Dear Friends of NSF/ADVANCE:

On behalf of the National Science Foundation (NSF), and our ADVANCE staff, it is my pleasure to welcome you to the Equity in STEM Community Convening! The agenda for your 2022 meeting is rich with opportunity to share, collaborate, and extend your influence across the STEM research and education landscape.

NSF’s ADVANCE program stands on the shoulders of more than three decades of various programs for women and girls that have been present in the NSF portfolio since 1991. In the sweep from then to now, ADVANCE investigators focus on contemporary human beings, and the intersectional complex of socio-economic and cultural pressures facing them. It is an exciting time for ADVANCE as it enters another decade of investment.

As you begin your conference, think about the third decade of ADVANCE as a Sputnik moment—remembering that event as the catalyst for America’s post World War II investments in science and engineering research and education. In that regard, let ADVANCE program staff know:

- What excites you about your future work?
- Do you have research and education plans that could move ahead if only there were new and different connections and collaboration?
- Do you have plans to reach out to undiscovered, and perhaps unconventional stakeholders that would give your work a different feel, a different impact?
- What are the big ideas across the board that you want NSF to know about with respect to your work?

NSF acknowledges the hard work and dedication for gender equity in STEM by the hundreds of individuals who have spent thousands of hours designing and implementing NSF ADVANCE grants during the last 20+ years. Their work has without a doubt brought us closer to gender equity and fairness for STEM faculty in academic institutions.

To all of our ADVANCE awardees and stakeholders, please accept NSF’s appreciation for your commitment to expanding and improving STEM research and education for all Americans.

Sincerely yours,

Dr. Diana Elder
Director, NSF Division of Human Resource Development
It is my pleasure to welcome you to the 2022 Equity in STEM Community Convening (EiSSC). This convening marks the deepening partnership between WEPAN and its ARC Network Initiative in our effort to drive systemic change in STEM. We are joined at this convening by an array of stakeholders and change agents integrating research, practice, and policy to identify and respond to a variety of areas and approaches to change.

This EiSSC is particularly special. We are finally able to formally celebrate the 30th anniversary of WEPAN. To our founders and the many other women in engineering program practitioners who continue in their dedication to advancing equity and inclusion for women engineers, we are forever grateful. We also come together to celebrate 20 years of the National Science Foundation ADVANCE program and its ongoing mission to advance intersectional gender equity in STEM.

Thank you for coming together with us in community to support and encourage each other as we continue to take on the task of envisioning and pursuing an equitable and just STEM enterprise.

Sonya Smith
WEPAN 2021 - 2022 President
The Equity in STEM Community Convening

The Women in Engineering ProActive Network (WEPAN) and its ADVANCE Resource and Coordination (ARC) Network initiative are excited to host the 2022 Equity in STEM Community Convening (#EiSCC22)! The Equity in STEM Community Convening builds on the momentum of the National Science Foundation (NSF) ADVANCE PI Workshops, which have gathered ADVANCE grantees from around the country to share their work on gender equity issues in academic STEM for more than a decade. We expand on these efforts, inviting past and present grantees to join alongside not-yet-funded institutions of higher education, professional societies, nonprofits, companies, and more to gain the resources, knowledge, and community necessary to create systemic change.

The #EiSCC22 serves as a meeting space for researchers, practitioners, and change agents dedicated to creating equitable STEM spaces in academia, industry, professional societies, government, and more. With more than 100 sessions, the #EiSCC22 provides attendees with the opportunity to share new research findings, exchange resources, brainstorm strategies for change, collaborate in novel ways, demonstrate effective programs and interventions, and work together for greater collective impact.

About ARC Network
Funded by the National Science Foundation ADVANCE Program, Award HRD-2121468 and HRD-1740860, the ARC Network seeks to achieve gender equity for faculty in higher education science, technology, engineering, and mathematics (STEM) disciplines. As the STEM equity brain trust, the ARC Network recognizes the achievements made so far while producing new perspectives, methods, and interventions with an intersectional, intentional, and inclusive lens. The leading champion in North America to propel the inclusion of women in the field of engineering, the Women in Engineering ProActive Network (WEPAN), serves as the backbone organization of the ARC Network. www.equityinstem.org

About WEPAN
WEPAN was founded as a non-profit educational organization in 1990. It is the nation’s first network dedicated to advancing cultures of inclusion and diversity in engineering higher education and workplaces. WEPAN connects people, research and practice. It offers powerful initiatives, projects and professional development that equips advocates with the tools to create sustainable, systems-level changes that allow ALL in engineering to thrive. www.wepan.org

Acknowledgements
WEPAN and the ARC Network would like to thank the #EiSCC22 Planning Committee, Brianna Blaser, Gail Gasparich, Joan Herbers, Beth Anne Johnson, Kelly Mack, Heather Metcalf, Beth Mitchneck, Stephani Page, Virginia Rhodes, Sheila Ross, Elizabeth Scire, Ershela Sims, Sonya Smith, Michele Wheatly, and Rochelle Williams for their thoughtful efforts in constructing this convening. We would also like to acknowledge the generous support of our funders, sponsors, and partners including the NSF ADVANCE and TIP/TI programs, Chevron, DiscoverE, Girl Scouts USA, AGU LANDInG, the American Indian Science and Engineering Society, the National Association of Multicultural Engineering Program Advocates, the National Society of Black Engineers, the Society of Hispanic Professional Engineers, and the Society of Women Engineers, and WEPAN’s 30-for-30 Institutional Champion Members, Michigan State University, North Carolina State University, The Ohio State University, Purdue University, Texas A&M University, University of California Davis, University of California Irvine, University of Cincinnati, University of Dayton, University of Nebraska Lincoln, and University of Texas at Austin.
The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
**Session Priority Areas**

Engaging in social justice work often means that we hold conflicting emotions at once - carving out spaces for joy, peace, and rest alongside our grief, anger, and pain. Since our last Equity in STEM Community Convening in 2019, our community has led critical equity work as we’ve faced a global pandemic in tandem with injustices targeting BIPOC, disabled people, women, and LGBTQ+ folks. We’ve also found creative ways to celebrate our victories, achievements, and spaces that share and practice equity and inclusion values. The Priority Areas set by our #EISC22 planning committee call us to take a “both/and” approach to our work, recognizing and celebrating how far we’ve come while collaborating to intentionally envision and work together toward new and more socially just STEM spaces of the future. This year’s priority areas include:

- **Then and Now** - As we celebrate the 20th anniversary of NSF ADVANCE and the 30th anniversary of WEPAN, sessions in this area take a look at social equity and justice work over time, recognizing where we started, the challenges and successes since, and the potential futures for equity in STEM research, policy, and practice.

- **COVID-19 and Faculty Equity Solutions** - More than two years of the COVID-19 pandemic have presented new challenges to faculty equity and exacerbated existing ones. Sessions in this priority area focus on the research, policy, and practice of centering faculty equity during these unprecedented times.

- **STEM and DEI Terminology and Methodology** - The language and approaches we use in STEM and in our DEI work can have long standing impacts on the problems we solve, how we solve them, and who is included. Sessions in this priority area focus on unpacking the terminology and methodologies used within STEM fields and DEI work and make recommendations for intentional and inclusive approaches.

- **Community Collaboration** - Social equity and justice work is often most effective when done together. Sessions in this priority area focus on how to build successful collaborations for greater collective impact - from partnerships across NSF ADVANCE, INCLUDES, and other broadening participation initiatives to cross-industry relationships, to researchers and practitioner partnerships, and more.

**Session Types**

- **Early-stage Innovations** - Presentations seeking community feedback on work-in-progress and new and early-stage programs, initiatives, research, and interventions designed to examine and promote equitable STEM environments from an intersectional perspective.

- **Exhibits** - Informal, table-side conversations with presenters and organizations engaging in change work.

- **Experience Reports** - Presentations on well-developed and later-stage programs, initiatives, research, and interventions that examine and promote equitable STEM environments from an intersectional perspective.

- **High Fives for Change Talks (High 5)** - Five-minute lightning talks about projects at any stage of development.

- **Symposia** - Multi-presenter sessions focused on research, policy, practice, and interventions for equity in STEM.

- **Workshops** - Interactive sessions that allow for a deeper look into critical topics and challenges in implementing and sustaining social equity efforts in STEM.
Venue Map - Meeting Level 4

Marriott Marquis Washington DC
901 Massachusetts Avenue, N.W., Washington, DC 20001
(202) 824-9200
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Equity in STEM Community Convening
May 31 - June 3, 2022 | Washington, DC

Program Agenda at a Glance

**Tuesday, May 31, 2022**

**WEPAN Board of Directors Meetings – Invitation Only**
10:00 am – noon  WEPAN BOD Meeting  
Noon – 1:00 pm  WEPAN BOD and Past Presidents Luncheon  
1:00 pm – 2:00 pm  WEPAN Past Presidents Meeting

**ACCESS+ Convening – Invitation Only**
12:30 – 5:15 pm  ACCESS+ Convening

**Equity in STEM Community Convening**
10:45 am – 9:00 pm  Registration Opens  
11:00 am – noon  AIM Network Meeting  
Noon – 5:00 pm  Poster Setup  
1:00 pm – 2:00 pm  NSF New Grantee Orientation  
2:00 pm – 3:00 pm  NSF ADVANCE Q&A  
3:00 pm – 5:30 pm  Speaking Up Workshop*  
6:00 pm – 7:30 pm  ARC Network Committees Dinner**  
7:30 pm – 9:00 pm  Dessert Reception  
8:00 pm – 8:45 pm  High Fives for Change Talks

**Wednesday, June 1, 2022**

8:00 am – 9:00 am  Breakfast  
8:00 am – 9:00 am  ADVANCE 20 Focus Group 1**  
8:00 am – 9:00 am  Poster Showcase & Exhibits  
9:00 am – 10:15 am  Opening Plenary  
10:15 am – 10:45 am  Networking Break  
10:45 am – noon  Concurrent Session 1  
noon – 1:15 pm  Luncheon Plenary  
1:30 pm – 3:30 pm  Concurrent Session 2  
3:45 pm – 5:00 pm  Concurrent Session 3  
5:00 pm – 6:00 pm  Equity & Excellence Council Reception**  
5:00 pm – 6:00 pm  ARC CoP Committee Meeting**  
5:15 pm – 6:15 pm  Reception  
6:30 pm – 8:00 pm  ADVANCE 20 Focus Group 2**  
7:00 pm – 7:35 pm  High Fives for Change Talks

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
### Thursday, June 2, 2022

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<th>Time</th>
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<tr>
<td>8:00 am – 9:00 am</td>
<td>Breakfast</td>
<td>Liberty/Independence Foyer</td>
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<td>8:00 am – 9:00 am</td>
<td>ADVANCE 20 Focus Group 3**</td>
<td>Treasury</td>
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<tr>
<td>8:00 am – 9:00 am</td>
<td>Poster Showcase &amp; Exhibits</td>
<td>Liberty/Independence Foyer</td>
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<td>9:00 am – 10:15 am</td>
<td>Concurrent Session 4</td>
<td>Salons A-J</td>
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<td>10:15 am – 10:45 am</td>
<td>Networking Break</td>
<td>Liberty/Independence Foyer</td>
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<td>10:45 am – noon</td>
<td>Concurrent Session 5</td>
<td>Salons A-J</td>
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<td>noon – 1:15 pm</td>
<td>Luncheon Plenary</td>
<td>Liberty L-P</td>
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<td>1:30 pm – 2:45 pm</td>
<td>Concurrent Session 6</td>
<td>Salons A-J</td>
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<td>2:45 pm – 3:45 pm</td>
<td>Networking Break</td>
<td>Liberty/Independence Foyer</td>
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<td>3:45 pm – 4:30 pm</td>
<td>High Fives for Change Talks</td>
<td>Salon K</td>
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<td>4:30 pm - 5:30 pm</td>
<td>ADVANCE 20 Focus Group 4**</td>
<td>Treasury</td>
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<td>6:30 pm – 8:30 pm</td>
<td>Awards Dinner Reception*</td>
<td>Liberty L-P</td>
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### Friday, June 3, 2022

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<td>Liberty/Independence Foyer</td>
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<td>9:00 am – 10:15 am</td>
<td>Closing Plenary</td>
<td>Liberty L-P</td>
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<td>10:15 am – 10:45 am</td>
<td>Networking Break</td>
<td>Liberty/Independence Foyer</td>
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<td>10:45 am – noon</td>
<td>Concurrent Session 7</td>
<td>Salons A-J</td>
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<td>noon – 1:00 pm</td>
<td>Adjourning Luncheon</td>
<td>Liberty L-P</td>
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* Separate RSVP Required
** Invitation Only
it's only human to see the innovations of tomorrow start today

Solving energy challenges will require our best thinking. At Chevron, we’re constantly applying technology in innovative ways to expand what’s possible. Like designing next-generation software to better analyze data, and partnering with universities and research institutions to help develop the energy advancements that will help us meet the world’s energy demands for decades to come. Learn more at chevron.com

Chevron is proud to sponsor the 2022 Equity in STEM Community Convening

Chevron employee using hololens technology
Detailed Program Agenda
Tuesday, May 31, 2022

WEPLAN Board of Directors Meetings – Invitation Only
10:00 am – noon  WEPLAN BOD Meeting  Treasury
Noon – 1:00 pm  WEPLAN BOD and Past Presidents Luncheon  Silver Linden
1:00 pm – 2:00 pm  WEPLAN Past Presidents Meeting  Treasury

ACCESS+ Convening – Invitation Only
12:30 – 5:15 pm  ACCESS+ Convening  Congress/Capitol

Equity in STEM Community Convening
10:45 am – 9:00 pm  Registration Opens  Liberty Foyer
11:00 am – noon  ADVANCE Implementation Mentors (AIM) Network Meeting  Supreme Court
Please come join the ADVANCE Implementation Mentors (AIM) Network community of practice meeting. Engage with other ADVANCE Change Leaders in speed-networking, learn updates on emerging and promising practices, nominate and recognize our featured AIM Network member(s), and meet new and old friends! All are welcome.
Gretal Leibnitz, AIM Network
Noon – 5:00 pm  Poster Setup  Liberty/Independence Foyer
1:00 pm – 2:00 pm  NSF ADVANCE New Grantee Orientation  Supreme Court
Jessie DeAro, Erika Tatiana Camacho, and Chrystal A. S. Smith, NSF
2:00 pm – 3:00 pm  NSF ADVANCE Q&A  Supreme Court
Jessie DeAro, Erika Tatiana Camacho, and Chrystal A. S. Smith, NSF
3:00 pm – 5:30 pm  Workshop  Salons I/J
Speaking Up: How bystanders can change the conversation about social bias “Speaking Up” is an interactive and immersive workshop that combines learning about the science of speaking up to bias with learning practical skills for taking action, inviting dialogue, and promoting inclusive norms in STEM. If you’ve ever wondered “Why didn’t I say something?” this workshop is for you! Additional registration required.
Stephanie Goodwin, Inclusion Works, Inc. and David Kaye, PowerPlay Interactive Development
6:00 pm – 7:30 pm  ARC Network Committees Dinner  Yardbird  Invitation Only
6:00 pm – 7:30 pm  ARC Network Committees Dinner  Yardbird  Invitation Only
7:30 pm – 9:30 pm  Opening Dessert Reception  Liberty/Independence Foyer
Join us in kicking off the #EISCC22 with tasty treats, coffee, tea and High Fives for Change.
8:00 pm – 8:45 pm  High Fives For Change  Salon K
8:00 pm – 8:05 pm  High Five - Are we leaving disability out of equity in STEM?  
This High 5 talk draws on work by the DO-IT Center (Disabilities, Opportunities, Internetworking, and Technology) at the University of Washington to ask how STEM equity advocates can better address disability in their work.  
Brianna Blaser and Lyla Crawford, AccessADVANCE, University of Washington, DO-IT  

8:05 pm – 8:10 pm  High Five - Writing retreat re-energizes women faculty  
This High 5 talk draws on work by the Murray State University ADVANCE grant and describes how a writing retreat program supported women faculty in their writing and publishing goals.  
Reigh Kemp and Robin Zhang, Murray State University ADVANCE  

8:10 pm – 8:15 pm  High Five - Creating systemic DEI change in academic computing programs  
This High 5 talk addresses the question of how to use models and tools—the NCWIT Academic Workplace Systemic Change Model and the Tech Inclusion Journey—to create systemic, sustained DEI change in academic computing departments, particularly for faculty recruitment and retention.  
Jamie Huber Ward, NCWIT  

8:15 pm – 8:20 pm  High Five - R&D for DEI  
This High 5 addresses how R&D for diversity, equity and inclusion can develop and integrate cutting-edge knowledge into our programs and policies.  
Laurel Smith-Doerr, University of Massachusetts Amherst  

8:20 pm – 8:25 pm  High Five - ASCEND: Advancing STEM careers by empowering network development  
In this High 5 talk, presenters share the outcomes of the ASCEND project, Advancing STEM Careers by Empowering Network Development, in which 17 regional inter-institutional peer mentoring networks (alliances) for university administrators and mid-career female-identifying STEM faculty have been formed in the midwestern, southeastern, and western United States.  
Chrystal Bruce, John Carroll University; Sarah Kirk, Hobart and William Smith Colleges; and Mia Bertagnolli, Gonzaga University  

8:25 pm – 8:30 pm  High Five - Resources to improve faculty evaluation  
This High 5 talk will highlight the process and resources developed by the SIUE ADVANCE team to address bias and inequity in faculty evaluation processes and will provide an opportunity for input to further improve the resources.  
Susan Morgan and Lynn Bartels, Southern Illinois University Edwardsville  

8:30 pm – 8:35 pm  High Five - Allyship in faculty mentor training: Changing academic culture from the ground up  
This High 5 will discuss the potential of allyship training in faculty development to catalyze academic cultural changes from the ground up.  
Bettina Casad, University of Missouri - St. Louis  

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
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### Wednesday, June 1, 2022

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<td>Poster Showcase</td>
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<td>8:00 am – 9:00 am</td>
<td>Poster - Adapting a workload tool: Can universities make workload more equitable &amp; transparent?</td>
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<td>This poster session reviews implementation obstacles and preliminary findings from WSU-GEARS Workload Equity Pilot Project, aimed at addressing hidden and uneven workload. Krista Brumley, Nichole Gerring, and Stine Eckert, Wayne State University</td>
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<td>8:00 am – 9:00 am</td>
<td>Poster - ACCESS+: Leveraging STEM professional societies to advance DEI</td>
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<td>This poster session shares tools and strategies from ACCESS+, an ADVANCE-funded initiative working With STEM professional societies to create intersectional gender equity throughout their organizations. Andrea Lucy Putwen, WEPAN; Gretal Leibnitz, ProActualize Consulting; Veronica Segarra, Goucher College; Don Gillian-Daniel, University of Wisconsin-Madison; Ershela Sims, WEPAN; and Heather Metcalf, WEPAN</td>
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<td>8:00 am – 9:00 am</td>
<td>Poster - ADVANCE Midwest Partnership: How to build a collaborative, cross-institutional partnership</td>
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<td>This poster describes the experience of four midwestern universities collaborating in the ADVANCE Midwest Partnership to design, implement, and assess the impact of a package of programs for enhancing the career success of women and under-represented STEM faculty. Cinzia Cervato, Iowa State University, and Adrienne Minerick, Michigan Technological University</td>
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<td>8:00 am – 9:00 am</td>
<td>Poster - Actions to retain BIPOC faculty @ University of Michigan</td>
<td>P9</td>
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<td>This poster session shares the presenters’ journey from understanding the impact of the COVID-19 pandemic on faculty; to creating and sharing resources and tools for campus leadership to address BIPOC faculty retention. Shelly Conner and Jamie Saville, University of Michigan ADVANCE</td>
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<td>8:00 am – 9:00 am</td>
<td>Poster - Then &amp; Now: FAMU ADVANCE from 2018 through the pandemic and into the future</td>
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<td>This poster session describes how, despite the COVID-19 pandemic, ADVANCE has been able to improve awareness of cultural humility, recruit and support Faculty Fellows cohorts, and increase the tenure, promotion, and scholarly productivity rates of women STEM/SBS faculty across campus. Ivory Council, Marcia Allen Owens, and Zakiya Hoyett, Florida A&amp;M University ADVANCE</td>
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<td>8:00 am – 9:00 am</td>
<td>Poster - Creating an equitable and inclusive workforce to keep America on PACE via Purposeful Academic Catalysts for Ecosystem growth in STEM alliances</td>
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<td>This poster session offers a framework for local, regional, and state P-20 school systems, corporations/industry and community organizations to work together to eliminate collaboration barriers and purposefully design academic experiences to catalyze local STEM ecosystems to supply the skilled workforce to meet the needs of regional employers. Tonya Davis, Microsoft</td>
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8:00 am – 9:00 am  
**Poster - Inclusive communication strategies to support equity & inclusion for faculty in the time of COVID-19**  
This poster session describes how UD ADVANCE turned its attention over the past year to supporting UD’s administration and faculty in equitable implementation, clarification, and inclusive dissemination of policies aimed at mitigating the impacts of the pandemic on faculty work life and career outcomes.  
*Heather Doty, Robin Andreasen, and Shawna Vican, University of Delaware*

8:00 am – 9:00 am  
**Poster - Women ADVANCE leadership: From concept to institutional change**  
This poster session highlights the impact of one of TEAM ADVANCE’s campus interventions: Women ADVANCE Leadership, which supports mid-career women faculty seeking to develop their leadership identity and advance into senior positions.  
*Joanna Foland, Shannelle Campbell, and Erin Malloy, University of North Carolina at Chapel Hill*

8:00 am – 9:00 am  
**Poster - Making the invisible visible: Enhancing visibility of women faculty and raising awareness of existing equity policies and procedures**  
This poster showcase presentation shares the communication strategy of the NSF ADVANCE catalyst project at Missouri State University (MSU).  
*Tamera Jahnke and Abby Templer Rodrigues, Missouri State University*

8:00 am – 9:00 am  
**Poster - The pipeline left unpatched: Comparing the experience of women faculty of color with other racial and gender groups**  
This poster session shares findings from a comparative study of faculty experiences at the intersection of gender and race with a specific focus on the experiences of women faculty of color.  
*Shinhee Jeong, Zakiya Wilson-Kennedy, and Justin Weng, Louisiana State University*

8:00 am – 9:00 am  
**Poster - Higher education transformations for greater equity: NSF ADVANCE & AGEP programs**  
This poster session uses data for 221 US R1 and R2 universities to examine how the broader demographic and sociocultural contexts within these institutions may be influencing representation in faculty positions, as well as the progress they are making via NSF ADVANCE/AGEP projects.  
*Brittany Kowalski and Sharon Bird, West Virginia University*

8:00 am – 9:00 am  
**Exhibits**  
**Exhibit - Women in Engineering ProActive Network (WEPAN)**  
WEPAN is a catalyst for change to enhance the success of a diversity of women in engineering in academia and the professions. Founded as a non-profit educational organization in 1990, WEPAN is the nation’s first network dedicated to advancing cultures of equity, inclusion, and diversity in engineering higher education and workplaces.  

