

Curriculum Vitae
Updated May 26, 2017

Becky Wai-Ling Packard, Ph.D.

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My expertise includes mentoring, persistence, and diversity in STEM fields. I am an experienced faculty member, administrator, and researcher with a strong track record of success.

PROFESSIONAL TRAJECTORY

2011-present Professor of Psychology and Education, Mount Holyoke College
2005-2011 Associate Professor, Mount Holyoke College
1999-2005 Assistant Professor, Mount Holyoke College, South Hadley, MA

ADMINISTRATIVE LEADERSHIP

2012-present Director of the Harriet L. and Paul S. Weissman Center for Leadership
Within Academic Affairs, the Weissman Center accelerates leadership development with a focus on advocacy and public engagement, through our three core programs: 1) SAW, our integrated speaking, arguing, and writing program, 2) CBL, our Carnegie-classified community-based learning program and 3) LAPS, our leadership and public service program. Guided by a fierce commitment to inclusive leadership, I am completing a second term as the faculty director, overseeing 10+ staff and faculty.

- *Reduced overall expenditures. Secured new gifts and internships.*
- *Improved curricular alignment. Faculty involved with SAW doubled; full alignment with First Year Seminar program.*
- *Strengthened quality of mentor/tutor/intern preparation across all programs. National-level awards in Community Engagement.*
- *Improved data tracking and reporting.*

2011-2016 Founding Director, Teaching and Learning Initiatives
Weissman Center for Leadership | Academic Affairs
Appointed by President to launch new initiative. Led the vision for and management of \$246K grant from AV Davis Foundation.

- *Identified as key initiative in College's strategic plan. Successful transition into Dean of Faculty office with new faculty director.*

2013-2015 Associate Dean of Faculty
Appointed by Dean of Faculty with responsibility for faculty recruitment, retention, and diversity; broadened faculty mentoring to include associate professors and department chairs; supported DOF as needed.

- *Position prioritized in new strategic plan, transitioned to new Associate Dean in 2016. Transitioned career development center into academic affairs; results showcased by AAC&U.*

GRANTS AND DISTINCTIONS

- 2005 Presidential Early Career Award for Scientists and Engineers (PECASE)
Highest honor bestowed by U.S. government upon early-career scientists
- 2004-2010 National Science Foundation CAREER grant, “Educational trajectories of low-income urban youth in science and technology” (PI: \$441,530)
- 2007-2011 National Science Foundation Research on Gender in Science and Engineering grant, “Working class women using community college pathways to four-year STEM degrees” (PI: \$452,724)
- 2011-2016 National Science Foundation Division of Undergraduate Education, “Improving recruitment and retention of community-college transfer students to STEM majors at Mount Holyoke College.” (co-PI: \$600,000; PI: S. Bacon)
- 2013-2016 Arthur Vining Davis Grant, “Launching a Teaching and Learning Initiative” to Mount Holyoke College (campus lead: \$246,000)
- 2015-2018 Google Education, “Megs and Gigs Educate: Growing Computer Science Capacity at Mount Holyoke College” (co-PI, \$449,055; PI: H. Pon-Barry, with co-PI: A. St. John)
- 2016 Marion and Jasper Whiting Foundation Fellowship to pursue project: “An Educational Policy Case Study of STEM Recruitment and Retention in the U.S. and Ireland.” Visiting Scholar in Ireland. Spring 2016.
- 2002-2003 Visiting Scholar, Univ. of California-Berkeley

COURSES TAUGHT

- Educational Policy; Educational Psychology; Advanced Seminar in Motivation
- Statistics; Laboratory in Adolescent Devt; Laboratory in Academic Development
- Leadership and Public Impact; Women, Business, and Leadership Development
- First year seminar: “100 Marathons: Psychology of Endurance”
- Science in the World (transfer students), First Year Connections (enhanced advising)

PUBLICATIONS (*denotes Mount Holyoke College student or recent alumna co-author)

Book

Packard, B. W. (January 2016). *Successful STEM Mentoring Initiatives for Underrepresented Students: A Research-Based Guide for Faculty and Administrators*. Stylus Publishing.

