

A seasoned education and research executive, coach and grant consultant with over 25 years of experience leading high-performing teams and complex initiatives in the academic, government, and non-profit sectors. A certified iPEC coach, I leverage a deep background in managing \$65M in operations, \$210M in grants, guiding career development for thousands of professionals, and securing over \$40M in funding to help individuals and organizations navigate challenges and achieve ambitious goals. My expertise lies in transforming strategy into action, fostering leadership at all levels, and providing expert guidance on research funding and program development.

Areas of Expertise

- **Grant & Funding Strategy:** Consulting on all phases of proposal development for government, philanthropic, and private funders.
- **Career & Life Coaching:** Empowering professionals in science, medicine, and academia to achieve their career and life aspirations.
- **Program Leadership & Development:** Designing and assessing educational, research, and training programs for maximum effectiveness.
- **Team Development & Management:** Building and mentoring cohesive, productive teams capable of delivering exceptional results.
- **Clients:** Henry Ford Health + Michigan State University, St. Jude Children's Research Hospital, New York University, New York Academy of Sciences, SUNY Downstate Brooklyn and faculty at U. Iowa, U. Chicago, U. Mississippi, Duke U., Mayo Clinic, Case Western Reserve U.

Relevant Career Highlights

- **Career & Leadership Coaching:** Coached and mentored trainees, faculty, and professionals at the National Cancer Institute and MD Anderson Cancer Center, guiding them through complex career transitions, promotions, and leadership challenges.
- **Grant Proposal Leadership:** Provided leadership for i) obtaining research proposals including multi-investigator NIH grants; ii) reviewing for over 25 organizations including chairing NIH study sections; and iii) leading a \$210M grants portfolio at the National Cancer Institute focused on early-career, individual investigator, and large-scale training and education grants. Led the team that developed the new NIH K32 Career Development award.
- **Strategic Leadership:** As Senior Vice President at MD Anderson, COO at the ECHO Institute, and Center Director at NCI, I contributed to strategy that scaled each organization's reach and delivered mission impact.
- **Process & Systems Improvement:** Designed and implemented a first-of-its-kind analytics system at MD Anderson to create a fair and contextualized faculty productivity assessment, transforming the promotion and tenure process for 1,700 faculty members.
- **Educational Technology Design:** Led a cross-functional team at the National Cancer Institute to develop an AI-driven application that delivers personalized learning and networking opportunities to biomedical researchers.

RELEVANT PAST EXPERIENCE

Director, Center for Cancer Training, 1/2020 – 6/2025

National Cancer Institute, National Institutes of Health, DHHS, Bethesda, MD, USA

- **Leadership:** Lead a team of around 30 professionals, half with PhDs, who support cancer research trainees in NCI's intramural research program & across the US, through the work of two branches:
 - Cancer Training Branch: oversaw \$210M+ in federal training, career development and education grants and fellowships for cancer research trainees from undergraduate students through early faculty positions.

- Office of Training and Education: supported 1,000+ trainees in NCI's intramural research program, including postbacs, graduate students, postdocs and visiting fellows with research training and career development. Managed eIDP system for performance management of trainees, performs outreach from K-12 upwards to recruit talent to the NCI's research programs and provides programming.
- **Cancer Research and Education Strategy:** Lead a team of analytics and program experts to determine whether the grants portfolio and programs were effective and aligned with NCI's strategic goals.
- **Management:** Directly managed \$6.5M operational budget including three IT initiatives to develop technology to improve biomedical training.
- **Innovation in Educational Digital Strategy:** nanci.cancer.gov Lead a team that developed an AI-driven app to help cancer research trainees manage the information overload that is common in biomedicine today by recommending relevant learning opportunities such as lectures, publications and career development seminars and build their professional networks.
- **Spokesperson and Communications:** Represented NCI at conferences, workshops and meetings and lead communications around cancer research training.

