

**Report of Independent Investigation:  
Allegations of Sexual Misconduct Against Robert E. Anderson**

May 11, 2021



WILMER CUTLER PICKERING HALE AND DORR LLP ®

## TABLE OF CONTENTS

	Page
<b>Executive Summary .....</b>	<b>1</b>
<b>I. The Independent Investigation .....</b>	<b>8</b>
A. Our Engagement .....	8
B. Scope of Review and Methodology .....	9
1. Patient Outreach.....	9
2. University of Michigan Personnel Outreach.....	10
3. Non-University Community Outreach.....	12
4. Documentary Evidence .....	12
C. Limitations .....	13
D. Investigation Team.....	14
<b>II. Background: Robert E. Anderson.....</b>	<b>17</b>
A. Early Life and Career: 1928-1966 .....	17
B. Initial Years at the University of Michigan: 1966-1981 .....	19
1. UHS Generally.....	19
2. Patient Population .....	20
3. Responsibilities as a Clinical Instructor and Lecturer .....	21
4. Resignation as UHS Director.....	21
C. Continued Service in the Athletic Department: 1981-1999.....	21
D. Practice at Michigan Medicine: 1995-2003 .....	23
1. Acquisition of the Clark Road Practice .....	23
2. Dr. Anderson’s Michigan Medicine Practice.....	23
<b>III. Dr. Anderson’s Misconduct .....</b>	<b>24</b>
A. Dr. Anderson Conducted Medically Unnecessary Examinations.....	25
B. Dr. Anderson Repeatedly Performed Sensitive Examinations Inappropriately .....	27
C. Dr. Anderson Engaged in Conduct that Fell Far Outside the Bounds of Appropriate Medical Practice .....	29
<b>IV. Awareness of Dr. Anderson’s Misconduct.....</b>	<b>33</b>
A. Tad DeLuca’s 1975 Letter .....	33
B. Reports to Thomas Easthope and Dr. Anderson’s Resignation from UHS .....	36
1. Jim Toy’s Concerns Regarding Dr. Anderson.....	37
2. Mr. Easthope’s Confrontation with Dr. Anderson.....	37

3.	Counseling Services Employees Report Dr. Anderson’s Misconduct.....	38
4.	Dr. Anderson’s Resignation as UHS Director .....	39
5.	Dr. Anderson’s Continued Practice at UHS .....	41
6.	Keith Moree Report .....	42
C.	Other Missed Opportunities.....	46
1.	Widespread Rumors Among Patients .....	46
2.	Awareness by Other University Employees .....	47
3.	Dr. Anderson’s Disclosure of an Assault Lawsuit in 1996.....	55
<b>V.</b>	<b>The University’s 2018-2020 Investigation into Misconduct by Dr. Anderson .....</b>	<b>57</b>
A.	OIE Received the 2018 and 2019 Complaints About Dr. Anderson in a Timely Manner.....	57
1.	Mr. DeLuca’s 2018 Letter.....	57
2.	August 2019 Complaint .....	58
B.	OIE’s Review of the 2018 and 2019 Complaints About Dr. Anderson Was Unreasonably Delayed .....	58
1.	OIE’s Initial Review .....	58
2.	Law Enforcement Review.....	59
3.	OIE’s Continued Review .....	60
<b>VI.</b>	<b>Additional Considerations .....</b>	<b>61</b>
A.	Dr. Anderson Engaged in Misconduct with Patients Who Were Unlikely to Report Their Experiences .....	61
B.	The University’s Sexual Harassment Policies and Procedures Were Inadequate .....	63
<b>VII.</b>	<b>Recommendations .....</b>	<b>64</b>
A.	Promote a Culture of Awareness and Reporting.....	65
1.	Training Should Address the Different Ways Misconduct Is Reported.....	66
2.	Training Should Address Athletic Department Culture Specifically .....	66
3.	Employees Need to Understand Their Reporting Obligations .....	66
B.	Implement Additional Resources and Training Regarding Sensitive Examinations.....	67
C.	Conduct Periodic Reviews of Departments and Units.....	69
D.	Improve Tracking of Self-Disclosures During the Credentialing Process.....	69
E.	Improve Communication About Sexual Misconduct Investigations Between OIE, DPSS, and the Prosecutor’s Office .....	70

F. Ensure that OIE Has Sufficient Resources to Fulfill Its Mandate .....	71
<b>Conclusion .....</b>	<b>71</b>

- Appendix A – Glossary of Acronyms
- Appendix B – Dr. Margot Putukian’s Curriculum Vitae
- Appendix C – Dr. E. Lee Rice’s Curriculum Vitae
- Appendix D – Dr. William Roberts’s Curriculum Vitae
- Appendix E – Dr. James DuBois’s Curriculum Vitae
- Appendix F – Dr. Deborah Goldfarb’s Curriculum Vitae

## Executive Summary

On July 18, 2018, Thomas “Tad” DeLuca<sup>1</sup> sent a letter to University of Michigan Athletic Director Warde Manuel. In his letter, Mr. DeLuca, an alumnus of the University and a member of the wrestling team in the 1970s, described a series of interactions with a former University physician, Robert E. Anderson. Mr. DeLuca wrote that, beginning in 1972, he sought treatment from Dr. Anderson for cold sores on his face and that, during several visits, Dr. Anderson examined his penis, did a hernia check, and conducted a digital rectal examination without explaining why such examinations were necessary. Mr. DeLuca also stated that he sought treatment from Dr. Anderson in 1974 for a dislocated elbow and that, once again, Dr. Anderson performed penis, hernia, and prostate examinations, all without any explanation or apparent justification. According to Mr. DeLuca, these types of examinations were standard operating procedure for “Dr. ‘Drop Your Drawers’ Anderson.” Dr. Anderson worked in various capacities at the University between 1966 and 2003. He died in 2008.

On July 26, 2018, Mr. DeLuca’s letter was forwarded to the University’s Office for Institutional Equity (“OIE”),<sup>2</sup> which is responsible for investigating Title IX complaints and other reports of sexual misconduct. Pamela Heatlie, who was then the Director of OIE, contacted Mr. DeLuca on August 6 and met with him later that month. On October 1, 2018, Ms. Heatlie referred the matter to the University’s Division of Public Safety and Security (“DPSS”). DPSS assigned the matter to Detective Mark West. On October 3, DPSS instituted a “law enforcement hold,” which froze OIE’s review while Detective West investigated whether any crime may have been committed.

Over the next several months, Detective West conducted an extensive investigation, during which he interviewed former patients<sup>3</sup> of Dr. Anderson and current and former University employees and reviewed potentially relevant documents. In April 2019, Detective West forwarded the DPSS investigative report to the Washtenaw County Prosecutor’s Office (the “Prosecutor’s Office”). The next month, DPSS informed OIE that it could resume its review.

On August 18, 2019, an individual who had been a student at the University in the late 1960s and early 1970s (“Individual A”) sent an email to the administrative assistants for Dr. Robert Ernst, Executive Director of the University Health Service (“UHS”), which is the University’s on-campus medical clinic, and Dr. Elizabeth Cole, who was then the Interim Dean of the University’s School of Literature, Science, and the Arts. In the email, Individual A provided a detailed description of an appointment he had with Dr. Anderson at UHS in 1971. Individual A, who had sought treatment for potential exposure to a sexually transmitted infection (“STI”), said that Dr. Anderson asked him to manually stimulate Dr. Anderson’s penis until Dr. Anderson ejaculated. Individual A, who is a gay man, also stated that he had discussed the incident shortly afterward with another gay patient of Dr. Anderson, who shrugged his shoulders, from which Individual A inferred that what happened to him was standard for Dr. Anderson

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<sup>1</sup> We interviewed Mr. DeLuca in the presence of his counsel on two occasions. Mr. DeLuca gave us permission to use his name in this Report.

<sup>2</sup> A list of acronyms used in this Report is attached as Appendix A.

<sup>3</sup> For the sake of consistency, we use the term “patient” to refer to individuals who recounted being examined or treated by Dr. Anderson.

when providing medical care to gay patients. Dr. Ernst and Dr. Cole each promptly sent Individual A’s email to OIE, which forwarded it to DPSS.

By the final weeks of 2019, OIE had not made material progress investigating the allegations about Dr. Anderson. In light of the seriousness of the allegations and the fact that almost a year and a half had passed since Mr. DeLuca’s letter was received, OIE contacted the University’s Office of the Vice President and General Counsel (“OGC”). On January 23, 2020, the University’s Board of Regents retained the law firm Steptoe & Johnson LLP (“Steptoe”) to conduct an independent investigation.

On February 18, 2020, the Prosecutor’s Office confirmed that it had completed its review and would not be bringing any criminal charges. The next day, the University publicly announced the availability of a hotline to collect information from Dr. Anderson’s former patients. The announcement garnered significant media coverage. Within two weeks, more than one hundred people called in to share their experiences.

### **Our Investigation**

On March 21, 2020, at the request of the Board of Regents of the University of Michigan, Wilmer Cutler Pickering Hale and Dorr LLP (“WilmerHale”) assumed responsibility for the independent investigation into Dr. Anderson’s conduct.<sup>4</sup> We undertook: (1) to investigate the nature and scope of any misconduct by Dr. Anderson as a University employee; (2) to determine who at the University knew or should have known about such misconduct and what was done to address it; and (3) to recommend measures the University should take to help prevent, detect, and address such misconduct in the future.

Over the last year, WilmerHale collected information from more than 800 people. Nearly 600 patients came forward to share their experiences, and over 300 ultimately participated in interviews. These individuals described conduct by Dr. Anderson across the various positions he occupied over his nearly four decades as a University employee. Although some of Dr. Anderson’s patients expressed support for him or reported favorably on the care they received from him, the vast majority of his patients who contacted us reported experiences that they found inappropriate and, in many cases, deeply upsetting.

WilmerHale also investigated the University’s awareness of and response to information suggesting that Dr. Anderson engaged in inappropriate conduct in his various positions at the University. We interviewed approximately 200 current and former University employees, including administrators, faculty members, and coaches, as well as additional UHS, Athletic Department, and Michigan Medicine personnel.<sup>5</sup> We also collected more than two million documents from the archives housed in the University’s Bentley Historical Library (“the Bentley

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<sup>4</sup> At the time, WilmerHale was conducting an unrelated independent investigation of former University Provost Martin A. Philbert.

<sup>5</sup> Michigan Medicine today includes both the University of Michigan Health System (University Hospital and outpatient clinics) (“UMHS”) and the University of Michigan Medical School. Before 2016, UMHS and the Medical School were run through separate administrative structures. We refer to “Michigan Medicine” throughout this Report to describe both UMHS and the Medical School, except where it is appropriate to discuss them separately.

Library”) and other repositories, reviewed tens of thousands of documents using targeted search terms, and reviewed more than 125 boxes of hard copy documents from a University employee’s personal files. We retained medical experts to help us understand relevant standards of care during Dr. Anderson’s tenure; we retained social science experts to help us understand how and why sexual misconduct may go undetected for extended periods of time in institutional and medical settings.

No restrictions were placed on our fact gathering, our analysis, or our independence. Although the University provided logistical support to our team when requested, we did our own work. No one on the Board of Regents or at the University directed, inhibited, or sought to influence us in any way. We had the freedom and resources to follow the facts wherever they led, to contact every individual we thought might have relevant information, and to access and review every document we thought might be relevant.

This Report sets forth our findings, analysis, and recommendations. No one on the Board of Regents or at the University of Michigan has previewed the Report or any drafts of it or suggested any content or revisions; the findings, analysis, and recommendations are ours alone.

### **Our Findings**

The University of Michigan hired Dr. Anderson as an associate physician at UHS in 1966. In 1968 Dr. Anderson was promoted to UHS Director, a position he held for the next twelve years. During this period, Dr. Anderson also held positions as a team physician in the Athletic Department, a clinical instructor at the University’s Medical School, and a lecturer in the Department of Medical Care Organization at the School of Public Health. Dr. Anderson resigned as UHS Director in 1980, but he remained at UHS as a senior physician until July 1981, when he transferred to the Athletic Department.

Dr. Anderson continued to serve as a physician in the Athletic Department until 1999. He also held a series of clinical faculty appointments at the Medical School until his retirement in early 2003. In 1995, the University acquired Dr. Anderson’s private medical practice, and he spent the final years of his career treating patients in Michigan Medicine-operated clinics.

#### *What Dr. Anderson Did*

Over the course of his thirty-seven years as a University employee, Dr. Anderson engaged in sexual misconduct<sup>6</sup> with patients on countless occasions. Dr. Anderson’s misconduct ranged from performing medically unnecessary hernia and rectal examinations on patients seeking treatment for wholly unrelated issues, to manually stimulating male patients and causing them to ejaculate, to *quid pro quo* arrangements in which he provided medical services in exchange for sexual contact. Dr. Anderson’s misconduct prompted some student athletes to quit their teams; it caused some students to question their sexuality; it caused some students to seek counseling; it affected some students’ academics, including some who left the University; and it

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<sup>6</sup> In this Report, we generally use the term “sexual misconduct” to describe Dr. Anderson’s conduct, which included sexual harassment, sexual abuse, and sexual assault.

undoubtedly affected other students in myriad ways. The trauma that Dr. Anderson's misconduct caused persists to this day.

The experiences that many of Dr. Anderson's patients relayed to us were widely consistent, containing similar details and key elements. In light of the one-on-one setting in which Dr. Anderson's misconduct occurred, the passage of time, the dearth of contemporaneous medical records, and the fact that many patients and witnesses are no longer alive, we could not determine that particular incidents unfolded exactly as patients described them to us. But we have no doubt based on the evidence available to us, including the first-hand accounts of his patients, that Dr. Anderson engaged in a pervasive, decades-long, destructive pattern of sexual misconduct.

Dr. Anderson's misconduct occurred across his various roles at the University and throughout his University career—with patients who sought treatment from him at UHS, with student athletes who were sent to him for required pre-participation physical examinations ("PPEs"), and with medical students he was responsible for teaching. The misconduct occurred in his examination room at UHS, in training rooms at Athletic Department facilities, and in treatment rooms of Michigan Medicine's East Ann Arbor Health and Geriatrics Center ("EAA"). Dr. Anderson abused men and women, students from different racial backgrounds, undergraduate and graduate students, student athletes, and members of the lesbian, gay, bisexual, transgender, and queer ("LGBTQ") community.

The most common form of misconduct patients described to us involved Dr. Anderson conducting sensitive examinations (*i.e.*, hernia and/or genital, prostate and/or rectal, and breast and/or pelvic examinations) that they perceived as unnecessary, performed inappropriately, or both. For example, approximately one hundred patients described inappropriate prostate or rectal examinations; nearly 150 patients detailed inappropriate hernia and/or genital examinations; and a half-dozen patients told us about inappropriate breast and/or pelvic examinations. Many of those patients recounted receiving multiple forms of inappropriate examinations.

Dr. Anderson conducted digital rectal examinations and examined the genitals of numerous students who saw him for unrelated conditions such as respiratory infections, sprained ankles, injured elbows and knees, and sore shoulders. The medical experts we consulted confirm what many patients suspected: Dr. Anderson's conduct was not consistent with any recognized standard of care and was, on the contrary, grossly improper. In addition, dozens of former student athletes told us that they received rectal examinations from Dr. Anderson during PPEs. The medical experts again confirm that, other than in limited circumstances, sensitive examinations beyond hernia checks were not indicated for these types of physicals.

Even when conducting a particular sensitive examination may have been consistent with the standard of care at the time, Dr. Anderson regularly performed those examinations in grossly inappropriate ways. Many patients told us about Dr. Anderson subjecting them to prolonged or forceful examinations of their genitalia and prostates, requiring them to fully disrobe during examinations, and, according to some, performing sensitive examinations without gloves. Nearly a dozen patients described instances in which Dr. Anderson—under the guise of demonstrating how to perform sensitive examinations—invited patients and medical students to



perform those examinations on his own body. Although some patients resisted, others complied because of Dr. Anderson's professional status or the need to obtain medical services.

A smaller number of patients recounted experiences in which Dr. Anderson engaged in overtly sexual conduct while conducting a sensitive examination. Though fewer patients reported such experiences to us, their experiences were generally consistent with one another. For example, approximately two dozen patients described Dr. Anderson using his hands to stimulate their penises, sometimes to erection and ejaculation. In some instances, Dr. Anderson paired the stimulation of patients' genitalia with forceful digital rectal examinations. Other patients described Dr. Anderson inviting them to manually stimulate *his* genitalia to erection and ejaculation. Several patients told us that Dr. Anderson proposed, implicitly or explicitly, engaging in *quid pro quo* arrangements involving sexual contact, including suggesting that a patient perform oral sex on him in exchange for expensive medication.

These patient experiences illustrate the broad range of Dr. Anderson's misconduct. Some patients were subjected to misconduct across multiple visits; others had a single searing experience. Most patients who spoke to us described misconduct that occurred while Dr. Anderson was at UHS in the 1960s and 1970s, but we also heard from patients who saw him in later years, including into the early 2000s, just before he retired.

Many of Dr. Anderson's patients thought that something "strange," "odd," or "unusual" had occurred in the examination room, but they did not complain because they were unsure if what they had experienced was normal for adult medicine or elite university athletic programs. Patients generally gave Dr. Anderson the benefit of the doubt, trusting and deferring to his medical expertise. Some were too ashamed or embarrassed to share the details of their examinations with friends, authority figures, or family members. Others thought they would not be believed.

A significant number of affected patients were members of susceptible populations. Some had limited experience with doctors or had never before received an adult physical examination. A number of LGBTQ patients felt they had little choice but to abide Dr. Anderson's abuse, as reporting him meant outing themselves at a time when LGBTQ individuals were stigmatized. Some student athletes feared they would lose playing time or their scholarships if they complained to their coaches. Some patients needed Dr. Anderson's help to get a medical exemption from the Vietnam War-era draft.

### *How the University Responded*

The University received contemporaneous information about Dr. Anderson's misconduct from multiple sources. A senior University administrator was told about Dr. Anderson's misconduct several times between 1978 or 1979 and 1981 but did not take appropriate action. Concerning information was also shared with other University personnel. Although the information these individuals received varied in directness and specificity, Dr. Anderson's misconduct may have been detected earlier and brought to an end if they had considered, understood, investigated, or elevated what they heard.

Almost immediately after Dr. Anderson arrived at the University, rumors about him performing inappropriate and unnecessary examinations of a sensitive nature started circulating on campus. Roughly half the patients who reported negative experiences with Dr. Anderson to us were aware of rumors or jokes about him either before or after their own incidents. Rumors and jokes about Dr. Anderson were widespread among student athletes, with whom Dr. Anderson had a reputation for performing genital or rectal examinations no matter the reason for the visit. The names by which student athletes referred to Dr. Anderson included “Handy Andy,” “Goldfinger,” “Dr. Handerson,” and “Dr. Drop Your Drawers Anderson,” among others.

In 1975, Mr. DeLuca complained in writing to his wrestling coach, Bill Johannesen, that “[s]omething is wrong with Dr. Anderson. Regardless of what you were there for, he asks that you ‘drop your drawers’ and cough.” There is no evidence that Mr. Johannesen looked into Mr. DeLuca’s complaint about Dr. Anderson. And in that regard Mr. Johannesen was not alone. We interviewed nearly fifty current and former Athletic Department administrators, coaches, and trainers, and many more student athletes. We learned of multiple instances in which Athletic Department personnel may have heard concerns, communicated to them by students with varying degrees of directness and specificity, about Dr. Anderson’s conduct in the examining room. We also learned of more than a dozen additional instances in which Athletic Department personnel heard jokes or rumors about Dr. Anderson’s examinations, some of which highlighted Dr. Anderson’s propensity for performing sensitive examinations for no apparent medically appropriate reason. Yet no one in the Athletic Department appears to have recognized what they heard as indicative of abuse or initiated any inquiries into Dr. Anderson’s conduct.

Much the same occurred at UHS. UHS personnel told us that they heard rumors and jokes about Dr. Anderson’s conduct. Patients mentioned or alluded to Dr. Anderson’s inappropriate behavior to other UHS doctors or staff. Again, it appears no action was taken in response.

In addition to the swirl of rumors surrounding Dr. Anderson in the Athletic Department and at UHS, a senior University administrator was explicitly informed of Dr. Anderson’s misconduct on multiple occasions. In late 1978 or 1979, Jim Toy, the Gay Male Advocate in the University’s Human Sexuality Office, told Thomas Easthope, who was then the Assistant Vice President of Student Services with oversight responsibility for UHS, that Dr. Anderson was “fooling around with boys” at UHS. Around the same time, two psychological counselors in the University’s Counseling Services Office reported concerns about Dr. Anderson’s conduct with patients to Mr. Easthope. In his interview with us, and in sworn deposition testimony, Mr. Easthope acknowledged that he heard Mr. Toy’s allegations while Dr. Anderson was UHS Director.

Mr. Easthope claimed to have confronted Dr. Anderson and fired him. But Mr. Easthope did not do so. Contemporaneous documentation reflects that Dr. Anderson voluntarily resigned as UHS Director effective January 1980, but he continued working at UHS as a senior physician with the title of Director of Athletic Medicine. Despite having heard about Dr. Anderson’s misconduct, Mr. Easthope himself signed documentation related to Dr. Anderson’s continued employment at UHS in January 1980 and approved a salary increase for him in or around August 1980.

In late 1980 and early 1981, Mr. Easthope again received information concerning Dr. Anderson's misconduct with patients. Keith Moree,<sup>7</sup> an undergraduate student who volunteered in the Human Sexuality Office, complained to Mr. Toy and subsequently to Mr. Easthope about an inappropriate examination Dr. Anderson had given Mr. Moree at UHS in May 1980. According to Mr. Moree, Mr. Easthope promised to remove Dr. Anderson from all patient-facing responsibilities. Mr. Easthope told us that he had no memory of Mr. Moree or his complaint, but Mr. Moree's description of these events is corroborated by contemporaneous evidence.

Despite the credible reports of misconduct that Mr. Easthope received, the University never terminated Dr. Anderson's employment or moved him to a role in which he would no longer see patients. Instead, in July 1981 Dr. Anderson transferred to the Athletic Department, for which Mr. Easthope had no oversight responsibility. Dr. Anderson continued to work at the University, including in the Athletic Department and in various capacities at Michigan Medicine, until his retirement in 2003. He continued to provide medical services to student athletes and other patients—and to engage in sexual misconduct with large numbers of them—for the rest of his career.

### **Our Recommendations**

Based on the facts uncovered in our investigation, we have identified concrete measures, including the enhancement of existing policies, procedures, and practices, that the University should take to help prevent, identify, investigate, and respond to the kind of misconduct in which Dr. Anderson engaged. We recognize that the University has taken significant steps in recent years to improve its response to sexual misconduct reports. Thus, we focus on additional actions that the University can take. Specifically, we recommend that the University:

- Enhance its training programs to promote a culture of awareness and reporting;
- Enhance resources, training, and policies relating to sensitive examinations;
- Assess how individual departments respond to sexual misconduct issues to increase their accountability;
- Enhance certain diligence procedures to ensure that concerning information about physicians is adequately investigated;
- Improve communication and coordination between and among OIE, DPSS, and the Prosecutor's Office; and
- Ensure that OIE has sufficient resources to carry out its important responsibilities.

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<sup>7</sup> We spoke with Mr. Moree in the presence of his counsel on two occasions. Mr. Moree gave us permission to use his name in this Report.

## I. The Independent Investigation

### A. Our Engagement

The University of Michigan publicly announced an independent investigation of allegations of sexual misconduct involving Dr. Anderson on February 19, 2020.<sup>8</sup> The Steptoe law firm was hired to conduct the investigation, but the University soon decided to engage a different firm, citing Steptoe's previous representation of "prominent clients who were accused of sexual misconduct."<sup>9</sup> On March 21, 2020, the University's Board of Regents retained WilmerHale to take over the investigation.<sup>10</sup>

Our investigation was independent from the University. WilmerHale retained sole discretion to employ the investigative resources, techniques, and processes that we deemed appropriate to conduct a thorough investigation and to prepare this Report. The University did not attempt to direct, manage, influence, interfere with, or inhibit our investigation in any manner. On the contrary, the University cooperated fully with the investigation and facilitated our access to all relevant documents and witnesses within its control. At our request, the University also provided significant assistance in support of our efforts to identify and contact former students and current and former University personnel.

WilmerHale's engagement did not include any undertaking to represent the University or its interests in any other matter. WilmerHale does not and will not advise the University on the defense of any actions brought by plaintiffs alleging that they were harmed by Dr. Anderson. Our work was wholly separate from the civil litigation relating to Dr. Anderson that has been brought against the University in federal court by or on behalf of some of Dr. Anderson's former patients.<sup>11</sup>

The findings, analysis, and recommendations set out in this Report are ours alone. No draft or copy of the Report was provided to or reviewed by anyone on the Board of Regents or at the University of Michigan prior to its public release.

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<sup>8</sup> *Patients of Late U-M Campus Physician Asked to Call Hotline*, UNIVERSITY RECORD (Feb. 19, 2020), <https://record.umich.edu/articles/patients-of-late-u-m-campus-physician-asked-to-call-hotline/>.

<sup>9</sup> *Statement from the University of Michigan Board of Regents and President Mark Schlissel*, OFFICE OF THE PRESIDENT (Mar. 7, 2020), <https://president.umich.edu/news-communications/statements/statement-from-the-university-of-michigan-board-of-regents-and-president-mark-schlissel/>.

<sup>10</sup> See Engagement Letter from Wilmer Cutler Pickering Hale and Dorr LLP to Board of Regents of the University of Michigan (Mar. 21, 2020), <https://publicaffairs.vpcomm.umich.edu/wp-content/uploads/sites/19/2020/03/ENGAGEMENT-LETTER.pdf>. We thank Steptoe for its assistance in transitioning the investigation to WilmerHale.

<sup>11</sup> See, e.g., *Doe MC-1 v. University of Michigan*, No. 2:20-cv-10568 (E.D. Mich.) (filed Mar. 4, 2020).

## B. Scope of Review and Methodology

The Board of Regents charged us with conducting an independent investigation of allegations that Dr. Anderson engaged in sexual misconduct during his employment at the University. To that end, we undertook: (1) to make a full and fair accounting of Dr. Anderson's conduct; (2) to determine whether the University knew or should have known of any misconduct by Dr. Anderson, whether appropriate actions were taken, and, if not, why not; and (3) to recommend forward-looking measures to prevent, detect, and address misconduct such as that perpetrated by Dr. Anderson.

WilmerHale identified three categories of individuals and organizations most likely to have relevant information: Dr. Anderson's former patients; current and former University employees who may have supervised, worked with, or otherwise interacted with Dr. Anderson or who may have knowledge about relevant University policies, procedures, or processes; and entities within the University and in Ann Arbor with which Dr. Anderson may have had contact. We also identified several repositories of potentially relevant documents, including the extensive University archives housed at the Bentley Library, the personal records of a former University employee, and the email accounts of University employees involved, directly or indirectly, in handling the allegations against Dr. Anderson during the 2018-2020 period.

We briefly discuss below our methodology for interacting with and collecting information from these individuals and entities.

### 1. Patient Outreach

Efforts to make contact with Dr. Anderson's patients commenced prior to WilmerHale's engagement. On February 19, 2020, the University issued a statement inviting former patients of Dr. Anderson who believed they were "subjected to sexual misconduct during a medical exam" to contact the University's compliance hotline.<sup>12</sup> The University's announcement garnered significant press coverage, and the University received more than one hundred reports over the next two weeks.

Patients wishing to share information had multiple ways to do so. In addition to the compliance hotline, the University set up a dedicated call center to receive information from Dr. Anderson's former patients. We provided a script for the call center to solicit information about why patients called in and, when callers were willing to provide it, contact information for follow-up by our team. Dozens of patients also contacted individuals at the University directly—including the Office of the President, the Athletic Department, and OIE—to make reports (which were then referred to us). Steptoe, and then WilmerHale, also established telephone hotlines and dedicated email inboxes to field communications from patients.

At WilmerHale's request, the University undertook two large-scale outreach efforts. In April 2020, the University sent emails and letters from Warde Manuel, the University's Athletic Director, to roughly 6,800 student athletes who attended the University between the mid-1960s and early 2000s to encourage any who had been patients of Dr. Anderson or who may have

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<sup>12</sup> *Patients of Late U-M Campus Physician Asked to Call Hotline*, supra note 8.

information to share about him to contact WilmerHale.<sup>13</sup> In June 2020, the University sent emails and letters from President Mark Schlissel to roughly 300,000 students who attended the University from the mid-1960s to the early 2000s, also to encourage any who had been patients of Dr. Anderson or who may have information to share about him to contact WilmerHale.<sup>14</sup>

WilmerHale also made targeted efforts to contact certain patients. We reached out to patients who had previously shared information with DPSS to ask if they would be willing to speak with us. We contacted legal counsel for Dr. Anderson's former patients at more than twenty different law firms to ask if their clients would consider being interviewed by our team, and we invited the former patients' counsel to attend our interviews of their clients. Although most of the law firms declined to make their clients available for interviews, several agreed to do so, and we interviewed roughly two dozen individuals in the presence of their counsel.

In total, nearly 600 patients made reports about their experiences with Dr. Anderson.<sup>15</sup> We responded to patients who contacted us as promptly as possible, almost always within twenty-four to forty-eight hours after they provided their contact information, to determine if they wished to be interviewed by our team. Ultimately, more than 300 patients agreed to be interviewed.<sup>16</sup> We are grateful to all who provided information about Dr. Anderson.

## 2. University of Michigan Personnel Outreach

WilmerHale made extensive efforts to identify and contact current and former University employees who might have relevant information; we ultimately spoke with approximately 200 such individuals.<sup>17</sup> We organized our outreach to current and former employees around the following categories:

- University employees who may have first-hand knowledge or awareness of Dr. Anderson's alleged misconduct. Without exception, if at any point during our investigation we received information that a current or former University employee may have knowledge of Dr. Anderson's misconduct, we attempted to interview that person.
- University employees with supervisory authority over Dr. Anderson. Among others, we interviewed a former President of the University, two former Vice Presidents of Student Services, a former Associate Vice President of Student Services, a former UHS Director, seven current or former senior administrators in

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<sup>13</sup> See *U-M Contacting Former Student-Athletes in Anderson Case*, UNIVERSITY RECORD (Apr. 7, 2020), <https://record.umich.edu/articles/u-m-contacting-former-student-athletes-in-anderson-case/>.

<sup>14</sup> See *U-M Reaching Out to Former Students in Anderson Case*, UNIVERSITY RECORD (June 16, 2020), <https://record.umich.edu/articles/u-m-reaching-out-to-former-students-in-anderson-case/>.

<sup>15</sup> We have omitted or generalized certain details regarding the experiences patients conveyed to us to shield the identity of individual patients.

<sup>16</sup> The total includes interviews that DPSS and Steptoe conducted with patients prior to our engagement.

<sup>17</sup> This includes current and former employees who were patients of Dr. Anderson.

Michigan Medicine's Department of Internal Medicine, one former Medical Director at EAA, and one former Athletic Director.

- University personnel who worked with Dr. Anderson and/or interacted with his patients or student athletes. We interviewed numerous individuals in this category, including medical staff (such as physicians, nurses, and nurse practitioners), a receptionist, secretaries, clinic clerks, patient representatives, medical students and residents, team physicians, athletic trainers, head and assistant coaches of various athletic teams, and administrators.
- Individuals who supervised complaint processes or had knowledge of potential channels for complaints. We spoke with current and former employees in a variety of positions and offices, including the Office of Patient Relations and Clinical Risk at Michigan Medicine, the Office of Clinical Affairs at Michigan Medicine, the relevant clinical departments (Internal Medicine, Urology, and Surgery) at Michigan Medicine, University Risk Management, Michigan Medicine Compliance, the Office of Faculty Affairs and Faculty Development, and UHS Patient Relations Coordinators. We also spoke with employees in the State of Michigan's Department of Licensing and Regulatory Affairs ("LARA"), the entity charged with licensing physicians and processing public complaints about physicians.
- Individuals who were involved in the University's 2018-2020 investigation of Dr. Anderson. We interviewed several current and former University administrators, attorneys, and investigators in connection with the University's investigation of Dr. Anderson after Mr. DeLuca's letter was received in 2018. This group included four current and former OIE employees, four members of DPSS, four members of the OGC, the current Athletic Director, the Executive Director of UHS and Associate Vice President for Health and Wellness in Student Life, one current faculty member, and the Assistant Director of Risk Management. We also interviewed two former members of the Prosecutor's Office.
- University personnel with knowledge of the University's policies, practices, and procedures. We interviewed current and former employees with knowledge of the University's policies, practices, and procedures related to addressing sexual misconduct, including employees of the Affirmative Action Office, the Office of the Ombuds, the Counseling Services Office, the Sexual Harassment Policy Office, the Sexual Assault Prevention and Awareness Center, OGC, OIE, the Athletic Department, Michigan Medicine, and UHS.
- University personnel with knowledge of potentially relevant records. We interviewed and received information and documents from current and former University employees with knowledge of the existence and location of potentially relevant documents.

### 3. Non-University Community Outreach

Dr. Anderson served in various capacities, both paid and unpaid, for entities not affiliated with the University of Michigan, including hospitals and private practices in the Ann Arbor area, local schools and colleges, local businesses, and federal entities. Because our investigation focused on Dr. Anderson’s conduct at the University, we did not try to contact patients who saw him at unaffiliated entities. However, we did contact a number of entities to determine whether they had records or information relevant to Dr. Anderson or had ever notified the University of any possible misconduct by Dr. Anderson.<sup>18</sup> Of the entities that responded to our outreach, only one, Hurley Medical Center, had records related to Dr. Anderson, which we obtained and reviewed.

We also submitted Freedom of Information Act requests to five federal agencies—the Federal Aviation Administration (“FAA”), the U.S. Military Entrance Processing Command, the U.S. Army Recruiting Command, the Selective Service, and the National Archives and Records Administration—for records relating to Dr. Anderson. Additionally, we submitted a state Freedom of Information Act request to LARA for records relating to Dr. Anderson. Only the FAA had relevant records, which we obtained and reviewed.

### 4. Documentary Evidence

We collected over two million documents from University repositories, employees’ email accounts, and other sources, and reviewed tens of thousands of documents that might contain relevant information or that included particular terms. The documents we reviewed included:

- The University’s personnel records for Dr. Anderson;
- A collection of historical documents stored at UHS from the time that Dr. Anderson worked there;
- Certain Medical School course catalogs, medical student rotation schedules, and student and resident evaluations of Dr. Anderson;
- Investigation reports and related materials from DPSS;
- University President’s Reports;
- University and department-level policies and procedures;
- Documents from the Bentley Library, including selections from the Don Canham, Henry Johnson, James W. Toy, Athletic Department, Medical School, and UHS archival collections;<sup>19</sup>

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<sup>18</sup> Our team contacted the following entities: Hurley Medical Center, St. Joseph Mercy Ann Arbor Hospital, McLaren Flint Hospital, Ann Arbor Public Schools (including, specifically, Pioneer High School and Huron High School), Flint Community Schools, Ypsilanti High School, Washtenaw Community College, Eastern Michigan University, and Allied, Inc.

<sup>19</sup> With the assistance of the Bentley Library’s team of archivists, we identified collections of documents we considered reasonably likely to contain potentially relevant information. We did not identify any collections under Dr. Anderson’s name. Selected materials were then digitized to facilitate our review. We thank the archivists for their assistance.



- More than 125 boxes of Mr. Toy’s personal records;
- Emails from nearly three dozen employees involved in the University’s response to the allegations regarding Dr. Anderson that surfaced beginning in 2018;
- FAA records pertaining to Dr. Anderson and FAA Aviation Medical Examiner guides;
- Medical publications written by Dr. Anderson; and
- Civil litigation records.

### C. Limitations

This Report sets out findings and conclusions supported by the evidence we collected during our investigation. It does not detail all of the information we collected as part of our investigation; rather, it contains information at what we consider an appropriate level of detail to describe the relevant facts, support our findings and conclusions, and explain the rationale for our recommendations.

Our information collection was limited in several ways:

*First*, to respect the privacy of Dr. Anderson’s former patients, we spoke (with limited exceptions) only to patients who affirmatively made contact through the channels described above. Although nearly 600 patients spanning all four decades of Dr. Anderson’s career at the University provided information, we know that many of his former patients did not contact us. In addition, for a variety of reasons, we were not able to interview every patient who did contact us. For example, a number of patients retained legal counsel after first making contact with us, and their counsel declined our interview requests. Other patients reported their experiences to us anonymously and did not provide contact information for follow-up. In the summer of 2020, we stopped communicating with Dr. Anderson’s former patients for approximately six weeks pursuant to a court order.<sup>20</sup> When the order was lifted in August 2020,<sup>21</sup> several patients with whom we had previously scheduled interviews were no longer willing to speak with us.

*Second*, for the vast majority of the patients with whom we spoke, medical records were not available to verify information they provided, having been destroyed long ago pursuant to applicable record retention policies and procedures.<sup>22</sup> Accordingly, to the extent this Report includes information from patient interviews, we offer that information as it was presented to us, generally without independent verification. Our findings and conclusions are based on our

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<sup>20</sup> Order Following June 23, 2020 Status Conf., *Doe MC-1 v. University of Michigan*, No. 2:20-cv-10568 (E.D. Mich. June 24, 2020).

<sup>21</sup> Order Regarding WilmerHale Investigation, *Doe MC-1 v. University of Michigan*, No. 2:20-cv-10568 (E.D. Mich. Aug. 6, 2020).

<sup>22</sup> We attempted to locate patient medical records at UHS, the Athletic Department, and Michigan Medicine. UHS generally destroyed paper health records ten years after the date of a patient’s last visit at UHS or death. The Athletic Department also generally followed a ten-year retention policy. Records are generally available for patients who saw Dr. Anderson at a Michigan Medicine facility after 1995. We reviewed a small sample of such medical records. While the records generally corroborated that patients saw Dr. Anderson, they did not provide material information with respect to any potential misconduct by Dr. Anderson.

analysis of the totality of the information we received, and we have not attempted to determine whether any particular patient experience occurred exactly as it was described.<sup>23</sup>

*Third*, we could not speak with every former University employee who may have had relevant information. Some did not respond to our efforts to contact them, while others, including former Vice President of Student Services Robert Knauss, former Head Athletic Trainer Russell Miller, and former Athletic Director Tom Goss, declined to be interviewed by us.<sup>24</sup> In addition, although we researched publicly accessible resources and retained a private investigations firm to assist us, we were unable to locate a small number of individuals.

*Fourth*, our investigation involved events that transpired many—in some cases more than fifty—years ago. A significant number of potentially material witnesses, as well as Dr. Anderson himself, are deceased.<sup>25</sup> And some of the witnesses we interviewed provided vague, incomplete, or contradictory recollections of events, noting that it was difficult to recall details from so long ago. In addition to patient medical records, many other potentially relevant documents and records were discarded or destroyed in the ordinary course long ago.

*Finally*, our investigation began and ended during the COVID-19 pandemic. As a result, we conducted all of our interviews by telephone or videoconference.<sup>26</sup> We were unable to gain physical access to University facilities, including the Bentley Library, and relied on University personnel to assist us in identifying and collecting potentially relevant documents.

Despite these limitations, we are confident that we were able to gather, review, and assess evidence sufficient to support the factual findings and conclusions set forth in this Report.

#### **D. Investigation Team**

The investigative team was led by WilmerHale partners Bruce Berman and Brenda Lee. Mr. Berman leads WilmerHale's Higher Education practice and also serves as general counsel for the law firm. Ms. Lee is Vice Chair of WilmerHale's Anti-Discrimination practice. They were assisted by several other WilmerHale attorneys, including counsels Kaitlyn Ferguson and Ariel Warner.<sup>27</sup> The team has significant experience investigating sensitive matters, including

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<sup>23</sup> We have not included information provided by patients that we have reason to believe, based on other evidence we have reviewed, to be inaccurate. For instance, a report might refer to an incident at a time and location that made it not possible (or highly improbable) in view of other objective evidence about where Dr. Anderson worked at that particular time.

<sup>24</sup> Former University employees and individuals who are not affiliated with the University were under no obligation to speak to us. But the vast majority of people we contacted agreed to be interviewed, and we are grateful to them for doing so.

<sup>25</sup> We attempted to speak with Dr. Anderson's children but were unable to make contact.

<sup>26</sup> Prior to WilmerHale's engagement, Steptoe conducted certain interviews in person.

<sup>27</sup> WilmerHale partner Aaron Zebley, a former federal prosecutor who served as Deputy Special Counsel for the investigation of Russian interference in the 2016 U.S. presidential election, provided valuable oversight. Mr. Zebley co-led WilmerHale's Philbert investigation.

allegations of sexual misconduct. Every member of the team who led a patient interview received training in trauma-informed interviewing.

WilmerHale retained three physicians and two social scientists as consultants. The three physicians are Dr. Margot Putukian, Dr. E. Lee Rice, and Dr. William Roberts (collectively, “the medical experts”):<sup>28</sup>

- Dr. Putukian has nearly thirty years experience as a collegiate team physician and associate clinical professor of internal medicine. She received her medical degree from Boston University School of Medicine in 1989 and is board certified in Internal Medicine and Sports Medicine. Dr. Putukian currently serves as the Chief Medical Officer for Major League Soccer. She recently retired after serving as the Director of Athletic Medicine and Head Team Physician at Princeton University for seventeen years. She was also Assistant Director of Medical Services at Princeton’s Health Services and an Associate Clinical Professor at Rutgers-Robert Wood Johnson Medical School. Dr. Putukian previously held the roles of Team Physician and Director of Primary Care Sports Medicine at Pennsylvania State University for more than a decade; she was also an Assistant Professor in the Department of Orthopedics and Internal Medicine for six years. Dr. Putukian has served as a team physician for U.S. Soccer since 1994 and currently serves as the lead team physician for the Under-20 Women’s Team. She is a past president, past foundation president, and member of the American Medical Society for Sports Medicine, chair of the Clinical Sports Medicine Leadership Committee for the American College of Sports Medicine, and member of the American College of Physicians.
- Dr. Rice has over forty years experience as a family and sports medicine physician. He received his osteopathic medicine degree from Kirksville College of Osteopathic Medicine (now A.T. Still University) in 1973 and completed a family medicine residency in the U.S. Navy Medical Corps. Dr. Rice is board certified in Family Medicine and Sports Medicine. He established the San Diego Sports Medicine and Family Health Center in 1979 and served as the Medical Director until 2002. He has since served as the Medical Director for the Lifewellness Institute, where he provides primary care. Dr. Rice served as a team physician for San Diego State University for sixteen years. He has also served as a team physician for professional and Olympic teams. Dr. Rice has held a variety of clinical teaching roles and academic appointments, including at the University of California San Diego School of Medicine and San Diego State University. He is a founder and past president of the American Osteopathic Academy of Sports Medicine and the American Medical Society for Sports Medicine.
- Dr. Roberts received his medical degree from the University of Minnesota in 1978 and completed his residency in Family Medicine. He is board certified in Family Medicine and Sports Medicine. Dr. Roberts has nearly forty years experience as a clinical instructor or professor of family medicine. He had a private practice in family medicine for twenty-two years until he joined the

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<sup>28</sup> The medical experts’ curricula vitae are attached as Appendices B, C, and D to this Report.

faculty in the Department of Family Medicine and Community Health at the University of Minnesota in 2003. He continues to maintain a practice at the Department's clinic, where he performs PPEs for high school students. Dr. Roberts has served as a team physician for Team USA Minnesota for twenty years. He has been involved in the publication of every version of the Preparticipation Physical Evaluation (PPE) Monograph—a joint publication by organizations including the American Academy of Family Physicians and the American College of Sports Medicine that is an authoritative source on PPEs for medical providers—since its first publication in 1992. He is a fellow, past president, and past foundation president of the American College of Sports Medicine and a charter member of the American Medical Society of Sports Medicine.

The two social scientists are Dr. James M. DuBois and Dr. Deborah Goldfarb (together, the “social science experts”):<sup>29</sup>

- Dr. DuBois received his Ph.D. in philosophy from the International Academy of Philosophy in Schaan, Liechtenstein, in 1992 and his D.Sc. in psychology from the University of Vienna, in 1997. From 1997 to 2013, he served as an Assistant Professor, Associate Professor, and Professor (Hubert Maeder Endowed Chair) of Health Care Ethics at Saint Louis University. He is currently a Professor of Medicine, Psychology and Brain Sciences and the Steven J. Bander Professor of Medical Ethics and Professionalism at Washington University in St. Louis. He has served on multiple scientific advisory and review panels, including at the National Institutes of Health and the American Psychological Foundation, and has published extensively in academic journals on issues of medical ethics. In 2019, Dr. DuBois published an article in *The American Journal of Bioethics* analyzing nearly 300 incidents of serious ethical violations by medical providers.
- Dr. Goldfarb earned her law degree from the University of Michigan Law School in 2004 and her Ph.D. in developmental psychology from the University of California, Davis in 2018. Since 2018, she has served as an Assistant Professor of Legal Psychology at Florida International University. Dr. Goldfarb has researched, presented, and published extensively on the intersection of memory and sexual trauma.

As noted above, we also retained a private investigations firm to assist with the location and identification of individuals and documents.

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<sup>29</sup> The social science experts' curricula vitae are attached as Appendices E and F to this Report.

## **II. Background: Robert E. Anderson**

### **A. Early Life and Career: 1928-1966**

Robert Edward Anderson was born on February 20, 1928, in L'Anse, Michigan. After attending L'Anse High School, he graduated from Michigan State University in 1949 and the University of Michigan Medical School in 1953. From 1953 to 1957, Dr. Anderson was an intern and then a resident in internal medicine at Hurley Medical Center in Flint, Michigan.

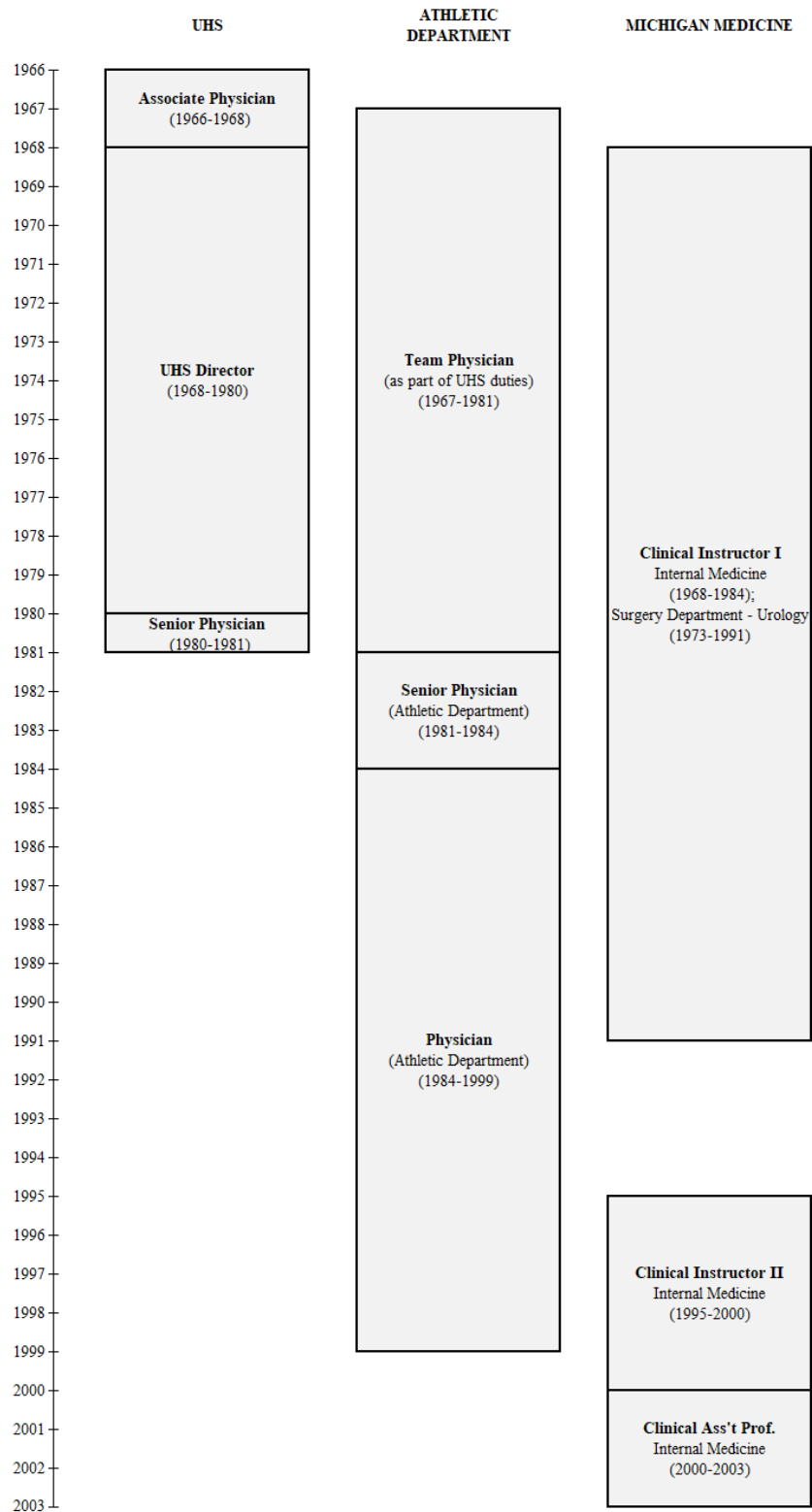
From 1957 to 1966, Dr. Anderson worked in a general medicine practice in Flint called Anderson, Abbott, and Gulowicz.<sup>30</sup> During this time, he provided physical examinations and served as a team physician at area high schools and colleges. He also became certified as an FAA Aviation Medical Examiner. According to a resume he prepared and information he submitted as part of his University personnel record, Dr. Anderson began serving as a medical advisor for the Selective Service System in 1960 and as a consultant for the Armed Forces Entrance and Examination Station in Detroit, Michigan as early as 1962; he continued in these roles until as late as 1972.<sup>31</sup>

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<sup>30</sup> The practice consisted of three general medicine physicians, including Dr. Anderson, who saw adults and children thirteen years of age and older. Dr. Anderson also saw male patients for sexual dysfunction treatment at least one day a week.

<sup>31</sup> We located several resumes prepared by Dr. Anderson dated between 1975 and 2002. The resumes have inconsistent dates for some of Dr. Anderson's activities.

## Dr. Anderson's Career at the University of Michigan



## B. Initial Years at the University of Michigan: 1966-1981

Dr. Anderson was employed by the University of Michigan from 1966 until his retirement in 2003. From 1966 to 1981, his primary role at the University was with UHS.<sup>32</sup> He joined UHS as an associate physician in September 1966, served as UHS Assistant Director from July to September 1968, and became UHS Director on October 1, 1968. In or around 1967, as part of his responsibilities at UHS, Dr. Anderson began serving as a team physician with the University's Athletic Department.<sup>33</sup> In 1968, Dr. Anderson also received an appointment as Clinical Instructor I in Michigan Medicine's Department of Internal Medicine, a part-time role with limited teaching responsibilities. Dr. Anderson continued in these three roles—UHS Director, Athletic Department team physician, and Michigan Medicine clinical instructor—until January 1980, when he stepped down as UHS Director but remained at UHS as a senior physician. Dr. Anderson transferred from UHS to the Athletic Department in July 1981.

### 1. UHS Generally

UHS has been located at 207 Fletcher Street on the University of Michigan's Ann Arbor campus since before Dr. Anderson's start date. In the late 1960s, UHS employed at least twelve physicians. It offered a general medical clinic, an emergency clinic, a small infirmary, and other specialty clinics and medical services.<sup>34</sup> Each year, thousands of undergraduate and graduate students, University employees (both faculty and staff), and their spouses and dependents received medical care at UHS. UHS also maintained certain STI testing programs, which were open to individuals with no University affiliation.<sup>35</sup>

As UHS Director, Dr. Anderson had an office suite on the first floor of the Fletcher Street building near a reception area where patients checked in for their appointments.<sup>36</sup> Dr. Anderson's office adjoined his personal examination room, which did not have a separate entrance and was accessible only through his office.<sup>37</sup>

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<sup>32</sup> Although we found no documentary evidence that Dr. Anderson worked at UHS before his start date of September 1966, a few patients said that they thought they saw him there prior to that time.

<sup>33</sup> As UHS Director, Dr. Anderson initially reported to the Vice President of Student Services. Beginning around 1972, Dr. Anderson began reporting to the Assistant Vice President of Student Services, who in turn reported to the Vice President of Student Services.

<sup>34</sup> The number of physicians employed by UHS grew over time; by about 1980, the general medical clinic alone had a staff of sixteen full-time physicians.

<sup>35</sup> See *infra* note 100.

<sup>36</sup> Dr. Anderson's secretary, and later an additional assistant, had a desk inside his suite, in front of Dr. Anderson's office. Dr. Anderson also kept hours at a UHS "satellite clinic" for Health Science students, which was located at University Hospital.

<sup>37</sup> Other UHS physicians' offices had a similar layout at the time.

## 2. Patient Population

Dr. Anderson saw patients both by appointment and on a walk-in basis at UHS. His patients included student athletes—including for issues unrelated to their athletic participation, such as colds and other routine illnesses—as well as other members of the University community.<sup>38</sup> UHS clinic clerks (and later, UHS registered nurses) assigned walk-in patients to physicians through an informal triage system, which involved routing patients to providers based on their specialties. One UHS receptionist told us that there was an unwritten protocol, enforced by a UHS head nurse, pursuant to which certain male patients, including student athletes and individuals seeking STI testing, were routed to Dr. Anderson. Other employees do not recall such a protocol, but some said that Dr. Anderson mainly examined male student athletes and did not see as many female patients.

In the late 1960s, Dr. Anderson recommended that a PPE program be instituted for all student athletes (which included only males at the varsity level at that time). In November 1968, Dr. Anderson asked Athletic Director Don Canham to inform “all coaches that preseason physicals [we]re required,” and to implement a process whereby student athletes were issued “a card to be turned into the[ir] coach certifying that health approval has been granted.”<sup>39</sup>

Dr. Anderson performed PPEs at UHS.<sup>40</sup> He also saw student athletes, including for PPEs, at Yost Field House and the Sports Services Building, which many former student athletes and Athletic Department personnel refer to as “the football building.” Dr. Anderson generally saw patients in a one-on-one setting at these venues. By at least 1979, Dr. Anderson’s team physician role included staffing afternoon football practice sessions, home and away football games, home hockey games, and Big Ten championship events.

Dr. Anderson saw patients unaffiliated with the University during his lunch break or after hours at UHS, including for FAA physicals, life insurance examinations, and infertility treatments. A former secretary and a former UHS clerk told us that Dr. Anderson paid them with

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<sup>38</sup> UHS and the Athletic Department engaged in a series of cost-sharing measures to facilitate the treatment of student athletes. In a 1979 memorandum to Vice President of Student Services Henry Johnson, Dr. Anderson explained that there were “two designated team physicians[,]” Dr. Anderson and Dr. Gerald O’Connor, an orthopedic surgeon. The Athletic Department “pa[id] the Health Service a monthly stipend of \$1,200.00 per month for male athletes and \$750.00 per month for female athletes. This stipend covers physical examinations, lab tests, x-rays and pharmacy.” Dr. Anderson further explained that his salary was paid by UHS, and Dr. O’Connor’s salary was paid by the Athletic Department and the University’s Medical Center, which later became known as UMHS.

<sup>39</sup> We received conflicting information about whether student athletes were required to receive their PPEs through the University during this period or could satisfy the requirement with a physical from a personal physician. However, since at least the 1990s, the Athletic Department has required PPEs to be performed by University doctors to enable the Athletic Department to maintain certain standards of care and keep more complete medical records for student athletes.

<sup>40</sup> We received conflicting information about whether Dr. Anderson performed all of the Athletic Department’s PPEs or whether other physicians also performed some of these examinations. Most witnesses recalled that Dr. Anderson performed at least the large majority of PPEs, but several former student athletes told us they recalled lining up with their teams to see either Dr. Anderson or another physician.



his own funds for their help with scheduling and insurance billing for patients who were not affiliated with the University.

### 3. Responsibilities as a Clinical Instructor and Lecturer

In 1968, Dr. Anderson received an appointment as Clinical Instructor I in Michigan Medicine's Department of Internal Medicine. This was a part-time position with limited teaching responsibilities.<sup>41</sup> From 1971 to 1978, Dr. Anderson also had an appointment as a lecturer in the Department of Medical Care Organization<sup>42</sup> in the University's School of Public Health.<sup>43</sup>

In 1973, Dr. Anderson was appointed Clinical Instructor I in Michigan Medicine's Department of Surgery, Section of Urology.<sup>44</sup> This appointment primarily related to his work supervising the Urology Section's weekly male fertility clinic, where he provided clinical care and supervised residents and medical students who rotated through the clinic. Dr. Anderson was not a urologist, but he took an interest in andrology, an area of medicine focused on male reproductive health.<sup>45</sup>

### 4. Resignation as UHS Director

In January 1980, Dr. Anderson resigned as UHS Director, but he remained at UHS as a senior physician. He continued to see patients at UHS, though several UHS employees said they saw him there infrequently after he stepped down as Director. Dr. Anderson remained on the UHS staff until July 1981, when he transferred to the Athletic Department and ceased to have any formal affiliation with UHS.

## **C. Continued Service in the Athletic Department: 1981-1999**

Dr. Anderson was a senior physician in the Athletic Department from July 1981 until October 1984, and he continued working there as a physician from November 1984 until June

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<sup>41</sup> Dr. Anderson participated in teaching clinical medicine courses at least in the 1967-1968, 1970-1971, 1973-1974, and 1974-1975 academic years.

<sup>42</sup> An employment form dated June 1976 in Dr. Anderson's personnel file does not reflect that he was recommended to continue as a lecturer (although it does reflect such recommendations for Dr. Anderson's UHS and Michigan Medicine roles). His Medical Care Organization appointment nevertheless appears to have continued. Another employment form from 1977 reflects that Dr. Anderson was recommended for the lecturer position, and he continued in the position until 1978. We were unable to determine if the lack of recommendation in 1976 was an administrative error. One individual who signed the 1976 form had no recollection of it, and we did not hear any concerns about Dr. Anderson's performance as a lecturer.

<sup>43</sup> The Department of Medical Care Organization is now the Department of Health Management and Policy.

<sup>44</sup> In 2001, the Urology Section became a standalone Department.

<sup>45</sup> Andrology is not recognized by the American Board of Medical Specialties. Physicians can now complete an andrology certification course through the American Society of Reproductive Medicine, which is accredited by the Accreditation Council for Continuing Medical Education.

1999.<sup>46</sup> As the men's and women's athletic departments merged into a single unified department in the 1990s and the student athlete population grew, the Athletic Department brought on additional physicians to provide medical care to student athletes.<sup>47</sup> Dr. Anderson provided care across sports, including football, track, and wrestling, among others.

Dr. Anderson saw student athletes in the Sports Services Building, and then in the new football facility, Schembechler Hall, beginning in 1991. In addition to practice facilities, training areas, and office space, Schembechler Hall had a medical suite, which included offices for physicians (including Dr. Anderson) and several examination rooms. Dr. Anderson performed PPEs and treated student athletes for minor injuries and illnesses. PPEs were typically set up by athletic trainers and were usually conducted as individual appointments.

Dr. Anderson also maintained a private practice during this period. By 1979, he had entered into a professional relationship with an obstetrics and gynecology practice, Ann Arbor Reproductive Medicine, located on Clark Road in Ypsilanti, Michigan. As of at least 1982, Dr. Anderson also maintained a solo practice in the same Clark Road building.<sup>48</sup> At his Clark Road office Dr. Anderson focused on general internal medicine, sports physicals, FAA physical examinations, and fertility and male reproductive health. He saw adults from the community as well as University student athletes, who his office manager understood were referred by UHS or the Athletic Department.

Dr. Anderson remained a clinical instructor at Michigan Medicine in both Internal Medicine (from 1968 through 1984) and Urology (from 1973 through 1991).<sup>49</sup> In the early to mid-1990s, he supervised several medical students who completed clinical rotations at the Clark Road practice.<sup>50</sup>

Dr. Anderson had a stroke in 1992 and emergency heart surgery in 1994. He resumed his role as a team physician when he recovered and remained in that role until 1999.<sup>51</sup>

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<sup>46</sup> After Dr. Anderson's transfer from UHS, the Athletic Department was responsible for his salary. Although Dr. Anderson's personnel records reflect that his role with the Athletic Department ended in 1999, he may have been replaced as team physician in 1998.

<sup>47</sup> Dr. O'Connor was the orthopedic surgeon for the Athletic Department for much of Dr. Anderson's tenure as team physician. Dr. Anderson and Dr. O'Connor were initially the only team physicians; other physicians were added in the 1980s and 1990s.

<sup>48</sup> One person we interviewed recalled working as a clerk in Dr. Anderson's private practice beginning around 1978. However, the articles of incorporation indicate that Dr. Anderson incorporated his practice, "Robert E. Anderson, M.D., P.C.," effective September 1, 1982. The practice was initially located at 3075 Clark Road and relocated to 4990 Clark Road around 1987.

<sup>49</sup> A resume prepared by Dr. Anderson states that he "periodically" taught "Sophomore Physical Diagnosis" from 1980 to 1996. We have located no student evaluations or other documentation related to this teaching activity.

<sup>50</sup> Contemporaneous student evaluations of these experiences reflect no concerns about Dr. Anderson.

<sup>51</sup> In 1993, Dr. Anderson requested a "phased retirement program" from the Athletic Department over the following three years. From August to November 1994, the Department hired an interim team physician to fill in for Dr. Anderson following his heart surgery.

## **D. Practice at Michigan Medicine: 1995-2003**

### **1. Acquisition of the Clark Road Practice**

The University acquired Dr. Anderson's Clark Road practice in 1995 as part of an initiative to expand Michigan Medicine's primary care network. No one we interviewed recalled, and none of the documents we reviewed reflect, why Dr. Anderson's practice in particular was acquired.

It is unclear what due diligence was conducted as part of the acquisition of Dr. Anderson's practice.<sup>52</sup> Physicians at acquired practices were subject to a diligence process to receive credentials allowing them to see patients at Michigan Medicine, but we could not determine whether the acquisition of Dr. Anderson's practice depended on the outcome of this process.<sup>53</sup> Dr. Anderson's credentials were approved after the effective date of the acquisition.

### **2. Dr. Anderson's Michigan Medicine Practice**

When the University acquired Dr. Anderson's practice, he received an appointment as Clinical Instructor II in Michigan Medicine's Department of Internal Medicine. He continued to practice as a general internist, andrologist, and certified FAA Aviation Medical Examiner at his Clark Road office until 1998, when his practice moved to EAA. He supervised both medical students and residents, first at Clark Road, then at EAA.<sup>54</sup> He also had limited involvement in teaching clinical courses to medical students.<sup>55</sup> In 2000, Dr. Anderson was promoted to Clinical Assistant Professor of Internal Medicine; his responsibilities remained the same.

Dr. Anderson retired from EAA in 2003. We found no evidence that he interacted with patients after his retirement.

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<sup>52</sup> We were not able to locate the acquisition contract(s) and found only limited records related to the acquisition more generally. No one we interviewed recalled learning of any complaints against Dr. Anderson during the acquisition process. An individual from the Internal Medicine Department who was involved in the acquisition recalled that Dr. Anderson was a well-respected community practitioner at the time of the acquisition. The acquisition team received three letters regarding Dr. Anderson, all of which recommended his practice.

<sup>53</sup> See *infra* Section IV.C. for a discussion of the credentialing process.

<sup>54</sup> Between the late 1990s and his retirement in 2003, Dr. Anderson supervised approximately forty-five medical students. We identified and reviewed approximately thirty medical student evaluations. Dr. Anderson was generally rated near the mean for Internal Medicine faculty. During that same period, Dr. Anderson also supervised at least ten residents, but the nature and extent of his interactions with them is unclear; former colleagues do not recall Dr. Anderson serving as an attending physician for EAA's resident clinic. We reviewed all available evaluations by residents; Dr. Anderson was rated below the mean for General Medicine and Internal Medicine faculty. The evaluations do not include any comments or explanations of the ratings.

<sup>55</sup> According to a resume he prepared, Dr. Anderson taught "Introduction to the Patient" for first-year medical students from 1998 to 2002. We have located no student evaluations related to Dr. Anderson's courses, nor do Dr. Anderson's colleagues at EAA or Internal Medicine administrators recall him having any teaching role at the Medical School.

### III. Dr. Anderson's Misconduct

Dr. Anderson committed sexual misconduct on countless occasions during his nearly four decades as a University employee. He engaged in practices that were improper in a clinical or educational setting—and would have been improper in any other setting. This finding is based on information received from almost 600 of Dr. Anderson's former patients and interviews of more than 300 of those patients, approximately ninety percent of whom were male. We recognize that this group of patients represents only a fraction of the total patients treated by Dr. Anderson in University settings between the late 1960s and early 2000s. In all likelihood, Dr. Anderson abused many patients in addition to those who provided information to us.

With limited exceptions, we did not verify, and had no way to verify, the information patients provided to us about their individual clinical interactions with Dr. Anderson. As noted above in Section I.C., most contemporaneous medical records are no longer available. We also note that public interest in this matter and the pendency of civil litigation in which some of the people we interviewed are plaintiffs or class members could have influenced the accounts we received.

Nevertheless, hundreds of patients, many with no other connection to one another, described strikingly similar patterns of misconduct by Dr. Anderson. And as we explain below, we uncovered evidence tending to corroborate some of what we were told. Thus, while we did not verify the specifics of individual examinations, we have no doubt, based on the totality of the evidence, that Dr. Anderson engaged in sexual misconduct with a large number of patients over an extended period of time.

We also received information from roughly one hundred patients who felt they received only appropriate and professional medical examinations and treatment from Dr. Anderson. Many of these patients saw Dr. Anderson on multiple occasions without incident, and some used Dr. Anderson for decades as their personal or family physician. However, patients reporting positive interactions with Dr. Anderson were far outnumbered by those reporting experiences that, at the time or in retrospect, they found deeply troubling. This was especially true of patients on whom Dr. Anderson performed sensitive examinations—that is, hernia and/or genital and rectal and/or prostate examinations of male patients, and breast and/or pelvic examinations of female patients.

Based on all of the information we obtained and reviewed, and in conjunction with the analysis and opinions of the medical experts we consulted, we conclude that: (1) Dr. Anderson frequently performed sensitive examinations that were not medically indicated; (2) even when such examinations may have been within the applicable standard of care, Dr. Anderson regularly conducted them in a grossly inappropriate manner; and (3) Dr. Anderson repeatedly engaged in conduct far outside the bounds of appropriate medical practice.<sup>56</sup>

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<sup>56</sup> We organized the information we received from patients regarding Dr. Anderson's misconduct into these three categories. Many patients experienced misconduct that fits in multiple categories.

## A. Dr. Anderson Conducted Medically Unnecessary Examinations

Dr. Anderson engaged in a pattern of performing sensitive examinations that were not medically indicated, including during examinations for unrelated injuries and illnesses and during PPEs student athletes were required to receive. Patients received hernia and/or genital, rectal and/or prostate, and breast and/or pelvic examinations from Dr. Anderson while seeking treatment for stomach ulcers, ankle sprains, injured elbows, respiratory infections, and other ailments. And student athletes routinely received prostate and/or rectal examinations during PPEs throughout Dr. Anderson's tenure as a team physician. Examples of medically unnecessary examinations performed by Dr. Anderson include the following:<sup>57</sup>

- In 1968, an undergraduate student sought treatment at UHS for a sore throat and laryngitis. During her examination, Dr. Anderson asked if she was pregnant and then performed a pelvic examination. The patient reminded Dr. Anderson that she was seeking treatment for a sore throat, but Dr. Anderson continued with the pelvic examination, explaining that it was required to make sure she was not pregnant.
- In 1970, a medical student sought treatment from Dr. Anderson at UHS for flu-like symptoms. Dr. Anderson asked the patient to undress completely. During the examination, Dr. Anderson "spent an inordinate amount of time" examining, touching, and observing the patient's testicles, a period the patient estimated at five to ten minutes.
- In the fall of 1971, an undergraduate student sought treatment at UHS for an upper respiratory issue, possibly related to allergies. During the examination, Dr. Anderson performed hernia, genital, and prostate examinations. Dr. Anderson "held [the patient's] testicles in his hand" and asked if the patient had "homosexual tendencies." At the end of the visit, Dr. Anderson told the patient that, if he returned to UHS, he should ask for Dr. Anderson because he examined all of the male patients.
- A medical student sought treatment at UHS in the fall of 1975 for a sore throat. Dr. Anderson performed a hernia check and a "forceful" digital rectal examination during the appointment.
- A graduate student sought treatment at UHS for a sinus infection in the fall of 1975. Dr. Anderson performed a rectal examination on the patient, during which he looked the patient "square in the eye" with a "grin on his face" and said, "That feels good. I mean, normal."
- A student athlete on the football team saw Dr. Anderson for annual PPEs in the late 1970s and early 1980s. During each examination, Dr. Anderson applied lubricant to his gloved finger and inserted his finger into the patient's rectum, causing the patient, on at least one occasion, to scream in pain.

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<sup>57</sup> The patient experiences detailed in this section offer a representative sample of the experiences that patients described to us.

- In 1991, a student athlete on the football team sought treatment from Dr. Anderson at Schembechler Hall for an injured knee. During the examination, Dr. Anderson spent a “long period of time” examining the patient’s genitals.
- A student athlete on the wrestling team sought treatment from Dr. Anderson at Schembechler Hall in 1998 because his shoulder was popping out of its socket. After Dr. Anderson examined the patient’s shoulder, he stated something to the effect of “since you’re here, I may as well check you for a hernia,” and then performed a hernia check.

