The Leadership Alliance

Presidential Forum

Confronting Challenges to Diversity in the Research Workforce

A Public Briefing

November 4, 2016
The National Academy of Sciences Building
2101 Constitution Avenue NW
Washington, DC 20418
“By 2005, the Leadership Alliance had evolved into a vibrant source of students in competitive training programs which documented that the partnership was working! The first Presidential Forum was an influential public venue for the Leadership Alliance presidents to renew their individual commitment, unite as a national resource and shape a strategic direction to take the Alliance to its next horizon.”

Valerie Wilson, Ph.D.
Former Executive Director
(2003–2010)
On behalf of the Leadership Alliance community, it gives me great pleasure to welcome you to the 2016 Presidential Forum.

We are grateful to the National Academy of Sciences for hosting this event as this venue has historic significance for the Leadership Alliance. More than two decades ago, in 1995, the Alliance community came together here to celebrate the creation of this dynamic consortium and to inaugurate its first national symposium for students to network and engage in scholarly discourse. In 2005, the Leadership Alliance returned to the Academy, convening its first Presidential Forum to discuss the academy’s efforts to diversify higher education, and to devise strategies for the Alliance to meet these evolutionary changes. The collective expertise of Alliance member presidents contributed to the development of a ten-year strategic plan — a roadmap that shaped programs and initiatives to train, mentor and inspire students from diverse backgrounds into competitive graduate training programs and professional research-based careers.

As we approach our 25th anniversary, we reassemble in the place that witnessed the birth of this innovative collaboration. Together, we will reflect on our accomplishments and forge a collective response to increasing the number of underrepresented minority scholars and attaining a diverse workforce. While challenges persist, they can only be met through a concerted and collaborative effort on the part of educators working in conjunction with leaders in the public and private sectors. Toward this end, I look forward to leveraging your leadership and voice in Confronting Challenges to Diversity in the Research Workforce.

Medeva Ghee, Ph.D.
Executive Director, The Leadership Alliance
1:00 p.m. **Welcome**  
*Lecture Room*  
**Christina Paxson**, President, Brown University  
**Eleanor H. Norton**, Congresswoman, District of Columbia

**Medeva Ghee**, Executive Director, Leadership Alliance  
Update: Trends and Challenges to Academic Diversity: Where Are We Now?

1:30 p.m. **Creating and Sustaining a Diverse 21st Century Workforce**  
*Lecture Room*  
Moderator: **Celeste Rohlfing**, Chief Operating Officer, American Association for the Advancement of Science (AAAS)

Panelists:  
- **Liza Cariaga-Lo**, Vice President for Academic Development, Diversity and Inclusion, Brown University  
- **Amri Johnson**, Global Head, Diversity & Inclusion, Novartis Institutes for BioMedical Research  
- **Cecilia Rouse**, Dean; Lawrence and Shirley Katzman and Lewis and Anna Ernst Professor in the Economics of Education, Professor of Economics and Public Affairs, Princeton University  
- **David Wilson**, President, Morgan State University

2:30 p.m. **Q&A**

2:45 p.m. **Break**
3:00 p.m. **Preparing America’s New Majority: The Next Generation of Leaders and Role Models in Academia, Public and Private Sectors**

*Lecture Room*

*Moderator: Henry Tisdale, President, Claflin University*

*Panelists:*
- Ronald J. Daniels, *President, Johns Hopkins University*
- Celeste E. Freytes González, *Interim President, University of Puerto Rico*
- Karl Reid, *Executive Director, National Society of Black Engineers*
- Hannah Valantine, *Chief Officer for Scientific Workforce Diversity, National Institutes of Health*

4:00 p.m. **Q&A**

4:15 p.m. **Executive Session for Leadership Alliance Presidents and Senior Administrators**

*Board Room*

4:30 p.m. **Reception**

*East Court*

6:00 p.m. **Conversation with U.S. Supreme Court Justice Sonia Sotomayor and Christina Paxson, President, Brown University**

*Auditorium*

6:30 p.m. **Q&A**

7:30 p.m. **Closing Remarks**

*Medeva Ghee, Executive Director, Leadership Alliance*
Dr. Christina Paxson is the 19th President of Brown University, where she is Professor of Economics and Public Policy. Prior to her appointment at Brown in 2012, President Paxson was dean of the Woodrow Wilson School of Public and International Affairs and the Hughes Rogers Professor of Economic and Public Affairs at Princeton University. Building on Brown’s academic excellence to prepare students to thrive in today’s complex and changing environments are the defining objectives of her presidency. Key areas include empowering collaboration and cultivating entrepreneurship among teacher-scholars and their students as well as expanding Brown’s research environment. In the course of her tenure, Brown has increased scholarships for low-income students and accelerated support for middle-income families. A highly respected leader in higher education, her personal scholarship has focused on international economic problems of labor supply, mobility inequality and aging. President Paxson is a 1982 Phi Beta Kappa graduate of Swarthmore College and earned her graduate degrees in economics at Columbia University.

