



Future Leaders of Academic Medicine – Herbert W. Nickens
Faculty Fellowship and Medical Student Scholarships

HERBERT W. NICKENS

Awards

Honoring individuals who assist medical schools in achieving
their diversity objectives and advancing health equity

LEARN SERVE LEAD 2023: THE AAMC ANNUAL MEETING

AAMC

EQUITY, DIVERSITY, AND INCLUSION

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CALL FOR NOMINATIONS

2024 Herbert W. Nickens Awards

Honoring individuals who assist medical schools in achieving their diversity objectives and advancing health equity

Accepting Nominations

Herbert W. Nickens Award: **Oct. 1, 2023**

Herbert W. Nickens Faculty Fellowship: **Jan. 2, 2024**

Herbert W. Nickens Medical Student Scholarships: **Jan. 2, 2024**

You are invited to join us as we celebrate the Herbert W. Nickens Awards. In recognition of the life of Herbert W. Nickens, MD, and his dedication to eliminating health care disparities, we look forward each year to celebrating his legacy. Plan to join us Nov. 8-12, 2024, at Learn Serve Lead 2024 The AAMC Annual Meeting.

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SPECIAL ACKNOWLEDGMENTS

The AAMC would like to acknowledge the members of the Herbert W. Nickens Award Selection Committees. Thank you for generously contributing your time and energy to the selection of the recipients from among so many deserving candidates. This award would not be possible without your support.

We would also like to acknowledge the continued dedication of Patrice Desvigne-Nickens, MD and family. Their unwavering support of the award recipients is a true testament to the importance of equality in health care and Dr. Nickens' vision of the future of health care in the United States.

“

The best way to find yourself is to lose yourself in the service of others.

Mahatma Gandhi

”

“

Everybody can be great — because anybody can serve.

Martin Luther King, Jr.

”

ABOUT THE HERBERT W. NICKENS AWARDS

The work of Herbert W. Nickens, MD, MA, inspires others today just as much as when he was alive. Nurturing and supporting the aspirations of underrepresented minorities (URMs) was a driving factor in his efforts to increase the numbers of URMs in the medical workforce. This program book recognizes individuals for their contributions to underrepresented racial and ethnic minorities in medicine and supports the efforts our medical institutions are making to advance diversity, equity, and inclusion.

Dr. Nickens was the founding vice president of the AAMC Division of Community and Minority Programs, now the Diversity Policy and Programs unit. Dr. Nickens' passionate leadership contributed greatly to focusing national attention on the need to support underrepresented racial and ethnic minorities in medicine. His efforts resulted in a multitude of programs and initiatives that advanced the career development of minorities in medicine. Dr. Nickens' untimely death on March 22, 1999, was a significant loss to academic medicine.

1973 – Dr. Nickens received the Philadelphia Medical Society's Kenneth Appel Award and the Laughlin National Psychiatric Endowment Fund Award.

1975 – Dr. Nickens returned to the University of Pennsylvania as a resident and a Robert Wood Johnson Clinical Scholar.

1979 – Dr. Nickens accepted an additional position of faculty assistant to the president and the provost at the University of Pennsylvania.

1985 – Minority Students in Medical Education: Facts and Figures was created.

1974-1975 – Dr. Nickens interned at Chestnut Hill Hospital in Philadelphia and then completed one year of residency in psychiatry at Yale University.

1978 – Dr. Nickens was named assistant professor and director of psychiatry emergency services at the University of Pennsylvania.

1982 – Dr. Herbert W. Nickens married Patrice Desvigne on June 26.



1985 – Dr. Nickens was named director of the Office of Policy, Planning, and Analysis of the National Institute on Aging, a part of the National Institutes of Health (NIH), after serving as deputy chief of the Center on Aging of the National Institute of Mental Health at NIH. Dr. Nickens contributed substantively to a landmark federal report, the eight-volume *Report of the Secretary's Task Force on Black and Minority Health: A Summary and a Presentation of Health Data With Regard To Blacks*. An in-depth investigation of disparities in key health indicators, the report was released on October 16, 1985, by then U.S. Secretary of Health and Human Services Margaret Heckler, and it is often referred to as the "Heckler Report."

Herbert W. Nickens: Life and Career

Born on Dec. 28, 1947, in Washington, D.C., Herbert W. Nickens attended John Burroughs Elementary School, Taft Junior High School, and St. Johns College High School before matriculating at Harvard College, where he received his AB degree in 1969. He earned his MD as well as a Master of Arts in sociology from the University of Pennsylvania, graduating in 1973 and earning the university's History of Medicine Prize.

• **1986** – Dr. Nickens was named by Otis Bowen, MD, then U.S. secretary of health and human services, to be the first director of the Office of Minority Health, the first federal agency dedicated exclusively to improving health and health care outcomes for racial and ethnic minority communities.

• **1990** – Start of the Minority Faculty Career Development Seminar

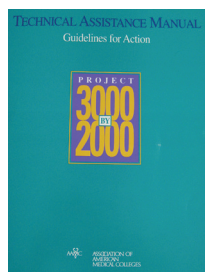
• **1992** – Start of the Health Services Research Institute

• **1995** – Simulated Minority Admissions Exercise (SMAE)/ Expanded Minority Admissions exercise (EMAE) became Holistic Admissions.

• **1999** – Dr. Herbert W. Nickens passed away unexpectedly in March at the age of 51.

• **1989** – The AAMC formed the Division of Minority Health, Education and Prevention and hired Herbert W. Nickens, MD as vice president.

• **1991** – Under the leadership of then AAMC President Dr. Robert G. Petersdorf, MD, the AAMC launched Project 3000 by 2000, which was led by Dr. Herbert W. Nickens.



• **1995** – The Division of Minority Health, Education and Prevention changed its name to Division of Community and Minority Programs (DCMP).

• **1996** – Creation of Health Professional for Diversity (HPD) Coalition



Herbert W. Nickens, MD, MA

HERBERT W. NICKENS AWARD KEYNOTE SPEAKER

LaShon Sturgis, MD, PhD

Assistant Dean for Academic Advising

Assistant Professor, Department of Emergency Medicine

Assistant Professor, Department of Physiology

Medical College of Georgia at Augusta University



Dr. LaShon Sturgis was born just outside of Atlanta, Georgia, and raised in Decatur, Georgia. She earned her Bachelor of Science degree in biology at Paine College in Augusta, Georgia. She then went on to attend graduate school at the Medical College of Georgia (MCG). After completing a PhD in cardiovascular and renal physiology, she spent two years teaching medical physiology at Ross University School of Medicine and University of Medicine and Health Sciences, and biology at Paine College. Dr. Sturgis then attended MCG for both medical school and emergency medicine residency. While a medical student, Dr. Sturgis served as chapter president of the Student National Medical Association and, in 2011, hosted the first Igniting the Dream of Medicine conference. Her passion and commitment to minority mentorship won her the AAMC Herbert W. Nickens Award in 2011. In 2017, Dr. Sturgis joined the faculty at Augusta University as a clinical educator. She served for four years as director of the clinical skills program. Her passion for mentorship and desire to see the next generation of physician leaders excel has led her to her current role as assistant dean for academic advising for the MCG.