Chief Operating Officer 2/2018 – 10/2019

ECHO Institute, School of Medicine, Health Science Center, University of New Mexico, Albuquerque, NM, USA

- **Leadership:** Served as second in command of \$15 million university-based organization with the goal of bringing scarce expert knowledge in medicine, education, civics and beyond to touch 1 billion underserved lives by 2025
- **Education Strategy:** Implemented complex strategy to scale impact for an organization with >300 partner organizations in 35 countries, running 650+ learning communities and reaching >50,000 learners worldwide
- **Fundraising/Grant Writing/Donor Relations/Grant Management:** Successfully raised \$20 million in funds from **Co-Impact** (a consortium of the Gates Foundation, Rockefeller Foundation, Jeff Skoll, ELMA Foundation, Nilekani, Chandler) and Tata Trusts; manage grants from Bristol-Myers Squibb Foundation, Helmsley Charitable Trust totaling \$13.75M
- **Management:** Directly manage 4 professionals who manage teams (Strategy Team and three IT Teams, including Product/Solutions, Development and Support) and indirectly oversee staff of 150 staff in USA and India; led turnaround of IT to integrate India and USA components into a coordinated, highly functioning team
- **Innovation in Educational Digital Strategy:** Worked on societal digital platform to accelerate the building of the ECHO movement and to empower its communities of practice; created data model for ECHO business processes and program assessment
- **Spokesperson and Communications:** Represented the organization to a broad range of stakeholders including in India, with an emphasis on the rapidly growing cancer portfolio; led communications including web and social

Senior Vice President, Academic Affairs 9/2011 – 10/2017 (restructured to VP in 6/17)

University of Texas MD Anderson Cancer Center, Houston, TX, USA

- **Education Leadership:** Led a division of 300 people in 12 departments, including Academic & VISA Administration, School of Health Professions, Clinical Education, Faculty & Academic Development, Research Medical Library, CME/Conference Management, Creative Services, Event Services, Scientific Publications, Academic Analytics and Technology and Global Academic Programs, with a \$65 million budget; managed 25 direct reports; significantly improved work culture, for example in collaboration which improved by 32% over 3 years as measured by staff surveys
- **Quality:** Implemented an innovative process improvement program for administrative teams modeled on clinical continuous improvement strategies; successfully oversaw university accreditation processes (SACS-COC, ACGME) and other complex projects and reports under a deadline
- **Innovative Data Analytics:** Built an Academic Analytics capability with bioinformaticians and developers to create first-ever contextual analysis system using complex statistics to fairly compare productivity between faculty from highly disparate departments, improving promotion and tenure decisions
- **HR:** Oversaw complex HR issues including promotion, tenure and hiring for a faculty of 1,700; provided high-quality mentoring and career direction to a range of medical and scientific professionals including during significant transitions; oversaw career development programs for faculty, post-doctoral researchers, graduate medical trainees and students

- **Education Strategy:** Co-led strategy team to improve effectiveness of all educational programs for 4,500+ undergraduates, graduates, medical students, doctoral students, post-doctoral researchers; one of 7 areas in the MD Anderson strategic plan
- **Budget:** Scrupulously managed finances, consistently operating 2-3% under budget, merging departments to improve efficiencies, overseeing change management efforts and diplomatically managing budget cuts during recession

Vice President, Global Academic Programs 7/2010 – 10/2012 and again 7/2013 – 9/2017

University of Texas MD Anderson Cancer Center, Houston, TX, USA

- **International Relations:** Travelled to 40 countries representing MD Anderson and established partnerships with Sister Institutions in 25 countries, speaking to heads of state, ministers, university presidents
- **Innovation:** Established seed grant program to stimulate research partnerships with Sister Institutions, funding 126 projects over 6 years with a total investment of \$24M; launched organization's first-ever projects in Africa via partnerships with Pink Ribbon Red Ribbon, UICC, NCI, CDC, Rice University and others
- **Convening:** Expanded yearly international conference from 200 to 800 attendees; co-chaired advisory board
- **Fundraising:** Raised \$1.25M from National Breast Cancer Foundation through expanding the relationship with the donor

Associate Dean for UT MD Anderson Academic Affairs 9/2011 – 10/2017

MD Anderson Cancer Center UTHHealth Graduate School of Biomedical Sciences

- **Education Management:** represented MD Anderson at the Dean's council for this joint graduate school with UT Health; led budget and management initiatives from the MD Anderson perspective; headed committees

Special Assistant for Educational Programs to the Senior VP for Academic Affairs 1/2007 – 6/2010

University of Texas MD Anderson Cancer Center, Houston, TX, USA

- **Education Leadership:** led Odyssey Program, an in house post-doctoral fellowship program, the institutions Annual Symposium and Trainee Research Day conferences

RELEVANT SERVICE

Committee Member

American Association for Cancer Research

- **Education Leadership:** 15+ years of service on the [Science Education and Career Advancement Committee](#) – co-chairing educational sessions at the annual meeting including grant writing workshops, undergraduate caucuses and poster competitions, high school experiences mentorship programs

