

The National Academies of **SCIENCES • ENGINEERING • MEDICINE**

MEETING REGIONAL STEMM WORKFORCE NEEDS IN THE WAKE OF COVID-19: A VIRTUAL WORKSHOP SERIES

Speaker Biographies

Jeff Bingaman is a former United States Senator from New Mexico, serving from 1983 to 2013. He served as Chairman of the Committee on Outreach for the Senate Democratic Caucus. Bingaman held several committee assignments during his tenure in the U.S. Senate including: the Committee on Energy and Natural Resources, Committee on Finance, Joint Economic Committee, Committee on Armed Services, and the Committee on Health, Education, Labor, and Pensions. On the Senate Energy Committee, he contributed to every major piece of energy policy legislation over two decades. Prior to serving as a U.S. Senator, he worked as a private practice attorney, served as counsel to the New Mexico Constitutional Convention of 1969, and was Attorney General of New Mexico from 1979 to 1983.

Rya Conrad-Bradshaw is Senior Director, Employer Solutions at Grads of Life, where she leads all client engagements on building inclusive talent pipelines and changing internal practices to increase economic equity. She previously served as Vice President and Managing Director at Fullbridge, an education technology company connecting higher education to the workforce, and as a strategy consultant at McKinsey.

Conrad-Bradshaw earned a B.A. in History of Art from the University of Pennsylvania, an M.A. in International Contemporary Art from Courtauld Institute of Art, University of London, and an M.B.A. from the Sloan School of Management at MIT.

Matt Dunne is the Founder and Executive Director of the Center on Rural Innovation, a national nonprofit action tank committed to creating economic opportunities in rural America through the development of inclusive digital economy ecosystems that support entrepreneurship and job creation. Dunne served 11 years in the Vermont House and Senate, enacting the state's first broadband grants, brownfields revitalization funding, and downtown redevelopment program. He helped grow a VT-based software company to over 100 people and was Associate Director of the Rockefeller Center on Public Policy at Dartmouth College. In 1999, Dunne was appointed director of AmeriCorps*VISTA under President Clinton, where he led PowerUp, one of the first national efforts to bridge the digital divide, and launched an Entrepreneur Corps to focus on micro-finance in high-need communities. In 2007, he started Google's Community Affairs division out of a former bread factory in White River Junction, VT, where he led all local US philanthropy and engagement, including the Google Fiber rollout and orchestrating educational and development initiatives in Google's data center communities across rural America.

Dunne has a B.A. in Public Policy from Brown University.

Karen Elzey is Associate Executive director at Workcred, an affiliate of the American National Standards Institute (ANSI), where she advances Workcred's mission to strengthen workforce quality by improving the credentialing system, ensuring its ongoing relevance, and preparing

employers, workers, educators, and governments to use it effectively. Elzey has over 20 years of experience in areas of workforce development. Most recently, she was the Vice President of the Business-Higher Education Forum (BHEF), where she was involved with incorporating 21st-century competencies—critical thinking, problem solving, analytical reasoning, communication, and working in multi-cultural teams—into the undergraduate experience to prepare students with the knowledge and experience to succeed in high-performing workplaces. She also led several of BHEF’s projects, including the integration of data analytics into specific academic disciplines, the development of cybersecurity undergraduate programs, and the creation of new media engineering programs.

Elzey previously served as vice president of the U.S. Chamber of Commerce’s Institute for a Competitive Workforce, where she worked on K-12 education reform and job training policies. She was the founding director of Skills for America’s Future, an employer-led policy initiative that was initially part of the Economic Opportunities Program at the Aspen Institute. Her previous experience also includes coordinating public-private partnerships between K-12 school districts and employers for a local economic development agency in Indiana, and teaching English as a second language in Poland. Elzey earned her bachelor’s and master’s degrees from Miami University in Oxford, Ohio.

