

Enhancing Diversity in Science

A Retreat to Discuss the Role of Professional Associations and Scientific Societies

The Hamilton Crowne Plaza Hotel
Washington, DC
February 28, 2008

Program Book



Funded by the
National Institutes of Health
with additional funding from the
National Science Foundation

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Planning Committee:

AAAS Center for Careers in Science and Technology
American Educational Research Association
American Sociological Association
American Psychological Association
Association of American Medical Colleges
Consortium of Social Science Associations
Federation of American Societies for Experimental Biology
Institute for the Advancement of Social Work Research
Society for Research in Child Development



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National Science Foundation

Foreword

Recently, a number of reports have documented that increasingly fewer underrepresented minorities are pursuing careers in science, and that leakages in the science pipeline for minority students and professionals happen at various stages—but especially within higher education. Professional associations and scientific societies represent permanent homes for scientists and students of science, many of whom relocate several times throughout their careers. As sources of stability for their members, associations and societies have an opportunity to provide educational and career support that might not otherwise be consistently available. They can also work together to develop common approaches to enhancing educational and career opportunities for vulnerable populations, and to help ensure greater participation of underrepresented minorities in science.

The goal of this retreat is to spawn *collaboration* among associations, societies, federal agencies, and private foundations that has been, in many instances, lacking. Their collaboration is essential to enhancing recruitment and retention of underrepresented minorities in science. Our hopes are that this retreat will forge new opportunities for these groups to work together, learn from each other, and develop common approaches, where appropriate. In turn, this group effort should enable key areas of progress, such as the development and utilization of outcome measures to assess program effectiveness.

The retreat is modeled after other action-oriented meetings which include catalyst panels of experts as well as both small and large group discussions. Accordingly, it has been designed to generate a shared commitment to the problem, new opportunities for collaboration across diverse organizations and areas of science, and specific action steps that the associations and societies can carry out to achieve progress. We expect that some areas for proposed action may require *new vehicles for effective collaboration*, such as a new e-mail listserv for associations and societies to share information, and one or more future workshops devoted to a specific area for action (to be discussed at the retreat), such as the development of common outcome measures to enhance program evaluation.

The retreat's agenda has been designed to focus on: (1) Obstacles and Challenges to the Recruitment and Retention of Underrepresented Minorities in Science, and (2) Successful Models and Future Initiatives. The morning panel of experts will focus on understanding the various obstacles, challenges and opportunities in this area, including those identified in research, in recent court decisions, in the careers of individual scientists, and by university and association leaders. The afternoon panel of experts will focus on successful models for overcoming obstacles, drawing upon the perspectives of both federal and private funders and program leaders. We will share the key findings of a recent survey of professional associations and scientific societies that indicate what associations are doing now, what goals are being sought, and whether/how outcomes are being measured. With the ultimate aim of arriving at new recommendations for action on the part of associations and societies small breakout groups will discuss the challenges and opportunities in a variety of issue areas. Groups will be asked to consider three themes throughout those discussions: 1) collaboration, 2) policy, and 3) funding.

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Agenda

- 8:00 - 8:30 am Continental Breakfast
- 8:30 - 8:40 am Welcome and Introductions
Howard J. Silver - Executive Director
Consortium of Social Science Associations
- 8:40 - 9:15 am Framing the Issue
Shirley M. Malcom - Head, Education and Human Resources
American Association for the Advancement of Science
- 9:15 - 10:15 am Panel One - Challenges and Obstacles to the Recruitment and Retention of Underrepresented Minorities in Science
- Arthur L. Coleman - Partner
Holland & Knight
- Erich D. Jarvis - Associate Professor
The Jarvis Lab, Department of Neurobiology
Duke University Medical Center
- Andrés E. Jiménez - (moderator/discussant)
Academic Administrator, Division of Academic Affairs,
University of California Office of the President
- 10:15 - 10:30 am Break
- 10:30 - 11:30 am Breakout Groups
- Group 1: Evaluating Diversity Program Outcomes - *Franklin Park A*
- Group 2: Mentoring Underrepresented Minorities - *McPherson Square*
- Group 3: Retaining Underrepresented Minorities in Science: Students Through Early Career Professionals - *Farragut Square*
- Group 4: Retaining Underrepresented Minorities in Science: Early Through Later Career Professionals - *Franklin Park B*
- Group 5: Generating Support for a Diverse Scientific Workforce - *Hamilton Ballroom*
- 11:45 - 1:15 pm Lunch
- Remarks and Introduction of Speaker
Raynard S. Kington- Deputy Director
National Institutes of Health
- Keynote Speaker
Freeman A. Hrabowski, III- President
University of Maryland, Baltimore County

