Justice and Health For All:
The Future of Affirmative Action in Legal and Medical Education

Program

Friday, April 12, 2024
8:30 a.m. - 4:30 p.m. (CST)
(Registration begins at 8:00 a.m.)
This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Texas Medical Association (TMA) through the joint providership of St. Joseph Medical Center and the University of Houston, Tilman J. Fertitta Family College of Medicine. St. Joseph Medical Center is accredited by TMA to provide continuing medical education for physicians. St. Joseph Medical Center designates this live activity for a maximum of 6.25 AMA PRA Category 1 Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Disclosure: None of the topics in today’s activity are of clinical nature and therefore did not require disclosure of all relevant financial relationships.

Learning Objectives: At the conclusion of this activity, the participant should be able to:
Define and explain the concept of health disparity
Analyze how the environment and personal health are interrelated
Analyze how specific factors (determinants) contribute to health disparities
Identify groups that are most affected by health disparities.

Target Audience: Physicians, nurses, physician assistants, and other allied healthcare professionals.

For CME questions please contact Wendy Fitzgerald at wmfitzge@central.uh.edu.
Agenda Overview

8:00 – 8:30 a.m.  Registration

8:30 – 8:50 a.m.  Welcome and Introductions

8:50 – 10:15 a.m. Panel 1 - Health Inequities (1.25 MCLE Credits)

10:15 – 10:30 a.m.  Break

10:30 – 11:45 a.m. Panel 2 - Justice for All (1.25 MCLE Credits)

11:45 – 12:00 p.m.  Boxed Lunch Pick-Up

12:00 – 1:15 p.m.  Panel 3 - Affirmative Action in Law and Medical School Admissions After SFFA v. Harvard (1.0 MCLE Credits)

1:15 – 1:30 p.m.  Break

1:30 – 2:30 p.m. Panel 4 - Pathways for Increasing Diversity in the Law & Medical School Pipelines (1.25 MCLE Credits)

2:30 – 2:45 p.m.  Break

2:45 – 4:00 p.m. Panel 5 - Final Reflections (1.25 MCLE Credits)

4:00 – 4:15 p.m.  Closing Remarks
The Supreme Court’s decision in *SFFA v. Harvard* generated substantial concern and uncertainty about the future of affirmative action in professional programs like law and medicine. The University of Houston Law Center and the Fertitta Family College of Medicine are jointly sponsoring an academic conference on these issues, taking a balanced look at whether increasing the diversity of the legal and healthcare professions mitigates legal and healthcare inequities. And, if so, what pathways to diversity remain viable in light of existing law.

### Detailed Agenda

**8:00 – 8:30 a.m.**  
Registration

**8:30 – 8:50 a.m.**  
Welcome and Introductions  
- Leonard M. Baynes, JD, Dean, Hugh Roy and Lillie Cranz Cullen Distinguished Chair, and Professor of Law, University of Houston Law Center  
- Stephen J. Spann, MD, Founding Dean, Vice-President for Medical Affairs and Humana Endowed Dean’s Chair in Medicine, Tilman J. Fertitta Family College of Medicine, University of Houston

**8:50 – 10:15 a.m.**  
Panel 1 - Health Inequities: This panel will explore workforce-related factors that may contribute to racial and ethnic inequities in health and whether increasing diversity in the healthcare workforce may mitigate these factors.

**Moderator:** David S. Buck, MD, MPH, Associate Dean for Community Health, Clinical Professor, Tilman J. Fertitta Family College of Medicine, University of Houston

**Panelists:**  
- Jada Bussey-Jones, MD, MPH, Chief of General Medicine, the Vice Chair for DEI in the Department of Medicine, and Associate Dean for Professional Development, Emory University School of Medicine  
- Jane E. Hamilton, PhD, MPH, LCSW, Associate Professor, Psychiatry and Behavioral Sciences, Co-Director, Center for Behavioral Health Equity and Outcomes Research, McGovern Medical School at UTHealth Houston  
- Angela M. Heads, PhD, Associate Professor, Psychology, McGovern Medical School at UTHealth Houston  
- Marc Robinson, MD, Assistant Professor, Medicine, Associate Program Director of Internal Medicine, Baylor College of Medicine

**10:15 – 10:30 a.m.**  
Break
10:30 – 11:45 a.m. Panel 2 - Justice for All: This panel will examine how legal-related inequities, as non-clinical determinants of health, contribute to health inequities, and whether increasing diversity in the legal workforce would mitigate disparities in law and increase trust in the legal system.

