and information technology studies at Centenary College of Louisiana. There he also pioneered multi-campus interdisciplinary classes, while organizing an information literacy initiative. From 2002 to 2014 Bryan worked with the National Institute for Technology in Liberal Education (NITLE), a non-profit working to help small colleges and universities best integrate digital technologies. With NITLE he held several roles, including co-director of a regional education and technology center, director of emerging technologies, and senior fellow. Over those years Bryan helped develop and support the nonprofit, grew peer networks, consulted, and conducted a sustained research agenda. In 2013 Bryan launched a business, Bryan Alexander Consulting, LLC. Through BAC he consults throughout higher education in the United States and abroad. Bryan speaks widely and publishes frequently, with articles appearing in venues including *The Atlantic Monthly*, *Inside Higher Ed*. He has been interviewed by and featured in the *New York Times*, the *Washington Post*, MSNBC, the *Wall Street Journal*, *US News and World Report*, *National Public Radio* (2017, 2020, 2020, 2020, 2020), *Marketplace*, the *Chronicle of Higher Education* (2016, 2020), the *Atlantic Monthly*, *Reuters*, *Times Higher Education*, the *National Association of College and University Business Officers*, *Pew Research*, *Campus Technology*, *The Hustle*, *Minnesota Public Radio*, *USA Today*, and the *Connected Learning Alliance*. Bryan's book *Academia Next: The Futures of Higher Education* (Johns Hopkins University Press, 2020), won an Association of Professional Futurists award. His latest book, *Universities on Fire: Higher Education in the Age of Climate Crisis*, appeared in 2023 and won the 2025 Frederic W. Ness Book Award. His new book, *Peak Higher Ed: How to Survive the Emerging Academic Crisis*, will appear from Johns Hopkins. His other books include *Gearing Up For Learning Beyond K-12* and *The New Digital Storytelling (second edition)*. Bryan is currently a senior scholar at Georgetown University and teaches graduate seminars in their Learning, Design, and Technology program.

### **Suzanne Barbour, Dean of the Graduate School and Vice Provost for Graduate Education - *Duke University***

Suzanne Barbour, Ph.D. is a respected leader in biomedical science and graduate education, currently serving as Dean of The Graduate School and Vice Provost for Graduate Education at Duke University, where she is also a Professor of Cell Biology in the School of Medicine. Her career spans research, teaching, and academic leadership, underpinned by a long-standing commitment to inclusive excellence and professional development in STEM. Dr. Barbour earned her Ph.D. in Molecular Biology from Johns Hopkins University and completed postdoctoral training at the University of California, San Diego. Her research has focused on lipid signaling, inflammation, and the role of phospholipases in immune cell function and disease, particularly on calcium-independent phospholipase A2 and its implications in cardiovascular and metabolic diseases. She has held several faculty and leadership positions, including Professor and Dean of the Graduate School at the University of Georgia and at the University of North Carolina at Chapel Hill. She also served as a Program Director at the National Science Foundation in the Division of Molecular and Cellular Biosciences. Dr. Barbour has contributed broadly to national initiatives aimed at transforming graduate education, including leadership roles with the National Science Foundation's Committee on Equal Opportunities in Science and Engineering (CEOSE), the Council of Graduate Schools, and the American Society for Biochemistry and Molecular Biology (ASBMB), where she is a Fellow and currently serves as Secretary. In addition to her scientific achievements, Dr. Barbour is recognized for her advocacy in mentoring, professional development, and diversity in science, and has delivered invited talks and workshops on these topics across the country.

### **Florent Bernard, Counsellor for Research and Innovation - *Delegation of the European Union to the United States***

Dr. Florent Bernard is the Counsellor for Research and Innovation at the European Union Delegation to the United States in Washington, DC. He assists in the strengthening of transatlantic synergies, notably through the European Research and Innovation (R&I) programme 'Horizon Europe'. Prior to this position, he was an International Relations Officer for the European Commission working on EU-China and EU-India R&I cooperation. Dr. Bernard has a Ph.D. in molecular biology from the Université Libre de Bruxelles, he also



studied at the University of Georgia, USA; the University of Barcelona, Spain; and the University of Florence, Italy. He is an Honorary Citizen of the State of Georgia, USA.

**Thomas Busch, Dean of Graduate School and Professor - *Okinawa Institute of Science and Technology***

Thomas Busch is a Professor of Physics and Dean of the Graduate School at the Okinawa Institute of Science and Technology (OIST), Japan. Originally trained as a theoretical physicist, he has worked in Austria, Denmark, and Ireland, and has led international research groups for over two decades. His scientific work focuses on ultracold atomic systems and quantum technologies, with over 150 peer-reviewed publications. At OIST, he plays a central role in shaping a highly international PhD program and is actively engaged in efforts to make graduate education more inclusive, interdisciplinary, and globally connected. He is also involved in discussions on doctoral training policy and researcher mobility within Japan and beyond.

**Priyanka Bushana, 2025 Mirzayan Science & Technology Policy Fellow - *National Academies***

Priyanka Bushana, Ph.D. was a 2025 Mirzayan Science and Technology Policy Fellow at the National Academies of Sciences, Engineering, and Medicine, where she worked on the Board on Higher Education and Workforce. She is currently Chief Operating Officer of Just KozS, L.L.C., where she specializes in data analysis, program evaluation, and securing funding for nonprofit organizations. She also serves as Fellowship Engagement Manager for the Scientific Citizenship Initiative, which is leading the development of a new science policy fellowship program for the state of Massachusetts. Dr. Bushana received her Ph.D. in Neuroscience from Washington State University, and holds B.S. degrees in Information Systems and Biological Sciences from the University of Maryland, Baltimore County. During graduate school, she co-founded a science advocacy organization that provided training and opportunities to scientists and trainees to engage with policymakers. This work introduced her to large-scale community organizing, where she collaborated on efforts to improve access to community water fluoridation in Spokane, ensure public health experts have a voice on local health boards across Washington, and helped to organize the unionization of student employees at Washington State University. Throughout her career, Dr. Bushana has focused on advancing professional development, mentorship, and equitable access in the scientific enterprise. Her work integrates science and labor policy, large-scale community organizing, and interdisciplinary approaches to addressing complex societal challenges.

