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Speaker Biographies

Marcia McNutt, Ph.D. is a geophysicist and the 22nd president of the National Academy of Sciences. From 2013 to 2016, she was editor-in-chief of Science journals. McNutt was director of the U.S. Geological Survey from 2009 to 2013, during which time USGS responded to a number of major disasters, including the Deepwater Horizon oil spill. For her work to help contain that spill, McNutt was awarded the U.S. Coast Guard's Meritorious Service Medal. She is a fellow of the American Geophysical Union (AGU), Geological Society of America, American Association for the Advancement of Science (AAAS), and the International Association of Geodesy. Her honors include membership in the American Philosophical Society and the American Academy of Arts and Sciences. In 1998, McNutt was awarded the AGU's Macelwane Medal for research accomplishments by a young scientist, and she received the Maurice Ewing Medal in 2007 for her contributions to deep-sea exploration. McNutt served as president of the American Geophysical Union (AGU) from 2000 to 2002. She was chair of the Board of Governors for Joint Oceanographic Institutions, responsible for operating the International Ocean Discovery Program's vessel JOIDES Resolution and associated research programs. She is a fellow of AGU, the Geological Society of America, AAAS, and International Association of Geodesy.

Rita Colwell, Ph.D. is a Distinguished University Professor both at the University of Maryland at College Park and at Johns Hopkins University Bloomberg School of Public Health, senior advisor and chairman emeritus at Canon US Life Sciences, Inc., and president and CEO of CosmosID, Inc. Her research interests are focused on global infectious diseases, water, and health. Colwell is currently developing an international network to address emerging infectious diseases and water issues, including safe drinking water for both the developed and developing world. Colwell served as the eleventh director of the National Science Foundation (NSF) from 1998 to 2004. In her capacity as NSF director, she served as co-chair of the Committee on Science of the National Science and Technology Council. One of Colwell's major interests is K-12 science and mathematics education, graduate science and engineering education, and the increased participation of women and minorities in science and engineering.

She has held many advisory positions in the U.S. government, nonprofit science policy organizations, and private foundations, as well as in the international scientific research community. Colwell is a nationally-respected scientist and educator, and has authored or co-authored 17 books and more than 750 scientific publications. She produced the award-winning film, "Invisible Seas," and has served on editorial boards of numerous scientific journals. Before joining NSF, Colwell was president of the University of Maryland Biotechnology Institute and a professor of microbiology and biotechnology. She was also a member of the National Science Board from 1984 to 1990. Colwell has previously served as chairman of the Board of Governors of the American Academy of Microbiology, as well as president of the American Association for the Advancement of Science, the Washington Academy of Sciences, the American Society for Microbiology, the Sigma Xi National Science Honorary Society, and the International Union of Microbiological Societies.

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She is a member of the National Academy of Sciences, the Royal Swedish Academy of Sciences, Stockholm, the Royal Society of Canada, the American Academy of Arts and Sciences, and the American Philosophical Society. She is immediate past-president of the American Institute of Biological Sciences (AIBS). Colwell has been awarded 55 honorary degrees from institutions of higher education, including her alma mater, Purdue University. She is the recipient of the Order of the Rising Sun, Gold and Silver Star, bestowed by the Emperor of Japan; the 2006 National Medal of Science, awarded by the President of the United States; and the 2010 Stockholm Water Prize, awarded by the King of Sweden. Colwell is an honorary member of the microbiological societies of the UK, Australia, France, Israel, Bangladesh, Czechoslovakia, Royal Irish Academy and the U.S. She has held several honorary professorships, including the University of Queensland, Australia. A geological site in Antarctica, called Colwell Massif, has been named in recognition of her work in the polar regions.

Janis Orlowski, M.D., MACP, is the chief health care officer, focuses on the interface between the health care delivery system and academic medicine, especially how academic medical centers can leverage their expertise in research and innovation to support emerging reforms. She leads several AAMC groups, including the Council of Teaching Hospitals and Health Systems (COTH), which represents the interests of approximately 400 major teaching hospitals and health systems, including 64 Department of Veterans Affairs medical centers.

Orlowski joined the AAMC after serving as the chief operating officer and chief medical officer of MedStar Washington Hospital Center, in Washington, D.C. From 2004-2013, she oversaw the medical staff, clinical care, quality, patient safety, medical risk, perioperative services, ambulatory care, and medical education programs.