Moderator: Leah Fowler, JD, MPH, Research Director, Health Law & Policy Institute and Research Assistant Professor, University of Houston Law Center

Panelists:
- Sandra Guerra Thompson, JD, Newell H. Blakely Professor of Law, University of Houston Law Center
- Gina S. Warren, JD, Professor of Law, A.L. O'Quinn Chair in Environmental Studies and Co-Director of Environment, Energy, and Natural Resources Center, University of Houston Law Center
- Verna Williams, JD, CEO, Equal Justice Works
- Kellen Zale, JD, Associate Professor of Law and George Butler Research Professor, University of Houston Law Center

11:45 – 12:00 p.m. Boxed Lunch Pick-Up

12:00 – 1:15 p.m. Panel 3 - Affirmative Action in Law and Medical School Admissions After SFFA v. Harvard

Moderator: Jessica Mantel, JD, MPP, Co-Director, Health Law & Policy Institute, Professor of Law and George Butler Research Professor, University of Houston Law Center

Panelists:
- Seth J. Chandler, JD, Law Foundation Professor of Law, University of Houston Law Center
- Mitchell Crusto, JD, Henry F. Bonura, Jr., Distinguished Professor of Law, Loyola University New Orleans College of Law
- Cory R. Liu, JD, Attorney, Butler Snow LLP
- Joy Milligan, JD, PhD, Martha Lubin Karsh and Bruce A. Karsh Bicentennial Professor of Law, University of Virginia School of Law

1:15 – 1:30 p.m. Break
Panel 4 - Pathways for Increasing Diversity in the Law & Medical School Pipelines: This panel will discuss whether pathway and pipeline programs targeting K-12 students, college students, and law and medical students are viable mechanisms for achieving greater diversity in the legal and medical professions.

Moderator: Kenya Steele, MD, Assistant Dean of Outreach and Student Pathways and Clinical Professor, Tilman J. Fertitta Family College of Medicine, University of Houston

Panelists:
- Meredith J. Duncan, JD, Alumnae College Professor of Law and Assistant Dean for Opportunities and Community Engagement, University of Houston Law Center
- Geoffrey H. Young, PhD, Senior Director, Transforming the Health Care Workforce, Association of American Medical Colleges
- Turab Abbas, JD Candidate, University of Houston Law Center
- Brittanie Cockrell, MD Candidate, Tilman J. Fertitta Family College of Medicine, University of Houston

Break

Panel 5 - Final Reflections: A panel of national leaders in the healthcare and legal field will provide commentary on the issues raised by the earlier panels and their vision for increasing diversity in the healthcare and legal professions.

Moderators: Leonard M. Baynes, JD, Dean, Hugh Roy and Lillie Cranz Cullen Distinguished Chair, and Professor of Law, University of Houston Law Center
Stephen J. Spann, MD, Founding Dean, Vice-President for Medical Affairs and Humana Endowed Dean's Chair in Medicine, Tilman J. Fertitta Family College of Medicine, University of Houston

Panelists:
- Susan L. Krinsky, MPH, JD, Executive Vice President for Operations and Chief of Staff, Law School Admissions Council (LSAC)
- Daniel Mateo, JD, National President, Hispanic National Bar Association, Partner, Holland & Knight LLP
- Leon McDougle, MD, Professor of Family Medicine, Associate Dean for Diversity and Inclusion, The Ohio State University College of Medicine; Chief Diversity Officer, The OSU Wexner Medical Center
- Charles P. Mouton, MD, MS, MBA, Executive Vice President, Provost, and Executive Dean, John Sealy School of Medicine; Professor, Family Medicine, Thomas N. and Gleaves T. James Distinguished Chair, The University of Texas Medical Branch
- Mary Smith, JD, President, American Bar Association; Vice Chair, VENG Group; Chair and Founder, Caroline and Ora Smith Foundation

Closing Remarks
Panelist Biographies

**Turab Abbas**
*JD Candidate, University of Houston Law Center*

Turab is a determined and ambitious first-year law student at the University of Houston Law Center, embarking on a transformative journey in the United States after immigrating from Pakistan in 2017. Fueled by a strong sense of purpose, he aspires to leverage his legal education to become a catalyst for fostering business relations between the United States and the rest of the world, including his home country.