Articles, Chapters, Volumes

Pon-Barry, H., Packard, B. W., & St. John, A. (In press). Expanding capacity and promoting inclusion in introductory computer science: A focus on near-peer mentor preparation and code review. *Computer Science Education*.

- Pon-Barry, H., Stephenson, C., St. John, A., Packard, B. W. (In press). Addressing the CS capacity challenge by improving undergraduate peer mentoring. *ACM Inroads*.
- Townsley, E. T., Packard, B. W., & Paus, E. (Fall 2014/Winter 2015). Making the Link at Mount Holyoke: Institutionalizing integrative learning. *Peer Review*, 16(4)/17(1), 26-29. <https://www.aacu.org/peerreview/2014-2015/fall-winter/townsley>
- Packard, B. W., Marciano, V.*, Payne, J. M., Bledzki, L. A., & Woodard, C. T. (2014). Negotiating peer mentoring roles in undergraduate research lab settings. *Mentoring & Tutoring: Partnerships in Learning*, 22(5), 433-445.
- Hirst, R., Bolduc, G., Liotta, L., & Packard, B. W. (2014). Cultivating the STEM transfer pathway and capacity for research: A partnership between a community college and a four-year college. *Journal of College Science Teaching*, 43(4), 18-23.
- Packard, B. W., & Jeffers, K.* (2013). Advising and progress in the community college STEM transfer pathway. *NACADA Journal*, 33(2), 65-75.
- Packard, B. W., Tuladhar, C.*, & Lee, J.* (2013). Advising in the classroom: How community college STEM faculty support transfer-bound students. *Journal of College Science Teaching*, 42(4), 54-60.
- Gagnon, J. L.*, & Packard, B. W. (2012). An overwhelming climb: The complexities of combining college, full-time work, and company tuition assistance. *Journal of Career Development*, 39(6), 479-499.
- Packard, B. W., Leach, M.*, Ruiz, Y.*, Nelson, C.*, & DiCocco, H.* (2012). School-to-work transitions of career and technical education graduates. *Career Development Quarterly*, 60(4), 134-144.
- Packard, B. W., Gagnon, J. L.*, & Senas, A.* (2012). Navigating community college transfer in science, technical, engineering, and mathematics fields. *Community College Journal of Research and Practice*, 36(9), 1-14.
- Packard, B. W., Babineau, M. E.*, Machado, H. M.* (2012). Becoming job-ready: Collaborative future plans of Latina adolescent girls and their mothers in a low-income urban community. *Journal of Adolescent Research*, 27(1), 110-131.
- Packard, B. W. (2011). Outreach, recruitment, and mentoring into STEM pathways: Strengthening partnerships with community colleges. Commissioned paper prepared and delivered for "Community Colleges in the Evolving STEM Education Landscape: Summary of a Summit" hosted by National Academy of Sciences on December 15, 2011. Available at the National Academies Press: https://download.nap.edu/catalog.php?record_id=13399

