The Big Ten Academic Alliance Summit Series on Advancing Undergraduate Women in STEM

June 6 - 8, 2019
The Absence of AURKB and Centrioles in Mitotic Cells

Method

AURKA does not localize to chromosomes when SAS6 is depleted

Establishing Electroporation Conditions

<table>
<thead>
<tr>
<th>Viable cells/mL</th>
<th>Viability (%)</th>
<th>Average Transfection Efficiency (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 ng DNA</td>
<td>1.38x10^6</td>
<td>99.2</td>
</tr>
<tr>
<td>1 µg</td>
<td>1.16x10^6</td>
<td>98.3</td>
</tr>
<tr>
<td>2 µg</td>
<td>0.94x10^6</td>
<td>98.4</td>
</tr>
<tr>
<td>4 µg</td>
<td>0.38x10^6</td>
<td>97.9</td>
</tr>
</tbody>
</table>
The Big Ten Academic Alliance Summit Series on Advancing Women in STEM

The gender and racial diversity in higher education presents a unique opportunity to expand innovation and discovery in the sciences and technology. Indeed, transfer and first-generation students, people belonging to marginalized racial, ethnic, socioeconomic groups and women indicate high interest in these fields. Yet, these populations are least represented in science, technology, engineering, and mathematics (STEM) majors and careers, within and outside academia. The challenge for us, as higher education professionals, is to build the capacity to engage our broadly diverse students, grow the path to and for faculty, and seed the STEM labor force.

Rutgers University–New Brunswick welcomes you to the opening of a multi-year initiative, The Big Ten Academic Alliance Summit Series on Advancing Women in STEM, designed to build the STEM pathway for women at our institutions, with a focus on women of color who face unique barriers and disproportionate underrepresentation. Through a partnership between Rutgers University–New Brunswick and the Big Ten Academic Alliance, the Series establishes a new platform for collaboration among leaders representing the large footprint of member universities. The Series developed in response to calls for greater inter-institutional dialogue and exchange to address the continuing underrepresentation of women in many fields in science, technology, engineering and math, especially the low numbers of women of color recruited into and retained in these sectors.

The first Summit takes place at Douglass Residential College, the women’s college at Rutgers University–New Brunswick, and spotlights the engagement of women undergraduates. Douglass has a historic strength in expanding the representation of undergraduate women in science, engineering, and technology through its Douglass Project for Rutgers Women in STEM. Founded in 1986, the Douglass Project serves thousands of students each year in programs for research, living learning communities for women in computer science, engineering, and medicine, a STEM-only women’s residence hall, and corporate and alumnae mentoring.

The Summit activities include formal talks offered by leading national experts on diversifying the STEM talent pool, cross-institution working group sessions, networking, reflections of undergraduate students on their pathway, and discussion of best practices at each participating school. Outcomes of the Summit include new collaborative programming across the universities and increased synergy among Big Ten Academic Alliance leaders in STEM. Upcoming Summits will focus on the graduate student/post-doctoral and faculty pathways.
A Message from the Dean of Douglass Residential College

Thank you for attending the first Big Ten Academic Alliance Summit Series on Advancing Women in STEM. Douglass Residential College at Rutgers University—New Brunswick has been leading the charge to advance women in STEM. Douglass established the Douglass Project for Women in Math, Science, and Engineering in 1986, a Presidential Award-winning program that provides specialized programs for undergraduate women pursuing careers in science, technology, and engineering. Since its inception, the program has expanded to include a wide number of additional initiatives to support the needs of women STEM students, including peer and staff mentoring, tutoring, research opportunities, and professional and leadership development.

Despite the advances and achievements that women have made in STEM, there still remains a lack of gender and racial diversity in the STEM labor force. Women make up only a quarter of this broad group of disciplines. To create a more diverse and inclusive STEM workforce, universities have to commit to understanding the challenges women in STEM face, particularly women of color, and create environments where all women STEM majors can thrive.

Over the next three days you will learn from national experts, collaborate with the other Big Ten institutions, network across universities, and hear from students about their paths, challenges and triumphs as they navigate STEM disciplines. I commend all of you for pledging your time to work toward better understanding this issue. I am confident that the best approach to solving the current inequity in STEM fields is to come together, learn from newly conducted research, and support one another to make a substantive difference for women in the fields of STEM.