Maria Flynn is President and CEO of Jobs for the Future (JFF), a national nonprofit that drives transformation in the American workforce and education systems. Flynn is a national authority on the future of work, the role of technology in the labor market, career pathways for underserved individuals, and employer engagement. In 2018, Flynn launched JFF Labs within JFF to bridge the traditional education and workforce systems with innovative approaches and technology-enabled solutions. Before becoming CEO in 2016, Flynn was JFF’s Senior Vice President and led the Building Economic Opportunity Group, helping entry-level workers advance to family-supporting careers while enabling employers to build and sustain a productive workforce. She also led JFF’s federal policy and advocacy strategies, which focus on advancing the educational needs of underserved Americans and developing a skilled workforce.

Before joining JFF in 2007, Flynn was a member of the federal government’s Senior Executive Service in the U.S. Department of Labor, where she held several high-level positions involving employment, training, and research. At the DOL’s Employment and Training Administration, she oversaw the development of policies for training programs serving both young people and adults, supervised the agency’s research and evaluation strategy, and managed its \$12 billion annual budget. She was a key driver of the Workforce Investment Act of 1998, the National School-to-Work initiative, and the Secretary’s Commission on Achieving Necessary Skills initiative.

Flynn received her B.A. from Saint Joseph’s University and her M.G.A. from the University of Pennsylvania.

Donna Ginther is the Roy A. Roberts Distinguished Professor of Economics and Director of the Institute for Policy & Social Research at the University of Kansas and a Research Associate at the National Bureau of Economic Research. Prior to joining the University of Kansas faculty, she was a research economist and associate policy adviser in the regional group of the Research Department of the Federal Reserve Bank of Atlanta from 2000 to 2002, and taught at Washington

University from 1997 to 2000 and Southern Methodist University from 1995 to 1997. Her major fields of study are scientific labor markets, gender differences in employment outcomes, wage inequality, scientific entrepreneurship, children's educational attainments, and child abuse and neglect.

Ginther has advised the National Academy of Sciences, the National Institutes of Health, and the Sloan Foundation on the diversity and future of the scientific workforce. She was a member of the Board of Trustees of the Southern Economic Association and of the Committee on the Status of Women in the Economics Profession of the American Economic Association.

Ginther received her doctorate in economics from the University of Wisconsin-Madison.

Scott Gullick is the Senior Director of Nest, Year Up's innovation and R&D lab. Gullick's passion is social and economic justice and he works each day to build a talent marketplace that works for all. His innovation work is built upon a nine-year tenure at Year Up leading initiatives in California to connect companies with Year Up's talent pipeline- creating opportunities for students from underserved communities and enabling companies to access a diverse and local talent pool. Prior to joining the Year Up team in 2010, Gullick worked with young people as the Youth Ministries Director at a residential summer camp in the Santa Cruz Mountains running summer and weekend programs.

Gullick holds a B.S. in Engineering from California Polytechnic State University, San Luis Obispo and an M.B.A. from Boston University.

Tamar Jacoby is President of Opportunity America, a Washington-based nonprofit working to promote economic mobility – work, skills, careers, ownership and entrepreneurship for poor and working Americans. A former journalist and author, Jacoby was a senior writer and justice editor at Newsweek and, before that, the deputy editor of The New York Times op-ed page. She is the author of "Someone Else's House: America's Unfinished Struggle for Integration." Her edited volumes include "Reinventing the Melting Pot: The New Immigrants and What It Means to Be American" and "This Way Up: New Thinking About Poverty and Economic Mobility." Jacoby's articles have appeared in The New York Times, The Wall Street Journal, The Washington Post, The Weekly Standard and Foreign Affairs, among other publications.

