

# DIVERSE VOICES: EMERGING PROFESSIONALS BREAKFAST CHAT

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Yale School of Management  
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# EMMANUEL K CUDJOE JR.

Hometown | Accra, Ghana

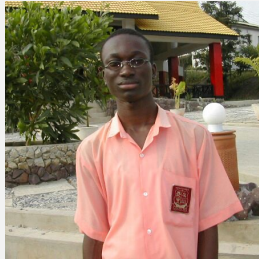
Interests | Travel, Music, Shows,  
Writing, Reddit

Favorite Music | Afrobeats

Fun Fact | After middle school, I  
wanted to be a bus  
conductor



# ACADEMIC & PROFESSIONAL JOURNEY



- Richmond
- Worcester
- New Haven

United States

ELEMENTARY SCHOOL

MIDDLE SCHOOL

HIGH SCHOOL

COLLEGE

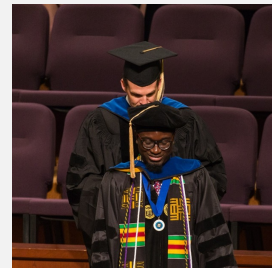
PH.D. @VCU

PROFESSIONAL CAREER

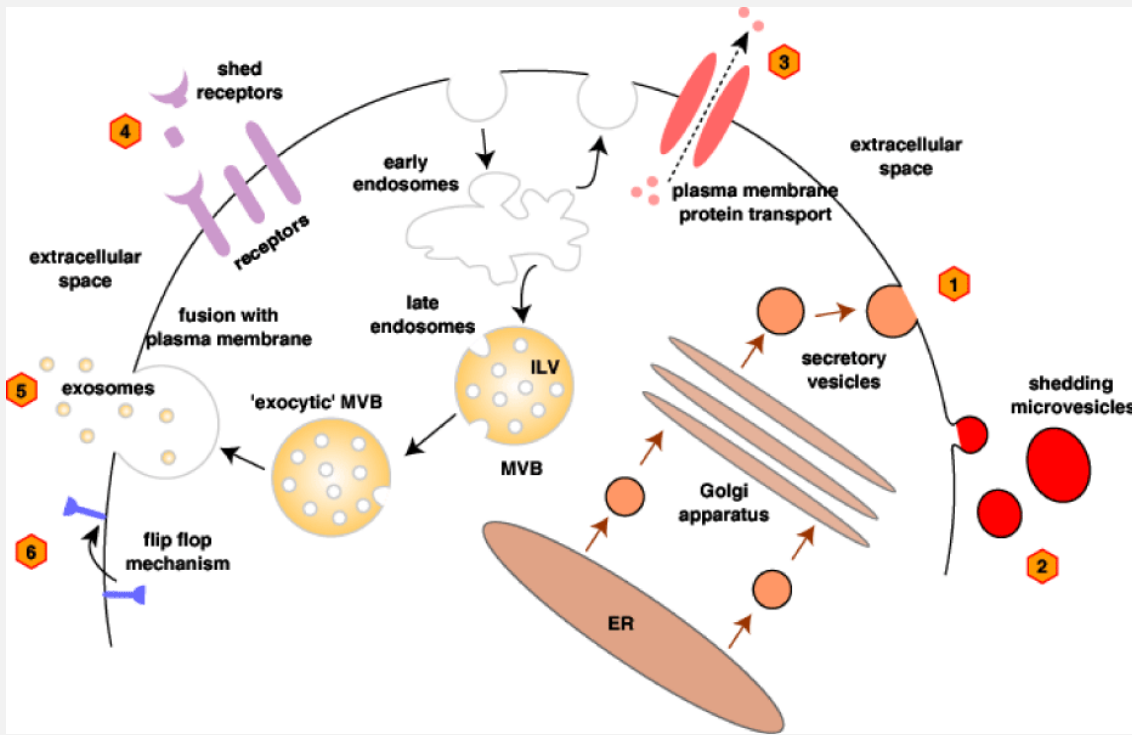
MBA @YALE\*

Ghana

- Accra
- Cape Coast
- Kumasi



# PH.D. RESEARCH



**Biomarker Discovery**

**+/- p53 HI299 NSCLC Cell Line**

**HepG2 Hepatocarcinoma Cell**

**Proteomics Tool Development**



## IMMUNOCHEMISTRY FOR BIOLOGICS



## CHROMATOGRAPHY/MASS SPECTROMETRY FOR BIOLOGICS



### LC-MS/MS BIOLOGICS CAPABILITIES INCLUDE:

- Intact peptides, atypical peptides, monoclonal antibodies, Fab fragments and fusion products
- Antibody-drug conjugate (ADC) assays (preclinical and clinical):
  - Total antibody
  - Antibody-conjugated toxin (cleavable and non-cleavable linkers)
  - Conjugated antibody
  - Unconjugated toxin (auristatins, calicheamicins, pyrrolobenzodiazepines (PBD), tubulysins, maytansinoids)
- Multidimensional chromatography for the quantitation of biotherapeutics, peptides, proteins and biomarkers
- Preclinical and clinical matrices (fully regulated and nonregulated)