Sonia Sotomayor, Associate Justice, was born in Bronx, New York on June 25, 1954. She earned a B.A. in 1976 from Princeton University, graduating summa cum laude and receiving the university’s highest academic honor. In 1979, she earned a J.D. from Yale Law School, where she served as an editor of the Yale Law Journal. She served as Assistant District Attorney in the New York County District Attorney’s Office from 1979–1984. She then litigated international commercial matters in New York City at Pavia & Harcourt, where she served as an associate and then partner from 1984–1992. In 1991, President George H.W. Bush nominated her to the U.S. District Court, Southern District of New York, and she served in that role from 1992–1998. She served as a judge on the United States Court of Appeals for the Second Circuit from 1998–2009. President Barack Obama nominated her as an Associate Justice of the Supreme Court on May 26, 2009, and she assumed this role August 8, 2009.
Congresswoman Eleanor Holmes Norton is serving her thirteenth term as Congresswoman for the District of Columbia. She is the ranking member of the House Subcommittee on Highways and Transit. She also serves on the Committee on Oversight and Government Reform and the Committee on Transportation and Infrastructure. Congresswoman Norton came to Congress as a national figure—a civil rights activist, feminist and a tenured professor of law at Georgetown University as well as a board member at three Fortune 500 companies and multiple foundations. Her many significant barrier-breaking accomplishments include achieving broad financial support for her disempowered district as well as her ongoing effort for the district’s voting representation. She is a graduate of Antioch College and holds a master’s degree in American Studies and her law degree from Yale University.

Dr. Medeva Ghee, a graduate of North Carolina State University in 1991 with a bachelor’s degree in zoology, earned her M.S. and Ph.D. in microbiology in 1997 from New York University School of Medicine. Her postdoctoral research was conducted with a team of CNRS researchers in Paris, France, where she employed biochemical and gene therapy technologies to investigate the impact of protein aggregation in Parkinson’s disease. In 2005, Dr. Ghee worked with the William J. Clinton Foundation as a Laboratory Systems Specialist for the HIV/AIDS Initiative. In this capacity, she provided technical assistance and strategic advice on the development of laboratory plans and systems to support national HIV/AIDS prevention, care and treatment programs in the Initiative’s partner countries in Sub-Saharan Africa. Dr. Ghee joined the Leadership Alliance as the Assistant Director in 2006 and since July 2008, has been Associate Director of the Leadership Alliance, and manager of the executive office staff. In July 2011, Dr. Ghee was appointed as Executive Director of the Leadership Alliance. In addition to her administrative responsibilities, Dr. Ghee is an Assistant Professor of the Practice of Behavioral and Social Sciences at Brown University where she has developed a course that leverages multidisciplinary approaches to support HIV/AIDS care and treatment programs in Sub-Saharan Africa.
Dr. Liza Cariaga-Lo is Vice President for Academic Development, Diversity and Inclusion and a faculty member in the Education Department at Brown University. From 2007-2012, Dr. Cariaga-Lo was Assistant Provost for Faculty Development and Diversity at Harvard University. She was previously Assistant Dean at the Yale Graduate School of Arts & Sciences and the Director of the Office for Diversity and Equal Opportunity, as well as a faculty member at Yale Medical School. She received her doctoral training in Education and Developmental Psychology from Harvard University. Besides teaching courses related to developmental psychology, minority health and health disparities, Dr. Cariaga-Lo has also taught Asian American Studies and African American Studies courses and consults widely on cultural diversity and higher education issues. She is currently a member of the National Institutes of Health (NIH) NAGMS Council and has served as Chair of the NIH--NIGMS Minority Programs Review Committee and continues to work closely with other federal agencies and foundations on broad diversity initiatives to develop and support young scholars from diverse backgrounds. She has been the Director and Principal Investigator on a number of programs to prepare students for Ph.D. training and to consider careers in the professoriate, including the Yale Postbaccalaureate Research Education Program and the Summer Research Opportunities at Harvard Program. Her areas of research include education program evaluation, minority student development, ethnic minority health care, and public policy affecting children and families. She was the recipient of the Chang-Lin Tien Leadership in Education Award from the Asian Pacific Fund in 2014. She is currently completing work on a book about the identity development of Asian Americans.

