



SOA Summit Building STEM Research Capacity within HBCUs

Hosted by



Participant List and Bio-sketches

Participants

AAAS

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and Director, SEA Change

Travis York, Director, Inclusive STEM
Ecosystems for Equity and Diversity

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Partner)

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Brian Kent Wallace, Assistant Professor of
Physics and Director of Physics
Laboratories

Hampton University

Neelam Azad, Professor & VP for Research

Howard Hughes Medical Institute

Blanton Tolbert, Vice President of Science
Leadership and Culture (SOA Advisory
Council)

Huron Consulting Group

Mandi Blochburger Higher Ed Consulting
Manager, Huron Consulting Group

Morehouse College

Eddie C. Red, Dean of the Division of
Science, Technology, Engineering, and
Mathematics (STEM)

Morgan State University

David Wilson, President (SOA Advisory
Council)

Norfolk State University

Aurelia Williams, Professor and Director of
the Cybersecurity Complex

Rutgers University

Marybeth Gasman, Samuel DeWitt Proctor
Endowed Chair in Education, and the
Executive Director of the Rutgers Center
for Minority Serving Institutions

Simons Foundation

Craig Wesley, Senior Manager, Diversity,
Equity and Inclusion

Southern Education Foundation

Fred Jones, Senior Director of Public Policy
& Advocacy

Southern Regional Education Board

Tiffany Harrison, Doctoral Scholars Program
Specialist

Tennessee State University

Quincy Quick, Associate Vice President of
Research and Sponsored Programs and
Chief Research Officer

United Negro College Fund

Chad Womack, Vice President, National
STEM Programs and Tech Initiatives

University of Florida

Hank Frierson, Associate Vice President
and Dean of the Graduate School
Emeritus

**White House, Office of Science and
Technology Policy**

Nafeesa, Owens, Assistant Director for
STEM Education

Bio-Sketches

AAAS

Shirley Malcom, *Senior Advisor to the CEO and Director, SEA Change*



Shirley Malcom is Senior Advisor to the CEO and Director of the SEA Change initiative at AAAS. In her career of more than 40 years at the Association she has worked to improve the quality and increase access to education and careers in STEM as well as to enhance public science literacy. Dr. Malcom is a trustee of Caltech and a regent of Morgan State University. She is a former member of the National Science Board, the policymaking body of the 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 holds 18 honorary degrees.

Malcom serves on the boards of the Heinz Endowments, Kavli foundation, Public Agenda and the National Math and Science Initiative. Internationally, she is a leader in efforts to improve access of girls and women to education and careers in science and engineering and to increase use of S&T to empower women and address problems they face in their daily lives. In 2003, Dr. Malcom received the Public Welfare Medal of the National Academy of Sciences, the highest award given by the Academy.

Travis York, *Director, Inclusive STEM Ecosystems for Equity and Diversity*

Travis T. York, Ph.D., is the Director of Inclusive STEM Ecosystems for Equity & Diversity (ISEED) at the American Association for the Advancement of Science (AAAS). Dr. York's research and work focus on catalyzing and sustaining systemic change and transformation to achieve inclusive and equitable access and progress through STEM pathways into the STEM workforce. Within AAAS, Dr. York provides leadership to a talented team who collaborate to create change in over 20 grant-funded projects and initiatives spanning all STEM fields and the entire educational pathway including AAAS's SEA Change Initiative, Science in the Classroom,



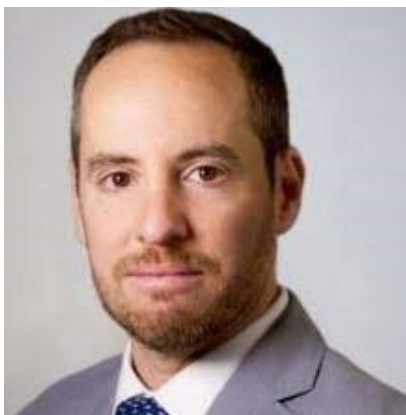
ARISE Network, S-STEM Initiative, L'Oreal USA Women in Science Fellowships, and HBCU Making & Innovation Showcase.

Currently, Dr. York is a Co-PI on NSF INCLUDES Aspire Alliance - an effort to develop a more inclusive and diversified STEM faculty; and serves as a Co-PI on a U.S. Department of Education IES Assessment Grant titled, Affording Degree Completion: A Study of Completion Grants at Accessible Public Universities in collaboration with the Coalition of Urban Serving Universities and Temple University's Hope Center for College, Community, & Justice. Dr. York has authored numerous peer-reviewed articles and book chapters, and his most recent article, Completion Grants: A multi-method examination of institutional

practice, is available in the Journal of Student Financial Aid. Dr. York is active within several professional associations and serves on the editorial review board of the Journal of Diversity in Higher Education.

Dr. York, a native of Charleston, South Carolina, received his Ph.D. in Higher Education Administration from The Pennsylvania State University, masters in Higher Education and bachelors with distinction from Geneva College. Dr. York also studied at Oxford University's Center for Medieval & Renaissance Studies through Keble College in 2003-04. Dr. York also supports AAAS's Committee on Opportunities in Science, which advises the association on matters related to increasing the representation of women and minorities in science, engineering, and related fields.

Michael Feder, Program Director



Michael Feder, Ph.D., is program director within the Inclusive STEMM Ecosystems for Equity and Diversity (ISEED) unit. He manages a portfolio of programs focused on removing systemic barriers to equitable access to STEMM education and careers. Dr. Feder brings over 15 years of experience in STEM education policy, research, and practice to AAAS. Michael's previous experience includes managing Battelle's STEMx network – a consortium of 21 statewide STEM education organizations. He provided strategic opportunities for the network to address grand challenges in STEM through shared solutions and collaborative initiatives. Dr. Feder also served as a policy analyst at the White House Office of

Science and Technology Policy, where he provided the President and senior leaders with STEM education policy guidance. During his two years with the Obama Administration, he led the interagency committee on STEM education, which wrote the 5-Year strategic plan for federal STEM education programs. Prior to that experience, Dr. Feder provided guidance to the federal

government, state decision makers, and STEM education stakeholders as a Senior Program Officer for the Board on Science Education at the National Academies of Sciences, Engineering and Medicine. Dr. Feder also has experience in program evaluation and has been published widely on STEM education.

