

Action Collaborative on Education and Workforce Trajectories in Tech

Committee

Shaundra B. Daily

Member

Shaundra B. Daily (Advisory Committee) is a Cue Family Professor of Practice in Electrical and Computer Engineering & Computer Science and Levitan Faculty Fellow at Duke University. Previously, she was an associate professor with tenure at the University of Florida and an associate professor and interim co-chair at Clemson University. Her research focuses on designing, implementing, and evaluating technologies, programs, and curricula that support inclusive excellence in STEM learning environments. She currently serves as Backbone Director for the Alliance for Identity-Inclusive Computing Education and is the Education and Workforce Director for the Athena AI Institute. Having raised over \$40 million in public and private funding for her collaborative research, Daily's work has been featured in national media outlets. She earned her B.S. and M.S. in electrical engineering from the Florida Agricultural and Mechanical University – Florida State University College of Engineering and an S.M. and Ph.D. from the Media Lab at the Massachusetts Institute of Technology.

Kathy DeerInWater

Member

Dr. Kathy DeerInWater (Leadership Committee) is a citizen of the Cherokee Nation of Oklahoma. She joined AISES in October 2014, and completed her Doctoral degree in Ecology at the University of California, Davis in September 2015. As a long-time member of the AISES family, Dr. DeerInWater brings first-hand experience and passion to AISES' mission of increasing the representation of Native people in STEM studies and careers. Dr. DeerInWater oversees program development, implementation, evaluation, and reporting for all AISES special projects, serving our youngest students to senior-level professionals. In addition, Dr. DeerInWater serves as the PI or program director on all research projects such as the National Science Foundation funded "Lighting the Pathway to Faculty Careers for Natives in STEM" project.

Frank Dobbin

Member

Frank Dobbin (Advisory Committee) is Henry Ford II Professor of the Social Sciences, and chair of the Department of Sociology, at Harvard. His *Inventing Equal Opportunity* (Princeton U. Press 2009) shows how HR managers and activists defined what it meant to discriminate in the eyes of the law, elaborating the definition over time. His *Getting to Diversity: What Works and What Doesn't* with Alexandra Kalev (Harvard U. Press [Belknap] 2022) looks at the effectiveness of dozens of different diversity programs, in over 800 companies across more than 30 years, to answer the questions: Which programs help, which hurt, and how can harmful programs be improved? He has held fellowships from the Guggenheim Foundation, the Safra Center, the Radcliffe Institute, the Center for Advanced Studies in the Behavioral Sciences, and the Russell Sage Foundation. His research has been covered by The New York Times, The Washington Post, The Economist, The Boston Globe, Le Monde, CNN, National Public Radio, Fast Company, and Slate.

Jonathan Feingold

Member

Jonathan Feingold (Advisory Committee) is an associate professor at Boston University School of Law. Prior to this appointment, Professor Feingold served as special assistant to UCLA's inaugural Vice Chancellor for Equity, Diversity and Inclusion. Professor Feingold is an expert on Critical Race Theory, affirmative action, antidiscrimination law and education law. Much of his research explores how the Supreme Court has interpreted antidiscrimination law in ways that entrench and legitimize racial inequality. Professor Feingold is a Fellow of the American Bar Foundation and received a 2014 "California Law" Attorneys of the Year Award. Professor Feingold received his JD from UCLA School of Law (with a specialization in Critical Race Studies) and his BA from Vassar College. Professor Feingold also co-hosts #RaceClass, an educational podcast that explores the intricacies of race and racism in America.