Dr. Sturgis has an unparalleled passion for student advisement and support. However, her favorite learners to support are her two children, Taylor and Tyler.

HERBERT W. NICKENS AWARD

The AAMC established the Herbert W. Nickens Award in 2000 to honor the late Dr. Nickens and his lifelong concerns about the educational, societal, and health care needs of racial and ethnic minorities. The award is given to an individual who has made outstanding contributions to promoting justice in medical education and health equities for people in the United States.

Dr. Nickens believed that a multidisciplinary approach is needed to address inequities in health. Because of this, nominees may come from a wide range of fields, including medicine, dentistry, education, law, nursing, pharmacy, public health, and social and behavioral sciences.

Neil R. Powe, MD, MPH, MBA

Chief of Medicine, Zuckerberg San Francisco General Hospital and Trauma Center

Constance B. Wofsy Distinguished Professor and Vice Chair of Medicine, University of California, San Francisco, School of Medicine

Real heroes don't wear capes, but some of them wear white coats. One of American medicine's most distinguished, white-coated champions of health care equity and justice is Neil Richard Powe, chief of medicine at the Zuckerberg San Francisco General Hospital and Trauma Center (ZSFG), and vice chair of medicine and Constance B. Wofsy Distinguished Professor at the University of California, San Francisco, (UCSF) School of Medicine.

Dr. Powe graduated cum laude with a Bachelor of Arts degree in biochemical sciences from Princeton University in 1976. He earned an MD from Harvard Medical School and an MPH from the Harvard School of Public Health in 1981. While completing postgraduate residency and fellowship work in internal medicine at the Hospital of the University of Pennsylvania, in 1986, he received an MBA in health care from the Wharton School of the University of Pennsylvania.

Dr. Powe began his medical-faculty career at Johns Hopkins University in 1986, and, by 1998, he had risen through the ranks to become the first African American full professor in Hopkins' department of medicine's more than 100-year history.



Herbert W. Nickens Lecture

Sunday, Nov. 5, 2023

3-4:15 p.m. PT

The Quest for Health Equity: Precision, Outcomes, Wisdom, and Evidence

Speaker: Neil R. Powe, MD

Moderator: Cara V. James, PhD

An advocate for women in science and medicine, Dr. Powe was the founding director and principal investigator of Hopkins' NIH Roadmap Institutional K12 and T32 grants, which support women and underrepresented students and faculty. In addition, through a relationship he forged with Howard University, Dr. Powe helped build a pathway for underrepresented students to pursue research training at Hopkins.

In 2009, the UCSF Department of Medicine at ZSFG recruited Dr. Powe to lead San Francisco's flagship public safety-net hospital.

Throughout his stellar career, focused on aiding society's historically marginalized patients and medical students, Dr. Powe "has unified specialty and primary care medicine, bridged clinical, biological and social sciences, translated research into policy, and trained aspiring scholars in health equity research," says Catherine R. Lucey, MD, executive vice chancellor and provost at UCSF. "He has improved millions of patients' lives and influenced equitable policies and allocation resources by government, providers, and payers."

A leader in the field of health equity and a mentor to scores of learners, Dr. Powe also is a prolific writer, having published more than 500 manuscripts, serving as a voice for social justice in the practice of medicine and education of clinicians. Dr. Powe has also mentored many diverse academic medicine faculty members, further extending his reach, Lucey says. "Dr. Powe's mentoring has had a ripple effect, amplifying future generations of diverse academic leaders and mentors."

Recognized for his impact in medicine, Dr. Powe has received numerous awards including election to the National Academy of Medicine in 2003, the John Phillips Memorial Award for Outstanding Work in Clinical Medicine from the American College of Physicians in 2021 and the Robert J. Glaser Award for Exceptional Contributions in Research, Education, Leadership and Mentoring from the Society of General Internal Medicine in 2023.

In 2010, Dr. Powe received the Diversity Award from the Association of Professors of Medicine and was named a Master of the American College of Physicians. In 2019, the National Kidney Foundation awarded him its David M. Hume Memorial Award, the highest honor given to a distinguished scientist-clinician in the field of kidney and urologic disease. In 2023, he received the National Medical Association and W. Montague Cobb Institute Cato T. Laurencin Distinguished Lifetime Research Award.

HERBERT W. NICKENS FACULTY FELLOWSHIP

This fellowship recognizes an outstanding junior faculty member who has demonstrated leadership in the United States in addressing inequities in medical education and health care; has demonstrated effort in addressing the educational, societal, and health care needs of racial and ethnic minorities; and is committed to a career in academic medicine.

Luis Godoy, MD

University of California, Davis, School of Medicine

Dr. Luis Godoy was born in Tacatzcuaro, Michoacan, Mexico. When he was a child, his father moved their family from their small village to northern California, where, from the age of seven, Godoy worked with his parents picking and cutting fruit. As a sophomore, Godoy dropped out of high school to avoid gang activity and help support his family. He eventually realized the sacrifice his parents had made in search of a better future, so he enrolled in an independent study, where he was able to focus on his studies, away from the gang environment. After proving his academic ability to the school district, Godoy was allowed to return to high school in his junior year. His parents had instilled in him a strong work ethic, which enabled him to overcome many challenges throughout his life, including becoming a teenage father during his senior year. So, even though he struggled to balance work, family, and school, he managed to graduate on time.

After high school, Godoy worked as a medical assistant and acted as an interpreter for Spanish-speaking patients. By communicating with patients in their native language, he was able to optimally address their needs, concerns, and fears while instilling a sense of trust. This experience and others lit a fire within him to pursue a career in medicine. In his mid-20s, he decided to go back to school to pursue his dream of becoming a doctor. He enrolled at Solano Community College and then transferred to the University of California, Davis, where he graduated with a bachelor's degree in biology in 2008, becoming the first college graduate in his family. He remained at UC Davis for medical school and then completed his surgical residency in the Integrated Cardiothoracic Surgery program there.