1:15 - 1:30 pm

Break

1:30 - 2:30 pm

Panel Two - Successful Models and Future Initiatives

Wanda E. Ward - Deputy Assistant Director
Education and Human Resources
The National Science Foundation

Jeremy M. Berg - Director
National Institute of General Medical Sciences
National Institutes of Health

Ted Greenwood - Program Director
Alfred P. Sloan Foundation

Joan Y. Reede - (moderator/discussant)
Dean for Diversity and Community Partnership
Associate Professor of Medicine
Harvard Medical School

2:30 - 2:45 pm

Results of Survey to Professional Associations and Scientific Societies

Mary Ann McCabe - Director
Office for Policy and Communications
Society for Research in Child Development

2:45 - 3:45 pm

Breakout Groups

Group 1: Evaluating Diversity Program Outcomes - *Franklin Park A*

Group 2: Mentoring Underrepresented Minorities - *McPherson Square*

Group 3: Retaining Underrepresented Minorities in Science: Students
Through Early Career Professionals - *Farragut Square*

Group 4: Retaining Underrepresented Minorities in Science: Early
Through Later Career Professionals - *Franklin Park B*

Group 5: Generating Support for a Diverse Scientific Workforce -
Hamilton Ballroom

3:45 - 4:00 pm

Break

4:00 - 5:30 pm

Summaries from Breakout Groups and Discussion and Identification
Of Future Action Steps

Facilitator -- Joan Levy Zlotnik - Executive Director
Institute for the Advancement of Social Work Research

5:30 - 6:30 pm

Reception

Speakers' Biosketches

Jeremy M. Berg

Jeremy M. Berg is the Director of the National Institute of General Medical Sciences (NIGMS) at the National Institutes of Health. He assumed this position after 18 years on the faculty of Johns Hopkins University. His research interests are centered on the roles of metal ions, particularly zinc(II), in biological systems and on the structural and thermodynamic basis of molecular recognition processes including protein-metal ion, protein-DNA, protein-RNA, and protein-protein binding.

Dr. Berg received his B.S. and M.S. degrees in Chemistry from Stanford University. During his time at Stanford, he was actively involved in research with Professors Lubert Stryer and Keith Hodgson. He then moved to Harvard University where he completed his Ph.D. research in the laboratory of Richard Holm, working on synthetic structural and reactivity models for the active sites of molybdenum-containing enzymes. He moved to Johns Hopkins University School of Medicine in 1984 as a postdoctoral fellow in the laboratory of Carl Pabo, investigating the structures of DNA-binding proteins bound to their DNA targets. In 1986, he joined the faculty of the Department of Chemistry on the Homewood campus of Johns Hopkins as an Assistant Professor. He was promoted to Professor in 1990. Later that year, he moved to become Professor and Director of the Department of Biophysics and Biophysical Chemistry and Director of the Markey Center for Macromolecular Structure and Function at Johns Hopkins University School of Medicine. In 2001, he was named Director of the Institute for Basic Biomedical Sciences at Johns Hopkins. He moved to his present position at NIGMS in November, 2003.

His honors include a Presidential Young Investigator Award (1988-1993), the American Chemical Society Award in Pure Chemistry (1993), the Eli Lilly Award for Fundamental Research in Biological Chemistry (1995), and the Maryland Outstanding Young Scientist of the Year (1995). He also received teaching awards from both medical students and graduate students and served as an advisor to the Johns Hopkins Postdoctoral Association since its founding. He is the author of more than 100 research publications and three textbooks: Principles of Bioinorganic Chemistry (with Steve Lippard), Biochemistry (5th Ed.) (with John Tymoczko and Lubert Stryer), a Clinical Companion to Biochemistry (with Kirstie Saltsman and Gordon Tomaselli).

