

SYLK SOTTO, EdD, MBA, MPS

(full name: Sylk M. Sotto Santiago)

CURRICULUM VITAE

Indiana University School of Medicine
Department of Medicine

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Authorship under full name: Sotto-Santiago, S.

EDUCATION

UNDERGRADUATE Bachelor of Science, Chemistry
Colorado State University
Fort Collins, CO. 1999

GRADUATE Master in Business Administration (MBA)
Daniels College of Business
University of Denver
Denver, CO. 2003

Masters in Healthcare Leadership (MPS)
Concentration: Healthcare Policy, Law and Ethics
University of Denver
Denver, CO. 2011

Doctor of Education, Higher Education
University of Denver
Denver, CO. 2017

FURTHER EDUCATION

POST-GRADUATE Certification, Mixed Methods Research
University of Michigan, 2019

Certification, Medical Education Research
Association of American Medical Colleges, 2019

APPOINTMENTS

ACADEMIC

Department of Medicine, Indiana University School of Medicine

Adjunct Lecturer	3/2015-12/2016
Adjunct Assistant Professor [‡]	12/2016-6/2017
Assistant Professor of Medicine (tenure track)	7/2017-Present
Affiliate Faculty, Indiana CTSI-Bioethics Subject Advocacy Prog.	2017-Present

Indiana University, Bloomington

Affiliate Faculty, National Institute for Transformation and Equity	2017-Present
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[‡] "in-rank" date as Assistant Professor

OTHER

University of Michigan
Diversity Scholars Network. LSA National Center for institutional Diversity 2020-Present

ADMINISTRATIVE/PROFESSIONAL

Macromolecular Resources Research Associate/
Colorado State University Biochemist 1998-2000
Fort Collins, CO

Atrix Laboratories, Inc. Analytical Chemist/
Department of Pharmaceutical Research Associate 1999-2000
Development, Division of Analytical
Method Development and Drug Delivery Systems
Fort Collins, CO

University of Colorado Health Sciences Center
Department of Medicine Senior (PRA) Research Associate 2000-2006
Div. Pulmonary Sciences & Critical Care,
Div. Medical Oncology
Denver, CO

University of Denver Research Compliance Officer/
Office of Research and Sponsored Programs, Manager 2006-2011
Office of Vice Provost for Financial Affairs
Denver, CO

Research Compliance and Ethics Consultant 2007-2015
Human Participants (IRB), Animal (IACUC) & Biosafety (IBC), Research Ethics

University of Colorado Anschutz Medical Campus
Department of Medicine, Administrator/ 2011-2015
Div. Pulmonary Sciences & Critical Care Director of Finance and Administration
Denver, CO

Department of Medicine, Indiana University School of Medicine
Vice-Chair for Faculty Affairs, Development, and Diversity 2015-Present

LICENSURE, CERTIFICATION, SPECIALTY BOARD STATUS

Certified Professional IACUC Administrator 20800122 2008-2013
CPIA- (Research Animal Care and Use)
Certified IRB Professional 2112090 2011-2014
CIP (Human Research Protections)
Certification, Physician Peer Coaching 2019
Physician Vitality Institute, 2019
Certification, NRMN Certified Mentor (L2) 2019
NIH, National Research Mentoring Network

PROFESSIONAL ORGANIZATIONS MEMBERSHIPS

National Council of University Research Administrators-Inst. Member (NCURA) 2006-2012

Public Responsibility in Medicine and Research (PRIM&R), Member	2006-2012
IACUC Administrators Association (IAA), Member, Professional Ethics Committee, New Member Committee	2010-2015
National Hispanic Medical Association (NHMA), Member	2016-2017
Alliance for Academic Internal Medicine (AAIM), Board of Directors Administrators of Internal Medicine (AIM), Member, Council Member, President, Planning Committee	2011-Present
Association for the Study of Higher Education (ASHE), Member, Reviewer	2013-Present
Professional and Organizational Development Network in Higher Education (POD) Member, SIG: Healthcare Education-Member at large	2015-Present 2017-Present
Association of American Medical Colleges (AAMC) Group on Diversity and Inclusion (GDI), Member Group on Faculty Affairs (GFA), Member Group on Educational Affairs (GEA), Member	2015-Present
National Association of Diversity Officers in Higher Education (NADOHE), Member	2018-Present
National Association of Medical Minority Educators (NAMME), Member	2019-Present

PROFESSIONAL HONORS AND AWARDS

SERVICE

1. Indiana University School of Medicine, **Dr. Patricia Treadwell Women in Medicine Series Lectureship**

Named lectureship in honor of Dr. Patricia Treadwell, the first African-American Women Full Professor at the School of Medicine. The lecture highlights the work of women leaders in academic medicine and IU School of Medicine. Second Annual Lectureship, March 2018 Title: "Value My Culture, Value Me: The Importance of Culturally Relevant Mentoring"

2. Indiana University-Purdue University Indianapolis. Center for Teaching and Learning (CTL)-Engaged Teaching and Learning Faculty Development Award: **Scholar Whisperer**.

The award recognizes faculty developers who demonstrate excellent work in developing, highlighting coaching, understanding motivations, desires, and needs of scholars. January 2020.

3. Indiana University-Purdue University Indianapolis. **2020 Women's History Month Leadership Awards**.

Newcomer faculty category. **Office for Women** and the **Division of Student Affairs** solicit nominations for leadership awards for women-identified faculty. March 2020.

