

Rethinking Researcher Assessment and Incentives at U.S. Academic Institutions – A Workshop

Committee and Speaker Biographies

Planning Committee

Mitul Luhar (Co-Chair)

**Professor of Aerospace and Mechanical Engineering
University of Southern California**

Dr. Mitul Luhar is Associate Professor of Aerospace and Mechanical and Civil and Environmental Engineering at the University of Southern California. He is the inaugural holder of the Henry Salvatori Early Career Chair in Engineering. His primary research expertise is in fluid dynamics. His work addresses aerodynamic and hydrodynamic design, the restoration and management of river systems, and the evaluation of nature-based solutions to coastal hazards. Dr. Luhar has received the NSF Career Award and the AFOSR Young Investigator Program Award. He is an alum of the NAE Frontiers of Engineering program and is currently co-Chair for the NASEM New Voices program. Before joining USC, Dr. Luhar was a Postdoctoral Scholar at Caltech. He earned his Ph.D. from MIT, where he was awarded the Presidential Fellowship, and his B.A. and M.Eng. degrees from the University of Cambridge.

Julie Risien (Co-Chair)

**Director of Transdisciplinary Research, Director of Polar STEAM
Oregon State University**

Dr. Julie Risien is the Director of Transdisciplinary Research at Oregon State University (OSU) in the Division of Research and Innovation where she leads the OSU Research Advancement Academy along with strategic development and incentive programs. Risien also serves as the Director of Polar STEAM at the OSU STEM Research Center where she was Associate Director for 10 years. Risien has served on the leadership of the NSF-Funded Center for Advancing Research Impact in Society (ARIS) since 2014. She currently co-leads the ARIS Broader Impacts Institutional Innovation (BI3) initiative.

Risien's education included service-learning focused undergraduate studies through Prescott College and international community-based participatory action research through OSU's Marine Resource Management program. Her PhD. studies and ongoing research and practice focus on scientist professional development and inter-institutional partnerships to enhance "Broader Impacts," the transformative power of learning networks, organizational structures, and partnerships to improve connection at the interface of science and society. Risien serves as

graduate faculty for the OSU College of Earth, Ocean and Atmospheric Sciences and the interdisciplinary Environmental Sciences graduate program.

Almesha L. Campbell
Vice President for Research
Jackson State University

Dr. Almesha L. Campbell is the Vice President for Research and Economic Development at Jackson State University (JSU). In this role, she oversees critical areas including Sponsored Programs, Grants and Contracts, Research Compliance, Technology Transfer and Commercialization, Federal Relations, and JSU Global (International Programs). She previously served as Assistant Vice President for Research and Economic Development. With over 12 years of experience as the Director for Technology Transfer and Commercialization, Dr. Campbell has been instrumental in managing JSU's intellectual property process, from the triage of invention disclosures to commercialization. Her efforts have positioned JSU as a leader in innovation, entrepreneurship, and technology transfer. Since 2016, Dr. Campbell has successfully secured approximately \$12 million in federal grants and contracts, serving as Principal Investigator (PI) or Co-PI for a range of impactful projects. These include the NSF Mid-South I-Corps Hub, the NIH REACH Hub, the NSF Enabling SBE Science via the Network for Transformative Research, the NSF Engines Development Award: Advancing Food Security and Climate Resilience, and the NSF Accelerating Research Translation program led by the University of Southern Mississippi.

Dr. Campbell co-led the development of the JSU Center for Innovation and Entrepreneurship, which houses cutting-edge resources such as the XR Academy, makerspace, eSports Lab, and a learning collaboratory. She also created the JSU Innovation Fellows Program and spearheaded initiatives to integrate virtual reality into STEM curricula. Her work emphasizes the inclusion of innovation and entrepreneurship in faculty tenure and promotion processes. Almesha is the creator, producer, and host of Innovate Exchange, a program showcasing advancements in innovation and entrepreneurship. Dr. Campbell's leadership extends to fostering high-impact partnerships. She serves as the liaison for the Princeton Alliance for Collaborative Research and Innovation (PACRI) program and the Google-supported TechWise program, facilitating groundbreaking opportunities for JSU faculty and students. Nationally recognized for her contributions to research translation and innovation, Dr. Campbell is the first Black person and the first representative from an HBCU to serve as Chair of the AUTM Board of Directors (2023–2024). She is also a member of several prestigious organizations, including the Licensing Executives Society, Society of Research Administrators International, and the American Society of Public Administration, and is an honorary member of the National Academy of Inventors. She is also an advisory board member of the Center for Advancing Research Impact in Society (ARIS). Dr. Campbell holds a bachelor's degree from the University of Central Florida, and both a master's degree in mass communications and a doctoral degree in public policy and administration from Jackson State University. Her dedication to advancing innovation, entrepreneurship, and diversity in research makes her a transformative leader in higher education and beyond.