Turab graduated from the University of Houston Honors College with a Bachelor of Business Administration. As a law student and a business major with a keen focus on legal doctrines, global economics, and the ability to bring individuals together, Turab aims to bridge gaps and build connections of mutual respect, envisioning a future of an interconnected world. He is an incoming summer associate at Norton Rose Fulbright.

**Leonard M. Baynes, JD**
*Dean, Hugh Roy and Lillie Cranz Cullen Distinguished Chair, and Professor of Law, University of Houston Law Center*

Leonard M. Baynes, now the longest serving law dean in Texas, made history in 2014 with his appointment as the first Black dean of the University of Houston Law Center. Dean Baynes is a first-generation college student and a first-generation American whose parents emigrated to the US from the small island nation of St. Vincent and the Grenadines.

During his deanship, the UH Law Center’s entering credentials increased from a median LSAT score of 159 to 161 and a median GPA of 3.47 to 3.72. Also, under his leadership, the ultra-modern $93 million state-of-the-art John M. O’Quinn Law Building opened in 2022. Dean Baynes initiated an award-winning Pre-Law Pipeline Program designed to create opportunities for first-generation, economically challenged, and under-represented college students.

In 2020, Dean Baynes was named to the Lawyers of Color Power List by the Lawyers of Color Foundation. In 2022, he was recognized by the AALS with the Clyde Ferguson Award and by his alma mater, Columbia University School of Law, with the Paul Robeson Award. Dean Baynes has written more than 35 law review articles and coauthored a casebook entitled Communication Law in the Public Interest with Wolters Kluwer.
Jada Bussey-Jones, MD, FACP
Carter Smith Sr Professor, Department of Medicine
Associate Dean, Professional Development, Emory at Grady
Chief, Grady General Internal Medicine, Emory University School of Medicine

Dr. Bussey-Jones is a Professor of Medicine in the Department of Medicine of Emory University’s School of Medicine. She received her BS in Sociology and later her MD from Emory University. She currently serves as the Chief of Grady General Medicine and the Associate Dean for Professional Development for Emory at Grady. Dr. Bussey-Jones has nationally recognized educational expertise in the areas of health equity, as well as patient and provider education. She has developed several program initiatives addressing health promotion and disease prevention for vulnerable populations. She developed and directed curricula on cultural competence, health equity, and the determinants of health and has been recognized with an Educational Innovation Award for this work. She has chaired the National Disparities Education Task Force for the Society of General Internal Medicine and served as editor for a special issue of the Journal of General Internal Medicine dedicated to disparities education. In this role, her leadership resulted in an award-winning national disparities course, web based educational modules, and national symposia on disparities at both the Society of General Internal Medicine and at the American Association of Medical Colleges. In 2023, she was recognized with the AAMC-GDI Exemplary Leadership in DEI Award. She is the current president-elect for the Society of General Internal Medicine.

Seth J. Chandler, JD
Law Foundation Professor of Law, University of Houston Law Center

Seth J. Chandler is a Law Foundation Professor of Law at the UH Law Center who specializes in constitutional law and the application of mathematics and computer science to law. Professor Chandler won a prestigious university-wide teaching excellence award in 1995, was a first year winner of the Innovator Award from Wolfram Research, received the President’s Medal from Loyola University for extraordinary service in the aftermath of Hurricane Katrina, and has been called on twice to testify before Congress on the Affordable Care Act.

Professor Chandler has a broad Internet presence, including a YouTube Channel for his course Analytic Methods for Lawyers. He is also developing expertise in Large Language Models for use by Lawyers. He practiced with Munger, Tolles & Olson in Los Angeles and Williams & Connolly in Washington, D.C. before beginning his academic career in 1990 at the UH Law Center. Professor Chandler teaches Constitutional Law, Insurance Law, Analytic Methods for Lawyers, and other courses.

Brittanie Cockrell
MD Candidate, Tilman J. Fertitta Family College of Medicine,
University of Houston

Brittanie Cockrell is a medical student and member of the inaugural class at the University of Houston Tilman J. Fertitta Family College of Medicine. She is passionate about forming longitudinal relationships with her patients and promoting good health and preventive care in underserved communities.

