

Curriculum Vitae

PERSONAL DATA

Name: Shani Fleming
Birth Place: Washington, DC
Citizenship: United States Citizen

CONTACT INFORMATION

Business address: University of Maryland, Baltimore
620 West Lexington
Business phone number: 301-873-7328
Email: shani.fleming@umaryland.edu
Foreign languages: Proficient in Medical Spanish

EDUCATION

- 2011-2024 **Doctor of Philosophy**, University of Maryland Baltimore County, Baltimore, MD
- Language, Literacy and Culture
 - Research interest: Impact of advancing academic credentials on Black PA workforce diversity
- 2005-2006 **Business of Medicine Certificate**, Johns Hopkins University, Baltimore, MD
- 1999-2002 **Master of Science in Health Science**, George Washington University, Washington, DC
- Physician Assistant Program
- 1999-2002 **Master of public health**, George Washington University, Washington, DC
- Administrative Medicine Management
- 1995-1999 **Bachelor of Science in Rehabilitation Services**, University of Maryland Eastern Shore, Princess Anne, MD
- Summa Cum Laude

BOARD CERTIFICATIONS

- National Commission on Certification of Physician Assistants

PROFESSIONAL LICENSURES

- North Carolina Medical License

ADMINISTRATIVE EXPERIENCE

1/2021-present **Graduate School Chief Equity, Diversity, Inclusion Officer**, University of Maryland Baltimore, Baltimore, MD

- Provide strategic, systemic, and sustainable guidance and recommendations to advance justice, equity, diversity, and inclusion integration throughout the graduate school
- Led 5-year Graduate School diversity strategic planning aligning with UMB strategic plan, culture, mission, vision, and values
- Building infrastructure for a Graduate School Office of EDI expanding budget and human resource capacity
- Represent Graduate School at high-profile events engaging with key internal and external stakeholders

- Maintain knowledge of current events, trends, best practices, regulatory changes, and new technologies
- Serve as a thought leader on justice, equity, diversity, inclusion, and organizational change
- Developed and implemented a comprehensive diversity strategy of the Diversity, Equity, Inclusion, Belonging (DEIB) committee to increase representation of underrepresented groups in our workforce and student body, including women, people of color, veterans, LGBTQ+ individuals, and persons with disabilities.
- Lead efforts to develop an inclusive culture that fosters employee and student engagement and retention by promoting inclusion and belonging across all levels within the organization.
- Collaborate with senior leadership on initiatives focused on increasing workplace diversity and fostering an inclusive environment at all levels of the graduate school.
- Develop a framework by monitoring, evaluating, and communicating progress against expected outcomes.
- Develop and implement organizational diversity plan focused on data driven metrics and culture transformation to address racism, bias, and inequities.
- Create an organizational task force to assist with implementation of strategic plan.
- Create several trainings, programs, and events to advance best practices.
- Advise the Assistant Dean and leadership on EDI-related crisis-response communications
- Facilitate university-wide read and discussion of “How to Be an Anti-Racist”

9/2019-present **Executive Team**, Physician Assistant Leadership and Learning Academy, Baltimore, MD

- Serve as subject matter expert for PA education and faculty development
- Collaborate with interprofessional team members in the development of curriculum for PA educator fellows
- Champions clinical training optimization
- Building partnerships with key stakeholders
- Representing PALLA at high-profile events
- Advancing PA education, research, and policy

1/2007-7/2007 **Deputy Assistant Commissioner**, Baltimore City Health Department, Baltimore, MD

- Manage five programs in the Division of Clinical Services and serves as Program Director of Men’s Health Center in inner city Baltimore
- Implementation of multiple grants within the Division of Clinical Services
- Review and assist with program budgets and annual reviews
- Facilitate administrative concerns, Management of Information Systems, Human Resources, and Facilities, within the division
- Baltimore City Health Disparities Initiative work group member

10/2004-1/2007 **Clinic Coordinator**, Johns Hopkins University Eastern STD Clinic, Baltimore, MD

