

RENÉE CRICHLow, MD, FAAFP

*Family Medicine Physician · Physician Executive · National Leader in Primary Care, Rural Health, and Health Policy
· National Expert on Equity in AI*

Codman Square Health Center · 637 Washington Street, Dorchester, MA 02124
CRichlow@bu.edu · reneecrichlow@gmail.com · linkedin.com/in/drreeneecrichlow · ORCID:
0000-0002-6284-1679

PROFESSIONAL SUMMARY

Family physician and physician executive with 25 years of full-spectrum practice including obstetrics, spanning rural Montana, urban Minneapolis, and Boston. Nominee, AAFP Board of Directors, 2026 election. Past President, Society of Teachers of Family Medicine. Past Chair, AAFP Commission on Federal and State Policy.

MAJOR ADMINISTRATIVE RESPONSIBILITIES

Nominee, AAFP Board of Directors | American Academy of Family Physicians | *2026 election*

Chief Medical Officer | Codman Square Health Center, Dorchester, MA | *2021–Present*

Vice Chair of Health Equity | BU Department of Family Medicine | *2021–March 2026*

Vice Chair, Board of Directors | Atrius Health Equity Foundation | *April 2022–Present*

Past President | Society of Teachers of Family Medicine (STFM) | *2023–2024*

Past Chair | AAFP Commission on Federal and State Policy | *October 2023–October 2024*

Representative, Governor's Primary Care Access, Delivery, and Payment Task Force | MA League of Community Health Centers | *April 2025–Present*

Founder | The Ladder for America | *September 2011–Present*

Inaugural Mac Baird Endowed Chair in Family Medicine Advocacy and Policy | University of Minnesota | *2020–2021*

Director of Advocacy and Policy | University of Minnesota DFMCH | *2017–2021*

Associate Medical Director | RiverStone Health FQHC, Billings, Montana | *2003–2009*

Core Residency Faculty, UW WWAMI Montana Family Medicine Residency | University of Washington School of Medicine | *2003–2009*

KEY NATIONAL AND EDITORIAL ROLES

Lecturer, Center for Executive and Continuing Professional Education | Harvard T.H. Chan School of Public Health | *2021–Present*

Lead modules in health policy, leadership, management, and health equity for health system executives, including the Clinical Department Chairs course.

Medical Editor, Diversity, Equity and Inclusion | American Family Physician (AFP/AAFP) | *2021–2026*

NEJM Catalyst Insights Council Member | New England Journal of Medicine | *2021–2026*

Vice Chair, Board of Directors | Atrius Health Equity Foundation | *2022–2026*

Past Chair, AAFP Commission on Federal and State Policy | *2023–2024*

Member, Massachusetts Primary Care Access, Delivery and Payment Task Force | *2025–Present*

ACADEMIC APPOINTMENTS

Clinical Associate Professor of Family Medicine | Boston University Chobanian and Avedisian School of Medicine, Boston, MA | *July 2021–March 2026*

Vice Chair of Health Equity, Department of Family Medicine | Boston University Chobanian and Avedisian School of Medicine, Boston, MA | *July 2021–March 2026*

Inaugural Mac Baird Endowed Chair in Family Medicine Advocacy and Policy | University of Minnesota Medical School, Minneapolis, MN | *2020–2021*

Inaugural holder of a named, endowed chair. Vice-chair level position serving on the department Chair's executive team with oversight of five urban residency clinics across Minneapolis and St. Paul, within the nation's top NIH-funded family medicine department.

Director of Advocacy and Policy, Dept. of Family Medicine and Community Health | University of Minnesota Medical School, Minneapolis, MN | *2017–2021*

Member of the department Chair's executive team. Budget responsibility and academic department leadership across a top-ranked, NIH number-one family medicine department. Co-Director, BA/MD Joint Admissions Scholars, 2017–2021.

Assistant Professor, Department of Family Medicine and Community Health | University of Minnesota Medical School, Minneapolis, MN | *June 2009–January 2021*

Clinical Assistant Professor, WWAMI Rural Teaching Site, Montana | University of Washington School of Medicine | *2003–2009*

University of Washington faculty appointment supporting the WWAMI Montana Family Medicine Residency Program, with rural and reservation-serving clinical and didactic teaching responsibilities across Yellowstone County and surrounding rural communities.