PROFESSIONAL DEVELOPMENT

Public Responsibility in Medicine and Research Annual Meeting	2006-2011
Best Practices in Animal Care and Biosafety Annual Meeting	2012-2014
Biennial Conference on Research Administration, NCURA & University of Denver	2012, 2014
Aspen Lung Conference, University of Colorado	2012-2015
Diversity and Inclusion Summit, University of Colorado	2012-2015
CU Women Succeeding Symposium, University of Colorado	2012-2015
National Association of Diversity Officers in Higher Education (NADOHE)	March 2015, 2020 ^C
Alliance for Academic Internal Medicine (AAIM) Executive Leadership Program	August 2015
AAIM Women in Medicine Leadership Forum	October 2015
Association of American Medical Colleges (AAMC) Minority Faculty Leadership	September 2016
IUSM Internal Medicine Residency Annual Teaching Retreat	July 2017
IU-Minority Serving Institutions STEM Initiative	2017-2018

Faculty Research Development Institute	
National Center for Faculty Development and Diversity-Faculty Success Bootcamp	August 2017
Professional and Organizational Development Network in Higher Education	November 2017
Conference on Academic Research in Education (CARE)	Feb. 2018, 2020
Ethnography and Qualitative Research Conference (EQRC)	
Association of American Medical Colleges (AAMC) Using Restorative Justice	
Practices to Address Mistreatment and Improve Institutional Culture and Climate	May 2018
National Research Mentoring Network (NRMN)	September 2018
Certified Mentor Training Facilitator	
HERS Institute	
For Women Leaders in Higher Education	June 2019
Association of American Medical Colleges (AAMC) Leading with Emotional Intelligence	July 2019
Alliance for Academic Internal Medicine Annual Meeting	2012-Present
Association for the Study of Higher Education Annual Meeting	2014-Present
Association of American Medical Colleges (AAMC) Annual & Joint Meetings	2015-Present
Conference for Council of Faculty and Academic Societies (CFAS) /	
Group on Diversity and Inclusion (GDI) /	
Organization of Resident Representatives (ORR)/	
Group on Faculty Affairs (GFA)/	
Group on Women in Medicine and Science (GWIMS)	
Group on Business Affairs (GBA)/	
Group on Institutional Planning (GIP)/	
Group on Educational Affairs (GEA)	
Various IUSM Office for Faculty Affairs, Professional Development and Diversity	2015-Present

SERVICE

SERVICE IN EDUCATION

TEACHING ASSIGNMENTS

INDIANA UNIVERSITY SCHOOL OF MEDICINE

FCP-1 st Year	Foundations of Clinical Practice, 1 st year medical students Bilingual-Spanish Program-4yr continuum Average of 13 students	AY 2017-Present
G506	Responsible Conduct of Translational Research Instructor of record, Face to Face format 1 cr., 20 students	Spring 2018-2020
G504	Research Ethics Co-Instructor, Face to Face formal 2 credits, 25 students	Fall 2018-Present
Co-Instructor	Addressing Microaggressions and Biases in MedEd Elective	AY2019-2020

MENTORING

INDIANA UNIVERSITY, BLOOMINGTON

DOCTORAL STUDENTS/CANDIDATES

Jacqueline Mac	2016-2020
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Dissertation Committee

Present: Visiting Assistant Professor of Higher Education at Northern Illinois University

INDIANA UNIVERSITY SCHOOL OF MEDICINE**MEDICAL STUDENTS**

Chanelle Benjamin (IM Resident)	2016-2019
Giovanni Rodriguez (MS4) (EM Resident)	2016-2020
Sarina Masso-Maldonado (MS4)	2017-Present
Carlos Martinez-Licha (MS4)	2017-Present

RESIDENTS/FELLOWS

Francesca Duncan Pulmonary, Critical Care Medicine	2019-Present
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EARLY CAREER FACULTY

Sahand Rahnama-Moghadam (Asst. Professor, IM/Dermatology)	2018-Present
Sacha Sharp (Asst. Professor, Medicine)	2020-Present

NORTH CAROLINA A&T STATE UNIVERSITY**UNDERGRADUATE STUDENTS**

Keelum Brown	2018-2019
Zandra Mikel	2018-2019

Rowan University College of Education**Rowan University School of Osteopathic Medicine, New Jersey** 2019-Present**DOCTORAL STUDENTS/CANDIDATES**

Dana Weiss Dissertation Committee-External Member	
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University of Botswana School of Medicine

Moagisi Mogalakwe Humphrey Fulbright Scholar	2020
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TEACHING ADMINISTRATION AND CURRICULUM DEVELOPMENT**FACULTY AND PROFESSIONAL DEVELOPMENT****UNIVERSITY OF DENVER**

Graduate Education, Lectures:	2006-2011
Research Ethics, Responsible Conduct of Research, and Research Compliance	
Underrepresented Faculty Leadership Development	2013

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

Research: Fellows and Early Career Faculty-Research Administration	2013
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INDIANA UNIVERSITY SCHOOL OF MEDICINE

Program Revision, Diversity Recruitment Plan to Underrepresented Faculty Leadership 2017 Committee member, expertise contribution based on dissertation and current research	
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Medical Education, Curriculum Review: Social Science Medical Education Thread Member and expertise contribution-equity and inclusion-based curriculum design (Culturally Aware, Socially Responsible Curriculum)	2017-2018
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Revision Curriculum, member and expertise in research ethics
Responsible Conduct of Translational Research
Research Ethics 2017-Present