He earned his doctorate and master's degrees in developmental psychology at George Mason University and his bachelor's degree from Pennsylvania State University.

Rachel Stivers, *Senior Project Associate*



Rachel Stivers is a Senior Project Associate for the Inclusive STEM Ecosystems for Equity & Diversity (ISEED) Initiative at AAAS, where she assists in the management of several different programs aimed to increase diversity, equity, and inclusion in STEM education and the workforce. Prior to joining AAAS, Rachel enjoyed a career in the patient advocacy space, where she became passionate about patient-centered outcomes research as well as increasing diversity in research. Rachel earned a M.A. in Clinical Mental Health Counseling at The Chicago School of Professional Psychology, Washington DC and a B.S. from George Mason University in Criminology, Law and Society with a minor in Women and Gender Studies.

Spelman College

Helen Gayle, *President*



Helene D. Gayle, M.D., MPH, began serving as the 11th president of Spelman College on July 1, 2022. Dr. Gayle previously served as president and CEO of The Chicago Community Trust, one of the nation's oldest and largest community foundations, from October 2017 to June 2022. Under her leadership, the Trust adopted a new strategic focus on closing the racial and ethnic wealth gap in the Chicago region.

For almost a decade, Dr. Gayle was president and CEO of CARE, a leading international humanitarian organization. A pediatrician and public health physician with expertise in economic development, humanitarian, and health issues, she spent 20 years with the Centers for Disease Control, working primarily on HIV/AIDS. She led the Bill & Melinda Gates Foundation's programs on HIV/AIDS and other global health issues.

Dr. Gayle serves on public company and nonprofit boards, including The Coca-Cola Company, Organon, Palo Alto Networks, The Bill and Melinda Gates Foundation, Brookings Institution, Center for Strategic and International Studies, New America and the ONE Campaign. She is a member of the American Academy of Arts and Sciences, National Academy of Medicine, Council on Foreign Relations, American Public Health Association, National Medical Association, and American Academy of Pediatrics.

She was awarded the Chicago Mayor's Medal of Honor for her work on COVID relief and recovery for the city. Named one of Forbes' "100 Most Powerful Women" and one of NonProfit Times' "Power and Influence Top 50," she has authored numerous articles on global and domestic public health issues, poverty alleviation, gender equality, and wealth inequity.

Dr. Gayle is from Buffalo, N.Y. She earned a B.A. in psychology at Barnard College, an M.D. at the University of Pennsylvania, and an M.P.H. at Johns Hopkins University. She is a tenured Full Professor in the Department of Environmental and Health Sciences at Spelman College and has received 18 honorary degrees. She also holds faculty appointments at the University of Washington and Emory University.

Pamela Scott-Johnson, *Provost and VP for Academic Affairs*



Pamela E. Scott-Johnson, Ph.D., C'82, is the provost and vice president of Academic Affairs at Spelman. Prior to returning to Spelman, she served as the provost and senior vice president of Academic Affairs at Monmouth University. From 2016-2022, she served as the dean of the College of Natural and Social Sciences at the California State University Los Angeles. From 2013-2016, she served as the interim dean of the College of Liberal Arts. She is the former chairperson and professor of psychology and founding director of the Psychometrics Graduate Program at Morgan State University in Baltimore, Maryland.

Dr. Scott-Johnson earned a Bachelor of Arts degree in Psychology and graduated magna cum laude from Spelman in 1982, and an Master of Arts and Doctorate in Psychology and Neuroscience from Princeton University in 1984 and 1989, respectfully. Dr. Scott-Johnson is a committed administrator, teacher and scholar. Her role as an administrator has been to empower the educational enterprise through student-centered curricula and faculty-oriented research and pedagogy/andragogy. Dr. Scott-Johnson has published widely in professional journals and has been principle investigator for a large number of research and program development grants, totaling more than \$6 million.

As a dean, she raised more than \$3 million dollars in funding and through philanthropy. Her research interests include eating disorders, body image and sensory systems, as well as

preparing more minority students for the psychology pipeline. She has also had funding that allowed her to examine factors that contribute to the success of women in STEM fields and the academy. Her memberships include the American Psychological Association (Committee on Animal Research and Ethics (CARE); Divisions 1, 2, 5, & 8), Association of Heads of Psychology Departments (Board of Directors, 2007-2008), Project Kaleidoscope (National Advisory Board)/ Faculty for the 21st Century, Council of College of Arts and Sciences, and the American Association of Colleges and Universities. She chaired the Committee on Animal Research and Ethics (CARE).

In 2016, she was elected to the Board of Directors (BOD) of the American Psychological Association, and was the liaison to the Membership Committee, the Finance Committee, the Committee on Divisions and APA Relations, the Diversity, Equity, and Inclusion Taskforce, the Ethics Committee, and Ethics Taskforce. She is an alumna of the Higher Education Resource Services (HERS), and the American Psychological Association Women's Leadership Institute.

Her community services include membership on the Social Action Committee and the Physical and Mental Health Committees of Delta Sigma Theta Sorority (Monmouth County Alumnae Chapter); the Governance Committee and MLK Breakfast Committee (co-Chair) on Board of Trustees for the YMCA of Greater County; and stewardship committee chair and Eucharistic lay reader in the Episcopal Church.

Tasha Inniss, *Associate Provost for Research*



Tasha R. Inniss, Ph.D., is the Associate Provost for Research at Spelman College. In this role, she serves as the chief advocate for research at the College and leads the Office of Research, Innovation, and Collaboration (ORIC). Dr. Inniss provides leadership and strategic direction for all activities related to individual or interdisciplinary research, creative pursuits, collaborative partnerships, and programmatic initiatives for undergraduate research. Dr. Inniss also holds a tenured faculty appointment in the Department of Mathematics.

Prior to returning to Spelman, Inniss was the inaugural director of education and industry outreach at INFORMS, the world's largest professional society for professionals in the fields of operations research, management science and analytics. She also did a rotation at the National Science Foundation in the Directorate of Education and Human Resources where she served as the acting deputy division director of the Division of Human Resource Development and before that, as the co-lead of the Louis Stokes Alliances for Minority Participation (LSAMP) Program.

