

Regina D. Richards, PhD, MSW
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EDUCATION

PhD - Colorado State University School of Social Work, Fort Collins, CO 2019 (Dec.)
Doctor of Philosophy in Social Work Education and Higher Education Leadership

National Inclusive Excellence Leadership Academy, Atlanta, GA 2018

Certified Implicit Bias Train-the-Trainer 2016
Cook Ross Implicit Bias Institute

MSW - University of Denver Graduate School of Social Work, Denver, CO 2006
Master's in social work, community and leadership development

BS - University of Phoenix, Lone Tree, CO 2001
Business Administration with related studies in psychology and sociology

PROFESSIONAL EXPERIENCE

University of Colorado Anschutz Medical Campus 2020 – present
Associate Vice Chancellor, Diversity Equity Inclusion and Community Engagement

University of Colorado School of Medicine (SOM), Aurora, CO 2019-Present
Assistant Professor, Department of Family Medicine

Inaugural Director, Office of Diversity and Inclusion 2009-2020
(Reports to the Senior Associate Dean, Office of Medical Education/Associate Dean of Diversity and Inclusion – including functioned as SOM Diversity Leader in absence of Assoc. Dean from 08-2015 to 06-2016).

Strategic Leadership, Management, Administrative and Student Affairs Management

- Developed, directs and facilitates activities and programs within the (inaugural) Office of Diversity and Inclusion at the School of Medicine; roles include:
 - Serves as the central point of responsibility for partnerships, coordinating, developing, facilitating and evaluating the School's diversity initiatives and program.
 - Co-author of the 2015 University of Colorado School of Medicine Diversity Plan.

- In partnership with the Associate Dean of Diversity, implementation and developing accountability measures of the recommendations in the School's Diversity Plan, using data analytics to evaluate impact.
- Directs and oversees the daily and strategic operations of the Office of Diversity and Inclusion, involving direct partnership with the Office of Student Affairs.
- In direct partnership with the Office of Admissions/Office of Student Affairs, intricately involved with development and implementation of recruitment practices and procedures for admissions management to include, AMCAS holistic application review and selection of candidates to invite for medical school interviews; Admissions Committee member; active member of the medical school orientation team responsible for participation and presentations.
- Faculty Co-mentor of the SOM Student National Medical Association (SNMA) group.
- Organized two SNMA National Meeting which included designing curriculum and a residency recruitment fair.
- Faculty mentor for students required Mentored Scholarly Activity (MSA) Projects. Topics include:
 - Microaggressions – The Student Experience
 - Climate Survey: Student Perspective on the diversity climate at CU SOM (2019)
 - Rewriting the CU School of Medicine Diversity Strategic Action Plan
 - The So What Series: A Leadership Curriculum for the Boys and Girls Club in Denver, CO (**This is the third year for this community-based service-learning project**)
 - Upstander/Bystander Training: Toolbox for Facing Microaggressions and Discrimination (**this project will advance to implementation in the curriculum**)
 - White Supremacy in Medical School
 - What Happened and Why: Stories of discrimination on our medical school campus (**this project has advanced and is implemented into the curriculum**)

Recruitment, Retention, Coaching and Talent Management Strategist

- Collaborates with faculty and university personnel to develop and implement conflict management strategies
- Coaching and mentoring in the areas of career advising and academic advising
- Developed recruitment and retention plans and practices for medical school
 - Achieved class compositions **with 27%** of the students coming from under-represented minorities populations (2013 – 2019)
 - Additional diversity reflects gender difference, sexual orientation differences, 1st generation students, students from lower socioeconomic backgrounds, religious differences, etc.
- Strategically develops partnerships with medical educational leadership to coordinate, implement and monitor student interest groups, providing resources to educational and medical school leadership, and students for support and implementation of culturally responsive, diversity and inclusion efforts as well as other practices to assist with student government and activities.
 - The number of student interest groups has increased from **2 programs to 8 programs** specifically for URiM and first-generation students

- Engages in developing solution-focused programming for student retention service, including a partnership in the Four-Corners Alliance Collaborative (University of Colorado, University of Arizona, University of New Mexico, University of Utah, American Association for Indian Physicians), providing pre-admissions workshops (PAW) for Native Indian/Alaskan Native (NIAN) pre-med students to prepare them for competitive enrollment into medical school
 - From this program, the number of NIAN students admitted to medical schools who attended one or more PAW programs has reached **n=40**
- Established and developed a collaborative partnership for recruitment efforts with College of Nursing, Dental Medicine, Physical Therapy, School of Public Health and the Physician Assistant Programs
 - (All programs report a minimum of **8 – 10% overall increases** in the expanded diversity of their admitted classes)
- Actively involved in recruitment, outreach and support programming for Pipeline and Post-Bac students
- As a member of the School of Medical Admissions Team, coordinates and provides assistance with curriculum development, engagement in the evaluation and program management for SOM pipeline programs
- In partnership with OME (Office of Medical Education and Student Life) continue to research, develop and implement best practices for student and faculty recruitment and retention services, including student wellness programs
- Financial management – budget planning and management