**Beatrice "Bia" Caffé, UAW 4591 president and Graduate Research and Teaching Assistant in Anthropology - *Washington State University***

Beatrice Caffé is a PhD candidate in Evolutionary Anthropology at Washington State University. She holds a B.A. in Anthropology, with a focus on evolutionary medicine, from Cal Poly Humboldt. Her current research focuses on maternal and infant health, specifically the composition of human milk and the use of drugs during pregnancy and lactation. Beatrice is a Brazilian immigrant who was raised in Northern California. She became involved in union organizing after many years of working for diversity, inclusion, and equity initiatives in her academic department and through student government at the university level. Beatrice is the current President of UAW 4591, the union of academic student employees at Washington State University.

**Michael A. Clemens, Professor of Economics - *George Mason University***

Michael A. Clemens is a professor in the Department of Economics at George Mason University and a nonresident senior fellow at the Peterson Institute for International Economics. He studies the economic causes and effects of migration all over the world. For 20 years prior he built the research program on international migration at the Center for Global Development in Washington, DC. He is also affiliated with the IZA Institute of Labor Economics in Bonn, Germany; the Centre for Research and Analysis of Migration in the department of economics at University College London; and the Center for Global Development. He served in the federal government from 2021 to 2023 as an advisor on immigration policy.

**Don Dixon, Postdoctoral Researcher in Astronomy – *Vanderbilt University***

Dr. Don Dixon is a first-year postdoctoral researcher at Vanderbilt University and alumnus of the illustrious Cal-Bridge and Fisk-Vanderbilt Bridge programs. His research includes a range of stellar astrophysics topics, with an emphasis on connections between stellar rotation, magnetic activity, and binary stars. Through these connections, he has helped to characterize several interesting magnetically active binaries,

and during his tenure as a graduate student, he was awarded the most outstanding student publication award for his work on developing empirical relationships for the rotational activity of red giant branch stars. In addition to scientific research endeavors, Don also acts as the lead organizer for the BLack Academic Support and Advisory gRoup (BLASAR), which serves as a networking apparatus for Black scholars in STEM. He has also previously served on a graduate student and postdoctoral council to support the NASEM Roundtable on Mentorship, Well-being, and Professional Development in their goal to develop a more inclusive and equitable higher education research ecosystem for the sciences. Apart from academia, Don volunteered as project lead for the Open Jails project created by Code for Nashville, where he developed a web scraper pipeline to help identify candidates for nonprofit bail funds in the Nashville-Davidson County area.

**Lorelle Espinosa, Program Director for STEM Higher Education - Alfred P. Sloan Foundation**

Lorelle L. Espinosa serves as program director at the Alfred P. Sloan Foundation, where she is responsible for developing and implementing evidence-based strategies for the Foundation's grantmaking to expand access and opportunity in STEM higher education. Her portfolio includes the Foundation's signature higher education initiatives, including the University Centers of Exemplary Mentoring, Sloan Centers for Systemic Change, and Sloan Indigenous Graduate Partnership. In 2021, Espinosa launched the Exemplary Pathways to STEM Graduate Education initiative, which supports partnerships between Minority Serving Institutions and STEM graduate programs across the country. With 25 years of experience in higher education research, policy, and practice, Espinosa is an important voice and frequent contributor to the national conversation on issues pertaining to college access and success for underrepresented students of color, and on the need for equity-minded leadership in postsecondary settings. She has spent much of her career focused on STEM higher education with an early emphasis on women of color in these fields. Prior to joining the Foundation in 2020, Espinosa was Vice President for Research at the American Council on Education (ACE), where she was responsible for building, strengthening, and expanding ACE's research capabilities and setting a research agenda that has shaped the national conversation on issues ranging from race-conscious policies in higher education to free speech on campus. Espinosa served as committee co-chair of the National Academies of Sciences, Engineering, and Medicine study that produced the influential report, *Minority Serving Institutions: America's Underutilized Resource for Strengthening the STEM Workforce*. In 2019, she was invited by Congress to share key findings from this report in testimony before the U.S. House of Representatives Committee on Science, Space, and Technology. Espinosa began her career in student affairs and undergraduate education at the University of California, Davis, Stanford University, and the Massachusetts Institute of Technology. Her work has appeared in the *Harvard Educational Review*, *Research in Higher Education*, *Chronicle of Higher Education*, *Inside Higher Ed*, *Diverse Issues in Higher Education*, and *Science Magazine* and has also been cited in *amici* briefs before the U.S. Supreme Court. A Pell Grant recipient and first-generation college graduate, Espinosa earned her Ph.D. in higher education and organizational change from the University of California, Los Angeles; her B.A. from the University of California, Davis; and her A.A. from Santa Barbara City College.

**Cynthia M. Friend, President and CEO - The Kavli Foundation**

Cynthia M. Friend, Ph.D., is the president and CEO of The Kavli Foundation. Prior to joining the foundation in January 2021, Dr. Friend was a member of the Harvard University faculty since 1982. At Harvard she served in numerous leadership positions, including Chair of the Department of Chemistry and Chemical Biology and Associate Dean of the Faculty of Arts and Sciences. She was the first female chair and the first female professor in chemistry at Harvard. Dr. Friend also served as Director of The Rowland Institute at Harvard from 2013 to 2019, a nonprofit conceived to advance science in a wide variety of fields. She also held the role of Associate Lab Director at SLAC National Accelerator Lab, a preeminent international facility for X-ray science. As a researcher, Dr. Friend published more than 300 papers. Her research group at Harvard University focused on addressing global challenges in reducing energy costs and in developing alternative energy sources. She was a research advisor for more than 75 graduate students and postdoctoral researchers and also led efforts to change policies in universities and other organizations to promote diversity. The daughter of World War II veterans, Dr. Friend was born and raised in southern Nebraska. She credits her parents for supporting her curiosity and the space race of the mid-twentieth century in sustaining her interest in science. After graduating high school, she continued her path in

science, receiving a bachelor's degree in chemistry at the University of California, Davis, and a Ph.D. in chemistry at the University of California, Berkeley. Her post-doctoral research was conducted at Stanford University. Dr. Friend serves on the board of directors at Bruker Instruments, a publicly traded company specializing in instrumentation and medical diagnostics, and currently as Chair of the U.S. Department of Energy's Basic Energy Sciences Advisory Committee. This federal committee provides independent advice on complex scientific and technical issues important in management and implementation of basic energy sciences programs. Dr. Friend is a member elected to the National Academy of Sciences (2019) and is a fellow of the American Academy of Arts and Sciences (2018), American Chemical Society (2010) and the American Association for the Advancement of Science (2009). She has received several awards from the American Chemical Society, including the ACS Award in Surface Chemistry (2017), the George A. Olah Award in Hydrocarbon Chemistry (2009) and the Francis P. Garvan-John M. Olin Garvan Medal (1991).