Brittanie received her BS in Biology from Xavier University of Louisiana in 2020. In addition to her studies, she served on the 2021-2022 Texas Pediatric Society Medical Student Section Subcommittee.
Mitchell Crusto, JD
Henry F. Bonura, Jr., Distinguished Professor of Law, Loyola University New Orleans College of Law

Professor Mitchell “Mitch” F. Crusto, a native New Orleanian, has a JD from the Yale Law School, a MA in Jurisprudence from Oxford University, England (Marshall Scholar), and a BA, Scholar of the House (History), magna cum laude from Yale College. He is a member of the Louisiana, Illinois, and Missouri Bar Associations and the Honorable Society of the Middle Temple in London. He clerked for Judge John Minor Wisdom on the U.S. Court of Appeals for the Fifth Circuit and has served two U. S. Presidents in senior governmental policy positions. He came to the legal academy after extensive legal practice with major corporate and international law firms, investment and chemical manufacturing industries, management consulting, and governmental policy positions.

Professor Crusto’s legal scholarship focuses on the interdisciplinary intersections between law and society, particularly college athletes’ media rights, the Constitution and equality, the right to travel, marijuana reform, the law of sole proprietors, and liberty & property rights. He has recently published four seminal law articles on the media rights of college athletes, including “Game of Thrones: Liberty & Eminent Domain,” which was published in the University of Miami Law Review in 2022. Newsweek published his OpEd on “How Affirmative Action Really Works.” His Essay, entitled “A Plea for Affirmative Action,” is published in the Harvard Law Review Forum.

Professor Crusto currently teaches first-year Common Law Property and upper-level Wills, Trusts, and Estates, as well as the Scholarly Writing Seminar and has taught Business Organizations I and II, Agency and Partnership, Insurance, Environmental Management, and American Legal History.

Meredith J. Duncan
Alumnae College Professor of Law
Assistant Dean for Opportunities and Community Engagement

Meredith J. Duncan is the Alumnae College Professor of Law at the University of Houston Law Center and the Assistant Dean of Strategic Opportunities, Pedagogy, and Faculty, Student, and Community Engagement. As Assistant Dean, she oversees the Law Center’s award-winning Pre-Law Pipeline Programs. UHLC’s pipeline programs are designed to help first-generation, low-income, or members of groups underrepresented in the legal profession pursue law school and embark upon a legal career.

Professor Duncan’s expertise and scholarship focus on the intersection between legal ethics, criminal law, and tort law. Her scholarship has been published in leading law journals, and she is the co-author of two tort law casebooks. Since joining the faculty, Professor Duncan has received several teaching awards, including the University of Houston’s Teaching Excellence Award and the Distinguished Leadership in Teaching Excellence Award, the University’s highest teaching honor. The Law Center student organizations have selected her numerous times as the Outstanding Professor of the Year, and she is one of only 26 law professors studied nationwide in the Harvard University Press book “What the Best Law Teachers Do.” After earning her undergraduate degree at Northwestern University and her law degree from the University of Houston Law Center, she clerked for the Honorable Edith H. Jones, Judge for the United States Court of Appeals for the Fifth Circuit, and she was an associate at Vinson & Elkins.
Jane E. Hamilton, PhD, MPH  
*LCSW, Associate Professor, Psychiatry and Behavioral Sciences, Co-Director, Center for Behavioral Health Equity and Outcomes Research, McGovern Medical School at UTHealth Houston*

Jane Hamilton, PhD, MPH, LCSW, is an associate professor in the Faillace Department of Psychiatry and Behavioral Sciences, where she is a health services researcher and co-directs the Center for Behavioral Health Equity and Outcomes Research. She has presented and published research in the areas of mental health quality, utilization, and outcomes, program evaluation methods, early intervention in mental illness, patient engagement in mental health services, and behavioral health equity.

Over the last twelve years, Hamilton has conducted federally funded research on the effectiveness and cost-effectiveness of evidence-based mental health and substance use interventions aimed at achieving health equity among vulnerable populations. Her current research projects include the development of integrated behavioral health treatment for persons experiencing homelessness; design and implementation of a nutrition-focused community health worker intervention in permanent supportive housing; feasibility and effectiveness of a behavioral health workforce expansion training grant; and examining process, outcomes, and cost-effectiveness of community-based mental health programs.

Hamilton has a PhD in health services research and completed a postdoctoral research fellowship in mental health outcomes research both at the University of Texas Health Science Center at Houston. She is a licensed clinical social worker, Texas State board approved supervisor, and oversees clinical training and education outcomes of providers on her behavioral health training and service delivery grants.