New Program Development, member and content development
for sessions on self-efficacy, team building, and microaggressions.
Cross-Cultural Retreat for Medical Students, Medical Student Affairs 2018-Present

DEPARTMENT OF MEDICINE

New Curriculum-Professional Development, Lead
New Faculty Orientation 2016-Present
Business of Medicine Leadership Program 2017-Present
In partnership with Kelley School of Business, Program Opened to IUSM (2018)
Writing Accountability Groups, Promotion Accountability Group 2018-Present
Clinical Promotions Advisory Panel (CPAP) 2019-Present
Responding to Instances of Racism, Discrimination and Microaggressions 2019-Present
Department of Medicine Summer Equity, Diversity, and Inclusion Series 2020

Wellness Program Development, Department Co-Lead
Food for Thought (Faculty Commensality Program) 2018-Present
Peer to Peer Coaching (Physician Peer Coaching) 2019-Present
Wellness Check-Ins[©] 2020-Present

New Curriculum Development, Department Co-lead 2017-Present
Department of Medicine & Division of General Internal Medicine
- ASPIRE Clinical Faculty Mentoring Program

INVITED PRESENTATIONS-TEACHING NATIONAL

UNIVERSITY OF DENVER

Intro to Higher Ed Status of Faculty of Color in Higher Education and Academic Medicine
1 hr. Lecture, 25 students Nov 2017, 2018

CALIFORNIA STATE UNIVERSITY, FRESNO (Fresno State)

Latinos/as in Education Experiences of Latinas in STEM in Higher Education and Academic Medicine
1 hr. Lecture/Panel, 15 students Nov. 2019

LOCAL

INDIANA UNIVERSITY SCHOOL OF MEDICINE

FCP-1st year Foundations of Clinical Practice, 1st year medical students Fall 2016
Lecture: Introduction to Cultural Competence & Humility
1 hr. Lecture, 150 students

G504 Introduction to Research Ethics Fall 2018, 2019
Lecturer, 1hr. 40 min session, 25 students
2 Lectures: Research Misconduct, Cultural Competency in Research

MARIAN UNIVERSITY

Research Ethics School of Nursing April 2017
Human Research Protections

1 hr. Lecture, 25 students

INDIANA UNIVERSITY, BLOOMINGTON

Speech and Hearing	Department of Speech and Hearing Lecture: Cultural Humility 1 hr. Lecture, 25 students	June 2018
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PEER-REVIEWED PRESENTATIONS-TEACHING**NATIONAL**

1. Who Benefits? Interest convergence and an organizational analysis of parent and family programming. Judy Marquez Kiyama, Delma Ramos Martinez, **Sylk Sotto-Santiago***. Association for the Study of Higher Education. November 2016. *Data and Organizational Analysis
2. Beyond traditional ways to navigate college: A content analysis of First-Year Experience seminars. Delma Ramos Martinez, Jose del Real Viramontes, and **Sylk Sotto-Santiago***. Association for the Study of Higher Education. November 2017. *Data analysis

GRAND ROUNDS

Department of Pediatrics Grand Rounds	Our Responsibility: Courageous Conversations about Race	July 2018
Department of Surgery Grand Rounds	Unconscious/Implicit Bias and Practical Implications in Medical Education	April 2019
Department of Medicine Grand Rounds	“What can I do?”: Faculty Actions that Advance Racial Equity in Academic Medicine	July 2020

SERVICE IN RESEARCH

GRANTS/FELLOWSHIPS IN RESEARCH**FUNDED**

Title: A Study of Underrepresented Faculty Development Programs
 Granting Agency: Professional and Organizational Development Network in Higher Education
 Role: Principal Investigator Effort: 5% Amount: \$2,000 (Direct Costs)
 Start date: July 2017-September 2018

Title: Examining the Learning Environment and Faculty Development Opportunities for Internal
 Medicine Clerkships
 Granting: Department of Medicine Dexter Fellowship
 Role: Principal Investigator Amount: \$27,128 (Direct Costs)
 Start date: July 2018-June 2019

Title: Bridging the GAP in STEM Education by Building Experiential Teaching Capacity for Food and
 Nutritional Sciences Scholars at North Carolina Agriculture and Technology State
 University (HBCU).
 Granting: IU-MSI STEM Initiative Seed Grant.
 Role: Co-Principal Investigator Amount: \$48,858, (Direct Costs)

Effort 0%

Start date: May 2018-July 2018

Title: Maximizing Investigator's Research Award: Diversifying the Scientist Workforce.

Granting Agency: NIH/NIGMS R35 GM122557.

Role: Consultant, IU Site Lead

PI: M. Carnes.

Supports research aimed at increasing diversity of the scientific and medical workforce through a multisite cluster randomized control study of a bias reducing intervention in departments of medicine.

Start Date: 5/1/17-4/30/22

Total Cost: \$334,500

Effort 0%

Title: Socialization of Underrepresented STEM/Medicine doctoral students to faculty careers and academic leadership.

