



Accelerating Change for Women of Color Faculty in STEM: Policy, Action, and Collaboration

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Speaker Biographies

Heather Berthoud, M.S.

*Organizational Development Consultant, Berthoud Consulting
Learning Community Facilitator, Practicum Advisor, and Adjunct Professorial Lecturer at American University*

Heather Berthoud, facilitator for “Accelerating Change for Women of Color Faculty in STEM: Policy, Action, and Collaboration,” has 25 years of experience in organization effectiveness, combining a passion for social justice with practical results-focused approaches to improving leaders’ and organizations’ ability to accomplish their social change goals. She uses astute listening and synthesis skills to bring coherence and clarity to seemingly unrelated matters, identifying the essence of issues to construct models and perspectives that clients can apply in their own situations. Through her work with Berthoud Consulting, Ms. Berthoud has worked with Advocates for Youth, the American Federation of State County and Municipal Employees (AFSCME), the Center for Community Change, NARAL Prochoice America, and the Save Darfur Coalition, among others. Prior to her consulting practice, she worked on organizational development and curriculum design, grassroots mobilization, and workshops on planning, diversity, and leadership. Ms. Berthoud has authored several publications on diversity, planning, training, and consulting. Her most recent publication, coauthored with a client, is "Diversity Initiative in a Social Change Organization: A Case Study" in the *TAMARA JOURNAL for Critical Organization Inquiry* (2010). She is a member of NTL Institute, the Organization Development Network, and the Gestalt International Study Center and served on the board of the A.K. Rice Institute for the Study of Social Systems. She has a B.S. in biology from the University of Pennsylvania and an M.S. in organization development from American University.

Carmen Cid, Ph.D.

Professor of Biology and Dean, School of Arts and Sciences, Eastern Connecticut State University

Carmen Cid is Professor of Biology and Dean of the School of Arts and Sciences at Eastern Connecticut State University. She has many years of experience in higher education as Professor of Ecology, Biology Department Chair, and Dean, and has received various awards for her work to improve representation and career development for women and minorities in biology and ecology. Dr. Cid started the Women and Minorities Committee of the Ecological Society of America in 1991 and helped develop the first education and human resources strategic plan for ESA (Women and

Minorities in Education Report I). She has continued her work in ecology education and workforce development as Chair of the Ecological Society of America's Board of Professional Certification, the Odum Ecology Award Committee, and the K-12 education subcommittee for the National Ecological Observatory Network (NEON) NSF-funded project. Joining the Council of Colleges of Arts and Sciences (CCAS) in 2005, and now on the CCAS Board of Directors, she helped start the Cultural Diversity Committee and served as co-chair for three years, developing career enhancement programming for deans, including the online CCAS web tool "Dean's Knowledge Base." She is Co-Principal Investigator to the CCAS NSF-ADVANCE grant to infuse gender equity training in mentoring programs for department chairs and deans, to improve recruitment and retention of women faculty, and to enhance leadership training for minority faculty. She works nationally on providing deans with improved access to resources on best practices on faculty-student collaborative research programs, and on the dean's role in developing university-wide models of inclusive excellence for students and faculty.

Lorelle L. Espinosa, Ph.D.

Senior Analyst, Abt Associates

Lorelle Espinosa is Senior Analyst with Abt Associates, a global policy research and evaluation firm in the Washington, DC area. At Abt, she evaluates the effectiveness of higher education and training programs in STEM disciplines. Dr. Espinosa formerly served as Director of Policy and Strategic Initiatives with the Institute for Higher Education Policy (IHEP) and as MIT's Director of Recruitment and Associate Director of Admissions, where she focused on recruiting, admitting, and enrolling talented undergraduate women and underrepresented minority students into the university's STEM disciplines. Currently, Dr. Espinosa authors a widely read blog for *Diverse: Issues in Higher Education* called "STEM Watch," which addresses the national imperative of building and sustaining a diverse STEM pipeline. She graduated from Santa Barbara City College with an A.A. degree and then earned her B.A. from the University of California-Davis. She went on to complete an M.A. and Ph.D. in Education from the University of California, Los Angeles. With a research background on the advancement of underrepresented minority students in STEM tertiary education, Dr. Espinosa is best known for her work on women of color in STEM.