Prior to MedStar Washington, she served as associate vice president and executive dean of the Rush University Medical School in Chicago. Orlowski earned her bachelor's degree in biomedical engineering from Marquette University and her medical degree from the Medical College of Wisconsin.

David Miller, Ph.D., is a researcher at American Institutes for Research (AIR) where he conducts and leads research on improving science, technology, engineering, and mathematics (STEM) education, especially with regards to broadening participation in STEM fields. Miller currently serves as principal investigator on a three-year National Science Foundation (NSF) project to synthesize over 25 years of research across the world on the development of children's gender stereotypes about STEM abilities. His other responsibilities at AIR include designing research studies, conducting quantitative analyses, preparing graphics, creating interactive websites, and writing research reports.

His research has been published in leading academic journals such as *American Psychologist*, *Child Development*, *Journal of Educational Psychology*, and *Trends in Cognitive Sciences*. Mass media has covered this work in international outlets such as BBC News, CNN, *Nature*, *Science*, *The Atlantic*, and the *Washington Post*. In addition, Miller has written popular press articles appearing in outlets such as *Business Insider*, *Huffington Post*, *Scientific American*, and *U.S. News*.

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Prior to joining AIR, Miller earned his doctorate in psychology from Northwestern University where he analyzed nationally representative longitudinal datasets to study transitions into and out of STEM. His extensive quantitative training includes a bachelor's in mathematical physics at Harvey Mudd College, a fellowship through University of Chicago's Data Science for Social Good Summer Fellowship, and several graduate courses and workshops in advanced statistical methods. During graduate school, he was also an NSF Graduate Research Fellow.

Andrei Cimpian, Ph.D., is associate professor of psychology at New York University. He studies social-cognitive development. In particular, his research investigates the mental representations that underlie children's (1) explanations for what they observe around them, (2) motivation in school, and (3) concepts of natural kinds and social groups. His research has been published in journals such as *Science*, *Behavioral and Brain Sciences*, and *Psychological Science*, and covered by media outlets such as *The New York Times*, *The Atlantic*, and *Scientific American*.

Vivian W. Pinn, MD was founding director of the NIH Office of Research on Women's Health from 1991 and Associate Director of NIH for Women's Health Research from 1994 until her retirement in 2011 when she was named Senior Scientist Emerita at the NIH Fogarty International Center. She established and co-chaired the NIH Committee on Women in Biomedical Careers with the NIH Director. Prior to NIH she was Professor and Chair of the Department of Pathology at Howard University and previously held teaching appointments at Harvard Medical School and Tufts University. Dr. Pinn is a fellow of the American Academy of Arts and Sciences and was elected to the National Academy of Medicine in 1995. She served two terms on the Committee on Women in Science, Engineering and Medicine of the National Academies until 2018. A graduate of Wellesley College, she earned her M.D. from the University of Virginia School of Medicine, the only woman and only minority in her class. She completed her post-graduate training in Pathology at the Massachusetts General Hospital. Dr. Pinn currently serves on the Board of Trustees/Advisors of Thomas Jefferson University, the Sidney Kimmel Cancer Center at Jefferson, and Tufts University School of Medicine. She was on the NASEM Committee on Increasing the Number of Women in STEMM that prepared the new report, *Promising Practices for Addressing the Underrepresentation of Women in Science, Engineering, and Medicine: Opening Doors*.

Renetta Tull, Ph.D., is Associate Vice Provost for Strategic Initiatives at the University of Maryland, Baltimore County (UMBC), and Professor of the Practice in UMBC's College of Engineering and IT. She is also Founding Director and Co-PI for the 12-institution National Science Foundation University System of Maryland's (USM) PROMISE AGEP, and Co-Director/Co-PI for the NSF USM's Louis Stokes Alliance for Minority Participation (LSAMP). In addition to roles at UMBC and roles with grants, she is also part of the University System of Maryland's Academic and Student Affairs unit in Adelphi, Maryland, serving the USM as Special Assistant to the Senior Vice Chancellor for Academic Affairs, and USM Director of Graduate & Professional Pipeline Development. Tull earned the BSEE from Howard University, and the MSEE and Ph.D. in Speech Science from Northwestern University. Her work in speaker recognition and focus on disability access to technology led to her former faculty and "Engineering Research Center Faculty" roles at the University of Wisconsin-Madison, and the Quality of Life Technology (QoLT) Center at Carnegie Mellon/University of Pittsburgh respectively.

