

National Workshop and Proceedings on Burnout in the Science, Technology, Engineering, Mathematics, and Medical (STEMM) Workforce

Committee

Reshma Jagsi

Chair

Reshma Jagsi, M.D., D.Phil., is the Lawrence Davis Professor and Chair of the Department of Radiation Oncology at Emory University. Author of over 450 articles, including multiple high-impact studies in journals such as the New England Journal of Medicine and JAMA, her research to promote gender equity has been funded by R01 grants and a U54 from the National Institutes of Health and philanthropic foundations. In addition to investigating women's under-representation in senior positions in academic medicine and the mechanisms that must be targeted to promote equity, she is an internationally recognized clinical trialist, bioethicist, and health services researcher focused on strengthening autonomy and equity for patients with breast cancer. Her contributions have been recognized with her election to the American Society of Clinical Investigation and Association of American Physicians, the Leadership Award of the AAMC's Group on Women in Medicine and Science, LEAD Oncology's Woman of the Year Award, AMWA's Woman in Science Award, AMSA's Women Leaders Award, and AAWR's Marie Curie Award. A graduate of Harvard University (where she received an A.B. in government summa cum laude and graduated first in her class), Harvard Medical School, and the University of Oxford (where she received her D.Phil. as a Marshall Scholar), she is a fellow of the AAAS, ASCO, ASTRO, AAWR, and the Hastings Center.

Kelley Bonner

Member

Kelley Bonner leads Burn Bright Consulting, a consultancy specializing in developing customized plans to address burnout and enhance workplace safety and wellness. Prior to this, she was the Workplace Violence Prevention and Response Program Manager at NOAA and a Specialist for the Primary Prevention of Violence in the United States Air Force (2017-2018). Kelley's expertise lies in developing actionable strategies for workplace safety, including burnout prevention, employee wellness, stress management, fatigue management, and sexual assault/sexual harassment prevention. She has successfully managed large-scale programs and created the first comprehensive SASH prevention platform at NOAA. Kelley is certified in mindfulness, compassion fatigue, resiliency, workplace violence, and psychological safety. Her work has been recognized as "revolutionary" by Anita Hill and "a benchmark in her field" by the Pentagon. Kelley served on the Gender Policy Committee for the White House and the International Women's Economic Security Council, aiding the Biden Administration in developing a national framework for workplace safety. She's been endorsed by the National Academy of Science (NAS) as a thought leader on SASH and has been a speaker at several national events and an active participant in their Action Collaborative (2018-2022), co-leading their evaluation working group. Kelley is a Licensed Clinical Trauma Professional with additional certifications as a Master Resiliency Trainer, Green Dot Implementer, Mindfulness Trainer, and Emotional Intelligence Practitioner, and she has trained in Post Traumatic Growth and Acceptance and Commitment Therapy. She earned her Clinical Compassion Fatigue Certification in 2018.

Elena Fuentes-Afflick

Member

Elena Fuentes-Afflick, MD, MPH, is Vice Dean for the UCSF School of Medicine at Zuckerberg San Francisco General Hospital and Professor of Pediatrics at the University of California, San Francisco. Dr. Fuentes-Afflick obtained her undergraduate and medical degrees at the University of Michigan and a Master's in Public Health (Epidemiology) from the University of California, Berkeley. She completed her Pediatric residency and chief residency at UCSF, followed by a research fellowship at the Phillip R. Lee Institute for Health Policy Studies at UCSF. In 2011, Dr. Fuentes-Afflick completed a Fellowship in Leadership through the Executive Leadership in Academic Medicine (ELAM) program. Dr. Fuentes-Afflick's scholarly work has focused on the broad themes of Latino health, acculturation, immigrant health, health disparities, faculty misconduct, faculty development, and diversity in academic medicine. She has outlined strategies to advance diversity in pediatrics and academic medicine. Dr. Fuentes-Afflick has served in national Pediatric leadership roles for the Society for Pediatric Research (Council and President) and the American Pediatric Society (Council and President). In 2010, Dr. Fuentes-Afflick was elected to membership in the National Academy of Medicine and has served on numerous consensus committees, the Membership Committee, the Diversity Committee, was elected to the Governing Council, the Executive Committee of Council, and was elected Home Secretary. In 2020, Dr. Fuentes-Afflick was elected to the American Academy of Arts and Sciences. In 2023, she was awarded the Joseph W. St. Geme, Jr. award from the Federation of Pediatric Organizations for sustained, impactful contributions to child health.