Gertrude Fraser, Ph.D.

Vice Provost for Faculty Recruitment and Retention, University of Virginia

Gertrude Fraser is Vice Provost for Faculty Recruitment and Retention at the University of Virginia in Charlottesville, Virginia. She was a program officer in higher education at the Ford Foundation from 2000–2003 where she spearheaded initiatives on diversity in higher education and interdisciplinary programming in women's and African American studies. From 1998–2000, Dr. Fraser was Director of the Undergraduate Program in Anthropology and Associate Professor in the Department of Anthropology and the Carter G. Woodson Institute of African American and African Studies at the University of Virginia. She earned earned degrees from Bryn Mawr College and The Johns Hopkins University, where she completed her doctorate in anthropology. Dr. Fraser is the author of *African American Midwifery in the South: Dialogues of Birth, Race, and Memory* and has presented to numerous conferences and workshops on diversity and leadership in higher education. Her scholarship and administrative mission are joined in her passion for helping others to tell their stories and identify their strengths within an organization and in their everyday lives.

Barbara Gault, Ph.D.

Executive Director and Vice President, Institute for Women's Policy Research

Barbara Gault, Ph.D., is Executive Director and Vice President of the Institute for Women's Policy Research. Since joining the Institute in 1997 she has focused on a wide range of issues of importance to women and their families, including poverty, access to education, health, work-life balance, political engagement, and the need for expanded preschool and child care options for working parents. Her publications include *Improving Child Care Access to Promote Postsecondary Success Among Low-Income Parents*, *Resilient and Reaching for More: Challenges and Benefits of Higher Education for Welfare Participants and Their Children*, *The Price of School Readiness: A Tool for Estimating the Cost of Universal Preschool in the States*, and *Working First But Working Poor: The Need for Education and Training Following Welfare Reform*. She has testified in Congress on low-income women's educational access, has spoken on women's issues in venues throughout the country including at White House-sponsored events, and appears in a range of print, radio, and television media outlets. Prior to joining IWPR, Dr. Gault conducted research at the Office of Children's Health Policy Research and served as a staff and board member of organizations promoting human rights in Latin America. She received her Ph.D. in social psychology from the University of Pennsylvania and her B.A. from the University of Michigan. She serves on the Board of Directors of the Coalition on Human Needs and is Research Professor of Women's Studies at The George Washington University.

Christine Grant, Ph.D.

Associate Dean for Faculty Development and Special Initiatives, College of Engineering, and Professor of Chemical and Biomolecular Engineering, North Carolina State University

Christine Grant is Associate Dean for Faculty Development and Special Initiatives in the College of Engineering and Professor of Chemical and Biomolecular Engineering at North Carolina State University (NCSU). In her role at NCSU, Dr. Grant oversees programs to build collaboration for faculty professional development in the College of Engineering. She founded and directs the Promoting Underrepresented Presence on Science and Engineering Faculties (PURPOSE) Institute, which seeks to increase the number and success of engineering faculty members from underrepresented groups. She has been recognized for her leadership in mentoring underrepresented minorities in STEM with the NSF Presidential Award for Excellence in Science, Math, and Engineering Mentoring (PAESMEM) and the Council for Chemical Research Diversity Award. She received the 2011 Winifred Burks-Houck Women's Professional Leadership Award for her work and commitment to the success of black chemists and chemical engineers by the National Organization for Professional Advancement of Black Chemists and Chemical Engineers. Her workshops on mentoring and academic career development for NSF ADVANCE programs at Purdue, Cornell, Texas A&M, the University of Toledo, the University of Virginia, Prairie View A&M, the University of New Hampshire, and ADVANCE Annual PI meetings promote STEM faculty development while providing diverse role models for students. One of four African-American women full chemical engineering professors in the country, her research interests are in interfacial phenomena and recently biomedical systems. Dr. Grant received her B.S. in chemical engineering from Brown University and her M.S. and Ph.D. in chemical engineering from the Georgia Institute of Technology.

Jong-on Hahm, Ph.D.

