



## *Protecting Diversity, Equity, and Inclusion in Higher Education and the Workforce: A Workshop*

*May 1 and 2, 2023*

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### SESSION I: THE HISTORY OF DIVERSITY, EQUITY, AND INCLUSION

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#### **William Owen, Jr., MD, FACP** – Society to Improve Diagnosis in Medicine

William F. Owen, Jr., M.D., FACP is a seasoned leader of domestic and international academic health systems (AHS). He is newly retired Chief Strategy & Innovation Officer, Society to Improve Diagnosis in Medicine dedicated to reducing harm from diagnostic error. Dr. Owen's career as a C-suite executive began as 10th Chancellor, University of Tennessee's (UTN) Health Science Centers and inaugural SVP. He oversaw TN's flagship health system of six graduate schools, nationally ranked hospitals (e.g., St Jude Children's Hosp.), and faculty practice within a \$370 MM/yr system. He next served as 3rd President, University of Medicine & Dentistry of New Jersey (UMDNJ), a \$1.7 BB flagship healthcare and education system with 3 medical schools, 5 terminal degree health colleges, and nationally ranked hospitals (e.g., Rbt. Wood Johnson Hosp). Before merging, with Rutgers and Rowan universities, UMDNJ was the US' largest free-standing AHS. Subsequently, Sheika Moza (Qatar) appointed Dr. Owen inaugural CEO of Sidra Medical & Research Ctr., commissioning its services for women and children in Middle East & No. Africa with \$1.3 BB/yr. Sidra was principal international site for Weill Cornell. On return to US, he was Chancellor & Dean, Ross University School of Medicine, US' 2nd largest and most diverse majority-serving medical school with P&L authority over \$250 MM/yr. As an individual, Dr. Owen was staff at Harvard's Brigham & Women's Hospital for 19 years. Thereafter, he was inaugural Director at Duke's renal outcomes institute. He was a tenured professor of medicine sequentially at Duke, UTN, and Am University of Caribbean. He was Visiting Scholar, Duke's Fuqua School of Business and a Visiting Professor, Imperial College London's Institute of Global Health Innovation. He was Chief Scientist, Baxter Int's renal business with a \$260 MM budget, where he oversaw development of a novel Medicare medication. He's received continuous Federal grant support for research in cellular immunology and healthcare quality. He's authored over 180 articles, chapters, books, and Federally-certified clinical practice guidelines. Dr. Owen was inaugural health policy advisor to Dr. J Michael Adams, President, Int Assoc of University Presidents, an NGO deemed UN advisory status. He is past President of Renal Physicians Assoc, and a Director, Assoc Academic Health Centers. His Federal services include Medicare Coverage Advisory Committee and Scientific Councilor for NIH's Warren Magnuson Hosp. A recipient of numerous honors, Dr. Owen is recognized in Congressional Record, featured in Ebony Magazine, Scroll of Merit recipient from National Medical Assoc, Board

Chair of White House Healthcare Hero organization, and cited in America's Top Doctors and Top African American Leaders in Healthcare. Dr. Owen graduated from Phillips Academy, Brown University, and Tufts University (MD high honors and Board of Advisors). He is certified in internal medicine and nephrology from Brigham & Women's Hospital and was a Rbt Wood Johnson Foundation Fellow. He is father to 2 adult children and resides with his wife in Durham, NC. Dr. Owen is an R&B audiophile reflecting a childhood in Memphis near Beale Street, Sun Records, and Stax Records.