Originally from New Orleans, Dr. Inniss graduated summa cum laude from Xavier University of Louisiana with a Bachelor of Science degree in mathematics. She earned a Master of Science degree in applied mathematics from the Georgia Institute of Technology and a doctorate in applied mathematics from the University of Maryland, College Park. Her first faculty position after completing her doctorate was as a Clare Boothe Luce Professor of Mathematics at Trinity College (now Trinity Washington University) in Washington, D.C. She began as a mathematics faculty member at Spelman College in January 2004.

As an applied mathematician, her research interests are in the areas of operations research, applied statistics and data science/data mining. In addition to Dr. Inniss' research interests, she also has a passion for teaching mathematics and encouraging undergraduate students to pursue degrees in STEM disciplines. When she was a junior faculty member at Spelman College, Inniss received a Presidential Award for Excellence in Teaching because of her innovative teaching techniques and dedication to helping students to see how mathematics is applied in the real-world.

Dr. Inniss serves as the principal investigator of Spelman's Center of Excellence for Minority Women in STEM. She is also a member of the National Academies of Sciences, Engineering and Medicine's (NASEM's) Board on Higher Education and Workforce as well as an Executive Council Member for the Roundtable on Systemic Change in Undergraduate STEM Education.

Rosalind Gregory-Bass, Director, Health and Careers Program and Associate Professor, Environmental Health and Sciences Program



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 site 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.

Raquel Hill, *Professor and Chair, Computer and Information Sciences Department*



Dr. Raquel Hill is Professor and Chair of the Computer and Information Sciences Department. Prior to joining Spelman College, Dr. Hill was an Associate Professor of Computer Science and the Director of the Cybersecurity Academic Program in the School of Informatics, Computing, and Engineering (SICE) at Indiana University. She holds B.S. and M.S. degrees in Computer Science from the Georgia Institute of Technology and a Ph.D. in Computer Science from Harvard University.

Her primary research interests span the areas of trust and security for distributing computing environments and data privacy. Her research has been funded by various agencies, including the National Science foundation. Her more recent projects include: Preparing the Next Generation of Computer Scientists, Center for Distributed Confidential Computing, and Preparing the Next Generation of Cyber Policy Experts. She has published numerous articles on various security and privacy topics, including: security for electronic voting systems, encryption-based access control, trusted computing, smartphone security, network security, and privacy in research datasets. Her inter-disciplinary work on the re-identification risks in behavioral science data was featured in [Forbes Magazine](#). In 2016, Dr. Hill was selected and featured in Indiana University's [Brilliant Minds series](#). Dr. Hill is a passionate educator, and in 2019 she was awarded Indiana University's Trustees Teaching Award.

Tinaz Pavri, *Professor and Division Chair, Social Sciences and Education*

Tinaz Pavri is Division Chair for Social Sciences and Education at Spelman College and Founding Director of the Asian Studies Program. She is a professor of Political Science. Her Ph.D. in Political Science/International Relations is from The Ohio State University.



Dr. Pavri has taught a range of Political Science courses including Comparative Political Systems and Introduction to Asian Studies. Her research and publication interests lie in the area of security studies and conflict resolution, national identity and globalization. Her geographic area of expertise is South Asia. She has published numerous articles, book chapters and books on these and other topics.

Dr. Pavri has served as President of the Georgia Political Science Association (GPSA). She has obtained grants from the Japan Foundation, U.S. Army War College, Southern Educational Foundation (SEF), United Negro College Fund (UNCF and UNCFSP). She directed Spelman's \$1.2m grant, the Career Pathways Initiative and currently serves as Co-Chair of the Center of Excellence for Minority Women in STEM. In 2015, she received the Donald T. Wells award for outstanding service to the Georgia Political Science Association. She was awarded Spelman College's Presidential award for scholarship in 2009 and the Presidential award for service in 2022.

Leyte Winfield, *Professor and Division Chair, Natural Sciences and Mathematics*



Leyte L. Winfield is a Professor of Chemistry and Biochemistry at Spelman College, where she serves as Division Chair for the Division of Natural Sciences and Mathematics. She received a B.S. degree in Chemistry from Dillard University and a Ph.D. in Organic Chemistry from the University of New Orleans. She completed a postdoc in Medical Chemistry from Florida A&M University and received an Academic Leadership PostGraduate Certificate from the Chicago School for Clinical Psychology.

In addition to her primary duties at the College, Dr. Winfield also chairs the internal steering committee for the newly established Center of Excellence for Women of Color in STEM. Funded by the Department of Defense, the Center builds upon Spelman's legacy for preparing women of African descent to excel in STEM careers. The Center's focus complements her dedication to gender equity in STEM careers and creating culturally responsive initiatives and curricula that result in the productive engagement of minorities and women in various academic settings. In line with this, she is leading NSF-funded research to characterize how students of color demonstrate agency in pursuing STEM careers and the ecosystems that nurture such agency. For these collaborative efforts and other research and leadership initiatives, she has received more than \$20 million.

Dr. Winfield's publications, both as a corresponding author or shared first author, detail curriculum revisions in Chemistry and Biochemistry to increase the participation and success of women and minorities, using strategies such as community-based-interactive-engagement. She is the lead editor of the book *Growing Diverse STEM Communities: Methodology, Impact,*

and Evidence, published by the American Chemical Society (ACS) in 2019. Dr. Winfield has served as a coach for the AAC&U PKAL STEM Leadership Institute and holds a postgraduate certificate in academic leadership from the Chicago School of Clinical Psychology. She chairs the Minority Chemist Subdivision of the ACS Division of Professional Relations and serves on the leadership board for OrganicERs, a learning community for developing and disseminating organic chemistry pedagogies and learning resources. In addition, she is a member of the ACS Committee on Professional Training and Society Committee on Education's subcommittee on Supporting Excellence in Education–Higher Education (SEE–HE). Dr. Winfield currently serves on the Editorial Advisory Board for the Journal of Chemical Education and is the Managing Editor for the Understanding Interventions Journal.

Bowie State University

Guy-Alain Amoussou, *Associate Provost for Academic Affairs*



Guy-Alain Amoussou is associate provost at Bowie State University in Maryland. He was a special assistant to the university's president and director of university's Education Innovation Initiative. Earlier in his career, he was a professor of computer science at Humboldt State University in California.