8:00 am – 9:00 am  
**Exhibit - Explore the ARC Network library**  
Looking for recommendations on resources to support your equity in STEM work? Come explore the ARC Network’s library of over 4,000 resources with the support of ARC Network librarian, Bethany Farmer.
Exhibit - ADVANCE co-authorship network: An interactive visualization

This virtual exhibit engages the audience to explore the network of authors and publications resulting from NSF ADVANCE efforts for gender equity and institutional transformation knowledge production. The network reveals many disconnected communities of authors that are primarily organized by similar institutional affiliations, overlays author attributes including gender and author DEI expertise, and animates the growth of the network over time. We invite members of the ARC community to come explore this interactive network yourselves. We are seeking your feedback on this prototype to help inform how to further explore the knowledge produced in ADVANCE.

Exhibit - National Society of Black Engineers (NSBE)

The National Society of Black Engineers (NSBE) is one of the largest student-governed organizations based in the United States. NSBE, founded in 1975, supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. With more than 600 chapters and nearly 20,000 active members in the U.S. and abroad, NSBE’s mission is “to increase the number of culturally responsible black engineers who excel academically, succeed professionally and positively impact the community.”

Exhibit - Society of Women Engineers (SWE)

The Society of Women Engineers’ (SWE) mission is to stimulate women to achieve their full potential in careers as engineers and leaders, expand the image of the engineering profession as a positive force in the quality of life, and demonstrate the value of diversity. Founded in 1950, SWE is the driving force that establishes engineering as a highly desirable career aspiration for women. SWE empowers women to succeed and advance in those aspirations and be recognized for their life changing contributions and achievements as engineers and leaders. SWE has over 300 sections globally and 40,000 collegiate and professional members.

Exhibit - National Association of Multicultural Engineering Program Advocates (NAMEPA)

The National Association of Multicultural Engineering Program Advocates (NAMEPA) is the nation’s leading community of change agents, cultivating diversity, access, equity, and inclusion in engineering. We are a network of university administrators, faculty, deans, pre-college educators and industry professionals all committed to implementation of programs, policies, and institutional changes to broaden participation in STEM.

Exhibit - American Indian Science and Engineering Society (AISES)

The American Indian Science and Engineering Society (AISES) is a national nonprofit organization focused on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in science, technology, engineering, and math (STEM) studies and careers. Founded in 1977, AISES supports 230 affiliated pre-college schools, 196 chartered college and university chapters, 3 tribal chapters, and 18 professional chapters in the U.S. and Canada. We highlight the geographic, economic, and social aspects of STEM education and careers.

9:00 am – 10:15 am  Opening Plenary and Keynote Address

This opening plenary welcomes the community to the #EiSCC22 with keynote speech by Dr. Diana Elder, Division Director of the EHR’s Division of Human Resource Development at the National Science Foundation.

Heather Metcalf, WEPAN; Stephani Page, WEPAN; Sonya Smith, WEPAN; Jessie DeAro, NSF; Utibe Bickham-Wright, AAAS & NSF; Diana Elder, NSF

10:15 am – 10:45 am  Networking Break

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Salon</th>
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<tbody>
<tr>
<td>10:45 am – noon</td>
<td>Concurrent Session 1</td>
<td>Salons A-J</td>
</tr>
<tr>
<td>10:45 am – noon</td>
<td>Early-stage Innovation - Race in the bioengineering laboratory: A study on DEI, health equity, and design</td>
<td>Salon D</td>
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<td>This session shares findings from a qualitative study examining the racial dynamics in bioengineering laboratories to better understand how the biomedical field remains racialized.</td>
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<td>Rene Canady, Washington University in St. Louis</td>
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<tr>
<td>10:45 am – noon</td>
<td>Early-stage Innovation - COVID and caritas: A mission-driven community response for faculty equity</td>
<td>Salon E</td>
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<td>This Early-Stage Innovations session details Villanova University’s approach to understanding potential impacts of the pandemic on scholarship, teaching and service for Villanova faculty members and integrating that understanding into a faculty evaluation process that is equitable, inclusive and respects disparate impacts.</td>
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<td>Amanda Grannas, Teresa Boyer, and Elizabeth Svenson, Villanova University</td>
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<tr>
<td>10:45 am – noon</td>
<td>Early-stage Innovation - Re-imagining the role of department heads as integrative creative leaders in the time of COVID: Catalyzing equity and innovation</td>
<td>Salon F/G/H</td>
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<td>In this interactive session, participants will discuss equity and innovation challenges faced by department heads, particularly during COVID, and learn about a new model for department head leadership and training - department heads as integrative creative leaders - being implemented at WPI as part of an ADVANCE adaptation grant.</td>
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<td>Elizabeth Long Lingo and Susan Roberts, Worcester Polytechnic Institute</td>
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<tr>
<td>10:45 am – noon</td>
<td>Experience Report - Engaging more women in academic innovation: Findings and recommendations</td>
<td>Salon C</td>
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<td>This session will share findings from the quantitative and qualitative data obtained from 168 women involved in academic innovation.</td>
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<td>Forough Ghahramani, NJEdge, and Jennifer Gottwald, Wisconsin Alumni Research Foundation</td>
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<tr>
<td>10:45 am – noon</td>
<td>Roundtable - Creating equity in STEM through STEM professional societies</td>
<td>Salon I/J</td>
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<td>In this series of roundtable discussions, researchers, practitioners, and change agents will discuss efforts to create equity in STEM at STEM professional societies.</td>
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<td>Heather Metcalf (moderator) and Ershela Sims, WEPAN</td>
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<tr>
<td>noon – 1:15 pm</td>
<td>Luncheon Plenary - Keynote Address</td>
<td>Liberty L-P</td>
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<td>Keynote presented by Dr. Renetta Garrison Tull, Vice Chancellor of Diversity, Equity, and Inclusion, University of California Davis.</td>
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<tr>
<td>1:30 pm – 3:30 pm</td>
<td>Concurrent Session 2</td>
<td>Salons A-J</td>
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<tr>
<td>1:30 pm – 3:30 pm</td>
<td>Symposium - Leveraging the power of institutional networks to advance gender &amp; racial equity in STEM</td>
<td>Salon D</td>
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<td>This symposium session will highlight concrete examples from NSF ADVANCE and other broadening participation projects on how institutions can leverage the power of networks to advance gender and racial equity among STEM faculty. Topics to be explored include work-life issues, institutional policies/practices, mentoring, and climate that affect the pathways/pipelines, recruitment, retention, and prosperity of women and other underrepresented groups in STEM academic careers.</td>
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<td>Marie T. Mora, Cynthia Dupureur, and Matthew Taylor, University of Missouri - St. Louis; Ala Qubbaj and Marci McMahon, University of Texas Rio Grande Valley</td>
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1:30 pm – 3:30 pm  
**Symposium - Promoting DEI in policies, procedures, and P&T guidelines: Getting DEI where the rubber meets the road in the time of COVID**

This symposium discusses work conducted over the last two years to bridge stated support of DEI in strategic plans to the practical implementation of DEI work in the policies, procedures, and practices of colleges and departments.

*Rachel Roper, East Carolina University Medical School*

1:30 pm – 3:30 pm  
**Workshop - Centering equity at individual and organizational levels via an Inclusive Professional Framework**

In this workshop, attendees will explore an Inclusive Professional Framework developed through NSF INCLUDES- and NSF ADVANCE-funded projects designed to advance equity work at both individual and organizational levels. During the session, participants will engage in active listening, individual reflection, small and large group discussion, real-time skills practice and application of learning to local contexts.

*Don Gillian-Daniel, University of Wisconsin-Madison*

1:30 pm – 3:30 pm  
**Symposium - ARC Network Virtual Visiting Scholar presentations**

In this symposium, researchers from the last four cohorts of the ARC Network’s Virtual Visiting Scholar program will share and discuss their research on topics critical to equity in STEM.

*Virginia Rhodes (moderator), WEPAN; Joan Herbers, The Ohio State University; Dawn Culpepper, University of Maryland; Rachele Hendricks-Sturrup, Duke-Margolis Center for Health Policy; Rodica Lisnic, University of Arkansas; Beth Mitchneck, University of Arizona*

1:30 pm – 3:30 pm  
**Symposium - Equity in innovation, commercialization, and entrepreneurship**

In this presentation, panel discussion, and community conversation sponsored by the NSF’s Technology, Innovation, and Partnerships - Office of Translational Impact (TIP/TI), attendees will learn about TIP/TI and engage in conversations about broadening participation in STEM innovation, commercialization, and entrepreneurship.

*Erin Kelley (moderator), ADVANCE INCLUDES I-Corps Inclusion Collective; Forough Ghahramani, NJEdge; Adrienne Minerick, Michigan Technological University; Kerstin Mukerji, NSF TIP/TI; Lauren Goldstein, New Mexico State University*

1:30 pm – 3:30 pm  
**NSF ADVANCE Office Hours**

Visit the conference app to sign up for a one-on-one session with an NSF ADVANCE Program Officer. Each session will be 10 minutes long.

*Jessie DeAro, Erika Tatiana Camacho, and Chrystal A. S. Smith, NSF*

3:45 pm – 5:00 pm  
**Concurrent Session 3**

3:45 pm – 5:00 pm  
**Early-stage Innovation - Computer simulation: How gender and race shape academic careers for women of color in STEM**

This presentation shares NSF-funded research on how women of color in academia experience navigating their careers, specifically through the tenure track process, and how systemic biases influenced by their gender and race combine to create barriers for them.

*Paolo Gaudiano, Aleria Research Corp*
Early-stage Innovation - Equity in STEM: Supporting SISTaS’ persistence in the academe via C10 framework during a pandemic

This session identifies how and why the authors co-created their own counterspaces as mothers, researchers, and scientists despite what appeared to be no opportunity to connect during the pandemic. Using Moore’s (2021) Framework, the presenters showcase scholarly relationships that focus on a caring professional community, centered around open and honest communication, collaboration, collegiality, and civility.

Saundra Johnson Austin, LaSonya L. Moore, Kemesha Gabbidon, University of South Florida; and Michelle Bradham-Cousar, Florida International University

3:45 pm – 5:00 pm

Early-stage Innovation - Springboarding your career workshops

This session describes an ADVANCE model for delivering career workshops that engages a network of global catalysts who recruit small cohorts of women faculty in the region and facilitate a series of 8-10 hours-long “springboard your career” workshops designed to foster connection among “isolated” scholars.

Eleanor Loiacono, William & Mary, and Elizabeth Long Lingo, Worcester Polytechnic Institute

3:45 pm – 5:00 pm

Early-stage Innovation - Balanced and successful

This session explores tools and research that center rest and restoration as a key part of balancing pursuit of STEM careers and as a way for Women in Science and Engineering programs to support their students holistically.

Beth Anne Johnson, Clemson University

3:45 pm – 5:00 pm

Experience Report - Beyond Kumbaya: ADVANCEing DEI work in STEM

In this case study, we explore challenges to advancing DEI practices in university STEM departments in the face of myths and misconceptions that trivialize and devalue that work. DEI are laudable objectives, but how to we move beyond a proclamation of value to the gritty work of transformation? Our case study focuses on how one university uses institutional research and introspection to craft policies and practices along its journey toward a more diverse, equitable, and inclusive campus climate.

Crystal Chambers and Kristen Myers, East Carolina University

3:45 pm – 5:00 pm

Experience Report - Seeing Change with AAAS SEA Change

Institutions of higher education have many, often siloed, efforts across campus for broadening participation; understanding how these DEI efforts can be better coordinated is a critical element of systemic transformation. In this session, participants will hear about the STMM Equity Achievement (SEA) Change effort from AAAS and begin to map their campus assets to understand their unique context and DEI landscape.

Beth Ruedi, American Association for the Advancement of Science

5:00 pm – 6:00 pm

Equity & Excellence Council Reception

Invitation only.

Silver Linden

5:00 pm – 6:00 pm

ARC Network Communities of Practice Committee Meeting

Invitation only.

Pentagon

5:15 pm – 6:15 pm

ADVANCE 20 Focus Group 2

Invitation only.

Treasury

6:30 pm – 8:30 pm

Reception

Liberty/Independence Foyer

7:00 pm – 7:35 pm

High Fives for Change Talks

Salon K

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The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
7:00 pm – 7:05 pm
High Five - The ADVANCE network based on publications
This presentation will demonstrate the interactive visualization prototype that we are developing to bring the ADVANCE network of individuals to life! This NSF-funded project (#2000713 and #1836671) employs a multi-method social network analysis to better understand the evolution and patterns of relationships within a network of grantees from the NSF-funded ADVANCE program.
Kathrin Zippel, Jessica R. Gold, and Alexander J. Gates, Northeastern University

7:05 pm – 7:10 pm
High Five - Selfmade Engineering Leaders of the Future (SELF)
This presentation describes the SELF program. Selfmade Engineering Leaders of the Future (SELF 2.0) is built on the success of USDA/NIFA grant in 2013 and 2020. The goal of this 3 and half day residential program is to provide opportunities to rural high school girls in exploring engineering careers in use of forest eco-system and rural health services.
Sheila Pendse, University of Maine

7:10 pm – 7:15 pm
High Five - Exploring faculty perceived devalued experiences in different problem settings during the pandemic
This presentation shares findings from a faculty work climate survey (Gender Bias in Academia Index) administered to 327 faculty during the pandemic to explore faculty perceived devalued experiences in different problem settings during the pandemic.
Siffat Ara Sharmin, University of Massachusetts Lowell

7:15 pm – 7:20 pm
High Five - Institutionalizing college equity advisors
This presentation discusses how FIU developed easy-to-complete, individualized forms for department chairs to use in tracking progress on their departmental DEI goals annually.
Caroline Simpson, Florida International University

7:20 pm – 7:25 pm
High Five - Evaluating ripple effects
In this presentation, NSF ADVANCE-funded Villanova Initiative to Support Inclusiveness and Build Leaders aka VISIBLE, shares the concept of ripple effects, where the impact of our work may ripple out further beyond the event or activity and into creating change and action.
Seth Matthew Fishman, Villanova University

7:25 pm – 7:30 pm
High Five - Over the hurdles and through the hoops: Building equity into promotion processes
Discussing the plausible hidden hurdles in promotion from associate to full professorship, this presentation suggests institutional mechanisms for ensuring equitable processes in promotion of associate professors to the full professor rank, as well as strategies for addressing biases in reviews.
Mangala Subramaniam, Purdue University

7:30 pm – 7:35 pm
High Five - Building brand equity through communications and administration
This presentation delineates how branding is much more than just a logo. In this session, participants will learn how to identify their DEI core services and communicate them to the community.
Celene Torres and Cinthya Silva-Cruz, Florida International University

Salon K

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
# Thursday, June 2, 2022

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
<th>Location</th>
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</table>
| 8:00 am – 9:00 am | Breakfast  
Join us in kicking off the #EiSCC22 with tasty treats, coffee, tea and High Fives for Change.                                                        | Liberty/Independence Foyer |
| 8:00 am – 9:00 am | ADVANCE 20 Focus Group 3  
Invitation Only                                                                                                                                 | Treasury       |
| 8:00 am – 9:00 am | Poster Showcase  
Liberty/Independence Foyer                                                                                                                                   |                |
| 8:00 am – 9:00 am | Poster - The impact of COVID-19 at Historically Black Colleges and Universities (HBCUs): Black women STEM faculty perspectives  
This poster presentation shares research findings from a study of Black women STEM faculty experiences at HBCUs during the pandemic and asserts that understanding Black women STEM faculty experiences in response to this crisis is critical and will inform the impending reimagining and restructuring that will take place as a result.  
Anna Lee, Karen T. Jackson, and Sherrice V. Allen, North Carolina A&T State University | P2             |
| 8:00 am – 9:00 am | Poster - Can building community understanding of the institutional compensation system improve salary equity?  
This poster presentation discusses salary equity studies and argues that how these studies are conducted and discussed is just as important as the study itself.  
Carol Marchetti and Margaret Bailey, Rochester Institute of Technology | P4             |
| 8:00 am – 9:00 am | Poster - Advancing Latinas in STEM academic careers: Maximizing and sustaining collaborations  
Drawing on our NSF INCLUDES grant 2-part symposium "ADVANCING Latinas in STEM Academic Careers (May 2019 and April 2021), a project that builds on UTRGV's successful ADVANCE initiatives, this poster presentation asks and responds to the question: What are the best practices for maximizing | P6             |
| 8:00 am – 9:00 am | Poster - Picture a Scientist raises awareness of the challenges women in academia face and how to overcome them  
Through a collaboration with Iowa State University's ADVANCE program and eight additional ADVANCE institutions, we show how the documentary film "Picture a Scientist" can be used to raise awareness, promote allyship and have difficult conversations about the causes and consequences of gender inequity.  
Margaret Ptacek, Alena Hofrova, and Patrick Rosopa, Clemson University | P8             |
| 8:00 am – 9:00 am | Poster - KIND Program first year progress update  
This presentation provides an update on the activities during the first year of the NSF-ADVANCE-Partnership funded KIND program. The goal of this program is to bring about systemic changes to increase the representation of women, particularly URM women, and to support equity for diverse groups, in the engineering professoriate of the California State University System.  
Sue Rosser, San Francisco State University | P10            |

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
8:00 am – 9:00 am  Poster - Peer Review Objectives and Guidelines for Representation and Equity in the Social Sciences (PROGRESS)  
This presentation discusses Peer Review Objectives and Guidelines for Representation and Equity in the Social Sciences (PROGRESS), an NSF ADVANCE grant project that seeks to identify and address institutional processes that inhibit the advancement of women and intersectional scholars at the disciplinary association level within the social sciences.  
*Tara Shukla, Fred Palm, and Nicole Levit, Social Science Research Council*

8:00 am – 9:00 am  Poster - Annual departmental DEI reports: Holding chairs accountable  
We will present how we developed easy-to-complete, individualized forms for department chairs to use in tracking progress on their departmental DEI goals annually. We will discuss the successes and challenges in taking this approach.  
*Caroline Simpson, Florida International University*

8:00 am – 9:00 am  Poster - Co-creating faculty annual review documents: Collaborations across and among communities to reshape evaluation structures  
This poster session presents UCCS’ Annual Review Criteria and Process Co-Creation Toolkit along with the data supporting its impact and utility, including the rubric to review unit annual review documents, the assessment protocol, and initial results.  
*Jessi Smith, Sylvia Mendez, Jennifer Poe, and Kelly McNear, University of Colorado Colorado Springs*

8:00 am – 9:00 am  Poster - Bystander behavior to address microaggressions  
This poster session highlights the efficacy of a bystander training program developed by faculty for faculty, whose goals have been twofold. Specifically, we have sought to: 1) develop faculty members’ individual skill sets to identify microaggressions and interrupt such bias and 2) to embed the program in the organizational fabric of the institution in order to promote collective accountability for interrupting such bias thereby inducing a systemic climate shift towards equity.  
*Michelle Haynes-Baratz, Meg Bond, Yun Ling Li, and Meg Sobkowicz-Kline, University of Massachusetts Lowell*

8:00 am – 9:00 am  Poster - An intersectional approach to faculty retention: The experiences of women of color faculty in higher education  
This poster will present our research findings from UD ADVANCE interviews with 54 current and former faculty, including 27 women of color, as well as key strategies for supporting and retaining faculty of color that emerged from our interviews.  
*Shawna Vican and Robin Andreasen, University of Delaware*

8:00 am – 9:00 am  Poster - AGU LANDInG community of practice: A model for professional societies to build DEI capacity across STEM  
This poster session will highlight community collaboration and engage in discussion around building DEI capacity across STEM using the AGU LANDInG Community of Practice as an example.  
*Billy Williams, Margaret Fraser, Pranoti Asher, and Brielle Bennett, American Geophysical Union; Stephanie Goodwin, Inclusion Works*

8:00 am – 9:00 am  Poster - Equity impact assessments for university policies  
This poster presentation will describe the concept of equity impact assessments, outline the key components of the assessment rubric, and discuss the collaborative strategy we used to convince BGSU’s senior administration to establish this requirement.  
*Margaret Yacobucci, Bowling Green State University*
<table>
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<tr>
<th>Time</th>
<th>Exhibit</th>
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<tr>
<td>8:00 am – 9:00 am</td>
<td><strong>Exhibit - Women in Engineering ProActive Network (WEPAN)</strong>&lt;br&gt;WEPAN is a catalyst for change to enhance the success of a diversity of women in engineering in academia and the professions. Founded as a non-profit educational organization in 1990, WEPAN is the nation’s first network dedicated to advancing cultures of equity, inclusion, and diversity in engineering higher education and workplaces.</td>
<td>E1</td>
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<td>8:00 am – 9:00 am</td>
<td><strong>Exhibit - Explore the ARC Network library</strong>&lt;br&gt;Looking for recommendations on resources to support your equity in STEM work? Come explore the ARC Network’s library of over 4,000 resources with the support of ARC Network librarian, Bethany Farmer.</td>
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<td>8:00 am – 9:00 am</td>
<td><strong>Exhibit - ADVANCE co-authorship network: An interactive visualization</strong>&lt;br&gt;This virtual exhibit engages the audience to explore the network of authors and publications resulting from NSF ADVANCE efforts for gender equity and institutional transformation knowledge production. The network reveals many disconnected communities of authors that are primarily organized by similar institutional affiliations, overlays author attributes including gender and author DEI expertise, and animates the growth of the network over time. We invite members of the ARC community to come explore this interactive network yourselves. We are seeking your feedback on this proto-type to help inform how to further explore the knowledge produced in ADVANCE.</td>
<td>E3</td>
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<td>8:00 am – 9:00 am</td>
<td><strong>Exhibit - National Society of Black Engineers (NSBE)</strong>&lt;br&gt;The National Society of Black Engineers (NSBE) is one of the largest student-governed organizations based in the United States. NSBE, founded in 1975, supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. With more than 600 chapters and nearly 20,000 active members in the U.S. and abroad, NSBE’s mission is “to increase the number of culturally responsible black engineers who excel academically, succeed professionally and positively impact the community.”</td>
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<td>8:00 am – 9:00 am</td>
<td><strong>Exhibit - Society of Women Engineers (SWE)</strong>&lt;br&gt;The Society of Women Engineers’ (SWE) mission is to stimulate women to achieve their full potential in careers as engineers and leaders, expand the image of the engineering profession as a positive force in the quality of life, and demonstrate the value of diversity. Founded in 1950, SWE is the driving force that establishes engineering as a highly desirable career aspiration for women. SWE empowers women to succeed and advance in those aspirations and be recognized for their life changing contributions and achievements as engineers and leaders. SWE has over 300 sections globally and 40,000 collegiate and professional members.</td>
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<td>8:00 am – 9:00 am</td>
<td><strong>Exhibit - National Association of Multicultural Engineering Program Advocates (NAMEPA)</strong>&lt;br&gt;The National Association of Multicultural Engineering Program Advocates (NAMEPA) is the nation’s leading community of change agents, cultivating diversity, access, equity, and inclusion in engineering. We are a network of university administrators, faculty, deans, pre-college educators and industry professionals all committed to implementation of programs, policies, and institutional changes to broaden participation in STEM.</td>
<td>E6</td>
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The American Indian Science and Engineering Society (AISES) is a national nonprofit organization focused on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in science, technology, engineering, and math (STEM) studies and careers. Founded in 1977, AISES supports 230 affiliated pre-college schools, 196 chartered college and university chapters, 3 tribal chapters, and 18 professional chapters in the U.S. and Canada. We highlight the geographic, economic, and social aspects of STEM education and careers.