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Arthur L. Coleman

Arthur L. Coleman is a Partner and co-leader of Holland & Knight's education policy team. He provides legal, policy, strategic planning and advocacy services to educators throughout the country. Mr. Coleman's focus is on preventive law. He works to help states, school districts, higher education institutions, private education providers, and associations understand how to structure programs in ways that best serve their educational goals and meet federal and state legal requirements thereby improving education while reducing the risk of litigation or enforcement. He also focuses on federal advocacy before the United States Department of Education and Congress on key education issues. Mr. Coleman deals extensively with issues related to the implementation of the No Child Left Behind Act and federal non-discrimination laws. In particular, he addresses issues such as the development of accountability and assessment systems, the use of high-stakes tests, services for students with disabilities and English language learners and efforts to promote diversity.

Mr. Coleman served as Deputy Assistant Secretary of the U.S. Department of Education's Office for Civil Rights (OCR) from June of 1997 until January of 2000 following his service as Senior Policy Advisor to the Assistant Secretary for Civil Rights from November of 1993 until 1997. Throughout his Department of Education tenure, Mr. Coleman was responsible for the development of federal civil rights legal policy in education. His focus included issues relating to standards reform, test use, students with disabilities, English language learners, affirmative action, sexual and racial harassment, and gender equity in athletics. Mr. Coleman was a Partner in the firm of Nelson Mullins Riley and Scarborough in Columbia, South Carolina, where he practiced law from 1984 until 1993. He was also Counsel at Nixon Peabody LLP in Washington, DC from 2000 until 2004. Mr. Coleman has served as an adjunct professor at two law schools and at one graduate school of education. He has spoken widely and published extensively regarding legal and policy issues in education.

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Ted Greenwood

Ted Greenwood is a Program Director at the Alfred P. Sloan Foundation in New York City. His responsibilities at the Foundation include overseeing its programs to make municipal governments more responsive to their citizens; to increase the number of underrepresented minority students receiving Ph.D.s and American Indian students receiving masters and Ph.D.s in mathematics, science and engineering; to support special projects in New York City; and to collect, make publicly available, and employ for analysis data on student outcomes in undergraduate and graduate education.

Prior to joining the Sloan Foundation in 1992 he spent eight years as Director of the International Security Policy Program in the School of International and Public Affairs at Columbia University. Between 1974 and 1984 he was Assistant and then Associate Professor of Political Science at the Massachusetts Institute of Technology. For two years, from 1977 to 1979, he was on leave from M.I.T. as a Senior Policy Analyst in the Office of Science and Technology Policy in the Executive Office of the President.

Dr. Greenwood received a B.Sc. in physics from the University of Toronto, and an S.M. in physics and a Ph.D. in Political Science from M.I.T. He has written widely on U.S. and NATO defense and arms control policy; environmental, health and safety regulation; and domestic and international energy policy, especially nuclear power and nuclear waste management. At M.I.T and Columbia he taught courses on arms control; conventional and nuclear force structure planning; quantitative methods for defense planning; science, technology and public policy; and the politics of energy and the environment.

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Freeman A. Hrabowski, III

Freeman A. Hrabowski, III, has served as President of UMBC (The University of Maryland, Baltimore County) since May, 1992. His research and publications focus on science and math education, with special emphasis on minority participation and performance.

He serves as a consultant to the National Science Foundation, the National Institutes of Health, and universities and school systems nationally. He also sits on several corporate and civic boards. Examples include the Carnegie Foundation for the Advancement of Teaching, Alfred P. Sloan Foundation, Constellation Energy Group, the France-Merrick Foundation, Marguerite Casey Foundation (Chair), McCormick & Company, Inc., and the Urban Institute.

Examples of recent awards or honors include election to the American Academy of Arts & Sciences and the American Philosophical Society; receiving the prestigious *McGraw Prize in Education*, the U.S. *Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring*, and the Columbia University *Teachers College Medal for Distinguished Service*; being named a Fellow of the American Association for the Advancement of Science and *Marylander of the Year* by the editors of the *Baltimore Sun*; and being listed among *Fast Company* magazine's first "Fast 50 Champions of Innovation" in business and technology. He also holds a number of honorary degrees, including most recently from Haverford College, Princeton University, Duke University, the University of Illinois, the University of Alabama-Birmingham, Gallaudet University, Goucher College, the Medical University of South Carolina, and Binghamton University.