- Packard, B. W., Gagnon, J. L.*, LaBelle, O.*, Jeffers, K.*, & Lynn, E.* (2011). Women's experiences in the STEM community college transfer pathway. *Journal of Women and Minorities in Science and Engineering*, 17(2), 129–147.
- Packard, B. W., Gagnon, J. L.*, & Moring-Parris, R.* (2010). Investing in the academic science preparation of CTE students: Challenges and possibilities. *Career and Technical Education Research*, 35(3), 137-156.
- Packard, B. W., Kim, G. J.*, Sicley, M.*, & Piontkowski, S.* (2009). Composition matters: Multi-context informal mentoring networks for low-income urban adolescent girls pursuing healthcare careers. *Mentoring & Tutoring*, 17(2), 187 - 200.
- Packard, B. W., & Babineau, M. E.* (2009). From drafter to engineer, doctor to nurse: An examination of career compromise as renegotiated by working class adults over time. *Journal of Career Development*, 35(3), 207-227.
- Vick, R. M.*, & Packard, B. W. (2008). Academic success strategy use among community-active urban Hispanic adolescents. *Hispanic Journal of Behavioral Sciences*, 30(4), 463-480.
- Packard, B. W., & Babineau, M. E.* (2008). Development 9-12. In Good, T. (Ed). *21st Century Education*. pp. 103-112. Sage Publications.
- Packard, B. W., & Conway, P. F. (2006). Methodological choice and its consequences for possible selves research. *Identity*, 6(3), 251-271.
- Babineau, M. E.*, & Packard, B. W. (2006). The pursuit of college in adulthood: Reclaiming past selves or constructing new? *Journal of Adult Development*, 13, 109-117.
- Packard, B. W. (2006). Composite mentoring and technology: Encouraging students to imagine themselves as future teachers. In Girod, M. & Steed, J. P. (Eds.) *Technology in the college classroom: Teacher Education*. New Forums Press.
- Packard, B. W. (2004-2005). Mentoring and retention in college science: Reflections on the sophomore year. *Journal of College Student Retention: Research, Theory, & Practice*, 6, 289-300.
- Packard, B. W., Ellison, K. L.*, & Sequenzia, M. R.* (2004). Show and tell: Photo-interviews with urban adolescent girls. *International Journal of Arts & Education*. <http://ijea.asu.edu/v5n3/v5n3.pdf>
- Packard, B. W., Walsh, L. Y.*, & Seidenberg, S. E.* (2004). Will that be one mentor or two? A cross-sectional study of women's mentoring during college. *Mentoring & Tutoring*, 12 (1), 71-85.
- Packard, B. W. (2003). Student training promotes mentoring awareness and action. *Career Development Quarterly*, 51, 335-345.

- Packard, B. W. (2003). Web-based mentoring: Challenging traditional models to increase women's access. *Mentoring & Tutoring, 11*(1), 53-65.
- Packard, B. W., & Nguyen, D.* (2003). Science career-related possible selves of adolescent girls: A longitudinal study. *Journal of Career Development, 29*(4), 251-263.
- Packard, B. W., & Hudgings, J. H. (2002). Expanding college women's perceptions of physicists' lives and work through interactions with a physics careers web site. *Journal of College Science Teaching, 32*(3), 164-170.
- Packard, B. W. (2002). Women who continue to pursue science: Motivated not only despite but also by concerns about the future. *Advancing Women in Leadership, 10*(1).
<http://www.advancingwomen.com/awl/winter2002/packard.html>
- Packard, B. W. (2001). When your mother asks for another book to read: Fostering an intergenerational exchange through shared reading of culturally-relevant books. *Journal of Adolescent and Adult Literacy, 44*(7), 626-633.
- Wong, D., Packard, B., Girod, M. and Pugh, K. (2000). The opposite of control: A Deweyan perspective on intrinsic motivation in "After 3" technology programs. *Computers in Human Behavior, 16*(3), 313-338.
- Hughes, J. E., Packard, B. W., Pearson, P.D. (2000). Expanding notions: Preservice teachers' perceptions of using hypermedia and video to examine the nature of literacy instruction. *Journal of Literacy Research, 32*(4), 599-629.
- Hughes, J. E., Packard, B. W., Pearson, P. D. (2000). The role of hypermedia cases on preservice teachers' views of reading instruction. *Action in Teacher Education, 22*(2A), 24-38.
- Paris, S. G, Yambor, K. M., & Packard, B. W. (1998). Hands-on biology: A museum-schools-university partnership for enhancing students' interest and learning in science. *Elementary School Journal, 98*(3), 267-288.
- Hughes, J. E., Packard, B. W., & Pearson, P. D. (1998). Reading classroom explorer: Visiting classrooms via hypermedia. In C. K. Kinser, K. A. Hinchman, & D. J. Leu (Eds.), *Inquiries in literacy theory and practice*, (Vol. 46, pp. 494-506). Chicago, IL: National Reading Conference.
- Spencer RTG Fellows. (Baguilat, C. A., Glazier, J., Hughes, J. E., Packard, B. W., Sarroub, L. K., Worthington, V. L., & Yusko, B.). (1998). Commentary. *Journal of Literacy Research, 30*(3), 435-438.
- Hughes, J. E., Packard, B. W., & Pearson, P. D. (1998). Reading classroom explorer: Navigating and conceptualizing a hypermedia learning environment. *Reading On-Line*. Web address: <http://www.readingonline.org/research/explorer>
- Ferdig, R., Hughes, J. H., Packard, B. W., Pearson, P. D. (1998). Expanding resources in teacher education: The reading classroom explorer. *Journal of Reading Education, 23*(4), 30-31.

