

Curriculum Vitae
August 1, 2024

Becky Wai-Ling Packard, Ph.D.

Mount Holyoke College
South Hadley, MA 01075
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My expertise includes mentoring, persistence, inclusive climate, and organizational change in higher education with a focus on STEM fields, community college transfer, and experiences of minoritized groups (e.g., students of color, first-generation college students, and women).

EDUCATION

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| 1999 | Doctorate in Educational Psychology Michigan State University |
| 1995 | Bachelor of Arts in Psychology University of Michigan Ann Arbor |

PROFESSIONAL TRAJECTORY

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| 2023-present | Mary E. Woolley Professor of Psychology and Education, MHC |
| 2011-2023 | 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 |

LEADERSHIP ROLES AND RESIDENCIES

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| 2019-2020 | Senior Advisor for STEM Initiatives, Mount Holyoke College |
| 2018-2019 | Faculty Fellow, University of Michigan's National Center for Institutional Diversity, with Colleges of Engineering and LSA (Lit, Sci, Arts) |
| 2018, Spring | Chancellor's Leadership Fellow-in-Residence University of Massachusetts Amherst |
| 2017, Spring | Whiting Fellowship, Visiting Scholar in Ireland |
| 2012-2017 | Director of the Harriet L. and Paul S. Weissman Center for Leadership, Mount Holyoke College |
| 2013-2015 | Associate Dean of Faculty, Mount Holyoke College |
| 2011-2016 | Founding Director, Teaching and Learning Initiatives, Mount Holyoke |
| 2002-2003 | Visiting Scholar, University of California-Berkeley |

DISTINCTIONS

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| 2005 | Presidential Early Career Award for Scientists and Engineers (PECASE) <i>Highest honor bestowed by U.S. government upon early-career scientists</i> |
| 2018 | Meribeth E. Cameron Faculty Award for Outstanding Scholarship Mount Holyoke College |
| 2023 | Elected Fellow, American Association for the Advancement of Science |

GRANTS

- 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, \$449,054; PI: H. Pon-Barry, with co-PI: A. St. John; supplement in 2016: \$26,500)
- 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.
- 2018 Google Education, “Sharing the MaGE Curricular Materials” (co-PI, \$50,000; PI: H. Pon-Barry, with co-PI A. St John)
- 2020 Microsoft, “Curricular modules to support computer science mentoring” (co-PI, \$15,000; PI: A. St. John, with co-PI H. Pon-Barry)
- 2021-2022 National Science Foundation Grant #2133544, Division of Biological Infrastructure, “Assessing Institutional Assets, Vulnerabilities, and Synergies and using a STEM Mentoring Ecosystem Framework: A Multi-institution, Interdisciplinary Workshop (co-PI, \$98,020; PI: B. Montgomery, with co-PI J. Mondisa)
- 2020-2023 HHMI IE3 Grant, \$529K, Steering Committee member (PI: Gary Gillis, rotational), Mount Holyoke College

PUBLICATIONS

Book

Packard, B. W. (December 2015). *Successful STEM Mentoring Initiatives for Underrepresented Students: A Research-Based Guide for Faculty and Administrators*. Sterling, VA: Stylus Publishing.

- Articles, Chapters, Volumes* (*denotes Mount Holyoke College student or alumna co-author)
- Montgomery, B. L., Mondisa, J. L., & Packard, B. W. (In press). Promoting the cultivation and sustainability of mentoring ecosystems: Results from a multi-institutional study. *Mentoring & Tutoring*.
- Packard, B.W., & Ng Wunt Sang, H.* (In press). Preparing for identity-related tensions in active learning STEM classrooms. *Journal of College Science Teaching*.
- Packard, B. W., Montgomery, B., Mondisa, J. L. (2024). Taking stock of campus mentoring ecosystems: A peer assessment dialogue exercise. *International Journal of Mentoring and Coaching in Education*, 13(1), 17-33.
- Clarke, N., Mondisa, J., Packard, B. W., Queener, C., Tuladhar, A., & Gosha, K. (2023). Examining the role of computing identity in the computing experiences of women and racially minoritized undergraduates: A literature review. *Journal of Computing in Higher Education*. <https://doi.org/10.1007/s12528-023-09375-0>
- St. John, A., Mensing, S., Packard, B. W., Klemperer, P., & Byrne, S.* (2022). iDesign Studio: Gateway to innovation and entrepreneurship via incubation curriculum. *IJAMM*. <https://doi.org/10.21428/70cb44c5.d41726a5>
- Packard, B. W., & Hirst, R. (2022). STEM student success: Strategic learning, mentored research, and structural change. In N. Bowman (Ed.), *How college students succeed: Making meaning across disciplinary perspectives* (pp. 147-178). Sterling, VA: Stylus Publishing.
- Gómez, R., Packard, B. W., & Chavous, T. M. (2022). Graduate bridge programs as nepantla for minoritized students in STEM: Navigating challenges with non-bridge peers and faculty. *Journal of Diversity in Higher Education*, 15(1), 37–46. <https://doi.org/10.1037/dhe0000346>
- Hirst, R., Anderson, K., Packard, B. W., Bleakley, B., Lombardi, P., & Burkholder, K. (2021). Faculty learning at the individual and group level: A multi-year analysis of an interdisciplinary science faculty learning community focused on inclusive teaching and mentoring. *Journal of College Science Teaching*, 50(6), 20-30.
- Mondisa, J. L., Packard, B. W., & Montgomery, B. (2021). Understanding what STEM mentoring ecosystems need to thrive: A STEM-ME framework. *Mentoring & Tutoring*, 29(1), 110-135.
- Packard, B. W., Solyst, J.*, Pai, A.*, & Yu, L*. (2020). Peer-designed active learning modules as a strategy to improve confidence and comprehension within introductory computer science. *Journal of College Science Teaching*, 49(5), 66-73.
- Packard, B. W. (2018, Fall). The power of mentoring within high-impact practices: A focus on low-income students. *Diversity & Democracy*, 21(4).

