

NICOLE D. AVANT, PHARM.D., BCACP

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OBJECTIVE

To increase the upward mobility of others through social justice

EDUCATION AND TRAINING

University of Oklahoma College of Pharmacy Oklahoma City, Oklahoma PGY-2 Ambulatory Care Pharmacy Residency	Aug 2013 – Aug 2014
University of Oklahoma College of Pharmacy Oklahoma City, Oklahoma PGY-1 Community Pharmacy Residency	Jul 2012 – Jun 2013
University of Illinois College of Pharmacy Chicago, Illinois Doctor of Pharmacy, Magna Cum Laude GPA 3.8	Aug 2008 – May 2012
University of Illinois College of Business Champaign-Urbana, Illinois Bachelor of Science in Finance with Honors GPA 3.6	Jan 1998 – Aug 2001

LICENSURE AND CERTIFICATES

Social Justice Training I June 2017
Social Justice Training Institute

Pharmacist License No. 03135288-1
Ohio State Board of Pharmacy

Pharmacist License No. 15338
Oklahoma State Board of Pharmacy

Board Certified Ambulatory Care Pharmacist No. 6150004
Board of Pharmacy Specialties

Teaching Certificate Program: Advanced Teaching Skills for Residents
University of Oklahoma College of Pharmacy

Teaching Certificate Program: Foundational Teaching Skills for Residents
University of Oklahoma College of Pharmacy

Pharmacist and Patient-Centered Diabetes Care
American Pharmacists Association

Immunization Certification
American Pharmacists Association

CPR & AED Certification
American Heart Association

PROFESSIONAL EXPERIENCE

Founder, Owner, & Lead Consultant Avant Consulting Group LLC, Cincinnati, OH	Jan 2018 – Present
Assistant Professor University of Cincinnati Division of Experience-Based Learning and Career Education Cincinnati, OH	Aug 2017 – Present
Clinical Assistant Professor University of Cincinnati College of Pharmacy, Cincinnati, OH	Jul 2015 – Aug 2017
Chief Diversity Officer University of Cincinnati College of Pharmacy, Cincinnati, OH	Jul 2015 – Aug 2017
Staff Pharmacist Kroger, Cincinnati, OH	Jul 2015 – Nov 2016
Assistant Professor University of Arkansas for Medical Sciences College of Pharmacy, Little Rock, AR	Sep 2014 – Jun 2015
Director for Experiential Education University of Arkansas for Medical Sciences College of Pharmacy, Little Rock, AR	Sep 2014 – Jun 2015
Staff Pharmacist Wal-Mart, Oklahoma City, OK	Sep 2012 – Jan 2015
Clinical Instructor University of Oklahoma College of Pharmacy, Oklahoma City, OK	Jul 2012 – Aug 2014
Staff Pharmacist Family Medicine Pharmacy, Oklahoma City, OK	Jul 2012 – Jun 2013

PGY-2 AMBULATORY CARE RESIDENCY EXPERIENCE

Hypertension Adherence Service (Longitudinal) Family Medicine Center, Oklahoma City, OK	Nov 2013 – Aug 2014 <i>Preceptor: Eric Stevens, PharmD</i>
Academia (Longitudinal) University of Oklahoma, Oklahoma City, OK	Sep 2013 – Aug 2014 <i>Preceptor: Melissa Medina, Ed.D</i>
Diabetes Service (Longitudinal) Family Medicine Center, Oklahoma City, OK Variety Care, Oklahoma City, OK	Aug 2013 – Aug 2014 <i>Preceptor: Todd Marcy, PharmD</i>
Anti-Coagulation Service (Longitudinal) Family Medicine Center, Oklahoma City, OK	Aug 2013 – Aug 2014 <i>Preceptor: David Hawkins, PharmD</i>

PGY-1 COMMUNITY RESIDENCY EXPERIENCE

HIV/AIDS Pharmacotherapy Infectious Diseases Institute, Oklahoma City, OK	Jan 2013 – June 2013 <i>Preceptor: Misty Miller, PharmD</i>
Geriatric Care The Fountains at Canterbury, Oklahoma City, OK	Sep 2012 – Dec 2012 <i>Preceptor: Keith Swanson, PharmD</i>
Ambulatory Care Family Medicine Center, Oklahoma City, OK	Aug 2012 – Jun 2013 <i>Preceptor: Todd Marcy, PharmD</i>
Academia University of Oklahoma, Oklahoma City, OK	July 2012 – Jun 2013 <i>Preceptor: Melissa Medina, Ed.D</i>
Service Development Family Medicine Pharmacy, Oklahoma City, OK	Jul 2012 – Jun 2013 <i>Preceptor: Eric Stevens, PharmD</i>

