

## Speaker Biographies

### Morning Plenary Session 1: Moving Beyond Legal Compliance and Toward Prevention

#### **Moderator: Paula A. Johnson, President, Wellesley College**

President Paula A. Johnson is a highly respected and passionate leader, deeply committed to women and to sustainably improving their lives. She is recognized internationally as an innovator who has brought her broad range of experience as a researcher, educator, and expert in health care, public health, and health policy to bear in the effort to advance the well-being of women. With a remarkable track record of accomplishments—she founded the Connors Center for Women's Health and Gender Biology at Brigham and Women's Hospital—she has led in the field of women's health, taking an approach to biology that integrates insights from sociology, economics, and many other fields. Johnson was the Grayce A. Young Family Professor of Medicine in Women's Health at Harvard Medical School, as well as professor of epidemiology at the Harvard T.H. Chan School of Public Health. Her research, her vision, and her interdisciplinary approach to leading at the intersection of health care, education, and public health have placed her in key leadership roles in organizations around the world.

#### **Speakers:**

**Ashley Finley** is the senior advisor to the president and secretary to the board for the Association of American Colleges and Universities (AAC&U). She was previously the senior director of assessment and research at AAC&U and also national evaluator for the Bringing Theory to Practice Project. Most recently she served as the associate vice president for academic affairs & dean of the Dominican Experience at Dominican University of California, where she implemented a comprehensive framework for student learning and success centered around high-impact practices, including holistic advising and ePortfolios.

Finley's research and campus consultations focus on connecting best practices for program implementation, assessment design, and equity with institutional outcomes for student success and strategic planning. A significant component of this work at the campus and national levels has focused on the connection of students' personal development (such as resilience, belonging, identity, and sense of purpose) with their learning and civic engagement. She has published a number of articles, book chapters, and monographs, including *Assessing Underserved Students' Engagement in High-impact Practices* (with co-author Tia McNair), *Civic Learning and Teaching*; *Assessing Underserved Students' Engagement in High-Impact Practices*; and *"Well-Being: An Essential Outcome for Higher Education."*

Prior to beginning her national work, Finley was a faculty member in the department of sociology at Dickinson College. She received a BA from the University of Nebraska-Lincoln and an MA and PhD, both in sociology, from the University of Iowa.

**Lorelle Espinosa** serves as ACE's vice president for research. She is responsible for developing and managing the organization's research agenda, including the portfolio of ACE's Center for Policy Research and Strategy, which focuses on issues of diversity and equity in 21st century higher education, dynamic and resilient institutions, and transformational leadership. Her personal scholarship focuses on diversity and inclusion and STEM education, and she is co-chair of the National Academies study committee, "Closing the Equity Gap: Revitalizing STEM Education and Workforce Readiness Programs in the Nation's Minority-Serving Institutions." Espinosa has served the higher education profession for 20 years, beginning in student affairs and undergraduate admissions at the University of California, Davis; Stanford University; and the Massachusetts Institute of Technology. She has contributed opinion and scholarly works to peer-reviewed journals, academic volumes, and industry magazines on a variety of topics, and is a national thought leader on issues pertaining to college access and success for diverse populations. She has lived and worked in Washington for nine years and prior to ACE served as a senior analyst at Abt Associates and as director of policy and strategic initiatives at the Institute for Higher Education Policy. She currently serves on the boards of College Possible and the American Youth Policy Forum. Espinosa earned her Ph.D. in higher education and organizational change from the University of California, Los Angeles; her bachelor of arts from the University of California, Davis; and her associate of arts from Santa Barbara City College.

**Kimberlee Eberle-Sudré** has served at AAU since August 2016. As the Director of Policy Research, she leads AAU's data and analysis efforts across a wide range of research and higher education policy issues. Serves as team lead on various policy-related projects such as the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct. She also staffs the AAU Membership Committee and serves as liaison to the AAU Data Exchange (AAUDE).

Prior to joining AAU, Kimberlee was a policy analyst at the Education Trust and a research and policy analyst at the Maryland Higher Education Commission (MHEC). Previously, she held policy positions at the National Board for Professional Teaching Standards (NBPTS) and the U.S. Department of Education.