A special thank you to our Big Ten Academic Alliance Summit Series on Advancing Women in STEM contributors for sharing their knowledge with us. They will be discussing the best practices for the recruitment and retention of undergraduate women, especially women of color in STEM fields, as well as program goal setting and evaluation, topics central to ensuring the success of all women in STEM. I look forward to learning from all of our distinguished contributors, as well as engaging in a dialogue as an educational community.

Warmly,

Jacquelyn Litt, Ph.D.
Dean, Douglass Residential College, Rutgers University—New Brunswick
A Message from the Chancellor of Rutgers University–New Brunswick

Welcome to Rutgers University–New Brunswick, Douglass Residential College, and to the Big Ten Academic Alliance Summit Series on Advancing Women in STEM.

Thank you for joining us this week and thank you to Dean Jacquelyn Litt, Corina Hernandez, and our Big Ten Academic Alliance partners for convening this summit to lead the recruitment and retention of women faculty, fellows, and students in STEM - with a special focus on women of color. The power of this new series lies directly with the teams gathered here as you work to identify best practices, develop new initiatives, and foster collaboration between member schools and programs.

The deficit of women and racial diversity in STEM fields is a crisis that narrows vision and inhibits innovation. Positions in science, technology and engineering are projected to be among the fastest growing in the nation over the next ten years. The supply of qualified candidates will not meet burgeoning demand if the majority of our community is discouraged from joining or exploring interest in these disciplines. Discovery and application will be further limited by the perspectives and experiences of the available talent.

Like many of you, Rutgers University has seen small successes within our efforts to promote more gender and racial equity in the STEM fields. Our programs such as the Douglass Project for Rutgers Women in Math, Science & Engineering has made strides toward equity by providing personal, professional, and leadership development opportunities as well as support systems that recognize individuals’ skills and encourage achievement of educational and career goals. This assistance includes the creation of three unique science and engineering residential communities, interpersonal network cultivation, and unique instruction through specialized research courses and frequent events and workshops. Several other Rutgers programs provide support to girls and undergraduate and graduate women in STEM fields by offering leadership and personal development, cultivating interdisciplinary research, showcasing women’s accomplishments, and more.

Throughout this week you will reflect on the successes and disappointments of such programs and lay the groundwork for an ambitious agenda for the next three years. I know your work will be frustrating, invigorating, and ultimately fruitful as you create new pathways to reach and grow these critically underrepresented populations in STEM.

Sincerely,

Christopher J. Molloy, Ph.D.
Chancellor, Rutgers University–New Brunswick
A Message from the Executive Director of the Big Ten Academic Alliance

The Big Ten Academic Alliance is proud to partner with Douglass Residential College at Rutgers University—New Brunswick for this Summit Series on Advancing Women in STEM. With a nationally renowned portfolio of dynamic programs and initiatives that leverage the strengths of member institutions to increase opportunities, the Alliance has a long history of deeply rooted efforts to ensure diverse and inclusive participation across the academic enterprise.

Big Ten Academic Alliance programs such as the Summer Research Opportunities Program, Professorial Advancement Initiative, Graduate School Exploration Fellowship, and FreeApp offer experience, mentoring, job application support, and graduate school fee waivers to increase access and opportunities for women and underrepresented minorities. Further, the Big Ten Academic Alliance has developed workshops, a video series, and training on unconscious bias in hiring, search committee training, and mentoring.

Two recent Alliance events, the Women in Engineering Workshop and the Women in IT “Lead From Where You Are” Conference, both focused on changing work environments, fostering creativity, and enhancing job satisfaction by championing women in technical professions and encouraging male counterparts to advocate for women in leadership roles.

The Summit Series on Advancing Women in STEM is an excellent example of the power of the Big Ten Academic Alliance to address issues of shared interest across our member institutions. By leveraging the existing trust networks and expertise across the Big Ten, the Summit will accelerate each member university’s efforts to better the lives of the students they serve and achieve their shared goal to increase diversity in STEM disciplines.

A special thank you to the faculty and staff at Douglass Residential College for the vision and leadership that made this exciting new program a reality.