### Concurrent Session 4 (Salons A-J)

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<th>Time</th>
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<tr>
<td>9:00 am – 10:15 am</td>
<td><strong>Early-stage Innovation - The use of an existential psychological framework to better conceptualize the minoritized experience</strong></td>
<td>Salon D</td>
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<td>This session will: 1) enhance capacity for insight into the recognition and manifestation of existential themes and concerns in STEM settings; and 2) offer tactics to counter them and better facilitate inclusion, retention, and success for members of historically minoritized groups.</td>
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<td>Matthew Taylor, Erin Whitteck, and Bettina Casad, University of Missouri-St. Louis</td>
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<td>9:00 am – 10:15 am</td>
<td><strong>Early-stage Innovation - Equitable hiring practicum: Creating a hands-on approach to transform hiring</strong></td>
<td>Salon E</td>
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<td>This session will discuss Villanova Institute to Support Inclusiveness and Build Leaders (VISIBLE) Equitable Hiring Practicum’s development and structure, with particular focus on the partnerships, a key to the success of the program.</td>
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<td>Adam Smith, Noelle Comolli, and Lauren Miltenberger, Villanova University</td>
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<td>9:00 am – 10:15 am</td>
<td><strong>Experience Report - Growing roots of equity: The TREE model of faculty evaluation in COVID-19</strong></td>
<td>Salons F/G/H</td>
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<td>In this session, we outline a model for institutional change – the TREE model – with the aim of informing diversity efforts in higher education more broadly during the pandemic.</td>
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<td>Dessie Clark, Ethel L. Mickey, and Joya Misra, University of Massachusetts, Amherst</td>
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<td>9:00 am – 10:15 am</td>
<td><strong>Experience Report - TEAM ADVANCE: Building capacity in mentoring and peer support</strong></td>
<td>Salon C</td>
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<td>This session highlights the impacts of two campus interventions: Faculty Mentor Training, which supports mentoring skill-building for faculty who mentor junior colleagues; and Peer Mentoring Circles, which promote peer support and professional development for early-career faculty.</td>
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<td>Erin Malloy and Joanna Helene Foland, University of North Carolina at Chapel Hill</td>
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<tr>
<td>9:00 am – 10:15 am</td>
<td><strong>Experience Report - A model for personnel protocols: Increasing decision making transparency to promote equity in promotion and tenure</strong></td>
<td>Salons I/J</td>
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<td>In this session, presenters share structural features of a personnel protocol designed to mitigate bias in promotion and tenure decision making.</td>
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<td>Michelle Haynes-Baratz and Meg Bond, University of Massachusetts Lowell</td>
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### Networking Break

Liberty/Independence Foyer

### Concurrent Session 5 (Salons A-J)

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<th>Time</th>
<th>Session</th>
<th>Location</th>
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<tr>
<td>10:15 am – 10:45 am</td>
<td><strong>Experience Report - Vested allies: Men embracing cultural humility in personal &amp; institutional Transformation at a Historically Black University</strong></td>
<td>Salon D</td>
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<td>This presentation examines the critical role of male faculty members in promoting cultural humility and achieving gender equity at FAMU.</td>
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<td>A. Nevell Owens and Brandon Moton, Florida A&amp;M University</td>
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10:45 am – noon  
**Experience Report - Anything can happen: Empowering parents in community churches**
Our Empowering Parents in Community Churches (EPICC) STEMulation projects operates within local churches to host after-school and weekend programs in several neighborhoods throughout the city.  
*Whitney Gaskins, University of Cincinnati*

10:45 am – noon  
**Experience Report - “We know there are problems, but…” Navigating resistance to faculty workload reform**
In this interactive and strategy-based Experience Report, the project leaders from the Faculty Workload and Rewards Project, a five-year, ADVANCE-funded collaborative action-research project, discuss navigating resistance to faculty workload reform.  
*Dawn Culpepper and KerryAnn O’Meara, University of Maryland; Joya Misra, University of Massachusetts Amherst; and Audrey Jaeger, NC State*

10:45 am – noon  
**Experience Report - Beyond just words: Moving from bystander to ally in the academic workplace**
In this session, we describe a tested program that encourages faculty colleague intervention in bias incidents in the academic workplace.  
*Christine Shea, Karen Graham, and Kate Siler, University of New Hampshire*

10:45 am – noon  
**Experience Report - Theater as a tool for agency**
**THEATER AS A TOOL FOR AGENCY** is both a performance and a workshop, providing attendees an opportunity to experience firsthand the pedagogical impact of experiential theater in addition to a discussion about its use.  
*Jeffrey Allen Steiger, Florida International University*

10:45 am – noon  
**Experience Report - Building a pipeline for women in computing: A community partnership between Girl Scouts and the University of Maryland**
This experience report will describe K-12 outreach efforts of the Iribe Initiative for Inclusion and Diversity in Computing (I4C) and the Maryland Center for Women in Computing (MCWIC) in the Computer Science Department at the University of Maryland, College Park.  
*Kristina Kramarczuk, Jandelyn Plane, Kathryn Atchison, Charlotte Avery, Maya Narayanasamy, and Genevieve Sampson, University of Maryland College Park*

noon – 1:15 pm  
**Luncheon Plenary - Keynote Address**
**Keynote presented by Dr. Tiffany Smith, Cherokee/Muscogee Creek, Director of Research and Career Support, American Indian Science and Engineering Society.**

1:30 pm – 2:45 pm  
**Concurrent Session 6**

1:30 pm – 2:45 pm  
**Experience Report - You’ve implemented STRIDE: Now what?**
This session is for individuals looking for evidence-based programs, like STRIDE (developed at the University of Michigan), that will help improve equity in recruitment, hiring, and promotion.  
*Barbara King, Sanaz Farhangi, and Suzanna Rose, Florida International University*

1:30 pm – 2:45 pm  
**Experience Report - BGSU ALLIES: Bringing allies and inclusive leaders together for collaborative systemic change**
BGSU ALLIES is an NSF ADVANCE Adaptation project that has aimed to catalyze a campus-wide effort to better support women and other marginalized faculty in STEM fields. In this Experience Report, we will highlight our successes and lessons learned in implementing a collaborative, top-down and bottom-up approach to institutional change for gender equity.  
*Margaret Yacobucci and Stacey Rychener, Bowling Green State University*
1:30 pm – 2:45 pm  
**Experience Report - Shifting from doing to being: The impact of cohort circles on retention & well being of women faculty**  
This session highlights an example of a successful pandemic pivot: the Cohort Circles of Florida A&M University (FAMU) ADVANCE.  
Marcia Allen Owens, Kenya Washington-Johnson, Komalavalli Thirunavukkuarasu, and Cheree Y. Wiltsher, Florida A&M University

1:30 pm – 2:45 pm  
**Experience Report - DE&I advocacy at Audio Engineering Society**  
This is a DE&I committee report of the last 4 years of advocacy that has been made within Audio Engineering Society and challenges we have encountered as a non-profit organization.  
Jiayue Cecilia Wu, University of Colorado Denver, and Jonathan Wyner, Audio Engineering Society

1:30 pm – 2:45 pm  
**Experience Report - Racialized and gendered research collaboration experiences of STEM faculty**  
Based on qualitative interview data with 62 STEM faculty from a R1 University, this session identifies the internal processes involved in research collaboration and how gender and race intersect to impact the careers and experiences of women faculty of color.  
Ethel Mickey, Jova Misra, Ember Kanelee, and Laurel Smith-Doerr, University of Massachusetts Amherst

1:30 pm – 2:45 pm  
**Experience Reports - Navigating challenges to data collection for institutional change**  
Upon obtaining the Catalyst Award at Central Michigan University, we were faced with unexpected barriers to data collection. Challenges included data not being available, unwillingness to share data by some institutional offices, changes in institutional academic leadership, and roadblocks created by institutional structures and norms. In this presentation, we will discuss how we were able to overcome each of these barriers.  
Tracy Galarowicz, Katrina Piatek-Limenez, and Lisa Gandy, Central Michigan University; and Frimpomaa Ampaw, Morgan State University

3:45 pm - 4:30 pm  
**Networking Break**  
Liberty/Independence Foyer

3:45 pm - 4:30 pm  
**High Fives for Change Talks**  
Salon K

3:45 pm - 3:50 pm  
**High Five - COVID-19 online pivot accelerates Women in Leadership faculty programming**  
This session highlights the positive impact that the COVID-19 online pivot had on faculty programming offered by a Women in Leadership (WIL) initiative at Syracuse University.  
Michele Wheatly, Candace Campbell Jackson, and Marie Garland, Syracuse University; and LaVonda Reed, Georgia State University

3:50 pm - 3:55 pm  
**High Five - DEI training and career development for graduate students**  
This High 5 Talk will discuss the current issue of DEI training (or lack thereof) for graduate students, and the potential setbacks and rewards of expanding this work beyond STEM faculty and staff.  
Sophia Sanchez, Florida International University

3:55 pm - 4:00 pm  
**High Five - Exploring antecedents and outcomes of faculty perceptions of climate for diversity**  
In this session, Drs. Narda Quigley and Kristin Broussard will describe Villanova’s ADVANCE grant research program.  
Narda Quigley and Kristin Broussard, Villanova University

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26 The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
4:00pm - 4:05 pm  High Five - Growth network: A faculty mentoring program  
This session describes the Growth Network, a faculty mentoring program developed during the pandemic to help new faculty become more connected to campus and to develop a network of mentors to support their success.  
Lynn Bartels, Tisha Brooks, Sandra Weissinger, and Emily Love, Southern Illinois University Edwardsville

4:05 pm - 4:10 pm  High Five - STEAMEC - the addition of equity and culture to STEAM  
In this brief talk, participants will be exposed to a leadership program for WOC in STEM, developed by the presenter, that equips them to be their own equity manager or advocate.  
Maru Colbert, Science Nation Project School

4:30 pm - 5:30 pm  ADVANCE 20 Focus Group 4  
Invitation Only.

5:30 pm - 6:30 pm  Awards Dinner Reception*  
Join WEPAN in recognizing the diversity, equity, and inclusion research, practice, and change efforts of members of our community in this Awards Dinner Reception. Sponsored by WEPAN, Chevron, and NSF TIP/TL. Hosted by Kameelah Majied, Merck.  
RSVP in the conference app to attend.
**Friday, June 3, 2022**

8:00 am – 9:00 am  **Breakfast**  
Join us in kicking off the #EiSCC22 with tasty treats, coffee, tea and High Fives for Change.

8:00 am – 9:00 am  **Poster Showcase**  

8:00 am – 9:00 am  **Poster - Adapting a workload tool: Can universities make workload more equitable & transparent?**  
This poster session reviews implementation obstacles and preliminary findings from WSU-GEARS Workload Equity Pilot Project, aimed at addressing hidden and uneven workload.  
*Krista Brumley, Nichole Gerring, and Stine Eckert, Wayne State University*

8:00 am – 9:00 am  **Poster - The impact of COVID-19 at Historically Black Colleges and Universities (HBCUs): Black women STEM faculty perspectives**  
This poster presentation shares research findings from a study of Black women STEM faculty experiences at HBCUs during the pandemic and asserts that understanding Black women STEM faculty experiences in response to this crisis is critical and will inform the impending reimagining and restructuring that will take place as a result.  
*Anna Lee, Karen T. Jackson, and Sherrice V. Allen, North Carolina A&T State University*

8:00 am – 9:00 am  **Poster - Can building community understanding of the institutional compensation system improve salary equity?**  
This poster presentation discusses salary equity studies and argues that how these studies are conducted and discussed is just as important as the study itself.  
*Carol Marchetti and Margaret Bailey, Rochester Institute of Technology*

8:00 am – 9:00 am  **Poster - ACCESS+: Leveraging STEM professional societies to advance DEI**  
This poster session shares tools and strategies from ACCESS+, an ADVANCE-funded initiative working with STEM professional societies to create intersectional gender equity throughout their organizations.  
*Andrea Lucy Putwen, WEPAN; Gretal Leibnitz, ProActualize Consulting; Veronica Segarra, High Point University; Don Gillian-Daniel, University of Wisconsin-Madison; Ershela Sims, WEPAN; and Heather Metcalf, WEPAN*

8:00 am – 9:00 am  **Poster - Advancing Latinas in STEM academic careers: Maximizing and sustaining collaborations**  
Drawing on our NSF INCLUDES grant 2-part symposium “ADVANCING Latinas in STEM Academic Careers (May 2019 and April 2021), a project that builds on UTRGV’s successful ADVANCE initiatives, this poster presentation asks and responds to the question: What are the best practices for maximizing and sustaining community collaborations with the aim to broaden the participation of Latinas in STEM academic careers?  
*Marci McMahon and Ala Qubbaj, University of Texas Rio Grande Valley; and Marie T. Mora, University of Missouri-St. Louis*

8:00 am – 9:00 am  **Poster - ADVANCE Midwest Partnership: How to build a collaborative, cross-institutional partnership**  
This poster describes the experience of four midwestern universities collaborating in the ADVANCE Midwest Partnership to design, implement, and assess the impact of a package of programs for enhancing the career success of women and under-represented STEM faculty.  
*Cinzia Cervato, Iowa State University, and Adrienne Minerick, Michigan Technological University*
Poster - Picture a Scientist raises awareness of the challenges women in academia face and how to overcome them

Through a collaboration with Iowa State University’s ADVANCE program and eight additional ADVANCE institutions, we show how the documentary film “Picture a Scientist” can be used to raise awareness, promote allyship and have difficult conversations about the causes and consequences of gender inequity.

*Margaret Ptacek, Alena Hofrova, and Patrick Rosopa, Clemson University*

Poster - Actions to retain BIPOC faculty @ University of Michigan

This poster session shares the presenters’ journey from understanding the impact of the COVID-19 pandemic on faculty; to creating and sharing resources and tools for campus leadership to address BIPOC faculty retention.

*Shelly Conner and Jamie Saville, University of Michigan ADVANCE*

Poster - KIND Program first year progress update

This presentation provides an update on the activities during the first year of the NSF-ADVANCE-Partnership funded KIND program. The goal of this program is to bring about systemic changes to increase the representation of women, particularly URM women, and to support equity for diverse groups, in the engineering professoriate of the California State University System.

*Sue Rosser, San Francisco State University*

Poster - Then & Now: FAMU ADVANCE from 2018 through the pandemic and into the future

This poster session describes how, despite the COVID-19 pandemic, ADVANCE has been able to improve awareness of cultural humility, recruit and support Faculty Fellows cohorts, and increase the tenure, promotion, and scholarly productivity rates of women STEM/SBS faculty across campus.

*Ivory Council, Marcia Allen Owens, and Zakiya Hoyett, Florida A&M University ADVANCE*

Poster - Peer review objectives and guidelines for representation and equity in the social sciences (PROGRESS)

This presentation discusses Peer Review Objectives and Guidelines for Representation and Equity in the Social Sciences (PROGRESS), an NSF ADVANCE grant project that seeks to identify and address institutional processes that inhibit the advancement of women and intersectional scholars at the disciplinary association level within the social sciences.

*Tara Shukla, Fred Palm, and Nicole Levi, Social Science Research Council*

Poster - Creating an equitable and inclusive workforce to keep America on PACE via Purposeful Academic Catalysts for Ecosystem growth in STEM alliances

This poster session offers a framework for local, regional, and state P-20 school systems, corporations/industry and community organizations to work together to eliminate collaboration barriers and purposefully design academic experiences to catalyze local STEM ecosystems to supply the skilled workforce to meet the needs of regional employers.

*Tonya Davis, Microsoft*

Poster - Annual departmental DEI reports: Holding chairs accountable

We will present how we developed easy-to-complete, individualized forms for department chairs to use in tracking progress on their departmental DEI goals annually. We will discuss the successes and challenges in taking this approach.

*Caroline Simpson, Florida International University*
8:00 am – 9:00 am  
**Poster - Inclusive communication strategies to support equity & inclusion for faculty in the time of COVID-19**  
This poster session describes how UD ADVANCE turned its attention over the past year to supporting UD’s administration and faculty in equitable implementation, clarification, and inclusive dissemination of policies aimed at mitigating the impacts of the pandemic on faculty work life and career outcomes.  
*Heather Doty, Robin Andreasen, and Shawna Vican, University of Delaware ADVANCE*

8:00 am – 9:00 am  
**Poster - Co-creating faculty annual review documents: Collaborations across and among communities to reshape evaluation structures**  
This poster session presents UCCS’ Annual Review Criteria and Process Co-Creation Toolkit along with the data supporting its impact and utility, including the rubric to review unit annual review documents, the assessment protocol, and initial results.  
*Jessi Smith, Sylvia Mendez, Jennifer Poe, and Kelly McNear, University of Colorado Colorado Springs*

8:00 am – 9:00 am  
**Poster - Women ADVANCE leadership: From concept to institutional change**  
This poster session highlights the impact of one of TEAM ADVANCE’s campus interventions: Women ADVANCE Leadership, which supports mid-career women faculty seeking to develop their leadership identity and advance into senior positions.  
*Joanna Foland, Shannelle Campbell, and Erin Malloy, University of North Carolina at Chapel Hill*

8:00 am – 9:00 am  
**Poster - Bystander behavior to address microaggressions**  
This poster session highlights the efficacy of a bystander training program developed by faculty for faculty, whose goals have been twofold. Specifically, we have sought to: 1) develop faculty members’ individual skill sets to identify microaggressions and interrupt such bias and 2) to embed the program in the organizational fabric of the institution in order to promote collective accountability for interrupting such bias thereby inducing a systemic climate shift towards equity.  
*Mic...ckarat Lowell*

8:00 am – 9:00 am  
**Poster - Making the invisible visible: Enhancing visibility of women faculty and raising awareness of existing equity policies and procedures**  
This poster showcase presentation shares the communication strategy of the NSF ADVANCE catalyst project at Missouri State University (MSU).  
*Tamera Jahnke and Abby Templer Rodrigues, Missouri State University*

8:00 am – 9:00 am  
**Poster - An intersectional approach to faculty retention: The experiences of women of color faculty in higher education**  
This poster will present our research findings from UD ADVANCE interviews with 54 current and former faculty, including 27 women of color, as well as key strategies for supporting and retaining faculty of color that emerged from our interviews.  
*Shawna Vican and Robin Andreasen, University of Delaware*

8:00 am – 9:00 am  
**Poster - The pipeline left unpatched: Comparing the experience of women faculty of color with other racial and gender groups**  
This poster session shares findings from a comparative study of faculty experiences at the intersections of gender and race with a specific focus on the experiences of women faculty of color.  
*Shinhee Jeong, Zakiya Wilson-Kennedy, and Justin Weng, Louisiana State University*
8:00 am – 9:00 am  Poster - AGU LANDInG community of practice: A model for professional societies to build DEI capacity across STEM

This poster session will highlight community collaboration and engage in discussion around building DEI capacity across STEM using the AGU LANDInG Community of Practice as an example.
Billy Williams, Margaret Fraiser, Pranoti Asher, and Brielle Bennett, American Geophysical Union; Stephanie Goodwin, Inclusion Works

8:00 am – 9:00 am  Poster - Higher education transformations for greater equity: NSF ADVANCE & AGEP programs

This poster session uses data for 221 US R1 and R2 universities to examine how the broader demographic and sociocultural contexts within these institutions may be influencing representation in faculty positions, as well as the progress they are making via NSF ADVANCE/AGEP projects.
Brittany Kowalski and Sharon Bird, West Virginia University

8:00 am – 9:00 am  Poster - Equity impact assessments for university policies

This poster presentation will describe the concept of equity impact assessments, outline the key components of the assessment rubric, and discuss the collaborative strategy we used to convince BGSU’s senior administration to establish this requirement.
Margaret Yacobucci, Bowling Green State University

8:00 am – 9:00 am  Exhibits

Liberty/Independence Foyer

8:00 am – 9:00 am  Exhibit - Women in Engineering ProActive Network (WEPAN)

WEPAN is a catalyst for change to enhance the success of a diversity of women in engineering in academia and the professions. Founded as a non-profit educational organization in 1990, WEPAN is the nation’s first network dedicated to advancing cultures of equity, inclusion, and diversity in engineering higher education and workplaces.

8:00 am – 9:00 am  Exhibit - Explore the ARC Network library

Looking for recommendations on resources to support your equity in STEM work? Come explore the ARC Network’s library of over 4,000 resources with the support of ARC Network librarian, Bethany Farmer.

8:00 am – 9:00 am  Exhibit - ADVANCE co-authorship network: An interactive visualization

This virtual exhibit engages the audience to explore the network of authors and publications resulting from NSF ADVANCE efforts for gender equity and institutional transformation knowledge production. The network reveals many disconnected communities of authors that are primarily organized by similar institutional affiliations, overlays author attributes including gender and author DEI expertise, and animates the growth of the network over time. We invite members of the ARC community to come explore this interactive network yourselves. We are seeking your feedback on this prototype to help inform how to further explore the knowledge produced in ADVANCE.

8:00 am – 9:00 am  Exhibit - National Society of Black Engineers (NSBE)

The National Society of Black Engineers (NSBE) is one of the largest student-governed organizations based in the United States. NSBE, founded in 1975, supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology. With more than 600 chapters and nearly 20,000 active members in the U.S. and abroad, NSBE’s mission is “to increase the number of culturally responsible black engineers who excel academically, succeed professionally and positively impact the community.”

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
8:00 am – 9:00 am  **Exhibit - Society of Women Engineers (SWE)**
The Society of Women Engineers’ (SWE) mission is to stimulate women to achieve their full potential in careers as engineers and leaders, expand the image of the engineering profession as a positive force in the quality of life, and demonstrate the value of diversity. Founded in 1950, SWE is the driving force that establishes engineering as a highly desirable career aspiration for women. SWE empowers women to succeed and advance in those aspirations and be recognized for their life changing contributions and achievements as engineers and leaders. SWE has over 300 sections globally and 40,000 collegiate and professional members.

8:00 am – 9:00 am  **Exhibit - National Association of Multicultural Engineering Program Advocates (NAMEPA)**
The National Association of Multicultural Engineering Program Advocates (NAMEPA) is the nation’s leading community of change agents, cultivating diversity, access, equity, and inclusion in engineering. We are a network of university administrators, faculty, deans, pre-college educators and industry professionals all committed to implementation of programs, policies, and institutional changes to broaden participation in STEM.

8:00 am – 9:00 am  **Exhibit - American Indian Science and Engineering Society (AISES)**
The American Indian Science and Engineering Society (AISES) is a national nonprofit organization focused on substantially increasing the representation of Indigenous peoples of North America and the Pacific Islands in science, technology, engineering, and math (STEM) studies and careers. Founded in 1977, AISES supports 230 affiliated pre-college schools, 196 chartered college and university chapters, 3 tribal chapters, and 18 professional chapters in the U.S. and Canada. We highlight the geographic, economic, and social aspects of STEM education and careers.