PUBLICATIONS

Avant ND , Penm J, Hincapie AL, Gillespie G. “Not to Exclude You, But...”: Characterization of Pharmacy Student Microaggressions and Recommendations for Academic Pharmacy. Currents in Pharmacy Teaching and Learning.	2019
Campbell HE, Hagan A, Hincapie A, Freeman MK, Gaither C, Avant ND . Racial disproportionality of students in US Colleges of Pharmacy. Currents in Pharmacy Teaching and Learning. DOI: 10.1016/j.cptl.2020.01.011	2020
Avant ND , Gillespie G. Pushing for Health Equity through Structural Competency and Implicit Bias Education: Qualitative Evaluation of a Racial/Ethnic Health Disparities Elective Course for Pharmacy Learners. Currents in Pharmacy Teaching and Learning. DOI: 10.1016/j.cptl.2019.01.013	2019
Avant ND , Davis RD. Navigating and Supporting Marginalized Identities in Dominant Pharmacy Spaces. Innovations in Pharmacy. DOI 10.24926/iip.v9i4.1033	2018
Avant ND , Weed E, Connelly C, Hincapie AL, Penm J. Qualitative Analysis of Student Pharmacists’ Reflections of Harvard’s Race Implicit Association Test. Currents in Pharmacy Teaching and Learning. DOI: 10.1016/j.cptl.2018.02.002	2018
Medina MS, Avant ND . Delivering an Effective Presentation. American Journal of Health System Pharmacy. 1;72(13):1091-4. DOI 10.2146/ajhp150047	2015

MANUSCRIPTS UNDER REVIEW

Avant ND . Structural Racism and Supporting Black Lives – A Community Pharmacist Vow Amid COVID-19 American Journal of Public Health.	2020
Campbell HE, Hagan A, Hincapie A, Gaither C, Avant ND , Freeman MK. "Will Pharmacy Take a Stand? Addressing Structural Racism and Biases in Pharmacy Education. American Journal of Pharmaceutical Education.	

CONTRIBUTIONS

Cradle Cincinnati Annual Report 2019
Because We Love Her: Fighting for Racial Equity in Maternal and Infant Health

GRANTS

Cradle Cincinnati Partnership Proposal. 2020
Ohio Department of Medicaid. \$135,000.

National Pharmaceutical Association Annual Meeting. 2018 - 2019
University of Cincinnati, Black Faculty Association Scholarship Committee. \$300.

National Pharmaceutical Association Retreat. 2018 - 2019
University of Cincinnati, Black Faculty Association Scholarship Committee. \$500.

National Pharmaceutical Association Annual Meeting. 2017- 2018
University of Cincinnati, Black Faculty Association Scholarship Committee. \$500.

National Pharmaceutical Association Annual Meeting. 2018
University of Cincinnati, Division of Experience-Based Learning and Career Education
Faculty Development Committee. \$400.

National Pharmaceutical Association Retreat. 2017-2018
University of Cincinnati, Black Faculty Association Scholarship Committee. \$900.

American Association of Colleges of Pharmacy Annual Meeting. 2017
University of Cincinnati, Division of Experience-Based Learning and Career Education
Equity and Inclusion Grant Committee. \$2,000.

People's Institute for Survival and Beyond - Undoing Racism Workshop. 2016
University of Cincinnati, College of Pharmacy Faculty Development Committee. \$1,000.

American Pharmacists Association Annual Meeting and Exposition. 2016
University of Cincinnati, College of Pharmacy Faculty Development Committee. \$1,000.

Pathways for Emerging Healthcare Leaders. 2015-2020
Department of Health and Human Services, Office of Minority Health. \$2,393,895.
University of Cincinnati College of Nursing. PI-Glazer; co-PI-Bankston. Role: collaborator.