Program Manager, Europe and Eurasia, Office of International and Integrative Activities, National Science Foundation

Jong-on Hahm is Program Manager at the National Science Foundation's Office of International and Integrative Activities. Prior to joining NSF she was Vice President at the Biotechnology Institute, a nonprofit organization dedicated to outreach and education on biotechnology. Dr. Hahm developed and led Institute initiatives on higher education and the workforce in tandem with the Institute's K-12 programs to improve biotechnology education and training in the United States. She spearheaded the effort to infuse diversity into all aspects of biotechnology and oversaw the Institute's Minority and Indigenous Fellows Program. From 1998–2005, Dr. Hahm was Director of the Committee on Women in Science and Engineering of the National Research Council. In this capacity, she worked with the White House Office of Science and Technology Policy and the Congressional Commission on the Advancement of Women, Minorities, and Persons with Disabilities in Science, Engineering, and Technology Development, and led a Congressionally-mandated study on gender differences in the careers of science, engineering, and mathematics faculty. Dr. Hahm has held research appointments in the Department of Neurosurgery at Georgetown University, the National Cancer Institute, and the National Institute of Mental Health. She earned her Ph.D. in neuroscience from the Massachusetts Institute of Technology and holds an M.A. in psychology from the American University and a B.Sc. in psychology from McGill University.

Heidi Hartmann, Ph.D.

President, Institute for Women's Policy Research

Heidi Hartmann is President of the Institute for Women's Policy Research (IWPR), a scientific research organization that she founded in 1987 to meet the need for women-centered, policy-oriented research. She is an economist with a B.A. from Swarthmore College and M. Phil and Ph.D. degrees from Yale University, all in economics. Dr. Hartmann is also Research Professor at The George Washington University. She lectures internationally on women, economics, and public policy, frequently testifies before the U.S. Congress, and is often cited as an authority in various media outlets, such as CNN, ABC News, *The New York Times*, and the NewsHour. Dr. Hartmann has published numerous articles in journals and books, and her work has been translated into more than a dozen languages. She serves as Secretary/Treasurer of the National Council of Women's Organizations and Editor of the *Journal of Women, Politics & Policy*, and has served as the Chair of the Board of the American Academy of Political and Social Science. Prior to founding IWPR, Dr. Hartmann was on the faculties of Rutgers University and the New School for Social Research and worked at the National Research Council/National Academy of Sciences. In 1994, Dr. Hartmann was the recipient of a MacArthur Fellowship Award for her work in the field of women and economics. She is also the recipient of an honorary Doctor of Laws degree from Swarthmore College, an honorary Doctor of Humanities degree from Claremont Graduate University, the Wilbur Cross Medal for distinguished alumni of the graduate school of Yale University, and the 2012 Women of Vision Award from the National Organization for Women.

Marigold Linton, Ph.D.

Director of American Indian Outreach, University of Kansas

Marigold Linton is Cahuilla-Cupeno and a member of the Morongo Band of Mission Indians. She is currently Director of American Indian Outreach at the University of Kansas, where she has

developed a consortium with Haskell Indian Nations University to support biomedical research opportunities for American Indian students and faculty at both institutions. Prior to her position at the University of Kansas, Dr. Linton taught at San Diego State University, reaching the rank of full professor. She was recruited by the University of Utah as full professor and then served for 12 years as an administrator at Arizona State University. During that time she was Director of American Indian Outreach Programs, serving Arizona tribes through the Rural Systemic Initiative. Dr. Linton is a founder of both the Society for Advancing Hispanics/Chicanos and Native Americans in Science (SACNAS) and the National Indian Education Association (NIEA). She served as President of the SACNAS Board of Directors in 2005 and 2006—the second woman and the second American Indian—and remains on the board as a senior advisor. She has had a number of significant national appointments, including the Committee on Equal Opportunities in Science and Engineering (CEOSE); the NIH National Institutes of General Medical Science, the National Advisory Research Resources Council; the National Research Council, Committee on Assessment for NIH Minority Research/Training Programs, III; and the National Academy of Sciences, Fellowship Office Advisory Committee. Dr. Linton received her B.A. from the University of California, Riverside and her Ph.D. from UCLA in experimental psychology.

Kelly Mack, Ph.D.

