

Andréa L. Campbell, Master of Science
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Educational Background

Doctor of Philosophy – Industrial Organizational Psychology
National University, Expected Graduation 2028

Master of Science — Industrial Organizational Psychology, 3.9 GPA
Northcentral University, June 2022

Bachelor of Arts — Psychology, minor in Spanish
University of Arizona, August 2014

Professional/Academic Work Experience

2017 – Present: *Program Administrator for the Internal Medicine Residency Program at University of Washington, Seattle, WA.* Leads recruitment and onboarding for 65 physician residents annually, achieving record diversity in the 2022 cohort. Pioneered the transition to virtual recruitment in 2020. Supports 185 residents and 11 faculty, partnering directly with faculty for diversity & inclusion, wellness, and professional development. Serves as a Restorative Justice Facilitator for the program and the Department of Medicine.

2022 – 2022: *Intern for Professional & Organizational Development at the University of Washington in Seattle, WA.* Created content for the launch of the Professional & Organizational Development (POD)'s BIPOC Staff Development Program. Conducted research on organizational development frameworks in higher education and analyzed survey responses to inform data-driven strategies. Gained experience in teaching methods and client engagement practices.

2014 – 2016: *Regional Development Director at CoastAlaska, Inc., in Juneau, AK.* Exceeded annual fundraising goals by securing sponsorships from local businesses and major corporations. Led regional fundraising efforts for nine public radio stations across Alaska, managing a portfolio of 100 clients. Wrote copy for various businesses and events while ensuring compliance with FCC regulations. Supervised and mentored CoastAlaska, Inc.'s Account Manager.

2014 – 2017: *Owner at Eventful: A Coordinating Company in Juneau, AK.* Planned and executed high-profile events for nonprofit organizations, including the Governor's Ball for the State of

Alaska, Empty Bowls, and KTOO's Annual Seafood Festival. Managed logistics, marketing, budgeting, vendor coordination, and sponsorship engagement. Developed promotional strategies utilizing social media, radio, and print. Led volunteer teams to ensure seamless event execution and community engagement.

2012 – 2014: Facility Manager at City & Borough of Juneau, AK. Managed operations for municipal aquatics facilities, leading a team of 80 across administrative, aquatic, and custodial roles. Oversaw scheduling, events, marketing, and community programs. Handled recruitment, training, payroll, and employee leave while ensuring smooth daily operations and a welcoming environment for patrons.

Publications/Presentations

Cabrera, D. & Campbell, A. *Values Driven Holistic Resident Selection: Equitable Practices Before, During, and After the Interview Day.* Workshop at GME Professional Development Series, Eastern Carolina University, Virtual; August 2024.

Campbell, A. *Rewrite Your Job, Reclaim Your Power.* Workshop at Academic Internal Medicine Week, Columbus, OH; April 2024.

Cabrera, D. & Campbell, A. *Values Driven Holistic Resident Selection: Equitable Practices Before, During, and After the Interview Day.* Workshop at Academic Internal Medicine Week, Columbus, OH; April 2024.

Campbell, A. Poster Plenary: *Applicant Review Rubric to Increase Resident Diversity.* Oral presentation at 2023 APDIM Fall Meeting, Baltimore, MD; October 2023.

Cabrera, D. & Campbell, A. *Standardized Interview Questions to Promote and Achieve Equity.* Poster session at APDIM Fall Meeting, Baltimore, MD; October 2023.

Campbell, A., Cabrera, D. & Steinberg, K. *Applicant Review Rubric to Increase Resident Diversity.* Poster session at APDIM Fall Meeting, Baltimore, MD; October 2023.

Cabrera, D. & Campbell, A. *Values Driven Holistic Resident Selection: Equitable Practices Before, During, and After the Interview Day.* Oral presentation at 2023 NRMP Meeting, Boston, MA; October 2023.

Campbell, A. *Restorative Justice & Sitting in Circle.* Workshop for faculty at 2023 Internal Medicine Residency Education Retreat; August 2023.

Campbell, A. & Harper, W. *Build Boundaries, Beat Burnout*. Webinar for Alliance for Academic Internal Medicine; April 2023.

Campbell, A., Harper, W., & Mortley, A. *Are You Professionally Developed?* Workshop at Academic Internal Medicine Week 2023 in Austin, TX; April 2023.

Campbell, A. & Choe, J. *Communication, Collaboration and Coordination* at 2022 Internal Medicine Residency Education Retreat; August 2022.

Campbell, A. & Cullen, G. *Zoom 101* at 2022 Internal Medicine Residency Chief School, Virtual; May 31, 2022.

Campbell, A. Cullen, G. & Harper, W. *Cultivating Equity, Diversity, and Inclusion: A Newsletter*. Poster session at Academic Internal Medicine Week 2022 in Charlotte, NC.

Harper, W. & Campbell, A. *Virtual Recruitment: Program Administrator Experiences and Future Recommendations*. Poster session at Academic Internal Medicine Week 2022 in Charlotte, NC.

Campbell, A. & Cullen, G. *Zoom 101* at 2021 Internal Medicine Residency Chief School, Virtual; June 3, 2021.

Campbell, A. & Steinberg, K. *The Yearly Cycle*. Oral presentation at 2019 APDIM Fall Meeting, Denver, CO; October 2019.

Grants/Awards

Nominated for 2023 UW Distinguished Staff Award for Diversity, Equity & Inclusion, January 2023

Recipient of the UW Department of Medicine's Inaugural Gender Equity Trailblazer Award, July 2022

Professional Affiliations

UW Department of Medicine Bias Navigator, April 2024 to Present

UW Department of Medicine Well-Being Advocacy Subgroup, August 2023 to Present

Department of Medicine DEI Champion, April 2023 to Present

UW Department of Medicine Well-Being Strategic Workgroup, March 2023 to Present

Co-Chair of the UW's Internal Medicine Residency Communication Workgroup, August 2022 to December 2023

UW Internal Medicine Residency EDItorial: A monthly equity, diversity, and inclusion newsletter, Co-founder & Co-EDItor, September 2020 to August 2023

UW Department of Medicine Staff DEI Committee, January 2020 to May 2022

Leadership and Professional Development

Restorative Justice Facilitator Training, March 2023

University of Washington Professional & Organizational Development Strategic Leadership Program May 2022.

Undoing Institutionalized Racism Workshop, Peoples Institute for Survival and Beyond, July 2019

Professional References

Dan Cabrera
Assistant Program Director for Diversity and Inclusion
University of Washington
dancab@uw.edu

Kelli Corning
Associate Director
University of Washington
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Sean Greenlee
Program Manager for Diversity, Equity, and Inclusion
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