• ***Leadership and Program Development (Includes Community Outreach)***

- Co-Chair of the Dean's Diversity Council – This council is appointed by the Dean and has constituents and oversees the diversity and inclusion initiatives for the medical school
- Co-Founder of the Faculty Dept. Diversity Leadership Group
- Planned and organized SOM largest Health Disparities Conference in 2010. Attendance exceeded 250 members, of which 51% of attendees were from external community organizations and institutions. Assisted with brokering of \$1.8 million grant for diversity pipeline program. Ongoing budget management of BA/BS-MD Program and Office of Diversity and Inclusion. This program has recently admitted the 11th cohort.
- Co-founder of UCOLORES (University of Colorado group for Racial Ethnic Support), a diversity retention program with over 30 members (faculty, residents, staff and students)
- Strategically developed and increased institutional and community partnerships resulting in extramural funding for the Office of Diversity and Inclusion.
- Responsible for over 15 new partnerships with the SOM and external community organizations
- Established and engages in representing the School of Medicine in dialogue and/or the development of ongoing collaborations and programmatic activities to foster an institutional climate of inclusion and respect of the many facets of diversity for faculty, staff, students and residents
- Coordinated and prepared reports for accreditation review by the Liaison Committee on Medical Education (LCME) achieving compliance for the SOM in the areas of diversity and inclusion efforts

- Represents the School of Medicine with community organizations, national organizations, local business industry, governmental agencies, community college organizations, high school and middle school institutions to build bridges and increase collaboration which supports the mission of the medical school and the identified organizations
- **Education Leadership**
 - Developed and facilitated diversity trainings for faculty, staff, students and residents on
 - Unconscious Bias and Microaggressions
 - Understanding Conflict Management
 - Crucial Conversations
 - Professionalism and Ethics
 - Understanding Privilege and Power
 - Community Engagement Practices and Asset Building
 - Race in Medicine elective (currently being implementing into new curriculum)
 - Race, Bias and Microaggressions
 - Clinical Group Supervision Workshop
 - Curriculum Reform and Design (Health Systems Science)
 - Health and Society Committees include:
 - Population and Health Working Group - researched evidence-based curriculums from other medical school institutions which aligned with our curriculum goals and pillars
 - Developed priority ideas
 - Submitted recommendations to committee co-chairs
 - Co-Chair of the Population and Public Health Design Group
 - Manager – Developing the Community Service-Learning Curriculum for the medical school (Jan. 2020)
 - Co-Teacher and Co-Leader for COVID-19 Elective – lectures include Ethics and the Social Determinants of Health, Race and Racism during COVID-19, Upstander Training
 - Designed and facilitated program staff/faculty retreats to increase team cohesion and capacity building
 - Faculty co-teacher for SOM LEADS (Leadership, Education, Advocacy Development) Track (2015 – present)
 - Unconscious Bias Certified Trainer – providing training for Sr. Leadership, faculty, staff, students and residents

Program Manager, Combined BA/BS-MD Program

2011-2017

- Developed recruitment and enrollment management plans, and coordinated retention practices for pipeline program which includes involvement with the student records management processes
- Coordinated with disability services leadership to increase visibility of campus resources for students with the primary focus of de-stigmatizing the historical association of accessing disability services, especially for under-represented students
- Developed, managed and monitored program budgets. Lead personnel for securing recurring funding for pipeline programs within the Office of Diversity and Inclusion

- Assisted with college disciplinary grievances and complaints from faculty, staff and student, and worked with university leadership to investigate, coordinate and engage in judicial processes to ensure compliance with due process and conflict resolution
- Assisted students (undergraduate and graduate students) in obtaining academic assistance and support
- Mentored staff and assists with faculty issues

University of Denver Graduate School of Social Work, Denver, CO

• Adjunct Professor

2009 - 2012

- Specialized in Multicultural Social Work Practice and Community Theories and Practice:
 - Provided graduate students with cultural competency content, knowledge and educational instruction specifically aimed to assist with understanding one's own culture and how culture and values influence engagement with diverse populations and communities. Courses combine theory and practice principles which assist with cultural responsiveness within areas of social work practice.