Liesl Folks

**Professor of Electrical and Computer Engineering
University of Arizona**

Dr. Liesl Folks' research interests include national and global policy for the semiconductor manufacturing and supply chain, nanoscale spin-electronic devices and materials for data storage, magnetic field sensing and logic, nanoscale magnetic metrology, microwave-assisted magnetic recording, spin-transfer-torque sensors, and Hall cross field sensors. She holds a PhD in physics from the University of Western Australia and an MBA from Cornell University. For the period 2019-2023, she served UA as Provost, following which she launched the Center for Semiconductor Manufacturing. Before joining UA in July 2019, she was dean of the School of Engineering and Applied Sciences at the University at Buffalo. Prior to her roles in higher education, she spent 16 years in research and development at IBM Almaden Research Center, Hitachi Global Storage Technologies and Western Digital. She is a champion for broadening participation in engineering and science. Folks holds 12 U.S. patents and has authored more than 60 peer-reviewed papers that have attracted more than 13,300 citations. In 2024, she served as the panel chair for the National Academies' consensus report "Strategies to Enable Assured Access to Semiconductors for the Department of Defense." Dr. Folks is a Fellow of the National Academy of Inventors.

Pramod P. Khargonekar

**Distinguished Professor of Electrical Engineering and Computer Science
University of California, Irvine**

Dr. Pramod P. Khargonekar is the Vice Chancellor for Research and Distinguished Professor of Electrical Engineering and Computer Science at the University of California, Irvine. An expert in control systems engineering, Dr. Khargonekar has served in a variety of administrative roles in academia and federal funding agencies. Most recently, he served as Assistant Director for Engineering at the National Science Foundation (2013-2016), and as Deputy Director for Technology at the Advanced Research Projects Agency – Energy (ARPA-E, 2012–13). From 2001 through 2009 he was the Dean of the College of Engineering at the University of Florida.

Véronique Kiermer
Chief Scientific Officer
Public Library of Science

Dr. Véronique Kiermer is the Chief Scientific Officer at PLOS, the Public Library of Science, where she oversees the editorial department and the development of services, products and policies to promote open science. Before joining PLOS in 2015, she was Executive Editor and Director of Author and Reviewer Services for Nature Publishing Group where she managed editorial and research integrity policies across the Nature journals.

She started her career in publishing in 2004 as the founding Chief Editor of Nature Methods. Véronique obtained a PhD in molecular biology from the Université Libre de Bruxelles, Belgium, in 1998 and was a postdoctoral fellow at the Gladstone Institutes, University of California, San Francisco. She also worked on gene therapy projects in the biotechnology industry in the Bay Area. She currently serves on the Board of Directors of Keystone Symposia and ORCID.

Emily Pentzer
Associate Dean for Research, Professor of Chemistry
Texas A&M University

Dr. Emily Pentzer is Professor of Chemistry and Associate Dean for Research in the College of Arts & Sciences at Texas A&M University in College Station, TX. Her research program focuses on combining synthesis and processing to prepare polymer-based composites and understanding structure-property-application relationships in carbon capture, thermal energy management, and electrochemical energy storage. Professor Pentzer regularly participates in events aimed at the professional development of students and post-docs and facilitating their transition to vibrant STEM careers. She has received several awards including the NSF CAREER award (2016), Case Western Reserve University Faculty Diversity Excellence Award (2019), American Chemical Society Women's Chemist Committee Rising Star Award (2021), and was named a Texas A&M Presidential Impact Fellow (2021) and finalist for the Blavatnik Award in physical sciences and engineering (2022). She currently serves as the inaugural Editor in Chief of RSC Applied Polymers (2023-present) and is a member of the third cohort of the New Voices program of the National Academies of Science, Engineering, and Medicine (2024-2026).

Eri Saikawa
Professor of Environmental Sciences
Emory University

Dr. Eri Saikawa is Professor in the Department of Environmental Sciences, jointly appointed in the Gangarosa Department of Environmental Health at Emory University. She holds a bachelor's degree in Chemistry and Biotechnology Engineering from the University of Tokyo, Japan, a master of public affairs in Environmental Policy and Natural Resource Management from Indiana University Bloomington, US, and a Ph.D. in Science, Technology and Environmental Policy from Princeton University, US. Her research interests are focused on quantifying the sources and the magnitude of various emissions linked to air pollution, climate change, and soil contamination, as well as the impacts of these on humans and society.

Speakers and Moderators

David B. Allison
Endowed Professor of Pediatrics; Director Children's Nutrition Research Center, USDA-ARS
Baylor College of Medicine

Dr. David B. Allison is Professor of Pediatrics and Endowed Chair through Texas Children's Hospital, as well as Chief of Nutrition and Director of the USDA-ARS Children's Nutrition Research Center at Baylor College of Medicine. Continuously NIH-funded as a PI for over 25 years, he has authored or co-authored more than 700 scientific publications. Awards include the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (2006); the Friends of Albert (Mickey) Stunkard Lifetime Achievement Award (The Obesity Society, 2021), the Harry V. Roberts Statistical Advocate of the Year Award (American Statistical Association, 2018), the Bodil M. Schmidt-Nielsen Distinguished Mentor and Scientist Award (American Physiological Society, 2023), the Alumni Award from Hofstra University (2024); and the Irving Wright Award of Distinction of the American Federation for Aging Research (2025).

In 2022 he was named a Distinguished Lecturer by Sigma Xi and received the Hoebel Prize for Creativity (Society for the Study of Ingestive Behavior). In 2023, he was elected as a Fellow of Sigma Xi the Scientific Honor Society, elected as member of the International Statistical Institute, and elected and inducted into the Academy for Health and Lifespan Research, the first global non-profit group focused on accelerating breakthroughs in the expansion of the human health span. In 2024, Dr. Allison was elected as a member of Cosmos Club and elected to be Sigma Xi's incoming president elect (2025-2028). Elected to the National Academy of Medicine in 2012, he also serves as co-chair of the National Academy of Sciences' Strategic Council on Research Excellence, Integrity, and Trust. Dr. Allison is a staunch advocate for rigor in research methods and the uncompromisingly truthful communication of research findings.