Each of the medical experts we consulted confirmed that sensitive examinations like the ones described above are generally not indicated as part of an examination of college-age patients for an illness or injury, or as part of a routine PPE, absent a history or symptoms suggesting specific genitourinary or gastrointestinal risks, such as abdominal pain, blood in the stool, or sores or lesions in the indicated area. It was never consistent with the standard of care—in 1966, 2003, or today—to perform a genital or rectal examination on a patient seeking treatment for a knee injury.

Some sensitive examinations were consistent with the standard of care for certain types of routine examinations during the period Dr. Anderson was employed by the University. For example, hernia and genital examinations were a standard component of PPEs, general physicals,<sup>58</sup> and FAA examinations during Dr. Anderson’s employment. Setting aside the question of *how* the examinations were performed, *see* Section III.B. below, the fact that Dr. Anderson performed them does not necessarily indicate that the examinations were inappropriate.

By contrast, rectal or prostate examinations were *not* part of standard PPEs or general physicals for asymptomatic college-age males without relevant medical histories at any point during Dr. Anderson’s University career.<sup>59</sup> Dozens of patients told us that Dr. Anderson performed rectal or prostate examinations on them during their physical examinations. Virtually none of those individuals described relevant symptoms or a medical history that might indicate the need for a rectal or prostate examination at the time.<sup>60</sup> For a large group of patients with whom we spoke—especially former student athletes—the rectal and/or prostate examinations they received from Dr. Anderson were the primary experiences they wished to describe to us.

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<sup>58</sup> We use the term “general physical” to describe ordinary health screening examinations, such as annual well visits.

<sup>59</sup> Rectal examinations were considered a standard component of an FAA physical examination until 1992.

<sup>60</sup> To the extent that Dr. Anderson provided explanations for the sensitive examinations he performed, many of his explanations were not consistent with the applicable standard of care. For example, numerous patients stated that Dr. Anderson told them that he was performing a lengthy genital examination to identify varicoceles, a condition involving the enlargement of veins in the scrotum that can reduce sperm production and cause infertility. However, the medical experts concur that the possibility of finding varicoceles is not a sufficient reason, on its own, to conduct a genital examination of a college-age male.

## **B. Dr. Anderson Repeatedly Performed Sensitive Examinations Inappropriately**

Even when a sensitive examination may have been consistent with the applicable standard of care, Dr. Anderson performed such examinations in a grossly inappropriate manner numerous times. Dozens of patients told us, for example, that sensitive examinations lasted an excessive length of time, including prolonged examinations of the penis, testicles, and/or prostate. Dr. Anderson instructed some patients to fully disrobe during their examinations, and although most patients recalled Dr. Anderson wearing gloves while performing genital and/or rectal examinations, several patients told us that Dr. Anderson did not wear gloves when performing those types of examinations.

On multiple occasions, Dr. Anderson invited his patients to look at or touch his own genitalia during examinations. For instance, Dr. Anderson purported to “teach” several patients how to perform sensitive self-examinations by dropping his pants and using his own body and genitalia to model how to conduct the examinations. In multiple instances, Dr. Anderson instructed patients to touch his body as part of these demonstrations, which included hernia and prostate examinations. Several former medical students told us that Dr. Anderson demonstrated how to perform sensitive examinations on patients by exposing himself and/or inviting students to conduct the examination on Dr. Anderson’s own body during clinical experiences.

Examples of this type of misconduct include the following:

- A medical student sought treatment at UHS for chronic urethritis and prostatitis in 1969. Dr. Anderson examined the patient from behind, placing his left hand on the patient’s penis and using a “masturbatory type of motion” for ten to fifteen seconds.
- A patient saw Dr. Anderson numerous times at UHS during his undergraduate, graduate, and doctoral studies in the 1960s and 1970s. On one occasion, Dr. Anderson performed a hernia examination on the patient and then offered to show the patient how to check for a hernia himself. Dr. Anderson did this by pulling down his own pants and asking the patient to perform the hernia examination on him. The patient “lifted up” Dr. Anderson’s penis and “felt around” Dr. Anderson’s scrotum as requested. Dr. Anderson directed the examination, telling the patient to “push harder” at one point.
- A University employee sought treatment from Dr. Anderson five or six times in or around 1973. During some of the patient’s appointments, Dr. Anderson undressed in front of the patient. During one appointment, Dr. Anderson asked the patient to put his finger in Dr. Anderson’s rectum and feel his prostate, explaining that he was teaching the patient where the prostate was located.
- A graduate student visited UHS for a physical examination in the mid-1970s. During the appointment, the patient told Dr. Anderson that he was experiencing a feeling of tightness in his foreskin and explained that he had been diagnosed with a genital yeast infection the year before. Dr. Anderson disrobed from the waist down, positioned himself on the examination table, and invited the patient to examine his penis, purportedly to give the patient a basis for comparison with the patient’s own genitalia.

- A student athlete saw Dr. Anderson regularly at UHS in the mid-1970s in connection with his role as team physician. During one examination, Dr. Anderson explained how hernias formed. Dr. Anderson pulled down his pants, got on the examination table, and guided the patient's hand onto his body, saying, "Here is where the muscles are on me."
- A graduate student visited UHS in 1979 for a pre-employment physical. At the beginning of the examination, Dr. Anderson grabbed the waistband of the patient's shorts and pulled them down, stating, "We won't be needing those anymore." Dr. Anderson then performed a lengthy testicular examination before inserting a finger in the patient's rectum while simultaneously squeezing the patient's penis. Dr. Anderson told the patient he was "milking" his prostate. After a drop of seminal fluid was expelled from the patient's penis, Dr. Anderson collected the fluid and examined it under a microscope.
- In the 1990s, Dr. Anderson asked a medical student if the student had sufficient experience performing testicular examinations. Dr. Anderson told the student that he would demonstrate and performed an unusually long genital examination on the student. Dr. Anderson also attempted to perform a prostate examination on the student, and when the student refused, he directed the student to perform a prostate examination on him. The student complied.
- In 2001, a patient saw Dr. Anderson for an FAA physical examination. Dr. Anderson asked the patient to remove all of his clothing, pulled back the foreskin of the patient's uncircumcised penis, and closely inspected his genitals. The patient subsequently received at least one FAA physical examination from another physician, during which the patient remained fully clothed.

Multiple patients also described inappropriate commentary or questions from Dr. Anderson during sensitive examinations. For example, several patients told us that Dr. Anderson commented on the size of their penis. Another patient told us that Dr. Anderson commented on the size of other patients' penises, recalling that Dr. Anderson said some of the members of the football team were "really hung."

The practices illustrated by these incidents were clearly inappropriate. The medical experts we consulted all agree that sensitive examinations performed during Dr. Anderson's career at the University:

- Should have been performed by a physician wearing gloves and required limited contact with genitalia;
- In the case of hernia and rectal examinations, required only one finger;
- Should have lasted only a few seconds;
- Required patients to lower their pants only to the extent necessary to afford the physician access to the pelvic region, and never required patients to disrobe fully;
- Could involve a physician teaching patients how to self-examine, with instruction typically occurring while the physician conducted the examination at issue on the patient;



- Could include questions about the patient’s sexual behavior or history to identify the need for STI screening or education regarding safe sex practices, but not in a judgmental or sexualized manner;
- Should never involve a physician disrobing, demonstrating an examination on himself, or asking a patient to touch the physician’s genitals for any reason.

The medical experts also concur that it was not consistent with standards for medical education during the relevant period for an instructor to require medical students to perform sensitive examinations on the instructor.

### **C. Dr. Anderson Engaged in Conduct that Fell Far Outside the Bounds of Appropriate Medical Practice**

In addition to the scores of patients who received unnecessary or inappropriate sensitive examinations from Dr. Anderson, a smaller group of patients described clinical experiences in which Dr. Anderson engaged in overtly sexual conduct. These patients were fewer in number, but their experiences were widely consistent with each other. The misconduct they detailed suggests that, on numerous occasions over the course of his career at the University, Dr. Anderson subjected patients to sexually abusive conduct that had no medical purpose, contravened standard medical practice, and violated his medical and ethical duties.

For example, more than twenty male patients told us or DPSS that Dr. Anderson manually stimulated their genitals and/or directed them to manually stimulate his genitals, sometimes to the point of erection and sometimes to ejaculation. Other patients reported that Dr. Anderson masturbated during their appointments. Two additional patients told us Dr. Anderson proposed explicit *quid pro quo* arrangements involving conduct of a sexual nature in exchange for expensive medication or a letter in support of a medical exemption from military service. Several gay patients explained that they considered subjecting themselves to Dr. Anderson’s inappropriate examinations as the cost for having their health concerns addressed. And one patient described an instance of forcible rape in which Dr. Anderson put both hands around the patient’s waist and inserted his penis into the patient’s anus.

Dr. Anderson’s patients reported the following to us or to DPSS:<sup>61</sup>

- A patient saw Dr. Anderson on the University of Michigan campus (likely at UHS) for a physical examination in 1965 or 1966. Dr. Anderson told the patient to “strip down” and instructed him to do jumping jacks while naked. Dr. Anderson then performed a prostate examination on the patient while simultaneously grabbing the patient’s penis with his other hand. Dr. Anderson

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<sup>61</sup> In addition to descriptions of Dr. Anderson’s misconduct that patients provided directly to us or DPSS, we identified two reports that Dr. Anderson’s patients made to LARA in 1988 and 1995. LARA no longer has records relating to either complaint, and we could not establish contact with either complainant. One complainant told DPSS in 2018 that he filed a report with LARA in 1995 that Dr. Anderson had “fondled his genitals” during a physical examination at UHS sometime between 1973 and 1975, when the complainant was a student at the University. We found no evidence that the University was aware of any complaints lodged with LARA.

“stroked” the patient’s penis until he ejaculated. The patient told DPSS that Dr. Anderson observed the ejaculate and remarked, “Nice color.”

- A patient saw Dr. Anderson at UHS as an undergraduate in 1968 or 1969 for treatment of a rash in his genital area. After examining the patient’s genitalia, Dr. Anderson pulled down his own pants and underwear, exposing himself and stating that he wanted to illustrate how a “penis and balls” should look. Dr. Anderson then instructed the patient to touch Dr. Anderson’s genitals, and as the patient did so, Dr. Anderson instructed him to “milk me.”
- An undergraduate student saw Dr. Anderson at UHS in the late 1960s seeking support for a medical exemption from the Vietnam War-era draft. The patient’s roommate told him that Dr. Anderson had a reputation for fondling students and then providing them with a draft exemption letter, as long as the patients “ke[pt] their mouths shut.” During the appointment, Dr. Anderson fondled the patient’s scrotum during a purported hernia check. Then Dr. Anderson “lingered” for an excessive amount of time while examining the patient’s rectum. When Dr. Anderson examined the patient’s penis, he began “stroking” the patient as if to masturbate him, causing the patient to obtain an erection. Following the examination, Dr. Anderson wrote a letter detailing medical issues with the patient’s feet and toenails, but the patient did not receive a medical exemption.
- An undergraduate student made an appointment with Dr. Anderson at UHS for a physical examination in 1969 or 1970 in hopes that Dr. Anderson would help him avoid the draft. Dr. Anderson diagnosed a heart murmur. When the patient asked Dr. Anderson for a letter documenting the diagnosis, Dr. Anderson asked him to make himself available for physical examinations with medical students present so that they could hear the murmur. The patient agreed and received at least ten physical examinations by Dr. Anderson at UHS. At one of those visits, Dr. Anderson conducted a digital rectal examination and asked the patient if it “made his penis tingle.” Dr. Anderson later wrote a note for the patient supporting a medical exemption.
- A law student visited UHS in the early 1970s to seek care for sexual health concerns. During one appointment the patient told Dr. Anderson that although he was married to a woman, he thought he might be gay. Dr. Anderson advised the patient to keep his sexuality secret and to have sexual encounters outside of marriage. Dr. Anderson then brought the patient into the examination room and locked the door. Purporting to show the patient how to check a potential sexual partner for STIs, Dr. Anderson lay down on the table and pulled down his pants. Dr. Anderson then directed the patient to stroke Dr. Anderson’s penis until he ejaculated, after which he purported to show the patient how to examine ejaculate for STIs.
- An undergraduate student sought treatment at UHS in 1971 for a suspected urinary tract infection or STI. While drawing blood from the patient’s arm, Dr. Anderson proceeded to “grind his crotch” into the patient’s hand. With the needle still inserted in the patient’s arm, Dr. Anderson informed the patient that the medicine he might need for treatment would be expensive, but that Dr. Anderson

could “handle” the cost if the patient agreed to give Dr. Anderson oral sex. The patient performed oral sex on Dr. Anderson in exchange for the medication.

- An undergraduate student saw Dr. Anderson at UHS for treatment of an STI in 1971 or 1972. The patient sought out Dr. Anderson because “there was no other doctor where a gay man could go with a gay problem.” One of the patient’s friends, also an undergraduate, told the patient that, during his own appointment, Dr. Anderson “pulled out a tube of KY jelly” and masturbated him. Another friend, a non-student patient, said that “he knew Dr. Anderson would treat him,” but “there was a cost, and the cost was sex.”
- An undergraduate student visited UHS in 1972 seeking treatment in connection with serial yeast infections that he and his girlfriend were experiencing. The patient was initially seen by a physician who, after hearing the patient’s concern, said that “this is something Dr. Anderson handles” and left the examination room. When Dr. Anderson entered the room, he asked the patient to disrobe and examined the patient’s genitals. Dr. Anderson said he needed to see the patient “in an aroused state” and manipulated the patient’s genitals until he had an erection. The patient pulled away, at which point Dr. Anderson called him a “dirty immoral hippie.”
- A patient visited UHS for a physical examination in 1973. During the examination, Dr. Anderson inserted his finger in the patient’s rectum and stimulated the patient’s penis with his other hand. The patient became erect but did not ejaculate. Dr. Anderson remarked that “most people would have ejaculated by now” and then told the patient that the patient needed to ejaculate because he had “too much sperm.”
- A graduate student visited UHS in the mid-1970s for treatment of a “funny sensation in his penis.” During his examination, Dr. Anderson remarked that the patient’s penis was “pretty large.” Dr. Anderson then told the patient that he needed to obtain a semen sample from the patient so that he could observe its color to determine if the patient had an STI. Dr. Anderson pulled down his own pants and began to masturbate. When Dr. Anderson ejaculated, he and the patient observed the color of his semen. Dr. Anderson then manually stimulated the patient’s penis until he ejaculated.
- A student visited UHS in 1978 or 1979 to seek treatment for a dermatological issue on his penis. Dr. Anderson asked the patient to remove his pants, and Dr. Anderson proceeded to manipulate the patient’s penis, noting that it was “going to get hard.” The patient obtained an erection, and then Dr. Anderson placed the patient’s arm between Dr. Anderson’s own legs where the patient could feel Dr. Anderson’s genitalia. Dr. Anderson then stated, “We can meet in private if you want more of this.” The patient refused, got dressed, and left the examination room.<sup>62</sup>
- In 1979, a medical student saw a flyer on a medical school bulletin board noting that Dr. Anderson was seeking paid participants for a study on sperm motility.

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<sup>62</sup> This patient declined to speak with us but provided written answers to our questions.

After filling out medical history paperwork, the medical student was enrolled in the study and went to UHS for a medical examination with Dr. Anderson. During the visit, Dr. Anderson performed a genital examination and spent an “inordinate amount of time” massaging the patient’s testicles. At the conclusion of the examination, Dr. Anderson alluded to other ways the student could earn money “more on a personal level,” which the student interpreted as a sexual solicitation. The student declined the offer.

- A student athlete sought treatment from Dr. Anderson at UHS in the late 1970s or early 1980s for a suspected STI. While examining the patient’s genitals, Dr. Anderson began masturbating the patient until the patient ejaculated, stating that he needed to “get some size” to the patient’s penis so that he could check for “crabs crawling around.” After the patient ejaculated, Dr. Anderson let the patient’s semen “stay in his hands” and asked the patient whether the examination “fe[lt] good.”

The medical experts we consulted advise that it was never appropriate, medically necessary, or consistent with professional standards for:

- A physician to manually stimulate a patient during a medical appointment, including a physical examination or PPE, to the point of erection or ejaculation;
- A physician to make sexual contact with patients, including manual stimulation, oral sex, or anal penetration;
- A physician to propose or enter into any *quid pro quo* arrangement with a patient, such as soliciting sexual contact in exchange for medical care or a medical diagnosis in support of a draft deferment or exemption.

To state the obvious, Dr. Anderson’s suggestion and initiation of sexual contact with patients, as exemplified above, was grossly violative of the doctor-patient relationship. This conduct had no medical justification whatsoever.

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The patient experiences included in this Report are not an exhaustive accounting of Dr. Anderson’s misconduct. Many patients who shared information with us may not see their specific experiences reflected. That does not reflect a judgment on our part that those patients were not credible or that their experiences were not significant. Rather, it is a necessary consequence of the scope and duration of Dr. Anderson’s misconduct, such that it is impossible to chronicle every improper incident. He performed sensitive examinations that were not indicated, conducted lengthy, unnecessary, and inappropriate genital, rectal, and other sensitive examinations, and committed grossly improper behavior with his patients that constituted sexual assault by any definition.

Scores of former students told us that Dr. Anderson’s misconduct significantly disrupted their academic, extracurricular, and social experiences. Some effects were immediate; others played out over time. Some patients say they dropped out of the University or quit their sports teams at least in part because of their experiences with Dr. Anderson. Others described

emotional and psychological effects that persisted throughout their years at the University and beyond.

#### **IV. Awareness of Dr. Anderson's Misconduct**

At least a small number of University personnel were aware from early days of concerns about Dr. Anderson's conduct with patients. In addition, there were other indications, including widespread rumors about Dr. Anderson, that could have led to discovery of his misconduct had they been understood and pursued.

*First*, in July 1975, Tad DeLuca, a member of the wrestling team, sent a letter to head wrestling coach Bill Johannesen and assistant wrestling coach Cal Jenkins that, among other things, included a complaint about Dr. Anderson. Neither Mr. Johannesen nor Mr. Jenkins inquired about Dr. Anderson's conduct or referred the matter for investigation by others.

*Second*, in or around 1979 to 1981, senior University administrator Thomas Easthope received complaints regarding Dr. Anderson's misconduct on at least three separate occasions. Mr. Easthope, who had supervisory authority over UHS, was told directly and explicitly about Dr. Anderson's misconduct and failed to take proper action to address it.

*Third*, the University failed to investigate persistent and widespread rumors about Dr. Anderson. We found that at least some personnel in UHS and the Athletic Department heard or were aware of jokes, banter, and innuendo about Dr. Anderson's conduct with patients, but they did not recognize such comments as cause for concern.

*Fourth*, the University did not conduct due diligence with respect to a 1995 lawsuit alleging that Dr. Anderson assaulted a patient during a pre-employment physical. Dr. Anderson himself disclosed the lawsuit on an application for Michigan Medicine credentials in September 1996.

##### **A. Tad DeLuca's 1975 Letter**

Mr. DeLuca entered the University of Michigan on a full athletic scholarship in 1972 and was a member of the University's wrestling team for the next three years. Between 1972 and 1975, Mr. DeLuca received at least five rectal examinations from Dr. Anderson while seeking treatment for ailments such as a dislocated elbow and cold sores on his face.

In January 1975, a member of the football team told Mr. DeLuca that Dr. Anderson was a "pervert" who was conducting unnecessary rectal and genital examinations for seemingly unrelated illnesses. Mr. DeLuca was shocked and decided that he would never see Dr. Anderson again. According to Mr. DeLuca, a chronic elbow injury—and his refusal to seek treatment for it based at least in part on his aversion to Dr. Anderson's examinations—hampered his ability to wrestle, his attitude toward wrestling, and, as a consequence, his standing on the team.

On May 9, 1975, Mr. Johannesen wrote a letter to Mr. DeLuca criticizing what Mr. Johannesen perceived as Mr. DeLuca's lack of effort and warning that he would be removed

from the team if his attitude did not improve.<sup>63</sup> In July 1975, Mr. DeLuca responded by sending a ten-page handwritten letter to Mr. Johannesen and Mr. Jenkins.<sup>64</sup> The letter covered a wide range of issues, including the negative consequences of Mr. DeLuca's wrestling injuries and his broader dissatisfaction with the wrestling program. Mr. DeLuca said this about Dr. Anderson on the second page:

According to Dr. "drop your drawers" Anderson, nothing is wrong with me. At Christmas, it was found by the Stanton University report that I had hepatitis, among other things. Proof available upon request. Something is wrong with Dr. Anderson. Regardless of what you were there for, he asks that you "drop your drawers" and cough.<sup>65</sup>

Mr. DeLuca went on to say that he "no longer want[ed] to be an athlete," but he promised to "return and give wrestling my whole-hearted effort, provided that I am treated as a man and my welfare is not overlooked."

Mr. Johannesen wrote back on July 24, 1975, notifying Mr. DeLuca that he was being removed from the wrestling team. Mr. Johannesen made no reference to Mr. DeLuca's complaint about Dr. Anderson. The following day Athletic Director Don Canham made it official. In a letter to Mr. DeLuca, Mr. Canham stated, "Based upon your letter to Coach Bill Johannesen and your decision to 'no longer want to be an athlete,' your financial aid from the University of Michigan will not be in effect for the 1975-76 school year." Although Mr. Canham referenced Mr. DeLuca's letter, there is no way to know if Mr. Canham read it, or even saw it. Mr. Canham is deceased. Mr. DeLuca, for his part, does not believe that his scholarship was revoked based on his complaint about Dr. Anderson.

Mr. DeLuca appealed the revocation of his scholarship to the University's Board in Control of Intercollegiate Athletics ("Board in Control").<sup>66</sup> In late September 1975, he appeared with legal counsel before the Board in Control. Mr. DeLuca believes that the members of the Board in Control had before them copies of his July 1975 letter to Mr. Johannesen, but no one

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<sup>63</sup> When WilmerHale interviewed Mr. Johannesen, he stated that he wrote the May 1975 letter in part because Mr. DeLuca missed two wrestling practices without an adequate excuse. Mr. DeLuca denies missing any practices; he told us that even if he could not wrestle due to an injury, he was still "in the room."

<sup>64</sup> Mr. Jenkins does not recall Mr. DeLuca's letter.

<sup>65</sup> Mr. DeLuca also noted that he sought care from Dr. Anderson in connection with his injured elbow, writing in part: "Another problem that still plagues me is my elbow. It seems to come out. The other day it came out while I was carrying some boards. A few months ago, Dr. Anderson assured me that it was OK. That same night it came out in practice. I didn't complain because no one really believed me. It came out at least 20 times in practice, while drying my back with a towel, and even while sleeping. It was a real thrill to wake up at night after dreaming about arm pain and finding your elbow out of socket."

<sup>66</sup> The Board in Control was formed in 1893 to establish a degree of faculty control over the Athletic Department and to oversee the athletic policy and financial management of the University's athletic program. In September 1975, the Board in Control was chaired by Mr. Canham and consisted of nine faculty members, four alumni, two student representatives, and three ex-officio members.

asked him any questions about Dr. Anderson.<sup>67</sup> Shortly after the meeting, the Board in Control reinstated Mr. DeLuca's scholarship, but Mr. DeLuca elected not to rejoin the team.

Mr. Johannesen does not recall receiving complaints about Dr. Anderson from any members of the wrestling team, including Mr. DeLuca. Mr. Johannesen also does not recall receiving Mr. DeLuca's July 1975 letter and maintains that Mr. DeLuca "never verbalized" to him that "something [was] wrong with Dr. Anderson." By the time Mr. Johannesen received Mr. DeLuca's letter, the coach had already given up on Mr. DeLuca as a wrestler. It did not occur to Mr. Johannesen that Mr. DeLuca's performance was affected by his experiences with Dr. Anderson. Mr. Johannesen told us that if any student athlete had told him that a doctor was doing "weird stuff," he would have reported it immediately to Mr. Canham or to the President of the University.

Mr. Johannesen does recall hearing some "scuttlebutt," joking, and laughing among the members of the wrestling team about Dr. Anderson, such as "you go to see Dr. Anderson for a sore elbow and he tells you to take your pants down." But Mr. Johannesen told us that no one ever said, "Hey, Coach, there's something weird about this doctor."

It seems plausible that Mr. Johannesen missed Mr. DeLuca's comment about Dr. Anderson altogether—the handwritten letter was long and hard to read; Dr. Anderson was mentioned only briefly; and Mr. Johannesen had already made up his mind that Mr. DeLuca was not going to make a positive contribution to the team. It also seems likely that Mr. Johannesen paid no mind to the locker room talk about Dr. Anderson. As a result, Mr. Johannesen never asked any questions about Dr. Anderson or raised any concerns about him to anyone else. As discussed in Section V below, Mr. DeLuca's concerns about Dr. Anderson were not investigated until more than forty years later, when Mr. DeLuca wrote another letter, to Athletic Director Warde Manuel, in July 2018.

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<sup>67</sup> We tried to find and speak with each living person who served on the Board in Control in September 1975. Former Vice President of Student Services Henry Johnson, who was an ex-officio member of the Board in Control at this time, does not recall hearing any complaints about Dr. Anderson while he was a member of the Board, does not recall Mr. DeLuca or any athlete contesting a lost scholarship before the Board, and does not recall Mr. DeLuca's letter. We also spoke with two former faculty members, one former student member, and one former alumni member, none of whom has any recollection of Mr. DeLuca's appeal of his scholarship revocation or his July 1975 letter.

## **B. Reports to Thomas Easthope and Dr. Anderson's Resignation from UHS**

Thomas Easthope was named Assistant Vice President of Student Services in 1972; he was promoted to Associate Vice President in July 1980.<sup>68</sup> In both roles he reported directly to Vice President of Student Services Henry Johnson, who reported to the President of the University. Mr. Easthope oversaw several divisions within Student Services, including UHS, and handled employee personnel issues for Student Services.<sup>69</sup>

Mr. Easthope received specific reports about Dr. Anderson's misconduct at least three separate times:

- In or around late 1978 or 1979, James "Jim" Toy, an employee in the University's Human Sexuality Office and the University's Gay Male Advocate, informed Mr. Easthope that Dr. Anderson was "fooling around with boys" at UHS.<sup>70</sup>
- In the fall of 1979, Marvin Parnes and Jane Hassinger, counselors in the University's Counseling Services Office,<sup>71</sup> reported Dr. Anderson to Mr. Easthope based on information they heard from a medical student and during counseling sessions with students.
- In late 1980 and early 1981, Keith Moree, a student volunteer in the Human Sexuality Office, complained to Mr. Easthope, with the assistance of Mr. Toy, about Dr. Anderson's misconduct during a May 1980 examination at UHS.

Mr. Easthope told us and testified that he fired Dr. Anderson after learning of his misconduct. But Mr. Easthope's recollection is contradicted by contemporaneous evidence that shows that Dr. Anderson was never fired. Instead, he stepped down as UHS Director in January 1980; although his decision to do so may have been related to what Mr. Easthope had heard, the documentary evidence reflects that Dr. Anderson's resignation was voluntary. Nor could Mr. Easthope have thought, at the time, that Dr. Anderson had been fired. Mr. Easthope signed the employment form effectuating Dr. Anderson's change in status from UHS Director to a UHS senior physician; Mr. Easthope also signed an employment form approving a salary increase for Dr. Anderson effective in September 1980.

Contemporaneous evidence also shows that, in late 1980 and early 1981, Mr. Easthope again received information concerning Dr. Anderson's misconduct, this time from Mr. Toy and Mr. Moree. Mr. Easthope did not fire Dr. Anderson then either. Instead, in July 1981 Dr.

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<sup>68</sup> Mr. Easthope was deposed in the civil litigation in July and August 2020. We reviewed the transcript of his deposition and then interviewed Mr. Easthope for approximately four hours in October 2020. Our efforts to interview Mr. Easthope again early this year were unsuccessful. Mr. Easthope died in February 2021.

<sup>69</sup> As early as April 1976, Mr. Easthope also served as the Unit Title IX Coordinator for Student Services.

<sup>70</sup> As set out in Detective Ryan Cavanaugh's November 15, 2018 affidavit in support of a search warrant during the DPSS investigation, Mr. Easthope told DPSS that he heard this information in "late 1978 or 1979." In his interview with us almost two years later, Mr. Easthope acknowledged receiving this information from Mr. Toy but told us he did not recall when, other than that it occurred while Dr. Anderson was UHS Director.

<sup>71</sup> The Counseling Services Office later became known as "Counseling and Psychological Services" or "CAPS."



Anderson transferred from UHS to the Athletic Department, where he was no longer within Mr. Easthope's purview.

### 1. Jim Toy's Concerns Regarding Dr. Anderson

In 1971, Mr. Toy founded the Human Sexuality Office, within the University's Student Services, as a resource for gay and lesbian students. Mr. Toy served as the Gay Male Advocate<sup>72</sup> in the Human Sexuality Office from 1971 until 1994. Among other things, the Human Sexuality Office provided counseling services and referred students to medical providers, including through a "Gay Hotline" managed by Mr. Toy and volunteers. As early as December 1978, a referral list used by the Human Sexuality Office identified Dr. Anderson, among other UHS physicians, as someone patients could see for medical care.

Documentary evidence from 1980 shows that Mr. Toy had concerns about Dr. Anderson's conduct with patients.<sup>73</sup> Mr. Toy noted in February 1980 that Dr. Anderson was "risky." Handwritten notes on a July 1980 medical referral list found in Mr. Toy's papers in the Bentley Library described Dr. Anderson as "iffy" and noted that clients should be "warn[ed]" about him. Another provider list created around the same time included a notation that the Human Sexuality Office received "mixed feedback" about Dr. Anderson, and instructed volunteers to "please say so when referring [patients] to him[.]"

A student who volunteered in the Human Sexuality Office around that time recalls rumors circulating widely in the Ann Arbor gay community between 1978 and 1981 to the effect that a football team physician who worked at UHS—a description that could only apply to Dr. Anderson—engaged in "unnecessary sexualized" examinations with patients at UHS, including with student athletes. The doctor was rumored to perform examinations that were unrelated to the patient's reason for seeking medical care; it was said that the doctor required male patients to maintain an erection during genital examinations and used an unspecified instrument to "stretch" patients' anuses. According to the student volunteer, Mr. Toy encouraged students to raise complaints about the doctor.

### 2. Mr. Easthope's Confrontation with Dr. Anderson

Mr. Easthope acknowledged that Mr. Toy told him that Dr. Anderson was "fooling around with boys." From what Mr. Toy relayed at the time, Mr. Easthope understood that Dr. Anderson was taking advantage of gay students (whom Mr. Toy did not identify by name). Although Mr. Easthope did not recall exactly when his conversation with Mr. Toy occurred, he was certain that Dr. Anderson was still UHS Director at the time, which means it happened sometime before January 14, 1980. We found no reference to the conversation in any of the contemporaneous documents we reviewed.

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<sup>72</sup> This may have been an informal title. Mr. Toy's position was also referred to as "Human Sexuality Program Coordinator."

<sup>73</sup> Mr. Toy, who is ninety-one years old, had difficulty remembering certain details from this time period. He does not recall receiving any complaints about Dr. Anderson or any conversations with Mr. Easthope about Dr. Anderson.

Mr. Easthope told us he was so alarmed by what Mr. Toy told him that he walked across the University “diag” to confront Dr. Anderson. According to Mr. Easthope, he went to Dr. Anderson’s office at UHS and told him, “Bob, you’re outta here.” As Mr. Easthope recalled it, Dr. Anderson looked at him with a “dumb look” and made no effort to deny any misconduct.

According to Mr. Easthope, before confronting Dr. Anderson, he informed his own supervisor, Mr. Johnson, that they needed to “get rid” of Dr. Anderson. While he did not recall the specifics of his conversation with Mr. Johnson, Mr. Easthope maintained during our interview that he clearly conveyed that Dr. Anderson engaged in “unacceptable behavior” related to sexual misconduct.<sup>74</sup> Mr. Johnson denies ever being made aware of any complaints about Dr. Anderson’s misconduct with patients, including by Mr. Easthope or Mr. Toy.<sup>75</sup> We found no documentary evidence to the contrary.

Mr. Easthope did not remember telling anyone else about Dr. Anderson’s alleged misconduct, except possibly Dr. Caesar (“Cy”) Briefer, who served as UHS Director from January 1981 until his retirement in 1999. Dr. Briefer is deceased.<sup>76</sup> In his deposition, Mr. Easthope testified that he did not inform the Athletic Department of the allegations against Dr. Anderson. He did not recall requesting an investigation by UHS, the University of Michigan Police Department, the Ann Arbor Police Department, or LARA. Nor did Mr. Easthope recall telling anyone in the Affirmative Action Office or the President’s Office about Mr. Toy’s allegations.<sup>77</sup>

### 3. Counseling Services Employees Report Dr. Anderson’s Misconduct

Mr. Easthope was informed about Dr. Anderson on other occasions. In late 1979, Jane Hassinger and Marvin Parnes, who were then psychological counselors in the University’s Counseling Services Office, received information about Dr. Anderson that they found disturbing.<sup>78</sup> Ms. Hassinger and Mr. Parnes reported the information together to Mr. Easthope.

Ms. Hassinger recalls hearing specific allegations of misconduct by Dr. Anderson from three individuals:

- In or about 1977, a gay male student told Ms. Hassinger that Dr. Anderson subjected him to inappropriate, prolonged, and invasive examinations, including a

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<sup>74</sup> Mr. Easthope provided inconsistent testimony on this topic during his deposition. Compare Thomas Easthope Deposition 68:3-68:8, *Doe MC-1 v. University of Michigan*, No. 2:20-cv-10568 (E.D. Mich.) (“Actually, I have no memory of what I said to Henry Johnson at all.”), with Thomas Easthope Deposition 204:6-204:14 (“I had an opportunity to read the transcript since it was published and there was one part in there that I want to make clear. It says in there, I believe, I didn’t broadcast it. That doesn’t mean I didn’t tell Henry. I told Henry, but I guess it could have been interpreted that I didn’t tell anyone, and I didn’t want that to go down because that would not be true.”).

<sup>75</sup> We interviewed Mr. Johnson in June 2020 and February 2021. He was deposed in the civil litigation in February 2021. In both of our interviews and his deposition, Mr. Johnson denied having any knowledge of Dr. Anderson’s misconduct.

<sup>76</sup> Mr. Easthope testified at his deposition that he may have told Dr. Briefer that Dr. Anderson had been “accused,” but he could not recall the details of any such conversation.

<sup>77</sup> OIE was not created until 2003.

<sup>78</sup> Ms. Hassinger and Mr. Parnes are married. We interviewed them jointly.

rectal examination. The student had specifically sought out Dr. Anderson because of his progressive, gay-sensitive reputation.

- Around the same time, a member of the football team told Ms. Hassinger that Dr. Anderson performed an invasive examination unrelated to the issue for which the student athlete had sought medical care. The student athlete was angry about the examination but was unwilling to share details with Ms. Hassinger.
- In early 1978, a medical student told Ms. Hassinger that Dr. Anderson required male students to participate in classes involving genital examinations in Dr. Anderson's office at UHS. The medical student told Ms. Hassinger that the students did not report Dr. Anderson for fear of losing their scholarships and draft deferments.

Mr. Parnes recalls hearing complaints about Dr. Anderson from multiple students in the 1970s, including another member of the football team who told him about an inappropriate experience with Dr. Anderson during a broader conversation about the student's issues with the Athletic Department.

According to Ms. Hassinger and Mr. Parnes, they jointly reported Dr. Anderson to Mr. Easthope, whose responsibilities included oversight of the Counseling Services Office, in the fall of 1979. Ms. Hassinger recalls speaking with Mr. Easthope about Dr. Anderson on several occasions and describing the allegations in some detail. According to Ms. Hassinger, Mr. Easthope "didn't appear to be surprised." At one point he said, "This guy's gotta go." But he also asked her, in sum or substance, "How would you feel if I would say, we'll get him out of here, even if I don't fire him?" Ms. Hassinger and Mr. Parnes understood Mr. Easthope to be suggesting that Dr. Anderson would leave UHS and not be able to see patients anymore.

Mr. Easthope told us he did not recall either Ms. Hassinger or Mr. Parnes raising any concerns about Dr. Anderson, and Mr. Easthope noted that he was not the counselors' direct supervisor. Neither counselor recalls saying anything about Dr. Anderson to their direct supervisor in the Counseling Services Office or to Mr. Johnson. Both counselors recall hearing sometime later that Dr. Anderson had left UHS and assuming it was as a result of action by Mr. Easthope.

#### 4. Dr. Anderson's Resignation as UHS Director

Mr. Easthope repeatedly told us that he fired Dr. Anderson.<sup>79</sup> But he did not. As noted above, it is possible that Dr. Anderson's resignation as UHS Director was fueled by a confrontation between him and Mr. Easthope, but the documentary evidence reflects that it was a voluntary change. And when we asked specifically whether he removed Dr. Anderson from UHS, the directorship of UHS, or the University as a whole, Mr. Easthope stated that he was not sure.

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<sup>79</sup> In a 2018 interview with DPSS, Mr. Easthope's wife suggested that Dr. Anderson may have been allowed to resign from UHS. Mr. Easthope told us that his wife had no firsthand knowledge about Dr. Anderson and was merely seeing if the suggestion refreshed his recollection.

A series of memoranda exchanged between the heads of the departments that funded Dr. Anderson's position as team physician at the time—Mr. Johnson and Mr. Canham, the Athletic Director—show support for his continued employment at UHS. On November 14, 1979, Dr. Anderson wrote a memorandum to Mr. Johnson indicating that he would resign as UHS Director but wished to remain at UHS as a senior physician and team physician.<sup>80</sup> The next day Mr. Johnson wrote a memorandum to Mr. Canham, asking him to agree to Dr. Anderson's continued role as team physician and noting that “[w]e, of course, are supportive of [Dr. Anderson] remaining in this role[.]” On January 2, 1980, Mr. Canham wrote a memorandum to Mr. Johnson, in which Mr. Canham stated that Dr. Anderson should continue as team physician and remarked that the Athletic Department would be in a “bad position” if Dr. Anderson did not.

In a January 10, 1980, memorandum to UHS Department Heads, Mr. Johnson stated that Dr. Anderson would resign as UHS Director as of January 14, 1980,<sup>81</sup> and would remain on the UHS staff as a “senior physician 50% time and Director of Athletic Medicine.”<sup>82</sup> Mr. Johnson called out Dr. Anderson's “high quality administrative and medical leadership” and noted that “[w]e are pleased that he plans to remain on the staff as a senior physician.” Consistent with his memorandum, Mr. Johnson recalls that Dr. Anderson voluntarily stepped down as UHS Director to spend more time at his private practice while continuing to support the Athletic Department. Mr. Johnson does not recall learning of any complaints or other issues involving Dr. Anderson leading up to his resignation as UHS Director—or at any other time.

Mr. Easthope himself signed the employment paperwork effectuating Dr. Anderson's change in title from Director to a senior physician at UHS.<sup>83</sup> Mr. Easthope's signature alone was sufficient; Mr. Johnson did not sign the form.<sup>84</sup> Mr. Easthope had no explanation for his sign-off

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<sup>80</sup> In 1999, Dr. Anderson told a reporter that Mr. Canham created, and Dr. Anderson accepted, a position as the “formal team physician” around 1980. See Jim Cnockaert, *U-M Football Physician Retiring After 32 Years*, MICH. LIVE (June 10, 1999) (hard copy at the Bentley Library) (stating that Dr. Anderson “informed then-U-M athletic director Don Canham that he intended to leave the Student Health Service to return to private practice. Canham then created a position for a formal team physician. Anderson said he accepted immediately.”).

<sup>81</sup> On January 15, 1980, Mr. Johnson provided President Howard T. Shapiro with copies of correspondence between Dr. Anderson and Mr. Canham regarding Dr. Anderson's continued role as team physician. President Shapiro has no recollection of Dr. Anderson.

<sup>82</sup> “Director of Athletic Medicine” does not appear on Dr. Anderson's employment paperwork, suggesting that it may have been an informal title. It appears to have encompassed the same responsibilities that he had performed since first being named an Athletic Department team physician in 1967.

<sup>83</sup> We attempted to speak with each person who signed this paperwork. A UHS administrative manager does not know why Dr. Anderson stepped down as UHS Director in January 1980; he does recall a brief, “cryptic” conversation in late 1979 or 1980 with an administrative assistant (now deceased) in Student Services, who told him that “something” might become apparent with Dr. Anderson in the future. The form was also signed by a former administrative manager in Medical School Administration who is now deceased; a former administrative manager in Internal Medicine who does not recall executing the form and confirmed that she would not have had any role in Dr. Anderson's employment at UHS; possibly an administrative manager in the Surgery Department who is also now deceased; and another person with initials “SAC,” who we believe was a clerk in the Personnel Office at the time and who does not recall handling any paperwork concerning Dr. Anderson or hearing about him while working at the University.

<sup>84</sup> On January 15, 1980, an employment representative in the University's Personnel Office filled out a separate worksheet for processing the change in Dr. Anderson's position in the University's human resources system. The worksheet indicates that Dr. Anderson's change of status from UHS Director to a senior physician was a

on the title change and acknowledged that he had no recollection of Mr. Johnson (or anyone else) overriding his decision to terminate Dr. Anderson.<sup>85</sup>

Upon Dr. Anderson's resignation as UHS Director, the University paid tribute to him for his service. The UHS Annual Report in the University President's Report for the 1979-1980 academic year noted Dr. Anderson's resignation as UHS Director and "thank[ed]" him for "11 years of leadership."<sup>86</sup>

We interviewed more than ten people who worked at UHS when Dr. Anderson stepped down as UHS Director or shortly thereafter, including Dr. Anna Davol, who served as Interim Director from January 1980 until January 1981; other former UHS physicians; UHS staff members, including a nurse, nurse practitioner, patient relations coordinator, and two clinic clerks; and Dr. Anderson's two assistants in January 1980. None recalls Dr. Anderson being forced to resign as Director. Several told us that Dr. Anderson left UHS with a positive reputation to spend more time in his private practice or in athletic medicine, while others said they did not know why Dr. Anderson stepped down.<sup>87</sup>

##### 5. Dr. Anderson's Continued Practice at UHS

Dr. Anderson continued working at UHS as a senior physician from January 1980 through June 1981 while also working with the Athletic Department and at Michigan Medicine. Although Mr. Easthope told us he did not recall seeing Dr. Anderson ever again at the University after confronting him in Dr. Anderson's office, it is clear that Mr. Easthope continued to interact with Dr. Anderson. For example, contemporaneous documents show that Mr. Easthope was involved in resolving a conflict between Dr. Anderson and Dr. Davol over his role as Director of Athletic Medicine. Mr. Easthope met with Dr. Davol and Dr. Anderson on May 27, 1980, to discuss the proportion of Dr. Anderson's time allocable to UHS. And in June 1980, Dr. Anderson complained in a letter to Mr. Johnson that Dr. Davol did not count his hours spent with the Athletic Department toward his total hours at UHS. Dr. Anderson further wrote that the title of "Director of Athletic Medicine" given to him by Mr. Johnson was "meaningless" and that "it may be a more workable plan to have me resign from the Health Service and work out an arrangement with the Athletic Department." On August 5, 1980, Dr. Anderson wrote to Dr. Davol, copying Mr. Johnson and Mr. Easthope, to memorialize the outcome of a meeting in which the four agreed that UHS would maintain an athletic medicine program and Dr. Anderson "would continue" as Director of Athletic Medicine. Mr. Easthope signed another form documenting an increase in Dr. Anderson's salary effective September 1, 1980.

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"Demotion" and notes, "D[irector] resuming former position." The employment representative told us that "Demotion" may have merely reflected Dr. Anderson's change to a less senior position at UHS and may not have had a negative connotation.

<sup>85</sup> Mr. Easthope told us that any implication in his deposition testimony that Mr. Johnson overrode Mr. Easthope's decision to fire Dr. Anderson was based on speculation.

<sup>86</sup> The University Record also noted Dr. Anderson's resignation as UHS Director and his return to the UHS staff as a senior physician on January 14, 1980.

<sup>87</sup> Mr. Johnson informed the University's Student Relations Committee in March 1980 that Dr. Anderson stepped down as UHS Director "to pursue private practice."

## 6. Keith Moree Report

### a. *Experience with Dr. Anderson*

On May 28, 1980, Keith Moree, a University student and volunteer in the Human Sexuality Office, went to see Dr. Anderson about a suspected STI. At the beginning of the appointment, Mr. Moree identified himself as gay. Dr. Anderson asked Mr. Moree to remove his pants and pull down his underwear. After Mr. Moree did so, Dr. Anderson began talking about circumcision. Dr. Anderson stated that parents of newborn boys sometimes asked for his opinion about whether to have their babies circumcised and that he had shown these parents his own penis, so they could see an uncircumcised penis. Dr. Anderson then stated that it was “really great to have a foreskin” due to the sensation of the foreskin moving over the head of the penis during masturbation. He told Mr. Moree that it was “too bad” that Mr. Moree was circumcised but suggested that it likely still felt good for Mr. Moree to masturbate.

Mr. Moree believes that Dr. Anderson became aroused during this conversation. In particular, Mr. Moree recalls that Dr. Anderson began “brushing” the front of his pants with his hand, but Mr. Moree does not believe that Dr. Anderson was masturbating.

### b. *Mr. Moree’s Reporting Efforts*

Mr. Moree told Mr. Toy about his experience with Dr. Anderson several months later; Mr. Moree had met Mr. Toy at the Human Sexuality Office, and they developed a close friendship.<sup>88</sup> Mr. Moree recalls that Mr. Toy said there had been a previous report of a similar experience with Dr. Anderson and that the University had taken no action because it was a “he-said, he-said” situation.<sup>89</sup> Mr. Toy stated that if Mr. Moree also wanted to complain, he should send his complaint to the administrator who oversaw UHS, Mr. Easthope. Mr. Moree told us he hand-delivered a written complaint to an administrative building on campus;<sup>90</sup> we did not find a copy of the document.

Shortly after Mr. Moree delivered his complaint, Mr. Easthope contacted him to schedule an in-person meeting. Mr. Moree believes the meeting (which Mr. Toy also attended) probably took place in late 1980, prior to the University’s winter break.<sup>91</sup> As Mr. Moree recalls the meeting, Mr. Easthope asked him to provide a detailed account of his appointment with Dr.

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<sup>88</sup> Mr. Toy’s internal notes and calendar indicate that he met with “Keith” on August 5, 1980. Mr. Toy noted that he received negative feedback about Dr. Anderson from “Keith” and would need to “plan some sort of feedback to Dr. A.”

<sup>89</sup> Mr. Toy may have been alluding to his prior report to Mr. Easthope that Dr. Anderson was “fooling around with boys” at UHS.

<sup>90</sup> Mr. Moree told us that he has a “strong impression” that he delivered his written complaint and later met with Mr. Easthope in the Fleming Administration Building, but he acknowledged that it could have been a different building. Mr. Easthope’s office was located in the nearby Michigan Union Building.

<sup>91</sup> Mr. Toy’s calendar indicates that he met with Mr. Easthope on December 10, 1980, and Dr. Anderson on December 20, 1980.

Anderson. After Mr. Moree did so, Mr. Easthope said he would investigate the matter and get back to Mr. Moree.

On January 5, 1981, Mr. Toy made a note in his internal files that he met with “Keith” on that date regarding an “ongoing problem at Health Service (confidential).” Two days later, on January 7, 1981, Mr. Moree met with Mr. Toy and Dr. Anderson in an office Mr. Moree believed to be Mr. Easthope’s. At that meeting, Mr. Moree told us, Dr. Anderson did not deny Mr. Moree’s allegations and apologized for causing him distress.

Two contemporaneous documents confirm that Mr. Moree, Mr. Toy, and Dr. Anderson met on January 7: (1) Mr. Toy’s calendar for that day, which includes an appointment with “Anderson, Moree” at 7 p.m., and (2) another document Mr. Moree located during our investigation. The document, on University of Michigan letterhead and labeled “FOR INTRA-UNIVERSITY CORRESPONDENCE,” is an agreement signed by Mr. Moree, Mr. Toy, and Dr. Anderson. The document includes the following statement:

I have voluntarily agreed that a tape recording be made of our conversation on January 7, 1981.

I understand that no part of the contents of the tape will be released to any person other than the undersigned, without the written consent of all the persons undersigned.

Mr. Moree does not recall anything about the agreement mentioned in the document. He does not have a copy of the referenced recording or know if one was made. We were unable to locate a copy.

Mr. Moree does not recall if Mr. Easthope was present during the conversation with Dr. Anderson on January 7, 1981, but he does recall discussing Dr. Anderson with Mr. Easthope and Mr. Toy after Dr. Anderson left the room. According to Mr. Moree, Mr. Easthope said that this was a “sad situation” and that Dr. Anderson probably needed “professional help,” but that if Dr. Anderson were fired, it would cause financial hardship for him and his family. Mr. Moree recalls that Mr. Easthope proposed a plan by which Dr. Anderson would be moved to an administrative position and kept away from students until his retirement. Mr. Easthope then left the room, and Mr. Toy and Mr. Moree discussed the proposal. When Mr. Easthope returned, Mr. Toy and Mr. Moree accepted the proposal.

When we interviewed Mr. Easthope, he strongly denied having any knowledge of Mr. Moree or his complaint, ever meeting Mr. Moree, or entering into any agreement with him to move Dr. Anderson to a different position. Mr. Easthope also did not recall Mr. Toy coming to him a second time with allegations about Dr. Anderson or meeting with Mr. Toy and a student about Dr. Anderson.<sup>92</sup>

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<sup>92</sup> Mr. Toy has little recollection of these matters. He remembers that Mr. Moree may have been a volunteer in the Human Sexuality Office, but does not recall Mr. Moree’s complaint about Dr. Anderson, assisting Mr. Moree in lodging a complaint, or participating in any meetings with Mr. Easthope or others about Dr. Anderson. Mr. Johnson

After the meeting with Mr. Easthope and Mr. Moree, Mr. Toy continued his efforts to address Dr. Anderson's conduct. Mr. Toy's notes from January 13, 1981 reflect "Anderson" as a topic of discussion at a meeting he had with individuals who volunteered for the Gay Hotline.

Mr. Toy's notes of another hotline meeting, on March 10, 1981, include "Anderson - student surveillance?" under the heading "Pxs," probably a reference to patients. The same notes show that Ms. Hassinger, who consulted with the Human Sexuality Office, was present and stated that there were "limits to what we have to put up with!" Ms. Hassinger recalls discussions about individuals who contacted the hotline to complain about Dr. Anderson. At the time, she did not realize that Dr. Anderson was still at UHS or the extent of his role with the Athletic Department, but she recalls being upset with Mr. Easthope because Dr. Anderson was continuing to see patients somewhere in the University.<sup>93</sup>

On March 29, 1981, Mr. Toy met with an Advisory Committee to the Human Sexuality Office regarding Dr. Anderson.<sup>94</sup> Draft minutes of the meeting contain this notation under the heading "Health Servi[ce]- Dr. Anderson": "On hold. Jim [Toy] is to meet with Tom Easthope and Dr. Briefer, new Dir. of HS."<sup>95</sup>

*c. Dr. Anderson's Transfer to the Athletic Department in July 1981*

In April 1981, Mr. Johnson wrote to Mr. Easthope, alluding to continuing disagreements between Dr. Anderson and Dr. Davol regarding the athletic medicine program at UHS and referencing "two immovable forces needing intervention." Mr. Johnson requested a meeting to discuss "Dr. Anderson's relationship and Health Services's relationship to the Athletic Department and its medical needs." We have no reason to think that Mr. Johnson's memorandum was prompted by concern on his part about Dr. Anderson's conduct with patients.

Dr. Anderson transferred from UHS to a senior physician position in the Athletic Department effective July 1, 1981. The UHS administrative manager who signed the employment form for the transfer has no knowledge of why it occurred.<sup>96</sup> Neither Mr. Easthope

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does not have any recollection of Mr. Moree. We found no evidence that Mr. Johnson was aware of Mr. Moree's complaint.

<sup>93</sup> Ms. Hassinger also told us that Mr. Toy attempted to steer individuals seeking medical care to different providers.

<sup>94</sup> During this time, Mr. Toy appears to have set up ad hoc committees, including at least some members who were not affiliated with the University, to discuss issues faced by the gay community in Ann Arbor.

<sup>95</sup> We tried to find and speak with every meeting participant identified in the draft minutes. At least one other University employee, a professor, was listed but is now deceased. Another participant—a student who volunteered in the Human Sexuality Office—believes that the notation in the minutes likely referred to Dr. Anderson's conduct with patients at UHS, but he has no independent recollection of the meeting.

<sup>96</sup> The UHS administrative manager—the same individual who signed the paperwork that effectuated Dr. Anderson's change from UHS Director to a senior physician in January 1980—was also not familiar with handwritten notes that appear in Dr. Anderson's personnel file pertaining to the transfer. The notes indicate that the UHS administrative manager was "working on athletics posting." Neither Mr. Easthope nor Mr. Johnson could shed any light on the handwritten notes.



nor Mr. Johnson signed the form; neither had any recollection of the transfer or why it occurred.<sup>97</sup>

We found no evidence linking the transfer to Mr. Moree's complaint or to any agreement between Mr. Easthope, on the one hand, and Mr. Moree and Mr. Toy, on the other. We also found no evidence of any other employment action involving Dr. Anderson—no note in his personnel file, no record of any discipline, no reduction in pay—at or around this time. Indeed, we found no evidence to suggest that Dr. Anderson was barred from continuing to examine patients. Shortly before Dr. Anderson moved to the Athletic Department, on June 24, 1981, UHS held a recognition event for him. Dr. Anderson was presented with a plaque and a “jock-doc” award, which he said would be “long cherished as prized possessions.”

*d. Mr. Moree's August 1981 Memorandum*

Dr. Anderson stayed on Mr. Toy's mind even after his transfer to the Athletic Department. On July 14, 1981, Mr. Toy made a note:

re patients [sic] complaints about Dr. Anderson – refer to Steve Mason 662-2240 (work) [Chair]person, Health [and] WellBeing [sic] Committee, Washtenaw County Medical Society (takes info, forms intervention team, tries to help physician deal with situation and feelings) (physician is not told name of patient)[.]

Stephen C. Mason was a physician in Washtenaw County and was involved in the Michigan State Medical Society's Impaired Physician Program in 1981.<sup>98</sup> He is deceased.

We suspect that Mr. Toy wanted to make sure that there would be a written record of Dr. Anderson's misconduct. On August 28, 1981, Mr. Moree wrote a memorandum detailing his experience with Dr. Anderson at his May 28, 1980 examination. In the memorandum Mr. Moree stated that he would “consult with any concerned and appropriate parties” about the incident or the “events occurring afterwards when I lodged a complaint with the Office of Student Services.” The cover page notes Mr. Moree's intention to send a copy of the memorandum to the “Human Sexuality Office (‘Gay Male Advocate’),” “Anna L. Davol, MD Director, Clinical Services Health Services,” “Sue Kaufman[n] Program Associate for Women's Concerns[,] Affirmative Action Office,” “the Lesbian/Gay Law Students Association,” and Mr. Easthope.

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<sup>97</sup> In addition to the UHS administrative manager, we reached out to every living person whose signature on the employment form we could decipher. A member of the University's Personnel Office who processed and signed the paperwork did not know why Dr. Anderson transferred to the Athletic Department. An administrative assistant in Internal Medicine declined to be interviewed.

<sup>98</sup> In a February 1981 article, Dr. Mason wrote that the Michigan State Medical Society's Impaired Physician Program set up “health and well-being committees” through local medical society chapters to intervene with physicians “who [were] faltering due to emotional or physical illness or substance abuse.” S.C. Mason, *New MSMS Impaired Physician Effort Drawing All MDs into Helping Network*, 80 MICH. MED. 44, 44 (1981). A physician who served in leadership positions in the Medical Society in the late 1970s and 1980s told us she did not recall anyone in the Medical Society mentioning Dr. Anderson.

Mr. Moree recalls the August 1981 memorandum, a copy of which he found in his personal papers, and thinks that Mr. Toy may have asked him to document his experience with Dr. Anderson before Mr. Moree left Ann Arbor in the summer of 1981. Although we found an identical copy of the memorandum in Mr. Toy's papers in the Bentley Library, Mr. Moree does not recall sending the memorandum or discussing it with anyone.

We spoke with each of the individuals named on the cover page of the memorandum. Mr. Toy does not recall the document. Mr. Easthope maintained that he never saw it. Dr. Davol does not recall receiving it or hearing about Mr. Moree. Ms. Kaufmann, who handled sexual harassment complaints for the University's Affirmative Action Office at the time, does not remember receiving the document, hearing about Mr. Moree, or learning of any other complaint about Dr. Anderson.

Mr. Moree left campus soon after writing the memorandum. Two months later, on October 18, he sent a letter to Mr. Toy, which we found in Mr. Toy's papers in the Bentley Library. In the letter, Mr. Moree wrote, in relevant part:

Please use the information you have available about the unpleasantness with Dr. Anderson and co. as best you see fit. I trust you explicitly with it. I would particularly like for you to feel free to use it or ignore it as you need, because you're on the scene and can judge things better than I, here in DC. Also, do you still want some sort of account of my dealings with Tom Easthope and his office? I believe that such an account would augment a file on possible discrimination within the University, should anyone ever press the case for a sexual orientation anti-discrimination clause. I will supply this if you're interested, but I may need some help with dates and names.

We did not find a response from Mr. Toy or any further correspondence related to Mr. Moree's complaint about Dr. Anderson.

### **C. Other Missed Opportunities**

There was an undercurrent of rumors, jokes, innuendo, and expressions of concern about Dr. Anderson throughout his career at the University. University personnel failed to appreciate the significance of what they heard. We found no evidence that anyone inquired into his conduct or referred him for investigation.

#### **1. Widespread Rumors Among Patients**

Rumors began circulating about Dr. Anderson shortly after the start of his employment at the University of Michigan. One patient who visited UHS in 1966 recalls that it was "fairly well known" that patients who went to UHS with minor complaints like headaches or a cold "had to be prepared to drop [their] trousers." A former graduate student remembers hearing about Dr. Anderson from other students in the late 1960s or early 1970s, including that Dr. Anderson performed inappropriate medical examinations on male patients.

Several patients who contacted us recall that Dr. Anderson had a negative reputation among gay students. One patient remembers that, as early as 1972, Dr. Anderson was viewed as a “creep” by gay students because of rumors that he “always” performed rectal examinations on student athletes as part of their annual physicals. Another patient who attended the University in the early 1970s recalls “rumblings among the gay community” that there was a doctor—whom he identified as Dr. Anderson—who “would take liberties” during examinations. Another UHS patient from the early 1970s believes that gay men could see Dr. Anderson for medical treatment and knew there could be a “cost” involving sexual favors, but that there was “no other doctor where a gay man could go with a gay problem.”

Talk about Dr. Anderson’s conduct was widely shared among the University’s student athletes. Many of the student athletes we interviewed remember that Dr. Anderson’s rectal examinations were a “running joke” among members of the football team, including that Dr. Anderson would “stick[] his finger up your anus” during PPEs. Student athletes we interviewed recall that Dr. Anderson’s examinations were also the subject of extensive “locker room talk” among members of the baseball and men’s swimming teams. One student athlete told us that it was “common knowledge” on the swimming team that “if you went to see Dr. Anderson, you were going to be naked.”

A student athlete who attended the University in the 1970s recalls discussions with other athletes in his dormitory about Dr. Anderson’s propensity for performing hernia checks, even when a patient sought treatment for a broken nose or a sprained ankle. He also recalls a perception that Dr. Anderson “liked to look at genitals.” Another student athlete’s fraternity brothers warned him before a mandatory PPE to be “careful with this guy.” Student athletes told their teammates to “[h]ave fun having your balls felt by Doc A” or to “watch out for Dr. A with the glove and the finger.” They were aware that Dr. Anderson performed rectal examinations “with some regularity,” and some were “uneasy” about seeing Dr. Anderson for treatment. Student athletes also used various nicknames for Dr. Anderson, including “Drop Your Drawers Anderson,” “Dr. Balls Anderson,” “Nutsy Anderson,” “Gloves,” “Dr. Jelly Fingers,” “Goldfingers,” and “Handy Andy.”

The cloud around Dr. Anderson persisted into his later career. Students recall hearing rumors and jokes in the mid- to late 1990s from student athletes about Dr. Anderson, including from upperclassmen who told them what to expect during Dr. Anderson’s examinations. A former resident at Michigan Medicine recalls hearing rumors in the mid- to late 1990s from former student athletes that Dr. Anderson conducted inappropriate sports physicals.

## 2. Awareness by Other University Employees

We interviewed approximately 200 current and former University employees. With the exception of Mr. Easthope, Ms. Hassinger, and Mr. Parnes, very few told us they were aware of any complaints or had any concerns about Dr. Anderson’s conduct with patients.<sup>99</sup> In fact, some employees, especially those who worked closely with Dr. Anderson, held him in high regard until they learned of the allegations against him in recent years. Despite this, we identified

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<sup>99</sup> As discussed above, it is clear from contemporaneous evidence that Mr. Toy was also aware of complaints about Dr. Anderson.

certain instances in which University personnel appear to have received information, of varying levels of directness and specificity, reflecting patients' concerns about Dr. Anderson's conduct.

For a number of reasons, including the dimming of memories with the passage of time, the lack of documentation, and the fact that many witnesses are deceased, we could not independently confirm the accounts that follow. However, taken as a whole, the accounts tend to show that concerning information about Dr. Anderson was shared in real time with at least a limited number of University personnel.

*a. Instances of Potential Awareness at UHS*

We identified eight instances when some level of patient concerns about Dr. Anderson may have been shared with or appear to have been known to UHS personnel:

- A UHS patient told DPSS that he submitted a comment card to UHS in the late 1960s, in which he wrote that Dr. Anderson engaged in inappropriate behavior during his examination. We were unable to locate any comment cards or to determine whether any UHS personnel saw this one. The patient declined to be interviewed after engaging counsel.
- A UHS patient who saw Dr. Anderson in or around 1971 told us that Dr. Anderson exposed himself while discussing circumcision and asked the patient to masturbate him. The patient later asked a UHS scheduler to assign him to a different doctor. When the scheduler asked why, the patient said that Dr. Anderson "behaved inappropriately last time," to which the scheduler replied, "I understand, I understand."
- A UHS patient dated a UHS secretary in or around 1973, after the patient began receiving medical care from Dr. Anderson. The secretary mentioned to the patient that a "couple of complaints" (which she implied were of a sexual nature) had come across her desk about Dr. Anderson. The patient no longer recalls the secretary's name, and our efforts to identify her were unsuccessful.
- A UHS patient told DPSS that, in or around 1978, he told a UHS clerk while leaving the UHS building after a medical appointment that Dr. Anderson had conducted an uncomfortable rectal examination that lasted longer than it should have. The patient returned to UHS the next year and "caused a scene" in the lobby when he learned that Dr. Anderson still worked there. The patient declined to be interviewed after engaging counsel.
- A UHS patient who received a series of painful rectal examinations from Dr. Anderson in the late 1970s recalls that, when he returned to UHS for an unrelated issue some years later, he "complained" about his earlier experiences with Dr. Anderson to the physician who treated him. The physician responded that the patient did not "have to worry about" Dr. Anderson because he was "gone now." The patient could not recall the name of the physician with whom he spoke.

- A former University Hospital physician who volunteered in UHS's Gay Men's Health Clinic<sup>100</sup> in the late 1970s and early 1980s heard from several patients that Dr. Anderson performed unnecessary genital examinations when they sought treatment for issues such as a sore throat or stomachache. The physician encouraged the patients to file a complaint but did not report the information himself.
- A former student who volunteered in the Human Sexuality Office recalls that, sometime between 1978 and 1981, he heard that the Athletic Department team physician who worked at UHS (who he believes may have been Dr. Anderson) behaved inappropriately with a patient. The student reported the matter to his own UHS physician, who is now deceased. The student left the University not long afterward and does not know what, if anything, happened with the information he reported.
- A female UHS patient who saw Dr. Anderson in the 1980s recalls that Dr. Anderson made her feel uncomfortable by spending an extended amount of time examining her vagina. A nurse or assistant was also present during the examination. The patient informed a UHS receptionist that she wanted a different doctor because of Dr. Anderson's behavior and was reassigned to a female physician.

In addition to the circumstances described above, we heard from other patients and former University employees about rumors relating to Dr. Anderson's conduct at UHS:

- A UHS employee from the 1970s recalls that nurses, secretaries, and receptionists joked about Dr. Anderson and said that he "liked" to perform rectal examinations; one nurse reportedly called Dr. Anderson a "pervert" and said he "liked the jocks." When we interviewed the nurse, she said she did not recall hearing any rumors, jokes, or other comments about Dr. Anderson from her coworkers.
- A former UHS physician heard that a student athlete "punched [Dr. Anderson's] lights out" after Dr. Anderson "came on" to him. The physician received this information long after he left UHS in the early 1980s and did not remember any further details.
- A former UHS nurse practitioner heard a comment during a social night out with her co-workers in the mid-1980s that Dr. Anderson did "something inappropriate with men." She did not tell us who made the statement and does not recall hearing any other complaints about Dr. Anderson.

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<sup>100</sup> UHS maintained a clinic referred to as the "Gay Men's Health Clinic" or the "Gay V.D. Clinic," which was open to the public during evening hours one night a week and provided STI testing for gay individuals. The clinic was staffed with volunteers from University Hospital. We spoke with two other individuals who volunteered at this clinic, including at the time it was established. They do not recall Dr. Anderson having any involvement in the clinic or hearing any complaints about him. UHS also maintained an STI testing program, sponsored by the Washtenaw County Health Department, through which residents of Washtenaw County, including those who were not affiliated with the University, were able to see a provider at UHS. Dr. Anderson saw patients through this program, as did other UHS providers.

- Long after Dr. Anderson’s retirement, a former UHS Director told a UHS administrator—in a tone that made the administrator “kind of uncomfortable”—that Dr. Anderson was an “odd guy,” a “strange guy,” and “want[ed] male patients.” The former UHS Director never shared any specifics about Dr. Anderson’s conduct.

To be sure, these accounts are replete with hearsay and, in some instances, hearsay within hearsay. Any documentary evidence of them that may have once existed has long since been destroyed or discarded. Nonetheless, the number, nature, and general tenor of the accounts, taken together, support the conclusion that Dr. Anderson engaged in a pattern of sexual misconduct when examining patients at UHS and that concerning information about Dr. Anderson was discussed, whether directly or indirectly, with at least some UHS personnel. We did not find evidence that this information led any person in a position to take action—by making an inquiry, warning patients, or referring the matter for investigation—to do so.

*b. Instances of Potential Awareness in the Athletic Department*

We interviewed nearly fifty current and former Athletic Department employees. None reported receiving any complaints from student athletes about Dr. Anderson. We also heard from more than one hundred former student athletes. From our interviews and from reports made to DPSS, we identified eight instances, in addition to Mr. DeLuca’s July 1975 letter, when a student athlete recalled voicing concerns about Dr. Anderson’s conduct with Athletic Department personnel:

- A member of the basketball team in the 1960s recalls that Dr. Anderson fondled his penis and testicles during a PPE and that he mentioned Dr. Anderson’s “strange examination” to an assistant basketball coach. The patient does not recall the coach’s reaction or what he did in response. The coach is deceased.
- A student athlete recalls that he raised the subject of Dr. Anderson’s examinations with the men’s gymnastics head coach in the late 1960s or early 1970s. The student athlete told us the coach responded with a “wry” smile, “shrugged his shoulders,” and changed the subject, from which the student athlete assumed that the coach knew about Dr. Anderson’s misconduct. The coach is deceased.
- A member of the football team in the late 1970s and early 1980s recalls telling the football team’s athletic trainer that Dr. Anderson was fondling his genitals during examinations. According to the student athlete, the trainer “blew it off” and said, “You’re young.” We interviewed the trainer, who told us he does not recall any student athletes discussing their physical examinations with him. The same student athlete recalls that he also asked Russell Miller, who was head athletic trainer from 1979 to 1990, about Dr. Anderson’s conduct. Mr. Miller declined our interview requests, but he told DPSS that he never heard any complaints about or nicknames for Dr. Anderson.
- A member of the football team told us that Dr. Anderson gave him a rectal examination and fondled his testicles during a PPE in 1976. The student athlete told us he informed Coach Bo Schembechler that he did not want to receive any future physicals from Dr. Anderson and that “things were going down there that

weren't right." According to the student athlete, Mr. Schembechler explained that annual PPEs were required to play football at the University. The patient continued to see Dr. Anderson and made no further reports about Dr. Anderson's misconduct. Mr. Schembechler is deceased.<sup>101</sup> The same student athlete told us that his position coach used the threat of an examination with Dr. Anderson as a motivational tool. We interviewed the coach, who denied the allegation.