IUPUI, Inclusive Excellence Faculty Grant

Amount: \$1000 (Direct Costs)

Role: Principal Investigator

Effort 0%

Title: IU Training Program in Molecular Physiology and Clinical Mechanisms of Lung Disease

Granting Agency: NIH

Role: Trainee Recruitment and Selection Committee

PI: Geraci M, Tepper R

T32 HL091816 10

Amount: \$245,539

*Others collaborations pending funding.***PEER REVIEWED PRESENTATIONS – RESEARCH****NATIONAL**

1. "You Eat What You Kill": A Study of the Experiences of Underrepresented Faculty in Academic Medicine Utilizing and Adapting the Culturally Engaging Campus Environments (CECE) Model. **Sylk Sotto-Santiago**. Association for the Study of Higher Education. November 2016
2. The Socialization, Mentoring, and Faculty Development Experiences of Black and Latinx Faculty in Academic Medicine. **Sylk Sotto-Santiago***. Association for the Study of Higher Education. November 2017
3. Racist Nativism: An Attack on Latinx Faculty Credibility. **Sylk Sotto-Santiago*** and Darsella Vigil. Association for the Study of Higher Education. November 2017
4. A New Framework for Cross-Culturally Relevant Mentoring in Higher Education. **Sylk Sotto-Santiago***. Conference on Academic Research in Education. February 2018
5. Development or Minoritization? Underrepresented in Medicine (UIM) Faculty and Faculty Developer Perspectives. **Sylk Sotto-Santiago***. AAMC Group on Faculty Affairs (GFA). July 2018.

ACADEMIC AND PROFESSIONAL SERVICE

UNIVERSITY SERVICE

UNIVERSITY OF DENVER

Institutional Review Board

Director, Member

2006-2012

Institutional Animal Care and Use	Director, Member	2006-2012
Institutional Biosafety Committee	Director, Member	2006-2012

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS, Bioscience Park

Institutional Animal Care and Use	Member, Vice-Chair	2007-2015
Isogenis, Inc., Greffex, & Avidity		
Institutional Biosafety Committee	Member, Vice-Chair	2007-2015
Isogenis, Inc., Greffex, & Avidity		
University of Colorado Hospital	Ethics Committee Member	2014-2015

INDIANA UNIVERSITY SCHOOL OF MEDICINE

Diversity and Inclusion Council	Member, Co-Chair (2017)	2015-Present
Women Advisory Council	Member	2015-Present
Faculty Development Coordinating Committee	Member	2016-Present
Student Success Ad-Hoc Committee	Member	2016-Present
LCME Element 3 (Diversity) Learning Environment	Member Small Group/Sub Element Lead	2016
IUSM Strategic Plan Working Group #3 (Diversity)	Member	2017
IUSM Wellness Initiative	Member	2017
Culturally Appropriate and Socially Responsive Thread-Medical Education	Member	2017-2018
Faculty Steering Committee	Member, IUPUI Faculty Council Representative	2018-2020
Multicultural Physicians Alliance IUSM GME	Faculty Advisory Board	2019-Present
ICAN, Data Safety Monitoring Board	Member	2019-Present
Health and Wellness Advisory Council	Member, DEI Task Force	2019-Present

DEPARTMENT OF MEDICINE

Strategic Plan And Task Force	Lead	2015-2020
Department of Medicine Promotion and Tenure Committee	Ex-Officio Member	2015-Present
Women in Medicine Faculty Group	Member, Lead	2016-Present
Equity and Inclusion Group	Member, Lead	2017-Present
Clinical Executive Steering Committee	Member	2018-Present
Dexter Fellowship	Reviewer	2019-Present

Search Committees:

Pulmonary Division Director	2016
Precision Medicine Director	2016
Clinical Pharmacology Director	2018
IUCAR, Director Search	2018
Director, Office of Diversity Affairs	
Cardiology Division Director	2019
IUSM Chief Technology Officer	2019

IUSM Chief Wellness Officer	2019
IUSM Assistant Dean for Diversity Affairs, Co-chair	2020
Infectious Diseases, Co-chair	2020

Interviews:

Internal Medicine Residents	2017-Present
Adolescent Medicine Fellows	2019-Present

IUPUI

McDonald-Merrill-Ketcham Lecture (Department of Medicine & IUPUI Law)	2017-Present
Joseph T Taylor Diversity Award Selection Committee	2020
IUPUI Mentoring & Coaching Coalition Member	2020-Present
Antiracist Reading Group Leader	2020-2021

REGIONAL

MARCH DSMB	2017-2020
Midwest Area Research Consortium for Health, Ethics Representative and Member	
Data Safety Monitoring Board	

NATIONAL

IACUC Administrators Association	Professional Ethics Committee, Membership Committee	2011-2015
Administrators of Internal Medicine	Council Member (Elected), <u>President</u>	2014-Present <u>2018-2021</u>
Alliance for Academic Internal Medicine	Diversity and Inclusion Committee	2015-2017
Association for the Study of Higher Education	Member, Reviewer	2015-Present
Association of American Medical Colleges (AAMC), Member, and Reviewer	Group on Diversity and Inclusion	2015-Present
	Group on Faculty Affairs	2016-Present
	Group on Educational Affairs	2018-Present
POD Network	Reviewer, Healthcare SIG Grant Reviewer	2018-Present
Alliance for Academic Internal Medicine	<u>Board of Directors</u>	<u>2018-2021</u>
Alliance for Academic Internal Medicine and the Association of Program Directors of Internal Medicine, Healthcare Disparities Collaborative	Member, Facilitator of QI Curriculum	2019-Present
AAMC GDI- Anti-Racist Education Group, Facilitator		2020-Present
Central Group on Education Affairs – Grant reviewer		2020-Present