Dr. Godoy has traveled a nontraditional path, one that has taught him valuable lessons about health care disparities, social inequalities, poverty, societal scripts, and racism. More importantly, he learned more about strength, resilience, grit, gratitude, and hope. Currently, he is an assistant professor and assistant program director of the Cardiothoracic Surgery Residency program at UC Davis.

Throughout his academic and medical career, Dr. Godoy has focused on DEI to contribute to institutional and societal change that will positively impact future faculty, trainees, staff, and most importantly, his patients. He serves as the UC Davis Department of Surgery Diversity and Inclusion director, a role he is passionate about, and he is a member of the Society of Thoracic Surgeons, where he serves on the Workforce for Diversity, Equity, and Inclusion. Dr. Godoy was inducted into the Gold Humanism Honor Society in 2013 and the Alpha Omega Alpha Medical Honor Society in 2019. In addition to numerous teaching awards, Dr. Godoy also received the UC Davis University Medal in recognition of his extraordinary contributions.

HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIPS

These awards consist of five scholarships given to outstanding students entering their third year of medical school who have shown leadership in efforts to eliminate inequities in medical education and health care and demonstrated leadership in addressing the educational, societal, and health care needs of minorities in the United States.

Amani Allen

University of Chicago Pritzker School of Medicine

Amani Allen's childhood inspired her to live a life of service. Raised in a single-parent household, her immigrant grandmother was disabled and required care and sacrifice when Allen was young. Before she became a teenager, her African American grandparents died because they did not receive necessary, early treatment for their health conditions due to systemic racism and cultural distrust of the health care system. These experiences fueled her desire to become a physician and improve health outcomes within underrepresented populations.

Allen graduated from Cornell University in 2020, earning a Bachelor of Science degree in human biology, health, and society. Thereafter, she spent a service-learning year as an AmeriCorps member at a Federally Qualified Health Center, where she gained an appreciation for health systems that focus on removing barriers, expanding access, and delivering comprehensive, quality health care services regardless of an individual's insurance status or ability to pay.

Today Allen is a third-year medical student at the University of Chicago Pritzker School of Medicine (PSOM), where she is demonstrating her commitment to serving and improving the health of at-risk populations, actively expanding health care access to Chicago's South Side community members. In collaboration with PSOM and the community organization Project H.O.O.D. (Helping Others Obtain Destiny), Allen and her classmates developed the student-run South Side Free Clinic, which offers free, primary care medical services to Black adults. The clinic aims to improve health outcomes, ameliorate medical mistrust



within the surrounding communities, and implement a robust referral network to provide longitudinal care for patients, while developing culturally competent medical students.

Committed to improving medical school education through the incorporation of advocacy and student-run community initiatives, Allen and a team of PSOM medical students received a Medical Student Service Leadership Project grant from the Alpha Omega Alpha Medical Honor Society to pilot a curricular program aimed at developing physician-community leaders. Students in the program will learn to better understand the health disparities in Chicago's South Side and become competent community advocates. Allen was also selected as a National Medical Fellowships Scholar for the Health Equity Leaders Program. The program provided \$10,000 for Allen to conduct research to examine and disrupt the systems and structures of historical racism that have led to health disparities that disproportionately impact people of color, particularly Black and Indigenous communities.

Allen owes her success to her colleagues, faculty mentors, and family. She is especially grateful for the support and sacrifices that her mother, Sonali Allen, has made. Regardless of the specialty she ultimately pursues, Allen intends to become a physician who actively listens, encourages transparency, and incorporates her patients' perspective into her daily practice to provide communities with the highest quality of care.

HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIPS

Max-Edouard Cornely, MPH**Emory University School of Medicine**

Max Cornely moved from Port-au-Prince, Haiti, to South Florida when he was 6 years old. The son of two physicians, Cornely's early childhood experiences instilled the guiding principle that practicing medicine is a privilege and an opportunity, not only to heal, but to fight for equity and justice. His vibrant and unapologetic cultural upbringing inspired in him a passion for health equity, and the memory of his mother, Dr. Marie-Ena Monosiet-Cornely, and her values continues to motivate Cornely to center his life and career on amplifying marginalized voices. As a third-year student at Emory University School of Medicine, Cornely has pursued every role, action, and endeavor with this guiding principle and his mother's legacy at the forefront.

Before attending medical school, Cornely worked as a data coordinator at Beth Israel Deaconess Medical Center in Boston, Massachusetts, where he provided expertise on qualitative research methods for racial concordance studies.

Cornely matriculated at Emory University as both a Gates Millennium and Questbridge College Prep scholar, where he earned a bachelor's degree in neuroscience and behavioral biology with a minor in music. As a member of Alpha Phi Alpha Fraternity, Inc., the oldest, intercollegiate Greek-letter fraternity for African American men, Cornely provided inclusive spaces for marginalized students on campus and spearheaded civil-engagement opportunities by registering nearly 100 new voters in a non-presidential election year.

Viewing medicine through a more empathetic lens, Cornely obtained his Master of Public Health in behavioral science and health education from Emory's Rollins School of Public Health. Cornely's pursuit for equity and advocacy further developed through graduate research assistantships with the Morehouse School of Medicine, Emory Primary Care Clinic, and the Rollins Global Health Department. His academic and professional endeavors have culminated in peer-reviewed publications on pulmonary microbiology, mixed-methods clinical research, cultural and racial concordance in doula care, and health outcomes for patients with placenta accreta.



In his first year of medical school, Cornely was elected chapter president of the Student National Medical Association, where he led efforts to remove socioeconomic barriers for the organization by coordinating with leadership to reestablish funding for chapter initiatives. Cornely also collaborated with the Association of Black Public Health Students at Emory's Rollins School of Public Health to create a peer-mentoring program between current Black medical and premedical students.

Despite establishing a supportive community, Cornely felt like there still was something missing from the school, so he co-founded an affiliate chapter of Black Men in White Coats at Emory, for which he served as the inaugural vice president. Through collaborative and supportive efforts, Black Men in White Coats tackled issues surrounding underrepresentation in medicine. Its inaugural symposium for marginalized students was such a success that the national organization granted financial support for its continued growth. As a student member of Emory's Actionable Education Initiative's Anti-Racism Committee, Cornely is currently leading work to publish the committee's work on anti-racism in medical school education.