- A member of the football team in the late 1970s told DPSS that he received a genital examination from Dr. Anderson, who fondled his testicles, and a rectal examination, during which the student athlete pushed Dr. Anderson's hand away. The student athlete told DPSS that he asked Mr. Schembechler "soon" after the exam, "What's up with the finger in the butt treatment by Dr. Anderson?" According to the student athlete, Mr. Schembechler told him to "toughen up." The student athlete told DPSS that "you do not mess with Bo, and the matter was dropped." The student athlete, who is represented by counsel, declined our interview request.
- Another student athlete told us Dr. Anderson conducted genital and rectal examinations during a PPE in the fall of 1982. The student athlete told us that during the examination Dr. Anderson "play[ed]" with the patient's penis and made comments about its size. Following the examination, the student athlete told us he informed Mr. Schembechler that Dr. Anderson had "mess[ed]" with his penis and that he did not "agree" with the type of physical examination that Dr. Anderson performed. Mr. Schembechler reportedly told the student athlete that he would look into it, but the student athlete never heard anything further about it. The student athlete continued to see Dr. Anderson but did not raise the matter again, fearing that doing so could jeopardize his scholarship.
- A student athlete told DPSS that, in the late 1980s, she requested that an assistant athletic trainer not send her to Dr. Anderson after she received a breast examination from Dr. Anderson, during which he felt her breasts with both hands while "moaning" with his eyes closed. The trainer reportedly never asked why she did not want to see Dr. Anderson and scheduled her with another physician. We interviewed the trainer, who does not recall anyone telling him they did not want to see Dr. Anderson or hearing any complaints or jokes about Dr. Anderson.
- A former student athlete told DPSS that members of the women's track team complained to an athletic director about Dr. Anderson's approach to scoliosis examinations in the early 1990s. We interviewed the athletic director, who does not recall ever hearing about it. According to the information provided to DPSS, two coaches were present during a subsequent meeting where this issue was discussed. We separately interviewed both, and both said they have no recollection of such a meeting. One coach told us that, had he learned of the issue, he would have reported it to the athletic director.

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<sup>101</sup> Multiple University personnel who worked with Mr. Schembechler told us that had he been aware of Dr. Anderson's misconduct with patients, he would not have tolerated it.

In addition to the above, multiple civil lawsuits include allegations by named and pseudonymous plaintiffs that their coaches or trainers knew of but disregarded their concerns about Dr. Anderson's conduct:

- A student athlete from the 1980s and 1990s alleges that head trainer Paul Schmidt told the student athlete to “get used to that” when he complained about Dr. Anderson's examinations.<sup>102</sup> Mr. Schmidt told us he does not remember making such a comment. He did know at the time that Dr. Anderson performed digital rectal examinations, but Mr. Schmidt assumed they were appropriate and never thought that Dr. Anderson abused any patient. Mr. Schmidt held Dr. Anderson in high regard; accordingly, if a student athlete had questioned the appropriateness of Dr. Anderson's examinations, Mr. Schmidt would have given Dr. Anderson the benefit of the doubt.<sup>103</sup>
- A student athlete alleges that Mr. Schembechler sent him to Dr. Anderson for migraines in the early 1980s.<sup>104</sup> On at least three occasions, the student athlete alleges, Dr. Anderson gave the patient a digital rectal examination. The student athlete allegedly told Mr. Schembechler, who instructed him to report the matter to Athletic Director Don Canham. The patient alleges that he did so twice, in 1982 and 1983, but Mr. Canham took no action. The student athlete's attorney declined our request to interview his client.
- A former student athlete alleges that he told track coaches Jack Harvey and Ron Warhurst in 1976 that Dr. Anderson was groping the student athlete's genitals and that he asked to see another physician.<sup>105</sup> The student athlete alleges that both Mr. Harvey and Mr. Warhurst “laughed” and refused the request.<sup>106</sup> We interviewed both coaches separately; both denied the allegations.
- A former student athlete alleges that he informed Mr. Miller in 1988 of Dr. Anderson's abuse during a required physical.<sup>107</sup> As noted above, Mr. Miller did

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<sup>102</sup> Complaint, *Doe MC-27 v. University of Michigan*, No. 2:20-cv-10785 (E.D. Mich. Mar. 26, 2020).

<sup>103</sup> Mr. Schmidt is familiar with allegations that student athletes who saw Dr. Anderson for a cold “had to drop their pants.” He believes that Dr. Anderson may have been checking their lymph nodes for signs of an infection. Mr. Schmidt recalls that student athletes would say, in sum or substance, “I went in for an infection and he said drop my pants,” and Mr. Schmidt would explain that Dr. Anderson was making sure there were no enlarged lymph nodes. The medical experts we consulted all agree that it was not the standard of care at the time to check lymph nodes in the groin area when examining a patient for a common cold.

<sup>104</sup> Complaint, *Doe WL-1 v. University of Michigan*, No. 2:20-cv-12038 (E.D. Mich. July 30, 2020) (allegations of John Doe EB-17).

<sup>105</sup> Amended Complaint, *Doe MC-16 v. University of Michigan*, No. 2:20-cv-10622 (E.D. Mich. Sept. 14, 2020).

<sup>106</sup> In another lawsuit, a student allegedly told Mr. Warhurst about Dr. Anderson's abuse, and Mr. Warhurst reportedly responded to “deal with it fucker.” Complaint, *Doe WL-1 v. University of Michigan*, No. 2:20-cv-12038 (E.D. Mich. July 30, 2020) (allegations of John Doe WL-28).

<sup>107</sup> Complaint, *Doe WL-1 v. University of Michigan*, No. 2:20-cv-12038 (E.D. Mich. July 30, 2020) (allegations of John Doe EB-19).



not respond to our requests for an interview, but he told DPSS that he never heard any complaints about Dr. Anderson.

While all the Athletic Department personnel we interviewed deny receiving reports or complaints or otherwise knowing about any misconduct by Dr. Anderson, a number of current and former Athletic Department employees, some of whom worked in the Athletic Department for decades, do acknowledge hearing jokes, rumors, or other comments about Dr. Anderson. For example:

- In around 1968, a former athletic trainer heard that Dr. Anderson gave rectal examinations to student athletes as part of their physicals. The trainer's predecessor said that he had looked into the matter, and "everything [Dr. Anderson] does is on the up and up in the physical exam."
- A student athlete recalls that his position coach on the football team was present during "jesting" and "joking" about Dr. Anderson's physicals, including jokes about Dr. Anderson's "glove." The student athlete does not know whether his coaches thought Dr. Anderson's conduct was inappropriate. The position coach acknowledged to us that it would "not be uncommon" for student athletes to make jokes about physicals, but he does not recall hearing any such jokes or any concerns specifically about Dr. Anderson.
- An Athletic Department administrator heard a joke about whether Dr. Anderson was going to "use one finger or two fingers."
- As noted above, former wrestling coach Bill Johannesen heard jokes from members of the wrestling team to this effect: "You go to see Dr. Anderson for a sore elbow, and he tells you to take your pants down."
- A former Athletic Department administrator heard a rumor that if students "had a broken arm, you would get your sack checked" by Dr. Anderson. At the time the administrator considered the rumor "lighthearted humor." In hindsight, the administrator thinks that student athletes may have been trying to be heard when they made light of the situation.
- A former equipment manager told us that there was "always locker room talk" about Dr. Anderson and that the "big joke was that Dr. Anderson had a big finger." He also heard what he called another "locker room joke," that "[Dr.] Anderson always made you drop your pants."
- A former men's track coach heard from his assistant coaches that student athletes were "joking about having to go through a physical [with Dr. Anderson] and exposing yourself," with no further detail. He never heard anything directly from any student athlete.
- A former women's head volleyball coach believes some students may have thought Dr. Anderson was "weird." The former coach does not recall any student ever making a specific complaint about him.
- An athletic trainer for the men's soccer team recalls that student athletes made jokes on more than one occasion about "dropping your drawers" when seeing Dr.

Anderson. The athletic trainer attributed this kind of talk to a “male-dominated environment of jocularity” and did not see it as a red flag at the time.

- A former head wrestling coach does not recall any “specific” jokes about Dr. Anderson, but he thinks that there was “probably locker room talk” or “banter,” which he considered “just young guys making fun of what we had to do in the next hour or so.” He heard “halfhearted jokes” but nothing “serious in nature.”
- A former student trainer heard jokes, which she described as “college kids being dumb,” about Dr. Anderson making male student athletes “pull [their] pants down.”
- A former student trainer heard locker room jokes about Dr. Anderson along the lines of, “I’m going to get my elbow checked, and it’s like, ‘Yep, drop your pants.’”

A number of the Athletic Department personnel we interviewed saw Dr. Anderson for their own medical care, both when they were University students and/or after they were hired by the Athletic Department. Nearly all of them told us that they did not experience any behavior that they found unusual or unprofessional, including during hernia or rectal examinations for some of them, which at the time they considered, or at least assumed, were appropriate.<sup>108</sup> We think it is likely that such Athletic Department personnel may not have considered the jokes about Dr. Anderson problematic because they thought their own experiences with him were appropriate.

Starting in 1991, the Athletic Department conducted exit interviews of graduating student athletes, and medical care was one of the subjects covered. Our efforts to find the questionnaires used during these interviews were not successful, but we did find “The University of Michigan Student-Athlete Exit Interview / Questionnaire Final Analysis” from the 1994-1995 academic year, which compiled results of in-person interviews and written questionnaires for thirty-nine senior student athletes. The analysis shows that student athletes were asked if they had been subjected to physical, sexual, verbal, or mental abuse. None of the respondents reported sexual misconduct by Dr. Anderson.<sup>109</sup>

Based on our interviews with former student athletes, coaches, trainers, and other Athletic Department personnel, we make the following observations: *First*, there is abundant evidence that Dr. Anderson engaged in a pattern of sexual misconduct over a period of decades in connection with his examinations of student athletes. *Second*, very few student athletes reported at the time that Dr. Anderson had engaged in sexual misconduct. *Third*, whether

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<sup>108</sup> One individual told us that when he was a student athlete at the University, he received genital and rectal examinations from Dr. Anderson during a PPE, which he thought was thorough but appropriate at the time; he nonetheless decided not to go back to Dr. Anderson for medical care. Another individual received a rectal examination from Dr. Anderson as an employee of the University. At the time he assumed that he had not effectively communicated his ailment to Dr. Anderson; he now believes the rectal examination may not have been medically appropriate.

<sup>109</sup> The analysis included negative evaluations of Dr. Anderson: “a little senile”; “never confident with his conclusions”; “diagnosis was wrong and [Dr. Anderson] never did find out what was wrong with me”; and “self-treatment rather than see Anderson.”

through jokes, rumors, or locker room banter, student athletes' discomfort with Dr. Anderson, specifically related to his conduct of sensitive examinations, was an open secret—or perhaps no secret at all—including among at least some coaches and trainers. *Fourth*, the many current and former Athletic Department personnel we interviewed expressed to a person their commitment to the welfare of student athletes, their conviction that, had they known Dr. Anderson was engaging in sexual misconduct, they would have taken action, and their certainty that their predecessors who are no longer alive would have done the same. *Fifth*, the fact that no Athletic Department personnel took any action, initiated any inquiry, or referred Dr. Anderson for investigation appears to have resulted predominantly from the unquestioned deference of coaches and other Athletic Department personnel to Dr. Anderson's medical expertise and their assumption that he was acting in accordance with the prevailing standard of care. *Sixth*, nevertheless, the fact that no one took meaningful action is particularly disturbing in light of the nature, scope, and duration of Dr. Anderson's misconduct.

*c. Instances of Potential Awareness at Michigan Medicine*

We interviewed more than seventy current and former Michigan Medicine clinicians, faculty members, medical assistants, office assistants, administrators, medical students, and residents. The vast majority told us they had heard no complaints or concerns about Dr. Anderson. Most of these individuals had generally neutral or positive recollections of Dr. Anderson, to the extent they recalled him at all.<sup>110</sup>

We heard only two accounts indicating that Dr. Anderson's misconduct may have come to the attention of Michigan Medicine personnel: *First*, a patient told us that, in the 1990s, he told his therapist, a clinical social worker at University Hospital, that Dr. Anderson attempted to manually stimulate his genitals during a medical appointment at Dr. Anderson's private practice. We interviewed the social worker, who does not recall ever hearing any complaints about Dr. Anderson. *Second*, a faculty member at Michigan Medicine heard from a former patient of Dr. Anderson's that, during a medical appointment, Dr. Anderson asked whether the patient wanted help collecting a sperm sample and reached for his groin. The faculty member heard of this incident in a non-University setting, perhaps in the early 2000s or after Dr. Anderson died.

3. Dr. Anderson's Disclosure of an Assault Lawsuit in 1996

After the acquisition of his medical practice by the University in 1995, and at least every two years thereafter, Dr. Anderson was approved for Michigan Medicine credentials, which were required for him to maintain his practice within the Michigan Medicine system.<sup>111</sup> In his 1996

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<sup>110</sup> Moreover, administrators in the Internal Medicine Department who conducted Dr. Anderson's performance evaluations after his practice was acquired by the University in 1995 do not recall any issues or concerns about Dr. Anderson's performance.

<sup>111</sup> The credentialing process required approval from administrators in the Department of Internal Medicine, as well as the Credentials Committee, the Executive Committee on Clinical Affairs, and, at least since 1998, the Hospital Executive Board or Health System Board. The Office of Clinical Affairs conducted due diligence on physicians applying for credentials. A credentialing specialist told us that, in the mid-1990s when Dr. Anderson first applied for credentials, her role involved no verification or vetting of a physician's application, though she might raise questions if something out of the ordinary was present on the face of the application. By contrast, Michigan Medicine policy today requires a credentialing specialist to verify a variety of information, including whether a physician has malpractice insurance coverage and whether the State of Michigan has imposed any discipline on the

credentialing application, Dr. Anderson disclosed a lawsuit against him that had been dismissed. We did not find any evidence that the University looked into the matter. Had it done so, it would have seen allegations that Dr. Anderson performed inappropriate breast, pelvic, and rectal examinations on a female patient.

The application for credentials that Dr. Anderson submitted on September 10, 1996 required him to disclose whether he “ha[d] been subject to any litigation within the past two years.”<sup>112</sup> Dr. Anderson wrote in response, “Case Dismissed – Document attached.” Attached to the application was a letter dated June 26, 1996 from Dr. Anderson’s attorney. The letter stated, “Dear Dr. Anderson: I am pleased to inform you that Judge Conlin granted our Motion for Summary Disposition, with prejudice. This means that [the] plaintiff can never bring this action against you at any time in the future.” The letter enclosed an Order of Dismissal based on the plaintiff’s failure to appear.

Neither the letter nor the Order of Dismissal included any information about the allegations in the case. They did, however, reference the case name and number. The court records, which are public, show that a female plaintiff sued Dr. Anderson in August 1995 in Washtenaw County Circuit Court for assault and battery and tortious infliction of emotional distress. The complaint alleged that Dr. Anderson “touched and manipulated” her breasts, “performed a rectal examination,” and “performed a pelvic examination” for “no appropriate or proper purpose” at a pre-employment physical conducted in September 1993. In his answer to the complaint, Dr. Anderson denied conducting a breast, pelvic, or rectal examination. The case was dismissed in June 1996 because the plaintiff failed to file an appearance, as ordered by the court, after her attorney withdrew.<sup>113</sup>

We found no evidence that the University asked Dr. Anderson about this lawsuit or otherwise investigated the allegations. Although we found Dr. Anderson’s September 1996 application in his credentialing file, we saw no evidence that the 1996 application was ever reviewed or approved.<sup>114</sup>

We also found no evidence that Michigan Medicine investigated or considered the lawsuit during any of its five subsequent approvals of Dr. Anderson’s credentials.<sup>115</sup> When Dr.

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physician. The process for renewal of credentials is generally the same as for initial credentials, except that the credentialing specialist does not re-review issues that should have been considered previously.

<sup>112</sup> This was Dr. Anderson’s second application for credentials. Dr. Anderson’s first credentialing application was submitted in December 1994 and approved in March 1995.

<sup>113</sup> DPSS interviewed the plaintiff in April 2019. According to its report, she stated that Dr. Anderson performed the pelvic examination “using just his hands,” which she felt was odd, “as physicians generally used instruments when conducting these examinations.” The DPSS interview notes do not reference a rectal examination. WilmerHale attempted to interview the plaintiff, but could not establish contact with her. We did contact attorneys for the plaintiff and Dr. Anderson; neither recalls the circumstances around or details of the case.

<sup>114</sup> We were unable to identify anyone assigned to handle Dr. Anderson’s 1996 application for credentials.

<sup>115</sup> Dr. Anderson applied for credentials in May 1997, February 1998, December 1998, December 2000, and October 2002. These applications disclosed no litigation, discipline, or other issues. WilmerHale spoke with credentialing specialists or administrators involved in each of these credentialing processes. None recalled any red flags related to Dr. Anderson; several did not recall being involved in Dr. Anderson’s credentialing process at all.

Anderson re-applied for credentials in May 1997, he answered “No” to whether he had “been subject to any litigation within the past two years,” an answer that is inconsistent with his 1996 application. For the May 1997 application, the Office of Clinical Affairs initiated a search of the National Practitioner Data Bank (“NPDB”), an online database containing information about medical malpractice claims and certain adverse actions taken by state and federal licensing authorities, among others. The NPDB identified no medical malpractice or adverse action reports related to Dr. Anderson as of June 16, 1997. Dr. Anderson’s 1997 application was approved, as were all of his subsequent applications.

## **V. The University’s 2018-2020 Investigation into Misconduct by Dr. Anderson**

We reviewed the University’s response to the complaints it received about Dr. Anderson from Mr. DeLuca and Individual A in 2018 and 2019, respectively. University officials properly and timely forwarded the allegations to OIE as required by University policy, and OIE properly referred them to DPSS, which instructed OIE to stand down until DPSS completed its investigation. However, once the law enforcement hold was lifted in May 2019, OIE made no meaningful progress in its review before January 2020, when the University decided to retain outside counsel to conduct an independent investigation. In the meantime, OIE prioritized allegations of sexual misconduct that potentially posed an active safety risk. That was a reasonable decision; but, given the seriousness of the allegations involving Dr. Anderson OIE should have addressed them more expeditiously.

### **A. OIE Received the 2018 and 2019 Complaints About Dr. Anderson in a Timely Manner**

#### **1. Mr. DeLuca’s 2018 Letter**

On July 18, 2018, Mr. DeLuca sent a letter to Athletic Director Warde Manuel detailing allegations of sexual misconduct by Dr. Anderson in the 1970s. As discussed above in Section IV.A., Mr. DeLuca had complained about Dr. Anderson to his wrestling coach, Bill Johannesen, more than forty years earlier, in 1975. In his letter to Mr. Manuel, Mr. DeLuca reported that he had, on multiple occasions, received genital, hernia, and prostate examinations from Dr. Anderson after seeking treatment for cold sores and a dislocated elbow. Mr. Manuel told us that Mr. DeLuca’s letter immediately “stood out” because of the nature of his allegations.

Mr. Manuel was initially unsure how to proceed, given that the alleged misconduct occurred decades earlier and Dr. Anderson was deceased. On July 26, 2018, he turned to Deborah Kowich, the OGC attorney with primary responsibility for providing legal advice to the Athletic Department, for guidance.<sup>116</sup> Ms. Kowich forwarded the letter to Pamela Heatlie, who was then the Director of OIE, later that same day.

Mr. Manuel’s decision to seek guidance from Ms. Kowich was reasonable. There is no evidence that Mr. Manuel, Ms. Kowich, or anyone else ever sought to ignore or conceal Mr. DeLuca’s allegations. Although University policy provides that sexual misconduct allegations

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<sup>116</sup> Mr. Manuel’s office received Mr. DeLuca’s letter while Mr. Manuel was out of the office. Mr. Manuel reviewed Mr. DeLuca’s letter and discussed it with Ms. Kowich soon after his return.

should be reported directly to OIE, it was not inappropriate for Mr. Manuel to consult OGC in the first instance. Indeed, University employees are advised to contact OGC if they are uncertain about how to proceed, particularly in situations that are not specifically covered in training or that are atypical in some way. Mr. Manuel's decision to seek guidance from OGC did not impede, interfere with, or delay OIE's handling of Mr. DeLuca's letter or the response to it.

## 2. August 2019 Complaint

Two University administrators promptly made OIE aware of an email they received in August 2019 from another former University student, Individual A, alleging that Dr. Anderson subjected him to sexual abuse in the early 1970s. On August 18, 2019, Individual A sent an email to the administrative assistants for Dr. Robert Ernst, Executive Director of UHS, and Dr. Elizabeth Cole, then the Interim Dean of the University's College of Literature, Science, and the Arts. The email described in detail alleged sexual misconduct that Individual A experienced during an examination by Dr. Anderson at UHS. Individual A reported that Dr. Anderson had asked him to manually stimulate Dr. Anderson's penis to the point of ejaculation to receive treatment for suspected exposure to an STI.

Dr. Ernst sent Individual A's email to OIE and OGC on August 21, 2019, the same day his assistant forwarded the email to him. After receiving Individual A's email from her assistant, Dr. Cole reached out to Individual A directly on August 22 to thank him for sharing his experience and assure him that she would forward his letter to OIE and the University's law enforcement team. On August 26, Dr. Cole forwarded Individual A's email to Jeffery Frumkin, who was then Interim Director of OIE,<sup>117</sup> and to DPSS.

### **B. OIE's Review of the 2018 and 2019 Complaints About Dr. Anderson Was Unreasonably Delayed**

#### 1. OIE's Initial Review

Less than two weeks after receiving Mr. DeLuca's letter on July 26, 2018, Ms. Heatlie contacted him to ask whether he would be willing to meet for an interview and to provide him with information about counseling resources, including those provided by the University's Sexual Assault Prevention and Awareness Center. Mr. DeLuca agreed to be interviewed and met with Ms. Heatlie on August 27, 2018. During that meeting, he told Ms. Heatlie that Dr. Anderson had, on a number of occasions, subjected him to genital and rectal examinations during medical visits for unrelated conditions. After the meeting, Mr. DeLuca found among his personal papers decades-old correspondence with his wrestling coach Mr. Johannesen, including a copy of the letter he sent to Mr. Johannesen in July 1975 referring to "Dr. 'drop your drawers' Anderson." Mr. DeLuca mailed a copy of the letter to Ms. Heatlie.

Over the next month, OIE resource constraints kept Ms. Heatlie from taking further steps to review Mr. DeLuca's allegations, and she focused on cases that posed an active risk to the

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<sup>117</sup> In October 2018, Ms. Heatlie transferred to the Dearborn campus as its Director of OIE. See *infra* Section V.B.

University community. Ms. Heatlie was clear about that with Mr. DeLuca, emailing him on September 6, 2018 that OIE’s review could be delayed due to the office’s workload.

Ms. Heatlie next took action on Mr. DeLuca’s complaint on October 1, 2018, when she referred the matter to DPSS. This referral was consistent with OIE’s practice to notify DPSS of potential criminal conduct.<sup>118</sup> Two days later, on October 3, DPSS notified Ms. Heatlie that DPSS was instituting a “law enforcement hold.” Such a hold, though not defined in any University policy, has the practical effect of pressing pause on an OIE investigation while DPSS conducts a criminal investigation. DPSS law enforcement holds vary in scope: some direct OIE not to speak with certain witnesses until DPSS is able to interview them; others bar OIE from taking any investigative actions. In this case, DPSS specifically instructed OIE to “stop” any investigation until DPSS’s investigation was complete. Then—as now—there was no written policy as to how DPSS was to notify OIE when the law enforcement hold had been lifted.

Also on October 3, Ms. Heatlie received information from which she inferred that there may have been other complaints about Dr. Anderson’s misconduct. The information was vague and came from someone without firsthand knowledge. Ms. Heatlie called DPSS the same day to provide this additional information but did not do anything further because of the law enforcement hold.

## 2. Law Enforcement Review

The DPSS investigation was assigned to Mark West, who joined the Criminal Investigation Unit at DPSS as a detective in 2015. Detective West began his investigation promptly and within two weeks had interviewed Mr. DeLuca, two University employees, and a LARA employee.

Detective West conducted an extensive investigation over the next seven months. He made contact with a half-dozen former University students and non-affiliated community members who said they had experienced serious misconduct at the hands of Dr. Anderson, as well as nearly fifty current and former University employees he thought might have relevant information. He reviewed Dr. Anderson’s personnel file, executed a search warrant to obtain access to certain medical malpractice files, and reviewed court records related to Dr. Anderson.<sup>119</sup> Detective West completed his investigation in April 2019.

At the end of an investigation, if DPSS believes that all elements of a crime have been met or wants a second opinion as to whether a crime has been committed, it submits the case to the Washtenaw County Prosecutor’s Office. Case files are typically submitted to the Prosecutor’s Office through an online portal. In this case, Konrad Siller, who was then the First Assistant Prosecuting Attorney, believed that the matter was unlikely to result in criminal charges given the passage of time and the fact that Dr. Anderson was deceased. As a result, Mr.

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<sup>118</sup> Ms. Heatlie did not report the allegations to DPSS earlier because she had mistakenly assumed that DPSS would not investigate allegations involving a deceased person.

<sup>119</sup> Two other DPSS detectives assisted Detective West with his investigation for short periods.

Siller instructed Detective West to send his report by email rather than through the online portal. Detective West did so on April 29, 2019.

After submitting the DPSS report to the Prosecutor's Office, Detective West periodically inquired about the status of the case. When Detective West checked in on June 11, 2019, Mr. Siller said the review had not been completed because he had "[t]oo many murder cases going on." When OIE sent Individual A's report to DPSS in August 2019, Detective West investigated the allegations and sent the Prosecutor's Office additional information that same month.

It is not clear when the Prosecutor's Office completed its review. Officials in the Prosecutor's Office told us that they communicated to DPSS in the fall of 2019 that their review was complete, and nothing had changed Mr. Siller's earlier informal assessment that no criminal charges would be filed. DPSS officials told us they did not receive such notice. On January 21, 2020, DPSS told Ms. Seney that the Prosecutor's Office still had not completed its review. On February 18, 2020, Steven Hiller, who was then the Chief Assistant Prosecuting Attorney in the Prosecutor's Office, provided written notice to University of Michigan Chief of Police Robert Neumann that the Prosecutor's Office had decided not to file any criminal charges in connection with the allegations against Dr. Anderson.<sup>120</sup>

### 3. OIE's Continued Review

DPSS did not inform OIE when it had completed its investigation of Mr. DeLuca's complaint. On May 20, 2019, Ms. Heatlie emailed DPSS to ask whether the criminal investigation was still in progress. Chief Neumann notified Ms. Heatlie the following day that OIE could proceed with its investigation.

Ms. Heatlie, who had transferred from the Ann Arbor campus to the Dearborn campus, informed the new Title IX Coordinator in Ann Arbor, Elizabeth Seney, that the case was no longer under a law enforcement hold. Ms. Heatlie informed OGC on June 6, 2019, that Ms. Seney would be taking over the investigation. Ms. Seney requested a copy of Detective West's report on July 2, 2019, and received it on July 17, 2019. Ms. Seney completed her initial review of the DPSS report over the next two months. In the interim, she received Individual A's email; she contacted him in September 2019.<sup>121</sup> OIE's investigation then largely sat dormant for the next three months.

In December 2019 Ms. Seney asked a recently hired OIE investigator to review the DPSS report. After doing so, the investigator suggested that the University consider taking certain steps, including hiring an outside investigator, based in part on how other universities had handled similar allegations of sexual misconduct. The OIE investigator considered it important

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<sup>120</sup> In February 2020, a University official publicly stated that the University had been awaiting a charging decision from the Prosecutor's Office before undertaking any broad outreach to Dr. Anderson's patients. We received conflicting information from individuals at OIE and DPSS about what steps, if any, OIE or the University could have taken after the law enforcement hold was lifted but while the Prosecutor's Office was reviewing the case. Regardless, any delay caused by uncertainty about the status of the Prosecutor's Office's review was relatively brief. The University first considered retaining outside counsel or engaging in broader outreach in December 2019. The University retained Steptoe on January 23, 2020 and publicly announced its investigation on February 19, 2020.

<sup>121</sup> Ms. Seney does not believe she spoke with Individual A following this outreach.



to begin moving quickly, given the time that had passed since the University's receipt of Mr. DeLuca's letter. On January 8, 2020, the investigator and Ms. Seney met with OGC. On January 23, 2020, the University hired Steptoe to conduct an independent investigation into the allegations against Dr. Anderson. All told, eighteen months elapsed, including eight months since OIE was given the green light to proceed with its investigation, since Mr. Manuel received Mr. DeLuca's letter—an unreasonable delay given the gravity of the allegations.

## **VI. Additional Considerations**

We endeavored to understand *what* Dr. Anderson did, *who* at the University knew about it, and *when* they knew. We have also considered *why* no University personnel took any meaningful action despite the cloud of rumors, jokes, and innuendo that followed Dr. Anderson throughout his University career. With respect to the former constellation of questions, we heard repeatedly that Dr. Anderson engaged in misconduct with patients who may have been, for varying reasons, susceptible targets unlikely to report their experiences. With respect to the latter question, we believe deference to doctors in general, and Dr. Anderson in particular, and insensitivity to direct and indirect expressions of concern about him coincided with a lack of adequate policies and procedures for identifying, reporting, and addressing sexual misconduct.

### **A. Dr. Anderson Engaged in Misconduct with Patients Who Were Unlikely to Report Their Experiences**

As we have described, a number of University students raised concerns at the time, directly or indirectly, about Dr. Anderson. But those who did so represent only a small fraction of the hundreds of patients who have come forward now, who may themselves represent only a fraction of the patients with whom Dr. Anderson engaged in sexual misconduct.

The vast majority of patients with whom we spoke had not previously reported what happened to them outside a close circle of family and friends, if to anyone at all. We believe that at least some patients who might otherwise never have reported their experiences were encouraged to come forward by the parameters we put in place at the outset of our investigation—that we would not share patient names or identifying information with the University or disclose patient names or identifying information in this Report without the patient's express permission—along with the understanding that other patients who had not previously reported their own experiences were now doing so. Indeed, multiple patients told us they came forward to speak with us because they believed that sharing their own experiences would lend collective credibility and corroboration to what other patients had said about their experiences with Dr. Anderson.

The social science experts we consulted advise that those subjected to sexual assault and other sexual misconduct often do not report their experiences until much later, if ever.<sup>122</sup> And, in consultation with the social science experts, we have identified several factors that likely

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<sup>122</sup> Some studies report that ninety percent of adult victims—particularly on college campuses—never report the sexual violence they experience. See, e.g., A. H. Conley *et al.*, *Prevalence and Predictors of Sexual Assault Among a College Sample*, 65 J. AMERICAN COLLEGE HEALTH 41, 41 (2017).

discouraged many of Dr. Anderson's patients in particular from reporting his sexual misconduct at the time.

*First*, there is an inherent imbalance of power and knowledge between physicians and their patients, particularly patients with relatively little experience with doctors. The doctor-patient relationship is built on trust in the doctor's medical expertise, which the patient typically lacks, and the assumption that the physician's actions have a sound medical basis and are performed in the best interest of the patient. Here, that dynamic resulted in many of Dr. Anderson's patients not knowing with certainty whether his conduct was inappropriate when they experienced it. Many of Dr. Anderson's patients told us, for example, that they thought Dr. Anderson's prolonged genital and painful rectal examinations were standard parts of a physical examination, that Dr. Anderson was just unusually thorough, or that, if Dr. Anderson opted to perform a hernia check or rectal examination during a visit for a cold or the flu, he must have had a valid reason. Other patients told us that they had been brought up to respect authority figures such as doctors and did not think to question or challenge a much older, seemingly widely respected, senior physician. Student athletes told us that they assumed Dr. Anderson's examinations, which were different in notable ways from their high school physicals, must be part of "big time" athletics. For many of these patients, their examination by Dr. Anderson was their first experience with adult medicine; up to that point, many had only seen their childhood pediatricians or received limited medical care.

*Second*, many of the student athletes Dr. Anderson examined were on scholarship, and some of them told us they feared that complaining about Dr. Anderson's examinations would put their financial aid, and hence their ability to remain at the University, at risk. Numerous student athletes also told us they worried that complaining about Dr. Anderson's examinations would be perceived as "rocking the boat" or "making waves" and could cause them to lose playing time. It should be noted, however, that no one told us that any scholarship was ever actually threatened, or playing time reduced, for these reasons.

*Third*, Dr. Anderson treated other groups of especially vulnerable patients, including LGBTQ students. Patients told us that—especially in the 1960s to 1980s—finding physicians in Ann Arbor for medical issues prevalent in the LGBTQ community was difficult, and that tolerating Dr. Anderson's examinations was what they understood to be required to get treatment. Some patients told us that they did not report Dr. Anderson's misconduct because they feared doing so would require them to disclose their sexual orientation when they were not prepared to do so. Dr. Anderson's conduct caused others to question their own sexuality, which discouraged reporting. Dr. Anderson also saw, and engaged in misconduct with, patients seeking treatment for conditions they found sensitive or embarrassing, such as STIs and fertility issues, and patients seeking medical diagnoses that would enable them to avoid being drafted.

It also bears noting that Dr. Anderson appears to have refrained from engaging in sexual misconduct with patients who were more likely to recognize and report it. For example, we interviewed several coaches in the Athletic Department who saw Dr. Anderson for periodic physicals and routine care, and some who also sent their family members to Dr. Anderson for care. The vast majority of these individuals told us that they experienced nothing untoward during their interactions with Dr. Anderson.

## **B. The University's Sexual Harassment Policies and Procedures Were Inadequate**

As we have discussed, other than the efforts of Mr. Toy, Ms. Hassinger, and Mr. Parnes, we found no evidence of any University employees raising complaints about Dr. Anderson, despite a persistent swirl of rumors, jokes, and innuendo that followed him. Although rumors, jokes, and innuendo were certainly not formal reports, it is striking that they do not appear to have prompted anyone to take any meaningful action. Some of the inaction may have stemmed from the same deference to doctors discussed above or a lack of understanding that a patient was attempting to raise a concern.

There is no way to know whether better policies and procedures might have made a difference. Nonetheless, it must be noted that the University's sexual misconduct infrastructure during Dr. Anderson's career was lacking in significant respects.

*First*, there were no formal sexual harassment policies in place for the first fourteen years of Dr. Anderson's career at the University. And while sexual harassment may have been widely understood to be inappropriate even in the absence of policies that specifically prohibited it, there was no requirement for employees to report it prior to September 1980.

*Second*, even after the University instituted its sexual harassment policies, they did not adequately ensure that misconduct was reported and addressed. In September 1980, the University issued Standard Practice Guide ("SPG") 201.89, which barred employees from sexually harassing other employees, and an accompanying directive that prohibited the sexual harassment of students ("Policy Statement").<sup>123</sup> The Policy Statement directed students to make sexual harassment complaints to the Affirmative Action Coordinator in the student's specific school of study or the Ombudsperson in the Office of the Vice President for Student Services. But the Policy Statement still did not require University employees to report allegations of sexual harassment of students.

*Third*, a lack of clear reporting channels for students or clear reporting obligations for employees (both before and after the University's sexual harassment policies were in place) may have contributed to the persistence of Dr. Anderson's conduct. There is no doubt that Dr. Anderson's misconduct violated the SPG and Policy Statement instituted in 1980.<sup>124</sup> Multiple patients told us, however, that they did not know where to complain. Even when University

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<sup>123</sup> SPG 201.89, when adopted on September 1, 1980, applied only to conduct by University personnel against University personnel. The Policy Statement, issued on September 15, 1980 by President Shapiro, covered sexual harassment against students. In 1991, SPG 201.89 was revised to apply to conduct by University personnel against both employees and students.

<sup>124</sup> These policies, and subsequent iterations of them, prohibited University personnel from making unwelcome sexual advances toward other University employees or students, making sexual propositions, and engaging in other verbal or physical conduct of a sexual nature where: submission to such conduct was either explicitly or implicitly a term or condition of an individual's employment or education; submission to or rejection of such conduct was the basis for academic or employment decisions affecting that individual; or such conduct had the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile or offensive employment, educational, or living environment. The definition of sexual harassment varied somewhat over time but generally covered these categories of conduct.

personnel did receive complaints, they were not required to report them to any central office for much of Dr. Anderson’s career. Thus when Mr. Easthope received complaints about Dr. Anderson’s misconduct with students, the Policy Statement did not require him to involve other University offices or conduct a formal investigation. To be clear, we do not attribute Dr. Anderson’s decades of sexual misconduct, or the fact that no one effectively addressed it, to a lack of adequate policies and procedures. But we do believe, as discussed below, that clear policies and procedures, and a culture of awareness and reporting, are key to making sure something similar never happens again.

## VII. Recommendations

We have carefully considered measures that could prevent misconduct of the kind found in our investigation from going undetected or unaddressed in the future. To that end, we reviewed relevant policies, procedures, and practices at the University; interviewed University personnel responsible for them; reviewed policies, procedures, and practices at peer institutions; and consulted with the medical and social science experts identified above. The resulting recommendations discussed below are aimed at ensuring that sexual misconduct concerns and complaints are identified, reported, and acted on appropriately.

Our factual findings relate to events that occurred decades ago. Legal requirements, standards of care, and best practices in both the academic and medical settings have changed markedly since then. The University’s approach to identifying and addressing sexual misconduct has changed markedly as well.

The University has taken significant steps in recent years to improve its sexual misconduct policies and procedures, including with respect to faculty and staff misconduct. In 2018, the University engaged the law firm Hogan Marren Babbo & Rose, Ltd. (“HMBR”) to conduct an independent assessment of its reporting mechanisms and written policies and procedures relating to sexual misconduct. HMBR published its report and recommendations in April 2019.<sup>125</sup> HMBR’s recommendations led to the issuance of the University’s August 7, 2020 Interim Policy on Sexual and Gender-Based Misconduct (“Interim Policy”), an umbrella policy that addresses sexual and gender-based misconduct by and against students, faculty, staff, and third parties.<sup>126</sup> The Interim Policy remains in effect today.

On July 31, 2020, WilmerHale issued a report of its independent investigation of allegations of sexual misconduct by former Provost Martin A. Philbert (the “Philbert Report”).<sup>127</sup>

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<sup>125</sup> See HOGAN MARREN BABBO & ROSE, LTD., REPORT OF REVIEW OF SEXUAL MISCONDUCT POLICIES AND PROCEDURES (FOCUS ON FACULTY AND STAFF) (Apr. 2019), <https://president.umich.edu/wp-content/uploads/sites/3/2019/04/HMBRUM-report.pdf>.

<sup>126</sup> See THE UNIVERSITY OF MICHIGAN INTERIM POLICY ON SEXUAL AND GENDER-BASED MISCONDUCT (Aug. 14, 2020), <https://sexualmisconduct.umich.edu/wp-content/uploads/2020/08/policy-on-sexual-gender-based-misconduct-08-07-20.pdf>. It also incorporates changes required under revised Title IX regulations promulgated in May 2020. See Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, 85 Fed. Reg. 30,026 (May 19, 2020) (codified at 34 C.F.R. pt. 106).

<sup>127</sup> See WILMERHALE, REPORT OF INDEPENDENT INVESTIGATION: ALLEGATIONS OF SEXUAL MISCONDUCT BY MARTIN A. PHILBERT (July 31, 2020), [https://regents.umich.edu/files/meetings/01-01/Report\\_of\\_Independent\\_Investigation\\_WilmerHale.pdf](https://regents.umich.edu/files/meetings/01-01/Report_of_Independent_Investigation_WilmerHale.pdf).

The University thereafter engaged the consulting firm Guidepost Solutions to assist with implementation of the recommendations in the Philbert Report. That work is ongoing.<sup>128</sup>

We believe that the changes the University has already made represent significant improvements in its sexual misconduct policies and procedures. Some of our recommendations are consistent with measures the University is in the process of implementing; other recommendations are intended to enhance measures that have been or are being put in place.

*First*, the University should develop a more robust culture of recognition and reporting of potential sexual misconduct, first and foremost by enhancing its training programs.

*Second*, the University should consider providing additional resources and training regarding chaperone policies and sensitive examinations.

*Third*, the University should take concrete steps to assess individual departments' responses to sexual misconduct issues.

*Fourth*, the University should enhance its due diligence procedures for physician self-disclosures to ensure that information of potential concern is adequately investigated.

*Fifth*, the University should enhance coordination and communication among and between OIE, DPSS, and the Prosecutor's Office.

*Sixth*, the University should ensure that OIE has sufficient resources to carry out its responsibilities, especially with respect to the investigation and resolution of sexual misconduct reports.

#### **A. Promote a Culture of Awareness and Reporting**

For the University to take appropriate measures to address sexual misconduct, it must first be aware of that misconduct. As discussed above, we found that from the beginning of Dr. Anderson's employment at the University, there was a persistent swirl of rumors and jokes about his conduct during both general examinations and PPEs, including his propensity for performing sensitive examinations regardless of the reason for a patient's visit. Yet multiple University personnel told us that they did not recognize the rumors and jokes that they heard as indicative of potential sexual misconduct; accordingly, they took no action. Moreover, throughout much of Dr. Anderson's employment, the reporting of sexual misconduct was not centralized in a particular University office.

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<sup>128</sup> Among the changes already implemented are measures to ensure that findings of policy violations and other misconduct are documented and accessible for review in faculty hiring and promotion decisions. Records of OIE findings, as well as any sanctions, are now kept in OIE's files, the department human resources file, and the central human resources file. OIE also began developing a new database of case files with improved search functionality in late 2018 and put the database into use in February 2020. This allows OIE to monitor more easily for repeat complaints against an individual. Additionally, the Interim Policy is due to be finalized later this year following the receipt of community feedback and input from Guidepost Solutions.

University personnel today have a more informed understanding of potential indicia of sexual misconduct than was the case during Dr. Anderson’s employment. And the Interim Policy has centralized reporting of alleged sexual misconduct in OIE.<sup>129</sup> In addition, OIE has adopted an escalations procedure that requires certain allegations of sexual misconduct—including those involving a patient and physician—to be brought to the immediate attention of the Board of Regents. To further promote and support a culture of awareness and reporting, the University should take the following steps.

1. Training Should Address the Different Ways Misconduct Is Reported

The University should consider whether its training programs sufficiently sensitize employees to the various ways that victims and others may reveal information about sexual misconduct, whether recent or historical. Training should make clear that rumors, jokes, and other informal comments and accounts, whether by possible targets of sexual misconduct or third parties, may warrant further inquiry or reporting to OIE. Similarly, training should include information to help employees better recognize when someone is suffering from trauma that may be indicative of sexual assault, even when that person makes no explicit or affirmative disclosure about an incident. Moreover, training should ensure that employees understand that victims may not speak of their experiences until long afterward.

2. Training Should Address Athletic Department Culture Specifically

The University should ensure that Athletic Department employees and student athletes receive adequate training on how team dynamics and athletics culture may discourage reporting of sexual misconduct and affect how sexual misconduct incidents are discussed. We found that Athletic Department personnel discounted what student athletes said about Dr. Anderson as “locker room talk.” Some student athletes recall being told to “toughen up” or “get used to it” when they raised concerns; others kept silent because they were too embarrassed, ashamed, or afraid to give voice to what they had experienced. The University currently offers annual mandatory training to Athletic Department employees that covers their reporting obligations. The University also offers annual mandatory training to student athletes, which covers hazing, sexual misconduct, and team dynamics. The University should review these trainings to ensure they sufficiently address aspects of athletics culture that may affect how sexual misconduct is raised, identified, and reported.

3. Employees Need to Understand Their Reporting Obligations

It is critical that University employees understand what their reporting obligations are and how to carry them out. The Individuals with Reporting Obligations (“IROs”) provision of the Interim Policy provides greater detail than prior policies regarding reporting obligations, but this issue continues to generate questions among University employees as to the identity of IROs or

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<sup>129</sup> The Interim Policy identifies the various avenues through which students and employees can report sexual misconduct—by either students or employees—to OIE for further investigation. The Interim Policy also designates certain groups of University officials as “Individuals with Reporting Obligations,” who are obligated to report to OIE when they learn of potential sexual misconduct, as defined by the policy. There are additional obligations placed on certain “officials with authority” to report regardless of when and how they learn of the apparent misconduct. *See* Interim Policy at 16.

“officials with authority” and the extent of their reporting responsibilities. To address this confusion, we endorse the recommendation in the Philbert Report that the University implement mandatory training to educate University employees on who qualifies as an IRO or an official with authority and the responsibilities that accompany those designations.<sup>130</sup> We also reiterate the Philbert Report’s recommendation that the University’s mandatory training highlight how bystanders can recognize the warning signs of sexual misconduct and when and how they should intervene. We understand that the University is in the process of developing such training.

## **B. Implement Additional Resources and Training Regarding Sensitive Examinations**

When Dr. Anderson was employed at the University, it was not standard practice to provide a chaperone for all sensitive examinations.<sup>131</sup> Recent high-profile cases involving physician misconduct at other institutions led to changes in best practices regarding sensitive examinations, including the use of chaperones. The University of Michigan has implemented written chaperone policies at UHS (April 2018), Michigan Medicine (June 2019), and the Athletic Department (July 2019). Although the University’s chaperone policies are generally clear and thorough, we recommend that the University review the policies to ensure they are aligned and consistent across units, to the extent possible and appropriate, and are adequately detailed. For example, we recommend that all chaperone policies require that both the physician and the chaperone document in the patient’s record when a chaperone is present and any instances in which a patient declines to have a chaperone present.<sup>132</sup> We also recommend that the policies or associated training guidelines describe elements of effective chaperoning, such as establishing a line of sight to the point of physical contact during a sensitive examination and using verbal cues to communicate with the healthcare provider.<sup>133</sup>

For the chaperone policies to be effective, both the healthcare providers conducting examinations and the chaperones observing those examinations must understand what the

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<sup>130</sup> The University currently encourages employees to take an online optional training module, which includes information on mandatory reporting obligations. See *Information for Individuals with Reporting Obligations (IROs)*, OFFICE FOR INSTITUTIONAL EQUITY, <https://oie.umich.edu/information-for-responsible-employees/> (last visited May 10, 2021). While our recommendations focus on internal reporting obligations, it is also important that University employees understand when to report conduct to outside authorities.

<sup>131</sup> It became standard practice for male physicians to offer female patients (but not male patients) the option of a chaperone for sensitive examinations during the 1980s.

<sup>132</sup> The current UHS chaperone policy requires both the healthcare provider and the chaperone to document the presence of the chaperone or the patient’s decision not to use a chaperone. While the Athletic Department and Michigan Medicine chaperone policies require documentation of the presence of a chaperone or the patient’s decision not to use a chaperone, they do not clearly impose this requirement on both the healthcare provider and the chaperone.

<sup>133</sup> UHS’s *Chaperone and Assistant Training Guidelines* and Michigan Medicine’s *Chaperone and Health Professional Guidelines for: The Use of Chaperones During Sensitive Examinations, Procedures and Care Policy 62-01-016* describe the expectations of chaperones, including with respect to appropriate positioning and verbal cues. The current Athletic Department policy does not include similar guidance. The American College Health Association’s (“ACHA”) *Best Practices for Sensitive Exams* states that chaperones should be educated about “[p]ositioning of chaperone during exam to visualize point of contact of exam or procedure” and “[r]eviewing how chaperone may intervene or stop an exam if they are concerned about patient distress or inappropriate steps during the exam.” ACHA, *Best Practices for Sensitive Exams* 5 (Oct. 2019),

policies require. Healthcare providers and anyone who might serve as a chaperone, including student trainers in the Athletic Department, should complete mandatory training on the policies. We recommend that such training be repeated periodically, at least once every three to five years.<sup>134</sup> We further recommend that these training requirements be clearly set out in the chaperone policies.<sup>135</sup>

The University should also make patients aware of the chaperone policy and what to expect during a sensitive examination. We found that many of Dr. Anderson’s patients did not recognize that his conduct was inappropriate because they did not know what to expect during their examinations. We recommend that the University consider ways to inform patients—if possible, in advance of appointments when a sensitive examination will be conducted—what they should expect during the examination and that they may have a chaperone present.<sup>136</sup> We also recommend that the University review its current student training programs to ensure that they adequately educate students regarding sensitive examinations and the University’s chaperone policies. Student athletes should also be informed of the standard components of a University PPE, including that it typically does not require that any sensitive examinations be performed.

Finally, the University should ensure that students are encouraged to report any violations of the chaperone policy or physician misconduct, whether that be through internal channels or to outside authorities. The University should review its patient education materials and ensure that they clearly explain that, whenever a patient is concerned that a physician (or chaperone) engaged in conduct that seemed inappropriate during a sensitive exam, the patient is encouraged to ask questions or make a report through available channels (regardless of how much time has passed since the examination).<sup>137</sup> The University should also review its existing patient survey processes to ensure that they adequately solicit feedback from patients regarding potential physician misconduct and adequately inform patients of available reporting options.

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[https://www.acha.org/documents/resources/guidelines/ACHA\\_Best\\_Practices\\_for\\_Sensitive\\_Exams\\_October2019.pdf](https://www.acha.org/documents/resources/guidelines/ACHA_Best_Practices_for_Sensitive_Exams_October2019.pdf).

<sup>134</sup> Certain healthcare providers at UHS, the Athletic Department, and Michigan Medicine indicated that they repeat the chaperone training annually. However, neither the UHS nor Athletic Department chaperone policies and associated guidelines describe any training expectations for healthcare providers, and the Michigan Medicine policy requires only “[o]ne-time (or on hire) completion” of the training. We believe that both healthcare providers and chaperones should repeat the chaperone training every three to five years at a minimum. Our recommendation is consistent with the ACHA’s *Best Practices for Sensitive Exams*, which recommends that training of chaperones and healthcare providers “occur at hire and [be] renewed regularly.” See ACHA, *supra* note 133, at 4.

<sup>135</sup> UHS sets forth its chaperone training expectations, but not its healthcare provider training expectations, in its *Chaperone and Assistant Training Guidelines*. The current Athletic Department chaperone policy does not include any training requirements. Michigan Medicine sets forth its chaperone and healthcare provider training expectations in its *Chaperone and Health Professional Guidelines for: The Use of Chaperones During Sensitive Examinations, Procedures and Care Policy 62-01-016*.

<sup>136</sup> The ACHA’s *Best Practices for Sensitive Exams* emphasizes the importance of educating patients, prior to their examinations, regarding “what the exam entails, the purpose and availability of a chaperone, and importantly, the patient’s ability to decline or stop any portion of the exam.” ACHA, *supra* note 133, at 5.

<sup>137</sup> The ACHA’s *Best Practices for Sensitive Exams* states that “patient education should include information on the processes for reporting violations of policy.” ACHA, *supra* note 133, at 5.



### **C. Conduct Periodic Reviews of Departments and Units**

Multiple patients of Dr. Anderson told us that they did not report his misconduct because they did not believe their complaints would be taken seriously or that Dr. Anderson would be held accountable. The University can promote a culture of accountability by conducting periodic reviews of departments and units to ensure that they are following the University's sexual misconduct policies and procedures.

The University of Michigan periodically conducts or participates in climate surveys of students regarding sexual misconduct,<sup>138</sup> and the Philbert Report recommended that the University conduct a climate survey for employees as well. Either as part of this process or as a separate process, we recommend that the University periodically assess the climate within individual departments or units with respect to sexual misconduct. Departments and units within the University have different characteristics and challenges, so identifying how sexual misconduct issues arise and are addressed within different parts of the University would allow the University to better evaluate the effectiveness of sexual misconduct trainings and to monitor and enforce compliance with relevant policies and procedures. Special attention may be required when physicians report to non-physicians or non-healthcare leaders.

Periodic assessments could include an analysis of the incidence of sexual misconduct; employees' awareness of and comfort with available sexual misconduct policies and procedures; the culture within individual departments and units with respect to sexual misconduct; whether students and employees are comfortable reporting sexual misconduct incidents; and whether they believe reports are addressed in a timely and equitable manner. A periodic review process could offer students, faculty and staff, and other stakeholders the opportunity to provide information and feedback to OIE.

### **D. Improve Tracking of Self-Disclosures During the Credentialing Process**

As discussed above, Dr. Anderson self-disclosed in his September 1996 credentialing paperwork a lawsuit against him that had recently been dismissed. The plaintiff in that lawsuit alleged that Dr. Anderson engaged in unnecessary breast, pelvic, and rectal examinations during a pre-employment physical. There is no evidence that the University took any note of the lawsuit when Dr. Anderson reported it, nor is there any evidence that anyone recognized the omission when Dr. Anderson did not list the lawsuit on his next credentialing application.

Michigan Medicine should continue to require providers to self-disclose during the credentialing process any recent or pending legal proceedings—a practice that has been in place with respect to malpractice claims at least since the earliest credentialing application we located for Dr. Anderson (dated December 1994). But self-disclosure without appropriate follow-up has little value. There remains no formal process at Michigan Medicine to track whether providers' self-disclosures have been investigated or whether information disclosed is consistent from one

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<sup>138</sup> In the spring of 2019, the University was one of thirty-three institutions to participate in a climate survey of undergraduate and graduate students conducted by the Association of American Universities regarding sexual misconduct. The University also participated in climate surveys of undergraduate and graduate students in 2015 (one administered by the Association of American Universities, and one designed specifically for the University and administered by a local Ann Arbor firm).

credentialing application to the next. A process should be put in place to ensure that self-disclosed matters receive appropriate attention and inquiry.

**E. Improve Communication About Sexual Misconduct Investigations Between OIE, DPSS, and the Prosecutor's Office**

After referring Mr. DeLuca's complaint to DPSS in early October 2018, OIE took no investigative steps of its own for the next eight months because of the law enforcement hold imposed by DPSS. DPSS notified OIE that it could resume its investigation only after OIE inquired about the status of the hold in May 2019, approximately one month after DPSS had completed its investigation.

There was (and still is) no written process governing DPSS law enforcement holds. Instead, the existence and scope of a hold depends on the circumstances of each case and conversations between individuals at DPSS and OIE. At a minimum, this case-by-case approach creates confusion. We recommend that OIE and DPSS adopt a written process covering, at least, when law enforcement holds are warranted, what effect a law enforcement hold has on particular OIE investigations, how long any law enforcement hold remains in effect, the frequency of communications between DPSS and OIE during the pendency of law enforcement holds, and the process for communicating the lifting of law enforcement holds.<sup>139</sup> We understand that OIE and DPSS are currently developing a process document.

There is also opportunity for improvement with respect to DPSS's communication with the Prosecutor's Office. Officials from the Prosecutor's Office have stated publicly that they determined in the fall of 2019 that no criminal charges would be brought in connection with the allegations against Dr. Anderson. But DPSS officials told us they received no notice of that decision until the Prosecutor's Office issued a written statement in February 2020. Because DPSS submitted its report on Dr. Anderson to the Prosecutor's Office informally via email rather than through the online portal, DPSS did not receive the notifications that the online system would have automatically sent when the Prosecutor's Office completed its review and made its non-prosecution determination.

To provide a clear audit trail and to ensure that updates regarding the status of Prosecutor's Office reviews are promptly communicated to DPSS, we recommend that DPSS submit all cases it refers to the Prosecutor's Office through the online notification system—irrespective of whether DPSS or the Prosecutor's Office believes the case is likely to result in criminal charges. Doing so will help avoid unnecessary delays in the University's investigations by ensuring that DPSS is promptly notified when the Prosecutor's Office has reached a charging decision.

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<sup>139</sup> The current Title IX regulations do not specify how long a law enforcement hold may remain in effect. Section 106.45(b)(1)(v) provides that the University's designated reasonably prompt time frame for completion of a grievance process is subject to temporary delay or limited extension for good cause, which may include concurrent law enforcement activity. *See* 34 C.F.R. § 106.45(b)(1)(v).

## **F. Ensure that OIE Has Sufficient Resources to Fulfill Its Mandate**

A significant factor in the delay in investigating the allegations against Dr. Anderson beginning in 2018 was a lack of adequate resources within OIE. While OIE has doubled its staff from ten employees in June 2018 to twenty employees currently, an additional staff position devoted to training and education remains unfilled. We recommend that the University fill that position promptly and reevaluate the sufficiency of OIE's resources, now and on a regular basis going forward, to assess whether additional resources are needed for OIE to implement our recommendations and fulfill its important responsibilities.

### **Conclusion**

In spite of the limitations attributable to the passage of time, the paucity of relevant documentary evidence, and the unavailability of patients and witnesses, we have no doubt that Dr. Anderson engaged in a prolonged pattern of sexual misconduct involving many members of the University community. Whether or not others should have taken note of the rumors and innuendo surrounding Dr. Anderson in his first dozen years at the University or in the years thereafter, there is no reasonable explanation for Thomas Easthope's failure to do so based on the information conveyed to him between 1978 or 1979 and 1981.

The University has significantly changed in the nearly two decades since Dr. Anderson's retirement. The University of today has greater understanding and awareness of what constitutes sexual misconduct, additional reporting obligations, centralized processes for responding to reports, and stronger support systems for those affected. Our recommendations should enhance the University's policies, procedures, and practices to prevent this kind of misconduct from happening again.

# APPENDIX A

## Glossary of Acronyms

Acronym	Definition
ACHA	American College Health Association
DPSS	University of Michigan Division of Public Safety and Security
EAA	East Ann Arbor Health and Geriatric Center
FAA	Federal Aviation Administration
HMBR	Hogan Marren Babbo & Rose, Ltd.
IROs	Individuals with Reporting Obligations
LARA	Michigan Department of Licensing and Regulatory Affairs
LGBTQ	Lesbian, Gay, Bisexual, Transgender, and Queer
NPDB	National Practitioner Data Bank
OGC	University of Michigan Office of the Vice President and General Counsel
OIE	University of Michigan Office for Institutional Equity
PPE	Pre-participation Physical Examination
SPG	Standard Practice Guide
STI	Sexually Transmitted Infection
UHS	University Health Service
UMHS	University of Michigan Health System

# APPENDIX B

Margot Putukian, MD, FACSM, FAMSSM

**DATE:** April 29, 2021

**NAME:** Margot Putukian, MD, FACSM, FAMSSM

**PRESENT TITLE:** Chief Medical Officer, Major League Soccer  
420 5<sup>th</sup> Ave, New York, New York 10018  
**Chief Medical Officer / Consultant;** November 1, 2018 - current  
Medical Consultant; September 2014 – October 2018

**HOME ADDRESS:** 2 English Lane, Princeton, NJ 08540

**OFFICE ADDRESS:**

**TELEPHONE NUMBER/E-MAIL ADDRESS:** (C), (609)-651-7614, [mputukian@gmail.com](mailto:mputukian@gmail.com)

**CITIZENSHIP:** U.S.A.

**EDUCATION:**

- A. Yale University  
New Haven, Connecticut  
B.S. Biology May 1984
- B. Boston University School of Medicine  
Boston, Massachusetts  
Medical Degree (MD) May 1989

**POSTGRADUATE TRAINING:**

- A. Internship and Residency  
Strong Memorial Hospital, Primary Care Internal Medicine  
Rochester, New York  
1989-1992
- B. Primary Care Sports Medicine Fellowship  
Michigan State University  
East Lansing, Michigan  
1992-1993

**ACADEMIC APPOINTMENTS:**

Department of Family Medicine  
Rutgers University Robert Wood Johnson Medical School  
Associate Clinical Professor  
January 2014 – current

Department of Family Medicine  
University of Medicine and Dentistry of New Jersey (UMDNJ)  
Associate Clinical Professor  
January 2004 – January 2014

Department of Orthopedics  
Associate Professor, Hershey Medical Center  
July 1999 – 2003

Department of Orthopedics & Internal Medicine  
Assistant Professor, Hershey Medical Center  
July 1993 – 1999

**PREVIOUS EMPLOYMENT:**

**Princeton University**  
Director of Athletic Medicine, Head Team Physician, Assistant Director of Medical Services,  
Princeton University, Princeton, New Jersey, 08544

Margot Putukian, MD, FACSM, FAMSSM

Associate Clinical Professor, Rutgers-Robert Wood Johnson Medical School  
January 2004 – March 17, 2021

**Penn State University**

Director of Primary Care Sports Medicine, Team Physician  
Associate Professor, Dept of Orthopedics, Hershey Medical Center  
July 1999 – Dec 2003  
Team Physician, Penn State University  
Assistant Professor, Dept of Orthopedics, & Internal Medicine, Hershey Medical Center,  
July 1993 - 1999

**LICENSURE:** Medical License: New Jersey #25MA 07710900 (active), exp 6/30/23  
Pennsylvania, MD# 050277-L, inactive  
Michigan, MD# 430105 9931, inactive  
New York MD# 182574-1, inactive

**DRUG LICENSURE:** CDS: #DO8514400, expiration 10/31/2021  
DEA:#BP3372113, expiration 3/31/2022

**BOARD CERTIFICATIONS & OTHER CERTIFICATIONS:**

Internal Medicine Certification 1995, Recertification 11/16/05  
Sports Medicine (CAQ) Sports Medicine, 1997, Recertification 8/2/05  
Internal Medicine – Sports Medicine Subspecialist Certification 8/16/16  
Basic Life Support Certification 1995, (most recent re-certification 1/2020)  
Advanced Cardiac Life Support Certification (most recent re-certification 1/2020)  
Advanced Trauma Life Support Certification 9/28/12  
Center for Creative Leadership Course, Greensboro, NC, Dec 1-4, 2014  
Princeton University Management Development Certificate, in progress

**MEMBERSHIPS, OFFICES AND COMMITTEE ASSIGNMENTS IN PROFESSIONAL SOCIETIES:**

**American Medical Society for Sports Medicine (AMSSM)**

**Past-President**, April 2005-2006  
**President**, April 2004-April 2005  
**1<sup>st</sup> Vice President**, April 2003-2004  
**2<sup>nd</sup> Vice President**, April 2002-2003  
**Secretary/Treasurer**, April 2001-2002  
**Public Relations Committee**, Chairman April 1999-2003, Co-Chairman April 2003-2005  
**Pronouncements Committee**, 2008-present  
**Board of Trustees Member**, 1996-April 2006  
**Charter Member** 1992 – present  
**Fellow member**, April 2019 – present

**American Medical Society for Sports Medicine (AMSSM) Foundation**

**Past-President**, May 1, 2017 – May 1, 2018  
**President**, May 1, 2011 - May 1, 2017  
**Vice President**, May 1, 2010 – May 1, 2011  
**Board Member**, April 2009-May 1, 2018

**American College of Sports Medicine (ACSM)**

**Clinical Sports Medicine Leadership Committee (CSML)**, member, June 2000 – June 2014  
**CSML Committee, Chair**, June 2014 - current  
**Board of Trustees** member, June 2007 – June 2010  
**Ad Hoc Sports Safety Committee**, June 2008 - present  
**Pronouncements Committee** member, June 2001-June 2007  
**Strategic Health Initiative for Active Girls & Women**, Member, June 1995-2001, Clinical Subcommittee Chair, June 2000-2001  
Fellow member, 1997-present,  
Member, 1992- present



Margot Putukian, MD, FACSM, FAMSSM

**American College of Physicians:**

Member, 1992-current

**AWARDS AND HONORS:**

**Scholarship Award, Yale Club of Boston** 1980.

Scholarship to work at **Harvard Medical School's New England Regional Primate Research Center**, Southboro, Massachusetts, 1983.

**Outstanding Contribution Award** by the Commission for the Prevention of Alcohol, Tobacco, and Other Drugs, 1998.

Recipient of the **2001 Research Award**; "The Acute Neuropsychological Effects of Heading in Soccer: A Pilot Study". **AMSSM/AOASM Joint Meeting**, San Antonio, Texas, April 7-11, 2001.

**New England Soccer Hall of Fame**, Inducted November 2004. Nominated by Chico Chacurian.

**Dr. David Moyer Team Physician Award. Eastern Athletic Trainers Association**, Boston Mass, January 2007.

**NCAA Research Award**; "Prospective Clinical Assessment (SCAT2), Hybrid Neuropsychological Testing and Neuroimaging in the Evaluation of Sport Related Concussion in College Athletes". **AMSSM Annual Meeting**, Atlanta, GA, April 21-25, 2012.

**"Certificate of Appreciation"** presented by the **Professional Football Athletic Trainers Society**, March 2014.

**AMSSM Founders Award**, representing "the Best in Sports Medicine", **American Medical Society for Sports Medicine**, New Orleans Annual Meeting, April 3, 2014.

**ACSM Citation Award**, granted to an individual who has made significant contributions to sports medicine, **American College of Sports Medicine**, Boston Annual Meeting, June 3, 2016.

**Fellowship Status** in the **American Medical Society for Sports Medicine**, recognizing sports medicine physicians who have demonstrated an ongoing commitment to lifelong learning, the advancement of the profession, service to AMSSM and leadership in their communities. Houston, April 16, 2019.

**"Appreciation Award"** from **Big Ten-Ivy League Traumatic Brain Injury Research Collaboration** along with Art Merlander MD and Carolyn Campbell for work on establishing the Big Ten-Ivy League Research Study, Chicago, July 17, 2019.

**BOARD OF DIRECTORS/TRUSTEES POSITIONS:**

**American College of Sports Medicine (ACSM)**  
**Board of Trustees** member, June 2007 – June 2010

**American Medical Society for Sports Medicine (AMSSM)**  
**President**, April 2004-April 2005  
**Board of Trustees** member, 1996-April 2006

**American Medical Society for Sports Medicine (AMSSM) Foundation**  
**President**, May 1, 2011 - May 1, 2017  
**Board Member**, April 2009-May 1, 2018

**SERVICE ON NATIONAL GRANT REVIEW PANELS, STUDY SECTIONS, COMMITTEES:**

**NOCSAE Scientific Advisory Committee**  
Member, October 2010 – current

**American Medical Society for Sports Medicine Collaborative Research Network (CRN) Advisory and Oversight Panel**  
September 2016 – April 2020

**National Institute of Neurological Disorders and Stroke (NINDS), National Institutes of Health (NIH) and Department of Defense (DOD) external working group member:** to develop a set of Sports-Related Concussion Common Data Elements (CDEs) for use in clinical research. July, 2016-2018.

**NFL Charities:** Grant Reviewer, 2010-2011, 2011-2012

**SERVICE ON MAJOR COMMITTEES:**

**A. INTERNATIONAL:**

**The Football Association (FA) Research Task Force**

Joined Task Force December 19, 2019, reappointed April 1 2021-2023.

**International Olympic Committee (IOC)**

**Mental Health in the Elite Athlete:** Consensus Meeting November 12-14, 2018

**IOC Mental Health Working Group,** January 2019 – current, meetings January 10, 2019, April 14-15, 2019, June 25-26, 2019, Sept 30-Oct 1, 2019, Feb 10-12, 2020, Oct 12-14, 2020 (virtual) April 13-14, 2021 (virtual)

**B. NATIONAL COMMITTEES:**

**United States Olympic and Paralympic Center (USOPC) Mental Health Task Force**

Joined Task Force April 30, 2020-current

**National Football League (NFL)**

**Head Neck & Spine Committee,** May 2010-current

**Chair, Return to Play Subcommittee,** May 2010-October 2017

**US Lacrosse**

**Sports Science & Safety Committee;**

Chair, Sports Science & Safety Committee, May, 2009 – January 2019

Member (internist); September 2006-present, Executive committee, 2007-July 2019

NCAA CSMAS Committee representative, September 2004-2006

**US Men's National Team,** Head Team Physician, October 2010 – January 2019

**Sport Development Committee;** January 2011-July 2019

**US Lacrosse National Team Medical Coordinators;** R Hinton & M Putukian, January 2010-July 2019

**National Collegiate Athletic Association (NCAA)**

**Competitive Safeguards and Medical Aspects of Sports (CSMAS)**

Committee member, Sept. 2002-2006

**Outside Expert Consultant, NCAA Concussion Summit, April 9, 2010.**

**NCAA Concussion Webinar participant, July 16, 2010.**

**Concussion Task Force member January 2013-present.** Meeting April 12-13, 2013.

**Mental Health Task Force member November 2013-present.** Meeting November, 2013.

**USA Football**

**Medical Advisory Committee**

Member, September 2013 – October 2017

**US Soccer**

**Team Physician,** 1994 – current (see below),

**Team Physician Leader, US U-20 Women's Team** 2018-present

**Medical Advisory Committee, Concussion Committee** October 2014 – current

**NATIONAL / INTERNATIONAL WORKGROUP PARTICIPANT, PLANNING COMMITTEE MEMBER**

Member, Planning Committee, **American Medical Society for Sports Medicine**, 1997, 2001, 2003, 2004, 2005, 2006, 2009, 2013.

**Team Physician Consensus Conference:** Criteria for Return to Play American College Sports Medicine, Phoenix, Arizona, January 25-27, 2002

**Team Physician Consensus Conference:** Female Athlete Issues for the Team Physician: A Consensus Statement, American College of Sports Medicine, Scottsdale, Arizona, January 18-19, 2003

**Team Physician Consensus Conference:** Concussion. American College of Sports Medicine, Phoenix Arizona, February 13-16, 2005.

**Team Physician Consensus Conference;** Psychological Effects of Injury. American College of Sports Medicine, February, 2006

**Team Physician Consensus Conference;** Injury Prevention. American College of Sports Medicine, February 12-14, San Diego, CA, 2007.

**Team Physician Consensus Conference;** Adolescent Athlete. American College of Sports Medicine, Feb 14-17, San Antonio, Texas, 2008.

Invited participant; **3<sup>rd</sup> International Conference on Concussion in Sport**, Sponsored by FIFA, IIHF, IOC, and IRB, Zurich, Switzerland, October 30 & 31, 2008.

**Team Physician Consensus Statement;** The Team Physician and the Masters Athlete. American Medical Society for Sports Medicine delegate. Dallas, Texas, February 6-8, 2009.

**Team Physician Consensus Conference:** Nutrition. AMSSM delegate. Dallas, TX, Feb. 18-21, 2010.

**ACSM Concussion Summit,** US Lacrosse Delegate, Indianapolis, IN, Feb 22, 2010.

**NCAA. Concussion Summit,** Invited Outside Expert, Indianapolis April 9, 2010

Moderator; "Treatment Options in Tendinopathy; From Stretching to Surgery"; Putukian M, Best T, Patricios J, Gonzalez F, Gerbino P. **American College of Sports Medicine** Annual Meeting, Baltimore, MD, June 2, 2010.

**Team Physician Consensus Conference:** Concussion. AMSSM delegate. Boston, MA, Mar 4-7, 2011.

**Ivy League Concussion "Core Committee"** representative, Recommendations for Ivy League Football March 3, 2011, New Haven, CT, Ad Hoc Soccer Committee Meeting January 14, 2012, NY, NY, Core Group Meeting March 28, 2012, NY, NY.