David Langdon is a Senior Policy Advisor in the Office of the Secretary of the U.S. Department of Commerce. He joined the Department of Commerce in February 2011 as a senior economist, and took on the added role as a senior policy advisor in October 2012. Previously, Langdon was a senior economist in the U.S. Department of Labor's Office of the Chief Economist and Office of the Assistant Secretary for Policy and seven years in the U.S. Bureau of Labor Statistics. He has served cabinet officials of both parties, with a portfolio covering labor market, statistical, economic development, and intellectual property policy. He also has extensive experience conducting data analysis on topics across the fields of labor economics and macroeconomics. His recent research has focused on apprenticeships, federal regulatory reform, the pipeline and steel industries, the manufacturing wage premium, the STEM labor market, and intellectual property-intensive industries.

Langdon received a B.A. with Honors in Economics from the University of North Carolina at Chapel Hill and an M.A. in Applied Economics from Johns Hopkins University. He also was the recipient of a Fulbright grant, through which he conducted research and completed graduate studies at the Universidad de Sevilla, Spain.

Rachel Lipson is the inaugural Project Director of the Project on Workforce at Harvard University's Malcolm Wiener Center for Social Policy. Launched in 2019, the Project on Workforce is a cross-school, interdisciplinary Harvard initiative focused on policy and research at the intersection of education and labor markets, and is a collaboration with the Harvard Business School Managing the Future of Work Project and the Harvard Graduate School of Education. In this role, Lipson leads the Cross-Harvard Study Group on Future of Work and spearheads practitioner-focused research and convening initiatives that bring together perspectives from policy, business, and education.

Prior to joining the Wiener Center, Lipson was Director of Special Projects at Year Up, a social enterprise and workforce training provider that connects young adults without four-year degrees to meaningful careers in some of America's most successful companies. She has previously worked on strategy for JPMorgan Chase's philanthropic investments in workforce training, on small business growth and effective governance at the World Bank, on community college research in California, and in training and organizing on President Obama's re-election campaign.

Lipson is an alum of Harvard College and the joint MBA/MPP program with Harvard Business School and Kennedy School of Government.

Unique Morris-Hughes is the Director of the Washington DC Department of Employment Services (DOES). In her role as State Labor Commissioner, she is directly responsible for more than \$150M in local, federal, and specific-purpose funds administered by the District of Columbia and the federal government for workforce development programs and training, unemployment compensation, universal paid leave administration and labor standards enforcement along with more than \$80M in active capital projects. Morris-Hughes was the Chief Strategy Officer for DOES. She is credited with the successful turnaround of the agency's federally-funded workforce programs. Appointed by Washington DC Mayor Muriel Bowser to assist the Office of the Deputy Mayor for Greater Economic Opportunity (DMGEO), Dr. Morris-Hughes was named Special Assistant & Assistant Director of DOES in 2016. Within 18 months, she removed the agency's youth programs from a federal watch list. Prior to joining DOES, Morris-Hughes was the COO at DC's Office of the State Superintendent of Education (OSSE), where she guided that agency through a federal corrective action plan. As a result of the corrective steps taken at OSSE, the District exited federal high-risk status for grant oversight, operation management, and fiscal reporting. In addition, she served as OSSE's acting Assistant Superintendent of Wellness and Nutrition.

Morris-Hughes' career spans for-profit and nonprofit sectors. She has several years of experience in education, program development, evaluation and compliance. She previously served as Assistant Head of School at Septima Clark Public Charter School, the District's first all-boys charter school. Her other appointments include: Center Director for the District of Columbia Public Schools; District Director of Programs for Junior Achievement of the National Capital

Area; Coordinator of Public Policy for Amazon.com; and Adjunct Professor at Trinity University and at the U.S. Department of Agriculture's Graduate School.

Morris-Hughes obtained a B.A. in English from Johnson C. Smith University, an M.B.A. from Trinity University, and a Ph.D. from the University of Maryland Eastern Shore.

Paul Osterman is the NTU Professor of Human Resources and Management at the M.I.T. Sloan School of Management and the Department of Urban Planning, M.I.T. He was formerly Deputy Dean for Faculty and MBA Teaching at the Sloan School.