Our biomarker lab and our vaccine sciences lab are also deeply involved in the development of biologics and have significant experience with a wide variety of compounds, sample types and therapeutic applications.

PD Analytics

Caliper R and NR

iCE

Rapifluor N-glycan

ELISA (DNA, rProA)

Mass Spectrometry\*

PD  
Upstream

PD  
Downstream





# Yale SCHOOL OF MANAGEMENT

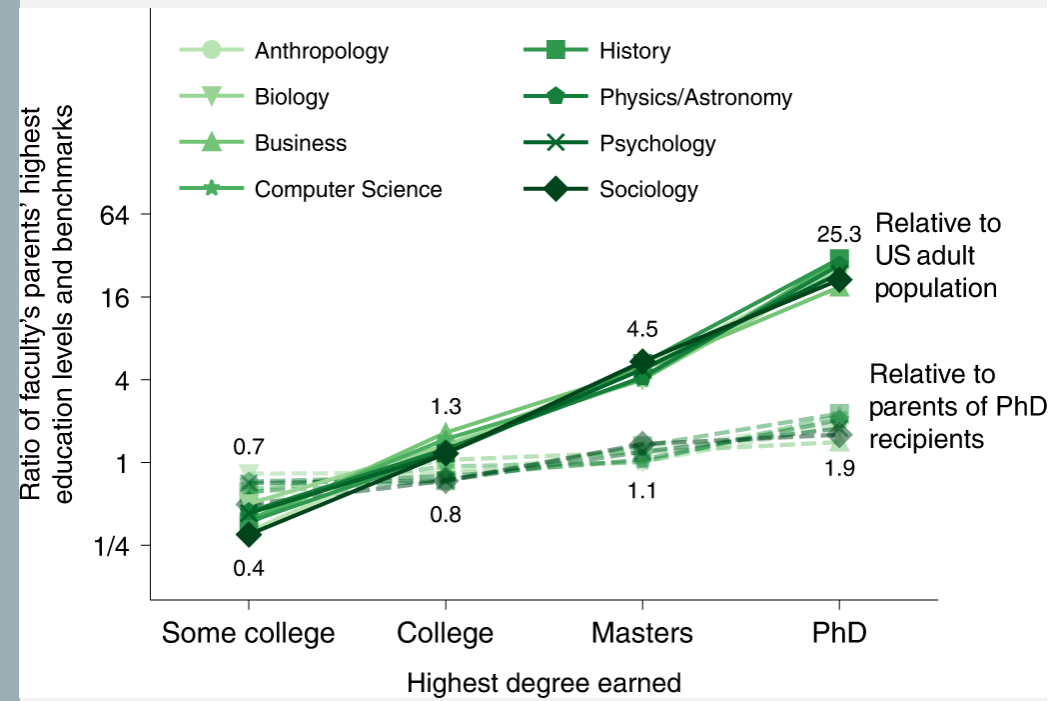


**We seek students who care deeply about the problems afflicting our world.**

We equip them with the knowledge, the resources, and the networks to pursue positive and ambitious change.