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An international speaker on global diversity in STEM, Tull has led discussions such as “Inclusive Engagement – Engineering for All,” “Cultivating Inclusive Excellence within Science, Engineering, and Technology,” and similar topics in India, Taiwan, Korea, Dubai, Italy, and Australia. She has also spoken in 5 countries in Latin America about women and work/life balance, family, and prevention domestic and work-place abuse. She co-led Puerto Rico’s ADVANCE Hispanic Women in STEM project, and continues to lead the “Women in STEM Forum” for the Latin and Caribbean Consortium of Engineering Institutions (LACCEI) and the Engineering for the Americas/Organization of American States. Recognitions include: 2015 O’Reilly Media “Women in Data” cover, 2015 Global Engineering Deans Council/Airbus Diversity Award Finalist, and the 2016 ABET Claire L. Felbinger Award for Diversity. She has been an invited plenary panelist for diversity in engineering initiatives for the 2016 International Conference on Transformations in Engineering Education in India, and the 2017 Women in Engineering ProActive Network (WEPAN) conference. She was a 2017 invited speaker for UNESCO’s “Women in Engineering” forum at the United Nations, and an invited speaker for the International Federation of Engineering Education Societies (IFEES) “Global Engagement in Diversity” webinar.

Tull is active in the American Society for Engineering Education, has more than 50 publications, has given more than 200 presentations on various STEM topics, and is a Tau Beta Pi “Eminent Engineer.” In 2016 and 2017 she was named in Medium.com’s “35 of Women STEM Social Media Stars/Women in Science You Should Be Following On Social Media,” and “List of 200 Women of Color on Twitter,” respectively. In July 2017, after a bilingual presentation, Tull was elected Vice President of Initiatives for the Latin and Caribbean Consortium of Engineering Institutions (LACCEI), at the annual international conference. In 2018, she is serving as the University System of Maryland’s Chair for the Health Care Workforce Disparities Group, and is honored to be serving the National Academies of Sciences, Engineering, and Medicine as a member of the national mentoring committee. She also serves the United Nations Educational, Scientific, and Cultural Organization (UNESCO) as a 2017-2018 team member for the next international engineering report. She is a passionate advocate, global mentor, and champion for equity in STEM.

Amanda Diekman, Ph.D., is the director of the Social Roles Lab at Indiana University. She is a professor in the Department of Psychological and Brain Sciences. Her longstanding interest is in gender roles, and especially how gender roles have remained stable and changed over time. The major focus of her research currently is using role congruity theory to understand why women opt out of STEM (science, technology, engineering, and mathematics) fields.

Maria Lund Dahlberg, M.S., is the study director for the Consensus Study on the Science on Effective Mentoring in STEMM for the National Academies of Sciences, Engineering, and Medicine, and a program officer with the Board on Higher Education and Workforce (BHEW) and the Committee on Women in Science, Engineering, and Medicine (CWSEM). Her work with the National Academies spans topics ranging from equity, inclusion, and diversity in science, through science communications, to postdoctoral research experiences, health care, and innovation ecosystems. She came to the National Academies by way of a Christine Mirzayan Science and Technology Policy Fellowship, which she received after completing all requirements short of finalizing the dissertation for her doctorate in physics at Pennsylvania State University. Dahlberg holds a B.A. with high honors in physics from Vassar College and an M.S. in physics from Pennsylvania State University.

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Janine Austin Clayton, M.D., is the Associate Director for Research on Women's Health and Director of the Office of Research on Women's Health (ORWH) at the National Institutes of Health (NIH), is the architect of the NIH policy requiring scientists to consider sex as a biological variable across the research spectrum. This policy is part of NIH's initiative to enhance reproducibility through rigor and transparency. As co-chair of the NIH Working Group on Women in Biomedical Careers with NIH Director Dr. Francis Collins, Clayton also leads NIH's efforts to advance women in science careers.

Prior to joining the ORWH, Clayton was the Deputy Clinical Director of the National Eye Institute (NEI) for seven years. A board-certified ophthalmologist, her research interests include autoimmune ocular diseases and the role of sex and gender in health and disease. She is the author of more than 80 scientific publications, journal articles, and book chapters. Clayton, a native Washingtonian, received her undergraduate degree with honors from Johns Hopkins University and her medical degree from Howard University College of Medicine.