He has co-authored two books, *Beating the Odds* and *Overcoming the Odds* (Oxford University Press), focusing on parenting and high-achieving African American males and females in science. Both books are used by universities, school systems, and community groups around the country.

A child-leader in the Civil Rights Movement, Dr. Hrabowski was prominently featured in Spike Lee's 1997 documentary, *Four Little Girls*, on the racially motivated bombing in 1963 of Birmingham's Sixteenth Street Baptist Church.

Born in 1950 in Birmingham, Alabama, Dr. Hrabowski graduated at 19 from Hampton Institute with highest honors in mathematics. At the University of Illinois at Urbana-Champaign, he received his M.A. (mathematics) and four years later his Ph.D. (higher education administration/statistics) at age 24.

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Erich D. Jarvis

Erich D. Jarvis is an Associate Professor in the department of Neurobiology at Duke University Medical Center.

He attended the High School of the Performing Arts in New York where he studied dance, majoring in ballet. His ambition then was to become a renowned dancer. But his father's interests in science and the natural world (James Jarvis collected fossils and gazed at the stars while living in nature, and he often expounded on mathematics) and his mother's admiration of science influenced Erich's choice of career paths. He attended Hunter College in Manhattan, receiving a B.A. degree with a double major, Biology and Mathematics, in 1988. While at Hunter he was accepted into the Minority Biomedical Research Support (MBRS) and Minority Access to Research Careers (MARC) programs where he worked with Dr. Rivka Rudner, a bacterial molecular genetics professor at Hunter College. He studied genes that control protein synthesis, and from this undergraduate work, Dr. Jarvis published or was co-author on five papers in major scientific journals. From there, he attended graduate school at The Rockefeller University where and received his Ph.D. in neurobiology in 1995, one of only 52 African-Americans to earn a Ph.D. in biological sciences that year.

After completing a post-doctoral fellowship with Dr. Fernando Nottebohm, Dr. Jarvis received an appointment as an assistant professor in Duke's department of neurobiology. At Duke, he heads a laboratory of 15 researchers with an annual budget approaching \$1 million. In 2002, he was the recipient of the Alan T. Waterman Award, the highest award given by the National Science Foundation to promising young researchers. In 2005, Dr. Jarvis received the Pioneer Award from the National Institutes of Health (NIH) to pursue high-risk and ground-breaking projects involving the insertion of novel genes into the brains of non-vocal learning birds. Dr. Jarvis received two other NIH funded grants in 2005. One grant involves using Microarray analysis to study vocal driven gene expression in songbirds, and the other involves using Bioinformatics to study neural networks.

Dr. Jarvis still finds time to take dance classes, African dance in particular, with students at Duke University. He has a diverse lab, is director of minority recruitment for his department, and enjoys challenging projects on how the brain generates complex behaviors.

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Andrés E. Jiménez

Andrés E. Jiménez is director of the University of California Program on Opportunity and Equity (UCPOE), an UC-wide academic public service program that applies independent, nonpartisan scholarly research expertise to public policy issues. UCPOE has offices in Berkeley, UCLA, and Sacramento. Jiménez has researched and written about society and politics in the United States and Mexico, U.S. race and ethnic relations, U.S. immigration policy, and U.S.-Latin American relations. He has published commentaries in the New York Times, the Los Angeles Times, La Opinion, and the San Jose Mercury News. His analysis and commentaries have also been aired on National Public Radio, Pacifica Radio, the British Broadcasting Service, the Univision Network, and the Telemundo Network. Jiménez received his B.A in politics and Latin American studies from the University of California (UC), Santa Cruz, and pursued doctoral studies in political science at the University of California, Berkeley.

Before joining UCPOE, Jiménez directed for more than sixteen years the UC California Policy Research Center after coordinating research programs at the Institute of International Studies and the Institute for the Study of Social Change at UC, Berkeley for more than a decade. Jiménez serves as member of the State Advisory Council of the Center for California Studies at California State University, Sacramento and the Public Policy Institute of California. He has participated on the editorial committees of the Harvard Journal for Hispanic Policy and the Journal of Hispanic Higher Education. Jiménez was twice elected to the national Policy Council for the Association of Public Policy Analysis and Management (APPAM) for the 1994-1998 and 2001-2005 terms. He currently serves as chair of the national APPAM Diversity and Equity Committee. He also served on the Advisory Board for a major RAND Corporation study of the effects of large-scale immigration on California, the Board of Directors of the International Institute of the East Bay, and the Newcomers Task Force of Contra Costa County, which he chaired.