Keith Marshall, Ph.D.
Executive Director, Big Ten Academic Alliance
About Douglass

Founded in 1918 as the New Jersey College for Women with 54 students and 12 books in its library, Douglass today boasts a diverse and vibrant community of 2,600 undergraduate women scholars and more than 39,000 alumnae. As the only women’s college in the nation that is housed within a public research university, Douglass offers undergraduate women the best of both worlds: an education enhanced by a close-knit women’s college community and the rich academic resources of Rutgers University.

Douglass prides itself on offering women from all backgrounds the tools to excel. More than 40 percent of our students are underrepresented minority students and nearly 40 percent are first generation; at the same time Douglass boasts over 10 percent of Phi Beta Kappa students, departmental honors, and national fellowship winners — truly embodying “inclusive excellence.”

Our students participate in an expansive and innovative array of opportunities, including our Presidential Award-winning Douglass Project for Rutgers Women in STEM (now in its 33rd year), international service travel, living-learning communities on contemporary topics of relevance for women in our Global Village, a leadership and professional development program, public policy internships, a Douglass Honors College Community program, and a common course on the status of women.

Powered by a century of educational excellence, Douglass continues to advance the academic success of women by amplifying their intellectual, social, and personal strengths. The combination of mission-focused education, within a preeminent national research university, sets the stage for women to achieve and lead in a diverse and global world.
Pre-Summit
Wednesday, June 5, 2019

5:45 P.M.  SHUTTLE BUS PICK UP AT THE HYATT REGENCY TO THE DEAN’S RESIDENCE

6:00 P.M. - 7:30 P.M.  SUMMIT WELCOME RECEPTION AND DINNER
Dean’s Residence, 23 Nichol Ave, New Brunswick, NJ, 08901

7:30 P.M.  SHUTTLE BUS PICK UP AT THE DEAN’S RESIDENCE TO THE HYATT REGENCY

Day 1
Thursday, June 6, 2019

7:45 A.M.  SHUTTLE BUS PICK UP AT THE HYATT REGENCY TO THE KATHLEEN W. LUDWIG GLOBAL VILLAGE LIVING LEARNING CENTER
9 Suydam St, New Brunswick, NJ 08901

8:00 A.M. - 9:00 A.M.  SUMMIT REGISTRATION AND BREAKFAST
Karmazin Lounge

9:00 A.M. - 9:45 A.M.  WELCOME AND OPENING REMARKS
Albers-Schonberg Room
Dr. Jacquelyn Litt, Dean, Douglass Residential College and Professor of Women’s and Gender Studies and Sociology, Rutgers University-New Brunswick

Dr. Christopher Molloy, Chancellor of Rutgers University-New Brunswick

9:45 A.M. - 11:30 A.M.  PANEL PRESENTATION AND DISCUSSION: BEST PRACTICES FOR AND NEW RESEARCH ON THE RECRUITMENT AND RETENTION OF UNDERGRADUATE WOMEN, INCLUDING A SPECIAL FOCUS ON WOMEN OF COLOR IN STEM
Albers-Schonberg Room
Moderated by Dr. Rebecca Wright, Professor of Computer Science, Rutgers University and Barnard College
Dr. Talitha Washington, Associate Professor of Mathematics, Howard University
Dr. Kelly Mack, Vice President for Undergraduate STEM Education and Executive Director of Project Kaleidoscope, Association of American Colleges & Universities

This session will address leading national research on effective programs that yield high recruitment and retention rates for undergraduate women, with a special focus on women of color. The panelists will lay the foundation for Summit participants by creating new capacities to identify: 1. whether they currently offer the most effective programs; 2. gaps and strengths in their university offerings; and 3. how they can improve current program offerings through best practices.
Day 1
Thursday, June 6, 2019 (Continued)

11:30 A.M. - 11:45 A.M.  
**BREAK**

11:45 A.M. - 1:30 P.M.  
*Albers-Schonberg Room*

**LUNCH BUFFET: STEM SUCCESS STORIES AND PROMISING STARTS:**
UNIVERSITY OF MICHIGAN, RUTGERS UNIVERSITY, MICHIGAN STATE UNIVERSITY, UNIVERSITY OF WISCONSIN, OHIO STATE UNIVERSITY

Moderated by Dr. Elizabeth Gunn, Assistant Dean, Douglass Residential College

Big Ten Universities will present on what they consider the best practice program at their institution.