Dr. Amoussou is a graduate of the Universite de Picardie in France and holds a master's degree from the Universite Paris IX Dauphine. He earned a Ph.D. in industrial systems engineering and computer science from the Universite de Technologie de Compiègne in France.

Burroughs Wellcome Fund

Louis Muglia, *President and CEO*

Louis J. Muglia, MD, PhD, is the President and CEO of the Burroughs Wellcome Fund, a private foundation located in Research Triangle Park, NC. Prior to joining the Fund, Dr. Muglia was the Vice Chair for Research, A. Graeme Mitchell Chair of the Division of Human Genetics, Co-Director of the Perinatal Institute and Director of the Center for Prevention of Preterm Birth at



Cincinnati Children's Hospital Medical Center, and Professor of Pediatrics at the University of Cincinnati College of Medicine.

Dr. Muglia has been involved with the Burroughs Wellcome Fund for more than 20 years. First, as a recipient of a Career Award in the Biomedical Sciences in 1995 from the Fund and then as a member of the Advisory Committee for the Career Awards in the Medical Sciences program. He has also been actively involved in the Reproductive Science funding area, serving on and chairing the advisory committee for the Preterm Birth Initiative.

Dr. Muglia has pioneered advances in analyzing hormones as they relate to the birth process and the maternal genetic response. By analyzing this response, it may help determine whether or not a mother is at risk to deliver a preterm birth or babies born before 37 weeks. Preterm birth is a major health and social challenge since preterm birth may lead to long-term health problems and development difficulties. His group has identified genetic regions in the mother's genome that affect risk for preterm birth and provide new targets for prevention.

Among Dr. Muglia's achievements are more than 260 publications and many awards, including a Burroughs Wellcome Fund Career Development Award in the Biomedical Sciences, the Society of Pediatric Research Young Investigator Award, and election to the American Society for Clinical Investigation and Association of American Physicians. Dr. Muglia was also elected as a Fellow in the American Association for the Advancement of Science and to membership in the National Academy of Medicine. He is an active member of the Society for Pediatric Research, Society for Neuroscience, and the Pediatric Endocrine Society. Dr. Muglia served as chair of the Board of Scientific Counselors for the Eunice Kennedy Shriver National Institute of Child Health and Human Development of the National Institutes of Health.

Prior to joining Cincinnati Children's, Dr. Muglia was Edward Claiborne Stahlman Professor and Vice Chair for Research Affairs in Pediatrics at Vanderbilt University Medical Center, and Alumni Endowed Professor of Pediatrics at Washington University in St. Louis.

Dr. Muglia earned his Doctor of Medicine and Doctor of Philosophy degrees from the University of Chicago. He received a Bachelor of Science degree in biophysics from the University of Michigan.

Coppin State University

Ronald C. Williams, Associate Professor and Director, Center for Strategic Entrepreneurship

Dr. Ronald (Ron) C. Williams has served in higher education for 38 years, spending the past 27 years as a faculty member in the Coppin State University (CSU) College of Business and serving as interim dean from 2013 until 2017. Having built a career on community-centric academic innovation, he is responsible for establishing the first formal relationship in the nation between an HBCU and a state-of-the-art, large-scale, community-embedded makerspace and conducting groundbreaking research regarding the effectiveness and economic impact of a makerspace.



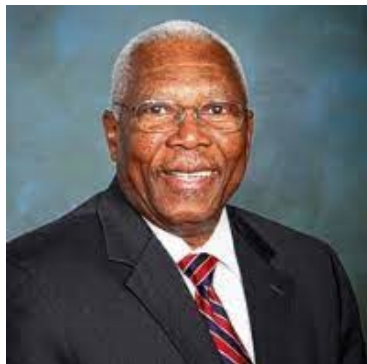
Since coining the phrase “ingepreneurship” (inge... as in ingenuity) in 2017 as a framework for improving economic mobility in underserved communities, Dr. Williams has served as academic advisor on research studies with The Century Foundation and the Urban Manufacturing Alliance regarding manufacturing workforce development, launched Coppin State University’s Entrepreneurship and Innovation Certificate Program, founded the Coppin State University Center for Strategic Entrepreneurship, served as faculty advisor of award-winning student teams in local and national innovation competitions, and developed a trust-climate assessment instrument and “relational innovation” framework for collaborative economic development across cultural and geographic divides. A champion of transdisciplinary research teams, Dr. Williams has developed a frameworks for scientific workforce development and innovation-centric organizational community.

Dr. Williams holds a Ph.D. in management and organization from George Washington University with concentrations in organization behavior & development, and the management of science, technology, & innovation; a master's degree in human resource development from Johns Hopkins University in Baltimore, Maryland; and a bachelor's degree with majors in psychology, social science, and education from the University of Tampa in Tampa, Florida.

He also serves on the AAAS HBCU Making & Innovation Advisory Board, the Open Works (Baltimore) Board of Directors, and as president and chair of the Urban Manufacturing Alliance.

Council of 1890s

Mortimer Neufville, *President & CEO*



Mortimer Neufville is President & CEO of the 1890 Universities Foundation. Mort served as President of Coppin State University from 2013 to 2015 and, before that, as Interim President of the University of Maryland Eastern Shore (UMES). Mort currently serves on the Council of Advisors for the World Food Prize Foundation. In 1998 Mort was appointed Director of Federal Relations-Food Environment and International Affairs at NASULGC (now APLU). And later was appointed Executive Vice President. He retired from APLU in 2008.

Neufville held several positions at UMES, including Vice President for Academic Affairs, Associate Director of the Maryland Agricultural Experiment Station, Acting Vice President for Academic Affairs, Associate Vice President for Academic Affairs; 1890 Research Director and Dean of Agricultural Sciences, Project manager for the Cameroon Root and Tuber Food Crops Research Project funded by USAID and the Government of the Republic of Cameroon, where UMES served as the lead institution. He also chaired the HBCU International Liaison Officers Committee and provided leadership for four projects funded through the Egyptian Universities Linkage Program.

Neufville served on the Board of the International Institute of Tropical Agriculture (IITA) and was Board Chair from 2004 – 2006. Member of the ACDI/VOCA Board of Directors and Board Chair for ten years. Member of the Board of the International Fertilizer Development Center (IFDC) for 10 Years, member of the US/India Agriculture Knowledge Initiative, and member of the Food System Leader Institute Commission.