Kimberlee has also worked closely with K-12 and higher education student populations as an instructor for a cultural diversity program with the Pittsburgh Public Schools, and as an Associate Director of Undergraduate Engineering at Carnegie Mellon University.

Kimberlee holds a master's degree from the University of Kansas in higher education and a bachelor's degree in English and women's studies from Wittenberg University. She is currently finishing her Ph.D. in administrative and policy studies at the University of Pittsburgh.

**Kacy Redd** is the Assistant Vice President of STEM Education Policy at APLU. She is the PI on a \$1.5 million National Science Foundation (NSF) grant to build a Network of STEM Education Centers (#1524832), and as co-director of NSEC, she works with more than 200 STEM Education Centers/Institutes/Programs at 163 institutions. These centers serve as the hub for improving STEM education on their campuses. She is also the Co-PI on the NSF-funded APLU INCLUDES project (#1649214) aimed at diversifying the STEM professoriate. Through a collaborative, evidence-based approach, the two-year project seeks to provide APLU's membership with tools to broaden student participation in STEM programs; foster career pathways toward the professoriate; and provide tools for universities to effectively recruit, hire, and retain faculty from underrepresented groups.

She also serves as the staff lead for APLU's work in improving the culture of research safety at institutions, which resulted in the Guide to Implementing a Safety Culture, an associated website with tools for institutions, and an awards program dedicated to improving lab safety. She leads APLU's work on public access of data from federally funded research and wrote a joint APLU and

Association of American Universities (AAU) report detailing actions universities and federal agencies can take to ensure public access to federally sponsored research data.

Before joining APLU, she served as a science and technology policy fellow at the National Academy of Sciences on the Board of Higher Education and Workforce. Redd received her Ph.D. in neuroscience from Columbia University, where she was funded by a HHMI Predoctoral Fellowship, and her B.S. from the University of Southern Mississippi.

## **Morning Plenary Session 2 - Myth Busting: responding to the most common misperception about sexual harassment**

**Kathryn Clancy** is an associate professor of anthropology at the University of Illinois, with affiliations in the Program for Evolution, Ecology, and Conservation, and the Beckman Institute for Advanced Science and Technology. Dr. Clancy's laboratory investigates the ways women's reproductive physiology varies, and how that variation is informed by genes, environment, and gene-environment interactions. Dr. Clancy's critical research on the culture of science has also received widespread attention. She and her colleagues empirically demonstrated the continued problem of sexual harassment and assault in the field sciences, astronomy, and the planetary sciences across several publications. She received her doctorate in anthropology from Yale University in 2007, and a joint honors bachelor degree in biological anthropology and women's studies from Harvard University in 2001.

**Lilia Cortina** is professor of psychology, women's studies, and management and organizations at the University of Michigan. An organizational psychologist, she has specialized in the scientific study of workplace victimization for more than two decades. One line of Dr. Cortina's research addresses sexual harassment on the job—focusing on the contours and consequences of harassment in the lives of both women and men. In another stream of scholarship, she investigates workplace incivility. To date, she has published nearly 80 research articles and chapters on these topics. In addition, Dr. Cortina has served as an expert witness in a range of venues, translating findings from social science to inform policy and legal decision making. For example, in 2015 she provided expert testimony to the Department of Defense Judicial Proceedings Panel. Commissioned by Congress, this panel conducted an independent review of military judicial procedures surrounding sexual assault. She also testified in 2015 to the U.S. Equal Employment Opportunity Commission's Select Task Force on the Study of Harassment in the Workplace. In recognition of unusual and outstanding contributions to the field, she has been named fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology. Dr. Cortina earned her A.M. and Ph.D. in psychology from the University of Illinois at Urbana-Champaign.