- Auguste, E. *, Packard, B. W., & Keep, A. * (2018). Nontraditional students' experiences of identity recognition and marginalization during advising. *NACADA Journal*, 38(2), 45-60.
- Bacon, S., & Packard, B. W. (2018, Winter). Supporting the transition of community college transfer students into STEM at a four year institution: A faculty-led curricular initiative. *Understanding Interventions*, 9(2).
- Pon-Barry, H., Packard, B. W., & St. John, A. (2017). Expanding capacity and promoting inclusion in introductory computer science: A focus on near-peer mentor preparation and code review. *Computer Science Education*, 27(1), 54-77.
- Pon-Barry, H., Stephenson, C., St. John, A., Packard, B. W. (2017). Addressing the CS capacity challenge by improving undergraduate peer mentoring. *ACM Inroads*, 8(3), 43-47.
- Townsley, E. T., Packard, B. W., & Paus, E. (Fall 2014/Winter 2015). Making the Lynk 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. In, "Community Colleges in the Evolving STEM Education Landscape: Summary of a Summit," National Academy of Sciences. 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., Mondisa, J., & Montgomery, B. (2023, September). *Synergies, Not Silos: Why isolated initiatives won't disrupt the status quo*. AAAS IUSE Disruptor Blog: Cross-Departmental Coordination and Multi-Discipline Convergence.

St. John, A. & Packard, B. W. (2023-2024). Mentor Threads Blog Series: Intention vs. Impact. <https://mentor-threads.web.app/>

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

Mentoring Toolkit. (2020). A resource for a new Microsoft Mentoring program to promote tech resilience. Accompanying video series available here: <https://www.youtube.com/playlist?list=PL6ihFEvicZRCOEbfvjkWPculxOhSsNwt2>

National Center for Institutional Diversity. (2019). Centering U-M student voices: Supporting inclusive climates in STEM departments. This is a toolkit that was developed for NCID at the University of Michigan.

National Society for Black Engineers. (2018). Student retention toolkit. Lead content developer in collaboration with the American Society of Engineering Education. ISBN-13: 978-1974031368

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 (last decade only)

Packard, B. W., Montgomery, B., & Mondisa, J. (2024, January). Advancing student outcomes and equity through institutional self-assessment of mentoring. AAC&U Annual Meeting in Washington, DC.

St. John, A., & Packard, B. W. (2023, April). *Debugging at the Human Interface*. NERD Summit Conference.

Chavous, T. M., Packard, B. W., & Bird, W. C. (2020). Strategies for institutional change: Improving department climate and success of historically underrepresented students in STEM. AAC&U Annual Meeting. Washington, DC.

Luschen, K., Packard, B. & F. Cheung. (2019). Faculty as learners in complex classroom spaces: Aligning development needs and effective models for inclusion and equity. Annual Conference of the Association for American Colleges & Universities, Atlanta GA, January 23-26.

Pon-Barry, H., St. John, A., Packard, B. W., & Rotundo, B. (2019, March). A flexible curriculum for promoting inclusion through peer mentorship. Awarded second best paper for curricular initiatives track in SIGCSE Minneapolis, MN.

Grisham, L. M., Kiser, S., Asai, D., Labov, J., Hewlett, J., Packard, B., & Brown, J. (2018, Feb). Supporting undergraduate researchers transitioning between 2 and 4 year colleges. AAAS Annual Meeting. Washington, DC.