9:00 am – 10:15 am  **Closing Plenary - 20 Years of ADVANCE: Then, Now, and Tomorrow**
During this plenary panel, authors from the newly released issue of the ADVANCE Journal discuss the special issue honoring the 20th anniversary of the NSF’s ADVANCE program with the theme: Collaborations, Collisions, and Connections.
*Stephani Page (moderator), WEPAN; Sherrice V. Allen, North Carolina A&T University; Jessica Gold, Northeastern University; and Sue Rosser, San Francisco State University*

10:15 am – 10:45 am  **Networking Break**

10:45 pm – noon  **Concurrent Session 7**

10:45 pm – noon  **Experience Report - Intersectionality, international faculty, and inclusive excellence**
This session shares findings from an examination of international faculty awareness of gender and racial bias as part of a Bystander Leadership Program to improve the climate of STEM and social and behavioral sciences departments.
*Suzanna Rose and Sanaz Farhangi, Florida International University*

10:45 pm – noon  **Experience Report - Overcoming immunities to change**
This interactive session introduces the audience to the Immunity to Change (ITC) methodology, developed by Harvard University scholars Robert Kegan and Lisa Lahey.
*Maike Philipsen, Virginia Commonwealth University*
10:45 pm – noon  Early-stage Innovation - Transformation in a Box: Helping I-Corps implement inclusion
This session describes the work of the ADVANCE / INCLUDES / I-Corps Inclusion Collective efforts and offers a case study for other ADVANCE and INCLUDES projects seeking to sustain their work.
Erin Kelley, ADVANCE/INCLUDES/I-Corps Inclusion Collective; Lauren Goldstein, New Mexico State University; Heather Metcalf, WEPAN; Mary Raber, Michigan Technological University; Norm Rapino, University of Toledo; and Matthew Lynall, Purdue University

Salon E

10:45 pm – noon  Early-stage Innovation - If not now, then when? Changing faculty evaluation for equity during COVID
In this moderated and interactive Conversation Hour session, participants will be engaged in sharing experiences (successes and challenges) for changing faculty evaluation processes.
Beth Mitchneck, University of Arizona and Stephanie Goodwin, Inclusion Works

Salons F/G/H

10:45 pm – noon  Experience Report - Summer working groups: A strategy to engage multi-level stakeholders in cross-cutting efforts that advance equity in STEM
In this interactive session, the presenters share features of a summer working groups model, including a modest time commitment, payment, strategic representation of key constituencies, and an open, emergent approach to facilitation. In roundtables, participants will discuss and report out how this model might be applied and adapted to address change needs that advance equity for faculty at their own institutions.
Chrys Demetry, Natalie Fanny, Kimberly Hollan, Elizabeth Long Lingo, Susan C. Roberts, and Jeanine Lee McHugh Skorinka, Worcester Polytechnic Institute

Salon C

Noon – 1:00 pm  Adjourning Luncheon
Boxed lunches provided. Thank you for joining us!
Speakers and Presenters

Sherrice V. Allen, PhD
Project Director, NC A&T ADVANCE IT
Email - svallen@ncat.edu

Dr. Sherrice V. Allen is the Director of the ADVANCE IT Project at North Carolina Agricultural and Technical State University. Dr. Allen is an experienced mentor, educator, and researcher focused on promoting equity and inclusion for women in STEM at the undergraduate, graduate, and faculty levels.

Poster Showcase - The Impact of COVID-19 at Historically Black College and Universities (HBCUs): Black Women STEM Faculty Perspectives
Closing Plenary - 20 Years of ADVANCE: Then, Now, and Tomorrow

Frimpomaa Ampaw
Department Chair, Advanced Studies Leadership & Policy, Morgan State University
Email - frimpomaa.ampaw@morgan.edu

Experience Reports - Navigating Challenges to Data Collection for Institutional Change

Robin Andreasen, PhD
Professor, University of Delaware
Email - robina@udel.edu

Dr. Robin O. Andreasen (Ph.D. University of Wisconsin-Madison) is a Professor of Linguistics and Cognitive Science. She earned her PhD in philosophy and specializes in philosophy of science and of social science. A race and gender scholar, Dr. Andreasen is a Co-PI for UD’s NSF ADVANCE-IT grant.

Poster Showcase - An Intersectional Approach to Faculty Retention: The Experiences of Women of Color Faculty in Higher Education
Poster Showcase - Inclusive Communication Strategies to Support Equity & Inclusion for Faculty in the Time of COVID-19

Pranoti Asher, PhD
Assistant Director of Grants and Education Programs, American Geophysical Union
Email - PAsher@agu.org

Pranoti Asher is a geoscientist by way of her training and works at the intersection of workforce, careers, and education in higher education. She serves as the project director for the AGU Bridge Program which increases opportunities for students from historically marginalized populations to obtain graduate geoscience degrees.

Poster Showcase - AGU LANDInG Community of Practice: A Model for Professional Societies to Build DEI Capacity Across STEM

Kate Atchison
Associate Director- Iribe Initiative for Inclusion and Diversity in Computing (I4C), University of Maryland
Email - katea@umd.edu

Kate is the Associate Director of the Iribe Initiative for Inclusion and Diversity and the Maryland Center for Women in Computing. Kate oversees corporate and community partnerships, the Maryland Affiliate of the NCWIT Aspirations in Computing, Tech + Research, and strategic planning around inclusion and diversity in computing at UMD.

Experience Reports - Building a Pipeline for Women in Computing: A Community Partnership Between Girl Scouts and the University of Maryland

Charlotte Avery
Coordinator for Outreach, Iribe Initiative for Inclusion and Diversity in Computing (I4C)
Email - cjavery@umd.edu

As Coordinator for Outreach, Charlotte supervises and trains over 30 undergraduate computer science students to work as teaching ambassadors for K-12 students. She maintains partnerships with local organizations and schools. Prior to working at I4C, she spent 9 years as a secondary mathematics and computer science teacher.

Experience Reports - Building a Pipeline for Women in Computing: A Community Partnership Between Girl Scouts and the University of Maryland

Margaret Bailey
Professor, Department of Mechanical Engineering, Kate Gleason College of Engineering, Rochester Institute of Technology
Email - mbembe@rit.edu

Professor Margaret Bailey, Ph.D., P.E. is a Professor of Mechanical Engineering within the Kate Gleason College of Engineering, Rochester Institute of Technology. Appointments at RIT include the Founding Director of AdvanceRIT Program (2012-2020), the Co-Chair of the President’s Commission on Women (2007-2020), the inaugural Sr. Faculty Associate to the Provost for Women Faculty (2010 –2018), the Founding Director of WE@RIT (2004-2011) and the inaugural Kate Gleason Endowed Chair (2003-2009). Dr. Bailey teaches courses and conducts research in the areas of Thermodynamics, engineering and public policy, engineering education, and gender in engineering and science.

Poster Showcase - Can Building Community Understanding of the Institutional Compensation System Improve Salary Equity?
Lynn Bartels, PhD
Professor of Psychology, Director of Faculty Development, Southern Illinois University Edwardsville
Email - lbartel@siue.edu LinkedIn
Lynn Bartels is a Professor of Psychology and Director of Faculty Development at Southern Illinois University Edwardsville. Within Industrial/Organizational Psychology, she studies employee selection and development and bias and discrimination in the workplace. She is a Co-PI on an ADVANCE Adaptation grant.

High Fives for Change Talks - Resources to Improve Faculty Evaluations
High Fives for Change Talks - Growth Network: A Faculty Mentoring Program

Brielle Bennett
Senior Program Specialist, Diversity, Equity, and Inclusion, American Geophysical Union
Email - BBennett@agu.org
Brielle Bennett is a Senior Program Specialist at AGU. Her work focuses on collaborations to increase DEI opportunities, managing the LANDInG Community of Practice and overall support of the LANDInG Project. Brielle has a background and strong passion for working with historically underserved youth as an educator and social worker.

Poster Showcase - AGU LANDInG Community of Practice: A Model for Professional Societies to Build DEI Capacity Across STEM

Mia Bertagnolli
Professor of Biology, Director, Center for Teaching and Advising, Gonzaga University
Email - bertagnolli@gonzaga.edu LinkedIn
Dr. Mia Bertagnolli is Interim Associate Dean in the College of Arts and Sciences, Director of the Center for Teaching and Advising (CTA) and Professor of Biology at Gonzaga University. In her early career she was a Clare Boothe Luce Professor of Biochemistry. In addition to several years of leadership experience as Associate Dean, she has chaired both the Department of Biology and the Department of Chemistry & Biochemistry. She has worked to help departments develop clear guidelines for reappointment, promotion, and tenure; developed resources and training for department Chairs; created programs that support faculty development and promote equity, inclusivity, and a sense of belonging at the classroom, department, and institutional levels; and mentored faculty across the university.

High Fives for Change Talks - ASCEND: Advancing STEM Careers By Empowering Network Development

Sharon R. Bird
Professor and Director of Women’s and Gender Studies and Professor of Sociology, West Virginia University
Email - sharon.bird@mail.wvu.edu
Sharon R. Bird is a Professor of Sociology and Professor of Women’s and Gender Studies in the Eberly College of Arts and Sciences. Her research focuses on systemic equity enhancement and on the development and scaling-up of sustainable equity enhancement strategies across multiple institutions of higher education.

Poster Showcase - Higher Education Transformations for Greater Equity: NSF ADVANCE & AGEP programs

Brianna Blaser
University of Washington, DO-IT
Email - blaser@uw.edu
Through her work with University of Washington’s DO-IT Center, Brianna works to increase the participation of people with disabilities in STEM careers. She is the associate director for AccessComputing and AccessADVANCE. Her work includes direct interventions for individuals with disabilities and encouraging stakeholders to create institutional change.

High Fives for Change Talks - Are We Leaving Disability Out of Equity in STEM?

Meg Bond
Faculty Director, ADVANCE Office for Faculty Equity, Distinguished Professor of Psychology, Director of WAVES, University of Massachusetts Lowell
Email - Meg_Bond@uml.edu
MEG A. BOND is Professor of Psychology and the Director of the Center for Women and Work at the University of Massachusetts, Lowell. She is also a Resident Scholar at the Brandeis University Women’s Studies Research Center.

Poster Showcase - Bystander Behavior to Address Microaggressions

Terri Boyer, EdD
Director, McNulty Institute for Women’s Leadership and Asst Vice Provost, Centers & Institutes, Villanova University
Email - teresa.boyer@villanova.edu
Dr. Terri Boyer is a leader and advocate for economic and social equity. Her work focuses on gender and experience in education and work, particularly in nontraditional fields or roles. She works with individuals and institutions to build awareness and develop skills to address inequities and advance women in leadership.

Early-Stage Innovations - COVID and Caritas: A Mission-driven Community Response for Faculty Equity
Michelle Bradham-Cousar, PhD
Clinical Assistant Professor, Counseling, Recreation, and School Psychology, Florida International University
Dr. Bradham-Cousar is an assistant professor of rehabilitation counseling at FIU with over 16 years of serving individuals with disabilities. She earned a BA in Psychology/Sociology, MA in Community Counseling, and PhD in Counselor Education & Supervision, Curriculum & Instruction.
Email - ybradham@fiu.edu

Early-Stage Innovations - Equity in STEM: Supporting SISTaS’ Persistence in the Academe via C10 Framework During a Pandemic

Tisha Brooks
Assistant Professor of English, Southern Illinois University Edwardsville
Email - tibrook@siue.edu
Dr. Tisha Brooks is an Assistant Professor of English at Southern Illinois University Edwardsville, where she teaches courses in African American Literature and composition. She received a B.A. degree in English from Ursinus College in 2001, an M.T.S. degree from the Harvard Divinity School in 2003, and a Ph.D. in English from Tufts University in 2013. Brooks' scholarship and teaching reflect her interdisciplinary interests in African American Literature, Women’s Studies, and Religion.

High Fives for Change Talks - Growth Network: A Faculty Mentoring Program

Kristin Broussard, PhD
Postdoctoral Scholar, Villanova’s ADVANCE grant, Villanova University
Email - kristin.broussard@villanova.edu
Dr. Kristin Broussard is the postdoctoral scholar for Villanova’s NSF ADVANCE grant. She works on VISIBLE’s social science research projects, assessing the antecedents of climate for diversity and its impact at Villanova. She specializes in research on prejudice, bias, stigma, and diversity, equity, and inclusion.

High Fives for Change Talks - Exploring Antecedents and Outcomes of Faculty Perceptions of Climate for Diversity

Chrystal Bruce, PhD
Professor, John Carroll University
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Dr. Bruce is a professor of chemistry and the PI of the ASCEND project (Advancing STEM Careers by Empowering Network Development).

High Fives for Change Talks - ASCEND: Advancing STEM Careers By Empowering Network Development

Krista Brumley, PhD
Associate Professor and PI, WSU-GEARS ADVANCE Adaptation Grant, Wayne State University
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LinkedIn
Krista M. Brumley is associate professor of sociology at Wayne State University. Her research examines how U.S. workplace conditions impact employee advancement, work-family conflict, and social well-being. She is the Principal Investigator of the WSU-GEARS NSF ADVANCE Adaptation grant.

Poster Showcase - Adapting a Workload Tool: Can Universities Make Workload More Equitable & Transparent?

Erika Tatiana Camacho, PhD
Program Director, ADVANCE and HSI programs, National Science Foundation; Associate Professor in Applied Mathematics at Arizona State University
Email - ecamacho@nsf.gov
Dr. Erika Tatiana Camacho published the first set of mechanistic models addressing photoreceptor degeneration, providing a new framework through which experimentalists can examine retinal degeneration and mitigate blindness. She grew up in East Los Angeles and was taught by Jaime Escalante at Garfield High School. She received a Bachelor of Mathematics and Economics from Wellesley College and earned a Doctorate of Applied Mathematics from Cornell University. Dr. Camacho spent a year as a postdoctoral researcher at Los Alamos National Laboratory. She then held a tenure-track faculty position at Loyola Marymount University before joining the faculty at ASU in 2007. She was a 2013-2014 MLK Visiting Assistant Professor of Mathematics at Massachusetts Institute of Technology (MIT). She co-founded the Applied Mathematical Sciences Summer Institute (AMSSI) and co-directed other summer programs dedicated to the recruitment of undergraduate women, underrepresented minorities, and those that might not otherwise have the opportunity. She has been awarded the AAAS Mentor Award, the PAESMEM (Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring) from the White House, the Great Minds in STEM Education Award, the SACNAS Distinguished Undergraduate Mentoring Award, and the Hispanic Women’s Corporation National Latina Leadership Award among many others.

NSF - NSF ADVANCE New Grantee Orientation
NSF - NSF ADVANCE Q&A
Opening Plenary and Keynote Address
NSF - NSF ADVANCE Office Hours
Shannelle Campbell, MD  
Assistant Professor of Surgery, University of North Carolina at Chapel Hill  
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Shannelle Campbell is Assistant Professor in the Division of General and Acute Care Surgery at UNC-CH. An alum of Women ADVANCE Leadership, Shannelle revived the Chancellor’s Caregiving Work Group to support faculty, staff, and students with managing caregiving and work in the wake of the COVID-19 pandemic.

**Poster Showcase - Women ADVANCE Leadership: From Concept to Institutional Change**

Rene Canady, BSE  
Sociology PhD Student, Washington University in Saint Louis,  
Email - c.janet@wustl.edu  
LinkedIn  
Rene Canady is currently a Sociology PhD student at the University of Washington in Saint Louis and is a 2020 bioengineering graduate from the University of Pittsburgh. Most recently, she co-authored a policy memo on defining race in scientific research and is also a NSF Graduate Research Program Fellow.

**Early-Stage Innovations - Race in the Bioengineering Laboratory: A study on DEI, Health Equity, and Design**

Bettina Casad, PhD  
Associate Professor and Co-PI, University of Missouri-St. Louis  
Email - casadbj@umsl.edu  
LinkedIn  
Dr. Casad is an Associate Professor of Psychological Science and conducts social psychology and social neuroscience research. She examines the role of threatening environments in underrepresentation in STEM. Dr. Casad works on DEI initiatives and serves as Co-PI on an ADVANCE grant, leading campus DEI events and training faculty mentors.

**High Fives for Change Talks - Allyship in Faculty Mentor Training: Changing Academic Culture from the Ground Up**

**High Fives for Change Talks - Race in the Bioengineering Laboratory: A study on DEI, Health Equity, and Design**

Cinzia Cervato, PhD  
Morrill Professor of Geological and Atmospheric Science, Lead PI of ADVANCE Midwest Partnership, Iowa State University, ADVANCE Midwest Partnership  
Email - cinzia@iastate.edu  
LinkedIn  
Cinzia Cervato is lead PI of the NSF-funded ADVANCE Midwest Partnership project and Morrill Professor of Geological and Atmospheric Sciences. A Fellow of the Geological Society of America, she has led numerous projects funded by NSF focused on reforming science education especially in large enrollment introductory courses and labs.

**Poster Showcase - ADVANCE Midwest Partnership: How to Build a Collaborative, Cross-institutional Partnership**

Crystal Chambers, JD, PhD  
Professor, East Carolina University  
Email - CHAMBERSC@ecu.edu  
LinkedIn  
Crystal Chambers (JD, PhD) is a professor in ECU’s Department of Educational Leadership. She is a co-PI on THRIVE@ECU, an NSF ADVANCE Adaptation Grant designed to facilitate institutional transformation towards a climate that is inclusive of, celebrates, promotes, and advances the leadership of women in academe, especially in STEM.

**Experience Reports - Beyond Kumbaya: ADVANCEing DEI Work in STEM**

Dessie Clark, PhD  
Associate Director of Program Assessment and Research Collaboration, University of Massachusetts, Amherst  
Email - dessieclark@umass.edu  
Dessie Clark is the Associate Director of Program Assessment and Research Collaboration for the University of Massachusetts, Amherst ADVANCE Program.

**Experience Reports - Growing Roots of Equity: The TREE Model of Faculty Evaluation in COVID-19**

Maru Colbert, PhD  
Proprietor, Science Nation Project School/E5  
Email - mcolbert@alum.mit.edu  
LinkedIn  
After several years in industry and a patent, Professor Maru Colbert garnered awards as an academician. A professional challenge she has made personal is combining chemical engineering and urban renewal with environmental and educational justice. She founded Science Nation Project School, is a STEM/STEAM/“STEAMEC” advocate and cultural curriculum specialist.

**High Fives for Change Talks - STEAMEC-The Addition of Equity and Culture to STEAM [Teaching and Practice]**
Noelle Comolli, PhD
Co-Principal Investigator, VISIBLE, and Associate Dean, College of Engineering, Villanova University
Email - noelle.comolli@villanova.edu
Dr. Noelle Comolli is director of the Polymeric Biomaterials Lab. She holds a BS and PhD in Chemical Engineering, and has been a member of the Chemical and Biological Engineering department at Villanova University since 2008. Dr. Comolli’s background is in polymeric materials for tissue engineering, especially neural tissue engineering, as well as drug delivery vehicles. She enjoys also looking at bio-sourced polymers and the life cycle of polymeric materials. Dr. Comolli is a Co-PI on a $3 million National Science Foundation ADVANCE Institutional Transformation Grant to fund a project that will encourage and support the advancement of women in the Science, Technology, Engineering and Math (STEM) fields.

Shelly Conner
University of Michigan
Email - shellyah@umich.edu
LinkedIn
Shelly Conner directs the research and evaluation activities by the ADVANCE Program, including annual climate studies, institutional data analyses and emerging research topics.

Ivory Council, PhD
Postdoctoral Associate, FAMU ADVANCE-IT, Florida A&M University
Email - ivory.council@famu.edu
LinkedIn
Ivory S. Council earned a Ph.D. in environmental science, with a concentration in environmental chemistry, from Florida A & M University in 2020. Presently, Dr. Council serves as a Postdoctoral Associate for the FAMU ADVANCE Institutional Transformation Project (HRD-1824267), which focuses on gender equity and cultural humility among HBCU faculty.

Lyla Crawford
Program Operations Specialist, AccessADVANCE, University of Washington
Email - lylac@uw.edu
I have been with the DO-IT program at the University of Washington since 1997. I currently serve as the internal evaluator for projects that work to increase the participation of students with disabilities in post-secondary academic programs and careers.

Dawn Culpepper, PhD
Associate Director and Research Asst Professor, University of Maryland
Email - dkculpep@umd.edu
Dr. Dawn Kiyoe Culpepper is the Associate Director and an Assistant Research Professor at the University of Maryland’s ADVANCE Program for Inclusive Excellence. Dr. Culpepper’s research broadly examines diversity, equity, and inclusion in the academic workplace. She focuses on policies, practices, and resources that foster equity, disrupt bias, spur organizational effectiveness, and create conditions where women and BIPOC scholars can thrive. She has held leadership roles on several NSF-funded projects, including the Faculty Workloads and Rewards Project funded by NSF-ADVANCE and social science research on faculty hiring funded by NSF-AGEP. Dr. Culpepper leverages research to inform practice, leading faculty development and educational initiatives across UMD’s campus. She completed her BA in Government at the University of Virginia, her MEd in Higher Education Administration at NC State University, and her PhD in Higher Education at the University of Maryland.

Tonya B. Davis, MBA
Regional Manager, Microsoft Philanthropies TEALS Program, Hire Houston Youth Advisory Council
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LinkedIn
Tonya Davis, Regional Manager, Microsoft Philanthropies TEALS Program - building equitable and inclusive computer science programs in high schools. Tonya uses her sphere of influence to connect academic, corporate, governmental and non-profit institutions to form alliances to create pathways for students of all ages to gain access to economic opportunities.
Jessie DeAro, PhD
Program Director, National Science Foundation
Email - jdearo@nsf.gov

Dr. Jessie DeAro’s career with federal education and diversity programs started in 1999 after earning her doctorate in physical chemistry from the University of California at Santa Barbara studying the mesoscale optical properties of thin organic polymer films. She was selected as a Presidential Management Fellow (PMF) and recruited by the U.S. Department of Education to manage a relatively new Hispanic-Serving Institutions (HSIs) capacity building program. In 2003 she was recruited to the National Science Foundation (NSF) to become the Program Director for the Historically Black Colleges and Universities-Undergraduate Program (HBCU-UP). In 2010 she was detailed to the White House Office of Science and Technology Policy where she worked on STEM education and workforce diversity policy as a Senior Policy Analyst. She returned to the NSF to work on broadening participation in STEM graduate education, postdoctoral training, and academic careers, as program director for the Alliances for Graduate Education and the Professoriate (AGEP) program. In 2013 she was asked to serve as Acting Deputy Division Director in the Division of Human Resource Development where she served for six months and then served eight months as Acting Deputy Division Director of the Division of Research on Learning in Formal and Informal Settings. After these management details, she returned to manage the ADVANCE program and serves as the HRD liaison to the EHR Core Research (ECR) program focusing on broadening participation in STEM research.

NSF - NSF ADVANCE New Grantee Orientation
NSF - NSF ADVANCE Q&A
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NSF - NSF ADVANCE Office Hours

Chrysanthe Demetry, PhD
Professor and Director, Morgan Teaching and Learning Center, Worcester Polytechnic Institute
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Chrys Demetry is Professor of Mechanical Engineering at WPI and Director of its Morgan Teaching and Learning Center, a portfolio that includes faculty development. As co-PI on WPI’s ADVANCE Adaptation grant, she leads efforts to address inequities in advancement of mid-career faculty through promotion reform and institutional commitment to mentoring.

Experience Reports - Summer Working Groups: A Strategy to Engage Multi-level Stakeholders in Cross-cutting Efforts that Advance Equity in STEM

Heather Doty, PhD
Associate Professor and PI, UD ADVANCE, University of Delaware
Email - hdoty@udel.edu

Dr. Doty is an associate professor in mechanical engineering at the University of Delaware, and PI on UD's NSF ADVANCE Institutional Transformation project.

Poster Showcase - Inclusive Communication Strategies to Support Equity & Inclusion for Faculty in the Time of COVID-19

Cynthia Dupureur, PhD
Faculty Fellow for Faculty Success; Professor of Chemistry and Biochemistry; and Senior Personnel, UMSL ADVANCE Adaptation, University of Missouri-St. Louis
Email - dupureurc@umsl.edu

Dr. Cynthia Dupureur is the Faculty Fellow for Faculty Success at UMSL and Professor of Chemistry & Biochemistry. She has a productive record as an externally funded researcher in biochemistry and biophysics, and teaches in that area. She is also a former Department Chair.

