

DEPARTMENT OF DEFENSE

Historically Black Colleges and Universities and Minority-Serving Institutions
(HBCU/MI) Opportunities Workshop

Collaboration, Partnership, and Opportunity



October 27, 2022

Durham Convention Center

301 West Morgan Street, Durham, NC 27701



RESEARCH
AND ENGINEERING

OFFICE OF THE UNDER SECRETARY OF DEFENSE
3030 DEFENSE PENTAGON
WASHINGTON, DC 20301-3030

October 27, 2022

Greetings Workshop Attendees:

On behalf of the Office of the Under Secretary of Defense for Research and Engineering (OUSD (R&E)), I extend to each of you a special welcome. Thank you for attending the Department of Defense Historically Black Colleges and Universities and Minority-Serving Institutions (DoD HBCU/MI) Opportunities Workshop. The HBCU/MI community is an integral part of our Departmental research activity and is particularly important to our initiatives to enhance Science, Technology, Engineering, and Mathematics (STEM) education. The DoD is dedicated to increasing the number of opportunities available to minority-serving institutions and their STEM students. This workshop demonstrates the Department's desire to invest its resources toward this goal.

The purpose of this workshop is to expand awareness of DoD opportunities, provide a platform for collaboration, and encourage greater participation in the Department's initiatives to support national security functions. We hope that you will gain a better understanding of the DoD programs and processes that will lead you to submit competitive proposals and/or applications for a variety of funding opportunities. With attendance by representatives from across the DoD and other federal agencies, you will also benefit from networking with program managers to strengthen ties and cultivate partnerships. We have planned a full event, and I hope that you will not miss a moment.

Again, welcome to the workshop and to Durham, North Carolina!

Sincerely,

A handwritten signature in blue ink that reads "Evelyn W. Kent".

Evelyn W. Kent

Director, HBCU/MI Program and Outreach
Office of the Under Secretary of Defense
for Research and Engineering



Mrs. Evelyn W. Kent

Director, Historically Black Colleges and Universities
and Minority-Serving Institutions Program

Office of the Under Secretary of Defense for
Research and Engineering

Mrs. Evelyn Kent serves in several capacities within the Office of the Under Secretary of Defense for Research and Engineering where she provides technical support to the Deputy Chief Technology Officer for Science and Technology. She is the Department of Defense (DoD) Program Director for the Historically Black Colleges and Universities and Minority-Serving Institutions (HBCU/MI) Program. In this capacity, she oversees the HBCU/MI Programs, which include Hispanic-Serving Institutions (HSI), Tribal Colleges and Universities (TCU), Asian American (AA), Native Hawaiian, and Pacific Islanders (NHPI), and other underrepresented minority communities. These program funds support basic research, equipment and instrumentation upgrades, graduate fellowships, scholarships, research and education centers, and other activities focused on attracting underrepresented minorities to the science, technology, engineering, and mathematics (STEM) disciplines important to the DoD national security mission.

Mrs. Kent represents the DoD on the White House Initiatives Executive Orders for HBCUs and MIs. Her career spans over 40 years of government service in the information technology, weapon systems acquisition, international affairs, environmental life sciences, and the command, control, and intelligence environment.

Mrs. Kent holds a Bachelor of Science degree in Mathematics from Southern University Baton Rouge and a Master of Science degree in Acquisitions Administration from Central Michigan University. She is also a graduate of the Federal Executive Institute Leadership Program in Charlottesville, VA. Mrs. Kent is the recipient of the Department of Defense Exceptional Civilian Service Award. Mrs. Kent's awards also include the 2012 Women of Color STEM Career Achievement award.

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AGENDA

- 8:00am – 8:50am** **Registration/Check-In**
- 9:00am – 9:05am** **Welcome/Introductions**
- Mrs. Evelyn Kent
Director, Historically Black Colleges and Universities and Minority-Serving Institutions Program
Office of the Under Secretary of Defense for Research and Engineering
- 9:05am – 10:00am** **Department of Defense (DoD) Funding Opportunities**
- Moderator:**
Dr. Lisa Troyer
Principal Deputy, Cross-Competency Integration
U.S. Army Combat Capabilities Development Command's Army Research Laboratory
- Panelists:**
Dr. Travis King
Director, Basic Research and STEM Outreach
Office of the Deputy Assistant Secretary of the Army (Research & Technology)
- Mr. Anthony Smith
Director of the Navy's
Historically Black Colleges and Universities and Minority Institutions Programs at the
Office of Naval Research
- Mr. Ed Lee
Program Coordinator, Historically Black Colleges and Universities and Minority
Institutions for the Air Force Office of Scientific Research
- Dr. Steven Lee
Senior Scientist, Interdisciplinary Science
U.S. Army Combat Capabilities Development Command's Army Research Laboratory
- Session will feature Program Managers from the Army, Navy, and Air Force presenting new initiatives and opportunities for research funding in novel and cutting-edge topics of interest to DoD.*
- 10:00am – 10:45am** **Presentation – Defense Research Capacity at HBCUs/MIs: Transitioning from Good Intentions to Measurable Outcomes**
- Presenter:**
Mr. André Porter
Senior Program Officer, Board on Higher Education and Workforce
The National Academies of Sciences, Engineering, and Medicine
- The National Academies of Sciences, Engineering, and Medicine will present on the findings of the HBCU/MI Study Report published in April 2022 and share insights on the reports' recommendations.*
- 10:45am – 11:00am** **Break**

11:00am – 11:45am

Grants, Cooperative Agreements, and Contracting

Panelists:

Ms. Vonetta McNeal
Division Chief, Army Contracting Command
Aberdeen Proving Ground Research Triangle Park Division

Mrs. Lanelle Shands
Branch Chief, Army Contracting Command
Aberdeen Proving Ground Research Triangle Park Division

Ms. Patricia Fox
Procurement Analyst, Army Contracting Command
Aberdeen Proving Ground's Strategic Initiatives Group

Mr. Kevin Bassler
Branch Chief, Army Contracting Command
Aberdeen Proving Ground Research Triangle Park Division

Session will lay the groundwork for developing applications with sound budgets and understanding how to successfully work with DoD contracting and grants officers (pre-award to post-award) and the impact of COVID-19.