AVANT CONSULTING GROUP CLIENTS

Cradle Cincinnati/Cincinnati Children's Hospital Medical Center

UC Health

Hamilton County Public Health

St. Joseph Orphanage

Sinkula Investments DBA Wendy's Restaurant

Global Gas Supply

First Financial Bank

Interact for Health

Society for Research on Adolescence

Binghamton University – State University of New York

Planned Parenthood Southwest Ohio Region

UC College of Medicine Otolaryngology-Head & Neck Surgery

Cincinnati Health Department

MindPeace

Hamilton County Democratic Party

University of Illinois at College of Pharmacy

Midwestern University College of Pharmacy

University of South Florida College of Pharmacy

REGIONAL, NATIONAL, AND INTERNATIONAL PRESENTATIONS

- Avant ND.** Tackling Stigma and Implicit Bias in Healthcare. Sep 2021
FIP World Congress of Pharmacy and Pharmaceutical Sciences, Seville, Spain
- International workshop for attendees associated with pharmacy
- Avant ND.** Implicit Bias in the Classroom and Workplace. Oct 2019
Xavier University, University of Cincinnati, USS Partners, Cincinnati, OH
- Podium Presentation
- Avant ND.** Perfecting Priorities: Creating a Life that Works for You. May 2019
National Diversity Council National Women's Conference, Cincinnati, OH
- Panelist
- Avant ND, Pierce N.** Black Panther. Sep 2018
YWCA Film Screening, Cincinnati, OH
- Panelist discussing race/racial justice, black feminism, and representation
- Avant ND.** Pharmacy Learners' Perceptions of Their Racial Implicit Bias. Jul 2018
American Association of Colleges of Pharmacy Annual Meeting, Boston, MA
- Podium Presentation
- Avant ND, Avery P, Figueroa J, Morgan J.** May 2018
Resilience Ready: How to Savor Set Backs and Celebrate Success.
Ohio Diversity Council 2018 Ohio Women's Conference, Cincinnati, OH
- Panelist
- Avant ND, Campbell K, Paul J, Phipps B.** Best Practices in Education and Research. Apr 2018
Ohio Diversity Council 2018 Ohio Healthcare Diversity Summit, Springfield, OH
- Panelist
- Avant ND, Corbin T, Hurdle T, Toure' A, Tonge-Mack C, Wright L.** Nov 2017
Ten Commandments for Women in Higher Education.
ACE Women's Network 19th Annual Conference, Cincinnati, OH
- Podium Presentation
- Avant ND.** "I Don't See Color. I Will Treat All My Patients the Same." –
The Need for Self-Awareness in Advancing Health Equity. Oct 2017
Greater Cincinnati Society of Health System Pharmacists 1st Biannual GCSHP Day, Cincinnati, OH
- Podium Presentation
- Avant ND.** Microaggressions in Academic Pharmacy. Sep 2017
National Association of Minority Medical Educators 2017 Annual Conference, Long Beach, CA
- Podium Presentation
- Qualitative Analysis of Student Pharmacists' Reflections of Harvard's Race Implicit
Association Test Sep 2017
International Pharmaceutical Federation 77th FIP World Congress of Pharmacy and Pharmaceutical Sciences,
Seoul, Republic of Korea
- Poster Presentation
- Avant ND.** Pharmacy Learners' Perceptions of Their Racial Implicit Bias. Aug 2017
Association of Black Sociologists 2017 Conference: Blackness Beyond Boundaries: Local, Global, and Planetary,
Montréal, Quebec
- Podium Presentation

Avant ND. “Not to Exclude You, But...”: Stopping Microaggressions in Pharmacy.
National Pharmaceutical Association 70th Annual NPhA/SNPhA Convention, Las Vegas, NV

- Podium Presentation

Avant ND. Microaggressions in Academic Pharmacy.
National Pharmaceutical Association 70th Annual NPhA/SNPhA Convention, Las Vegas, NV

Jul 2017

- Poster Presentation

Avant ND. Pharmacy Learners’ Perceptions of Their Racial Implicit Bias.
National Pharmaceutical Association 70th Annual NPhA/SNPhA Convention, Las Vegas, NV

Jul 2017

- Poster Presentation

Avant ND, Awe C, Bush A. Standing up for Diversity and Inclusion: Pharmacy Efforts in Diversity and Inclusive Excellence.

Jul 2017

American Association of Colleges of Pharmacy Annual Meeting, Nashville, TN

- Podium Presentation

Avant ND, Amrine K, Cannon-Jackson K. Be Triumphant: Secrets to Winning at Work.
Ohio Diversity Council 8th Annual Ohio Women’s Conference, Cincinnati, OH

May 2017

- Panelist

Avant ND, Bell J, Boyd J, Randolph L. Cultural Competence: Diversity in Action.
Ohio Diversity Council Cincinnati Healthcare Diversity Summit, Cincinnati, OH

Nov 2016

- Panelist

Avant ND. Navigating Inclusive Leadership as a Black Woman.
The University of South Florida College of Pharmacy African American Women in Pharmacy Conference, Tampa, FL

Nov 2016

- Podium Presentation

Avant ND, Abdelmageed A, Campbell H. Addressing Hot Topics about Minority Faculty and Students in Pharmacy Programs.

Jul 2016

American Association of Colleges of Pharmacy Annual Meeting, Anaheim, CA

- Podium Presentation

Avant ND, Stewart MK. Facilitating Difficult and Challenging Conversations about Race in the Classroom.
American Association of Colleges of Pharmacy Health Disparities and Cultural Competence SIG

Apr 2016

- Webinar

Avant ND, Marcy TR, Stevens EL, Planas LG. Evaluation of a Hypertension Adherence Service in a Community Pharmacy.
American Pharmacists Association Annual Meeting and Exposition, San Diego, CA

Mar 2015

- Poster Presentation

Avant ND, Marcy TR, Stevens EL, Planas LG. Evaluation of a Hypertension Adherence Service in a Community Pharmacy.
Alcalde Southwest Leadership Conference, Austin, TX

Apr 2014

- Platform Presentation

Avant ND, Marcy TR, Stevens EL, Planas LG. Evaluation of Patients Eligible for a Hypertension Adherence Service in a Community Pharmacy.
American Society Health System Pharmacists Midyear Clinical Meeting, Orlando, FL

Dec 2013

- Poster Presentation

Avant ND, Marcy TR, Stevens EL, Planas LG. Evaluation of Patients Eligible for a Hypertension Adherence Service in a Community Pharmacy.
Alcalde Southwest Leadership Conference, Austin, TX

- Platform Presentation

INSTITUTIONAL PRESENTATIONS

Avant ND, Bates L, Mickey B. Diversity and Inclusion 101. Apr 2020 - Present
UC Health, Cincinnati, OH

- Training for Councils on Diversity

Avant ND, Bates L, Hardee A, Mickey B. Jan 2020 - Present
State of Health in Cincinnati: Overview of Health Disparities & Social Determinants of Health/Equity.
UC Health, Cincinnati, OH

- Training for Councils on Diversity

Avant ND, Bates L, Mickey B, Hardee A. Oct 2019 - Present
Multiple Levels of Inequity: The Impact on Health.
UC Health, Cincinnati, OH

