



Understanding the Implications of The SCOTUS Affirmative Action Decision: What Have We Learned, and New Approaches

Wednesday, January 22nd, 2025

Speaker Bios

Symposia Committee Co-chairs

André Churchwell, MD

André L. Churchwell, MD is Senior Advisor to the Chancellor on Inclusion and Community Outreach and the Levi Watkins, Jr. M.D. Chair at Vanderbilt University. He is Professor of Medicine (Cardiology), Professor of Radiology and Radiological Sciences, and Professor of Biomedical Engineering.

He graduated magna cum laude from the Vanderbilt School of Engineering, and received his medical degree from Harvard Medical School. He was the first African American Chief Medical Resident at Grady Memorial Hospital from 1984-1985. He completed his internship, residency and cardiology fellowship at Emory University School of Medicine. In 1991 Dr. Churchwell joined the faculty at Vanderbilt's School of Medicine. Currently he is professor in medicine, radiology, biomedical engineering, and cardiology. He previously served as VU's Vice Chancellor for Equity, Diversity and Inclusion and Chief Diversity Officer, and served in various leadership roles rising to the Chief Diversity Officer for VUMC and Senior Associate Dean for the School of Medicine.

His current role is Senior Advisor to the Chancellor on Inclusion and Community Outreach. His awards include the Walter R. Murray, Jr. Distinguished Alumnus Award from the Association of Black Alumni, the 2010 Distinguished Alumnus Award for the Vanderbilt University School of Engineering, and the 2023 Diamond Award from the Not Alone Foundation. Modern Healthcare named him one of its Top 25 Diversity Leaders, 2023, and he was named Associate Editor,

Circulation. Dr. Churchwell was named to “The Best Doctors in America” 2010-2013, awarded the Professional Research Consultants’ Five-Star Excellence Award—top 10% nationally for “excellent” responses for medical services. In 2014 was named among the Top 15 Most Influential African American Health Educators by Black Health magazine, and in 2022-2023 he was named one of Becker Healthcare’s “Black Health Care Leaders to Know.” He was inducted into the American Institute for Medical and Biological Engineering in 2016.

Clyde Yancy, MD, MSc

Clyde Yancy, MD, MSc is Vice Dean for Diversity and Inclusion, Chief of Cardiology in the Department of Medicine, and Magerstadt Professor, Northwestern University Feinberg School of Medicine. He is Professor of Medicine (Cardiology) and Medical Social Sciences (Determinants of Health). He received his medical degree from Tulane University School of Medicine in New Orleans and completed his post-graduate training in internal medicine and cardiology at Parkland Memorial Hospital and the University of Texas Southwestern Medical Center in Dallas.

Dr Yancy’s research interests are heart failure, clinical guideline generation, outcomes sciences, personalized medicine, and health care disparities. He is extensively published with well over 600 peer-reviewed publications, an H-index of > 100 and annual recognition as one of the most highly cited scientific authors worldwide. Dr Yancy has served as Deputy Editor, JAMA Cardiology, and Senior Section Editor (Heart Failure), Journal of the American College of Cardiology (JACC). He has served on the editorial boards for Circulation, Circulation Heart Failure, the American Heart Journal, and JACC Heart Failure.

Dr Yancy is a Master of the American College of Cardiology (ACC), a Master of the American College of Physicians, a Fellow of the American Heart Association (AHA), a Fellow of the Heart Failure Society of America and a Fellow (Hon.) of the American Society of Preventive Cardiology. He is a member of the National Academy of Medicine.

He has received many awards including the AHA Chairman’s Award for meritorious service and the Mihai Gheorghide Award for Mentorship and the Gary Mecklenburg Distinguished Physician Award (both Northwestern awards) for exemplary professionalism and humanism (2021); the James Herrick Medal (2020) for distinguished achievement in clinical cardiovascular medicine; In 2018 Dr Yancy received two lifetime achievement awards for clinical research from WomenHeart® and for research and leadership in Diversity from the Cardiovascular Research Foundation and Gold Heart Award (2014).