Angela M. Heads, PhD  
*Associate Professor, Psychology, McGovern Medical School at UTHealth Houston*

Angela Heads, PhD, is a licensed psychologist with clinical expertise in evidence-based treatments for substance use disorders, anxiety, and depression. She also has a specific interest in women’s mental health issues. Heads’ research interests include substance use and HIV prevention, psycho-cultural correlates of health risk, racial and gender related disparities in mental health and coping. She is currently working on a Substance Abuse and Mental Health Services Administration (SAMHSA) funded project studying substance use and HIV prevention in emerging adulthood.

Heads received her PhD in Counseling Psychology from Texas A&M University and completed a postdoctoral research fellowship in the Center for Neurobehavioral Research on Addiction (CNRA) at UTHealth. She joined the Department of Psychiatry and Behavioral Sciences as an assistant professor in 2015 to continue her research and clinical work with CNRA. She has also been actively involved in the training and clinical supervision of psychology doctoral students and psychology interns.
Susan L. Krinsky, MPH, JD  
*Executive Vice President for Operations and Chief of Staff, Law School Admission Council (LSAC)*

Susan L. Krinsky is executive vice president for operations and chief of staff at the Law School Admission Council (LSAC). She joined the LSAC staff in 2018. Before joining LSAC, she was associate dean at the University of Maryland Francis King Carey School of Law in Baltimore, where she was responsible for admission, student affairs, registration and enrollment, career development, and communications. Prior to that, she was associate dean at Tulane University Law School, with a similar portfolio.

While at Tulane, she also taught two elective courses at the law school, Health Care Law & Regulation and Bioethics, and she also taught Health Law at the Tulane School of Public Health & Tropical Medicine. Krinsky earned her undergraduate degree from Kirkland College (now Hamilton College) in Clinton, N.Y.; her master’s degree in health systems and hospital administration from the Tulane School of Public Health & Tropical Medicine; and her JD from Yale Law School. She practiced law in Washington, D.C., prior to joining the administration at Tulane.

Cory R. Liu, JD  
*Attorney, Butler Snow LLP*

Cory Liu is an attorney at Butler Snow LLP. He previously served as assistant general counsel to Texas Governor Greg Abbott and was a law clerk to Judge Andrew Oldham on the U.S. Court of Appeals for the Fifth Circuit and Judge Danny Boggs on the U.S. Court of Appeals for the Sixth Circuit. He is a graduate of the University of Chicago and Harvard Law School, where he served as Editor-in-Chief of the Harvard Journal of Law & Public Policy.

Cory has written and spoken extensively about how race-conscious admissions policies can discriminate against Asian Americans. He filed an amicus brief on behalf of Professor David Bernstein in *Students for Fair Admissions v. Harvard* arguing that the racial categories used by Harvard and other universities are arbitrary and irrational. The brief’s arguments were cited in the Court’s majority opinion and in Justice Gorsuch’s concurring opinion.
Daniel Mateo, JD  
*National President, Hispanic National Bar Association*  
*Partner, Holland & Knight LLP*

Daniel Mateo is an experienced litigation and business disputes partner in Holland & Knight’s Miami and Philadelphia offices. Dan’s work spans many industries, including pharmaceuticals and other life sciences companies, financial services, telecommunications, oil and gas, software, and consumer products.

With more than 25 years of litigation and arbitration experience, Dan understands that successful outcomes require a strategy that is informed by the nature of the dispute, the amount in controversy, the client’s objectives and risk tolerance, the adversary, and the venue. He is a skilled and passionate advocate with extensive first- and second-chair trial experience built upon optimizing outcomes for his clients.

As a native Spanish speaker of Puerto Rican descent, the national president of the Hispanic National Bar Association, and a past president of the Hispanic Bar Association of New Jersey, Dan regularly mentors young lawyers and strongly supports bar association diversity and inclusion initiatives.

Leon McDougle, MD, MPH  
*Professor of Family Medicine, Associate Dean for Diversity and Inclusion, The Ohio State University College of Medicine*  
*Chief Diversity Officer, The OSU Wexner Medical Center*

Leon McDougle, MD, MPH, is the 1st African American Professor with tenure in The Ohio State University Department of Family and Community Medicine and he’s the 1st Chief Diversity Officer, also known as the ‘Chief Collaborating Officer’ for the OSU Wexner Medical Center. A graduate of the University of Toledo and OSU College of Medicine, he completed the family medicine residency at the Naval Hospital Camp Pendleton, California, and earned a Master of Public Health degree from the University of Michigan School of Public Health, Department of Health Management and Policy.