Journal Review Assignments

Journal of Healthcare for the Poor and Underserved	Reviewer	2018-Present
Journal of Health Equity	Reviewer	2019-Present
Journal of the American Medical Association (JAMA)	Reviewer	2019-Present
Journal of General Internal Medicine (JGIM)	Reviewer	2019-Present
Journal of Healthcare Leadership	Reviewer	2020-Present

INVITED SERVICE PRESENTATIONS

INTERNATIONAL

1. *Globalizing Diversity and Inclusion Research: Designing a Transnational Approach to Promoting Educational Access and Equity for Racial and Minoritized Communities around the World*. Summit Panelist. The Expertise Centre for Diversity Policy (ECHO), Netherlands. January 2020.
 - a. *Moving from Theory to Praxis: Creating Antiracist and Inclusive Campus Environments: What are some best practices for creating racially just and inclusive educational environments?*
2. *Globalizing Diversity and Inclusion Research: Envisioning a Transnational Approach for Addressing Racial Equity in Education*. Tuitt F, Howard L, Castillo-Montoya M, **Sotto-Santiago S**. World Education Research Association. Spain. July 2020. ^{Ç-2021}

NATIONAL

1. *Negotiation: Focus on the WIN-WIN*. American Diabetes Association. Women Interprofessional Network (WIN). Professional Development Conference. Indianapolis. November 2019.
2. *Resist and Restore: What to do in the aftermath of racism, discrimination, and microaggressions*. American Medical Women Association. AMWA Leads Meeting. March 2020.
3. *Actions We Can Take to Advance Equity in Academic Medicine*. University of Arizona Health Sciences. Office of Equity, Diversity and Inclusion. (Virtual Rounds) July 2020.

NATIONAL CONFERENCES

1. *Working with the IRB at your Institution*. **Sylk Sotto-Santiago**. Teaching Panel. Association for Education in Journalism and Mass Communication. 93rd Annual Conference. 2010
2. *Building Professional Networks through Mentorship*. **Sylk Sotto-Santiago** and Liz Seelenfreund. University of Colorado. CU Women's Symposium. 2013
3. *IACUC Protocol Review*. **Sylk Sotto-Santiago**. Best Practices in IACUC Administration. IACUC Administrators Association (IAA) Western Region Conference. 2013
4. *Research Administration Workshop*. **Sylk Sotto-Santiago**. Alliance for Academic Internal Medicine (AAIM), Administrators of Internal Medicine (AIM). 2013
5. *The IACUC: CROs & Biotech Specific Issues*. **Sylk Sotto-Santiago**. Best Practices in IACUC Administration. IACUC Administrators Association (IAA) Western Region Conference. 2014
6. *IACUC Membership: Community Members' Role*. **Sylk Sotto-Santiago**. Best Practices in IACUC Administration. IACUC Administrators Association (IAA) Western Region Conference. 2014
7. *The IACUC and Clinical Research Organizations (CRO) & Biotechs*. **Sylk Sotto-Santiago**. Public Responsibility in Medicine and Research (PRIM&R) National IACUC Conference. 2014
8. *Underrepresented Early Career Faculty in Academic Medicine*. **Sylk Sotto-Santiago**. University of Denver. College of Education-Department of Higher Education-Graduate Symposium. 2014
9. *Academic Female Leadership*. **Sylk Sotto-Santiago**. University of Colorado. CU Women's Symposium. 2014
10. *Cultivating a Supportive Environment*. Varaxy Yi Borromeo, Rachael Lovendahl, Delma Ramos , Natasha Saelua, **Sylk Sotto-Santiago**, Kara Trebil, Michele Tyson , Darsella Vigil. University of Denver. DU's Women's Conference: Inspiring the Power of Possibility. 2015. Panel.
11. *Panel Discussion: Experienced Administrator's Advice for New Administrators*. Brian David, Monica Fawthrop, Dan Hager, and **Sylk Sotto-Santiago**. Alliance for Academic Internal Medicine (AAIM), Administrators of Internal Medicine (AIM). 2015
12. *Promoting Collaborative Environments*. **Sylk Sotto-Santiago**, Liz Seelenfreund, Abigail Lara. Alliance for Academic Internal Medicine (AAIM), Administrators of Internal Medicine (AIM). 2015