Kiana Aran
Professor of Bioengineering and Medicine
University of California, San Diego

Dr. Aran is an Associate Professor of Medical Diagnostics and Therapeutics at Keck Graduate Institute, a member of the Claremont Colleges, a visiting Assistant Professor at the University of California Berkeley, and the Co-Founder and Chief Scientific Officer at Cardea Bio. Dr. Aran also serves as a Consultant of Drug Delivery and Medical Diagnostics for the Bill & Melinda Gates Foundation. She received her undergraduate degree in electrical engineering from the City University of New York in 2007 and her Ph.D. in Biomedical Engineering at the Rutgers University in 2012. She then continued her postdoctoral studies in bioengineering at the University of California, Berkeley and was a recipient of the National Institutes of Health (NIH) postdoctoral training fellowship at the Buck Institute for Aging Research in 2015. Her efforts have been recently recognized by many awards in science and STEM including the Clinical OMICs 10 under 40 Award and the Athena Pinnacle Award. Dr. Aran was also the recipient of the NSF Career Award to develop the next generation of electronic sensors.

Elyse Aurbach
Assistant Provost for University Outreach and Engagement
Michigan State University

Dr. Elyse Aurbach specializes in translating research into tools for practice, building training and capacity-building programs, and developing frameworks that synthesize scholarship and practitioner knowledge to help university and public engagement systems evolve. She currently serves as Assistant Provost for University Outreach and Engagement at Michigan State University and consultant with the Pew Charitable Trusts. Aurbach has held a variety of roles supporting public engagement in higher education, including most recently as Director for Public Engagement & Research Impacts in the Office of the Vice President for Research at the University of Michigan and Civic Science Fellow with the Association of Public and Land-grant Universities. She also led a number of projects locally and nationally to improve science communication and public engagement. These include a NASEM Workshop on institutionalizing engaged research, developing and teaching communication courses in person and online, Co-Bossing with Nerd Nite Ann Arbor, and co-founding and directing RELATE, a science communication and public engagement organization. She has led local and national projects, including hosting community events and supporting efforts focused on building individual and institutional capacity. Aurbach was a NSF Graduate Research Fellow, a finalist for the AAAS Early Career Award for Public Engagement with Science, and an ARIS Fellow. She holds a PhD in neuroscience.

Joel Baumgart

**Associate Vice Provost for Faculty Success and Recognition
Emory University**

Dr. Joel P. Baumgart is the Associate Vice Provost at Emory University and an Adjunct Assistant Professor of Pharmacology at Cornell University Weill Medical College. Joel was a U.S. Fulbright Scholar in Tanzania in 2015-16. Before his time abroad, Joel was an American Association for the Advancement of Science (AAAS) Science & Technology Policy Fellow in the Office of the Director at the National Institutes of Health and a Christine Mirzayan Science and Technology Fellow at the National Academy of Engineering. In addition to his policy experience, Joel is a Diplomate of the American Board of Toxicology and was selected to the inaugural class of the New Voices at the National Academies of Sciences, Engineering, and Medicine. He was the recipient of the Eric W. Lothman Award for Outstanding Achievement in Neuroscience, the Award for Excellence in Scholarship in the Sciences & Engineering, and the Early Achievement Alumni Award from the University of Virginia, the Dr. Louis B. Fink Capstone Award from the Johns Hopkins Bloomberg School of Public Health, and the Zora Neale Hurston Thesis Award for the Social Sciences from Columbia University. Dr. Baumgart has recently been awarded the MacVittie Emerging Leader Award from the American Association of University Administrators and was inducted into the Bouchet Society at Cornell University in 2012.

Angela Bednarek

**Director for Scientific Advancement
Pew Charitable Trusts**

Dr. Angela Bednarek leads Scientific Advancement at The Pew Charitable Trusts, which includes efforts to support groundbreaking science and ensure research informs public policy and improves outcomes. In this role, she oversees scientific grant and fellowship programs and co-founded and leads the Impact Funders Forum, a global collaborative aimed at closing the gap between research and outcomes. At Pew, she has created an array of initiatives and programs to better support scientific research to inform policy and advance solutions to societal challenges. She has published and presented widely on improving the connections between research, policy, and practice and serves on a variety of scientific and public policy advisory committees and boards. Bednarek has served an American Association for the Advancement of Science diplomacy fellow in the Office of Environmental Policy at the U.S. Department of State, a fellow at the Earth Institute at Columbia University, and a scientist at Oak Ridge National Laboratory. Bednarek holds a doctorate in biology from the University of Pennsylvania.

Rich Carter
Professor of Chemistry
Oregon State University

Dr. Rich Carter earned his B.S. degree in Chemistry from Gettysburg College and his Ph.D. degree in Organic Chemistry from the University of Texas at Austin. Rich has authored over 100 publications and multiple patents. Rich's expertise is in multi-step organic synthesis and reaction development. Rich is a graduate of the program and 2014 OSU Advantage Accelerator Entrepreneur of the Year.