**Cynthia Fuhrmann, Principal Investigator of Professional Development Hub and Associate Professor of the RNA Therapeutics Institute - University of Massachusetts Chan Medical School**

Cynthia Fuhrmann, Ph.D., leads Professional Development Hub and is Associate Professor of the RNA Therapeutics Institute at UMass Chan Medical School. Dr. Fuhrmann has 20 years' experience founding professional development programs for graduate students, postdoctoral scholars, and faculty, with educational innovations funded by the National Institutes of Health, National Science Foundation, and Burroughs Wellcome Fund and honored by two awards from the Association of American Medical Colleges. Her 2011 study of the career interests of PhD students in the biomedical sciences contributed to national dialog about the breadth of career paths that scientists pursue and need for more direct support of their career development. She is a pioneer of the use of Individual Development Plans (IDP) in graduate/postdoctoral education, including co-developing *myIDP* (the first such online tool, used worldwide), integrating career planning into core graduate curricula, and co-developing survey instruments for studying IDP use. Dr. Fuhrmann's national service has included advisory roles for the Association of American Universities, Council of Graduate Schools, and individual training programs, as well as serving on NIH and NSF grant review boards. She leads Professional Development Hub (pd|hub), a national cross-stakeholder initiative developed through working groups of the research training community to advance evidence-informed practices for PhD professional development. pd|hub's flagship initiative—the pd|hub Collections—launched in 2022 as a novel framework incentivizing and supporting the dissemination, adoption, and cross-site evaluation of peer-reviewed, evidence-based training approaches. Dr. Fuhrmann earned her Ph.D. in Biochemistry and Molecular Biology at University of California, San Francisco and B.S. in Chemistry at University of California, Davis.

**Donna K. Ginther, Director, Institute for Policy & Social Research - University of Kansas**

Donna Ginther is the Roy A. Roberts & Regents Distinguished Professor of Economics and Director of the Institute for Policy & Social Research at the University of Kansas and a Research Associate at the National Bureau of Economic Research. Prior to joining the University of Kansas faculty, she was a research economist and associate policy adviser in the regional group of the Research Department of the Federal Reserve Bank of Atlanta from 2000 to 2002 and taught at Washington University from 1997 to 2000 and Southern Methodist University from 1995 to 1997. Her major fields of study are scientific labor markets, gender differences in employment outcomes, wage inequality, science policy, and investments in children. Dr. Ginther has published in several journals, including *Science*, *Journal of the American Statistical Association*, *Journal of Economic Perspectives*, *Demography*, *Psychological Science in the Public Interest*, and the *Papers and Proceedings of the American Economic Association*. She has also received research funding from the National Science Foundation, the National Institutes of Health, the Alfred P. Sloan Foundation, and the Ewing Marion Kauffman Foundation. Her research has been featured in several media outlets including the *Economist*, *New York Times*, *Washington Post*, *USA Today*, *NPR*, and the *Boston Globe*. Dr. Ginther testified before the Subcommittee on Research and Science Education of the U.S. House of Representatives on the *Fulfilling the Potential of Women in Academic Science and Engineering Act of 2008* and the Working Group on Women in the 21<sup>st</sup> Century Workforce, U.S. House of Representatives. She has also testified before the Kansas Legislature on several occasions about the social safety net and tax policy. Dr. Ginther has advised the National Academies of Science, the National Institutes of Health, and the Alfred P. Sloan Foundation on the diversity and future of the scientific



workforce. She is currently President-elect of the Southern Economic Association and previously served as Vice President and on its Board. She is a member of the American Economic Association Committee on Professional Climate and previously served on the Nominations Committee and the Board of the Committee on the Status of Women in the Economics Profession. Dr. Ginther received the Public Service Award from the American Society for Cell Biology in 2021, named a Fellow of the American Association for the Advancement of Science in 2023, and was elected a member of the American Academy of Arts and Sciences in 2025. A native of Wisconsin, Dr. Ginther received her doctorate in economics in 1995, master's degree in economics in 1991, and bachelor of arts in economics in 1987, all from the University of Wisconsin-Madison.

**Chris Glass, Program Director of Higher Education - *Boston College***

Chris R. Glass is Professor of the Practice in the Department of Educational Leadership and Higher Education at Boston College, where he leads the Executive Doctor of Education (Ed.D.) in Higher Education program. Affiliated with the Center for International Higher Education and Editor of *International Higher Education*, his research explores global student mobility and the internationalization of higher education.

**Allan Goodman, President Emeritus - *Institute of International Education***

Dr. Allan E. Goodman is President Emeritus of the Institute of International Education. IIE administers the Fulbright program as well as other leading scholarship and professional development programs. IIE also conducts research on international student mobility, and responds to crises through its Scholar Rescue, Student Emergency, and Artist Protection funds. Since its founding in 1919, 109 trustees, students, and scholars who participated in IIE-administered programs have won 109 Nobel Prizes. Dr. Goodman did not expect to have passport; his aim was to run for Congress in Massachusetts after graduate school. But his mentor, Professor Samuel P. Huntington, suggested a different path and opened the door to an international career and life. Dr. Goodman was Executive Dean of the School of Foreign Service and Professor at Georgetown University. Prior to Georgetown, he chaired the Department of Government at Clark University, was a National Fellow at Stanford University's Hoover Institution, served at the Department of State's Policy Planning Council and later as Presidential Briefing Coordinator for the Director of Central Intelligence in the Carter Administration. He is the author of books on international affairs published by Harvard, Princeton and Yale University presses and is currently working on his 20<sup>th</sup> book, "American Odyssey: The Past, Present, and Future of a Nation's Embrace of International Education and Exchange." He is a member of the Council on Foreign Relations and serves on the selection committee for Schwarzman Scholars, the Quad Fellowships, chaired the Rhodes Scholarship Selection Committee for Saudi Arabia and for UAE, and served as a Jury Member for the Yidan Prize in Education Research and Development. Dr. Goodman acts as an international advisor to the Council for Higher Education Accreditation, serves on the Board of Trustees of the Education Above All Foundation, International Law Institute, and CMKL University, and the Advisory Board of the Pershing Square-Shon prize for young cancer researchers. Dr. Goodman has a Ph.D. in Government from Harvard, an M.P.A. from the John F. Kennedy School of Government and a B.S. from Northwestern University. He is the recipient of 17 honorary degrees, the Légion d'honneur from France, the Royal Norwegian Order of Merit, the Federal Cross of Merit of Germany, the inaugural Gilbert Medal for Internationalization of Universitas 21, and the Adams award from the International Association of University Presidents.