13. Panel Discussion: Experienced Administrator's Advice for New Administrators. Brian David, Monica Fawthrop, and **Sylk Sotto-Santiago***. Alliance for Academic Internal Medicine (AAIM), Administrators of Internal Medicine (AIM). 2017
14. Utilization of Conceptual and Theoretical Frameworks in Academic Medicine. **Sylk Sotto-Santiago*** and Paul Porter. Association of American Medical Colleges (AAMC) GDI/GWIMS. 2017
15. (Dis)Incentivizing Patient Satisfaction: Bias against Women and UIM Clinical Faculty. **Sylk Sotto-Santiago*** and Theresa Rohr-Kirchgraber. Association of American Medical Colleges (AAMC) GDI/GWIMS. 2017.
16. IUSM and LCME: Lessons Learned from Element 3.3. Mary Austrom, Alvaro Tori, **Sylk Sotto-Santiago***, Shawn Patrick. AAMC Group on Diversity and Inclusion (GDI). 2018.
17. **Sylk Sotto-Santiago***. Our Responsibility: Courageous Conversations about Race, Equity, and Inclusion. Alliance of Academic Internal Medicine. 2018 <https://www.im.org/resources/diversity-inclusion>.
18. **Sylk Sotto-Santiago*** and Mark Geraci. Business of Medicine Professional Development. Alliance of Academic Internal Medicine. 2018
19. Mike Ober, Lee McHenry, **Sylk Sotto-Santiago***. Transforming Operations and Physician Engagement in an Academic Outpatient Practice: A Commitment to Lean Management. Alliance of Academic Internal Medicine. 2018
20. Recruitment and Residency Interview Skills. **Sylk Sotto-Santiago***, Alvaro Tori, Jack Buckley. Ponce Health Sciences University. Puerto Rico. February 2019.
21. Recruitment and Residency Interview Skills. **Sylk Sotto-Santiago***, Alvaro Tori, Jack Buckley. University of Puerto Rico School of Medicine. Puerto Rico. February 2019.
22. I belong: Fostering a sense of belong among students identified as URM through the creation of a cross-cultural cohort program. AAMC GSA. Sacha Sharp, Antiwone Haywood, & **Sylk Sotto-Santiago***. April 2019.
23. Re-envisioning the Business Case for Diversity and Inclusion through Metrics and Measurements. **Sylk Sotto-Santiago*** & Jacqueline Mac. Alliance for Academic Internal Medicine. April 2019.
24. "I didn't know what to say": A Workshop on How to Respond to Instances of Racism, Discrimination, and Microaggressions. Jacqueline Mac, Francesca Duncan, & **Sylk Sotto-Santiago*** Alliance for Academic Internal Medicine. April 2020[Ⓒ]
25. Fostering a sense of belonging among students identified as underrepresented in medicine. Alvaro Tori, Sacha Sharp, Antwione Haywood, **Sylk Sotto-Santiago***, & Sydney Rucker. AAMC Group on Diversity and Inclusion. May 2020[Ⓒ]
26. ACGME Diversity Statements: Perspectives of EM and IM Residency Program Directors. Dowin Boatright (Yale), Angela Martinez-Strengel, Lilanthi Balasuriya, **Sylk Sotto-Santiago***. AAMC Group on Diversity and Inclusion. May 2020[Ⓒ]

Poster Presentations

1. Implementing an Electronic Protocol Submission-and-Review System: After the Webinars, what comes next? Tips from Two Colorado Institutions. Evelyn A. Swiss, Janell A. Barker, and **Sylk Sotto-Santiago***. Public Responsibility in Medicine and Research (PRIM&R) Advancing Ethical Research Conference. 2008.
2. Small Institutions, Small Animal Care and Use Programs: Lessons Learned at the University of Denver and its AAALAC Accreditation Process. **Sylk Sotto-Santiago***, Joe Angleson, and Ron Banks. Public Responsibility in Medicine and Research (PRIM&R) National IACUC Conference. 2010
3. Advancing the Utilization of Conceptual and Theoretical Frameworks in Academic Medicine. **Sylk Sotto-Santiago*** and Paul Porter, National Conference on Race and Ethnicity in American Higher Education (NCORE). 2016

4. (Dis)Incentivizing Patient Satisfaction: A Departmental Study with Possible Bias against Women and URM Clinical Faculty. **Sylk Sotto-Santiago***, Mike Ober, Mark Geraci. Alliance for Academic Internal Medicine (AAIM). 2017
5. Developing the Business Acumen of Current and Future Leaders in Academic Medicine. Shawn Patrick, Megan Palmer, Mary Danksoki, **Sylk Sotto-Santiago***, & Susannah Gawor. AAMC GFA/GWIMS. April 2019.
6. Re-envisioning the Business Case for Diversity, Equity, and Inclusion. **Sylk Sotto-Santiago*** and Catherine Garzio. AAMC GDI/GBA. April 2019. Table Topic.
7. Developing the Business Acumen of Current and Future Leaders in Academic Medicine. Shawn Patrick, Megan Palmer, Mary Dankoski, Susannah Gawor, **Sylk Sotto-Santiago***. AAMC GFA/GWIMS. July 2019.
8. "And the Pendulum Swings: Benevolent Sexism in the TimesUp Healthcare Era". **Sylk Sotto-Santiago***, Catherine Sears and Cynthia Brown. AAMC Learn Serve Lead. November 2019.
9. #failfest: A sisterhood celebration of "failing up". **Sylk Sotto-Santiago***, Erin Crowley and Cynthia Brown. AAMC Learn Serve Lead. November 2019.
10. *Collaborating to Promote Inclusive Mentoring Relationships in Biomedical Science Research*. Tara Hobson, Matt Allen, Julie Welch, Gustavo Arrizabalaga, Brittney-Shea Herbert, Tammy Sajdyk, **Sylk Sotto-Santiago***. AAMC Group on Faculty Affairs. July 2020^c

Webinars

1. The Administrator's Role in Diversity and Inclusion. **Sylk Sotto-Santiago**. Administrators of internal Medicine, Alliance for Academic Internal Medicine. February 2016
2. Career Development for Clinician Educators: Securing Promotion. Mark Geraci, Jack Buckley, **Sylk Sotto-Santiago**. Clerkship Directors of Internal Medicine. Alliance for Academic Internal Medicine. September 2016.
3. Strategic Approaches in Diversity, Equity and Inclusion. Kimberly Manning, Jada Bussey-Jones, **Sylk Sotto-Santiago**. AAIM DEI Webinar Series. March 2020.