HOSPITAL APPOINTMENTS AND EMPLOYMENT

Chief Medical Officer | Codman Square Health Center, Dorchester, Boston, MA | *February 2021–Present*

Executive clinical leadership for a \$56 million federally qualified community health center serving 25,000 patients with 110,000 annual visits and a 250-person workforce across clinical care, eye care, dental, behavioral health, community services, and an accredited NP residency program.

Key operational achievements include reducing primary care no-show rates from 25 to 30 percent at arrival to 5 to 15 percent currently; designing and implementing a team-based clinical care model that outperformed control groups on six of seven quality measures in a controlled pilot and drove patients-per-hour rates to 2.4 or above; rebuilding the eye care department from a single remaining provider to full staffing with a restored training affiliation with the New England College of Optometry; assuming organizational responsibility for the dental department, recruiting new leadership, and normalizing financial reporting for both departments; managing a full EHR transition concurrent with a revenue cycle crisis; and overseeing the integration of an AI scribe solution with Haitian Creole and Spanish language capacity across all clinical departments, eliminating the open-encounter revenue exposure identified at arrival.

Led the transformation of behavioral health from a parallel service into a fully integrated department embedded across primary care, urgent care, family medicine, internal medicine, and pediatrics. Director of Behavioral Health reports directly to CMO. Recruited and oversee acupuncture practitioners as part of an integrative care model. Multi-department P and L accountability.

Championed equitable and ethical integration of AI into clinical workflows to reduce administrative burden and address health disparities. Directed comprehensive COVID-19 pandemic response: triage protocols, expanded phone capacity, PPE procurement, and community screening. Executive Sponsor, NP Residency program.

Residency Faculty and Attending Physician, BU/BMC Family Medicine Residency at Codman Square Training Site | Boston University Chobanian and Avedisian School of Medicine / Boston Medical Center | *2021–Present*

Core ambulatory and inpatient faculty for the BU/BMC Family Medicine Residency. Clinical teaching and supervision of residents and medical students at the Codman Square Health Center training site and on inpatient services. Continuing role following step-away from BU faculty appointments in March 2026. Contributed to curriculum development and program advancement.

Associate Program Director and Attending Physician | North Memorial Family Medicine Residency, Minneapolis, MN | *2009–2021*

Full-spectrum family medicine including obstetrics; core inpatient and ambulatory faculty for 12 years. Developed and led advocacy curriculum across residency programs. Faculty, University of Minnesota Physicians Broadway Family Medicine Clinic.

Associate Medical Director and Clinician | RiverStone Health, Federally Qualified Health Center, Billings, MT | *2003–2009*

Six years of clinical and administrative leadership at a community health center serving Billings, Yellowstone County, and surrounding rural and reservation communities. Policy development, quality assurance, medical staff supervision, and federal and state regulatory compliance. Direct patient care, new program development, grant applications, and community outreach.

Core faculty, University of Washington WWAMI Montana Family Medicine Residency Program. Clinical Assistant Professor, University of Washington School of Medicine. Clinical director for the Montana Women's Prison primary care site, directing integration of comprehensive primary care for justice-involved individuals. Grant Lead, HRSA Title VII Training Grant focused on rural health disparities and family medicine training in Montana.

Core Residency Faculty, Family Medicine and OB/GYN (Joint Appointment) | University of California, Davis School of Medicine, Sacramento, CA | *2001–2003*

Core faculty, UC Davis Family Medicine Residency Program; full-spectrum family medicine with obstetrics. Clinical Director, Breast Health Clinic.

RECENT RECOGNITION AND HONORS

Family Physician of the Year | Massachusetts Academy of Family Physicians | *2026*

Named in recognition of outstanding clinical leadership, health equity advocacy, and community impact in Massachusetts.

Innovator in Healthcare, Community Health Category | Boston Business Journal | *2026*

Recognized among Boston's top healthcare innovators for transformative contributions to community health and equitable AI integration in primary care.

Davies Lecturer (Invited Visiting Lectureship) | University of Michigan | *2025*

Distinguished Alumni Award | UC Davis School of Medicine | *2024*

President, Society of Teachers of Family Medicine (STFM) | *2023–2024*

Regional Emmy Award, Upper Midwest | National Academy of Television Arts and Sciences | *2021*

Hippocrates Cafe: Reflections on the Pandemic, Twin Cities PBS.