Dr. McDougle’s research career has been focused on eliminating health inequities and increasing diversity, equity, inclusion, and belonging within the biomedical and behavioral science workforce. Dr McDougle served as the 121st President of the National Medical Association (NMA) August 2020 – July 2021. Dr McDougle was elected to serve as the Association of American Medical Colleges Group on Diversity and Inclusion national Chair (2013-2015).

Dr McDougle is a Diplomate of the American Board of Family Medicine and Fellow of the American Academy of Family Physicians. He is a member of Association of Military Surgeons of the United States. Leon and his wife, Natasha Jones-McDougle, MEd are the proud parents of two daughters.
Joy Milligan, JD, PhD  
*Martha Lubin Karsh and Bruce A. Karsh Bicentennial Professor of Law, University of Virginia School of Law*

Joy Milligan studies the intersection of law and inequality, with a particular focus on race-based economic inequality. Her scholarship is interdisciplinary, drawing on social science theory and methods, and has been published in the *Yale Law Journal, Virginia Law Review, UCLA Law Review, NYU Law Review, Annual Review of Law & Social Science,* and the *Journal of Legal Education.* Her current work examines the legal and political struggles over federal administrators’ long-term role in extending racial segregation.

Before entering academia, Milligan practiced civil rights law at the NAACP Legal Defense and Educational Fund Inc., where she was a Skadden Fellow, and clerked for Judge A. Wallace Tashima of the U.S. Court of Appeals for the Ninth Circuit. Milligan is a member of the state bars of California and New York. She graduated magna cum laude from New York University Law School, where she was a Furman Scholar and Fellow, and an articles editor of the *NYU Law Review.* She earned a PhD in jurisprudence and social policy from the University of California, Berkeley, with a focus on race, politics and legal history. She also holds an MPA from Princeton University and an AB in social studies, magna cum laude, from Harvard-Radcliffe. Before attending law school, Milligan spent several years founding a non-profit bicycle recycling project in the northwest Dominican Republic.

Charles P. Mouton, MD, MS, MBA  
*Executive Vice President, Provost, and Executive Dean, John Sealy School of Medicine*  
*Professor, Family Medicine; Thomas N. and Gleaves T. James Distinguished Chair, The University of Texas Medical Branch*

Dr. Charles P. Mouton serves as Executive Vice President, Provost, and Dean of the John Sealy School of Medicine, and he is a Professor in the Department of Family Medicine. Dr. Mouton served UTMB as President ad interim from September 2022 to August 2023. Prior to becoming EVP, Provost, and Dean, he was Vice Dean for Academic Affairs in the medical school.

He joined UTMB in March 2017 from Meharry Medical College in Nashville, where he served as Senior Vice President for Health Affairs and Dean of the School of Medicine. He also was Adjunct Professor of Medical Education and Administration for Vanderbilt University’s School of Medicine. Before moving to Meharry in 2010, Dr. Mouton was Professor and Chair of the Department of Community and Family Medicine at Howard University College of Medicine, where he received both his undergraduate and doctoral degrees. He also earned a master’s degree in clinical epidemiology from the Harvard School of Public Health in 1997 and an MBA from Tennessee Technological University in 2018. He established Meharry’s first Clinical Simulation Center and helped lead Howard’s Master of Public Health program.

Dr. Mouton’s primary research interests are in women’s health, health disparities, late life domestic violence, and aging. He was a co-investigator for the Women’s Health Initiative, the first study to investigate health in a large sampling of women across the United States to determine how diet, hormone therapy, and calcium, and vitamin D might prevent heart disease, cancer, and bone fractures. Dr. Mouton was elected as fellow of The Gerontological Society of America, American Academy of Family Physicians, and the American Geriatrics Society. He is a member of the National Institutes of Health Council of Councils, the Association of American Medical Colleges Board of Directors, and a former member of the Liaison Committee for Medical Education.
Marc Robinson, MD,
Associate Program Director, Internal Medicine Residency,
Baylor College of Medicine
Section Chief, General Internal Medicine, Ben Taub General Hospital

Marc Robinson is an Assistant Professor of Medicine at Baylor College of Medicine, serving as Section Chief of General Internal Medicine at Ben Taub General Hospital, the largest safety net hospital in Houston, Texas. He attended medical school at Baylor, and subsequently completed residency and chief residency in internal medicine at the University of Chicago. After residency, he worked in Haiti as part of a Global Health Hospital Medicine Fellowship.