11:45am – 12:15pm

Working with your Sponsored/Business Program Office

Moderator:

Dr. Patrice Collins
Branch Chief, Educational Outreach
U.S. Army Combat Capabilities Development Command's Army Research Laboratory

Panelists:

Ms. Tonjia May
Interim Director of Sponsored Programs
Division of Research and Economic Development
North Carolina Agricultural and Technical State University

Dr. Victor McCrary
Vice President for Research
University of the District of Columbia

Dr. Farin Kamangar
Professor and Assistant Vice President for Research
Morgan State University

Ms. Ailing Zhang
Senior Grants Manager, Office of Research Administration
Morgan State University

The Office of Sponsored Programs/Research Services is a resource within an institution for support and assistance to researchers. The session will feature representatives who will describe the roles, best practices, and the variety of assistance available.

12:15pm – 1:00pm

Networking Lunch

1:00pm – 1:30pm

USD (R&E) Critical Technology Officer Priorities and the Establishment of New DoD HBCU/MI Centers of Excellence

Presenter:

Mrs. Evelyn Kent
Director, Historically Black Colleges and Universities and Minority-Serving Institutions Program
Office of the Under Secretary of Defense for Research and Engineering

An opportunity for questions by the participants.

1:30pm – 2:45pm

Concurrent Sessions

Room A: Application Submission Tips from Program Managers (PMs)

Mr. Anthony Smith

Director of the Navy's

Historically Black Colleges and Minority Institutions Programs at the Office of Naval Research

Dr. Stephanie McElhinny

Senior Scientist Biochemistry Program Manager

U.S. Army Combat Capabilities Development Command's Army Research Laboratory

Dr. Dawanne E. Poree

Program Manager, Polymer Chemistry

U.S. Army Combat Capabilities Development Command's Army Research Laboratory

Room B: Student Opportunities (SMART Scholars Program and Internships)

Dr. Brandon Cochenour

Program Manager

Department of Defense SMART Scholarship-for-Service Program

Dr. Gary A. Cruz

Director, Academic Affairs and University Relations

Great Minds in STEM, Team Chitra

Room C: Faculty Opportunities (Fellowships and Minority Leaders Program)

Ms. Asheley Blackford

Program Manager

Air Force Research Laboratory Minority Leaders - Research Collaboration Program (ML-RCP)

Dr. Vallen L. Emery, Jr.

Outreach Program Manager

U.S. Army Combat Capabilities Development Command's Army Research Laboratory

Mrs. Lisa Meinke

Project Manager

ORAU Government Services-Research Programs

Room D: Scheduled conversations with PMs

Appointments made on site

2:45pm – 3:00pm

Wrap-Up/Closing Remarks

Presenters:

Mrs. Evelyn Kent

Director, Historically Black Colleges and Universities and Minority-Serving Institutions Program
Office of the Under Secretary of Defense for Research and Engineering

Dr. Patrice Collins

Branch Chief, Educational Outreach

U.S. Army Combat Capabilities Development Command's Army
Research Laboratory

BIOGRAPHIES

Mr. Kevin J. Bassler

Branch Chief

Army Contracting Command- Aberdeen Proving Ground Research Triangle Park Division

Kevin J. Bassler serves as a Branch Chief for the Army Contracting Command- Aberdeen Proving Ground, Research Triangle Park Division, located in Research Triangle Park North Carolina where his branch supports the Army Research Office (ARO), the Development Command (DEVCOM) Forward Element (DFE) and the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI). Mr. Bassler has worked with several for-profit companies to include MagneTek. Inc., where he served as the Customer Service Manager over the Original Equipment Manufacturer's business unit at their Nashville, TN Headquarters. He also worked with Eaton Corporation, where he served in the purchasing operations and then as the Production and Inventory Control Supervisor in their Selma, NC plant serving the industrial and automotive equipment marketplace.

In 2006, Mr. Bassler joined the U.S. Army Contracting Command, Aberdeen Proving Ground, Research Triangle Park Division as a Contract Specialist and worked his way through as a Contracting Officer, Team Leader, and now Branch Chief. He is a 1991 graduate of the State University College of New York at Buffalo where he earned a Bachelor of Business Administration Degree with a Concentration in Marketing, and he obtained his master's degree in Business Administration in 2005 from Campbell University. Mr. Bassler has extensive knowledge of the Federal Acquisition Regulation (FAR), Defense Federal Acquisition Regulation Supplement (DFARS), Army Federal Acquisition Regulation Supplement (AFARS), the Department of Defense Grant and Agreement Regulations (DODGARS) and 2 CFR 200. Mr. Bassler is a member of the Army Acquisition Corps, Graduate of the Army Management Staff College CES Advanced Course and is Level III Certified in Contracting through the Department of Defense and Federal Acquisition Institute.