- Training for Councils on Diversity

Avant ND, Mickey B, Chrismon S. Trans 101: A Guide to Gender Identity and Expression. Sep 2019 - Present
UC Health, Cincinnati, OH

- Training for EMR users across the health system

Avant ND, Mickey B. "Not to Exclude You, But...": Stopping Microaggressions in the Workplace. Aug 2019 - Present
TriHealth, Cincinnati, OH

- Training for pre-natal residents

Avant ND, Mickey B. Identity and Inclusive Leadership. Jul 2019 - Present
UC Health, Cincinnati, OH

- Training for Councils on Diversity

Avant ND, Bates L, Mickey B. Diversity and Inclusion 101. Jun 2019 - Present
UC Health, Cincinnati, OH

- Course for leadership

Avant ND, Bates L, Mickey B. Diversity and Inclusion 101. Jun 2019 - Present
UC Health, Cincinnati, OH

- Course for staff

Avant ND, Bates L, Hardee A, Mickey B. Apr 2019 - Present
State of Health in Cincinnati: Overview of Health Disparities & Social Determinants of Health/Equity.
UC Health, Cincinnati, OH

- Course for staff

Avant ND, Bates L, Hardee A, Mickey B. Apr 2019 - Present
State of Health in Cincinnati: Overview of Health Disparities & Social Determinants of Health/Equity.
UC Health, Cincinnati, OH

- Course for leadership

Avant ND, Bates L, Mickey B, Hardee A. Mar 2019 - Present
Multiple Levels of Inequity: The Impact on Health.
UC Health, Cincinnati, OH

- Course for leadership

Avant ND, Bates L, Mickey B, Hardee A.
Multiple Levels of Inequity: The Impact on Health.
UC Health, Cincinnati, OH

- Course for staff

Avant ND, Mickey B. Identity and Inclusive Leadership.
UC Health, Cincinnati, OH

Feb 2019 - Present

- Course for staff

Avant ND, Mickey B. Identity and Inclusive Leadership.
UC Health, Cincinnati, OH

Feb 2019 - Present

- Course for leadership

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
UC Health, Cincinnati, OH

Jan 2019 - Present

- Course catalogue training for staff

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
UC Health, Cincinnati, OH

Jan 2019 - Present

- Course catalogue training for leadership

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
UC Health, Cincinnati, OH

Oct 2018 - Present

- Training for Councils on Diversity

Avant ND, Mickey B.

Jul 2018 - Present

Identity and Inclusion: Exploring Your Identities to Promote an Inclusive Workplace and Workforce.
UC Health, Cincinnati, OH

- Bi-weekly 2-hour workshop for new hires

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
UC Health, Cincinnati, OH

Jun 2018 - Present

- Quarterly 4- hour leadership development for recently hired management

Avant ND. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
Greater Springfield Association of Fundraising Professionals, Springfield, OH

Feb 2021

- Implicit bias training for fundraisers

Avant ND, Mickey B, Chrismon S.

Sep 2020 - Jan 2021

Interpersonal Power Dynamics: Exploring Your Identities to Promote an Inclusive Workplace and Workforce.
Hamilton Public Health, Cincinnati, OH

- Exploration of identities to promote self-awareness and mitigate bias for entire public health department

Avant ND. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
Hamilton Public Health, Cincinnati, OH

Sep 2020 – Jan 2021

- Implicit bias training for entire public health department

Avant ND. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
St. Joseph Orphanage, Cincinnati, OH

Sep 2020

- Implicit bias trainings for leaders

Avant ND. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
Wright Brothers Global Gas, Cincinnati, OH

Sep 2020

- A couple of implicit bias trainings for entire company

- Avant ND.** “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace. Aug 2020
Sinkula Investments DBA Wendy's Restaurant, Newport, KY
- Implicit bias training for managers
- Avant ND.** “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace. Jun 2020
Interact for Health, Cincinnati, OH
- Implicit bias training for staff
- Avant ND.** “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace. Jan 2020
Planned Parenthood Southwest Ohio Region, Cincinnati, OH
- Implicit bias training for board
- Avant ND.** “Not to Exclude You, But...”: Centering Diversity, Equity, and Inclusivity Best Practices in Faculty Hiring, Promotion, and Tenure. Jan 2020
Binghamton University - State University of New York, Cincinnati, OH
- Implicit bias training for promotion/tenure committee, faculty senate, and provost’s office
- Avant ND.** “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace and Healthcare. Dec 2019
UC Otolaryngology-Head & Neck Surgery, Cincinnati, OH
- Implicit bias training for entire department
- Hardee A, **Avant ND**, Bates L, Mickey B, Chrismon S. Nov 2019
Complicating the Narrative: Exploring Multiple Levels of Inequity and its Impact on Health
Cincinnati Health Department, Cincinnati, OH
- Training for pre-natal clinicians
- Bates L, **Avant ND**, Mickey B, Hardee A, Chrismon S. Nov 2019
State of Health in Cincinnati: Overview of Health Disparities & Social Determinants of Health/Equity.
Cincinnati Health Department, Cincinnati, OH
- Training for pre-natal clinicians
- Avant ND**, Mickey B, Chrismon S. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace. Oct 2019
Cincinnati Health Department, Cincinnati, OH
- Training for middle managers
- Avant ND**, Mickey B, Chrismon S. Identity and Inclusive Leadership. Oct 2019
Health Care Access Now, Cincinnati, OH
- Training for community healthcare workers
- Avant ND**, Mickey B, Chrismon S. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace. Oct 2019
Health Care Access Now, Cincinnati, OH
- Training for community healthcare workers
- Avant ND**, Mickey B, Chrismon S. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace. Aug 2019
Cincinnati Health Department, Cincinnati, OH
- Training for Cincinnati Public Schools and School Based Health Center Program staff
- Avant ND**, Mickey B, Chrismon S. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace. Aug 2019
MindPeace, Cincinnati, OH
- Training for mental health agencies and local schools