**Vicki J. Magley** is a professor in the Department of Psychological Sciences at the University of Connecticut in Storrs, Connecticut. The main focus of her research lies within the domain of occupational health psychology and combines both organizational and feminist perspectives in the study of workplace sexual harassment and incivility. Specifically, she is interested in understanding how individuals cope with and organizations manage such mistreatment. Much of her research has derived from consulting with organizations in understanding their climate of mistreatment and in evaluating interventions designed to alter that climate. Dr. Magley is a past president of the Society for Occupational Health Psychology, chairs the Industrial/Organizational Division at UConn, and is principal investigator on a National Institute for Occupational Safety and Health-funded training grant in Occupational Health Psychology. She earned her Ph.D. in 1999 from the University of Illinois at Urbana-Champaign in social/organizational psychology.

## **Morning Plenary Session 3 - The Role of Federal Agencies**

**Moderator:** Tom Rudin, Director, Board on Higher Education and Workforce, The National Academies of Sciences, Engineering, and Medicine

**Tom Rudin** is the Director of the Board on Higher Education and Workforce (BHEW) at the National Academies of Sciences, Engineering, and Medicine—a position he assumed in mid-August 2014. Prior to joining the Academies, Mr. Rudin served as senior vice president for career readiness and senior vice president for advocacy, government relations and development at the College Board from 2006-2014. He was also vice president for government relations from 2004-2006 and executive director of grants planning and management from 1996-2004 at the College Board. Before joining the College Board, Mr. Rudin was a policy analyst at the National Institutes of Health in Bethesda, Maryland. In 1991, Mr. Rudin taught courses in U.S. public policy, human rights, and organizational management as a visiting instructor at the Middle East Technical University in Ankara, Turkey. In the early 1980s, he directed the work of the Governor's Task Force on Science and Technology for North Carolina Governor James B. Hunt, Jr., where he was involved in several new state initiatives, such as the North Carolina Biotechnology Center and the North Carolina School of Science and Mathematics. He received a Bachelor of Arts degree from Purdue University, and he holds master's degrees in public administration and in social work from the University of North Carolina at Chapel Hill.

**David R. Chambers** is an equal opportunity professional with 25 years' experience in the field. This includes serving for four years as a Civil Rights Analyst with the U.S. Commission on Civil Rights, where he developed policy recommendations for the President and Congress on Federal civil rights statutory enforcement. He has been with NASA since 2000 and currently serves as the External Civil Rights Program Manager for the Complaints and Programs Division in the Agency's Office of Diversity and Equal Opportunity. Among his wide-ranging portfolio of EO responsibilities, he leads NASA's robust external (grantee) civil rights compliance program, focused on ensuring equal opportunities for beneficiaries of NASA grants regardless of race, color, national origin, sex, age, or disability. He also initiated and continues to manage the Agency's groundbreaking Anti-Harassment Program. In these roles and numerous others, he has developed broad-based expertise in diversity and EO, which he brings to NASA's efforts in creating greater diversity and more inclusive working and educational environments in the nation's science, technology, engineering, and mathematics (STEM) arenas. He holds a B.A. in U.S. history from the University of Maryland College Park and a J.D. from the American University Washington College of Law.

**Rhonda Davis** is the Head of the National Science Foundation's Office of Diversity and Inclusion. She has over 25 years of experience as a change agent in the Federal government. She joined NSF in 2010 from the Department of Agriculture's Office of the

Assistant Secretary for Civil Rights where she served in several leadership positions. Her experience in establishing and managing nondiscrimination and diversity programs has enabled her to make significant contributions to NSF's very important goal to excel as a federal science agency with a diverse, engaged and high-performing workforce. She holds a Masters of Science degree in Agricultural Economics from North Carolina Agriculture and Technical State University and a Bachelor of Science degree in Agricultural Economics from the University of Arkansas at Pine Bluff. She has completed numerous executive education programs to include Georgetown University's Leadership Coaching Program, American University's Senior Executive Service Candidate Development Program, Harvard University's Strategies of Persuasion and Essentials of Decision Making, Duke University's Innovative Leadership, and the Center for Creative Leadership's Looking Glass Experience.