Dr. Ronald Daniels is president of Johns Hopkins University, a position he has held since 2009. Since taking office, he has focused his leadership on enhanced interdisciplinary collaboration, individual excellence, and community engagement — themes that are the backbone of the university’s strategic vision through 2020. During Daniels’ tenure, the university has launched a series of multidisciplinary initiatives aimed at addressing some of society’s most vexing issues, bolstered the efforts of faculty, staff, and students to translate discoveries into novel technologies, invested heavily in student access, and extended its community partnerships. Before coming to Johns Hopkins, Daniels was provost and professor of law at the University of Pennsylvania and dean and James M. Tory Professor of Law of the Faculty of Law at the University of Toronto. A law and economics scholar, he is author or editor of seven books and dozens of scholarly articles.

Dr. Celeste E. Freytes González, is a professor at the University of Puerto Rico, Rio Piedras Campus. She was previously Vice President of Academic Affairs at the UPR for six years and served as Interim President of the University in 2013. That is currently highlighted in her role as commissioner on the board of the Middle States Commission on Higher Education. Dr. Freytes Gonzalez holds an Ed.D. in Education from the University of Boston and has a specialty in Psychology and Special Education.
As part of her responsibilities she lead a special project to ensure the first time accreditation of over 122 programs that were susceptible to professional accreditation, ensuring that 85% of which have been accredited. Dr. Freytes González also presides over the boards of directors of the UPR Carolina Hospital, Pilot Plant of bioprocesses, Aerospace and Aeronautical Institute of Puerto Rico and the Center for Research in Molecular Sciences. In addition, she is a member of the Board of the Comprehensive Cancer Center, the Center for Technology, Research and Innovation, and the Puerto Rico Corporation for Public Dissemination.

Dr. Karl Reid came to NSBE from the United Negro College Fund (UNCF), where he oversaw new program development, research and capacity building for the organization’s 37 historically black colleges and universities and held the title of senior vice president for research, innovation and member college engagement. Dr. Reid earned his Bachelor’s and Master’s degrees in Materials Science and Engineering from the Massachusetts Institute of Technology (MIT). Before his service at UNCF, he worked in positions of increasing responsibility to increase diversity at his alma mater, which he left as associate dean of undergraduate education and director of the Office of Minority Education. While working at MIT, Dr. Reid earned his Doctor of Education degree at Harvard University. His thesis explored the interrelationship of race, identity and academic achievement.

After graduating from MIT, Dr. Reid worked in the computer industry for 12 years, in product management, marketing, sales and consulting. In 1991, five years into a successful career in sales and marketing with IBM Corporation, Dr. Reid credits Jonathan Kozol’s “Savage Inequalities,” a seminal book about educational disparities in the U.S., which sparked his passion for bringing about positive change through education of African Americans.

Dr. Reid is now supporting NSBE’s National Executive Board and the Society’s 31,000 members in reaching the main goal of NSBE’s 10-year Strategic Plan: to graduate 10,000 Black Engineers annually in the country, by 2025.

Mr. Amri Johnson, MPH, is a writer, speaker, and organizational change and innovation scholar working with profit/nonprofit companies to construct business solutions through understanding and making the most out of the wealth that difference provides, co-creating to optimize individuals and teams’ engagement and investment in their work. Currently, as Global Head of Diversity and Inclusion with Novartis Institutes for BioMedical Research (NIBR), Johnson works with teams and their leadership to drive innovation through a focus on the sociology of drug discovery, helping to grow organizational talent capacity, and create an environment that thrives by inclusion. A graduate of Morehouse College he also holds a Master of Public Health (Epidemiology) from Rollins School of Public Health (Emory University). His current doctoral work is at Leiden University (The Netherlands) focusing on collaborative decision-making in organizations.
Panelists

Dr. Celeste Rohlfing, Chief Operating Officer, American Association for the Advancement of Science (AAAS)