Symposium - Leveraging the Power of Institutional Networks to Advance Gender & Racial Equity in STEM

Stine Eckert
Associate Professor, Department of Communication, Wayne State University
Email - stine.eckert@wayne.edu

Dr. Stine Eckert is an Associate Professor in the Department of Communication at Wayne State University. Her research focuses on digitalization and public spheres, especially on digital media and gender; digital media and minorities; the democratic potential of social media; online harassment and abuse; counter publics and media; and women in journalism. Her teaching experience includes classes on qualitative research methods; interviewing as a research method, feminist media theory, journalism and new media, basic news reporting, writing and editing; introduction to broadcast news writing, reporting and editing, media literacy, and media and journalism history.

Poster Showcase: Adapting a Workload Tool: Can Universities Make Workload More Equitable & Transparent
Diana Elder, PhD
Division Director, National Science Foundation Division of Human Resource Development
Email - delder@nsf.gov

Dr. Diana Elder is Division Director for Human Resource Development at the National Science Foundation (NSF). Her appointment began January 20, 2020. Dr. Diana Elder began her academic career at Northern Arizona University (NAU) where she earned a B.S. in Geology, a B.S. in Physical Sciences, and a M.S. in Quaternary Studies. While completing her graduate studies, Dr. Elder worked for the United States Geological Survey (USGS) in the Branches of Astrogeology and Western Regional Geology; at the Los Alamos National Laboratory; and the Desert Research Institute. Dr. Elder earned her Ph.D. in Geological Sciences at the University of California — Riverside. After completing her Ph.D., Dr. Elder returned to Northern Arizona University, where she holds the rank of Associate Professor of Geomorphology. Dr. Elder's most recent appointment is as Associate Dean for Academic Affairs for NAU's College of the Environment, Forestry, and Natural Sciences. Dr. Elder has also served as a Program Director for the Directorate for Biological Sciences in the Division of Biological Infrastructure. She has received grants from several federal agencies, including NSF, USGS, and the National Park Service.

Opening Plenary - Keynote Address

Natalie Farny
Assistant Professor of Biology and Biotechnology, Worcester Polytechnic Institute
Email - nfarny@wpi.edu

Professor Farny is a broadly trained cell and molecular biologist with an interest in the emerging field of synthetic biology. She is currently integrating these interests to pursue research in two key areas: 1) Using biomolecules and engineered biological systems to sense and remediate environmental hazards, and 2) understanding the biological effects of contaminant exposures, particularly in regulating the cellular stress response. Her research is applicable to many areas, including medical diagnostics and therapeutics, food and water safety, autism spectrum disorder, and neurodegenerative disorders.

Experience Reports - Summer working groups: A strategy to engage multi-level stakeholders in cross-cutting efforts that advance equity in STEM

Sanaz Farhangi, PhD
Research Assistant Professor, Florida International University
Email - sfarhang@fiu.edu

Dr. Farhangi is a Research Assistant Professor in the office to Advance Women, Equity, and Diversity at Florida International University. She is trained as an engineer and has experience teaching science. She is interested in social justice through science education and the promotion of women and underserved minorities in STEM.

Experience Reports - You’ve Implemented STRIDE: Now What?
Experience Reports - Intersectionality, International Faculty, and Inclusive Excellence

Bethany Farmer, BA, MIS
Community Librarian, ARC Network and Women in Engineering ProActive Network
Email - bethany@wepan.org

Bethany Farmer has a Master's in Business Analytics from Lincoln Memorial University, a Master's in Information Science from the University of Tennessee and a Bachelor's in history and speech from East Tennessee State University. She has over a decade of library experience, including two years working in the Department of Energy Research library in Oak Ridge, TN. Prior to joining WEPAN, she was the Head of Technical Services at Lincoln Memorial University.

Exhibitor

Seth Matthew Fishman, PhD
Internal Evaluator, NSF ADVANCE Grant at Villanova University,
Email - seth.fishman@villanova.edu

SMF is the Internal Evaluator for the NSF ADVANCE (Award #1824237) Institutional Transformation grant at Villanova University, which is on year 4. He serves as the Assistant Dean for Curriculum and Assessment and an associate teaching professor in Education and Counseling in the higher education administration program.

High Fives for Change Talks - Evaluating Ripple Effects

Joanna Foland, MA
Research Project Manager, TEAM ADVANCE, University of North Carolina at Chapel Hill
Email - jfoland@email.unc.edu

Joanna Helene Foland is Research Project Manager for UNC-CH's TEAM ADVANCE. She contributes to the project's Faculty Mentor Training, Women ADVANCE Leadership, and Peer Mentoring Circles programs, and coordinates the campuswide Mentoring Climate Survey. Joanna also promotes awareness and inclusion of LGBTQ+ experiences to foster organizational change.

Poster Showcase - Women ADVANCE Leadership: From Concept to Institutional Change

Experience Reports - TEAM ADVANCE: Building Capacity in Mentoring and Peer Support
Margaret Fraiser  
Director, Diversity and Inclusion and co-PI, AGU LANDInG, American Geophysical Union  
Email - MFraiser@agu.org  
LinkedIn  
Margaret L. Fraiser joined AGU in April 2020 as the director of diversity and inclusion. Fraiser served as a program director in the National Science Foundation (NSF)’s Directorate for Geosciences in the Frontier Research in Earth Sciences and Sedimentary Geology and Paleobiology Programs. She helped execute NSF programs focused on advancing scientific knowledge and developing an inclusive STEM workforce. Prior to her rotation at NSF, Fraiser was an associate professor and undergraduate faculty advisor at the University of Wisconsin-Milwaukee. She is a member of the Paleontological Society’s inaugural Diversity and Inclusion Committee and was previously elected as membership coordinator. Fraiser has served as an associate editor and editor in chief of international, peer-reviewed and scientific journals.

Poster Showcase - AGU LANDInG Community of Practice: A Model for Professional Societies to Build DEI Capacity Across STEM

Kemesha Gabbidon, PhD  
Assistant Professor of Psychology, University of South Florida  
Email - kgabbidon@usf.edu  
Dr. Kemesha Gabbidon is a community health equity advocate. Her research interests include youth sexual health, health equity and intersectionality. She is an investigator with REACH Youth Center at USF St. Petersburg campus, which conducts research relevant for youth living with or at risk for HIV. Gabbidon has published articles on culture and sexuality, HIV and health disparities. Her recent research is aimed at investigating intersectional stigma and how it affects HIV screening in Tampa Bay, for which she received a $70,000 Transformative Grant to implement a community program that works with individuals and communities most affected by HIV. Gabbidon teaches undergraduate courses in health psychology, health disparities and critical issues in public health. She received the Office of Multicultural Affairs Outstanding Black Faculty/Staff Award, training through the Intersectional Qualitative Research Methods Institute and helped mentor psychology students at USF St. Petersburg campus. She is currently a guest editor at the Journal of Primary Prevention.

Early-Stage Innovations - Equity in STEM: Supporting SISTaS’ persistence in the academe via C10 framework during a pandemic

Tracy Galarowicz, PhD  
Associate Dean, Central Michigan University  
Email - galar1tl@cmich.edu  
LinkedIn  
Dr. Galarowicz is Associate Dean for Academic Affairs and Student Success of the College of Science and Engineering and a co-PI on the CMU ADVANCE team at Central Michigan University.

Experience Reports - Navigating Challenges to Data Collection for Institutional Change

Lisa Gandy, PhD  
Associate Professor, Central Michigan University  
Email - gandy1l@cmich.edu  
Dr. Gandy is Chair of the Department of Computer Science and a co-PI on the CMU ADVANCE team at Central Michigan University.

Experience Reports - Navigating Challenges to Data Collection for Institutional Change

Marie Garland, PhD  
Assistant Provost for Faculty Affairs, Syracuse University  
Email - mgarland@syr.edu  
LinkedIn  
Marie Garland, Ph.D. is the assistant provost for faculty affairs at Syracuse University. She supports faculty career progression and professional development with an emphasis on equity and inclusion. A scholar of organizational development and workplace communication, she was (from 2011-2017) the executive director of the Syracuse University ADVANCE-IT program.

High Fives for Change Talks - COVID-19 Online Pivot Accelerates Women in Leadership Faculty Programming

Whitney Gaskins  
President Elect, National Association of Multicultural Engineering Program Advocates  
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LinkedIn  
Dr. Gaskins is the Assistant Dean of Inclusive Excellence and Community Engagement in the University of Cincinnati College of Engineering and Applied Science, the only Black woman currently teaching in the faculty. She founded The Gaskins Foundation, which runs STEMulates a free program that introduces more students to STEM.

Experience Reports - Anything Can Happen: Empowering Parents in Community Churches

Gail Gasparich, PhD  
Provost and Academic Vice President, Millersville University of Pennsylvania  
Co-PI, ARC Network  
Email - gail.gasparich@millersville.edu  
LinkedIn  
Dr. Gail E. Gasparich is Provost and Vice President for Academic Affairs for Millersville University. Reporting directly to the President, the Provost oversees the Deans of the four colleges as well as the University’s planning process, all academic programs and curriculum development, plus related support services such as assessment and budgeting.
Alexander J. Gates  
Associate Research Scientist, Sociology and Anthropology, Northeastern University  
Email - a.gates@northeastern.edu  
LinkedIn  
My research explores how interconnectedness shapes the social, scientific, and business world around us. I employ a highly multidisciplinary approach—combining tools and techniques from Computational Social Science, Data Science, and Network Science with theory from Sociology.

High Fives for Change Talks - The ADVANCE Network based on Publications  
Exhibitor  
Paolo Gaudiano  
Founder and President, Aleria Research Corp  
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LinkedIn  
Paolo is President of ARC, Chief Scientist of Aleria and Adjunct Professor at NYU. Paolo is also a Forbes contributor on Diversity, Equity & Inclusion (DEI). These activities leverage Paolo’s combined experience in business, technology and academia to transform how people think about DEI and what they do about it.

Early-Stage Innovations - Computer Simulation: How Gender and Race Shape Academic Careers for Women of Color in STEM  
Nicole Elise Gerring, PhD  
Project Coordinator, WSU-GEARS NSF ADVANCE Adaptation grant, Wayne State University Gender Equity Advances Retention in STEM  
Email - dz7748@wayne.edu  
Nicole Gerring, Ph.D., is the project coordinator for the WSU-GEARS project. She earned a Master of Arts and a Ph.D. in Political Science from Wayne State University. She has research expertise in feminist international relations and has held teaching positions at Wayne State University and Oakland University.

Poster Showcase - Adapting a Workload Tool: Can Universities Make Workload More Equitable & Transparent?  
Forough Ghahramani, EdD  
Associate Vice President for Research and Innovation, NJEdge  
Email - forough.ghahramani@njedge.net  
LinkedIn  
A recognized thought leader, Forough is consulted at international level related to STEM workforce development strategies and evaluating the policies and programs that shape inclusive innovation ecosystems. Forough’s research focused on fostering diversity and inclusion in university innovation ecosystems has resulted in numerous publications. Co-PI in NSF ADVANCE Partnership: NJECC.

Experience Reports - Engaging more women in academic innovation: Findings and recommendations  
Symposia - Equity in Innovation, Commercialization, and Entrepreneurship  
Donald L. Gillian-Daniel, PhD  
Researcher and Co-PI, University of Wisconsin-Madison/ACCESS+  
Email - dldaniel@wisc.edu  
LinkedIn  
Don Gillian-Daniel, Ph.D. engages participants in learning how to be more equitable and inclusive in their teaching, advising, mentoring, and leadership. He serves as PI and co-lead of the NSF INCLUDES Aspire Alliance’s National Change Team, and is co-PI of the NSF-funded Inclusive STEM Teaching Project, ACCESS+, and LED-BIO initiatives.

Workshop - Centering Equity at Individual and Organizational Levels via an Inclusive Professional Framework  
Poster Showcase - Poster Showcase - ACCESS+: Leveraging STEM Professional Societies to Advance DEI  
Jessica Gold, PhD  
Postdoctoral Researcher, Northeastern University  
Email - j.gold@northeastern.edu  
Jess Gold is a Postdoctoral Researcher at Northeastern University. She uses a mixed methods approach to study the gendered and racialized contexts of modern work organizations, including ADVANCE institutions. She received a PhD in Sociology from UC Davis, and a BA in Sociology from the College of William and Mary.

High Fives for Change Talks - The ADVANCE Network based on Publications  
Exhibitor  
Closing Plenary - 20 Years of ADVANCE: Then, Now, and Tomorrow  
Lauren Goldstein, PhD  
Organizational Development Specialist, New Mexico State University  
Email - poet@nmsu.edu  
LinkedIn  
Dr. Lauren Goldstein serves as Organizational Development Specialist at New Mexico State University (NMSU)—a Hispanic-Serving, Minority-Serving, Land Grant institution located in Las Cruces. Lauren earned her BA in English at Creighton University, her MFA in creative writing at Virginia Tech, and a PhD in Rhetoric and Professional Communication at NMSU.

Early-Stage Innovations - Transformation in a Box: Helping I-Corps Implement Inclusion  
Symposia - Equity in Innovation, Commercialization, and Entrepreneurship
Stephanie Goodwin, PhD  
President, Stephanie Goodwin Consulting, Inc. DBA Inclusion Works  
Visiting Associate Professor, Stevens Institute of Technology  
Email - goodwin@incluxionworks.com LinkedIn  
Stephanie Goodwin, brings 25+ years of experience as a DEI scholar, faculty member, academic leader and former ADVANCE program leader to the conversation on faculty equity and success. A current consultant to multiple ADVANCE projects, Goodwin leverages her DEI science expertise to support and facilitate discussions of evidence-based models for change.  

Poster Showcase - AGU LANDInG Community of Practice: A Model for Professional Societies to Build DEI Capacity Across STEM  
Early-Stage Innovations - If Not Now, Then When? Changing Faculty Evaluation for Equity During Covid  
Pre-Convening Workshop - Speaking Up: How Bystanders Can Change the Conversation about Bias

Jennifer Gottwald, PhD  
Director of Licensing at Wisconsin Alumni Research Foundation  
Jennifer is a Director of Licensing at WARF, the technology transfer office for UW-Madison, where she licenses biotechnology intellectual properties. She holds a Ph.D. in plant molecular biology from the UW. She lectures at UW, serves as a trustee of WiSys, and actively participates in the AUTM Women Inventors group.  

Experience Reports - Engaging More Women in Academic Innovation: Findings and Recommendations

Karen Graham  
Professor, Mathematics & Statistics and Co-PI, University of New Hampshire ADVANCE  
Email - karen.graham@unh.edu  
Dr. Karen Graham is a Professor and Chair of the Department of Mathematics and Statistics at the UNH. She has been a member of the UNH ADVANCE leadership team since 2008 and currently serves as Executive Director. Her research focuses on the teaching and learning of mathematics and teacher development.  

Experience Reports - Beyond Just Words: Moving from Bystander to Ally in the Academic Workplace

Amanda Grannas  
Email - amanda.grannas@villanova.edu LinkedIn  
Dr. Grannas, Professor of Chemistry and Vice Provost for Research, joined the faculty at Villanova University in 2005. Through her thriving research program, she has mentored over 50 research students. Her Provost's Office work focuses on strengthening Villanova's research infrastructure and expanding support for faculty navigating careers as teacher-scholars.  

Early-Stage Innovations - COVID and Caritas: A Mission-driven Community Response for Faculty Equity

Michelle Haynes-Baratz  
Associate Professor of Psychology, University of Massachusetts - Lowell  
Email - Michelle_HaynesBaratz@uml.edu  
Currently a Co-PI on UMass Lowell’s ADVANCE IT grant Making WAVES (Women Academics Valued and Engaged in STEM) now in year 6 (no cost extension). My research focuses on understanding the conditions under which bias is expressed in organizational settings and how to mitigate them.  

Poster Showcase - Bystander Behavior to Address Microaggressions  
Experience Reports - A Model for Personnel Protocols: Increasing Decision Making Transparency to Promote Equity in Promotion & Tenure

Rachelle Hendricks-Sturrup, DHSc  
Research Director, Real World Evidence at Duke-Margolis Center for Health Policy  
Email - rachelle.hendricks.sturrup@duke.edu LinkedIn  
Dr. Rachelle Hendricks-Sturrup is a health scientist and journalist with a background in biology and health policy. Her work involves conducting implementation research on topics focused on the 21st Century Cures Act and engaging professionals from industry, academia, government, and civil society to develop ethical, legal, and social best practices to support health technology innovation. As a journalist, Dr. Hendricks-Sturrup has interviewed and written several articles about the personal and professional journeys of women in STEM, which are read by diverse audiences across the world.  

Symposia - ARC Network Virtual Visiting Scholar Presentations  
Virtual Visiting Scholar 2021-2022

Joan Herbers, PhD  
Professor Emerita, The Ohio State University  
Co-PI, ARC Network  
Email - herbers.4@osu.edu LinkedIn  
Joan M. Herbers is a professor emerita of evolution, ecology, and organismal biology, and of women’s, gender, and sexuality studies at The Ohio State University.  

Symposia - ARC Network Virtual Visiting Scholar Presentations
Alena Hofrova
Internal Evaluation Team Member, Clemson University TIGERS ADVANCE
Email - ahofrov@clemson.edu

Alena Hofrova is a doctoral candidate at Clemson University and at the Czech University of Life Sciences Prague. She is a member of the internal evaluation team for TIGERS ADVANCE at Clemson University. She holds a certificate of Gender Equity in Institutions from the Czech Academy of Sciences.

Poster Showcase - “Picture a Scientist” Raises Awareness of the Challenges Women in Academia Face and How to Overcome Them

Kimberly Hollan
Program Coordinator, Morgan Teaching and Learning Center, Worcester Polytechnic Institute
Email - kshollan@wpi.edu

Kim assists the faculty investigators of the ADVANCE Adaptation grant recently awarded to WPI by the National Science Foundation and supports educational development and faculty development initiatives sponsored through the Morgan Teaching and Learning Center. She manages scheduling, promotion, communications, and monitoring of programs and budgets for the wide range of faculty development activity coordinated by the Center.

Experience Reports - Summer Working Groups: A Strategy to Engage Multi-level Stakeholders in Cross-cutting Efforts that Advance Equity in STEM

Zakiya Hoyett, PhD
Project Manager, FAMU ADVANCE-IT, Florida A&M University
Email - zakiya.hoyett@famu.edu

Zakiya Hoyett serves as Project Manager for the FAMU ADVANCE Institutional Transformation Project (NSF Award HRD-1824267), an initiative to enhance gender equity among STEM/SBS faculty. She graduated from Norfolk State University with a BS in chemistry and earned a PhD in environmental science and MPH degree from Florida A&M University.

Poster Showcase - Then & Now: FAMU ADVANCE From 2018, Through the Pandemic, and Into the Future

Jamie Huber Ward, PhD
Associate Director, Aspirations in Computing, National Center for Women and Information Technology
Email - jamie.huberward@ncwit.org LinkedIn

Jamie Huber Ward is a research associate at the National Center for Women & Information Technology/University of Colorado Boulder. Her work has focused on research projects designed to increase women’s participation in academic computing programs, particularly using systemic organizational change practices to facilitate implementation of evidence-based recruitment and retention strategies.

High Fives for Change Talks - Creating Systemic DEI Change in Academic Computing Programs

Adeli Hutton
Graduate Student, Washington University at St. Louis
Email - adeli.hutton@wustl.edu

Adeli Hutton will complete a master’s in mathematics at Washington University in St. Louis in May 2022. She has presented her research on both inclusive STEM pedagogical methods and factors that drive women to initially pursue mathematics and then continue in academic math career paths at a variety of conferences.

Early-Stage Innovations - Factors Driving Women to Choose STEM Paths: A Review of the Research

Candace Campbell Jackson, JD
Senior Vice President and Chief of Staff, Syracuse University
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Candace Campbell Jackson is Syracuse University’s Senior Vice President/Chief of Staff. She is recognized for her strong record of achievement in strategic and operational areas, including creating initiatives supporting women’s leadership. She holds a B.A. in journalism from Howard University and a J.D. from the University of Akron.

High Fives for Change Talks - COVID-19 Online Pivot Accelerates Women in Leadership Faculty Programming

Karen T. Jackson, PhD
Assistant Professor, North Carolina A&T State University
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Dr. Karen T. Jackson is an assistant professor, Leadership Studies and Adult Education department at North Carolina A&T State University. She teaches research methods, ethics, and policy courses and facilitates dissertation development. Her work is grounded in systems and organization theory, policy studies, understanding of community engagement, equity, and social justice.

Poster Showcase - The Impact of COVID-19 at Historically Black College and Universities (HBCUS): Black Women STEM Faculty Perspectives

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
Audrey Jaeger
Executive Director, Belk Center for Community College Leadership and Research and W. Dallas Herring Professor of Community College Education, NC State
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Audrey J. Jaeger, Ph.D., is the executive director of the Belk Center for Community College Leadership and Research and W. Dallas Herring Professor of Community College Education at NC State University. Examining relationships and experiences among faculty and students in postsecondary institutions, her research illuminates issues of transition, access, equity, climate, agency and community engagement. Her work advances equitable student success and institutional effectiveness by bringing actionable data to leaders and policymakers in North Carolina and beyond. In her 20+ years as a faculty member at NC State, Jaeger has embraced the College of Education’s historic mission to serve North Carolina’s community colleges. To further these efforts, Jaeger secured $10.8 million from the John M. Belk Endowment and founded the Belk Center for Community College Leadership

Experience Reports - “We Know There Are Problems, But…” Navigating Resistance to Faculty Workload Reform

Tamera S. Jahnke, PhD
Co-PI, Missouri State University
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Tamera Jahnke is an advocate for women through leadership in an activity for middle school girls to learn about careers in STEM. She also coordinates an elementary science Olympiad program with the local public school system. She is co-PI of MSU’s Catalyst Award.
Poster Showcase - Making the Invisible Visible: Enhancing Visibility of Women Faculty and Raising Awareness of Existing Equity Policies and Procedures

Shinhee Jeong
Louisiana State University
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I am an assistant professor in the school of Leadership and Human Resource Development at Louisiana State University. One of my research agendas is to expand our understanding of the experiences of women of color faculty in higher education institutions and develop intersectional interventions.
Poster Showcase - The Pipeline Left Unpatched: Comparing the Experience of Women Faculty of Color with Other Racial and Gender Groups

Beth Anne Johnson, MS
President-elect, WEPAN
Associate Director of Women In Science and Engineering, Clemson University
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Beth Anne Johnson serves as the Associate Director for the Women in Science and Engineering (WISE) Program in the College of Engineering, Computing and Applied Sciences at Clemson University. This award-winning program pairs first year, female-identifying students with female identifying, upperclassman to guide them in their college experience.
Early Stage Innovations - Balanced and Successful

Saundra Johnson Austin, EdD
Project Coordinator, University of South Florida
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Dr. Saundra Johnson Austin is the project coordinator for the USF FL-AGEP and Project Racism in School Exclusionary Suspensions (RISES). She earned a BS in Civil Engineering (Penn State University), where she was awarded Outstanding Engineering Alumna, an MBA (Notre Dame) and Doctor of Education (University of Southern California).
Early-Stage Innovations - Equity in STEM: Supporting SISTaS’ Persistence in the Academe via C10 Framework During a Pandemic

Ember Skye K. Kanelee
PhD Candidate, University of Massachusetts, Amherst
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Ember Skye Kanelee is a doctoral candidate in sociology and a research assistant for the NSF ADVANCE program at the University of Massachusetts, Amherst. Her work examines how inequalities manifest within organizations at both micro and macro levels of analysis, with a focus on praxis-centered solutions.
Experience Reports - Racialized and Gendered Research Collaboration Experiences of STEM Faculty

David Kaye
PowerPlay Interactive Development, University of New Hampshire
David Kaye has served on the faculty of the University of New Hampshire Department of Theatre and Dance since 1996, serving as chair for 6 years. He has published numerous book chapters and articles primarily focusing on theatre and social justice and applied theatre. He has presented at conferences spanning math, science, engineering, medicine, psychology, manufacturing, law enforcement and theatre. He is a Fulbright Scholar and has won several awards including the New England Theatre Conference Theatre Educator of the Year, University of New Hampshire Outstanding Associate Professor, and Teaching Excellence awards, the Lindberg Award for outstanding teaching and scholarship, the UNH Social Justice Award as well as regional media awards for best Director, best Actor and best new play. He has served in several leadership roles with the Association for Theatre in Higher Education and is a member of the American Association of University Professors and the Stage Directors and Choreographers Union.
Pre-Convening Workshop - Speaking Up: How Bystanders Can Change the Conversation about Bias
Erin Kelley, MS, MBA
Project Lead, ADVANCE/INCLUDES/I-Corps Inclusion Collective
Email - kelley.erin@gmail.com LinkedIn

Erin Kelley is an inclusive STEM commercialization consultant. Currently, she leads a NSF-funded project to develop a platform for equity, diversity, and inclusion audits and best practice implementation. She was previously co-Director of STEM to Market, which was an accelerator for STEM-trained women and process improvement training for entrepreneurship gatekeepers.

