

Shari E. Miles-Cohen, Ph.D.

Washington, DC | [linkedin.com/in/shari-miles-cohen](https://www.linkedin.com/in/shari-miles-cohen)

Senior-Level Executive Serving Nonprofits, Corporations, Institutions

Collaborative and Results-Oriented Leader

Recognized as "APA's Expert on domestic human rights issues" — Masterfully leading across difference!

- **Principled leader and mentor** with reputation for establishing high expectations and uniting staff and volunteers around ambitious goals Recognized for advancing intersectional human rights initiatives.
- Accomplished **Executive** with consistent track record of delivering strategic solutions and innovations that fuel sustained accountability and results.
- Highly skilled in leading complex initiatives and cultivating and maintaining strong relationships with governance members. Flexible, adaptive, and supportive of team members and other colleagues, while establishing and maintaining high expectations for great work.

Professional Experience & Achievements

AMERICAN PSYCHOLOGICAL ASSOCIATION | Washington, DC
Senior Director, Human Rights Team (Public Interest); 2020–Present

2007–Present

Direct APA's 3 highest-profile human rights programs/public interest portfolios: **Ethnicity, Race, and Cultural Affairs; Sexual Orientation and Gender Diversity; and Women's Portfolios**. Manage 6 direct and 25+ indirect and matrixed reports while engaging more than 375 governance leaders (Council, Board, Committee, and Task Force members) in support of global APA membership. Guide strategic educational, research, and policy initiatives to ensure 50K underrepresented member psychologists and entire membership of 122K can effectively lead public on domestic human rights, diversity, equity, and inclusion issues.

Organizational Leadership & Optimization

- Responsible for \$1.25M Human Rights Team Budget; launched initiative to pursue an additional \$1M in incremental funding to support and expand portfolio via public/private research grants.
- Collaborate across community (academicians, philanthropists, psychologists, public and private sector leaders, key stakeholders) to advance program initiatives, craft multi-year program development strategies, and develop revenue-generating inclusive, intersectional leadership development programs for underrepresented psychologists to enable positive social change. Oversee marketing, public relations, and donor engagement.
- Conceptualize and incubate innovative programs and process optimizations that have been adopted enterprise-wide.
- Introduced and facilitated network of 700 academics and activists working to overcome pandemic response disparities.
- Frequently serve as moderator, facilitator, or program director to champion and drive highly successful programs.

Strategic Initiatives & Programs

- Tapped to lead APA's Dismantling Racism Project, an enterprise-wide initiative creating a path to reconciliation and healing while incorporating apology acknowledging psychology's perpetuation of racist ideologies. Currently instituting measurable actions to dismantle racism in the discipline and in society (education, criminal justice, healthcare, employment, and science) as well as engaging a series of public listening sessions.
- Rapidly transitioned Leadership Institute for Women in Psychology (LIWP) in response to March 2020 pandemic, pivoting to entirely virtual programming in <3 weeks. Leveraged technology, upleveled curriculum, and broadened access that cost-effectively serves participants. Success stories among nearly 400 Institute graduates include 34 alumni serving on APA's Council of Representatives as well as 14 graduates elected to other leadership roles.
- Developed, curated, and launched 1st multimedia exhibit honoring BIPOC women psychologists, "I am Psyched!" (<https://www.apa.org/pi/women/iampsyched>). Invited by Obama Administration's White House Council on Women and Girls for *Smithsonian* magazine's Museum Day Live! 2016. Cultivated external partnerships resulting in content being digitized for Smithsonian Learning Lab digital collection.
- Led strategic communications, built strategic partnerships, and leveraged philanthropic investments to launch the "I am Psyched!" National Tour via 40+ installations around US—augmented by online and in-person awareness events.
- Established \$300K endowment fund supporting scholarships for LIWP and select initiatives; Board of Directors recognized success by designating \$200K in recurring annual organizational funding for the program.