ACADEMIC POSITIONS

Various Research Leadership roles at UT MD Anderson Cancer Center:

Member, Brain Tumor Center Executive Committee, 3/2005 – 1/2018

Director of Basic Research in the Department of Neurosurgery, 3/2005 – 6/2010

Co-Leader Brain Tumor Program, Cancer Center Support Grant, 3/2005 – 6/2010

- **Research Leadership and Management:** led team of 20+ principal investigators and 200+ staff to obtain large programmatic grants; managed core staff & equipment

Professor with Term Tenure 9/2009 – 1/2018

Associate Professor with Term Tenure, 3/2005 – 8/2009

Department of Neurosurgery, UT MD Anderson Cancer Center, Houston, TX, USA

Adjunct Professor 8/2010 – 1/2018

Adjunct Associate Professor, 9/2005 – 7/2010

Department of Neurosurgery, Baylor College of Medicine, Houston, TX, USA

- **Research:** led an independently funded research laboratory from 1997 to 2013; obtained 23 grants totaling \$13.2M; published 80+ papers in scientific journals; trained 20 students and post-doctoral fellows; presented 48 invited talks

Member 9/2015 – 1/2018

Rice 360°: Institute for Global Health, Rice University, Houston, TX, USA

Adjunct Professor 9/2009 – 1/2018

Adjunct Associate Professor, 5/2006 – 8/2009

Dept. of Neuro-Oncology, UT MD Anderson Cancer Center, Houston, TX, USA

Adjunct Member 2/2011 – 1/2018

Ken Kennedy Institute for Information Technology, Rice University, TX, USA

Adjunct Associate Professor 2/2004 – 3/2005

Dept. of Pathology, School of Medicine, Wayne State University, Detroit, MI, USA

- Participated in research symposia
- Participated in committee work
- Served as academic advisor to trainees

Associate Scientist 6/2002 – 3/2005

Senior Staff Scientist 5/2000 – 6/2002

William & Karen Davidson Scholar 1/2003 – 3/2005

Hermelin Brain Tumor Center & Dept. of Neurosurgery, Henry Ford Hospital, Detroit, MI, USA.

- Led grant funded research laboratory of 5 to 10 staff
- Organized research symposia
- Participated in peer review for journals and grant organizations

Assistant Professor 2/1997 - 5/2000

Depts. of Anatomy, Neurosurgery & Chemical Engineering (from '98 on)

Medical College of Virginia/Virginia Commonwealth Univ., Richmond, VA, USA

- **Education:** taught undergraduate courses 1997 – 2000 and individual lectures 2000 – 2013; served on 24 graduate student committees
- **Recognition:** received the 1997 Society for Neuro-Oncology Research Excellence Award sponsored by the American Brain Tumor Association
- **Expertise:** served on 9 academic advisory boards for organizations in US, Europe, Africa and Asia; served on numerous intramural committees
- **Peer Review:** reviewed scientific papers for 54 journals; served on 25+ US and international grant review committees including permanent membership and chairmanship for NIH study sections for R and F grants

Details available upon request

EDUCATION and TRAINING

iPEC Coaching Fundamentals Certificate (3/2025)

Post-doctoral fellowship 1/1994 - 1/1997

Mentor: Dr. Webster K. Cavenee,

Ludwig Institute for Cancer Research, San Diego Branch, San Diego, CA, USA,

Post-doctoral fellowship 1/1992 - 12/1993

Mentor: Dr. Greg Lemke, Molecular Neurobiology,

Salk Institute for Biological Studies, La Jolla, CA, USA,

Ph.D. 10/1988 - 9/1991

Mentor: Dr. Mark Noble,

Ludwig Institute for Cancer Research, Middlesex Hospital/University College London, UK,

Thesis: "The control of differentiation of the Oligodendrocyte-type-2 astrocyte progenitor."

BA (Hons Cantab) 10/1985 - 6/1988

1st Class Honours in Natural Sciences

Sidney Sussex College, University of Cambridge, Cambridge, UK

SKILLS

- Fluent in English and German, and some conversational French.
- Proficient (or Expert) in a broad spectrum of creativity, productivity and AI applications
- Scripting: Some experience writing simple Python scripts, basics of R programming
- Fundamental understanding of AI technologies and their application to science & business