She completed a residency in ophthalmology at the Medical College of Virginia. Clayton completed fellowship training in cornea and external disease at the Wilmer Eye Institute at Johns Hopkins Hospital and in uveitis and ocular immunology at NEI. Clayton has received numerous awards, including the Senior Achievement Award from the Board of Trustees of the American Academy of Ophthalmology in 2008 and the European Uveitis Patient Interest Association Clinical Uveitis Research Award in 2010. She was selected as a 2010 Silver Fellow by the Association for Research in Vision and Ophthalmology. In 2015, she was awarded the American Medical Women's Association Lila A. Wallis Women's Health Award and the Wenger Award for Excellence in Public Service. She was granted the Bernadine Healy Award for Visionary Leadership in Women's Health in 2016. She was also selected as an honoree for the Woman's Day Red Dress Awards and the American Medical Association's Dr. Nathan Davis Awards for Outstanding Government Service in 2017.

Francis S. Collins, M.D., Ph.D. was appointed the 16th Director of the National Institutes of Health (NIH) by President Barack Obama and confirmed by the Senate. He was sworn in on August 17, 2009. On June 6, 2017, President Donald Trump announced his selection of Dr. Collins to continue to serve as the NIH Director. In this role, Collins oversees the work of the largest supporter of biomedical research in the world, spanning the spectrum from basic to clinical research. He is a physician-geneticist noted for his landmark discoveries of disease genes and his leadership of the international Human Genome Project, which culminated in April 2003 with the completion of a finished sequence of the human DNA instruction book. He served as director of the National Human Genome Research Institute at NIH from 1993-2008. Before coming to NIH, Collins was a Howard Hughes Medical Institute investigator at the University of Michigan. He is an elected member of the National Academy of Medicine and the National Academy of Sciences, was awarded the Presidential Medal of Freedom in November 2007, and received the National Medal of Science in 2009.

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Joan C. Williams, J.D. has played a central role in reshaping the conversation about work, gender, and class over the past quarter century. The New York Times Magazine described her as having "something approaching rock star status" in her field. Williams is a Distinguished Professor of Law, Hastings Foundation Chair, and Founding Director of the Center for WorkLife Law at the University of California, Hastings College of the Law. Williams' path-breaking work helped create the field of work-family studies and modern workplace flexibility policies.

Williams' work on social class has influenced scholars, policymakers, and the press. It includes her prize-winning *Unbending Gender: Why Family and Work Conflict and What To Do About It* (Oxford, 2000), *Reshaping the Work-Family Debate: Why Men and Class Matter* (Harvard, 2010), and widely read reports such as *The Three Faces of Work-Family Conflict* (co-authored with Heather Boushey). Williams has played a central role in documenting how work-family conflict affects working-class families, through reports such as "One Sick Child Away From Being Fired" (2006) and "Improving Work-Life Fit in Hourly Jobs" (2011).

Williams' Harvard Business Review article, "What So Many People Don't Get About the U.S. Working Class" has been read over 3 million times and is now the most read article in HBR's 90-plus year history. In addition, Williams uses the findings of social science to create stable schedules for hourly workers and interrupt implicit bias at major U.S. companies.

Elizabeth LaTorre Travis, PhD, FASTRO is the Associate Vice President, Women and Minority Faculty Inclusion, and Mattie Allen Fair Professor in Cancer Research in the departments of Experimental Radiation Oncology and Pulmonary Medicine at The University of Texas MD Anderson Cancer Center. As Associate Vice President for women faculty, Travis is a consummate advocate for women and minority faculty and committed to furthering their academic careers by ensuring that they are appointed to high profile committees and leadership positions and are nominated for awards, by leading institutional policy change to address obstacles that interfere with their success, and by providing career guidance to countless women and minority faculty. She publishes and speaks extensively on sponsorship as a path to leadership for women and minority faculty. Travis's scientific research interest is in the complications of cancer treatments, primarily in the lung, which has made significant contributions to our understanding of the effects of radiation on normal tissues. Travis is a principal investigator on two NIH grants: a U54 partnership grant with Puerto Rico, "Partnership for Excellence in Cancer Research," and a recently completed R01 grant "Gatekeepers and Gender Schemas," which seeks to understand the role that gender plays in choosing faculty for tenure track positions. Her submitted NIH R25 grant is focused on establishing a mentored cancer research and training program for high school and undergraduate students from underrepresented backgrounds in the Houston area with the goal of enhancing the pool of individuals from such backgrounds interested in pursuing a career in biomedical research.