• MSW Field Supervisor

2009-2012

- Customized mentoring and coaching to increase student's professional development, strengthen communication, public speaking and team building skills, while assuring the integration and understanding of theory and practice principles
- Strengthened partnerships between internship agencies, with students and university leadership
- Implemented strategic direction and facilitated college disciplinary grievance processes in accordance with university policies and practices providing conflict resolution among agency leadership in the field placement agencies.

Colorado State University School of Social Work, Fort Collins, CO (a land-grant institution and public university, and a leader in research in atmospheric science, infectious diseases, clean energy technology and environment science).

• MSW Field Supervisor

2011-2012

- Coached and mentored students working with agency professionals, to increase student's professional development, strengthen communication, public speaking skills and team building skills while assuring the integration and understanding of theory and practice principles
- Participated as a liaison between internship agencies, students and university leadership
- Provided strategic direction and facilitates college disciplinary grievance processes in accordance with university policies and practices providing conflict resolution among agency leadership in the field placement agencies.

Children's Hospital Colorado, Aurora, CO

- **MSW Child and Parent Subgroup Instructor**

2007-2012

The Heart Institute, Shapedown Weight Management Program

- As a clinical social worker using a ten-week curriculum based instructional process – administered skill-based knowledge for parents and other caregivers to improve family communication patterns for increasing positive emotional support, how to set limits, and help children manage problems such as weight-teasing, expressing negative feelings, and eating for reasons other than hunger
- Provided group instruction and support to children and adolescent groups focused on becoming less food-focused, working to increase a child's self-esteem and sense of responsibility, and supporting patients to find more active, social and life-enriching activities.

Project WISE (Women's Initiative for Service and Empowerment), Denver, CO (a non-profit organization affiliated with the University of Denver).

Executive Director

2007-2009

- Provided organizational leadership through building partnerships with internal and external stakeholders, resulting in 5 new partnerships, contracts and funding for the organization
- Led fundraising efforts, strategic planning and program development including board capacity building facilitating strategic mission focused planning for programs and services
- Rewrote the agency emergency response system plan and was first point of contact for activation
- Budget oversight including planning and management
- Restored and built a successful team, increased contracts with external organizations resulting in increased extramural funding for agency
- Talent Management – managed and supervised staff and built effective teams using professional development plans and timely staff evaluations
- Responsible for evaluating and selecting benefit packets for employees including health insurance plans
- Interviewed, investigated and responded to staff complaints and client complaints regarding service delivery and programs, using professionalism and conflict management skills to resolve complaints
- Worked very closely with the board of directors to assure key initiatives were fulfilled within the organization
- Revised, evaluated personnel policies
- Evaluated programs and services offered and worked with staff to revise and restructure programs based on the organization's mission, goals and objectives, setting strategic priorities.

University Physicians, Inc., Aurora, CO (the physician billing practice for the University of Colorado Hospital System).

Manager

2001-2007

Section of Infectious Disease Children's Hospital, University Physicians, Inc.

- Provided program management, budget management, managed clinical billing and supervised staff
- Provided administrative support to the Chair of Pediatric Infectious Diseases
- Provided support and administrative management for the pediatric residency program
- Coordinated institutional disciplinary grievance processes for staff complaints including providing comprehensive documentation for investigation.

Fellowship Coordinator

- Coordinated activities within the pediatric fellowship program aligning with the goals preparing fellows for a career in academic medicine, with strong emphasis on excellence in clinical care, teaching, and productive and independent research
- Coordinated and prepared documents for review by the accreditation board, the Residency Review Committee of ACGME. Assisted the department in receiving the first “no citations” review in its accreditation history
- Fundamental knowledge of ERAS (Electronic Residency Matching Program) Processes

Program Manager, Center for Human Nutrition Obesity Treatment Center 1999-2001

- Provided program management, budget management, managed clinical billing, supervised professional and clinical staff
- Developed budgets, strategic planning of services
- Partnered with university leadership team to develop program initiatives and evaluated program successes and outcomes
- Systemized leadership for program closure, including handling complaints and grievances in accordance to university’s due processes

PUBLICATIONS

Annie J. Keeney¹, Amy M. Smartz, **Regina Richards**, Shannon Harrison, et al. Human Rights and Social Work Codes of Ethics: An International Analysis. *Journal of Social Work and Human Rights* 2014 Dec.; 2 (2): pp 01-16.