Osterman's books include: *Creating Good Jobs* (MIT Press, 2020), *Who Will Care For Us? Long Term Care and the Long Term Care Workforce* (Russell Sage, 2016); *Economy In Society* (MIT Press, 2013); *Good Jobs America: Making Work Better For Everyone* (Russell Sage, 2011); *The Truth About Middle Managers: Who They Are, How They Work, Why They Matter* (Harvard Business School Press, 2008); *Gathering Power: The Future of Progressive Politics In America* (Beacon Press), 2003; *Securing Prosperity: How the American Labor Market Has Changed and What To Do About It* (Princeton University Press, 1999); *Employment Futures: Reorganization, Dislocation, and Public Policy* (Oxford University Press, 1988) and *Getting Started: The Youth Labor Market*. (MIT Press, 1978). He is also the co-author of *Working In America; A Blueprint for the New Labor Market*; *The Mutual Gains Enterprise; Forging a Winning Partnership Among Labor, Management, and Government*, and *Change At Work*, and the editor of two books, *Internal Labor Markets*, and *Broken Ladders; Managerial Careers In The New Economy*.

Osterman has written numerous academic journal articles and policy issue papers on topics such as the organization of work within firms, labor market policy, and economic development. Osterman has been a senior administrator of job training programs for the Commonwealth of Massachusetts and consulted widely to government agencies, foundations, community groups, and public interest organizations.

Osterman received his Ph.D. in Economics from M.I.T.

Rebecca K. "Becky" Rowley is the ninth President of Santa Fe Community College (SFCC). Since joining SFCC in July 2019, Rowley has emphasized student-focused success in a collaborative environment that engages students, faculty and staff. Rowley reaches out to community leaders and responds to the community's needs. To ensure the college's commitment to all, she oversees the President's Diversity Advisory Committee. The Santa Fe New Mexican listed Rowley as one of "20 Who Will Make News in 2020." Rowley served as President of Clovis Community College (CCC) from 2011 to 2019. As president, Rowley focused on moving CCC towards higher persistence rates (from 34 percent to 84 percent) and created a culture of collaboration. Prior to becoming President, she was Executive Vice President (Academics and Student Services) at CCC. Before moving into administration, she taught English as a full-time faculty member at CCC.

Since 2015, Rowley has been chair of the New Mexico Independent Community Colleges (NMICC). As chair of this group, she regularly presents before the Legislative Finance Committee, House Appropriations and Senate Finance Committees on behalf of NMICC. Rowley

has served on the New Mexico State Workforce development Board as well as the Eastern Area Workforce Development Board. She has also served as a member of the NM Higher Education Strategic Planning Committee and the NM Higher Education Governance Committee where she co-chaired the Legislative Subcommittee.

Rowley received her Ph.D. in English from the University of New Mexico and an M.A. in English from the University of Virginia. She received a B.A. in English and Latin with a minor in Political Science from Creighton University

Rick Seltzer is a Project Editor at Inside Higher Education. He joined the publication in 2016 after working as a money and general-assignment reporter for The Baltimore Business Journal. Previously, he was a business reporter for The Bloomington Herald-Times, and he covered small business and health care for the Central New York Business Journal. Rick, a native of South Central Pennsylvania, started his career as a local beat reporter for The Harrisburg Patriot-News. He graduated from Syracuse University in 2008 after interning at the Patriot-News and The Syracuse Post-Standard.

Paige Shevlin is the Director of Policy and National Initiatives at the Markle Foundation. She has extensive experience in federal and local government. Prior to joining Markle, Shevlin was the Economic Development Policy Advisor to the King County Executive, in Seattle, Washington. She was responsible for working with regional organizations to create economic and workforce development strategies for the county and to coordinate and align the efforts of multiple organizations and cities within the county. A principal focus of her work was reallocating workforce funding to reduce racial disparities in workforce services and outcomes. Prior to her local government work, Shevlin was the Special Assistant to the President for Economic Policy at the White House National Economic Council where she was responsible for leading the development of labor market policies including the Vice-President's Job-Driven Training initiative and policy decisions relating to regulations of the Workforce Innovation and Opportunity Act. Shevlin also held appointed positions in the Obama Administration at the Council of Economic Advisers and the Department of Labor. Prior to joining the Obama Administration, she was the Assistant Policy Director at the Hamilton Project at the Brookings Institution and an Assistant Analyst at the Congressional Budget Office.