Debbie DiazGranados
Professor of Psychiatry
Virginia Commonwealth University

Dr. Deborah DiazGranados is an Industrial/Organizational Psychologist, an Associate Professor in Virginia Commonwealth University's School of Medicine. As an Organizational Scientist she focuses on understanding the complexity of a variety of work contexts. Deborah's research focuses on understanding teams, leadership, and collaboration between diverse individuals. Deborah's research has been published in peer-reviewed journals such as Journal of Applied Psychology, Human Factors, Academic Medicine, Journal of Interprofessional Collaboration, Small Group Research, Human Resource Management, Journal of Management, Current Directions in Psychological Science and The Joint Commission Journal on Quality and Patient Safety. Dr. DiazGranados received her B.S. degrees in Management and Psychology from the University of Houston and her M.S. and Ph.D degrees in Industrial/Organizational Psychology from the University of Central Florida in Orlando, Florida.

Stephanie Diem
Professor of Nuclear Engineering
University of Wisconsin-Madison

Dr. Stephanie Diem is the PI of the Pegasus-III Experiment, a fusion energy experiment studying innovations in startup techniques to reduce the cost and complexity of future fusion power plants. Dr. Diem's research interests are in the area of experimental plasma physics for fusion energy development with an emphasis on the validation of numerical models with experimental data. Her research focuses on utilizing radio frequency (RF) waves to heat and drive current in magnetically confined plasmas, having led and contributed to experimental research on a variety of magnetic confinement devices including: Proto-MPEX (ORNL), the Madison Symmetric Torus (MST) Experiment (UW-Madison), the National Spherical Torus Experiment (NSTX), and MAST (CCFE, UK). Additionally, she has been involved in the development of modeling tools and simulations of edge localized mode (ELM) pellet pacing experiments on the DIII-D National Fusion Facility using M3D-C1. Dr. Diem's current research is focused on electron Bernstein wave (EBW) heating and current

drive experiments on the Pegasus-III Experiment at UW-Madison as well as collaborations, both domestically and internationally, on RF injection in magnetically confined fusion plasmas.

Dr. Diem received her PhD in Plasma Physics from Princeton University where she studied electron Bernstein wave emission and mode conversion physics on the National Spherical Tokamak Experiment at the Princeton Plasma Physics Laboratory. Prior to joining UW-Madison, Dr. Diem was a Research and Development Scientist in the Fusion Energy Division at Oak Ridge National Laboratory and spent two years on long-term assignment at the DIII-D National Fusion Facility at General Atomics in San Diego, CA.

Erin Dolan

Professor of Biochemistry and Molecular Biology University of Georgia

Dr. Erin Dolan is a Josiah Meigs Distinguished Teaching Professor in the Department of Biochemistry & Molecular Biology and Georgia Athletic Association Professor of Innovative Science Education at the University of Georgia. As a neuroscience graduate student, she volunteered extensively in K-12 schools, which prompted her to pursue a career in biology education. She teaches introductory biology and her research group, the SPREE Lab ([Social Psychology of Research Experiences and Education](#)), works to delineate the features of undergraduate and graduate research that influence students' career decisions, including the influence of research mentorship. She served on the U.S. National Academies consensus committee on [mentoring in STEMM](#). She co-authored a [guidebook](#) on designing and teaching course-based undergraduate research experiences. She also served for ten years as Editor-in-Chief of the biology education journal, [CBE – Life Sciences Education](#).

Michael Dougherty

Professor of Psychology University of Maryland, College Park

Dr. Michael Dougherty is Professor and Chair of the Department of Psychology at the University of Maryland. Dr. Dougherty received his Bachelor of Science from Kansas State University and his PhD in Psychology from the University of Oklahoma in 1999, where he specialized in cognitive psychology and decision making. In addition to his psychology-based research, Dr. Dougherty has worked on numerous projects aimed at reforming academic incentive systems with the goal of improving research transparency and increasing public access to scholarship and research. He has published several articles on aligning incentives, developing open source resources to help others institute change in their own organizations, and organized workshops for other department chairs within psychology. Dr. Dougherty has given talks on his work for organizations such as the National Science Foundation, the Federation for the Advancement of Behavioral and Brain Sciences, Carnegie Mellon, and the HIBAR research network. He serves on the advisory board for the Higher Education Leadership Initiative in Open Science (HELIOS) and has participated in efforts

led by the National Academies, the National Institutes for Health, the Open Research Community Accelerator, and HELIOS to institute change in the research evaluation ecosystem.

Harvey Fineberg

President

Gordon and Betty Moore Foundation

Dr. Harvey V. Fineberg is president of the Gordon and Betty Moore Foundation, which fosters scientific discovery, environmental conservation, and preservation of the San Francisco Bay Area. He previously served as president of the US National Academy of Medicine, provost of Harvard University, and dean of the Harvard T.H. Chan School of Public Health. Fineberg received his BA, MD, and PhD in government from Harvard University.

Fineberg's academic career has been dedicated to the fields of health policy and medical decision-making. His research has focused on global health, medical technology assessment, vaccine evaluation and use, pandemic response, and the dissemination of medical innovations. He is the co-author of *Clinical Decision Analysis*, *Innovators in Physician Education* and *The Epidemic That Never Was*, an analysis of the controversial 1976 swine-flu immunization program. He has co-edited books on AIDS prevention, vaccine safety, understanding risk in society, and global health, and has published widely in professional journals. He chaired the committee that prepared the National Academies' 2019 report on *Reproducibility and Replicability in Science*. Fineberg is the recipient of several honorary degrees, the Frank A. Calderone Prize in Public Health, and the Henry G. Friesen International Prize in Health Research.