He is an Associate Program Director in the Internal Medicine Residency, where he leads yearly recruitment in one of the largest residencies in the country. His academic and advocacy interests involve improving the care and health of justice-involved populations, and he leads a group of medical students who teach health-related classes to incarcerated individuals at the Harris County Jail.

Mary Smith, JD
President, American Bar Association
Vice Chair, VENG Group
Chair and Founder, Caroline and Ora Smith Foundation

Mary Smith is President of the American Bar Association (ABA) and is the first Native American woman in this role. Ms. Smith is an independent board member and former C-suite executive. Smith currently serves on the board of PTC Therapeutics, Inc., a global biopharmaceutical company, where she sits on the audit and compensation committees. Her background includes experience in governance, technology, compliance, government affairs, public policy, and regulation. Previously, Ms. Smith was the CEO of the Indian Health Service, a $6 billion national healthcare system that serves over 2 million persons, where she oversaw the development of an operational framework that utilized data analytics to improve services, allocate resources, and develop the workforce. Ms. Smith is also Vice Chair of the VENG Group. Earlier in her career, she served as an attorney at Skadden, Arps, Slate, Meagher & Flom LLP, as a senior in-house counsel at Tyco International, and in the U.S. government, both as Associate Counsel to the President in the White House and as a trial attorney at the U.S. Department of Justice.

Ms. Smith is a past National Secretary of the ABA and a former president of the National Native American Bar Association. She is also the founder and president of the Caroline and Ora Smith Foundation, an organization that trains and supports Native American girls in science, technology, engineering, and mathematics. Ms. Smith has received numerous awards and recognitions including being named a 2023 Business Leader of Color by Chicago United, a 2023 Director to Watch, and the 2023 Cherokee National Statesmanship Award. She received her JD, cum laude, from the University of Chicago School of Law in 1991.
Stephen J. Spann, MD
Founding Dean, Vice-President for Medical Affairs and Humana Endowed Dean’s Chair in Medicine, Tilman J. Fertitta Family College of Medicine, University of Houston

Dr. Stephen J. Spann, a family physician leader, educator and researcher, is the founding dean of the Tilman J. Fertitta Family College of Medicine and vice-president for Medical Affairs at the University of Houston. Spann has dedicated his career to improving health and health care around the world by training future health care professionals, contributing to the scientific knowledge base of primary care and by leading medical school faculty, physician medical groups, and hospital staff to practice high-quality, evidence-based family medicine.

Spann has been active in the development of the specialty of family medicine. He has served as a member of the Commission on Public Health and Scientific Affairs, the Task Force on Clinical Policies, and as member and chair of the American Academy of Family Physicians’ Commission on Clinical Policies and Research and its Task Force to Enhance Family Practice Research. He served as a member of Task Force 1, and chaired Task Force 6 of the Future of Family Medicine Project, focusing on the development of the New Model of Family Medicine practice — now known as the Patient-Centered Medical Home — and the development of financial models to predict its success.

Sandra Guerra Thompson, JD
Newell H. Blakely Professor of Law, University of Houston Law Center

Sandra Guerra Thompson holds the Newell H. Blakely Chair at the University of Houston Law Center. She is widely published in the areas of criminal law, evidence, the regulation of crime laboratories, and federal asset forfeiture. A native of Laredo, Texas, she was the first tenured Latina law professor in Texas.

In 2009, Governor Rick Perry appointed her to the Timothy Cole Advisory Panel on Wrongful Convictions. The Texas legislature would later enact many of the panel’s recommendations. In 2012, Houston Mayor Annise Parker appointed her to the first Board of Directors of the Houston Forensic Science Center, which replaced the scandal-ridden Houston Police Department Crime Lab. She has also been appointed by a federal judge to serve as Monitor for the Lomas v. Harris County consent decree regarding the integrity of the criminal charging process (2017-2020), and, in 2020, was appointed to serve as Deputy Monitor for the federal consent decree in ODonnell v. Harris County, which has transformed Harris County’s misdemeanor bail system.