Symposia Committee Members

Randall C. Morgan, Jr., MD, MBA

Randall C. Morgan, Jr., MD, MBA, is the President and CEO of the W. Montague Cobb/NMA Health Institute based in Washington, D.C. In that role he leads a staff of scholars and research specialists who focus upon the elimination of Health Disparities. He is also an active orthopedic surgeon who has practiced in Sarasota and Bradenton, Florida since 2005. He serves as founder and President of University Park Orthopedics in that community. He is also Clinical Associate Professor of Orthopedic Surgery at Florida State School of Medicine and is also a Clinical Associate Professor in the Department of Community Medicine at the University of Connecticut. He is a graduate of Grinnell College with a B.A. in Chemistry. He received the M.D. degree from Howard University. He served as a resident in Orthopedic Surgery at Northwestern University and served a Pediatric Orthopedic Fellowship at Children's Hospital in Cincinnati. He later received an MBA degree from the University of South Florida.

Dr. Morgan served as the 95th President of the National Medical Association during the years 1996 and 1997. He was the first board-certified orthopedic surgeon to hold that position. Dr. Morgan is a true pioneer in his profession and was among the first surgeons to perform total joint replacement surgery at Northwestern University. Dr. Morgan has practiced General Orthopedic Surgery and Pediatric Orthopedics in Evanston, Illinois, and as well in his hometown of Gary, Indiana, for more than 30 years prior to his relocation to Sarasota. With the assistance of his father, Mr. Randall C. Morgan, Sr., he founded the Orthopedic Centers of Northwest Indiana and served as its president from 1975 to 1999. At one time, this was the largest minority-owned orthopedic practice in the United States. He has written and published extensively throughout his career on Orthopedics, Social Responsibility, Health Equity and the Education Pipeline for Underrepresented young scholars. He is a Diplomat of the American Board of Orthopedic Surgery and the American Board of Managed Care Medicine. He is also a Fellow of the American College of Surgeons and a member of Alpha Omega Alpha honorary medical society.

Nicholas Donofrio

NATIONAL ACADEMIES

*Sciences
Engineering
Medicine*

Nick Donofrio is a 44-year IBM veteran who led IBM's technology and innovation strategies from 1997 until his retirement in October 2008. He also was vice chairman of the IBM International Foundation and chairman of the Board of Governors for the IBM Academy of Technology. Donofrio's most recent responsibilities included IBM Research, Governmental Programs, Technical Support & Quality, Corporate Community Relations, as well as Environmental Health & Product Safety. Also reporting to Donofrio were the senior executives responsible for IBM's enterprise on demand transformation. In addition to that strategic business mission, Donofrio led the development and retention of IBM's technical population and enriched that community with a diversity of culture and thought. In 2008 IBM Chairman Sam Palmisano elected Nick IBM Fellow, the company's highest technical honor.

Donofrio is focused sharply on advancing education, employment and career opportunities for underrepresented minorities and women. He served for many years on the Board of Directors for the National Action Council for Minorities in Engineering (NACME) and was NACME's Board chair from 1997 through 2002. He also served for several years on the Board of Directors for INROADS, a non-profit organization focused on the training and development of talented minority youth for professional careers in business and industry. He presently is co-chair of the New York Hall of Science.

In 2005, Donofrio was appointed by the U.S. Department of Education to serve on the Commission on the Future of Higher Education, a 20-member delegation of business and university leaders charged with developing a new national strategy for post-secondary education that will meet the needs of America's diverse population and also address the economic and workforce needs of the country's future.

He is the holder of seven technology patents and is a member of numerous technical and science honor societies. He is a Fellow of the Institute for Electrical and Electronics Engineers, a Fellow of the UK-based Royal Academy of Engineering, a member of the US-based National Academy of Engineering, a Fellow of the American Academy of Arts and Sciences, a member of the Board of Directors for the Bank of New York/Mellon, a member of the Republic of China's Science and Technology Advisory Group Board, a member of the Board of Trustees at Rensselaer Polytechnic Institute, a member of the Board of Directors of Liberty Mutual, a member of the Board of Directors of AMD, a member of the Board of Managers of the Delphi Company, a member of the Board of Trustees of The MITRE Corporation and a Senior Fellow of the Kauffman Foundation. In 2010, Donofrio became a member of the U. S. Secretary of Energy's Advisory Board (SEAB).