She is a fellow of the American Society of Radiation Oncology, recipient of the Association of American Medical Colleges' Group on Women in Medicine and Science Leadership Development Award for an individual (2009) and for an institution (2012), and recipient of the 2014 Marie Sklodowska-Curie Award by The American Association for Women Radiologists. Travis serves as a member of the Board of Directors of the Association of American Medical Colleges (AAMC) and is past Chair of the Steering Committee of the Group on Women in Medicine and Science of the AAMC.

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Travis serves as a member of the Board of Directors of the Association for Women in Science. She serves on the Board of Directors of the Girl Scouts of San Jacinto Council. In 2012 she was inducted into the Greater Houston Women's Chamber of Commerce Hall of Fame in 2012,

Gilda A. Barabino, Ph.D is the Daniel and Frances Berg Professor and Dean of the Grove School of Engineering at The City College of New York (CCNY). She holds appointments in the Departments of Biomedical Engineering and Chemical Engineering and the CUNY School of Medicine. Prior to joining CCNY, she served as Associate Chair for Graduate Studies and Professor in the Wallace H. Coulter Department of Biomedical Engineering at Georgia Tech and Emory. At Georgia Tech Barabino also served as the inaugural Vice Provost for Academic Diversity. Before her appointments at Georgia Tech and Emory, she rose to the rank of Full Professor of Chemical Engineering and served as Vice Provost for Undergraduate Education at Northeastern University. She is a noted investigator in the areas of sickle cell disease, cellular and tissue engineering, and race/ethnicity and gender in science and engineering.

Tasseli McKay, MPH is a Research Analyst at RTI International. Her work focuses on intimate partner violence prevention and response, couple and family relationships in the context of justice-system involvement, strategies for improving health coverage and access to care among justice-involved people, and other issues at the intersection of public health and criminal justice policy.

Frank Dobbin, Ph.D. received his B.A. from Oberlin College in 1980 and his Ph.D. from Stanford University in 1987. Dobbin studies organizations, inequality, economic behavior, and public policy. His *Inventing Equal Opportunity* (Princeton 2009) shows how corporate personnel managers defined what it meant to discriminate. With Alexandra Kalev, he is developing an evidence-based approach to diversity management. Innovations that make managers part of the solution, such as mentoring programs, diversity taskforces, and special recruitment programs, have helped to promote diversity in firms, while programs signaling that managers are part of the problem, such as diversity training and diversity performance evaluations, have not. These findings have been covered by The New York Times, The Washington Post, The Boston Globe, Le Monde, CNN, National Public Radio, Fast Company, and Slate.

Dobbin's work in economic sociology generally is both historical and contemporary. His *Forging Industrial Policy: United States, Britain, and France in the Railway Age* (Cambridge 1994), traces nations' modern industrial strategies to early differences in their political systems. *The New Economic Sociology: A Reader* (Princeton 2004) assembles classics in economic sociology. *The Sociology of the Economy* (Russell Sage 2004) compiles research in economic sociology from leading scholars. *The Global Diffusion of Markets and Democracy* (Cambridge 2008) explores the rise of neoliberal policies in the post-war period. *Stanford's Organization Theory Renaissance, 1970-2000* (Emerald 2010) is a modern-day Rashomon about the revival of organizational studies in Palo Alto after 1970. Professor Dobbin is director of the SCANCOR/Weatherhead Initiative in International Organizational Studies, member of the Advanced Leadership Initiative Faculty Executive Committee, and Co-Coordinator of the MIT-Harvard Economic Sociology Seminar. Professor Dobbin's Webcast from the Human Capital Institute, April 3, 2017, "Why Diversity Programs Fail."

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Darla Thompson, Ph.D. is the Project Director for SEA Change Biomedicine at AAAS. Thompson has over a decade of experience in social, ethical, and historical analyses of STEMM education and practices. Previously, she served as faculty and senior program manager for the Robert Wood Johnson Foundation’s Health Policy Research Scholars at The George Washington University, a leadership program for doctoral students from underrepresented backgrounds and under-resourced communities. Thompson served as a program officer in the Board on Population Health and Public Health Practice at the National Academies of Science, Engineering, and Medicine. While there, she led workshops on topics such as advancing racial equity, achieving health equity and well-being in rural communities, exploring equity in multisector health partnerships, and community violence as a population health issue.