Early-Stage Innovations - Transformation in a Box: Helping I-Corps Implement Inclusion
Symposia - Equity in Innovation, Commercialization, and Entrepreneurship

Reigh Kemp
Program Coordinator, Murray State University ADVANCE Grant
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Reigh Kemp holds a masters Organizational Communication focusing on crisis communication and diversity and equity in the workplace. She has served as the Program Coordinator for the Murray State University ADVANCE Adaptation Grant for the past two and a half years.

High Fives for Change Talks - Writing Retreat Re Energizes Women Faculty

Barbara King, PhD
Associate Professor, Mathematics Education, Florida International University
Email - bking@fiu.edu LinkedIn

Barbara King is the Internal Evaluator for the ADVANCE Institutional Transformation at FIU Grant from the National Science Foundation. In this role, Dr. King assists in program development and evaluation. Much of her research uses national data to investigate patterns of entrance into and persistence in college STEM majors.

Experience Reports - You’ve Implemented STRIDE: Now What?

Sarah R. Kirk, PhD
Provost and Dean of Faculty, Hobart and William Smith Colleges
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Dr. Kirk is responsible for the planning, development, and delivery of the Colleges’ educational programs and services. She works to enhance structures to better support faculty throughout their careers. Kirk has experience providing leadership training, coordinating faculty mentoring programs and faculty development workshops, and supporting diversity and equity initiatives.

High Fives for Change Talks - ASCEND: Advancing STEM Careers By Empowering Network Development

Brittany Kowalski
Graduate Assistant, West Virginia University
Email - bmkowalski@mix.wvu.edu LinkedIn

Brittany M. Kowalski is a doctoral candidate in sociology with a certificate in university teaching at West Virginia University. She was a Graduate Research Assistant on an NSF funded grant (AGEP EAGER Project #1935469) with Drs. Kasi Jackson and Sharon Bird. Her research interests include social psychology, gender, and inequalities.

Poster Session - Higher Education Transformations for Greater Equity: NSF ADVANCE & AGEP programs

Kristina Kramarczuk
Graduate Student, University of Maryland, College Park
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Kristina is a science and computer science educator. As a doctoral student, she works to both recognize and challenge oppressive historical, political, and social structures that impact the meaningful participation of women and Black, Latino/a/x, and Native American students in public K-12 science and computer science classrooms.

Experience Reports - Building a Pipeline for Women in Computing: A Community Partnership Between Girl Scouts and the University of Maryland

Anna Lee
Interim Associate Dean of Faculty Affairs, North Carolina Agricultural and Technical State University
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Anna Lee is Interim Associate Dean of Faculty Affairs for the College of Health and Human Sciences at North Carolina A&T State University. She is co-director of the Collective Health and Education Equity Research (CHeER) collaborative. Her work examines the impact of structural inequities on women of color STEM faculty.

Poster Showcase - The Impact of COVID-19 at Historically Black College and Universities (HBCUS): Black Women STEM Faculty Perspectives
Gretalyn (Gretal) Leibnitz, PhD
Founding Director, AIM Network
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Gretalyn (Gretal) Leibnitz, Ph.D., is the Founding Director of the ADVANCE Implementation Mentors (AIM) Network (2010), co-sponsored by the Women in Engineering ProActive Network (WEPAN). Leibnitz currently serves as Principal Investigator for WEPAN’s Amplifying the Alliance to Catalyze Change for Equity in STEM Success (ACCESS+) Initiative (NSF ADVANCE # 2017953), and consultant for Aspire Alliance: Institutional, and National, Change Teams (NSF INCLUDES #1834518). she recently co-led and directed the American Association for Engineering Education’s (ASEE’s) Engineering Deans Gender Equity (EDGE) Initiative (NSF ADVANCE #1760002), and WEPAN’s (2018) Transforming Engineering Culture to Advance Inclusion and Diversity (TECAID) project (NSF EEC #1445076), and (2016) Engineering Inclusive Teaching (EIT): Faculty Professional Development project (NSF HRD #1203164).

AIM Network Meeting
Poster Showcase - ACCESS+: Leveraging STEM Professional Societies to Advance DEI

Nicole Levit
Manager of the Fellowships Office, Assistant Director of the Abe Fellowship Program at the Social Science Research Council
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Nicole Restrick Levit is the manager of the fellowships office and the assistant director of the Abe Fellowship Program and the Japan Program. She holds a B.A. in modern literary studies from the University of California at Santa Cruz and an M.A. in East Asian Studies from Cornell University. Prior to joining the Council in 2006, Nicole worked in the field of international education, exchange and outreach for five years, first as associate director of the National Clearinghouse for U.S.-Japan Studies, Indiana University, and then as an international programs officer at Ritsumeikan University in Kyoto, Japan.

Poster Showcase - Peer Review Objectives and Guidelines for Representation and Equity in the Social Sciences (PROGRESS)

Yun Ling Li
Postdoctoral Research Associate, University of Massachusetts Lowell
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Yun Ling Li is a post-doc research associate in the Center for Women and Work at University of Massachusetts Lowell. She earned her Ph.D. in Sociology from Virginia Tech. Her research interests include women’s and gender studies, work, and immigration. Specifically, she focuses on professional women’s experiences in a variety of occupations. In her previous study, she investigated Chinese and Taiwanese immigrant women faculty’s workplace experiences and work and family balance issues in U.S. research intensive universities. As a post-doc research associate in Center for Women and Work, she currently works on microaggressions STEM women faculty have been experiencing on a daily basis.

Poster Showcase - Bystander Behavior to Address Microaggressions

Rodica Lisnic, PhD
Sociologist, Department of Sociology and Criminology at the University of Arkansas
Email - rlisnic@uark.edu LinkedIn
Rodica is a Sociologist with over 6 years of teaching and research experience. She currently teaches at the Department of Sociology and Criminology at the University of Arkansas, Fayetteville. Originally from Moldova, Rodica has found another home in Arkansas. Rodica has a bachelor’s in Law Studies from Romania, a master’s degree in Sociology and an interdisciplinary PhD degree in Public Policy from the University of Arkansas. Her research focus is on investigating gender and race inequality, institutional policies, and practices in the context of higher education institutions.

Symposia - ARC Network Virtual Visiting Scholar Presentations
Virtual Visiting Scholar 2021-2022

Eleanor Loiacono, PhD
Associate Professor and Co-PI, ImPACT IT, William and Mary
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Eleanor Loiacono is Associate Professor of Business Analytics at William and Mary. Over the past 20 years, she has focused on how people feel about and use technologies. Her research has expanded into IT workforce diversity. She is the PI on the NSF ADVANCE grant, “ImPACT IT (#2102119).

Early-Stage Innovations - Springboarding Your Career Workshops

Elizabeth Long Lingo, PhD
Assistant Professor and Co-PI, Worcester Polytechnic Institute
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Elizabeth Long Lingo, an ethnographer of work and organizations, examines how people co-create novel outcomes, entrepreneurial ventures and systemic change, with particular interests in networks, leadership, and gender. Elizabeth is Co-PI on two NSF ADVANCE grants (Adaptation and Partnership). Her research appears in her field’s top academic and practitioner journals.

Early-Stage Innovations - Re-imagining the Role of Department Heads as Integrative Creative Leaders in the time of COVID: Catalyzing Equity and Innovation Experience Reports - Summer working groups: A strategy to engage multi-level stakeholders in cross-cutting efforts that advance equity in STEM
Emily Love
Research Assistant, Department of Sociology, Southern Illinois University Edwardsville
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High Fives for Change Talks - Growth Network: A Faculty Mentoring Program

Andrea Lucy Putwen
Project Director, Amplifying The Alliance To Catalyze Change For Equity In STEM Success (ACCESS+) at WEPAN
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Andrea Lucy Putwen is the project director for the Amplifying the Alliance to Catalyze Change for Equity in STEM Success (ACCESS+) grant, where she works to accelerate the awareness, adoption, and adaptation of NSF ADVANCE evidence-based; gender-related; DEI policies, practices, and programs within and across STEM professional societies.

Poster Showcase - ACCESS+: Leveraging STEM Professional Societies to Advance DEI

Matthew Lynall, PhD
Clinical Professor of Management, Purdue University
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Early-Stage Innovations - Transformation in a Box: Helping I-Corps Implement Inclusion

Deorajhee Mahabir
Graduate Student/Adjunct Instructor, Association for Women in Science (FAU Chapter)
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A doctoral candidate whose research focuses on advancing and retaining women faculty in STEM; and diversity, equity and inclusivity in STEM at ADVANCE institutions.
High Fives for Change Talks - Thriving and Succeeding 'in' STEM with 'outside' Help

Erin Malloy, MD
Lead PI, TEAM ADVANCE, University of North Carolina at Chapel Hill
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Erin Malloy is Director of the UNC Center for Faculty Excellence, Professor of Psychiatry and Lead PI for TEAM ADVANCE. She brings local and national experience in mentoring, faculty development, teaching, and curriculum development, alongside leadership in TEAM ADVANCE Faculty Mentor Training, Peer Mentoring Circles, and Professional Development Workshop programs.
Experience Reports - TEAM ADVANCE: Building Capacity in Mentoring and Peer Support
Poster Showcase - Women ADVANCE Leadership: From Concept to Institutional Change

Carol Marchetti, PhD
Professor and PI ADVANCE Partnership Project, Rochester Institute of Technology
Email - cemsma@rit.edu
Carol Marchetti, Professor of Statistics at Rochester Institute of Technology, conducts research in statistics education, deaf education, and gender equity in STEM. As co-PI on RIT’s ADVANCE Institutional Transformation grant, she led faculty salary equity and objective faculty data initiatives. She is currently PI of RIT’s ADVANCE Partnership Project.
Poster Showcase - Can building community understanding of the institutional compensation system improve salary equity?

Kameelah Samar Majied, BE, MS, PMP
Global Plant Manager, Merck & Co., Inc.
Kameelah Samar Majied leads focus factory teams responsible for one of the largest Contract Manufacturing Organizational partnerships in the Merck Manufacturing Division (MMD). Kameelah also is the Diversity Champion Lead for the External Manufacturing & MMD Strategy line of business. Majied is a lifetime member of NSBE and SWE, and has dedicated over two decades of leadership and service to both organizations.
Mistress of Ceremonies, WEPAN Awards Dinner Reception

Patricia Maslin-Ostrowski
Professor Department of Educational Leadership and Research Methodology, Florida Atlantic University
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A professor in the school leaders’ graduate program of educational leadership, her research and practice center on the human dimensions of leadership and the quest for more effective policy and practice in support of leader learning and growth, and that lets leaders approach their work holistically. She is co-author of The Wounded Leader: How Real Leadership Emerges in Times of Crisis (Jossey-Bass) and studies how a leader’s dilemma or crisis can become an opportunity for transformation and hope. Pat’s current projects focus on the preparation and development of leaders, how principals manage their most pressing challenges, and better understanding their internal experiences or social-emotional dimensions of leading and advocating for change.
High Five Talk - Thriving and Succeeding ‘in’ STEM with ‘outside’ Help
Marci McMahon, PhD
Professor of Literatures and Cultural Studies and Co-PI on NSF INCLUDES Advancing Latinas in STEM Symposium, The University of Texas Rio Grande Valley
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Dr. Marci R. McMahon is Co-PI of the NSF INCLUDES Symposium for ADVANCING Latinas in STEM Academic Careers and has led several UTRGV ADVANCE initiatives, including the NSF ADVANCE funded “Dual-Career Symposium.” She previously served as the Interim Director of the Mexican American Studies Program at UTRGV.
Posters - Advancing Latinas in STEM Academic Careers: Maximizing and Sustaining Collaborations
Symposia - Leveraging the Power of Institutional Networks to Advance Gender & Racial Equity in STEM

Kelly McNear, PhD
Research Development Coordinator, University of Colorado Colorado Springs
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Kelly McNear is the Research Development Coordinator in the Office of Research at the University of Colorado Colorado Springs. Kelly has a doctorate in chemistry and extensive grant writing experience. Using these skills, Kelly provides research support and resources to faculty, prioritizing support for women- and minority-identifying researchers.
Posters - Co-Creating Faculty Annual Review Documents Collaborations Across and Among Communities to Reshape Evaluation Structures

Sylvia Mendez
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Dr. Sylvia Mendez is a Professor in the Department of Leadership, Research, and Foundations at the University of Colorado Colorado Springs. Her research centers on optimal higher education policies and practices that advance faculty careers. She is engaged in several NSF-sponsored projects focused on broadening participation in STEM academia.
Posters - Co-Creating Faculty Annual Review Documents Collaborations Across and Among Communities to Reshape Evaluation Structures

Heather Metcalf, PhD
Director of Research, Women in Engineering ProActive Network
PI, ARC Network
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Heather Metcalf, PhD, is the Director of Research for the Women in Engineering ProActive Network (WEPAN). She serves as an investigator on several NSF-funded initiatives including the ADVANCE Resource and Coordination (ARC) Network, Amplifying the Alliance to Catalyze Change for Equity in STEM Success (ACCESS+), the ADVANCE and INCLUDES I-Corps Inclusion Collective, the New Jersey Equity in Commercialization Collective, and the Commemorating 20 Years of ADVANCE: Design Thinking Sessions for a Digital Exhibit and Archive project. She is also PI for the WEPAN Accelerator, an entrepreneurship accelerator program for women in engineering funded by the Small Business Administration.
Opening Plenary and Keynote Address
Posters - ACCESS+: Leveraging STEM Professional Societies to Advance DEI
Early-Stage Innovations - Transformation in a Box: Helping I-Corps Implement Inclusion

Ethel Mickey, PhD
Postdoctoral Research Associate, University of Massachusetts, Amherst
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Ethel L. Mickey is a Postdoctoral Research Associate with University of Massachusetts, Amherst ADVANCE. She is a sociologist whose research explores intersectional inequalities across organizational contexts, including in tech work and academic science. A former ARC Network Virtual Visiting Scholar, she now proudly serves on the ARC Research Advisory Board.
Experience Reports - Growing Roots of Equity: The TREE Model of Faculty Evaluation in COVID-19
Experience Reports - Racialized and Gendered Research Collaboration Experiences of STEM Faculty
Virtual Visiting Scholar 2018-2019

Lauren Miltenberger, PhD
VISIBLE Faculty Fellow, and Assistant Teaching Professor & Nonprofit Coordinator, Department of Public Administration, Villanova University
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Early-Stage Innovations - Equitable Hiring Practicum: Creating a Hands-On Approach to Transform Hiring

Adrienne Minerick
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Adrienne Minerick is Director of ADVANCE at Michigan Tech and Professor of Chemical Engineering, previously serving in Associate Dean and Dean roles. She has published 95 articles in electrokinetics and DEI, is a Fellow of AAAS and ASEE and currently serves as President of the American Society for Engineering Education.
Posters - ADVANCE Midwest Partnership: How to Build a Collaborative, Cross-institutional Partnership
Symposia - Equity in Innovation, Commercialization, and Entrepreneurship
Joya Misra, PhD
Professor of Sociology and Public Policy, University of Massachusetts, Amherst
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Joya Misra is Professor of Sociology and Public Policy at the University of Massachusetts, Amherst. She is also Director of the Institute for Social Science Research and Director of ADVANCE Programming for the ADVANCE-IT grant. She explores intersectional inequalities, identifying cultural and policy changes that mediate inequality.

Experience Reports - Racialized and Gendered Research Collaboration Experiences of STEM Faculty
Experience Reports - Growing Roots of Equity: The TREE Model of Faculty Evaluation in COVID-19
Experience Reports - “We Know There Are Problems, But…” Navigating Resistance to Faculty Workload Reform

Virtual Visiting Scholar 2020-2021

Beth Mitchneck, PhD
Professor Emerita, University of Arizona
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Beth Mitchneck, a former ADVANCE program officer, faculty member, and academic administrator, has focused on all aspects of faculty success over her career. She has been supporting a number of institutions as they move toward embedding gender and racial equity into the faculty affairs activities.

Early-Stage Innovations - If Not Now, Then When? Changing Faculty Evaluation for Equity During Covid
Symposia - ARC Network Virtual Visiting Scholar Presentations

Virtual Visiting Scholar 2019-2020

LaSonya L. Moore, EdD
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Dr. Moore is an Exceptional Education faculty member at the University of South Florida. She has experience as a Principal Designee, Assistant Principal, Behavior Specialist, and preschool-secondary exceptional educator. She earned degrees in special education, educational leadership, and urban special education leadership.

Early-Stage Innovations - Equity in STEM: Supporting SISTas’ Persistence in the Academe via C10 Framework During a Pandemic

Marie T. Mora, PhD
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Dr. Marie T. Mora, Associate Vice Chancellor for Strategic Initiatives and Professor of Economics, at the University of Missouri - St. Louis. She previously served as Provost & Executive Vice Chancellor for Academic Affairs and Associate Provost for Academic Affairs (UMSL), and Associate Vice Provost for Faculty Diversity (UTRGV).

Poster Showcase - Advancing Latinas in STEM Academic Careers: Maximizing and Sustaining Collaborations
Symposia - Leveraging the Power of Institutional Networks to Advance Gender & Racial Equity in STEM

Susan Morgan, PhD, PE
Associate Dean for Research & Graduate Studies, Southern Illinois University Edwardsville
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Dr. Susan Morgan, P.E., has served in various leadership roles over the last 25 years, including as Chair of the Department of Civil Engineering as a co-PI on an NSF ADVANCE grant. She has taken the lead on developing resources to reduce bias in faculty evaluations for the grant.

High Fives for Change Talks - Resources to Improve Faculty Evaluations

Brandon Moton, DrPH, MPH
Assistant Professor of Health Science, Florida A&M University
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Dr. Brandon A Moton is a sexual health researcher and has published on sexual health disparities, sexual behaviors, and HIV prevention among racial and ethnic minorities. Brandon brings a unique perspective from life experiences to advocate for health equity and the urgency for cultural humility in the healthcare arena.

Experience Reports - Vested Allies: Men Embracing Cultural Humility in Personal & Institutional Transformation at a Historically Black University

Kerstin Mukerji
National Science Foundation Office Directorate for Technology, Innovation, and Partnerships – Office of Translational Impact (TIP/TI)
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Symposia - Equity in Innovation, Commercialization, and Entrepreneurship
Kristen Myers
Department Chair & Professor, Department of Sociology, East Carolina University
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Kristen Myers is Professor and Chair of the Department of Sociology. She earned her PhD from NCSU. After 23 years on the faculty at Northern Illinois University, she came back to NC and joined ECU in 2019. She studies intersectional inequalities and is the author of Racetalk: Racism Hiding in Plain Sight.

Experience Reports - Beyond Kumbaya: ADVANCEing DEI Work in STEM

Maya Narayanasamy
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Maya Narayanasamy is a senior computer science and economics major at the University of Maryland, College Park. She has worked as an Undergraduate Research Assistant for the Iribe Initiative for Diversity and Inclusion (I4C) in the Computer Science Department for the past year.

Experience Reports - Building a Pipeline for Women in Computing: A Community Partnership Between Girl Scouts and the University of Maryland

KerryAnn O’Meara
Professor of Higher Education and Distinguished Scholar Teacher, University of Maryland
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KerryAnn O’Meara, PhD, is a Professor of Higher Education and Distinguished Scholar Teacher at the University of Maryland College Park. O’Meara served as 2020 President of the Association for the Study of Higher Education (ASHE), and serves as Special Assistant to the President for Strategic Initiatives. She studies how faculty are recruited, retained and advanced within academic reward systems with the goal of improving higher education to be more equitable and inclusive of diverse faculty, and more supportive of newer forms of scholarship. She teaches courses on the Academic Profession, Organizational Change in Higher Education, Women in Higher Education, Ranking Systems in Higher Education and Doctoral Proseminar. KerryAnn’s research, teaching and service are highly integrated and engaged. She collaborates with colleagues nationally and internationally to shape academic reward system reform to support newer forms of scholarship and equity minded reform in faculty roles and rewards.

Experience Reports - “We Know There Are Problems, But…” Navigating Resistance to Faculty Workload Reform

Marcia Allen Owens, JD, PhD
PI, FAMU ADVANCE & Director, Center for Faculty ADVANCEment at FAMU, Florida A&M University
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As PI of FAMU ADVANCE (HRD-1824267), Dr. Marcia Allen Owens is Associate Professor of Environmental Science at FAMU. Leading institutional efforts in using cultural humility to eliminate intersectional gendered organizational barriers at HBCUs, her work is featured in Presumed Incompetent II: Race, Class, Power, and Resistance of Women in Academia.

Experience Reports - Shifting from Doing to Being: The Impact of Cohort Circles on Retention & Well Being of Women Faculty
Poster Showcase - Then & Now: FAMU ADVANCE From 2018, Through the Pandemic, and Into the Future

Allezo Nevell Owens
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A. Nevell Owens currently serves as Associate Professor of Religious Studies at Florida A&M University (FAMU), Department Chair of Visual Arts, Humanity and Theatre, and as Co-Chair for the Cultural Humility and Implicit Bias Sub-Committee of FAMU ADVANCE Policy Team.

Experience Reports - Vested Allies: Men Embracing Cultural Humility in Personal & Institutional Transformation at a Historically Black University

Stephani Page, PhD
Director of Strategic Initiatives, Women in Engineering ProActive Network
Community Engagement Manager, ARC Network
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Stephani Page is a scientist and STEM equity professional who has nearly 20 years of academic research experience. Her research has been recognized by the Biophysical Society, the American Society for Biochemistry and Molecular Biology, and the American Heart Association. Throughout her career, Dr. Page has been committed to diversity, equity, and inclusion in the academy and STEM. She is the creator of the #BLACKandSTEM community which has a social media following of nearly 20,000. For nearly 15 years, she has contributed to several major efforts around equity in STEM, working with entities such as the NSF, the NIH, and NASEM. Dr. Page has been recognized for her work in mainstream outlets including Fast Company, NPR, and Nature.