- Packard, B. W., Yong, D., Kirk, S., & Reder, M. (2018, January). Cultivating compassion: Understanding mechanisms, identifying barriers, and developing strategies for effective, sustained difficult conversations with colleagues. AAC&U Annual Meeting. Washington, DC.
- 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 for 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. AAC&U annual meeting. Washington, DC.
- Packard, B.W. (2016, January). Panelist for “Faculty leadership for integrative learning” session with Clark University and Bard College. AAC&U 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. AAC&U annual meeting. Washington, DC.
- Packard, B. W., Sorcinelli, M. D., & Chapman, R. (2014, January). Mentoring strategies that retain diverse students and faculty. AAC&U annual meeting. Washington, DC.

COMMUNITY RECOGNITION

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| 2017 | Inspiring Women in STEM, founding award recipient, Bay Path University |
| 2013 | Fame Award from Two-Year College English Association (in recognition for op-ed/best portrayal of community colleges in the public media) |
| 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 |

PROJECT BOARDS

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| 2021-present | NSF IUSE grant (PI: K Cooper, Arizona State), LGBTQ+ identity in STEM |
| 2021-present | NSF IUSE grant (PI: D. Hanley, W. Washington), STEM reform |
| 2024-present | NSF Prospect S-STEM Hub (UNL, Clemson, UTA, MSU, U-Missouri KC) |
| 2020-2024 | NSF S-STEM (PI: R. Deil-Amen, U of Arizona), transfer students |

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| 2020-2024 | NSF CAREER grant (PI: Joi Mondisa, Univ of Mich), STEM mentoring |
| 2020-2021 | Being Human in STEM – Listening partner and advisory group |
| 2019-2024 | NSF ADVANCE grant (PI: S. Kirk, Willamette Univ), regional networks |
| 2018-2023 | HHMI Thrive grant (PI: M. Siegel, Univ of Missouri), transfer success |
| 2018-2021 | NSF grant (PI: H. Thiry, Univ of Colorado-Boulder), transfer success |
| 2018-2021 | NSF grant (PI: K. Gosha, Morehouse College), virtual mentoring systems for African American students in computer science |
| 2018-2020 | ‘Ike Wai: Securing Hawaii’s Water Future (PI: G. Jacobs, Univ of Hawaii-Manoa), Native Hawaiian success, STEM pathways in geo/data-science |
| 2018-2020 | Evaluation consultant, S-STEM grant (PI: A. Fisher), Willamette University |
| 2017-2020 | Sea Change, National Advisory Council and Institutes, AAAS |

SELECTED PROFESSIONAL ACTIVITIES

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| 2024, May | Invited attendee, White House Summit on STEM Equity |
| 2022, Dec | Invited attendee, White House Summit on STEM Equity |
| 2021-present | National Science Foundation EHR Directorate Advisory Committee |
| 2020-present | Advisor, Healthcare scholars completion initiative, Community Foundation of Western Massachusetts |
| 2020-2023 | Coach, Steve Fund’s Equity Mental Health on Campus Initiative |
| 2018-2020 | Lead researcher, 10 institution project focused on college completion, sponsored by Community Foundation of Western Massachusetts |
| 2018, April | National Academies of Sciences, Engineering, and Medicine Workshop Convening: Inclusive Mentorship Excellence in STEM |
| 2017-2019 | Faculty Coach, AAC&U High Impact Practices Institute |
| 2016-present | Board of Trustees, Community Foundation of Western Massachusetts |
| 2016-2017 | Search Committee, National Science Foundation Director |
| 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 |
| 2013-2018 | Expanding Computing Education Pathways, Expert Bureau |
| 2013, May | Women of Color in STEM Policy, Institute for Women’s Policy Research |
| 2010-2011 | AERA, Division C, Section 6 (Cognitive, Motivation and Social Processes) Co-Chair for 2011 Annual Meeting Program |

Editorial Board Service

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| 2017-2021 | Editorial Board, <i>Review of Educational Research</i> |
| 2011-2015 | Editorial Board, <i>The Career Development Quarterly</i> |

I review for a wide range of journals and organizations including:

- *Journal of Women and Minorities in Science and Engineering*
- *Community College Review; Journal of Career Development*
- *Cell Biology Education*
- *Advances in Engineering Education*
- *Research in Science and Technological Education*
- *Journal of Research in Science Teaching; Science Education*

- *Mentoring & Tutoring*
- *AERJ*
- *National Science Foundation CAREER program*

SPEAKING, TRAINING, AND CONSULTATION (last 6 years only)