AMERICAN PSYCHOLOGICAL ASSN. (cont'd.) | Senior Director, Women's Programs Office (WPO); 2007–2019

Recruited to manage WPO operations and innovate flagship program—Leadership Institute for Women in Psychology (LIWP). Led team comprising 4 staff members/160 governance leaders, overseeing efforts to analyze issues relevant to women/girls and optimize value of WPO as resource for women psychologists through strategic branding.

- Established strategic partnerships and drove initiatives serving women, girls, and people of color, including: APA in the Community initiative, bringing together psychologists and community leaders; 8 targeted task forces addressing such topics as human trafficking and STEM education for women with disabilities; and APA's 1st youth advisory committee.
- Served as Principal Investigator and secured research funding for 2 new programs from National Science Foundation and Office on Women's Health at US Department of Health and Human Services.
- Lectured at such global conferences as International Congress of Applied Psychology and United Nations Commission on the Status of Women (CSW) as APA UN Representative.
- Authored 15 publications and delivered >60 papers on topics ranging from education and health to safety and security, career development, youth empowerment, and diversity, equity, and inclusion.
- As mentor, coached staff leading to reduced attrition and >60% of team earning promotions or performance bonuses.

**SOCIETY FOR THE PSYCHOLOGICAL STUDY OF SOCIAL ISSUES | Washington, DC 2001–2006
Executive Director / Scientist in the Public Interest**

Instrumental to success of key initiatives for the Society (SPSSI). Directed team of 4, staffed governing board comprising 20 volunteers, and supported 25+ volunteer committees.

- Initiated strategic conversations with University of Michigan legal counsel and others that led to SPSSI partnering with APA to draft and submit an amicus brief in *Grutter v. Bollinger* and *Gratz v. Bollinger*.
- Staffed delegation of behavioral scientists' trip to South Africa to study truth and reconciliation, violence against women, and issues related to HIV.
- Organized and co-chaired 5th biennial conference, *From Desegregation to Diversity*, celebrating SPSSI's role in the *Brown v. Board of Education of Topeka* case.

**THE UNION INSTITUTE | Washington, DC 1999–2001
Director**

Chaired Task Force on eCommerce Certificate Program for Women in Business and developed the Center's partnerships with local women-owned businesses. Managed 2 direct/indirect reports.

**HOWARD UNIVERSITY, African American Women's Institute | Washington, DC 1998–1999;
Interim Director / Adjunct Faculty (Dept. of Psychology) 1990–1992**

Key contributions included role as Project Manager for the Black Women in the Academy II Conference. Wrote proposal and secured authors for special issue of *Journal of Negro Education* (Black Women in the Academy: Challenges/Opportunities: <https://www.jstor.org/stable/i361203>) and served on several Boards of Directors. Oversaw 1 direct/2 indirect reports and team of volunteers.

- As board member for US Women Connect, assisted with drafting/participating in United Nations press briefing announcing release of "Report Card" (assessed US progress on critical areas of concern).
- As Research Assistant at The Institute for Urban Affairs and Research (Howard Univ., 1990–92), project work included substance use and abuse issues and women's health and education issues. Published *The 1992 Institute for Urban Affairs and Research Resource Guide on African American Women in the United States* (1992).

**WOMEN'S RESEARCH & EDUCATION INSTITUTE (WREI) | Washington, DC 1992–1998
Executive Director / Education Director / Fellowship Program Director**

Successfully transitioned domestic Congressional Fellowship program, fully incorporating international fellows from NIS and Eastern Europe (traveled to region; interviewed/selected participants). Managed team of 6 direct/indirect reports as well as 9–13 Congressional Fellows each year.

- Delivered 2 presentations at United Nations 4th World Conference on Status of Women NGO Forum (Beijing, 1995).
- Distinguished as youngest woman and 1st Black woman promoted to Executive Director of mainstream, DC-based national women's nonprofit at the time.