**Sara Xayarath Hernández, Associate Dean for Inclusion and Student & Faculty Engagement for the Graduate School at Cornell University; Liaison Community Coordinator - *Equity in Graduate Education Consortium***

Sara Xayarath Hernández serves as the Associate Dean for Inclusion and Student and Faculty Engagement for the Graduate School at Cornell University. In this role, she provides strategic leadership to advance institutional goals related to access, equal opportunity, and inclusion in graduate education for the benefit of all students. Hernández champions mission-driven, systemic change, focusing on holistic graduate admissions and inclusive mentoring practices and structures, and fostering positive academic environments. She oversees the Graduate School Office of Inclusion and Student Engagement, leading a comprehensive portfolio of initiatives that promote academic success, a sense of belonging, student and faculty engagement, and professional growth for careers within and beyond academia. In collaboration with the Provost's Office of Faculty Development and Diversity, Hernández co-leads the Faculty Advancing

Inclusive Mentoring (FAIM) Resource Center, a university-wide initiative that provides research-informed training and resources to support inclusive and effective mentoring relationships among faculty and graduate students. She serves on the university's Academic Diversity Council, working closely with the Deputy Provost and campus partners to inform institutional policy and strategy. She has also served as a PI and Co-PI on grants sponsored by the National Science Foundation and the Alfred P. Sloan Foundation. Beyond Cornell, Hernández contributes to national conversations on graduate and STEM education through her service on advisory boards and external committees. She is also a member of the leadership team for the national Equity in Graduate Education Consortium, serving as the Liaison Community Engagement Coordinator. A first-generation college graduate, Hernández earned a Bachelor of Arts in Zoology from Ohio Wesleyan University and a Master of Regional Planning from Cornell University with a focus on economic and community development. Navigating life in partnership with her husband and keeping up with their young daughter brings her great joy and keeps her grounded.

**Roman Holowinsky, Associate Professor of Mathematics (on leave) - *The Ohio State University*; Managing Director and Cofounder - *The Erdős Institute***

Roman Holowinsky is an Associate Professor of Mathematics at The Ohio State University (on leave) and Managing Director of The Erdős Institute. His research is in Analytic Number Theory, in particular, the theory of modular forms and L-functions. Holowinsky was awarded the SASTRA Ramanujan Prize and a Sloan Fellowship for his work on the Quantum Unique Ergodicity Conjecture. Prior to founding the Erdős Institute, Holowinsky was the Founding Director of the STEAM Factory, a large interdisciplinary research institute at Ohio State. The Erdős Institute is dedicated to lifelong PhD professional development and currently serves over 600 graduate students, postdocs, and PhD alumni globally each semester. Founded in 2017 by a multi-university team of faculty, graduate students, and PhD alumni, the program includes career exploration seminars, boot camps, mini-courses, interview prep workshops, PhD alumni mentorship, career coaching, and direct employer connections.

**Julia Kent, Vice President, Best Practices and Strategic Initiatives - *Council of Graduate Schools***

Julia Kent is Vice President, Best Practices and Strategic Initiatives at the Council of Graduate Schools (CGS). Since 2008, she has developed best practices on broad range of topics in graduate education, including PhD career pathways, graduate admissions processes, international collaborations, research ethics and integrity, mental health and wellbeing of graduate students, and the preparation of future faculty. Julia recently led a project funded by the Alfred P. Sloan Foundation, *Supporting Equity in Graduate Education in a Changing Legal Landscape*, that develops and promotes legally grounded practices for ensuring that all graduate students have fair opportunities to access, and succeed in, graduate programs. Julia also serves as PI for an initiative supported by the National Science Foundation, the Innovations in Graduate Education Hub, which seeks to accelerate innovations in graduate education through a network of grantees and partners. Recent work also includes a multi-phase project supported by NSF and the Mellon Foundation, *Understanding PhD Career Pathways for Program Improvement*, which developed data and resources on PhD career pathways and best practices in supporting career diversity, and a project to support graduate student mental health and wellbeing. She holds a PhD in English from Johns Hopkins University.

**Tom Kimbis, Executive Director and CEO - *National Postdoctoral Association***

Tom Kimbis is the leader of the National Postdoctoral Association, a charitable and educational association based in Bethesda, Maryland, with a membership of more than 20,000 individuals and 250 research institutions. Kimbis runs the daily operations of the association, including advancing its strategic initiatives, building partnerships, developing programming, and serving as the voice of the organization on behalf of postdoctoral scholars and their institutions. Kimbis has spent his career working at the intersection of science and policy. He previously led a major trade association, multiple offices within the federal government, and a charitable and educational foundation. He brings years of experience serving as a liaison to the White House, building public-private partnerships, spearheading strategic planning, and engaging industry leadership. He has launched and led game-changing initiatives in areas as diverse as technical standards, energy policy, consumer protection, trade, stakeholder engagement, and political communications. He has appeared on national and local media outlets from FOX to NPR and is regularly quoted in the press. Kimbis graduated with honors from Williams College with a Bachelor of Arts in political

science, and from the University of Virginia with a Juris Doctor degree. He has earned certificates in leadership from the Brookings Institution and in management from the American Management Association.