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Raynard S. Kington

Raynard S. Kington was appointed Deputy Director of the National Institutes of Health (NIH) as of February 9, 2003, where he functions as the Principal Deputy Director to the Director, NIH; and shares in the overall leadership, policy direction, and coordination of NIH biomedical research and research training programs of NIH's 27 Institutes and Centers with a budget of almost \$29 billion and 18,000 employees. Prior to this appointment, he had been Associate Director of NIH for Behavioral and Social Sciences Research since September, 2000. In addition to this role, from January, 2002 to November, 2002, he served as Acting Director of the National Institute on Alcohol Abuse and Alcoholism. Prior to coming to NIH, Dr. Kington was Director of the Division of Health Examination Statistics at the National Center for Health Statistics (NCHS) of the Centers for Disease Control and Prevention (CDC). As Division Director, he also served as Director of the National Health and Nutrition Examination Survey (NHANES), one of the nation's largest studies to assess the health of the American people. Prior to coming to NCHS, he was a Senior Scientist in the Health Program at the RAND Corporation. While at RAND, Dr. Kington was a Co-Director of the Drew/RAND Center on Health and Aging, a National Institute on Aging Exploratory Minority Aging Center.

Dr. Kington attended the University of Michigan, where he received his B.S. with distinction and his M.D. He subsequently completed his residency in Internal Medicine at Michael Reese Medical Center in Chicago. He was then appointed a Robert Wood Johnson Clinical Scholar at the University of Pennsylvania. While at the University of Pennsylvania, he completed his M.B.A. with distinction and his Ph.D. with a concentration in Health Policy and Economics at the Wharton School and was awarded a Fontaine Fellowship. He is board-certified in Internal Medicine and Public Health and Preventive Medicine. In 2006, Dr. Kington was elected to membership in the Institute of Medicine of the National Academy of Sciences.

Dr. Kington's research has focused on the role of social factors, especially socioeconomic status, as determinants of health. His current research includes studies of the health and socioeconomic status of black immigrants, differences in populations in willingness to participate in genetic research, and racial and ethnic differences in infectious disease rates. His research has included studies of the relationship between wealth and health status; the health status of U.S. Hispanic populations; the determinants of health care services utilization; the economic impact of health care expenditures among the elderly; and racial and ethnic differences in the use of long-term care.

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Shirley M. Malcom

Shirley M. Malcom is Head of the Directorate for Education and Human Resources Programs of the American Association for the Advancement of Science (AAAS). The directorate includes AAAS programs in education, activities for underrepresented groups, and public understanding of science and technology. Dr. Malcom serves on several boards—including the Heinz Endowments and the H. John Heinz III Center for Science, Economics and the Environment—and is an honorary trustee of the American Museum of Natural History. In 2006 she was named as co-chair (with Leon Lederman) of the National Science Board Commission on 21st Century Education in STEM . She serves as a Regent of Morgan State University and as a trustee of Caltech. In addition, she has chaired a number of national committees addressing education reform and access to scientific and technical education, careers and literacy. Dr. Malcom is a former trustee of the Carnegie Corporation of New York. She is a fellow of the AAAS and the American Academy of Arts and Sciences. She served on the National Science Board, the policymaking body of the National Science Foundation, from 1994 to 1998, and from 1994-2001 served on the President's Committee of Advisors on Science and Technology. Dr. Malcom received her doctorate in ecology from Pennsylvania State University; master's degree in zoology from the University of California, Los Angeles; and bachelor's degree with distinction in zoology from the University of Washington. She also holds 15 honorary degrees. In 2003 Dr. Malcom received the Public Welfare Medal of the National Academy of Sciences, the highest award given by the Academy.