- Reviewing standard operating procedures for delivery of clinical services for efficiency and quality.
- Supervisor of clinical and clerical staff, as well as other front-line support
- Monitors progress of clinic staff toward program goals
- Develop written protocols as necessary and make recommendations to medical director and chief of clinical services for Quality Improvement
- Assist in planning for and implementing delivery of new services.
- Conduct and Oversee training and cross-training of staff (CPR, etc.)
- Communicates orally and written, amended program policies and procedures
- Provides ongoing professional development cultural competence training programs

ACADEMIC APPOINTMENTS

7/2020-present	Associate Professor	University of Maryland, Baltimore, MD	Promotion Full-Time	Non-Tenured
9/2019-7/2020	Senior Lecturer	University of Maryland, Baltimore, MD	Full-Time	Non-Tenured
8/2018-8/2019	Adjunct Faculty	University of Maryland, Baltimore, MD	Part-Time	Non-Tenured
6/2014-11/2017	Director of Community Outreach/ Assistant Professor	Barry University	Full-Time	Non-Tenured
1/2012-6/2014	Scholarly Work and Research Coordinator	Anne Arundel Community College	Promotion Full-Time	Non-Tenured
8/2010-1/2012	Clinical Coordinator	Anne Arundel Community College	Full-Time	Non-Tenured
1/2009-8/2010	Clinical Assistant Professor	Towson University/CCBC Physician Assistant Program	Promotion Full-Time	Non-Tenured
7/2007-1/2009	Clinical Coordinator	Towson University/CCBC Physician Assistant Program	Full-Time	Non-Tenured
1/2005-1/2008	Guest Faculty	George Washington University	Guest lecture	Non-Tenured
10/2003-10/2005	Adjunct Faculty	Southside Virginia Community College	Part-Time	Non-Tenured

TEACHING SERVICE

7/2020-present **Associate Professor**, University of Maryland, Baltimore, MD

- Course coordinator for Improving Quality of Care in Health Systems, Practical Applications of Intercultural Leadership, Intercultural Leadership Institute
- Critical Appraisal of Literature for Master of Equity, Diversity, and Inclusion Leadership Course
- Guest Lecturer for Clinical Medicine, Foundations of PA

9/2019-7/2020 **Senior Lecturer**, University of Maryland, Baltimore, MD

- Course coordinator for Improving Quality of Care in Health Systems, Practical Applications of Intercultural Leadership, Intercultural Leadership Institute

8/2018-9/2019 **Adjunct Faculty**, University of Maryland, Baltimore, MD

- Course coordinator for Research Seminar Course and Improving Quality of Care in Health Systems
- Utilizing quality matters instructional design to develop and enhance online curriculum
- Coordinating with the instructional design team to update the blackboard learning management system

6/2014-11/2017 **Director of Community Outreach/ Assistant Professor**, Barry University, St. Croix, VI

- Course coordinator for Research Capstone 7 credit Course and Transition to Clinical Practice.
- Lectures: Clinical Medicine, Physical Diagnosis, Public Health, Clinical Therapeutics
- Coordinates development of online courses and on-demand professional development session
- Working with curriculum, admissions, didactic and clinical committees to evaluate existing strategies, encourage culturally inclusive and socially accountable processes, and search for opportunities for inclusion of social determinants of health or other culturally relevant material
- Professional development of faculty and staff on current health disparities initiatives and literature

- Conducting events to reach out to school age, high school and college students in the USVI and Caribbean to consider a career as a Physician Assistant

1/2012-6/2014 **Scholarly Work and Research Coordinator**, Anne Arundel Community College, Arnold, MD (PROMOTION)

- Course Coordinator for the Clinical Medicine II Didactic Series, Medical History Taking and Physical Examination, Patient Evaluation Lab I, II, III.
- Provides opportunities for students to complete clinical rotations in clinical underserved community settings

8/2010-1/2012 **Clinical Coordinator**, Anne Arundel Community College, Arnold, MD

- Course Coordinator for the Clinical Medicine II Didactic Series, Medical History Taking and Physical Examination, Patient Evaluation Lab I, II, III.
- Provides opportunities for students to complete clinical rotations in clinical underserved community settings
- Assist with student and preceptor recruitment
- Engage in scholarship and community service activities.
- Participation in Accreditation Review Commission self-study process.