**Lawrence Tabak** is the Principal Deputy Director of the National Institutes of Health (NIH) and the Deputy Ethics Counselor of the Agency. He previously served as the Acting Principal Deputy Director of NIH (2009), and prior to that as Director of the National Institute of Dental and Craniofacial Research from 2000-10. Tabak has provided leadership for numerous trans-NIH activities, including the NIH Roadmap effort to support team science; the NIH Director's initiative to enhance peer review; NIH's American Recovery and Reinvestment Act implementation; the NIH initiative to enhance rigor and reproducibility in research; and the NIH-Wide Strategic Plan. He co-chaired working groups of the Advisory Committee to the Director of NIH on the Diversity of the Biomedical Research Workforce, the Long-Term Intramural Research Program, and, currently is co-chair of both the Next Generation Researcher's Initiative and High Risk High Reward Research working groups. Prior to joining NIH, Tabak was the Senior Associate Dean for Research and Professor of Dentistry and Biochemistry & Biophysics in the School of Medicine and Dentistry at the University of Rochester in New York. A former NIH MERIT recipient, Tabak's major research focus has been on the structure, biosynthesis and function of glycoproteins. He continues work in this area, maintaining an active research laboratory within the NIH intramural program in addition to his administrative duties. He is an elected member the National Academy of Medicine of the National Academies.

## **Concurrent Session Speakers**

### **Concurrent Session 1 - Fostering Diversity and Inclusion on Campus**

Moderator: Lilia Cortina (see bio above)

**Abigail J. Stewart** is Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's Studies at the University of Michigan. She served as director of the UM ADVANCE Program from 2001-2016, and has held positions as Associate Dean of the Graduate School, of the College of Literature, Science and the Arts, Senior Counselor to the Provost, Director of Women's Studies and of the Institute for Research on Women and Gender, all at UM. She holds degrees from Wesleyan University (B.A.), London School of Economics (M.Sc.) and Harvard University (Ph.D.). Her current research, which combines qualitative and quantitative methods, includes comparative analyses of longitudinal studies of educated women's lives and personalities; a collaborative study of race, gender and generation in the graduates of a Midwest high school; comparative study of women's movement activism in several national contexts; and research and interventions on gender and science and technology with graduate students, postdoctoral fellows and faculty.

**Dr. Chanda Prescod-Weinstein** will be an Assistant Professor of Physics at the University of New Hampshire with an affiliation to Women's Studies, starting in January 2019. She holds an undergraduate degree in Physics and Astronomy & Astrophysics from Harvard College, a masters in Astronomy & Astrophysics from UC Santa Cruz, and a PhD in Physics from the University of Waterloo. Dr. Prescod-Weinstein's physics research focuses on theoretical particle physics and cosmology. She has previously been a NASA Postdoctoral Program Fellow at Goddard Space Flight Center and a Martin Luther King Postdoctoral Fellow the MIT Kavli Institute for Astrophysics and the MIT Center for Theoretical Physics. During the last two years, she has been a research associate in physics at the University of Washington, and she has expanded her research to include feminist science, technology, and society studies, with a particular focus on how the inclusion and exclusion of Black women in physics impacts knowledge production in physics. In 2016, Dr. Prescod-Weinstein was awarded a \$100,000 grant to focus on these issues. Dr. Prescod-Weinstein is one of under 100 Black American women to be awarded a PhD from a Department of Physics and is an internationally recognized advocate for people who experience minoritization in the sciences. She has long been an active leader in the National Society of Black Physicists and has also volunteered with the National Society of Hispanic Physicists and the Society for the Advancement of Chicanos/Hispanics and Native Americans in the Sciences. She was also a founding member of the American Astronomical Society Committee on Sexual-orientation and Gender Minorities in Astronomy and has been an executive member of LGBT+ Physicists. Dr. Prescod-Weinstein's writing for the public about science and society as well as minority experiences has appeared in *Slate*, *B\*tch Media*, and *American Scientist*, and she has been featured in *Essence Magazine* as a Black woman scientist paving the way in STEM. She was the recipient of the [2017 LGBT+ Physicists Acknowledgement of Excellence Award](#) "For Years of Dedicated Effort in Changing Physics Culture to be More Inclusive and Understanding Toward All Marginalized Peoples." When she's not doing organizational work, Dr. Prescod-Weinstein mentors members of the next generation of genderqueer, women, and men of color scientists.