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Mary Ann McCabe

Mary Ann McCabe is Director of the Office for Policy and Communications, Society for Research in Child Development (SRCD), and Associate Clinical Professor of Pediatrics, George Washington University School of Medicine. Her work focuses in science policy, social policy, and the dissemination of research findings in developmental science on behalf of SRCD. She also directs the SRCD Congressional and Executive Branch Fellowship programs. SRCD is an interdisciplinary organization of developmental scientists that was founded by the National Research Council in 1933. One of the five current SRCD strategic goals focuses on the importance of diversity, including seeking additional ways to increase the number of developmental scientists from underrepresented ethnic and racial groups.

Prior to assuming her position with SRCD, Dr. McCabe was the Director of Training in Psychology and Director of Health Psychology at Children's National Medical Center. Dr. McCabe was trained as an undergraduate in developmental research at Clark University, and then continued developmental research and clinical training for her doctorate at the Catholic University of America. She completed a clinical internship and advanced fellowship at Children's Hospital of Boston, Judge Baker Children's Center, and Harvard Medical School. Her areas of research have focused in neuropsychological and behavioral sequelae of medical treatments in children, and her writing has extended to minors' capacity for involvement in decision making about medical and mental health treatment and research. She continues research collaboration and teaching, and maintains a small clinical practice.

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Joan Y. Reede

Appointed as the first Dean for Diversity and Community Partnership in January 2002, Joan Y. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to promote the increased recruitment, retention and advancement of under-represented minority faculty at Harvard Medical School (HMS). This charge includes oversight of all diversity activities at HMS as they relate to faculty, trainees, students, and staff.

Dr. Reede is director of the Minority Faculty Development Program and faculty director of Community Outreach Programs at Harvard Medical School. In addition, she holds the appointments of associate professor of medicine at HMS, associate professor of society, human development and health at the Harvard School of Public Health, and assistant in health policy at Massachusetts General Hospital.

Prior to coming to HMS in 1989, Dr. Reede served as the medical director for a Boston community health center and for the Commonwealth of Massachusetts Department of Youth Services. Dr. Reede has worked as a pediatrician in community and academic health centers, juvenile prisons, and public schools.

The impact of Dr. Reede's work is reflected in the numerous programs she has created to benefit minority students, residents, scientists, and physicians. Over the past fifteen years, Dr. Reede has created and developed more than 16 programs at HMS that aim to address pipeline and leadership issues for minorities and women who are interested in careers in medicine, academic and scientific research, and the healthcare professions. Supported by a dedicated staff, she has developed mentoring programs for under-represented minority students from the middle school through the graduate and medical school levels. Dr. Reede has also designed a training program for middle and high school teachers, developed science curricula for public schools, implemented research and exchange clerkship programs at HMS, and designed and implemented two innovative fellowships in minority health policy for physicians, dentists and doctoral-level mental health professionals.

In addition, Dr. Reede founded the Biomedical Careers Program (BSCP) in collaboration with the Massachusetts Medical Society and the New England Board of Higher Education. BSCP is a collaborative, community-based organization involving academia, private industry, medical centers, public education, and professional societies. This organization is designed to identify, support and provide mentoring for under-represented minority students, trainees, and professionals pursuing biomedical careers.

In recognition of her far-reaching accomplishments, Dr. Reede has received numerous awards, including the following four. In 1986, she received the Boston NAACP Health Award for contributions to the health of the Boston minority community. Dr. Reede was awarded the 1993 Community Service Award from the Epilepsy Association of Massachusetts in recognition of her work on a live, five-part satellite series on neuroscience for high school teachers in New England. In 1996, she received the American Association of University Administrators Exemplary Models of Administrative Leadership Award. Two years later, in 1998, Dr. Reede was named a Center for Disease Control and Prevention/University of California Public Health Leadership Institute Scholar. In 2005, Dr. Reede received the Herbert W. Nickens Award from the Society of General Internal Medicine and the Herbert W. Nickens Award from the Association of American Medical Colleges. She has also recently received the Academic Leadership in Primary Care Award from Morehouse School of Medicine. In 2006, she was recognized by *Modern Healthcare* magazine as one of "the top 25 minority executives in healthcare" and by *Ebony* magazine in their annual women's health section as one of six "medical movers and shakers". In 2007, Dr. Reede was awarded the Riland Medal for Public Service from the New York College of Osteopathic Medicine, and an honorary Doctor of Science degree from the New York Institute of Technology.