Becker, B. J. & Synthesis Research Group. (1998). Mega-review: Books on meta-analysis. *Journal of Educational and Behavioral Statistics*, 23, 77-92.

Op-Eds and Blog Posts

Packard, B. W., & Binkert, T. (2016). *Mentoring initiatives for underrepresented students*. Blog post for Venturewell organization. <https://venturewell.org/tag/becky-wai-ling-packard/>

Packard, B. W. (2015). Sending the wrong messages to faculty. *Inside Higher Ed*. <https://www.insidehighered.com/advice/2015/03/18/essay-messages-colleges-send-new-hires>

Packard, B. W., & Bacal, J. (2013). Teaching students to “lean in”. *Inside Higher Ed*. <http://www.insidehighered.com/views/2013/03/13/essay-debate-over-whether-women-need-be-encouraged-lean>

Packard, B. W. (2012). Community colleges cannot be overlooked in America’s quest for new scientists. *New York Times Choice Blog*. <http://thechoice.blogs.nytimes.com/2012/10/19/community-colleges-cannot-be-overlooked-in-americas-quest-for-new-scientists/>
**This piece received the Two Year College English Association (TYCA) 2013 Public Image of the Two Year College “Fame” Award, which gives credit to the best positive mention of the two-year college appearing in any media during the previous year.*

Resources

National Society for Black Engineers’ college retention toolkit. (Forthcoming). Worked as content developer in collaboration with ASEE.

Packard, B. W. (2015). Decoding mentoring. A Prezi developed for the National Utilities Diversity Council. https://prezi.com/fmcpsixf_fgx/mentoring-myths-decoded/?utm_campaign=share&utm_medium=copy

Packard, B. W., & Metz, S. S. (2010). *Taking action 2: Productive and time effective written communication between faculty and students*. Resource developed for NSF ENGAGE in engineering grant and disseminated to colleges of engineering nationwide. Available at: <http://www.engageengineering.org/?page=24>

Packard, B. W., & Muller, C. B. (2010). *Taking action 1: Productive and time effective spoken communication between faculty and students*. Resource developed for NSF ENGAGE in engineering grant and disseminated to colleges of engineering nationwide. Available at: <http://www.engageengineering.org/?page=24>

Packard, B. W. (2003). *A definition of mentoring to promote research*. A report prepared for the American Association for the Advancement of Science. Available at: http://ehrweb.aaas.org/sciMentoring/Mentor_Definitions_Packard.pdf

CONFERENCES PRESENTATIONS (recent only)