**William McDade, MD, PhD** – Accreditation Council of Graduate Medical Education

William McDade, MD, PhD is the Chief Diversity, Equity, and Inclusion Officer for the Accreditation Council for Graduate Medical Education (ACGME) and adjunct professor of Anesthesiology at Rush Medical College. Prior to that, he was Executive Vice-President/Chief Academic Officer for the Ochsner Health System and adjunct professor at the University of Queensland; Professor of Anesthesia and Critical Care at the University of Chicago, Associate Dean for Multicultural Affairs at the Pritzker School of Medicine; and Deputy Provost for Research and Minority Issues for the University of Chicago. He is founder of the James E. Bowman Society at the University of Chicago whose focus is on achieving diversity in academic excellence and the elimination of health inequities. Dr. McDade has been a past-president and board chair of the Chicago Medical Society and Illinois State Medical Society; and president of the Cook County Physicians Association, Chicago Society of Anesthesiologists and the Prairie State Medical Society. He has served as Chair of the National Medical Association's Anesthesiology Section and the American Medical Association's Council on Medical Education. He served on the US Department of Education's National Committee on Foreign Medical Education and Accreditation; and has been a representative to the Coalition for Physician Accountability; a board member for the National Board of Medical Examiners and for the ACGME, where he chaired the Taskforce on Diversity in Graduate Medical Education; and, has served as a member of the Board of Trustees of the American Medical Association and on the Executive Committee of the Board of the Joint Commission. Dr. McDade is a board-certified Anesthesiologist having graduated from Pritzker's Medical Scientist Training Program earning a PhD in Biophysics and Theoretical Biology. He completed his internship in internal medicine at UChicago and residency at the Massachusetts General Hospital. He is a member of AOA and the Bucksbaum Institute for Clinical Excellence.

**Louis W. Sullivan, MD** – Sullivan Alliance to Transform America's Health Professions

Louis W. Sullivan, M.D., is chairman of the Washington, D.C.-based Sullivan Alliance to Transform America's Health Professions. He served as chair of the President's Commission on Historically Black Colleges and Universities from 2002-2009 and was co-chair of the President's Commission on HIV and AIDS from 2001-2006. As secretary of Health and Human Services (HHS) from 1989 to 1993, he released Healthy People 2000 (a blueprint for health promotion/disease prevention), waged a vigorous campaign against tobacco use, urged increased seat belt use in vehicles, and improved FDA food labels. In 1975 Dr. Sullivan was the founding dean and president of Morehouse School of Medicine (MSM) serving for more than two decades. He is now President Emeritus. A native of Atlanta, Dr. Sullivan graduated magna cum laude from Morehouse College and earned his medical degree, cum laude, from Boston University School of Medicine. His postgraduate training included internship and residency in internal medicine at New York Hospital – Cornell Medical Center (1958-60), a clinical fellowship in pathology at Massachusetts General Hospital (1960-61), and a research fellowship in hematology at the Thorndike Memorial Laboratory of Harvard Medical School, Boston City Hospital (1961-63). He is certified in internal medicine and hematology. He has served on the

faculties of Harvard Medical School, the University of Medicine and Dentistry of New Jersey and Boston University School of Medicine. He is the author (with Marybeth Gasman) of (a) *The Morehouse Mystique: Becoming a Doctor at the Nation's Newest African American Medical School*, published in 2012 by the Johns Hopkins University Press and his autobiography (b) *Breaking Ground: My Life in Medicine* (with David Chanoff), published in 2014 by the University of Georgia Press. He and his wife, attorney E. Ginger Sullivan, have three children: Paul Sullivan, MD, a radiologist on the faculty of the University of Texas-Southwestern School of Medicine (Dallas); Shanta Sullivan, an actress (Los Angeles) and Halsted Sullivan, Executive Producer of *Central Park*, an animated movie on Apple-TV (Los Angeles).