Ms. Asheley Blackford

Program Manager

Air Force Research Laboratory Minority Leaders - Research Collaboration Program (ML-RCP)

Ms. Asheley Blackford serves as the Program Manager for the Air Force Research Laboratory Minority Leaders - Research Collaboration Program (ML-RCP) working with many universities and colleges across the nation. Ms. Blackford has been a part of the Materials and Manufacturing Directorate (AFRL/RX) of the Air Force Research Laboratory since 2009. Prior to working with the ML-RCP, Ms. Blackford was the Deputy Small Business Innovation Research and Small Business Technology Transfer (SBIR/STTR) Program Manager for AFRL/RX and has experience in working with small

businesses. In addition to working this program, Ms. Blackford also manages other Government contracts for her Directorate and is actively involved with multiple organizations across AFRL. She is excited and eager to continue her engagement in working with academia and the scientists and engineers at AFRL.



Dr. Brandon Cochenour

Program Manager

Department of Defense (DoD) SMART Scholarship-for-Service Program

Dr. Brandon Cochenour is the Program Manager for the Department of Defense (DoD) SMART Scholarship-for-Service Program. Executed within the Office of the Under Secretary of Defense for Research and Engineering (OUSD(R&E)), the SMART Program is the DoD's largest science, technology, engineering, and math (STEM) workforce development program. The SMART Program aims to create a highly skilled DoD STEM workforce by awarding scholarships for undergraduate, master's, and doctoral students pursuing a degree in a STEM discipline critical to future national security. SMART scholars receive full tuition, annual stipends, internships, and guaranteed

employment with the DoD after graduation. In his role as SMART Program Manager, Dr. Cochenour provides vision and sets policy for the direction of the SMART Program and oversees the program's \$100M+ annual budget. Dr. Cochenour also serves as the SMART Program's Cooperative Agreement Manager, ensuring that OUSD(R&E) is able to effectively administer the SMART Program in cooperation with the participating DoD Components, laboratories, and industry partners.

From 2004-2020, Dr. Cochenour was a DoD civilian scientist and engineer at the Naval Air Warfare Center Aircraft Division (NAWCAD) at Patuxent River, MD, where he led basic and applied research in underwater laser communications, underwater laser imaging, and oceanographic remote sensing. His research has been funded by NAWCAD, the Office of Naval Research, and the National Geospatial Intelligence Agency. As a NAWCAD Associate Fellow he provided technical expertise to various program management offices across the Navy and collaborated with industry and small business on the development of new technologies for future maritime sensing systems.

In 2019, Dr. Cochenour received the Presidential Early Career Award for Scientists and Engineers (PECASE), the highest honor bestowed by the U.S. Government on outstanding early-career scientists and engineers, for his contributions to the field of underwater optical communications and for initiating the Navy's foundational work investigating the behavior of twisted light in the ocean for remote sensing. His work on twisted light beams in the ocean also earned recognition as a DoD Scientist of the Quarter in 2019 by OUSD(R&E). Dr. Cochenour was named a Dr. Delores Etter Top Navy Scientist of the Year in 2006 for his contributions to underwater optical communications for Naval applications, and again in 2012 and 2018 with his NAWCAD colleagues for their development and demonstration of next generation laser imaging systems for mine warfare missions. In 2009, he was named the Maryland Academy of Sciences Outstanding Young Engineer.

Dr. Cochenour holds degrees in electrical and computer engineering from North Carolina State University (PhD), Johns Hopkins University (MS) and Lafayette College (BS). He has over 50 publications, six patents, and one book chapter which have been referenced over 1,800 times in the scientific literature leading to an h-index of 24. He is a senior member of the IEEE and serves as an Associate Editor of the IEEE Journal of Oceanic Engineering.



Dr. Patrice D. Collins

Outreach Office Team Leader

U.S. Army Combat Capabilities Development Command's Army Research Laboratory

Dr. Patrice Collins has the distinct recognition as being the first African-American woman graduate from Delaware State University's Applied Mathematics and Theoretical Physics Program. Researching numerical approximation to ordinary and partial differential equations, her expertise has led developments in; finite elements, numerical and analytical methods in solid mechanics and optical science, and finite difference methods.

As a graduate student, Dr. Collins led an array of diverse undergraduate and graduate level research and outreach programs. Serving as the

Associate Director of the Louis Stokes Alliance for Minority Participation (AMP) Program; she assisted the development and operation of the AMP student organization, Girls Explorations in Mathematics and Science (GEMS), and the Bridge to the Doctorate (BTD). She also resurrected the Graduate Student Organization serving as President for three years.

After earning her Ph.D., she has served as an Assistant Professor and Deputy Director of Research for the Mathematical Sciences Center of Excellence at the United States Military Academy (USMA) in the Department of Mathematical Sciences. She managed the joint USMA/Combat Capabilities Development Command-Army Research Laboratory (DEVCOM-ARL), Academic Individual Advanced Development program and Faculty Research program. She was an active member of the Center for Leadership and Diversity in Science Technology Engineering and Mathematics (STEM). Her involvement assisted in the development and implementation of various STEM workshops for students across the country. Her passion for teaching and mentoring extended beyond the classroom, where she was active as a Faculty Representative and Assistant Coach of the women's boxing team.

During her tenure at USMA, Dr. Collins was granted a Davies Fellowship through the National Research Council to perform collaboration projects with the Army Research Laboratory. Through the Davies Fellowship Program, she has collaborated with several scientists within the Weapons and Materials Research and Vehicle Technology Directorates studying traumatic brain injury on both the macro and nano scales.

Dr. Collins has been recognized for her work in outreach and academics. She has been the recipient of the NSBE Janice A. Lumpkin Educator of the year award, Minority Access National Role Model Award, and AMP Excellence Award in Engineering and Science Education. Additionally, she has published and presented widely in areas of optics and numerical analysis.