1/2009-8/2010 **Clinical Assistant Professor**, Towson University/CCBC Physician Assistant Program, Essex, MD (PROMOTION)

- Course Coordinator for Diagnostic Processes, Introduction to Clinical Practice, Women's Health Introduction to Public Health
- Multiple Lectures for Clinical Medicine and Clinical Management I,II

7/2007-1/2009 **Clinical Coordinator**, Towson University/CCBC Physician Assistant Program, Essex, MD

- Participation in the ARC accreditation self-study and site visit
- Coordination of clinical rotations for graduating, matriculating and incoming students.
- Utilizing typhon to electronically to facilitate the evaluation and analyzing process needed to comply with ARC standards
- Review and update Student Clinical Manual and Faculty Clinical Manual.
- Coordinate site visit schedule for staff and perform site visits on students and sites
- Coordinate a successful annual preceptor workshop/recognition

1/2005-1/2008 **Guest Faculty**, George Washington University, Washington, DC

- Physician Assistant/Public Health Seminar
- Clinical Administration in Public Health

10/2003-10/2005 **Adjunct Faculty**, Southside Virginia Community College, Alberta, VA

- Instructing students in Concepts of Personal and Community Health; Foundations of Biology; and Drug Use and Abuse: Classes taught in a variety of settings: on-campus face to face evening instruction and online instruction.

CLINICAL EXPERIENCE

6/2018-8/2019 **Physician Assistant**, StarMed Family Medicine and Urgent Care, Charlotte, NC

- Provides primary care and urgent care services of an acute, chronic and preventive nature to a diverse patient population as guided by organizational protocols and license to practice.
- Community outreach promoting health literacy, community partnerships and cultural competency

8/2015-11/2017 **Physician Assistant**, ProMED Clinics, Frederiksted, VI

- Provides primary care services of an acute, chronic and preventive nature to a diverse patient population as guided by organizational protocols and license to practice.
- Addresses social determinants of health, including socioeconomic status, employment, housing, safety, insurance, transportation, and education.

1/2011-1/2013 **Physician Assistant**, Patient First, Pasadena, MD

- Provides urgent care and primary care services of an acute, chronic and preventive nature to a diverse patient population as guided by organizational protocols and license to practice.
- Utilizes onsite radiographic images and laboratory values, to diagnose, manage and treat walk-in patients. Patient volume ~30-40/day.

1/2007-6/2014 **Physician Assistant**, Total Health Care (FQHC), Baltimore, MD

- Provides primary care services of an acute, chronic and preventive nature to a diverse patient population as guided by organizational protocols and license to practice.
- Works as a member of a patient centered medical home, focuses on quality and cost effective care, utilizes electronic medical records and increases access to community resources.

10/2004-1/2007 **Physician Assistant**, Johns Hopkins Eastern STD Clinic (FQHC), Baltimore, MD

- Conducts health assessments of male and female patients presenting for STD care in inner city Baltimore to diverse patient population.
- Regularly attends and manages scheduled continuing education programs to ensure current knowledge of procedures, protocols and clinical care issues
- Coordinates inclusion of social determinants of health materials in management protocols with patients

10/2002-10/2004 **Physician Assistant**, Boydton Medical Center (FQHC), Boydton, VA

- Provides primary care services of an acute, chronic and preventive nature to diverse patient population in a geographically rural setting.
- Coordinating with community agencies to provide resources and preventive health care
- Assisting in the development of the annual health care plan and preparation of the clinical outcome measures.
- Assisting in implementation of the clinical services plan with measurable objectives
- Collaborating with Mecklenburg County Jail to provide primary care

ADMINISTRATIVE SERVICE

Professional Service

National

- 2020-present PAEA Faculty 101 Workshop Facilitator
- 2020-present Member, PAEA Finance Committee
- 2014-2019 Chair, Diversity and Inclusion Mission Advancement Commission
- 2011-2013 Chair, Physician Assistant Education Association Project Access Subcommittee
- 2009-2013 Committee Member, PAEA Committee on Diversity & Inclusion
- 2011 Committee Co-Chair, AAPA Project Access Task Force