**Tim Kodalle, Postdoctoral Fellow - *Berkeley Lab***

Tim Kodalle is a physicist working at Lawrence Berkeley National Laboratory (LBNL), where he enables and conducts research at the intersection of physics, materials science, chemistry, and engineering. He has always been interested in the science of energy conversion and storage as well as materials discovery, but has also conducted research in nuclear medicine and mathematical oncology. Originally from Germany, Tim received his MSc and PhD from Humboldt University Berlin and Martin-Luther-University Halle-Wittenberg, discovering and optimizing new materials for highly efficient and cost-effective solar cells. He was then awarded a fellowship by the German Research Foundation to conduct research on tandem solar cells at LBNL in Berkeley, California. He holds a joint postdoc position at the two open user facilities of LBNL: Molecular Foundry and Advanced Light Source. Tim leads research efforts on new materials for Li-ion batteries and PV materials and manages collaborations between the two facilities and visiting scientists. He furthermore develops tools and software for automated, in-situ synthesis and characterization of these functional materials. E.g., he works on developing closed-loop synthesis workflows for robot- and machine-learning-assisted material discovery and characterization.

**Corrie Kuniyoshi, PI of Impact Indicators and Instruments for IDPs, Senior Portfolio Manager - *American Chemical Society***

Corrie Kuniyoshi, PhD, has spent the past two decades focused on professional growth for students, postdocs, and early- to mid-career scientists in chemistry and other STEM disciplines. She has expertise in the use of Individual Development Plans, spearheading the development of ChemIDP.org and acting as the PI for the NSF Grant (1806607) Impact Indicators and Instruments for Individual Development Plans, which studied IDP efficacy and identity and involved collaborations across multiple IDP creators and experts. These experiences led to the collaborative design of new graduate cohorts, workshops and programming which foster wholistic development for students and scientists through the IDP-Process. She has authored articles and created publications and presentations focused on career preparation. As Senior Portfolio Manager in the ACS Student Experiences Office at ACS, she leads a team that manages programs focused on the professional growth, scholarship, and mentorship of future scientific leaders, involving collaborations with a broad pool of esteemed scientists from Nobel laureates to leaders in industry and academia and includes over 500 mentors and over 1000 students each year. This portfolio currently includes undergraduate scholarships, Leader Scholars, Project SEED, and the ACS LEADS Conference. Corrie earned her Ph.D. in chemistry from UCLA and has certifications in coaching and self-assessment.

**Sonali Majumdar, Assistant Dean for Professional Development, GradFUTURES - *Princeton University***

Sonali Majumdar, PhD is Assistant Dean for professional development in the GradFUTURES team of Princeton University's Graduate School. Before joining Princeton, she developed PhD Plus professional development program at the University of Virginia. Her upcoming book project "Thriving as an International Scientist" (University of California Press, releases October 2025) is the first career guide specifically tailored to the unique needs of international STEM PhD students and postdocs in the United States. Born and raised in India, she earned PhD in Biochemistry and Molecular Biology at the University of Georgia and did postdoctoral training at Memorial Sloan Kettering Cancer Center in New York, where she developed a passion for enhancing training of early career scientists.

**Victor McCrary, Vice President for Research and Professor of Chemistry - *University of the District of Columbia*; Interim Chair - *National Science Board***

Victor R. McCrary, Vice President for Research at the University of the District of Columbia, where he champions the growth, development, direction and oversight of the University's research enterprise. He is a visionary serial innovator, responsible for developing impact-based research strategies, which foster economic development and national security via engagement with federal, state and private entities. He has held research and technology leadership positions at the Johns Hopkins University Applied Physics Laboratory, Morgan State University, and the National Institute of Standards and Technology, NIST. Dr. McCrary's career includes basic and applied research in laser spectroscopy, semiconductors, convergent information systems and technologies for national security applications. He received his doctoral degree in

chemistry from Howard University, a master's degree in engineering from the University of Pennsylvania, and a bachelor's degree in chemistry from The Catholic University of America. Dr. McCrary has authored and co-authored more than 60 technical papers and co-edited two books during his career at AT&T Bell Laboratories and NIST. He has received numerous honors and awards including co-recipient of the *U.S. Department of Commerce's Gold Medal* in September 2000 for developing standards for the electronic book industry, and the *2002 Percy Julian Award* by the National Organization of Black Chemists and Chemical Engineers (NOBCChE) for his pioneering research in the metal organic chemical vapor deposition (MOCVD) of semiconductors. He served as national president of NOBCChE for six years. In 2011, he was honored as *Scientist of the Year* by the Annual Black Engineer of the Year Award (BEYA) STEM Conference for his leadership in basic research investments for national security at The Johns Hopkins University Applied Physics Laboratory. Dr. McCrary is a Fellow of the American Chemical Society (ACS) and a Fellow of the American Association for the Advancement of Science (AAAS). In October 2016, was appointed Dr. McCrary to serve on the National Science Board which oversees the National Science Foundation, and he was re-appointed in 2022 to a six-year term on the National Science Board. He is currently the Acting Chair of the National Science Board.

**Gary McDowell, CEO and Founder - Lightoller LLC**

Gary McDowell is an academic researcher with expertise on STEM education and training. Through his consultancy Lightoller LLC, he works to help future generations of researchers reach their potential. He is particularly focused on biology education research, studying how greater transparency and education about scholarly communication fosters science literacy and scientific identity in students, and studying the role of postdoctoral researchers in academia. Gary has a Masters in Chemistry and a PhD in Oncology, both from the University of Cambridge, U.K. He carried out postdoctoral research at Boston Children's Hospital/Harvard Medical School and Tufts University, and in 2016 he co-founded the nonprofit "Future of Research", of which he was Executive Director for 3 years. In 2019 he founded Lightoller LLC. He also teaches Chemistry as a Lecturer in Liberal Arts at the School of the Art Institute of Chicago.