Shevlin received a B.A. in Economics from Wellesley College and an M.A. in Public Affairs from Princeton University.

Laura Spining is Director of Broadband Infrastructure for the National Telecommunication and Information Administration's (NTIA) BroadbandUSA program. She leads the development of new tools and programs to advance broadband deployment and digital skills in communities across America. She joined NTIA in 2009 and served as the Director for the Broadband Opportunities Program's (BTOP) broadband infrastructure projects. Prior to joining NTIA, Spining promoted the advancement of broadband deployment as the Executive Director for the non-profit Internet Innovation Alliance. Additional industry experience includes 10 years in network deployment, business development and public policy for Level 3 Communications and US Telecom during passage of the Telecommunications Act of 1996.

Spining began her career in Washington, D.C. working in the office of then Senator Al Gore. She later worked for the Clinton/Gore campaign in Little Rock, Arkansas. Following the election, she served in the White House.

Spining is a graduate of the University of Tennessee, Knoxville.

Nicol Turner Lee is a Senior Fellow in Governance Studies, the Director of the Center for Technology Innovation, and serves as Co-Editor-In-Chief of TechTank at the Brookings Institute. Turner Lee researches public policy designed to enable equitable access to technology across the U.S. and to harness its power to create change in communities across the world. Her work also explores global and domestic broadband deployment and internet governance issues. She is an expert on the intersection of race, wealth, and technology within the context of civic engagement, criminal justice, and economic development. Prior to joining the Brookings Institute, Turner Lee worked at Multicultural Media, Telecom and Internet Council (MMTC), a national non-for-profit organization dedicated to promoting and preserving equal opportunity and civil rights in the mass media, telecommunications, and broadband industries, where she served as vice president and chief research and policy officer. In this role, she led the design and implementation of their research, policy and advocacy agendas. Prior to joining MMTC, Turner Lee was Vice President and the first director of the Media and Technology Institute at the Joint Center for Political and Economic Studies, the nation's leading think tank on issues related to African Americans and other people of color. In this role, she led the technology research agenda that was focused on advancing digital equity and inclusion for historically disadvantaged populations. Her most notable work was her development of the first national minority broadband adoption study in 2009 that was later cited in the congressionally mandated Federal Communications Commission's National Broadband Plan.

Turner Lee's most recent publications address biases in machine learning algorithms, the digital divide, 5G mobile infrastructure and telehealth. She has written extensively on the digital divide in both urban and rural areas, and the availability of local health resources, including those enabled through telemedicine. She has a forthcoming book on the topic, *Digitally Invisible: How the Internet is Creating the New Underclass* (Brookings Press, 2021).

Turner Lee was a two-time Digital Research Program Scholar as part of Time Warner Cable's Cable Research Program in Communications and recipient of countless recognitions, including the presentation of the Lifetime Achievement Award from the Rainbow PUSH Coalition (2015 and 2019) and one of the Most Inspiring Women in Media from the Alliance of Women in Media (2014).

Turner Lee graduated from Colgate University magna cum laude and has a M.A. and Ph.D. in Sociology from Northwestern University. She also holds a Certificate in Nonprofit Management from the University of Illinois-Chicago. Turner-Lee is a Visiting Scholar at the Center for Gender Equity in Science and Technology at Arizona State University. She also serves on the Federal Communications Commission broadband advisory working group and digital diversity working group. In her free time, Turner Lee is Chair of the Telecommunications Policy Research Conference (TPRC), which is committed to joining policymakers and academics around significant tech policy issues.

