

## AGENDA

### Committee on Pathways to Doctoral Degrees in Computing

Meeting 6  
April 25, 2023  
Virtual  
<https://vimeo.com/event/3323700>

### MEETING OBJECTIVES

- Discuss equity and bias in faculty hiring, recruitment and retention for a diverse faculty in STEM fields, and assessment of the academia-industry collaboration

**Tuesday, April 25, 2023**

### OPEN SESSION

6:00 pm	Equity in STEM Faculty Hiring → Marybeth Gasman, Chair in Education and Distinguished Professor of Educational Psychology, Rutgers University
6:30 pm	Bias in Faculty Hiring and Interventions to Improve Equity → Damani White-Lewis, Assistant Professor of Policy, Organizations, Leadership, and Systems Division, University of Pennsylvania
7:00 pm	Understanding Industry Hiring and Academic/Industry Collaboration → Andrew Moore, Founder, Lovelace AI
7:30 pm	University of Michigan ADVANCE Program Overview → Jennifer Linderman, Professor of Engineering, University of Michigan
8:00 pm	Adjourn Meeting

## SPEAKER BIOGRAPHIES

**Marybeth Gasman** is the Samuel DeWitt Proctor Endowed Chair in Education and a Distinguished Professor at Rutgers University. She serves as the Executive Director of the Samuel DeWitt Proctor Institute for Leadership, Equity & Justice and the Executive Director of the Rutgers Center for Minority Serving Institutions. Marybeth also serves as the Chair of the Rutgers University-New Brunswick Faculty Council and as the Associate Dean for Research in the Graduate School of Education. Prior to joining the faculty at Rutgers, Marybeth was the Judy & Howard Berkowitz Endowed Professor in the Graduate School of Education at the University of Pennsylvania. While at Penn, Marybeth also served as the founding director of the Penn Center for Minority Serving Institutions (MSIs). Her areas of expertise include the history of American higher education, Minority Serving Institutions (with an emphasis on Historically Black Colleges and Universities), racism and diversity, fundraising and philanthropy, and higher education leadership. Marybeth has served on the board of trustees of The College Board and currently serves on the board of trustees of Paul Quinn College, a small, urban, historically Black College in Dallas, Texas, and Morris Brown College, a small, urban historically Black College in Atlanta, Georgia. She considers her proudest accomplishment to be receiving the University of Pennsylvania's Provost Award for Distinguished Ph.D. Teaching and Mentoring, serving as the dissertation chair for over 80 doctoral students since 2000.

**Damani White-Lewis** is an assistant professor of higher education in the Graduate School of Education at the University of Pennsylvania. He studies racial inequality in academic careers and contexts using theories and methods from organizational behavior and social psychology. His work has been funded by the National Institutes of Health (NIH), National Science Foundation (NSF), and has appeared in The Journal of Higher Education, American Educational Research Journal, The Review of Higher Education, Research in Higher Education, and Teachers College Record, among others. As a public scholar, he has won multiple awards from educational organizations, been featured in outlets such as Inside Higher Ed and Diverse: Issues in Higher Education, and regularly advises college campuses and external organizations on addressing issues related to the academic profession, racial equity, and institutional transformation and systemic change.

**Andrew Moore** is the founder of Lovelace AI. Lovelace is a new startup currently in stealth mode, dedicated to providing AI to support national security missions. Prior to Lovelace, Andrew has spent his career in roles within Google and within Carnegie Mellon University. He was General Manager and VP for the AI division of Google Cloud, responsible for products such as Vertex AI platform, Contact Center AI, Anti Money Laundering AI, Vertex AI Computer Vision suite and AI applications in Logistics. Before that, Andrew was Dean of the School of Computer Science at CMU, and prior to his deanship founded the Google Pittsburgh office. Andrew began his career as a professor of Computer Science and Robotics at CMU. His main technology interests are the underlying algorithmic issues in blending classic statistics and probability for rational decision making based on colossal amounts of real time data.

**Jennifer Linderman** is the Pamela Raymond Collegiate Professor of Engineering at the University of Michigan. Her research interests are in systems biology, systems pharmacology, computational biology, immunology, and cancer. Since 2016 she has served as Director of the University of Michigan ADVANCE Program, which focuses on four areas relevant to the success of a diversity and excellent faculty: recruitment, retention, climate, and leadership development.