**Johnathan Feingold, Esq** – Boston University, School of Law

Jonathan Feingold is an associate professor at Boston University School of Law. Prof. Feingold's scholarship explores the relationship between race, law, and the mind sciences. Much of his recent work asks how and why antidiscrimination law, including equal protection doctrine, reinforces and reproduces racial hierarchy. Representative publications include *SFFA v. Harvard: How Affirmative Action Myths Mask White Bonus, Reclaiming Equality: How Regressive Laws Can Advance Progressive Ends*, and *All (Poor) Lives Matter: How Class-Not-Race Logic Reinscribes Race and Class Privilege*. Prof. Feingold hosts the #RaceClass podcast. Before joining BU Law, Prof. Feingold served as special assistant to the vice chancellor for equity, diversity & inclusion at the University of California, Los Angeles and was a research fellow in BruinX, a research and development team within the Office of Equity, Diversity & Inclusion. Prof. Feingold received his BA from Vassar College and holds a JD from UCLA School of Law, where he specialized in critical race studies. After law school, he joined Sidley Austin LLP before clerking for Richard C. Wesley of the U.S. Court of Appeals for the Second Circuit and Dale S. Fischer of the U.S. District Court for the Central District of California.

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**SESSION II:**

**STRATEGIES FOR A DIVERSE UNDERGRADUATE STUDENT POPULATION**

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**Lamont Terrell, PhD** – GSK plc

Dr. Terrell graduated salutatorian from Texas Southern University as a Fredrick Douglas honor scholar earning a B.S degree in chemistry in 1995. While at TSU, his life as a research scientist began doing undergraduate research focusing on the synthesis of inorganic compounds with environmental applications. He earned his Ph.D. in 2001 in organic chemistry from Michigan State University under the direction and guidance of Professor Robert Maleczka. His graduate studies consisted of the total synthesis of the antiluekemic natural product amphidinolide A and the development of catalytic tin hydride reactions. Upon completion of his graduate studies at MSU, he continued his synthetic training with a two-year postdoctoral stint with Professor Barry Trost at Stanford University. The focus of his postdoctoral studies was the development of a catalytic dinuclear zinc asymmetric Mannich reaction. He began his career in drug discovery as a medicinal chemist at GlaxoSmithKline in 2003 in their cardiovascular medicinal chemistry group. He spent 11 years doing small molecule lead optimization primarily focusing on cardiovascular disease targets. Outside of leading science, Lamont is passionately involved with community and outreach efforts. He has been involved with the recruitment of scientists at all levels into the chemistry community. He leads the GSK chemistry recruitment team for minority conferences and serves as the lead for the African American Alliance employee resource group in the Delaware Valley. He is a leader in GSK's inclusion and diversity efforts and a member of the R&D Inclusion council. In 2017, he

decided to step away from doing science to lead the US R&D Early Talent Programs and head GSK's diversity recruitment initiative for the US Pharma R&D business.

**Emily Roper-Doten** – Franklin W. Olin College of Engineering

Emily Roper-Doten rejoined Olin College of Engineering as Dean of Admission and Financial Aid in June 2015, she originally served Assistant Direct of Admission at Olin from 2004-2006. Emily is responsible for leading the college's student-centered, innovative, and inclusive enrollment function, as well as developing and implementing strategies for recruiting and funding Olin students. Among her areas of responsibility are managing the process of candidate evaluation, selection and conversion; the analysis of data to shape the strategic direction of her department; linking budgets and expenditures to measurable outcomes; representing the college at local, regional, and national events; developing relationships with counselors and teachers; and managing the college's nearly \$12 million dollar merit and need-based financial aid program. Prior to rejoining the Olin community Emily served as Associate Director of Admissions and Director of Engineering Recruitment at Tufts University where she directed all recruitment for the School of Engineering resulting in an increase in the size and strength of the applicant pool. Additionally, she served on the department management team in charge of yield and financial aid modeling, chaired regional and engineering selection committees and led the 3,500 volunteers in the Tufts Alumni Admissions Program. Emily received her M.A. with distinction from Boston College in Higher Education Administration and her B.A., *Magna cum laude*, in Educational Studies and Theater from Colgate University. She is a member of the National Association for College Admission Counseling (NACAC), serves on the steering committee for the College Admission Collaborative Highlighting Engineering and Technology (CACHET) and is on the New England Association for College Admission Counseling (NEACAC) Governing Board as an Assembly Delegate and faculty member for the NEACAC Summer Institute for new admission professionals.