Through the years, Cornely's experiences have taught him that mentorship and investment in communities are essential for inspiring the next generation. He hopes to enter his surgical career with the same values, diligence, and humility with which he has always approached advocacy and more equitable health care. Cornely remains steadfast in his ultimate goal – to lead a life much like that of his mother – one that centers on improving the lives of others through service.

HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIPS

Andrés Antonio Maldonado**University of California, Davis, School of Medicine**

Andrés A. Maldonado is a Mexican American, first-generation college graduate from Fremont, California. As a young boy, he witnessed health inequities afflicting his relatives and the families in his low-income, Mexican immigrant community. These early experiences inspired him to become a physician who will compassionately care for underserved communities and ardently advocate for diversity, equity, and inclusion in medicine and society.

Maldonado graduated with honors from Columbia University, where he double majored in neuroscience and behavior and Hispanic studies. Prior to medical school, he investigated post-migration health stressors among Latino immigrants at the Columbia University Mailman School of Public Health. He also served as co-director of Caregiving Programs for the Youth Movement Against Alzheimer's (YMAA), the nation's largest youth-led, Alzheimer's nonprofit organization. At the height of the COVID-19 pandemic, he led YMAA's virtual, nationwide caregiving and respite program for elders with dementia and their caregivers.

Maldonado's commitment to health equity and social justice brought him to the University of California, Davis, School of Medicine, one of the nation's most diverse medical schools. He is a third-year Community Health Scholar in the Transforming Education and Community Health for Medical Students (TEACH-MS) Program. With TEACH-MS, he actively engages in scholarly, clinical, and community-based experiences to address and mitigate health inequities. Drawing on his public health background and the support of his TEACH-MS faculty mentors, he has developed a longitudinal scholarly project to examine population-level disparities in food security and other social determinants of coronary heart disease in California. As co-president of the Latino Medical Student Association (LMSA) Chapter at UC Davis, Maldonado led health events and diversity initiatives in his local and school communities, including the inaugural celebration of National Latino/a Physician's Day. As a co-director and undergraduate liaison for Clínica Tepati, one of the nation's oldest student-run clinics, he provided uninsured and undocumented Latinos in Sacramento with free primary care services. With the goal of supporting aspiring health professionals from diverse backgrounds, he



developed and led an ongoing academic and professional mentorship program for Clínica Tepeati's undergraduate volunteers.

As a leader on the school's Diversity Advisory Council, Maldonado worked to foster a diverse and inclusive learning community for underrepresented medical students. His staunch commitment to dismantling inequities in medical education led him to champion a reform to the school's student-travel funding policy, enabling additional financially disadvantaged students to attend diversity conferences that they otherwise could not have afforded. As a result of this policy reform, Maldonado and his peers attended the 2022 LMSA National Conference, where he received the LMSA National Scholarship for his leadership and advocacy for the Latino community.

Maldonado is pursuing a career in academic emergency medicine. He hopes to serve marginalized communities as he actively investigates health inequities, strengthens the health care safety net, and nurtures the next generation of underrepresented physicians.

HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIPS

Shaheed Marquis Muhammad

Kaiser Permanente Bernard J. Tyson School of Medicine

Shaheed M. Muhammad is a first-generation college graduate and third-year medical student at the Kaiser Permanente Bernard J. Tyson School of Medicine (KPSOM) in Pasadena, California. He was born in Portland, Oregon, but spent much of his childhood in Las Vegas, Nevada, before attending high school in Vancouver, Washington. Growing up with a disabled mother and experiencing financial instability allowed him to gain early insight into the complex health care system and, specifically, the social inequities that plagued his community and many others. These experiences inspired him to pursue medicine and advocate for justice for communities in need.

Muhammad attended Pomona College, where he not only prepared for medical school, but also was able to pursue his many passions. He majored in molecular biology while minoring in music to fulfill a promise he had made to himself to invest in his musical education – an opportunity he could not afford in his youth. When not in class, he captained the club volleyball team and enjoyed playing the cello in the Pomona College Orchestra. As part of the music department, he received the Cecil H. Short Grant, which honors graduating students who have shown dedication to leadership, service, and performance. Muhammad also took every opportunity to mentor others, including in STEM programs dedicated to underrepresented students in science, working for the Housing and Residential Life Office as a resident advisor and head of the live-in-mentor program, and connecting with underclassmen as a queer resource mentor, Office of Black Student Affairs mentor, and prehealth mentor.

After graduating from Pomona, Muhammad immediately began his medical education at KPSOM, where he continues to make a difference. He has worked to build Black community as the president of KPSOM's Student National Medical Association chapter, and he utilizes his position as an admission ambassador to mentor and connect with prospective, incoming, and current Black underclassmen. As part of the MedPride board, he works to build a safe space for all students, no matter their gender identity or sexuality.



Muhammad's current research is focused on oropharyngeal screening and sexually transmitted infection transmission rates in the queer male community of Portland, Oregon. As someone on PrEP, he is working to make HIV prevention and education on campus more inclusive and representative of the queer community. Additionally, to combine his love for music and medicine, Muhammad is working with Dr. Deepthiman Gowda to create a narrative-medicine curriculum on "Music in Medicine."

Inspired by the many hours he spent in the emergency room with his family, Muhammad is interested in pursuing emergency medicine. He aspires to be a kind and empathetic emergency provider, and plans to keep mentorship, advocacy, and music a part of his future career.

HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIPS

Noelle Thompson**University of Toledo College of Medicine**

Noelle Thompson is a third-year medical student at the University of Toledo College of Medicine (UTCOM). Currently, she is participating in a clinical research year with the University of Michigan Department of Plastic Surgery. She also serves as the junior medical-student leader for the Surgeons in Humanitarian Alliance for Reconstruction, Research and Education (SHARE) program and is a subcommittee medical-student leader for the American Council of Educators in Plastic Surgery's (ACEPS) social media team.

From Cincinnati, Ohio, Noelle credits her brother, parents, and grandparents for instilling in her a heart of service, which has inspired her passion for medical education, diversifying the health care workforce, mentoring, and bridging gaps in equity. Before medical school, Thompson spent three years working in Washington, D.C., as a senior health consultant, health equity intern, and evaluation intern for Booz Allen Hamilton, Families USA, and the Obama Foundation, respectively. As an undergrad, Noelle co-led a food-insecurity project at 12 separate ambulatory locations throughout the Columbus community. Thompson's work and volunteer experiences have allowed her to work across the public and private sectors to improve metric development, dashboard development, research quality, health equity, health systems financing, community partnerships, and process improvement. She graduated with a Bachelor of Science degree in neuroscience from The Ohio State University.