### **Concurrent Session 2 - Diffusing the Power Differential, Holding Leaders Accountable, and Improving Transparency**

Moderator: Billy Williams, Vice President for Ethics, Diversity, and Inclusion, American Geophysical Union

**Billy M. Williams** serves as vice president for ethics, diversity, and inclusion at the American Geophysical Union (AGU), where he has responsibility as the senior staff partner for leading all aspects of AGU's ethics- and equity-related programs. Immediately prior, he served as director of science at AGU. Mr. Williams was the principal investigator (PI) and lead organizer for the September 2016 National Science Foundation (NSF)-funded workshop Sexual Harassment in the Sciences: A Call to Respond, and serves as a co-PI on the 2017 NSF Grant, ADVANCE Partnership: From the Classroom to the Field: Improving the Workplace in the Geosciences.

Prior to joining AGU, he served as a senior program officer at the National Academies of Sciences, as a global research and development director at the Dow Chemical Company, and as the director of Dow's External Science and Technology Programs. Mr. Williams earned his B.S. in chemistry from the University of North Carolina at Chapel Hill and an M.S. in organic chemistry from Central Michigan University.

**Aley Menon** is an attorney and has served as Secretary of the University-Wide Committee on Sexual Misconduct at Yale from 2012 to the present. She previously worked in Yale's Office of the General Counsel on issues related to Title IX, students affairs, labor and employment. Before joining Yale, Aley worked as a University Ombudsperson for ten years and the Director of Multicultural Student Affairs for three years. Aley is originally from Kerala, India.

**Thaisa Way** FASLA, FAAR, BS UC Berkeley, M'ArchH UVa, PhD Cornell University is an urban landscape historian teaching and researching history, theory, and design in the Department of Landscape Architecture at the College of Built Environments, University of Washington, Seattle. Dr. Way has published and lectured on feminist histories of landscape architecture and public space in cities. Her book, *Unbounded Practices: Women, Landscape Architecture, and Early Twentieth Century Design* (2009, University of Virginia Press) was awarded the J.B. Jackson Book Award in 2012. A second book, *From Modern Space to Urban Ecological Design: the Landscape Architecture of Richard Haag* (University of Washington Press 2015) explores the narrative of post-industrial cities and the practice of landscape architecture. She has edited two books in urban environmental history and practice including *Now Urbanism* (Routledge, 2013) with Jeff Hou, Ken Yocom, and Ben Spencer, and an edited collection titled *River Cities/City Rivers* (Dumbarton Oaks, Harvard Press, 2018). Dr. Way currently serves as the founding director of Urban@UW, a coalition of urban researchers and teachers collaboratively addressing complex urban challenges. She is immediate Past Chair of Faculty Senate, is Chair of the Senate Committee on Planning and Budgets, and serves on the University Title IX Steering Committee at the University of Washington.

**Quinn Williams** has served as General Counsel for the University of Wisconsin System since December 2017. Quinn graduated from the University of Wisconsin-Madison with a B.A. in Political Science in 2002 and a J.D. from Marquette University Law School in 2006. Prior to becoming General Counsel, Quinn served as a staff attorney and attorney supervisor at the Wisconsin Department of Natural Resources from 2007 to 2017, including serving as Chief Counsel from 2015 to 2017. He has a wide area of expertise, including litigation management, employment law, real estate, intellectual property, ethics, contract and procurement, public records, open meetings, risk management, disability, discrimination, and the constitutional, statutory and administrative requirements applicable to the operation of public agencies.