**Team Physician Consensus Conference:** Return to Play, Sideline Preparedness. AMSSM delegate. San Francisco, May 27-30, 2012.

**Team Physician Consensus Conference:** The Team Physician. AMSSM delegate. Dallas, TX Mar 15-17, 2013.

**Team Physician Consensus Conference:** Strength & Conditioning Update. AMSSM delegate. Chicago, IL, April 24-26, 2014.

**Team Physician Consensus Conference:** Injury & Illness Prevention Update. ACSM delegate. Indianapolis, IN, Feb 15-17, 2015.

**NATA Inter-association Position Statement;** Pre-Hospital Care of the Spine-Injured Athlete. AMSSM Representative, Pensacola, FL, Jan 17, 2015.

**NCAA Soccer Summit:** US Soccer, MLS, Ivy League representative, Indianapolis, IN, Feb 23-24, 2015.

**Team Physician Consensus Conference:** Select Psychological Issues in the Athlete. ACSM delegate, Phoenix, AZ, March 13-15, 2016.

**Team Physician Consensus Conference;** The Team Physician and the Female Athlete. Executive committee writing group. American College of Sports Medicine delegate. Orlando, FL, January 27-30, 2017.

**MLS/US/Soccer/NWSL Head Injury Summit,** Co-Chair, Planning Committee, NY, NY, April 20-21, 2017.

**Team Physician Consensus Conference:** Load, Overload and Recovery: Issues for the Team Physician a Consensus Statement. Executive Committee writing group, American College of Sports Medicine delegate, Scottsdale, AZ January 25-28, 2018.

**Planning Committee, Panelist, US Lacrosse Sports Medicine Symposium.** Moderator; Overtraining / Sport Specialization, Panelist: Mental Health Issues, Panelist Concussion/Head Injuries. Philadelphia, PA, January 11, 2019.

**Team Physician Consensus Conference:** Pain Management in the Athlete: Issues for the Team Physician a Consensus Statement. Executive Committee writing group, American College of Sports Medicine delegate, Scottsdale, AZ January 17-20, 2019.

**Planning Committee, Co-chair, 2019 State of the Art Soccer Medicine.** Sponsored by AMSSM, AOSSM, MLS, Miami, FL, Sept 20-21, 2019.

**Team Physician Consensus Conference:** Selected Issues in Sport-Related Concussion (SRC / Mild Traumatic Brain Injury) for the Team Physician: A Consensus Statement – 2020 Update. Executive Committee writing group, Scottsdale, AZ February 20-23, 2020.

**Team Physician Consensus Conference:** Select Issues in Sports-Related Trauma for the Team Physician: A Consensus Statement. Executive Committee writing group (Ben Kibler, Stan Herring, M Putukian). In progress.

**C. MEDICAL SCHOOL/UNIVERSITY**

**Biomedical Committee of the Human Subjects Institutional Review Board,** Alternate member appointment. Penn State University December 1995 – 1999

**Penn State University:** General Clinic Research Center Advisory Committee (GCRC). Feb 2002-Dec 2003.

Harvard University, **Sports Medicine External Advisory Board,** Summer-Fall 2007

**Football Players Health Study** at Harvard University, External Experts Meeting, Boston, MA, July 20, 2017.

**Ivy League Concussion Committee.** Group member for initial Football review. Core group member for Multisport Assessment (men's and women's lacrosse, soccer and ice hockey). December 2010.

**Ivy League / Big Ten Head Injury Collaboration;** Core Leadership Committee, established July 2012. Initial meeting December 7, 2012, New York, NY. Bi-annual meetings, July 2012- July 2020.

**Yale Alumni Schools Committee,** alumni interviewer, 2000-2002, 2009-current.

**D. HOSPITAL**

**E. DEPARTMENT**

**Penn State Center for Sports Medicine Consensus Statement on Creatine Supplementation,** in conjunction with Kris Clarke, Penn State Athletics, July 1999.

**Penn State University Student Athletic Weight Control and Eating Disorder Policy** in conjunction with Dr. Kristine Clark. March 1994.

**Task Force on Eating Disorders,** Penn State University, Dept of Athletics 1996-1998.

**Task Force on ETOH,** Penn State University, Dept of Athletics 1996 – Dec 2003.

**Life Skills Advisory Team,** The Penn State University, March 2003 – Dec 2003.

**Accreditation Preparedness Committee, CME Committee, Pharmacy & Therapeutics Committee;** University Health Services, Princeton University, April 2005-present

Developed **Princeton University Athletic Medicine Weight Management Policy** in conjunction with Mandy Clark R.D., May 2006

**Princeton Student Athlete Wellness Leaders Program;** co developer with Kelly Widener, Erin McDermott & Laura Rubinstein, Gina Baral, Fall 2007. **Executive Committee,** 2007 – current. Peer intervention program for student athletes with an interest in health & wellness.

Developed **Princeton University Athletics & Athletic Medicine Supplement Policy** in conjunction with Victoria Rosenfeld, R.D., C.S.S.D, Erin McDermott and Jason Gallucci, May 2010.

Developed **Princeton Lightweight Rowing Weight Management Policy** in conjunction with Sports Dietitians, lightweight and open coaching staff, Json Gallucci, 2011-2013.

**Eating Concerns Team,** Princeton University, Multidisciplinary team run by Robin Boudette, then Nathalie Edmonds, PhD, now Jess Oddo McLaughlin PhD; includes team physicians, athletic trainer, dietitian, psychologists and psychiatrist to address eating disorders in Princeton University students. Adjunct member 2006-2016, Member 2016- March 2021.

**Tigers Performance and Wellness (PAW) Team;** co developer with Jon Pastor, PhD, multi-disciplinary treatment team run by Dr. Pastor, includes other team physicians, psychologists, athletic trainer to address mental health issues in student athletes at Princeton University. 2014 – March 2021.

Co-Chair, **UHS Research Advisory Committee (RAC)** with Pasquale Frisina, October 2017- March 2021.

**F. EDITORIAL BOARD**

**Penn State Sportsmedicine Newsletter,** Board of Advisors, August 1993 – 1998.

**Your Patient and Fitness (YPF),** McGraw-Hill Companies, Minneapolis, Minnesota, 1998 – 2005.

Margot Putukian, MD, FACSM, FAMSSM

**Journal of Athletic Training** (official publication of National Athletic Trainers' Association), 1997 – 2019.

**The Physician and Sportsmedicine**, McGraw-Hill Companies, Minneapolis, Minnesota, June 1999 – 2002, 2008-present.

**Medicine & Science in Sports & Exercise**, (Official journal of the American College of Sports Medicine), 2005- 2008.

**Athletic Training and Sports Health Care**, January 2009 – January 2011.  
2011.

**Frontiers in Neurology**, Sports Neurology section, June 2011 – January 2017.

**G. AdHoc REVIEWER**

Med Sci Sports Exercise, Clin J Sports Medicine, J of Athletic Training, Br J Sports Med

**SERVICE TO THE COMMUNITY:**

Special Topics in Sports Medicine Amateur Athletic Union Basketball Mtg, Holt, Michigan, January 17, 1992.

Injury Prevention, Association for Fitness in Business Annual Meeting, East Lansing, Michigan, October, 1992.

Prevention and Acute Treatment of Injuries in Soccer, East Side Soccer Clinic, Spring Meeting (coaches), March 15, 1993.

Sports Injuries in the Recreational Athlete, Department of Transportation Cambridge Boston, MA, July, 1993.

Sports Medicine, Penn State Tailback Club, South Ridge Motor Inn, State College, PA June 24, 1998.

What's New in Sports Medicine at Penn State, Penn State Tailback Club, South Ridge Motor Inn, State College, Pennsylvania, July 21, 1999.

Issues in Sports Medicine, Huddle with the Faculty, Penn State Alumni Association, State College, PA, Nov 13, 1999.

Responsibilities of the Team Physician, Penn State University Retired Alumni, State College, PA, Jan. 17, 2000.

Penn State Women's Soccer, Treasurer. Penn State University, State College, PA, 1994–Dec 2003.

Health Break Column – Centre Daily Times (local newspaper), State College, PA, March 19, 2001 – Repetitive Stress Injuries, April 16, 2001 – Brain Injuries/head protection, October 1, 2001 – Employee Health and Fitness.

Special Problems with the Female Athlete, ACL Injuries, Presented at the Girl Scout Jamboree, State College, Pennsylvania, June 19, 2001.

"Concussion in High School Sports: Your Role as a Coach". **Montgomery School District**, Montgomery, NJ. September 5, 2012.

Coach, Youth Soccer, Centre Soccer, State College, Pennsylvania 1994.

AMSSM Foundation Humanitarian Service Day, New Orleans, April 4, 2014.

AMSSM Foundation Humanitarian Service Day, Hollywood, Florida, April 14, 2015.

Margot Putukian, MD, FACSM, FAMSSM

AMSSM Foundation Humanitarian Service Day, Dallas Texas, April 15, 2016.

Yale Day of Service, Presbyterian Church, Princeton, NJ, May 14, 2016.

AMSSM Foundation Humanitarian Service Day, San Diego, CA, May 8, 2017.

AMSSM Foundation Humanitarian Service Day, Lake Buena Vista, FL, April 11, 2018.

AMSSM Foundation Humanitarian Service Day, Houston, TX, April 23, 2019.

**SPONSORSHIP (Primary Mentorship) OF CANDIDATES FOR POSTGRADUATE DEGREE:**

**Rutgers-Robert Wood Johnson, Department of Family Medicine Sports Medicine Fellowship**, Fellowship Director Jason Womack MD, New Brunswick, NJ, **Princeton site Faculty Member**. Former fellows listed below.

2003-2004	Nicole Solomos MD, Hudson Valley Bone & Joint Surgeons
2004-2005	Melissa Rose MD, Bayside Peds, CA
2005-2006	Kirtida Patel MD, Elon University, Greensville NC
2006-2007	<b>Kinshasa Morton MD</b> , Rutgers University, New Brunswick, NJ
2007-2008	<b>Jason Womack MD</b> , Rutgers University, New Brunswick NJ
2008-2009	Marvell Scott MD
2009-2010	<b>Sasha Steinlight MD</b> , Princeton University, Princeton, NJ Marvell Scott MD
2010-2011	Tom Sargent MD
2011-2012	Megan Miller MD
2012-2013	Rob Flannery MD, University Hospitals, Cleveland Browns, Cleveland OH John James, MD, New Haven, Connecticut
2013-2014	Claudia DalMolin DO, University of Maryland & UMBC, Baltimore, Maryland Rory Tucker MD, Penn State, Hershey, PA
2014-2015	Anthony Shadiack DO, Thomas Langley, Ocala FL Siatta Dunbar DO, Fairview Health Systems, M
2015-2016	Justin Conway MD, New York, NY Chitra Kodery MD
2016-2017	Zachary Schepart MD, Westfield MA Chelsea Evans DO
2017-2018	Kristine Quirolgico MD Hospital for Special Surgery, New York, NJ <b>Jason Krystofiak MD</b> , Rutgers University, New Brunswick, NJ
2018-2019	Matthew Parisi MD RWJ Barnabas, Marlboro, NJ Christine Jones MD
2019-2020	Kathleen Cohen MD, Seattle, WA Taqueer Qazi MD, Barnabas, Tinton Falls, NJ
2004-2021	Provide teaching and supervision during rotations for sports medicine for residents, medical students as scheduled by Dr. Womack or others.

**ADDITIONAL TEACHING RESPONSIBILITIES:**

- A. Lectures or Course Directorships
- Michigan State Medical Society. *Performance Enhancement*, Deerborne, MI, Nov 19, 1992
  - Women in Sports Leadership, Michigan State High School Association. *The Image of the Female Athlete-Linking Anorexia, Osteoporosis, and Amenorrhea*, Lansing, Michigan, February 7, 1993
  - Michigan State University, Sports Medicine Grand Rounds. *Athlete's Heart*, East Lansing, MI, Feb. 23, 1993

Margot Putukian, MD, FACSM, FAMSSM

Michigan State High School Association. *HIV & other Communicable Diseases in Sports*. Lansing, MI, Mar 22, 1993

Michigan LPN Association. *The Female Athlete Triad: Eating Disorders, Amenorrhea, and Osteoporosis*. East Lansing, MI, April 1, 1993

Michigan State University. *Exercise Prescription: The Preparticipation Physical Examination*. East Lansing, MI, April 23, 1993

Penn State University Bio Behavioral Health Class. *Concussions*. State College, PA, September 23, 1999

Penn State University Bio Behavioral Health Class. *Eating Disorders & the Triad*, State College, PA, Sept. 24, 1999

Penn State University Bio Behavioral Health Class. *Current Issues in Athletic Training*. State College, PA, October 14, 1999

Penn State University Bio Behavioral Health Class. *The Female Athlete Triad*. State College, PA, October 19, 1999

Penn State Geisinger Center for Sports Medicine, Grand Rounds, *Headache in the Athlete*. University Park, PA, October 25, 1999

Penn State University Bio Behavioral Health Class. *Concussion*. Penn State University, State College, PA, Feb 29, 2000.

Penn State University Bio Behavioral Health Class. *The Female Triad*. State College, PA, March 2, 2000

Penn State University Athletic Training Club, *Head Injuries*. State College, PA, August 30, 2000

Penn State University Track & Field Team. *Sports Medicine* Penn State University, University Park, PA, November 1, 2000

Pre-Medicine National Medical Association Club, Penn State University, *Primary Care Sports Medicine*. State College, PA, November 15, 2000

Penn State Orthopaedics Grand Rounds, *The Female Athlete Triad*. University Park, PA, November 20, 2000

Penn State Orthopaedics Grand Rounds, *Hypernatremia*. University Park, Pennsylvania, March 30, 2001

Penn State University, Kinesiology Class, *Exercise-Induced Asthma*. University Park, PA, April 23, 2001

Penn State Orthopaedics Sports Medicine Conference, *Exercise-Induced Asthma* University Park, PA, April 25, 2001

Penn State University, Resident and Community Training Staff, *Eating Disorder and the Female Athletic Triad*; University Park, Pennsylvania, August 14, 2001

Penn State University, Kiniesology Class, *Exercise-Induced Asthma*. University Park, PA, October 29, 2001



Penn State University, Winter Medicine Update – Focus on Sports Medicine *Evaluation of Mild Traumatic Brain Injury in Sports and Evaluation of Acute Knee Injuries*. Penn State Conference Center Hotel, University Park, Pennsylvania, February 27, 2002

Penn State University Athletic Training Class. *Exercise-Induce Asthma*. University Park, PA, April 3, 2002

Penn State University Dietetic Interns Class. *Female Athlete Triad*; University Park, PA, April 15, 2002

Dickinson College. *Female Athlete Triad*. Carlisle, Pennsylvania, January 28, 2003.

Penn State Orthopaedics Grand Rounds. *Managing Syncope in Athletes*. University Park, PA, March 21, 2003

Penn State Orthopaedics. *Treatment of Osteoporosis in Pre-menopausal Athletes*. University Park, Pennsylvania, March 26, 2003

Penn State University. *Evaluation and Management of Mild Traumatic Brain Injury; Updates in College Health*, Nittany Lion Inn, University Park, Pennsylvania, May 13, 2003

Penn State University Graduate Assistants Program. *Use of Neuropsych Testing in the Evaluation of Concussion & Vienna Guidelines for Concussion*. University Park, Pennsylvania, August 20, 2003

Penn State University, Athletic Training Class. *Soccer; The PSU Heading Study & Vienna Guidelines for Concussion* Penn State Athletic Student Trainers, University Park, Pennsylvania, August 22, 2003.

Penn State University, Athletic Training Class. *Syncope in Athletes*. University Park, PA, Oct 20, 2003

Princeton University, *The Female Athlete Triad*. University Health Services CME, Princeton, NJ, Winter 2004

Princeton University, *Mild Traumatic Brain Injury in College Students and Hematuria in Athletes*. University Health Services CME, Princeton, NJ, Spring, 2005.

Princeton University, *Commotio Cordis*. University Health Services CME, Princeton, NJ, April, 2007.

Princeton University Inpatient Nursing unit. *Concussion; An Update for Clinicians*, University Health Services, Princeton, NJ October 13, 2010,

Philadelphia College of Osteopathic Medicine Sports Medicine Club. *Sports Medicine; Is it a Career for you?*, Philadelphia College of Osteopathic Medicine, Philadelphia, PA, January 8, 2011.

Princeton University, Student Athlete Wellness Leaders Training. *Mental Health Issues in Athletes*. with J. Pastor. Princeton, NJ, January 11, 2012.

Princeton University, University Health Services. *Concussion Management & Research at Princeton*. Princeton, NJ, March 13, 2012.

Princeton University, Student Athlete Wellness Leaders Training. *Mental Health Issues in Athletes*. Princeton, NJ, January 10, 2013.

Princeton University, McCosh Ladies Auxilliary. *Princeton University Athletic Medicine Update*. Nassau Club, Princeton, NJ January 18, 2013.

Princeton University Athletics Department. *Concussion Policy & Management at Princeton*. Coaches Update. April 3, 2013.

Princeton University Healthier Advisory Board *Concussions in the University Context*. Palmer House, Princeton University. November 8, 2013.

Rutgers University American Medical School Association *Sports Medicine: Is it a Career for You?* New Brunswick, NJ, March 29, 2014.

Princeton University Athletics Department. *Concussion Policy & Management at Princeton*. Coaches Update. April 30 and May 20, 2014.

UConn Athletic Medicine. *Sports Medicine Hot Topics*. Farmington, CT, May 23, 2014.

Princeton University, Student Athlete Wellness Leaders Training. *Psychological Response to Injury: Mental Health Issues in Athletes*. with D Lau, Princeton, NJ, January 7-8, 2015.

Princeton University, Student Athlete Wellness Leaders Training. *Psychological Response to Injury: Mental Health Issues in Athletes*. with D Lau, Princeton, NJ, January 6, 2016.

Princeton University, Student Athlete Wellness Leaders Training. *Psychological Response to Injury: Mental Health Issues in Athletes*. Princeton, NJ, January 10, 2017.

Princeton University, Student Athlete Wellness Leaders Training. *Psychological Response to Injury: Mental Health Issues in Athletes*. Princeton, NJ, January 9, 2018.

Rutgers-Robert Wood Johnson Department of Family Medicine. Didactic session for Sports Medicine Fellows & Residents. *Concussion. General Management & Rehabilitation Options, Sex Differences, Journal Club* (Manley et al, BJSM Complications of Concussion). With S. Gonzalez. Princeton, NJ, December 19, 2018,

Princeton University, Student Athlete Wellness Leaders Training. *Psychological Response to Injury: Mental Health Issues in Athletes*. with M. Gross. Princeton, NJ, January 9, 2019.

Princeton University, Student Athlete Wellness Leaders Training. *Psychological Response to Injury: Mental Health Issues in Athletes*. with M. Gross. Princeton, NJ, January 7, 2020.

#### **CLINICAL / TEAM PHYSICIAN RESPONSIBILITIES / EMPLOYMENT:**

##### **January 2004- March 2021 Princeton University**

**Director of Athletic Medicine, Head Team Physician, Assistant Director of Medical Services.** Oversee other team physicians, athletic trainers and physical therapy staff, sports dietitian and research assistants. Supervise Head Athletic Trainer, Clinical Service Assistant and Research Assistants as well as Physical Therapy Staff and Sports Dietitian. Head Team physician for Football, field hockey, men's basketball, men's lacrosse, men's and women's soccer, cross country and track, tennis, squash, rowing, fencing, golf, baseball, softball, women's ice hockey. Assist with men's ice hockey, women's basketball, women's lacrosse and wrestling. Oversee all programming and policies and procedures, including sports physicals, concussion program, cardiac and mental health screening programs. Make final clearance decisions and return to play decisions for student athletes. Provide NCAA Healthcare Administrator role for Princeton University.

<b>July 1993 – Dec 2003</b>	<b>Penn State University</b> Director of Primary Care Sports Medicine / Team Physician, Penn State University, covered several sports as lead physician including men's basketball, men's and women's soccer, cross-country and track, lacrosse, tennis, swimming, volleyball, baseball, women's gymnastics, field hockey, men's ice hockey (club), softball. Assisted with event coverage for Football and other sports.
<b>October 2010– Jan 2019</b>	<b>Team Physician, US Men's Lacrosse National Team</b>
October 10, 2010	Stars & Stripes, US Men's Lacrosse team vs Harvard University, Boston, MA
January 30, 2011	Champions Challenge, US Men's Lacrosse team vs Notre Dame, Orlando FL
October 10, 2011	Stars & Stripes, US Men's Lacrosse team vs Duke University, Chapel Hill, NC
January 29, 2012	Champions Challenge, US Men's Lacrosse team vs Denver, Disneyland, FL
September 8, 2012	Duel in Denver, US Men's Lacrosse team vs Canada, Denver, CO
January 25-27, 2013	Champions Challenge, US Men's Lacrosse team vs Loyola, Disneyland, FL
August 31-Sept 1, 2014	National Team Tryouts, US Men's Lacrosse team, Goucher College, MD
Oct 4-5, 2014	National Team Training, Play for Parkinsons, Washington, DC
Oct 18-19, 2014	National Team Training, Downington, PA
January 24-26, 2014	Champions Challenge, US Men's Lacrosse team vs USA MNT, Disneyland, FL
June 23-27, 2014	National Team Training, MNT vs Major League Lacrosse All Stars, Boston MA
July 6-20, 2014	<b>National Team FIL World Championships Lacrosse, Denver, CO, Semifinalists, 2<sup>ND</sup> Place</b>
January 13-15, 2017	National Team Spring Showcase, vs Notre Dame, IMG Academy, Tampa, FL
July, Sept, Oct 2017	National Team Tryouts, US Men's Lacrosse Team, Hunt Valley, MD
January 5-7, 2018	National Team Spring Premiere, final tryouts, Tampa FL
June 24-30, 2018	National Team Training, MNT vs Major League All Stars, Boston, MA
July 8-22, 2018	<b>National Team FIL World Lacrosse Championships, Netanya, Israel, Champions.</b>
<b>April – August, 2009</b>	<b>Team Physician, Sky Blue FC, Women's Professional Soccer League, Somerset, NJ, Inaugural Season (2009). Champions.</b>
<b>Oct 1995 – Dec 2003</b>	Drug Testing Program Coordinator, Intercollegiate Athletics, Penn State University, State College, PA.
<b>June 17 - July 4, 1999</b>	<b>Volunteer Physician, Women's World Cup, (Soccer), Boston, MA</b>
<b>February 1997 - 2004</b>	<b>Physician, USA Gymnastics National Health Care Referral Network</b>
<b>July 1994 - present</b>	<b>Team Physician, United States National Soccer Teams</b>
July 5-10, 1994	Team Physician. U.S. U-19 Men's Team, Honduras
July 1997	Team Physician, United States Boys Under-17; US training sites
March 1998	Team Physician, US Women's National Team, Algarve Cup, Portugal
July 1998	Team Physician, United States Women's Team, Good Will Games, Long Island, NY
July 2006	Team Physician, United States U-20 Women's Team, Finland
July 2007	Team Physician, United States U-17 Women's Team, Germany / England

Margot Putukian, MD, FACSM, FAMSSM

December 2007	Team Physician, United States U-17 Women's Team, Argentina
June 2009	Team Physician, United States U-20 Women's Team, Germany
January 2010	Team Physician, United States U-20 Women's Team, Concacaf World Cup Qualifying ( <b>champions</b> ), Guatemala
January 2014	Team Physician, United States U-20 Women's Team, Concacaf World Cup Qualifying ( <b>champion</b> ), Grand Cayman
July 31-Aug 2014	Team Physician, United States U-20 Women's Team, World Cup, Edmonton, British Columbia (BC)
Jan 1, 2018-current	Named Team Physician Leader, U-20 Women's Team
<b>July, 1991-present</b>	<b>United States Olympic and Paralympic Committee (USOPC)</b>
July 4-18, 1991	Volunteer Physician at US Olympic Training Center, (USOTC), Lake Placid, New York
Nov 3-12, 1997	Volunteer Physician, USOTC, Colorado Springs, CO
September, 2000	Volunteer Physician, USOC, Bank of America Cup, San Diego, CA
January, 2021	Alternate Volunteer Team Physician, 2021 Tokyo Summer Olympics
February, 2021	Volunteer Team Physician, 2022 Beijing Winter Olympics
<b>July 25-Aug 8, 1994</b>	<b>Team Physician. USA Basketball, Women's National Team, Goodwill Games, St. Petersburg, Russia</b>
<b>July 1992-1993</b>	<b>Team Physician, Michigan State University. East Lansing, MI</b>
<b>July 1992-1993</b>	<b>Team Physician. Grand Ledge High School. Grand Ledge, MI</b>
<b>July 1993</b>	<b>Volunteer Physician. World University Games. Buffalo, NY (Basketball, Gymnastics, Soccer)</b>
<b>July 1990-1992</b>	<b>Medical Assistant, Lake Placid Soccer Center, Lake Placid, NY</b>
<b>July 1990-1992</b>	Team Physician. Local football games and triathlons. East Ridge and Brighton High Schools, under Dr. James Swenson. Rochester, NY
<b>Dec. 1988-Jan. 1989</b>	Mount Snow Sports Medicine. 5 week medical school rotation. Harry Harotoonian, M.D., Fam Med / Mt. Snow Ski Areas' First Aid Base, (X-ray and casting facilities)
<b>Summers 1986-1988</b>	<b>Tourleader and Soccer Coach. TEAMS USA.</b> Leader of 5 week tours responsible for 100-125 soccer players, aged 14-18, in Eastern and Western Europe each summer.
<b>August 1985-May 1987</b>	Soccer Coach (assistant) <b>Boston University</b> Club Women's Soccer
<b>Summers 1980 - 1994</b>	Soccer Coach. Lake Placid Soccer Center. Lake Placid, New York, Nazareth College Soccer Camp, Rochester, New York, The Soccer Farm, Pomfret & Fairfield, CT, UMass Soccer Camp, Amherst, Massachusetts

**GRANT SUPPORT:**

Big Ten Head Injury in Soccer Study. Principal Investigators: Margot Putukian, M.D., James Nevins, M.D. Non-Funding Study. August 18, 2000

Interdisciplinary Seed Grant - **College of Health and Human Development**, Alteration in Risk Factors for Anterior Cruciate Ligament Rupture Across the Menstrual Cycle. Principal investigator: Jay Hertel, Ph.D., \$6000.00, October 1999 - June 30, 2000

Cognitive Function in Soccer Players: Effect of Heading. Principal investigator: Margot Putukian, M.D. Non-Funding Study. 1999 -2003

Concussion in Collegiate Athletes: Prospective Neuropsychological Assessment. Principal investigator: Ruben Echemendia, Ph.D. 1995 – 2003.

**National Institute of Health.** "Bone Structural Adaptation to Body Weight and Exercise". Principal investigator: Thomas A. Lloyd, Ph.D. \$877,980.00 December 1, 2002 - November 30, 2005.

**National Institute of Health.** "Bone Strength: Measurement and Clinical Application". Principal investigator: Moira Petit, Ph.D. \$457,087.00 July 1, 2002 - June 30, 2007.

Putukian M, Steves R, Boyarsky R, Bechler J: Ultrasound Screening for Sports Hernias in the Collegiate Athlete. Protocol #0000004071. Non-funded study. IRB Re-approval August 21, 2009

**New Jersey Commission on Brain Injury Research Grant;** Investigators Osherson D, Dettwiler A, Putukian M, Cuban V, Echemendia R. Longitudinal assessment of brain structure and function in sports-related concussion. May 2010- May 2013, \$475,000.

**American Medical Society for Sports Medicine Foundation Grant;** Co-Principal Investigator. Putukian, M, Osherson D, Dettwiler A, Cuban V, Echemendia R: Longitudinal Assessment of Brain Structure and Function in Sports-related Concussion. January 2010-January 2011, \$24,750.00, extension to January 2012.

**NOCSAE Grant.** Investigators Osherson D, Dettwiler A, Putukian M, Echemendia R, M Murugavel. "Multimodal neuroimaging: Diffusion Tensor Imaging, MR Spectroscopy and Susceptibility weighted imaging in association with clinical measures to assess sports-related concussion in varsity level college athletes". July 1, 2012 – June 30, 2014, \$342,282 for 2 years.

**US Lacrosse Grant:** Investigators Putukian M, Dulabi T, O'Neil G, Echemendia RE, Crisco J, Lincoln A: Head Impact Exposures in Lacrosse Players. \$56,270 approved for two phase study of impacts in Fall '13 and Spring '14 season for both men's and women's teams.

**NOCSAE Sport Concussion Grant Proposal:** Investigators Putukian M, Mihalik J, Guskiewicz K, Marshall S, Echemendia. "The effect of head impact biomechanics on short- and long-term neurological status in collegiate men's and women's lacrosse and soccer players". \$184,800 per year for 2 year period (\$369,000). For August 1, 2013 through July 31, 2015. Submitted May, 2012, accepted for full proposal submission June, 2012, submitted September 30, 2012. Re-submitted 12/2013. Accepted 1/2014. Study period March 2014- June 2016.

**Ivy League Concussion Proposal.** Investigators Putukian M, Campbell-McGovern C, Giacalone J, Maerlender A: "The Epidemiology of Concussions in Ivy League Sports. A Web-Based Registry Study. IRB approval from Princeton March 14, 2013 – March 2021.

**National Collegiate Athletics Association – Department of Defense Grand Alliance:** Concussion Assessment, Research and Education (CARE) Consortium – Longitudinal Study Core (CSC). Principal Investigators S Broglio, T. McAllister, M Mcrea. University of Michigan, Indiana University, Medical College of Wisconsin, respectively. Sub-contract award to Princeton University, Site PI: Putukian, M; three year study \$432,696 Start date 8/1/2014-2017. Princeton IRB approval. IRB approved U Michigan. No Cost Extension approved to April 30, 2018

**National Collegiate Athletics Association – Department of Defense Grand Alliance:** Concussion Assessment, Research and Education (CARE 2.0) Consortium – Longitudinal Study Core (CSC). Principal Investigators S Broglio, T. McAllister, M Mcrea. University of Michigan, Indiana University, Medical College of Wisconsin, respectively. Sub-contract award to Princeton University, Site PI: Putukian, M. May 2018 – August 31, 2020. **2 year study**

**The Epidemiology of Concussions in Ivy League & Big Ten Sports** PI Doug Wiebe. Senior Researcher / Princeton site PI M Putukian. New UPenn IRB approval fall 2019 – March 2021.

**Screening for mental health in college athletes using the Athlete Psychological Strain**

**Questionnaire:** Putukian M, Bauer N, Riegler K, Echemendia RJ, Reynolds A. Princeton IRB Protocol 12087, approved. Non-funded.

**Sport Concussion Assessment Toll (SCAT) Version 5: A comparison between Standardized Assessment of Concussion (SAC) 10 vs 5 word list performance:**

Putukian M, Bauer N, Echemendia RJ, Riegler, Reynolds A. Princeton IRB Protocol 11608, approved. Non-funded.

**OTHER RESEARCH EXPERIENCE:**

**Harvard Medical School, New England Regional Primate Research Center.** Research Assistant. Analyzed lipids and assessed possible contribution to arteriosclerosis. Principal investigator: Robert Nicoli, M.D., Southboro, Massachusetts Summer 1983 (Scholarship).

**Harvard Medical School, Department of Neonatology.** Established animal model for study of artificial surfactant replacement in Respiratory Distress Syndrome. Principal Investigator: William Taesch, M.D. Boston, Massachusetts, October 1984-August 1985 (Research Assistant).

**Tufts New England Research Center for the Aging.** Independently studied effects of exercise on the aging process. Principal investigator: William Evans, Ph.D. Boston, Massachusetts Summer 1986 and Dec 1989.

Research Physician, collaboration with **Noll Physiological Research Center**, Penn State University, 119 Noll Lab, University Park, Pennsylvania, August 1993 – July 1998, March 2001 – Dec 2003.

**PUBLICATIONS:**

**A. Refereed Original Articles in Journal**

1. **Putukian M**, McKeag DB, Nagle S: Non-contact Knee Dislocation in a Female Basketball Player. *Clin J Sport Med.* 5(4):258-261, 1995.
2. **Putukian M**, Knowles W, Swere S, Castle N: Injuries in Indoor Soccer; The Lake Placid Dawn to Dark Festival. *Am J of Sports Med* 24(3):317-322, 1996.
3. Kraemer, WJ, Volek JS, Clark KL, Gordon SE, Incledon T, Puhl SM, Triplett-McBride, NT, McBride JM, **Putukian M**, Sebastianelli WJ: Physiological Adaptations to a Weight Loss Dietary Regimen and Exercise Programs in Women. *J Applied Physiology* 83(1):270-279, 1997.
4. Nindl BC, Kraemer WJ, Emmert WH, Mazzetti SA, Gotshalk LA, **Putukian M**, Sebastianelli WJ, Patton JF: Comparison of Body Composition Assessment Among Lean Black and White Male Collegiate Athletes. *Med & Sci in Sports & Exercise* 30(5):769-776, 1998.
5. Kraemer WJ, Volek JS, Bush JA, **Putukian M**, Sebastianelli, WJ: Hormonal responses to three consecutive days of heavy resistance exercise with or without protein/carbohydrate supplementation. *J Applied Physiology* 85(4):1544-1555, 1998.
6. Bush JA, Kraemer WJ, Mastro AM, Triplett-McBride NT, Volek JS, **Putukian M**, Sebastianelli WJ, Knuttgen HG: Exercise and Recovery Responses of Adrenal Medullary Neurohormones to Heavy Resistance Exercise. *Med Sci Sports Exer* 31(4):554-559, 1999.
7. Volek JS, Duncan ND, Mazzetti SA, Staron RS, **Putukian M**, Gomez AL, Pearson DR, Fink WJ, Kraemer WJ: Performance and muscle fiber adaptations to creatine supplementation and heavy resistance training. *Med Sci Sports Exerc* 31(8):1147-1156, 1999.
8. Kraemer WJ, Volek JS, Clark KL, Gordon SE, Puhl SM, Koziris LP, McBride JM, Triplett-McBride NT, **Putukian M**, Newton RU, Häkkinen K, Bush JA, Sebastianelli WJ: The influence of exercise training on physiological and performance changes with weight loss in men. *Med Sci Sports Exer* 31(9):1320-1329, 1999.
9. Kraemer WJ, Hakkinen K, Newton RU, Nindl C, Volek JS, McCormick M, Gotshalk LA, Gordon SE, Fleck SJ, Campbell WW, **Putukian M**, Evans WJ: Effects of heavy-resistance training on hormonal response patterns in younger vs. older men. *J Appl Physiol.* 87(3):982-992, 1999.
10. Bush JA, Dohi K, Mastro AM, Volek JS, Lynch JM, Triplett-McBride NT, **Putukian M**, Sebastianelli WJ, Newton RU, Hakkinen K, Kraemer WJ: Exercise and Recovery Responses

- of Lymphokines to Heavy Resistance Exercise. *J Strength and Conditioning Res* 14(3):344-349, 2000.
11. **Putukian M**, Echemendia R, Mackin S: The Acute Neuropsychological Effects of Heading in Soccer: A Pilot Study. *Clin J Sport Medicine*, 10:104-109, 2000.
  12. Echemendia R, **Putukian M**, Mackin RS, Julian L, Shoss N: Neurophysiological Test Performance Prior to and Following Sports-Related Mild Traumatic Brain Injury. *Clin J Sports Med*. 11:23-31, 2001.
  13. Kraemer WJ, Bush JA, Wickham RB, Denegar CR, Gomez AL, Gotshalk LA, Duncan ND, Volek JS, **Putukian M**, Sebastianelli WJ: The Influence of Compression Therapy on Symptoms Following Soft Tissue Injury from Maximal Eccentric Exercise. *J Ortho Sport Phys Therapy*, 31(6):282-90, June 2001.
  14. Dohi K, Mastro AM, Miles MP, Bush JA, Grove DS, Leach SK, Volek JS, Nindl BC, Marx JO, Gotshalk LA, **Putukian M**, Sebastianelli, WJ, Kraemer WJ: Lymphocyte Proliferation in Response to Acute Heavy Resistance Exercise in Women. *Eur J Appl Physiol* 85(3-4):367-373, August 2001.
  15. Kraemer WJ, Gardiner DF, Gordon SE, Koziris LP, Sebastianelli WJ, **Putukian M**, Newton RU, Ratamess NA, Volek JS, Hakkinen K: Differential Effects of Exhaustive Cycle Ergometry on Concentric and Eccentric Torque Production. *J Sci Med in Sports* 4(3):301-309, September 2001.
  16. Johnson PD, Hertel J, Olmsted LC, Denegar CR, **Putukian M**: Effect of mild brain injury on an instrumental agility task. *Clin J of Sports Med*, 12:12-17, 2002.
  17. Herring S, Bergfeld J, Boyd J, Duffey T, Fields K, Grana W, Indelicato P, Kibler W, Pally R, **Putukian M**, Sallis R: The Team Physician and Return-To-Play Issues Consensus Statement. *Med Sci Sports Exer* 34(7):1212-1214, July 2002.
  18. Herring SA, Griffin LY, Hannafin JA, Indelicato P, Joy EA, Kilber WB, Lebrun CM, Pally R, **Putukian M**: Female Athlete Issues for the Team Physician: A Consensus Statement. *Med Sci Sports Exer* 35(10): 785-1793, October 2003.
  19. Schmitt DM, Hertel J, Evans TA, Olmsted LC, **Putukian M**: Effect of an acute bout of soccer heading on postural control and self-reported concussion symptoms. *Int J Sports Med*. 25(5) p 326-331, 2004.
  20. Guskiewicz KM, Bruce SL, Cantu RC, Ferrara MS, Kelly JP, McCrea M, **Putukian M**, Valovich-McLeod TC: National Athletic Trainers' Association Position Statement: Management of Sport-Related Concussion. *J Athl Train*. 39(3): 280–297, 2004.
  21. **Putukian M**: Pneumothorax and Pneumomediastinum. *Clinics Sports Med* 23(3), p443-454, 2004.
  22. **Putukian M**: Heading in Soccer – Is it Safe? *Curr Sports Med Reports* 3:9-14, 2004.
  23. Herring, S, Bergfeld J, Indelicato P, Jaffe R, Kibler WB, McKeag DB, Pally R, **Putukian M** et al: Concussion (Mild Traumatic Brain Injury) and the Team Physician: A Consensus Statement. *Med Sci Sports Exer* 37(11):2012-2016, 2005.
  24. **Putukian, M**: Repeat Mild Traumatic Brain Injury: How to Adjust Return to Play Guidelines. *Current Sports Med Reports* 5:15-22, 2006.
  25. Kraemer WH, Kim SK, Bush JA, Nindl BC, Volek SJ, SPiering BA, Hatfield DL, Fragala MS, **Putukian M**, Sebastianelli WJ: Influence of the menstrual cycle on proenkephalin peptide F responses to maximal cycle exercise. *Eur J Appl Physiol* 96:581-586, 2006.
  26. Hertel J, Williams NI, Olmsted-Kramer LC, Leidy HJ, **Putukian, M**: “Neuromuscular Performance & Knee Laxity do not change across the menstrual cycle in female athletes”. *Knee Surgery, Sports Traumatology, Arthroscopy*, 14(9):817-22, 2006.
  27. Herring SA, Boyajian-O’Neill, Coppel D et al: Psychological Issues Related to Injury in Athletes and the Team Physician: A Consensus Statement. *Med & Science in Sports & Exerc* 2006;38(11): 2030-2034.
  28. Dick R, **Putukian M**, Agel J, Evans TA, Marshall SW: Descriptive Epidemiology of Collegiate Women’s Soccer Injuries: National Collegiate Athletics Association Injury Surveillance System 1988-1989 through 2002-2003. *J Athletic Training* 2007;42(2):278-285.
  29. Agel J, Evans TA, Dick R, **Putukian M**, Marshall SW: Descriptive Epidemiology of Collegiate Men’s Soccer Injuries: National Collegiate Athletics Association Injury Surveillance System 1988-1989 through 2002-2003. *J Ath Training* 42(2):270-277, 2007.
  30. Herring SA, Bernhardt, DT, Boyajian-O’Neill L, Gerbino P, Jaffe R, Joy SM, Kibler WK, Lower W, **Putukian M**, Weber S, Whalen M: Selected Issues in Injury and Illness Prevention

- and the Team Physician: A Consensus Statement. *Med Sci Sports Exer* 39(11):2058-2068, 2007.
31. **Putukian M**, O'Connor FG, Stricker PR, et al: Mononucleosis and Athletic Participation: an Evidence Based Subject Review. *Clin J Sports Med* 18:309-315, 2008.
  32. Herring SA, Bergfeld JA, Bernhardt DT, Boyajian-O'Neill L, Gregory A, Indelicato PA, Jaffe R, Joy SM, Kibler WB, Lowe W, **Putukian M**: Selected Issues for the Adolescent Athlete and the Team Physician: A Consensus Statement. *Med Sci Sports Exer* 40(11):1997-2012, 2008.
  33. **Putukian M**, Aubry M, McCrory P: Return to play after sports concussion in elite and non-elite athletes? *Br J Sports Med*. 43:i28-i31, 2009.
  34. McCrory P, Meeuwisse W, Johnston K, Dvorak J, Aubry M, Molloy M, Cantu R (authors), Broglio S, Davis G, Dick R, Echemendia R, Gioia G, Guskiewicz K, Herring S, Iverson G, Kelly J, Kissick J, Makdissi M, McCrea M, Ptito A, Purcell L, **Putukian M**. Consensus Statement on Concussion in Sport: the 3rd International Conference on Concussion in Sport. Zurich, Switzerland, November 2008. *Br J Sports Med* 43:i76-i84, 2009.
  35. Herring S, Kibler WB, **Putukian M**, Allen TW, Bergfeld J, Boyajian-O'Neill, Cosca D, Jaffe R, Lowe W, Thorson D: Selected Issues for the Masters Athlete and the Team Physician: A Consensus Statement, *Med Sci Sports Exerc* 42(4):820-833, 2010.
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### **Books, Monographs and Chapters**

#### **a. Book Editor**

1. **Team Physician's Handbook**, 3rd Edition. Mellion, Walsh, Madden, Putukian, Shelton Editors. Hanley & Belfus, Inc., Philadelphia, Pennsylvania 2002.
2. **Sports Medicine Secrets 3rd Edition**. Mellion, Putukian, Madden, Editors. Hanley & Belfus, Inc., Philadelphia, Pennsylvania 2002.
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4. **Section Editor**; 5 minute Clinical Consult; American Medical Society for Sports Medicine, publication 2011.
5. **Netter's Sports Medicine – The Team Physician's Handbook**, Madden C, Putukian M, Young C, McCarty E (editors). Elsevier Inc, published August, 2009, 2nd Edition published 2017. 3rd Edition in progress.

#### **b. Chapters**

1. **Putukian M**: Soccer. In Medical and Orthopaedic Issues of Active and Athletic Women. Edited by Rosemary Agostini. Hanley and Belfus, Inc., May 1993.
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#### B. Patents Held

#### C. Other Articles

1. **Putukian M**: The Female Triad: Eating disorders, Amenorrhea, and Osteoporosis." *Med Clinics of NA* 78(2):345-356, 1994.
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#### D. Abstracts

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22. Dettwiler A, Murugavel M, **Putukian M**, Echemendia R, Cubon V, Furtado J, Osherson D: Persistent differences in patterns of brain activation after sports-related concussion: a longitudinal fMRI study. Presented at 4th International Consensus Conference on Concussion in Sport, Zurich Switzerland, November 1, 2012.
23. **Putukian M**, Riegler K, Amalfe S, Echemendia R, Frisina P. (2015, July). Correlates to Concussion Recovery in College Athletes: A Prospective Evaluation of Pre-Injury Modifiers and Post-Injury Clinical and Neuropsychological Assessments. Big Ten-Ivy League TBI Collaboration Summit, Philadelphia, July 2016.
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27. **Putukian, M.**, Riegler, K., Amalfe, S., Echemendia, E., Bruce, J: Baseline Predictors of Prospective Concussion in Collegiate Athletes. American College of Sports Medicine. Denver, CO May 29-June 3, 2017.
28. Mihalik JP, Teel EF, Wasserman EB, Amalfe SA, & **Putukian M**: Relationship between subconcussive impacts on clinical measures of neurologic function in college women's soccer players. American College of Sports Medicine Annual Meeting, Denver, CO. (May 30-June 3, 2017).
29. Barczak NE, Ford CB, Teel EF, Amalfe SA, **Putukian M**, Mihalik JP: Repetitive Subconcussive High-Magnitude Head Impacts Affect Short-term Neurological Function in College Lacrosse and Soccer Student Athletes. NATA Submission, NATA meeting, New Orleans, June, 2018.
30. Combs PR, Ford CB, Teel EF, Amalfe SA, **Putukian M**, Mihalik JP: Influence of Sex, Sport, and Event on Head Impact Biomchanics in College Soccer and Lacrosse Student-Athletes. NATA Submission, NATA meeting, New Orleans, June, 2018.
31. **Putukian M**, Mihalik J, Amalfe S, Riegler K, Barczak N, Teel E: Effect of head impact biomechanics on short- and long-term neurological status in collegiate mens and womens lacrosse and soccer players. American Medical Society for Sports Medicine Annual Meeting, Oral Poster Presentation, April 2018.
32. Quirolgico K, Krystofiak J, Conway J, Como B, Altobelli A, **Putukian M**: Echocardiographic Findings after Abnormal Pre-Participation Screening including ECG: A Division I University's 5 Year Experience. American Medical Society for Sports Medicine Annual Meeting, accepted for Oral Poster Presentation, April 2018.
33. Krystofiak J, Quirolgico K, Conway J, Altobelli A, **Putukian M**: Back to the Past: A Review of Previously Analyzed Screening ECG's in Collegiate Athletes. American Medical Society for Sports Medicine Annual Meeting, accepted for Podium Poster Presentation, April 2018.
34. Wiebe D, D'Alonzo B, Campbell-McGovern C, Cooper M, Smith D, **Putukian M**: Design and findings from the epidemiology study of concussions in Ivy League and Big Ten student-athletes. American Public Health Association annual meeting, November 2018.
35. **Putukian M**, Riegler K, Amalfe S, Echemendia R, Frisina, P: Correlates to concussion recovery in college athletes: prospective evaluation of pre-injury modifiers and post-injury clinical and neuropsychological assessments. *Br J Sports Med* Jun 2017, 51 (11) A28.
36. Rao, P, Weiss M, Johnson D, Koilor C, Langstaff R, Miller S, **Putukian M**, Gallucci J, Martinez M, Shipon D: Prevalance and Significance of Isolated Inferior T-Wave Inversion in Young Athletes. Presented at American Heart Association Meeting, 2020.

#### E. Reports

#### PRESENTATIONS:

##### A. Scientific

##### B. Professional (Clinical): Regional or National presentations

1. Putukian M: "Presyncope in a Cross-country Runner." Case Presentation, American College of Sports Medicine Annual Meeting, Seattle, Washington, June 4, 1993. (National)
2. Putukian M: "Giving-way Episodes in an 18 yr old Male." Case Presentation, "Non-traumatic Knee Dislocation in a Basketball Player." Case Presentation, American Medical Society for Sports Medicine Annual Meeting, Sun Valley, Idaho, July 17-22, 1993. (National)
3. Putukian M: "Exercise-Induced Asthma." "Eating Disorders, Amenorrhea & Amenorrhea." Primary Care Sports Medicine Symposium, Hershey, PA, March 11-12, 1994. (Regional)

4. Putukian M: "Health Issues for Student Athletes." National Association of Academic Advisors for Athletics Regional Conference April 21, 1994. (National)
5. Putukian M: "Women's Health Issues." Pennsylvania Athletic Trainers' Society Meeting and Clinical Symposium Hershey, Pennsylvania, May 13-15, 1994. (Regional)
6. Putukian M: "Syncope in a Cross-Country Runner." Case Presentation. American College of Sports Medicine Annual Meeting, Indianapolis, Indiana, June 3, 1994. (National)
7. Putukian M: "Injuries in Indoor Soccer; The Lake Placid Dawn to Dark Festival 1993." U.S. Soccer Symposium on the Sports Medicine of Soccer, Lake Buena Vista, Florida, June 11-15, 1994. (National)
8. Putukian M: "Sudden Death In Sports", "Female Triad." Primary Care Sports Medicine Symposium, Hershey, Pennsylvania, March 11, 1995. (Regional)
9. Putukian M: "Loss of Consciousness & Hemiparesis in a Basketball Player." Case Presentation. American Medical Society for Sports Medicine Annual Meeting, Hilton Head, SC, April 3, 1995. (National)
10. Putukian M: "Female Triad: Amenorrhea, Fasting Disorders and Osteoporosis." Sports Medicine An Update for the Primary Physician Symposium, Centre Community Hospital, State College, Pennsylvania, April 5, 1995. (Regional)
11. Putukian M: "Special issues of the female adolescent athlete." Sports Medicine and The Young Athlete Symposium. Children's Hospital of Michigan, Detroit, Michigan. May 17, 1995. (National)
12. Putukian M: "The Female Triad." Primary Care Sports Medicine Symposium, Visiting Professor, University of Pittsburgh School of Medicine, Pittsburgh, Pennsylvania, January 31, 1996. (Regional)
13. Putukian M: "Concussion in a Female Basketball Player Associated with Significant Amnesia." Case Presentation ACSM, AMSSM, AOSSM- Advanced Team Physician Course, Scottsdale, Arizona, February 29 - March 3, 1996. (National)
14. Putukian M: "The Female Athlete Triad" Ball Memorial Hospital's Sports Medicine Grand Rounds Lecture Series, Muncie, Indiana, April 5, 1996. (National)
15. Putukian M: "The Female Athlete Triad" presented to staff and student athletic trainers at Lock Haven University, Lock Haven, Pennsylvania, April 15, 1996. (Regional)
16. Putukian M: "Jumping Injury in an 18 year old male." Case presentation, "Neuropsychological Assessment of Collegiate Athletes." Research Forum presentation, American Medical Society for Sports Medicine Annual Meeting, Disney Yacht & Beach Club, Orlando Florida, June 10 - 11, 1996. (National)
17. Putukian M: "The Role of Fluids in Athletic Nutrition." American Medical Society For Sports Medicine, Exchange lecturer, National Athletic Training Association Annual Meeting, Orlando Convention Center, Orlando Florida, June 14, 1996. (National)
18. Putukian M: "Exercise-induced Headache, Bronchospasm and Anaphylaxis." Sports Medicine and Soccer Symposium, Birmingham, Alabama, July 26, 1996. (National)
19. Putukian M: "Sports Medicine for Youth Soccer." Sports Medicine and Soccer Symposium, Birmingham, Alabama, July 26, 1996. (National)
20. Putukian M: "The Female Athlete Triad; Menstrual Dysfunction, Fasting Disorders, Osteoporosis." Mid-Atlantic Regional Chapter, American College of Sports Medicine Annual Scientific Meeting. White Haven, Pennsylvania, November 10, 1996. (Regional)
21. Putukian M: "Lower Extremity Injury in the Athlete Metatarsal Stress Fractures, Stress Fracture, and The Jones Fracture." Visiting Professor, University Pittsburgh Sports Medicine Conference, Pittsburgh, Pennsylvania, March 8, 1997. (Regional)
22. Echemendia R, Putukian M, Julian L, Shoff N: "Neuropsychological Test Performance Prior to and following Sports Related mild traumatic Brain Injury". Research Abstract, American Medical Society for Sports Medicine Annual Meeting, Colorado Springs, Colorado, April 6, 1997. (National)
23. Putukian M: "Concussion Associated with Severe Amnesia in a Basketball Player." Case presentation at ACSM Annual Meeting, Denver, Colorado, May 28-May 31, 1997. (National)
24. Putukian M: "The Female Athlete Triad." SUMMA Health System Annual Sports Medicine Conference, Akron, Ohio, October 30-31, 1997. (National)

25. Putukian M: "Acute Effects of Heading in Soccer: A Prospective Neuropsychological Evaluation." American Medical Society for Sports Medicine Annual Meeting, Nashville, TN, April 6-8, 1998. (National)
26. Putukian M: Symposium Youth Soccer: "Lower Extremity Injuries in Youth Soccer: What is at risk and why." American College of Sports Medicine Annual Meeting. Orlando, Florida, June 3, 1998. (National)
27. Putukian M: "Sports Medicine." WPSX-TV Segment, State College, Pennsylvania, July 1, 1998. (Regional)
28. Putukian M: "Head Injuries." SUMMA Health System Annual Sports Medicine Conference. Akron, OH, October 23, 1998. (Regional)
29. Putukian M: "Athletic Girls: Tomorrow's Healthier Women." Ivy League Women's Championships Silver Anniversary Symposium, Brooklyn, New York, April 23, 1999. (National)
30. Putukian M: "Medical Issues in Sports, Headache in the Athlete." American Medical Society for Sports Medicine Annual Meeting. Hilton Head, South Carolina, April 28, 1999. (National)
31. Putukian M: "Psychological Services for Student Athletes.", "Ethical & Legal Issues in Sports Medicine." Penn State 1999 Coaches Seminar, State College, Pennsylvania, May 3, 1999. (Regional)
32. Putukian M, Ireland ML, Kibler B: "Sports Medicine Conditions That Aren't What They Seem To Be." Presentation, American College of Sports Medicine Annual Meeting, Seattle, WA, June 3, 1999. (National)
33. Putukian M: "Sport Specific Injuries - Injuries associated with Soccer." Overview Presentation at Workshop on Women's Health in Sports and Exercise, Co-sponsored by American Academy of Orthopaedic Surgeons and the National Institute of Health, Hunt Valley, Maryland, June 10-13, 1999. (National)
34. Putukian M: "Concussions." Lock Haven University, Athletic Training students, Lock Haven, PA, November 17, 1999. (Regional)
35. Putukian M: "Medical Issues in Soccer." National Soccer Coaches Association of America, Baltimore, Maryland, January 14, 2000 (National)
36. Putukian M: "Training Issues in the Female Soccer Player." US Youth Soccer Coaches Convention, Philadelphia, Pennsylvania, February 25, 2000. (National)
37. Putukian M: "Sports Medicine Issues for the Female Athlete." American College of Sports Medicine Health and Fitness Summit, San Diego, California, April 7 & 8, 2000. (National)
38. Putukian M: "Medical Problems in Soccer Players." American Medical Society for Sports Medicine Annual Meeting, San Diego, California, April 8, 2000. (National)
39. Putukian M: "Epidemiology, Classification, and Pathophysiology of Head Injuries". Primary Care Sports Medicine Symposium, Hershey, Pennsylvania, April 27, 2000. (Regional)
40. Miner C, Putukian M: "Knee Pain in Field Hockey.", "Soccer." Current Issues in Soccer." American College of Sports Medicine Annual Meeting, Clinical Colloquium, Indianapolis, IN, June 3, 2000. (National)
41. Putukian M: "Current Medical Issues in Soccer." National Soccer Coaches Association of American Premier Course, State College, Pennsylvania, June 9, 2000. (National)
42. Evans TA, Putukian M, Earl JE, van den Heuvel V, Hertel J: Frequency of Specific entities of the Female Athlete Triad among Female Collegiate Athletes at an NCAA Division I Institution. National Athletic Training Association, Nashville, Tennessee, July 1, 2000. (National)
43. Domorski SN, Evans TA, Sebastianelli WJ, Putukian M, Hertel J: "Persistent Foot Pain in a Female Collegiate Soccer Player." National Athletic Training Association, Nashville, TN, July 1, 2000. (National)
44. Drysdale CL, Tsang KKW, Putukian M, McGuire DT: "Persistent Wrist and Hand Pain in a Collegiate Ice Hockey Player". National Athletic Training Association, Nashville, Tennessee, July 1, 2000. (National)
45. Putukian M: "Morbid Obesity in a Young Football Player" "How to Manage Nasal Fractures", "Patello Femoral Dysfunction", "Clinical Scenarios, Malignant

- Hyperthermia", "Hyponatremia/Hypomagnesemia" Advanced Team Physician Course, Orlando, Florida, December 3, 2000. (National)
46. Putukian M: "Physiology, Growth and Maturation (The Young Athlete)", "Supplements (Medical Conditions in Sports and Special Needs in Athletes)", "Injury Prevention", "Nutrition for Athletes", American College of Sports Medicine Team Physician Course, Part II, San Diego, California, February 9, 2001. (National)
  47. Putukian M, Ireland ML: "Musculoskeletal Lower Extremity Cases. Knee, Hip/Groin, Foot/Ankle", American College of Sports Medicine Team Physician Course Part II, San Diego, CA, Feb 9 and 10, 2001. (National)
  48. Putukian M: "Neuropsychological Testing in Evaluating Mild Traumatic Brain Injury in Athletes". AMSSM/AOASM 2001 Joint Annual Meeting, San Antonio, Texas, April 7, 2001. (National)
  49. Putukian M: "Effects of Heading Contacts in Collegiate Soccer Players on Cognitive Function; Prospective Neuropsychological Assessment over a Season", Research presentation, AMSSM/AOASM Joint Annual Meeting, San Antonio, Texas, April 9, 2001. (National)
  50. Evans TA, Putukian M, Echemendia RJ, Bruce J, Hertel J: "Is frequency of heading a soccer ball associated with changes in cognitive function over the course of a competitive season?" 2001 NATA World Federation of Athletic Training and Therapy World Congress, Los Angeles, CA, June 19, 2001. (National)
  51. Putukian M: "Neuropsychologic Testing in Concussive Injuries", "Medical Concerns in Soccer." Sports Medicine Symposium, London, Ontario, Canada, September 28, 2001. (International)
  52. Putukian M: "Traumatic Brain Injury in Soccer." North American Spine Society, 16th Annual Meeting, Seattle, Washington, October 31, 2001. (National)
  53. Putukian M: "Eating Disorder and the Female Athletic Triad." The Renfrew Center Foundation Conference, Philadelphia, Pennsylvania, November 9, 2001. (National)
  54. Putukian M: "Concussion-Use of Neuropsychological Testing." "Medical Aspects of Soccer." 14th Annual Sports Medicine Symposium, Milwaukee, Wisconsin, March 22, 2002. (National)
  55. Putukian M: "Medical Management of the Female Athlete Triad." Penn State Athletic Training Conference, State College, Pennsylvania, April 12, 2002. (National)
  56. Putukian M: "The Preparticipation Physical Exam: Separating Facts from Fears: Neuropsychiatric Testing." American College of Sports Medicine 49th Annual Meeting, St. Louis, Missouri, June 1, 2002. (National)
  57. Putukian M: "Eating Disorders and The Female Athletic Triad." The Eighth Annual Eating Disorders on Campus: The Institutional Response, University Park, Pennsylvania, June 7, 2002. (National)
  58. Putukian M: "Management of Symptomatic Menstrual Dysfunction.", "Evaluation and Management of Athletes with Exertional Dizziness", National Athletic Trainers Association 53rd Annual Meeting & Clinical Symposia, Dallas, Texas, June 15, 2002. (National)
  59. Putukian M: "Review of the Consensus Statement", "Cardiomyopathy", "How to Evaluate a Syncopal Episode in the Athlete", "Return to Play After Pneumothorax", "Treatment of Osteoporosis in the Teenage and Young Athlete", "Heading and Soccer - Is it Safe?" Advanced Team Physician Course, San Antonio, Texas, December 8, 2002. (National)
  60. Putukian M: "Anti-inflammatory Medications." "Medical Management of Asthma in Athletes." Penn State Athletic Training Conference, State College, Pennsylvania, March 28, 2003. (National)
  61. Putukian M: "Heading in Soccer: Is it Safe?", "Large University Model for Screening & Prevention of the Triad." American College of Sports Medicine Annual Meeting, San Francisco, CA, May 30-31, 2003. (National)
  62. Putukian M: "The Female Athlete Triad: Too Thin to Win". Bryn Mawr Athletic Training Staff, coaches & student athletes, Bryn Mawr, Pennsylvania, September 26, 2003. (Regional)

63. Putukian M: "Pulmonary Conditions: What Not to Miss on the Sidelines". National Athletic Trainer's Association, Annual Meeting, Baltimore, MD, June 16, 2004. (National)
64. Putukian M: "Concussions – New Concepts in Diagnosis, Management, and Return to Play", Robert Wood Johnson Sports Medicine Conference, Philadelphia, June 18, 2004. (Regional)
65. Putukian M: "50 years of Women in Sports"; Josephine Rathbone Memorial Breakfast, American College of Sports Medicine Annual Meeting, Indianapolis, IN, June 3, 2004. (National).
66. Putukian M: "Depression & Suicide in Athletes". Roundtable Discussions. National Athletic Directors Annual Meeting, Dallas Texas, June 13, 2004. (National)
67. Putukian M: "Clavicle / AC Injuries", "Concussion; Overview", "Concussion: Return to Play", "Hematuria in Athletes", "NCAA Competitive Safeguards Committee Update", "Things that aren't what they seem". Advanced Team Physician Meeting, Miami, Florida, Dec 2-5, 2004 (National).
68. Putukian M: "mTBI: Role of Neuropsychological Testing in the Return to Play Decision". American Medical Society for Sports Medicine Annual Meeting, Austin, Texas, April 17, 2005 (National).
69. Putukian M: "AMSSM Exchange Lecture; Medical Issues in Soccer". American College of Sports Medicine Annual Meeting, Nashville, TN, June 1, 2005. (National)
70. Putukian M: "Stress Fractures of the Foot and Ankle", "The ACL Epidemic In Women", "The Prague Guidelines", "The Depressed Athlete", "Unusual Causes of Upper Extremity Pain", Advanced Team Physician Meeting, San Diego, CA, Dec 1-4, 2005 (National)
71. Putukian M: "Head Injury in the Adolescent Athlete: Sideline Care and Management". 8th Annual Symposium, Sports Medicine for the Young Athlete, Hospital for Special Surgery, Cornell University, March 4, 2006. (Regional)
72. Putukian M: "The 2005 Team Physician Consensus Statement, Mild Traumatic Brain Injury". American Medical Society for Sports Medicine Annual Meeting, April 30, 2006 (National)
73. Putukian M: "Comotio Cordis", "The Preparticipation Physical Exam", "Cardiac Issues", "Sideline Management", "Concussion", "The Female Athlete". The American College of Sports Medicine's International Team Physician Course, Monterey, Mexico, Nov 22-26, 2006. (International)
74. Putukian M: "Ethical Issues in Sports", "Comotio Cordis", "The 2006 Team Physician Consensus Statement: Psychological Issues related to injury in athletes and the Team Physician", "Groin Injuries in Athletes" "Concussion Cases", Adv. Team Physician Meeting, Orlando Florida, Dec 2-5, 2006 (National)
75. Putukian M: "Return to Play after Concussion Workshop", "ACL Injury Prevention", Toronto Sports Medicine Annual Meeting, Toronto, Canada, January 26-27, 2007. (International)
76. Putukian M: "Exercise During Pregnancy", "Overuse Injuries / Overtraining", "Issues in the Female Athlete", Am. Academy of Family Practice Sports Medicine Meeting, Daytona Beach, FL, Feb. 8-10, 2007 (National)
77. Putukian M: "Groin Pain in a Collegiate Soccer Player; (septic arthritis of the pubic symphysis)". Annual Meeting, American Medical Society for Sports Medicine. Albuquerque, NM, April 24, 2007. (National)
78. Putukian M: "A Physicians Perspective on Sport Related Concussion: Treatment and Rehabilitation Concerns", Clinical Issue; Current Management of Sports Concussion, "Neuropsychological evaluation - the pros and cons". Clinical Symposium, Sports related concussion., "Syncope in a collegiate water polo athlete". American College of Sports Medicine Annual Meeting, New Orleans, LA, May 30–June 2, 2007. (National)
79. Barth J, Cantu R, Echemendia R, Putukian M, Kelly J, Webbe F, Guskiewicz K, Owens M, LaFontaine P, Zilmer E, Broshek D: American Congress of Rehab Medicine Annual Meeting, Chautauqua "Controversies in the World of Sports Concussion", Roundtable discussion. October 4, Washington DC, 2007. (National)
80. Putukian M, Echemendia R: "Update on Concussions". American College of Sports Medicine, Mid-Atlantic Regional Conference, Harrisburg, PA, Nov 2, 2007. (Regional)

81. Putukian M: "Depression in Athletes: Recognition & Management", "ACL injuries in Women", "Current Concepts in Concussion Return to Play". 23rd Annual Hawkeye Sports Medicine Symposium. Coralville, Iowa, Nov 30, 2007. (National)
82. Putukian M: "Neuromuscular / Rehabilitation ACL Issues", "Pericarditis", "How I work up a Soccer Player with Groin Pain", "Emergency Action Plans / Sideline Emergencies", "AED's and Cardiac Management", "Sport Specific Issues; Soccer". Adv. Team Physician Course, Indian Wells, CA, Dec 6-9, 2007. (National)
83. Putukian M: "Workshop; Tendinopathy". Eastern Athletic Trainers Association Annual Meeting, Valley Forge, PA, January 6, 2008. (Regional)
84. Putukian M: "Workshop: Instituting a Neuropsychological Testing Program". American Medical Society for Sports Medicine Annual Meeting, Las Vegas, NV, Mar 26, 2008. (National)
85. Kaminski T, Guskiewicz K, Putukian M: "Are we heading in the right direction? An in depth analysis of head safety in sport Mental Health Issues in Athletes", "Recognizing Mental Health Concerns in your Athlete". National Athletic Trainers Association Annual Meeting, St. Louis, MO, June 18 & 19, 2008. (National)
86. Putukian M: "The Pre-participation exam", "Cardiac Issues/Commotio Cordis", "Female Athlete", "Closed Head Injury", "Nutrition & Hydration", "Sideline & Event Management", "Environment; Altitude, Cold, Heat". American College of Sports Medicine's International Team Physician Course, Santiago, Chile, July 23-25, 2008. (International)
87. Putukian M: "Medical Issues; Pre-participation exam, Cardiac Issues, Pulmonary Issues, Nutrition, Female Athlete, Environmental". AOSSM & AAOS Review Course for Subspecialty Certification in Orthopaedic Sports Medicine, Chicago, IL, Aug 1, 2008. (National)
88. Putukian M: "Return to Play in the Non-Elite Athlete". Invited speaker at 3rd International Conference on Concussion in Sport, Zurich, Switzerland, October 30, 2008. (International)
89. Putukian M: "IVF vs Oral fluids for rehydration", "Female Athlete Triad Position Statement", "Tendinopathy; Treatment Controversies", "Inseason ACL Injuries: Is it Safe to Play?", "Game Day Injections", "The most difficult Return to Play Decision I have made", "Medical Issues in Sport; Controversial Cases", "Do Helmets Prevent Head Injuries", "AMSSM Mononucleosis: Evidence Based Review", "Ethics Challenge Panel: Disqualification Issues", "Sport Specific Medical Issues: Lacrosse". Advanced Team Physician Course, Austin, Texas, Dec 11-14, 2008. (National)
90. Putukian M: "Sideline Identification, Team Physician Initial and Long Term Care" London Hockey Concussion Summit, London, Ontario, January 17, 2009. (International).
91. Putukian M: "Concussion Management in the Youth Athlete; To Neuropsych or not to Neuropsych". 11th Annual Sports Medicine for the Young Athlete Conference, Hospital for Special Surgery, New York, NY, February 21, 2009. (Regional)
92. Putukian M: "Implementing a Concussion Program" Workshop, American Medical Society for Sports Medicine, Annual Meeting, April 28, 2009, Tampa Fl, (National)
93. Putukian M: "Eating Disorders in Athletes; Unique Challenges", Maine College Health Association Annual Meeting, Bowdoin College, Brunswick, ME, May 1, 2009 (Regional)
94. Putukian M: "Clinical evaluation and RTP dilemma: Making the right decision today be the right decision for tomorrow", In Herring S, Guskiewicz K, Putukian M, "Managing Concussion in Youth", American College of Sports Medicine Annual Meeting, Seattle, WA, May 27, 2009 (National)
95. Jarvis D, Putukian M: "Be careful what you wish for; head injury in football". Case presentation, American College of Sports Medicine, Annual Meeting, Seattle, WA, May 28, 2009. (National)
96. Putukian M: "Cardiac Issues". Medical Society of New Jersey, Sports Medicine Meeting, Prudential Center, Newark, NJ, October 7, 2009. (Regional)
97. Putukian M, McKeag D, Almquist J, Klossner D, Echemendia R: "Rack Your Brain" – Your Responsibilities Regarding Concussion Awareness & Management". US Lacrosse Sports Science & Safety Committee presentation, US Lacrosse Coaches Convention, Baltimore, Maryland, January 15, 2010. (National)