**Phillip S. Dunston, PhD** – Purdue University (invited)

**Gary Clark, Jr., PhD** – University of California, Los Angeles

Gary has served in the college admission profession for 24 years and currently serves as the Interim Vice Provost of Enrollment Management and Executive Director of Undergraduate Admission at UCLA. The Enrollment Management division includes the Office of Undergraduate Admission, Financial Aid and Scholarships, Strategic Partnerships & Community Engagement, Early Academic Outreach Program, and BruinCorps. As a division, Enrollment Management is dedicated to providing prospective students with the highest quality experience at every point of contact in UCLA's recruitment, admission and enrollment process. Prior to joining UCLA in 2012, he served in admission roles at the University of Southern California, Pitzer College, The College of William & Mary and Christopher Newport University. He earned his bachelor's degree from Christopher Newport University (VA) and master's degree in education from Claremont Graduate University (CA).

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**SESSION III:**

**TACKLING INCLUSION IN GRADUATE ADMISSIONS**

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**Ian Henry, PhD** – Procter & Gamble

Dr. Henry is a section head in R&D at Procter & Gamble. A native of Marion, IN, Ian earned his

B.A. in chemistry from Earlham College in 2001 and a Ph.D. in Analytical Chemistry from Purdue University in 2008, where he studied under Dr. M. Daniel Raftery. Currently, Ian leads the Analytical group for P&G's global Feminine Care business. Prior to Feminine Care, Ian led the Qualitative Mass Spectrometry group in the Trace Analysis Capability and the Analytical Digital Platforms group in corporate R&D. An analytical chemist with a background in bioanalytical NMR Spectroscopy, Ian started his P&G journey in the Beauty business, supporting innovation programs for brands such as Olay, Safeguard, Pantene and Head & Shoulders. During his tenure in Beauty, he was an original member of the Centric Team, a grassroots-led group of black Ph.D. scientists who led fundamental hair studies and value proposition creation that resulted in the startup of focused product initiatives for Consumers of African-Ancestry, most notably Pantene Gold Series, H&S Royal Oils and, more recently, the My Black Is Beautiful brand. The team's work earned both CTO Pathfinder and P&G Diversity and Inclusion Award honors. In 2016, Ian was selected as a Great Leader Under 40 by LEAD Cincinnati. Beyond work, Ian is the Vice President of the Cincinnati Chapter of NOBCChE and active in the local Cincinnati Section of the ACS, where he is involved in STEM outreach throughout the greater Cincinnati region. Since 2012, Ian has been a member of the Board of Trustees at Earlham College, where he leads the Diversity Committee. He is also a mentor in the Big Brothers Big Sisters program, serving since 2010.

**Scott Barolo, PhD** – University of Michigan (accepted)

**Linda Sealy, PhD** – Vanderbilt University, School of Medicine

Dr. Sealy has been actively involved in addressing the disparities in Ph.D. degrees in biomedical sciences awarded to underrepresented minorities for over 20 years. As a biomedical researcher, she has had a long standing interest in Cancer Biology and Ras signaling, dating back to when she first characterized the ErbB oncogene as a postdoctoral fellow in the lab of Nobel laureate, Mike Bishop. Her laboratory at Vanderbilt focused on the study of transcription factors, particularly C/EBPbeta and its role in controlling senescence or growth and metastasis of breast cancer cells. Through her own students, including both African American and Hispanic women who obtained their Ph.Ds with Dr. Sealy, she learned first hand of the difficulties URM students face in preparing for and persevering toward a Ph.D. degree. Dr. Sealy has been part of the IMSD program since its inception at Vanderbilt as a postbac program in 2000. In 2007, when the Vanderbilt IMSD program transitioned to a graduate program, Dr. Sealy served as co-director and most recently, director. Over the past dozen years through the IMSD program and her own research lab, she has taught and/or mentored nearly 100 URM students at all phases of their pre-graduate/graduate training. She is particularly proud of the effort began in 2007 to transform graduate admissions from a numbers-based process to a holistic one. Under her guidance the IMSD program at Vanderbilt has become multi-faceted, offering offering academic support, leadership training, career development, and extensive, careful mentoring at all stages.