A member of the editorial board of the *New England Journal of Medicine*, Fineberg chairs the board of the Science Philanthropy Alliance and previously chaired the boards of the Carnegie Endowment for International Peace and the William and Flora Hewlett Foundation. He is a member of the China Medical Board, and served on the boards of the Josiah Macy, Jr. Foundation and the Association for Financial Expenditure (AFXB). He co-founded and served as president of the Society for Medical Decision Making and serves on the foresight committee of the Veolia Environment Institute and scientific advisory board of the Singapore National Research Foundation. Fineberg also chairs the advisory board of the Peterson Center on Healthcare, co-chairs the inaugural international advisory board of Tsinghua University Vanke School of Public Health, and chairs the US National Academies standing committee on emerging infectious diseases and twenty-first century health threats.

Elizabeth Gadd
Head of Research Culture & Assessment
Loughborough University

Dr. Elizabeth (Lizzie) Gadd is Head of Research Culture & Assessment at Loughborough University. She chairs the International Network Of Research Management Societies (INORMS) Research Evaluation Group and is a Vice Chair of the Coalition on Advancing Research Assessment (CoARA). She co-authored the UKRI-commissioned report, 'Harnessing the Metric Tide: Indicators, Infrastructures & Priorities for UK Research Assessment'. Lizzie champions the UK Association of Research Managers & Administrators (ARMA) Research Evaluation Special Interest Group, founded the LIS-Bibliometrics Forum and The Bibliomagician Blog. She was the recipient of the 2020 INORMS Award for Excellence in Research Management and Leadership & the 2025 ARMA Award for Advocacy in Research Management.

Steven Goodman
Associate Dean and Professor of Epidemiology
Stanford University

Dr. Steven Goodman is an Associate Dean and Professor of Epidemiology, Medicine and Health Policy at the Stanford University School of Medicine. The primary focus of his research is in the foundations of statistical and scientific inference, with particular emphasis on the validity and ethics of clinical and translational medical research. He is founder and director of the Stanford Program on Research Rigor and Reproducibility (SPORR), and co-founder and co-director of the METRICS, the Meta-research Innovation Center at Stanford. He has served as member (since 2011), Vice-Chair (2014-2019) and Chair (2019-2024) of the PCORI Methodology Committee. He has been a member or co-chair of eight NASEM committees, including one on clinical trial data sharing, has served on multiple NASEM conference organizing committees and given over a dozen talks to NASEM committees and workshops. He was awarded the Spinoza Chair in Medicine for his work in inference by the University of Amsterdam, the Lillienfeld Award from the American College of Epidemiology for lifetime contributions to the field of epidemiology, is an elected fellow of the Society for Clinical Trials, the Johns Hopkins Society of Scholars, and is a member of the National Academy of Medicine. He received an AB from Harvard, MD from NYU, training in Pediatrics with board certification from Washington University, and an MHS in Biostatistics and PhD in Epidemiology from the Johns Hopkins Bloomberg School of Public Health.

C.K. Gunsalus

**Director of the National Center for Principled Leadership & Research Ethics
University of Illinois Urbana-Champaign**

C. K. Gunsalus is the Director of the National Center for Principled Leadership & Research Ethics (NCPRE), Professor Emerita of Business, and Research Professor at the Coordinated Science Laboratory in the College of Engineering at the University of Illinois Urbana-Champaign. She served on the Committee on Responsible Science of the National Academy of Sciences from 2012-2017. She was elected a Fellow of the AAAS in 2004 in recognition of her “sustained contributions to the national debate over improving the practical handling of ethical, legal, professional and administrative issues as they affect scientific research.” She served on the Illinois Supreme Court’s Commission on Professionalism from 2005 through 2013, was a member of the United States Commission on Research Integrity and served for four years as chair of the American Association for the Advancement of Science (AAAS) Committee on Scientific Freedom and Responsibility. She served on the Committee on Research Integrity of the Association of American Medical Colleges (AAMC) and the Government-University-Industry Research Roundtable Ad Hoc Group on Conflict of Interest.

Anna Hatch

**Program Officer
Howard Hughes Medical Institute**

Dr. Anna Hatch is a Program Officer for Scientific Strategy at the Howard Hughes Medical Institute (HHMI). In this role, she leads initiatives to improve research integrity and accelerate discovery through innovations in academic publishing and researcher assessment. In the past year, she has led the development of a peer review training program at HHMI, called Transparent and Accountable Peer Review, where graduate students and postdocs learn to write constructive, collegial public peer review reports on preprints.

She previously served as the Program Director for the Declaration on Research Assessment (DORA), where she worked with the academic community to advance practical and robust approaches to researcher assessment, including the use of structured narratives. DORA engages the community to raise awareness of new tools and processes, facilitate the implementation of good practices, and catalyze change.