Closing Plenary - 20 Years of ADVANCE: Then, Now, and Tomorrow
Fred Palm
VP of Administration and Operations at the Social Science Research Council; PI of PROGRESS
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Fred Palm is vice president of administration and operations at the Social Science Research Council, overseeing the Council’s administrative division, including finance, operations, human resources, and IT. As a member of the executive leadership team, he provides guidance on the Council’s organizational development and strategic direction. From 2007 to 2019, Palm held roles at Columbia University, most recently as chief administrative and academic affairs officer for the Faculty of Arts & Sciences and lecturer-in-discipline in the School of Professional Studies, and previously as senior associate dean for faculty and administrative affairs in the Fu Foundation School of Engineering and Applied Sciences. Palm has also served as an officer for the Faculty Resource Network, a consortium dedicated to faculty development at New York University. Palm holds an EdD from Fordham University in education, administration, and leadership, an MA from New York University in higher education administration, and an MS from Columbia University in construction administration. Palm’s research interests focus on organizational effectiveness, specifically related to issues of diversity, inclusion, and career advancement.

**Poster Showcase - Peer Review Objectives and Guidelines for Representation and Equity in the Social Sciences (PROGRESS)**

Sheila Pendse
University of Maine
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At UMaine College of Engineering since 2008, I have been working on promoting girls in engineering with programs like Girls Engineer Maine (GEM), Engineering Ambassadors Club, Maine Summer Transportation Institute (MSTI) and Sustainable Engineering Leaders of the Future (SELF) with funding from both federal, state, and private foundations.

**High Fives for Change Talks - Selfmade Engineering Leaders of the Future (SELF)**

Maike Philipsen, PhD
Growth Network: A Faculty Mentoring Program, Virginia Commonwealth University
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Dr. Philipsen serves Virginia Commonwealth as a professor in the School of Education, Department of Foundations. She is also Co-PI of an NSF ADVANCE Institutional Transformation grant geared at increasing faculty diversity at VCU, and a certified coach in the Immunity to Change methodology.

**Experience Reports - Overcoming Immunities to Change**

Katrina Piatek-Jimenez, PhD
Professor, Central Michigan University
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Dr. Piatek-Jimenez is a Professor of Mathematics, Academic Senate Chair, and a co-PI on the CMU ADVANCE team at Central Michigan University.

**Experience Reports - Navigating Challenges to Data Collection for Institutional Change**

Jandelyn Plane
Director, Iribe Initiative for Inclusion and Diversity in Computing (I4C)
Email - jplane@umd.edu
Jan Plane has been a CS faculty member at the UMD since 1989. With graduate degrees in both computer science and education, she focuses on CS pedagogy and underrepresented populations in computing. She is the founding director of two centers (I4C and MCWIC) and worked extensively in Africa and Afghanistan.

**Experience Reports - Building a Pipeline for Women in Computing: A Community Partnership Between Girl Scouts and the University of Maryland**

Jennifer Poe
Lecturer in Psychology, University of Colorado Colorado Springs
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Ms. Jennifer Poe is Co-Director for The Center for Student Research at UCCS. She received her M.A. at the University of Colorado at Colorado Springs in Psychological Science in 2016. Her training and research focused on applying neurophysiological measures to the study of social psychological topics. Her professional background includes three years teaching psychology courses and seven years overseeing research design and implementation in higher education.

**Poster Showcase - Co-Creating Faculty Annual Review Documents Collaborations Across and Among Communities to Reshape Evaluation Structures**

Margaret Ptacek, PhD
Project Director, Clemson University TIGERS ADVANCE
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As Director of Clemson University’s TIGERS ADVANCE program since 2019, Dr. Margaret Ptacek (Professor of Biology) has championed women in STEM. A member of Clemson’s Council on Diversity & Inclusion, Dr. Ptacek uses her position to make policy and practices for gender equity a top priority at Clemson.

**Poster Showcase - “Picture a Scientist” Raises Awareness of the Challenges Women in Academia Face and How to Overcome Them**
Ala R. Qubbaj, PhD
Dean of the College of Engineering & Computer Science, and PI on ADVANCE IT
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Dr. Ala R. Qubbaj is Dean of the College of Engineering & Computer Science and Professor of Mechanical Engineering at UTRGV. Qubbaj is PI on the NSF INCLUDES Symposium for ADVANCING Latinas in STEM and previously served as Senior Associate Vice President/Vice Provost for Faculty Affairs & Diversity at UTRGV.

Symposia - Leveraging the Power of Institutional Networks to Advance Gender & Racial Equity in STEM
Poster Showcase - Advancing Latinas in STEM Academic Careers: Maximizing and Sustaining Collaborations

Narda Quigley, PhD
Professor of Management and Co-PI, Villanova ADVANCE grant, Villanova University
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Dr. Narda Quigley is the Mahoney Family Endowed Professor in Business and a Professor of Management at the Villanova School of Business. She is a co-PI on Villanova’s NSF ADVANCE grant. Her research interests include diversity, equity, and inclusion in organizations; emergent and cross-cultural leadership; work groups/teams; and multilevel issues.

High Fives for Change Talks - Exploring Antecedents and Outcomes of Faculty Perceptions of Climate for Diversity

Mary Raber, PhD
Chair and Professor of Practice, Engineering Fundamentals; Director, Tech Forward 21st Century Education Initiative; Co-director, Husky Innovate, Michigan Tech
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Early-Stage Innovations - Transformation in a Box: Helping I-Corps Implement Inclusion

Norm Rapino, PhD
Executive Director of Rocket Innovations, University of Toledo
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Early-Stage Innovations - Transformation in a Box: Helping I-Corps Implement Inclusion

LaVonda Reed, JD
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Previously, Reed was professor of law and associate provost for faculty affairs at Syracuse University. Her research is in communications law and policy. She earned a J.D. from the University of Southern California Gould School of Law and a B. A. in economics from the University of Virginia.

High Fives for Change Talks - COVID-19 Online Pivot Accelerates Women in Leadership Faculty Programming

Virginia Rhodes
ADVANCE Resource and Coordination (ARC) Network Project Director, Women in Engineering ProActive Network
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Virginia Rhodes is the Project Director for WEPAN’s ARC Network and is passionate about advancing the culture of inclusion and diversity within STEM disciplines. Her background and experience in the social sciences and the broader ADVANCE community has allowed her to utilize her research expertise and put that knowledge into practice, where she applies psychological concepts and interventions to address gender and racial disparities throughout multiple STEM fields. She becomes most excited about creating change related to diversity, equity, and inclusion and strives to build more intersectional and informed communities of practice.

Symposia - ARC Network Virtual Visiting Scholar Presentations

Susan C. Roberts, PhD
Professor, Department Chair and Co-PI, Worcester Polytechnic Institute
Email - sroberts@wpi.edu
Susan Roberts, Professor and Chair of WPI’s Chemical Engineering Department, is a passionate advocate and catalyst for more equitable and innovative outcomes within STEM higher education. Her research focuses on understanding fundamental complexities in specialized metabolism and developing renewable, engineered plant cell culture systems to synthesize clinical and industrial molecules.

Early-Stage Innovations - Re-imagining the Role of Department Heads as Integrative Creative Leaders in the time of COVID: Catalyzing Equity and Innovation
Experience Reports - Summer Working Groups: A Strategy to Engage Multi-level Stakeholders in Cross-cutting Efforts that Advance Equity in STEM

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
Rachel Roper, PhD  
Professor, East Carolina University Medical School  
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Professor, Microbiology, published 50+ manuscripts, including on DEI. Chaired committees: School Medicine Women’s Faculty, Chancellor’s Committee Status Women, School Medicine Promotion & Tenure, Faculty Welfare, co-PI NSF ADVANCE@ECU, led 40+ seminars, workshops on DEI, serves on American Society for Microbiology DEI Committee, Faculty Senate Committee DEI, won Women’s Advocacy Award.  
**Symposia - Promoting DEI in Policies, Procedures, and Promotion & Tenure Guidelines: Getting DEI where the Rubber Meets the Road in the time of COVID**

Suzanna M. Rose, PhD  
Associate Provost, Office to Advance Women, Equity, and Diversity, Florida International University  
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Dr. Suzanna M. Rose is the Founding Associate Provost of the Office to Advance Women, Equity & Diversity and Professor of Psychology and Women’s & Gender Studies. She has published extensively on women and gender. She is an expert on strategies for recruiting and retaining women faculty in science and engineering.  
**Experience Reports - You’ve Implemented STRIDE: Now What?**  
**Experience Reports - Intersectionality, International Faculty, and Inclusive Excellence**

Patrick J. Rosopa, PhD  
Associate Director, Social Science Research Team, Clemson University TIGERS ADVANCE  
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Dr. Rosopa is a Professor in the Department of Psychology and Co-PI on Clemson University’s TIGERS ADVANCE grant. He has been involved in implicit bias training for faculty, equitable evaluation of faculty workshops, and climate survey administration. He serves on his College’s Inclusive Excellence Committee and Community and Diversity Committee.  
**Poster Showcase - “Picture a Scientist” Raises Awareness of the Challenges Women in Academia Face and How to Overcome Them**

Sue V. Rosser, PhD  
Provost Emerita, San Francisco State University  
Email - srosser@sfsu.edu  
Sue Rosser is Provost Emerita at SF State University and served as Special Advisor for the CSU Chancellor’s Office. She has authored and edited fourteen books and written approximately 140 journal articles on the theoretical and applied problems of women and science, health and technology and held numerous NSF grants.  
**Poster Showcase - KIND Program First Year Progress Update**  
**Closing Plenary - 20 Years of ADVANCE: Then, Now, and Tomorrow**

Beth Ruedi, PhD  
Associate Program Director, AAAS  
Email - bruedi@aaas.org  
Beth has her PhD in behavior genetics but has been working in the STEM professional association education and equity space for a decade. She works on SEA Change within the Inclusive STEMM Ecosystems for Equity and Diversity (ISEED) unit at AAAS.  
**Experience Report - Seeing Change with AAAS SEA Change**

Stacey Rychener, PhD  
ALLIES Internal Evaluator, Bowling Green State University  
Email - staceyr@bgsu.edu  
Dr. Rychener is Lead Evaluator for BGSU’s Center for Assessment and Evaluation. In the past 20 years, she has evaluated over 100 grants and projects in STEM, higher education, K-12 education, mental health, addiction and recovery, health and wellness, childhood injury prevention, and gerontology for federal, state, and local agencies.  
**Experience Reports - BGSU ALLIES: Bringing Allies and Inclusive Leaders Together for Collaborative Systemic Change**

Genevieve Sampson  
University of Maryland College Park  
Email - gen418@terpmail.umd.edu  
**Experience Reports - Building a Pipeline for Women in Computing: A Community Partnership Between Girl Scouts and the University of Maryland**
Sophia Sanchez
Graduate Research Assistant, Office to Advance Women Equity and Diversity
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I am a graduate student working in Florida International University’s Office to Advance Women Equity and Diversity. Through my role as a graduate research assistant, I have come to recognize the importance of expanding DEI training across multiple disciplines and am aware of their potential benefit to graduates like myself.

High Fives for Change Talks - DEI Training and Career Development for Graduate Students

Jamie Saville
Project Manager, ADVANCE Program, University of Michigan
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LinkedIn
Jamie Saville manages a portfolio of faculty recruitment and retention programs and contributes to work on emerging faculty issues such as the effects of COVID-19.

Poster Showcase - Actions to Retain BIPOC Faculty @ University of Michigan

Siffat Ara Sharmin
Doctoral Student, University of Massachusetts Lowell
Email - siffata sharmin@student.uml.edu
Siffat Ara Sharmin, a doctoral student at the School of Education and a research assistant at the Center for Program Evaluation, UML since 2019, is a member of the ADVANCE-IT team which developed and administered a faculty climate survey. The data in this study proposal was adopted from this survey.

High Fives for Change Talks - Exploring Faculty Perceived Devalued Experiences in Different Problem Settings During the Pandemic

Christine Shea, PhD
Professor Emeritus and PI, UNH Paul College, University of New Hampshire ADVANCE
Email - christine.shea@unh.edu
Dr. Christine Shea, Emeritus Professor of Technology and Operations Management at UNH’s Paul College of Business and Economics, joined the UNH ADVANCE leadership team in 2008. Her current research is on how colleague intervention can reduce the negative impact of bias incidents in the academic workplace.

Experience Reports - Beyond Just Words: Moving from Bystander to Ally in the Academic Workplace

Tara Shukla
Program Assistant at Social Science Research Council
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Poster Showcase - Peer Review Objectives and Guidelines for Representation and Equity in the Social Sciences (PROGRESS)

Kate H. Siler
Program Coordinator and Co-PI, UNH ADVANCE, University of New Hampshire ADVANCE
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Kate Hester Siler is the UNH ADVANCE Program Coordinator. She has been a member of the ADVANCE leadership team since 2013 and currently serves Co-PI of the UNH ADVANCE Partnership grant which focuses on bystander intervention in the academic workplace.

Experience Reports - Beyond Just Words: Moving from Bystander to Ally in the Academic Workplace

Cinthya Silva-Cruz
Program Manager, FIU-Office to Advance Women, Equity & Diversity
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Cinthya Silva-Cruz currently serves as the Program Manager for the Office to Advance Women, Equity & Diversity at Florida International University (FIU). She brings over 20 years of administrative experience to the table, with expertise in strategic development and project coordination.

High Fives for Change Talks - Building Brand Equity Through Communications and Administration

Caroline Simpson, PhD
Assoc. Director, Office to Advance Women, Equity, & Diversity, Florida International University
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I am part of FIU’s ADVANCE-funded office with the goal of inclusive excellence through recruiting and retaining a diverse faculty. As the Equity Advisor for my College, I serve as a resource for promoting a positive college-wide climate by contributing to policies and practices that support equity, diversity and inclusion.

High Fives for Change Talks - Institutionalizing College Equity Advisors

Poster Showcase - Annual Departmental DEI Reports: Holding Chairs Accountable
Ershela Sims, PhD
Executive Director, WEPAN
Co-PI ARC Network and ACCESS+
Email - ershela@wepan.org LinkedIn
Ershela earned her BSE in Biomedical Engineering from Duke University and PhD in Biomedical Engineering from the University of NC at Chapel Hill. She is a lifetime member of the National Society of Black Engineers (NSBE), as well as a member of several other professional associations including the American Society for Engineering Education (ASEE) and Biomedical Engineering Society (BMES). Dr. Sims is a recipient of the NSBE Dr. Janice A. Lumpkin Educator of the Year Golden Torch Award, co-recipient of the National Science Teachers Association Vernier Technology Award and the NC School of Science and Mathematics Keeper of the Dream Award. She has 25 years of experience as an industry engineer and K-20 researcher, educator, and administrator; she was also a DEI practitioner across all of those positions. Dr. Sims serves on multiple boards including the Clemson General Engineering Advisory Board, the Florence-Darlington Technical College Board of Trustees, and UNT BME Department Industry Advisory Board.

Poster Showcase - ACCESS+: Leveraging STEM Professional Societies to Advance DEI

Meg Sobkowicz-Kline
Associate Professor of Engineering, ADVANCE IT Co-PI, University of Massachusetts - Lowell
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Poster Showcase - Bystander Behavior to Address Microaggressions

Adam R. Smith
Associate Program Director, VISIBLE
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I work with the Villanova Initiative to Support Inclusiveness and Build Leadership (VISIBLE), an NSF-ADVANCE Institutional Transformation grant-funded program. Specifically, I support the Change Management Team focused on supporting leadership-for-equity development of "middle management" leaders, such as Directors, Department Chairs, and Assistant or Associate Deans.

Early Stage Innovations - Equitable Hiring Practicum: Creating a Hands-On Approach to Transform Hiring

Chrystal A. Smith, PhD, MPH
Program Director, National Science Foundation
Email - chrsmith@nsf.gov
Chrystal A. S. Smith’s portfolio includes the EHR Core Research (ECR), ADVANCE, Racial Equity in STEM Education, and Smart & Connected Communities. She is a cultural anthropologist whose expertise is broadening the participation of underrepresented groups in STEM education as well as the STEM workplace. Smith received her Ph.D. in Applied Anthropology from the University of South Florida, her Master of Public Health from the University of South Florida, her Master of Applied Anthropology from the University of Maryland College Park, and her Bachelor of Arts in Anthropology from Howard University.

NSF - NSF ADVANCE New Grantee Orientation

NSF - NSF ADVANCE Q&A

Opening Plenary and Keynote Address

NSF - NSF ADVANCE Office Hours

Jess Smith
PI, Chief of Research, Professor of Psychology, University of Colorado, Colorado Springs
Email Linkedin
Jess is both Professor of Psychology and Chief of Research. She specializes in social psychological aspects of gender and culture that support success for marginalized and minoritized people within the spaces they learn, work, and live. She is past-PI on an ADVANCE IT and current PI on an Adaptation grant.

Poster Showcase - Co-Creating Faculty Annual Review Documents Collaborations Across and Among Communities to Reshape Evaluation Structures

Laurel Smith-Doerr, PhD
Professor of Sociology and PI, UMass ADVANCE, University of Massachusetts Amherst
Email - Ismithdoerr@umass.edu
Laurel Smith-Doerr is Professor of Sociology and PI of the NSF ADVANCE-Institutional Transformation grant at University of Massachusetts, Amherst. She studies organizations, science, and technology to understand and disrupt gendered and racialized inequalities.

High Fives for Change Talks - R&D for DEI

Experience Reports - Racialized and Gendered Research Collaboration Experiences of STEM Faculty

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Sonya Smith, PhD
President, WEPAN
Professor of Mechanical Engineering, Director, Atmospheric Sciences Program, Howard University
MLK Visiting Professor, MIT
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Dr. Smith obtained her Ph.D. in Mechanical and Aerospace Engineering from The University of Virginia (UVA) and was the first African-American woman to do so. She joined the Howard University faculty that same year and is the first female Professor in the Department of Mechanical Engineering. Dr. Smith has established an interdisciplinary theoretical and computational research laboratory entitled the Applied Fluids-Thermal Research Laboratory (aFTRA). Her expertise is in developing customized simulations for a variety of engineering applications. Current projects include thermal management of electronic packaging in fixed-wing, UAV and space vehicles; as well as modeling and simulation of biomechanical systems. She has received support for her research from NSF, NIH, NASA, DOD and industry. Dr. Smith has been elected as a Fellow of the American Society of Mechanical Engineers (ASME).

Opening Plenary - Keynote Address

Tiffany Smith, PhD
Cherokee/Muscogee Creek
Director of Research and Career Support, American Indian Science and Engineering Society
Email - tsmith@aises.org

Dr. Tiffany Smith (she/her/hers) is a citizen of the Cherokee Nation of Oklahoma and a descendant of the Muscogee Nation. She joined AISES in August 2021 as the director of research. In this role, Dr. Smith manages several grant-supported, research-related projects as well as conducts research focused on Indigenous students and professionals in STEM disciplines. Dr. Smith completed a BA in public relations and sociology, and an MEd and Phd in adult and higher education/student affairs administration, all from the University of Oklahoma. She currently serves as adjunct faculty for the Higher Education Administration graduate program at the University of Alabama at Birmingham. She has over 16 years’ experience in multiple aspects of student affairs, including career development, diversity, equity and inclusion efforts, first-year experience and student engagement at both a public and private institution. Active in several notable professional organizations, Dr. Smith has presented nationally on Indigenous higher education topics for NASPA, the National Indian Education Association, the Native American Student Advocacy Institute, the American Educational Research Association and the Association for the Study of Higher Education. For NASPA, she recently served on the 2022 Conference Leadership Committee, the 2022 Power and Place Symposium Planning Committee, and continues to serve as national chair for the Indigenous Peoples Knowledge Community, where she developed and hosts a national podcast On Sacred Ground. Her dissertation entitled Indigenizing the Academy: A Storytelling Journey to Determine Pathways for Native Student Success in Engineering received the 2021 Melvene D. Hardee Dissertation of the Year award from NASPA. Her scholarship focuses on applying Indigenous methodologies to decolonizing STEM academic and workforce spaces. She hopes to contribute to dismantling the deficit narrative and holding institutions accountable for providing culturally relevant support and space for Indigenous students. Dr. Smith grew up in Midwest City, Okla. In her free time, she enjoys traveling, hiking, spending time at the lake, and having fun adventures with her partner, Zach, and her two children, Tytan (age seven) and Mya (age two).

Luncheon Plenary - Keynote Address

Jeanine Lee McHugh Skorinko
Associate Professor of Psychology, Worcester Polytechnic
Email - skorinko@wpi.edu

My research program attempts to understand how factors in our social environment, especially those factors we are unaware of, influence decisions and interpersonal interactions. I investigate how different types of external and internal influences (e.g., social tuning, stereotypes/stigmas, the ability to perspective take, cultural orientation) affect attitudes, decisions, and interactions. I am particularly interested in how these factors influence decisions and relationships within the legal and organizational domains. Ultimately, I aim to promote and enhance equality, diversity, and cultural understanding.

Experience Reports - Summer Working Groups: A Strategy to Engage Multi-level Stakeholders in Cross-cutting Efforts that Advance Equity in STEM

Jeffrey Steiger
Creative Director, AWED Theater, Florida International University
Email - jeffreyallensteiger@gmail.com LinkedIn

Jeffrey Steiger is the Creative Director of AWED Theater (Office to Advance Women, Equity & Diversity) at Florida International University, Artistic Director of The New Theater of Medicine, an Adjunct Instructor of Psychiatry at the GWU School of Medicine, and Founding Artistic Director of the University of Michigan CRTL Players.

Experience Reports - Theater As a Tool for Agency

Mangala Subramaniam
Professor, Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University, West Lafayette
Email - msbutra@purdue.edu LinkedIn

Dr. Subramaniam focuses on faculty professional development. Her work has been featured in podcasts and higher ed sources, including Inside Higher Ed. Critical examination of the criteria for promotion to full professor is the focus of her ongoing co-edited collection and the topic of her invited webinar for NCFDD.

High Fives for Change Talks - Over the Hurdles and Through the Hoops: Building Equity into Promotion Processes
Elizabeth Svenson
Program Director, VISIBLE, Villanova Initiative to Support Inclusiveness and Build Leaders, Villanova University
Email - elizabeth.svenson@villanova.edu

Elizabeth Svenson serves as liaison between NSF ADVANCE Principal Investigators, project teams, organizational partners, and ADVANCE stakeholders at Villanova University. She helped faculty to lead Villanova’s project addressing impacts of COVID-19 on faculty career progression and has served within government, higher education, and nonprofit sectors implementing complex multi-stakeholder projects.

**Early-Stage Innovations - COVID and Caritas: A Mission-driven Community Response for Faculty Equity**

Matthew Taylor, PhD
Associate Dean, Associate Professor (Psych Sci), University of Missouri - St. Louis
Email - taylormatt@umsl.edu

Dr. Matthew Taylor is the Associate Dean for Faculty Affairs in the UMSL College of Arts & Sciences; he is also an associate professor in psychological sciences. He holds a doctorate in clinical psychology with research focused on better understanding the phenomenological experience of individuals from historically minoritized groups.