During the past two years, Thompson has led further development of a two-week pre-matriculation program for incoming first-year medical students, who are underrepresented in medical school at UTCOM, to help ease students' transition into medical school and help them move successfully toward their career goals in medicine. This program has positively impacted over 50 medical students thus far. Last summer, Thompson served as a Duke Sanford School of Public Policy Geneva Fellow, which enabled her to work in Geneva, Switzerland, at the Foundations for Innovative Diagnostics (FIND). At FIND, she collaborated with team members in South Africa, Uganda, and India to help lead a research project that focused on how to improve equitable diagnostic access in low- and middle-income countries.



She also served as the 2022 Student National Medical Association (SNMA) president for UTCOM, where she oversaw six volunteer activities throughout the year. Under her leadership at SNMA, more than 300 elementary through undergraduate students in the Toledo community were introduced to careers in medicine and given tools and advice on how to apply to medical school. Recognizing the advancements that Thompson has made in equity at her medical school, she was invited by the dean of UTCOM to be the student representative from her class to be on the dean's advisory committee for diversity, equity, and inclusion and the health equity curriculum committee.

Thompson aspires to be a plastic and reconstructive surgeon and an international health care leader who continues to strengthen local and global equity.

GROUP ON DIVERSITY AND INCLUSION EXEMPLARY LEADERSHIP AWARD

This award recognizes innovative leadership and impact from an individual or team responsible for developing and implementing an outstanding and highly effective program that demonstrates evidence-based best practices for enhancing diversity and inclusion in academic medicine and biomedical sciences.

Dr. John Paul Sánchez led the development of Building the Next Generation of Academic Physicians, Inc. (BNGAP), a 501(c)(3) organization dedicated to supporting diverse learners' pursuit of academic medicine careers. In partnership with diversity-related national organizations, the Group on Diversity and Inclusion, AAMC colleagues, and over 70 academic medical centers, he has opened a national dialogue on pre-faculty development, providing trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully appointed and eventually promoted and tenured within an academic institution.

John Paul Sánchez, MD, MPH

**Executive Associate Vice Chancellor,
Health Sciences Center, Diversity, Equity and Inclusion (DEI),
University of New Mexico**

**President, Building the Next Generation of Academic Physicians (BNGAP), Inc.
Executive Director, Latino Medical Student Association (LMSA) National, Inc.**

John Paul Sánchez has worked extensively to promote health equity in minoritized communities and to advance diversity and inclusion in the medical and academic medicine workforces.

Sánchez is co-founder/president of BNGAP, Inc., which has become nationally recognized for developing the concept of pre-faculty development, and he has taught leaders in medical schools and academic health centers how to develop diverse medical trainees to become faculty and senior academic leaders.

Through partnerships with numerous national diversity-related organizations, Sánchez has published seminal research work in *Academic Medicine* and other journals on the barriers encountered by minoritized individuals pursuing academic careers. In 2020, BNGAP launched the National Center for Pre-Faculty Development to support



institutions in integrating pre-faculty development as a new approach for diversifying academic medicine.

Since joining the Health Sciences Center (HSC) at the University of New Mexico, Sánchez has been appointed to numerous leadership positions. As the executive associate vice chancellor for DEI, he has advised and guided the planning, organization, and alignment of numerous DEI activities.

Dr. Sánchez has advocated for LGBTQ+ health equity for 25 years. In the late 1990s, he served as a co-founder of the Bronx Lesbian and Gay Health Resource Consortium, Inc., the first LGBTQ center in the Bronx. As a resident and junior faculty member at the Albert Einstein College of Medicine, he led the formation of the first LGBT Steering Committee and institutional action plan for greater inclusion. In 2012, with BNGAP and Group on Diversity and Inclusion (GDI) colleagues, he led the development of the National LGBT Health Workforce Conference, and in 2016-19, he served as a member of the Sexual and Gender Minority Research Working Group of the National Institutes of Health. Also in 2016, the Latino Medical Student Association (LMSA) National voted to establish the J.P. Sánchez LGBTQ Health and Leadership Award.

Dr. Sánchez has also been a dedicated leader for LHS+ (Latina/o/x/e, Hispanic, or of Spanish Origin+) communities' inclusion and equitable treatment in medicine. He served as the chair of the Council of Residents, was founder of the Council of Young Physicians of the National Hispanic Medical

Association, and was secretary of the board of the Hispanic Serving Health Professions Schools. Since 2017, Sánchez has served been a leader of LMSA, the country's largest Latino medical-student association. In 2017, he led the development of the LMSA Faculty Physician Advisory Council as well as the National Center for LMSA Leadership and Advancement, in 2021.

Since 2018, Sánchez has been an associate editor for MedEdPORTAL and has guided the development of the DEI, Native American, and Language-Appropriate Health Care and Medical Language Education collections. For his mentorship of diverse academicians, in 2021, he was designated the AAMC MedEdPORTAL Outstanding Associate Editor. He served on the AAMC GDI Steering Committee between 2009 and 2011 and on the board of *Academic Medicine* between 2017 and 2021. Sánchez has co-authored 75 peer-reviewed journal publications and book chapters and edited three books.

Defying the odds, at 11 years post-residency, Sánchez achieved the distinction of full professor with tenure.

He received his medical degree from the Albert Einstein College of Medicine in 2006, completed his residency training at Jacobi/Montefiore in 2010, and is board certified in emergency medicine. He completed an MPH at the Yale School of Public Health. He is of Puerto Rican ancestry, identifies as gay, and was raised in the Bronx.

NATIONAL MEDICAL FELLOWSHIPS AWARDS

To recognize and support the outstanding work of the National Medical Fellowships (NMF), the AAMC honors the 2022 Franklin C. McLean Award and the William and Charlotte Cadbury Award winners. We are pleased to highlight these very deserving recipients.

FRANKLIN C. MCLEAN AWARD

Instituted in 1968 in memory of the NMF founder, this title award recognizes outstanding academic achievement, leadership, and community service.

Oumou Fofana

Wright State University Boonshoft School of Medicine

Oumou Fofana is a Guinean American, second-year medical student at the Wright State University Boonshoft School of Medicine. Her alma mater is The Ohio State University, where she received her Bachelor of Science degree in biochemistry with a minor in French. She graduated with Latin honors and received the Outstanding Senior Award, granted to less than 1% of graduating seniors in her class.

One of Fofana's most memorable experiences during her undergraduate years was serving as president of Ladies of Leadership, a mentorship program designed to help first-year women-of-color students on campus. She also worked as a teacher's assistant for a general chemistry course. Off campus, Fofana directed a volunteer initiative at a downtown church, which prepared meals for people experiencing homelessness.