Avant ND, Bates L, Hardee A, Mickey B.

State of Health in Cincinnati: Overview of Health Disparities & Social Determinants of Health/Equity.

Cradle Cincinnati, Cincinnati, OH

- Training for staff

Avant ND, Mickey B. Identity and Inclusive Leadership.

May 2019

Cincinnati Health Department, Cincinnati, OH

- Training for pre-natal clinicians

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.

May 2019

Cincinnati Health Department, Cincinnati, OH

- Training for pre-natal clinicians

Avant ND, Bates L, Mickey B, Hardee A.

May 2019

Multiple Levels of Inequity: The Impact on Health.

Cradle Cincinnati, Cincinnati, OH

- Training for staff

Avant ND, Mickey B. Identity and Inclusive Leadership.

May 2019

UC Health, Cincinnati, OH

- Training for pre-natal clinicians

Avant ND, Mickey B. Identity and Inclusive Leadership.

May 2019

TriHealth, Cincinnati, OH

- Training for pre-natal clinicians

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.

May 2019

UC Health, Cincinnati, OH

- Training for pre-natal clinicians

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.

Apr 2019

TriHealth, Cincinnati, OH

- Training for pre-natal clinicians

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.

Apr 2019

University of Cincinnati College of Allied Health, Cincinnati, OH

- Grant training for social work students

Avant ND, Mickey B. Identity and Inclusive Leadership.

Mar 2019

Cradle Cincinnati, Cincinnati, OH

- Training for staff

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.

Feb 2019

Cradle Cincinnati, Cincinnati, OH

- Training for Advisory Board and staff

Avant ND, Mickey B. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.

Feb 2019

Hamilton County Democratic Party, Cincinnati, OH

- Training for party leaders

Avant ND, Mickey B. “Not to Exclude You, But...”: Promoting Inclusion within the Democratic Party

Feb 2019

Hamilton County Democratic Party, Cincinnati, OH

- January training listed in catalogues for staff and leadership

Avant ND. “Not to Exclude You, But...”: Uncovering and Mitigating Bias in the Workplace.
UC Health, Cincinnati, OH

- Training for senior executive team and ~500 other leaders of the organizations

Avant ND. “Not to Exclude You, But...”: Stopping Microaggressions in the Workplace.
UC Health, Cincinnati, OH

Sep 2018

- CE for social work department

Avant ND. The Impact of Microaggression and Unconscious/Implicit Bias on Students, Faculty, and Staff.
University of Illinois at Chicago College of Pharmacy

Jul 2018

- Facilitated a ½ day workshop at the Faculty and Staff Retreat

Avant ND. “Not to Exclude You, But...”: Stopping Microaggressions in Pharmacy.
Midwestern University, Downers Grove, IL

May 2018

- Podium Presentation at Research Seminar – External Series

Avant ND. Inclusive Leadership Development.
UC Health, Cincinnati, OH

Apr 2018

- 2-hour leadership development for entire HR staff

Avant ND. Inclusive Leadership Development.
UC Health, Cincinnati, OH

Mar 2018

- 2-hour leadership development for senior HR leadership

Avant ND. Inclusive Leadership Development.

Jan 2018

University of South Florida College of Pharmacy, Tampa, FL

- 5-hour leadership development at Student Leadership Retreat

Avant ND. Pharmacy Learner’s Perceptions of Their Racial Implicit Bias.

Oct 2017

University of Cincinnati Center for the Enhancement of Teaching and Learning, Cincinnati, OH

- Poster presentation at Learning and Teaching Conference

Avant ND. Implicit Bias Manifestations: Recognizing and Responding to Microaggressions.
Rosalind Franklin University College of Pharmacy, North Chicago, IL

Oct 2017

- Workshop for students, faculty, staff, and administrators at SNPhA chapter meeting

Avant ND. "I Don't See Color. I Will Treat All My Patients the Same." – The Need for Social Justice
Orientation and Advancing Health Equity in Pre-Advising.

Jul 2017

University of Cincinnati Division of Experience-Based Learning and Career Education,
Cincinnati, OH

- Interview seminar

Avant ND. I didn't hear a word she said. I was looking at the James Brown Wig”: How to Be Heard When
You’re One or One of Few!

Apr 2017

University of Illinois College of Pharmacy, Chicago, IL

- Keynote presenter at the 23rd Annual Graduating Senior Recognition and Rewards
Banquet

Avant ND, Moomaw S, Vonderheide A. Scholarship of Teaching and Learning.

