

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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EDUCATION

UNDERGRADUATE	Bachelor of Science in Chemistry Colorado State University Fort Collins, CO, 1999
GRADUATE	Doctor of Education, Higher Education University of Denver Denver, CO, 2017
	Masters in Healthcare Leadership (MPS) Concentration: Healthcare Policy, Law and Ethics University of Denver Denver, CO, 2008
	Master in Business Administration (MBA) Daniels College of Business University of Denver Denver, CO, 2003

FURTHER EDUCATION

POST-GRADUATE	Certification, Mixed Methods Research University of Michigan, June 2019
	Certification, Medical Education Research Association of American Medical Colleges, Nov. 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	7/2017-Present
Affiliate Faculty, Center for Bioethics & Indiana CTSI-BSAP	2017-Present
Indiana University, Bloomington	
Affiliate Faculty, National Institute for Transformation and Equity	2017-Present

[†] "in-rank" date as Assistant Professor

ADMINISTRATIVE/PROFESSIONAL

Macromolecular Resources Colorado State University Fort Collins, CO	Research Associate/ Biochemist	1998-2000
Atrix Laboratories, Inc. Department of Pharmaceutical Development, Division of Analytical Method Development and Drug Delivery Systems Fort Collins, CO	Analytical Chemist/ Research Associate	1999-2000
University of Colorado Health Sciences Center Department of Medicine Div. Pulmonary Sciences & Critical Care, Div. Medical Oncology Denver, CO	Senior (PRA) Research Associate	2000-2006
University of Denver Office of Research and Sponsored Programs, Office of Vice Provost for Financial Affairs Denver, CO	Research Compliance Officer/ Manager	2006-2011
Research Compliance and Ethics Consultant Human Participants (IRB), Animal (IACUC) & Biosafety (IBC), Research Ethics		2007-2015
University of Colorado Anschutz Medical Campus Department of Medicine, Div. Pulmonary Sciences & Critical Care Denver, CO	Administrator/ Director of Finance and Administration	2011-2015
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 CPIA- (Research Animal Care and Use)	20800122	2008-2013
Certified IRB Professional CIP (Human Research Protections)	2112090	2011-2014
Certification, Physician Peer Coaching Physician Vitality Institute, 2019		March 2019
Certification, NRMN Certified Mentor (L2) NIH, National Research Mentoring Network		March 2019

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	2011-Present
Administrators of Internal Medicine (AIM), Member, Council Member, President, Planning Committee	
Association for the Study of Higher Education (ASHE), Member, Reviewer	2013-Present
Professional and Organizational Development Network in Higher Education (POD)	2015-Present
Member, SIG: Healthcare Education-Member at large	2017-Present
Association of American Medical Colleges (AAMC)	2015-Present
Group on Diversity and Inclusion (GDI), Member	
Group on Faculty Affairs (GFA), Member	
Group on Educational Affairs (GEA), Member	
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

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
Facilitator, Mentor Training	
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

Co-Instructor	Addressing Microaggressions and Biases in MedEd	AY2019-2020
FCP-1 st Year	Foundations of Clinical Practice, 1 st year medical students	AY 2017-2018
Master Clinician	Bilingual-Spanish Program	AY 2018-2019
	Average of 13 students	AY 2019-2020
G506	Responsible Conduct of Translational Research Course Director and Instructor, Face to Face format 1 cr., 20 students	Spring 2018, 2019
G504	Research Ethics Co-Instructor, Face to Face formal 2 credits, 25 students	Fall 2018, Fall 2019

MENTORING

INDIANA UNIVERSITY, BLOOMINGTON

DOCTORAL STUDENTS/CANDIDATES

Jacqueline Mac	2016-Present
Dissertation Committee	

INDIANA UNIVERSITY SCHOOL OF MEDICINE

MEDICAL STUDENTS

Chanelle Benjamin	2016-2019
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Giovanni Rodriguez (MS4)	2016-2020
Sarina Masso-Maldonado (MS3)	2017-Present
Carlos Martinez-Licha (MS3)	2017-Present
Alejandro Bolivar (MS2)	2018-Present

RESIDENTS/FELLOWS

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

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

Rowan University College of Education

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

Dana Weiss Dissertation Committee-External Member	
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NORTH CAROLINA A&T STATE UNIVERSITY**UNDERGRADUATE STUDENTS**

Keelum Brown	2018-2019
Zandra Mikel	2018-2019

TEACHING ADMINISTRATION AND CURRICULUM 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, Grants and Contracts	2013
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INDIANA UNIVERSITY SCHOOL OF MEDICINE

New Curriculum Development, Lead Department of Medicine <i>New Faculty Orientation</i>	2016-Present
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Program Revision, Diversity Recruitment Plan to *Underrepresented Faculty Leadership* 2017
Development, Member and expertise contribution based on dissertation and current research