Before working with DORA, Anna was a science policy fellow at Research!America, a nonprofit advocacy alliance to increase public and policymaker awareness of the benefits of medical research. She received her PhD in Biochemistry from Dartmouth College where her research focused on mitochondrial dynamics. In 2021, Anna was awarded the Rada Distinguished Alumni Award from the from the University of Wisconsin—LaCrosse recognizing her contributions to improving research culture.

Laurie Leshin

**Bren Professor of Geochemistry and Planetary Science
California Institute of Technology**

Dr. Laurie Leshin is the Bren Professor of Geochemistry and Planetary Science at Caltech. She is a distinguished geochemist and space scientist with extensive leadership experience in academia and government and a focus on unleashing organizations to align with their values and make their greatest impact. Leshin was director of NASA's Jet Propulsion Laboratory from 2022 to May 2025 where she oversaw the successful development and launch of major NASA missions across Earth Science, Planetary Exploration, and Astrophysics. As president of Worcester Polytechnic Institute from 2014 to 2022, she elevated WPI's distinctive project-based approach to STEM education and research, and grew the enrollment and endowment to record levels. She previously served as Rensselaer Polytechnic Institute School of Science dean from 2011 to 2014. At NASA's Goddard Space Flight Center from 2005 to 2010, she served as director of science, then deputy director for science and technology, leading strategy, planning, and implementation of more than 50 Earth and space flight projects.

In 2010, Leshin became deputy associate administrator of the Exploration Systems Mission Directorate at NASA Headquarters, overseeing future human spaceflight. Her numerous honors include NASA's Outstanding Leadership Medal and Distinguished Public Service Medal, and the Meteoritical Society's Nier Prize. The International Astronomical Union named asteroid 4922 Leshin to honor her contributions to planetary science. Leshin advised President George W. Bush on space policy, and President Barack Obama appointed her to the Smithsonian Institution's National Air and Space Museum advisory board. Leshin holds a bachelor's degree in chemistry from Arizona State University, and master's and doctoral degrees in geochemistry from Caltech. Leshin was the first woman to serve as JPL director, a role that also included serving as Vice President at Caltech, which manages JPL for NASA. She was also the first woman president of WPI in the University's 150-year history.

Giovanna Lima

Program Manager

Declaration on Research Assessment

Dr. Giovanna Lima is a PROSCI Certified change practitioner who works with advancing societal impact in research, education, and engagement; academic culture; and academic assessment. Dr. Lima currently serves as the Program Manager for the Declaration on Research Assessment (DORA), a global initiative that campaigns for and supports the reform of research(er) assessment practices. Prior to joining DORA, Dr. Lima served as Senior Project Officer for Societal Impact and Recognition & Rewards at Erasmus University Rotterdam. Earlier, as Trinity College Dublin's first Research Impact Officer, she developed the Researcher Impact Framework, which has been translated into French, Portuguese, and Spanish. With a PhD and master's in public administration, she was also research consultant for The Economist Impact and held a number of senior public management roles in Brazil.

Marcia McNutt

President

National Academy of Sciences

Dr. Marcia McNutt is a geophysicist and as president of the National Academy of Sciences. She serves as Ex Officio Chair of the Strategic Council. From 2013 to 2016, she served as editor-in-chief of the Science family of journals. Prior to joining Science, she was director of the U.S. Geological Survey (USGS) from 2009 to 2013. During her tenure, the USGS responded to a number of major disasters, including earthquakes in Haiti, Chile, and Japan, and the Deepwater Horizon oil spill. McNutt led a team of government scientists and engineers at BP headquarters in Houston who helped contain the oil and cap the well. She directed the flow rate technical group that estimated the rate of oil discharge during the spill's active phase. For her contributions, she was awarded the U.S. Coast Guard's Meritorious Service Medal.

Before joining the USGS, McNutt served as president and chief executive officer of the Monterey Bay Aquarium Research Institute (MBARI), in Moss Landing, California. During her time at MBARI, the institution became a leader in developing biological and chemical sensors for remote ocean deployment, installed the first deep-sea cabled observatory in U.S. waters, and advanced the integration of artificial intelligence into autonomous underwater vehicles for complex undersea missions.

McNutt began her academic career at the Massachusetts Institute of Technology (MIT), where she was the E.A. Griswold Professor of Geophysics and directed the Joint Program in Oceanography/Applied Ocean Science & Engineering, jointly offered by MIT and the Woods Hole Oceanographic Institution. Her research area is the dynamics of the upper mantle and lithosphere on geologic time scales, work that has taken her to distant continents and oceans for field observations. She is a veteran of more than a dozen deep-sea expeditions, on most of which she was chief or co-chief scientist.

McNutt received a BA in physics from Colorado College and her PhD in Earth sciences at the Scripps Institution of Oceanography. Her honors include membership in the American Philosophical Society and the American Academy of Arts and Sciences. She holds honorary doctoral degrees from the Colorado College, the University of Minnesota, Monmouth University, and the Colorado School of Mines. In 1988, she was awarded the American Geophysical Union's Macelwane Medal for research accomplishments by a young scientist, and she received the Maurice Ewing Medal in 2007 for her contributions to deep-sea exploration.

McNutt served as president of the American Geophysical Union (AGU) from 2000 to 2002. She was chair of the Board of Governors for Joint Oceanographic Institutions, responsible for operating the International Ocean Discovery Program's vessel JOIDES Resolution and associated research programs. She is a fellow of AGU, the Geological Society of America, American Association for the Advancement of Science, and International Association of Geodesy.