Neufville received his B.S. degree from Tuskegee University and his M.S. and Ph.D. in Animal Science from the University of Florida, Gainesville. Tuskegee University awarded him the Honorary Doctor of Science degree on February 4, 2001, and the Distinguished Alumnus Award by the University of Florida on December 15, 2001. He was inducted into the International Continuing Education Hall of Fame in 2008.

Dillard University

Eric Buckles, *Dean of the College of Arts and Sciences*



Dr. Eric Buckles is the associate provost for Academic Affairs and the dean of the College of Arts and Sciences at Dillard University. Having joined the Dillard community in 2006, Dr. Buckles is a Conrad N. Hilton Endowed Professor of Biology, past faculty senate president, faculty athletics representative and advisor to several student organizations. He is also an inaugural fellow for the Center for the Advancement of STEM Leadership.

Dr. Buckles has authored and co-authored in several scientific journals including the *Journal of Infectious Diseases*, *Infection and Immunity*, *Microbiology* and the *Proceedings of the National Academy of Sciences*. He is also a member of the American Society for Microbiology. A native of Mississippi, Dr. Buckles earned his bachelor's degree in biology from Alcorn State University and his Ph.D. in biomedical sciences from Meharry Medical College.

He served as a postdoctoral research associate in the Department of Microbiology at Virginia Commonwealth University and at the University of Maryland School of Medicine in the Division of Infectious Diseases. His main research interest focuses on understanding the molecular mechanisms of bacterial pathogenesis with a specific focus on uropathogenic *Escherichia coli*.

Doris Duke Foundation (Founding SOA Partner)

Sindy Escobar-Alvarez, *Program Director for Medical Research*



Sindy Escobar Alvarez leads the Doris Duke Foundation's Medical Research Program. In this role, she identifies opportunities to drive the foundation's vision for a more creative, equitable and sustainable future through initiatives rooted in medical research. Through her work and research experience in biotechnology and academia, she aims to advance equitable and inventive evidence-based solutions for human health.

Escobar Alvarez previously served as senior program officer for medical research at the Doris Duke Foundation, bringing her scientific background in therapeutic development and cellular biology to support evaluation efforts to inform program strategy, build relationships with the scientific community, and to manage processes to identify awardees of the foundation's programs to support sickle cell disease research and the retention of early-career physician scientists. Throughout her career, Escobar Alvarez has shared her scientific contributions and

insight about the clinical research workforce through presentations at national meetings and in peer-reviewed publications.

Escobar Alvarez currently serves as chair of the board of directors of the Health Research Alliance, a coalition of non-profit funders of biomedical research, and is a past member of both the Patient Centered Outcomes Research Institute's Advisory Panel on Rare Diseases and Vivli's External Advisory Committee. She is a graduate of the Pharmacology Department at the Weill Cornell Medicine Graduate School of Medical Sciences, through which she trained at the Sloan Kettering Institute of Memorial Sloan Kettering Cancer Center.

Fisk University

Brian Kent Wallace, *Professor and Director of Physics Laboratories*



Dr. Wallace is Assistant Professor of Physics at Fisk University and the Director of Physics Laboratories. In his capacity, he is responsible for the modernization and instruction in all physics undergraduate laboratories, as well as, laboratory curriculum. Dr. Wallace has dedicated his career to the upward mobility of underserved populations, in the area of math intensive subject matter and STEM related curriculum. Dr. Wallace specializes in the development and implementation of engaging young and adult learners through STEM related outreach programs utilizing, but not limited to Physics, Astronomy, Rocketry and Robotics.

Dr. Wallace is the Primary Investigator for Fisk University's Rocket Science Program, entitled Altitude Achievement Missile Team (F.A.A.M.T). Most recently, Dr. Wallace has been assigned to an evaluation committee for the National Academy of Sciences, Engineering, and Medicine to look at one of NASA's Education Program's Portfolio.

Hampton University

Neelam Azad, *Professor and Vice President for Research*

Dr. Neelam Azad, University Endowed Professor of Pharmacy, is the Vice President for Research at Hampton University (HU). Dr. Azad oversees HU's research enterprise and manages units responsible for administration of sponsored projects, for research and regulatory compliance, as well as for interdisciplinary academic research centers.



Dr. Azad joined HU in 2008 as an Assistant Professor in the School of Pharmacy and rose through the ranks to become a tenured professor in 2019. During her tenure at HU, Dr. Azad has proven herself as a productive scientist in basic and translational biomedical research, focusing her efforts in areas of lung pathology and cancer cell biology.

Dr. Azad has experience across many facets of the academic enterprise, having served as Chair of the Department of Pharmaceutical Sciences for eight years and briefly as the Assistant Vice President for Research at HU and as Director of HU's Cancer Research Center. Dr. Azad has secured funding for multiple investigator-initiated research projects, multidisciplinary grants, student training projects, and community outreach programs. Dr. Azad is well-published and has earned numerous honors and awards throughout her career.

As Vice President for Research, Dr. Azad's top priority is to build and sustain a healthy research enterprise at the University. Dr. Azad is focused on developing interdisciplinary research initiatives and establishing core resources at HU, with the goal of expanding overall research capacity and building a strong pipeline of external funding.

Dr. Azad is a native of Mumbai, India where she completed her BS of Pharmacy in 2001. She obtained her PhD in Pharmaceutical and Pharmacological Sciences in 2007 from West Virginia University. She is a member of the Rho Chi Pharmacy Honors Society and a fellow of the Academic Leadership Program through the American Association of Colleges of Pharmacy.

Howard Hughes Medical Institute

Blanton Tolbert, Vice President of Science Leadership and Culture (SOA Advisory Council Member)

As vice president of science leadership and culture, Tolbert will develop and lead HHMI's new Center for the Advancement of Science Leadership and Culture. In this role, Tolbert directs a portfolio of current and new programs at the undergraduate and graduate level, an initiative to better equip HHMI scientists to provide culturally aware mentorship, a curriculum to grow scientists' skills to maintain inclusive environments, and activities to develop strategic equity-centered initiatives and partnerships.