State

- 2022-present Co-Chair, Maryland Academy of Physician Assistant Diversity Committee
- 2016-2017 Treasurer, Virgin Islands Association of Physician Assistant Committee Chair,
- 2003-2005 Maryland Academy of Physician Assistant Diversity Committee

College Service

- 2022-present Diversity Strategic Planning Committee
- 2022-present Future of Work, Well-Being Task Force
- 2020-present Council Member, UMB Diversity Advisory Council
- 2020-present Subcommittee Chair, UMB DAC Resource Committee

2015-2017 Committee Member, Barry University Multicultural Inclusion Task Group Member
 2016-2017 Committee Member, Barry University Graduate Council
 2012-2013 Committee Member, AACC School of Health Professions Advising Committee
 2009-2010 Committee Member, Towson University Diversity Committee

Department Service

2022-present Committee Member, Graduate School Advising Committee
 2022-present Committee Member, Graduate School Professional Committee
 2020-present Co-Chair, UMB Graduate School Diversity, Equity and Inclusion Committee
 2019-present Committee Member, UMB/AACC PA Program Admissions Committee
 2014-2017 Committee Member, Barry PA Program Admissions, Didactic, and Management Team
 2013 Committee Member, AACC PA Program Faculty Search Committee
 2011-2013 Committee Chair, AACC PA Program Admissions Committee
 2011-2013 Committee Member, AACC PA Program Curriculum Committee

GRANT PARTICIPATION

Principal Investigator

2024 PAEA STAR Research Award
 2023 LEAPS, Integrating Social Justice Syllabus in the Graduate School (\$2500)
 2021 BRITE Study, Faculty Generated Research Grant, PAEA (\$50,000)
 2020 Entry-Level PA Doctorate Exploration Grant (\$2000)

Review

2015 HRSA-Primary Care Training and Enhancement Awards
 2010 HRSA-Expansion Physician Assistant

Writing Team

2022 Genentech Health Equity and Diversity in STEM Innovation Fund
 2017 USDA Distance Learning and Telemedicine Grant Program
 2016 HRSA Scholarships for Disadvantaged Students Grant Program

PUBLICATIONS

- Kozikowski, A, Bruza-Augatis, M., Morton-Rias, D., Quella, A, **Fleming, S**, Bradley-Guidry, C., Mauldin, S, Jeffery, C, Puckett, K, Goodman, J (2024). The Imporance of Diversity in the Physician Assistant/Associate Workforce: Examining the Profession’s Growth and Trends in Demographic Composition. *Journal of Medical Regulation*, 110 (1), 7-19
- Gordes, K.L, Cawley, J, Kulo, V, **Fleming, S.**, Kayingo, G (2024). Reimagining Faculty Development: A five-year journey of outcomes and lessons learned of a PA faculty fellowship. *The Journal of Physician Assistant Education*, JPAE-23-80R2
- Kayingo, G., Gordes, K. L., **Fleming, S.**, & Cawley, J. F. (2023). Thinking Outside the Box: Advancing Clinical Education in an Era of Preceptor Shortage. *The Journal of Physician Assistant Education*, 34(2), 135-141.
- **Fleming, S.**, Coplan, B., Bridge Najera, D., Dominguez, D., Devine, P. (2022). Structural Racism, Health Disparities, and Opportunities for PA Practice. *Journal of the American Association of Physician Assistants*, JAAPA-D-21-00028R1
- Media Contribution: Summer Podcast addressing structural racism to diversity the field, August 23, 2022 <https://jaapapodcast.libsyn.com/summer-podcast>
- **Fleming, S.**, Gordes, K. L., Cawley, J. F., Kulo, V., Hagar, E., Jun, H. J., Ludeman, E., Donegan, R., Bunnell, D., & Kayingo, G. (2022). Advancing Telehealth Competency in Physician Assistant Education: Stakeholder Perspectives and a Curricular Model for PA Programs. *The journal of physician assistant education : the official journal of the Physician Assistant Education Association*, 33(4), 353–357. <https://doi.org/10.1097/JPA.0000000000000461>
- **Fleming, S.**, Gordes, K.L., Kulo, V., & Cawley, J.F. (2022). Building an advising model for PA education. *Journal of Physician Assistant Education*. doi: 10.1097/JPA.0000000000000399