Currently, Fofana is a medical school mentor for Project SHORT, a program that helps economically and socially marginalized applicants get into



graduate school. She also is a member of the diversity and equity taskforce at Wright State University and is involved in research in the department of obstetrics and gynecology there. She was awarded the Underrepresented in Minority Scholarship at the Boonshoft School of Medicine and participates in Physicians Diversity Scholars, the prestigious mentoring program for minority medical students at OhioHealth.

Fofana is interested in a career in primary care, specifically, as a gynecologist, and she hopes to play a role in reducing health care disparities, such as maternal mortality, in local and global Black communities.

In her free time, Fofana enjoys watching YouTube videos, reading, and running her blog, "Oumou's Personal Posts."

NATIONAL MEDICAL FELLOWSHIPS AWARDS

WILLIAM AND CHARLOTTE CADBURY AWARD

Established in 1977 in honor of the NMF's former executive director, William Cadbury, and his wife, Charlotte Cadbury, this title award recognizes outstanding academic achievement, leadership, and community service.

Luis Torres-Gonzalez

University of Illinois College of Medicine

A first-generation, second-year medical student at the University of Illinois College of Medicine in Chicago, Luis Torres-Gonzalez has demonstrated his commitment to helping economically and socially marginalized people through volunteering and mentoring. In 2016, he obtained a Bachelor of Science in education and an associate degree from the University of Wisconsin-Whitewater. Currently, Torres-Gonzalez serves as the lead physiology peer educator for the Urban Health Post-Baccalaureate Admissions Program, where he teaches graduate level physiology and also serves as a mentor to the students who are underrepresented in the field of medicine. For his leadership in this position, he was nominated for the Wilson Scholars Program at Mayo Clinic College of Medicine and Science by the College of Medicine Urban Health Program.

In his discretionary time, Torres-Gonzalez volunteers at Shriners Hospital for Children in its Motion Analysis Center, where he works alongside the lead biomechanical engineer to implement a system designed to provide treatment recommendations using gait parameters for children diagnosed



with cerebral palsy. He also volunteers with the Illinois Spina Bifida Association, where he is currently working with a team to develop a lecture series that will educate medical students about spina bifida. In addition, Torres-Gonzalez enjoys serving as a mentor to high school, undergraduate, and first-year medicals students through various groups, including Guide, a student-run organization, and the I Am Abel's Urban Bridges Medical Mentoring Program.

PREVIOUS HERBERT W. NICKENS AWARD RECIPIENTS

2022

Thomas A. LaVeist, PhD
Tulane University

2021

Judith Salmon Kaur, MD
(Choctaw and Cherokee)
Mayo Clinic College of Medicine
and Science

2020

Cato T. Laurencin, MD, PhD
University of Connecticut

2019

Maria L. Soto-Greene, MD,
MS-HPED, FACP
Rutgers New Jersey Medical
School

2018

Griffin P. Rodgers, MD, MACP
National Institutes of Health

2017

George C. Hill, PhD
Vanderbilt University School
of Medicine

2016

Somnath Saha, MD, MPH
Oregon Health & Science
University and Portland Veterans
Affairs Medical Center

2015

Ana E. Núñez, MD
Drexel University College
of Medicine

2014

Lisa Cooper, MD, MPH, FACP
Johns Hopkins University School
of Medicine

2013

Aaron Shirley, MD
Jackson Medical Mall Foundation

2012

David Hayes-Bautista, PhD
David Geffen School of Medicine
at UCLA

2011

Elijah Saunders, MD, FACC,
FACP, FAHA, FASH
University of Maryland School
of Medicine

2010

Alvin F. Poussaint, MD
Harvard Medical School

2009

Jeanne C. Sinkford, DDS, PhD
American Dental Education
Association

2008

Vivian W. Pinn, MD
National Institutes of Health

2007

M. Roy Wilson, MD, MS
University of Colorado at Denver
and Health Sciences Center

2006

Spero M. Manson, PhD
University of Colorado at Denver
and Health Sciences Center

2005

Joan Y. Reede, MD, MPH, MS
Harvard Medical School

2004

Michael V. Drake, MD
University of California Systemwide

2003

Anna Cherrie Epps, PhD
Meharry Medical College

2002

David Satcher, MD, PhD
Morehouse School of Medicine

2001

Lee C. Bollinger, JD
University of Michigan

2000

Donald E. Wilson, MD
University of Maryland School
of Medicine

PREVIOUS HERBERT W. NICKENS FACULTY FELLOWSHIP RECIPIENTS

2022

Ofole Mgbako, MD
NYU Langone Health

2021

Utibe R. Essien, MD, MPH
University of Pittsburgh School of Medicine

2020

Cherisse D. Berry, MD, FACS
NYU Grossman School of Medicine

2019

Joshua Barocas, MD
Boston University School of Medicine

2018

Marlene Camacho-Rivera, ScD, MPH
CUNY School of Medicine

2017

Risha Irvin, MD, MPH
Johns Hopkins University School of Medicine

2016

Stanley Frencher, MD, MPH
David Geffen School of Medicine at UCLA

2015

Jed Gonzalo, MD, MSc
Penn State College of Medicine

2014

Roberta Capp, MD, MHS
University of Colorado School of Medicine

2013

Philip A. Chan, MD
The Warren Alpert Medical School of Brown University

2012

Olapeju M. Simoyan, MD, MPH, BDS
The Commonwealth Medical College

2011

Tumaini Coker, MD, MBA
David Geffen School of Medicine at UCLA

2010

Carmen Peralta, MD
University of California, San Francisco

2009

Elizabeth Miller, MD, PhD
University of California, Davis, School of Medicine

2008

Marcella Nunez-Smith, MD, MHS
Yale School of Medicine

2007

Thomas D. Sequist, MD, MPH
Harvard Medical School

2006

Alfredo Quiñones-Hinojosa, MD
Johns Hopkins University School of Medicine

2005

Ugo A. Ezenkwele, MD, MPH
New York University School of Medicine

2004

Katherine J. Mathews, MD, MPH
Washington University School of Medicine

2003

Monica J. Mitchell, PhD
University of Cincinnati College of Medicine

2002

Janice C. Blanchard, MD, MPH
George Washington University School of Medicine and Health Sciences