Bullock, J., Lockspeiser, T., Teherani, A., **Richards, R.**, Del Pino-Jones, Amira, Hauer, K. (2020) They don’t see a lot of people my color: a mixed-methods study of racial/ethnic stereotype threat among medical students on core clerkships. *Academic Medicine (Research in Medical Education)* (accepted for Nov 2020 publication)

Merritt, R., **Richards, R.**, Romero-Leggott, V., Balleros, M. (in progress). Combined BA-MD Programs: BAMD Multi-institutional Descriptive Study.

DISSERTATION

Richards, R. (December 2019). Dissertation PUB ID #27955277: Underrepresented Medical Student (URiM)

Experience: A Thematic Analysis of Factors Affecting their Experience. Colorado State University School of Social Work. In final review.

SELECTED PRESENTATIONS (Full list is available upon request)

2020

- Apr.** Denver Health and Hospital Association - Grand Rounds Presentation: Defining Sense of Belonging during COVID-19.
- Feb.** Rocky Mountain Public Health Training Center – (CU School of Public Health) – Regional Presentation: Values and Vision
CHA/PA Program- Professional Practice and Upstander Training
CU School of Medicine – Colorado Springs Branch – Microaggression Training
Colorado Child Fatality Prevention System: State Review Team – Diversity, Equity and Inclusion (Anti-racism) Training
Colorado Springs Branch Peak Fair Community Stakeholders – Evaluator/rater of Community engagement projects.
- Jan.** Children’s Hospital Colorado Pediatric Psychiatry Fellows – Diversity, Equity and Inclusion Initiatives: How to get involved

2019

- Dec.** CU School of Medicine – Allyship Facilitator HUMANS OF CU Project
Student National Medical Association (SNMA) Region III Meeting – Talk: Leadership and Professional Development in Academic Medicine. Dallas, TX
- Nov.** CU Anschutz Medical Campus Advancement Office – Panelist: Giving Wisely Panel Presentation
Dept. of Family Medicine, AF Williams Clinic – Microaggressions in the Clinical Setting
Dept. of Family Medicine, AF Williams Clinic – Unconscious Bias for Staff
- Oct.** CU Office of Inclusion and Outreach – Undergraduate Pre-Health Program: Unconscious Bias
- Sept.** Department of Family Medicine, AF Williams Clinic – Unconscious Bias for Leadership Team
Children’s Hospital Colorado, Pediatric Residents Longitudinal Small Group – Unconscious Bias
CU School of Medicine, Admissions Committee Unconscious Bias, Microaggressions Trainings (10 total trainings from Aug – Sept. 2019)
CU School of Medicine, Annual Toast to Diversity – Guest Speaker
Children’s Hospital Colorado Residency Admissions Committee Members – Unconscious Bias Training

CU School of Medicine Colorado Springs Branch - Community Engagement Training Workshop

COMMUNITY SERVICE AND OTHER ACCOMPLISHMENTS

2020 – Elected into the Alpha Omega Alpha Medical Society (nominated by students) for recognition of Superb Teaching and Leadership Skills

Colorado School of Public Health, Diversity, Equity and Inclusion Founding Advisory Board

2019 – Faculty Appointment, Assistant Professor, Department of Family Medicine

Martin Luther King, Jr. Humanitarian Committee

Chair-Elect, American Association of Medical Colleges (AAMC) BA-MD Affiliate Group

2017 – 2019 Vice Chair Elect, AAMC BA/BS-MD Affiliate Group

2017 Joseph W. St. Geme, Jr. Award for Exceptional Ability in Promoting the Overall Mission of the School of Medicine

2015 Outstanding Community Partner Award presented by the Colorado Black Health Collaborative

2013 University of Colorado Chancellor's Diversity Recognition for Outstanding Staff Award
Presented by the University of Colorado Anschutz Medical Campus Office of Inclusion and Outreach

2013 Juanita Ross Gray Community Service Award Nominee Outstanding Community Service
Presented by: Denver Public Library

Mile High Medical Society, Associate Member 2015 – Present

Mountain States Regional Health Equity Council (RHEC VIII) 2015 - 2016

2040 Partners in Health 2011-2015
Community Advisory Board
Project: Racial Discrimination in Healthcare

Research Center of Excellence on Minority Health Disparities 2010-2012
Building Trust Initiative National Community Advisory Board
University of Pittsburgh, Graduate School of Public Health

Children's Hospital Colorado 2010-2015
Cross-Cultural Communications Committee

Committee for Recruitment and Retention of Diverse Faculty	
Colorado State Board of Human Services Rule Making Committee Citizen Appointment by Governor Bill Ritter	2009-2012
St. Pius Tenth Community Action Team	2006-2008
National Association of Social Workers	2005-Present
Who's Who in Business Executives	1999-2000

REFERENCES AVAILABLE UPON REQUEST