**Keith Micoli, Associate Dean of Postdoctoral Affairs - New York University Langone Health**

Keith Micoli, PhD, is the associate dean for postdoctoral affairs at NYU Grossman School of Medicine. He obtained his PhD from the University of Alabama at Birmingham (UAB), studying calcium signaling in diseases ranging from osteoporosis to HIV/AIDS. He remained at UAB for two postdocs and was a founding member of the National Postdoctoral Association (NPA). He served the NPA as co-chair of the Policy Committee, was a member of the board of directors, and board chair for four years. During his first term as board chair, the NPA officially incorporated as 501(c)(3) non-profit organization and established itself as the national voice of postdocs. During these early years, the NPA was instrumental in establishing a definition of a postdoc that was adopted by the NIH and NSF, promoted the first set of Core Competencies for postdocs, established the first national policy database which led directly to recommendations for policies and practices, and led the call for an NIH K award open to non-US citizens (which became the K99/R00). Keith joined NYU in 2008 and helped expand the postdoctoral program into a national leader for training early career life scientists. He has been the lead organizer of What Can You Be With a PhD? Since 2009, founded by NYU's PhD program dean Joel Oppenheim. The largest life sciences career symposium in the United States, this program is sponsored by all of the major schools in the NY/NJ area, and since moving virtual in 2021 has gained a national audience. He was also co-PI on NYU's STEP (Science Training Enhancement Program) from 2013-2018, part of the NIH's BEST (Broadening Experiences in Science Training) program. Keith has devoted over two decades to helping postdocs and PhD students develop their own career plans and providing the resources for them to be successful. This effort has always been collaborative and includes all stakeholders, so that success for one can lead to success for all.

**Emily Miller, Vice President of Research and Institutional Policy - Association of American Universities**

Emily R. Miller, PhD is Deputy Vice President for Institutional Policy at the Association of American Universities (AAU). She brings over 20 years of experience in higher education administration, research, and policy to AAU. In partnership with the association's member research universities, Dr. Miller has primary responsibilities for advancing transformational organizational change initiatives in undergraduate and graduate education as well as the research enterprise. She staffs AAU's STEM Network and Association of Graduate Schools constituent group and serves as liaison to the AAU Arts & Science Deans and AAU Data Exchange (AAUDE) groups. Dr. Miller earned her PhD in Higher, Adult, and Lifelong



Education from Michigan State University; MA in Education Policy and Management from Harvard Graduate School of Education; and BA in Political Science from Gettysburg College.

**Ingrid Montes, Professor of Chemistry - *University of Puerto Rico***

Dr. Ingrid Montes is a Professor of Chemistry at the University of Puerto Rico, Río Piedras Campus, where she has served for over 38 years. Her research combines organometallic chemistry, developing ferrocene derivatives for use in drug design, photovoltaics and green chemistry applications, and chemical education, focusing on constructivist learning theory and curriculum innovation in organic and green chemistry. She has mentored more than 100 undergraduate and graduate research students, many of whom now hold leadership roles in academia, industry, and government. A passionate advocate for broadening participation in STEM, Dr. Montes is the founder of the Chemistry Festival, now an international outreach program of the American Chemical Society (ACS), and co-creator of the Spanish-language webinar series in collaboration with ACS and the Mexican Chemical Society. Her work bridges academia, industry, and public engagement, offering scalable models for rethinking how education connects to real-world careers and community impact. She served as ACS Director-at-Large (2013–2021) and is a Fellow of both ACS and IUPAC. Her numerous recognitions include the 2012 ACS Volunteer Award, 2017 IUPAC Distinguished Woman in Chemistry or Chemical Engineering Award, the 2021 Inspiring Hispanic/Latinx Scientists in America list, and the ACS Zaida Morales-Martínez & other Mentoring Awards. She currently serves on the Board of Directors of SACNAS, promoting inclusion and excellence in STEM fields. Her leadership role in the academia and volunteer service reflects a lifelong commitment to mentorship, scientific excellence, and building inclusive, practice-ready pathways for the next generation of scientists.

**Ashley Moses, Ph.D. Student and Founder of PhD Paths - *Stanford University***

Ashley Moses is a PhD Student in Neurosciences at Stanford University and the Founder of PhD Paths, an initiative where she has interviewed over 250 PhDs about their transitions to careers beyond academia. Through this work, she aims to show past, present, and future PhDs the world of possibilities they have with their degree — and to remind them that leaving academia is not failing. Ashley believes in the power of storytelling and the importance of learning from those who've walked the path before you. Through PhD Paths, she connects current PhD students and postdocs with PhDs who've successfully transitioned into industry, government, nonprofits, startups, and everything in between. Her message is simple: A career beyond academia is not just okay. It's exciting, valuable, and worth celebrating. There's no single "right" path after a PhD, just the one that's right for you. And there are so many PhDs out there willing to help you find it.

**Kenneth A. Olliff, Former Senior Vice President for Strategy & Innovation - *Boston University***

Ken Olliff has twenty years of strategic leadership experience at the intersection of academia, industry, innovation, and philanthropy. He most recently served as Senior Vice President for Strategy & Innovation at Boston University. As the president's primary strategy advisor, Ken spearheaded major planning initiatives, built external partnerships, and shaped the university's strategic direction, with the goal of driving transformative change. Among his major foci were global strategy, external engagement, academic medicine, and regional innovation. Ken previously served as Vice President for Research & Partnerships at Saint Louis University (SLU) for eight years, where he was responsible for growing SLU's research enterprise, building areas of distinctive strength, and accelerating innovation and external partnerships. Ken oversaw the creation and served as director of the Saint Louis University Research Institute, founded through a ten year, \$50 million gift from Rex and Jeanne Sinquefeld. Under his leadership, SLU doubled its research expenditures and in 2025 was designated Carnegie R1, the highest classification of research universities in the U.S. Ken has also been a leader in St. Louis regional innovation and technology efforts, building collaborations with business, civic, and philanthropic leaders to advance talent, commercialization, workforce development, and economic impact. He oversaw the launch and chaired the board of the Taylor Geospatial Institute, established by a legacy investment from Andrew Taylor, Chairman of Enterprise Holdings. A consortium of eight midwestern universities, TGI's vision is to be the nation's leading geospatial center. He served on the executive committee of the Cortex Innovation Community, where he co-led the search for the CEO and led an Industry Advisory Council. He also served on the boards of the Taylor Geospatial Engine (a geospatial commercialization accelerator); the Advanced Manufacturing Innovation Center STL (a planned 170k sf facility in North St. Louis); and on the executive committee of



the Center for Creative Arts (COCA). Ken joined Saint Louis University after twelve years at the University of Chicago, most recently as Associate Vice President and Chief of Staff in the Office of the Vice President for Research and National Labs. Responsible for managing UChicago's research enterprise along with Argonne and Fermi National Laboratories, the Office oversaw a combined annual research expenditures of approximately \$1.4 billion. Ken received a bachelor's degree from the University of Rochester and a Doctor of Ministry degree from Meadville Lombard Theological School (an affiliate of the University of Chicago). He completed advanced graduate work in religion at Harvard University, and holds an Executive MBA from the University of Chicago Booth School of Business.