### **Concurrent Session 3 - Providing Target Support: informal and confidential reporting, restorative justice, and reintegration of targets**

Moderator: Kathryn Clancy (see bio above)

**David Karp** is Professor of Sociology and Director of the Project on Restorative Justice at Skidmore College in Saratoga Springs, New York. His current scholarship focuses on restorative justice in community and educational settings. He was the recipient of the 2010 Donald D. Gehring Award from the Association for Student Conduct Administration for his work on campus restorative justice. David has published more than 100 academic papers and six books, including *The Little Book of Restorative Justice for Colleges and Universities* (2013), *Wounds That Do Not Bind: Victim-Based Perspectives on the Death Penalty* (2006), and *The Community Justice Ideal* (1999). David is on the Board of Directors for the National Association for Community and Restorative Justice. He has previously served as Associate Dean of Student Affairs, Chair of the Department of Sociology, and Director of the Program in Law and Society. David received a B.A. in Peace and Conflict Studies from the University of California at Berkeley, and a Ph.D. in Sociology from the University of Washington.

**Toni McMurphy** specializes in the design of customized restorative processes and facilitating win-win outcomes in emotionally charged situations. She is an expert in creating safe and brave spaces that foster authentic dialogue around harm and accountability and unpack the distinction between intent and impact. Toni is known for inspiring people to bring out the best in themselves and each other in challenging situations and regularly facilitates courageous conversation in a wide variety of settings on myriad topics. Recent projects include facilitating restorative responses to sexual misconduct cases, responding to bias incidents on campus and in communities where racial tensions are high and facilitating difficult conversations between students and administration, faculty and administration, management and employees and police officers and people who are incarcerated. Toni recently served as Vice President of Culture and Campus Life for St. Louis College of Pharmacy for six years, where she successfully integrated restorative practice in Student Conduct, Title IX cases, Bias Incident Response, and for numerous conflicts on campus. She served on the faculty of the Association of Student Conduct Administration Gehring Academy in the first-ever offering of Conflict Resolution and Bias Incident Response and has presented at multiple national conferences. Toni McMurphy is the Founder of Infinite Impact. As an Organizational Development Practitioner for the past 25 years, she has worked with more than 65,000 people in over 230 organizations. Toni is a certified "Diversity Facilitator," and is certified to teach Crucial Conversations, Unconscious Bias, and the Myers Briggs Type Indicator.

#### **Concurrent Session 4 - Sexual Harassment Training: beyond checking the box**

Moderator: Vicki Magley (see bio above)

**Dr. Stephanie A. Goodwin** is the Director for Faculty Development & Leadership at Wright State University (WSU) where she assesses, develops and implements campus-wide faculty development/leadership initiatives. In addition, she liaisons with internal and external offices and entities --including the LEADER Consortium and SOCHE's Academic Leadership Fellows Program--to facilitate the coordination of campus and regional resources to better support faculty professional development. She currently serves as WSU's Institutional Representative for the ACE Women's Network of Ohio and the Vice Chair of the Advisory Board for the Ohio-Western PA-West Virginia Regional HERC (Higher Education Recruiting Consortium). She is an alumnae of the HERS Institute (Denver, 2015). Prior to her role in FD&L, she served as the Program Director for the LEADER Consortium at WSU, a multi-institutional NSF ADVANCE effort to promote faculty equity and success in STEM disciplines across four institutions in Dayton (Wright State University, the Air Force Institute of Technology, and Central State University). As Program Director, she worked with PIs, the LEADER Council, committee chairs, and others to provide executive leadership and administrative support for developing and implementing initiatives, administering internal/external evaluation, reporting, and communications. She remains an active member of the ADVANCE community where she supports faculty equity in STEM through consulting and workshops on inclusive faculty development and leadership practices.

**David Kaye** is the founder and artistic of Power Play Interactive Development. Since its inception in 2012 the company, which focuses on difficult dialogues, climate and culture, has worked with a wide spectrum of academic institutions, municipalities and businesses and in association with such NSF initiatives as ADVANCE and EPSCOR. Power Play most recently presented a workshop on bias awareness in police departments for the International Association for Chiefs of Police, in Orlando and will be presenting a new workshop for the NCAA's national convention, this January. David has served on the faculty of the University of New Hampshire Department of Theatre and Dance, serving as chair for 6 years. He has published numerous book chapters and articles primarily focusing on theatre and social justice. 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 Scholarship, the UNH Social Justice Award as well as the Regional Media "Spotlight on the Arts" Awards for Best Director, Best Actor and most recently Best New Play for his solo performance, "How I Brought Peace to the Middle East; A Tragicomedy" that he performed last August at the Edinburgh International Fringe Festival in Scotland.