As of July 1, 2023, Tolbert became a Professor of Biochemistry and Biophysics at University of Pennsylvania. Prior to this position, he was the Rudolph and Susan Rense Professor of Chemistry at Case Western Reserve University (CWRU). The research in the Tolbert group focuses on the biochemical mechanisms by which RNA viruses replicate within the cellular environment. His group leverages their fundamental understanding of the molecular biology of these viruses to identify novel targets for therapeutic intervention. The team has collaborated with colleagues to develop

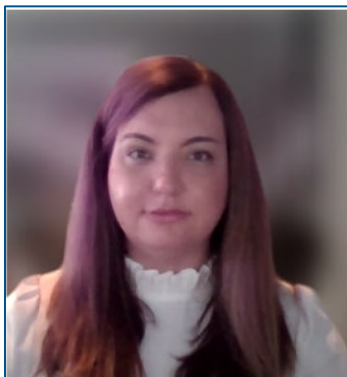
compounds with the potential to delay or halt the replication of SARS-CoV-2 and EV-A71. He will maintain his lab while serving as HHMI's vice president of science leadership and culture.

Prior to joining HHMI, Tolbert served as the inaugural vice dean of diversity, equity, and inclusive excellence for Case Western Reserve School of Medicine and as Case Comprehensive Cancer Center's first associate director for diversity, equity, and inclusion. During his tenure, Tolbert developed initiatives to recruit individuals from backgrounds currently underrepresented in science into tenure-track faculty positions and to improve the experiences of faculty, staff, and students.

Tolbert earned a BS in chemistry at University of South Carolina and a PhD in biophysics and structural biology at University of Rochester. He was an HHMI postdoctoral fellow at University of Maryland, Baltimore County, with HHMI Investigator Michael Summers. In 2016, Tolbert received the inaugural Morton L. Mandel Award for Excellence in Research and Service from the CWRU chemistry department. In 2023, he was recognized by the International Society for Antiviral Research with the Diversity in Science and Excellence Award.

Huron Consulting Group

Mandi Blochberger, *Higher Ed Consulting Manager*



Mandi is a research administration professional with extensive experience at the departmental level working directly with faculty and central offices. She has over 16 years' experience with proposal development, award acceptance, post award management, sponsored award closeouts, and cash application. She has worked on the proposals and managed a spectrum of awards from different foundations, pharmaceutical companies, HRSA, NIH, CDC, USAID, and ASPR to name a few. Some of the award mechanisms include Cooperative Agreements, Federal and Nonfederal Contracts, T32s, Forgery, U19s, P01s, R01s, R21s, and K Awards.

She worked directly with the newly established agency Office of Assistant Secretary for Preparedness and Response as part of the national response to the Ebola virus. She oversaw a team that was selected to be the Funds Management Core for the NIAID funded Autoimmunity Centers of Excellence Clinical Research Cooperative group. She was in direct management of NIAID's funding response to COVID 19 for vaccine and treatment through the Infectious Disease Clinical Research Consortium Leadership Core as well as a Vaccine and Treatment Evaluation Unit (VTEU) site with international partnerships.

Morgan State University

David Wilson, *President (SOA Advisory Council Member)*



David Kwabena Wilson, Ed.D., is the president of Morgan State University—Maryland's Preeminent Public Urban Research University. For more than a decade, Dr. Wilson has not only been a transformative president at Morgan but has emerged as a leader among university presidents nationwide as well as an effective advocate for HBCUs and the role they play in developing leaders and serving the needs of their community, state, and nation.

Dr. Wilson has a long record of accomplishment in higher education administration. A newly elected member of the American Academy of Arts and Sciences (AAA&S) and the American Association of Colleges and Universities (AAC&U), he also serves on the Lumina Foundation Board of Directors, the Association of Governing Boards of Universities and Colleges (AGB) Board of Directors, and the NCAA Board of Governors and Division I Board of Directors. Dr. Wilson is the former chairman of the HBCU/China Network, and in 2010, he was appointed by President Barack Obama to serve on Board of Advisors on HBCUs.

Dr. Wilson has also served on the National Institute of Standards and Technology (NIST) Visiting Committee on Advanced Technology, the Board of the Association of Public and Land-grant Universities (APLU), the Board of the American Association of Colleges and Universities (AAC&U), and as a member of the National Science Foundation Committee on Equal Opportunities in Science and Engineering.

Among the many recognitions received throughout his professional career he has been awarded the Maryland Senate's First Citizen Award and the Transcendent Order of the African Eagle Award. In addition, Dr. Wilson has been named as a *Baltimore Business Journal* Top 10 CEO, an *AFRO Newspaper* 'Person of the Year,' a *Baltimore Sun Business* and Civic Hall of Famer, and one of the *Maryland Daily Record's* 'Power 30' in Higher Education. To his credit, Dr. Wilson was named in *Forbes* as a "Top Black Higher Ed CEO to Watch in 2023." He has also authored two books and more than 20 articles in scholarly journals and other publications.

Dr. Wilson received his bachelor's degree in political science and master's in education from Tuskegee University, and master's and doctorate in education from Harvard University. He was also bestowed with an honorary Doctor of Humane Letters degree from his alma mater Tuskegee University.

His educational philosophy is to put the students' experience first. As a leader, he is a consensus builder and a strong believer in transparency of process. Dr. Wilson's goal is to make Morgan a leader in producing the next wave of innovators in the U.S., further cementing its call to action of Growing the Future, Leading the World.

Morehouse College

Eddie C. Red, *Dean of the Division of Science, Technology, Engineering, and Mathematics (STEM)*



Dr. Eddie C. Red is Dean of the division of Science, Technology, Engineering, and Mathematics (STEM) Division at Morehouse College. He is also an associate professor of Mathematics and computational sciences.

Dr. Red previously served as chair of the Mathematics and Computational Science Division and chair of the Physics & Dual-Degree Engineering Department. He has also served as a principal investigator for more than one Department of Energy National Nuclear Security Administration award, and director of the NuMaSS (Nuclear, Materials, and Space Science) Summer Enrichment Program for K-12 students. His experience in faculty governance as a past member of the Admissions Committee, Faculty Grievance Committee, Faculty Appeals Committee, and Faculty Research Committee.