**Experience Reports - Shifting from Doing to Being: The Impact of Cohort Circles on Retention & Well Being of Women Faculty**

Renetta Garrison Tull, PhD
Vice Chancellor of Diversity, Equity, and Inclusion, University of California Davis
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**Symposia - Leveraging the Power of Institutional Networks to Advance Gender and Racial Equity in STEM**

Komalavalli Thirunavukkuarasu, PhD
Assistant Professor of Physics, Florida A&M University
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Dr. Komalavalli Thirunavukkuarasu is Assistant Professor of Physics at FAMU and a member of FAMU ADVANCE Faculty Fellows Cohort Two. She earned her PhD from University of Augsburg, Germany and received the prestigious German Feodor-Lynen Fellowship from AvH Foundation. She is also affiliated with the National High Magnetic Field Laboratory.

**Luncheon Plenary - Keynote Address**

Abbey Templer Rodrigues, PhD
Missouri State University
Email - atemplerrodrigues@mizzou.edu

Abbey Templer Rodrigues has researched caregiver equity for librarians and faculty at the University of Massachusetts. Recently she conducted a summative program evaluation for the Missouri State University S-STEM program, assessing how program impacts varied for participants based on the intersections of race/ethnicity, gender, first-generation status, and non-traditional student status.

**Poster Showcase - Making the Invisible Visible: Enhancing Visibility of Women Faculty and Raising Awareness of Existing Equity Policies and Procedures**
Celene Torres, MS  
Communications Director, Florida International University  
Email - cetorres@fiu.edu  
LinkedIn  

Celene Torres is a strategic communications professional with over 15 years of experience including in areas of DEI, Advancement of Women, Marketing & Communications, Branding, Events & Conferences, and more. She specializes in making Marketing & Communications accessible to those who are new to the topic.  

High Fives for Change Talks - Building Brand Equity Through Communications and Administration  

Shawna Vican, PhD  
Assistant Professor and co-PI, UD ADVANCE, University of Delaware  
Email - svican@udel.edu  

Shawna Vican is an Assistant Professor of Sociology and Criminal Justice and co-PI on the NSF ADVANCE-IT grant at the University of Delaware. A scholar of gender and organizations, Dr. Vican's work explores how organizational practices shape individual career outcomes and broader patterns of labor market inequality.  

Poster Showcase - An Intersectional Approach to Faculty Retention: The Experiences of Women of Color Faculty in Higher Education  
Poster Showcase - Inclusive Communication Strategies to Support Equity & Inclusion for Faculty in the Time of COVID-19  

Kenya Washington-Johnson  
Associate Professor of Criminal Justice, Florida A&M University  
Email - kenya.washington@famu.edu  

Prof. Kenya Washington-Johnson is Associate Professor of Criminal Justice at FAMU and a member of FAMU ADVANCE Faculty Fellows Cohort One. With a JD from Columbia University School of Law, her research focuses on equity and social justice issues in areas including juvenile justice, food insecurity and media.  

Experience Reports - Shifting from Doing to Being: The Impact of Cohort Circles on Retention & Well Being of Women Faculty  

Sandra Weissinger  
Associate Professor of Sociology, Southern Illinois University Edwardsville  
Email - sweissi@siue.edu  

Dr. Weissinger is Associate Professor of Sociology at Southern Illinois University, Edwardsville. She also currently serves as Director for the Department of Sociology Graduate Program at Southern Illinois University where she was awarded the 2018 Emerson Teaching Award, Saint Louis, Missouri; and the 2018 recipient of the Teaching Excellence Award, Faculty Development Council, Southern Illinois University. Dr. Weissinger is an author, editor, and sought-after lecturer on issues of Race, Class and Gender in American society. Dr. Sandra E. Weissinger is an internationally recognized scholar in the areas of inequality and violence. Specifically, her work seeks to uncover the various ways racism and inequality have usurped every aspect of society and important societal institutions. Though she uncovers the grim realities of our times, her work is not without hope. People make institutions. Therefore, people can change the marginalizing practices which shackle us all and leave us limited, wanting, and unable to reach our highest potentials.  

High Fives for Change Talks - Growth Network: A Faculty Mentoring Program  

Justin Weng  
Master’s student, Louisiana State University  
Email - jweng1@lsu.edu  

Justin Weng received his bachelor’s degree in economics from National Taiwan University in January 2019. He began his master’s degree in Mass Communication at Louisiana State University upon graduating. Because of his Asian heritage and COVID-19, which happened during his second semester in graduate school, Weng became interested in international communication – particularly in how different countries monitored and responded to the pandemic. After several conversations with his chair, Dr. Yongick Jeong, Weng was inspired to conduct his thesis study on how national characteristics influence people’s interests during the pandemic. During his time at LSU’s Manship School of Communication, Weng worked as a graduate assistant in the Media Effects Lab under Dr. Meghan Sanders. He plans to finish his other master’s degree in experimental statistics with the College of Agriculture and use the analytical skills learned there for later academic pursuits.  

Poster Showcase - The Pipeline Left Unpatched: Comparing the Experience of Women Faculty of Color with Other Racial and Gender Groups  

Michele Wheatly, PhD  
Professor of Biology, Syracuse University  
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LinkedIn  

Dr. Wheatly is Professor at Syracuse and serves on the ARC EAC. She was PI of ADVANCE IT awards at Wright State (2008-2016) and West Virginia (2010-2017) and permanetized ADVANCE as Provost at Syracuse (2016-2020). A biologist with 111 publications, she has been recognized for her STEM equity work.  

High Fives for Change Talks - COVID-19 Online Pivot Accelerates Women in Leadership Faculty Programming  

Erin Whitteck, PhD  
Center for Teaching & Learning, University of Missouri-St. Louis  
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Early-Stage Innovations - The Use of an Existential Psychological Framework to Better Conceptualize the Minoritized Experience: A Novel Way to Help Improve ADVANCE Project Outcomes  

The ARC Network is a WEPAN initiative funded by the NSF ADVANCE Program, Award HRD-2121468 and HRD-1740860.
Billy Williams
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Billy M. Williams serves as the Principal Investigator on Catalyzing Cultural Change in the Sciences with New Resources and Tracking Tools, a project funded by the Alfred P. Sloan Foundation. Williams was a member of the 2017-2018 National MASEM Committee on Impact of Sexual Harassment in Women in Academic STEMM.

Rochelle Williams, PhD
Chief Programs Officer, National Society of Black Engineers
Co-PI, ARC Network
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Rochelle L. Williams, Ph.D. is an engineer, educator, and advocate for equitable work environments in science, technology, engineering, and mathematics (STEM) professions. As chief programs officer with NSBE, Dr. Williams is responsible for achieving the strategic outcomes of the society and for the logistical planning and implementation of the programs from the Pre-Collegiate, Collegiate, and Professional demographics.

Zakiya Wilson-Kennedy
Assistant Dean for Diversity, College of Science; Associate Professor of Research, Chemistry Education, Louisiana State University
Email - zwilson@lsu.edu LinkedIn
Zakiya S. Wilson-Kennedy, Ph.D., is an Associate Professor of Research in Chemistry Education and the Assistant Dean for Diversity and Inclusion within the College of Science at Louisiana State University (LSU). Her research, which investigates the persistence of individuals from all backgrounds in STEM higher education and careers, has been published in peer-reviewed journals, such as the Journal of Science Education and Technology and the Journal of Chemical Education. She is an editor on two books, Broadening Participation in STEM: Effective Methods, Practices, and Programs and Growing Diverse STEM Communities: Methodology, Impact, and Evidence, and a special topics issue for the Journal of Chemical Education. Dr. Wilson-Kennedy served as the principal investigator for the 2014 Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (PAESMEM) organizational recognition for the LSU Office of Strategic Initiatives and has received additional honors for her work in broadening participation, diversity, and STEM education.

Cheree Y. Wiltsher, PhD
Director, Division of Health Sciences, Florida A&M University
LinkedIn
Dr. Cheree Wiltsher is Director of the Division of Health Science at FAMU and a member of FAMU ADVANCE Faculty Fellows Cohort Three. Dr. Wiltsher also serves as campus lead for the Association of College and University Educator’s (ACUE) Effective Teaching Practices Faculty Fellows initiative.

Jonathan Wyner, Prof
Immediate Past President, DE&I Committee Member, Audio Engineering Society
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Jonathan Wyner is a Professor at Berklee College of Music. He serves as the Chief Engineer at M Works Mastering and Education Director at iZotope. He mastered/produced 5000+ recordings. Credits include Pink Floyd, James Taylor, David Bowie, Aerosmith, Kiri Te Kanawa, London Symphony, Miles Davis, Semisonic, Thelonius Monk, and Nirvana.

Margaret Yacobucci
Professor of Geology & Lead PI, BGSU ALLIES, Bowling Green State University
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Yacobucci has led a series of projects to support the career advancement and leadership development of women faculty in STEM. She currently serves as Lead PI for BGSU ALLIES, our NSF ADVANCE-Adaptation track project to develop STEM faculty allies and inclusive leaders at BGSU.

Experience Reports - BGSU ALLIES: Bringing Allies and Inclusive Leaders Together for Collaborative Systemic Change
Poster Showcase - Equity Impact Assessments for University Policies
Robin Zhang, PhD
Co-PI, Murray State University ADVANCE Grant
Email - qzhang@murraystate.edu

Dr. Robin Zhang, Professor and department chair of Earth and Environmental Sciences is serving as Co-PI on her second ADVANCE grant at Murray State. Her work with ADVANCE started in 2016 with a Catalyst grant.

High Fives for Change Talks - Writing Retreat Re Energizes Women Faculty

Kathrin Zippel, PhD
Professor of Sociology, Northeastern University
Email - k.zippel@northeastern.edu LinkedIn

Kathrin Zippel is Professor of Sociology at Northeastern University with expertise on gender, science, and organizations. She currently directs a multi-methods research project on the creation and diffusion of innovative gender equity ideas in the network of colleges, university and STEM organizations that NSF ADVANCE program has created (#2000713).

High Fives for Change Talks - The ADVANCE Network based on Publications

Exhibitor
A recession, the election of America's first Black president, Brexit, the 'Me Too' movement, an attempted political coup, a global pandemic - all amid ongoing and ever accelerating racialized violence, both outside of and within the academy - ADVANCE has seen it all. The COVID-19 pandemic and ongoing racialized violence mark areas of continuing injustice. What has also been made apparent within the academe is that contrary to many narratives, rapid pivots and change are possible with will and motivation. This special issue highlights the urgent work of racial equity with which the ADVANCE community needs to engage right now, along with the meaningful connections, unavoidable collisions, and mutually beneficial collaborations needed to shape the next 20 years.

Guest-edited by:

**Kelly Mack, PhD**  
American Association of Colleges and Universities

**J. Kasi Jackson, PhD**  
West Virginia University

For more information, visit: https://advancejournal.org
Apply to Be a Virtual Visiting Scholar

Each year, the ARC Network selects two to four Virtual Visiting Scholars to conduct research on existing or emerging themes from scholarly literature on gender equity in STEM workplaces. Virtual Visiting Scholars employ qualitative and/or quantitative meta-analytic and meta-synthesis techniques to identify best practices, structural barriers, or other larger themes from existing literature. Research also incorporates considerations of diversity and inclusion from an intersectional and systemic perspective.

Virtual Visiting Scholars will be expected to work independently at locations of their choosing. The ARC Network will provide a stipend for one year of $20,000. The funds will be provided as direct payments to the Scholar, not to an institution.

Apply at equityinstem.org/vvs/call-for-proposals

Proposals
Applicants must outline the proposed one-year research project in a 2-page prospectus that describes the research problem, current state of knowledge, and why a meta-analysis on the topic is both timely and needed.

The review panel will give priority to topics that have not been addressed in prior projects.

Timeline
June 17, 2022, 5:00pm ET Submissions Close

July 15, 2022 Acceptance Notifications Distributed

August 1, 2022 Program Term Begins

Qualifications
Virtual Visiting Scholars should have a PhD (or equivalent) in a relevant discipline and may be at any career stage.

A publication record in the scholarly literature and knowledge of meta-analysis techniques are essential.

Visit: www.EquityInSTEM.org | Email: ARC@EquityInSTEM.org | Socialize: @ARCEquityInSTEM

Funded by the National Science Foundation ADVANCE Program, Awards HRD-2121468 and HRD-1740860, the ADVANCE Resource and Coordination (ARC) Network seeks to achieve gender equity for faculty in higher education science, technology, engineering, and mathematics (STEM) disciplines. As the STEM equity brain trust, the ARC Network recognizes the achievements made so far while producing new perspectives, methods and interventions with an intersectional, intentional and inclusive lens. The Women in Engineering ProActive Network (WEPAN) serves as the backbone organization of the ARC Network.
Dawn Culpepper, PhD
Associate Director and Research Asst Professor, University of Maryland
Advocates, Allies, or Bystanders: Applying Intersectional Perspectives to Bystander Intervention Trainings in the Academic Workplace

Merely raising individual awareness of implicit bias can reinforce, rather than mitigate, its impact in the academic workplace. Many ADVANCE programs have launched bystander intervention programs, or trainings aimed at giving faculty members from majority groups (i.e., individuals who identify as White and/or men) skills and strategies to disrupt gender bias. Yet, questions about the goals, content, and potential application of such interventions remain. The goal of this qualitative meta-synthesis is to consider the potential limitations and possibilities of developing bystander intervention trainings with an intersectional lens. Drawing from a vast literature on empirical studies of bystander interventions and allyship in fields like sociology, social psychology, behavioral economics, and social justice education, this synthesis will provide insights to practitioners and researchers about how to develop, implement, and study intersectionally-minded bystander engagement programs.

Rachele Hendricks-Sturrup, DHSc
Research Director, Real World Evidence at Duke-Margolis Center for Health Policy

Industry-academia partnerships in STEM: A meta-synthesis of literature and evidence gaps on gender and gender intersectionality

Industry-academia partnerships are a paradigm of and pathway to success for many academics in science, technology, engineering, and math (STEM). Yet, some studies have exposed a significant gender gap in industry-academia partnerships, creating the need to conduct a systematic literature review to describe evidence and evidence gaps on the role of gender and gender intersectionality within industry-academia partnerships in STEM. Dr. Hendricks-Sturrup’s project consists of meta-synthesis of scholarly literature to identify, define, and understand underlying themes at the intersection of gender and industry-academia partnerships in STEM and examine how those themes exist or might vary across various STEM disciplines ("research topic").

Rodica Lisnic, PhD
Sociologist, Department of Sociology and Criminology at the University of Arkansas

Strategies of Persistence among Women of Color in STEM: A Meta-Ethnography of Qualitative Findings

The purpose of this project is the explorative compilation of persistence strategies women of color in STEM use to navigate the tenure and promotion processes. This study focuses on intersectional, and inter-ethnic differences in persistence strategies by analyzing and interpreting findings from literature about how Black, Asian, Latina, and Indigenous women faculty persist despite systemic barriers in STEM fields. The findings will be interpreted through the prisms of gendered and racialized organizations, and intersectionality frameworks. Meta-ethnography will be used as a methodological tool to analyze 46 publications collected through the Systematic Literature Review (SLR) protocol covering 14 bibliographic databases representing various disciplines. The analytical interpretation of the findings will subsequently guide formulation of policy recommendations to assist higher education institutions in attracting and retaining women of color faculty in STEM fields.

Ramón Barthelemy, PhD
Assistant Professor, University of Utah in Salt Lake City

LGBT+ Faculty and Students in STEM: Policies to Support Success and Inclusion

Historically, gender and sexual minority (GSM) and LGBT+ persons have been excluded from many discourses, analyses, and research conducted on issues of gender. This dates back to the beginning of the women’s rights movement where lesbian and transgender women were explicitly excluded from activism and policy advocacy. Furthering the goal of intersectionality in STEM discourses and research is crucial. As its originator Kimberlé Crenshaw puts it, intersectionality is “a lens through which you can see where power comes and collides, where it interlocks and intersects.” Fulfilling this vision means including all voices, particularly the most disadvantaged in STEM communities.

In order to promote the vision of intersectionality and be fully inclusive in the STEM community GSM persons should be considered for their unique perspectives and historic oppression. This meta-synthesis offers an important resource for future work by combining and integrating the existing disparate work on GSM persons in STEM with the larger education and workforce literature. This is necessary not only to support best practices and further research, but also to provide a platform in which funding proposals can be based. As was pointed out in a 2012 APS session on LGBT+ persons in physics, funding agencies have been hesitant to include LGBT efforts in their portfolios of research projects. Without such funding, bringing GSM STEM voices to the forefront will be near impossible. This meta-synthesis of existing work offers academic rigor to support such funding and GSM/LGBT+ advocacy in STEM.

Virtual Visiting Scholars

2021-2022

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Ramon Goings, EdD
Assistance Professor, University of Maryland, Baltimore County

Examining How Race/Ethnicity and Gender is Explored in Research on STEM Contingent Faculty

The onset of and fiscal response to the coronavirus pandemic unfortunately places a spotlight on the use of contingent faculty. Given the current and forthcoming faculty and administrator salary reductions, furloughs, and hiring freezes as a result of the pandemic, universities will continue to rely on, and in some ways increase their use of, contingent faculty as a price saving vehicle. However, it is important for institutions of higher education to understand the barriers and supports STEM contingent faculty face, particularly those from marginalized populations. This meta-synthesis explored not only how we discuss the intersection of race/ethnicity and gender in research on STEM contingent faculty, but also provided insights on best practices to support STEM contingent faculty in all of their intersectional identities.

It is important as a field to take a look at the research on STEM contingent faculty to understand what we know about this population and whose identities are discussed in research studies. Findings from this project provided insight into the barriers contingent faculty in STEM face, how institutions can support their needs, and how the intersection of race/ethnicity and gender influence the barriers they encounter and possible support systems. Additionally, this study served as a call to scholars to take up this new research agenda.

Joya Misra, PhD
Professor of Sociology and Public Policy, University of Massachusetts, Amherst

Gender, Intersectionality, Workload and Leadership in STEM Departments

This project aimed to address intersectional inclusion in decision-making and leadership, as well as over-inclusion in service. Women, particularly women of color, often face exclusion in STEM departments, including in decision-making. STEM faculty women may find it difficult to influence departmental decisions, particularly for women of color. Paradoxically, women often serve as “worker bees,” carrying out the lion’s share of committee work, mentoring, and service in the department – even as they may be locked out of more visible leadership opportunities and have less influence than colleagues around important and long-term decisions around promotion & tenure, faculty recruitment, or chair selection. Indeed, women’s engagement in service work and mentoring, as well as their lack of influence over other decisions, may negatively impact their retention and career progression. Thus, women are both excluded from weighty decisions, and over-included in the daily grind of service work, in ways that tend to reproduce existing hierarchies of inequality by race, gender, and other social locations.

The qualitative meta-analysis synthesized existing research on workload, decision-making and leadership, considering how race and nationality intersect with gender, to answer: (1) Are there gender differences in faculty influence and leadership? (2) How do these differences relate to workload imbalance? (3) How do these differences impact faculty careers, including retention and advancement? The goal was to connect these two literatures, and consider how to structure interventions to address these barriers. Service work is a form of leadership — yet the overrepresentation of White women and women of color in lower-level service work has not led to an overrepresentation of these women in leadership at higher levels. Addressing this puzzle through a meta-analysis generated new insights.

Kimberly Scott, EdD
Professor, Founding Executive Director, Center for Gender Equity in Science and Technology, Arizona State University

Analysis of Funding Trends Addressing Girls/Women of Color and STEM: An Intersectional Approach

Reasons for the outcries to better prepare, equip, and/or support women of color—namely, African American, Latinx, Native American, Native Hawaiian, Alaskan Native, Asian American and Pacific Islanders—in science, technology, engineering, and math (STEM) vary. Irrespective of which rationale program developers, researchers, or funders adopt, their missions rest on responding to urgent cries clamoring for our country’s survival. In response, a movement has formed, referred to as the Race-Gender-Technology Movement (RGTM).

Meta-analysis will focus on funding trends targeting girls/women of color and STEM. The primary goal was to apply intersectionality as an analytical strategy to discover how funding agencies reinforce or challenge majoritarian narratives of girls/women of color in STEM. Using computational topic modeling, data visualizations were created to meet the following objectives: 1) Illustrate how well-known and well-intentioned funding practices address race-ethnic-gender disparity in STEM through funding mechanisms; 2) Illuminate how and when funding agencies emphasize the disparity of girls/women of color in STEM; and 3) Identify methods funders can successfully invest in the RGTM initiatives using different lexicons.
**2019-2020**

Allison Mattheis, PhD  
Associate Professor, California State University Los Angeles  

An integrative intersectional meta-analysis of understandings of gender in STEM higher education research  
This work comprises an integrative meta-synthesis of the ways that gender is defined as a variable or identity characteristic in extant research on gender in STEM instruction and mentorship in higher education, how it is considered in combination with other social identities, and what interventions are most commonly proposed to address issues of underrepresentation. By analyzing research published since 2010 in approximately 30 relevant journals and employing different disciplinary and epistemological perspectives, promising exemplars were identified and a set of guidelines informed by intersectionality were developed to guide future research.

Beth Mitchneck, PhD  
Professor Emerita, University of Arizona  

Synthesizing research on gender biases and intersectionality citation analysis and practices  
Citation analysis tools count the number of citations a research paper or author receives and serve as a proxy for research impact. Since research has shown the ways individuals choose what and who to cite are influenced by factors unrelated to the quality of the research, it is time to assess the efficacy of analysis tools. Dr. Mitchneck conducted a meta-synthesis of the literature on citation analysis and social influences over citation practices to document effects of gender and intersectionality. Indices reinforce barriers to advancement for scholars from underrepresented groups; publicizing inequities is the first step to addressing them.

Teresa Nelson, PhD  
Professor, Simmons University (Professor) and Research Director, MIT Innovation Initiative  
Founder, The Impact Seat  

Academic entrepreneurship in STEM: A meta-synthesis on the intersection of gender  
A sequence of institution-building acts in the United States 1930-1980 set an infrastructure to facilitate the partnership of university faculty with government and private industry for the purpose of science invention and subsequent commercialization. Today academic entrepreneurship is increasingly the heart of science invention with entire industries like the internet and biotechnology rooted in faculty accomplishment. Rising demand since the 1960s for STEM gender equity intersects and complicates this institutional success story. This meta-synthesis compiles research from multiple fields to present the state of knowledge on women and gender, with an intersectionality concern, as regards faculty participation in academic entrepreneurship.

**2018-2019**

Cara Margherio, PhD  
Assistant Director of the UW Center for Evaluation & Research for STEM Equity (CERSE)  

Centering Women Faculty of Color in a Meta-Synthesis of Research on Mentoring  
Dr. Margherio researched how women faculty of color remain not only underrepresented but also understudied at every level of the professoriate. Mentoring is one area of research in which the experiences of women faculty of color are often subsumed within the larger category of women faculty. Her research synthesized the features that emerge as most salient to address the mentoring needs of women faculty of color. Ultimately, her work illustrates how shifting the focus changes our understanding of what needs are met by mentoring and what is necessary for mentoring to be beneficial.

Ethel Mickey, PhD  
Postdoctoral Research Associate, University of Massachusetts, Amherst  

Implications for Career Success Resulting from STEM Faculty Networks  
Faculty networks shape academic career success by providing collaboration opportunities, access to material resources, and access to implicit informal knowledge. Despite the theorized benefits of social networks, there is ever-increasing evidence that women’s marginalization and exclusion from networks may, in part, contribute to their underrepresentation in STEM. Dr. Mickey researched the gender differences in faculty network characteristics and how gender differences in faculty networks contribute to and explain gendered variations in faculty career outcomes, including productivity, retention, and advancement.