- Gordes, K.L., **Fleming, S.**, Kulo, V., Cawley, J.F., Kibe, L., & Kayingo, G. (2022). An exploration into the PA entry-level doctoral degree: lessons learned across health professions. *Journal of Physician Assistant Education*. doi: 10.1097/JPA.0000000000000411
- Kulo V, Kayingo G, Ermer E, Hagar E, Gordes KL, **Fleming S**, Jun HJ, Cawley JF. Symposium on Program Accreditation in Physician Assistant Education: Lessons Learned. *J Physician Assist Educ*. 2022 Jun 1;33(2):148-151. doi: 10.1097/JPA.0000000000000423. PMID: 35616693.
- Gordes, K, Kayingo, G, Kulo, V, **Fleming, S**, Cawley, J. Broadening the Discussion Beyond the Impact of Hybrid Learning, *The Journal of Physician Assistant Education: March 2022 - Volume 33 - Issue 1 - p 1-2* doi: 10.1097/JPA.0000000000000403
- **Fleming, S.**, Gordes, K.L., Kulo, V., Cawley, J.F., Hagar, E., Donegan, R. Bunnell, D., Ludeman, E., Kayingo, G. (2022) Advancing Telehealth Competency in PA Education: Stakeholder Perspectives and a Curricular Model for PA Programs. Accepted JPAE-22-60
- **Fleming, S.**, Kayingo, G., Gordes, K., Kulo, V., Jun, HJ, Cawley, J. (2021). Would transitioning to an entry-level doctoral degree negatively affect PA profession diversity? *Journal of the American Academy of Physician Assistants*. AAPA 2021 Poster Session Abstracts.
- Kulo, V., Kayingo, G., **Fleming, S.**, Gordes, K.L., Jin, H-J., & Cawley, J.F. (2021) A physician-assistant entry-level doctoral degree: More harm than good?. *BMC Medical Education*. doi: 10.1186/s12909-021-02725-5
- Gordes, K.L., **Fleming, S.**, Cawley, J.F. & Kulo, V. (2021). Advancing Physician Assistant faculty development: A new model. *Journal of Physician Assistant Education*. doi: 10.1097/JPA.0000000000000373.
- Kayingo, G., Gordes, K.L., Kulo, V., **Fleming, S.**, Jin, H-J., & Cawley, J.F. (2021). The PA doctoral essentials and desired curricular elements. *Journal of the American Academy of Physician Assistants*. doi: 10.1097/01.JAA.0000791472.67605.f8.
- **Fleming, S.**, Gordes, K.L., Kayingo, G., Kulo, V., Cawley, J.F. (2020) An Exploration into the PA Entry-level Doctoral Degree: A Report to the PAEA Board of Directors. *The Physician Assistant Leadership and Learning Academy (PALLA) University of Maryland Baltimore*. Baltimore, MD, August 2020.
- Coplan, B, **Fleming, S** (2019) "The need for greater diversity in the PA profession" *Journal of the American Academy of Physician Assistants*, 32(5):54-58.
- Parkhurst, D, Kayingo, G, **Fleming, S** (2017) "Redesigning PA Education to Promote Cognitive Diversity, Inclusion and Healthcare Equity" *Journal of Physician Assistant Education*, 28:S38-S42
- **Fleming, S.** (2013) Chapter 16: Communication Issues. In R. Ballweg, E. Sullivan, D. Brown, & D. Vetrosky (Eds.) *PHYSICIAN ASSISTANT: A GUIDE TO CLINICAL PRACTICE, Fifth Edition*, Philadelphia: Saunders.
- Hendrix, C. & **Fleming, S.** (2013) Follow Up to Mrs. Lee: A Case Study –Core Competency Improvement. *Journal of Physician Assistant Education*, 24 (2): 62e.