- Hatcher-Skeers, M., Yong, D., & Packard, B. W. (2016, November). Deliberate investment: Strategies for sustaining inclusive STEM classrooms for first-generation college students. Facilitated discussion session at AAC&U PKAL meeting. Boston, MA.
- Packard, B. W. (2016, March-April). Retention of students in science and technology as a global concern: A synthesis of effective mentoring programs and embedded classroom practices. Presentation, Educational Studies Association of Ireland. Galway, Ireland.
- Pon-Barry, H., St. John, A., Packard, B. W., & Rotundo, B. (2016, March). Megas and Gigas Educate (MaGE): A Curricular Peer Mentoring Program. SIGCSE Annual Meeting.
- Packard, B. W., Babineau, M. E., Bastress-Dukehart, E., Moore, C., Lobban-Viravong, H., Johnson, D. (2016, January). Leveraging the power of faculty peer observation: Student success, implementation challenges, and catalysts for change. Presentation for AACU annual meeting. Washington, DC.
- Packard, B.W. (2016, January). Panelist for “Faculty leadership for integrative learning” session with Clark University and Bard College. Presentation for AACU annual meeting. Washington, DC.
- Chapman, R., Packard, B. W., Reder, M., & Sorcinelli. (2015, January). Faculty success for student success: Strategic investment in faculty careers at Liberal Arts colleges. Presentation for AACU annual meeting. Washington, DC.
- Packard, B. W., Sorcinelli, M. D., & Chapman, R. (2014, January). Mentoring strategies that retain diverse students and faculty. Presentation for AACU annual meeting. Washington, DC.
- Bacon, S., & Packard, B. W. (2013, October). Finding the footholds: An orientation and one-credit course for community college transfers in STEM at a selective liberal arts college. New England Conference for Student Success. Amherst, MA.
- Sorcinelli, M. D., & Packard, B. W. (2013, January). Why should mentoring end after tenure? Building a mentoring network at mid-career. Presentation at AACU Annual Meeting. Atlanta, GA.
- Zuniga, X, Packard, B. W., Ouellette, M. (2012, April). Using intergroup dialogue practices in the classroom: Contradictions, challenges and opportunities. Social Justice Forum on Education. University of Massachusetts, Amherst.
- Packard, B. W. (2011). Transfer from community college to four-year college: Changes in mentoring. Paper presented at 2011 AERA Annual Meeting. New Orleans, LA.

COMMUNITY ENGAGEMENT AND RECOGNITION

2017	Inspiring Women in STEM, founding award recipient, Bay Path University
2016-present	Board of Trustees, Community Foundation of Western Massachusetts
2014-present	Volunteer, Wildwood Elementary School in Amherst, MA
2007	Baystate Health Educational Partnerships, Certificate of Appreciation
2003	Finalist, Jimmy & Rosalynn Carter Campus-Community Award
2002	Volunteer of the Year Award, Girls Incorporated, Holyoke, MA
2001	Arts & Education Visionary Award, Generating Tomorrow's Future Today
2000	Service Award for Commitment to Girls Inc., Holyoke, MA

SPEAKING

(Recent only.)

2017, May	Keynote, Flying Cloud Institute, Women in STEM conference
2017, May	Workshop leader, Inclusive conversations, Hamilton College
2017, May	Keynote, Mentoring across Difference Conference, Caltech
2017, Apr	Faculty keynote and workshop leader, University of Hawaii-Manoa
2017, Apr	Panelist, PAESMEM Alumni Mentoring Meeting
2017, Mar	Faculty Speaker, Rensselaer Polytechnic University (NY)
2017, Mar	Speaker/Award Winner, Bay Path University
2017, Mar	Closing plenary, AAC&U Student Success Conference
2017, Feb	Faculty speaker, University of Detroit-Mercy
2016, Sept	National Utilities Diversity Council, Webinar, Intentional Mentoring
2016, July	Keynote, Hi-Tec Conference. Pittsburgh, PA.
2016, July	Plenary Speaker, Earth Educators Rendezvous Conference. Madison, WI.

SELECTED PROFESSIONAL ACTIVITIES (recent only)

2016-2017	Search Committee, National Science Foundation Director position
2016, July	STEM working paper discussion at Brookings Institution, DC
2015, Mar	Committee of Visitors Review Committee, National Science Foundation
2014, Sept	Consortium for Faculty Diversity, Annual Meeting
2013, Sept	National Academy of Engineering, Surmounting the Barriers for Diversity
2013-present	Expanding Computing Education Pathways, Expert Bureau
2013, May	Women of Color in STEM Policy, Institute for Women's Policy Research

Professional Reviewer Service

2017-2019	Editorial Board, <i>Review of Educational Research</i>
2011-2015	Editorial Board, <i>The Career Development Quarterly</i>
2016-present	Reviewer, <i>Research in Science and Technological Education</i>
2001-present	Reviewer, <i>Journal of Research in Science Teaching</i>
2003-present	Reviewer, <i>Mentoring & Tutoring</i>
2008-present	Reviewer, <i>Science Education</i>
2008-present	Reviewer for National Science Foundation
2010-present	Reviewer, <i>Journal of Women and Minorities in Science and Engineering</i> ; <i>Journal of Career Development</i>
2016-present	Reviewer, <i>Cell Biology Education</i> , <i>Advances in Engineering Education</i> , <i>AERJ</i>
2010-2011	AERA, Division C, Section 6 (Cognitive, Motivation and Social Processes) Co-Chair for 2011 Annual Meeting Program