**Emily Miller, PhD** – Association of American Universities

Emily Miller has served at AAU since November 2012. As the Deputy Vice President for Institutional Policy, she has primary responsibilities for collaborating with member campuses on institutional policy efforts related to undergraduate and graduate education. She directs the AAU Undergraduate STEM Education Initiative, the PhD education initiative, and other grant-funded projects. She also staffs AAU's STEM Network and Association of Graduate Schools constituent groups and serves as liaison to the AAU Arts & Science Deans group. Previously, Emily was a research and curriculum specialist for the Association for Community College Trustees, an assistant

director of career services at Tufts University, worked in alumni relations at Harvard Business School, and collaborated with the Association of Governing Boards. Emily has published on the topics of post-secondary institutional leadership, specifically as it relates to governance and administration; organizational change in universities and colleges; and higher education policy. She is also a professional lecturer of higher education at The George Washington University. Emily 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.

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**SESSION IV:  
APPROACHES IN PROFESSIONAL SCHOOL ADMISSIONS**

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**Cedric Bright, MD** – East Carolina University

Dr. Cedric M. Bright is the Associate Dean for Admissions, Professor of Internal Medicine, and the interim Associate Dean of Diversity and Inclusion at the Brody School of Medicine in Greenville NC. He served as President of the National Medical Association from 2011 to 2012, advocating in the White House for health equity, increased diversity in clinical trials, and increasing the pipeline of students of color into health careers. He is a member of AOA, the Order of the Golden Fleece and serves on the boards of the National Medical Fellowship Inc. as well as the W. Montague Cobb Health Policy Institute. He serves on the roundtable of Black Men and Women in STEM for the National Academy of Science, Engineering and Medicine and has presented numerous grand rounds on the impact of Covid 19 on the black community.

**Marja Hurley, MD, FASBMR** – University of Connecticut

Dr. Marja Hurley is a UConn Board of Trustees Distinguished Professor, and tenured Professor of Medicine and Orthopedics at the UConn School of Medicine. Dr. Hurley has made outstanding contributions as a physician scientist, educator and administrator at UConn Health and received local, national and international recognition and awards for her accomplishments in several of these domains. These include election to the Connecticut Academy of Science and Engineering; elected Fellow of the American Society for Bone and Mineral Research; Chair of the International FGF Gordon Conference; recipient of the University of Connecticut School of Medicine Distinguished Alumni Award; recipient of the prestigious Lawrence G Raisz Esteemed Award from the American Society for Bone Mineral Research for preclinical translational research; UConn Health Board of Directors Faculty Recognition Award and the Neag Medal of Honor. She also received the University of Connecticut first Martin Luther King Award for Achievement in Science and was recognized as one of the outstanding women in 100 years at the University of Connecticut. Dr. Hurley was the winner of the Connecticut Technology Council Women of Innovation and Leadership Award and she also serves as liaison to the AAMC Group on Women in Medicine and Science. In recognition of her contributions to educational equity, Dr. Hurley has received numerous awards including the first New England Board of Higher Education Award for innovation and excellence in higher education; the West Indian Foundation Community Service Award; the Community Service Award from the Capital Area Health Consortium and the Distinguished Service Award from the Foundation for Educational Achievement at Central Connecticut State University. She was also appointed a Commissioner of the Connecticut Legislative Commission on Health Equity.