POSTER PRESENTATIONS

- Donegan, R, **Fleming, S.**, Kayingo, G. (2023) The Development of a Preceptor Academy and Leadership Program: Results from a Needs Assessment study, AAPA Conference
- Jun, H.J, Gordes, K.L., **Fleming, S.**, Kulo, V., Cawley, J., Kayingo, G. (2022) An instrument to assess perceptions of an entry-level doctoral degree, PAEA Conference
- Gordes, K.L., Kulo, V., **Fleming, S.**, Jun, H.J., Cawley, J., Kayingo, G. (2022) Hybrid education in the PA profession: Characteristics and outcomes, PAEA Conference
- **Fleming, S.** (2022) Workforce Diversity and the Advancing Health Professional Academic Degree. National Conference on Race and Ethnicity in American Higher Education
- **Fleming, S**, Bunnell, D, McGinnis, J, Kulo, V, Gordes, K, Jun, H-J, Kayingo, G (2022) Building a Regional Center of Excellence for Optimizing Clinical Education: An Innovative Telehealth Education Model, American Academy of Physician Associates
- **Fleming, S**, Gordes, K, Kulo, V, Jun, H-J, Kayingo, G (2022) Building a Regional Center of Excellence for Optimizing Clinical Education: An Innovative Telehealth Model for Physician Assistant Programs (BRITE study), Johns Hopkins Telemedicine Symposium

- **Fleming, S.**, Kayingo, G., Gordes, K., Kulo, V., Jun, HJ, Cawley, J. (2021). Would transitioning to an entry-level doctoral degree negatively affect PA profession diversity? AAPA Conference.
- Research Poster Presentation: June 2016. National Conference on Race and Ethnicity in American Higher Education. [Medical Education and Health Disparities: Can the #BlackLivesMatter Movement be the key?](#)
- Research Poster Presentation: June 2016. National Conference on Race and Ethnicity in American Higher Education. [The Urgency of Now Institutional Accountability](#)
- PAEA Poster Presentation: October 2013. Follow Up to Mrs. Lee: A Case Study-Core Competency Improvement

WEBINAR PRESENTATIONS

- **Fleming, S.** & Gordes, K.L. selected to provide Program Showcase on Telehealth on August 3rd, 2020 by Physician Assistant Education Association (PAEA)
- Jones-Carney, C., Nicholson, E. & **Fleming, S.** selected to provide Summer Conference Session on COVID-19 and Racism on August 4th, 2020 for the National Education Association Center for Social Justice
- National Webinar Presentation: December 2, 2016. National Association of Diversity Officers in Higher Education. [Retention Strategies for Diverse and Underrepresented Faculty](#)
- National Webinar Presentation: October 2013. SMDEP. [Role of Physician Assistant in the Medical Profession.](#)

MEDIA CONTRIBUTIONSS

- PA Leadership and Learning Academy. (2022). Bridging the Gap in Telehealth Education and Practice: PA Educators Leading the Movement. PAEA Networker. <https://paeasonline.org/our-work/member-stories/bridging-the-gap-in-telehealth-education-and-practice-pa-educators-leading-the-movement>
- Charlottean earns national award for physician assistant diversity, equity, June 17, 2022, The Charlotte Post. <https://www.thecharlottepost.com/news/2022/06/17/health/charlottean-earns-national-award-for-physician-assistant-diversity-equity/>
- Charlotte womens wins national award for medicine equity. June, 2022. Queen City News <https://www.youtube.com/watch?v=J7cWNntYWRI>
- Shani Fleming Mini Oral History Interview: November 2018, PA History Society <https://vimeo.com/300584761>
- Fleming, S (2017) “PAEA’s Diversity and Inclusion Initiatives: A Status Report <https://paeasonline.org/paeas-diversity-and-inclusion-initiatives-a-status-report/>
- Leadership profile: June 10, 2015, Physician Assistant Education Association, Leadership profile. <http://www.paeasonline.org/q-and-a-shani-fleming/>
- National Health Service Corps, Ambassador Profile: May 2015,. http://www.icontact-archive.com/3zmU6lsfSCHdDYZWRbrItJEIH2ArPFn_?w=4
- Physician Assistant Profile: September 4, 2013, Baltimore Sun, <http://www.baltimoresun.com/health/maryland-health/bal-bs-hs-b-jobs-health-sept-2-ruark-20130904,0,4333068.photo>