An alumnus of Morehouse College ('00), Dr. Red attained his M.S. and Ph.D. from Florida A&M in addition to post-doctoral education at Lawrence Berkeley National Laboratory. He is an active scholar who has published in Communications Physics, Physical Review, and the Journal of Physics B: Atomic, Molecular and Optical Physics, among other venues. Supplementing his professional written work are multiple conference presentations and leadership of the Research Experience with Diversification Laboratory, designed to providing student training and research experiences.

Norfolk State University

Aurelia Williams, *Professor of Computer Science and Director of the Cybersecurity Complex*



Dr. Aurelia Taylor Williams is a transformational leader who believes in leveraging resources to expand the reach of higher education. Serving Norfolk State University (NSU) for over two decades, she has been an advocate and champion for Historically Black Colleges and Universities (HBCUs) and utilizes networking to make an impact on multiple campuses. As Senior Vice Provost for Academic and Faculty Affairs, Dr. Williams leads, administrates, and oversees efforts related to faculty and staff activities in the division of Academic Affairs. As interim Vice Provost for Academic Administration, Dr. Williams led a team to secure the University's first Fund for the Improvement of Postsecondary Education (FIPSE) grant. This project offers investment in faculty development to modify curriculum and implement a more cohesive

online learning model. Her expertise has led to the implementation of professional development opportunities and programs to strengthen and support effective working relationships within the University Community.

A Professor of Computer Science and the Founding Executive Director of NSU's Cybersecurity Complex, Dr. Williams passionately seeks new ways to strengthen the learning experience for both undergraduate and graduate students. As the former Computer Science Chair, she provided senior departmental leadership through a period of exponential growth. Since 2009, NSU has been designated NSA/DHS Center of Academic Excellence in Information Assurance/Cyber Defense Education. Enhancing Cybersecurity at NSU to expand across multidisciplinary departments resulted in recognition both regionally and nationally.

A leader for the HBCU Cybersecurity Workforce Development Consortium, Dr. Williams secured a \$25 million award to benefit 13 HBCUs. Due to her dedication, NSU received an HBCU Visionary award given by the US Department of Treasury. To date, Dr. Williams has led efforts to champion the University's Cybersecurity initiative securing more than \$50 million in external funding. She continues to secure high levels of research grants, awards, and contracts from federal, state, and private entities. She has proven herself as a trailblazer in efforts to support underrepresented students persist in the field of Cybersecurity.

Skilled in establishing and expanding collaborative relationships, Dr. Williams interfaces with various national, state, and local agencies to increase faculty and student opportunities for research and innovation. By leveraging her technical background, she is skilled in leading cross-functional and high-performing teams to deliver effective results. At NSU, she chairs several University committees. Externally, she served as the inaugural chair for the Commonwealth Cybersecurity Initiative (CCI) Diversity and Inclusion Committee for two years while serving as

an executive member of the CCI COVA node and a member of the regional advisory board for the 757 Regional Internship Collaborative.

A dedicated scholar and researcher, Dr. Williams earned a bachelor's degree in Computer Science from Norfolk State University, a master's degree in Computer Science from Johns Hopkins University and a doctoral degree from Pace University.

An advocate for positively impacting her local community, Dr. Williams is an active member of several service organizations that seek to provide resources and opportunities for the betterment of society. She is a Life-Member of Alpha Kappa Alpha Sorority, Incorporated where she serves as the Tidewater Cluster Coordinator, a regional appointment. Additionally, she is President of the Chesapeake-Virginia Beach Chapter of The Links, Incorporated.

Dr. Williams' greatest contentment is spending quality time with her family. She enjoys traveling with her husband, Aurthor C. Williams, Jr. and their three sons and daughter, Azad, Atrell, Aaron, and Jhanae. She is the daughter of I.C. Norcom Class of 1967 graduates, Lewis and Connie Taylor.

Rutgers University

Marybeth Gasman, *Samuel DeWitt Proctor Endowed Chair in Education and Executive Director of the Center for Minority Serving Institutions*



Marybeth Gasman is the Samuel DeWitt Proctor Endowed Chair in Education, a Distinguished Professor, and the Associate Dean for Research in the Graduate School of Education at Rutgers University. She also serves as the Executive Director of the Samuel DeWitt Proctor Institute for Leadership, Equity & Justice and the Executive Director of the Rutgers Center for Minority Serving Institutions. Marybeth is the Chair of the Rutgers University, New Brunswick Faculty Council. Prior to joining the faculty at Rutgers, Marybeth was the Judy & Howard Berkowitz Endowed Professor in the Graduate School of Education at the University of Pennsylvania.

Her areas of expertise include the history of American higher education, Minority Serving Institutions (with an emphasis on Historically Black Colleges and Universities), racism and diversity, fundraising and philanthropy, and higher education leadership. She is the author or editor of 33 books, including *Educating a Diverse Nation* (Harvard University Press, 2015 with Clif Conrad), *Envisioning Black Colleges* (Johns Hopkins University Press, 2007), *Making Black Scientists* (Harvard University Press, 2019 with Thai-Huy Nguyen), and her most recent book

Doing the Right Thing: How to End Systemic Racism in Faculty Hiring (Princeton University, 2022). Marybeth has written over 300 peer-reviewed articles, scholarly essays, and book chapters. She has penned over 650 opinion articles for the nation's newspapers and magazines and is ranked by *Education Week* as one of the most influential education scholars in the nation.

Marybeth has raised over \$24 million in grant funding to support her research and that of her students, mentees, and MSI partners. She has served on the board of trustees of The College Board as well as historically Black colleges – Paul Quinn College, Morris Brown College, and St. Augustine College. She considers her proudest accomplishment to be receiving the University of Pennsylvania's Provost Award for Distinguished Ph.D. Teaching and Mentoring, serving as the dissertation chair for over 86 doctoral students since 2000.

Simons Foundation

Craig Wesley, *Director of Diversity, Equity and Inclusion*



Craig Wesley, Director of DEI, joined the Simons Foundation in March 2021. He is responsible for leading the implementation of the DEI action plan across the foundation. Prior to joining the foundation, he worked in a variety of DEI roles within the nonprofit and corporate sectors. Before joining the Simons Foundation he served as Director of Strategic Engagement at National Urban Fellows, a leadership accelerator and talent pipeline for diverse mid-career professionals committed to equity, public service, and social impact. He has close to 20 years of DEI experience as a thought leader and practitioner. Craig holds a BA (history and political science) from Purdue University and an MPA from

Baruch College-CUNY.