**Alyssa Paparella, Founder of DisabledInSTEM and HHMI Gilliam Fellow in Cancer and Cell Biology - *Baylor College of Medicine***

Alyssa Paparella is a Ph.D. candidate at Baylor College of Medicine, where she studies the post-translational modifications that regulate oncohistones, which are mutant histone proteins implicated in cancer. She is a 2023 Howard Hughes Medical Institute Gilliam Fellow and a recipient of the National Science Foundation Graduate Research Fellowship (GRFP). Alyssa earned her undergraduate degree from Sarah Lawrence College in 2019. After graduating, Alyssa participated in the NIH Postbaccalaureate Research Education Program (PREP) at UC Davis, where she deepened her interest in research. In 2020, she founded DisabledInSTEM, a platform dedicated to increasing representation, fostering community, and raising awareness for disabled individuals in science and academia.

**Darryll Pines, President - *University of Maryland, College Park***

Darryll J. Pines has proudly served as the 34th president of the University of Maryland since July 2020. The Glenn L. Martin Professor of Aerospace Engineering, Pines has emphasized achieving excellence in all aspects of university life while creating a diverse and multicultural community that allows everyone to reach their full potential. He has led efforts to address the grand challenges of our time, and 50 university projects have received \$30 million in university-sponsored grants to study and implement solutions in areas such as sustainability, literacy, and food, energy and water insecurity. Pines also co-founded the 120 Initiative, an effort to reduce gun violence in collaboration with the Consortium of Universities of the Washington Metropolitan Area. Other signature campus initiatives include the Terrapin Commitment, the largest single-year investment in need-based scholarships in university history; TerrapinSTRONG, an onboarding program to create a shared understanding of the university's mission, history and values; and a pledge to achieve net-zero carbon emissions by 2025. Pines first arrived on campus in 1995 as an assistant professor and steadily rose through the ranks of academic leadership. He served as chair of the Department of Aerospace Engineering from 2006–09 and for the following 11 years as dean and Nariman Farvardin Professor of Aerospace Engineering at the A. James Clark School of Engineering. A member of the National Academy of Engineering, he is a fellow of the American Institute of Aeronautics and Astronautics, American Society of Mechanical Engineers and Institute of Physics; chairs the Engineering Advisory Committee for NSF's Engineering Directorate; sits on the Board of Trustees for Underwriters Laboratory not-for-profit arm; and serves as a member of the MIT Corporation, the board of trustees for the Massachusetts Institute of Technology. Pines received a B.S. in mechanical engineering from the University of California, Berkeley, and M.S. and Ph.D. in mechanical engineering from the Massachusetts Institute of Technology.

**Chanele Polenz, Chair - *Canadian Association of Postdoctoral Scholars***

Dr. Polenz is a postdoctoral researcher at the University of Ottawa Heart Institute (Ottawa, Canada), where she studies the bidirectional relationship between depression/anxiety and cardiovascular disease. She completed her doctoral degree at the University of Toronto, where she specialized in inflammation and vascular biology. Dr. Polenz currently serves as the Chair of the Canadian Association of Postdoctoral Scholars (CAPS/ACPP). In this role, she guides the executive council in their goal of improving the lives of all Canadian postdocs through advocacy and community, and acting as a collective voice for Canadian postdocs on issues relevant to postdoctoral policy and improving the research ecosystem.

**Dan Pomeroy, Executive Director - *Scientific Citizenship Initiative***

Dr. Daniel Pomeroy is the Co-Founder and Co-Director of the Scientific Citizenship Initiative (SCi) —a nonprofit organization that supports a growing civic science movement to make science more societally

engaged and impactful. He previously served as the Founding Executive Director of SCi during its formative years at Harvard University. Prior to joining SCi he developed the Massachusetts Institute of Technology's Policy Lab at the Center for International Studies, which creates and enhances relationships between MIT researchers and public policy makers. Dr. Pomeroy has served on external advisory boards and steering committees for several influential initiatives that advance civic engagement and expand career opportunities for scientists and engineers. He previously advised Research!America's Public Engagement Working Group and Boston University's Broadening Experiences in Scientific Training (BEST) program, and he continues to contribute actively as a member of the National Advisory Board of the Union of Concerned Scientists. Dr. Pomeroy received his Ph.D. in physics from Brandeis University in 2012, served as both a Mirzayan and a postdoctoral fellow at the National Academy of Sciences, and worked for U.S. Senator Edward J. Markey as a AAAS Science and Technology Policy fellow. He also has extensive experience in grassroots political organizing, running volunteer LGBT rights campaigns, as well as professionally directing field offices during the 2008 elections.

**Elza Rechtman, Postdoctoral Fellow - *Ichan School of Medicine at Mount Sinai***

Elza Rechtman, PhD, is a dually trained neuroscientist and environmental epidemiologist with expertise in mixture analyses, neuroimaging, and neurodevelopmental disorders. She earned her Bachelor's and Master's degrees in Biology and Neuroscience from Sorbonne University, and her PhD in Neuroscience from Paris Descartes University. As a postdoctoral researcher and now an Instructor at the Icahn School of Medicine at Mount Sinai, she investigates how early-life exposure to neurotoxicant mixtures affects brain and behavioral development. In addition to her research, Elza is a labor organizer focused on improving equity, job security, and working conditions for postdocs and other researchers. She played a key role in the formation and first contract campaign of the Sinai Postdoctoral Organizing Committee-UAW and currently serves on the executive board of UAW Local 4100, which represents over 2100 academic workers across New York City.

