

SPEAKER BIOGRAPHIES



*Mentoring Faculty
in an Inclusive Climate:
Supporting Women and URM
STEM Faculty at UC*

UC ADVANCE PAID ROUNDTABLE 3
UNIVERSITY OF CALIFORNIA, RIVERSIDE
APRIL 10, 2013

SHIRLEY M. MALCOM

Head, Education and Human Resources,
American Association for the Advancement
of Science



Shirley Malcom, Ph.D., is head of the Directorate for Education and Human Resources Programs of the American Association for the Advancement of Science (AAAS). The directorate includes AAAS programs in education, activities for underrepresented groups, and public understanding of science and technology.

Dr. Malcom serves on several boards, including the Heinz Endowments and the H. John Heinz III Center for Science, Economics and the Environment, and is an honorary trustee of the American Museum of Natural History. In 2006 she was named as co-chair (with Leon Lederman) of the National Science Board Commission on 21st Century Education in STEM. She serves as a Regent of Morgan State University and as a trustee of Caltech. In addition, she has chaired a number of national committees addressing education reform and access to scientific and technical education, careers and literacy. Dr. Malcom is a former trustee of the Carnegie Corporation of New York. She is a fellow of the AAAS and the American Academy of Arts and Sciences. She served on the National Science Board, the policymaking body of the National Science Foundation, from 1994 to 1998, and from 1994-2001 served on the President's Committee of Advisors on Science and Technology.

Dr. Malcom received her doctorate in ecology from Pennsylvania State University; master's degree in zoology from the University of California, Los Angeles; and bachelor's degree with distinction in zoology from the University of Washington. She also holds 15 honorary degrees. In 2003 Dr. Malcom received the Public Welfare Medal of the National Academy of Sciences, the highest award given by the Academy.

DALLAS RABENSTEIN

Executive Vice Chancellor and Provost,
UC Riverside



Dallas Rabenstein graduated from the University of Washington in 1964 and completed the requirements for the Ph.D. degree in chemistry at the University of Wisconsin in 1967. In 1969, he joined the Chemistry Department of the University of Alberta in Canada as an assistant professor of chemistry. In 1985, he moved to the University of California, Riverside, where he is presently distinguished professor of chemistry, and executive vice chancellor and provost. He has also served as chair of the chemistry department, as interim dean of the College of Natural and Agricultural Sciences, and as dean of the Graduate Division. He has graduated 27 Ph.D. students, and has mentored 32 postdoctoral associates. Dr. Rabenstein has published 181 journal articles and book chapters. He is an elected Fellow of the American Association for the Advancement of Science.

YOLANDA MOSES

Associate Vice Chancellor for
Diversity, Excellence, and Equity,
and Professor of Anthropology, UC Riverside



Dr. Yolanda T. Moses is PI on UC Riverside's ADVANCE grant, *Moving Forward: UC Riverside and Beyond*. This three-year grant implements the FORWARD (Faculty Organization foR Women's Advancement, Recognition and Development) program, a comprehensive and sustainable effort to support the professional advancement of women faculty in STEM fields at UC Riverside and build a statewide network of Women of Color faculty in STEM fields at institutions throughout California from which women of color can garner professional and personal support.

Dr. Moses is currently involved with several national higher education projects with the National Council for Research on Women, Campus Women Lead and The Women of Color Research Collective. She is also chair of the national advisory board of a national public education project sponsored by the American Anthropological Association and funded by the NSF and the Ford Foundation on Race and Human Variation (www.understandingrace.org).

WENDY ASHMORE

Professor of Anthropology,
UC Riverside

Wendy Ashmore joined the faculty at the University of California, Riverside in 2000. Her research focus is anthropological archaeology, having conducted field research in Guatemala, Honduras, and Belize, Central America since 1975. Blending scientific and humanistic approaches, she examines spatial organization, architecture, and social relations among the ancient Maya and neighboring societies.