Inaugural Mac Baird Endowed Chair in Family Medicine Advocacy and Policy | University of Minnesota | *2020–2021*

Advocacy Champion | Minnesota Medical Association | *2020*

Educator of the Year | Minnesota Academy of Family Physicians | 2017
Emerging Leader Award | Society of Teachers of Family Medicine | 2012
Teacher of the Year | University of Minnesota, Department of Family Medicine | 2012
Outstanding Faculty of the Year | Montana Family Medicine Residency Program | 2004
Fellow, American Academy of Family Physicians (FAAFP) | 2004
Women's Health Leadership Scholar | UC Davis Family Medicine Residency | 2000

TEACHING EXPERIENCE

Lecturer | Harvard T.H. Chan School of Public Health, Center for Executive and Continuing Professional Education | 2021–Present

Modules in health policy, leadership, management, and health equity for health system executives, including the Clinical Department Chairs course.

Residency Faculty and Attending Physician, BU/BMC Family Medicine Residency at Codman Square Training Site | Boston University / Boston Medical Center Family Medicine Residency | 2021–Present

Continuing core ambulatory faculty at the Codman Square Health Center training site and inpatient faculty for the BU/BMC Family Medicine Residency. Clinical teaching and supervision of residents and medical students. Role continues following step-away from BU faculty appointments in March 2026.

Core Residency Faculty and Associate Program Director | North Memorial Family Medicine Residency / University of Minnesota DFMCH | 2009–2021

Inpatient and ambulatory teaching; developed and led advocacy curriculum across residency programs. Co-Director, BA/MD Joint Admissions Scholars, University of Minnesota, 2017–2021.

Core Residency Faculty, UW WWAMI Montana Family Medicine Residency | University of Washington School of Medicine | 2003–2009

Core faculty, WWAMI Montana Family Medicine Residency Program. Clinical Assistant Professor, University of Washington School of Medicine. Inpatient and ambulatory teaching. Assistant Medical Director, RiverStone Health Center FQHC.

Core Residency Faculty, Family Medicine and Clinical Director, Breast Health Clinic | University of California, Davis School of Medicine | 2001–2003

Core faculty, UC Davis Family Medicine Residency Program; full-spectrum family medicine with obstetrics.

Selected Mentoring Activities

- NP Residency, Codman Square Health Center, Executive Sponsor | 2021–Present
- STFM Emerging Leaders Fellowship, Chair and Faculty Mentor | 2014–2018
- The Ladder, Founder; cascading mentorship from grade 4 through attending | 2012–Present

ACADEMIC TRAINING

Master of Business Administration (MBA Candidate) | Boston University, Questrom School of Business, Boston, MA | *Expected May 2027*

Focus: Financial Analytics, Data-Driven Strategy, Strategic Management, Leading Organizations.

Doctor of Medicine (MD) | University of California, Davis School of Medicine, Sacramento, CA | *May 1998*

Residency: Family and Community Medicine, UC Davis Medical Center, 1998–2001. Chief Resident, 2000–2001. Women's Health Leadership Scholar.

Bachelor of Arts, Biology (Molecular and Biochemistry Emphasis) | University of California, Santa Cruz | *May 1993*

ADDITIONAL TRAINING AND FELLOWSHIPS

Executive Certificate, Artificial Intelligence in Health Care | Harvard Medical School Executive Education | *2024*

Generative AI for Educators Certificate | Google | *March 2025*

Crisis Leadership in Higher Education | Harvard Kennedy School | *2020*

Women on Boards | Harvard T.H. Chan School of Public Health | *2019*

Preparing for What's Next in U.S. Health Reform | Harvard T.H. Chan School of Public Health | *2019*

Primary Care Health Policy Fellowship | U.S. Dept. of Health and Human Services, Washington, DC | *2005*

Faculty Development and Clinical Research Fellowship | UCSF / UC Davis | *2001–2003*

LICENSES AND CERTIFICATIONS

Diplomate, American Board of Family Medicine (ABFM) | *Active*

Fellow, American Academy of Family Physicians (FAAFP) | *2004–Present*

License to Practice Medicine, Massachusetts (BORIM) | *Issued January 2021*

License to Practice Medicine, Montana | (Held during WWAMI service) | *2003–2009*