Elena Fuentes-Afflick

Member

Elena Fuentes-Afflick, MD, MPH (Advisory Committee) is Vice Dean for the UCSF School of Medicine at Zuckerberg San Francisco General Hospital, and Professor of Pediatrics at the University of California, San Francisco. Dr. Fuentes-Afflick obtained her undergraduate and medical degrees at the University of Michigan and a Masters degree in Public Health (Epidemiology) from the University of California, Berkeley. She completed her Pediatric residency and chief residency at UCSF, followed by a research fellowship at the Phillip R. Lee Institute for Health Policy Studies at UCSF. In 2011, Dr. Fuentes-Afflick completed a Fellowship in Leadership through the Executive Leadership in Academic Medicine (ELAM) program. Dr. Fuentes-Afflick's scholarly work has focused on the broad themes of Latino health, acculturation, immigrant health, health disparities, faculty misconduct, faculty development, and diversity in academic medicine. She has outlined strategies to advance diversity in pediatrics and academic medicine. Dr. Fuentes-Afflick has served in national Pediatric leadership roles for the Society for Pediatric Research (Council and President) and the American Pediatric Society (Council and President). In 2010, Dr. Fuentes-Afflick was elected to membership in the National Academy of Medicine and has served on numerous consensus committees, the Membership Committee, the Diversity Committee, was elected to the Governing Council, the Executive Committee of Council, and was elected Home Secretary. In 2020, Dr. Fuentes-Afflick was elected to the American Academy of Arts and Sciences. In 2023 she was awarded the Joseph W. St. Geme, Jr. award from the Federation of Pediatric Organizations for sustained, impactful contributions to child health.

Whitney Gaskin

Member

Dr. Gaskins (Advisory Committee) is the Associate Dean of Inclusive Excellence, Community Engagement and Faculty Development in the University of Cincinnati College of Engineering and Applied Science. Whitney earned her Bachelor of Science in Biomedical Engineering, her Masters of Business Administration in Quantitative Analysis and her Doctorate of Philosophy in Biomedical Engineering/Engineering Education. In 2009, she founded The Gaskins Foundation, a non-profit organization, who launched the STEMulates year-round K-12 program, which is a free of charge program that introduces more students to math and science, that currently offers programming in five cities. The Gaskins Foundation has expanded its work to support STEM workforce development. Through a grant from Google and JP Morgan Chase, Dr. Gaskins oversees the Women of Color in Tech program in the Greater Cincinnati/Northern Kentucky region. Over 100 women are enrolled in the course and on pace to get a career technical certification in 2024.

Juan E. Gilbert

Member

Juan E. Gilbert (Leadership Committee) is the Banks Family Preeminence Endowed Professor and Chair of the Computer & Information Science & Engineering Department at the University of Florida where he leads the Computing for Social Good Lab. He has research projects in elections technology, including usability, security and accessibility; advanced learning technologies; Human-Centered AI/machine learning and Ethnocomputing/Culturally Relevant Computing. He is an ACM Fellow, a Fellow of the American Association of the Advancement of Science and a Fellow of the National Academy of Inventors. Dr. Gilbert received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring from President Barack Obama. Dr. Gilbert was named a laureate of the National Medal of Technology and Innovation by President Joe Biden for pioneering and championing universal design in elections technology to make voting accessible for everyone and increasing diversity in the computer science workforce. He also received the American Association for the Advancement of Science Mentor Award. Dr. Gilbert received his MS and PhD degrees in computer science from the University of Cincinnati in 1995 and 2000, respectively. He also received his BS in Systems Analysis from Miami University in Ohio in 1991.

Melvin Greer

Member

Melvin Greer (Leadership Committee) is Fellow and Chief Data Scientist, Americas, Intel Corporation. As Intel Fellow and Chief Data Scientist, Dr. Melvin Greer has achieved the company's pre-eminent technical distinction in recognition of his outstanding and sustained technical achievement and leadership. Dr. Greer is a technical expert in the application of artificial intelligence, neuromorphic computing, machine learning, post quantum and blockchain zero trust models. His systems and software engineering experience has resulted in patented inventions in Cloud Computing, Synthetic Biology, and IoT Bio-sensors for edge analytics. He has authored 5 books and published over 400 research papers. His research has been cited more than 4000 times worldwide. Dr. Greer has been appointed to Senior Advisor at the UC Berkely, Goldman School of Public Policy where he develops and accelerates the adoption of public policy for emerging and advanced technologies such as Web3.0, Generative and Conversational AI and the Metaverse.

Rita Lane

Member

Rita Lane (Leadership Committee) currently serves as an independent director of L3Harris, Amphenol , the Supervisory Board of Signify, and the Board of Directors as well as the Battery Advisory Board of Alkegen. Prior, she served as a director of Sanmina Corporation (9/2016 – 3/2023).