Dr. Collins began working at DEVCOM-ARL in February of 2015, as a Special Programs Outreach Coordinator. She now serves as the Educational Outreach Branch Chief. In this capacity, she oversees the Army Research Laboratory's Outreach Portfolio which includes K-12 STEM, Military Engagement/Outreach, Internship and Fellowship Programs, Army Educational Outreach Program Apprenticeships, and other special customer funded efforts. She also manages programs to enable scientist with building collaborations with academia to foster institutional advancement and build research capacity.



Dr. Gary A. Cruz, Ph.D.

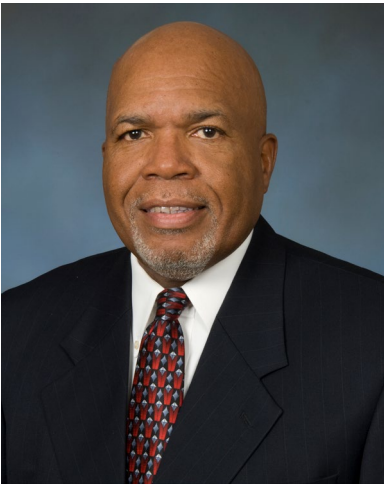
Director, Academic Affairs and University Relations Great Minds in STEM

Dr. Gary Cruz is currently the Director, Academic Affairs and University Relations at Great Minds in STEM a nationally recognized 501(c)3 non-profit organization leading in the delivery of a continuum of coordinated Pre-College-to-Career services for the underserved in Science, Technology, Engineering, and Math (STEM). Dr. Cruz directs and manages college student and faculty development opportunities in STEM that reach across a diverse array of Hispanic-Serving Institutions, research institutions, and community colleges throughout the U.S. and Puerto Rico. Programs include the \$5 million GMiS Scholars Program, STEM Civic Service Leaders, Research Poster Competition, and the management and support for over 1,500 college students and faculty at the annual GMIS Conference.

Dr. Cruz provides leadership and support to federal, corporate, and foundation grant-funded projects and most recently to the NREL JEDI Advisory Board. He provides expert knowledge in assessing programs, especially those that impact Latino/a college readiness, access, and persistence and STEM literacy.

Prior to joining Great Minds in STEM, he served as Assistant Director for the Department of Multicultural Programs and Services at the University of Arizona, leading assessment of first-year programming. He then served as Associate Director for the AHETEMS Foundation, the newly formed 501c3 entity of the Society of Hispanic Professional Engineers (SHPE) to design, develop and execute the SHPE AHETEMS Scholarship Program, NASA MUST Internship, DOE Regional Science Bowls, and various collegiate competitions and pre-college initiatives, through grant and corporate partnerships.

Dr. Cruz received his bachelor's degree in Wildlife Science and master's degree in Higher Education – Student Affairs from Texas A&M University. He received his doctorate in higher education, with an emphasis in student affairs and science and technology policy, from the University of Arizona.



Dr. Vallen L. Emery, Jr.

Outreach Program Manager U.S. Army Combat Capabilities Development Command's Army Research Laboratory

Dr. Vallen L. Emery, Jr. currently serves as the outreach program manager for the U.S. Army Combat Capabilities Development Command's Army Research Laboratory (ARL). His efforts have contributed to the development of ARL's educational outreach strategies regarding the shortfall of engineers and scientists entering the Federal workforce. Dr. Emery has configured ARL's educational outreach program into two areas (Workforce and University Outreach & K-12 Outreach); all of which support and complement ARL's research and development (R&D) vision and strategic plan.

Prior to joining ARL, Dr. Emery served as a Research Biologist for the U.S. Army Corps of Engineers Waterways Experiment Station (WES), located in Vicksburg, Mississippi. While at WES, Dr. Emery helped establish a R&D program that focused on aquatic bioassay test development, aquatic toxicity testing of military unique compounds and ecological risk assessment. Several chronic bioassays were developed by the R&D team and are nationally used to assist local governments in determining the impact of low-level contaminant exposures on ecosystems. Dr. Emery also served as the Director of Special Projects and Marketing at Johns Hopkins in Baltimore, Maryland, before serving in his position at WES. Dr. Emery established professional training programs for the marketing and customer service staffs at Johns Hopkins, and instituted customer survey instruments that assessed the quality of all HMO services. In addition, Dr. Emery assisted in the creation of the Johns Hopkins HMO advertising campaign that won several awards and was later emulated by other area HMOs.

Dr. Emery holds a bachelor's degree in chemistry from Morgan State University, a master's degree in Marine Estuarine and Environmental Science from the University of Maryland Eastern Shore, and a doctorate degree in Marine, Estuarine, and Environmental Science from the University of Maryland College Park.



Ms. Patricia J. Fox

Procurement Analyst

Army Contracting Command – Aberdeen Proving Ground’s (ACC-APG’s) Strategic Initiatives Group

Ms. Patricia J. Fox currently serves as a Procurement Analyst in Army Contracting Command – Aberdeen Proving Ground’s (ACC-APG’s) Strategic Initiatives Group. Ms. Fox is a Subject Matter Expert on specialized funding instruments (e.g., grants, cooperative agreements, technology investment agreements [TIAs], other transaction agreements [OTAs or OTs] and partnership intermediary agreements [PIAs]). She trains, mentors, and consults on the use of specialized funding instruments for DEVCOM-ARL, ACC-APG and other ACC and Army organizations. She is a member of Army and DoD IPTs/working groups related to

specialized funding instruments. These specialized funding instruments are used to provide excellence in contracting and assistance solutions in support of requirements for highly specialized new or innovative research, related materials and services needed to provide the underpinning science, technology and analysis that enable full- spectrum U.S. Army operations. Ms. Fox earned a bachelor’s degree in Business Management from the University of Maryland. She holds a master’s degree in Science and Technology Commercialization from the University of Texas at Austin. She is a member of the Army Acquisition Corps and is also Level III Certified in Contracting. Ms. Fox has completed a Training with Industry Assignment, the Army Senior Leadership Development Program as well other leadership training.