**Karen Cox, PhD, RN, FACHE, FAAN – Chamberlain University Nursing school – Chamberlin Nursing School**

As president of Chamberlain University since July 2018, Karen Cox provides leadership and support for all facets of the organization, which serves more than 38,000 students across 23 campuses as well as online programs. She co-authored the Social Determinants of Learning™, Chamberlain's research-based framework to inform and advance nationwide efforts to create a pipeline of more diverse students entering the nursing profession. Previously, she served as executive vice president and chief operating officer of Children's Mercy - Kansas City, an independent academic medical center. During her more than 30 years with that organization, she also served as senior vice president for patient care services and as chief nursing officer. Additionally, she led the organization to its Magnet designation — a credential signaling excellence in nursing — in 2003. Children's Mercy was the first hospital in its region to receive such recognition. Dr. Cox began her healthcare career as a licensed practical nurse and has distinguished herself in the fields of nursing leadership and nursing education. A Robert Wood Johnson Executive Nurse Fellow (1999-2002), she was later appointed to a term on the National Advisory Council on Nurse Education and Practice, U.S. Health and Human Services (2006-2011). Cox also served as board chair of the National Initiative for Children's Health Quality, as board member and chair of the Health Care Foundation of Greater Kansas City Board of Directors (2009-2015) and was an inaugural member of the National League for Nursing Foundation Advisory Council (2016-present). She was elected to the American Hospital Association, Section on Maternal and Child Health Governing Council (2013-2016) and was appointed to the Children's Hospital Association, Child Health Committee (2013-2017). An innovator in practice, she received a 2015 American Academy of Nursing Edge Runner award for her work promoting leadership among staff nurses. Dr. Cox is a fellow and past president of the American Academy of Nursing and a fellow in the American College of Health Care Executives. She holds a bachelor's degree in nursing from the University of Kansas and master's and PhD degrees in nursing from the University of Missouri, Kansas City.

**Lisa Greenhill, EdD – American Association of Veterinary Medical Colleges**

Dr. Lisa M. Greenhill originally joined the AAVMC in 1996 and has worked for the association on three separate occasions. Most recently, she joined the AAVMC in 2004 as the Associate Executive Director for Institutional Research and Diversity before becoming Senior Director for Institutional Research and Chief Diversity Officer. Her work primarily focuses on the ongoing development and implementation of the DiVersity Matters initiative at the national and local levels as well as promoting the veterinary medical profession within underrepresented and marginalized communities. Lisa also directs the association's national research agenda. She collects and analyzes data and produces reports related to academic veterinary medicine to include the applicant pool, enrollment, institutional economic impact and diversity. Previously, she worked as a Research Associate at the American Indian Higher Education Consortium and as the Legislative Manager for the Association of Women's Health, Obstetric and Neonatal Nurses. She earned a master's degree in Public Administration (with a specialization in health policy) from George Mason in Fairfax, Va. and an EdD in Higher Education Administration and Organizational Change from Benedictine University. Lisa is the mother of an adult daughter and the owner of a fun-loving terrier mix. She also currently runs a blog about adoption in communities of color.

**Roderic Pettigrew, MD – Texas A and M University**

Roderic I. Pettigrew, PhD, MD, serves as chief executive officer (CEO) of Engineering Health (EnHealth) and executive dean for Engineering Medicine (EnMed) at Texas A&M University, in partnership with Houston Methodist Hospital. Dr. Pettigrew also holds the endowed Robert A. Welch Chair in Medicine. EnHealth is the nation's first comprehensive educational program to fully integrate engineering into all health-related disciplines. EnMed is the nation's first four-year, fully integrated engineering and medical education curriculum leading to both an MD and master's degree in engineering in four years. An internationally recognized leader in biomedical imaging and bioengineering, Dr. Pettigrew served for 15 years as the founding director for the National Institute of Biomedical Imaging and Bioengineering (NIBIB) at National Institutes of Health (NIH). Prior to his appointment at the NIH, he joined Emory University School of Medicine as professor of radiology and medicine (cardiology) and Georgia Institute of Technology as professor of bioengineering. He is known for pioneering work in four-dimensional imaging of the cardiovascular system using magnetic resonance imaging (MRI). Dr. Pettigrew has been elected to membership in the National Academy of Medicine, the National Academy of Engineering (NAE), the National Academy of Inventors, the American Academy of Arts and Sciences, and the National Academy of Sciences, India. His awards include gold medals from the Academy of Radiology Research and the Radiological Society of North America, the Arthur M. Bueche Award from the NAE and the Vannevar Bush Award from the National Science Board. He is a graduate of Morehouse College as a Merrill Scholar (BS in physics), Massachusetts Institute of Technology (MIT) as a Whitaker HST fellow (PhD in radiation physics), the Leonard M. Miller School of Medicine at the University of Miami (MD), and completed residency training at UC-San Diego.