She has won two university teaching excellence awards in 2003 and 2015, the 2023 Lifetime Achievement Award from the Hispanic Bar Association of Houston, and the 2020 Mayor’s Hispanic Heritage Education in the Community Award.
Gina S. Warren, JD
Professor of Law, A.L. O’Quinn Chair in Environmental Studies and Co-director of Environment, Energy, and Natural Resources Center, University of Houston Law Center

Gina S. Warren is the A.L. O’Quinn Chair in Environmental Studies and co-director of the Environment, Energy, and Natural Resources Center. Her teaching and scholarship focus on the nexus between the environment, property, social justice, and energy. Her scholarship has appeared in prominent law review journals, books, and peer-reviewed journals.

Professor Warren was in private practice for several years prior to entering academia. She worked as a litigator in land use, environment, and utility law for the international law firm of Perkins Coie based in Seattle. Professor Warren also completed a clerkship for the Honorable Michael Winkelstein of the Appellate Division of the Superior Court of New Jersey. She received her BS from the University of Arizona and her JD from Rutgers School of Law. She is admitted to practice law in Pennsylvania, New Jersey, the U.S. Virgin Islands, and Washington.

Verna L. Williams, JD
CEO, Equal Justice Works

Verna L. Williams (she/her) is the CEO of Equal Justice Works, the nation’s largest facilitator of public interest fellowships.

Verna brings with her an extensive background as a scholar and legal advocate. Verna previously served as the dean of the University of Cincinnati College of Law, where she was a professor prior to becoming dean. Her research explored the intersection of race, gender, and class in law and policy. Verna co-founded and co-directed the law school’s Judge Nathaniel Jones Center for Race, Gender, and Social Justice.

Before becoming an academic, Verna was the vice president and director of educational opportunities at the National Women’s Law Center. In this role, she was the lead counsel and successfully argued before the U.S. Supreme Court *Davis v. Monroe County Board of Education*, which established that Title IX requires educational institutions to address complaints of student-to-student sexual harassment. She also practiced law at Sidley Austin LLP and the U.S. Department of Justice following a clerkship with the Honorable David S. Nelson, U.S. District Judge for the District of Massachusetts.
Geoffrey H. Young, PhD
Senior Director, Transforming the Health Care Workforce, Association of American Medical College

Dr. Young leads the Transforming the Health Care Workforce portfolio, an extension of his responsibility leading the AAMC’s Strategic Action Plan 4, which aims to increase the number of underrepresented medical school applicants and matriculants.

His portfolio’s work is focused on the education, professional development, and wellness of future health care workers and on creating viable pathways for historically excluded groups to enter the health care profession. Focus areas include disseminating research and data that provide insights on trends, structural inequities, and institutional culture that impact the diversity of the health care workforce and scanning the full medical education continuum to highlight promising practices, leverage points of intersection, and inform resource development that support innovations to undergraduate medical education and graduate medical education. His team is also recognized as a leader in holistic review in selection and pre-medical and applicant resources, providing inspiration, resources, data, and tools so that anyone can aspire to a career in medicine.

A consistent thread throughout Geoffrey’s career is the intentional integration of diversity, equity, access, and inclusion principles and practices into policies, services, and programs across the medical education continuum. He brings deep expertise in undergraduate medical education services and continues to serve as a content expert in that area.

Before joining the AAMC in 2011, Geoffrey served in leadership positions in medical school admissions and student affairs at Rutgers University-Robert Wood Johnson Medical School, Virginia Commonwealth University School of Medicine, and the Medical College of Georgia at Augusta University. Dr. Young earned his BA from Hampton University and his MA and PhD in clinical psychology from the Ohio State University.

Kellen Zale, JD
Associate Professor of Law and George Butler Research Professor, University of Houston Law Center


Professor Zale graduated from Princeton University with an AB from the School of Public and International Affairs and received her JD, magna cum laude, from Duke University. At Duke, she served as a staff editor on the Duke Law Journal and was elected to Order of the Coif.

After law school, Professor Zale was an associate in the Los Angeles office of Gibson, Dunn & Crutcher, where her practice focused on commercial real estate transactions and land use. Prior to joining the University of Houston faculty, she taught at Loyola University New Orleans College of Law as a Westerfield Fellow.