



Sylk Sotto, EdD, MBA, MPS
University of Pittsburgh
School of Medicine, Health Sciences

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Executive Summary – Curriculum Vitae of Dr. Sylk Sotto

Dr. Sylk Sotto is an internationally renowned scholar and thought leader in equity in academic medicine, widely recognized for advancing institutional transformation through the integration of rigorous scholarship and practice. Her critical work—spanning inclusive teaching and learning, faculty and leadership development, research ethics and community engagement, and organizational change—is grounded in a framework of inclusive excellence and systemic impact. A trusted educator, mentor, and leader, Dr. Sotto is celebrated for creating supportive environments and mentoring across identities. Her scholarship and service are deeply interconnected, reflecting a steadfast commitment to advancing institutional excellence and transformation with integrity, and to uplifting others through principled leadership and authenticity.

I. Appointments and Positions

Current Position (2024–Present)

- **Associate Vice Chancellor for Faculty Development** (and Affairs),
University of Pittsburgh School of Medicine
- Associate Professor of Medicine

Previous Appointments at Indiana University School of Medicine (2015–2025)

- Volunteer Associate Professor, IU Department of Pediatrics (-2025)
- Vice Chair for Faculty Affairs and Professional Development
- Vice Chair for Diversity, Health Equity, and Inclusion
- Associate Professor of Medicine (Tenure: 2023)
- Assistant Professor of Medicine (Tenure Track: 2017–2023)
- Director, *All IN for Health*, Indiana Clinical and Translational Science Institute (Indiana CTSI)
- Chief Diversity Officer/Chief Health Equity Officer, Indiana CTSI
- Faculty Investigator, IU Center for Bioethics
- Affiliate Faculty, HEAL-R Collaborative, IU Health, Indiana CTSI, Regenstrief Institute, Irsay Institute
- Health Equity Lead & DEI Consultant, IU Simon Comprehensive Cancer Center
- Affiliate Faculty, National Institute for Transformation and Equity, IU Bloomington

Prior Roles (2000–2015)

- Sr. Professional Research Associate/(Bio)Chemist, University of Colorado Health Sciences
- Research Compliance Manager/Officer, University of Denver
Oversaw IRB, IACUC, IBC, COI, Export Controls, HIPAA in Research, Pre and Post Award Compliance, Research Integrity Education
- Director of Finance and Administration, Dept. of Medicine, Division of Pulmonary Sciences & Critical Care, ,
University of Colorado Anschutz Medical Campus
- Research Ethics and Compliance Consultant, Biotech Industry (IRB, IACUC, IBC)

II. Education and Training

- EdD in Higher Education (Focus on Administration, Faculty Affairs and Dev), University of Denver (2017)
- MBA, University of Denver, Daniels College of Business (2003)
- MPS in Healthcare Leadership; Healthcare Policy, Law and Ethics, University of Denver (2011)
- BS in Chemistry, Colorado State University (1999)
- Undergraduate, University of Puerto Rico, Mayagüez (1994)

Certifications:

- Program Evaluation (2025, AEA)
- Political Social Work (2025, Univ. of Michigan)
- Mixed Methods Research (2019, Univ. of Michigan)
- Medical Education Research (AAMC, 2019)
- Healthcare Executive-Diversity & Inclusion (HEDIC, AAMC, 2021)
- Physician Peer Coach (2019, The Physician Coaching Academy)
- IRB & IACUC Professional Certification (2008–2014)

III. Select Peer-Reviewed Publications (Highest Impact)

40+ peer-reviewed publications, 3 white papers, 8 book chapters/monographs

[Google Scholar link](#), [PubMed](#)

Publication	Journal	Impact Factor
A Framework for Developing Antiracist Medical Educators	Academic Medicine	5.3
Medical Interpreters' Experiences Near End-of-Life	J Pain Symptom Manage	3.8
Breaking Barriers to Diversify the Physician Workforce	Front Public Health	3.4
Comparative Zip Code Analysis at Student Outreach Clinic	J Community Health	3.9
Perspectives on ACGME Diversity Standards	J Gen Intern Med	4.3
Responding to (Anti)Racism in Academic Medicine	AEM Educ Train	1.7
Racist Nativism and Latinx Faculty Experiences	Int J Qual Stud Educ	1.1
Value My Culture, Value Me-Culturally Relevant Mentoring	BMC Med Educ	2.7
Trust and Research Engagement Survey Findings	J Clin Transl Sci	2.0

IV. Key Honors and Awards

National :1 University: 10

- Scholar Educator Award, IU School of Medicine – (2023)
- Alliance for Academic Internal Medicine Distinguished Service Award – National leadership – (2022)
- Inclusive Excellence Award, Department of Medicine – (2022, 2021)
- Indiana University Board of Trustees Teaching Award – (2021)
- Distinguished Teaching Award, Department of Medicine – (2021)
- Outstanding Mentor, IU Medical Students Research Program – (2021)
- Alpha Omega Alpha Faculty Inductee – First EdD inducted in Department of Medicine – (2020)
- Faculty Development Scholar Award, IUPUI – (2020)
- Women's History Month Faculty Leader Award, IUPUI – (2020)

V. Scholarship & Contributions

Major Research Areas:

- Faculty Affairs and Faculty Development

- Organizational Excellence and Leadership
- Intersection of Research Ethics, Health Equity, and Community Engagement
- Inclusive Teaching and Learning Environments in Medical Education

Funding:

- PI and Co-PI on funded studies from NIH, CTSI, AAIM, POD Network, and IUPUI.

Co-PI-Indiana CTSI – R25 NCATS – R25 TR004387

Clinical and Translational Science Workforce Development through a Statewide Community College Partnership

Invited Presentations:

	National	Regional	International	Local
Total	69	10	3	61

Abstract Presentations: 73

VI. Teaching & Mentoring:

- Consistently rated 5.0/5.0 by students, trainees, and faculty
- Mentored over 30 individuals including medical students, residents, PhD graduate students, and early-career faculty and attaining tenure.

VII. Service

Key Memberships

- National Council of University Research Administrators (NCURA) – Institutional Member (2006-2012)
- Public Responsibility in Medicine and Research (PRIM&R) – Member (2006-2012)
- IACUC Administrators Association (IAA) – Member (2010-2015), Sub-Committee Chair, New Members
- Mile High IRB Consortium, Denver, CO Region, Member
- National Hispanic Medical Association (NHMA) – Member (2016-2017)
- Alliance for Academic Internal Medicine (AAIM) – Member (2011-Present)
- Association for the Study of Higher Education (ASHE) – Member (2013-Present)
- Professional and Organizational Development Network in Higher Education (POD) – Member (2015-2017), SIG: Healthcare Education (2017-2023)
- Association of American Medical Colleges (AAMC) – Member (2015-Present)
 - Group on Diversity and Inclusion (GDI)
 - Group on Faculty Affairs (GFA)
 - Group on Educational Affairs (GEA)
- National Association of Diversity Officers in Higher Education (NADOHE) – Member (2018-Present)
- National Association of Medical Minority Educators (NAMME) – Member (2019-Present)
- University of Michigan, Diversity Scholar Network, LSA National Center for Institutional Diversity – Member (2020-Present)
- American Educational Research Association, Division J (Higher Education)-(2025-Present)