**Josh Adams** is an actor performing with PowerPlay. Josh Adams (The Boy): Some Theatre Credits include The Events, The Raid (Theater Alliance), Trayf, The Last Night of Ballyhoo, The Sister Rosensweig, The Intelligent Homosexual's Guide... (Theater J), Hooded, Or being Black for Dummies (Mosaic Theater), American Buffalo (Ireland Tour), An Irish Carol, A Few Good Men (Ireland Tour), Henry V, Chalk, The Tempest (We Happy Few Productions), An Inspector Calls (Everyman Theatre), Appropriate (Woolly Mammoth), The Merry Death of Robin Hood, R+J Star Crossed Death Match (Live Art DC), The Cripple of Inishmaan (1st Stage and Scena Theatre), Unplugged: All Apologies (Flying V), The Big Meal (Studio Theatre), The Lieutenant of Inishmore (Ion Theatre). Some Film Credits include Dinner with the Alchemist, Geographically Desirable, The Coming Storm. Josh received a BA in Theatre and minor in Political Science from University of California: San Diego.

**Mindy E. Weinstein** is the Acting Director of the EEOC's Washington Field Office. She oversees operations of the Washington Field Office, including investigations, mediations, federal sector hearings, and community outreach and education. Before joining the EEOC's Washington Field Office, Ms. Weinstein served as a Special Assistant to EEOC Vice Chair Leslie E. Silverman. In this role, she provided legal and policy guidance to the Vice Chair on a wide range of matters and helped lead the EEOC's systemic task force, which developed a new strategic approach to identifying and eliminating classwide employment discrimination. Ms. Weinstein previously held the position of Regional Attorney in the EEOC's office in Charlotte, North Carolina, where she oversaw EEOC's litigation in North and South Carolina. Her prior experience also includes serving as an attorney in the EEOC's Systemic Litigation program in Washington, D.C., a Special Assistant to former EEOC Chairman Evan Kemp, a trial attorney in the EEOC's Baltimore office, and a Special Assistant United States Attorney in Washington, D.C. She is a graduate of Wellesley College and the George Washington University School of Law.

#### **Concurrent Session 5 - Campus Climate Surveys and Measuring Progress: ARC3, SEA Change, and other innovative ideas for data collection and data sharing**

Moderator: Dr. Ashley Bear, Senior Program Officer, the National Academies of Sciences, Engineering, and Medicine

**Dr. Ashley Bear** is a Senior Program Officer with the Board on Higher Education and Workforce at the National Academies of Sciences, Engineering, and Medicine. Before coming to the Academies, Dr. Bear 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, Dr. Bear 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. Dr. Bear holds a Sc.B. in Neuroscience from Brown University and a Ph.D. in Ecology and Evolutionary Biology from Yale University. While working on her doctoral research on the developmental basis of courtship behavior in butterflies, Dr. Bear co-founded the Evolution Outreach Group, a volunteer organization composed of students and postdoctoral researchers that visit schools, museums, and camps in the greater New Haven, CT area to teach K-12 students about evolution through hands-on activities and demonstrations. Dr. Bear is passionate about science outreach to the public and about promoting diversity and inclusion in science, technology, engineering, and math (STEM).