PROFESSIONAL TRAINING

- 2016 ACE Spectrum Aspiring Leaders Program, New Orleans, LA.
- 2015 Leading by Listening: Public Conversations Project
- 2014, Aug COACHE Leadership Institute, Harvard University
- 2013, 2015 The Op-Ed Project
- 2010-2013 Intergroup Dialogue Facilitator Training, Five Colleges, Inc.
Topics of Rank/Class and Race/Ethnicity
- 2012, 2013 Active Bystander Training, Five Colleges, Inc.

COLLEGE ACTIVITIES

- 2016-2017 Strategic Plan Implementation Committee
- 2016-2017 Assessment Accreditation Subcommittee
- 2015 Retention Working Group
- 2014, May Women in Public Service Project, facilitator
- 2013-2015 Dean Liaison to Faculty Affirmative Action Committee
- 2012-2014 Integrative Learning Institutional Team Member, AACU/Teagle
- 2012-2013 Learning Goals Subcommittee- Endorsement of College Learning Goals
- 2011, May STEM Transfer Conference for STEM faculty in CT and MA, MHC
- 2009-2011 Weissman Center for Leadership Advisory Board member
- 2009-2013 Francis Perkins Scholar Program Steering Committee, MHC
- 2003-2006 Multicultural Community and College Life Committee, MHC
- 2001 Fall Convocation Speaker, Mount Holyoke College
- 2001 Baccalaureate Ceremony Speaker, Mount Holyoke College
- 2000-2010 Featured Speaker, Take the Lead, Mount Holyoke: Identity and Mentoring
- 1999-2006 Psi Chi Faculty Advisor, MHC

INTERNAL GRANTS, PRE-DOC SCHOLARSHIPS

- 2011, 2015 Mount Holyoke College Faculty Fellowship
- 2003, 2007 Mount Holyoke College Faculty Fellowship
- 1999-2003 Reese and Research Assistance Grants for research on mentoring, MHC
- 1999 Graduate School Grants, Women in Science Mentoring, Michigan State U.
- 1997-99 Spencer Research Training Grant, Michigan State University
- 1995-98 Minority Competitive Doctoral Fellowship, Michigan State University
- 1994 Summer Research Opportunity Program Fellowship, University of Michigan
- 1991 Herman and Margaret Sokol Scholar for Chemistry, University of Michigan
- 1991-1995 Campbell Soup Company Scholarship
- 1991 Vietnam Veterans Memorial Scholarship

PRE-DOCTORAL WORK EXPERIENCE

- 1998 Instructor for Course, "Reflections on Learning," Michigan State Univ.
- 1997-1999 Spencer Research Training Grant Fellow, Michigan State Univ.
- 1997-1998 Visiting Science Instructor, Lewton Elementary, Lansing, MI
- 1996-1998 Research Assistant, P. David Pearson, Michigan State Univ.
- 1996-1997 Research Assistant, Betsy J. Becker, Michigan State Univ.
- 1995-1996 Educational Software Quality Assurance, Invest Learning, East Lansing, MI
- 1994-1995 Research Assistant, Scott G. Paris, University of Michigan-Ann Arbor

MEMBERSHIPS

American Educational Research Association
American Psychological Association; Division 15 (Educational Psychology)
National Career Development Association
Educational Studies Association of Ireland

THESIS STUDENTS

M.A. Students: Angelica Castro, Haley Paris, Tanisha Stewart, Karen Bryant, Janelle Gagnon, Maureen Babineau

Undergraduate Thesis Students: Elizabeth Auguste, Hannah Yee, Rebecca Vick, Kimberly Jeffers, Katie Magyar, Madhavi Nambiar, Esther Kim

Co-Authors: 25 unique student co-authors (23 while undergraduates)

I have mentored dozens of research students at Mount Holyoke College.