

Psychological Factors that Contribute to the Dearth of Black Students in Science, Engineering, and Medicine: A Workshop

Committee

Evelynn M. Hammonds

Co-Chair

Professor Hammonds is a member of the faculty in the Faculty of Arts and Sciences at Harvard University. She was the first Senior Vice Provost for Faculty Development and Diversity at Harvard (2005-2008). From 2008-2013 she served as Dean of Harvard College. She holds honorary degrees from Spelman College and Bates College. Professor Hammonds is the director of the Project on Race & Gender in Science & Medicine at the Hutchins Center for African and African American Research at Harvard. Professor Hammonds earned a Ph.D. in the history of science from Harvard University, an S.M. in physics from the Massachusetts Institute of Technology (MIT), a B.E.E. in electrical engineering from the Georgia Institute of Technology, and a B.S. in physics from Spelman College. In 2010 she was appointed to President Barack Obama's Board of Advisers on Historically Black Colleges and Universities and in 2014 to the President's Commission on Excellence in Higher Education for African Americans. She has published articles on the history of disease, race and science, African American feminism, African-American women and the epidemic of HIV/AIDS and analyses of gender and race in science and medicine. Professor Hammonds' current research focuses on diversity in STEM fields; the intersection of scientific, medical and socio-political concepts of race in the United States; and genetics and society. Prof. Hammonds served two terms on the Committee on Equal Opportunity in Science and Engineering (CEOSE), the congressionally mandated oversight committee of the National Science Foundation (NSF). Prof. Hammonds was appointed to the Committee on Women in Science, Engineering and Medicine (CWSEM) of the National Academies in 2017. She was elected to the National Academy of Medicine (NAM) in 2018.

Shirley M. Malcom

Co-Chair

Shirley Malcom is senior advisor and director of SEA Change, an institutional transformation initiative, at the American Association for the Advancement of Science (AAAS). In her more than 40-year tenure at the Association she has worked to improve the quality and increase access to education and careers in STEMM for all women, BIPOC men (Black, Indigenous and People of Color), persons with disabilities and other marginalized groups, as well as to enhance public science literacy. Dr. Malcom is a trustee of Caltech and regent of Morgan State University, an HBCU. She is a former member of the National Science Board, the policymaking body of the U.S. National Science Foundation, and served on President Clinton's Committee of Advisors on Science and Technology. Malcom, a native of Birmingham, Alabama, received her PhD in ecology from The Pennsylvania State University, masters in zoology from UCLA and bachelor's with distinction in zoology from the University of Washington. She has been recognized for her work and service by all of these institutions, being the recipient of the Distinguished Alumni Award from The Pennsylvania State University (2001), the UCLA Medal (2015), and Alumna Summa Laude Dignata of the University of Washington (1998). Malcom is an elected fellow of the American Association for the Advancement of Science and a member of the American Academy of Arts and Sciences. In addition, she holds 17 honorary degrees.

Malcom is a former high school science teacher and university faculty member. She serves on the boards of the Heinz Endowments, Public Agenda and Digital Promise Global. She also chairs the board of NMSI, the National Math-Science Initiative. In 2003, Malcom received the Public Welfare Medal of the U.S. National Academy of Sciences, the highest award given by the Academy.

Vivian W. Pinn

Co-Chair

Dr. Pinn was the first full-time Director of the NIH Office of Research on Women's Health, an appointment she held since 1991 and as NIH Associate Director for Research on Women's Health since 1994 prior to her retirement in August 2011. Since her retirement, she has been named as a Senior Scientist Emerita at the NIH Fogarty International Center. Dr. Pinn came to NIH from Howard University College of Medicine in Washington, D.C., where she had been Professor and Chair of the Department of Pathology from 1982 until 1991. Dr. Pinn had previously held teaching appointments at Harvard Medical School and Tufts University where she was also Assistant Dean for Student Affairs. A special tribute by Senator Olympia Snowe on Dr. Pinn's retirement was published in the Congressional Record in November 2011 commending her contributions during her NIH tenure. The Association of American Medical Colleges awarded her a Special Recognition Award for exceptional leadership over a 40-year career. She has received numerous honors and recognitions, and is a fellow of the American Academy of Arts and Sciences and was elected to the National Academy of Medicine (formerly the Institute of Medicine) in 1995. A graduate and Alumna Achievement Award recipient as well as former Trustee of Wellesley College, she earned her M.D. from the University of Virginia School of Medicine, the only woman or minority in her class. She completed her postgraduate training in Pathology at the Massachusetts General Hospital. Dr. Pinn has received 17 Honorary Degrees of Science, Law, and Medicine, and the University of Virginia School of Medicine has named one of its four advisory medical student colleges as "The Pinn College" in her honor. Tufts University School of Medicine in 2011 announced the "The Vivian W. Pinn Office of Student Affairs," named for her at the time her former medical students dedicated a scholarship in her name. She has held leadership positions in many professional organizations, including President of the National Medical Association (NMA) and is currently Chair of the NMA Past Presidents Council. Dr. Pinn currently serves on the Board of Trustees/Advisors of Thomas Jefferson University and Tufts University School of Medicine. She was recently elected to Modern Healthcare's Hall of Fame, the first African American woman to be so honored, and received the Outstanding Woman Leader in Healthcare Award from the University of Michigan. Dr. Pinn also holds the position of Professor, Institute for Advanced Discovery and Innovation at the University of South Florida.