On the national level, Dr. Reede was appointed to the Health and Human Services Advisory Committee on Minority Health by Donna E. Shalala, former Secretary of Health and Human Services, and has served on the Board of Governors for the Warren Grant Magnuson Clinical Center, the National Advisory Dental and Craniofacial Council of the National Institutes of Health, the Secretary's Advisory Committee on Genetics, Health, and Society, and as a Commissioner of The Sullivan Commission on Diversity in the Healthcare Workforce. Dr. Reede currently serves on the Secretary's Advisory Committee to the Director of the National Institutes of Health and on the Sullivan Alliance to Transform America's Health Professions. Dr. Reede serves as a member of the Continuing Education Committee of the American Public Health Association, and as a member of the National Advisory Committee for the Morehouse School of Medicine Community Health Feasibility Study and The Satcher Health Leadership Institute of Morehouse School of Medicine Initiative National Advisory Board. In 2007, Dr. Reede was voted to the membership in the Medical Administrators Conference. Locally, Dr. Reede was appointed by former Massachusetts Governor Jane Swift to the Board of Directors of the John Adams Innovation Institute of the Massachusetts Technology Collaborative. Also in 2007, Dr. Reede was invited to join the Massachusetts Life Sciences Collaborative Task Force, one of several task forces charged with developing a statewide life sciences strategy.

A graduate of Brown University and Mount Sinai School of Medicine, Dr. Reede completed her pediatric residency at Johns Hopkins Hospital in Baltimore, Maryland and a child psychiatry fellowship at Children's Hospital in Boston. She also holds an MPH and an MS in health policy and management from the Harvard School of Public Health.

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Howard J. Silver

Howard J. Silver serves as the Executive Director of the Consortium of Social Science Associations (COSSA) in Washington, DC, a position he has held since 1988. The Consortium, supported by more than 110 professional associations, scientific societies, universities and research institutes, promotes attention to and federal funding for the social, behavioral, and economic sciences and serves as a bridge between the research community and the Washington policy making community. Dr. Silver previously served COSSA as its Associate Director for Government Relations from 1983-88.

Prior to joining COSSA, Dr. Silver was a consultant for legislative and political research, a political campaign manager, and a legislative analyst in the U.S. Department of Education. He has taught political science and public policy at a number of colleges and universities. Dr. Silver came to Washington in 1980 as an Institute for Educational Leadership Policy Fellow.

Dr. Silver has testified before Congress, spoken at many professional meetings on federal funding of science, and written extensively on executive-legislative relations, the federal budget process, and science policy as it affects the social and behavioral sciences. In 2001, to celebrate the Consortium's 20th Anniversary, he co-wrote and edited, *Fostering Human Progress: Social and Behavioral Research Contributions to Public Policy*. In 2006, he published "Science and Politics: The Uneasy Relationship" in *Open Spaces* magazine.

Elected by his science policy colleagues, Dr. Silver served from 1994-2000 as the Chairman of the Coalition for National Science Funding (CNSF), an ad-hoc advocacy group with membership from scientific and engineering societies, higher education associations, and industrial groups. A tribute to his leadership of CNSF appeared in the November 1, 2000 issue of the *Congressional Record*. In 1998, he was elected a Fellow of the American Association for the Advancement of Science.

He is a co-founder of the Association for the Accreditation of Human Research Protection Systems. In 2006 he became the President of the National Capital Area Political Science Association, after serving on its council. He was on the planning committee for the 2004 Gordon Research Conference on Science and Technology Policy. From 1998-2000 he served on the Council of the American Political Science Association (APSA) and has twice served on the Executive Committee of the Council of Professional Associations on Federal Statistics.

Dr. Silver received his Ph.D. in Political Science from The Ohio State University in 1975. A native of New York City, he obtained his B.A. from the City College of the City University of New York in 1969.