Jan 2017

University of Cincinnati Center for the Enhancement of Teaching and Learning, Cincinnati, OH

- Panelist at Faculty Learning Community

Avant ND. How to Be an Inclusive Leader.

University of Cincinnati College of Allied Health, Cincinnati, OH

- Keynote presenter at the Addressing Equity and Inclusion in Mentoring Workshop

Avant ND. Courageous Leadership.

University of Cincinnati College of Pharmacy, Cincinnati, OH

- Keynote presenter at the Phi Lambda Sigma Recognition Dinner

Apr 2016

Avant ND, Currier A, Gary D. Facilitating Challenging Conversations in Diverse Classrooms.

University of Cincinnati Center for the Enhancement of Teaching and Learning, Cincinnati, OH

- Panelist at workshop

Oct 2015

Avant ND. Health Disparities: Next Steps for the Pharmacy Health Profession.

University of Cincinnati College of Pharmacy, Cincinnati, OH

- Invited talk at College seminar

Feb 2015

Avant, ND. Evaluation of a Hypertension Adherence Service in a Community Pharmacy.

University of Arkansas for Medical Sciences College of Pharmacy, Little Rock, AR

- Invited talk at College seminar

Mar 2014

Avant, ND. Rivaroxaban Versus Warfarin in Nonvalvular Atrial Fibrillation.

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Journal club presentation to pharmacy residents and clinical pharmacists

Nov 2013

Avant ND. Intermittent Statin Dosing in Statin Intolerance.

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Grand rounds presentation to pharmacy residents and clinical pharmacists

Nov 2013

Avant ND. Intensive Lipid Lowering with Atorvastatin in Patients with Stable Coronary Disease.

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Journal club presentation to pharmacy residents and clinical pharmacists

Oct 2013

Avant ND. Effects of Intensive Blood–Pressure Lowering and Low Dose Aspirin in Patients with Hypertension: Principal Results of the Hypertension Optimal Treatment (HOT) Randomised Trial.

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Journal club presentation to pharmacy residents and clinical pharmacists

Sep 2013

Avant ND. The Effect of Intensive Treatment of Diabetes on the Development and Progression of Long-term Complications in Insulin-Dependent Diabetes Mellitus.

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Journal club presentation to pharmacy residents and clinical pharmacists

Aug 2013

Avant ND. Role of Canagliflozin in Type 2 Diabetes Management.

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Grand rounds presentation reviewing the data used to approve canagliflozin

Jun 2013

Avant ND. Warfarin Initiation in the Elderly.

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Grand rounds presentation highlighting results of primary literature, CHEST guidelines, as well as the pharmacokinetics and pharmacodynamics of warfarin therapy to discuss appropriate dose initiation in the elderly

Oct 2012

MAGAZINE, NEWSLETTER, AND TELEVISION FEATURES

Trans 101: A Guide to Understanding Gender Identity and Expression PharmacyForward Podcast	Dec 2020
Why Prenatal Care Providers Should Care about Racial Equity Cradle Cincinnati	Jul 2019
Commentary: What Infant Mortality in Hamilton County Looks Like Up Close WCPO Cincinnati	May 2019
Move Up Cincinnati WCPO Cincinnati	May 2019
This Week's Top Stories Span from Dayton, Ohio, to Cincinnati's West End Cincinnati Public Radio	May 2019
Tiny Life Lost: Can Hope, Community Help Keep Hamilton County's Babies Alive? WCPO Cincinnati	Apr 2019
Cradle Cincinnati: 2018 Infant Mortality Rate Improves but Remains Far Higher for Black Babies Is Hamilton County Failing Black Moms and Their Babies? WCPO Cincinnati	Apr 2019
Alumni Profile The Pharmacist	Oct 2018
Does Racial Bias Exist in Pharmacy? Educators Lay the Foundation for Change International Pharmacy Journal	Nov 2017
Member Spotlights NPhA Express	Nov 2017
Academia, Health Disparities and Implicit Bias NPhA Express	Feb 2017
A Minute with Pharmacy Today	Oct 2016
Leading the Way: Catching Up with APhA Leaders Pharmacy Today	Aug 2016