# REPRESENTATION



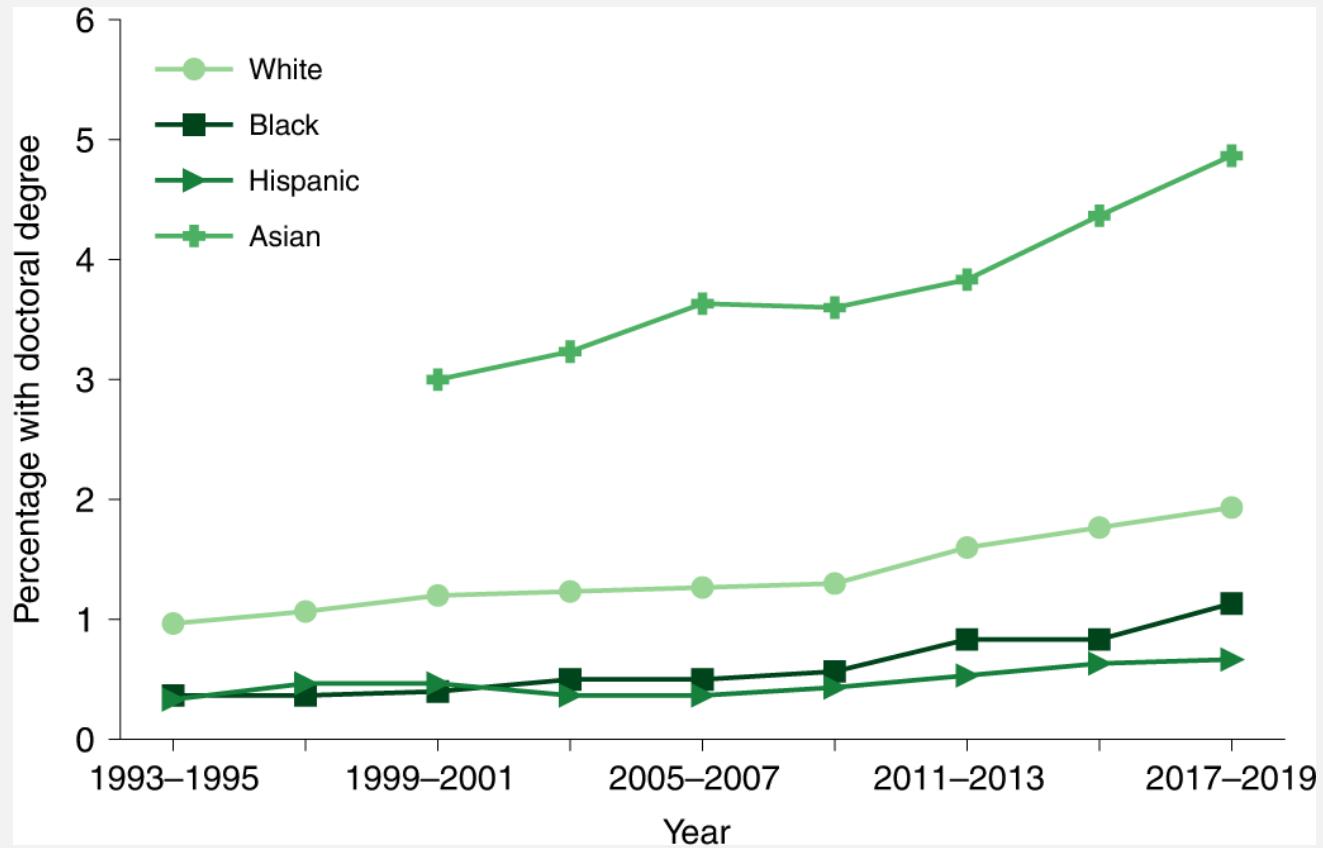
Allison Morgan et al., Socioeconomic roots of academic faculty, *Nature Human Behavior*, Volume 6, pages 1625–1633 (2022)



## US HIGHER EDUCATION STATS 2018

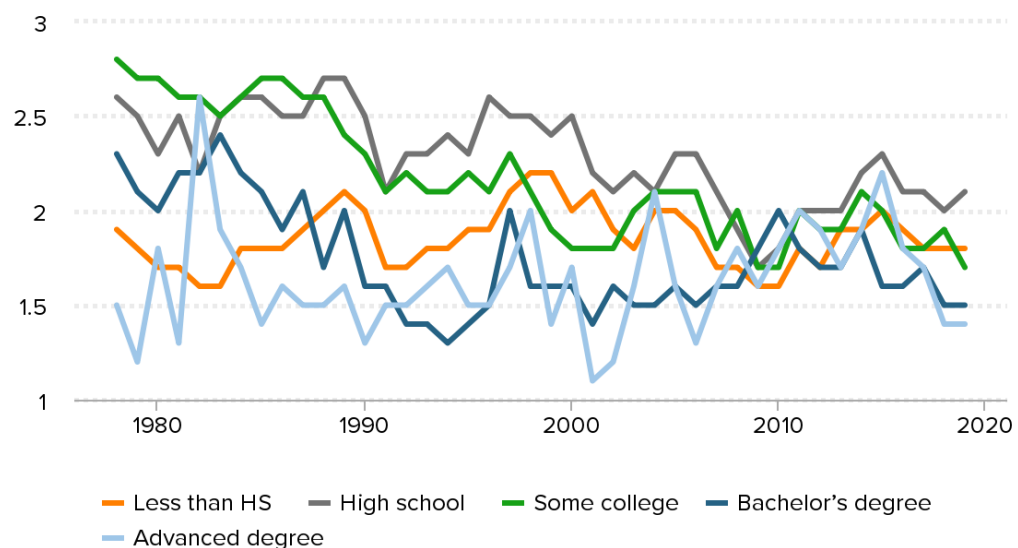
Numbers in Thousands	Total Population (18+ yrs)	Bachelor's Degree	Master's Degree	Professional Degree	Doctoral Degree	% Population with Doctoral Degree
All Races	249,193	51,406	21,280	3,202	4,487	1.80
White	194,250	40,818	16,560	2,599	3,403	1.75
Asians	15,456	4,673	2,464	358	686	4.44
Black	31,483	4,731	1,910	188	326	1.04
Hispanic	40,478	4,765	1,397	221	196	0.48