Dr. Farin Kamangar, MD, PhD

**Professor and Assistant Vice President for Research
Morgan State University**

Dr. Kamangar is a University Distinguished Professor and Assistant Vice President for Research at Morgan State University, Baltimore, Maryland, USA. He received his PhD in Epidemiology from the Johns Hopkins University and his MD from Tehran University of Medical Sciences. Dr. Kamangar is a cancer epidemiologist and has been the author or coauthor of over 240 peer-reviewed articles, which have been cited over 28,000 times.

Dr. Kamangar has served as the PI of major NIH-funded grants (over \$40 million) aimed at enhancing the diversity of the biomedical research workforce. He has also served as the PI or Co-PI of several epidemiologic studies, including the Golestan Cohort Study, a large prospective cohort study of over 50,000 individuals (\$20 million), primarily aimed at studying the risk factors of upper gastrointestinal tract cancers.

Dr. Kamangar has served on national and international boards, including as a member of National Board of Public Health Examiners, and two International Agency for Research on Cancer Working Groups. For his academic accomplishments, Dr. Kamangar has received 22 professional awards, including the NIH Merit Award and the NCI Director’s Innovation Award.



Dr. Travis King

Director for Basic Research and STEM Outreach Office of the Deputy Assistant Secretary of the Army (Research & Technology)

Dr. Travis King serves as the Director for Basic Research and STEM Outreach in the Office of the Deputy Assistant Secretary of the Army (Research & Technology) (DASA(R&T)). In this role he is responsible for Headquarters, Department of the Army (HQDA) oversight and coordination of the Army Basic Research portfolio. He represents the portfolio within HQDA, to Congress, to the Office of the Secretary of Defense, to other Defense Services and Agencies, and to external stakeholders. He also oversees the Army S&T Enterprise's STEM and HBCU/MI outreach efforts.

From 2017 until 2019, Dr. King served as the Deputy Director for Integration in the Office of the DASA(R&T), assisting the Director for Integration in coordination and oversight of the Army's Technology Maturation Initiative, Manufacturing Technology, Red Teaming, and Joint Capability Technology Demonstration (JCTD) programs. Dr. King also assisted in development of Army-wide Science & Technology policies, coordination of briefings to senior Army and OSD leaders, and other activities requiring coordination across DASA(R&T) technical portfolios.

From 2009 until 2017 Dr. King served in various roles within the U.S. Army Engineer Research and Development Center (ERDC). As ERDC Liaison Officer to DASA(R&T), he facilitated the exchange of information between ERDC, DASA(R&T), and other HQDA entities. Specific responsibilities included assisting in the preparation of annual budget cycle documents and briefings and explaining and defending high priority ERDC programs. Dr. King served as a researcher at the ERDC laboratory in Champaign, Illinois from 2009-2015, investigating bioinspired sensors and responsive materials for chemical sensing of environmental contaminants to protect Army ranges and installations.

Dr. King received his Ph.D. in chemistry from the University of Illinois at Urbana-Champaign for his research into fluid transport and chemical reactivity in micro- and nanofluidic systems, and a Bachelor of Science degree from Ohio Northern University.



Mr. Edward J. Lee

Program Coordinator Historically Black Colleges and Universities and Minority Institutions for the Air Force Office of Scientific Research

Mr. Edward J. Lee is the Program Coordinator for Historically Black Colleges and Minority Institutions (HBCU/MI's) for the Air Force Office of Scientific Research (AFOSR) in Arlington, VA, one of the nine directorates that comprise the Air Force Research Laboratory (AFRL). He is responsible for coordinating activities that provide funding support to minority institutions across the nation.

Mr. Lee has worked for the AFOSR since 1997, initially overseeing the University Research Initiative program. Ed is also a graduate from an HBCU, Morgan State University in Baltimore, Maryland and in 2013 authored his first book, *The Soul of Man*.



Dr. Stephen Lee

Senior Scientist

U.S. Army Combat Capabilities Development Command's Army Research Laboratory

Dr. Stephen Lee is currently serving as the U.S. Army Research Office Senior Scientist for Interdisciplinary Science, which includes planning and developing the future vision of basic research for the Army Research Office while maintaining an active research program. The position involves coordination of the individual extramural programs within the Army Research Office with the needs of the Soldier and Army intramural laboratories.

Dr. Lee received a Bachelor of Science from Millsaps College, Jackson, Mississippi, in Chemistry and Biology and a Doctorate of Philosophy from

Emory University in Physical Organic Chemistry. At Emory University, his research included the synthesis and characterization of novel self-assembling nanostructures, such as micelles and vesicles. Specifically, his research in the manipulation and chemical characterization of giant unilamellar vesicles is groundbreaking research bridging the macroscopic and nanoscale research areas.

Dr. Lee was also a Chateaubriand Fellow at the Université Louis Pasteur in Strasbourg, France, studying origin of life chemistry. His work in Strasbourg included the isolation and characterization of novel amphiphilic molecules that might have been primitive precursors to the cell membranes found in all living organisms. He is adjunct chemistry faculty member at the University of North Carolina at Chapel Hill working with Professor Michel Gagne in the department of chemistry.