**Steve Gay, MD** - University of Michigan, Medical School

Dr. Gay is an Associate Professor of Internal Medicine, Medical Director of Critical Care Support Services, and the Assistant Dean for Medical School Admissions at the University of Michigan in Ann Arbor, Michigan. His clinical and research interests include medical education, outcomes, and treatments for end-stage lung disease, lung transplantation, interventional bronchoscopy, and the evaluation of unexplained dyspnea. Dr. Gay is board certified in pulmonary medicine, and critical care medicine. He received his undergraduate degree from Yale University and received his medical degree at the University of Illinois at Chicago College of Medicine. He served his internship and residency in internal medicine at Michael Reese Medical Center in Chicago. After completing a fellowship in pulmonary and critical care medicine at the University of Michigan Medical Center, Dr. Gay earned a master's degree in clinical study design and biostatistics at the University of Michigan School of Public Health, Ann Arbor. Dr. Gay is a member of the American Thoracic Society, the American Association of Medical Colleges, and has served as a consultant to the FDA Advisory Committee on Pulmonary and Allergy Medications.

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**SESSION V:  
ADDRESSING DIVERSITY IN PATHWAY PROGRAMS**

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**Bonzo Reddick, MD, MPH, FAAFP** – Georgia Department of Public Health/Mercer University School of Medicine

Dr. Reddick has served MUSM as associate dean of diversity, equity and inclusion and professor of community medicine and family medicine on the School's Savannah campus. A Savannah native, Dr. Reddick earned his Bachelor of Science from Morehouse College and Doctor of Medicine from Morehouse School of Medicine. He completed his family medicine residency, career development fellowship and Master of Public Health at the University of North Carolina at Chapel Hill with an



added interdisciplinary certificate in health disparities. He currently practices at the J.C. Lewis Primary Health Care Center, a federally qualified health center and healthcare for the homeless designation site, in Savannah. Dr. Reddick's professional interests include use of test-enhanced learning to improve academic performance and medical knowledge; prevention, early diagnosis and management of HIV and Hepatitis C in primary care; and application and teaching of social determinants of health in medical education.

**Rosalind C. Gregory-Bass, MD, MS – Spelman College**

Dr. Rosalind Gregory-Bass is chair and an assistant professor in the Environmental and Health Sciences Program. She is also the director of the Health Careers Program at Spelman College. She completed her undergraduate education at Spelman graduating cum laude with a bachelor of science degree in biology in 1992. Interested in musculoskeletal anatomy and physiology, she attended the University of Wisconsin-Madison, becoming the first African-American woman to receive her master's degree for the department in 1994. While in graduate school, Dr. Gregory-Bass developed an interest in not only the basic science perspective of musculoskeletal anatomy and physiology, but desired a clinical perspective as well. She was accepted to the University of Wisconsin-Madison Medical School and received her M.D. in 1999. She completed an internal medicine internship at Union Memorial Hospital in Baltimore, Maryland, and a residency in physical medicine and rehabilitation at Eastern Virginia Medical School. In her last year of residency, she became the department's first African-American chief resident. Never losing sight of her first two loves, research and teaching, she began a post-doctoral research fellowship at Morehouse School of Medicine in Atlanta. Her research focused on understanding the molecular mechanisms regulating ovarian cancer growth and development. Her basic science and clinical research interests to date focus on women's health and development of pipeline programs that foster biomedical graduate and professional educational opportunities for women of color. In addition to her role as a professor in the Environmental and Health Sciences Program, she also serves as the director of the Health Careers Program.