ORAL PRESENTATIONS

2023	Reimagining Leadership, AAPA Executive Leadership Conference
2023	Becoming an Ally, AAPA Annual Conference
2022	PA Professional Moderator during Inaugural NCCPA Represent Summit
2022	Would transitioning to an Entry-Level Doctorate Negatively Impact Diversity, AAPA Annual Conference
2022	Representation Matters, George Washington 50 th Anniversary
2022	Co-Presented with Dr. Dawn Morton-Rias Addressing EDI, PAOS Conference
2022	Health Disparities and Structural Inequities, Respiratory Care Annual Conference
2022	Health Disparities and Structural Inequities, MdAPA Annual Conference
2021	An Exploration into the PA Entry-Level Doctoral Degree, MdAPA Annual Conference

2021 Today's PA Students: Tomorrow's Healthcare Leaders, PAEA Annual Conference
2021 Understanding and meeting the diversity accreditation standards., PAEA Annual
Conference
2021 Decolonizing global health curriculum, Panelist for UMB Global Health Summit
2021 Co-Presented with Dr. Dawn Morton-Rias Addressing EDI, PAOS Conference
2021 UFPAS Diversity Panel

2020 Pipeline and Diversity in PA Education, International Association of Medical Educators
 2020 Accountability with Compassion: Advising Models, PAEA Annual Conference
 2020 Diversity in Faculty and Admissions, PAEA Annual Conference
 2019 Recruiting for Excellence 2.0 Workshop, Lead Facilitator, PAEA Annual Conference
 2018 Recruiting for Excellence Workshop, Lead Facilitator, PAEA Annual Conference
 2018 I Was Recruited, But Do I Actually Belong, PAEA Annual Conference
 2016 Leadership 101: Developing Minority Faculty Leaders, PAEA Annual Conference
 2015 Leadership 101: Developing Minority Faculty Leaders, PAEA Annual Conference
 2015 Strategies for Targeted Recruitment: Diversifying Applicants to Meet Workforce Demands
 2014 Diversity in Admissions, PAEA Pando Workshop
 2014 Diversity in Admissions, PAEA Annual Conference
 2013 Minority Faculty and Student Recruitment, PAEA Annual Conference
 2013 Appreciative Advising, PAEA Annual Conference
 2013 Appreciative Advising, AACC Fall Student Symposium
 2013 Contextualized Learning, AACC Student Success Symposium
 2012 Social Determinants of Health, PAEA Annual Conference
 2012 Project Access, AAPA Annual Conference Toronto
 2012 Health Equity, Maryland Academy of Physician Assistants
 2011 Student Pipeline into PA Profession, PAEA Annual Conference
 2010 What is Diversity? Physician Assistant Education Association Annual Conference
 2007-2009 Cultural Competence: CME Presentations for the Baltimore City Health Department
 2008 Student Symposium: Maryland Academy of Physician Assistants
 2008 Cultural Competence: National Network Community College Health Professions Conference
 2005-2007 George Washington University Lecture: Physician Assistant and Administration
 2003-2005 STD/Pregnancy Prevention Lecture, Bluestone High School,
 2001-2002 Upward Bound and Teen Health Summit: Physician Assistant Information Session

OTHER SCHOLARLY ACTIVITY

2013 Applying the Quality Matters Rubric Training and Certifications
 2003-2005 Quality Improvement Committee, Community Care Network of Virginia
 2003 Quality Management and Training for Community Health Centers
 2002-2005 Coordinator, Boynton Medical Center Staff Meetings and Quality Improvement