Speakers

Panel: What Have We Witnessed and Learned

Art Coleman, JD – EducationCounsel LLC

Art Coleman is a Founding Partner of EducationCounsel LLC, where he provides policy, strategic, and legal counseling services to national non-profit organizations, postsecondary institutions, school districts, and state agencies throughout the country. As a national leader on issues of student and faculty diversity, equity and inclusion, Mr. Coleman supports national non-profit organizations and higher education institutions in their efforts to advance DEI aims in legally sustainable ways, with a focus on mission-aligned objectives and principles of innovation. Mr. Coleman previously served as Deputy Assistant Secretary of the U.S. Department of Education's Office for Civil Rights, where, in the 1990s, he led the Department's development of the Department's Title VI policy on race-conscious financial aid, as well as OCR's first comprehensive Title IX sexual harassment policy guidance.

Mr. Coleman was instrumental in the establishment of the College Board's Access and Diversity Collaborative (ADC) in 2004, which he has helped lead since its inception. He has authored amicus briefs in major U.S. Supreme Court cases, including: *Grutter v. Bollinger* and *Gratz v. Bollinger* (2003); in *Fisher v. University of Texas at Austin* (2013 and 2016); and in *SFFA v. Harvard and UNC* (2023). His advocacy work also includes the development of a federal amicus strategy and numerous briefs on behalf of transgender students who successfully litigated federal court claims throughout the United States.

Mr. Coleman is currently an adjunct professor at the University of Southern California's Rossier School of Education, where he teaches a masters level course on enrollment management law and policy. In 2022, he received the Rossier School's Adjunct Faculty Teaching Award, with the recognition that he is "one of the nation's leading legal voices supporting access, diversity and inclusion."

A former litigator, Mr. Coleman is a 1984 honors graduate of Duke University School of Law and a 1981 Phi Beta Kappa graduate of the University of Virginia. He has testified before the U.S. Senate and the U.S. Commission on Civil Rights. He is member of the Board of Directors of the National Council for State Authorization Reciprocity Agreements (NC-SARA); and a past chairman of the Board of Directors of the Institute for Higher Education Policy. He is also a past member of the Boards of Directors of GLSEN (the Gay, Lesbian, Straight Education Network); and the Lab School of Washington, which serves students with learning differences.

David Acosta, MD – Association of American Medical Colleges (AAMC)

David A. Acosta, MD is Chief Diversity and Inclusion Officer at the Association of American Medical Colleges. He provides strategic vision and leadership for the AAMC's diversity and inclusion activities across the medical education community, and leads the association's Equity, Diversity, and Inclusion unit.

Dr. Acosta, a family medicine physician, joined the AAMC from the University of California (UC), Davis School of Medicine (SOM) where he served as senior associate dean for equity, diversity, and inclusion and associate vice chancellor for diversity and inclusion and chief diversity officer for UC Davis Health System. He previously served as the inaugural chief diversity officer at the University of Washington (UW) School of Medicine, where he established the Center for Equity, Diversity and Inclusion, and was the founder of the UW SOM Center for Cultural Proficiency in Medical Education. He was a clinical professor in the Departments of Family Medicine at both UC Davis SOM and UW SOM.

Dr. Acosta earned his bachelor's degree in biology from Loyola University and his medical degree from the UC Irvine School of Medicine. He completed his residency training at Community Hospital of Sonoma County in Santa Rosa, California — an affiliate of the UC San Francisco School of Medicine — and a faculty development fellowship at the UW Department of Family Medicine.

Bryan J. Cook, PhD – Urban Institute

Dr. Bryan Cook is Director for Higher Education Policy in Urban Institute's Division of Workforce, Education, and Labor. In this role he oversees Urban's higher education policy agenda and manages a team of researchers who conduct analysis and develop analytical tools to help inform and influence federal and state higher education policy.