1:30 P.M. - 2:15 P.M.  
*Albers-Schonberg Room*

**DISCUSSION OF BIG TEN ACADEMIC ALLIANCE STEM PROGRAMS SURVEY RESULTS**

Dr. Cynthia Blitz, Research Professor & Executive Director, Center for Effective School Practices, Rutgers University Graduate School of Education

This session will document program offerings and best practices at the Big Ten Academic Alliance schools across the three themes of the Summit as found in the data from the completed surveys. This will include identification and analysis of barriers to and facilitators of broadening participation. Examining and disseminating these findings will provide a road-map for the Big Ten Academic Alliance to evaluate strengths and weaknesses in program offerings and facilitate adoption of best institutional practices.

2:15 P.M. - 3:30 P.M.  
*Albers-Schonberg Room*

**PLENARY TALK AND DISCUSSION: CREATING PROGRAM GOALS AND EVALUATION TOOLS**

Moderated by Dr. Cynthia Blitz, Research Professor & Executive Director, Center for Effective School Practices, Rutgers University Graduate School of Education

Linda Suskie, former Vice President at the Middle States Commission on Higher Education

This session will address the importance of and skills necessary for goal setting and best practices for developing metrics for program evaluation.

3:30 P.M. - 3:45 P.M.  
**BREAK**

3:45 P.M. - 5:45 P.M.  
*Classrooms*

**WORKING GROUPS MEETINGS**

The Summit is designed both to impart new information and to facilitate new applications. Time will be allocated to small inter-university working groups sessions during which the application of new knowledge can take place. The working groups will allow participants to develop collective plans for new interventions, improve current programs, and/or improve evaluation metrics. Regardless of area of focus, all working groups will be asked to address women of color in their plans.

In addition, working groups will be facilitated by professional program evaluators and content area experts drawn from invited panelists, Rutgers staff, or external consultants with thematic expertise in the focus areas of the Summit. At the conclusion of the Summit the working groups will report out on the project, its goals, its strategies for implementation, its evaluation procedures, and next steps for continued collaboration.
Day 1
Thursday, June 6, 2019 (Continued)

5:45 P.M. - 6:00 P.M.  BREAK

6:00 P.M. - 8:00 P.M.  RECEPTION AND DINNER
Albers-Schonberg Room
THE DOUGLASS CENTURY: CELEBRATION OF DOUGLASS COLLEGE’S 100TH
ANNIVERSARY
Dr. Jacquelyn Litt, Dean, Douglass Residential College

THE JOURNEY FOR STUDENTS IN STEM
Moderated by Sally Nadler, Assistant Dean, Douglass Project for Women in STEM

This session will feature current STEM students at Douglass Residential College,
Rutgers–New Brunswick and University of Wisconsin-Madison.

8:00 P.M.  SHUTTLE BUS PICK UP AT THE KATHLEEN W. LUDWIG GLOBAL VILLAGE
LIVING LEARNING CENTER TO THE HYATT REGENCY

Day 2
Friday, June 7, 2019

7:45 A.M.  SHUTTLE BUS PICK UP AT THE HYATT REGENCY TO THE KATHLEEN W.
LUDWIG GLOBAL VILLAGE LIVING LEARNING CENTER

8:00 A.M. - 9:00 A.M.  BREAKFAST
Karmazin Lounge

9:00 A.M. - 9:15 A.M.  WELCOME REMARKS
Albers-Schonberg Room
Dr. Keith Marshall, Executive Director of the Big Ten Academic Alliance

9:15 A.M. - 10:00 A.M.  EQUITY AND INCLUSIVE EXCELLENCE IN TIMES OF FRAGILITY
Albers-Schonberg Room
Dr. Debra Joy Pérez, Douglass College Alumna, Senior Vice President of Organizational
Culture, Inclusion and Equity, Simmons University

What does equity in STEM really mean and how do we operationalize it in our work? Too
often conversations about Diversity, Equity, and Inclusion stop for the wrong reasons.
Misperceptions about meritocracy and dominant culture stifle conversations and progress
on advancing equity. We will discuss the high-cost of fragility and bias to science.