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Wanda E. Ward is the Deputy Assistant Director for Education and Human Resources at the National Science Foundation (NSF). Throughout her tenure at NSF, Ward has served in a number of science and engineering policy, planning, and program capacities. These include: Acting Assistant Director for Education and Human Resources (Summer 2006 - January 31, 2007); Acting Assistant Director for Social, Behavioral and Economic Sciences (2004-2005); Deputy Assistant Director for Social, Behavioral and Economic Sciences (1999-2007); Assistant to the Deputy Director for Human Resource Development, Office of the Director (1997-1999); Senior Staff Associate for Policy and Planning, Office of the Assistant Director, Directorate for Education and Human Resources (EHR; 1994-1997); and Program Officer in EHR (1992-1994). From 2001-2002 she was on assignment at the Council on Competitiveness as Chief Advisor to the new initiative, BEST (Building Engineering and Science Talent) where she provided leadership in the launch and development of this public-private partnership, established to carry out the implementation of a national diversity initiative called for by the Congressional Commission on the Advancement of Women and Minorities in Science, Engineering and Technology Development. In SBE, Ward provided critical leadership for development of several NSF-wide activities, including the Human and Social Dynamics priority area, the Science of Learning Centers program, Cyberinfrastructure and the Social Sciences, and the ADVANCE program. She also directed the launch and development of a major activity in SBE to broaden participation through strategic, regional alliances among the top 25 institutional producers of underrepresented minorities at the B.S. and Ph.D. levels. These endeavors led her to forge international research and workforce development collaborations in both developed and developing nations, including China, Europe and South Africa.

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Herring served from 1986-1990 in senior-level communications and government relations positions in the American Psychological Association's Science Directorate. From 1990-1997, he was Director of Communications for the American Psychological Society and oversaw the emergence of its extensive and successful journal-publishing program. He was an IPA (Intergovernmental Personnel Act) rotator in the National Science Foundation's Office of Legislative and Public Affairs (1997-1999), where he served as a spokesman for the agency and coordinated media relations for the National Science Board; Education and Human Resources Directorate; Social, Behavioral & Economic Sciences Directorate; and the Computer and Information Science and Engineering Directorate. Herring was Director of Public Affairs at the American Council of Engineering Companies, where he served as chair of the committee that coordinated the then-50-year-old National Engineers Week. There he pioneered an innovative new industry magazine, *Engineering Inc.* Herring did communications consulting work for the Decade of the Brain initiative, National Parkinson Foundation, American Obesity Association, and other health-oriented organizations.

Herring received a B.A in psychology from Tulane University in 1975 and pursued graduate studies in experimental psychology at the University of Georgia, where his research interests were in learning and memory. Among other affiliations, he is a member of the National Association of Science Writers and the Vienna Photographic Society.

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Prior to assuming her position with SRCD, Dr. McCabe was the Director of Training in Psychology and Director of Health Psychology at Children's National Medical Center. Dr. McCabe was trained as an undergraduate in developmental research at Clark University, and then continued developmental research and clinical training for her doctorate at the Catholic University of America. She completed a clinical internship and advanced fellowship at Children's Hospital of Boston, Judge Baker Children's Center, and Harvard Medical School. Her areas of research have focused in neuropsychological and behavioral sequelae of medical treatments in children, and her writing has extended to minors' capacity for involvement in decision making about medical and mental health treatment and research. She continues research collaboration and teaching, and maintains a small clinical practice.

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Prior to joining the Division, Ann was the Deputy Editor of *Academic Medicine*. In addition to her responsibility for the journal's research publications, she managed the peer review system; staffed the *Academic Medicine*—GEA-RIME Task Force, which issued "Review Criteria for Research Manuscripts," in September 2001; conducted writing workshops; and served as the journal's contact with the medical education community. She edited the journal's theme issue on medical education research, which was published in October 2004. Ann received a B.A in English from Mount Holyoke College (1983); an MA in creative writing from New York University (1987); and a Ph.D. in American Literature from the University of Maryland (1996).

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He earned a Ph.D. in sociology from the University of Chicago where his research focused on African American students' educational attainment. He previously served as the Assessment Research Coordinator for the Montgomery County Maryland Public Schools where his research examined achievement gap and student performance issues. As a researcher at ACT Inc., he conducted studies on how urban schools and students use standardized test information for course placement, curriculum development, and postsecondary planning. He has authored/ co-authored several policy reports on the transition from high school to college among African American and Hispanic students and presented this research at many national conferences and colloquia.

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A Retreat to Discuss the Role of Professional Associations and Scientific Societies

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