LOCAL

1. Literature Review: Underrepresented Faculty in Academic Medicine, IUSM Diversity Council. February 2016.
2. Faculty Panel, Diversity Enrichment and Achievement Program (DEAP). IUPUI. August 2017.
3. Bioethics and Subject Advocacy Program (BSAP): Translational Research Ethics: Applied Topics: Conducting Culturally Competent Research. IUSM. November 2017
4. IMBG, Graduate School Admissions Committee. The Blind Spot in Graduate Admissions (Implicit Bias). IUSM. November 2017
5. Adolescent Health Seminar. Building Allyships and Active (By)Standers. IUSM. January 2018.
6. Culturally Relevant Mentoring. Dr. Patricia Treadwell Women in Medicine and Science. IUSM. March 2018.
7. Graduate Division, Post-Doc Office. IUSM. Inclusive Mentoring. April 2018
8. IU-MSI STEM Initiative. Faculty Research Development Institute. IU Bloomington. July 2018
9. Project Stepping Stones for Indiana Latinx High School Students. Pathways to Medical Careers. IUPUI. June 2018
10. Cultural Humility: Treating the Patient not an entire Culture. Section of Palliative Care. September 2018.
11. OFAPDD. Leadership Series. Culturally Relevant Mentoring. Julie Welch, Katie Pettit, & **Sylk Sotto-Santiago**. December 2018.
12. IUSM Clerkship Summit. Implicit Bias. Tori A & **Sotto-Santiago, S**. February 2019.

12. Tweets, Likes & Shares: The Power of Social Media in Promotion and Tenure. **Sylk Sotto-Santiago**, Sacha Sharp, Jacqueline Mac. IUSM. February 2019.
13. Building the Next Generation of Academic Physicians. (BNGAP). Financing an Academic Medicine Career. IUSM. February 2019.
14. Responding to Instances of Racism, Discrimination, and Microaggressions. **Sylk Sotto-Santiago**, Jacqueline Mac, Francesca Duncan, Joseph Smith. IUSM. May 2019.
15. Racism and Microaggressions. Chest Conference. Francesca Duncan, Joseph Smith, & **Sylk Sotto-Santiago**. Division of Pulmonary, Critical Care, Allergy and Occupational Health. June 2019.
16. Responding to Instances of Racism, Discrimination, and Microaggressions. Department of Family Medicine. August 2019.
17. Responding to LGBTQ Microaggressions. C3 Leadership Program. IUPUI. August 2019.
18. Culturally Relevant Mentoring. Academy of Teaching Scholars. April 2020.
19. Intro to Racial Bias & Health Disparities in Medicine. IM Intern Orientation. July 2020.
20. Responding to Instances of Racism, Discrimination, and Microaggressions. **Sylk Sotto-Santiago**, Francesca Duncan, Joseph Smith. IUSM. August and September 2020.

PEER-REVIEWED PRESENTATIONS- SERVICE

1. Sylos to Synergy: Strategic Coalition Building. Chiquita Collins, Paul Porter, **Sylk Sotto-Santiago***, Ashleigh Moses. Association of American Medical Colleges (AAMC) GDI/GWIMS. May 2017.
2. Increasing Hispanic Healthcare Workforce: An example of Collaboration between Academia and Community Health Services. **Sylk Sotto-Santiago*** and Javier Sevilla-Martir. National Hispanic Medical Association. May 2017.

SCHOLARSHIP AND PUBLICATIONS

PEER REVIEWED-SERVICE

PULMONARY DISEASES [§]Research Methods, Data Collection and Analysis

1. Hoshikawa Y, Nana-Sinkam P, Moore MD, **Sotto-Santiago S[§]**, Phang T, Keith RL, Morris KG, Kondo T, Tuder RM, Voelkel NF, Geraci MW Hypoxia induces different genes in the lungs of rats compared with mice [published correction appears in *Physiol Genomics*. 2003 Mar 18;13(1):79]. *Physiol Genomics*. 2003;12(3):209-219. Published 2003 Feb 6. doi:10.1152/physiolgenomics.00081.2001
2. Nana-Sinkam P, Golpon H, Keith RL, Oyer RJ, **Sotto-Santiago S[§]**, Moore MD, Franklin W, Nemenoff RA, Geraci MW Prostacyclin in human non-small cell lung cancers. *Chest*. 2004;125(5 Suppl):141S. doi:10.1378/chest.125.5_suppl.141s
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4. Keith RL, Miller YE, Hudish TM, Girod CE, **Sotto-Santiago S[§]**, Franklin WA, Nemenoff RA, March TH, Nana-Sinkam SP, Geraci MW. Pulmonary prostacyclin synthase overexpression chemoprevents tobacco smoke lung carcinogenesis in mice. *Cancer Res*. 2004;64(16):5897-5904. doi:10.1158/0008-5472.CAN-04-1070
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10. ***Sotto-Santiago S**, Slaven J, Rohr-Kirchgraber T. [\(Dis\)Incentivizing Patient Satisfaction Metrics: The Unintended Consequences of Institutional Bias](#). *Health Equity*. 2019 Feb 4;3(1):13-18. doi: 10.1089/heq.2018.0065. 2019.
11. Tori, A. J., ***^ Sotto-Santiago, S.**, Sharp, S., & Mac, J. (2019). [Defining Student Success in Academic Medicine](#). *Journal of Medical Education*, 17(3). ^Corresponding author.
12. ***Sotto-Santiago, S**, Saelua, N, Tuitt, F. [“All Faculty Matter”: The Continued Search for Culturally Relevant Practices in Faculty Development](#). *Journal of Faculty Development*. Volume 33. September 2019. Pp.83-94(12).
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16. **In-Press: *Sotto-Santiago, S.** (2020). “Am I Really Good Enough?”: Black and Latinx Experiences with Faculty Development.” *To Improve the Academy, Journal of Educational Development*.