Dr. Ashmore has served on senior archaeology Grant Review Panels at the National Science Foundation and the National Endowment for the Humanities, and since 1991, has been a fellow of both the American Association for the Advancement of Science and the American Anthropological Association. In 2012, the latter body honored her with the Alfred V. Kidder Award for Eminence in American Archaeology, the highest lifetime achievement recognition in that field. She has also received the Award for Mentoring from the Association for Women in Science, Philadelphia Chapter, in 1998; in 2007, the UCR Academic Senate Distinguished Teaching Award; and in 2009, UCR Graduate Division's Doctoral Dissertation Advisor/Mentor Award.

SUSAN CARLSON

Vice Provost, Academic Personnel, UCOP
and Professor of English, UC Davis

Dr. Susan Carlson serves as vice provost for academic personnel for the University of California, Office of the President, and has responsibility for systemwide policy and practice in faculty recruitment, retention, diversity, and compensation. She is the PI on an NSF ADVANCE award with the goal of improving the diversity of faculty in University of California STEM disciplines (science, technology, engineering, mathematics). She has been awarded over \$4.8M in NSF funding and serves on several national advisory boards supporting women in leadership and in science, technology, engineering, and mathematics. In July 2012, she assumed interim responsibility for several systemwide UC programs including the UC Education Abroad Program, the University of California Press, the California Digital Library, and UC Washington Center. She is a professor of English at UC Davis. She has a Ph.D. and M.A. from the University of Oregon and a B.A. from the University of Iowa.



FAYE CROSBY

Professor of Psychology and Provost of Cowell College,
UC Santa Cruz



Faye Crosby received her Ph.D. in social psychology in 1976 and has taught at Rhode Island College, Yale University, the Kellogg School of Management, Smith College, and the University of California, Santa Cruz, where she is currently professor of psychology and provost of Cowell College. Most of her work concerns sex and race discrimination with a focus on remedies. Dr. Crosby has written or edited 15 books and scores of chapters and articles. She is the recipient of numerous professional awards. She is the founder of Nag's Heart, an organization whose mission is the replenishment of the feminist spirit.

SUSAN DRANGE LEE

Director, Faculty Diversity & Development,
UC Los Angeles



Susan Drange Lee has served as the director of Faculty Diversity & Development at the University of California, Los Angeles since 2004. She designed and facilitated three Leading Through Diversity Department Chair's Retreats as part of a 5-campus NSF ADVANCE PAID partnership and also served as a staff member for the UC President's Task Force on Faculty Diversity. She is co-author of "Why So Few? Faculty of Color in Higher Education," in *Diversity Management: Theoretical Perspectives and Practical Approaches*, 2011. Ms. Drange Lee is an award-winning training and communication professional and has served as the Director of Disney University for Disneyland Resort, headed the training and development function for Southern California Gas Company and was the Director of Internal Communications for Hughes Electronics. As a current doctoral student in the Higher Education and Organizational Change program in UCLA's Graduate School of Education and Information Studies, she is researching pathways to academic leadership.

MITCHELL FELDMAN

Professor of Medicine and Associate Vice Provost, Faculty Mentoring, UC San Francisco; Co-Editor in Chief, *Journal of General Internal Medicine*



Mitchell D. Feldman, MD, MPhil is professor of medicine and associate vice provost for faculty mentoring at the University of California, San Francisco. Dr. Feldman also serves as Co-Director of the Mentor Development Program of the Clinical and Translational Science Institute (CTSI) and Co-Director of the UCSF Depression Center. In his capacity as Associate Vice Provost, Dr. Feldman established and leads the UCSF Faculty Mentoring Program. His research interests are focused on mentoring in academic medicine and on psychiatric and behavioral issues in medical patients. He is the co-editor of the textbook *Behavioral Medicine: A Guide for Clinical Practice* (McGraw-Hill) and is co-editor in chief of the *Journal of General Internal Medicine*.

