

KIMBERLYN LEARY, PH.D., MPA

Education

MPA, Harvard Kennedy School, Cambridge, MA
PhD, Clinical Psychology, University of Michigan, Ann Arbor, MA
AB, Amherst College, Amherst, MA

Positions Held

Nonprofit Leadership

2025- Senior Advisor, New America Foundation
2020-2025 Executive Vice President and Senior Vice President, Urban Institute

Academic Appointments

2022- Senior Fellow, Bloomberg Center for Cities, Harvard Kennedy School
2016- Associate Professor, Harvard T.H. Chan School of Public Health, in the Department of Health Policy and Management
2016-2020: Enabling Change Program Director, Doctor of Public Health Program
2006- Associate Professor of Psychology in Psychiatry, Harvard Medical School
2016-2020: Executive Director, Center on Women's Mental Health, McLean Hospital
2004-2016: Chief Psychologist & Director of Training, Cambridge Health Alliance
2004-2006 Visiting Associate Professor of Psychology in Psychiatry, Harvard Medical School
1992-2004 Faculty, Literature, Arts and Sciences, University of Michigan
2002-2004: Adjunct Associate Professor of Psychology
1992-2002: Adjunct Assistant Professor of Psychology

Federal Appointments

2021-2022 Senior Policy Advisor, Biden White House Domestic Policy Council and Senior Equity Fellow, White House Office of Management and Budget (IPA, Urban Institute)
2020-2021 Member, Agency Review Team, Office of National Drug Control Policy, Biden-Harris Transition Team
2015-2016 Advisor, Obama White House Council on Women and Girls and to the Office of Management and Budget, Health Division
2014-2015 Senior Policy Advisor, Obama White House Office of National Drug Control Policy (IPA, Cambridge Health Alliance)

Select Board Service:

2024- Community Advisory Board Member, TD Bank
2024- Trustee, Emma Willard School
2020- Trustee, Oprah Winfrey Leadership Academy for Girls
2020- Governor, Folger Shakespeare Library
2016-2022 Trustee, Amherst College

Select University and Other Committee Service:

2021-	Harvard T.H. Chan School of Public Health, DrPH Steering Committee
2019-	Harvard Medical School Diversity Council
2019-2000	Harvard University Task Force on Skilling and Employability
2016-2020	Co-chair, Task Force on Ending Girls' Incarceration Vera Institute of Justice and the City of New York
2016-2019	National Academy of Medicine Selection Committee, Federal Tobacco Regulatory Science Fellowship

Select Honors and Prizes:

2024	Residency, Rockefeller Foundation Bellagio Center
2023	Distinguished Alumnae Award, Emma Willard School
2020	Hans W. Loewald Memorial Award for Career Excellence
2019	Amherst College LEADS Alumni Award
2018	Partners Healthcare Institute for Technology in Psychiatry, Team Award
2017	Widener University, Honorary Degree Recipient, Doctor of Public Service

Select Presentations, International Invitations

2023	Invited Remarks. Youth civic engagement to address climate change, Bloomberg Harvard City Leadership Initiative at COP28, United Nations Climate Change Conference, Dubai, UAE.
2023	Invited Remarks. What happened to you? Understanding the impact of trauma on learning, teaching, and psychological functioning, a conference hosted by the Oprah Winfrey Leadership Academy for Girls, Midrand, SA.
2020	Invited Workshops. Cross-boundary collaboration for Chief Digital Officers. Bloomberg Harvard City Initiative. London, UK.
2018	Invited Workshops. Managing complex change in the Queensland Health System, Harvard T.H. Chan Executive and Continuing Professional Education and KPMG. Queensland, AU.
2018	Invited Workshop. Change management for healthcare. Southeast Asia Healthcare Leadership Program, Harvard Medical School. Kuala Lumpur, MLAS.
2013	Invited Lecture and Workshop. When medicine is not enough: Negotiation and leadership for physicians working in high-conflict zones. The Rugiali Initiative: Krabi, THAI.

Select Presentations, National Invitations

2025	Invited Plenary Address. Making equity work (hard). American Psychoanalytic Association,
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New York, New York.

- 2023 Invited Panelist. Remarks on the Biden Administration Agency Equity Plans. Inaugural White House Equity Convening, Washington, D.C.
- 2023 Keynote Speaker. Equitable change at scale. Centers for Disease Control Prevention Research Center Conference, Atlanta Georgia.
- 2022 Invited Panelist. Legal and labor implications for public employers implementing DEI initiatives: Good intentions don't guarantee good results. American Bar Association, 16th Annual Section of Labor and Employment Law Conference, Washington, DC.
- 2017 Invited Briefing: What makes Black girls blue? US House of Representatives Caucus on Black Women and Girls: A Congressional Conversation on Creating Wellness Climates, Washington, D.C.

Select Presentations, Local Invitations

Massachusetts

- 2024 Invited Remarks. Leading equitable change for climate action. Salata Institute: Harvard Climate Action Week, Boston, Massachusetts.
- 2024 Invited Workshop: Leadership for systems change. Massachusetts Executive Office of Health and Human Services, Office of the Secretary, Boston, MA.
- 2023 Invited Keynote. Navigating inequity and advancing equitable change at scale. Lynch School of Education and Human Development, Boston College, Chestnut Hill, MA.