Executive Certificate, AI in Health Care, Harvard Medical School | *2024*

Generative AI for Educators Certificate, Google | *March 2025*

PROFESSIONAL SOCIETIES, EDITORIAL BOARDS AND ADVISORY ROLES

Nominee, AAFP Board of Directors | *2026 election*

Past President, STFM | *2023–Present*

Board of Directors, Society of Teachers of Family Medicine | *2019–2025*

STFM Board Liaison to AAMC CFAS

Medical Editor, Diversity, Equity and Inclusion, American Family Physician | *2021–2026*

NEJM Catalyst Insights Council Member | *2021–2026*

Vice Chair, Board of Directors, Atrius Health Equity Foundation | *2022–2026*

Past Chair, AAFP Commission on Federal and State Policy | *October 2023–October 2024*

Past President, Minnesota Academy of Family Physicians (MAFP) | *July 2019–September 2021*

Chair, STFM Emerging Leaders Fellowship | *2015–April 2019*

GRANTS AND FUNDED PROJECTS (SELECTED)

STFM Special Projects Grant: AI and Equity in Primary Care (Co-PI) | *2024*

STFM Foundation Grant: Pipeline is Policy, Building The Ladder (PI) | *2016–2018*

University of Minnesota Office of Equity and Diversity Grant (PI) | *2015–2016*

The Ladder: Building a Community of Intergenerational Medical Scholars in North Minneapolis.

BIBLIOGRAPHY

A. Peer-Reviewed Publications

1. Rodríguez JE, Amaechi O, Crichlow R, et al. Editors' Picks: Top 10 Diversity, Equity, Inclusion, and Antiracism Papers in Family Medicine Journals. *Family Medicine*. 2024;56(10):623–630.
2. Crichlow R. Primary Care Moonshot, A Joyful Practice. *Family Medicine*. 2024;56(5):342–343.
3. Crichlow R. More Than Survival: Embracing a New Paradigm in Medical Education. *Family Medicine*. 2024;56(1):69–71.
4. Crichlow R. The Question of Equity in the Room Is Where It Happens. *Family Medicine*. 2023;55(8):570–571.
5. Sexton SM, Lin KW, Bunt CW, Delzell JE, Crichlow R. Improving Diversity, Equity, and Inclusion in AFP. *American Family Physician*. 2023;107(1):11–12.
6. Krohn KM, Crichlow R, McKinney ZJ, et al. Introducing Mass Communications Strategies to Medical Students. *Academic Medicine*. 2022;97(7):999–1003.
7. Shahriar AA, et al; Crichlow R. Socioeconomic Diversity of the Matriculating US Medical Student Body by Race, Ethnicity, and Sex, 2017–2019. *JAMA Network Open*. 2022;5(3):e222621.
8. Addressing Inequities in SARS-CoV-2 Vaccine Uptake: The Boston Medical Center Health System Experience. *Annals of Internal Medicine*. 2022. DOI:10.7326/M22-0028.
9. Prasad S, Westby A, Crichlow R. Family Medicine, Community, and Race: A Minneapolis Practice Reflects. *Annals of Family Medicine*. 2021;19(1):69–71.
10. Coutinho AJ, et al; Crichlow R. Formal Advocacy Curricula in Family Medicine Residencies: A CERA Survey of Program Directors. *Family Medicine*. 2020;52(4):255–261.
11. Berge JM, Meyer C, MacLehose RF, Crichlow R, Neumark-Sztainer D. All in the Family: Correlations between Parents' and Adolescent Siblings' Weight and Weight-Related Behaviors. *Obesity*. 2015;23(4):833–839.
12. Wilson RT, Giroux J, Kasicky KR, Crichlow R, et al. Breast and Cervical Cancer Screening Patterns among American Indian Women at IHS Clinics in Montana and Wyoming. *Public Health Reports*. 2011;126(6):806–815.
13. Crichlow R. Cerebrospinal Fluid Neutrophilic Pleocytosis in Hospitalized West Nile Virus Patients. *Journal of the American Board of Family Practice*. 2004.
14. Crichlow R, Winbush N, Davies S. Accessibility and Accuracy of Web Page References in 5 Major Medical Journals. *JAMA*. 2004;292(22):2723–2724.