Education & Credentials

Doctor of Philosophy, Personality Psychology | HOWARD UNIVERSITY, Washington, DC

Master of Science, Psychology | HOWARD UNIVERSITY, Washington, DC

Bachelor of Arts, Psychology | UNIVERSITY OF COLORADO AT BOULDER, Boulder, CO

Certificate in Public Narrative: Leadership, Storytelling, and Action Program

John F. Kennedy School of Government, Executive Education, HARVARD UNIVERSITY

Certificate in Building, Managing, and Evaluating Effective Networks

Network Leadership Training Academy, CENTER FOR NETWORK SCIENCE

Boards/Affiliations & Committees *(select list; complete addenda available)*

- **Executive Committee Member** (representing APA), Societies Consortium on Sexual Harassment in STEM.
- **Fellow**, American Psychological Association (APA). Emphasis on issues related to women, people of color, people with disabilities, sexual and gender minorities, leadership and management, history, and social issues.
- **Commissioner**, District of Columbia Commission for Women.
- **Washington 100 Member** and **Member**, African American Women's Giving Circle, Washington Area Women's Foundation, Washington, DC (Giving Circle Co-Chair, 2011–13).
- **Dragon Festival Auction** and **Gala Committee Member**, Washington, DC Yu Ying Public Charter School.

Publications & Presentations *(abbreviated list; complete addenda available)*

- Co-author (K. Brown, S. Shullman, H. Coons), **American Psychological Association (APA) Leadership Institute for Women in Psychology: Herstory, Impacts, and Next Steps** (*The Psychologist-Manager Journal*, 2020; <https://doi.org/10.1037/mgr0000099>).
 - Co-author (C. Faye, A. Rutherford), **I am Psyched! Inspiring Histories, Inspiring Lives: Women of Color in Psychology** (in J. C. Ashton, Ed., *Feminism and Museums: Intervention, Disruption, and Change, Vol. 2*).
 - Co-editor (C. Signore), **Eliminating Inequities for Women with Disabilities: An Agenda for Health and Wellness** (2016; <http://www.apa.org/pubs/books/4317418.aspx?tab=1>).
 - Co-editor (C. Costello, A. Stone), **The American Woman 1999–2000: A Century of Change—What's Next?** (1998).
-
- *To Change the Narrative, We Have to Change the Narrator*. (Invited address, The 44th Annual Conference of the Association for Women in Psychology, Newport, RI; Mar. 2019).
 - *Women with Disabilities in STEM Education Research Agenda Development Project*; paper presentation. Symposium, National Science Foundation Human Resource Development's Joint Annual Meeting, Washington, DC (June 2012).
 - Chair, *Understanding the Harm of Hate Crime* (Congressional briefing organized by the Society for the Psychological Study of Social Issues, Washington, DC; Oct. 2002).

Advancement/Fundraising & Awards *(partial list; complete addenda available)*

- *APF Dorothy W. Cantor LIWP Fund*. Funded by multiple parties; \$295,000 (Aug. 2009–Present).
 - *Women with Disabilities in STEM Education Research Agenda Development Project*; Grant No. HRD-1138801. Funded by the National Science Foundation, \$140,336 (Sept. 2011–Aug. 2012).
 - *The American Woman*, 8th edition. Funded by The Ford Foundation; \$100,000 (Oct. 1998–Sept. 2000).
 - *Congressional Fellowships for Newly Independent Women*; Grant No. 94-0097. Funded by The Eurasia Foundation; \$101,055 (June 1994–May 1995).
-
- **Distinguished Leadership Award**, The Committee on Women in Psychology
 - **Congressional Fellow**, Office of U. S. Representative Ronald V. Dellums (CA)
 - **Distinguished Faculty Author Award**, Howard University | **Mentor Award**, Johns Hopkins University
 - **Certificate of Special Congressional Recognition**, Congressional Black Caucus Veterans' Braintrust