Dr. Lee has served previously as the ARL Chief Scientist and the ARO Chief Scientist over his career. His work at the Army Research Office includes basic research directed toward hazardous materials management, including studies in decontamination, detection, and protection. He coordinates and manages the research programs in the Army focused on basic and applied research needs for Military Working Dogs (MWDs). Dr. Lee in this role leads the Army S&T Enterprise with his research for Military Working Dogs and biomimicry. The MWD research includes science and technology to supplement the capability of the canine as well as veterinary needs and overall conditioning. Dr. Lee has been involved in the fielding and transition of many technologies and capabilities to the Soldier including decontaminants, detectors and sensors, field protection equipment, and general gear.

He has been awarded the Army's Greatest Invention twice for his work in the development of sensors. In 2008, Dr. Lee was awarded the Ten Outstanding Young Americans Award from the U.S. Jaycees and in 2011 a Presidential Rank Meritorious Award. Dr. Lee has created programs of record from his work and was awarded a Tibbetts Small Business Award and the Theodore Roosevelt Leadership Award.



Ms. Tonjia May, M.A. CRA

**Interim Director of Sponsored Programs
Division of Research and Economic Development, North Carolina Agricultural and
Technical State University**

Tonjia May is the Interim Director of Sponsored Programs in the Division of Research and Economic Development at North Carolina A&T State University. During her career in research administration, Tonjia has worked in various research administration environments, including industry and nonprofits. Tonjia received a Bachelor of Science in Business Administration and Master of Arts in Nonprofit Management from High Point University.



Dr. Victor R. McCrary, Jr.

**Vice President for Research
University of the District of Columbia**

Victor R. McCrary, Vice President for Research at the University of the District of Columbia, where he champions the growth, development, direction, and oversight of the University's research enterprise. He is a change agent and serial innovator, responsible for developing comprehensive, sustainable research strategies, fostering trans-disciplinary research, and expanding research programs via engagement with federal and state agencies and private entities. He has held similar research leadership positions at the Johns Hopkins University Applied Physics Laboratory, Morgan State University, and the National Institute of Standards and Technology, NIST. Dr. McCrary served two terms as the national president of the National Organization for

the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE). He is a Fellow of the American Chemical Society. He received his doctoral degree in chemistry from Howard University in 1985, a master's degree in engineering from the University of Pennsylvania in 1995, and a bachelor's degree in chemistry from The Catholic University of America in 1978.

Dr. McCrary has authored and co-authored more than 60 technical papers and co-edited two books during his career at AT&T Bell Laboratories and NIST. He has received numerous honors and awards including co-recipient of the U.S. Department of Commerce's Gold Medal in 2000 and the 2002 Percy Julian Award by the National Organization of Black Chemists and Chemical Engineers. In 2011, he was honored as Scientist of the Year by the Annual Black Engineer of the Year Award (BEYA) STEM Conference.

In October 2016, President Barack Obama appointed Dr. McCrary to serve on the National Science Board which oversees the National Science Foundation. He chaired a task force which recently produced the report, "The Skilled Technical Working: Crafting America's Science and Engineering Enterprise". In May 2020, he was elected as the Vice-Chair of the National Science Board. On May 4, 2022, Dr. McCrary was re-appointed by President Joseph Biden to a six-year term on the National Science Board.



Dr. Stephanie McElhinny

**Senior Scientist Biochemistry Program Manager
U.S. Army Combat Capabilities Development Command's Army Research
Laboratory**

Dr. Stephanie McElhinny is the Biochemistry Program Manager of the Army Research Office (ARO), DEVCOM Army Research Laboratory.

As the Biochemistry Program Manager, Dr. McElhinny drives research for the Army by identifying and exploiting scientific opportunities in the areas of biochemistry, biomaterials, and biotechnology. Her vision for the Biochemistry Program aims to expand the chemistry of biology and move biology outside of the cellular environment to achieve integration of biomolecular capabilities with synthetic systems. To accomplish this vision,

her program emphasizes basic research focused on understanding and controlling the activity and assembly of biomolecules. The Biomolecular Specificity and Regulation thrust is focused on exploring novel approaches to engineer the specificity and regulation of biomolecules via natural or non-natural mechanisms. The Biomolecular Assembly and Organization thrust is focused on understanding the design rules that govern self-assembly of biomolecules into natural or non-natural human-designed architectures.

Dr. McElhinny is also the Government Chief Technology Officer for the DoD Bioindustrial Manufacturing and Design Ecosystem (BioMADE) Manufacturing Innovation Institute.

Dr. McElhinny received her Bachelor of Science in Chemistry from Gannon University in 1999 and her Ph.D. in Biochemistry and Biophysics from the University of North Carolina-Chapel Hill in 2004. Her graduate work focused on the role of DNA polymerases in the end-joining DNA double strand break repair pathway. She then moved to the National Institute of Environmental Health Sciences (NIEHS) as a postdoctoral fellow. Using biochemistry and yeast genetics, she investigated the division of labor at the eukaryotic replication fork, the efficiency with which DNA mismatch repair corrects errors made by specific DNA polymerases, and the ability of DNA polymerases to incorporate ribonucleotides during DNA replication. In 2009, she joined the Life Sciences Branch of ARO as the Biochemistry Program Manager.



Ms. Vonetta G. McNeal

Division Chief

Army Contracting Command- Aberdeen Proving Ground Research Triangle Park Division

Vonetta G. McNeal serves as Division Chief for the Army Contracting Command- Aberdeen Proving Ground, Research Triangle Park Division, NC providing support to Army Futures Command, Army Research Laboratory (ARL), Army Research Institute (ARI) and the United States Military Academy at WestPoint. She has over 20 years of procurement and acquisition management experience that extends across the acquisition spectrum after serving in various capacities from Branch Chief, Contracting Officer, Agreements Officer to Grants Officer. Ms. McNeal is a graduate of North Carolina Central University with a Bachelor of Arts

degree in Political Science and a Concentration in Public Administration. She obtained her master's degree in Management with a Concentration in Acquisition and Contract Management from the Florida Institute of Technology. Ms. McNeal began her career with the Federal Government at the Naval Air Systems Command, Patuxent River, Maryland where she gained valuable contracting experience in services and major weapon systems.