Emily Miller

**Vice President for Research and Institutional Policy
Association of American Universities**

Dr. Emily R. Miller is Vice President for Research and Institutional Policy at the Association of American Universities. She brings over 20 years of experience in higher education administration, research, and policy to AAU. In partnership with the association's member research universities, Dr. Miller has primary responsibilities for advancing transformational organizational change initiatives in undergraduate and graduate education as well as the research enterprise. She directs the AAU Undergraduate STEM Education Initiative, the AAU Teaching Evaluation project, the PhD Education Initiative, and other strategic projects.

Dr. Miller frequently represents AAU's portfolio of work with other national associations, universities, professional and disciplinary societies, industry leaders, policymakers, federal agencies, and foundations working to improve undergraduate and graduate education and advance science and innovation. She also staffs AAU's STEM Network and Association of Graduate Schools constituent groups and serves as liaison to the AAU Arts & Science Deans and AAU Data Exchange (AAUDE) groups.

Dr. Miller has published peer-reviewed articles and book chapters on evidence-informed innovations in undergraduate STEM and doctoral education; academic work and faculty reward structures; systemic organizational change at research universities; and multi-institutional strategies and approaches to advance equity and community in STEM disciplines.

Dr. Miller earned her PhD in Higher, Adult, and Lifelong Education from Michigan State University; MA in Education Policy and Management from Harvard Graduate School of Education; and BA in Political Science from Gettysburg College.

Kaia Motter

**Head of Academic Affairs, North America
Springer Nature**

Kaia Motter is Head of Academic Affairs, North America at Springer Nature where she leads academic affairs activities in the US and Canada, building relationships and collaborating with funders, institutions, and other non-profit organizations in the region. Kaia has a background in publishing, having held editorial positions at Elsevier and Wiley. In recent years, her work has been centered on open science development, policy, and outreach with a topical focus on research assessment reform, research integrity, AI, and other issues impacting the research community.

Brian Nosek
Co-Founder and Executive Director
Center for Open Science

Dr. Brian Nosek is Executive Director of the Center for Open Science (COS) and a professor at the University of Virginia. Brian Nosek co-developed the Implicit Association Test, a method that advanced research and public interest in implicit bias. Nosek co-founded three non-profit organizations: Project Implicit to advance research and education about implicit bias (<http://projectimplicit.net/>), the Society for the Improvement of Psychological Science to improve the research culture in his home discipline (<http://improvingpsych.org/>), and COS (<http://cos.io/>) to improve rigor, transparency, integrity, and reproducibility across research disciplines. Nosek's research and applied interests are to understand why people and systems produce behaviors that are contrary to intentions and values; to develop, implement, and evaluate solutions to align practices with values; and, to improve research credibility and cultures to accelerate progress. Nosek received his PhD in Psychology from Yale and B.S. from Cal Poly San Luis Obispo in Psychology, Computer Science, and Women's Studies.

Dominic Packer
Vice Provost for Educational Innovation and Assessment
Lehigh University

Dr. Dominic Packer is the Vice Provost for Educational Innovation and Assessment, and Senior Advisor to the Vice Provost for Research at Lehigh University. He is also a Professor of Psychology, conducting research on how people's social identities - their sense of self grounded in the groups they belong to - influence their thoughts, feelings, and actions, with important implications for cooperation and collaboration, polarization, leadership, and change. He completed a bachelor's degree at McGill University and Ph.D. at the University of Toronto, followed by a postdoctoral fellowship at The Ohio State University.

With Jay Van Bavel, Dominic is the author of *'The Power of Us: Harnessing Our Shared Identities to Improve Performance, Increase Cooperation, and Promote Social Harmony'*. *'The Power of Us'* won the William James Award from Division I of the American Psychological Association for the best book of 2022 and the Social Impact Award from the Center for the Science of Moral Understanding.

David Rosowsky
Senior Advisor to the President
Arizona State University

Dr. David Rosowsky is the senior advisor to the president of Arizona State University. In this role, Dr. Rosowsky serves as both advisor and thought partner to Michael Crow on matters related to institutional growth, capacity building, and enterprise future-casting. Rosowsky also holds the positions of Senior Fellow of the ASU University Design Institute and Foundation Professor of Engineering. Prior to joining ASU, Rosowsky served as vice president for research at Kansas State University, and before that as senior vice President and provost at the University of Vermont.

Prior to joining Vermont as provost, Dr. Rosowsky served as the 15th dean of engineering at Rensselaer Polytechnic Institute, and before that as head of the Zachry Department of Civil Engineering at Texas A&M University where he also held the A.P. and Florence Wiley Chair in Civil Engineering. As an engineering faculty member for 15 years before moving into leadership, Rosowsky held faculty positions at Purdue, Clemson, and Oregon State where he also held the Richardson Chair in Wood Engineering and Mechanics. As a researcher, Dr. Rosowsky has authored or co-authored more than 170 papers in peer-reviewed journals and more than 150 papers appearing in conference proceedings. He is the recipient of the ASCE Walter L. Huber Research Prize, the T.K. Hsieh Award from the Institution of Civil Engineers (UK), the ASCE Norman Medal, and (most recently, in 2023) the ASCE Ernest E. Howard Award.