**Alex Rich, Graduate Student - *Yale School of Medicine***

Alex Rich (she/her) is a 4th-year Neuroscience PhD candidate at Yale University, where she studies food-based learning and decision-making. Outside of the lab, Alex served as President of the Yale Graduate and Professional Student Senate, where she collaborated with university administration to implement data-driven policy changes and offer student support. She also served as the Secretary for the Graduate Research and Development Coalition (GRAD) Coalition, the student arm of the GRAD Caucus in the U.S. House of Representatives, allowing her to advocate for graduate student mentorship policies and international student support at a national level. Additionally, Alex is a co-founder of the Scientists Network for Advancing Policy (SNAP), a grassroots coalition of early-career scientists nationwide, where she helps organize national initiatives like the McClintock Letters to connect science and society. Alex is passionate about bridging research and policy, leveraging evidence-based insights to address challenges in academia and drive meaningful institutional change.

**Rhonda Sutton, Assistant Dean for Professional Development - *Accelerate to Industry (A2i), North Carolina State University***

Rhonda Sutton, Ph.D., is a seasoned higher education leader with expertise in leadership development and organizational change. With over two decades of administrative experience at North Carolina State University, she has built and led multiple units such as the Women's Center, the Office of Postdoctoral Affairs, and the Office for Leadership Programs in the College of Agriculture and Life Sciences. She has also served as Assistant Vice Provost in the Office for Equal Opportunity. As an adjunct faculty member, Rhonda taught and mentored graduate students for over 16 years in the Counselor Education program. Currently, as Assistant Dean for Professional Development, Rhonda oversees strategic initiatives for graduate students and postdoctoral scholars that focus on career readiness, leadership, communication skills, teaching, mentoring, and well-being. She and her team design and deliver impactful programs that enhance the professional effectiveness and long-term success of those they serve. A published author and contributor to Inside Higher Education's "Carpe Careers" column, Rhonda has shared career guidance in widely read articles such as, "*Trust Me, It's Transferable*" and "*The Art of Professionalism*." Rhonda holds certifications in a wide range of personal development assessments including the EQ-i, DISC, Gallup

Strengths, Crucial Conversations, Influencer, Working Genius, Change Style Indicator, and FIRO-B. She is a certified mediator and maintains her licensure as a professional counselor in North Carolina. Prior to her work in academia, Rhonda owned a private counseling/consulting practice and wrote a book that provides a method for taking therapy progress notes. Rhonda earned a B.S. in Business Administration from Appalachian State University, and both her M.Ed. and Ph.D. in Counselor Education are from North Carolina State University.

**Kristina Thorsell, Independent Consultant**

Kristina Thorsell currently works as an independent contractor in technology policy and innovation. She holds a degree in Chemistry & Biochemistry from Purdue University and a Master of Public Policy (MPP) from the University of Maryland. Her expertise lies in the process through which critical technologies transition from lab to market to impact. She has over a decade of experience developing actionable approaches for research, development, and innovation to solve problems and improve lives. Kristina works with representatives from government, multinational companies, academic institutions, associations, and philanthropic organizations to advance national competitiveness, address societal needs, and create economic opportunities. She has authored over 40 guides and a forthcoming book chapter on cross-sector partnerships and related topics.

**Phil Trella, Associate Vice Provost and Director of the Office of Graduate and Postdoctoral Affairs – University of Virginia**

Phil Trella, Associate Vice Provost and Director of the Office of Graduate and Postdoctoral Affairs leads and coordinates institutional efforts in graduate education and postdoctoral training at the University of Virginia. He received his B.A. from the State University of New York at Buffalo and his M.A. and Ph.D. from the University of Virginia in Anthropology. Since 2011 Phil has led the University's Office of Graduate and Postdoctoral Affairs (OGPA) where his work has focused on the promotion of student and trainee centered education, including the academic, personal, and professional development of students and postdocs across all schools and fields. With leadership from the University's Provost, the Vice Provost for Academic Affairs, and in collaboration with partners in the schools and other offices, OGPA worked to develop, launch, and lead PhD Plus, a University-wide program intended to help students and postdocs identify, train for, and establish successful careers as leaders in research, the professoriate, public, and private enterprise. During his time as Director, Phil has also been active in the development and support of a variety of interdisciplinary research and education initiatives including the Presidential Fellowships in Data Science; Presidential Fellowships in Collaborative Neuroscience, and fellowships and activities offered in collaboration with Environmental Resilience Institute (ERI). Most recently Phil has worked in collaboration with ERI on a new venture funded through a grant from the Jefferson Trust to advance interdisciplinary readiness among graduate students and postdocs. Phil served as the institutional lead for the University's membership in the Council of Graduate Schools, and project lead for the University's participation in AAU PhD Education Initiative, a cohort of AAU affiliated universities working to make diverse careers within doctoral education more valued, visible, and viable. He also serves as principal investigator on the University's PhD Career Pathways project, a multi-year research program funded by NSF and the Mellon Foundation to better understand the career outcomes of PhD alumni and the career aspirations of current PhD students. In conjunction with UVA Institutional Research and Analytics, he leads the University's participation in the Coalition for Next Generation Life Science, serves as PI on the University's gradSERU project, and is an active participant in the gradSERU Design and Content Workgroup. Phil's academic research interests are in the archaeology of the ancient Near East, specifically southeastern Turkey and northern Syria where he has studied ancient food production systems, long-term environmental change, and the disintegration of complex societies. He has also conducted field research in Europe, northern Finland, and North America, and enjoys teaching a variety of courses in archaeology and anthropology. Prior to joining the Office of Graduate and Postdoctoral Affairs, Phil also completed a postdoc working in the area of digital humanities and social sciences with the Sciences Humanities and Arts Network of Technological Initiatives (SHANTI) at UVA.

**Christina Turner, Head of Collective Talent Funding – UKRI**

Chris Turner is the Head of Collective Talent at UK Research and Innovation (UKRI), the UK's primary public funding body for research. Since 2022, she has been responsible for simplifying how UKRI invests in

fellowships and doctoral programmes across UKRI's research councils as well as improving the support provided for UKRI-funded students. Prior to this role, Chris worked in various teams in UKRI's Engineering and Physical Sciences Research Council (EPSRC). Starting with managing portfolios and strategies for ICT and then physical sciences. Immediately prior to her current role, Chris led the EPSRC review of doctoral education. In addition to leading other EPSRC doctoral investment exercises, Chris designed and delivered a £0.5bn funding exercise for Centres of Doctoral Training (CDT). Before working for UKRI, Chris completed an interdisciplinary doctorate at Imperial College London through one of the UK's first CDTs (a structured, cohort-based doctoral programme).