98. Putukian, M: "Student Athlete Wellness Leaders: A Role in the Identification & Treatment of Depression in Student Athletes", University of Michigan Depression on College Campuses Conference, Ann Arbor, MI, March 11, 2010. (Regional)
99. Putukian M: "Understanding OA and the lifestyle modifications that can improve mobility and quality of life". New Frontiers in Osteoarthritis Research, Prevention & Treatment. New York Academy of Sciences, NY, NY. April 13, 2010, (Regional)
100. Putukian M: "Lessons learned at the 3rd International Conference on Sports Concussion in Zurich", "Does Heading Cause Concussion", "Workshop: Instituting a Neuropsychological Testing Program" American Medical Society for Sports Medicine Annual Meeting, Cancun Mexico, April 17-21, 2010. (National)
101. Putukian M: "Concussion Update", Orthopedic Grand Rounds, University of Minnesota, April 30, 2010, "The Athlete Out of Breath: Select Pulmonary Issues", "Concussion Management & Return to Play: Where Does Zurich Leave Us?", "Breakout Session; Concussion Cases" (workshop with Rob Johnson, Suzanne Hecht), Current Concepts in Sports Medicine, Minneapolis, MN, April 30, 2010. (Regional)
102. Putukian, M: "Concussion Update; Management & Return to Play", Annual College Health Nurses Meeting. Penn State University, State College, PA, May 11, 2010. (Regional)
103. Putukian, M, "Concussion; What's New?" Presentation at Association of Chief Executives of Sport (ACES) Annual Meeting, Colorado Springs, CO, May 18, 2010. (National)
104. Putukian, M: "What Would You Do? Dilemmas for the Team Physician", Moderator & presenter, "Return to Play after Pulmonary Contusion", American College of Sports Medicine Annual Meeting, Baltimore, MD, June 2, 2010. (National)
105. Putukian M: "Sideline Evaluation & Return to Play". Athletic Training Society of New Jersey Sports Concussion Summit, Hillsborough NJ, August 2, 2010. (Regional)
106. Putukian M: "Update on Concussion". Women's Lacrosse Coaches National Meeting, Naples Florida, November 17, 2010. (National)
107. Putukian M: "Head Injuries in Lacrosse". US Lacrosse National Convention. January 22, 2011. (National)
108. Putukian M: "Fluids & Electrolytes", "The Aging / Master's Athlete", "Weight Control in the Athlete", "Pain Management on the Sideline", The ACSM Team Physician Course, Part II, San Diego, CA, Feb. 9-12, 2011. (National)
109. Putukian M: "Head Games: Update on Concussion". Delaware Academy of Family Physicians 9th Annual Delaware Sports Medicine Symposium. Newark, Delaware, February 19, 2011. (Regional)
110. Yates A, Putukian M, Herring S, Guskiewicz K: "Update on Concussion Sideline Tool; Symptoms & Sideline Cognitive Evaluation; Evidence Based Data" NFL Team Physician's Meeting, NFL Combine, Indianapolis, Indiana, February 24, 2011. (National)
111. Putukian M: "Sports Science & Safety Committee: Structure, Function, Ongoing Projects", "Head Injuries in Lacrosse". US Lacrosse Sports Medicine Symposium, Baltimore MD, March 10, 2011. (National)
112. Putukian M: "The New NFL Sideline Concussion Tool". NFL Team Owners, General Managers, Head Coaches Meeting, New Orleans, LO, March 22, 2011. (National)
113. Putukian M: "Allan Jacobs Lecture. Lacrosse: Head Injuries". AOASM Annual Meeting, Providence RI, April 28, 2011. (National)
114. Putukian M: "Prevention of Sudden Death: A Team Physician's Perspective". Inaugural Matthew Gfeller Sport-Related Neurotrauma Symposium, Chapel Hill, NC, April 29, 2011. (Regional)
115. Putukian M: "Neuroimaging; Which Tests are Clinically Useful?". American Medical Society for Sports Medicine Annual Meeting (AMSSM) Annual Meeting, Salt Lake City, Utah, May 3, 2011. (National)
116. Putukian M, Kreher J: "Too Wired? The AMSSM Position Stand: ADHD and the Athlete". AMSSM Annual Meeting, Salt Lake City, Utah, May 3, 2011. (National)
117. Putukian M: "Heads Up: An Update on Concussion". Department of Orthopedics Morristown Memorial Hospital & Atlantic Sports Health, Sports Medicine Lecture Series. Morristown NJ, May 16, 2011. (Regional)



118. Putukian M, Lincoln A, Crisco J.T, Berning J: "Sport Specific Issues in Lacrosse". American College of Sports Medicine Annual Meeting. Denver, CO, June 3, 2011. (National)
119. Putukian M: "Office / Sideline Evaluation of Concussion". Athletic Trainers Society of NJ Annual Meeting, July 17, 2011, Hillsborough, NJ. (Regional)
120. Putukian M: "Concussion in Youth & Adolescent Athletes". 2011 NFL/USA Football Youth Football Summit. July 20, 2011, Canton, Ohio (National)
121. Putukian M: "On Field Assessment & Return to Play" In Lonser R, Berger M, Batjer H, Putukian M: "Concussion: A Perfect Storm & the Role of the National Football League". 2011 Congress of Neurological Surgeons Annual Meeting, October 3, 2011, Washington DC. (International)
122. Putukian M, Mandek J, Berning J, O'Neil G, Eames J: "Fitness Focus: What can you do as an official to avoid and injury and illness?" US Lacrosse Annual Convention, January 13, 2012, Philadelphia, PA. (National)
123. Putukian M: "Closed Head Injury & Concussion", "Gender Differences and Special Concerns in the Female Athlete", "Exercise Related Headaches", "Panel Discussion: Ethical Challenges & Return to Play", Am. College of Sports Medicine Team Physician Course, San Antonio, Texas, February 9-12, 2012. (National)
124. Putukian M: "Sideline Management & Return to Play Decisions". Hunterdon Concussion Symposium sponsored by Princeton Brain & Spine. Perryville, NJ, March 29, 2012. (Regional)
125. Putukian M: "Implementing a Concussion Program" Workshop, American Medical Society for Sports Medicine, Annual Meeting, April 22, 2012, Atlanta GA. (National)
126. Putukian M, Echemendia RJ, Furtado J, Conway A, Murugavel M, Dettwiler-Danspeckgruber A: "Prospective Clinical Assessment (SCAT2), Hybrid Neuropsychological Testing and Neuroimaging in the Evaluation of Sport Related Concussion in College Athletes". American Medical Society for Sports Medicine Annual Meeting, Podium Research Presentation, Atlanta, GA, April 24, 2012. (National)
127. Fiesta Bowl Spring Summit "Sport-Related Concussion: Facts, Fallacies & New Frontiers", Panel Discussion: Guskiewicz K, Putukian M, Batjer H, McCrea M. May 3, 2012, Phoenix, AZ. (National)
128. Putukian M, May 18, Keynote Speaker, "What Every Primary Care Provider Needs to Know About Concussion Management", "Future of Concussion in Sport", 3rd Annual Phoenix Children's Hospital, Sports Medicine Update: Specialized Care for the young Athlete. Phoenix, AZ, May 18, 2012. (National)
129. Putukian M, Herring S, Hunt T, Patricios J, Guskiewicz K, Coppel D, Ellenbogen R: "Concussion Symposium: Controversies & Challenges", Am College of Sports Medicine Annual Meeting, May 30, 2012. (National)
130. Putukian M: "Cardiac Issues in the Athlete". 13th Annual Philadelphia sports Medicine Congress, Philadelphia, PA, June 1, 2012 (Regional).
131. Putukian M: "Head Injuries & Concussion", "Gender Differences & Special Concerns in the Female Athlete", "Sports Related Death", "Exercise Induced Bronchospasm & Vocal Cord Dysfunction", "Exercise Related Headaches", "Panel Discussion on Ethical Challenges / Return to Play", "Panel Discussion – Challenging Situations in Sport Events". International Team Physician Course, Sao Paulo, Brazil, June 20-23, 2012 (International)
132. Putukian M: "Concussion in Youth & Adolescent Athletes". 2011 NFL/USA Football Youth Football Summit. July 19, 2012, Canton, Ohio (National)
133. Putukian M: "Concussion in College Sports; Your Role as an Official". Colonial Athletic Association, Ivy League & Patriot League Football Officials Clinic. Treveose, PA, July 20, 2012. (Regional)
134. Putukian M: "Evaluating the Concussed Athlete". Athletic Trainers Society of New Jersey 3rd Annual Sport Safety Summit, New Brunswick, NJ, August 1, 2012. (Regional)
135. Putukian M: "Concussion Management in the USA". International Conference for the Health, Safety & Welfare of Jockeys. Monmouth, NJ, September 16, 2012. (International)

136. Putukian M: "Concussion & Return to Play: A Team Physician's Perspective". In Return to Play Issues in Sports-Related Neurotrauma session. American College of Surgeons Annual Meeting, Chicago, Ill, October 2, 2012. (National)
137. Putukian M: "Sideline Evaluation of the Adult Athlete". 4th International Consensus Conference on Concussion in Sport. Zurich, Switzerland, November 1, 2012. (International)
138. Putukian M: "Diagnosis and management of Concussion / TBI", Plenary Lecture. Excellence in Pediatrics, Madrid Spain, November 30, 2012. (International)
139. Putukian M: "Overview of Head Injuries" US Lacrosse Sports Medicine Symposium, Co-symposium Director., Philadelphia, PA, January 11, 2013. (National)
140. Putukian M: "Implementing a Concussion Policy, Sideline Evaluation & Return to Play". In "Advances in Understanding and Treating Sports-related Concussions", Webbe F, Klossner D, Echemendia R Putukian M. NCAA Annual Convention. Dallas, TX, January 17, 2013. (National)
141. Putukian M: "Cardiac Issues", "Panel Discussion". 44th Annual Medical Aspects of Sports Seminar University of Delaware Intercollegiate Athletics Program and the Department of Kinesiology and Applied Physiology. Newark, Delaware, Feb 2, 2013. (Regional)
142. Putukian M: "Weight Control in the Athlete", "The Master's- Aging Athlete", "Pain Management on the Sideline", "Exertional Rhabdomyolysis". ACSM Team Physicians Course, Miami, FL, Feb 7-10, 2013. (National)
143. Putukian M: "Return to Play: The Team Physician Consensus Statement 2012". "Instructional Course Lecture: Implementing a Concussion Management Program". American Medical Society for Sports Medicine Annual Meeting, San Diego, April 17-21, 2013. (National)
144. Putukian M: "Rehabilitation Focused Multidisciplinary Case Discussion" 2013 International Sports Concussion Symposium, Minneapolis, MN, May 4, 2013. (International)
145. Putukian M, Herring S, Patricios J, Guskiewicz K: "Sideline Assessment of the Adult Athlete" Concussion Colloquium. American College of Sports Medicine Annual Meeting, Indianapolis, IN May 30, 2013. (National)
146. Putukian M, Lincoln A, Dick R: "Lacrosse Specific Medical Issues" American College of Sports Medicine Annual Meeting, Indianapolis, IN May June 1, 2013. (National)
147. Putukian M, Dettwiler A: "Concussion Research at Princeton". Ivy League – Big Ten Concussion Summit, Chicago, IL July 18, 2013. (Regional)
148. Putukian M: "What's New in Sport Related Concussion?" Delaware Academy of Family Physicians, Sports Medicine Symposium, Feb 1, 2014. (Regional)
149. Putukian M: "Closed Head Injuries & Concussion", "Update on Zurich Guidelines". The Team Physician Course, Part II. San Diego, CA, Feb 19-20, 2014. (National)
150. Putukian M: "CAQ Preparation; Prescription Medications-Pearls & Pitfalls; Choosing the Right Medications for Your Athlete". "Team Physician Consensus Statement: 2013 Update". American Medical Society for Sports Medicine Annual Meeting, April 5-9, New Orleans, LA, 2014. (National)
151. Putukian M: "Concussion: Return to Play". Connecticut Athletic Trainers Association Meeting, Wallingford, CT, May 22, 2014. (Regional)
152. Putukian M, "Return to Play after Intracranial Bleed & Stroke". In Putukian M, Herring S, Patricios J, Coppel D: Symposium: "Return to Play Decision Making After Concussion: Challenging Questions". American College of Sports Medicine Annual Meeting, Orlando, Florida, May 29, 2014. (National)
153. Putukian M: "A Team Physician's Perspective". In, Dettwiler A, Geiger-Parker B, Putukian M, Brooks J, Carson H, Keating P, Noble J, Reinhardt U. "Concussion: Shaping the Future of Youth Sports". Woodrow Wilson School of International and Public Policy, Princeton University, NJ. September 26, 2014. (Regional)
154. Putukian M: "Concussion: Return to Play". Capital Health 6th Annual National Neuroscience Conference. Atlantic City, NJ, October 24, 2014. (Regional)
155. Putukian M: "Overtraining", "'Best Practice' for Recognizing, Evaluating and Management of Concussion: from the sideline to return to participation". US Soccer /

- MLS Soccer Medical Symposium. National Soccer Coaches Association of America Convention. Philadelphia, PA, January 15 & 16, 2015. (National)
156. Putukian M: "Head Acceleration Research in Lacrosse", "Research & Medical Challenges for Lacrosse in 2015", US Lacrosse Sports Medicine Symposium, Baltimore MD, January 23, 2015. (National)
  157. Chiampas G, Putukian M: US Soccer Federation: "Sports Medicine & Science Practices". NCAA Soccer Summit. Indianapolis, IN, Feb 23-24, 2015. (National)
  158. Putukian M: AMSSM-NCAA Pre-Conference. "Inter-Association Consensus; Year Round Football Practice Contact Guidelines". "Psychological Response to Injury" the David Hough Memorial Lecture. American Medical Society for Sports Medicine Annual Meeting, Hollywood, FL, April 15-19, 2015. (National)
  159. Putukian M: "Sideline Concussion Assessment; Development & Experience SCAT-3". American Osteopathic Association for Sports Medicine Annual Meeting, Philadelphia, PA, April 22, 2015. (National)
  160. Putukian M: Keynote Speaker, "The Art & Science of Concussion: Translating data into Concussion Prevention". Westchester Sports Medicine Symposium. Westchester, PA, April 24, 2015. (Regional)
  161. Putukian M: "Sideline Assessment of Concussion". American Academy of Neurological Surgeons Annual Meeting. Washington, DC., May 2, 2015. (National)
  162. Putukian M, Patricios J, Gregory A: "Return to Play Decisions for the Team Physician". American College of Sports Medicine Annual Meeting, San Diego, CA, May 28, 2015. (National)
  163. Gregory A, Putukian M: "Exertional Rhabdomyolysis". American College of Sports Medicine Annual Meeting, San Diego, CA. May 28, 2015. (National)
  164. Putukian M: "Heading in Soccer; Is it Safe?" In "Look Before You Leap: What the Media & Politicians won't Tell You About Concussion"; DiFiore J, Herring S, Patricios J, Putukian M, Guskiewicz K. American College of Sports Medicine Annual Meeting, San Diego, CA. May 29, 2015. (National)
  165. Maxwell C, Putukian M: "Dizziness with Exertion in an Ice Hockey Athlete". American College of Sports Medicine Annual Meeting. San Diego, CA, May 28, 2015 (National)
  166. Putukian M: "Mononucleosis & Viral Illness", "Concussion: Facts & Fiction", TRIA Orthopedic & Sports Medicine Conference. Minneapolis, MN, June 5-6, 2015. (Regional)
  167. Mitten M, Bearby S, Putukian M: "NCAA Concussion Guidelines". "Dazed & Confused: Minimizing the Risks of Liability". NACUA Annual Meeting. Washington, DC, June 28, 2015. (National)
  168. Amendola N, Courson R, Puffer J, Putukian M: "Team Coverage 2015: Organizing an effective Team". (ACSM Representative) AOSSM Annual Meeting, Orlando Florida July 14, 2015. (National)
  169. Putukian M, Campbell C: "Concussion Management Protocols: From Mandates to Best Practices", "Update; Epidemiology Study; the Ivy League & the Big Ten". 3rd CIC TBI Summit, Chicago, Ill, July 15-16, 2015. (National)
  170. Putukian M: Moderator, "Collegiate Breakout Session". American Academy of Neurology Sports Concussion Conference. Denver, CO, July 24, 2015. (National)
  171. Putukian M: "Heading & Concussion in Soccer; What's the Evidence?", "Overtraining Syndrome", "Exertional Rhabdomyolysis", Keynote "The Under-recognized Phenomenon: The Psychological Response to Injury". South African Sports Medicine Association Annual Congress, Johannesburg, South Africa, Oct 20-22, 2015 (International).
  172. Chiampis G, Putukian M, Dambach E: "US Soccer's Recognize to Recover program". NSCAA Annual Meeting, Baltimore MD, January 15, 2016. (National)
  173. Putukian M, Z Kerr, S Caswell, T Covassin: "Concussion Gender Differences in Female Sports" Pink Concussion / National Summit of Female Concussion and other TBI's. Washington DC, February 27-28, 2016. (National)
  174. Putukian M: "Mental Health Best Practices" NCAA Pre-Conference. "Team Physician Consensus Statement: Injury & Illness Prevention". American Medical Society for Sports Medicine Annual Meeting, Dallas TX, April 16, 2016. (National)

175. Courson R, Putukian M, Lattimore M, Runksmeier L, Glover K, Watts JC: "Health, Safety and Well-being of College Athletes". Knight Commission on Intercollegiate Athletics Public Session: National Press Club, Washington, DC, May 10, 2016. (National)
176. Putukian M: "Team Physician Consensus Statement: Psychological Issues in Athletes". American College of Sports Medicine Annual Meeting. Boston, MA, June 3, 2016. (National)
177. Putukian M: "NCAA Mental Health Best Practices; Emphasis on Implementation" at Northeast Conference meeting of Athletic Directors and Senior Women Administrators, Red Bank, NJ, June 9, 2016. (National)
178. Putukian M, Darby L, Walker N: "The Art & Science of Providing Appropriate Care for Lacrosse Players". NATA Annual Meeting, Baltimore, MD, June 25, 2016. (National)
179. Putukian M, Leddy J: "Collegiate Breakout Session". American Academy of Neurology Sports Concussion Conference. Chicago, IL, July 8, 2016. (National)
180. Campbell C, Putukian M: "Epidemiology Study Update", Big Ten-Ivy TBI Research Collaboration, 4th Annual Summit, Philadelphia, PA, July 13, 2016. (National)
181. Putukian M, Harris R, Surace R, Tevins B, Lichtenstein: Panel moderator, "Ivy League: An Example of Addressing Player Safety". Big Ten-Ivy TBI Research Collaboration, 4th Annual Summit, Philadelphia, PA, July 13, 2016. (National)
182. Putukian M: "Prevention & Treatment of Sport Related Concussion". 5th Annual Neuroscience Symposium, Eatontown, New Jersey, October 7, 2016. (National)
183. Putukian M, Riegler K, Amalfe S, Echemendia RJ, Bruce J, Frisina PG: "Correlates to Concussion Recovery in College Athletes: A Prospective Evaluation of Pre-injury Modifiers and Post-injury Clinical and Neuropsychological Assessments". Oral presentation, 5th International Consensus Conference on Concussion in Sport, Berlin Germany, October 27-28, 2016. (International)
184. Putukian M: "Prevention of Concussion in American Football from Professional to pee-wee. Are Policies in the NFL beneficial or detrimental for concussion prevention at other levels?" IOC World Conference on Prevention of Injury and Illness & Sport. March 17, 2017, Monaco. (International)
185. Putukian M: Concussion: "Concerns for All Athletes". Keynote Speaker, and "Update from Berlin", Ohio State Concussion Symposium, Columbus Ohio, April 7, 2017. (National)
186. Putukian M: "Critical Elements of Sideline Screening" and "Future Directions from Berlin". Major League Soccer / US Soccer / NWSL Head Injury Summit. New York, New York, April 21-22, 2017. (National)
187. Putukian M: "Nutraceuticals in Concussion". Annual Sports Neuropsychology Meeting. Cleveland, OH, April 28, 2017. (National)
188. Putukian M: "Inter-Association Task Force: Pre-hospital Care of the Spine-Injured Athlete" and "Psychological Response to Illness and Injury in Athletes and the Team Physician: A Consensus Statement – 2016 Update". Presented at American Medical Society for Sports Medicine Annual Meeting, San Diego, CA, May 11 and 12, respectively, 2017. (National)
189. Putukian M, Herring S, Joy E, Sallis R, LaZonte R, Manore M: "Exercise is Medicine Symposium. Are Sports Too Risky for Brain Health?", Presented at American College of Sports Medicine Annual Meeting, Denver CO, May 30, 2017. (National)
190. ML Ireland, Hutchinson M, Putukian M: "Things That Aren't What They Seem; Show Stoppers". Presented at American College of Sports Medicine Annual Meeting, Denver CO, June 2, 2017. (National)
191. Putukian M: "Can't Stop Bleeding: Hemophilia", "Berlin Consensus Statement on Concussion", "Lacrosse: Special Issues". Presented at Adv. Team Physician Meeting, Washington, DC, Dec 7-10, 2017. (National)
192. Putukian M: "Update and Discussion from the New York Soccer Head Injury Summit", "Biologics: A Round Table Debate & Discussion Using 2018 Evidence Based Approaches" latter with Bert Mandelbaum, Riley Williams. Presentations at Major League Soccer Medical Symposium, Orlando, FL Jan 13, 2018. (National)

193. Putukian M: "Special Populations and Considerations: How is the approach different. Gender Differences". Hospital for Special Surgery Concussion 2018: Updates & Controversies. April 13, 2018, NY, NY. (National)
194. Putukian M: "Return to Play Decision Making: Using the Correct Tools". Ohio State University Wexner Medical Center Sports Medicine, 5th Ann Concussion Symposium, Columbus OH. Apr 20, 2018, (National)
195. Putukian M: "Major League Soccer". Presented with Tanji J, Chang C, DiFiore J, Sills A, Tucker A: "Taking Care of Professional Athletes". American Medical Society for Sports Medicine Annual Meeting, Orlando, Florida, April 25, 2018. (National)
196. Putukian M, Guskiewicz K, Herring S: "An Update from Berlin", American College of Sports Medicine Annual Meeting, Minneapolis, MN, May 30, 2018. (National)
197. Baggish A, Putukian M, Young C, Ackerman M, Lampert R: "Return to Play Decisions for the Athlete with known Cardiac Disease", American College of Sports Medicine Annual Meeting, May 31, 2018, Minneapolis, MN. (National)
198. Putukian M: "The Concussion Recognition Tool and the Sideline Concussion Assessment Tool", Isokinetics Football Medicine Meeting, June 2, 2018, Barcelona, Spain. (International)
199. Putukian M, Sills A, Jing Zhu L: "Stressors and environmental factors that impact elite athlete mental health: How injury, performance, and mental health intersect". International Olympic Committee Consensus Meeting on Mental Health in Elite Athletes, November 13, 2018, Lausanne, Switzerland. (International)
200. Putukian M: "Blood Parameters and the Acute and Chronic Effects of Exercise", Advanced Team Physician Course, Nov 30, 2018, Charleston, SC. (National)
201. Putukian M: "The Medically Ill Player: What Should You Do & What Do You Do?", "Recognition, Evaluation & Treatment of Concussion in the Adolescent Footballer; Are they just small adults?" Major League Soccer Symposium. Orlando, FL, Jan 5, 2019. (National)
202. Putukian M: "It's all in your head: Is there a sex bias in concussion?", "What's New; The Female Athlete Triad". TRIA 22nd Annual Orthopaedic & Sports Medicine Conference, Feb 1, 2019, Minn MN (National)
203. Tanji J, Putukian M, Sills A, DiFiore J: "Key Issues for the Professional Athlete: Mental Health Issues". American Medical Society for Sports Medicine Annual Meeting. Houston TX, Apr 13, 2019. (National)
204. Herring S, Putukian M, Leddy J et al: "Neurologic Issues: medical retirement and return to sport after multiple head injuries". American Medical Society for Sports Medicine Annual Meeting. Houston Texas, April 14, 2019. (National)
205. Putukian M: "The Legacy of the Sports Medicine Physician". American Medical Society for Sports Medicine Annual Meeting. Houston Texas, April 15, 2019. (National)
206. Herring S, Putukian M, Fox C, Browd S: "Return to Play Decisions in Athletes with Intracranial Findings". American College of Sports Medicine Annual Meeting. Orlando Florida, May 29, 2019. (National)
207. Vincent H, Lincoln A, Putukian M, Caswell S: "The Science of Lacrosse: Evolution of Safe Play in a Rapidly Changing Sport". Am College of Sports Medicine Annual Meeting. Orlando FL, May 30, 2019. (National)
208. Wolanin A, Hong E, Putukian M, Gray A: "Assessing and Managing Mental Health Concerns in Sports Medicine". Am College of Sports Medicine Annual Meeting. Orlando Florida, May 31, 2019. (National)
209. Putukian M: "Head Games: Concussion Care in the College Athlete Population". 46th Annual Mid Atlantic College Health Nurses Assoc. Meeting. Princeton, NJ, June 5, 2019 (Regional)
210. Edmonds N, Moriarty A, Putukian M: "The Functions & Experience of a University Eating Concerns Team". 46th Annual Mid-Atlantic College Health Nurses Assoc. Meeting. Princeton, NJ, June 5, 2019 (Regional)
211. Chiampas G, Echemendia RJ, Putukian M, Riegler K: "Sport in the Spotlight: Soccer". 7th Annual Big Ten-Ivy League TBI Summit, July 16, 2019, Chicago, IL. (National)
212. Putukian M: "Sport Concussion Assessment Tool (SCAT) Update". AOSSM, AMSSM, MLS Soccer Meeting, Miami, Sept 20, 2019. (National)

213. Harris R, Kenny K, Koerte I, Kratochvil C, Marshall K, Putukian M, Smith D, Cooper M. “Welcome & Opening Conversation: How the Coronavirus Disrupted TBI Research, Clinical Practice, and Athletic Events in the Big Ten and Ivy League”. July 14, 2020. “Closing Remarks”. Putukian M. July 15, 2020. 8th Annual Big Ten Ivy League TBI Summit. (virtual meeting).
214. Jolly T, Gilbert S, Stenersen S, Hallenbeck S, Putukian M: “National Experts Weigh In: Youth Sports - What is the Medical Risk for Returning to Play & Spectate”. Innovation Institute for Fan Experience Medical Task Force. Oct 21, 2020 (virtual meeting)
215. Putukian M, Schwartz E. “Acute Cervical Spine Injury Epidemiology & Pathophysiology” 2021 National Athletic Trainers Association Annual Meeting, Spine Injury in Sports Conference. Presented virtually, April 26 – May 25, 2021.
216. Putukian M: “Managing COVID-19 in Professional Team Sports: The Ups and Downs of Surveillance Testing, Travel, Quarantines and Return to Play”. In Key Issues for the Professional / Elite Team Physician. “Competition during the Pandemic-Responding to the Challenge and Developing Strategies for Athlete Health & Safety”. Tanji J, DiFlore J, Phelan D, Finnoff J, Putukian M, Sills A, Green G, Meeuwisse W. American Medical Society for Sports Medicine Annual Meeting (virtual), April 14, 2021.
217. Putukian M: “Consensus Recommendations on the Prehospital Care of the Injured Athlete With a Suspected Catastrophic Cervical Spine Injury. American Medical Society for Sports Medicine Annual Meeting (virtual), April 16, 2021.

**PANELIST/MODERATER:**

1. Panelist for Clinical Cases, **American Medical Society for Sports Medicine** Annual Meeting, Orlando, Florida, June 8, 1996.
2. Panelist for Research Presentations, **American Medical Society for Sports Medicine** Annual Meeting, Nashville, Tennessee, April 5, 1998.
3. Chair, Clinical Case Slide Presentations, Football, **American College of Sports Medicine** Annual Meeting, Orlando, Florida, June 5, 1998.
4. Clinical Case Session, Panel Discussant: "Fits and Falls", **American College of Sports Medicine** Annual Meeting, Seattle, Washington, June 5, 1999.
5. Panelist, Research Abstracts, **American Medical Society for Sports Medicine** Annual Meeting, San Diego, California, April 10, 2000.
6. Moderator, Research Presentations, **American Medical Society for Sports Medicine**, Orlando, Florida, April 9, 2002.
7. Case discussant, **American College of Sports Medicine**, Annual Meeting; Cervical Spine & Brain Injury, Nashville, TN, June 3, 2005.
8. Chair, Clinical Cases “Soccer” **American College of Sports Medicine** Annual Meeting, June 2, 2006, Denver, CO (National).
9. Sports Concussion Symposium; **National Academy of Neuropsychology Annual Meeting**, Athlete – Medical Expert panel participant (Pat LaFontaine, Mel Owens, Chris Nowinski, Ruben Echemendia, Jim Kelly, Margot Putukian, Kevin Guskiewicz), NY, NY, Oct 21, 2008.
10. Invited expert panel participant; **3rd International Conference on Concussion in Sport**, Sponsored by FIFA, IIHF, IOC, and IRB, Zurich, Switzerland, October, 29-31, 2008.
11. Chair; Slide Presentations; “Head & Neck”. **American College of Sports Medicine** Annual Meeting, Seattle, WA, June 1, 2009.
12. Participant, **Safe Kids Injury Initiative**, Ann Arbor, MI November 16, 2009, representing AMSSM and US Lacrosse.
13. Invited expert panel participant; **4<sup>th</sup> International Conference on Concussion in Sport**, Sponsored by FIFA, IIHF, IOC, and IRB, Zurich, Switzerland, November 1-3, 2012.
14. ACSM Panel with Sanjay Gupta; Head Games & Concussion. Guskiewicz K, Gupta S, Putukian M. **ACSM Annual Meeting**, San Francisco, May 30, 2012.
15. Putukian M: Chair, Clinical Case Presentations; Soccer Issues. **American College of Sports Medicine** Annual Meeting, Orlando, FL, May 30, 2014.
16. Invited expert panel participant; **5<sup>th</sup> International Conference on Concussion in Sport**, Sponsored by FIFA, IIHF, IOC, and IRB, Berlin, Germany, October 27-30, 2016.

17. Invited lead content expert, speaker, and writing group, **International Olympic Committee Consensus Meeting on Mental Health in Elite Athletes**, November 12-14, 2018, Lausanne, Switzerland.

**RADIO / TELEVISION / WEBINARS / PODCASTS:**

1. Performance Enhancing Drugs, Local television show On Line Lansing, with Dr. Roy Bergman. Producer Paul Brewster, Lansing, Michigan, December, 1992.
2. Head Injuries/Concussion, WBUS 93.7 Radio Station, State College, Pennsylvania, June 21, 2000.
3. Head Injury in Sport, WPSX-TV Segment, State College, Pennsylvania, July 26, 2000.
4. Female Athlete Triad, WPSX-TV Take Note Segment, State College, PA, October 3, 2001.
5. Heading in Soccer - Is it safe? WBUS 93.7 Radio Station, State College, PA, November 28, 2001.
6. Sports Injuries, WPSU-FM Radio Station, University Park, PA, July 29, 2003.
7. Sebastianelli W, Putukian M, Joyner D: "Expert Opinion with Graham Spanier"; Big Ten Network Studios. "Drug Use & Drug Testing in College Athletics" Chicago, IL, July 13, 2010.
8. Putukian M: "Sports Medicine & Fitness Show" Health Radio. Topic "Concussion in Youth and Collegiate Sports" Show host Melanie Cole MS, CPT, August 17, 2010, 12-1pm CT.
9. **LWW Webinar**; Putukian M, Corrigan, J: "Concussion to Consequence: Managing Sport Related Concussion On & Off the Field". October 18, 2011. Available at <http://journals.lww.com/cjsportsmed/Pages/2011-Concussion-Webinar.aspx> As of 2/14/2012 1,910 registered, 1,238 views (1,133 unique viewers), 707 live views and 531 On Demand Views (grows 3-4 per week)
10. **Health Radio ACSM Sports Medicine and Fitness Radio show**. Show host Melanie Cole. Topics; ACL tears and rehabilitation, Concussions and safe procedures for return to play for young athletes. May 8, 2012.
11. **Congress of Neurologic Surgeons Webinar**. Batjer H, Ellenbogen R. Putukian M: Webinar: "*The Moving Target of Concussion: Evolving approaches to an important public health dilemma*". September 18, 2012.
12. Department of Defense. Briefing Request. Value of Neuropsychological Testing in TBI. Web meeting. Aug 8, 2013.
13. **Defense and Veterans Brain Injury Center Webinar**. Marion D, Kelly JP, Putukian M: Webinar. "*Risk of Cumulative Concussions in High Risk Occupations*". August 21, 2013.
14. Putukian M: "Psychological Response to Injury". **NCAA Mental Health Workshop**. Nov 18, 2013.
15. Putukian M: **American Medical Society for Sports Medicine Podcast** on "*Injury and Illness Prevention*". November 10, 2017.
16. Chang CJ, Putukian M: **American Medical Society for Sports Medicine Podcast** on "Mental health issues and psychological factors in athletes: the AMSSM Position Statement. Feb 4, 2020.
17. Putukian M: **American Medical Society for Sports Medicine Podcast** on "Chief Medical Officer Corner". Recorded July 6, 2020.
18. Fiscus S, Lopez R, Putukian M: **NATA, AMSSM, AAP Podcast**. Play Informed; Understanding the Risks & Benefits of Sports Participation During the Pandemic. Recorded August 11, 2020. [https://www.youtube.com/watch?v=GoE\\_nj6DQMs](https://www.youtube.com/watch?v=GoE_nj6DQMs)

# APPENDIX C



## ***CURRICULUM VITAE***

### **E. Lee Rice, D.O., FAAFP, FAMSSM, FAOAMS, FACSM, ABHM**

**ADDRESS:** Lifewellness Institute  
2448 Historic Decatur Road, Suite 130  
San Diego, CA 92106

**PHONE NUMBER:** (619) 398-2960

**FAX NUMBER:** (619) 398-2970

**E-MAIL:** [lrice@sdsm.com](mailto:lrice@sdsm.com)

**CITIZENSHIP:** U.S.A.

**MARITAL STATUS:** Married on July 19, 1969 to Mary (Hockmeyer)  
Daughters: Kelly (1979) and Katie (1982)

**EDUCATION:** San Gabriel High School, San Gabriel, California  
Graduated: 1963

University of California  
Santa Barbara  
Bachelor of Arts Zoology, 1967

University of California, Santa Barbara  
Department of Biology  
Graduate Research Masters Degree Program  
Genetics/Endocrinology, 1967-69

Kirkville College of Osteopathic Medicine  
Kirkville, Missouri  
D.O., 1973

Internship - Rotating "O"  
U.S. Naval Hospital  
Camp Pendleton, California  
1973-1974

Residency - Family Medicine  
Naval Region Medical Center  
Camp Pendleton, California  
1973-1976

Chief Resident, 1975-1976

**MILITARY SERVICE:** Lieutenant Commander, Medical Corps.  
U.S. Navy Reserve, 1972-1979

**MEDICAL LICENSE:** Physicians and Surgeons Certificate No. 20A3360  
State of California

## **BOARD CERTIFICATIONS:**

Diplomate, American Board of Family Practice, 1976  
Re-certified: 1984, 1991, and 1998

Diplomate, American Osteopathic Board of Family Practice, 1979

American Board of Family Practice  
Added Qualifications in Sports Medicine, 1995-2005

American Osteopathic Board of Family Physicians, Certificate of  
Added Qualifications in Sports Medicine, 1994

Missouri Basic Science Boards

National Osteopathic Boards Part 1 & II, 1974

## **CLINICAL PRACTICE:**

CEO and Medical Director  
Lifewellness Institute  
San Diego, California  
2000-Present

Medical Director  
Rancho Valencia Wellness Collective  
2019-Present

Chair, Medical Commission  
International Surfing Association (ISA)  
2020-Present

Executive Wellness Program Director  
Rancho La Puerta Spa  
Tecate, Mexico  
2013-Present

Chief Wellness Officer  
PFC Fitness at La Costa Resort & Spa  
San Marcos, CA  
2013-2020

Clinical Consultant  
National University, Department of Integrative Health  
San Diego, California  
2010-2012

Medical Director  
Intercare Solutions  
San Diego, California  
2009-2020

**CLINICAL PRACTICE (continued):**

National General Manager/Medical Director  
Lifesigns  
A Division of Physiotherapy Associates  
Stryker Corporation  
2003-2004

Founder and Medical Director  
San Diego Sports Medicine and Family Health Center  
San Diego, California  
1979-2002

Medical Director  
Aztec Sports Medicine Center  
San Diego State University  
1987-1993

Medical Director  
Fallbrook Community Clinic  
Fallbrook, California  
1977-1981

Medical Director  
Vista Community Clinic  
Vista, California  
1973-1981

Staff Physician, Department of Family Medicine  
Naval Regional Medical Center  
Camp Pendleton, California  
1977-1979

Staff Physician, Department of Family Medicine  
Naval Regional Medical Center  
Long Beach, California  
1976-1977

Head, Department of Adult Medicine  
Naval Regional Medical Center, Branch Clinic  
Marine Corps Air Station  
El Toro, California  
1976-1977

**CLINICAL TEACHING - ACADEMIC APPOINTMENTS:**

Voluntary Clinical Instructor  
Department of Family Practice and Public Health  
University of California, San Diego, Health Sciences  
2016-2018

## **CLINICAL TEACHING - ACADEMIC APPOINTMENTS (continued):**

Dr. Jerry C. Lee Endowed Chair  
for development of the Center for Integrative Health  
National University  
2009-2010

Director, Primary Care Sports Medicine Fellowship Program  
San Diego Sports Medicine and Family Health Center  
Medical Director, 1984-2005  
Medical Director Emeritus, 2005-Present

Director, Fellowship in Wellness and Health Promotion  
Lifewellness Institute  
San Diego, California  
2001-Present

Clinical Professor  
Family Practice and Sports Medicine  
Western University of Health Sciences, Pomona, California  
1986-Present

Associate Clinical Professor  
Department of Family Practice and Preventative Medicine  
University of California, San Diego, School of Medicine  
1992-Present

Director, Sports Medicine Curriculum  
Sharp/Grossmont Hospitals  
Family Practice Residency Program  
1995-2000

Adjunct Professor  
Department of Exercise Science and Physical Education  
San Diego State University, San Diego, California  
1993-Present

Clinical Preceptor, Primary Care Associate Program  
Stanford University School of Medicine  
Division of Family and Community Medicine  
1997-2005

Adjunct Clinical Professor  
Department of General and Family Practice  
Texas College of Osteopathic Medicine  
1988-2005

Pre-Reviewer, Primary Care Sports Medicine Fellowship Training Program,  
Residency Review Committee  
Accreditation Council for Graduate Medical Education (ACGME)  
1995

**CLINICAL TEACHING - ACADEMIC APPOINTMENTS (continued):**

Assistant Clinical Professor  
University of California, San Diego, School of Medicine  
Department of Pediatrics  
1983-1992

Director - Physician Assistants and Nurse Practitioners  
Naval Regional Medical Center  
Camp Pendleton, California  
1977-1979

Medical Director, Phase II Physician's Assistant Training  
Naval Regional Medical Center  
Camp Pendleton, California  
1977-1979

Adjunct Professor, Department of Family Practice  
U.C.L.A. School of Medicine  
1976-1979

Staff Physician, Family Practice Residency  
Naval Regional Medical Center, Camp Pendleton, California  
1976-1979

Consultant in Sports Medicine and Physical Fitness,  
Department of Physical Education and Intercollegiate Athletics  
University of California, San Diego  
1975-1988

**CHAIR - NATIONAL CLINICAL COURSES:**

Chairman  
American Academy of Family Physicians  
Sports Medicine Board Review Course  
1995, 1997, 1999, 2000, 2003

Co-Chair  
American Academy of Family Physicians  
Semi-Annual Sports Medicine Conference  
1998

Chairman  
American Osteopathic Academy of Sports Medicine  
Annual Scientific Seminar  
1989

## **PROFESSIONAL SOCIETIES:**

American College of Osteopathic Family Physicians, 1973-Present  
American Osteopathic Academy of Sports Medicine, 1984-Present  
Founding Member, Fellow, Galen Society  
President 1990-1991

Osteopathic Physicians and Surgeons of California  
1974-Present

American Academy of Family Physicians, Fellow 1973-Present

American Medical Society for Sports Medicine, 1991-Present  
Founding Member  
President, 1998-1999

American College of Sports Medicine, Fellow 1975-Present

Professional Team Physicians Association, PTPA  
1995-2000

National Football League, Team Physicians Association  
1979-1991

National Basketball Association, Team Physicians Association  
1979-1982

American Osteopathic Association  
1974-Present

California Academy of Family Physicians, 1976-Present

California Medical Association, 1976-Present

San Diego County Medical Society  
1976-2000

The Society of Teachers of Family Medicine  
1976-2000

Chief Executives Organization, CEO, 1995-Present

YPO Gold (formerly World Presidents' Association or WPO)  
1995-Present

Young President's Organization (YPO)  
1988-1995

Vistage (formerly: The Executive Committee), 1984-1988

**TEAM PHYSICIAN/EVENT COVERAGE:**

Eligibility and Nominations Review Panel Member  
International Surfing Association (ISA)  
2021 Tokyo Olympic Games

Medical Director – Surfing Competition  
2021 Tokyo Olympic Games

Team Physician  
San Diego Riptide (Arena2 Pro Football)  
2002-2004

Medical Director, Team Physician  
Oracle BMW Racing  
America's Cup Sailing Syndicate  
2001-2003

Team Physician  
San Diego Spirit (WUSA-Pro Women's Soccer League)  
2000-2003

Medical Director, Team Physician  
San Diego Stingrays Basketball Team ABA, CBA  
1998-2001

Medical Director  
San Diego Rock & Roll Marathon  
1998-2011

Team Physician  
San Diego Flash, Outdoor Pro Soccer Team  
1998-2002

Team Physician, Cathedral Catholic High School  
Previously University of San Diego High School  
1998- 2004

Medical Director and Co-Chairman  
San Diego Senior Olympics  
1990-2014  
Medical Director, California State Games  
1995-2000

Team Physician  
USA Volleyball Beach Team  
1995-2000

Team Physician  
Bud Light Pro Beach Volleyball Tour  
1993-1999

**TEAM PHYSICIAN/EVENT COVERAGE (continued):**

Team Physician  
San Diego Gulls Ice Hockey Team, ECHL  
1993-Present

Medical Director  
Thunderboat Unlimited Hydroplane Races  
Mission Bay, San Diego, California  
1987-Present

Associate Team Physician  
San Diego State University Aztecs  
1984-2000

Team Physician, USA Men's Volleyball Team  
1981-Present

Medical Director/Team Physician  
OneAustralia, Australia's America's Cup Sailing Team  
1995-1996

Team Physician, San Diego Barracuda's Pro Roller Hockey  
1995-1996

Team Physician, San Diego Wildcards Basketball Team  
Continental Basketball Association  
1995-1996

Medical Coordinator, Holiday Bowl, San Diego, California,  
1994-1997

Medical Director, Camp's Marietta and Del Mar  
University of San Diego, California

Summer camps for children with eating disorders  
1993-1997

Team Physician, Copperbowl, San Diego, California  
1993-1996

Medical Director, Offshore Powerboat Association  
San Diego Bay Races  
1992-1993

Team Physician, II Moro Di Venezia America's Cup Sailing Team  
1991-1992

Team Physician, San Diego Sockers Professional Indoor Soccer  
1990-1996



**TEAM PHYSICIAN/EVENT COVERAGE (continued):**

Rugby Match Physician, USA Eagles vs. New Zealand All-Blacks  
San Diego, CA  
1985

Team Physician, USA Women's National Volleyball Team  
1984-1991

Medical Director, Heart of San Diego Marathon  
1982-1986

Team Physician, San Diego Clippers Basketball Team, NBA  
1980-1983

Team Physician, San Diego Chargers Football Club, NFL  
1979-1991

Team Physician, U. S. Navy Rugby Team England Tour  
1977

Team Physician, Southern California All-Star A.A.U. Track Team  
(under 21) European Tour  
1976

Team Physician, Old Mission Beach Athletic Club (OMBAC)  
Rugby Club 1993-Present

**PROFESSIONAL BOARD/COMMITTEE MEMBERSHIPS:**

National University System  
Board Member  
Chair, Academic Advisory Committee  
Member, Executive Committee  
2010-Present

National University  
Chairman of the Board  
2020-Present

Founding Member, Governing Board, Osteopathic Post-Doctoral Institutional Training  
Consortium, (OPTIK-1)  
Kirksville College of Osteopathic Medicine  
1998-2004

American Osteopathic Academy of Sports Medicine  
Member, Certification Board  
1994-2005

**PROFESSIONAL BOARD/COMMITTEE MEMBERSHIPS (continued):**

American Medical Society for Sports Medicine, Co-Founder, 1992  
Executive Board, 1992-1999  
President, 1998-1999

American Osteopathic Academy of Sports Medicine, Co-Founder, 1978  
Board Member, 1984-1992  
President, 1984-1985

American Association of Osteopathic Examiners  
President, 1983-1984

California State Board of Osteopathic Examiners  
Governor's Appointment  
Board Member, 1977-1982  
President, 1980-1981

American Heart/American Stroke Association Board Chairman, San Diego Chapter  
2016

Epilepsy Foundation Board Member, San Diego Chapter  
2015

Golden Door Spa, Advisory Board Member  
2013-present

American Heart/American Stroke Association Board Member, San Diego Chapter  
2012-present

**OTHER BOARD MEMBERSHIPS:**

National University, Board of Trustees  
2010-present

Peak Care, Medical Director  
Chairman, Medical Advisory Board  
2002-2006

Unlimited Hydroplane Racing Association  
Medical Advisory Board  
2000-2004

G.S. Bodyboard, Medical Director  
1997-2000

San Diego International Sports Council, Board Member  
1995-1996

## **OTHER BOARD MEMBERSHIPS (continued):**

Winco Product Corporation  
Chair, Medical Advisory Board  
1994-1996

United States Volleyball Association, Board Member  
1992-1996

Pepsi-Cola Company, Member, ALL SPORT Medical Advisory Board  
1992

Lifeway Health Products, Member, Board of Directors  
1988-1990

## **COMMITTEES:**

University of California Santa Barbara, Alumni Association  
Member, Board of Directors  
1982-1987

USA Volleyball, Inc.  
Founding Board Member, 1981-1996  
President, 1994-1996

International Dance Exercise Association  
Member, Board of Advisors  
1980-1990

Pacific Foundation for Medical Care  
Physician Review Committee, Member  
1999-2006

Grossmont Hospital Family Practice Supervisory Committee  
1999-2003

Sharp Family Practice Supervisory Committee and Family Practice Residency Liaison  
Committee  
1999-2001

California Governor's Council on Physical Fitness and Sports  
Chairman, Medical Advisory Committee  
1993-2000

Osteopathic Physicians and Surgeons of California (OPSC)  
Public Health Policy Committee  
1998-1999

UCSD Family Medicine  
Primary Care Sports Medical Advisory Committee  
1994-1996

## **COMMITTEES (continued):**

Sports Medicine and Performance Commission  
USA Volleyball Association  
Founding Member & Chairman  
1994-1996

Osteopathic Physicians and Surgeons of California (OPSC)  
Public Relations Chair  
1992-1993

American College of Sports Medicine, C.M.E. Committee  
1988-1990

Sports Medicine and Fitness Committee  
San Diego County Medical Society  
1984-1985

San Diego County Medical Society  
Tobacco Free 2000 Commission  
1993-1994

Physicians, State of California, Occupational Health Services, Inc.  
Physician Member, Diversion Program  
Board of Osteopathic Examiners  
1991-1992

Family Practice Supervisory Committee/Emergency Services Supervisory Committee  
Alvarado Hospital Medical Center  
1983-1987

## **PUBLICATIONS:**

Editor-in-Chief  
LifeWellness Institute eHealth Newsletter  
2003 to present

Editorial Board  
American Medical Society for Sports Medicine Journal  
1992 to 1997

Editorial Board member  
The Physician and Sportsmedicine  
McGraw-Hill Publication  
1991 to 2000

Contributing Author  
Team Physician's Handbook, 3<sup>rd</sup> Edition  
Hanley & Belfus, Inc., 2002

Co-Editor

**PUBLICATIONS (continued):**

The 5-Minute Sports Medicine Consult

Lippincott Williams & Wilkins  
2001

Volleyball Chapter

Principles & Practice of Primary Care Sports Medicine  
Lippincott Williams & Wilkins, 2001

Contributing Author

Imaging in Musculoskeletal and Sports Medicine  
Blackwell Science Publication, 1997

Essentials of Sports Medicine

HIV Chapter  
American College of Sports Medicine  
Mosby Publishing, 1996

Editorial Board

Injury Prevention, Performance Conditioning for Volleyball  
Newsletter, 1993-198)

“Upstream Medicine”

San Diego County Physician Magazine, January 1, 2010 (on-line)

“Volleyball Injuries - Prevention and Treatment” Chapter

Sports Injuries: Mechanisms, Prevention and Treatment, 2nd ed.;  
Williams & Wilkins; 1994

“Common Medical Problems in Basketball Players,” Clinics in  
Sports Medicine, Basketball Issue, W.B. Saunders Co, 1992

Contributing Author, La Mesa Courier Doctors’ Column, 1982-1984

Contributor, World Police and Fire Games, official publication of  
World Police and Fire Games Association, 1982-1988

Reviewer for Medicine and Science in Sports and Exercise™,  
1996-Present

Co-Author, “Head and Neck Injuries”, The Physician and Sports-medicine, McGraw-  
Hill Healthcare Publications, 1995

“Sports Medicine Pearls”, The Physician and Sportsmedicine, 1995

Team Physicians Handbook, American College of Sports Medicine,  
1995

“The Winged Scapula”, The Physician and Sportsmedicine, 1994

## **PUBLICATIONS (continued):**

“Death Due to Malignant Hypothermia in an Elite Athlete” – Case Report,  
1992, American Family Physician

Co-Author, Working Well, Gulf Publishing Co., 1990

Editorial Board Member, DIAGNOSIS, 1984-1988

Co-Author, Staying Well, published by Blue Cross/Blue Shield, 1982

“Fluid and Electrolyte Balance in Sports,” The Journal of the  
Osteopathic Physicians and Surgeons of California; Fall, 1982

## **HONORS/AWARDS:**

California Interscholastic Federation (CIF) – Sports Medicine Committee  
Champion for California’s Student Athletes  
2016

Lifetime Achievement Award for “Healthiest Companies 2015”  
San Diego Business Journal  
May 2015

Medical Champion of the Year  
San Diego Sports Medicine Foundation  
September 2013

James E. Coleman USA Volleyball National Team Award  
May 2013

Jonathan Reeser Sport Science Award – USA Volleyball  
April 2013

Vistage “100 Club” Speaker Achievement Award

Father of the Year Award  
Father’s Day Council and the American Diabetes Association  
June 2011

Micro Business Award  
Most Innovative New Service/Product  
San Diego Regional Chamber of Commerce  
2005

AstraZeneca 2004 National Healthy Heart Award  
Cardiovascular Disease Prevention

## **HONORS/AWARDS (continued):**

Distinguished Service Award  
The California Governor's Council on Physical Fitness and Sports  
January 1996

International Association of Fitness Professionals  
4-Star Presenter Award, 1995

College of Osteopathic Medicine of the Pacific, Alumni Association  
Medical Educator Award, 1993

Young Presidents' Organization, Las Californias Chapter  
Member of the Year Award, 1992

Osteopathic Physicians and Surgeons of California  
Distinguished Service Award, 1989

Family Health Foundation of America  
Certificate of Recognition, 1987

University of California  
Santa Barbara Alumni Association Award, 1987

USA Olympic Volleyball Team, Gold Medalist Award, 1984

USOC Olympic Job Opportunities Recognition Award, 1984

USA Volleyball, Meritorious Service Award, 1984

Thunderboats Unlimited  
Community Service Commendation, 1984

California Board of Osteopathic Examiners  
Recognition Award, 1982

UCLA School of Nursing, Meritorious Service Award, 1979

NRMC Camp Pendleton, Letter of Commendation, 1979

American Academy of Family Practitioners

Teacher in Family Practice Recognition Award, 1977

Eagle Scout/God and Country Award, 1963

## **SEMINARS/WORKSHOPS/LECTURES:**

Speaker/Facilitator to medical schools, medical conventions/seminars, professional athletes, and the business community in the United States and abroad.

Subjects include:

- ◆ Wellness and Preventive Medicine
  - ❖ Nutrition, Exercise, Stress Management, Mind-Body Interaction, Spirituality
- ◆ Sports Medicine
- ◆ Substance Abuse
- ◆ Parenting and Relationship/Communication Skills
- ◆ Leadership Training

## **PRESENT COMMUNITY SERVICE:**

McAlister Institute Board Member, 2020- Present

California Interscholastic Federation (CIF) Sports Medicine Committee, 2000-Present

WECARE

San Diego High School Student and Parent Educational Consortium

Celebration of Champions (Children's Hospital) Volunteer

## **PAST COMMUNITY SERVICE:**

San Diego Rock and Roll Marathon  
Medical Director, 1998-2011

San Diego Senior Olympic Sports Festival  
Co-Chairman, Board of Directors, 1990-2014

Green Elementary School, San Diego  
Partner in Education, 1983-1987

Mission Valley Y.M.C.A., Board of Directors  
1985-1987

After-School All-Stars Greater San Diego, Member, Board of Directors  
1998-2006

Peninsula Y.M.C.A. Board of Directors, 2000-2002

Founder and Medical Advisor, Medical Explorers Post  
Boy Scouts of America, San Diego  
1990-1993

Peninsula Albion, AYSO Youth Soccer Coach  
1988-1998



**PAST COMMUNITY SERVICE (continued):**

Point Loma, Girls Softball Coach  
1989-1990

San Diego International Sports Council  
Board of Directors  
1995-1997

Medical Director  
Vista and Fallbrook Community Clinics  
1973-1981

**TV/PUBLIC BROADCAST/VIDEO PARTICIPATION:**

Local Television and Radio medical-related interviews  
Network and Cable, 1979-Present

MD TV  
University of California, San Diego  
National Cable Network  
Sports Injuries  
2001

The Golf Channel, with Dean Reinmuth  
National Cable TV

Prevention and Treatment of Golf Injuries  
2001-2002

American Academy of Family Practice, 1997  
Sports Medicine Video Series

CBS Today Show – “Drug Abuse in Sports”, 1996

ESPN TV “Countdown to Football”  
Painkillers in Sports  
September 1, 1996

UCB Pharma Videos: “Preparticipation Physical Examination, Sports Rehabilitation,  
The Female Triad,”  
American Sports Medicine Institute, 1996

ABC - Special - Drugs in Sports, 1995

Good Morning America, 1995

University of California, San Diego  
Cable Network, “Back Injuries”, 1994

**TV/PUBLIC BROADCAST/VIDEO PARTICIPATION (continued):**

United Airlines, In Flight Audio Program  
Sports Medicine, 1992

Richard Simmons Show, 1988

Sports Medicine, Tommy Lasorda Los Angeles Talk Radio, 1988

# APPENDIX D

## CURRICULUM VITAE

WILLIAM OLIVER ROBERTS MD, MS

### PROFESSIONAL ADDRESS

Updated: 4-29-21

Phalen Village Clinic  
University of Minnesota Physicians  
1414 Maryland Avenue East  
St. Paul, Minnesota 55106  
651-772-3461  
651-772-2605  
rober037@umn.edu

Administrative Office  
Department of Family Medicine and Community Health  
6-240 Phillips-Wangensteen Building  
516 Delaware St. SE  
Minneapolis, MN 55455  
612-624-3120

### IDENTIFYING INFORMATION

#### Education

Degree	Institution	Date Degree Granted
B.S.	Rensselaer Polytechnic Institute Troy, NY	1974
M.D.	University of Minnesota Minneapolis, MN	1978
M.S.	University of Minnesota Minneapolis, MN	1981
Residency	Family Medicine, Smiley's Point Clinic University of Minnesota Department of Family Practice and Community Health, Fairview Downtown and St. Mary's Hospitals Minneapolis, MN	1978-1981

#### Certifications, Licenses

Sports Medicine Subspecialty Certification (ABFM) Recertification 2003, 2013	1993 – Present
American Board of Family Medicine (ABFM) Last Recertification 2018	1981 – Present

Minnesota License #24845 1979 - Present

**Academic Appointments**

University of Minnesota, Twin Cities Campus  
Dept. of Family Medicine and Community Health 1982-Present

Professor 2007-Present

Faculty Physician 2003-Present

Associate Professor 2003-2007

Adjunct Professor 2002-2003

Adjunct Associate Professor 1992-2002

Adjunct Assistant Professor 1985-1992

Clinical Instructor 1982-1985

**Academic Administrative Appointments**

Vice Chair of Faculty Affairs 2021-Present  
Department of Family Medicine and Community Health  
University of Minnesota

Director of Sports Medicine Program 2019-Present  
Department of Family Medicine and Community Health  
University of Minnesota

Mentoring Lead 2016-Present  
Department of Family Medicine and Community Health  
University of Minnesota

Director of Faculty Affairs 2018-2020  
Department of Family Medicine and Community Health  
University of Minnesota

Master Mentor Program 2017-2020  
Office of Faculty Affairs  
University of Minnesota Medical School

Director of Faculty Academic Achievement 2015-2018  
Department of Family Medicine and Community Health  
University of Minnesota

Program Director – St Johns Family Medicine Residency 2007-2015  
Department of Family Medicine and Community Health  
University of Minnesota

Associate Program Director – St Johns Family Medicine Residency 2006-2007

Department of Family Medicine and Community Health  
University of Minnesota

### **Clinical/Hospital Appointments**

Associate Medical Director, MinnHealth Family Physicians, White Bear Lake, MN	1998-2003
Assistant Medical Director – Recruiting Coordinator MinnHealth Family Physicians, White Bear Lake, MN	1992-2003
Co-Director, MinnHealth Family Physicians, White Bear Lake, MN	1991-2003
Private Practice, MinnHealth Family Physicians, White Bear Lake, MN	1986-2003
Medical Director Health East Maplewood Sports Therapy Center, Maplewood, MN	1986-1993
Chair Division of Sports Medicine, Group Health, Inc., Minneapolis, MN	1985-1986
Chair Sports Medicine Committee, Group Health, Inc., Minneapolis, MN	1982-1984
Staff Physician White Bear Lake Medical Center, Group Health, Inc., White Bear Lake, MN	1981-1986

### **Consulting Positions**

#### **Board of Directors**

Member, UCare Board of Directors, Minneapolis, MN	2007 to Present
Chair, UCare Compliance Committee	2020 to Present
Member, UCare Compensation Committee	2020 to Present
Member, UCare Finance and Audit Committee	2010 to 2020
Chair, UCare Fund Council	2008 to 2010
Member, UCare Governance Committee	2007 to 2010
Chair - Board of Directors, National Youth Sports Health & Safety Institute, American College of Sports Medicine Indianapolis, IN and Sanford Health, Sioux Falls, SD.	2015- Present

#### **Science Advisory Board**

SportzPeak, San Francisco, CA	2012-Present
Member, Marathon and Beyond, Champaign, Illinois	1996-2015
Member, Men's Fitness Magazine, New York, NY	2004-2012

#### **Medical Director**

Medical Director, Twin Cities in Motion,	2007-Present
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Minneapolis-St Paul, MN

Medical Director, Medtronic Twin Cities Marathon and  
Twin Cities in Motion, Minneapolis-St Paul, MN 1985-2016

Medical Director, 2004 National Kidney Foundation US  
Transplant Games, Minneapolis, MN 2003-2004

**Sports Medicine Advisory Boards and Consulting**

Member – Minnesota Department of Health Youth Sports  
Advisory Committee 2020-Present

Chair - Sports Medicine Advisory Committee,  
MN State High School League, Brooklyn Center, MN 2006-Present

Sports Medicine Advisory Committee,  
USA Soccer Cup Tournament, Blaine, MN 1986-Present

Member Board of Directors, National Youth Sports Health &  
Safety Institute, American College of Sports Medicine  
Indianapolis, IN and Sanford Health, Sioux Falls, SD. 2011- 2015

Chair – Scientific Advisory Board,  
ePPE On Line Medical Questionnaire and Data Repository,  
Privit, Columbus, Ohio 2007-2015

American Academy of Family Physicians Sports Medicine  
Advisory Group 2006-2012

Sports Medicine Advisory Committee, MN State High School  
League, Permanent Primary Care Chair, Brooklyn Center, MN 1989-2006

Wrestling Weight Certification Committee,  
Minnesota State High School League, Brooklyn Center, MN 1988-1992

Ask the Sports Doc Blog, Runners World, Rodale Press,  
Emmaus, PA 2010-2017

Advisory Panel, Minnesota Department of Health Sports  
Concussion Task Force, Minnesota Department of Health 2012- 2015

Medical Commentator, “Moment of Impact” Series,  
World Wrestling Entertainment, Stamford, CT 2006

Medical Advisor - Kinni Willow 20 Mile Road Race,  
Hudson, WI 2003-2004

Medical Advisor, Minnesota Distance Runners Association,  
Minneapolis, MN 1988-1999

Medical Race Management Consultant, 1 <sup>st</sup> Annual Disney Marathon, Orlando, FL	1996
<b>Legal Expert Opinion Consulting</b>	
Sexual predators in sports	2021
Exertional heat stroke morbidity & mortality (14 cases)	1998-Present
Hyponatremia and fluid balance (retainer)	2004-2009
Catastrophic ice hockey injury (1 case)	2000-2002
<b>Team Physician</b>	
Johnson High School, St Paul, MN (Faculty advisor and site supervisor for Phalen Village Family Medicine Residents for Sports Medicine sideline and training room experience)	2006-Present
Team USA Minnesota (Long distance running post-college Olympic development team), Minneapolis, Minnesota	2001-Present
<b>Roundtables, Consensus Conferences, and Conference Development</b>	
American College of Sports Medicine Health Injury Consensus Statement Development Team – Lead author	2020-2021
External Reviewer, National Youth Sports Strategy (2019) Office of the Assistant Secretary for Health U.S. Department of Health and Human Services	July 2019
AMSSM Concussion Evaluation and Management Consensus Statement Writing Work Group, Chicago IL	December 2017
AAFP, AAP, ACSM, AMSSM, AOSSM, AAOS, AOASM Preparticipation Physical Exam 5 <sup>th</sup> Edition Writing Work Group (Co-Editor)	November 2017
AMSSM Cardiovascular Preparticipation Screening Consensus Statement Writing Work Group, Atlanta GA	February 2016
3 <sup>rd</sup> International Consensus Conference on Exercise Associated Hyponatremia, Conference Speaker and Writing Team Member, San Diego CA, USA	February 2015
ACSM/FIMS Preparticipation Evaluation Consensus Conference, Indianapolis, IN. (Co-Chair and Lead Author for Consensus Statement)	June 1, 2013
American Medical Society for Sports Medicine Position Statement on Concussion in Sport Writing Work Group	February 2012



Youth Sports & Concussion: A Roundtable Discussion. Minnesota Department of Education, Roseville, MN.	March 15, 2010
Department of Defense Roundtable: Heat Injury and Return to Duty, Bethesda, MD	October 2008
ACSM Prevention of Youth Sports Injury Atlanta, GA	April 2008
2 <sup>nd</sup> International Consensus Conference on Exercise Associated Hyponatremia, Conference Speaker and Writing Team Member, Queenstown, New Zealand	November 2007
2006 World Congress on the Science and Medicine of the Marathon (ARRMS and ACSM), Conference Co-Chair for 43 speakers, 50 presentations, and proceedings publication, Chicago, IL	October 2006
NATA Inter-Association Task Force for Recommendations on Emergency Preparedness and Management of Sudden Cardiac Arrest in Athletics, Atlanta GA	April 2006
AHA Preparticipation Cardiovascular Screening Recommendations, Dallas, TX	November 2005
ACSM Representative: NCAA/NATA Summit on Commotio Cordis in Sports, Indianapolis, IN	June 2005
Program Co-chair: American College of Sports Medicine and AAP Section on Sports Medicine and Fitness Summit on “Increasing Youth Physical Activity: Strategies in Science, Health Care, and Fitness and Sports.”	April 2005
ACSM Prevention of Heat Stroke in Youth Football Indianapolis, IN	June 2004
ACMS Team Physician Consensus Conference on Management of Mass Participation Events Dallas, TX	February 2004
ACSM Hydration and Activity Roundtable Boston, MA	December 2003
ACSM Team Physician Consensus Conference on Sideline Care of the Athlete, Phoenix, AZ	February 2000

**HONORS AND AWARDS FOR RESEARCH WORK, TEACHING, PUBLIC ENGAGEMENT,  
AND SERVICE**

**University of Minnesota**  
Academy for Excellence in Clinical Practice

2020

University of Minnesota Medical School

Model Family Physician of the Year Award, UMN Phalen Village Clinic-St John's Family Practice Residency, St Paul, MN	2002
Resident Research Award, Family Practice Department, University of Minnesota, Minneapolis, MN	1981
<b>External Sources</b>	
Minnesota Academy of Family Physicians Family Medicine Innovation & Research Award	2020
Top Doctor – Sports Medicine, Castle Connolly Medical, Ltd. New York, NY	2017-2021
Visiting Professor, University of Miami Sports Medicine Program, Coral Gables FL	2019
Fellow of the American Academy of Family Physicians	2017
Mary O'Neil Determination Award, Twin Cities in Motion, Minneapolis MN	2017
Best Doctors in America, (Peer nominated list), Best Doctors, Inc, Aiken, SC.	2011-2020
2015 Minnesota Best Doctors – Sports Medicine, Minnesota Monthly, Minneapolis, MN.	2015
<b>Honor Award</b> , American College of Sports Medicine, Indianapolis, IN.	2015
European College of Sports and American College of Sports Medicine Exchange Lecturer, Malmo Sweden and San Diego, CA	2015
<b>Merit Award</b> , Minnesota Academy of Family Physicians, St Louis Park, MN.	2013
Visiting Professor – University of Connecticut Sports Medicine Fellowship Program, Storrs, CT	2013
Twin Cities “Top Doc’s” List for Sports Medicine; (Peer nominated list), Minneapolis-St Paul Magazine, Minneapolis, MN.	2011
“America’s Top Family Doctors,” Consumer’s Research Council of America, Washington DC.	2008-2009
Friend of Physical Therapy Award, Minnesota Chapter of the American Physical Therapy Association, Roseville, Minnesota.	2009
“America’s Top Family Doctors,” Consumers Research Council of America, Washington, DC.	2008
<b>Citation Award</b> , American College of Sports Medicine, Indianapolis, IN.	2008

Twin Cities “Top Doc’s” List for Sports Medicine; (Peer nominated list), Minneapolis-St Paul Magazine, Minneapolis, MN.	2006-2007
2007-2008 Best Doctors in America, (Peer nominated list), Best Doctors, Inc, Aiken, SC.	2006-2007
Who’s Who in the World 2008 Edition, Marquis LLC, New Providence, NJ.	2007
Minnesota Distance Running Distinguished Service Award for 2006; Minnesota Distance Running Association, Minneapolis, MN.	2006
Exemplary Service Recognition – Twin Cities Marathon Volunteer Medical Director 1985-2006, Twin Cities Marathon Inc, Minneapolis-St Paul, Minnesota.	2006
Silver Service Award (25 year Twin Cities Marathon Volunteer), Twin Cities Marathon Inc, Minneapolis-St Paul, Minnesota.	2006
Who’s Who in America 2007 Edition, Marquis LLC, New Providence, NJ.	2006
Twin Cities “Top Doc’s” List for Sports Medicine; (Peer nominated list), Minneapolis-St Paul Magazine, Minneapolis, MN.	2005
Twin Cities “Top Doc’s” List for Sports Medicine; (Peer nominated list), Minneapolis-St Paul Magazine, Minneapolis, MN.	2004
Minnesota’s Best Doctors List for Family Practice; Best Doctors Inc. (Peer nominated list), Minnesota Monthly, Minneapolis, MN.	2003
Larry “Stosh” Neumann Award, Minnesota Athletic Trainers’ Association, (Service to the field of athletic training), Bloomington, MN	2002
Merit Award, Sports Medicine, Minnesota State High School League, Brooklyn Center, MN	1993
President’s Award, Group Health, Inc, (Service to the organization), Minneapolis, MN	1984
Phi Lambda Upsilon National Chemistry Honor Society - RPI Chapter, Troy, NY	1974

## RESEARCH AND SCHOLARSHIP

<i>h</i> -Index	<i>h(f/l)</i> -Index	Total Publications	First/Last Author Publications	Total Citations	First/Last Author Citations
32	24	139	87	6297	3279

## PUBLICATIONS

## Published: Peer-Reviewed Journal Articles

1. **Roberts WO**, Armstrong LE, Sawka MN, Yeargin SW, Heled Y, O'Connor FG. Exertional Heat Illness: Recognition, Management, and Return to Activity. *Curr Sports Med Rep* (In Review for publication)
2. Angela L.H. Buffington ALH, Carol Lange C, Bakker C, Nanney MS, **Roberts WO**, Berge JM, Loth KA. The Collaborative Scholarship Intensive: A Research-Intensive Course to Improve Faculty. *Fam Med*. 2021;53(5):pp-pp (In Press)
3. Hamilton BR, Lima G, Barrett J, Seal L, Tucker R, Papadopoulou T, Bigard X, Kolliari-Turner A, Löllgen H, Zupet P, Ionescu A, Debruyne A, Jones N, Steinacker JM, Vonbank K, Lima1 G, Fagnani F, Fossati C, Di Luigi L, Pigozzi F, Casasco M, Geistlinger M, Wolfarth B, Seto JT, Bachl N, Twycross-Lewis R, Niederseer D, Bosch A, Swart J, Constantinou D, Muniz-Pardos B, Casajus JA, Badtieva V, Zelenkova I, Bilzon JJJ, Dohi M, Schneider C, Loland S, Verroken M, Marqueta PM, Arroyo F, Pedrinelli A, Natsis K, Verhagen E, **Roberts WO**, Kawazoe Lazzoli J, Friedman R, Erdogan A, Cintron AV, Yung SHP, Janse van Rensburg DC, Ramagole DA, Rozenstoka S, Drummond F, Webborn N, Guppy FM, Pitsiladis YP. Integrating athletes with disorders of sex development (DSDs) and transgender athletes into elite competition: the FIMS 2020 consensus statement. *Sports Medicine* (2021). <https://doi.org/10.1007/s40279-021-01451-8> (Published on line 3-24-2021)
4. Scheer V, Costa R, Doutreleau S, Knechtle B, Nikolaidis PT, Stoll O, **Roberts WO**, Tenforde A, Krabak B. Recommendations on Youth Participation in Ultra-Endurance Running Events: A Consensus Statement. *Sports Med* (Accepted for publication 2-15-2021)
5. Kriz PK, **Roberts WO**. Prevention of Sport Related Concussion. *Clin Sports Medicine*. 40(1):159-171, 2021. <https://doi.org/10.1016/j.csm.2020.08.007>
6. Diamond AB, Narducci DM, **Roberts WO**, Bernhardt DT, LaBella CR, Moffatt KA, Nuti R, Powell AP, Rooks YL, Zaremski JL. Interim Guidance on the Preparticipation Physical Examination for Athletes During the SARS-CoV-2 Pandemic, *Clinical Journal of Sport Medicine*: 2021; 31(1), 1-6. doi: 10.1097/JSM.0000000000000892; *Curr Sports Med Rep* 2020; 19(11), 498-503; *Brit J Sports Med* 2021...
7. Berg MA, Miner M, **Roberts WO**. Tinea gladiatorum prevalence among wrestlers in the era of required skin inspection. *Asian J Sports Med* (Published on-line ahead of print 23 November 2020, in press) doi: 10.5812/asjms.103813.
8. Satin DJ, Simonson G, **Roberts WO**. Johnny Tested Positive for COVID-19, What Next for the Team? *Curr Sports Med Rep* 2020; 19(12) 511-513. doi: 10.1249/JSR.0000000000000780.
9. Krabak B\*, **Roberts WO\***, Tenforde A\*, Ackerman KE, Adami PE, Baggish AL, Barrack M, Cianca J, Davis I, D'Hemecourt P, Fredericson M, Goldman JT, Harrast MA, Heiderscheid BC, Hollander K, Kraus E, Luke A, Miller E, Moyer M, Rauh MJ, Toresdahl BG, Wasfy MM. Youth Running Consensus Statement: Minimizing Risk of Injury and Illness in Young Runners" *Brit J Sports Med* (Published Online First: 29 October 2020). doi: 10.1136/bjsports-2020-102518 (\*co-first authors)
10. **Roberts WO**, Satin DJ. Resuming High School and Youth Sports: What Would Your IRB Say? *Curr Sports Med Rep* 2020; 19(9) 345-346. doi: 10.1249/JSR.0000000000000746
11. Sorace P, Churilla JR, Mahady TP, **Roberts WO**. Coronavirus Disease 2019 (COVID-19) Infection: Returning to Sports / Physical Activity. *ACSM's Health and Fitness Journal* 2020 24(6), 48-50. doi: 10.1249/FIT.0000000000000617
12. Denay KL, Breslow RG, Turner MN, **Roberts WO**, Best TM. ACSM Call to Action Statement "COVID-19: Considerations for Sports and Physical Activity." *Curr Sports Med Rep* 2020; 19(8) 326-328. doi: 10.1249/JSR.0000000000000739.
13. Woods J, Hutchinson NT, Powers SK, **Roberts WO**, Gomez-Cabrera MC, Radak Z, Berkes I, Boros A, Boldogh I, Leeuwenburgh C, Coelho-Júnior HJ, Marzetti E, Cheng Y, Liu J, Durstine L, Sun J, Ji LL. The COVID-19 Pandemic and Physical Activity. *Sports Medicine and Health*

Science. 2020; 2(2): 55-64. Published ahead of print on 30 May 2020.  
<https://doi.org/10.1016/j.smhs.2020.05.006>

14. Morrey L, **Roberts WO**, Wichser L. Exercise-related Mental Health Problems and Solutions during the COVID-19 Pandemic. *Curr Sports Med Rep* 2020; 19(6) 194-195.
15. Koontz JS, Mountjoy M, Abbott KE, Aron CM, Basile KC, Carlson CT, Chang CJ, Diamond AB, Dugan SA, Hainline B, Herring SA, Hopkins BE, Joy EA, Judge JP, LaBotz M, Matuszak J, McDavis CJ, Myers R, Nattiv A, Tanji J, Wagner J, **Roberts WO**. Sexual Violence in Sport: American Medical Society for Sports Medicine Position Statement. *Curr Sports Medicine Reports* 2020; 19(6) 232-234. *Sports Health* 2020; <https://doi.org/10.1177/1941738120929946>, *Clin J Sport Med* 2020; 30(4) 291-292
16. **Roberts WO**. Life in the time of COVID-19. *Curr Sports Med Rep* 19(4):129-130, 2020.
17. Breslow RG, Giberson-Chen CC, **Roberts WO**. The Burden of Injury and Illness in the Road Race Medical Tent: A Narrative Review. *Clin J Sport Med* (Published on line ahead of print by Feb 7, 2020)
18. **Roberts WO**. Wellness and Life Balance for Sports Medicine Physicians: Recognizing Physician Burnout. *Curr Sports Med Rep* 2020; 19(2), 50-52.
19. Tenforde A, **Roberts WO**, Krabek BJ, A, Davis IS, Frederickson M, Luke A, Ackerman K. Recommendations to Optimize Health in Youth Runners. *Strength and Conditioning Journal*. 2020; 42(1)76-82. doi: 10.1519/SSC.0000000000000504.
20. Laitano O, Leon L, **Roberts WO**, and Sawka M. Controversies in Exertional Heat Stroke Diagnosis, Prevention and Treatment. *Journal of Applied Physiology* (Published on line 09 NOV 2019 <https://doi.org/10.1152/jappphysiol.00452.20192019>)
21. Schweltnus M, Kipps C, **Roberts WO**, Drezner JA, d'Hemecourt P, Troyanos C, Janse Van Rensburg DC, Killops J, Borresen J, Harrast M, Adami PE, Bermon S, Bigard X, Migliorini S, Jordaan E, Borjesson M. Medical encounters at mass community-based endurance sport events: An international consensus statement on definitions and methodology of recording and reporting data. *Brit J Sports Med* 2019;53(17):1048-1055. doi: 10.1136/bjsports-2018-100092.
22. **Roberts WO**. An Indelible Stain: The Conspiracy of Silence. *Curr Sports Med Rep* 2019; 18(3): 67.
23. Krabek BJ, Tenforde A, Davis IS, d'Hemecourt P, Frederickson M, Harrast MA, Luke A, **Roberts WO**. Youth Distance Running: Strategies for training and injury reduction. *Curr Sports Med Rep* 2019; 18(2): 53-59.
24. Harmon KG, Clugston JR, Dec K, Hainline B, Herring SA, Kane S, Kontos AP, Leddy JJ, McCrea MA, Poddar SK, Putukian M, Wilson JC, **Roberts WO**. American Medical Society for Sports Medicine: 2019 Position Statement on Concussion in Sport. *Brit J Sport Med* 2019; 53: 213-225. doi:10.1136/bjsports-2018-100338 (Co-published in *Clin J Sport Med* 2019; 29: 87-100 and *J Sports Med*)
25. Smith AM, Farrell KJ, **Roberts WO**, Moris MR, Stuart MJ. Eliminating Fighting and Head Hits from Hockey: Opportunities and Barriers. *Curr Sports Med Rep* 18(1): 35-40, 2019.
26. Smith AM, Alford PA, Aubry M, Benson B, Black A, Brooks A, Burke C, D'Arcy R, Dodick D, Eaves M, Eickhoff C, Erredge K, Farrell K, Finnoff J, Fraser DD, Giza C, Greenwald RM, Hanzel M, Hoshizaki B, Huston J, Jorgenson J, Joyner M, Krause D, LaVoi N, Leaf M, Leddy J, Leopold J, Margarucci K, Margulies S, Mihalik J, Munce T, Oeur A, Podein S, Prideaux C, **Roberts WO**, Shen F, Soma D, Tabrum M, Stuart MB, Wethe J, Whitehead J, Wiese-Bjornstal D, Stuart MJ. Proceedings from the Ice Hockey Summit III: Action on Concussion. *Curr Sports Med Rep* 18(1): 23–34, 2019.
27. Pryor JL, Johnson E, **Roberts WO**, Pryor R. Application of evidence-based recommendations for heat acclimation: Individual and team sport perspectives. *Temperature* 2018 Oct 13;6(1):37-49 (Published on-line October 13 2018) DOI: 10.1080/23328940.2018.1516537
28. Honsvall AM, Lane KR, **Roberts WO**. A Marathon Runner with Vertigo after the Race. *Curr Sports Med Rep* 2018; 17(11): 362-362.