He currently serves on the editorial board of the journal *Structural Safety* and the journal *Sustainable and Resilient Infrastructure* and is a past editorial board member of the ASCE *Journal of Infrastructure Systems*, the ASCE *Journal of Structural Engineering* and the journal *Natural Hazards Review*. Rosowsky has written extensively on the challenges and opportunities facing public research universities in the post-pandemic and multi-crisis eras. His writing has appeared in *Forbes*, *The Chronicle for Higher Education*, *Inside Higher Ed*, *Trusteeship* magazine and elsewhere.

Shelley Stall
Vice President, Open Science Leadership
American Geophysical Union

Shelley Stall is the Vice President for the American Geophysical Union's (AGU's) Open Science Leadership Program and works with AGU's members, their organizations, and the broader research community to improve data and digital object practices with the ultimate goal of elevating how research data and software are managed, valued, and made as open as possible.

The work of the Open Science Leadership team is to remove barriers towards making science more reproducible and transparent. We have compiled and developed resources that help our broad community move towards science practices that are more open and make data and software more accessible and interoperable, supporting complex, innovative, and multi-national challenges. AGU partners with ESIP on the Open Science and Data Help Desk, held at geoscience (and related)

meetings worldwide including AGUs and the European Geosciences Union General Assembly. We work with the publishing community and supporting service providers to ensure proper attribution and credit for data and software citations that support published research articles. Learn more about Open Science and our projects at <https://www.agu.org/open-science> and <https://data.agu.org/projects>.

Kate Weber
Director of Public Exchange
University of Southern California

Dr. Kate Weber joined USC in 2018 to design and build [Public Exchange](#) (PX) as Executive Director alongside founder and former USC Dornsife Dean Amber Miller. Since then, Kate has grown PX into a 15-person team, forming 35 partnerships between 134 researchers and organizations including the UN Foundation, Yelp, the City of Los Angeles, and the State of California. In 2025, Kate led the effort to expand Public Exchange into a national network through a new partnership with Washington University in St. Louis (WashU). With hubs in Los Angeles and St. Louis, the Public Exchange network is bringing universities together with public, private and non-profit partners to develop research and transform it into policies, programs and products that create real-world impact. Before USC, Kate spent ten years as a foreign service officer at USAID, building environmental protection, health, civil society, and infrastructure development projects across five countries. In 2014, she helped create and launch the U.S. Global Development Lab—USAID’s first innovation lab. She also supported public-private partnerships between USAID and Unilever, Gap, IDEO, and more, tackling water and sanitation, infectious disease, and other global challenges. Kate is a graduate of Columbia University and the University of Texas at Austin and held previous roles at PwC and Ketchum in management and communications consulting.

Nick Wigginton
Associate Vice Provost for Research
Johns Hopkins University

Dr. Nick Wigginton has served as the associate vice provost for research at Johns Hopkins University since 2024, where he oversees the Bloomberg Distinguished Professorships Program, the Research Development Team, internal research funding awards programs, research communications, and research data and analytics. Prior to joining Johns Hopkins, Wigginton served as associate vice president for research—strategic initiatives at the University of Michigan. In that role, he developed and implemented programs and policies, and built new teams to increase the research competitiveness of Michigan’s research enterprise.

Wigginton spent the 2019-2020 academic year at Stanford University as part of the prestigious American Council of Education Fellows Program. Wigginton graduated with a bachelor’s degree in geology from Michigan State University and received a PhD in geosciences from Virginia Tech. He was a postdoctoral scholar at École Polytechnique Fédérale de Lausanne in Switzerland and a

visiting researcher at Pacific Northwest National Laboratory in Richland, Washington. Before joining Michigan, Wigginton was an editor at *Science* from 2009-2016, where he oversaw the selection and publication of scientific manuscripts across a wide range of interdisciplinary fields.

Keith Yamamoto
Vice Chancellor for Science Policy and Strategy
University of California, San Francisco

Dr. Keith Yamamoto is special advisor to the chancellor for science policy and strategy, vice chancellor for research emeritus, and professor of cellular & molecular pharmacology emeritus at UCSF. After earning a PhD from Princeton, Yamamoto joined the UCSF faculty in 1976, where he became an international leader in research on signaling and transcriptional regulatory mechanisms and networks. He has led or served on national committees focused on human genome editing, US-China science interactions, equity in biomedical technology research and development, public and science policy, public understanding/support of scientific research, science education and the biomedical workforce, research funding, peer review, and diversity, equity, inclusion and anti-racism. He is chair of the Coalition for Life Sciences and the Cold Spring Harbor Laboratory School of Biological Sciences External Advisory Committee, co-chair of the NASEM Roundtable on Aligning Incentives for Open Science and of the Science and Technology Action Committee, vice chair of the California Initiative to Advance Precision Medicine Advisory Council, and Past President of the American Association for the Advancement of Science (AAAS). He sits on the Boards of Directors of the Public Library of Science, the Engineering Biology Research Consortium, Research!America, and Rapid Science, the Governing Board of the California Institute for Regenerative Medicine, the Board of Counselors for the Radiation Effects Research Foundation, the Advisory Board for Lawrence Berkeley National Laboratory, and the NASEM Board of Higher Education and Workforce. He was elected to the National Academy of Sciences, the National Academy of Medicine, the American Academy of Arts and Sciences, and the American Academy of Microbiology, and is a fellow of AAAS.