Lonnie Golden

Member

Dr. Golden is a Professor of Economics and Labor & Human Resources at Penn State University, Abington College. His Ph.D. from the University of Illinois was in Economics, focusing on Labor Economics. His research analyzes trends, patterns, determinants, and consequences of hours of work and nonstandard employment in labor markets, organizations, households, and individuals. Specifically, his research focuses on: measuring employment/job quality, underemployment and over-employment mismatches, overtime work, part-time work, work schedules, labor and workplace flexibility, and outcomes such as overwork, health, earnings differentials/disparities, happiness, work-family time balance, and personal time-use; and relevant policies such as the Fair Labor Standards Act, Fair Workweek (predictive/secure scheduling), overtime regulations, paid leaves, independent contracting work, and work-sharing/STC. He has co-edited two books, *Working Time and Nonstandard Employment*, and numerous papers and scholarly articles in leading academic journals such as *Industrial Relations*, *Monthly Labor Review*, *Health Affairs*, *Cambridge Journal of Economics*, and *Journal of Economic and Family Issues*. He has received grants or commissions from the Urban Institute (including WorkRise), the International Labor Organization in Geneva, the Economic Policy Institute, and the Center for Law and Social Policy in DC. He is affiliated with the Project for Middle-Class Renewal at the University of Illinois School of Labor and Employment Relations and with the Work-Family Research Network.

Alicia Kowalski

Member

Alicia Kowalski, MD, is a full-time professor of anesthesiology at The University of Texas MD Anderson Cancer Center, where her academic passion is promoting and supporting professional engagement and career sustainability for individuals and organizations in healthcare and has multiple peer-reviewed publications in this realm. This fervor led her to obtain her Chief Wellness Officer certification from Stanford. At her organization, she served as the sole Clinical Faculty Representative to the institutional council CREWS (Career Resiliency Engagement Wellness & Sustainability) during its entire existence, helped implement a robust infrastructure to support professional wellbeing across all communities, and served as the University of Texas MD Anderson liaison to the University of Texas System Task Force for Physician Wellbeing. Currently, Dr. Kowalski is the lead instructor of the Chief Wellness Officer Training and Certification Program through a collaboration with The Institute of Physician Wellness. Additionally, she founded and chairs a national symposium, Burnout to Brilliance, a CME-accredited conference for Physician Wellbeing and Career Sustainability, which earned Congressional Recognition. She and her sister founded the Charles S. DeJohn, MD, PhD Scholarship fund for physician education for wellness and career sustainability. Dr. Kowalski participated in the Veterans' Administration Executive Management Fellowship through Congress as a mentor to establish CWOs at numerous VA locations across the country.

In her free time, she enjoys doing artwork and was the 2019 Physician Spokesperson for The Arts of Healing.

Additional training Dr. Kowalski has undergone includes:

- o CWO Certification through Stanford University
- o Coaching Certification through Coach Rice, a partnership between MDACC and the Doerr Institute for New Leaders at Rice University, with accreditation from the International Coaching Federation
- o Physician Executive Certification through the American Association for Physician Leadership
- o Women in Healthcare Leadership Certification through Harvard University
- o Physician Leadership and Medical Management Certification through the American Association of Physician Leadership

Jose A. Pagan

Member

Dr. José A. Pagán is Chair and Professor of the Department of Public Health Policy and Management at the School of Global Public Health, New York University. He is also Chair of the Board of Directors of NYC Health + Hospitals, the largest public healthcare system in the United States. Dr. Pagán is a Member of the National Academy of Medicine. He has led research, implementation, and evaluation projects on the redesign of health care delivery and payment systems. He is interested in population health management, health care payment and delivery system reform, and the social determinants of health. He also served as Chair of the National Advisory Committee of the Robert Wood Johnson Foundation's Health Policy Research Scholars and was a member of the Board of Directors of the Interdisciplinary Association for Population Health Science and the American Society of Health Economists. Dr. Pagán received his Ph.D. in economics from the University of New Mexico.