UNIVERSITY TEACHING EXPERIENCES

- Lecturer and Course Coordinator, Health Professions Internships – INT 3041-3043** Jan 2018 – Present
University of Cincinnati Division of Experience-Based Learning and Career Education
Cincinnati, OH
- Serve as the assistant professor to provide a venue for reflection, assessment, and support to students engaged in pre-health internship experiences
- Lecturer and Course Coordinator, Exploring Health Professions – PD 1000** Aug 2017 – Present
University of Cincinnati Division of Experience-Based Learning and Career Education
Cincinnati, OH
- Serve as the assistant professor to promote health equity and health careers
- Lecturer and Course Coordinator, Special Topics in Pharmacy Practice – PHRX 7096** Jan 2017 – Aug 2017
University of Cincinnati College of Pharmacy, Cincinnati, OH
- Serve as the assistant professor on the topic of inclusive leadership in health
- Preceptor, Advanced Professional Experience – PHPE 9097-99** Oct 2016 – Aug 2017
University of Cincinnati College of Pharmacy, Cincinnati, OH
- Responsible for the education and training of pharmacy students in teaching and diversity on clerkship rotations
- Lecturer and Course Coordinator, Special Topics in Pharmacy Practice – PHRX 7096** Aug 2016 – Aug 2017
University of Cincinnati College of Pharmacy, Cincinnati, OH
- Serve as the assistant professor on the topic of racial and ethnic health disparities
- Lecturer, Professional Development Seminar II – PHRX 7012** Feb 2016 – Aug 2017
University of Cincinnati College of Pharmacy, Cincinnati, OH
- Serve as assistant professor on the topic of deconstructing professionalism and navigating the construction on social media
- Lecturer, Pharmacy Practice II – PHRX 7051** Feb 2016 – Aug 2017
University of Cincinnati College of Pharmacy, Cincinnati, OH
- Serve as assistant professor on the topic of awareness of self and others
- Guest Lecturer, Exploring Health Professions – PD 1000** Oct 2015 – Aug 2017
University of Cincinnati Professional Practice and Experiential Learning, Cincinnati, OH
- Serve as guest lecture to promote the profession of pharmacy
- Lecturer, Therapeutics of Non-prescriptions – PHTH 8001** Oct 2015 – Aug 2017
University of Cincinnati College of Pharmacy, Cincinnati, OH
- Serve as assistant professor on the topic of gastrointestinal disorders
- Lecturer, Advanced Diabetes Care Elective – PHAR 7543** Mar 2014 – May 2014
University of Oklahoma College of Pharmacy, Oklahoma City, OK
- Served as clinical instructor on the topic of natural products for patients with diabetes
- Grader, Seminar in Advanced Pharmacy Practice – PHAR 7970** Feb 2014 – May 2014
University of Oklahoma College of Pharmacy, Oklahoma City, OK
- Served as grader of the fourth year pharmacy students' professional students presentation of selected topics of current interest in patient care, pharmacy management, and clinical research

Lecturer, Pharmacy Practice II – PHAR 7124

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Served as clinical instructor on SOAP note writing for first year pharmacy students

Lab Instructor, Pharmacy Practice VI – PHAR 7323

Feb 2013 – May 2014

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Evaluated and graded third year pharmacy students' medication histories, observe and evaluate vital sign technique, role play as a patient to assess student communication skills and knowledge as well as grade patient education knowledge and skills

Clinical Instructor, Ambulatory Care I and II - PHAR 7024 and 7030

Jan 2013 – Aug 2014

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Responsible for the education and training of pharmacy students on clerkship rotations (e.g, SOAP note assessments, participating in OSCEs, grading written exams, facilitating journal clubs, assessing medication histories, facilitating topic discussions, precepting)

Facilitator, Pharmaceutical Care Health Module – PHAR 7813

Nov 2012 – May 2014

University of Oklahoma College of Pharmacy, Oklahoma City, OK

- Served as a facilitator for 2nd year pharmacy students to discuss cases on fluid and electrolyte disorders, acid-based disorders, constipation and diarrhea, as well as pain

ACADEMIC SERVICE

Equity and Inclusion Committee University of Cincinnati ELCE, Cincinnati, OH	Aug 2018 - Present
LGBTQ Center Faculty and Staff Advisory Board University of Cincinnati, Cincinnati, OH	June 2017 - Present
Black Faculty Association, Chair of Morale Committee University of Cincinnati, Cincinnati, OH	Jan 2016 – Present
Diversity and Inclusion Resource Liaison University of Cincinnati, Cincinnati, OH	Jul 2015 – Present
Council on Diversity, Chair University of Cincinnati College of Pharmacy, Cincinnati, OH	Jul 2016 – Aug 2017
Marginalized Students Affinity Group, Creator and Organizer University of Cincinnati College of Pharmacy, Cincinnati, OH	Mar 2016 – Aug 2017
Executive Committee University of Cincinnati College of Pharmacy, Cincinnati, OH	Nov 2015 – Aug 2016
Student National Pharmaceutical Association, Faculty Advisor University of Cincinnati College of Pharmacy, Cincinnati, OH	Jul 2015 – Aug 2017
Council on Diversity, Member University of Cincinnati College of Pharmacy, Cincinnati, OH	Jul 2015 – Jun 2016
Admissions Committee University of Cincinnati College of Pharmacy, Cincinnati, OH	Jul 2015 – Jun 2016
Curriculum Committee University of Oklahoma College of Pharmacy, Oklahoma City, OK	Aug 2013 – Aug 2014
Admissions Committee University of Oklahoma College of Pharmacy, Oklahoma City, OK	Jul 2012 – Jun 2013