Before joining Urban, Dr. Cook served as the Vice President of Data and Policy Analysis for the Association of Public Land-grant Universities (APLU) providing leadership and strategic vision to advance the development and application of data, research, and analyses to support APLU's programmatic initiatives and federal policy priorities.

Dr. Cook has also served as the Senior Vice President for Educational Research and Analysis at the American Dental Education Association and Director of the Center for Policy Analysis at the American Council on Education.

Dr. Cook holds a Ph.D. and M.Ed. from the Center for the Study of Higher and Postsecondary Education at the University of Michigan. He received his BA in urban and regional planning from Miami University in Oxford, Ohio.

Nicholas Donofrio – IBM Fellow Emeritus

Nick Donofrio is a 44-year IBM veteran who led IBM's technology and innovation strategies from 1997 until his retirement in October 2008. He also was vice chairman of the IBM International Foundation and chairman of the Board of Governors for the IBM Academy of Technology. Donofrio's most recent responsibilities included IBM Research, Governmental Programs, Technical Support & Quality, Corporate Community Relations, as well as Environmental Health & Product Safety. Also reporting to Donofrio were the senior executives responsible for IBM's enterprise on demand transformation. In addition to that strategic business mission, Donofrio led the development and retention of IBM's technical population and enriched that community with a diversity of culture and thought. In 2008 IBM Chairman Sam Palmisano elected Nick IBM Fellow, the company's highest technical honor.

Donofrio is focused sharply on advancing education, employment and career opportunities for underrepresented minorities and women. He served for many years on the Board of Directors for the National Action Council for Minorities in Engineering (NACME) and was NACME's Board chair from 1997 through 2002. He also served for several years on the Board of Directors for INROADS, a non-profit organization focused on the training and development of talented minority youth for professional careers in business and industry. He presently is co-chair of the New York Hall of Science.

In 2005, Donofrio was appointed by the U.S. Department of Education to serve on the Commission on the Future of Higher Education, a 20-member delegation of business and university leaders charged with developing a new national strategy for post-secondary education that will meet the needs of America's diverse population and also address the economic and workforce needs of the country's future.

He is the holder of seven technology patents and is a member of numerous technical and science honor societies. He is a Fellow of the Institute for Electrical and Electronics Engineers, a Fellow of the UK-based Royal Academy of Engineering, a member of the US-based National Academy of Engineering, a Fellow of the American Academy of Arts and Sciences, a member of the Board of Directors for the Bank of New York/Mellon, a member of the Republic of China's Science and Technology Advisory Group Board, a member of the Board of Trustees at Rensselaer Polytechnic Institute, a member of the Board of Directors of Liberty Mutual, a member of the Board of Directors of AMD, a member of the Board of Managers of the Delphi Company, a member of the Board of Trustees of The MITRE Corporation and a Senior Fellow of the Kauffman Foundation. In 2010, Donofrio became a member of the U. S. Secretary of Energy's Advisory Board (SEAB).

Dominique Baker, PhD – University of Delaware

Dominique J. Baker, PhD is an Associate Professor of Education and Public Policy with a joint appointment in the College of Education & Human Development and the Joseph R. Biden, Jr. School of Public Policy and Administration at the University of Delaware. Her research focuses on the way that education policy affects and shapes the access and success of minoritized students in higher education. She primarily investigates the funding of higher education, admissions policies, and policies that influence the ability to create an inclusive & equitable campus climate. She currently sits on the Board on Higher Education and the Workforce at the National Academies of Sciences, Engineering, and Medicine.