LEAH HAIMO

Professor of Biology and Associate Dean, Graduate Division, UC Riverside



Dr. Leah Haimo is professor of biology and associate dean of the Graduate Division at the University of California, Riverside. She received her B.A. from Washington University, her MPhil and Ph.D. from Yale University, and was a postdoctoral fellow at California Institute of Technology. She joined the UCR faculty in 1980. She founded and then served as graduate advisor for the interdepartmental graduate program in Cell, Molecular, and Developmental Biology. As associate dean, she has been responsible for the Graduate Division's outreach programs that seek to increase the number of under-represented minority students in UCR's graduate programs, particularly in the STEM fields. In addition, Dr. Haimo is responsible for retention programs which seek to enhance the likelihood that under-represented minority graduate students achieve their degree objectives. In her faculty role, Dr. Haimo is a cell biologist who studies molecular motors. She teaches cell biology and is a recipient of UCR's Academic Senate Distinguished Teaching Award.

BRADLEY HYMAN

Professor & Chair, Department of Biology, and
Director, CalTEACH Science/Mathematics Initiative,
UC Riverside

Dr. Bradley Hyman is professor and department chair of biology at the University of California, Riverside. He is also director of the CalTEACH Science and Mathematics Initiative, a program designed to recruit STEM majors into 7-12 teaching careers. Prior to this, Dr. Hyman served as associate vice provost for undergraduate education and director of the Interdepartmental Doctoral Program in Genetics, Genomics, and Bioinformatics. His research focuses on animal mitochondrial DNA evolution with a special emphasis on how replication modes influence nucleotide substitution patterning and gene rearrangements. Dr. Hyman is an instructor and plays a leadership role in the Howard Hughes Medical Institute/National Academies sponsored Summer Institutes on Scientific Teaching, for which mentoring is a foundational precept.



SANG-HEE LEE

Associate Professor and Chair of Anthropology,
UC Riverside

Sang-Hee Lee joined the faculty at the University of California, Riverside as an assistant professor in 2001, and was promoted with tenure to associate professor in 2007. Her research area is in human evolution, and she is the author or co-author of 30 articles on the evolution of brain size, longevity, sexual dimorphism, and data mining. Currently, she is developing a new research direction in the peopling of Asia. As a woman in academia, Dr. Lee has experienced first-hand the challenges of balancing work and family, and has gained a new perspective of her personal experience within a larger, systemic context. Since 2012, Dr. Lee has served as chair of the UCR Department of Anthropology, and is exploring ways to impact and improve the experiences of women faculty in STEM. Dr. Lee received her Ph.D. from the University of Michigan.



SHEILA O'ROURKE

Director, President's Postdoctoral Fellowship Program,
University of California



Sheila O'Rourke is the director of the University of California President's Postdoctoral Fellowship Program and the founder of University Partnerships for Faculty Diversity. She previously served as assistant provost for academic affairs at the University of California, Berkeley and assistant vice provost for equity and diversity at the University of California, Office of the President. In 2012, she received the Individual Leadership Award from the National Association of Diversity Officers in Higher Education (NADOHE). Prior to joining the University of California, she was a civil rights attorney for the U.S. Department of Education Office for Civil Rights (OCR) and a teaching fellow at Stanford Law School. She serves as a consultant to colleges and universities on policies and practices enhancing faculty advancement with an emphasis on equity and diversity. She has a J.D. from UC Berkeley School of Law and an A.B. from Stanford University.

ANGELICA STACY

Associate Vice Provost for the Faculty
and Professor of Chemistry,
UC Berkeley



Angelica Stacy received her Ph.D. in chemistry from Cornell University, and did postdoctoral work at Northwestern University. She joined the faculty in the Department of Chemistry at the University of California, Berkeley in 1983. Dr. Stacy's research interests encompass materials research for energy applications. She is credited with the discovery of a new class of oxide superconductors, and is currently working on the preparation of nanostructured materials for thermoelectric and battery applications. As a winner of the UC Berkeley Distinguished Teaching Award, Dr. Stacy is a committed educator. Her research portfolio includes chemistry education research to enhance student learning outcomes. Numerous high school students are the beneficiaries of her research-based curriculum, Living by Chemistry. In her role as associate vice provost for the faculty, Dr. Stacy has seized the opportunity to promote data-driven initiatives to increase equity and inclusion in faculty recruitment, advancement, and retention.