**Amanda Lenhart** is the deputy director of the Better Life Lab at New America where she works on issues at the intersection of work, gender and social policy. Before coming to New America, Lenhart worked as a researcher at AP-NORC Center for Public Affairs Research and the Data & Society Research Institute where she authored a series of reports on online harassment and cyber abuse. She also spent 16 years at the Pew Research Center. While there, as associate director for research, she oversaw quantitative and qualitative research on how young adults, teens, and families use technology. At Pew she wrote more than 30 reports for the Center's Internet Project, including Teens, Technology and Friendships, Teens, Technology and Romantic Relationships, and Teens, Social Media and Privacy. Lenhart also regularly speaks about her work to policymakers, at conferences, and to a range of print, broadcast, and digital news media outlets, including the New York Times, Washington Post, the NewsHour, and NPR's "All Things Considered" and "Morning Edition." Lenhart has testified before congressional subcommittees, the Federal Trade Commission, and the U.S. States' Attorneys General. She taught at American University and currently serves on the media and communications advisory board to the Society for Research on Adolescence and is an affiliate of the Data & Society Research Institute in New York.

**Shirley Malcom** is director of SEA Change at AAAS. In her almost 40 year tenure at the Association she has worked to improve the quality and increase access to education and careers in STEM as well as to enhance public science literacy. Dr. Malcom is a trustee of Caltech and regent of Morgan State University. She is a former member of the National Science Board, the policymaking body of the NSF, and served on President Clinton's Committee of Advisors on Science and Technology. Malcom, a native of Birmingham, Alabama, received her PhD in ecology from Penn State, masters in zoology from UCLA and bachelor's with distinction in zoology from the University of Washington. She holds 17 honorary degrees.

Malcom serves on the boards of the Heinz Endowments, Public Agenda, National Math-Science Initiative and Digital Promise. In 2003, Malcom received the Public Welfare Medal of the U.S. National Academy of Sciences, the highest award given by the Academy.

Kimberlee Eberle-Sudré, Director of Policy Research, AAU (see bio above)

**Kevin Swartout**, Ph.D. is an Associate Professor of Psychology and Public Health at Georgia State University in Atlanta, GA. His primary, overarching research questions regard the social determinants of sexual harassment and violence. Dr. Swartout currently chairs the Administrator-Researcher Campus Climate Collaborative (ARC3), which curated a campus climate survey on sexual misconduct that has been implemented at hundreds of colleges and universities across the United States and internationally.

### **Concluding Plenary Session**

**Joan Wennstrom Bennett, Ph.D.**, Distinguished Professor of Plant Biology and Pathology, and Senior Advisor in the Office for the Promotion of Women in Science, Engineering, and Mathematics at Rutgers University. Dr. Bennett is a past president of the American Society for Microbiology and has done work in fungal genetics as well as in women's studies. She taught a popular course Biology of Women beginning in 1976 while she was at Tulane University (1971-2006). She is currently a leader of her institution's NSF ADVANCE project on women faculty. Dr. Bennett earned a bachelor's degree in biology and history from Upsala College, and a master's and doctorate degree in botany from the University of Chicago. She is a member of the NAS.

**Dr. Frazier Benya** is a Senior Program Officer with the Committee on Women in Science, Engineering, and Medicine (CWSEM) at the National Academies of Sciences, Engineering, and Medicine. Dr. Benya's work focuses on ensuring that science, engineering, and medicine are ethical and socially responsible, both in their practice and in who gets to participate in the work. Before joining the CWSEM staff, Dr. Benya worked with the National Academy of Engineering from 2011 to 2017, during which time she managed projects for its Center for Engineering Ethics and Society and co-lead the effort to expand and enhance the NAE Online Ethics Center (OEC) for Engineering and Science website. Her work with the NAE focused on improving and enhancing engineering ethics education and on analyzing the pathways engineers take from education to the workforce. Dr. Benya holds a B.A. with honors in Science, Technology and Society from the University of Puget Sound, and a M.A. in Bioethics and Ph.D. in History of Science, Technology, and Medicine from the University of Minnesota. Her Ph.D. focused on the history of bioethics and scientific social responsibility during the 1960s and 1970s that led to the creation of the first federal bioethics commission in 1974. Her M.A. examined different types of institutional methodologies for considering the social implications of science with a focus on those that integrate scientific research with ethics research in the United States and Canada. Dr. Benya was elected a Fellow of the American

Association for the Advancement of Sciences in 2017.

Tom Rudin, Director, Board on Higher Education and Workforce, The National Academies of Sciences, Engineering, and Medicine  
(see bio above)