29. **Roberts WO.** Running Causes Knee Osteoarthritis: Myth or Misunderstanding. *Brit J Sports Med.* Br J Sports Med 2018;52:142. doi:10.1136/bjsports-2017-098227
30. **Roberts WO,** Schwartz RS, Garberich RF, Carlson S, Knickelbine T, Schwartz JG, Peichel G, Lesser JR, Wickstrom K, Harris KH. Fifty Men, 3510 Marathons, Cardiac Risk Factors, and Coronary Artery Calcium Scores. *Med Sci Sports Exerc* 2017; 49(12): 2369-2373. doi: 10.1249/MSS.0000000000001373
31. McDermott B, Anderson S, Armstrong L, Casa D, Chevront S, Cooper L, Kenney WL, O'Connor FA, **Roberts WO.** "National Athletic Trainers' Association Position Statement: Fluid Replacement for the Physically Active" 2017; 52(9):877–895. doi: 10.4085/1062-6050-52.9.02
32. Yao KV, Troyanos C, D'Hemecourt P, **Roberts WO.** Optimizing Marathon Race Safety Using an Incident Command Post Strategy. *Curr Sports Med Rep.* 2017; 16(3): 144–149. doi: 10.1249/JSR.0000000000000369
33. **Roberts WO.** Exertional heat stroke and the evolution of field care: A physician's perspective. *Temperature* 4(2): 101–103, 2017. DOI: 10.1080/23328940.2017.1316352
34. Smith AM, Stuart MJ, **Roberts WO,** Dodick D, Finnoff J, Jorgensen JK, Krause DA. Concussion in Ice Hockey: Current Gaps and Future Directions in an Objective Diagnosis. *Clin J Sport Med* doi: 10.1097/JSM.0000000000000412 (Published ahead of print January 10 2017)
35. **Roberts WO,** Schwartz RS, Kraus SM, Schwartz JG, Peichel G, Garberich RF, Lesser JR, Oesterle SN, Wickstrom KK, Knickelbine T, Harris KM. Long Term Marathon Running Is Associated with Low Coronary Plaque Formation in Women. *Med Sci Sports Exerc* 49(4): 641-645, 2017.
36. Armstrong LE, Kavouras SA, Walsh NP, **Roberts WO.** Diagnosing dehydration? Blend evidence with clinical observations. *Curr Opin Clin Nutr Metab Care* 19(6):434-438, 2016. doi: 10.1097/MCO.0000000000000320.
37. Drezner JA, O'Connor FG, Harmon KG, Fields KB, Asplund CA, Asif IM, Price DE, Dimeff RJ, Bernhardt DT, **Roberts WO.** AMSSM Position Statement on Cardiovascular Preparticipation Screening in Athletes: Current Evidence, Knowledge Gaps, Recommendations and Future Directions. *Curr Sports Med Rep* 2016; 15(5):359-75.; *Clin J Sport Med* 2016; 26(4)347-361.; *Br J Sports Med.* 2016 Sep 22. pii: bjsports-2016-096781. doi: 10.1136/bjsports-2016-096781.
38. **Roberts WO.** Editorial: Preparticipation Cardiovascular Screening - Finding Middle Ground. *Cur Sports Med Rep.* 15(2): 61-63, 2016.
39. **Roberts WO,** Dorman JC, Bergeron MF. Recurrent Heat Stroke in a Runner: Race Simulation Testing for Return-to-Activity. *Med Sci Sport Excerc.* 48(5):785-789, 2016.
40. Sedgwick PE, Wortley GC, Wright JM, Asplund C, **Roberts WO,** Usman S. Medical Clearance for Desert and Land Sports, Adventure, and Endurance Events. *Clin J Sport Med.* 25(5):418-424, 2015.
41. Cushing TA, **Roberts WO,** Hackett P, Dexter WW, Young CC, Fudge JR, Hawkins SC, DeLoughery TG, Thomas BJ, Tabin GC, Jacoby LE, Asplund CA. Considerations for the Wilderness Adventurer: Medical Conditions That May Worsen With or Present Challenges to Coping with Wilderness Exposure. *Clin J Sport Med.* 25(5); 396-403, 2015.
42. Fudge JR, Bennett BL, Simanis JP, **Roberts WO.** Medical Evaluation for Exposure Extremes: Cold. *Clin J Sport Med.* 25(5); 432-436, 2015.
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#### Peer-Reviewed Abstract Publications

1. **Roberts WO**. Return to Activity After Exertional Heat Stroke - 14 YO Runner: Med Sci Sports Exerc 52(7S), July 2020.
2. Buffington A, Loth K, Bengtson J, Bakker C, **Roberts WO**. The Collaborative Scholarship Intensive: A Faculty Development Course to Improve Scholarship. Poster Minnesota Academy of Family Physicians - Innovation & Research Forum (Bloomington MN) 2020
3. Berg MA, **Roberts WO**. Prevalence of Rash Suspicious for Tinea Among Minnesota High School Wrestlers -2017-18 Season. 2018 Annual Meeting ACSM Research Posters. Minneapolis MN.
4. Weber J, Hu C, **Roberts WO**, Lane KR, Stovitz SD. The Piggy Back Sign: Hip Fracture in a Runner. 2017 Annual Meeting ACSM Clinical Case, Denver, CO, 2017. Med SciSports Exerc. 49(5 Supplement); 2017.
5. Honsvall AM. **Roberts WO**, Lane KR. Dizziness – Runner. 2017 Annual Meeting ACSM Clinical Case, Denver, CO, 2017. Med SciSports Exerc. 49(5 Supplement); 2017.
6. Buffington ALH, Lange CJ, Nanney MS, Okuyemi K, **Roberts WO**, Hofer C. "A research intensive course to improve faculty scholarship." North American Primary Care Research Group 2016 Annual Meeting, Colorado Springs, CO, 2016.
7. **Roberts WO**, Ryan MC, Macalena JA, Stovitz SD. Knee Pain That Wasn't in a Twin Cities Marathon Finisher. 2016 Annual Meeting ACSM Clinical Case, Boston MA. Control Tracking Number: 16-CC-3197
8. Scofield K, **Roberts WO**. Causes of Pre-Race Dropout among Registered Entrants for the Medtronic Twin Cities Marathon. American Medical Society for Sports Medicine Annual Meeting, New Orleans, 2014.
9. Grothe H, Brever N, **Roberts WO**. Oh, By the Way: An Unusual Case of Lower Leg Pain in a Football Player Evaluated for Concussion. American Medical Society for Sports Medicine Annual Meeting, New Orleans, 2014.

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11. **Roberts WO**. Incidence of sudden cardiac death in Minnesota high school athletes 1993-2010. Poster Session 5. Federation Internationale de Medicine du Sport (FIMS), Rome, Italy. 2012.
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20. Leonard BJ, Brust JD, **ROBERTS WO**, “Determining the risk of concussion in youth ice hockey”, American Public Health Association Annual Meeting, Washington, DC, Nov 1996.
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27. **ROBERTS WO**., “Abstract: Amenorrhea and Stress Fracture”, *Med Sci Sports Exerc* 24(2) Supplement, p. S, 1992.
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**Published: Other Journal Articles**

1. **Roberts WO.** Active Voice: Staying Fit - While Staying at Home. Sports Medicine Bulletin, American College of Sports Medicine. Published online May 5 2020.  
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2. **Roberts WO,** Breslow RG. Sudden Death in Distance Races. Distance Running 2020, edition 2.
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5. **Roberts WO.** Running USA Best Practice Guide: Medical Operations for Road Races. Running USA. 2019.
6. **Roberts WO.** Active Voice: Exertional Heat Stroke — Sad Lessons Learned from 100 Hunting Dogs. Sports Medicine Bulletin, American College of Sports Medicine. Published online November 6 2018. <http://www.multibriefs.com/briefs/acsm/active110618.htm>
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18. **Roberts WO.** Wrestling Weight Certification: The Minnesota Model. Minnesota Family Physician 47(1): 7-8, 1992.
19. **Roberts WO.** Sports Medicine: Every Patient is an Athlete. Minnesota Family Physician 46(3): 15, 1991.
20. **Roberts WO.** When is it too Hot to Run? Minnesota Runner, Minnesota Distance Runners Association, p. 13, Summer 1991.
21. **Roberts WO.** Overtraining Syndrome: A Review for the Practicing Physician. Minnesota Family Physician 45(3): 12-13, 1990.
22. **Roberts WO.** Before the Season Preparation. Side Line View 6(1) 1-4, 1984.

### Articles Submitted for Publication

1. Tenforde, Adam; DeLuca, Stephanie; Wu, Alexander; Ackerman, Kathryn E.; Lewis, Margo; Rauh, Mitchell; Heiderscheid, Bryan; Krabak, Brian; Kraus, Emily; Roberts, William; Troy, Karen L.; Barrack, Michelle. Prevalence and Factors Associated with Bone Stress Injury in Middle School Runners. *PM&R: The journal of injury, function and rehabilitation*. (Submitted for publication on 28 September 2020, revision submitted 6 March 2021)
2. Wu, Alexander; Rauh, Mitchell; DeLuca, Stephanie; Lewis, Margo; Ackerman, Kathryn E.; Barrack, Michelle; Heiderscheid, Bryan; Krabak, Brian; Roberts, William; Tenforde, Adam. Running Related Injuries in Middle School Cross Country Runners: Prevalence and characteristics of common injuries. *PM&R: The journal of injury, function and rehabilitation*. (Submitted for publication on 28 September 2020)

### Published: Advisories

1. "Guidelines for Competition in the Heat and Cold", Minnesota State High School League, (Adopted 1991, Updated 2002, Updated 2017).
2. "Concussion Guidelines", Minnesota State High School League, (Adopted 1993, updated 2019).
3. "Blood Borne Pathogens", Minnesota State High School League, (Adopted 1992).
4. "Lightning Policy for Postponement and Cancellation", Minnesota State High School League, (Adopted 1991, Updated 2017).

### Published: Letters

1. Hamilton BR, Martinez-Patiño MJ, Barrett J, Seal L, Tucker R, Papadopoulou T, Bigard X, Kolliari-Turner A, Löllgen H, Zupet P, Ionescu A, Debruyne A, Jones N, Steinacker JM, Vonbank K, Lima G, Fagnani F, Fossati C, Di Luigi L, Pigozzi F, Casasco M, Geistlinger M, Wohlfarth F, Seto JY, Bachl N, Twycross-Lewis R, Niederseer D, Bosch A, Swart J, Constantinou D, Muniz-Pardos B, Casajus JA, Badtieva V, Zelenkova I, Bilzon JJJ, Dohi M, Schneider C, Loland S, Verroken M, Marqueta PM, Arroyo F, Pedrinelli A, Natsis K, Verhagen E, **Roberts WO**, Lazzoli JK, Friedman R, Erdogan A, Cintron AV, Yung SP, Janse van Rensburg DC, Ramagole DA, Rozenstoka S, Drummond F, Webborn N, Guppy FM, Pittsilatis YA. Response to the United Nations Human Rights Council's report on race and gender discrimination in sport: An expression of concern and a call to prioritise research. *Sports Medicine Sports Med* 51, 839–842 (2021). <https://doi.org/10.1007/s40279-020-01380-y> (Published on-line 12-8-2020).
2. **Roberts WO**, Dorman JC, Bergeron MF. "Heat Tolerance and Race Simulation Testing: Tools for Safe Return from Heat Stroke" (in reply to "Look beyond Thermoregulation and Hydration in the Diagnosis of Heat Stroke"). *Med Sci Sports Exerc* 48(11), 2584, 2016.
3. **Roberts WO**, Dorman JC, Bergeron MF. Response to Letter: Recurrent Heat Stroke in a Runner: Race Simulation Testing for Return to Activity - Race Simulation Testing: An additional tool for Return to Activity after Heat Stroke. *Med Sci Sports Exerc* 48(7), 1429, 2016.

4. Hoffman MD, Hew-Butler T, **Roberts WO**, Rogers IR, Rosner MH. Is post-event intravenous hydration an appropriate service at endurance competitions? *Wilderness & Environmental Medicine* 27:7-9, 2016
5. Hew-Butler T, Rosner MH, Fowkes-Godek S, Dugas JP, Hoffman MD, Lewis DP, Maughan RJ, Miller KC, Montain SJ, Rehrer NJ, **Roberts WO**, Rogers IR, Siegel AJ, Stuempfle KJ, Winger JM, Verbalis JG. Inadequate hydration or normal body fluid homeostasis? *American Journal of Public Health* (Published online ahead of print August 13, 2015)
6. Hoffman MD, Rogers IR, Joslin J, Asplund CA, **Roberts WO**, Levine BD. Authors' Reply to Lipman: Importance of Clinical Context and Underlying Physiology for Medical Definitions. *Sports Medicine* 2015; 45(4): 603-604. (ISSN 0112-1642)
7. **Roberts WO**, Stovitz SA. Reply to Letter to the Editor: Sudden death in adolescent athletes. *J Am Coll Cardiol.* 63(18): 1931-1932, 2014.
8. **Roberts WO**. Fractured fairy tales: Hyponatremia and the American College of Sports Medicine fluid recommendations. *Br J Sports Med* 41(2):109, 2007.
9. **Roberts WO**. Commentary: EKG screening of healthy athletes. *Brit J Sports Med* (in press) 2006.
10. **Roberts WO**. ACSM Fluid Recommendations: Replace Sweat, not "Drink as much as you can." *Brit J Sports Med Online* (4-11-06).
11. **Roberts WO**. Children and running: At what distance safe? *Clin J Sport Med* 15(2), 109-110, 2005.

## BOOKS

### Books

1. Bernhardt DT and **Roberts WO** (Editors). *Preparticipation Physical Evaluation* (5th Edition). Elk Grove Village, IL: American Academy of Pediatrics, 2019. ISBN 978-3-030-27804-5.
2. Bernhardt DT and **Roberts WO** (Editors). *Preparticipation Physical Evaluation* (4th Edition). Elk Grove Village, IL: American Academy of Pediatrics, 2010.
3. **ROBERTS WO**. (Editor) *Bull's Handbook of Sports Injuries* (2nd Edition). McGraw Hill, New York, 2004.

### Chapters in Books

1. Jardine JF, **Roberts WO**. Considerations for Road Race Medical Staff (Chap 11). In: Adams W, Jardine J. (eds) *Exertional Heat Illness*. Springer, Cham, 2020.
2. **Roberts WO**. Emergency Cardiac Care of Athletes (Chap 21) in *Exercise and Sports Cardiology* Vol 3: Exercise Risks, Cardiac Arrhythmias, and Unusual Problems in Athletes. Thompsons PA, Fernandez AB (eds). World Scientific, Hackensack New Jersey, 2018.
3. **Roberts WO**. Preparation and management of mass participation endurance sporting events (Version 1.0). Section Editor - O'Connor FG, Deputy Editor - Grayzel J. UpToDate, UpToDate, Inc. January 12, 2017. (Updated Nov 2018)
4. **ROBERTS WO**. Management of Mass Participation Events (Chapter 97: 736-743), in *Netter's Sports Medicine: The Team Physician's Handbook* (2<sup>nd</sup> Edition). Madden C, Putukian M, McCarty E, and Young C (eds). Elsevier, Philadelphia PA, 2017.
5. Ronneberg KR, **Roberts WO**. Strategies to Reduce the Risk of Sudden Death in Mass Participation Sporting Events (Chapter 16) in Casa DJ and Stearns RL (Eds). *Preventing Sudden Death in Sport and Physical Activity* (2<sup>nd</sup> Edition) , Jones & Bartlett: Sudbury, MA, 2016.
6. Cianca JC, **Roberts WO**. Distance Running Events: Medical Coverage (Chapter 39) in *Textbook of Running Injuries* (2<sup>nd</sup> Edition). Wilder R, O'Connor F, Magrum E (eds): Running Medicine. Healthy Learning, Monterey, CA, 2014.

7. Waibel NA, **Roberts WO**. Environmental Factors: Heat, Cold, Altitude, Humidity, and Anaphylaxis (Chapter 10), in Koutures C and Wong V (Ed) Pediatric Sports Medicine – Essentials for Office Evaluation. SLACK Inc: Thorofare, NJ, 2014.
8. Ronneberg KR, **ROBERTS WO**. Strategies to Reduce the Risk of Sudden Death in Mass Participation Sporting Events (Chapter 15) in Casa DJ (Ed) Preventing Sudden Death in Sport and Physical Activity. Jones & Bartlett: Sudbury, MA, 2011.
9. **ROBERTS WO**. “Primary Care Sports Medicine” (Chapter 3) in Moorman CT, Kirkendall DT, Echemendia RJ (Eds) Handbook of Sports Medicine and Athlete Health. Preager, ABC-CLIO, LLC, Stanta Barbara, CA, pp 39-46, 2011.
10. **ROBERTS WO**. "Injuries in Marathons" (Vol 3 pp 839-844), in Micheli LJ (Ed) Encyclopedia of Sports Medicine. SAGE Publications, Inc: Thousand Oaks, CA, 2011.
11. Malik S, Chiampas G, **Roberts WO**. “The Collapsed Athlete” (Chapter 8), in Lawless CE (ed). Sports Cardiology Essentials: Evaluation, Management and Case Studies. Springer Science+Business Media, 2010.
12. **ROBERTS WO**, “Management of Mass Participation Events” (Chapter 80), in Netter’s Sports Medicine: The Team Physician’s Handbook. Madden C, Putukian M, McCarty E, and Young C (eds). Elsevier, Philadelphia PA, 2009.
13. **ROBERTS WO**. “Deep Vein Thrombosis” (Chapter 34) in Durstine JL, Moore GE, LaMonte MJ, and Franklin BA (Eds). Pollock’s Textbook of Cardiovascular Disease and Rehabilitation. Human Kinetics, Champaign, IL, 2008.
14. **ROBERTS WO**. Guest Editor – Special Issue: The Science and Medicine of the Marathon Conference Proceedings. *Sports Med* 37 (4-5): 2007.
15. **ROBERTS WO**. “Part II Medical Management and Administration Manual for Long Distance Road Racing” in Brown C and Gudjonsson B (Eds), International Association of Athletics Federations Competition Medical Handbook For Track and Field and Road Racing. A Practical Guide. Third Edition. pp 45-81. Imprimerie Multiprint, Monaco, 2006.
16. Boyajian LA, Cardone D, Dexter W, Difiori J, Fields KB, Jones D, Pallay R, Reed F, **ROBERTS WO**, Small E, Wroble R, and Zinni P. Preparticipation Physical Evaluation (3<sup>rd</sup> Edition), McGraw Hill, Minneapolis, 2004.
17. **ROBERTS WO**, “Cold Injury” in Winter Sports Injuries. Moeller JL and Rifat SF (Ed). McGraw Hill, New York, 2004, pp 61-80.
18. Bartlett B, Cress D, Bull RC, and **ROBERTS WO**. “Lacrosse” in **ROBERTS WO**. (Ed) Bull’s Handbook of Sports Injuries (2<sup>nd</sup> Edition). McGraw Hill, New York, 2004, pp 741-752.
19. Quinn R and **ROBERTS WO**, “Track and Field Injuries” in **ROBERTS WO**. (Ed) Bull’s Handbook of Sports Injuries (2<sup>nd</sup> Edition). McGraw Hill, New York, 2004, pp 617-636.
20. **ROBERTS WO**, “Heat and Cold Injuries” in **ROBERTS WO**. (Ed) Bull’s Handbook of Sports Injuries (2<sup>nd</sup> Edition). McGraw Hill, New York, 2004, pp 385-404.
21. **ROBERTS WO**, “Endurance Training” in **ROBERTS WO**. (Ed) Bull’s Handbook of Sports Injuries (2<sup>nd</sup> Edition). McGraw Hill, New York, 2004, pp 109-118.
22. **ROBERTS WO**, “Rehabilitation and Physical Therapy for the Injured Athlete” in **ROBERTS WO**, (Ed) Bull’s Handbook of Sports Injuries (2<sup>nd</sup> Edition). McGraw Hill, New York, 2004, pp 15-24.
23. Casa DJ, **ROBERTS WO**, “Considerations for the medical staff: Preventing, identifying, and treating exertional heat illness” in Exertional Heat Illnesses. Armstrong LE (ed). Human Kinetics, Champaign, IL, 2003.
24. **ROBERTS WO**, “Disturbances due to Heat” in Conn’s Current Therapy 2002. Rackel and Bope (eds). WB Saunders, 2002.
25. **ROBERTS WO**, “Management of Mass Participation Events” (Chapter 71), in Handbook for the Team Physician (3rd edition). Mellion, M (ed). 2001.



26. Cianca JC, **ROBERTS WO**, and Horn D. "Distance Running: Organization of the Medical Team." in Textbook of Running Injuries. O'Conner FG and Wilder RP (ed). McGraw Hill, New York, 2001
27. **ROBERTS WO**. "Heat stress and related thermal disorders." Marathon Medicine. Tunstall Pedoe D (ed) Royal Society of Medicine Press. London, 2000.
28. **ROBERTS WO**, "Medical management and administration for long distance road racing." in IAAF Medical Manual for Athletics and Road Racing Competitions: A Practical Guide. Brown CH and Gudjonsson B (eds). International Amateur Athletic Federation. Monaco, 1998.
29. **ROBERTS WO**, "Mass participation events." in Handbook of Sports Medicine: A Symptom Oriented Approach, 2nd Ed. Lillegard WA, JD Butcher, and KS Rucker (eds). Butterworth Heinemann, 1998.
30. **ROBERTS WO**, "Event coverage." in Manual of Sports Medicine. Safran MR, DB McKeag, SP Van Camp (eds). Lippincott Williams and Wilkins, Philadelphia, 1998.
31. **ROBERTS WO**, "Management of Mass Participation Events" (Chapter 71), in Handbook for the Team Physician (2nd edition). Mellion, M (ed).
32. **ROBERTS WO**, "Management of events and teams." in Handbook for the Team Physician (ACSM). Kibler, WB(ed). Williams and Wilkins, Baltimore, 1996.
33. **ROBERTS WO**, "Environmental Considerations in Sports." in Handbook for the Team Physician (ACSM). Kibler, WB(ed). Williams and Wilkins, Baltimore, 1996.
34. Jones BH and **ROBERTS WO**, "Medical Management of Endurance Events", Guidelines for the Team Physician, Chapter 28 in ACSM, Cantu, R.C. and Micheli L.J. (EDS), Lea and Febiger, 1991.

#### WHITE PAPERS AND REPORTS

1. Face Coverings in Organized Sports During COVID-19. MINNESOTA DEPARTMENT OF HEALTH. <https://www.health.state.mn.us/diseases/coronavirus/sportsmask.pdf> [posted 2-27-2021]
2. L. James Nixon, Meghan Walsh, Felix Ankel, Ezgi Tiryaki, Ryan Holton, Andy Skildum, Alan Johns, **William O Roberts**, Michelle Biro, Jeff Chipman, David Jewison, Steve Katz, Emily Borman-Shoap, Alisa Duran, Andrew Olson, Jeff Norman, Jim Beattie, Suzanne van den Hoogenhof, Michael Cullen, Sophie Gladding, Cliff Steer, Jon Braman, Kristin Janke. Education Scholarship Task Force Report. University of Minnesota Medical School, 2016

#### PRESENTATIONS

##### Invited Oral Presentations at International Professional Meetings, Conferences, etc.

1. **Roberts WO**. Invited Lecture – Youth Participation in Long Distance Running: Too Young to Run or Born to Run? Endurance Running: Exposed, Explored, Explained. World Athletics & International Institute for Race Medicine (Virtual due to COVID-19 Pandemic) 2021
2. **Roberts WO**. Keynote Lecture - Exertional Heat Stroke: A risk of participation in unexpected warm conditions. 11th EFSMA CONGRESS OF SPORTS MEDICINE (Portaroz, Slovenia) 2019
3. **Roberts WO**. Keynote Lecture - Youth Sports: Specialisation, Diversification, and Burnout. 11th EFSMA CONGRESS OF SPORTS MEDICINE (Portaroz, Slovenia) 2019
4. **Roberts WO**. Keynote Lecture - INTERCONTINENTAL SYMPOSIUM: Exercise as medicine and promotion of physical activity. The perspective of Exercise is Medicine (ACSM). 11th EFSMA CONGRESS OF SPORTS MEDICINE Portaroz, Slovenia) 2019
5. **Roberts WO**. Keynote Lecture – Exertional Heat Stroke Recognition and Management in Athletes. 2<sup>nd</sup> International Forum on Sports Medicine and Health (Chengdu, China) 2019.
6. **Roberts WO**. Invited Lecture - Medical Education in the United States. Chengdu Sport University. (Chengdu, China) 2019.

7. **Roberts WO.** Keynote Lecture - Endurance Medicine: Reducing Fatal and Near Fatal Medical Encounters. International Federations of Sports Medicine (FIMS) 35th World Congress (Rio de Janeiro, Brazil) 2018.
8. **Roberts WO.** Keynote Lecture - ACSM Exchange Lecture: Concussion Management: “Talk the Talk; Walk the Walk”. International Federations of Sports Medicine (FIMS) 35th World Congress (Rio de Janeiro, Brazil) 2018.
9. **Roberts WO.** Intercontinental Symposium - How Sports Medicine Intersects With Physical Activity and Public Health: Perspective of the ACSM on Exercise is Medicine. International Federations of Sports Medicine (FIMS) 35th World Congress (Rio de Janeiro, Brazil) 2018.
10. **Roberts WO.** Medical Issues Faced by the Modern Day High Performance Athlete: Exercise in the Heat. International Federations of Sports Medicine (FIMS) 35th World Congress (Rio de Janeiro, Brazil) 2018.
11. **Roberts WO.** Medical Issues in Marathon Races: Marathon Medical Care and Runner Safety. International Federations of Sports Medicine (FIMS) 35th World Congress (Rio de Janeiro, Brazil) 2018.
12. **Roberts WO.** CTE in Sport. 10<sup>th</sup> European Congress of the European Federation of Sports Medicine Associations (Cascais, Portugal) 2017.
13. **Roberts WO.** Elite Athlete Health Post-Retirement: Transitioning Out of Competition. 10<sup>th</sup> European Congress of the European Federation of Sports Medicine Associations (Cascais, Portugal) 2017.
14. **Roberts WO.** Sudden Cardiac Death in the Marathon. Running Medicine Conference. Gotesborgs Varet (Gothenburg Half Marathon) and Center for Health and Performance Goteborg University (Gothenburg Sweden) 2017.
15. **Roberts WO.** Return to Running after Heat Stroke: Race Simulation Testing for Return to Activity. 6<sup>th</sup> International Conference on the Physiology and Pharmacology of Temperature Regulation (Ljubljana, Slovenia) 2016.
16. **Roberts WO.** Mass Sport Events: Health and Safety Management of Big Long Distance/Triathlon Events. International Federations of Sports Medicine (FIMS) 34<sup>th</sup> World Congress (Ljubljana, Slovenia) 2016.
17. **Roberts WO.** Elite Athlete Health Post-Retirement: Transitioning Out of Competition. International Convention on Science, Education and Medicine in Sport (ICSEMIS) 2016 (Santos, Brazil) 2016.
18. **Roberts WO,** Pittsiladis Y. (Symposium Co-chairs) Protecting the Health of the Athletes: What happens after Retirement. International Convention on Science, Education and Medicine in Sport (ICSEMIS) 2016 (Santos, Brazil) 2016.
19. **Roberts WO.** ACSM-ECSS Exchange Lecture: The Marathon and the Heart - The Good, the Bad, and the Unknown: Dying in the Streets? European College of Sports Sciences 20<sup>th</sup> Annual Meeting (Malmo, SWE) 2015.
20. **Roberts WO.** Best Practices in Road Race Medical Management: Medical Issues. XXXIII FIMS World Congress (Quebec City, Quebec) 2014.
21. **Roberts WO,** d’Hemecourt P. Developing and Improving Road Race Medical Operations: Best Practices 2014. 3<sup>rd</sup> IOC Injury Prevention Conference. (Monte Carlo, Monaco) 2014.
22. **Roberts WO** “Can an Athlete with an Abnormal ECG Continue to Compete? A USA Opinion” 7<sup>th</sup> European Federation of Sports Medicine Associations Congress (Salzburg, Austria) 2011
23. **Roberts WO** “The Athletic Periodic Examination: Health Screening for Adolescent Athletes” 3<sup>rd</sup> International Olympic Committee World Conference on Prevention of Injury and Illness in Sport, (Monte Carlo, Monaco) 2011.
24. **Roberts WO** “Recognizing, Diagnosing, and Caring for Concussion and Return to Play in Hockey” Session Moderator, Ice Hockey Summit: Action on Concussion, Mayo Clinic (Rochester, MN 2010)

26. **Roberts WO** “Improving Medical Outcomes in the Marathon” Royal Society of Medicine and Virgin London Marathon 2010 Medical Conference (London, England), 2010
27. **Roberts WO** “Marathon Death Risk & Limiting Race Liability” 2009 AIMS (Association of International Marathon Races) 19<sup>th</sup> World Congress (Sao Paulo, Brazil) 2009 [Invited Lecture]
28. **Roberts WO** “Hyponatremia in the Twin Cities Marathon & Other Venues: A Clinical Perspective” 2nd Exertional Associated Hyponatremia International Consensus Development Conference (Queenstown, New Zealand) 2007
29. **Roberts WO** “Marathon Medicine: Causes of Collapse & Management” 22nd Marathon Medicine Conference for the London Marathon, Wolfson Institute of Preventive Medicine, Medical College of St Bartholomew's Hospital (London, England) 2007
30. **Roberts WO** “The Contribution of Science in Preventing Diseases of Inactivity in Developing Countries: Life Long Sport & Exercise as Medicine” International Olympic Committee Sport for All 2006 World Congress (Havana, Cuba) 2006
31. **Roberts WO** “Injury prevention: Minor to intercollegiate hockey.” 1<sup>st</sup> World Congress on Sports Injury Prevention, (Oslo, Norway) 2005
32. **Roberts WO** “Hyponatremia in Marathon Races” 22nd Marathon Medicine Conference for the London Marathon, Wolfson Institute of Preventive Medicine, Medical College of St Bartholomew's Hospital (London, England) 2005
33. **Roberts WO** “Heat Stress, Heat Stroke, Exercise Associated Collapse, and Temperature Measurement” Royal Society of Medicine Marathon Medicine 2000 Conference. (London, UK) 2000
34. **Roberts WO** “Core Temperature Measurement in Exertional Hyperthermia” 15th Marathon Medicine Conference for the London Marathon, Wolfson Institute of Preventive Medicine, Medical College of St Bartholomew's Hospital (London, England) 1998
35. **Roberts WO** “Exercise Associated Collapse” 15th Marathon Medicine Conference for the London Marathon, Wolfson Institute of Preventive Medicine, Medical College of St Bartholomew's Hospital (London, England) 1998
36. **Roberts WO** “Thermal Concerns: Activity in Hot Environments” (Exchange Lecturer for the AMSSM) American Orthopedic Society for Sports Medicine Annual Meeting (Toronto, Canada) 1995
37. **Roberts WO** “Exercise Associated Collapse” XII Symposium International de Marathon: Aspectes Medics de la Marathon (Palma de Mallorca, Spain) 1992

**Invited Oral Presentations at National Professional Meetings, Conferences, etc.**

1. **Roberts WO.** Exercise Prescription and Chronic Disease: Exercise is Medicine. AMSSM Fellows Lecture Series (Web based virtual meeting) 2021.
2. **Roberts WO.** Child distance running recommendations. ACSM Annual Meeting 2020 (Due to COVID-19 related conference cancellation, this invited presentation was not given.)”
3. **Roberts WO.** Global Warming, Body Warming: Heat Stroke University of Wisconsin Fellow-Resident Pop Up Series (Via video platform) April 2020.
4. **Roberts WO.** PPE 5: What’s New, What’s Not. Joint Commission on Sports Medicine and Science 2020 Annual Meeting, (Minneapolis, MN) 2020
5. **Roberts WO.** Wellness and Life Balance for Sports Medicine Providers. ACSM Annual Meeting (Orlando, FL) 2019
6. **Roberts WO.** Cold Environment Related Injuries. ACSM Annual Meeting (Orlando, FL) 2019
7. **Roberts WO.** Exertional Heat Stroke: Recognition and Treatment in Athletes. University of Miami Medical School Sports Medicine Grand Rounds. (Coral Gables FL) 2019
8. **Roberts WO.** Acute & Long Term Health Risks of Marathon Running. New England Chapter of the American College of Sports Medicine 46th Annual Meeting (Providence RI) 2018

9. **Roberts WO.** Optimal Fluid Management for Sport Safety in Children: Performance & Clinical Perspectives (ACSM Exchange Lecture). 2018 American Academy of Pediatrics National Conference (Orlando, FL) 2018
10. **Roberts WO.** Injury and Injury Prevention in the “State of Hockey”: Introduction. ACSM Annual Meeting (Mpls, MN) 2018
11. **Roberts WO.** Sports Wellness: Future Directions for Medicine, Sleep, & Digital Health: Introduction. ACSM Annual Meeting (Mpls, MN) 2018
12. **Roberts WO,** Bernhardt DT. Utility of the Preparticipation Physical Evaluation: “A Debate.” 2018 AMSSM Annual Meeting. (Orlando FL) 2018
13. **Roberts WO.** Exertional Heat Stroke: A Clinical Perspective on a Condition with Complex Etiology & Current Controversies Regarding Prevention & Treatment. Experimental Biology – American Physiological Society 2018, (San Diego CA) 2018
14. **Roberts WO.** Primary Intervention Strategies to Reduce Fatal & Near-Fatal Medical Encounters. International Institute of Race Medicine – Marine Corps Marathon Medical Conference (Georgetown University, Washington DC) 2017
15. **Roberts WO.** Integrating Science & Clinical Care Into OUR Action Plan: Case Studies (Moderator). Ice Hockey Summit III: Action on Concussion (Mayo Clinic Rochester MN) 2017
16. **Roberts WO.** Hockey Medical Providers with Concussion Expertise will Provide Ideas for Potential Solutions (Moderator). Ice Hockey Summit III: Action on Concussion (Mayo Clinic Rochester MN) 2017
17. **Roberts WO.** Exertional Heat Illness in Sports. 2017 Malignant Hyperthermia Association of the United States Scientific Conference. (Minneapolis MN) 2017
18. **Roberts WO.** Death & Near-Death in the Marathon. MedStar Union Memorial Hospital Sports Medicine (Baltimore MD) 2017
19. **Roberts WO.** Integrating PT into the Marathon Medical Care Team. MedStar Layfayette Sports Medicine (Washington DC) 2017
20. **Roberts WO.** Optimal Fluid Management for Sport Safety: What is the 'Right' Amount of Fluid for Athletes? What is 'Severe' Fluid Loss: Performance and Clinical Perspectives. ACSM Annual Meeting (Denver, CO) 2017
21. **Roberts WO.** Hey Doc, I am going to hike Machu Picchu; what do you think? ACSM Annual Meeting (Denver, CO) 2017
22. **Roberts WO.** ACSM/AMSSM: CAQ Review Session (Part 1): Mass Participation Events. ACSM Annual Meeting (Denver, CO) 2017
23. **Roberts WO.** Periodic Health Examination and Performance Assessment of Elite Athletes: Optimizing Performance while Preventing Illness: The Primary Care Physician’s Role in Elite Athlete Health Care. ACSM Annual Meeting (Denver, CO) 2017
24. **Roberts WO.** Session Chair. Periodic Health Examination and Performance Assessment of Elite Athletes: Optimizing Performance while Preventing Illness. ACSM Annual Meeting (Denver, CO) 2017
25. **Roberts WO.** Myth Busters: Running Causes Knee Osteoarthritis – Yes or No. 2017 AMSSM Annual Meeting. (San Diego, CA) 2017
26. **Roberts WO.** Pre-participation Screening in Olympic and Paralympic Athletes: Why, How, and How Much: Should we Adopt a Pre-participation Screening Strategy for Olympic and Paralympic Athletes? How Much Would it Cost? ACSM Annual Meeting. (Boston, MA) 2016.
27. **Roberts WO.** Protecting the Heart of the American Athlete: State by State (or One State at a Time): Minnesota Past and Future: AHA elements, 4th edition PPE monograph, ePPE, and "Anyone Can Save a Life." ACSM Annual Meeting. (Boston, MA) 2016.
28. **Roberts WO.** Endurance Race Event Coverage: International Institute of Race Medicine: Differential Diagnosis of the Collapsed Runner and Point of Care Strategies. ACSM Annual Meeting. (Boston, MA) 2016.

29. **Roberts WO.** Hydration & Nutrition for Sports Safety & Performance. Sports Medicine Winter Summit. (Park City, UT) 2016.
30. **Roberts WO.** Cold Injury Athletic Activity in the Cold. Sports Medicine Winter Summit. (Park City, UT) 2016.
31. **Roberts WO.** PPE ECG Screening: Should We Screen Athletes? Con. Sports Medicine Winter Summit. (Park City, UT) 2016.
32. **Roberts WO.** Youth Ice Hockey Injury. Sports Medicine Winter Summit. (Park City, UT) 2016.
33. **Roberts WO.** ACSM-ECSS Exchange Lecture: The Marathon and the Heart - The Good, the Bad, and the Unknown: Dying in the Streets? American College of Sports Medicine 65<sup>th</sup> Annual Meeting (San Diego CA) 2015.
34. **Roberts WO.** Field Evaluation & Management of EAH. 2015 CrossFit Conference on Exercise Associated Hyponatremia. HEAT Institute. (Carlsbad CA) 2015.
35. **Roberts WO** Moderator: 2015 CrossFit Conference on Exercise Associated Hyponatremia. HEAT Institute. (Carlsbad CA) 2015
36. **Roberts WO** Discussant: Cardiovascular Issues Clinical Case Presentations. American College of Sports Medicine Annual Meeting (San Diego CA) 2015
37. **Roberts WO.** Soft Tissue Injury: A Primary Care Perspective. 26th Annual Ironman® Sports Medicine Conference. (Kona, Hawaii) 2014.
38. **Roberts WO.** Reducing Adverse Outcomes in Endurance Events. 26th Annual Ironman® Sports Medicine Conference. (Kona, Hawaii) 2014.
39. **Roberts WO.** Update on Hyponatremia in the Endurance Athlete. 26th Annual Ironman® Sports Medicine Conference. (Kona, Hawaii) 2014.
40. **Roberts WO.** Keeping the Beat: Risky Business in Schools: Primary and Secondary Prevention of Sudden Cardiac Arrest in the US. 3<sup>rd</sup> Annual Sports Cardiology Summit, American College of Cardiology, (Indianapolis) 2014.
41. **Roberts WO.** Endurance Medicine - Basic Exercise Physiology and Endurance Sports Cardiology. 3<sup>rd</sup> Annual Sports Cardiology Summit, American College of Cardiology, (Indianapolis) 2014.
42. **Roberts WO.** Heat Attack – Recognition & immediate treatment saves lives & reduces hospitalization. American College of Sports Medicine Annual Meeting (Orlando FL) 2014.
43. **Roberts WO.** Runner & community considerations in race cancellation decisions. American College of Sports Medicine Annual Meeting (Orlando, FL) 2014.
44. **Roberts WO** “Best Practices 2014: Improving Runner Safety in Road Racing” Session Chair. American College of Sports Medicine Annual Meeting (Orlando) 2014.
45. **Roberts WO** “Recent Progress in the Understanding of Exertional Heat Stroke” Session Co-chair. American College of Sports Medicine Annual Meeting (Orlando) 2014.
46. **Roberts WO** Moderator: Youth Sports Roundtable. 3<sup>rd</sup> Annual Sports Cardiology Summit, American College of Cardiology, (Indianapolis) 2014.
47. **Roberts WO** Moderator: Let’s Get Physical: Exercise Prescription for the Athlete with a Cardiac Condition. 3<sup>rd</sup> Annual Sports Cardiology Summit, American College of Cardiology, (Indianapolis) 2014.
48. **Roberts WO** “Hyponatremia: Fluid Replacement During Prolonged Activity” Wilderness Medical Associates International Meeting (Boothbay, ME) 2013
49. **Roberts WO** “Can Children & Adolescents Run Marathons: What is a safe distance?” Musculoskeletal Grand Rounds University of Connecticut - Storrs Campus (Storrs, CT) 2013
50. **Roberts WO** “Policies & Programs to Prevent Concussions” Ice Hockey Summit II: Action on Concussion (Rochester, MN) 2013
51. **Roberts WO** “Sports Medicine Leadership” 2013 AMSSM Fellows Research and Leadership Symposium (St Paul, MN) 2013
52. **Roberts WO** “The Future of Research in Endurance Medicine” International Institute of Race Medicine Summit (Chicago, IL) 2013

53. **Roberts WO** “Bucket List Transitions Jogging to Citizen Level Road Racing” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2013.
54. **Roberts WO** “What is common & different around the world in the evaluation/screening of athletes? FIMS / ACSM Pre-Participation Examination Expert Panel. American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2013.
55. **Roberts WO** “You Will Just Be a Year Weaker, Dad” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2013.
56. **Roberts WO** “Faculty Development: Practical Tips for Teaching the Sports Medicine Learner in Your Clinic – Small group facilitator” American Medical Society for Sports Medicine Annual Meeting (San Diego, CA) 2013.
57. **Roberts WO** “Medical Problems 1” Session Discussant. American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2013
58. **Roberts WO** “Osteoarthritis: New Approaches to an OLD Problem” Session Chair. American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2013
59. **Roberts WO** “Athlete Preparticipation Exams” Co-chair FIMS / ACSM Pre-Participation Examination Expert Panel. American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2013
60. **Roberts WO** “Medical Challenges 2012 and Beyond” Road Race Management Annual Race Directors’ Meeting, Hollywood, FL, 2012 [Invited Speaker]
61. **Roberts WO** “Exercise is Medicine” Sports Cardiology Summit 2012, Protecting the Heart of the American Athlete, Washington, DC, 2012 [Invited Speaker]
62. **Roberts WO** “Syncope: When Athletes Collapse, What Next?” Sports Cardiology Summit 2012, Protecting the Heart of the American Athlete, Washington, DC, 2012 [Invited Speaker]
63. **Roberts WO** “Age Matters: Physiology of Child, Adolescent, & Aging Athletes, Sports Cardiology Summit 2012, Protecting the Heart of the American Athlete, Washington, DC, 2012 [Invited Speaker]
64. **Roberts WO** “American Athlete 2012: Defining the American Athlete: What is Normal” Sports & Exercise Cardiology Think Tank, American College of Cardiology, Washington, DC 2012 [Invited Speaker]
65. **Roberts WO** “Medical Operations for Marathons A Template for Disaster Management: Medical Protocols” American College of Sports Medicine Annual Meeting (San Francisco, CA) 2012 [Invited lecture]
66. **Roberts WO** “Increasing Physician Involvement in ACSM: Exercise is Medicine and Beyond” American College of Sports Medicine Annual Meeting (San Fransisco, CA) 2012 [Invited lecture]
67. **Roberts WO** “Strategies for Performing Surveillance in Different Settings – Community Events” American College of Sports Medicine Annual Meeting (San Francisco, CA) 2012 [Invited lecture]
68. **Roberts WO** “Everything You Thought You Knew for the CAQ, but Did Not or Forgot: Mass Participation Events” American College of Sports Medicine Annual Meeting (San Francisco, CA) 2012 [Invited lecture]
69. **Roberts WO** “Sports Concussion 2012: Who Sits, Who Plays” HealthEast St Johns Grand Rounds (Maplewood, MN) 2012
70. **Roberts WO** “Fluid balance and hyponatremia in Endurance Athletes” American Medical Society for Sports Medicine 21st Annual Meeting (Atlanta, GA) 2012
71. **Roberts WO** “ECG Screening in Sports: Con (Should we screen high school athletes in Minnesota?)” American Medical Society for Sports Medicine 21<sup>st</sup> Annual Meeting (Atlanta, GA) 2012
72. **Roberts WO** “Collapse in Endurance Events: Medical Management” American College of Sports Medicine Annual Meeting (Denver, CO) 2011 [Invited lecture]

73. **Roberts WO** “Pediatric Marathoner: Too Young to Run? Or Born to Run?” American College of Sports Medicine Annual Meeting (Denver, CO) 2011 [Invited lecture]
74. **Roberts WO** “The ACSM Sutton Clinical Lecture: Marathon Medicine – Reducing Adverse Outcomes” 2010 American College of Sports Medicine Annual Meeting (Baltimore, MD) 2010 [Invited Named Lecture]
75. **Roberts WO** “The Preparticipation Evaluation Monograph 2010” American College of Sports Medicine Annual Meeting (Baltimore, MD) 2010 [Invited Lecture]
76. **Roberts WO** “The Future of the PPE” International Olympic Committee Advanced Team Physician Course (Stanford University, Palo Alto, CA) 2009 [Invited Lecture]
77. **Roberts WO** “Heat, Hydration, and Performance” International Olympic Committee Advanced Team Physician Course (Stanford University, Palo Alto, CA) 2009 [Invited Lecture]
78. **Roberts WO** “Sports Medicine Leadership” International Olympic Committee Advanced Team Physician Course (Stanford University, Palo Alto, CA) 2009 [Invited Lecture]
79. **Roberts WO** “Youth Sports Scheduling – Children at Risk: Current Guidelines and Event Schedules” American College of Sports Medicine Annual Meeting (Seattle, WA) 2009 [Invited Lecture]
80. **Roberts WO** “How young is too young?” USA Running Industry Conference (San Diego, CA) 2009 [Invited Lecture]
81. **Roberts WO** “Sports Cardiology: Beyond Screening and Resuscitation” Session Co-Chair. American College of Sports Medicine Annual Meeting (Seattle WA) 2009
82. **Roberts WO** “Cancelling Events: What to Consider” AMAA’s 17th Annual Sports Medicine Symposium at the Marine Corps Marathon (Arlington, VA) 2008 [Invited Lecture]
83. **Roberts WO** “Exercise is Medicine - Keynote/Grand Rounds” Virginia Hospital Center- Arlington and the Uniformed Services University of the Health Sciences (Arlington, VA) 2008 [Invited Keynote Speaker – Grand Rounds]
84. **Roberts WO** “Exertional Heat Stroke: Recognition And Treatment” Exertional Heat Stroke: Return to Play/Duty Issues - An ACSM/DOD Roundtable Conference (Bethesda, Maryland) 2008 [Invited lecture]
85. **Roberts WO** “Exertional Heat Stroke: Definition And Basic Epidemiology: Commentary, ”Exertional Heat Stroke: Return to Play/Duty Issues - An ACSM/DOD Roundtable Conference (Bethesda, Maryland) 2008 [Invited lecture]
86. **Roberts WO** “Caring for High School Athletes: What You Need to Know Promoting Athlete Safety at the State and National Levels” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2008 [Invited concurrent lecture]
87. **Roberts WO** “Exercise Associated Hyponatremia Mechanism Linked Treatment: Field Recognition & Treatment” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2008 [Invited concurrent lecture]
88. **Roberts WO** “Exercise Associated Hyponatremia Mechanism Linked Treatment: Introduction and Problem Summary” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2008 [Invited concurrent lecture]
89. **Roberts WO** “Minimum Criteria for Marathon Participation: Cardiovascular Issues” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2008 [Invited concurrent lecture]
90. **Roberts WO** “Looking Back and Thinking Ahead – Outcomes from Three Hot 2007 Marathons Twin Cities Marathon Outcomes and Recommendations” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2008 [Invited concurrent lecture]
91. **Roberts WO** “Looking Back and Thinking Ahead – Outcomes from Three Hot 2007 Marathons: Introduction and Overview” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2008 [Invited concurrent lecture]
92. **Roberts WO** “It's All in the Delivery: The Keys to Presenting Yourself Well in Professional, Scientific, and Interview Settings” American College of Sports Medicine Annual Meeting (Indianapolis, IN) 2008 [Invited lecture]

93. **Roberts WO** “The Effects of Unexpected Heat on Marathon Participants” American College of Sports Medicine Exchange Lecture, 17th Annual Meeting, American Medical Society for Sports Medicine (Miami, FL) 2008
94. **Roberts WO** "Make an Impact: Getting Involved in ACSM: A Physician’s and Past Presidents Perspective" 2007 ACSM Annual Meeting (New Orleans, LA), 2007
95. **Roberts WO** “Hyponatremia and Fluid Replacement During Marathon Racing” American Physical Therapy Association 2007 Combined Sections Meeting (Boston) 2007
96. **Roberts WO** “Marathon Medicine: Medical Encounters and Management” American Physical Therapy Association 2007 Combined Sections Meeting (Boston) 2007
97. **Roberts WO** “Lower Leg Pain in Runners” 2006 Annual Meeting Mid Atlantic Chapter of the American College of Sports Medicine (Harrisburg, PA) 2006
98. **Roberts WO** “Exercise Associated Collapse Care Matrix in the Marathon” 2006 World Congress: *Science and Medicine of the Marathon* (Chicago, IL) 2006.
99. **Roberts WO** “Exertional Heat Stroke in the Marathon” 2006 World Congress: *Science and Medicine of the Marathon* (Chicago, IL) 2006
100. **Roberts WO** “The Effects of Marathon Environment on Medical Encounters” 2006 World Congress: *Science and Medicine of the Marathon* (Chicago, IL) 2006
101. **Roberts WO** “Can Children & Adolescents Run Marathons?” 2006 World Congress: *Science and Medicine of the Marathon* (Chicago, IL) 2006
102. **Roberts WO** “Fluid replacement: Too much, too little, just right” Alaska Chapter American College of Sports Medicine (Sitka, AK) 2006
103. **Roberts WO** “Exertional Heat Stroke” Alaska Chapter American College of Sports Medicine (Sitka, AK) 2006
104. **Roberts WO** “Collapse during running events” Alaska Chapter American College of Sports Medicine (Sitka, AK) 2006
105. **Roberts WO** “Clinical Risk & Evidence-Based Scheduling Recommendations for Young Athletes in Heat” American College of Sports Medicine Annual Meeting (Denver) 2006
106. **Roberts WO** “Keynote Lecture: Marathon Medicine: Medical Encounters and Management” 2<sup>nd</sup> Annual Orthopedics and Sports Medicine Conference (Fargo, ND), 2006
107. **Roberts WO** “Marathon Medicine” ACSM Exchange Lecture for the 15<sup>th</sup> American Medical Society for Sports Medicine (Miami, FL) 2006
108. **Roberts WO** “Exertional Heat Stroke: Reducing Incidents and Mortality in Athletes” The Ohio State University Medical Center – Sports Medicine Division Grand Rounds (Columbus, Ohio) 2006
109. **Roberts WO** “Ethical Perspectives in Supplement Recommendations” 10th American College of Sports Medicine Health and Fitness Summit, (Orlando, FL) 2006
110. **Roberts WO** “Anabolic Steroids: The health cost of winning and looking good.” 10th American College of Sports Medicine Health and Fitness Summit, (Orlando, FL) 2006
111. **Roberts WO** “From the Bench to the Field of Play: A Century of Change in Sports Medicine” NCAA 100<sup>th</sup> Anniversary Convention, Indianapolis, IN 2006.
112. **Roberts WO** “Kids in the Marathon: Is it safe?” American Road Race Medical Society Annual Meeting (Chicago, IL) 2005
113. **Roberts WO** “The ACSM Team Physician Consensus Conference Statement on Mass Participation Medical Care” Medical Management of Endurance Events - 2004 Sports Medicine Symposium at the Marine Corps Marathon (Arlington, VA), 2004
114. **Roberts WO** “Heat Stroke in the marathon and other sports venues” Virginia Hospital Center Grand Rounds (Arlington, VA) 2004
115. **Roberts WO** “Exertional Heat Stroke in Athletes: Field Recognition and Treatment” ACSM Southwest Chapter Annual Meeting - DB Dill Invited Lecture (Las Vegas, NV) 2004



116. **Roberts WO** “Current practices: Are they appropriate?” (Luke and Roberts) American College of Sports Medicine Roundtable on Youth Football: Heat Stress and Injury Risk (Indianapolis, IN) 2004
117. **Roberts WO** “Current position statements and guidelines - are they sufficient?” (Roberts, Luke, Dick, and Casa) American College of Sports Medicine Roundtable on Youth Football: Heat Stress and Injury Risk (Indianapolis, IN) 2004
118. **Roberts WO** “Basic Injury Care Rehabilitation: What Can You Do to Speed Healing?” ACSM Health and Fitness Summit (Orlando, FL) 2004
119. **Roberts WO** “Heat Injury Care and Prevention” ACSM Health and Fitness Summit (Orlando, FL) 2004
120. **Roberts WO** “Effective Partnering with Medical Care Providers” ACSM Health and Fitness Summit (Orlando, FL) 2004
121. **Roberts WO** “Meet the Pro’s Roundtable” ACSM Health and Fitness Summit (Orlando, FL) 2004
122. **Roberts WO** Invited Moderator: “Hyponatremia in the Marathon” American Medical Athletic Association’s 33<sup>rd</sup> Annual Sports Medicine Symposium at Boston Marathon (Boston, MA) 2004.
123. **Roberts WO** “Exertional Heat Stroke: Lessons from the Arenas” ACSM Roundtable Meeting on Hydration and Physical Activity (Boston, MA) 2003
124. **Roberts WO** “Exertional hyponatremia” National Athletic Trainers Association 54<sup>th</sup> Annual Meeting (St Louis) 2003
125. **Roberts WO** “Managing Endurance Medical Care” Alaska Regional ACSM Chapter Meeting (Sitka, AK) 2003
126. **Roberts WO** “Hyponatremia in Endurance Athletes” Alaska Regional ACSM Chapter Meeting (Sitka, AK) 2003
127. **Roberts WO** “Antioxidants in cardiovascular disease” American College of Sports Medicine Annual Meeting (San Francisco) 2003 (discussant)
128. **Roberts WO** “Deep Venous Thrombosis in Athletes” American College of Sports Medicine Annual Meeting (St Louis) 2002
129. **Roberts WO** “Athlete Down: What Next?” Northwestern University Medical School Orthopaedic Grand Rounds (Chicago, IL) 2002
130. **Roberts WO** “Hyponatremia in the Marathon and Long Duration Events” American College of Sports Medicine Annual Meeting (Baltimore) 2001
131. **Roberts WO** “Preventing Ice Hockey Injury” American College of Sports Medicine Annual Meeting (Baltimore) 2001
132. **Roberts WO** “Care of the Endurance Athlete” American College of Sports Medicine Annual Meeting (Indianapolis) 2000
133. **Roberts WO** “Primary Care Sports Medicine 2000: The Role of Family Practice” American College of Sports Medicine Annual Meeting (Indianapolis) 2000
134. **Roberts WO** “Twin Cities Marathon Medical Injury Profile” International Marathon Medical Directors Association Annual Meeting (New York, NY) 1998
135. **Roberts WO** “The logistics of marathon medical care” American Medical Athletic Association Sports Medicine Symposium at the Marine Corps Marathon (Crystal City, VA) 1998
136. **Roberts WO** “Can Medical Directors and Race Directors Prevent Exertional Heat Stroke” American College of Sports Medicine Annual Meeting (Orlando, FL) 1998
137. **Roberts WO** “USA Cup Soccer Tournament: 8,000 Athletes in 8 Days” American College of Sports Medicine Annual Meeting (Orlando, FL) 1998
138. **Roberts WO** “Workshop: Spine, Shoulder, and Upper Extremity Exam” Federation International de Medicine Sportive (Orlando, FL) 1998
139. **Roberts WO** “Medical Condition Limiting Sports Participation” Federation International de Medicine Sportive (Orlando, FL) 1998

140. **Roberts WO** “Hot: Recognition and Management of Exertional Hyperthermia and Exertional Heat Stroke” (Exchange Lecturer for the ACSM) AMSSM Annual Meeting (Nashville, TN) 1998
141. **Roberts WO** “The Collapsed Athlete: Player Down! What Next?” (Exchange Lecturer for the ACSM) American Orthopedic Society for Sports Medicine Annual Meeting (Sun Valley, ID) 1997
142. **Roberts WO** “Ice hockey injury: Changing patterns and rates” University of Wisconsin Sports Medicine Conference (Madison) 1996
143. **Roberts WO** “Competition in the heat” University of Wisconsin Sports Medicine Conference (Madison) 1996
144. **Roberts WO** “Environmental Concerns: Heat, Cold, and Altitude” Sterling Healthcare Sports Medicine Conference (Vail, CO) 1996
145. **Roberts WO** “Preparticipation Sports Exam” Sterling Healthcare Sports Medicine Conference (Vail, CO) 1996
146. **Roberts WO** “Concussion in Athletes” American Academy of Sports Dentistry Annual Meeting (Minneapolis, MN) 1996
147. **Roberts WO** “Heat stroke in short distance races” in “Management and administrative concerns in mass participation events” American College of Sports Medicine Annual Meeting (Minneapolis, MN) 1995
148. **Roberts WO** “Management of heat injury” American College of Sports Medicine Annual Meeting (Minneapolis, MN) 1995
149. **Roberts WO** “Youth Ice hockey injury” American College of Sports Medicine Annual Meeting (Minneapolis, MN) 1995
150. **Roberts WO** “Management and administrative concerns in mass participation events” Exchange Lecture for the AMSSM (Symposium chairperson) American College of Sports Medicine Annual Meeting (Minneapolis, MN) 1995
151. **Roberts WO** "Heat Stroke and Fluid Replacement" (Clinical Colloquium) American College of Sports Medicine Annual Meeting (Indianapolis, IN) 1994
152. **Roberts WO** "Medical Management of Mass Participation Endurance Events" (Tutorial Lecture) American College of Sports Medicine Annual Meeting (Indianapolis, IN) 1994
153. **Roberts WO** "Tympanic Membrane Temperature" (Clinical Colloquium) American College of Sports Medicine Annual Meeting (Indianapolis, IN) 1994
154. **Roberts WO** "Road Race Management"; "Concussion in Sports"; and “Managing the Collapsed Endurance Athlete" (Invited Lectures) Lacrosse Sports Medicine Symposium (Lacrosse, WI) 1993
155. **Roberts WO** "Antioxidants in Athletics" (Invited Lecture) American Medical Society for Sports Medicine Annual Meeting (Sun Valley, ID) 1993
156. **Roberts WO** “Ice Hockey Injury: Changing Patterns and Increasing Incidence” (Clinical Lecture) American College of Sports Medicine Annual Meeting (Dallas, TX) 1992
157. **Roberts WO** “Treatment of the Collapsed Endurance Athlete”(Clinical Lecture) American College of Sports Medicine Annual Meeting (Dallas, TX) 1992
158. **Roberts WO** “Tympanic Membrane Temperature Measures” (Clinical Abstract Discussant) American College of Sports Medicine Annual Meeting (Dallas, TX) 1992
159. **Roberts WO** “Tympanic Membrane vs Rectal Temperature Measurements in a Runner” (Research Abstract Discussant) American Medical Society of Sports Medicine Annual Meeting (San Diego) 1992
160. **Roberts WO** “Medical Management of the Marathon” International Marathon Medical Directors Association (New York, NY) 1991
161. **Roberts WO** “Heat vs. Dehydration” (Clinical Physician Case Discussant) 1991- American College of Sports Medicine Annual Meeting (Orlando, FL) 1991
162. **Roberts WO** “Moderator: Physician Case Session” American College of Sports Medicine Annual Meeting (Orlando, FL) 1991

**Invited Oral Presentations at Local and Regional Professional Meetings, Conferences, etc.**

1. **Roberts WO.** Sport Specialization: Youth & Long Distance Running. 2018 UMN Sports Medicine Conference (Minneapolis, Minnesota) 2018.
2. **Roberts WO.** When the Worst is Worse than You Expected: Event Medical Management & Disaster Preparations. 2016 UMN Sports Medicine Conference (Minneapolis, Minnesota) 2016.
3. **Roberts WO.** Minnesota State High School League Sports Medicine Advisory Committee 2016 Update. Fairview Sideline Review (Edina MN) 2016.
4. **Roberts WO.** Marathon Medicine: A Brief History. 2014 UMN Sports Medicine Conference (St Paul, Minnesota) 2014.
5. **Roberts WO** “What is Cardio? Exercise Benefits and Prescription” University of Minnesota Mini Medical School Lecture Series (Mpls, MN) 2014.
6. **Roberts WO, Lane KLR.** “PT and MD: Interdisciplinary Team Care to Reduce Health Care Costs with Cooperative Strategies” Minnesota Physical Therapy Association Annual Fall Conference (Duluth, MN) 2013.
7. **Roberts WO** “Measuring Heat Stress: Wet Bulb Globe Temperature” Twin Cities Meteorological Society, Minneapolis, MN 2013 [Invited Speaker]
8. **Roberts WO** “Running in Circles: Challenging Cases in Runners” Session Moderator, Twin Cities Sports Medicine Conference (St Paul, MN) 2013
9. **Roberts WO** “DNF: Sudden Cardiac Arrest in the Marathon” Twin Cities Sports Medicine Conference - University of Minnesota (Mpls, MN) 2012 [Invited lecture]
10. **Roberts WO** “The Female Athlete Triad and Energy Availability” 30th Annual Meeting Academy for Sports Dentistry (Minneapolis, MN) 2012 [Invited lecture]
11. **Roberts WO** “Concussions in Student Athletes” East Metro Academy of Family Physicians (St Paul, MN) 2012
12. **Roberts WO** “Should We Screen MSHSL Athletes with an ECG?” Fairview Sports Medicine Grand Rounds (Edina, MN) 2012
13. **Roberts WO** “The Endurance Athlete vs The Elements: Hot & Cold Marathons” Twin Cities Sports Medicine Conference - University of Minnesota (Mpls, MN) 2011
14. **Roberts WO** “Exercise is Medicine: Life Long Sport & Exercise as Medicine” University of Minnesota Mini Medical School Lecture Series (Mpls, MN) 2011.
15. **Roberts WO** “Marathon Medicine – Reducing the Risk of Adverse Outcomes” United Hospital Grand Rounds (St Paul, MN) 2010
16. **Roberts WO** “The Marathon, Sex, and Broken Hearts” Twin Cities Sports Medicine Conference - University of Minnesota (Mpls, MN) 2010
17. **Roberts WO** “Concussion in Youth Sports: Panel” Brain Injury Association of Minnesota Annual Meeting (St Paul, MN), 2010
18. **Roberts WO** “Concussion Update 2010” Minnesota Football Coaches Association, (St Louis Park, MN) 2010
19. **Roberts WO** “When Runners Fall: What Next?” 19th Annual Mayo Clinic Symposium on Sports Medicine (Rochester, MN) 2009
20. **Roberts WO** “Exercise as Medicine: Fighting the Diseases of Inactivity” Family Medicine and Community Health Grand Rounds, University of Minnesota Medical School (Mpls, MN) 2007
21. **Roberts WO** “Lower Leg Pain in Runners” Management of Musculoskeletal Concerns in Children and Adolescents – Gillette Children’s Hospital (St Paul) 2006
22. **Roberts WO** “Exertional Heat Stroke: Recognition and Treatment” Emergencies in Athletics, Minnesota Athletic Trainers Association, Gustavus Adolphus College (St Peter, MN) 2006
23. **Roberts WO** “Exertional Heat Stroke: Reducing Incidents and Mortality in Athletes” Minnesota Athletic Trainers Association Annual Meeting (St Cloud, MN) 2006

24. **Roberts WO** “Anabolic Steroids: The health cost of winning and looking good.” 5<sup>th</sup> Annual Orthopaedic Seminar, (Woodbury, MN) 2006
25. **Roberts WO** “Junior Marathon Race Participation: Can Children Run Marathons?” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2005
26. **Roberts WO** “To the Finish Line and Beyond: Electrolyte Disturbances in the Endurance Athlete.” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2001
27. **Roberts WO** “Top Five Marathon Medical Problems” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2000
28. **Roberts WO** “Thermal Concerns: Athletes in Hot and Cold Environments” UMN Twin Cities Marathon Sports Medicine Conference (St Paul, MN) 1999
29. **Roberts WO** “Marathon Training: So you want to run a marathon” UMN Twin Cities Marathon Sports Medicine Conference (St Paul, MN) 1999
30. **Roberts WO** “Heat stroke and other endurance injuries in marathons” Regions Hospital Emergency Medicine Grand Rounds (St Paul, MN) 1998
31. **Roberts WO** “Marathon Medical Management” UMN Twin Cities Marathon Sports Medicine Conference (St Paul, MN) 1998
32. **Roberts WO** “Exercise Associated Collapse” UMN Twin Cities Marathon Sports Medicine Conference (St Paul, MN) 1998
33. **Roberts WO** “Thermal Concerns: Athletes in Hot and Cold Conditions” HealthEast St John’s Medical Staff Grand Rounds (Maplewood, MN) 1998
34. **Roberts WO** “Primary and Secondary Evaluation of Concussion” Minnesota Athletic Trainers Association Annual Meeting (Minneapolis, MN) 1998
35. **Roberts WO** “Internet Surfing Workshop” e.md Conference – McGraw Hill HealthCare Publications (Minneapolis, MN) 1997
36. **Roberts WO** “Concussion: Who Plays, Who Sits” Minnesota Academy of Family Practice Spring Refresher (Minneapolis, MN) 1997
37. **Roberts WO** "Female Athlete Triad" (Invited Lecture) MN Physical Therapy Association (Minneapolis, MN) 1994
38. **Roberts WO** "Women's Athlete Triad: Amenorrhea" (Clinical Lecture) Minnesota Academy of Family Practice Spring Refresher (Minneapolis, MN) 1993
39. **Roberts WO** “Minimum Wrestling Weight Certification” Minnesota Academy of Family Practice Spring Refresher, Minneapolis, Minnesota 1992
40. **Roberts WO** “Head and Neck Injury in Ice Hockey” Northland Chapter American College Sports Medicine (St Cloud, MN) 1990

**Peer-reviewed Oral Presentations at Professional Meetings, Conferences, etc.**

1. **Roberts WO**. Return to Activity after Exertional Heat Stroke – 14 YO Runner. ACSM Annual Meeting (San Francisco, CA) 2020 [“Due to COVID-19 related conference cancellation, this peer-reviewed presentation was not given.”]
2. Weber J, Hu C, **Roberts WO**, Lane KR, Stovitz SD. The Piggy Back Sign: Hip Fracture in a Runner. ACSM Annual Meeting (Denver, CO) 2017.
3. Honsvall AM. **Roberts WO**, Lane KR. Dizziness – Runner. ACSM Annual Meeting (Denver, CO) 2017.
4. **Roberts WO**, Ryan MC, Macalena JA, Stovitz SD. “Knee Pain That Wasn’t in a Twin Cities Marathon Finisher.” ACSM Annual Meeting. (Boston, MA) 2016.
5. Grothe HL, **Roberts WO**. Can Trauma Trigger or Accelerate an Inflammatory Arthritis? American Medical Society for Sports Medicine Annual Meeting (San Diego, CA) 2013
6. **Roberts WO**. "Incidence of Sudden Cardiac Death in Minnesota High School Athletes 1993-2010" XXXII World Congress of Sports Medicine, International Federation of Sports Medicine (Rome, Italy) 2012.