Executive Director, Project Kaleidoscope, Association of American Colleges and Universities

Kelly Mack is Executive Director of Project Kaleidoscope, a nonprofit organization focusing on undergraduate STEM education reform at the Association of American Colleges and Universities (AAC&U). Prior to joining AAC&U, Dr. Mack was Senior Program Director for the NSF ADVANCE Program while on loan from the University of Maryland Eastern Shore (UMES) where, as Professor of Biology, she taught courses in physiology and endocrinology for 17 years. During her tenure at NSF, Dr. Mack managed an annual budget of approximately \$17 million, facilitated the inclusion of issues targeting women of color into the national discourse on gender equity in the STEM disciplines, and significantly increased the participation of predominantly undergraduate institutions, community colleges and minority-serving institutions in the ADVANCE portfolio. Dr. Mack also served as Principal Investigator, Director, or Co-Director for externally funded projects that totaled over \$12 million dollars, including the UMES ADVANCE Program, which focused on issues related to African American women faculty in the STEM disciplines and led to the initiation of several institution-wide practices to promote the professional development of faculty. Dr. Mack received her Bachelor of Science degree from the UMES in biology and her Ph.D. in physiology from Howard University. She has extensive training and experience in the area of cancer research, with her research efforts focused on the use of novel antitumor agents in human estrogen receptor negative breast tumor cells.

Shirley Malcom, Ph.D.

Head, Directorate for Education and Human Resources, American Association for the Advancement of Science

Shirley Malcom is Head of the Directorate for Education and Human Resources Programs of the American Association for the Advancement of Science (AAAS). The directorate includes AAAS programs in education, activities for underrepresented groups, and public understanding of science and technology. Dr. Malcom serves on several boards—including the Heinz Endowments and the H. John Heinz III Center for Science, Economics, and the Environment—and is an honorary trustee of the American Museum of Natural History. In 2006 she was named co-chair (with Leon Lederman)

of the National Science Board Commission on 21st Century Education in STEM. She served on the National Science Board, the policymaking body of the National Science Foundation, from 1994 to 1998, and from 1994–2001 served on the President's Committee of Advisors on Science and Technology. Dr. Malcom received her doctorate in ecology from Pennsylvania State University; her master's degree in zoology from the University of California, Los Angeles; and her bachelor's degree with distinction in zoology from the University of Washington. She holds 15 honorary degrees. In 2003, Dr. Malcom received the Public Welfare Medal of the National Academy of Sciences, the highest award given by the Academy.

Anny Morrobel-Sosa, Ph.D.

Provost and Senior Vice President for Academic Affairs, Lehman College

Anny Morrobel-Sosa is Provost and Senior Vice President for Academic Affairs at Lehman College in New York City. Prior to her position at Lehman College, she was Dean of the College of Science at the University of Texas at El Paso (UTEP) and Dean (from 2003–2006) of the Allen E. Paulson College of Science and Technology at Georgia Southern University. From 2000 to 2003, Dr. Morrobel-Sosa held various high-level administrative positions, including Interim Associate Vice Provost for academic programs at California Polytechnic State University. During her career, she has published over 25 refereed papers and delivered more than 100 presentations in the United States and abroad, while continuing her research in physics, chemistry, and biomaterials. In addition to her senior administrative position at Lehman, Dr. Morrobel-Sosa holds a full professorship in the college's Chemistry Department. She received a B.Sc. in physics and chemistry from the University of Puerto Rico, a M.Sc. in chemistry from the State University of New York at Stony Brook, and a Ph.D. in chemistry from the University of Southern California.

Maria (Mia) Ong, Ph.D.