Before joining AAAS in 2015, Dr. Rohlfing served as the Deputy Assistant Director for the Directorate of Mathematical and Physical Sciences (MPS) at the National Science Foundation (NSF). She was the senior career official managing the MPS Directorate with a budget of $1.4B and over 170 staff. Dr. Rohlfing joined NSF in 1997 as a Program Director in the Chemistry Division, and later served as Head of the Office of Multidisciplinary Activities, acting Division Director for the Division of Chemistry, and for the Division of Materials Research. In 2010-11, she also served as Assistant Director of Physical Sciences at the White House Office of Science and Technology Policy. From 1986 to 1997, Dr. Rohlfing was a Principal Member of Technical Staff at Sandia National Laboratories in California with over 70 scientific publications. Prior to joining Sandia, she was a Director’s-Funded Postdoctoral Fellow at Los Alamos National Laboratory. Her bachelor’s and doctoral degrees in chemistry are from Duke University (summa cum laude and Phi Beta Kappa) and Princeton University, respectively. Dr. Rohlfing is a Fellow of AAAS, and the recipient of multiple NSF awards in management excellence, equal opportunity achievement, and collaborative integration.

Dr. Cecilia Rouse’s primary research interests are in labor economics with a focus on the economics of education. Rouse has served as an editor of the Journal of Labor Economics and is currently a senior editor of The Future of Children. She is the founding director of the Princeton University Education Research Section, is a member of the National Academy of Education and a member of the Board of Directors of the National Bureau of Economic Research. In 1998-99 she served a year in the White House at the National Economic Council and from 2009-2011 served as a member of the President’s Council of Economic Advisers. She earned her doctoral degree in economics from Harvard University.

A native of Kingstree, South Carolina, and a 1965 magna cum laude graduate of Claflin University, Dr. Henry N. Tisdale returned to his alma mater as its eighth president in 1994.

Described as a high energy and visionary president, Dr. Tisdale, in the tradition of Claflin’s presidents, has been a servant leader while also overseeing tremendous growth in all areas of the University’s campus and academic endeavors. During his nearly 20 years as president, Dr. Tisdale’s reputation for accomplishment, generating momentum, demonstrating commitment and his strategic approach to advancing Claflin have established him as a prominent influence in higher education.
Dr. Tisdale graduated magna cum laude from Claflin University with a Bachelor of Science degree in Mathematics (1965). At Temple University, he was awarded a Master of Education degree in Mathematics (1967) then a Master of Arts degree in Mathematics from Dartmouth College (1975). This was followed by a Doctor of Philosophy degree in Mathematics from Dartmouth College (1978).

Dr. Hannah Valantine is the first NIH Chief Officer for Scientific Workforce Diversity, and a Senior Investigator in the Intramural Research Program at the National Heart, Lung, and Blood Institute. Prior to starting this position in April 2014, Dr. Valantine was Professor of Cardiovascular Medicine and the Senior Associate Dean for Diversity and Leadership at Stanford, a leadership position she held since November 2004. She is nationally recognized for her transformative approaches to diversity and is a recipient of the NIH Director’s Pathfinder Award for Diversity in the Scientific Workforce. She is currently leading NIH efforts to promote diversity through innovation across the NIH-funded biomedical workforce through a range of evidence-based approaches. Dr. Valantine maintains an active clinical research program that continues to have high impact on patient care. Current research extends her previous finding that an organ transplant is essentially a genome transplant, and that monitoring the level of donor DNA in a recipient’s blood as a marker of organ damage will detect early stages of rejection. She is currently overseeing a multi-site consortium of mid-Atlantic transplant centers to validate these findings clinically toward the development of a non-invasive tool for detecting early signs of organ rejection.

Dr. David Wilson, the 12th president of Morgan State University, has a long record of accomplishment and more than 30 years of experience in higher education. Dr. Wilson holds four academic degrees: a B.S. in political science and a M.S. in education from Tuskegee University; and an Ed.M. in educational planning and administration and an Ed.D. in administration, planning and social policy from Harvard University. He came to Morgan from the University of Wisconsin, where he was chancellor of both University of Wisconsin Colleges and the University of Wisconsin–Extension.

Dr. Wilson has been appointed by the U.S. Under Secretary of Commerce for Standards and Technology to serve a three-year term as a member of the National Institute of Standards and Technology’s Visiting Committee on Advanced Technology. He is president of the HBCU/China Network, a member of the Maryland Cybersecurity Council and the Maryland Longitudinal Data System Governing Board, and serves on the Board of United Way of Central Maryland and on the Boards of Directors of the Greater Baltimore Committee, the Association of Public and Land Grant Universities and the Association of American Colleges and Universities. In 2010, President Barack Obama appointed him to his Board of Advisors on Historically Black Colleges and Universities.

Dr. Wilson’s 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. His goal is to make Morgan a leader in producing the next wave of innovators in the U.S.
## Member Institutions

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## Associate Member

Novartis Institutes for BioMedical Research