Alex Helman, Ph.D. is an Associate Program Officer with the Committee on Women in Science, Engineering, and Medicine at the National Academies of Sciences, Engineering, and Medicine. Before joining the National Academies full time, she was as a 2018 Mirzayan Science and Technology Policy Fellow at the National Academies, where she worked on the recently released report “Sexual Harassment of Women: Climate, Culture, Consequences in Academic, Sciences, Engineering, and Medicine”. Helman received her Ph.D. in Molecular and Cellular Biochemistry from the University of Kentucky, and her B.S. in Biochemistry from Elon University. Outside of her time in lab at the University of Kentucky, she spent time working on various campaigns to make UK’s campus more equitable and inclusive and was a Congressional Ambassador for the KY-6 for the Alzheimer’s Association. Helman is passionate about issues of health equity, dementia, and creating a more diverse, inclusive, and equitable scientific workforce.

Joan Y. Reede, M.D., M.S., M.P.H., MBA, is the Dean for Diversity and Community Partnership and Professor of Medicine at Harvard Medical School (HMS). She also holds appointments as Professor in the Department of Social and Behavioral Sciences at the Harvard T.H. Chan School of Public Health, and is an Assistant in Health Policy at Massachusetts General Hospital. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to promote the increased recruitment, retention, and advancement of underrepresented minority, women, LGBT, and faculty with disabilities at HMS. This charge includes oversight of all diversity activities at HMS as they relate to faculty, trainees, students, and staff. She also serves as the director of the Minority Faculty Development Program; program director of the Faculty Diversity Program of the Harvard Catalyst/The Harvard Clinical and Translational Science Center, and chair of the HMS Task Force on Diversity and Inclusion.

Reede has served on a number of boards and committees including the Secretary’s Advisory Committee to the Director of the National Institutes of Health; the Sullivan Commission on Diversity in the Healthcare Workforce; the National Children’s Study Advisory Committee of the Eunice Kennedy Shriver National Institute of Child Health and Human Development, and the Advisory Committee to the Deputy Director for Intramural Research of the National Institutes of Health. Some of her past affiliations include the Steering Committee and Task Force for the Annual Biomedical Research Conference for Minority Students (ABRCMS); past co-chair of the Bias Review Committee of the Advisory Committee to the NIH Director’s Working Group on Diversity; the Association of American Medical Colleges Careers in Medicine Committee (AAMC); past chair of the AAMC Group on Diversity and Inclusion (GDI).

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She served on the editorial board of the American Journal of Public Health, and she was the guest editor for the AAMC 2012 special issue, “Diversity and Inclusion in Academic Medicine” of Academic Medicine. She is a past chair of the National Academy of Medicine’s Interest Group 08 on Health of Populations/Health Disparities. In 2018, Dr. Reede was appointed to the National Advisory Council on Minority Health and Health Disparities (NACMHD).

Reede is an authority in the area of workforce development and diversity. Her colleagues and mentees have recognized her with a number of awards that include the Herbert W. Nickens Award from AAMC and the Society of General Medicine in 2005; election to the National Academy of Medicine in 2009; the 2011 Diversity Award from the Association of University Professors; and in 2012 she was the recipient of an Elizabeth Hurlock Beckman Trust Award. In 2013 she received an Exemplar STEM Award from the Urban Education Institute at North Carolina A & T University in Greensboro, North Carolina, and in 2015, she was the Distinguished Woman Scientist and Scholar ADVANCE Lecturer at the University of Maryland School of Public Health. She was recognized by her medical school classmates as a recipient of The Mount Sinai Alumni Association and Icahn School of Medicine 2015 Jacobi Medallion for extraordinary leaders in health care, and in 2017 she was nominated by her peers, and received a Harvard T. H. Chan School of Public Health Alumni Award.

Abdalla Darwish, Ph.D., was named the Male faculty of the year from the HBCU’ universities by the HBCU digest in 2017. Darwish is a Distinguished professor of physics, in 2014 was named Dillard University’s Presidential Professor. He is also holds Ruth Simmons University Distinguished University Professor and International Society of Optics and Photonic “SPIE” Fellow. During his tenure at Al A&M University he supervised 7 graduate students (5 MS and 2PhD). He has been a Dillard University faculty member since 1998 and has served Dillard university in numerous administrative roles, including chair of the physics and pre Engineering department, chair of the School of STEM, interim dean of the College of Arts and Sciences, and Associate Provost and Associate senior Vice President for Academic Affairs.