Southern Education Foundation

Fred Jones, *Senior Director of Public Policy and Advocacy*

Fred A. Jones Jr. serves as the senior director of public policy and advocacy for the Southern Education Foundation. His core responsibilities include creating and advancing equitable public policy solutions aligned to the mission and values of SEF at the federal, state, and local levels.



Fred began his career working for the U.S. House of Representatives' Education and Labor Committee, playing a supporting role in reauthorizing the Higher Education Act and the National and Community Service Act, and in passing the Affordable Care Act. He served as the director of government affairs for the United Negro College Fund, advocating for more equitable student aid and appropriations policies. Most recently, Fred served as the director of policy for the Aurora Institute, providing technical assistance and policy-implementation strategies for federal and state policymakers interested in adopting student-centered learning policies. He has a range of

policy and advocacy experience, from early childhood development through postsecondary education.

Fred completed the Riley Institute Diversity Leaders Initiative at Furman University. He is a Pahara-NextGen Fellow, an Institute for Responsible Citizenship Scholar, a National Collegiate Scholar, a Coro Fellow, and a 10-time All-American track and field athlete. He also serves on the board of the Linked Learning Alliance. Fred holds a bachelor's degree in political science from Tufts University and an MBA from the University of Maryland.

Southern Regional Education Board

Tiffany Harrison, *Doctoral Scholars Program Specialist*



Tiffany K. Harrison works with the SREB-State Doctoral Scholars Program. She previously worked with SREB's Educational Technology Cooperative on research and policy efforts, after joining the organization's benchmarking college- and career-readiness standards team in 2017. Prior to joining SREB, she was a program evaluation and data specialist with the North Carolina Partnership for Children and a research associate for the SERVE Center at UNC-Greensboro.

Tiffany holds a B.A. in English from North Carolina Central University and a master's in education research from The Ohio State University and is pursuing a doctoral degree in education management at Hampton University. She lives in the Atlanta area.

Tennessee State University

Quincy Quick, Associate Vice President of Research and Sponsored Programs and Chief Research Officer



Dr. Quincy Quick, is the Associate Vice President of Research and Sponsored Programs and Chief Research Officer at Tennessee State University, where this past fiscal year the institution reached the highest total in awarded grants (\$100,031,082) in Tennessee State University's history. Dr. Quick currently chairs Tennessee State University's R2 to R1 committee and has studied novel targets and therapeutics for the treatment of brain tumors for over 20 years.

He also serves as an active NIH grant reviewer, cancer journal editor and reviewer, and has been a research mentor and/or coordinator on several NIH and NSF developmental training grant programs. As part of these initiatives, Dr. Quick has mentored over 90 students at the PhD, Master's, and undergraduate levels. Furthermore, in his role as AVP, Dr. Quick mentors and supports the research efforts and development of faculty and staff at all levels. This service and productivity have led to Dr. Quick being acknowledged as one of the most inspiring black scientists in the United States by Cell Mentor.

United Negro College Fund

Chad Womack, Vice President, National STEM Programs and Tech Initiatives



Dr. Chad Womack is Vice President, National STEM Programs and Tech Initiatives at UNCF. Prior to joining UNCF, Dr. Womack co-founded The America21 Project and DC Innovates, both innovation-based community and economic development nonprofit organizations dedicated to empowering metro-centers and underserved communities through STEM education, tech-entrepreneurship and access to capital. In addition, Dr. Womack led the White House-based HBCU Startup and Innovation Initiative, which resulted in the launch of the HBCU Innovation, Commercialization and Entrepreneurship initiative at UNCF.

At UNCF, Dr. Womack's work portfolio includes the Fund II Foundation STEM Scholars Program—a \$50 million and 10-year commitment to support 500 academically talented African American high school students pursuing STEM as majors in college and careers in the technology industry; the EE Just Life Sciences Institute, which

includes the Bristol-Myers Squibb-sponsored EE Just Life Sciences Postgraduate Fellowship Program; the UNCF HBCU Innovation, Commercialization and Entrepreneurship (ICE) Initiative; the UNCF HBCU Innovation Summit and the HBCU Center of Excellence in Computing and Computer Science, which includes a partnership with Google.

Dr. Womack was previously a member of the U.S. Department of Commerce, Economic Development Agency, National Advisory Council for Innovation and Entrepreneurship and the DC Mayor's Innovation and Technology Inclusion Council. Dr. Womack completed several postdoctoral research fellowships at the National Institutes of Health in the National Institutes for Allergy and Infectious Diseases Vaccine Research Center, and at the Harvard AIDS Institute and the Harvard School of Public Health in the Department of Immunology and Infectious Diseases. Dr. Womack earned his doctoral degree in biomedical sciences from the Morehouse School of Medicine and is a proud graduate of Morehouse College where he majored in biology with minors in chemistry and applied physics.

University of Florida

Hank Frierson, *Associate Vice President and Dean of the Graduate School Emeritus*



Henry T. Frierson is Associate Vice President and Dean of the Graduate School emeritus at the University of Florida (UF). He received his bachelor's and master's degrees in psychology and educational psychology, respectively, from Wayne State University (Detroit, Michigan); and his Ph.D. in educational psychology from Michigan State University (East Lansing). Before coming to UF, Frierson was at the University of North Carolina at Chapel Hill, where he was professor of educational psychology and director of the Research Education Support Program, a large multi-faceted initiative largely funded by the National Science Foundation (NSF) and the National Institute of Health (NIH) to support minority undergraduate students as they pursue quality research, to support graduate students completing research for their Ph.D., and to support undergraduate students participating in full-time summer research experience.

The White House

Nafeesa Owens, Assistant Director for STEM Education



Dr. Nafeesa Owens, is Assistant Director for STEM Education at the White House Office of Science and Technology Policy. She has also served as program director in the Excellence Awards in Science and Engineering Program at the National Science Foundation (NSF). Prior to joining NSF, she was an associate at Quality Education for Minorities Network. She also served as director of the California State Summer School for Mathematics and Science at the University of California, Santa Cruz, where she oversaw summer programs for middle and high school students.