2001

Vanessa B. Sheppard, PhD
Eastern Virginia Medical School

2000

Charles E. Moore, MD
Emory University School of Medicine

PREVIOUS HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIP RECIPIENTS

2022

Kemi Alabi

Robert Wood Johnson
Medical School

Cameron D. Clarke

Columbia University Vagelos
College of Physicians & Surgeons

Amanda L. Collar

University of New Mexico
School of Medicine

Sarah E. Rowley

Perelman School of Medicine,
University of Pennsylvania

Ana M. Viteri

Medical College of Wisconsin

2021

Kaylin G. Batey

University of Kentucky
College of Medicine

Tegan Marie Carr

University of Minnesota
Medical School

Victor A. Lopez-Carmen, MPH

(Hunkpati Dakota Oyate and Yoeme)
Harvard Medical School

Nyah Iman Rodman

University of California,
San Diego, School of Medicine

Christian Tejada

University of California,
Los Angeles, David Geffen
School of Medicine

2020

Russell J. Ledet, PhD

Tulane University School
of Medicine and Freeman
School of Business

Bernadette N. Lim

University of California,
San Francisco, School of Medicine

Itzel López-Hinojosa

University of Chicago Pritzker
School of Medicine

Rubén D. Vega Pérez

Icahn School of Medicine
at Mount Sinai

Lauren West-Livingston, PhD

Wake Forest University School
of Medicine

2019

Betial Asmerom

University of California,
San Diego, School of Medicine

Sylvia Guerra

Geisel School of Medicine
at Dartmouth

Pauline Ngoc Anh Nguyen

University of California,
Davis, School of Medicine

Bria Peacock

Medical College of Georgia
at Augusta University

Alex Villeda

Duke University School
of Medicine

2018

Tyler K. Carcamo

University of California,
Davis, School of Medicine

Catherine Castro

University of Chicago Pritzker
School of Medicine

Chad Lewis, MPH

Geisel School of Medicine
at Dartmouth

Sang Minh Nguyen

University of California,
Riverside, School of Medicine

Lawrence Rolle

Keck School of Medicine of the
University of Southern California

2017

Yvorn Aswad

Charles R. Drew University of
Medicine and Science/University
of California, Los Angeles, David
Geffen School of Medicine

Nattaly Greene

Oregon Health & Sciences
University

Linda Magaña

Sidney Kimmel Medical College
at Thomas Jefferson University

Nancy Rodriguez, MPH

University of California,
Davis, School of Medicine

Denisse Rojas Marquez

Icahn School of Medicine
at Mount Sinai

PREVIOUS HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIP RECIPIENTS

2016**Kirsten Concha-Moore**

University of Arizona
College of Medicine

Edgar Corona

University of California,
Los Angeles, David Geffen
School of Medicine

Santiago Diaz

University of Chicago
Pritzker School of Medicine

Kamaal A. Jones

Loyola University Chicago
Stritch School of Medicine

Giselle Lynch

Icahn School of Medicine
at Mount Sinai

2015**Jessica Buck**

Weill Cornell Medicine
Medical College

Maximilian Joseph Vincent Cruz

Cooper Medical School
of Rowan University

Lucy Ogbu-Nwobodo

University of California,
Davis, School of Medicine

Jaire Saunders

University of California,
Riverside, School of Medicine

Mary Tate

Harvard Medical School

2014**Frank Garrett Conyers**

Harvard Medical School

Ami E. Kumordzie

Stanford University School
of Medicine

Alexa M. Mieses

Icahn School of Medicine
at Mount Sinai

Adam J. Milam, PhD

Wayne State University
School of Medicine

Maria Tobar

University of California,
Los Angeles, David Geffen
School of Medicine

2013**Robert Bonacci**

Perelman School of Medicine
at the University of Pennsylvania

Keith Glover

Stanford University
School of Medicine

Shermeeka Hogans-Mathews

Florida State University
College of Medicine

Tyler Mains

Johns Hopkins University
School of Medicine

Ray Mendez

Loyola University Chicago
Stritch School of Medicine

2012**Ndang Azang-Njaah**

University of Chicago Pritzker
School of Medicine

Olivia Marie Campa

University of California,
Davis, School of Medicine

Senyene Eyo Hunter, PhD

University of North Carolina at
Chapel Hill School of Medicine

Elaine Khoong

Washington University School
of Medicine in St. Louis

Alison L. Smith, MPH

Mercer University School
of Medicine

Brett A. Thomas

Florida State University
College of Medicine

2011**Monique Chambers**

University of California,
Davis, School of Medicine

Toussaint Mears-Clarke

University of Chicago Division
of the Biological Sciences and
University of Chicago Pritzker
School of Medicine

Teresa K.L. Schiff

University of Hawaii at Manoa
John A. Burns School of Medicine

LaShon Sturgis, PhD

Medical College of Georgia at
Georgia Health Sciences University

Martha Tesfalul

Johns Hopkins University
School of Medicine

PREVIOUS HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIP RECIPIENTS

2010**Noemi LeFranc**

Florida State University
College of Medicine

Shazia Mehmood

University of Medicine and
Dentistry of New Jersey-Robert
Wood Johnson Medical School