Kevin Cokley

Member

Kevin Cokley's research can be broadly categorized in the area of African American psychology, with a focus on racial and ethnic identity development, academic motivation and academic achievement. A theme of much of his research is understanding the psychological and environmental factors that impact African American student achievement. Cokley's research and scholarship have led him to challenge the notion that African American students are anti-intellectual, and to critically re-examine the impact of racial and ethnic identity and gender on academic achievement. Recently Cokley has started exploring the impostor phenomenon and its relationship to mental health and academic outcomes among ethnic minority students.

Cokley's publications have appeared in professional journals such as the Journal of Counseling Psychology, Journal of Black Psychology, Cultural Diversity and Ethnic Minority Psychology, Individual Differences and Personality, Measurement and Evaluation in Counseling and Development, the Journal of Multicultural Counseling and Development, Educational and Psychological Measurement, and the Harvard Educational Review. Cokley has a joint appointment in the College of Education's Department of Educational Psychology and the College of Liberal Arts' Department of African and African Diaspora Studies. He is the Past Editor-in-Chief of the Journal of Black Psychology and the Director of the Institute for Urban Policy Research & Analysis.

He has written several Op-Eds in major media outlets including the St. Louis Post Dispatch, Dallas Morning News, San Antonio Express, The American Prospect, The Huffington Post, The Conversation and The Hill on topics such as Blacks rational mistrust of police, police shootings of Blacks, the aftermath of Ferguson, the use of school vouchers, racial disparities in school discipline, and Black students graduation rates.

Michellene Davis, esq

Member

a trailblazing leader and passionate voice for equity. A trial attorney by training, she spent her earliest years in public service representing disenfranchised members of the most vulnerable populations. An effective advocate and researcher, she became the first African-American ever to serve as Chief Policy Counsel within the New Jersey Governor's office. Prior to making history in the governor's office, Michellene broke barriers in the New Jersey Department of the Treasury where, as the first African American woman State Treasurer, she created the Treasury's first Office of Supplier Diversity and Division of Minority and Women-Owned Businesses in order to ensure equal access to revenue generating opportunities for women and minority-owned businesses. Before being appointed Acting State Treasurer, she was the youngest Executive Director and CEO of the New Jersey Lottery where she generated record-setting revenue numbers. As a result of her financial achievements, the state of New Jersey was able to increase its General Fund contribution to education and state run veterans homes. Davis was also the first woman and first person of color to rise to the Executive Vice President level at one of the largest healthcare systems in the country. An internationally requested speaker, she is an inspiring orator with a natural ability to connect and communicate while simultaneously challenging audiences. Davis talents are surpassed only by her personal story. Beyond being a woman of numerous career "firsts," she has persevered through personal losses and adversity and continued to excel.

Garth N. Graham

Member

Dr. Graham is a leading authority on social determinants of health. President of the Aetna Foundation and Vice President of Community Health for Aetna, Inc., he is also a cardiologist and public health expert. Dr. Graham oversees the community health initiatives for the Foundation and Aetna, Inc., bringing his experience as a former deputy assistant secretary at the U.S. Department of Health and Human Services under the Obama and Bush administrations where he also ran the Office of Minority Health. He directed the development of the federal government's first National Health Disparities Plan released under the Obama administration. Dr. Graham has been a contributor to The Hill, the Chicago Tribune, Fortune, Quartz, Health Affairs, and Ebony, and has been featured in Essence, CNN, and the New York Times among others. His original research has been published in the Journal of the American Medical Association, American Journal of Public Health, Health Affairs, and other publications. Along with his role at the Aetna Foundation, Dr. Graham is a clinical associate professor of medicine at the University of Connecticut. Prior to joining the Foundation, in his role as the assistant dean for health policy at the University of Florida School of Medicine, Garth led several research initiatives looking at how to improve outcomes and readmission rates in cardiac patients in underserved populations. He contributes to several boards including being named by the President to the U.S. Federal Coordinating Council on Comparative Effectiveness Research, the Institute of Medicine Board on Population Health, the American Heart Association/American Stroke Association National Quality Oversight Committee, the American College of Cardiology/American Heart Association Task Force on Clinical Data Standards and many others. Dr. Graham holds a medical degree from Yale School of Medicine, a master's in public health from Yale School of Public Health, and a bachelor of science in biology from Florida International University in Miami. He completed clinical training in cardiology and interventional cardiology at Massachusetts General Hospital and Johns Hopkins. He holds three board certifications: internal medicine, cardiology, and interventional cardiology.

Thomas Vance

Member

Dr. Vance serves as a member of the Presidential Task Force on Advancing Social and Emotional Development of Black Boys through Research, Advocacy, and Community Engagement, as well as the Co-Chair of the American Psychological Association (APA), Division 17 and Diversity Committee Member of APA, Division 53. His primary professional/research expertise, or other important background/expertise as is relevant to the activity's task (1-3 sentences) Dr. Vance's professional experiences have centered on uplifting social justice efforts with scientific evidence, while also ensuring scientific advancements are analyzed with multicultural considerations. His expertise lies in multivariate identity development, extensively working with individuals from marginalized backgrounds. His clinical and research-based practices examine the nature of stigmatized experiences, concentrating on their implications for psychosocial functioning – such as health and self-concept – and their intersections across axes of inequality.

Reginald Hayes

Staff Officer