In recognition of the impact and promise of her scholarly career, Dr. Baker was the 2023 American Educational Research Association Early Career Award winner. She is also a past recipient of a National Academy of Education/Spencer Foundation postdoctoral fellowship, the Association for Education Finance & Policy's Early Career Award, and the Association for the Study of Higher Education's Excellence in Public Policy Award. Her research has been published in a variety of journals, including the *American Educational Research Journal*, *Educational Evaluation and Policy Analysis*, *Educational Researcher*, *the Journal of Higher Education*, and *the Journal of College Student Development*. Dr. Baker has testified before the Senate Committee on Banking, Housing, and Urban Affairs's Subcommittee on Economic Policy on race, racism, and student loans. Her work and expertise have been highlighted by *The Atlantic*, *The New York Times*, *The Washington Post*, *The Wall Street Journal*, and NPR, among others. Dr. Baker earned her Ph.D. from Vanderbilt University and her M.Ed. and B.A. from the University of Virginia.

[Panel: Preparation and Support for Underrepresented Medical Students](#)

Miracle Rogers, MS

Miracle Rogers, a native of Miami, Florida, is currently a medical student at the University of Pittsburgh School of Medicine. She holds a Master's degree in Bioengineering and a Bachelor's degree in Health & Exercise Science, with a minor in Dance, from Syracuse University. As a Bill and Melinda Gates Millennium Scholar, Ronald E. McNair Scholar, and Nth Dimensions Scholar, Miracle has demonstrated a strong commitment to academic excellence and leadership.

Dedicated to increasing representation in STEM fields and eliminating barriers faced by medical and pre-medical students, she has worked to expand opportunities for students of color through her involvement with the National Society of Black Engineers (NSBE) and the Student National Medical Association (SNMA).

Her journey with SNMA began over a decade ago as an undergraduate student at Syracuse University, where she served as President of the Minority Association of Premedical Students (MAPS) Chapter. She later became the SNMA Health Policy and Legislative Affairs liaison for New York and New Jersey, working to plan the SNMA National Advocacy Forum. Over the years, she has earned six appointments on SNMA national committees and served four terms on the SNMA Board of Directors. She has previously served as SNMA's National Pre-Medical Board Member and National Community Service Co-Chair.

As National Pre-Medical Board Member, Miracle founded SNMA's National Post-Baccalaureate Program in 2021, which has since supported over 600 non-traditional students with mentorship and resources. Her work has earned recognition from the Health Resources & Services Administration (HRSA) and the Mayo Clinic, and she secured funding for annual MCAT preparation courses. As Chairperson of the Community Service Committee, she led health and educational outreach initiatives, overseeing SNMA's largest service grant to date.

Now, as National President-Elect of SNMA, Miracle is excited to develop new programs to advance the organization's mission of cultivating clinically excellent, culturally competent, and socially conscious physicians. She also continues to serve on the Board of Directors for the NMA's W. Montague Cobb Research Institute.

Alec Calac, PhD

Alec J. Calac, PhD is a public health researcher and minority health advocate. An MD candidate at the UC San Diego School of Medicine, he has been a data analytics governance fellow at the UC San Diego Institute for Practical Ethics, graduate fellow in the University of California Tobacco-Related Disease Research Program, and visiting fellow at the National Indian Health Board.

In 2022, he was invited to participate in the White House Health Equity Leaders Roundtable series and advise the National Minority Quality Forum's Cancer Stage Shifting Initiative. His leadership and advocacy, particularly for the betterment of American Indian and Alaska Native health, has been recognized by UC San Diego, the American Medical Association (AMA), Doximity, National Minority Quality Forum, the National Indian Health Board, Building the Next Generation of Academic Physicians, and ARCS Foundation.

Calac has been published in peer-reviewed journals, such as JAMA, the American Journal of Public Health, the American Journal of Health Behavior, Public Health Reports, Harm Reduction Journal, JMIR Infodemiology, and the Journal of Racial and Ethnic Health Disparities. He is also a reviewer for JMIR Infodemiology, Public Health Reports, Health Equity, and Addiction Science and Clinical Practice. His scholarship with the Global Health Policy and Data Institute in San

Diego, California, focuses on emerging issues in medicine and public health with particular attention toward Indigenous health equity, health technology, and workforce development.