10:00 A.M. - 10:15 A.M.  BREAK

10:15 A.M. - 11:30 A.M.  WORKING GROUP MEETINGS
Classrooms
Day 2

Friday, June 7, 2019 (Continued)

11:30 A.M. - 1:15 P.M.  
Albers-Schonberg Room  
LUNCH: STEM SUCCESS STORIES AND PROMISING STARTS: PENN STATE UNIVERSITY, UNIVERSITY OF MARYLAND, UNIVERSITY OF ILLINOIS, UNIVERSITY OF MINNESOTA

Moderated by Cynthia N. Sánchez Gómez, Director, Douglass SAS-DIMACS Computer Science Living-Learning Community

Big Ten Universities will present on what they consider the best practice program at their institution.

1:15 P.M. - 2:15 P.M.  
Albers-Schonberg Room  
PRESENTATION AND DISCUSSION OF THE NATIONAL ACADEMIES OF SCIENCES, ENGINEERING, AND MEDICINE CONSENSUS STUDY REPORT: SEXUAL HARASSMENT OF WOMEN: CLIMATE, CULTURE, AND CONSEQUENCES IN ACADEMIC SCIENCES, ENGINEERING, AND MEDICINE

Moderated by Dr. KarenStubaus, Vice President for Academic Affairs and Administration, Rutgers University

Dr. Vicki Magley Professor of Psychological Sciences, University of Connecticut and co-author, The National Academies of Sciences Engineering and Medicine Consensus Study Report

2:15 P.M. - 2:30 P.M.  
BREAK

2:30 P.M. - 2:45 P.M.  
Albers-Schonberg Room  
MID-SUMMIT REFLECTIONS

Dr. Lily Young, Distinguished Professor of Environmental Sciences, Rutgers University

Report on and discussion of evaluation of day one of the Summit

2:45 P.M. - 5:00 P.M.  
Classrooms  
WORKING GROUP MEETINGS

5:15 P.M.  
SHUTTLE BUS PICK UP AT THE KATHLEEN W. LUDWIG GLOBAL VILLAGE LIVING LEARNING CENTER TO RUTGERS GARDENS

5:30 P.M. - 6:15 P.M.  
Rutgers Gardens
112 Ryders Lane
New Brunswick, NJ 08901

RECEPTION AND RUTGERS GARDEN WALK (OPTIONAL)

6:15 P.M. - 8:00 P.M.  
Rutgers Gardens  
DINNER: NEXT STEPS FOR COLLABORATION AND PLANNING FOR FUTURE SUMMITS

Moderated by Dr. Jacquelyn Litt, Dean, Douglass Residential College

Discussion of working group sustainability, next steps toward planning post-Summit activities and next steps for dissemination.

8:00 P.M.  
SHUTTLE BUS PICK UP AT RUTGERS GARDENS TO THE HYATT REGENCY
Day 3
Saturday, June 8, 2019

7:45 A.M.
SHUTTLE BUS PICK UP AT THE HYATT REGENCY TO THE KATHLEEN W.
LUDWIG GLOBAL VILLAGE LIVING LEARNING CENTER

8:00 A.M. - 9:00 A.M.
BREAKFAST
Karmazin Lounge

9:00 A.M. - 11:45 A.M.
WORKING GROUPS FINAL MEETING
Classrooms

12:00 P.M. - 1:30 P.M.
LUNCH AND REPORT OUT
Albers-Schenberg Room
Moderated by Dr. Elizabeth Gunn, Assistant Dean, Douglass Residential College

Each working group will report on working group projects. One page descriptions will be
distributed after the Summit.

1:30 P.M. - 3:00 P.M.
PARTICIPANT FEEDBACK AND NEXT STEPS
Albers-Schenberg Room
Moderated by Dr. Jacquelyn Litt, Dean of Douglass Residential College

Based on evaluations of the Summit undertaken by the evaluation team and group
discussion, highlights of the Summit will be reviewed and recommendations for
improvement will be discussed with an eye toward Summit Planning the future.
Dissemination plans will be proposed for input from participants.