Marizabel Orellana

University of California,
Los Angeles, David Geffen
School of Medicine

Jaime W. Peterson

University of California,
San Diego, School of Medicine

Kara Toles

University of California,
Davis, School of Medicine

2009**Olatokunbo M. Famakinwa**

Yale School of Medicine

Yohko Murakami

Stanford University
School of Medicine

Lisa M. Ochoa-Frongia

Mount Sinai School of Medicine

Blayne Amir Sayed

Northwestern University
Feinberg School of Medicine

Lloyd A. Webster

University of Medicine and
Dentistry of New Jersey-
New Jersey Medical School

2008**Aretha Delight Davis**

Harvard Medical School

Nereida Esparza

University of Chicago
Pritzker School of Medicine

Tamika E. Smith

Northwestern University
Feinberg School of Medicine

Jorge A. Uribe

University of Pennsylvania
School of Medicine

Bryant Cameron Webb

Wake Forest University
School of Medicine

2007**Christian A. Corbitt**

University of Texas Health
Science Center at San Antonio

Cherie C. Cross

David Geffen School of Medicine
at UCLA

Maria-Esteli Garcia

Johns Hopkins University
School of Medicine

Marlana M. Li

Loyola University Chicago
Stritch School of Medicine

Danielle Ku'ulei Potter

Creighton University
School of Medicine

2006**Nehkonti Adams**

Eastern Virginia Medical School

Dora C. Castaneda

Stanford University School
of Medicine

Luis I. Garcia

New York University School
of Medicine

AeuMuro G. Lake

University of Kentucky
College of Medicine

Katherine L. Neuhausen

Emory University School
of Medicine

2005**Erik S. Cabral**

Stanford University School
of Medicine

Christopher T. Erb

University of Illinois College of
Medicine at Urbana-Champaign

Harlan B. Harvey

University of North Carolina
at Chapel Hill School of Medicine

Osita I. Onugha

University of California,
Los Angeles, David Geffen
School of Medicine

Sloane L. York

Eastern Virginia Medical School

PREVIOUS HERBERT W. NICKENS MEDICAL STUDENT SCHOLARSHIP RECIPIENTS

2004**Nicolas L. Cuttriss**

George Washington University
School of Medicine and Health
Sciences

Joy Hsu

University of California, San
Francisco, School of Medicine

Angela Chia-Mei Huang

Brody School of Medicine
at East Carolina University

Risha R. Irby

Harvard Medical School

Richard M. Vidal

University of Pennsylvania
School of Medicine

2003**Cedric Dark**

New York University School
of Medicine

Francine E. Garrett

Albert Einstein College of
Medicine of Yeshiva University

David Montgomery, PhD

Northwestern University
Feinberg School of Medicine

Johnnie J. Orozco

University of Washington School
of Medicine

Nicholas J. Smith

University of Alabama School
of Medicine

2002**Aimalohi A. Ahonkhai**

Johns Hopkins University
School of Medicine

Lukejohn W. Day

Stanford University School
of Medicine

Tarayn A. Grizzard

Harvard Medical School

Alejandrina I. Rincón

University of California, San
Francisco, School of Medicine

David T. Robles

University of Colorado School
of Medicine

Keck School of Medicine of the
University of Southern California

2001**Alberto Mendivil**

University of Utah School
of Medicine

Constance M. Mobley

Vanderbilt University School
of Medicine

Chukwuka C. Okafor

Boston University School
of Medicine

Sheneika M. Walker

University of North Carolina at
Chapel Hill School of Medicine

Melanie M. Watkins

Stanford University School
of Medicine

2000**Opeolu M. Adeoye**

University of Pittsburgh School
of Medicine

Diana I. Bojorquez

Yale School of Medicine

Jim F. Hammel

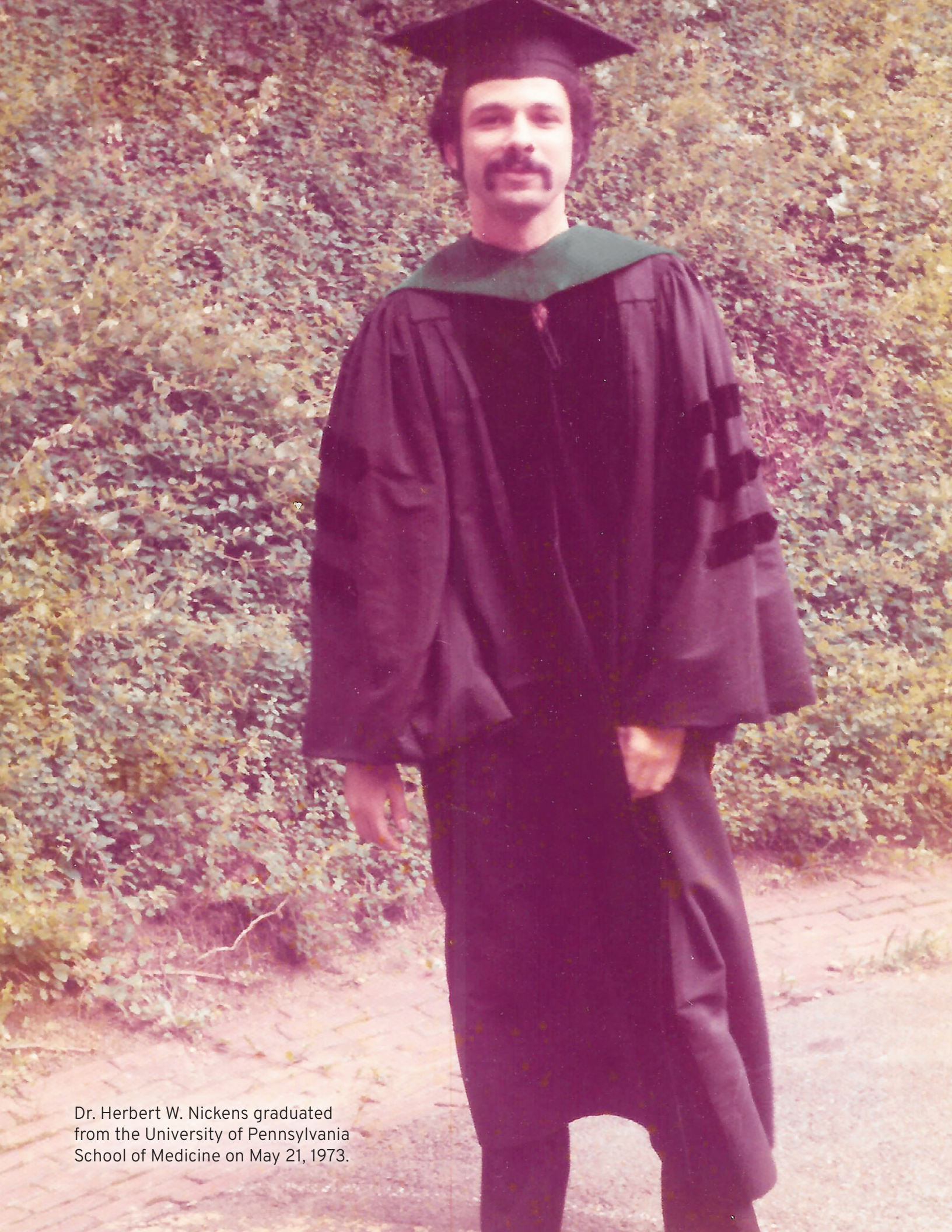
Harvard Medical School

Yolandra Hancock

University of California,
Los Angeles, Medical School

Sonia Lomeli

University of California, San
Francisco, School of Medicine



Dr. Herbert W. Nickens graduated from the University of Pennsylvania School of Medicine on May 21, 1973.

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Please send contributions to the following address:

Herbert W. Nickens Memorial Fund

c/o Angela R. Moses AAMC
655 K Street, NW, Suite 100
Washington, DC 20001-2399

Engage With Equity, Diversity, and Inclusion (EDI)

Learn more about AAMC EDI initiatives at
aamc.org/about-us/equity-diversity-inclusion/initiatives.