BOOK CHAPTERS

1. Faculty Affairs. Jonathan D. Meyer & ***Sylk Sotto-Santiago**. *An Administrator's Guide to Departments of Internal Medicine*. 5th Edition. Alliance for Academic Internal Medicine (AAIM). 2017.
2. Hispanic Faculty Development In Latinx/Hispanic Medical Students: More Than a Century of Presence, Activism, and Leadership. Edited by JP Sanchez. In Press

Retrievable, peer-reviewed presentations

1. ***Sotto-Santiago S.** Our Responsibility: Courageous Conversations about Race, Equity, and Inclusion. Alliance of Academic Internal Medicine. 2018. <https://www.im.org/resources/diversity-inclusion>
2. ***Sotto-Santiago S**, Mac J. Re-Envisioning the Business Case for Diversity and Inclusion through Metrics and Measurements. 2019. <https://hl.im.org/resources/diversity-inclusion>

NON-REFERREED PUBLICATIONS AND MEDIA

1. ***Sotto-Santiago, S.** (2018). The Administrator’s Role in Diversity and Inclusion. [LinkedIn](#).
2. ***Sotto-Santiago, S.** (2018). Interview by Dr. Dianne Ansari-Winn for The Doctor’s Life Podcast. Topic: The Experiences of Black and Latinx Faculty in Academic Medicine and its possible

- connection to Wellness and Physician Burn Out. <https://itunes.apple.com/us/podcast/the-doctors-life/id1207593260?mt=2>.
3. ***Sotto-Santiago, S.** (2020). Interview by Dr. Brian Williams for Race, Violence and Medicine Podcast. Topic: Rethinking the term “minority” in medicine. <https://brianwilliamsmd.com/podcast/https://brianwilliamsmd.com/podcast/>
 4. Rohr-Kirchgraber T, **Sotto S**, Brown C, Donegan D, Crowley E, Sharp S, Dilly C, O’Leary H. (2020). The guilt of not being on the front lines of the pandemic. KevinMD.com <https://www.kevinmd.com/blog/2020/04/the-guilt-of-not-being-on-the-frontlines-of-the-pandemic.html>

ARTICLES

5. Movidas: Globalizing Strategies for Advancing Racial Equity. Milagros Castillo-Montoya, Johnny Ramirez, Raquel Wright-Mair, **Sylk Sotto**, Lucy A. LePeau, and Derrick R. Brooms. March 31, 2020. Diverse Issues in Higher Education. <https://diverseeducation.com/article/170618/>

PUBLISHED THESIS/DISSERTATION

1. **Sotto Santiago, S.** “Operationalizing Research Compliance and Ethics in the Healthcare System” (2011). *Thesis/Capstone*. http://digitalcommons.du.edu/ucol_hcl/1/
2. **Sotto Santiago, S.** "What Gets Lost in the Numbers: A Case Study of the Experiences and Perspectives of Black and Latino Faculty in Academic Medicine" (2017). *Dissertation/Doctoral Research* http://digitalcommons.du.edu/he_doctoral/1

IN-PROGRESS

MANUSCRIPTS UNDER REVIEW/In PROGRESS

1. **Under Journal Review/Revisions Requested: *Sotto-Santiago, S.** & Vigil, D. “Racist Nativism: An Analysis of Latinx Faculty Credibility and Accent Modification Programs in Academic Medicine”.
2. **Under Journal Review: *Sotto-Santiago, S.** “Black and Latinx Faculty Perspectives on Diversity and Inclusion; A Case for Inclusive Excellence in Academic Medicine”.
3. **Under Journal Review:** "Perceptions of Internal Medicine Residents: A Pilot Study on Learning Environments, Reporting Structures, and Fitting In". ***Sotto-Santiago, S.**, Mac J, Slaven J, Maldonado, M.
4. **Under Journal Review:** Perspectives of residency program leadership on the implementation of the Accreditation Council for Graduate Medical Education (ACGME) diversity standards. Martinez-Strengel A, L Balasuriya L, Black A, Genao I, Keene D, Latimore D, **Sotto-Santiago S**, Boatright D.
5. **Under Journal Review.** Reframing Productivity, Promotion and Tenure As a Result of the COVID-19 Pandemic. ***Sotto-Santiago S**, Dilly C, O’Leary H, Craven H, Kara A, Brown C, Kressel A, Rohr-Kirchgraber T, DiMeglio L.
6. **Under Journal Review.** Physician Wellness Efforts are Incomplete without Equity and Inclusion. ***Sotto-Santiago S**, Ansari-Winn D, Neal C, Ober M.

Additional Research Projects and Papers in Progress.

8.14.20

(Date)

(Signature of Candidate)