Ms. McNeal joined the U.S. Army Contracting Command-Aberdeen Proving Ground, RTP Division in August 2005 as a Grants/Contracting Officer. Ms. McNeal provides acquisition support and guidance for complex contracts and assistance awards involving highly specialized and innovative research. Ms. McNeal has Extensive knowledge of the Federal Acquisition Regulation (FAR), Defense Federal Acquisition Regulation Supplement (DFARS), Army Federal Acquisition Regulation Supplement (AFARS), the Department of Defense Grant and Agreement Regulations (DODGARS) and 2 CFR 200. Professional Activities and Accreditations include Level III Certification in Contracting, Member of the Army Acquisition Corps, Graduate of the Army Management Staff College CES Advanced Course, Graduate of the Harvard Senior Executive Fellows Program and a member of Delta Sigma Theta Sorority, Inc.



Mrs. Lisa Meinke

Project Manager

ORAU Government Services-Research Programs

With over 30 years of managing Government programs related to occupational and environmental health, public health, and multiple STEM-related fields, Lisa now serves as the Project Manager for the Army Research Laboratory's Research Associateship Program, which is managed by Oak Ridge Associated Universities (ORAU). For the past four years, Lisa has also coordinated OSD's Summer Faculty Fellowship Program. Lisa lives in Pennsylvania with her husband and enjoys traveling to see her children and grandson.



Dr. Dawanne E. Poree

**Program Manager, Polymer Chemistry
U.S. Army Combat Capabilities Development Command's Army Research
Laboratory**

Dr. Dawanne Poree currently serves as the Program Manager (PM) for the Polymer Chemistry program at the U.S. Army Research Laboratory-Army Research Office (ARL-ARO). In this position, she executes and manages a diverse research portfolio of ~60 projects, totaling more than \$10 million in annual research investments while also identifying and guiding novel scientific opportunities to address fundamental basic research gaps to achieve scientific breakthroughs and discoveries leading to critical new technologies and capabilities for the U.S. Army. Concurrent to her role as the Polymer Chemistry PM, Dr. Poree has also served five years as the acting PM for the Reactive Chemical Systems program as well as the acting Branch Chief for the Chemical Sciences and Materials Science Branches.

Dr. Poree was trained as a synthetic polymer chemist, with a particular focus on designing novel polymeric materials for biomedical applications. Immediately prior to joining ARL-ARO, Dr. Poree was a postdoctoral researcher at Rutgers University where her research focused on developing polymer-based therapeutics for the inhibition of atherosclerosis, the primary cause of heart disease and stroke and the leading cause of death in the United States. She successfully published on and patented a specific polymer she developed that demonstrated an ability to inhibit the uptake of oxidized low-density lipoprotein and therefore a potential mechanism to prevent heart disease.

Dr. Poree was recently elected as a Fellow of the Army Research Laboratory, and currently serves at the Vice Chair of the American Chemical Society Polymer Chemistry Division.

She received her Bachelor of Science in Chemistry from Nicholls State University and a Ph.D. in Chemistry from Tulane University.



Mr. André Porter

Staff Officer

Roundtable on Black Men and Black Women in Science, Engineering, and Medicine

Mr. André Porter serves as the responsible staff officer for the Roundtable on Black Men and Black Women in Science, Engineering, and Medicine. In addition to the Roundtable on Black Men and Black Women in Science, Engineering, and Medicine, his portfolio includes Building Defense Research Capacity at Historically Black Colleges and Universities and Other Minority Institutions; and Advancing Anti-Racism, Diversity, Equity, and Inclusion in STEM Organizations. Prior to coming to the National Academies of Science, Engineering, and Medicine, André's experience includes working in Government and nongovernmental organizations such as the National Science Foundation, U.S. Environmental Protection Agency, the American Society for Biochemistry and Molecular Biology, and the American Association for the Advancement of Science. His work has centered on addressing higher education topics in STEM ranging from pipeline development to support for early and mid-career researchers, integrating scientific evidence into policymaking, and convening stakeholder groups to develop consensus that advance policies impacting the U.S. STEM enterprise. André holds a BS and MS in Biology from Howard University.



Mrs. Lanelle T. Shands

Branch Chief

Army Contracting Command-Aberdeen Proving Ground Research Triangle Park Division

Lanelle T. Shands serves as a Branch Chief for the Army Contracting Command- Aberdeen Proving Ground, Research Triangle Park Division, located in Research Triangle Park North Carolina where her branch supports the Army Research Office (ARO) and the United States Military Academy at WestPoint (USMA). Mrs. Shands began her Federal Career in 2002 at the Naval Air Systems Command (NAVAIR) in Patuxent River, MD. While at NAVAIR, she was a Contract Specialist supporting the H-1 Helicopter Program and Aircraft Support Contracts Department. In 2005, she moved to RTP, NC where she continued her Federal Career with the U.S. Environmental Protection Agency (EPA). While at the EPA, she supported the Office of Air and Radiation utilizing a variety of contract instruments.