Senior Researcher and Evaluator, Education Research Collaborative, TERC

Maria (Mia) Ong serves as Senior Researcher and Evaluator at the Education Research Collaborative at Technical Education Research Centers (TERC) in Cambridge, Massachusetts. For 15 years, she has worked on qualitative research related to promoting diversity and gender equity in STEM education, with a focus on women of color in higher education and early careers. She served as the primary investigator of two NSF-sponsored studies on women of color in STEM: the "Inside the Double Bind" study with Gary Orfield, which has identified and synthesized 115 empirical studies on women of color in STEM; and a research study with Ariele Hodari, "Beyond the Double Bind," which analyzes life stories of women of color in STEM and the programs that support their success. Dr. Ong led the organization of the Mini-Symposium on Women of Color in STEM, which took place in Arlington, VA in October 2009. Beyond her research, Dr. Ong is active in advising on national policy issues in STEM education and careers. She presently serves as a Member of the Social Science Advisory Board for the National Center for Women and Information Technology and as a member of the Committee on Equal Opportunities in Science and Engineering, the Advisory Committee of the GPRA Performance Assessment, and the Social, Behavioral, and Economic Sciences Advisory Committee at the National Science Foundation. At TERC, Dr. Ong is a Member of the Diversity Council and Evaluation Group.

Steve Robinson, Ph.D.

Special Assistant, White House Domestic Policy Council

Steve Robinson is on assignment to the White House Domestic Policy Council from the Office of Elementary and Secondary Education at the Department of Education. Dr. Robinson served as the Legislative Assistant for education in the office of Senator Barack Obama, advised on policy development during the 2008 presidential campaign, and worked on education issues with the Obama-Biden Presidential Transition Team. He joined the Department of Education in February of 2009, and was assigned to the White House Domestic Policy Council in September of that year. Dr. Robinson first joined the office of Senator Obama in July 2005, supported as a fellow through the Albert Einstein Distinguished Educator Fellowship Program. Prior to joining Senator Obama's office, Dr. Robinson was a high school science teacher in Eugene, Oregon. He grew up in the suburbs of Chicago, earned a degree in biology at Princeton University, and then a Ph.D. at University of Michigan. On the biology faculty at the University of Massachusetts, he headed a laboratory and mentored Ph.D. students. His teaching experience includes more than 15 years in the classroom at middle school, high school, and postsecondary levels.

Kecia Thomas, Ph.D.

Professor of Industrial-Organizational Psychology and Senior Advisor to the Dean for Inclusion and Diversity Leadership, University of Georgia

Kecia Thomas is Professor of Industrial-Organizational Psychology and Senior Advisor to the Dean for Inclusion and Diversity Leadership at the University of Georgia (UGA). Her research and courses focus on the psychology of workplace diversity and organizational experiences of marginalized groups—especially people of color, women, and sexual minorities—and the impact of their work and professional experiences on their career mobility and overall well-being. She is the founding director of UGA's Center for Research and Engagement in Diversity and has served as the interim director of the university's Institute for African American Studies. Dr. Thomas is an elected fellow of both the Society of Industrial-Organizational Psychology and the American Psychological Association, and editor of *Diversity Resistance in Organizations* (2008) and the forthcoming *Diversity Ideologies in Organizations*. She received her Ph.D. in Psychology from Pennsylvania State University. In 2005, she published *Diversity Dynamics in the Workplace* (San Francisco: Wadsworth) and has authored and co-authored many other publications about diversity in management, the workplace, and human resources.

Wanda Ward, Ph.D.

Office Head, Office of Integrative Activities, National Science Foundation

Wanda Ward is Office Head, Office of Integrative Activities at the National Science Foundation (NSF). At NSF she has served in a number of science and engineering policy, planning, and program leadership capacities, including Senior Advisor to the NSF Director; Assistant to the NSF Deputy Director for Human Resource Development; Deputy Assistant Director for Social, Behavioral, and Economic Sciences; and Deputy Assistant Director, Education and Human Resources. Dr. Ward has provided critical leadership for the development of several NSF-wide activities, including the Human and Social Dynamics priority area, the Science of Learning Centers program, Cyberinfrastructure and the Social Sciences, the ADVANCE program, the Innovation through Institutional Integration (I-3) activity, and the Career-Life Balance initiative. She has also led or served on several NSF and interagency task forces, working groups, and committees, including the

Committee on Equal Opportunities in Science and Engineering, NSF Career-Life Balance Working Group, and Subcommittee on Social, Behavioral and Economic Sciences of the President's National Science and Technology Council Committee on Science. Dr. Ward received a B.A. in psychology and Afro-American Studies Certificate from Princeton University and a Ph.D. in psychology from Stanford University.