HONORS AND AWARDS

UC Darwin T Turner Scholars Program Breakfast of Champions Award Honors outstanding staff and faculty for their hard work and dedication to student success	Mar 2016, Feb 2017, Feb 2019
YWCA Rising Star Award Recognizes young professional women who are outstanding performers, have proven leadership qualities, and demonstrate the potential to attain marked achievement in their careers	Oct 2017
UIC Rising Star Award Three nominations received to be recognized as an alum who graduated within the last ten years and have distinguished themselves in their careers while showing great promise for the future	Oct 2017
UC Black Faculty Association Celebration of Black Excellence Award Honors outstanding black faculty members for academic excellence	Apr 2016, Apr 2017
UHP Outstanding Leadership Award Awarded to health students demonstrating leadership in their health field	Apr 2012
Dominick's Minority Student Scholarship Awarded to one student interested in promoting pharmacy in a community setting	Apr 2012
Rho Chi Society Inducted into this national pharmacy society due to outstanding academic achievement	Apr 2012
NPhA Scholarship Awarded to students excelling academically with outstanding community involvement	Jul 2011
Illinois General Assembly Scholarship Awarded to students showing exemplary leadership and academics	Jun 2011
Phi Lambda Sigma (PLS) Inducted to this leadership society due to outstanding leadership	Apr 2011
SNPhA Adviser's Award Created to honor me for growing and expanding our chapter as well as exhibiting strong leadership skills	Apr 2011
UIC Chancellor's Student Service and Leadership Award Awarded to students for their service and leadership within the University	Apr 2010, 2011
W.E. van Doren Scholars from University of Illinois College of Pharmacy Awarded to one student with good academic standing for service to the college and community	Apr 2011
Future Leaders in Pharmacy Award from Wal-Mart/NPhA Awarded to five students demonstrating outstanding leadership and academics	Jul 2010
The Fowler Endowed Scholarship Awarded to one student demonstrating academic and service excellence	Jul 2010
Martin Luther King, Jr. Scholarship from the University of Illinois Awarded to students for outstanding service to the underserved	Jul 2010
Jack and Margaret Stites Memorial Scholarship from College of Pharmacy Awarded to one student passionate about drug and alcohol prevention in the youth	Apr 2010
Urban Health Program Alumni Scholarship College of Pharmacy Awarded to one student for passion and solutions for increasing diversity in the college	Apr 2010

Urban Health Student Ambassador Award College of Pharmacy Awarded to one student passionate about serving the underserved	Apr 2010
University of Illinois College of Pharmacy Dean's List	May 2009 – May 2012
President's List from the City Colleges of Chicago for "Best of the Best" Award Awarded to students with 4.0 GPA	May 2008
Certificate of Academic Excellence from University of Illinois at Urbana-Champaign Awarded to minority students excelling at the University	Apr 1999, 2000, 2001
Leiby S. Hall Scholarship from the University of Illinois at Urbana-Champaign Awarded to students demonstrating academic excellence in College of Business	May 2000
University of Illinois at Urbana-Champaign College of Business Dean's List	May 1998, 1999, 2000

PROFESSIONAL AFFILIATIONS

Currents in Pharmacy Teaching and Learning Peer Reviewer	2018 - Present
Progress in Community Health Partnerships: Research, Education, and Action Peer Reviewer	2018 - Present
National Pharmaceutical Association Treasurer	2016 – Present 2017 - 2019
Journal of the American Pharmacists Association Peer Reviewer	2014 - Present
American Journal of Pharmacy Education Peer Reviewer	2014- Present
Cincinnati Pharmaceutical Association	2016 - 2017
National Association of Medical Minority Educators	2015 – 2016
Pharmacy Quality Alliance (PQA) Measure Development Team (MDT)	2015
American Association of Colleges of Pharmacy Minority Faculty SIG Chair-Elect and Chair	2014 – 2017 2016 - 2017
American Pharmacists Association Preceptor SIG Coordinator Preceptor SIG Coordinator-Elect	2014 – 2017 2016 – 2017 2015 – 2016
American College of Clinical Pharmacy	2014 – 2018
Love OKC Convoy of Hope Volunteered services to deliver free blood glucose screenings to patients with minimal access to care	2012

Student National Pharmacists Association (SNPhA)

National Financial Secretary

Chapter President

Chapter President-Elect

2008 – 2012

2010 – 2011

2010 – 2011

2009 – 2010

COMMUNITY SERVICE ACTIVITIES

BLAQK NFP, Chicago, IL

Jun 2004 – June 2012

Founder and Executive Director

- Non-for-profit organization dedicated to youth development

Eyes on Austin, Chicago, IL

2004

- Rehabilitated homes owned by low income families, disabled, and elderly

Junior Achievement, Chicago, IL

Jun 2002 – May 2005

- Assisted the youth in understanding the economics of life

OTHER WORK EXPERIENCES

Independent Contractor - Teacher

Jun 2010 – Aug 2010

University of Illinois, Chicago, IL

- Taught 6th – 8th graders biology and math at a summer enrichment program

Independent Contractor - Program Manager

May 2005 – Aug 2008

Chicago Public Schools, Chicago, IL

- Secured education contracts with school districts
- Built and maintained solid partnerships with school administrators, parents, and teachers
- Responsible for gaining entry into 71% of program's assigned schools
- Recruited, interviewed, hired, trained, supervised, evaluated, and completed payroll for a staff of 10+

Teacher

Feb 2004 – Mar 2006

Chicago Public Schools, Chicago, IL

- Successfully maintained and taught classrooms of 25+ students
- Prepared effective lesson plans for classes K-8

Commercial Underwriter

Jun 2002 – Feb 2004

HSBC, Wood Dale, IL

- Analyzed industry data, financial statements and business reports to determine credit risk
- Presented recommendations to top management for credit lines over \$250K
- Ensured portfolio charge-offs remained under 4.5%
- Recognized by top management for minimizing credit losses