AWARDS AND HONORS

2024 Breitman-Dorn Research Fellow Award
 2023 2023 Award for Publication Excellence (APEX)
 2022 Inaugural UMB Costa Rica Faculty Development Global Health Fellowship
 2022 Inaugural AAPA Diversity Award recipient
 2022 Northwestern PA Program Capstone Keynote Address
 2013 Pi Alpha, Anne Arundel Community College
 2013 Rising Star Nomination for PAEA
 2011 Rising Star Nomination for PAEA
 2002-2007 National Health Service Scholar/Loan Repayment
 2001 African Heritage Scholarship
 1998 UMES Certificate of Academic Achievement
 1997-1999 Honor Society of Phi Kappa Phi
 1995-1999 Full Academic Scholarship, the National Dean's List, All-American Scholar Award

PROFESSIONAL DEVELOPMENT

2022 Lumen Circle Belonging Fellowship
 2022 Brain Aware Manager Training
 2022 National Association of Diversity Officers in Higher Education
 2022 National Conference on Race and Ethnicity in American Higher Education.

2022	Safe Space Micro-Course
2021	National Association of Diversity Officers in Higher Education
2021	National Conference on Race and Ethnicity in American Higher Education.
2021	Inclusive Learning and Global Health
2021	Courageous Conversation moving from DEI to EDI
2020	Professional Grant Development Workshop
2020	Online Trainer Crucial Conversations Certification
2020	Kirkpatrick Bronze Level Evaluation
2019	PALLA Crucial Conversations Workshop
2018	Physician Assistant Education Association Leadership Retreat
2017	Physician Assistant Education Association Faculty Skills 201 Workshop
2017	Barry University PA Program Faculty Retreat
2016	Barry University PA Program Faculty Retreat
2016	National Conference on Race and Ethnicity in American Higher Education.
2015	National Association of Medical Minority Educators
2014	National Conference on Race and Ethnicity in American Higher Education
2013	AAMC Minority Faculty Development Workshop
2012	AAPA: Getting Started in Research Workshop
2011	Engaging Online Learners
2010	ANGEL: Pathways to E-Learning
2009	ARC-PA Accreditation Workshop
2008	Physician Assistant Education Association Basic Faculty Skills Workshop
2008	Physician Assistant Education Association Clinical Coordinator Workshop
2008-2022	CME: Physician Assistant Education Association Annual Meetings
2008-2022	CME: American Academy of Physician Assistants Annual Conference
2005-2022	CME: Maryland Academy of Physician Assistants Annual Conference
2005-2007	CDC STD Prevention Training Center Grand Round Presentations
2003-2008	CME: Pri-Med Updates
2003	Infant Adoption Awareness Training Program

WEBINAR PROFESSIONAL DEVELOPMENT

2022	Towards Antiracist Academic Institutions: Next Steps Boston University
2019	Creating a Culture of Health: The interplay of social determinants of health and medical care and why health systems must adapt.
2017	Transforming Minority Student Success from the Top Down and Bottom Up
2017	Clarifying Campus Climate Initiatives
2017	Social Determinants of Health for LGBT
2016	Attracting Black Males to Medicine: Physician's Call to Action
2015	Unequal Treatment: Disparities in Access, Quality and Care
2015	How Campuses are Failing Trans Students
2015	Advancing Health Equity for Boys and Men of Color
2015	Youth Justice, Youth of Color and Health Policy Implications
2009	Innovative Approaches to Reducing Racial & Ethnic Health Disparities

CURRENT MEMBERSHIPS IN PROFESSIONAL SOCIETIES

- Physician Assistant Education Association
- American Academy of Physician Assistants
- African Heritage Caucus
- National Association of Medical Minority Educators
- National Health Service Corps Ambassador
- National Association of Diversity Officers in Higher Education
- Association of Clinicians for the Underserved, past member

LICENSE/CERTIFICATION

- National Commission on Certification of Physician Assistants,
- North Carolina Medical License
- Virgin Island Medical License, (inactive)
- National Registry of Certified Medical Examiners