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| 2024, April | SENDAS Conference Keynote, Maricopa CC, AZ |
| 2024, April | Urban College of Boston, Belonging |
| 2023, Sept | CELL-MET Collaborative, Difficult Conversations |
| 2023, May | Bentley University, Teaching Colloquium keynote |
| 2023, March | Greenfield Community College, advising speaker |
| 2023, March | SUNY Old Westbury, faculty speaker on inclusive mentoring |
| 2022, Sept | Netvue Conference on Vocations, keynote speaker |
| 2022, May | Florida International University, STEM REI speaker |
| 2022, May | NSF EHR Advisory Committee presentation on racial equity in STEM |
| 2022, Mar | UMass Micromentoring Program kickoff, keynote speaker |
| 2022, Mar | Baystate Health BERST teaching academy on motivation |
| 2022, Jan-Feb | PRISM S-STEM (Augsburg + partner community colleges), mentoring |
| 2022, Jan | Harvard University, SCRB, Inclusive mentoring ecosystems speaker |
| 2021, Sept | Smith College, Anti-Racist academy speaker |
| 2021, Aug | Bryn Mawr, Inclusive mentoring speaker |
| 2021, June | Equity in the Academic Experience Conference, Panelist + Advisor |
| 2021, Jan | Denison College, Inclusive mentoring in STEM |
| 2020, Oct | Steve Fund, Team Approach for Mental Health Equity |
| 2020, July | Microsoft, Inclusive mentoring and active listening sessions |
| 2020, July | Framingham State, Ecological Model for Racial Equity |
| 2020, May | Beloit College, Universal Design for Learning and STEM Mentoring |
| 2020, May | Purdue University College of Science, Dismantling STEM Racial Inequities |
| 2020, March | Stevens Institute of Technology, Inclusive Teaching and Mentoring |
| 2020, Jan | Science Learning Center, Student Peer Training |
| 2019, Nov | Yale Scientific Teaching in Practice Webinar, with MacMillan learning |
| 2019, Aug | Marion Technical College, Academic Day, Keynote |
| 2019, July | IRACDA Conference, Plenary, Power of Daily Mentoring |
| 2019, July | Framingham State Univ, STEM/Navigating Faculty Identity, Workshops |
| 2019, May | 2019 Advising Conference, U-M, Keynote |
| 2019, May | 30 th Anniversary of the Science Learning Center, Keynote, U-M |
| 2019, March | University of Southern California, Navigating Faculty Identity |
| 2019, Jan | Emory University Graduate School Program Directors |
| 2019, Jan | Lilly Teaching Conference, Plenary, Austin, TX |
| 2018, Nov | Georgetown University, Practical Strategies for Daily Mentoring |
| 2018, Oct | University of Michigan, Building a Culture of Mentoring |
| 2018, Oct | Ohio Wesleyan, Integrative, Team-Taught Interdisciplinary Courses |
| 2018, May | Plenary Speaker, STEM Climate Institute, U-M (NCID), USC, ACE |
| 2018, Apr | Difficult Conversations in Mentoring, UC-Santa Barbara |
| 2018, Apr | Workshop Leader on Inclusive Mentoring, Swarthmore College |
| 2018, March | Featured Speaker, National Society for Black Engineers, Deans Roundtable |

RELEVANT SPECIALIZED TRAINING (*as a participant*)

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| 2021 | Design thinking (Steve Fund) |
| 2017 | Leading Conflict Resolution in the Workplace (Harvard Continuing Ed) |
| 2016 | ACE Spectrum Aspiring Leaders Program in New Orleans, LA. |
| 2015 | Leading by Listening/The Public Conversations Project (Hosted at MHC) |
| 2014, Aug | COACHE Leadership Institute (Harvard University) |
| 2013, 2015 | The Op-Ed Project (Hosted at MHC) |
| 2010-2013 | Intergroup Dialogue Facilitator Training, Rank/Class/Race (Five Colleges) |
| 2012, 2013 | Active Bystander Training (Five Colleges) |

THESIS STUDENTS

Ph.D. external reviewer: Noema Garcia (University of Limerick), Francine Coston (University of Massachusetts-Lowell)

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; mentored dozens of undergraduate researchers

COURSES TAUGHT

- Individuals and Organizations (focus on organizational behavior, leadership, climate)
- 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 (advising course)

MOUNT HOLYOKE COLLEGE ACTIVITIES

| | |
|-----------|---|
| 2023 | Gave the “Final lecture” as voted by 2023 graduates |
| 2022-2023 | Advisory Committee: Reappointments, Tenure, and Promotion |
| 2021-2023 | HHMI steering committee |
| 2020-2021 | DEI in STEM steering committee |
| 2016-2017 | First-Generation Working Group; 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 | Frances 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 |

MEMBERSHIPS

American Educational Research Association

American Psychological Association's Division 15 (Educational Psychology)

American Association for the Advancement of Science (AAAS)

National Science Education Leadership Association

ACM/SIGCSE