3:00 P.M.
SHUTTLE BUS PICK UP AT THE LUDWIG CENTER TO THE HYATT
REGENCY
Dr. Cynthia Blitz

Research Professor and Executive Director, Center for Effective School Practices, Rutgers University Graduate School of Education

Dr. Blitz is a Research Professor at Rutgers Graduate School of Education (RU-GSE), and, the Executive Director of the Center for Effective School Practices (CESP), a research and evaluation unit of RU-GSE. Dr. Blitz received her Ph.D. from the University of Pennsylvania and is an expert in the areas of professional learning communities, research-practice partnerships, and implementation of evidence-based practices in K-12 and higher-education. She has extensive experience with evaluating programs at the district, state, and national-level and supporting educational partners who seek to ground initiatives in sound educational research. Her work has been supported by major grants from the National Science Foundation, National Institutes of Health, and the NJ Department of Education. Much of her recent work centers on effective mechanisms and processes for building capacity of education professionals and other stakeholders to support high-quality, diverse, and equitable learning for all students, specifically in the context of STEM education.

Dr. Kelly Mack

Vice President for Undergraduate STEM Education and Executive Director of Project Kaleidoscope Association of American Colleges and Universities

Kelly Mack is the Vice President for Undergraduate STEM Education and Executive Director of Project Kaleidoscope at the Association of American Colleges and Universities (AAC&U). Both AAC&U and its Project Kaleidoscope, through their shared, mission-level commitments to quality and inclusion, provide national advocacy for reforming STEM higher education through the delivery of world class professional development to STEM faculty at our nation’s institutions of higher education. Dr. Mack earned a B.S. degree in Biology from the University of Maryland Eastern Shore and, later, her Ph.D. from Howard University in Physiology. Dr. Mack’s holistic approach to STEM reform is grounded in a strategic vision that foregrounds inclusion as an immutable factor for achieving excellence in undergraduate STEM education. She also completed a brief stint as Executive Secretary for the NSF Committee on Equal Opportunities in Science and Engineering, which is the Congressionally mandated advisory body that supports efforts related to broadening the participation of underrepresented groups in the STEM disciplines.
Dr. Vicki Magley
Professor of Psychological Sciences and co-author, The National Academies of Sciences Engineering and Medicine Consensus Report, University of Connecticut

Vicki Magley received her Ph.D. in Social and Organizational Psychology in 1999 from the University of Illinois at Urbana-Champaign, and is currently a Professor in the Department of Psychological Sciences at the University of Connecticut. The main focus of her research combines both organizational and feminist perspectives in the study of workplace sexual harassment and incivility. Her research often results from consulting with organizations and federal agencies in understanding their climate of mistreatment and in evaluating interventions designed to alter that climate, including advising the World Bank Group, Army, Air Force, the National Park Service, and the US Department of Interior. She testified to the Department of Defense Judicial Proceedings Panel and the National Academies of Sciences Committee on the Status of Women on the impact of sexual harassment, how feared retaliation inhibits reporting, and the (unfortunate) lack of efficacy of sexual harassment awareness training programs. Most recently, she was one of the research experts on the National Academies of Sciences consensus study on sexual harassment in academia.

Dr. Debra Joy Pérez
Senior Vice President of Organizational Culture, Inclusion, and Equity, Simmons University

Dr. Pérez is Senior Vice President for Organizational Culture, Inclusion and Equity at Simmons University. Dr. Pérez is responsible for programs and practices underlying the university’s commitment to inclusive excellence. Prior to joining Simmons University, Dr. Pérez was Chief Evaluation and Learning Officer at the Gordon and Betty Moore Foundation, Vice President of Research, Evaluation and Learning at the Annie E. Casey Foundation and Assistant Vice President for research and evaluation at the Robert Wood Johnson Foundation. Dr. Pérez has a B.A. in Communication from Douglass, an M.P.A. from CUNY/Baruch, an MA in Women’s Studies from the University of Kent in Canterbury, England, and her Ph.D. in Health Policy from Harvard University. She received the 2019 Amplify Latinx Award, 2015 Hispanics in Philanthropy, an honorary doctorate from Thomas Jefferson University, 2015 Hispanic Inspiring Student Achievement Mentoring Award, 2011 YWCA Woman of Industry Award and the Douglass Society Distinguished Alumnae award in 2009.