7. **Roberts WO**, Bergeron MF. "Recurrent Hyperthermic Collapse – Runner" American College of Sports Medicine Annual Meeting (Denver, CO) 2011
8. **Roberts WO**. "Twin Cities Marathon Medical Injury 1982 to 1994" American College of Sports Medicine Annual Meeting (Cincinnati, Ohio) 1996.
9. **Roberts WO**. "Recurrent Syncope in an Adolescent Athlete" American College of Sports Medicine Annual Meeting (Seattle, WA) 1993
10. **Roberts WO**. "Amenorrhea and Stress Fracture in an Adolescent" American College of Sports Medicine Annual Meeting (Dallas, TX) 1992
11. **Roberts WO**. "Return to Training and Competition After Deep Vein Thrombosis" American College of Sports Medicine Annual Meeting (Salt Lake City, UT) 1990
12. **Roberts WO**. "Malnutrition in a Compulsive Runner" American College of Sports Medicine Annual Meeting (Baltimore, MD) 1989
13. **Roberts WO**. "Exercise Associated Collapse" American College of Sports Medicine Annual Meeting (Dallas, TX) 1988
14. **Roberts WO**. "Heat Stress and Serious Medical Injury in the Twin Cities Marathon" American College of Sports Medicine Annual Meeting (Las Vegas, NV) 1987

### **Web Based Education**

#### **International Olympic Committee (IOC) Diploma Program in Sports Medicine**

1. Bernhardt DT, **Roberts WO**. Pediatric Care Online (PCO) Webinar "PPE: Preparticipation Physical Evaluation," 2019 (<https://pediatriccare.solutions.aap.org/webinars.aspx>).
2. **Roberts WO**. Marathon Medicine – Demands of Training and Competition, Medical Issues, and Injuries, 2016
3. **Roberts WO**. Hyperthermia & Heat Illness Recognition & Management in Athletes, 2014.

### **TEACHING AND CURRICULUM DEVELOPMENT**

#### **External**

1. Ice Hockey Summit III: Action on Concussion Planning Committee, Mayo Clinic, Rochester MN 2016-17.
2. Ice Hockey Summit II: Action on Concussion Planning Committee, Mayo Clinic, Rochester MN 2012-13.
3. Ice Hockey Summit I: Action on Concussion Planning Committee, Mayo Clinic, Rochester MN 2010-11.

#### **Internal**

##### **Department of Family Medicine and Community Health Grand Rounds**

1. **Roberts WO** "Exertional Heat Stroke: Recognition & Management in Athletes" University of Minnesota, August 2018
2. **Roberts WO** "Hey Doc, I'm going to Hike Machu Picchu: What do you think" University of Minnesota, November 2016
3. **Roberts WO**, Voight A "Exercise is Medicine" University of Minnesota, June 2007

##### **University of Minnesota Grand Rounds**

1. **Roberts WO**. Exertional Heat Stroke: Evaluation Management in the Field. Department of Orthopedic Surgery Athletic Medicine Conference. August 26 2020

#### **University of Minnesota Course/Lecture List Courses Taught**

1. Instructor, 2018 - Present, Essentials of Clinical Medicine 2, University of Minnesota Medical School
2. Instructor, 2017 - Present, Essentials of Clinical Medicine 1, University of Minnesota Medical School
3. Lecturer, 2004 - Present, Physical Therapy in Primary Care, Family Medicine Residents Sports Medicine Day (2 times per year)
4. Lecturer, 2003 – Present, Heat Stroke and Rehab in Primary Care, USA Soccer Cup Resident Sports Medicine Course.
5. Instructor, 2004 -2007, Physician and Patient II, University of Minnesota Medical School (Year 2 Introduction to physical exam – 10 weeks, ½ day per week)
6. Instructor, 2005-2007 Musculoskeletal Exam and Casting Primary Care Clerkship Workshops, University of Minnesota Medical School (Year 3-4 students physical exam course – 1 to 6 half days per year)
7. Instructor, 2005-2006, Musculoskeletal Exam “Bell Ringer” Workshops, University of Minnesota Medical School (Year 2 students physical exam course – 1 to 6 half days per year)

### **Workshops Taught**

1. Instructor, “Viral URI Infant” Rural Physicians’ Associate Program Workshop, University of Minnesota Medical School, (2015)
2. Instructor, “Knee Exam Workshop” Resident Sports Medicine Day, University of Minnesota Medical School, (2006-present)
3. Instructor, “Ankle Exam Workshop” USA Cup Soccer Resident Sports Medicine Course, University of Minnesota Medical School, (2005-present)
4. Instructor, “Casting workshop” Resident Sports Medicine Day, University of Minnesota Medical School, (2004-2015)
5. Instructor, “Knee exam” Rural Physicians’ Associate Program Workshop, University of Minnesota Medical School, (2006-2011)
6. Instructor, “Casting workshop” Family Medicine Interest Group, University of Minnesota Medical School, (2004-2005, 2007-2010)
7. Instructor, “Ankle physical exam” Family Medicine Residents Sports and Occupational Medicine Day, University of Minnesota Medical School, (11/2004, 1/2005)
8. Instructor, “Ankle physical exam” Family Medicine Residents Sports Medicine Day, University of Minnesota Medical School, (2005-2012)
9. Instructor, “Knee physical exam” Family Medicine Residents USA Cup Sports Medicine Course, University of Minnesota Medical School, (2005 - present)

### **Family Medicine Residency Lectures**

#### **St Johns Residency Didactic Sessions (3 hour block)**

#### **2019**

Casting and Splinting

Workman’s Compensation, MVA, and 3rd Party Encounters

Joint Injections

#### **2018**

Casting and Splinting

#### **2017**

Exercise is Medicine

#### **2016**

Casting and Splinting

Kinetic Chain Evaluation and Manual Therapy

Joint Injections

Workman’s Compensation, MVA, and 3<sup>rd</sup> Party Encounters

### **St Joseph’s Residency**

## **2017**

Exercise in the Cold and Cold Injury

## **2016**

Exertional Heat Stroke

### **Other Lectures/Seminars**

1. Wilderness Health Interest Group Noon Lecture Series, Speaker, “Cold Injury in the Wilderness Settings” University of Minnesota Medical School, University of Minnesota Medical School, Dec 1, 2006, Feb 2010
2. Phalen Village Family Medicine Noon Lecture Series, [various sports medicine topics – 4 to 6 per year], Department of Family Medicine, University of Minnesota Medical School (2003-2015)
3. Family Medicine Interest Group Noon Lecture Series, Speaker, “Sports Medicine in Family Medicine,” University of Minnesota Medical School, (Apr 7, 2005, Jan 23, 2006)
4. Wilderness Health Interest Group Noon Lecture Series, Speaker, “Altitude physiology and medicine,” University of Minnesota Medical School, Mar 28, 2005
5. Wilderness Health Interest Group Noon Lecture Series, Speaker, “Hypothermia and Frostbite” University of Minnesota Medical School, University of Minnesota Medical School, Feb 14, 2005
6. Wilderness Health Interest Group Noon Lecture Series, Speaker, “Water Balance and hyponatremia” University of Minnesota Medical School, University of Minnesota Medical School, (Jan 14, 2005, Feb 17, 2005)
7. Wilderness Health Interest Group Noon Lecture Series, Speaker, “Heat Stroke” University of Minnesota Medical School, Dec 6, 2004

### **Curriculum Development Work**

1. Sports and musculoskeletal curriculum for Phalen Village Family Medicine Residents, Develop outpatient experience that includes office, sideline, event, training room, and physical therapy education, University of Minnesota Medical School, Department of Family Medicine

### **Regional/National/International CME Presentations**

1. **Roberts WO** “Cold Injury: Athletic Activity in the Cold” Sports Medicine Winter Summit (Snowbird, Utah) 2011
2. **Roberts WO** “Common Shoulder Problems in the Athlete” Sports Medicine Winter Summit (Snowbird, Utah) 2011
3. **Roberts WO** “Exertional Heat Stroke Recognition & Treatment” Sports Medicine Winter Summit (Snowbird, Utah) 2011
4. **Roberts WO** “Preventing Diseases of Inactivity: Life Long Sport & Exercise as Medicine” Sports Medicine Winter Summit (Snowbird, Utah) 2011
5. **Roberts WO** “Endurance Running Off the Grid: Kids” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2009
6. **Roberts WO** “When is it too hot to start a marathon: An outcomes based recommendation.” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2008
7. **Roberts WO** “Sudden Cardiac Death in Marathon Participation A Case-Based Review” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2007
8. **Roberts WO** “Endurance Medicine: Causes of Collapse & Management” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2007
9. **Roberts WO** “Shoulder & Elbow Problems in the Athlete” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2007
10. **Roberts WO** “The Sudden Cardiac Death in Marathon Participation A Case-Based Review” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2007

11. **Roberts WO** “Lower Leg Pain in Runners” Gillette (St Paul, MN) 2006
12. **Roberts WO** “Reducing heat stroke in football” Minnesota Sports Medicine Grand Rounds, Fairview University Hospital (Mpls, MN) 2006
13. **Roberts WO** “The effects of environment on marathon race performance and medical encounters” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2006
14. **Roberts WO** “Heat, hydration, and hyponatremia” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2006
15. **Roberts WO** “Exertional Heat Stroke: Recognition and Treatment” Emergencies in Athletics, Minnesota Athletic Trainers Association, Gustavus Adolphus College (St Peter, MN) 2006
16. **Roberts WO** “Fluid replacement: Too much, too little, just right” Alaska Chapter American College of Sports Medicine (Sitka, AK) 2006 [Invited plenary lecture]
17. **Roberts WO** “Exertional Heat Stroke” Alaska Chapter American College of Sports Medicine (Sitka, AK) 2006 [Invited plenary lecture]
18. **Roberts WO** “Collapse during running events” Alaska Chapter American College of Sports Medicine (Sitka, AK) 2006 [Invited plenary lecture]
19. **Roberts WO** “Clinical Risk & Evidence-Based Scheduling Recommendations for Young Athletes in Heat” American College of Sports Medicine Annual Meeting (Denver) 2006 [Invited concurrent lecture]
20. **Roberts WO** “Marathon Medicine: Medical Encounters and Management” 2<sup>nd</sup> Annual Orthopedics and Sports Medicine Conference (Fargo, ND), 2006 [Keynote lecture]
21. **Roberts WO** “Exertional Heat Stroke: Reducing Incidents and Mortality in Athletes” Minnesota Athletic Trainers Association Annual Meeting (St Cloud, MN) 2006 [Keynote lecture]
22. **Roberts WO** “Mass Participation Event Planning” 15<sup>th</sup> Annual Meeting, American Medical Society for Sports Medicine (Miami, FL) 2006
23. **Roberts WO** “Marathon Race Medical Encounters: What will you see at the finish line?” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2005
24. **Roberts WO** “Soft tissue injury rehabilitation” USA Soccer Cup Sports Medicine UMN Course (Minneapolis, MN) 2005
25. **Roberts WO** “Water: How much is too much” ACSM Brazil Team Physician Course Part I (Sao Paulo, Brazil) 2005
26. **Roberts WO** “GI Trauma in Sports” ACSM Brazil Team Physician Course Part I (Sao Paulo, Brazil) 2005
27. **Roberts WO** “Psychological Influences of Sport on Young Athletes” ACSM Brazil Team Physician Course Part I (Sao Paulo, Brazil) 2005
28. **Roberts WO** “Physical Therapy: A Primary Care Perspective” ACSM Brazil Team Physician Course Part I (Sao Paulo, Brazil) 2005
29. **Roberts WO** “Asthma and Exercise Asthma in Athletes” ACSM Brazil Team Physician Course Part I (Sao Paulo, Brazil) 2005
30. **Roberts WO** “The Collapsed Athlete” ACSM Brazil Team Physician Course Part I (Sao Paulo, Brazil) 2005
31. **Roberts WO** “How much water is too much?” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2004
32. **Roberts WO** “Lessons from the 2003 TCM finish area” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2004
33. **Roberts WO** “Exercise Prescription in Family Medicine” Minnesota Academy of Family Physicians Spring Refresher (Mpls, MN) 2004
34. **Roberts WO** “Clinical Cases: GI and GU” ACSM Team Physician Course Part I (New Orleans, LA) 2004



35. **Roberts WO** “Psychological Influences of Sport on Young Athletes” ACSM Team Physician Course Part I (New Orleans, LA) 2004
36. **Roberts WO** “Asthma and Exercise Asthma in Athletes” ACSM Team Physician Course Part I (New Orleans, LA) 2004
37. **Roberts WO** “Physical Therapy: A Primary Care Perspective” ACSM Team Physician Course Part I (New Orleans, LA) 2004
38. **Roberts WO** “GI Trauma in Sports” ACSM Team Physician Course Part I (New Orleans, LA) 2004
39. **Roberts WO** “Medical Care at Road Races” UMN Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2003
40. **Roberts WO** “How to start a sports medicine practice” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2002
41. **Roberts WO** “Hockey / Wrestling” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2002
42. **Roberts WO** “Updates on the management of collapse 2002” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2002
43. **Roberts WO** “Mass participation events - USA Soccer Cup” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2002
44. **Roberts WO** “Run and ski marathons” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 2002
45. **Roberts WO** “Pearls in Exercise Asthma” Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2002
46. **Roberts WO** “Exercise associated collapse” Twin Cities Marathon Sports Medicine Conference (Mpls, MN) 2002
47. **Roberts WO** “Common Medical Problems in Endurance Races: Case Presentations.” American College of Sports Medicine Annual Meeting (St Louis) 2002
48. **Roberts WO** “Deep Venous Thrombosis in Athletes” American College of Sports Medicine Annual Meeting (St Louis) 2002
49. **Roberts WO** “Emergency Care of the Collapsed Athlete.” Minnesota Academy of Family Practice Spring Refresher (St Paul, MN) 2002
50. **Roberts WO** “Electrolyte Disturbances in the Endurance Athlete.” American Medical Society for Sports Medicine Annual Meeting (Orlando, FL) 2002
51. **Roberts WO** “Joint Injection and Aspiration Workshop.” ACSM Team Physician Course Part I (New Orleans, LA) 2002
52. **Roberts WO** “Casting Workshop” ACSM Team Physician Course Part I (New Orleans, LA) 2002
53. **Roberts WO** “Elbow, Wrist, and Hand Exam Workshop” ACSM Team Physician Course Part I (New Orleans, LA) 2002
54. **Roberts WO** “Shoulder Exam Workshop” ACSM Team Physician Course Part I (New Orleans, LA) 2002
55. **Roberts WO** “Psychological Influences of Sport on Young Athletes” ACSM Team Physician Course Part I (New Orleans, LA) 2002
56. **Roberts WO** “Pelvic Floor Dysfunction in Female Athletes” ACSM Team Physician Course Part I (New Orleans, LA) 2002
57. **Roberts WO** “Developing a Sports Medicine Practice” ACSM Team Physician Course Part I (New Orleans, LA) 2002
58. **Roberts WO** “Asthma and Exercise Asthma in Athletes” ACSM Team Physician Course Part I (New Orleans, LA) 2002
59. **Roberts WO** “Physical Therapy: A Primary Care Perspective” ACSM Team Physician Course Part I (New Orleans, LA) 2002
60. **Roberts WO** “GI Trauma in Sports” ACSM Team Physician Course Part I (New Orleans, LA) 2002

61. **Roberts WO** “The Role and Responsibilities of the Team Physician.” ACSM International Team Physician Course (Buenos Aries, Argentina) 2001
62. **Roberts WO** “Nutrition and Hydration: Food as Fuel” ACSM International Team Physician Course (Buenos Aries, Argentina) 2001
63. **Roberts WO** “Medications and Sport” ACSM International Team Physician Course (Buenos Aries, Argentina) 2001
64. **Roberts WO** “Cold Related Injury and Illness” ACSM International Team Physician Course (Buenos Aries, Argentina) 2001
65. **Roberts WO** “Child and Adolescent Growth, Development, and Training” ACSM International Team Physician Course (Buenos Aries, Argentina) 2001
66. **Roberts WO** “Exercise-induced Asthma and Asthma in Athletes” ACSM International Team Physician Course (Buenos Aries, Argentina) 2001
67. **Roberts WO** “Sports Readiness: Preparticipation Exam.” Contemporary pediatric issues for the primary care physician - Children’s Hospital (St Paul) 2001
68. **Roberts WO** “Foot and Ankle Workshop” ACSM Team Physician Course Part II (San Antonio, TX) 2001
69. **Roberts WO** “Low Back and Pelvis Exam Workshop” ACSM Team Physician Course Part II (San Antonio, TX) 2001
70. **Roberts WO** “Knee Exam Workshop” ACSM Team Physician Course Part II (San Antonio, TX) 2001
71. **Roberts WO** “Activity in the Cold” ACSM Team Physician Course Part II (San Antonio, TX) 2001
72. **Roberts WO** “Activity in the Heat” ACSM Team Physician Course Part II (San Antonio, TX) 2001
73. **Roberts WO** “Medical Management of Events and Teams” ACSM Team Physician Course Part II (San Antonio, TX) 2001
74. **Roberts WO** “Role and Responsibilities of the Team Physician” ACSM Team Physician Course Part II (San Antonio, TX) 2001
75. **Roberts WO** “Joint Injection Workshop” American College of Sports Medicine Annual Meeting (Indianapolis) 2000
76. **Roberts WO** “Joint Injection and Aspiration Workshop” ACSM Team Physician Course Part I (St Petersburg Beach, FLA) 2000
77. **Roberts WO** “Casting Workshop” ACSM Team Physician Course Part I (St Petersburg Beach, FLA) 2000
78. **Roberts WO** “Elbow, Wrist, and Hand Exam Workshop” ACSM Team Physician Course Part I (St Petersburg Beach , FLA) 2000
79. **Roberts WO** “Shoulder Exam Workshop” ACSM Team Physician Course Part I (St Petersburg Beach, FLA) 2000
80. **Roberts WO** “Developing a Sports Medicine Practice” ACSM Team Physician Course Part I (St Petersburg Beach, FLA) 2000
81. **Roberts WO** “Asthma and Exercise Asthma in Athletes” ACSM Team Physician Course Part I (St Petersburg Beach, FLA) 2000
82. **Roberts WO** “Rehabilitation of Soft Tissue Injury” ACSM Team Physician Course Part I (St Petersburg Beach, FLA) 2000
83. **Roberts WO** “GI Trauma in Sports” ACSM Team Physician Course Part I (St Petersburg Beach, FLA) 2000
84. **Roberts WO** “Head and Neck Injury in Sports” ACSM International Team Physician Course (Guatemala City, Guatemala) 1999
85. **Roberts WO** “Thermal Concerns: Activity in Hot and Cold Environments” ACSM International Team Physician Course (Guatemala City, Guatemala) 1999
86. **Roberts WO** “Medical management of athletic team sidelines & events” ACSM International Team Physician Course (Guatemala City, Guatemala) 1999

87. **Roberts WO** “The Role and Responsibilities of the Team Physician” ACSM International Team Physician Course (Guatemala City, Guatemala) 1999
88. **Roberts WO** “Low Back and Pelvis Exam Workshop” ACSM Team Physician Course Part II (San Antonio, TX) 1999
89. **Roberts WO** “Knee Exam Workshop” ACSM Team Physician Course Part II (San Antonio, TX) 1999
90. **Roberts WO** “Pearls and Problems in Wrestling” ACSM Team Physician Course Part II (San Antonio, TX) 1999
91. **Roberts WO** “Antioxidants in athletes” ACSM Team Physician Course Part II (San Antonio, TX) 1999
92. **Roberts WO** “Activity in the Heat and Cold” ACSM Team Physician Course Part II (San Antonio, TX) 1999
93. **Roberts WO** “Medical Management of Events and Teams” ACSM Team Physician Course Part II (San Antonio, TX) 1999
94. **Roberts WO** “Role and responsibilities of the Team Physician” ACSM Team Physician Course Part II (San Antonio, TX) 1999
95. **Roberts WO** “Knee Exam Workshop” Youth and sports: Contemporary issues for the primary care physician - Children’s Hospital (Nisswa, MN) 1998
96. **Roberts WO** “Head and Neck Injury” Youth and sports: Contemporary issues for the primary care physician - Children’s Hospital (Nisswa, MN) 1998
97. **Roberts WO** “Joint Injection and Aspiration Workshop” ACSM Team Physician Course Part I (San Diego) 1998
98. **Roberts WO** “Casting Workshop” ACSM Team Physician Course Part I (San Diego) 1998
99. **Roberts WO** “Elbow, Wrist, and Hand Exam Workshop” ACSM Team Physician Course Part I (San Diego) 1998
100. **Roberts WO** “Shoulder Exam Workshop” ACSM Team Physician Course Part I (San Diego) 1998
101. **Roberts WO** “Developing a Sports Medicine Practice” ACSM Team Physician Course Part I (San Diego) 1998
102. **Roberts WO** “Asthma and Exercise Asthma in Athletes” ACSM Team Physician Course Part I (San Diego) 1998
103. **Roberts WO** “Pearls in Ice Hockey” ACSM Team Physician Course Part I (San Diego) 1998
104. **Roberts WO** “Rehabilitation of Soft Tissue Injury” ACSM Team Physician Course Part I (San Diego) 1998
105. **Roberts WO** “GI Trauma in Sports” ACSM Team Physician Course Part I (San Diego) 1998
106. **Roberts WO** “Knee Exam Workshop” American College of Sports Medicine Annual Meeting (Denver, CO) 1997
107. **Roberts WO** “Foot and Ankle Exam Workshop” ACSM Team Physician Course Part II (Pontré Vedra, FL) 1997
108. **Roberts WO** “Knee Exam Workshop” ACSM Team Physician Course Part II (Pontré Vedra, FL) 1997
109. **Roberts WO** “Pearls and Problems in Wrestling” ACSM Team Physician Course Part II (Pontré Vedra, FL) 1997
110. **Roberts WO** “Antioxidants in athletes” ACSM Team Physician Course Part II (Pontré Vedra, FL) 1997
111. **Roberts WO** “Activity in the Heat and Cold” ACSM Team Physician Course Part II (Pontré Vedra, FL) 1997
112. **Roberts WO** “Medical Management of Events and Teams” ACSM Team Physician Course Part II (Pontré Vedra, FL) 1997
113. **Roberts WO** “Role and responsibilities of the Team Physician” ACSM Team Physician Course Part II (Pontré Vedra, FL) 1997

114. **Roberts WO** “The Team and Event Physician” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 1996
115. **Roberts WO** “Medical Emergencies in Sports Medicine” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 1996
116. **Roberts WO** “Exercise Associated Collapse” Ironman Sports Medicine Conference - Kaiser Permanente (Kona, HI) 1996
117. **Roberts WO** “The Preparticipation Exam for Sports” UMN Family Practice Residency Update in Sports Medicine (Minneapolis, MN) 1996
118. **Roberts WO** “The Female Athlete Triad” UMN Family Practice Residency Update in Sports Medicine (Minneapolis, MN) 1996
119. **Roberts WO** “Medical Management of Endurance Events” University of Wisconsin Sports Medicine Conference (Madison) 1996
120. **Roberts WO** “Pearls in Ice Hockey” ACSM Team Physician Course Part I (San Diego, CA) 1996
121. **Roberts WO** “Rehabilitation of Soft Tissue Injury” ACSM Team Physician Course Part I (San Diego, CA) 1996
122. **Roberts WO** “GI Trauma in Sports” ACSM Team Physician Course Part I (San Diego, CA) 1996
123. **Roberts WO** “Pearls and Problems in Wrestling” ACSM Team Physician Course Part II (Tampa) 1995
124. **Roberts WO** “Antioxidants in athletes” ACSM Team Physician Course Part II (Tampa) 1995
125. **Roberts WO** “Activity in the Heat and Cold” ACSM Team Physician Course Part II (Tampa) 1995
126. **Roberts WO** “Medical Management of Events and Teams” ACSM Team Physician Course Part II (Tampa) 1995
127. **Roberts WO** “Role and responsibilities of the Team Physician” ACSM Team Physician Course Part II (Tampa) 1995
128. **Roberts WO** “Medical Management of Endurance Events” (Clinical Workshop) American College of Sports Medicine Annual Meeting (Orlando, FL) 1991
129. **Roberts WO** “Family Practice in Sports Medicine” Minnesota Academy of Family Practice, Spring Refresher 1990
130. **Roberts WO** “Winter Emergencies” University of Minnesota School of Nursing (Minneapolis, MN) 1982

## **ADVISING AND MENTORING**

### **Graduate Student Activities**

#### **Medical Student Advising**

Year 3- 4 Student Advisees:

- 4 Class of 2012
- 3 Class of 2013
- 2 Class of 2011
- 3 Class of 2010
- 5 Class of 2009
- 4 Class of 2008
- 2 Class of 2007

#### **Masters Clinical Research (NIH Mentor for Developing Scholars)**

2009-2010 Steven Stovitz, MD

### **Other Mentoring Activities**

**Faculty – Department of Family Medicine and Community Health**

Jon Hallberg, MD	2011- Present
Suzanne Hecht, MD	2008 - Present
Steven Stovitz, MD, MS	2004 - Present
Mark Berg, MD	2017 - Present
Roli Dwivedi, MD	2017 - Present

**CLINICAL SERVICE****Clinical Teaching****Family Medicine Outpatient Precepting (Residents)**

Two half days per week	2010-Present
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Johnson High School Training Room (One half day per week)	2006-Present
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Four half days per week	2003-2010
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**Family Medicine Inpatient Receiving**

One night per week and one weekend per month	2003-2015
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**Family Medicine Medical Student Precepting**

Essentials of Clinical Medicine (ECM) OUTPATIENT	2010- 2017
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Process of Care Clerkship (POCC) rotation (Year 1 & 2 students), 1 half day per week for 8-16 weeks	
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Primary Care Clerkship – Family Medicine (Year 3 – 4 students), 1-2 half days per week	2010-Present
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Anatomy Clinical Correlation Session – lower extremity exam, (Year 1 students), 1-2 Days per year	2005-2007
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Rural Physicians Associate Program Visiting Faculty, (Year 3 students), 3-4 days per year	2004-2010
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Primary Care Clerkship – Family Medicine (Year 3-4 students), 3 half days per week	2003-2010
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Physicians and Patient III (Year 2 students), One half day per week for 18 weeks	2003-2010
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**Clinical Service Responsibilities**

Outpatient Clinic Service	
2 half days per week	2008-Present
4 half days per week	2003-2008

**PROFESSIONAL SERVICE AND PUBLIC OUTREACH**

## **Editorial Positions and Peer Review**

### Editor Positions

<i>Consulting Editor: <u>Current Sports Medicine Reports</u></i> Lippincott Williams and Wilkins, Philadelphia, PA	2018-Present
<i>Editor in Chief: <u>Current Sports Medicine Reports</u>,</i> Lippincott Williams and Wilkins, Philadelphia, PA.	2010-2017
<i>Section Editor: Competitive Sports and Pain Management,</i> <i><u>Current Sports Medicine Reports</u>, Lippincott Williams and Wilkins,</i> <i>Philadelphia, PA, (formerly Current Science Inc, Philadelphia, PA).</i>	2005-2009
<i>Associate Editor, <u>Medicine and Science in Sports and Exercise</u>,</i> Lippincott, Williams, and Wilkins	1998-2000
Senior Associate Editor, Series Editor: Clinical Techniques Column. Physician and Sports Medicine, McGraw Hill Healthcare Publications	1997-2005
Editor-in-Chief: Health Information Products, McGraw Hill Healthcare Publications.	1995-2005
Editor-in-Chief: Your Patient and Fitness, McGraw Hill Healthcare Publications.	1995-2000
Deputy Editor: Your Patient and Fitness, McGraw Hill Healthcare Publications.	1991-1995

### Editorial Boards

Member, Sports Medicine and Health Science KaAi Publishing, XX, China	2018-Present
Member, <u>Physician and Sportsmedicine</u> , JTE Multimedia, Berwyn, PA.	2008-Present
Member, <u>Clinical Journal of Sport Medicine</u> , Lippincott, Williams, and Wilkins	2004-Present
Member, <u>ACSM Health and Fitness Journal</u> , Lippincott, Williams, and Wilkins	2004-Present
Member, <u>British Journal of Sports Medicine</u> , BMJ Publishing Group	2001-Present
Member, <u>Medicine and Science in Sports and Exercise</u> , Lippincott, Williams, and Wilkins	2000-Present
Member, <u>International SportsMed Journal</u> , International Federation of Sports Medicine, Capetown, South Africa	2008-2015

Member, Current Sports Medicine Reports, 2001-2010  
Lippincott, Williams, and Wilkins

Member, Physician and Sportsmedicine, McGraw Hill Healthcare Publications. 1992-2005

Manuscript Reviewer for Publication

<i>Journal of the American Medical Association</i>	2005- Present
<i>Pediatrics</i>	2004-Present
<i>Current Sports Medicine Reports</i>	2001-Present
<i>Journal of Athletic Training</i>	2001-Present
<i>Clinical Journal of Sport Medicine</i>	2000-Present
<i>Medicine and Science in Sports and Exercise</i>	1996-Present
<i>Brain</i>	2018
<i>New England Journal of Medicine</i>	2018
<i>British Journal of Sports Medicine</i>	2000-2020
<i>Heart</i>	2016-2017
<i>American Journal of Kidney Diseases</i>	2003-2010
<i>Physician and Sports Medicine</i>	1992-2005
<i>Journal of the American Board of Family Practice</i>	2002
<i>Your Patient and Fitness</i>	1989-2000
<i>Journal of Orthopedic and Sports Physical Therapy</i>	1992-1999
<i>Sports Medicine,</i>	1998
<i>Mayo Clinic Proceedings</i>	1997

**SERVICE TO PROFESSIONAL ORGANISATIONS**

**American Board of Family Practice**

ABFM Sports Medicine Standard Setting Group – Sports Medicine Sub  
Specialty Exam, American Board of Family Medicine, Lexington KY 2014

2007 Sports Medicine Sub Specialty Exam – Angoff Committee member,  
American Board of Family Medicine, Lexington KY 2006

1995 Certificate of Added Qualification in Sports Medicine Examination  
Writing Committee, American Board of Family Medicine, Lexington KY 1993-1995

**American College of Sports Medicine, Indianapolis, IN**

President	2004-2005
President – American College of Sports Medicine Foundation	2008-2012
Chair – Executive Committee	2004-2005
Chair – Administrative Council	2004-2005
Chair – Board of Trustees	2004-2005
Executive Committee Member	2003-2009
Fellow	1986-Present

Member	1982-Present
Member Northland Chapter	1981-Present
Media Advocacy Committee	2005-Present
Clinical Medicine Leadership Committee	2003- Present
Past President – American College of Sports Medicine Foundation	2012- 2013
Task Force on Annual Meeting Abstract Publishing	2012-2017
Strategic Planning Committee	1990- 2013
Program Committee	1997- 2017
Task Force for the Development Plan for the ACSM – USADA Initiative for Combating Doping in Sports	2007-2015
Chair – Special Work Group on Evidence Based Literature: ACSM Foundation Executive Committee	2007-2012 2006-2012
Past Presidents Committee	2006-2012
Budget and Finance Committee	2006-2012
ACSM Foundation Board	2003-2012
Ethics Committee	2008-2011
Publications Committee	2006-2009
Nominations Committee	2001-2009
President Elect – American college of Sports Medicine Foundation	2006-2007
Chair- Past Presidents Committee	2006-2007
Immediate Past President	2005-2006
Chair – Strategic Planning Committee	2005-2006
Chair – Nominations Committee	2005-2006
Executive Committee	2003-2006
ACSM Foundation Planning Group	2003-2006
Administrative Council	2001-2006
Awards and Tributes Committee	2001-2006
Budget and Finance Committee	2001-2005
Advancement Committee	2001-2005
CME Committee Representative, Northland Chapter	2000-2005
Distance Learning Task Force	1998-2005
Medical Education (CME) Committee	1990-2005
President-Elect	2003-2004
Chair – Awards and Tributes Committee	2003-2004
Chair – Program Committee	2003-2004
Chair – Nominations Committee	2003-2004
Chair – Medical Education (CME) Committee	1998-2004
First Vice President	2002-2003
Pronouncements Committee	1998-2003
CME Committee Representative, Greater New York Chapter	2000-2003
Corporate Relations Task Force	1999-2003
Medicine Task Force	1998-2003
Second Vice President	2001-2002
Credentials Committee	1998-2001
Chair, Share the Experience Committee	1998-2000
Chair, ACSM International Team Physician Course Committee, Guatemala City, Guatemala Practice	1998-1999
Board of Trustees	1995-1999
Co-Chair, ACSM Team Physician Course	1994-1999
Certificate of Added Qualification Course Committee	1996-1997
Constitution Bylaws and Operating Codes Committee	1988-1997



Chair, Constitution, Bylaws, and Operating Codes	1990-1996
Committee on Committees Committee	1994-1995
Program Committee	1994-1995
Leadership Development Committee	1992-1995
Clinical Publication Task Force	1992-1995
Governance Task Force	1991-1995
CME Committee Representative, Northland Chapter	1991-1993
CME Committee Representative, Northwest Chapter	1990-1991
<b>American Medical Athletic Association</b>	
Life Member (Organization merged with International Institute of Race Medicine)	1991- 2017
<b>American Medical Association</b>	
Sports Medicine Committee	1987-2009
<b>American Medical Society for Sports Medicine</b>	
Charter Member	1991-Present
<i>Liaison</i> - American Medical Society for Sports Medicine to the American College of Sports Medicine	1994-1996
AMSSM Task Force on Cardiac Screening for Sport Participation	2015
AMSSM Task Force on Concussion in Sport	2018
AMSSM's Task Force on Sexual Violence in Sport	2019-Present
AMSSM Presidential Task Force on Exercise Promotion in Clinical Medicine	2019-Present
AMSSM Presidential Task Force on Diversity, Equity, and Inclusion in AMSSM	2020-2021
<b>American Academy of Family Physicians</b>	
Fellow	2017-Present
Member	1979-Present
AAFP Sports Medicine Advisory Group	2006-2010
<b>European Federation of Sports Medicine Associations</b>	
Member - Science Committee	2016-2017
<b>Fédération Internationale De Médecine Du Sport (International Federation of Sports Médicine), Lausanne, Switzerland</b>	
Fellow	2018-Present
Member – Executive Board	2018-Present
Member - Scientific Commission (Appointed by the Board)	2006-2018
Delegate for United States of America (Appointed by ACSM)	
FIMS Council of Delegates	2016, 2018
<b>HealthEast St. John's Hospital</b>	
Member - St. John's Physician Leadership Committee, HealthEast St Johns, Maplewood MN	2007-2015
HealthEast Education Committee, HealthEast, St Paul MN	2007-2015
<b>International Institute of Race Medicine (formerly American Road Race Medical Society)</b>	
Board of Directors	2009-Present
Founding Member	2003-Present
Secretary-Treasurer	2007-2009

Immediate Past President	2006-2007
President	2003-2005
<b>International Marathon Medical Directors Association</b>	
Member, (Membership restricted 2001 to AIMS Medical Directors)	1985-2001
President	1996-1998
Vice-President	1994-1996
Board of Directors	1991-1994
<b>Minnesota Academy of Family Physicians</b>	
Member	1979-Present
Sports Medicine Task Force, MN Academy of Family	1988-1993
<b>Minnesota Medical Association</b>	
Member	1981-Present
<b>National Youth Sports Health and Safety Institute</b>	
Board of Directors	
Member	2011 - 2014
Chair	2015 - Present
<b>Road Runners Club of America</b>	
Sports Medicine Committee	1997-2009
<b>Twin Cities (Ramsey County) Medical Society</b>	
Member	1981-Present
Ad Hoc Committee on Sports and Exercise	
<b>Medical Staff Affiliations</b>	
Active Staff, MHealth Fairview (formerly HealthEast) St John's Hospital, Family Medicine, Maplewood, MN	1984-Present
Courtesy Staff, St Paul Children's' Hospital, St Paul, MN	1981-2003
Active Staff, United Hospital, Family Medicine, St Paul, MN	1986-2002
Active Staff, Bethesda Lutheran Hospital, St Paul, MN	1981-1984
Resident Staff, St Mary's Hospital, Minneapolis, MN	1979-1981
Resident Staff, Fairview Community Hospital, Minneapolis, MN	1979-1981
<b>Volunteer Service</b>	
Program Committee, UMN Twin Cities Marathon Sports Medicine Course, CME University of Minnesota Medical School, Minneapolis, MN	2003-Present
Medical Pool, USA Soccer Cup	1986-Present
Medical Pool, Twin Cities Marathon	1982-Present
Medical Pool, Minnesota State High School League State Tournaments	1979-Present
Member - Ironman Triathlon Medical Pool; Kona, Hawaii	2015
Member - Ironman Triathlon Medical Pool; Kona, Hawaii	2007

London Marathon Medical Team (London, England), Finish line point of care sodium analysis	2005
Medical Director – TC Mile, Twin Cities Marathon, Minneapolis, MN	2005
Event Physician – Minnesota Distance Invitational Track Meet (St Paul, MN), International track distance races	2005
Medical Director – National Kidney Foundation Transplant Games, University of Minnesota, Minneapolis, MN	2004
Member - Ironman Triathlon Medical Pool; Kona, Hawaii	2002
Member - World Figure Skating Medical Pool; 1998 World Championships, Minneapolis, MN	1998
Member - Ironman Triathlon Medical Pool; Kona, Hawaii	1996
Atlanta Committee for the Olympic Games Medical Pool (Consultant - marathon races, Athlete care - race course venue, Spectator care - volleyball and Centennial Olympic Park venues)	1996
Boston Marathon Race Medical Pool (Finish line medical staff and advisor)	1996
Boston Marathon Race Medical Pool (Finish line medical staff and advisor)	1992
Boston Marathon Race Medical Pool (Finish line medical staff and advisor)	1986-1990

### **Service to the University/Medical School/Department**

#### **University of Minnesota**

#### **University-wide service**

Member - Educational Scholarship Task Force, University of Minnesota Medical School	2016 - Present
Member - Promotions and Tenure Committee, University of Minnesota Medical School, Minneapolis, MN	2015- Present
University of Minnesota Twin Cities Marathon CME Conference Program Committee, University of Minnesota Medical School CME Department, Minneapolis, MN	2004-Present
Chair - Adult Cardiothoracic Anesthesiology Fellowship Program GME Special Review	2016-2017
Member – Graduate Medical Education Committee (Department of Family Medicine and Community Health Representative), University of Minnesota Medical School, Minneapolis, MN	2010-2015

Faculty Mentor – Wilderness Health Student Interest Group, University of Minnesota Medical School, Minneapolis, MN	2006-2011
Interviewer, Office of Admissions, University of Minnesota Medical School, Minneapolis, MN	2005-2008
<b>Department of Family Medicine and Community Health</b>	
Director of Sports Medicine Program	2019 – Present
Chair Sports Medicine Faculty Search Committee	2021
Executive Team	2018 - Present
Department of Family Medicine and Community Health, University of Minnesota Medical School, Minneapolis, MN	
Vice Chair of Faculty Affairs	2021 - Present
Director of Faculty Affairs	2018 - 2021
Department of Family Medicine and Community Health, University of Minnesota Medical School, Minneapolis, MN	
Co-Chair - Promotions and Tenure Committee,	2018 - Present
Department of Family Medicine and Community Health, University of Minnesota Medical School, Minneapolis, MN	
Member - Central Leadership Team, Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	2018 - Present
Member - Family Medicine and Community Health Discovery Fund Award Committee, Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	2016 - Present
Member – Vice Chair of Research Search Committee	2018
Department of Family Medicine and Community Health, University of Minnesota Medical School, Minneapolis, MN	
Member, Promotions and Tenure Committee,	2003 - 2018
Department of Family Medicine and Community Health, University of Minnesota Medical School, Minneapolis, MN	
Member - Central Leadership Team, Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	2014-2015
Chair - Curriculum and Education Committee,	2010-2015
Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	
Clinical Service Unit Board of Directors - Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	2007-2015
Member - Curriculum and Education Committee,	2007-2015
Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	
Member – Scholastic Standings Committee,	2007-2015
Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	
Member - Clinical Service Unit Committee,	2007-2015
Department of Family Medicine and Community Health, University of Minnesota, Minneapolis, MN	
Member - Program Directors Education Committee,	2007-2015
Department of Family Medicine and Community Health,	

University of Minnesota, Minneapolis, MN  
Member – Executive Committee, Department of Family Medicine  
and Community Health, University of Minnesota, Minneapolis, MN 2010-2011

**UMN St Johns Family Medicine Residency and Phalen Village Clinic**

Chair - Phalen Village Clinic Pharm D Search Committee 2013-2015  
Chair - Phalen Village Clinic Behavioral Health Search Committee 2013-2015  
Chair - Phalen Village Faculty Search Committee 2007-2015  
Chair - St John's Residency Resident Recruitment Committee 2007-2015

**Community Outreach Activities**

**Community Service**

Santa Ynez Valley Community (CA) Aquatics Foundation Honorary Committee 2017  
Mahtomedi (District 832) School Board 1997-2009  
Age Group Coordinator – Mahtomedi Soccer Association 1991-1995  
Board of Directors – Twin Cities Marathon, Minneapolis, MN 1986-1999  
Age Group Coach – Mahtomedi Soccer Association 1986-1997

**Community Education Presentations**

“Protecting the young arm” Forest Lake Baseball Coaches Association Educational Meeting.  
February 2006.

“Water balance and running” HealthEast Guidant Running Fitness Program. July 2005

**Media Contacts**

Multiple television interviews on sports medicine and physical activity issues

Multiple radio show appearances on sports medicine and physical activity issues

Multiple print media interviews and citations on sports medicine issues (NY Times, Washington Post, Boston Globe, LA Times, MPLS Star Tribune, St. Paul Pioneer Press, Newsweek, Runners World, Sports Illustrated, Self, Men's Health, and others)

# APPENDIX E

## CURRICULUM VITAE

**JAMES MATTHEW DuBOIS, DSc, PhD**



**DATE:** September 6, 2020

**CITIZENSHIP:** USA

**ADDRESS AND TELEPHONE NUMBERS:**

**4523 Clayton Avenue, Campus Box 8005  
St. Louis, MO 63110  
Phone: 314-747-2710  
Fax: 314-454-5113**

**PRESENT POSITION:** **Steven J. Bander Professor of Medical Ethics and Professionalism  
Professor of Medicine (tenured), Division of General Medical Sciences  
Director, Bioethics Research Center (CTSA Core)  
Professor of Psychology and Brain Sciences (secondary)  
Faculty Scholar, Institute for Public Health  
Washington University in St. Louis**

**EDUCATION:**

- 1989 B.A. Majors in Psychology and Philosophy (Honors)  
Franciscan University  
Steubenville, OH
- 1990 M.A. University of Rhode Island (4.0 G.P.A.)  
Kingston, RI  
Thesis: *The Roots and Method of Phenomenological Realism*. Directed by Prof. Fritz Wenisch
- 1992 Ph.D. Philosophy (summa cum laude)  
International Academy of Philosophy  
Schaan, Liechtenstein  
Dissertation: *Judgment and Sachverhalt: An Examination of Adolf Reinach's Phenomenology*. Mentored by Barry Smith
- 1997 D.Sc. (doctor of science/Dr. rer.nat.) Psychology (with distinction)  
Department of General and Experimental Psychology, University of Vienna  
Vienna, Austria  
Dissertation: *The Moral Judgment of Medical Personnel. A Cross-Cultural Study*

*on Reasoning about Organ Explantation from Heart-Beating, Brain-Dead Donors.* Mentor: Giselher Guttman

**Post-Graduate Certifications:**

- 2012 Certified HeartMath Interventions Professional. Biofeedback.  
Institute of HeartMath
- 2014 Board Certified Coach (BCC) Program. Institute for Life Coach Training  
completed May 2013  
Certified as Career Coach by Center for Credentialing and Education April 2014

**Foreign Languages:**

German – high degree of fluency; have published several translations to English and lectured in German

French – some reading knowledge; attended 4 university semesters; subscribe to French and German television

Latin – translation examination passed for doctoral studies

**ACADEMIC POSITIONS / EMPLOYMENT:**

- 1989-1990 Facilitator / Tutor for the Special Program for Talent Development  
University of Rhode Island
- 1990-1992 Teaching and Research Assistant  
International Academy of Philosophy in Liechtenstein
- 1992-1994 Assistant Professor of Philosophy  
Franciscan University, Gaming Austria
- 1994-1997 Assistant Professor of Philosophy, Viktor Frankl Chair of Philosophy &  
Psychology  
International Academy of Philosophy in Liechtenstein
- 1997-2000 Assistant Professor of Health Care Ethics  
Saint Louis University
- 2000-2003 Associate Professor of Health Care Ethics  
Saint Louis University
- 2006-2013 Hubert Maeder Endowed Chair, Full Professor, Health Care Ethics  
Saint Louis University
- 2014-Present Professor of Medicine (tenured), Professor of Psychology and Brain Sciences  
(secondary) Washington University in St. Louis
- 2015-Present Steven J. Bander Professor of Medical Ethics and Professionalism, Washington  
University in St. Louis

**UNIVERSITY AND HOSPITAL APPOINTMENTS AND COMMITTEES:**



### **Administrative Leadership**

- 1999-2005 PhD Program Director, Health Care Ethics, Saint Louis University
- 1999-2013 Director, Certificate in Empirical Research Methods in Bioethics, Saint Louis University
- 2005-2010 Department Chair, Center for Health Care Ethics, Saint Louis University
- 2007-2103 Director of Bander Center for Medical Business Ethics, Saint Louis University
- 2007-2018 Director of Center for Clinical and Research Ethics  
Institute for Clinical and Translational Science (ICTS), Washington University
- 2019-present Director, Bioethics Research Center, Washington University in St. Louis

### **University Committee Service**

- 1997-2013 Member of Qualitative Research Committee at Saint Louis University
- 1998-2013 Member of all Doctoral Comprehensive Examination Committees  
Health Care Ethics, Saint Louis University
- 1998-Present Grant proposal reviewer for multiple RFAs  
Provost's Office, Office of Research Services, and the Social Justice Institute at  
Saint Louis University
- 2000-2013 Member of Steering Committee for MD/PhD programs  
Saint Louis University School of Medicine
- 2001-2013 Chair, Search Committees, New Center Faculty, 2001, 2002, 2008, 2010, 2012
- 2002-2005 Member of Institutional Review Board for Behavioral and Social Research
- 2007-Present Member, Consultation Service, Bioethics Research Center, Washington  
University School of Medicine
- 2014-Present Interdisciplinary Bioethics Network at Washington University, Founder and  
Coordinator
- 2020 Washington University, Fall Covid-19 Contingency Planning Committee

### **Hospital and Healthcare Committee Service**

- 1999-2006 Member, Review Board for Non-Heart Beating Organ Donation  
Mid-America Transplant Services, St. Louis MO
- 2000-2012 Ethicist and Member of the Ethics Committee  
Saint Anthony's and St. Alexius Hospitals, Saint Louis, MO
- 2000-2012 Member of the Institutional Review Board  
Saint Anthony's Medical Center, Saint Louis, MO

2007-Present Member, Medical Advisory Board  
Mid-America Transplant Services

**HONORS AND AWARDS:**

- 2003 Faculty Excellence Award  
Saint Louis University Student Government Association
- 2005 Viktor Frankl Award of the City of Vienna (Austria)
- 2005 Member, Committee on Increasing Rates of Organ Donation  
Institute of Medicine
- 2006 Installed as inaugural holder of the Hubert Mäder Chair of Healthcare Ethics
- 2010 Rod Rose Award for Best Publication  
Society of Research Administrators International
- 2012 PROSE Award's Honorable Mention  
Best New Journal in Science, Technology, and Medicine  
for *Narrative Inquiry in Bioethics*
- 2013 Annual Innovation Award for Human Research Protections, Fall 2013  
Health Improvement Institute  
For the *Professionalism and Integrity in Research Program* (P.I. Program)
- 2014 American Board of Internal Medicine (ABIM) Foundation Professionalism  
Article Prize for "A Humble Task: Restoring Virtue in an Age of Conflicted  
Interests," in *Academic Medicine*
- 2019 American Board of Internal Medicine (ABIM) Foundation John A. Benson Jr.,  
MD Professionalism Article Prize for "The Professionalism and Integrity in  
Research Program: Description and Preliminary Outcomes," in *Academic  
Medicine*

**EDITORIAL RESPONSIBILITIES:**

**Journal Editor**

2011-Present Editor (with Ana Iltis), *Narrative Inquiry in Bioethics: A Journal of Qualitative Research*. Published by the Johns Hopkins University Press / ProjectMuse, indexed in PubMed. Established in 2011.

2011 Symposia Edited: 1.1 Experiences of Psychiatric Hospitalization; 1.2 Conflicting Interests in Medicine; 1.3 Nursing Assistants Working in Long-term Care Facilities

2012 Symposia Edited: 2.1 Living Organ Donation; 2.2 Delivering Healthcare in Severely Resource-constrained Settings; 2.3 Parenting Children with Autism Spectrum Disorders through the Transition to Adulthood

2013 Symposia Edited: 3.1 Taking Bioethics Personally; 3.2 The Many Faces of Moral Distress; 3.3 Living with the Label 'Disability'

2014 Symposia Edited: 4.1 Confronting Pediatric Brain Tumors; 4.2 Obesity; 4.3 Religion in Medical and Nursing Practice

2015 Symposia Edited: 5.1 Making Ethical Decisions: Stories from Surgeons; 5.1A Toward Treatment with Respect and Dignity in the Intensive Care Unit; 5.2 Normalizing Intersex; 5.3 Patient and Research Participant Experiences with Genetic Testing

2016 Symposia Edited: 6.1 Political Influence on Bioethical Deliberation; 6.2 Patient, Family and Clinician Experiences with Voluntary Stopping of Eating and Drinking (VSED); 6.3 To Vaccinate or Not? Parents Stories.

2017 Symposia Edited: 7.1 Community-Academic Partnerships in Research and Public Health; 7.2 Cancer and Fertility; 7.3 Challenges with Labor and Delivery

2018 Symposia Edited: 8.1 Doctor in the Family: Stories and Dilemmas Surrounding Illness in Relatives; 8.2 Healthcare Challenges Faced by Adopted Persons; 8.3 Living with Chronic Pain in the Midst of the Opioid Crisis

2019 Symposia Edited: 9.1 When Citizens Do Science: Stories from Labs, Garages, and Beyond; 9.2 Challenges with Healthcare in the Rural and Prairie Environment; 9.3

2020 Symposia Edited: 10.1 Healthcare After a Near-Death Experience; 10.2 Living with Alzheimer Disease and Other Types of Dementia: Stories from Caregivers; ...

### **Editorial Boards**

Assistant Editor for *ALETHEIA: An International Yearbook of Philosophy*, vols 5 & 6, 1995 and 1997. Peter Lang Publishers.

Current Member of the Editorial Board: *Accountability in Research* (Taylor and Francis) *Ethics & Behavior* (Taylor and Francis) and *Journal of Empirical Research on Human Research Ethics* (University of California Press).

### **Book Editing**

Editor and translator: Viktor Frankl's *Theorie und Therapie der Neurosen*, 5<sup>th</sup> Edition. (Brunner-Routledge: New York, 2004, Munich: Reinhardt, 1993, original 1967).

Managing editor and referee for: Peter Geach, *Truth and Hope*, (Notre Dame, IN: University of Notre Dame Press, 2001).

### **Guest Editing**

Special Issue Editor: "The Varieties of Clinical Consulting Experience," *Health Ethics Committee Forum*, 15, 4 (2003).

Special Issue Editor: "Using our Best Judgment in Research Ethics," *Ethics & Behavior*, 14, 4 (2004).

Special Issue Editor: "Hidden Research Ethics," *Journal of Empirical Research on Human Research Ethics*, 3, 3, (2008).

Special Issue Editor: "Organ donation and death from unexpected circulatory arrest: Engaging the recommendations of the Institute of Medicine. *Journal of Law, Medicine, and Ethics*, 36, 4 (2008).

Special Issue Editor: "Conflicting Interests in Medicine," *Narrative Inquiry in Bioethics*,

1, 2, (2011).

### **Referee**

Referee for: *Academic Medicine; American Journal of Bioethics; American Journal of Psychiatry; American Journal of Transplantation; BMC Medical Education; BMC Medical Ethics; Hastings Center Report; IRB: Ethics & Human Research; JAMA; Journal of Moral Education; New England Journal of Medicine; Theoretical Medicine and Bioethics*. I review approximately 12 papers per year.

### **NATIONAL SCIENTIFIC PANELS:**

#### **Scientific Review**

- 2005 Member, ZMH1 ERB-C06 S, Mental Health Research Education Grants (R25)  
National Institute of Mental Health, Scientific Review Committee
- 2005 Member, Research on Research Integrity  
National Institute of Health/AHRQ, Scientific Review Committee
- 2008-2010 Wellcome Trust
- 2011 Austrian Science Fund, Vienna, Austria
- 2011-2017 Member, Standing Study Section, Societal and Ethics Issues in Research  
National Institutes of Health
- 2013-Present Joseph B. Gittler Award Review Committee  
American Psychological Foundation (APF) Board of Trustees
- 2014 The Israel Science Foundation, Individual Research Grant Reviewer
- 2018-Present Ad hoc reviewer for National Human Genome Research Institute's ELSI  
supplement applications
- 2019 Ad hoc reviewer for National Human Genome Research Institute's U24 and U13  
ELSI program applications

#### **National Advisory and Expert Committees**

- 1997-2000 Member, Liver Review Board  
Region 8, The United Network For Organ Sharing (UNOS)
- 2005 Member, Forum on Donation after Cardiocirculatory Determination of Death  
Canadian Council for Donation and Transplantation
- 2005-Present Member, Data Safety Monitoring Board  
National Institute for Drug Abuse, Center for Clinical Trials Network
- 2005 Member, National Consensus Conference on Donation after Cardiac Death  
Sponsored by UNOS Foundation, Gift of Life Foundation, Division of  
Transplantation/HRSA, American Society of Transplant Surgeons, American  
Society of Transplantation, Barr Laboratories, Inc., and the National Kidney

- Foundation.
- 2005-2006 Member, Committee on Increasing Rates of Organ Donation  
Institute of Medicine
- 2006-2010 Member, Organ Transplant Center Program Certification Task Force  
Joint Commission
- 2006-Present Member, Medical Advisory Board  
Mid-America Transplant Services
- 2007-Present Member, Executive Committee and Operations Committee  
Washington University in St. Louis, Institute for Clinical and Translational  
Science
- 2008-2011 Member, Ethics Committee  
United Network of Organ Sharing (UNOS)
- 2009-2011 Chair, Responsible Conduct of Research Educational Committee (RCREC)  
Association for Practical and Professional Ethics
- 2009-Present Chair, Educational Materials Committee  
National Institutes of Health CTSA Clinical Research Ethics Key Function  
Committee
- 2012-Present Member, Committee on Human Research (representing “applied psychology”)  
American Psychological Association
- 2016-Present US National Academies of Science, Responsible Conduct of Science Committee,  
Egypt
- 2019-Present Chair, External Scientific Panel, NHGRI, Center for ELSI Resources and  
Analysis (CERA)

**PROFESSIONAL SOCIETIES AND ORGANIZATIONS:**

- Academy for Professionalism in Health Care (APHC)
- American Psychological Science (APS)
- American Society for Bioethics and Humanities (ASBH)
- Association for Professional and Practical Ethics (APPE)
- Institute of Coaching Professional Association at McLean Hospital
- Society for Personality and Social Psychology (SPSP)
- Viktor Frankl Institute of Logotherapy (VFI)

**MAJOR INVITED PROFESSORSHIPS AND LECTURESHIPS:**

**Selected, Recent Invited Presentations**

- “U.S. Experience with Donation After Cardiac Death: An Ethical Evaluation,” Canadian

Council for Donation and Transplantation, Forum on Donation after Cardiocirculatory Determination of Death, Vancouver, February 17-20, 2005.

“Terminating dialysis or terminating patients? Thinking through difficult end-of-life decisions in nephrology,” plenary speaker, National Kidney Foundation Council of Nephrology Social Workers, St. Louis, May 11, 2005

“Assessing the Outcomes of Research Ethics Training,” CITI IRB Training Program, Seattle, WA, September 9, 2005.

“Organ Donation: Opportunities for Action,” Testimony before Congress and HRSA on behalf of the Institute of Medicine, Washington, DC, May 1, 2006.

“Rapid Organ Recovery: An Overview of the Ethical Issues,” Institute of Medicine Working Group, Washington DC, December 20, 2006.

“Wrestling Well with Today’s Ethical Dilemmas in Thoracic Transplant,” International Society of Heart and Lung Transplantation, San Francisco, CA, April 25, 2007.

“Decision-making Capacity in Clinical Practice and Research,” Resurrection Health System, Chicago, IL, May 18, 2007.

“Uncontrolled Donation after Cardiac Death: The Ethical Issues,” Association of Organ Procurement Organizations, Dallas, TX, June 14, 2007.

“Evidence in Research Ethics: Locating, Gathering, and Using Data to Solve Ethical Problems,” Symposium on Enhancing Biomedical and Behavioral Research in HIV/AIDS and Substance Abuse, Meharry Medical College, Nashville, TN, September 28, 2007.

“Evaluating Minimal Risk in Behavioral and Psychological Research,” American Psychological Association Meeting on Vulnerability in Behavioral Research, New York, NY, November 9, 2007.

“New Frontiers in Organ Donation: Rapid Organ Recovery Protocols,” International Society for Organ Donation and Transplantation, Philadelphia, PA, November 14, 2007.

“Making Compliance Meaningful Through Evidence-Based IRB Recommendations,” Western IRB, Reviewers Training Conference, Vancouver, CA, April 19, 2008.

“Rapid Organ Recovery: Ethical and Policy Issues,” Medicine Grand Rounds, Stritch School of Medicine, Loyola University of Chicago, August 5, 2008.

“Assessing and Enhancing Decisional Capacity in Clinical Research,” Human Research Protections Office Lecture Series, Washington University in St. Louis, September 22, 2008.

“Physician-Industry Interactions: Navigating the Ethical Issues,” Grand Rounds, Department of Neurology and Psychiatry, Saint Louis University, January 8, 2009.

“Informed Consent: Best Practices in Mental Health Research,” Research Ethics Grand Rounds, University of Texas Southwestern Medical Center, Dallas, January 13, 2009.

“Understanding Vulnerability in Research and Appropriate Additional Safeguards,” Human Research Protections Office Lecture Series, Washington University in St. Louis, January 23, 2009.

“OB/GYN Medical Ethics: Beyond Basic Principles to the Heart of Secular and Religious Debates,” Grand Rounds, OB/GYN department, Saint Louis University, February 6, 2009.

“Uncontrolled and Controlled DCD: Exploring the Ethical Issues,” Mid-America Transplant Services, Conference, St. Louis April 2, 2009.

“Premortem Interventions During Donation after Cardiac Death,” American Thoracic Society Annual Meeting, Workgroup on DCD, San Diego, May 16, 2009.

“Who is Dead and Eligible to Donate Organs?” Annual O’Malley Endowed Bioethics Lecture, Loyola Marymount University, Los Angeles, September 16, 2009.

“They’re Still My Patients: Exploring Ethical and Psychological Issues in Donation after a Circulatory Determination of Death,” Ethics Grand Rounds, UCLA Medical Center, Los Angeles, September 17, 2009.

“Responding to Research Misbehavior,” Clinical Research Training Lecture Series, Washington University School of Medicine, St. Louis, February 9, 2010.

“Responsible Conduct of Research Training for Clinical and Translational Scientists,” Webinar Presentation for PRIM&R, April 8, 2010.

“How Authority Contributes to Misbehavior in Medical Research and Practice,” Invited plenary lecture to the Association for Moral Education, St. Louis, MO, November 5, 2010.

“Inconsistencies in consent for organ donation: Are Different Standards Appropriate To Different Donation Contexts?” Invited Plenary, National Meeting on The Art & Science of Increasing Authorization to Donation: Leading Organizational Change to Improve Outcomes, Chicago, IL, May 15, 2011.

“Capacity to Consent in Research Settings,” PRIM&R Advancing Ethics Research Meeting, National Harbor, MD, December 3, 2011.

“The Restoring Professionalism and Integrity in Research Program,” Invited Plenary, Collaborative Institutional Training Initiative, Annual Developer’s Meeting, Ft. Lauderdale, FL, Nov 2, 2012.

“Medical Decision-Making and the Web of Influence,” Annual Bander Endowed Lecture, Internal Medicine Grand Grounds, Saint Louis University, November 9, 2012.

“Understanding Research Misconduct,” Office of Research Integrity Conference, Baltimore, MD, April 4, 2013.

“Understanding and Responding to Wrongdoing in Research,” Fred Hutchinson Cancer Center and University of Washington Medical Center, July 8, 2013.

“Integrating Empirical Research to Improve IRB Review” PRIM&R Advancing Ethical Research Conference, Boston MA, November 9, 2013.

“Understanding Unprofessional Behavior” Olin School of Business, Organizational Behavior Lecture Series, Washington University, St. Louis, January 1, 2014.

“Promoting Professional Practices in Medical Research,” Grand Rounds, Department of Medicine, University of Missouri School of Medicine, Columbia, MO, March 13, 2014.

- “Restoring Virtue in an Age of Conflicted Interests,” Par Kagmar Endowed Lecture, American Society of Colorectal Surgeons, Hollywood FL, May 21, 2014.
- “The Professionalism and Integrity in Research Program,” Connecting Silos in Research Integrity, University of Illinois, Urbana, May 29, 2014.
- “Evidence-Based Ethics in Mental Health Research,” Department of Psychiatry Grand Rounds, University of Massachusetts School of Medicine, Worcester, November 13, 2014.
- “Reading the Empirical Evidence in Research Ethics,” Advancing Ethical Research (PRIMR) Conference, Baltimore, MD, December 7, 2014.
- “Ethical Issues in Organ Donor Management Research,” Baltimore, MD, December 7, 2014.
- “Novel Responses to Noncompliance in Animal Research,” Scientific Committee on Animal Welfare Conference, San Antonio, TX, December 8, 2014.
- “Catching Errors: Peer Review and Retractions in Publishing”, panelist, American Chemical Society Webinar, April 16, 2015.
- “Protecting the Integrity of Medicine,” Society of Internal Medicine, St. Louis MO, April 21, 2015.
- “Responding to Suspected Wrongdoing in Research,” School of Medicine, SUNY Buffalo, Clinical and Research Ethics Seminar, May 18, 2015.
- “Research Involving Socially Deprived Participants: When is Observing without Intervening OK?”, WU Human Research Protections Office, Ethics Series, June 3, 2015.
- “Fostering Research Integrity,” University of Indiana, Plenary Speaker, Indianapolis, November 6, 2015.
- “Vulnerability and Informed Consent” University of Minnesota, Research with Human Participants: the National Debates Conference, December 2, 2015.
- “Lessons from the PI Program,” Strich School of Medicine, Loyola University of Chicago, March 14, 2016.
- “Responding to Noncompliance in Human Subjects Research,” PRIMR webinar, November 1, 2016.
- “Investigator Noncompliance,” NIMH 2017 Data and Safety Monitoring Training Symposium, Bethesda, MD, April 4, 2017.
- “Assessing RCR Instruction,” US Office of Research Integrity Short Course on RCR Instruction, Washington DC, April 6, 2017.
- “Avoiding Common Pitfalls in Research Integrity: Data-Informed Tips for Genetic Researchers,” National Human Genome Research Institute Research Training and Career Development Annual Meeting, St. Louis, April 13, 2017.
- “Exploring the Multiple Meanings of Research Ethics,” Hutton Ethics Lecture during Research Week at University of Cincinnati College of Medicine on April 21, 2017.
- “Ethics in Dissemination and Implementation Research,” The NIMH-funded



Implementation Research Institute, Washington University in St. Louis, Brown School of Social Work, June 13, 2017.

“Understanding Research Wrongdoing: Lessons from the PI Program and PSI Lab,” Plenary Lecture to the Association for Research Integrity Officers, San Diego, CA, September 26, 2017.