B. Book Chapters

1. Crichlow R. Applications of Complex Dynamics: An Approach to Refractory Health Policy Interventions. In: *Handbook of Systems and Complexity in Health*. Springer; 2013.
2. Crichlow R. Valvular Heart Disease. In: Paulman P, Taylor R, et al., eds. *Family Medicine Principles and Practice*. 7th ed. Springer International Publishing; 2016.

C. Invited Editorials and Commentary

1. Crichlow R. Fear Is a Liar, Hope Is a Muscle, and Gratitude Is a Lever. *Family Medicine*. 2024.
2. Crichlow R. Jacks, Wayfinders, and Three-Legged Stools. *Family Medicine*. 2023.

3. Crichlow R. Broken Systems, Collaborative Solutions. *Family Medicine*. 2023.
4. Crichlow R. Three Poems, One Challenge, and a Promise. *Family Medicine*. 2023.
5. Comparison of Medical School Financing Plans among Matriculating US Medical Students, 2017–2019. *JAMA Network Open*. 2021.
6. Memories of a Story Not Mine: Intern Transformation Through Shared Stories and Support. *Family Medicine*. 2016.
7. Sexual Health Knowledge of U.S. Medical Students: A National Survey. *Journal of Sexual Medicine*. 2018.
8. Self-Reported Injury History in Native American Professional Rodeo Competitors. *Clinical Journal of Sport Medicine*. 2006.
9. Duloxetine (Cymbalta) for Treatment of Major Depressive Disorder. *American Family Physician*. 2005.

Full list at ORCID: 0000-0002-6284-1679

INVITED LECTURES, PRESENTATIONS AND VISITING PROFESSORSHIPS (SELECTED)

Davies Lecturer | University of Michigan | 2025

Keynote: Primary Care Moonshot, STFM Annual Spring Conference | Los Angeles, CA | 2024

TEDxBillings: Civic Medicine and Democracy | Billings, MT | 2024

<https://youtu.be/eSY1QELSWBM>

STFM President's Address: The New Professionalism | 2023

Keynote, California Academy of Family Physicians (CAFP) POP Conference | 2023

Baylor School of Medicine: The Ladder, A Model for Service Learning and Mentorship | 2021

Creighton University Medical School Distinguished Lecture | 2020

Carleton College Department of Philosophy Distinguished Lecture Series | 2019

University of Utah, Office of Health Equity and Inclusion | 2019

University of Wisconsin Farley-Frey Lecture: Targeted Social Justice | 2018

UW-Madison: Introducing Cascading Mentorship for Healthcare-Interested Youth | 2017

Wayne State School of Medicine: Cascading Mentorship Lecture | 2016

MEDIA AND PUBLIC COMMENTARY

Television

Hallberg J, Crichlow R (Hosts). *Hippocrates Cafe: Reflections on the Pandemic*. 2021 Regional Emmy Award Winner. Twin Cities PBS. September 2020.

Shenai J. *Breaking the News: Dr. Renee Crichlow on Coronavirus*. KARE11. March 2020.

Coronavirus Impact on Minority Communities. Almanac Special. Twin Cities PBS. March 2020.

Print

Olson J. *Ladder Program Helps Youngsters Step Up to Health Care Careers*. *Star Tribune*. October 2018.

Mitchell D. *Encouraging the Next Generation of Doctors*. *AAFP News*. April 2019.

Radio and Podcast

What Patients Say, What Doctors Hear. Minnesota Public Radio. June 2017.

AFP Podcast: Breathe. *American Family Physician Podcast*. March 2020.

AAFP National Town Hall: The Public Health Crisis of Racism. June 2020.

THE LADDER FOR AMERICA, FOUNDER

Founded in 2011 in North Minneapolis. A structured environment of service learning, leadership development, and cascading mentorship for young people interested in health careers. Members span fourth grade through practicing physicians, anchored by the motto: Lift as You Climb, Build as You Grow.

- Cascading mentorship model: each level of learner mentors the next.
- Hands-on health education: AED training, chest X-ray reading, suturing, splinting, and surgical skills.
- Two active chapters: Minnesota and Boston area.
- Demonstrated pipeline impact: increased minority recruitment at partner residency programs.

Website: theladderusa.org

Current as of May 2026 · reneecrichlow@gmail.com · [linkedin.com/in/drreneecrichlow](https://www.linkedin.com/in/drreneecrichlow) · ORCID: 0000-0002-6284-1679