Medical Education, Curriculum Review: Social Science Medical Education Thread	2017-2018
Member and expertise contribution-equity based curriculum design (<i>Culturally Aware, Socially Responsible Curriculum</i>)	

New Curriculum Development, Member and expertise in research ethics <i>Responsible Conduct of Translational Research</i> , Bioethics and Subject Advocacy Program-Indiana CTSI <i>Research Ethics</i>	2017-Present
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New Curriculum Development, Lead and Director Department of Medicine/Open to School of Medicine: <i>Business of Medicine Leadership Program</i>	2017-Present
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New Curriculum Development, Department Co-lead, Member, Mentor Department of Medicine <i>ASPIRE Clinical Faculty Mentoring Program</i>	2017-Present
New Program Development, Member and content development for sessions on self-efficacy, team building, and microaggressions. <i>Cross-Cultural Retreat for Medical Students, Medical Student Affairs</i>	2018-Present
New Program Development, Lead and group facilitator Department of Medicine <i>Writing Accountability Groups</i>	2018-Present
New Wellness Program Development, Co-Lead, coach and facilitator Department of Medicine programs: <i>Food for Thought</i> (Faculty Commensality Program)	2018-Present
<i>Peer to Peer Coaching</i> (Physician Peer Coaching)	2019-Present
<i>Wellness Check-Ins</i> ^c	2020-Present
New Program Development, Curriculum development, Lead, Presenter and Facilitator Department of Medicine <i>Responding to Instances of Racism, Discrimination and Microaggressions</i>	2018-Present
New Program Development, Lead and facilitator Department of Medicine <i>Clinical Promotions Advisory Panel & Promotion Accountability Groups</i>	2019-Present
New Lecture Series, Lead and facilitator Department of Medicine Summer Diversity, Equity and Inclusion Series	2020-Present

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-1 st year	Foundations of Clinical Practice, 1 st year medical students Lecture: Introduction to Cultural Competence & Humility 1 hr. Lecture, 150 students	Fall 2016
G504	Introduction to Research Ethics Lecturer, 1hr. 40 min session, 25 students 2 Lectures: Research Misconduct, Cultural Competency in Research	Fall 2018, 2019

MARIAN UNIVERSITY

Research Ethics	School of Nursing Human Research Protections 1 hr. Lecture, 25 students	April 2017
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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
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Department of Surgery Grand Rounds	Unconscious/Implicit Bias and Practical Implications in Medical Education	April 2019
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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

Others 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
BSAP, Data Safety Monitoring Board	Member	2019-Present
ICAN, Data Safety Monitoring Board	Member	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

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

Joseph T Taylor Diversity Award	Selection Committee	2020
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REGIONAL

MARCH DSMB	2017-Present
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 Med Association for the Study of Higher Education	Diversity and Inclusion Committee Member, Reviewer	2015-2017 2015-Present
Association of American Medical Colleges (AAMC), Member, and Reviewer	Group on Diversity and Inclusion Group on Faculty Affairs Group on Educational Affairs	2015-Present 2016-Present 2018-Present
POD Network	Reviewer, Healthcare SIG Grant Reviewer	2018-Present
Alliance for Academic Internal Med	<u>Board of Directors</u>	<u>2018-2021</u>
Alliance for Academic Internal Med and the Association of Program Directors of Internal Medicine, Healthcare Disparities Collaborative	Member, Facilitator	2019-Present

Journal Reviews

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. Tuit F, Howard L, Castillo-Montoya M, **Sotto-Santiago S**. World Education Research Association. Spain. July 2020. ©-2021

NATIONAL

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 Borrromeo, 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. Negotiation: Focus on the WIN-WIN. American Diabetes Association. Women Interprofessional Network (WIN). Professional Development Conference. Indianapolis. November 2019.
25. Resist and Restore: What to do in the aftermath of racism, discrimination, and microaggressions. **Sylk Sotto-Santiago*** AMWA Leads Meeting. March 2020.
26. "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^c
27. 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^c
28. ACGME Diversity Statements: Perspectives of EM and IM Residency Program Directors. Downin Boatright (Yale), Angela Martinez-Strengel, Lilanthi Balasuriya, **Sylk Sotto-Santiago***. .AAMC Group on Diversity and Inclusion. May 2020^c

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.
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17. Responding to LGBTQ Microaggressions. C3 Leadership Program. IUPUI. August 2019.
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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:** Resident Learning Environments in Internal Medicine. ***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, LBalasuriya 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.
7. **In Progress:** Leading with Wellness in Mind. *Sotto-Santiago S, Ober M, Geraci M.

Book Chapter In Progress

1. Hispanic Faculty Development In Latinx/Hispanic Medical Students: More Than a Century of Presence, Activism, and Leadership. Edited by JP Sanchez. In Progress.

 (Date)

 (Signature of Candidate)