“Organ Procurement from Pregnant Deceased Donors: Ethical and Legal Challenges in the Age of the Opioid Epidemic,” Association of Organ Procurement Organizations, Annual Directors’ Meeting, Santa Fe, NM, January 23, 2018.

“Persistent Noncompliance: Why It Happens and What You Can Do About It,” Plenary Speaker, Annual IRB Conference, St. Luke’s Hospital, Chesterfield, MO, January 25, 2018.

“Ethical Frameworks for Research Involving Vulnerable Populations,” Fordham HIV and Drug Abuse Prevention Research Ethics Training Institute (RETI), New York, NY, July 12, 2018.

“Precision Medicine Policies that Build Bridges: Defining the Scope of Work Using Social Science Data,” Cordell Institute for Policy in Medicine and Law, Washington University in St. Louis, St. Louis, MO, September 13, 2018.

“Implementing Best Practices for Informed Consent: Exploring Ethical and Practical Barriers,” Institute for Clinical Research of Montreal, Montreal, CA, September 17, 2018.

“Understanding Research Wrongdoing: Lessons from the PI Program and the PSI Lab,”# Society of Clinical Research Associates (SOCRA) Annual Meeting, New Orleans, LA, September 28, 2018.

“Keynote Talk: Reimagining Research Ethics,” Duke University, Durham NC, November 6, 2018.

“Brain Death Controversies: A Social Science and Applied Ethics Perspective,” Mid-America Transplant, St. Louis, MO, February 1, 2019.

“Research Ethics and Regulations in NFL Research,” National Football League, Committee on Research and Innovation, Indianapolis, IN, February 27, 2019.

“Brain Death: Defending Current Criteria with Data and Philosophical Reflection,”# Duke University, Durham, NC, March 1, 2019.

“Doing Good Research: Learning from the Mistakes and Successes of Others,” Western Michigan University Homer Stryker M.D. School of Medicine, Kalamazoo, MI, April 17, 2019.

“Sexual Abuse of Patients by Physicians: Lessons from a Research Project,” Federation of State Medical Boards Annual Meeting, Fort Worth TX, April 25, 2019.

“The PI Program: Helping Researchers Do Good Research,” Office of Research Integrity (ORI) and the Council of Graduate Schools Conference on “The Role of Research Integrity in Promoting Excellence: Tools for Colleges and University Leaders,” Chicago, IL, May 23, 2019.

“Fostering Good Research and Preventing Mishaps,” Plenary speaker, Responsible Conduct of Research Track, Society of Clinical Research Associates (SOCRA) Annual Meeting, Austin, TX, September 28, 2019.

“When Should We Treat Groups of Research Participants Differently? Reflections on Vulnerability, Exploitation, and Sensitive Data In Research,” Ethics Grand Rounds, University of Colorado Anschutz Medical Campus, November 14, 2019.

“Protecting Participant Privacy: Examining the Ethical, Regulatory, and Social Issues,” Plenary Speaker, Annual IRB Conference, St. Luke’s Hospital, Chesterfield, MO, January 28, 2020.

“Serious Ethical Violations in Medicine: Dealing Effectively with Outlier Peers,” Ethics Grand Rounds, UT Southwestern, Dallas, TX, February 11, 2020.

### **Submitted Conference Papers**

“The Ontology of Number: Adolf Reinach's Realism”, delivered to the 15th International Wittgenstein Symposium, Kirchberg am Wechsel, Austria, August 1992.

“What can Personalism offer to Contemporary Philosophy of Mind?”, delivered to the Conference on Persons, at Oriel College, Oxford University, August 1995.

“Thinking about Organ Harvesting: Towards a Model of Moral Problem-solving”, paper delivered to the Association for Moral Education in November, 1997, at Emory University.

“On Finding the Self to be Substantial. A Preface to Virtue Theory”, peer-reviewed paper delivered to the American Catholic Philosophical Association in March 1997, Buffalo, NY.

“The Dead-Donor Rule and Non-heart-beating Organ Donation: Moral and Legal Aspects”, paper delivered to the Fifth Biennial Conference on Ethical Issues in Organ Transplantation, in October 2-4, 1998, Cleveland Clinic Foundation, Cleveland, OH.

“Medical Personnel and the Logic of Moral Judgment” paper delivered to the American Educational Research Association, in San Diego, April, 1998.

“Logotherapy and Ethics,” paper delivered to the 12<sup>th</sup> World Congress of Logotherapy, Dallas, TX, June 23-27, 1999.

“Views on Brain Death and Organ Harvesting: Cross-National Descriptive and Exploratory Data,” delivered to American Society for Bioethics and Humanities, Philadelphia, October, 31, 1999.

“Attitudes Toward Death and Organ Procurement: The Influence of National, Professional, Religious, and MJT Variables,” delivered to Association for Moral Education, University of Minnesota, November 19-20, 1999.

“How Should We Justify Compulsory Moral Education of Medical Students?” presentation to the American Association of Medical Colleges, Central Division, Rockford, IL, March 2000.

- “Research Ethics in Medical Education: An Analysis of Syllabi,” Plenary session presentation at the Office of Research Integrity’s “Research on Research Ethics Conference,” Bethesda, MD, October 2000.
- “Ethics in Medical Education: A Survey Study,” poster presentation to the American Society for Bioethics and Humanities annual conference, Salt Lake City, UT, October 2000.
- “Brain-dead vs. Higher-Brain Dead Donors: A Survey of Public Attitudes,” presentation to the American Society of Bioethics and Humanities, Nashville, TN, October 2001.
- “When is Informed Consent Appropriate in Educational Research?” poster presentation to the Association for Moral Education, Vancouver, Canada, October 2001.
- “When Is Informed Consent Appropriate in Educational Research,” presentation to Association for Practical and Professional Ethics, Cincinnati, OH, March 2002.
- “Humanizing the Belmont Report,” presentation to the Association for Practical and Professional Ethics, Cincinnati, OH, February 2004.
- “Do We Need Special Ethical Guidelines for Mental Health Research?” presentation to the American Society for Bioethics and Humanities, Philadelphia, PA, October 2004.
- “Ethical Issues in Mental Health Research,” a half-day mini-course, American Psychological Association, New Orleans, LA, August 12, 2006.
- “Additional Protections in Research: The Preferences of Vulnerable Participants,” poster presentation to the American Society for Bioethics and Humanities, October 18, 2007.
- “Recommendations of a Delphi Consensus Panel on the Proper Objectives and Content for RCR Training Programs,” Office of Research Integrity Conference on Responsible Conduct of Research Instruction, Education, and Training, St. Louis, MO, April 17, 2008
- “Understanding Wrongdoing in Medical Practice and Research,” American Society of Bioethics and Humanities Annual Meeting, Minneapolis, MN, October 16, 2011
- “Responding to Wrongdoing in Research,” Society of Research Administrators, Annual Conference, Orlando FL, October 2, 2012
- “Questionable Assumptions that Limit Rapid Organ Recovery,” American Society of Bioethics and Humanities Annual Meeting, Washington DC, October 21, 2012.
- “Remediating Wrongdoing in Research: Current Strategies,” World Congress on Research Integrity, Montreal, Canada, May 7, 2013.
- “Eight Best Practices for Mental Health Research Ethics,” American Society of Bioethics and Humanities Annual Meeting, Atlanta GA, October 24, 2013.
- “New Ethics Policy Statements for ICUs: Donation after a Circulatory Determination of Death,” American Society for Bioethics and Humanities, San Diego, CA, October 16, 2014.
- “Making Bioethics Personal Using Stories from Narrative Inquiry in Bioethics,” panel presentation to American Society for Bioethics and Humanities, San Diego, CA, October 18, 2014.

“Development and Validation of a Measure of Professional Decision-Making in Research,” Society for Personality and Social Psychology, Long Beach, CA, February 2, 2015.

“Introducing the Professionalism and Integrity in Research Program”, World Congress of Research Integrity, Brazil, June 1, 2015. (Poster)

“Dispelling Myths about Why Researchers Get into Trouble,” American Society for Bioethics and Humanities, Washington DC, October 6, 2016.

“Exploring the Multiple Meaning of Research Ethics,” with Alison Antes, American Society for Bioethics and Humanities, Washington DC, October 6, 2016.

“Sexual Violation of Patients: Data and Recommendations,” American Society for Bioethics and Humanities, Kansas City, MO, October 21, 2017.

“The Future of Bioethics Journals and Publication,” American Society for Bioethics and Humanities, Anaheim, CA, Oct 21, 2018

“Sharing Qualitative Research Data: Rationale and Resources,” American Society for Bioethics and Humanities, Anaheim, CA, Oct 21, 2018

## **CONSULTING RELATIONSHIPS AND BOARD MEMBERSHIPS:**

### **Consulting**

- 2012-2015 CITI Program, Test Item Development Consultant for online research ethics education programming
- 2014 Murphy, Falcon, Murphy Law Firm. Research Ethics Expert Witness on lead abatement research study
- 2015-present Centene Corporation, St. Louis, MO, Ethics Consultant, reporting to the Executive Vice President for Medical Affairs
- 2018-present Medical Ethics Consultant and Member, National Football League, Committee on Research and Innovation

### **Board Memberships**

- 2000-2004 Secretary and Member of the Board of Officers, Association for Moral Education
- 2010-Present President and Member of the Board of Officers, Foundation for Narrative Inquiry in Bioethics
- 2016-Present Governing Board, Mid-America Transplant, St. Louis, MO

## **RESEARCH SUPPORT:**

### **Governmental:**

#### On-going:

Title: “Returning Research Results that Indicate Risk of Alzheimer Disease to Healthy Participants in Longitudinal Studies”

Agency: 1R01AG065234-01 (Hartz & Mozersky), NIH/NIA

Amount: \$453,825  
Project Dates: 9/1/2019-8/31/2024  
Role: Co-Investigator

Title: “Identifying and Exploring Solutions to the Ethical Challenges of ApoL1 Testing of Donors with Recent African Ancestry through Mixed Methods Research with Stakeholders”

Agency: 1R01MD014161 (DuBois & Mohan), NIH/NIMH  
Amount: \$304,910  
Project Dates: 7/1/2019-6/30/2022  
Role: Principal Investigator (MPI, Contact PI)

Title: “Implementing Evidence-based Informed Consent Practices to Address the Risk of Alzheimer’s Dementia and Cognitive Impairment in Clinical Trials”

Agency: 1R01AG058254-01A1 (DuBois), NIH/NIA  
Amount: \$328,295  
Project Dates: 8/15/2018-4/30/2023  
Role: Principal Investigator

Title: “APOL1 Long-term Kidney Transplantation Outcomes-Consortium for the Responsible and Ethical Evaluation of organ Donation (APOLLOCREED) Clinical Center”

Agency: 1U01DK116042 (Brennan), NIH/NIDDK  
Amount: \$200,000  
Project Dates: 12/1/2017-11/30/2022  
Role: Co-Investigator, Member of National Community Advisory Council

Title: “Sharing Qualitative Research Data: Identifying and Addressing Ethical and Practical Barriers”

Agency: R01HG009351 (DuBois), NIH/NHGRI  
Amount: \$353,244  
Project Dates: 8/1/2017 – 6/30/2021  
Role: Principal Investigator

Title: “Bioethics Research Center (CTSA Core),” Washington University Institute for Clinical and Translational Science

Agency: UL1TR002345 (Evanoff) NIH/NCATS, CTSA (Zhang)  
Amount: \$506,792 budget on the overall award (\$47,477,000), \$307,860  
Project Dates: 7/1/2017-2/28/2022  
Role: Co-Investigator (Director of Core and PI Program training program)

Title: “Fostering Integrity and Societal Impact in Genomics Through Management and Leadership Practices”

Agency: K01HG008990 (Antes), NIH/NHGRI  
Amount: \$119,581  
Project Dates: 7/1/2016-6/30/2021  
Role: Mentor

Title: “Advancing the Use of Professional Decision-Making Strategies in a Culturally Diverse Research Community”

Agency: National Sciences Foundation (MPI: McIntosh/Antes)

Amount: \$86,318

Project Dates: 09/01/2020-08/31/2023

Role: Co-Investigator/Mentor

Title: “Understanding and addressing challenges to informed consent and research compliance during Covid-19 research (supplement to NIA R01)”

Agency: R01AG05825403, National Institute on Aging (DuBois)

Amount: \$149,461

Project Dates: 09/07/01/2020 – 06/30/2021

Role: Principal Investigator

Title: “Informing the Development of Action Plans for Responding to Serious and Continuing Noncompliance”

Agency: Supplement to UL1TR002345 (Powderly), NCATS

Amount: \$98,996

Project Dates: 07/01/2020 – 02/28/2021

Role: Co-Investigator, Core Director

Pending:

Title: “Supporting the health and well-being of children with intellectual and developmental disability during COVID-19 pandemic (WU IDDC Revision for Emergency Supplement)”

Agency: 3 P50 HD103525-01S1 (Constantino/Gurnett/Newland) NIH/NICHD

Amount: \$2,370,828

Project Dates: 9/1/2020-8/31/2022

Role: Co-Investigator

Completed:

Title: “Education Program to Improve Innovation and Entrepreneurial Thinking in Biomedical Researchers”

Agency: 1R25GM116727-01A1 (MPI:Garbutt/Toker), NIH/NIGMS

Amount: \$410,641

Project Dates: 9/1/2017 – 7/31/2022

Role: Other Significant Contributor

Title: “Examining Lab Leadership and Management Practices that Foster a Climate for Research Ethics”

Agency: ORIIR180042-01-00 (Antes), U.S. Office of Research Integrity

Amount: \$150,000

Project Dates: 7/1/2018-4/30/2019

Role: Co-Investigator/Mentor

Title: “A Recruitment and Assessment Project for the Professionalism and Integrity in Research Program”

Agency: ORI2017000204 (DuBois), U.S. Office of Research Integrity  
Amount: \$271,428  
Project Dates: 7/1/2017 – 6/30/2019  
Role: Principal Investigator

Title: “Preventing Ethical Disasters in the Practice of Medicine”  
Agency: 1R01AG043527-01, NIH National Institute of Aging  
Amount: \$1,258,500  
Project Dates: 6/1/2013 – 5/31/2019  
Role: Principal Investigator

Title: “Center for Clinical Research Ethics,” Washington University Institute for Clinical and Translational Science  
Agency: 2UL1 TR000448-06 (Evanoff, PI)  
Amount: \$577,000 CCRE budget on the overall award  
Project Dates: 6/27/2012-5/31/2017  
Role: DuBois, Co-Investigator (Director of Core and PI Program training program)

Title: “The Role of Culture and Experience in the Perception of Research Regulations, Norms and Values”  
Agency: IR-ORI-14-001-018712 Office of Research Integrity, HHS  
Amount: \$98,360  
Project dates: 8/1/2014 – 7/31/2016  
Role: Principal Investigator

Title: “Validating Outcome Measures for Remediation of Research Wrongdoing”  
Agency: 1 ORIIR130002-01-00, Office of Research Integrity, HHS  
Amount: \$277,700  
Project dates: 9/1/2013 – 8/31/2015  
Role: Principal Investigator

Title: “Restoring Professionalism and Integrity in Research (RePAIR)”  
Agency: UL1 RR024992, NIH National Center for Research Resources / UL1 RR024992-05S2, National Center for Advancing Translational Sciences  
Amount: \$476,564  
Project Dates: 10/1/2011 – 5/31/2013  
Role: Project Director / Site PI (Evanoff, CTSA PI)

Title: “Research Integrity Casebook”  
Agency: Office of Research Integrity, Contract  
Amount: \$156,000  
Project Dates: 3/1/2011 – 12/31/2012  
Role: Principal Investigator (Project Director, Editor)

Title: “Environmental Factors Predictive of Misbehavior in Collaborative Health Research”  
Agency: 1R21RR026313-01 NIH National Center for Research Resources,  
Amount: \$376,000  
Project Dates: 9/25/2009-8/30/2011  
Role: Principal Investigator

Title: “Responsible Conduct of Research Instructional Assessment Program. Part II”

Agency: Office of Research Integrity, Contract

Amount: \$60,000

Project Dates: 7/1/2008—9/30/2009

Role: Principal Investigator

Title: “Center for Clinical Research Ethics,” Washington University Institute for Clinical and Translational Science

Agency: National Institutes of Health, 1 U54 RR023496-01A1 (Polonsky, K., PI)

Amount: \$520,000 subcontract on the overall award

Project dates: 9/1/2007-4/30/2012

Role: Subcontract Principal Investigator

Title: “Best Practices in Mental Health Research Ethics Conference Series,”

Agency: 1R13MH079690 National Institute of Mental Health (NIH)

Amount: \$196,000

Project Dates: 7/1/2007-4/30/2011

Role: Principal Investigator

Title: “Responsible Conduct of Research Instructional Assessment Program”

Agency: Office of Research Integrity, RCR Resource Development Program

Amount: \$50,000 direct costs

Project Dates: 6/1/2006-5/31/2007

Role: Principal Investigator

Title: “Behavioral Health Research: An Ethics Case Compendium and Instructional Method”

Agency: Office of Research Integrity, Responsible Conduct of Research Resource Development Program

Amount: \$25,000 direct costs

Project Dates: 9/01/2003 – 8/31/2004

Role: Principal Investigator (See textbook and online case compendium at [www.emhr.net](http://www.emhr.net).)

Title: “Ethical Issues in Behavioral Health Research”

Agency: National Institute of Health, 1 T15 HL072453-01

Amount: \$527,961 direct costs

Project Dates: 9/27/02 - 7/31/06

Role: Principal Investigator

Title: “Motivating Research Integrity in Research with Human Subjects”

Agency: National Institute of Health, 1 R01 NS044486-01

Amount: \$200,000 direct costs

Project Dates: 9/15/02 – 9/14/04

Role: Consultant (Principal Investigator: Wylie Burke)

**Non-Governmental:**

Ongoing:

Title: “Living with Mental Health Challenges: Personal Stories of Recovery from Across



the Globe”

Agency: OR2020-68056 Foundation to Promote Open Society

Amount: \$25,000

Project Dates: 3/1/2020-2/28/2021

Role: Principal Investigator

Title: “Helping State Medical Boards Effectively Protect Patients by Identifying and Promulgating Promising Practices and Essential Resources”

Agency: Greenwall Foundation Research Program (DuBois)

Amount: \$130,533

Project Dates: 7/1/2019-6/30/2021

Role: Mentor / Co-Investigator

Title: Mid-America Transplant Foundation Contract

Agency: Unassigned (DuBois) MATF

Amount: \$73,113

Project Dates: 7/1/2018-6/30/2021

Role: Principal Investigator/Mentor

Title: “Bander Center Contract”

Agency: Saint Louis University (Bander Center Contract)

Amount: \$33,607

Project Dates: 10/1/2014-9/30/2018

Completed:

Title: “Operational Support for the Journal, *Narrative Inquiry in Bioethics*”

Agency: OR2018-45462 Foundation to Promote Open Society

Amount: \$25,000

Project Dates: 1/1/2019-12/31/2019

Role: Principal Investigator

Title: “Professional Decision-making in Medicine”

Agency: Saint Louis University, Bander Center Contract (DuBois, PI)

Amount: \$286,000

Project Dates: 10/1/2014 – 10/1/2019

Role: Principal Investigator (Role: Director of Research and Assessment)

Title: “Professional Decision-making in Medicine”

Agency: Saint Louis University, Bander Center Contract (DuBois, PI)

Amount: \$286,000

Project Dates: 10/1/2014 – 10/1/2019

Role: Principal Investigator (Role: Director of Research and Assessment)

Title: “MTS Center for Life Website and Ethics Blog Project”

Agency: Mid-America Transplant Services

Amount: \$87,604

Project Dates: 8/1/2011-12/31/2013

Role: Principal Investigator

Title: “Preferred Formats & Goals of a Medical Business Ethics Curriculum for Medical Education”

Agency: Washington University School of Medicine, Bander Business Ethics in Medical Research Fund

Amount: \$7,816

Project Dates: 6/1/2012 – 5/31/2013

Role: Principal Investigator (Kraus, Co-PI)

Title: “Lay and Professional Attitudes Toward Uncontrolled Donation after Circulatory Determination of Death: A Pilot Study”

Agency: Greenwall Foundation, Bioethics Program

Amount: \$52,000

Project Dates: 7/1/2007-6/30/2007

Role: Principal Investigator

Title: “Environmental Factors Associated with Professional Misconduct in Medical Research and Practice”

Agency: BF Foundation

Amount: \$100,000

Project Dates: 1/1/2009-12/31/2011

Role: Principal Investigator

Title: “Ethics in the Education of Scientists, Clinicians and Engineers,” Workshop

Agency: Funding by Sigma Xi: The Scientific Research Society, with \$6,000 in matching grants from Parks College, the Graduate School and the Medical School of Saint Louis University

Amount: \$3,000

Project Dates: 2/8/2002

Role: Co-Investigator

Title: “Mental Health Research Ethics” faculty research leave

Agency: SLU2000

Amount: \$44,000

Project Dates: 8/1/2000-12/31/2000

Role: Principal Investigator

Title: “Lay Attitudes Toward Death Criteria and Organ Procurement. A Structured Interview Study”

Agency: Quest for the Gift of Life Foundation in cooperation with Intermountain Donor Services

Amount: \$15,000

Project Dates: 1/1/2002 – 3/1/2003

Role: Principal Investigator

Title: “Ethics in Medical Education”

Agency: The Marchetti Fund, St. Louis

Amount: \$12,000

Project Dates: 7/1/1999 – 6/3/ 2000

Role: Principal Investigator (Ciesla, Co-PI)

Title: Translation of Viktor Frankl's *Theorie und Therapie der Neurosen*

Agency: Viktor Frankl Institute of Logotherapy, Abilene, TX

Amount: \$9,200

Project Dates: 1/1/2001-12/31/2003

Role: Principal Investigator/Translator

Title: "Prolonging and Shortening Life: An International Study on the Moral Reasoning of Medical Personnel"

Agency: Beaumont Faculty Development Fund

Amount: \$5,000

Project Dates: 7/1/1998 – 6/30/1999

Role: Principal Investigator

### **Other Non-Governmental Funding/Research Gifts**

Ludwig Boltzmann Institut für Medizin Ökonomie in Anästhesie und Intensivmedizin. Provided all required secretarial and financial support to duplicate the 'Social Issues Questionnaire for Medical Personnel' and to coordinate distribution and collection within the Austrian medical community. 200 questionnaires were distributed, 131 returned scorable. (September 1996)

Saudi Center for Organ Transplantation. Provided all required secretarial and financial support to duplicate the 'Social Issues Questionnaire for Medical Personnel' and to coordinate distribution and collection within the Saudi Arabian medical community. 200 questionnaires were distributed, 126 returned scorable. (September 1996)

Friends of the Academy grant of \$2,000 to read papers at Oriel College, Oxford and the University of Dallas (1995).

Franciscan University of Steubenville Faculty Development Grant for research on Reinach and Brentano at Vienna and Graz (1992).

### **CLINICAL TITLE AND RESPONSIBILITIES:**

#### **Field Work in Psychology**

- 1983-1985 Peer Counselor and Intern  
New Directions. Enfield, CT
- 1988-1989 House Parent providing guidance for emotionally disturbed teenage boys.  
The Gill House, Steubenville, OH
- 1990 Caregiver and Instructor for profoundly and mildly mentally retarded adults  
Alternatives, Inc., Wakefield, RI
- 1998-2000 Consultant for Sports Psychology and Stress Management  
Worked with elite athletes in USAKarate clubs.  
Group included two National AAU gold medalists

### **TEACHING TITLE AND RESPONSIBILITIES:**

- 1992-1994 Assistant Professor of Philosophy  
Franciscan University, Gaming Austria

Courses taught include:

Introduction to Metaphysics; Philosophy of the Human Person; Epistemology; Philosophy in Literature; The Philosophy of Karol Wojtyla; Biological Psychology; plus senior thesis direction.

1994-1997 Assistant Professor of Philosophy, Viktor Frankl Chair of Philosophy & Psychology

International Academy of Philosophy in Liechtenstein

All courses were for M.A. and Ph.D. students. Courses included:

Kant on Knowing, Willing and Feeling; Moral Psychology; Philosophy of Perception; Franz Brentano's Empirical and Descriptive Psychology; Philosophy of Mind; Introduction to the Philosophy of Science; Philosophical interpretation of empirical brain research (Co-taught); Empiricist Psychology from Locke to Hume; Common Seminar: Scheler's Formalism in Ethics and Non-Formal Ethics of Values (Co-taught); Brain and Mind (Co-taught); Motivation and Emotion; Psychology and Ethics; Phenomenological Psychology: Person, Ego, and Consciousness; Logotherapy and Psychological Metatheory

Service included directing Masters' theses, serving on doctoral examination committees, and academic senate.

1997 Assistant Professor of Health Care Ethics

Saint Louis University

Course taught: Ethics for Research Scientists (Co-taught); CMHC-502: Ethical Issues in Public Health; HCE-G601: Philosophical Methods in Ethics; Medical School, Resident Education: Ethics in Psychiatry

2000 Associate Professor of Health Care Ethics

Saint Louis University

Courses taught: HCE-604 Interdisciplinary Research Methods in Health Care Ethics; HCE-653: Directed Empirical Research in Health Care Ethics; HCE 651: Interdisciplinary Research Seminar; PPS: Ethics Unit for First Year Medical Students; HCE-598: Philosophical Theories in Ethics; PPSI Elective: Research Ethics; HCE-699: Dissertation Research

2003 Visiting Professor

University of the Human Sciences, Liechtenstein

Taught VO54: Research Ethics in Psychology and Neurosciences

2006-2013 Hubert Maeder Endowed Chair, Full Professor, Tenured, Health Care Ethics

Saint Louis University

Course taught: HCE-604 Interdisciplinary Research Methods in Health Care Ethics; HCE-653: Directed Empirical Research in Health Care Ethics HCE-G606: Psychosocial Foundations of Health Care Ethics; HCE-699: Dissertation Research

- 2007-Present Professor of Medicine, Washington University of St. Louis. Lecturer in several courses per year, including the MSCI “Ethical and Regulatory Issues in Clinical Research,” MPH “Cross-Cutting Themes,” as well as the undergraduate summer research experience, the HRPO Ethics Series, and the CRTS Scholar’s Program.
- 2012-Present Coursemaster, Professionalism and Integrity in Research Program (PI Program) Workshop. A 3-day workshop offering remediation education for investigators. Offered 3 times per year.
- 2014-Present Co-Coursemaster, Responsible Conduct of Research Course, a non-credit course offered jointly through the Institute for Clinical and Translational Science and the Office of the Vice Chancellor of Research

## **TRAINING / MENTEE RECORD:**

### **Current Trainees / Mentees**

#### Primary mentor:

- Alison Antes, PhD, junior faculty / K01 Scholar, Washington University, 2014 – present.
- Bryan Sisk, MD, fellow / NIH LRP / MTPCI, Washington University, 2016 – present.
- Jessica Mozersky, PhD, junior faculty, Washington University, 2017 – present.
- Tristan McInsosh, PhD, junior faculty, Washington University, 2018 – present.
- Sophia Jui-An Pan, PhD, fellow / Ministry of Science and Technology (MOST) of Taiwan, Washington University, 2019 – present.
- Elena Kraus, MD, PhD, Maternal Fetal Medicine Fellow, Saint Louis University, 2019 – present.

#### Secondary mentor:

- Tess Drazdowski, PhD, early career scientist / K01 applicant, Oregon Social Learning Center, 2018 – present.

### **Past Trainees / Mentees**

#### Primary Mentor:

- Emily Anderson, PhD, dissertation mentor, Saint Louis University, 2003-2007
- Valerie Badro, PhD, dissertation mentor, Saint Louis University, 2009-2013
- Holly Bante, PhD, dissertation mentor, Saint Louis University, 2007-2012
- Kelly Dineen, PhD, dissertation mentor, Saint Louis University, 2015
- Sarah Hill, PhD, dissertation mentor, Saint Louis University, 2016
- Elena Kraus (nee Yates), MD / PhD, dissertation mentor, Saint Louis University, 2006
- Andrew Plunk, PhD, dissertation mentor, Saint Louis University, 2006
- Rebecca Volpe, PhD, dissertation mentor, Saint Louis University, 2011
- Kevin Voss, PhD, dissertation mentor, Saint Louis University, 2012

Ana Iltis, PhD, junior faculty, Saint Louis University, 2003 – 2010

Stephanie Solomon Cargill, PhD, junior faculty, Saint Louis University, 2011 – 2014

Secondary Mentor:

Kayla Kostelecky, PhD, dissertation reader, Saint Louis University, 2019

Nathaniel Brown, MD / PhD, dissertation reader, Saint Louis University, 2010

Christine Gorka, PhD, dissertation reader, Saint Louis University, 2010

Barbara Hinze, PhD, dissertation reader, Saint Louis University, 2014

James Hynds, PhD, dissertation reader, Saint Louis University, 2005

Anji Wall, MD / PhD, dissertation reader, Saint Louis University, 2009

Kevin Valadares, MHA / PhD, dissertation reader, Saint Louis University, 2003

Daniel O'Brien, PhD, dissertation reader, Saint Louis University, 2000

Michael Panicola, PhD, dissertation reader, Saint Louis University, 2000

Mark Repenshek, PhD, dissertation reader, Saint Louis University, 2005

Alan Sanders, MA / PhD, dissertation reader, Saint Louis University, 2008

John Paul Slosar, MA / PhD, dissertation reader, Saint Louis University, 2003

Ann Suziedlis, PhD, dissertation reader, Saint Louis University, 2004

Martin Onwu, JD / PhD, dissertation reader, Saint Louis University, 2006

**Current Mentored Research**

Title: "Returning Results on Andecendent Biomarkers for Alzheimer's Disease: The Adult Children's Study"

Agency: 3P01AG026276-14S1(Administrative Supplement, Morris), NIH/NIA

Amount: \$180,301

Project Dates: 8/1/2019-7/31/2020

Role: Mentor

Title: "QCOM: Quality of Communication in Pediatric Oncology"

Agency: NIH Loan Repayment Program, NCATS UL1 TR002345 (Sisk)

Amount: \$35,000 (combined)

Project Dates: 7/1/2018-7/1/2020

Role: Mentor

Title: "Pediatric Palliative Care Oral History Project"

Agency: CTSA MTPCI, NCATS UL1 TR002345 (Sisk)

Amount: \$1,430

Project Dates: 5/1/2019-3/1/2020

Role: Mentor

Title: "Mentorship Instruction for Early-Career Principal Investigators: Needs Assessment and Design of Interactive Learning Materials"

Agency: MOST 108-2917-I-564-003 (Pan) Ministry of Science and Technology (MOST) of Taiwan  
Amount: \$41,600 (NTD 1,300,000)  
Project Dates: 8/1/2019-7/31/2020  
Role: Mentor

## BIBLIOGRAPHY

### Peer Reviewed Journal Manuscripts:

Note: Earlier works are largely theoretical, reflecting training in philosophy, while later works are more empirical or policy focused, reflecting training in experimental psychology and bioethics.

1. DuBois, J. M. (1993). Eclecticism, evidence and logotherapy: A study on the philosophical foundations of human psychology with special reference to Viktor Frankl's logotherapy. *Journal des Viktor-Frankl-Instituts*, 2: 56-75.
2. DuBois, J. M. (1993). The ontology of number: Adolf Reinach's realism. In J. Czermak (Ed.), *Philosophy of Mathematics* (pp. 351-360): 20.
3. DuBois, J. M. (1994). An introduction to Adolf Reinach's 'The Supreme Rules of Rational Inference According to Kant.' *Aletheia*, 6, 70-80.
4. DuBois, J. M. (1995). The empty promises of speech act theory. *Semiotica*, 103, 369-382.
5. DuBois, J. M. (1996). Investigating Brentano's Reism. *Brentano-Studien*, 6, 283-296.
6. DuBois, J. M. (1997). On finding the self to be substantial: A preface to virtue theory. *American Catholic Philosophical Quarterly*, 71, 233-242.
7. DuBois, J. M. (1998). Recent attacks on brain death: Do they merit a reconsideration of our current policies? *Health Care Ethics*, 6(3), 4-5.
8. DuBois, J. M. (1999). Ethical assessments of brain death and organ procurement policies: A survey of transplant personnel in the US. *Journal of Transplant Coordination*, 9, 210-217.
9. DuBois, J. M. (1999). Physician-assisted suicide and public virtue: A reply to the liberty thesis of the philosophers' brief. *Issues in Law and Medicine*, 15(2): 159-179.
10. DuBois, J. M. (1999). Non-heart-beating organ donation: A defense of the required determination of death. *Journal of Law, Medicine, and Ethics*, 27(2), 126-136.
11. DuBois, J. M. (2000). Psychotherapy and ethical theory: Viktor Frankl's non-reductive approach. *Logotherapy and Existential Analysis: An Interdisciplinary Journal of Education, Research and Practice*, 1, 39-65.
12. DuBois, J. M. (2001). Non-heart-beating organ donation: Designing an ethically acceptable protocol. *Heath Progress*, 82(1), 18-21.
13. DuBois, J. M., Ciesla, J. E., & Voss, K. (2001). Research ethics in medical education: An analysis of syllabi. Paper presented at the Research on Research Integrity, Proceedings of the First Research Conference on Research Integrity, Bethesda, MD.

14. DuBois, J. M. (2002). Is living organ donation ethically acceptable? *Health Care Ethics*, 10(2), E1.
15. DuBois, J. M. (2002). Organ donation and financial incentives: A matter of principle. *Health Care Ethics*, 10(2), E2.
16. DuBois, J. M. (2002). Is organ procurement causing the death of patients? *Issues in Law and Medicine*, 18(1), 21-41.
17. DuBois, J. M. (2002). Organ transplantation: An ethical road map. *National Catholic Bioethics Quarterly*, 2(3), 411-451.
18. DuBois, J. M. (2002). When is informed consent appropriate in educational research? Ethical and regulatory issues. *IRB: Ethics & Human Research*, 24(1), 1-8.
19. DuBois, J. M., & Burkemper, J. E. (2002). Ethics education in US medical schools: A study syllabi. *Academic Medicine*, 77(5), 69-74.
20. DuBois, J. M., Fitzgerald, R. D., & Shaheen, F. A. M. (2002). Support for organ procurement: National, professional, and religious correlates among medical personnel in Austria and the kingdom of Saudi Arabia. *Transplant Proceedings*, 34, 3042-3044.
21. DuBois, J. M. (2003). Editor's introduction: The varieties of clinical consulting experience. *Healthcare Ethics Committee Forum*, 15(4), 303-309.
22. DuBois, J. M., & Schmidt, T. (2003). Does the public support the organ donation using high-brain-death criteria? A telephone survey of 1,000 US heads of household. *Journal of Clinical Ethics*, 14, 26-35.
23. DuBois, J. M. (2004). Is compliance a professional virtue of researchers? Reflections on promoting the responsible conduct of research. *Ethics and Behavior*, 14(4), 383-395. doi: 10.1207/s15327019eb1404\_8.
24. DuBois, J. M., & Anderson, E. E. (2006). Attitudes toward death criteria and organ donation among healthcare personnel and the general public. *Progress in Transplantation*, 16(1), 65-73.
25. Anderson, E. E., & DuBois, J. M. (2007). The need for evidence-based research ethics: A review of the substance abuse literature. *Drug and Alcohol Dependence*, 86(2-3), 95-105. doi: 10.1016/j.drugalcdep.2006.06.011.
26. Burkemper, J. E., DuBois, J. M., Lavin, M. A., Meyer, L., & McSweeney, M. E. (2007). Ethics education in MSN programs: A study of national trends. *Nursing Education Perspectives*, 28(1), 10-17.
27. DuBois, J. M. (2007). Avoiding common pitfalls in the determination of death. *National Catholic Bioethics Quarterly*, 7(3), 545-560.
28. DuBois, J. M., Delmonico, F. L., & D'Alessandro, A. M. (2007). When organ donors are still patients: Is the pre-mortem use of heparin ethically acceptable? *American Journal of Critical Care*, 16(4), 396-400.
29. DuBois, J. M., & DeVita, M. (2007). Introduction: Organ donation after cardiac death: How to move forward. *Critical Care Medicine*, 34(12), 3045-3047. doi: 10.1111/j.1748-720X.2008.00331.x.



30. DuBois, J. M. (2008). Is anesthesia intrinsically wrong? On moral absolutes and natural law methodology. *Christian Bioethics*, 14(2), 206-216.
31. DuBois, J. M. (2008). Hidden data for research ethics: An introduction to a concept and series of paper. *Journal of Empirical Research on Human Research Ethics*, 3(3), 3-5. PubMed Central PMCID: PMC2679509.
32. DuBois, J. M., Dueker, J. M., Anderson, E., & Campbell, J. (2008). The development and assessment of a NIH-funded research ethics training program. *Academic Medicine*, 83(6), 596-630. doi: 10.1097/ACM.0b013e3181723095. PubMed Central PMCID: PMC4474180.
33. DuBois J. M., & Volpe, R. L. (2008) Organ donation and death from unexpected circulatory arrest: Engaging the recommendations of the Institute of Medicine. *Journal of Law, Medicine, and Ethics*, 36(4), 731-735. doi: 10.1111/j.1748-720X.2008.00331.x.
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### **Educational and Popular Publications**

1. DuBois, J. M. (2008). Absurdity, god and the sad chimps we are. *Philosophy Now*, 66(Mar/Apr), 14-17.
2. DuBois, J. M. (2009, Feb 2). Brain death and organ donation. *America*, 200(3), 19-24.
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4. DuBois, J. M., Kraus, E., & Bakanas, E. L. (2012, Sept 3). Will concierge medicine's image improve as it evolves? *American Medical News*.

### **Books**

1. DuBois, J. M. (1995). *Judgment and Sachverhalt: An introduction to Adolf Reinach's phenomenological realism*. Dordrecht: Kluwer.
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4. Frankl, V. (2004). Understanding Viktor Frankl's theory and therapy of mental disorders. *On the theory and therapy of mental disorders*. (J. M. DuBois, Ed.) New York, NY: Brunner-Routledge.
5. (Co-author) Institute of Medicine, Committee on Increasing Rates of Organ Donation. J. Childress & C. Liverman (Editors). (2006). *Organ donation: Opportunities for action*. Washington, DC: National Academies Press.



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### **Invited Publications (e.g. reviews, book chapters, commentaries, etc):**

#### Book Reviews

1. DuBois, J. M. (2004). The clinician as moral facilitator. [Review of *Doing the right thing: An approach to moral issues in mental health treatment*]. *PsychCritiques*, 49(Suppl 1). doi: 10.1037/040219.
2. DuBois, J. M. (2005). They're not just shorter: The ethics of research on children [Review of *Ethics and research with children: A case-based approach*]. *Ethics and Behavior*, 15(4), 361-356. doi: 10.1207/s15327019eb1504\_7.
3. DuBois, J. M. (2007, Dec 19). Rethinking informed consent in bioethics [Review of *Rethinking informed consent in bioethics*]. *JAMA*, 298(23), 2799-2800. doi: 10.1001/jama.298.23.2799-b.
4. DuBois, J. M. (2014, Jul 21). How to stay out of trouble when opportunity abounds [Review of *Red flags in psychotherapy: Stories of ethics complaints and resolutions*]. *PsychCritiques*, 59(29). doi:10.1037/a0036770.

#### Commentaries and Reply Articles

1. DuBois, J. M. (2000). Beyond the naturalistic fallacy, a reply to Kendler. *American Psychologist*, 55(10), 1153-1154.
2. DuBois, J. M. (2000). Intention, action, and the dead donor rule: Commentary on spike. *Journal of Clinical Ethics*, 11(1), 78-84.
3. DuBois, J. M. (2004). Universal ethical principles in a diverse universe: A commentary on Monshi and Zieglmayer's case study. *Ethics and Behavior*, 14(4), 313-319. doi:10.1207/s15327019eb1404\_3.
4. DuBois, J. M. (2004). Protecting children vs. respecting religious authority: Lessons learned from bioethics. *Ethics and Behavior*, 14(1), 73-77.
5. DuBois, J. M. (2004). The landscape of dialogue. *National Catholic Bioethics Quarterly*, 4(3), 448.
6. DuBois, J. M., & DeVita, M. (2007). Recovering the truth about organ donation following a circulatory determination of death: A reply to Verheijde, Rady and McGregor. *Critical Care Medicine*, 35(5), 1440-1441.

7. DuBois, J. M. (2009). The biomedical ethics ontology proposal: Excellent aims, questionable methods. *Journal of Empirical Research on Human Research Ethics*, 4(1), 59-62. doi: 10.1525/jer.2009.4.1.59. PubMed Central PMCID: PMC2838195.
8. DuBois, J. M. (2009). Response to commentaries on 'Increasing rates of organ donation'. *Journal of Clinical Ethics*, 20(1), 41-43.
9. DuBois, J. M. (2009). What counts as empirical research in bioethics and where do we find the stuff? *American Journal of Bioethics*, 9(6-7), 70-72. doi: 10.1080/15265160902874338. PubMed Central PMCID: PMC2838431.
10. DuBois, J. M. (2011). Dead tired of repetitious debates about death criteria: Commentary on Rodriguez-Arias, Smith, and Lazar. *The American Journal of Bioethics*, 2011, 11:8, 45-47. doi: 10.1080/15265161.2011.583327.
11. DuBois, J. M. (2013). RePAIR programme: Integrity rehab leader responds. *Nature*, 495(7440), 174.
12. DuBois, J. M. (2014, Jan). Learning from cases of research misconduct: Two fictional scenarios explore plagiarism and fabrication or falsification of data. *Monitor on Psychology*, 45(1), 32-33.
13. DuBois, J. M. (2014). Are political philosophies driving the persistence of debates about brain death? *Bioethics Forum*, 7(1), 11-12.
14. DuBois, J. M. (2015, Feb). Crossing a boundary? Many researchers are required to collect social security numbers of participants to process payments to them. Is that asking too much? *Monitor on Psychology*, 46(2), 70.
15. DuBois, J. M., & Antes, A. L. (2015). In guanine we trust: Genetic testing and the sense of coherence. *Narrative Inquiry in Bioethics*, 5(3), 237-244. doi:10.1353/nib.2015.0063.
16. Beall, J., DuBois, J. M. (2016, Apr). Scholars beware: Predatory publishers are increasingly targeting psychologists and other social scientists. *Monitor on Psychology*, Vol 47(4), 42.

#### Book Chapters

1. DuBois, J. M. (1999). Moral consciousness in the light of biological, cognitive, and developmental research. In T. S. et. al(Ed.), *Psychologie des Bewusstseins - Bewusstsein der Psychologie* (pp. 177-88). Vienna: University of Vienna Press.
2. DuBois, J. M. (1995). Are human beings innately defective? In J. M. DuBois (Ed.) *The Nature and tasks of a personalist psychology* (pp. 3-23). Lanham, MD: University Press of America.
3. DuBois, J. M. (1997). Can a nonreligious thinker sustain a view of human dignity? In M. Crespo (Ed.) *Menschenwürde: Ethik und metaphysik* (pp. 145-50). Heidelberg: Carl Winter.
4. DuBois, J. M. (2000). Support for organ procurement: National, professional, and religious correlates among medical personnel. In U. Ramsner & R. Fitzgerald (Eds.) *Festschrift: 5 Jahre Ludwig Boltzmann Institut fuer Medizinoekonomie in Anasthesie und Intensivmedizin*. Vienna: Ludwig Boltzmann Institut.

5. DuBois, J. M. (2002). Adolf Reinach: Meta-ethics and philosophy of law. In L. Embree & J. Drummond (Eds.) *The phenomenological tradition in moral philosophy* (pp. 327-46). Dordrecht: Kluwer.
6. Frankl, V., & DuBois, J. M. (2004). Understanding Viktor Frankl's theory and therapy of mental disorders. In J. M. DuBois (Trans. & Ed.) *On the theory and therapy of mental disorders* (pp. ix-xliv). New York, NY: Brunner-Routledge.
7. DuBois, J. M. (2005). How much guidance can a secular natural law theory offer? In M. Cherry (Ed.) *The death of metaphysics, the death of culture: Epistemology, metaphysics, and morality* (pp. 185-197). New York, NY: Springer.
8. DuBois, J. M. (2005). Vulnerability in research. In R. J. Amdur & E. A. Bankert (Eds.) *Institutional review board: Management and function* (pp. 337-40). Sudbury, MA: Jones & Barlett.
9. DuBois, J. M. (2005). Ethics in behavioral and social science research. In A. Iltis (Ed.) *Research ethics* (pp. 102-20). New York, NY: Routledge.
10. DuBois, J. M., & Smith, B. (2014). Adolf Reinach. In *Stanford Encyclopedia of Philosophy*. Available at <https://plato.stanford.edu/entries/reinach/>
11. DuBois, J. M., & Prusaczyk, B. (2017). Ethics in dissemination and implementation science. In R. Brownson, G. Colditz, & E. Proctor (Eds.), *Dissemination and implementation research in health: Translating science to practice* (pp. 63-72, 2nd ed.). New York, NY: Oxford.
12. McIntosh, T., & DuBois, J. M. (2020, in press). Researcher education and training. In Bankert, L., Gordon, B., Hurley, E., and Shriver, S. (Eds.), *IRB Management and Function*. Burlington, MA: Jones & Bartlett Learning.
13. Antes, A. L., & DuBois, J. M. (2020, in press). Understanding research misconduct. *Handbook of Research Ethics in Psychological Science*, edited by S. Panicker and B. Stanley. American Psychological Association.

#### Movies, Videotapes, etc.

1. DuBois, J. M. (Writer, Director), & Campbell, J. (2006). *Dialogues in behavioral health research ethics* [Video series]. St. Louis, MO: Missouri Institute of Mental Health. Available on MIMH's YouTube channel.

#### Translations

1. Frankl, V. (2004). *On the theory and therapy of mental disorders*. (J. M. DuBois & K. Fedoryka-Cuddeback, Trans.). New York, NY: Brunner-Routledge.
2. Frankl, V. (1996). *Meaning and the anthropological foundations of psychotherapy*. (J. M. DuBois, Tans.). Heidelberg: Carl Winter.
3. Reinach, A. (1994). The supreme rules of rational inference according to Kant. (J. M. DuBois, Trans.) with introduction, in *Aletheia*, VI, 81-97.
4. Cossiga, F. (1992). Power and conscience. In *Rede des Präsidenten der Italienischen Republik Prof. Dr. Francesco Cossiga* (J. M. DuBois, Trans.). Heidelberg: Carl Winter.

#### Editorial Introductions

General introductions to issues: DuBois, J. M., Iltis, A., DuBois, S. G. Editors' Notes. *Narrative Inquiry in Bioethics: A Journal of Qualitative Research*. Three issues per year 2011 – present.

Editor, and introduction author, of specific Narrative Symposia:

1. DuBois, J. M. (2011). "Conflicting interest in medicine: Stories by physicians on how financing affects their work." *Narrative Inquiry in Bioethics*, 1(2):65-6. doi: 10.1353/nib.2011.0037.
2. DuBois, J. M. (2015). "Genetic testing: Understanding the personal stories." *Narrative Inquiry in Bioethics*, 5(3), 201-203. doi: 10.1353/nib.2015.0061.
3. DuBois, J. M., Iltis, A. S., & DuBois, S. G. (2016). « Political influence on bioethical deliberation." *Narrative Inquiry in Bioethics*, 6(1), 1-3. doi: 10.1353/nib.2016.0001.
4. DuBois, J.M. (2020). "Reanimated: Navigating Life After a Near-Death Experience," *Narrative Inquiry in Bioethics*, 10(1): 1-4.

**CONFERENCE ORGANIZATION**

"Research with Vulnerable Populations: Charting the Ethical Terrain," NIMH-funded conference, June 7-8, 2012. Plenary speakers included: Laura Beskow, Karen Dugosh, David Festinger, and Rose James. (Director)

"Confronting Risks in Mental Health Research," NIMH-funded conference, June 10-11, 2010. Saint Louis University. Plenary speakers included Gregory Brown, Laura Dunn, Ana Iltis, and Ronald Pies. (Director)

"Ethics and Community Engagement in Mental Health Research," NIMH-funded conference, June 3-4, 2009. Saint Louis University. Plenary speakers included Drs. Celia Fisher and Laura Roberts. (Director)

"Informed Consent: Assessing Decision Making Capacity and Enhancing Understanding," NIMH-funded conference. June 12-13, 2008. Saint Louis University. Plenary speakers include Drs. William Carpenter, Paul Appelbaum, and Charles Lidz. (Director)

"Ethics in the Education of Scientists, Clinicians, and Engineers," Saint Louis University, February 8, 2002. Plenary speakers include: Nicholas Steneck, Michael Pritchard, Muriel Bebeau and David Musick. (Co-organizer with Donna Werner and Steven Fliesler)

"Menschenwuerde: Metaphysik und Ethik" (Human Dignity: Metaphysical and Ethical Dimensions), October 26-27, 1996, Liechtenstein. Plenary speakers included G.E.M. Anscombe and Giovanni Reale. (Co-director)

"Die Suche des Menschen nach Sinn und die Psychologie," (Psychology and the Search for Meaning), plenary speakers included Viktor Frankl and Giselher Guttman, October 1992, Liechtenstein. (Co-director.)

# APPENDIX F

# Deborah Anne Goldfarb

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## EDUCATION

University of California, Davis, CA

Ph.D. Developmental Psychology; Advisors: Gail S. Goodman, Ph.D. and Kristin H. Lagattuta, Ph.D.

University of Michigan Law School, Ann Arbor, MI

J.D.; Cum Laude; International Academy of Trial Lawyers Award for Excellence in Trial Advocacy; Note Editor, *Journal of Law Reform*; Student Attorney, Child Advocacy Clinic; Family Law Project; First Year Information Program Fellow

University of Illinois, Urbana-Champaign, IL

B.S., Psychology; Psi Chi, Psychology Honors Society; Dean's List; Alpha Lambda Delta; Phi Eta Sigma

## PUBLICATIONS

Priolo Filho, S. R., Goldfarb, D., Zibetti, M. R., & Aznar-Blefari, C. (2020). Brazilian child protection professionals' resilient behavior during the COVID-19 Pandemic. *Child Abuse & Neglect*, *110*, 104701.

Goldfarb, D., Goodman, G., Gonzalves, L., Gonzales, A., Wang, Y. Wu, Y., Vidales, D. (2020). The accuracy of adults' long-term memory for child sexual abuse. In M. Miller & B. Bornstein (Eds.), *Advances in Psychology and Law, Volume 5*. Springer.

Goldfarb, D., & Mindthoff, A. (2020). Often but not always: When does age at the time of event predict memory for sexual violence? In J. D. Pozzulo, E. Pico, & C. Sheahan (Eds.), *Memory and Sexual Misconduct: Psychological Research for Criminal Justice*. Taylor Francis.

Goodman, G. S., Harris, L., Goldfarb, D. A., & Wang, Y. (2020). Children, race, and psychology: We have no time to lose. In Stevenson, M.C., Bottoms, B.L., Burke, K.C. (Eds.), *The Legacy of Racism for Children: Psychology, Law, and Public Policy*. Oxford University Press.

Mindthoff, A., Goldfarb, D., & Behre, K. (2019) How social science can help us understand why family courts discount women's testimony in intimate partner violence cases. *Family Court Quarterly*, 53, 243-264.

Goldfarb, D., Priolo-Filho, S., Sampana, J., Shestowsky, D., Williams, L., Wolpe, S. & Goodman, G.S. (2019). International comparison of family court professionals' perceptions of Parental Alienation and child sexual abuse allegations. *International Journal on Child Maltreatment: Research, Policy and Practice*, 2, 323-341.

Levine, M., Wallach, L., Levine, D.I., & Goldfarb, D. (2019). Psychological problems, social issues, and the law. Levine, M., Wallach, L., Levine, D. I., & Goldfarb, D. (2019). *Psychological problems, social issues and the law*. St. Paul, MN: West Academic Publishing.

Levine, M., Wallach, L., Levine, D.I., & Goldfarb, D. (2019). An illustration of the intersection of social sciences and the law: The legal rights of adolescents to make medical decisions. *Hastings Women's Law Journal*, 30(2), 241-260.

Eisen, M. L., Goodman, G. S., Diep, J., Lacsamana, M. T., Olomi, J., Goldfarb, D., & Quas, J. A. (2019). Effects of interviewer support on maltreated and at-risk children's memory and suggestibility. *International Journal on Child Maltreatment: Research, Policy and Practice*, 2, 55-78.

Goldfarb, D., Tashjian, S., Goodman, G. S., Bederian-Gardner, D., Hobbs, S., Ogle, C., Bakanosky, S., Narr, R. K., Chae, Y., & NYTD/CYTD Research Group (2019). After child maltreatment: The importance of voice for youth in foster care. *Journal of Interpersonal Violence*. Advance Online Publication.

\*Goldfarb, D., \* Goodman, G. S., Larson, R. P., Eisen, M., & Qin, J.J. (2019). Long-term memory in adults exposed to childhood violence: Remembering genital contact nearly 20 years later. *Clinical Psychological Science*, 7, 381-39.

- Levine, M., Wallach, L., Levine, D., & Goldfarb, D. (2019). *Psychological problems, social issues, and law* (3<sup>rd</sup> ed). Minneapolis, MN: West Academic Publishing.
- Priolo-Filho, S., Goldfarb, D., Shestowsky, D., Goodman, G.S., Williams, L. (2019). Parental Alienation and child sexual abuse allegations. *Journal of Child Custody*, 15(4), 302-329.
- Goodman, G.S. Quas, J.A., Goldfarb, D., Gonzalves, L., Gonzalez, A. (2018). Trauma and long-term memory for childhood events: Impact matters! *Child Development Perspectives*, 13, 3-9.
- Goldfarb, D., & Gonzalez, A. (2018). Children with Autism Spectrum Disorder as testifying victims in the courtroom. In J. L. Johnson, G. S. Goodman, & P. Mundy (Eds.), *The Wiley Handbook on Autobiographical Memory, Autism Spectrum Disorder, and the Law*. London, UK: Wiley.
- Bederian-Gardner, D., Goldfarb, D., & Goodman, G. S. (2017). Empathy's relation to appraisal of the emotional child witness. *Applied Cognitive Psychology*, 31, 488-499.
- Goldfarb, D., Lagattuta, K. H., Kramer, H. J., Kennedy, K., & Tashjian, S. M. (2017). When your kind cannot live here: How generic language and criminal sanctions shape social categorization. *Psychological Science*, 28, 1597-1609. doi: 10.1177/0956797617714827
- Goldfarb, D., & Goodman, G. S., Larson, R. P., Gonzalez, A. (2017). Children's memory and suggestibility in the courtroom: Commissions, omissions, and psychopathology. In H. Otgaar & M. L. Howe (Eds.), *Can we know the truth in the courtroom? Problems with deception, lies, and false memories*. New York, NY: Oxford University Press.
- Goodman, G. S.,\* Goldfarb, D.,\* Quas, J. A., & Lyon, A. (2017). Psychological counseling and accuracy of memory for child sexual abuse. *American Psychologist*, 72(9), 920-931.
- Kramer, H. J., Goldfarb, D., Tashjian, S., & Lagattuta, K. H. (2017). "Because I am thirsty right now": Even older children and adults struggle with induced-state episodic foresight. *Child Development*, 88, 1554-1562.



- Tashjian, S. M., Goldfarb, D., Goodman, G. S., Quas, J. A., & Edelstein, R. (2016). Delay in disclosure of non-parental child sexual abuse in the context of emotional and physical maltreatment: A pilot study. *Child Abuse & Neglect*, *58*, 149-159.
- Goodman, G. S., Goldfarb, D., Quas, J. A., Narr, R., Milojevich, H., & Cordon, I. M. (2016). Memory development, emotion regulation, and trauma-related psychopathology. In D. Cicchetti (Ed.), *Developmental psychopathology*. New York, NY: Wiley.
- Larson, R. P., Goldfarb, D., & Goodman, G. S. (2015). Children's eyewitness memory and testimony in context. *Behavioral Sciences & the Law*, *33*, 367-371.
- Lagattuta, K. H., Kramer, H. J., Kennedy, K., Hjortsvang, K., Goldfarb, D., & Tashjian, S. (2015). Beyond Sally's missing marble: Further development in children's understanding of mind and emotion in middle childhood. *Advances in Child Development and Behavior*, *48*, 185-217.
- Goodman, G. S., Goldfarb, D., & Larson, R. P. (Eds.) (2015). Child victim witnesses: Context, testimony, and legal cases. *Behavioral Sciences & the Law*, *33*.
- Goldfarb, D., Goodman, G. S., & Lawler, M. (2015). Children's evidence and the Convention on the Rights of the Child: Improving the legal system for children. In S. Mahmoudi, A., Kaldal, K. Lainpelto, & P. Laviner (Eds.), *Child-friendly justice: What it means and how it is realized*. Leiden, Netherlands: Koninklijke Brill NV.
- Goodman, G. S., Goldfarb, D., Chong, J., & Goodman-Shaver, L. (2014). Children's eyewitness memory: The influence of cognitive and socio-emotional factors. *Roger Williams University Law Review*, *19*, 476-512.
- Goldfarb, D., & Goodman, G. S. (2014). Cross-examination's big effect on the criminal system's smallest witnesses: How the judiciary can alleviate the negative effects of cross-examination. *Chronicle*. London, UK: International Association of Youth and Family Judges and Magistrates.
- Goldfarb, D. (2014). Shaping perceptions of justice: A familial model of procedural justice, *University of Missouri-Kansas City Law Review*, *82*, 465-484.
- Bederian-Gardner, D., & Goldfarb, D. (2014). Expectations of emotions during testimony: The role of communicator and perceiver characteristics, *Behavioral Sciences & the Law*, *32*(6), 829-845. doi:10.1002/bsl.2146.

\* First authorship equally shared

## **PUBLICATIONS IN PREPARATION**

Goldfarb, D., Goodman, G. S. & Quas, J. (2021). Diverging and converging views of fairness: A familial model of procedural justice. Manuscript in preparation.

Goldfarb, D., Lagattuta, K. H., Kramer, H. J., Kennedy, K., & Tashjian, S. M. (2021). Attitudes towards laws regulating newcomers. Manuscript in preparation.

Goldfarb, D. (2021). Child maltreatment and adult legal attitudes: The role of adult attachment and psychopathology. Manuscript in preparation.

## **GRANTS**

**2021** National Conference of Bankruptcy Judges Endowment for Education Grant (PI): How gender affects judges' and laypersons' student loan debt discharge decisions.

**2020-2021** National Science Foundation, Developmental Sciences Program (PI) RAPID: Flattening the COVID-19 curve by flattening the developmental curve: Influence of age and interview protocol on the ability to remember familiar and unfamiliar contacts.

**2020-2023** National Institute of Justice (co-PI) Improving Juror Comprehension of Forensic testimony and its effects on decision-making and evidence evaluation.

## **SELECTED PRESENTATIONS**

Wolfs, A. C. F., & Goldfarb, D. (2020, September). *Analyzing and improving memory for content, source, and questions*. Paper presented at the Canadian Forensic Psychology Virtual Conference. (Online conference)

Wolfs, A. C. F., & Goldfarb, D. (2020, May). *Differences in interviewer memory for content, source, and question format of a witness interview*. Poster presented at the Association for Psychological Science (APS) Convention, Chicago, IL, United States. (Online conference)

- Koolmees, C.J., Pena, M.M., Rodriguez, V., & Goldfarb, D. (2020, May). Stereotypes and Predicting Dangerousness: Public Perceptions of the “Typical” School Shooter. Poster presented at the Association for Psychological Science (APS) Convention, Chicago, IL, United States. (Online conference)
- Hess, K.L., Wolfs, A.C.F., Granitur, C., McLaney, S., Goldfarb, D., Evans, J.R., Bailey, F. (2020, March). *Exploring judicial biases in student loan discharge decisions*. Paper presented at the American Psychology and Law Society (AP-LS) Conference, New Orleans, Louisiana, United States.
- Wolfs, A. C. F., & Goldfarb, D. (2020, March). *Keeping what, who, and how straight in a forensic interview*. Paper presented at the American Psychology and Law Society (AP-LS) Conference, New Orleans, Louisiana, United States.
- Wolfs, A. C. F., Hyman Gregory, A., Goldfarb, D., & Schreiber Compo, N. (2020, March). *A questionnaire of current witness interviewing practices in the US*. Paper presented at the American Psychology and Law Society (AP-LS) Conference, New Orleans, Louisiana, United States.
- Sneyd, D., & Goldfarb, D. (2020, February). *Helping Students Create Empirically-Informed Policy Proposals*. Poster presented at the 2020 4th annual Faculty Innovations for Student Success Showcase (FISSS). Miami, FL.
- Goldfarb, D. A., Bailey, F., Donald, B., & Isicoff, L. (2019, October). *Does Gender Matter?* Talk presented at the National Conference for Bankruptcy Judges. Washington D.C.
- Goldfarb, D. A. & Metcalf, S.A. (2019, May). *Connecting the past, present, and future: How individual and contextual factors influence beliefs about the future*. Association for Psychological Science. Washington D.C. [Symposium Coordinator and Chair]
- Metcalf, S., Dickerson, K. L., Goldfarb, D. A., Quas, J. A., & Lagattuta, K. H. (2019, May). Maltreatment’s relation to children and adolescents’ predictions of future sibling behavior. Paper presented at the annual conference for the Association for Psychological Science. Washington D.C.
- Wu, Y., Wang, Y., Vidales, D., Gonzalves, L., Goldfarb, D. A., Eisen, M., ... Goodman, G. S. (2019, May). *Memory Accuracy for Interviews about Childhood Trauma after 20 Years*. Poster presented at the annual conference for the Association for Psychological Science. Washington D.C.

- Goldfarb, D. (2019, March). *Child maltreatment and adult legal attitudes: The role of adult attachment and psychopathology*. Paper presented at the meeting for the American Psychology Law Society, Portland, OR.
- Goldfarb, D., Appell, J., Vidales, D., Cartwright, A., Wang, Y., Wu, J., Gozalves, L., Eisen, M., Qin, J.J., Goodman, G.S., (2019, March). *Children's cooperation in and memory for a trauma-focused forensic interview*. Paper presented at the meeting for the American Psychology Law Society, Portland, OR.
- Shestowsky, D. & Goldfarb, D. (2019, March). *Alternative Dispute Resolution Workshop*. Preconference presented at the meeting for the American Psychology Law Society, Portland, OR.
- Goldfarb, D., Lagattuta, K., Kennedy, K., Kramer, H., & Tashjian, S. (2018, August). *Children's and adults' intuitions of the rationales for social group regulations*. Paper presented at the meeting for the American Psychological Association, San Francisco, CA.
- Goldfarb, D., Goodman, G.S., Larsen, R., Eisen, M., Qin, J.J. (2018, August). *Long-term memory in adults exposed to childhood violence: Implications for Historic Child Sexual Abuse investigations*. Paper presented at the meeting for the American Psychological Association, San Francisco, CA.
- Cartwright, A., Appell, J., Goldfarb, D., Eisen, M., Qin, J.J., Goodman, G.S., (2018, July). "Did he ask you about your family?": Effects of age and trauma-related psychopathology on maltreated children's memory. Paper presented at The European Conference on Psychology and the Behavioral Sciences, Brighton, UK.
- Goldfarb, D., Tashjian, S., Goodman, G. S, Bederian-Gardner, D., Hobbs, S., Cordon, I., Ogle, C., Bakanosky, S., Narr, R.K., Chae, Y., & NYTD-CYTD Research Team (2016, March). *Someone to tell my story: The importance of voice in dependency court*. Paper presented at the meeting for the American Psychology-Law Society, Atlanta, GA.
- Tashjian, S., Goldfarb, D., Goodman, G. S., & Quas, J. (2015, September). *Parental abuse contributes to delays in non-parental child sexual abuse disclosure*. Poster presented at the Annual Partnership Conference of a New Beginning for Partnerships for Children & Families, Los Angeles, CA. (CAPSAC Award Winner)

Tashjian, S., Goldfarb, D., Goodman, G. S., Bederian-Gardner, D., Hobbs, S., Ogle, C. & NYTD-CYTD Research Team (2015, September). *Opportunity for voice predicts foster youth's views of the dependency courts*. Poster presented at the Annual Partnership Conference of a New Beginning for Partnerships for Children & Families, Los Angeles, CA. (CAPSAC Award Winner)

Soma, M. P., Priolo Filho, S. R., Tannus, P.M., Williams, L. C. A., Goodman, G. S., Goldfarb, D., & Shestowsky, D. (2015, June). *A percepcao de estudantes brasileiros e Americanos sobre o conceito de alienacao parental: um estudo piloto. [Brazilian and American students' perceptions of parental alienation: A pilot study.]* Paper presented at the International Congress "Children and the Law," Porto, Portugal.

Bederian-Gardner, D. & Goldfarb, D. (2015, March). *Empathy and the Child Witness: Does the Empathetic Mock Juror See and Perceive the Witness Differently than the Non-Empathetic Mock Juror?* Poster presented at the meeting for the American Psychology-Law Society, San Diego, CA.

Goldfarb, D. (2015, March). *Diverging and converging views of fairness: A familial model of procedural justice*. Poster presented at the meeting for the American Psychology-Law Society, San Diego, CA.

Lyon, A. H., Goldfarb, D., & Goodman, G. S. (2015, March) *The relation between attending therapy and the accuracy of child sexual abuse memory*. Poster presented at the meeting for the American Psychology-Law Society, San Diego, CA (paper recognized as best undergraduate paper of the year).

Tashjian, S. M., Goldfarb, D., Goodman, G. S., & Quas, J. A. (2015, March) *Child sexual abuse victims delay disclosure when caregivers are emotionally and physically abusive*. Paper presented at the meeting for the American Psychology-Law Society, San Diego, CA.

Goldfarb, D., Lagattuta, K., Kennedy, K., Kramer, H., & Tashjian, S. (2015, March). *When social group membership is criminal: The impact of generic language and laws on social categorization*. Paper presented at the meeting for the Society for Research in Child Development, Philadelphia, PA.

- Kramer, H. J., Goldfarb, D., Tashjian, S., & Lagattuta, K. H. (2015, March). *"Because I am thirsty right now": Even older children and adults struggle with induced-state episodic foresight*. Paper presented at the meeting for the Society for Research in Child Development, Philadelphia, PA.
- Tashjian, S., Goldfarb, D., Goodman, G. S., & Quas, J. A. (2015, March) *Attachment orientation and perceived caregiver supportiveness help shape views of fairness*. Poster presented at the meeting for the Society for Research in Child Development, Philadelphia, PA.
- Bederian-Gardner, D., Goldfarb, D. Ross, J. R., & Goodman, G. S. (2014, September). Emotion attribution and child sexual abuse testimony. Research presented at the Dr. Hershel Swinger Memorial Partnership Conference for Children and Families, California State University, Los Angeles, CA (CAPSAC Award Winner).
- Bederian-Gardner, D., Goldfarb, D. A., Ross, J. R., & Goodman, G. S., (May, 2014). *Emotion attribution and child sexual abuse*. Poster presented at the meeting of the Association for Psychological Science, San Francisco, CA.
- Bederian-Gardner, D. & Goldfarb, D. (2014, February). *Do jury instructions on witness emotions prime or educate the jury?* Poster presented at Psychology and Lawyering: Coalescing the Field Conference, Las Vegas, NV.
- Goldfarb, D., Goodman, G. S., Narr, R., & Kalomiris, A. (2013, September). *Is it poverty or race that affects our views of fairness of the legal system?* Poster presented at the University of California, Davis Poverty Center Graduate Retreat, Tahoe, CA.
- Goldfarb, D., Goodman, G. S., Narr, R., & Kalomiris, A. (2013, September). *Poverty and perceptions of fairness of the legal system*. Poster presented at the Annual Partnership Conference of a New Beginning for Partnerships for Children & Families, Los Angeles, CA.
- Goodman, G.S. & Goldfarb, D. (2013, September). *Children in legal proceedings and court: What does research tell us?* Talk presented at the Annual Partnership Conference of a New Beginning for Partnerships for Children & Families, Los Angeles, CA.

Goldfarb, D., Goodman, G. S., Narr, R., & Kalomiris, A. (2013, May). *Poverty and perceptions of fairness of the legal system*. Poster presented at the UC Davis Conference on Poverty and the Long-Term Effects of Early Life Experiences, Davis, CA.

## **PROFESSIONAL SERVICE AND PARTICIPATION**

Early Career Professional Chair, Section on Child Maltreatment, Division 37 of the American Psychological Association.

American Bar Association Fellow (2020 to 2021), Section on Alternative Dispute Resolution.

Ad Hoc Reviewer for *Applied Cognitive Psychology*, *Developmental Psychology*, *Journal of Experimental Psychology: Applied*, *Journal of Experimental Psychology: Learning, Memory, and Cognition*, *Journal of Interpersonal Violence*, *Law and Human Behavior*, *Research in Autism Spectrum Disorders*

## **ACADEMIC EMPLOYMENT**

August 2018 – Present

*Assistant Professor*, Legal Psychology  
Florida International University

January 2013- July 2018

*Instructor*, Psychology and Law  
*Teaching Assistant*  
University of California, Davis

August 2010- August 2011

*Adjunct Professor*, Legal Research and Writing  
Golden Gate University Law School

## **LEGAL WORK EXPERIENCE**

September 2008- August 2012

*Bryan Cave LLP*  
Associate Attorney General Litigation,  
Employment and Labor, Intellectual Property

August 2008- August 2006

*Chief Judge Dean Whipple,  
Western District of Missouri*  
Federal Law Clerk

October 2004- May 2006  
Summer 2003

*Skadden, Arps, Slate, Meagher & Flom, LLP*  
Associate Attorney  
General Litigation, Employment and Labor,  
Intellectual Property

Summer 2002

*Illinois 11<sup>th</sup> Circuit*  
Judicial Clerk