As the former president of the Association of Native American Medical Students and founding chair of the AMA Medical Student Section Committee on American Indian Affairs, Calac supports American Indian and Alaska Native medical students with interests in organized medicine and assists in the creation and the review of policy proposals related to the Indian Health Service.

Andres F. Diaz, MS

Andres F. Diaz is an MD/PhD candidate at the University of Arizona College of Medicine, Tucson, where he conducts cancer research in the Department of Translational Neurosciences. Born in Medellín, Colombia, Andres immigrated to the United States at the age of 12. His academic and professional pursuits are deeply influenced by his migrant journey, his early involvement with the Latinx community, and his commitment to addressing disparities in healthcare, particularly in oncology.

Andres's research is based in the laboratory of Dr. James Bibb, where he focuses on adult and pediatric neuroendocrine tumors and neural crest-derived malignancies. His current work investigates the mechanistic role of the non-canonical cell cycle-dependent kinase CDK5 in chromatin restructuring and pro-tumorigenic programming. Understanding the role of this kinase may yield novel therapies for otherwise treatment-recalcitrant tumors.

As an aspiring pediatric oncologist, Andres is committed to addressing both the technical and structural barriers that limit the widespread dissemination of cutting-edge therapies, such as immunotherapies, adoptive cell therapies, and bone marrow transplantation. He is especially passionate about bridging global disparities in cancer care between low- and middle-income countries (LMICs) and high-income countries (HICs), striving to foster equitable global access to advanced pediatric oncological care.

Currently, Andres serves as Editor in Chief of *The New Physician* magazine, where he works with a dedicated team to produce a publication that informs and inspires the medical community. He also holds a position on the National Board of Trustees for the American Medical Student Association (AMSA), where he works with national student leaders and residents to advocate for healthcare equity and excellence in medical education.

In addition to his leadership roles, Andres contributes to national policy discussions as a member of the Graduate and Postdoctoral Council on Mentorship, Well-being, and Professional Development in STEMM at the National Academies of Sciences, Engineering, and Medicine. His

efforts focus on enhancing the academic and professional experiences of graduate and postdoctoral students, particularly those from underrepresented backgrounds.

Annel Maria Fernandez, MD

Annel Fernandez is a PGY3 Internal Medicine resident at Brigham & Women's Hospital in Boston. She completed her undergraduate studies at Columbia University, worked as a clinical research assistant at Hospital for Special Surgery and then completed medical school at Columbia's Vagelos College of Physicians & Surgeons. As Dominican-American born and raised in the South Bronx to two Dominican immigrant parents, Annel is passionate about community engagement in underserved urban populations.

She hopes to serve as a bridge between academic medical centers and community organization, promoting research that actively engages community members and advances evidence-based health interventions in real-world settings. She believes her FGLI background has greatly impacted her relationships with peers, physicians, and most importantly patients. For these reasons, she is passionate and excited about working with FGLI students in medicine and FGLI-identifying physicians. Annel will be returning to NYC summer of 2025 for Gastroenterology & Hepatology Fellowship at Columbia University Medical Center.

Emily Rodriguez

Emily Rodriguez is a fourth-year medical student at The Johns Hopkins University School of Medicine. She was born and raised in the inner-city of Cleveland, Ohio in a single-mother household. First in her family to attend university, she attended The Ohio State University, where she majored in Chemistry and minored in Substance Misuse and Addiction. During her undergraduate career, Emily was an American Chemical Society Scholar and a National Science Foundation Research Fellow. Before medical school, Emily worked in harm reduction at Safe Point, a needle exchange in Columbus.

In medical school, Emily quickly found her home within LMSA and served as the Hopkins Chapter president and LMSA-NE Director. Emily hopes to pursue a career in adult cardiothoracic surgery and has research interests in patient safety metrics, populations-based outcomes and disparities analyses, perioperative care, and quality improvement. She is dually interested in novel cardiac surgical innovations and tracing historical precedents. Emily is a founding member of Latinos in Cardiothoracic Surgery, and she is a member of Women in Thoracic Surgery, Latino Surgical Society, and the American Osler Society.