Rita retired from her position as Vice President of Operations for iPad, Mac desktop, and Mac accessories at Apple Inc. in January 2014. Prior to joining Apple, Rita was the Senior Vice President of integrated supply chain operations at Motorola. Prior to that, she was vice president and brand advocate for the X Series and Storage, Integrated Supply Chain, IBM.

Rita served as an officer in the United States Air Force. She holds a MSEE from Purdue University, MBA from the University of California, Berkeley, and a BSEE from the U.S. Air Force Academy.

Harriet B. Nembhard

Member

Harriet B. Nembhard (Chair) the sixth president of Harvey Mudd College, is a distinguished industrial engineer and collaborative academic leader. With a background in technical innovation within healthcare systems, she brings a unique perspective to her role. President Nembhard is dedicated to promoting inclusive excellence and is actively engaged in initiatives to broaden participation in undergraduate STEM education. Her leadership focuses on preparing students to become socially-conscious leaders, emphasizing the impact of their work on society and equipping them with skills for increasing their well-being and building a joyful life. She is an elected fellow of the American Society for Quality, the Institute of Industrial and Systems Engineers, and the American Institute for Medical and Biological Engineering, and currently serves on the National Academies of Sciences, Engineering, and Medicine Roundtable on Systemic Change in Undergraduate STEM Education. She earned a BA in management from Claremont McKenna College, BS in industrial engineering from Arizona State University, and an MS and PhD in industrial and operations engineering from the University of Michigan.

Maria Ong

Member

Maria (Mia) Ong, PhD (Advisory Committee) is a Senior Research Scientist at TERC. Prior to this, she served on faculty at the Harvard Graduate School of Education. For nearly three decades, Dr. Ong has researched the lived experiences of women of color and other minoritized groups in STEM. She has authored a book, *The Double Bind in Physics Education: Intersectionality, Equity, and Belonging for Women of Color* (Harvard Education Press, 2023), and holds over 40 other publications, including pieces in the *Journal of Research in Science Teaching* and the *Journal of Engineering Education*. Dr. Ong is a recipient of an American Physical Society 2022 Excellence in Physics Education Award and an American Indian Science & Engineering Society 2023 Research Partner Service Award. She has sat on several national advisory committees, including the National Science Foundation Committee on Equal Opportunities in Science and Engineering (2008–14); the American Institute of Physics National Task Force to Eliminate African American Underrepresentation in Physics & Astronomy (TEAM-UP, 2017–2020); the National Academies Committee to Address the Underrepresentation of Women of Color in Tech (2019–2022); and the National Academies Committee on Policies and Practices for Supporting Caregivers Working in Science, Technology, Engineering, Mathematics, and Medicine (2023–2024). Dr. Ong holds a Ph.D. in Social and Cultural Studies in Education from the University of California at Berkeley.

Jeena Thomas

Staff Officer

Jeena Thomas is a Senior Program Officer with the Science and Engineering Education and Workforce program area at the National Academies of Sciences, Engineering, and Medicine since October 2020. She currently directs the Action Collaborative on Education and Workforce Trajectories in Tech, launched in December 2023. From 2020 to 2023, Ms. Thomas primarily supported the Action Collaborative on Preventing Sexual Harassment in Higher Education, serving as the responsible staff officer for the Prevention and Remediation Working Groups. She also led efforts to convene global experts and leaders through major National Academies events, including the 2024 Global Young Academy Annual General Meeting and International Conference and the 2022 Endless Frontier Symposium, which examined how research and higher education institutions can transform over the next 75 years to better address complex global challenges.

Before joining the National Academies, Ms. Thomas was selected as a Postbaccalaureate Fellow through the highly competitive National Institutes of Health Intramural Research Training Award Program. She was later recruited to the NIH Extramural Research Program, where she served as Operations Coordinator and Policy Liaison for the Division of Translational Research at the National Institute of Mental Health (NIMH).

Ms. Thomas earned her M.S. in Physiology and Biophysics from Georgetown University and her B.A. in Biology from the University of Virginia.