## RACIAL DEMOGRAPHICS OF US PH.D.



# DOES MORE EDUCATION HELP BLACK WORKERS?

**Black-white unemployment rate ratios by educational attainment, 1978–2019**



**Source:** 1978–2019 series by race & ethnicity, EPI analysis of monthly CPS microdata, downloaded from EPI SWA Data Library.

# CHALLENGES FOR BLACK STUDENTS & EMPLOYEES

- Representation

- Education access
- Racial bias
  - Stereotyping
  - “Exploitation theory of prejudice”
- 5% of full-time faculty in colleges

- Environment

- Black students have to navigate an increasingly difficult environment while achieving good grades
  - Code Switching – “Double consciousness”
  - External factors – e.g. police interactions

**Black Faculty at the Nation’s Highest-Ranked Universities, 2007**

	Full-Time Faculty		Percent Black
	Total	Black	
Emory University	2,710	184	6.8 %
Columbia University	3,477	214	6.2
Univ. of N.C.-Chapel Hill	4,690	279	5.9
University of Michigan	2,681	145	5.4
Brown University	658	34	5.2
Vanderbilt University	811	39	4.8
Northwestern University	998	46	4.6
Dartmouth College	597	25	4.2
Georgetown University	1,202	48	4.0
Duke University	2,664	105	3.9
University of Virginia	2,102	79	3.8
Washington University	859	33	3.8
Johns Hopkins University	3,677	130	3.5
Cornell University	1,594	53	3.3
Carnegie Mellon Univ.	823	26	3.2
University of Chicago	2,207	71	3.2
Harvard University*	2,959	93	3.1
Univ. of Pennsylvania	2,468	77	3.1
Univ. of Calif.-Los Angeles	1,825	55	3.0
Mass. Inst. of Technology*	968	28	2.9
Yale University	3,384	99	2.9
Wake Forest University	1,305	37	2.8
Princeton University	741	21	2.8
Univ. of Calif.-Berkeley	1,518	40	2.7
Stanford University	1,806	46	2.5
Rice University	598	12	2.0
Univ. of Notre Dame	853	17	2.0
Calif. Inst. of Technology*	282	4	1.4

\*Declined to participate in the 2007 JBHE survey. Data is from a similar survey conducted in 2005.

Source: JBHE RESEARCH DEPARTMENT.

**Black Faculty at the Nation’s Highest-Ranked Liberal Arts Colleges, 2007**

	Full-Time Faculty		Percent Black
	Total	Black	
Mount Holyoke College	185	18	9.7 %
Haverford College	128	11	8.6
Swarthmore College	164	11	6.7
Wesleyan University	333	19	5.7
Pomona College	197	11	5.6
Amherst College	212	11	5.2
Wellesley College	347	18	5.2
Colgate University	292	15	5.1
Williams College	337	17	5.0
Bates College	207	10	4.8
Oberlin College	274	13	4.7
Vassar College	318	15	4.7
Carleton College	239	11	4.6
Washington & Lee Univ.	274	12	4.4
Bryn Mawr College	148	6	4.1
Hamilton College	193	8	4.1
Grinnell College	206	8	3.9
Davidson College	162	6	3.7
Smith College	275	10	3.6
Middlebury College	307	9	2.9
Macalester College	154	4	2.6
Colby College	157	3	1.9
Claremont McKenna Col.*	126	2	1.6
Harvey Mudd College	85	1	1.2
Bowdoin College	161	1	0.6

\*Declined to participate in the 2007 JBHE survey. Data is from a similar survey conducted in 2005.

Source: JBHE RESEARCH DEPARTMENT.

Black Faculty in Higher Education: Still Only a Drop in the Bucket; Journal of Blacks in Higher Education

THANK YOU!