In 2010, Mrs. Shands joined the U.S. Army Contracting Command, Aberdeen Proving Ground, Research Triangle Park Division as a Contract Specialist and worked her way through as a Contracting Officer, Team Leader, and now Branch Chief. She is a 2002 graduate of North Carolina Central University who earned a Bachelor of Business Administration Degree with a Concentration in Management, and she obtained her master's degree in Business Administration in 2004 from Florida Institute of Technology. Mrs. Shands has extensive knowledge of the Federal Acquisition Regulation (FAR), Defense Federal Acquisition Regulation Supplement (DFARS), Army Federal Acquisition Regulation Supplement (AFARS), the Department of Defense Grant and Agreement Regulations (DODGARS) and 2 CFR 200. Mrs. Shands is a member of the Army Acquisition Corps, Graduate of the Army Management Staff College CES Advanced Course and is Level III Certified in Contracting through the Department of Defense and Federal Acquisition Institute.



Mr. Anthony C. Smith, Sr.

Director

Department of the Navy's (DON) Historically Black Colleges and Universities and Minority Institutions

Mr. Smith is the Director for the Department of the Navy's (DON) Historically Black Colleges and Universities/Minority Institutions (HBCU/MI) Program that is focused on communicating, coordinating, and cultivating relationships of HBCU/MIs within the Department of the Navy's Naval Research Enterprise. In this capacity, Mr. Smith serves as the Senior Advisor to the Chief of Naval Research and the Department of the Navy on matters relating to strengthening the research capabilities of HBCU/MIs and increasing the number of minorities (undergraduate, graduate and faculty) pursuing internships, fellowships, and research

related projects with the Department of the Navy. Mr. Smith possesses over 15 years of numerous continually progressive assignments including serving as the Science and Technology (S&T) Director and Director of Future Technology responsible for the developing and transitioning numerous Small Business Innovative Research (SBIR) and S&T projects totaling more than \$100 million for PEO LCS, PMS 501. He also served as the Science & Technology Manager/Technical Director supporting the S&T Directorate within PEO SHIPS. He holds a DAWIA Level 3 Certification. Mr. Smith is also a Navy Captain (O-6) in the United States Naval Reserves working at the Pentagon in the office for the Director of Navy Staff.



Dr. Lisa Troyer

**Principal Deputy, Cross-Competency Integration
U.S. Army Combat Capabilities Development Command's Army Research
Laboratory**

Dr. Troyer is currently Principal Deputy for Cross-Competency Integration in the Army Research Laboratory's new organization-by competency structure. From June 2021 to September 2022, she was Chief of the Physical Sciences Division at DEVCOM-ARL/Army Research Office (ARO) and Visiting Research Scientist at Duke University (Department of Sociology). As Physical Sciences Chief, she oversaw a diverse portfolio, including Biology, Chemistry, Genetics, Nanosciences, Neuroscience, Physics, and Social and Behavioral Sciences. She completed her undergraduate studies at the University of Washington, receiving a

Bachelor of Arts in Sociology in 1989. She trained at Stanford University, earning her Ph.D. in Sociology in 1995. She came to ARO in 2013 as a Scientific and Engineering Technical Advisor to support development of extramural basic research programming in social and behavioral sciences for the Army and in 2015 was appointed Program Manager for Social and Behavioral Science, Life Sciences Branch, Physical Sciences Division. From 2020 to 2021, she was Acting Division Chief for the DEVCOM/Army Research Laboratory-Army Research Office's Engineering Sciences Division. She also served as the Acting Director for the Minerva Research Initiative (OUSD(R&E)) from 2018 to 2020. In this capacity, she spearheaded the National Academies of Sciences Review of the Minerva Research Initiative.

Prior to joining ARO, Dr. Troyer served for 17 years as tenured Professor, Associate Provost, and Chief of Staff to the President at three Carnegie-classified Research I universities and consulted for several Fortune 500 organizations in the domains of workplace innovation, organizational science, and collective decision making. Troyer's award-winning basic research focuses on cross-disciplinary approaches to the study of the interface between technology and social dynamics such as inequality, identity, influence, and change in groups and organizations. Her research is noted for its reliance on theory-driven quantitative modeling, testing, and analysis, as well as for her collaborations with international scholars, including scientists from India, Poland, South Korea, Iceland, South Africa, Japan. She also led the establishment of university centers in the areas of nanoscience and nanotechnology, informatics, clinical and translational sciences, and virtual technology for the universities she served. In addition, she co-developed one of the first pandemic and emergency response plans for universities while at the University of Iowa.

Her original research has been published in over 50 peer-reviewed journals and books spanning public health, social psychology, engineering, sociology, management science, and mathematics. Her most recent publications include *Group Dynamics in Disrupted Environments, Advances in Group Processes*, Edgewood, NJ: Sage, 2021; and *The Criticality of Social & Behavioral Science in the Development & Execution of Autonomous Systems, Perspectives on Autonomous Systems*, New York: Elsevier, 2020.



Ms. Ailing Zhang, MS

**Senior Grants Manager
Office of Research Administration, Morgan State University**

Ms. Ailing Zhang currently serves as a Senior Grants Manager at the Office of Research Administration, Morgan State University, Baltimore, MD. Ms. Zhang has over 20 years of experience in grants managements. She oversees proposal preparation and submissions to foundations, as well as local, state, and Federal Government agencies. Her expertise includes both budget preparation and proposal review for compliance, conformity to sponsor and internal guidelines and non-financial post-award needs. She provides comprehensive training to Morgan faculty and researchers in all aspects of pre-award issues.

Ms. Zhang is an active member of the National Council of University Research Administrators (NCURA). In 2007, she was selected to participate in a yearlong NCURA leadership development training. She served on the Program Review Committee for 10th and 11th Colloquium for Information Systems Security Education Organization, served as NCURA Regional II Program Committee in 2004, and moderated the NCURA Regional II Annual Meeting in 2004.

Beyond her grant management responsibilities, Ms. Zhang taught Chinese language for over eight years in the Department of World Languages and International Studies at College of Liberal Arts, Morgan State University.