Darwish is an expert in thin film fabrication using the Pulse Laser Deposition technique, Nonlinear optical materials (NLO), Electron paramagnetic Resonance (EPR), Infrared double Optical Spectroscopy, ion implantation, Fabrication of optical, chemical and Bio sensor devices using double and triple PLD concurrent MAPLE thin film fabrication technique which he invented and has seven patents applications pending. Darwish has authored over 100 publications in the areas of nonlinear optical materials, magnetic resonance, waveguides, thin film fabrication and sensors and two chapters books. See (www.researchgate.net) . Under his leadership, the physics department became a signature program for Dillard University, and holds a National standing in graduating more than 55% of African American in physics since 2000 by AIP and second in graduating black females in physics. Darwish has secure over \$16.7 million in grant funds to establish many programs and research enterprises in the physics department supported by US AFRL, US AFOSR, US Army RO, ARL, NSF and NASA. In addition, he holds a public office where he has been serving as member of city of Kenner civil service board since its inception in 2006 until present. Darwish was awarded the Monte Lemann Award from the civil service league of the State of LA in Oct 2014. He has many National and International invitations for seminars, keynote speakers, conference chairs and others. Just in the last five years he delivered over international 25 talks, in US, Spain, canary Island, Japan, China, Italy and France.

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Billy M. Williams, M.S., is the Vice President for Ethics, Diversity, and Inclusion at the American Geophysical Union (AGU), a global scientific community that advances the understanding of Earth and space through cooperation in research. Williams was the Principal Investigator and lead organizer for the NSF-funded workshop in September 2016, Sexual Harassment in the Sciences: A Call to Respond and serves as a co-Principal Investigator on the 2017 NSF Grant, ADVANCE Partnership: From the Classroom to the Field: Improving the Workplace in the Geosciences. Previously, he led the work to update and extend AGU's ethics policies. Williams was also a member of the 2017-2018 National Academy of Sciences' Committee on Impact of Sexual Harassment in Academic Science Engineering and Medicine. Prior to joining AGU as Science Director in 2012, he served as a Senior Program Officer at the National Academy of Sciences and as a Global R&D Director at Dow Chemical Company. Williams also is the 2018-19 vice chair of the Ethics Committee for the American Society of Association Executives and co-led the development of the Societies Consortium on Addressing Harassment in STEMM – an initiative to advance professional ethics, conduct, climate and culture.

Suzi Iacono, Ph.D., is the Head of the Office of Integrative Activities (OIA) at the National Science Foundation (NSF). Since she joined NSF in 1998, she has served in many leadership roles, including Acting Assistant Director in the Directorate for Computer and Information Science and Engineering (CISE), Deputy Assistant Director for CISE, Senior Science Advisor, Acting Division Director in Computer and Network Systems (CNS) and Information and Intelligent Systems (IIS), and Program Director in IIS. Prior to coming to NSF, she held a faculty position at Boston University School of Management, was a visiting scholar at the Sloan School, Massachusetts Institute of Technology, and was a research associate at the Public Policy Research Office at the University of California, Irvine. Over the years, she has written journal articles, book chapters and conference papers on social informatics, an area of interdisciplinary research and education that integrates aspects of computer and social sciences. Dr. Iacono received her PhD from the University of Arizona in information systems and her MA and BA from the University of California, Irvine in social ecology.

Ashley Bear, Ph.D. is a Senior Program Officer with the Committee on Women in Science, Engineering, and Medicine of the National Academies of Sciences, Engineering, and Medicine. Before coming to the Academies, she was a Presidential Management Fellow with the National Science Foundation's (NSF) Division of Biological Infrastructure in the Directorate for Biological Sciences, where she managed a portfolio of mid-scale investments in scientific infrastructure and led analyses of the impact of NSF funding on the career trajectories of postdoctoral researchers. During her fellowship years, she also worked as a Science Policy Officer for the State Department's Office of the Science and Technology Adviser to the Secretary of State, where she worked to promote science diplomacy and track emerging scientific trends with implications for foreign policy, managed programs to increase the scientific capacity of State Department, and acted as the liaison to the Bureau of Western Hemisphere Affairs and the Bureau of East Asian and Pacific Affairs.. Bear holds a Sc.B. in Neuroscience from Brown University and a Ph.D. in Ecology and Evolutionary Biology from Yale University.