Select Publications

Books

The Stakeholder Alignment Collaborative (2025, in press) *The Consortia Century: Aligning for Impact*. New York: Oxford University Press.

Select Book Chapters and Journal Articles, peer reviewed

Leary, K. & Wheeler, M. The luck factor in negotiation. *Negotiation Journal*, 2020, Winter Issue.

Pinder-Amakur, S. & **Leary, K.** (2019) Changing institutional values and diversifying the behavioral health workforce. In: Medlock M., Shtasel D., Trinh NH., Williams D. eds Racism and Psychiatry. Current Clinical Psychiatry. New York: Humana Press/Springer Link.

Leary, K., Pillemer, J. & Wheeler, M. Negotiating with emotion. *Harvard Business Review*, 2013, Jan-Feb.

Select Professional Educational Materials and Reports

[Towards a 21st Century National Data Infrastructure: Enhancing Survey Programs by Using Multiple Data Sources.](#) (S. Lohr, D. Weinberg & K. Marton, Eds.) Report developed via panel consensus by the National Academies of Sciences, Engineering, and Medicine; Division of Behavioral and Social Sciences and Education; Committee on National Statistics; Panel on the Implications of Using Multiple Data Sources for Major Survey Programs, 2023.

[Catalyzing Leadership for Equity.](#) Report (developed with LesLeigh Ford, Shauna Cooper, Claire Cusella, James Williams) for the Robert Wood Johnson Foundation on recommendations for philanthropic investments to support equity-focused leaderships in non-profit, academic, healthcare, and public sector contexts. The Urban Institute, 2022.

[Leading with Intentionality: The 4P Framework for Strategic Leadership.](#) HKS Faculty Research Working Paper Series (developed with Rob Wilkinson), 2022.

[School-based Mental Health and Girls of Color.](#) A set of four integrated policy briefs. Georgetown Law Center: Gender Justice and Opportunity Initiative, 2019.

Select Podcasts and Webinars

Podcast and Webinar Series

[Evidence in Action: A Podcast of the Urban Institute.](#) Co-host of this series with Sarah Rosen Wartell, with cross-sectoral changemakers addressing the question: What does it look like for evidence to drive change for people and communities?

[Agility at Work.](#) Co-host this pod-cast series, with Michael Wheeler. This 40-session podcast, featured on all major Podcast platforms since 2019, welcomes authors and other guests to share actionable advice on adaptive leadership and agile negotiation.

[Local Infrastructure Hub.](#) Served as anchor moderator for select sessions of this program of virtual convenings to help guide cities through accessing funding from the \$1T Bipartisan Infrastructure Investment and Jobs Act.

Invited Podcasts and Webinars

[On the Necessity of Equity in Business.](#) Edelman Institute's Trustmakers, hosted by Lisa Osborne Ross, US CEO of Edelman, 2023.

[Making Equity Work Through the Federal Government: A Conversation with Recent Senior White House Leaders.](#) Program on Political Reform, New America, 2023.

[Fireside Chat: Clarence Wardell and Kimberlyn Leary.](#) National Academies, 2023.

[Achieving Equity through Data-Driven Policy: Advancing DEIA in the Federal Workforce.](#) Mitre Corporation, 2022.

[Covid-19 and Mental Health.](#) Women of Color Advancing Peace and National Security, hosted by Ambassador Bonnie Jenkins, 2021.

[Addressing the Opioid Crisis: Lessons Learned from New York City.](#) Better Off, hosted by Mary Bassett, Director of FXB Center, Harvard T.H. Chan School of Public Health, 2020.

[Practical Ways to Confront Hyper-Partisanship in Health.](#) Voices in Leadership, Harvard T.H. Chan

School of Public Health, 2019.

[Expanding Mental Health Care in Diverse Communities Globally](#), Harvard Medical School/McLean Hospital's Technology in Psychiatry Summit, 2018.

Blog Posts

[Statement of Urban Institute President Sarah Rosen Wartell and Senior Vice President Kimberlyn Leary on Recent Decisions by the Supreme Court](#). Urban Institute, 2023.

[Advancing Equitable Government 2.0](#). Urban Wire, 2023.

[To Truly Advance Racial Equity, City Leaders Need to Confront Racist Symbols](#). Urban Wire, 2021.

Select Media Mentions and Interviews

[From Clinical Psychology to Public Policy: How Dr. Kimberlyn Leary Took Clinical Experience to the White House with the RWJF Health Policy Fellows](#). Robert Wood Johnson Foundation Health Policy Program, 2023.

[New Mayors Start Strong in Harvard Classrooms](#). Harvard Gazette, 2022.

[Why Biden's internal federal workforce and external equity initiatives go hand in hand](#). Federal News Network, 2021.

[Mental Health Is A Matter of Public Health, Too](#). Bloomberg City Lab Culture, 2021.