SHARON WALKER

Associate Professor and the John Babbage Chair
in Environmental Engineering,
UC Riverside

Sharon Walker received her Ph.D. in Environmental Engineering from the Department of Chemical Engineering at Yale University in 2004. She earned her M.S. in Chemical and Environmental Engineering from Yale in 2000 and two Bachelor of Science degrees from the University of Southern California in Environmental Engineering and Environmental Studies in 1998. She is a faculty advisor to the UC Riverside Alpha Beta chapter of Tau Beta Pi and campus chapter of Society of Women Engineers. She was a Fulbright Scholar at Ben Gurion University of the Negev in Israel during the 2009-2010 school year.



Dr. Walker is currently an elected member of two professional society boards, the Board of Directors for the Association for Environmental and Engineering Science Professors and the American Chemical Society's Colloids and Surface Science Division Symposium Committee. She is also a co-PI on the UC Riverside NSF ADVANCE grant.

LINDA L. WALLING

Professor of Genetics,
UC Riverside

Linda Walling is a faculty member in the Department of Botany & Plant Sciences at the University of California, Riverside, the graduate advisor for the Plant Biology Graduate Program and serves on the Committee for Academic Personnel. She studies the innate immune response and resistance mechanisms to phloem-feeding whiteflies in model and crop plants. Her laboratory also studies the retrograde signals that control wound signaling in plants. She served as divisional dean for the College of Natural and Agricultural Sciences for 6½ years. Trained by the Howard Hughes-Burroughs Wellcome Funds and the University of Pittsburg Survival Skills program, she developed the Success and Leadership Skills for Academe (SALSA) program at UC Riverside, which is designed to enhance success of Assistant Professors and postdoctoral fellows. Dr. Walling delivers three workshops including: "Ten Habits of Highly Successful Faculty," "Mentoring and Being Mentored," and "Letters of Reference and the Law: Think Before You Write" (with UCR legal counsel). Additional workshops cover topics of Intellectual Property and Research Ethics.



DESIRÉ DELIA WHITMORE

UC Berkeley Chancellor's Fellow,
UC Berkeley



Desiré Whitmore is a chancellor's postdoctoral research fellow in the School of Chemistry at the University of California, Berkeley. She is currently researching electron dynamics of semiconducting systems at attosecond timescales in the laboratories of Stephen Leone and Daniel Neumark. Dr. Whitmore is a graduate of the Chemical and Material Physics program in the Physical Chemistry Department at UC Irvine, where her dissertation work was concerned with nonlinear optics, and its application to both microscopy and spectroscopy. Her experience is mostly focused in the engineering aspect, such as design, improvement, and implementation of nonlinear optical systems. In the future, she would like to focus her research on photon entanglement in nonlinear optical systems.

ROYA ZANDI

Associate Professor of Physics,
UC Riverside



Roya Zandi received her Ph.D. from the Department of Physics and Astronomy at the University of California, Los Angeles in December 2001. Prior to joining the faculty at UC Riverside, she did postgraduate research in the Department of Chemistry and Biochemistry at UC Los Angeles, and in the Department of Physics at Massachusetts Institute of Technology. Dr. Zandi's research is in the fields of statistical mechanics and soft condensed matter physics, which has given her the opportunity to work in broad interdisciplinary areas: she has conducted research in the statistical mechanics of both neutral and charged polymers, the dynamics of the passage of polymers through membrane pores, knot theory and Casimir forces. Her most recent research focuses on the physics of viruses, which has been funded by her prestigious NSF career award since 2006. She received various graduate fellowships during her Ph.D. studies, and in July 2002 was awarded the University of California President's Postdoctoral Fellowship.

Since joining the faculty at UC Riverside, Dr. Zandi has organized and participated in outreach programs designed to involve underrepresented children in science, focusing primarily on female middle school students from the small cities around Riverside.

FOR MORE INFORMATION, PLEASE CONTACT:

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ADVANCE PAID
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