**Christopher Davies – Genentech (accepted)**

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**12:05 PM – 12:15 PM Break**

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**SESSION VI:  
THE ECONOMICS OF REVERSING DE&I INITIATIVES**

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**Stacy Hawkins, Esq – Rutgers Law School**

Professor Hawkins teaches courses in Constitutional Law, Employment Law and an original seminar on Diversity and the Law. Her scholarship focuses on the intersection of law and diversity and has been published in the Fordham Law Review, the University of Pennsylvania Journal of Constitutional Law, the Michigan Journal of Race and Law, UCLA Law Review Discourse and the Columbia Journal of Race and Law, among others. She is a recognized expert on employment law and diversity and has been interviewed or quoted in various news outlets, including TIME, The Washington Post, Wall Street Journal, the Courier Post, Law 360 and Philadelphia Magazine. She is an experienced

employment lawyer and diversity professional. Prior to law teaching, Professor Hawkins spent more than a decade in private practice advising clients in both the public and private sector on the development and implementation of legally defensible diversity policies and programs. She served as Special Diversity Counsel to Holland & Knight, LLP and was the first Diversity Director for Ballard Spahr, LLP. As a management side employment lawyer, Professor Hawkins has counseled and defended employers in a wide range of legal matters, including labor relations, employment discrimination, wage and hour compliance, and affirmative action planning. She has held or holds a number of professional and civic appointments, including as an Advisory Board Member of the Public Interest Law Center, as an inaugural member of the Pennsylvania Bar Association Diversity Team, and as a member of the Board of the Philadelphia Diversity Law Group. Professor Hawkins earned her B.A. from the University of Virginia and her J.D. from the Georgetown University Law Center where she was the national champion of the 1996 Frederick Douglass Moot Court Competition.

**Tamara Dunn, MD** – Stanford University, School of Medicine **(accepted)**

**Scott Page, PhD** – University of Michigan, Ross School of Business

Scott E Page's research focuses on the function of diversity in complex social systems, the potential for collective intelligence, and the design of institutions for meeting the challenges of a complex world. A recipient of a Guggenheim Fellowship, a fellowship at the Center for Advanced Studies in the Behavioral Sciences at Stanford, Scott was elected a fellow of the American Academy of Arts and Sciences in 2011, and in 2019, he was awarded a Distinguished University Professorship from the University of Michigan, the university's highest academic honor. He is a member of the Science Board at the Santa Fe Institute. He is the author of more than one hundred research papers in a variety of fields including: game theory, economics, political theory, formal political science, sociology, psychology, philosophy, physics, public health, geography, computer science, and management. In 2021, he helped to launch and now edits the Journal of Collective Intelligence. His fifth book, *The Model Thinker*, was published by Basic Books in November 2018, and has been an Amazon Best Seller in more than ten categories and is being translated into five languages. His previous books include, the Axios award winning, *The Diversity Bonus*, published in September 2017 with Princeton University Press and the Mellon Foundation, *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies* (2008), and *Complex Adaptive Social Systems* (2009). Scott has filmed two video series for The Great Courses and his online course Model Thinking has attracted over a million participants. A frequent public speaker, Scott has presented to the CIA, NASA, Bloomberg, Google, Boeing, the IMF, Genentech, Gilead, and AT Kearney. Scott has also been a featured speaker at The New York Times New Work Summit, Google Re:Work, The World Economic Forum – Davos, and The Aspen Ideas Festival. Scott has consulted with the Federal Reserve System, the White House office of Personnel, Yahoo! Ford, DARPA, Procter and Gamble, BlackRock, and AB InBev. A native of Yankee Springs Michigan, Scott holds a BA in mathematics from The University of Michigan, and MA from The University of Wisconsin, and an MS and PhD in managerial economics and decision sciences from the Kellogg School at Northwestern University. Scott lives in Ann Arbor, MI, with his wife, University of Michigan political science professor Jenna Bednar and their dogs Oda and Hildy. Their two sons, Orrie (20) and Cooper (18) attend college at MIT and the School of the Art Institute.