Linda Suskie
Former Vice President, Middle States Commission on Higher Education

Linda Suskie is an internationally recognized consultant, writer, speaker, and educator on a broad variety of higher education assessment and accreditation topics. Her latest book is Five Dimensions of Quality: A Common Sense Guide to Accreditation and Accountability, with a foreword by Stan Ikenberry. Her previous book, Assessing Student Learning: A Common Sense Guide, is one of the top-selling books on assessment in higher education. Linda worked seven years as a Vice President at the Middle States Commission on Higher Education. Her higher education experience includes work in assessment, institutional research, strategic planning, and quality management. Linda has taught undergraduate and graduate courses in assessment, educational research methods, writing, statistics, and developmental mathematics. She holds a Bachelor’s degree in quantitative studies from Johns Hopkins University and a Master’s in educational measurement and statistics from the University of Iowa.
Dr. Talitha Washington  
*Tenured Associate Professor of Mathematics, Howard University*

Dr. Talitha Washington is a tenured Associate Professor of Mathematics at Howard University. She is currently a Program Officer at the National Science Foundation in the Division of Undergraduate Education. She is interested in the applications of differential equations to problems in biology and engineering, as well as the development of nonstandard finite difference schemes to numerically solve dynamical systems. She is the recipient of the 2019 BEYA STEM Innovator Award and MAA’s 2018 Leitzel Lecturer. Dr. Washington completed her undergraduate studies in mathematics at Spelman College and studied abroad at the Universidad Autónoma de Guadalajara, Mexico. She earned her Master’s and Doctoral degrees in Mathematics from the University of Connecticut. She was a VIGRE Research Associate in the Department of Mathematics at Duke University. She held assistant professorships at The College of New Rochelle and the University of Evansville, and most recently, an associate professorship at Howard University.

Dr. Lily Young  
*Distinguished Professor of Environmental Sciences, Rutgers University–New Brunswick*

Distinguished Professor in the Department of Environmental Sciences, School of Environmental and Biological Sciences, Rutgers. She has been Environmental Sciences Department Chair, Associate Dean for Graduate Programs, Dean for International Programs, and Provost for Faculty Development and Excellence. Her research in environmental microbiology of natural and engineered systems, fate of organic contaminants in the environment, and pioneering work on microbial petroleum biodegradation has resulted in journal articles, book chapters, reports and commentary. Service includes Scientific Advisor to NSF-Engineering, National Academy of Sciences committees, NSF and NIEHS review panels, ASM program and operational committees, Gordon Research Conference Chair, journal editorial boards, site review for domestic and international universities. Honors include Fellow of the AAAS, Fellow of the American Academy of Microbiology, ASM Award in Environmental Microbiology, presentation to the National Academy of Sciences President’s Circle, Frank H. Parker Distinguished Lecture Vanderbilt, John M. Henske Endowed Lecture Yale, Oliver H. Smith Endowed Lecture Marquette, Keynote Lectures at International Congresses.
Kimberly Avelar  
*Douglass Residential College, Rutgers University–New Brunswick*

Kimberly is a rising senior studying Civil and Environmental Engineering, with a concentration in structural engineering. Through Douglass Residential College, Kimberly has had the chance to conduct research in a transportation engineering laboratory and serve as a research mentor for other undergraduate women conducting research. Kimberly is currently a mentor for first-year engineering students, a member of the Rutgers ASCE Concrete Canoe team, and community service chair for Tau Beta Pi (NJ Beta Chapter). Outside of school, Kimberly spent her time completing internships with The Port Authority of New York & New Jersey and Weeks Marine Co. She hopes to pursue a Master’s degree in structural engineering after completing her undergraduate studies.

Ananya Prakash  
*Douglass Residential College, Rutgers University–New Brunswick*

Ananya Prakash is a recent Rutgers University graduate with a degree in Information Technology and Informatics and a minor in Business Administration. She was the inaugural Peer Academic Leader for the Douglass-SAS-DIMACS Computer Science Living-Learning Community for three consecutive years. She also served as the President for the Douglass-DIMACS Computing Corps, an outreach program dedicated to guiding the next generation of women in computing, where she participated as a GirlsWhoCode facilitator. She interned at the Douglass Project for Women in STEM for two summers, was a research candidate through their Project SUPER initiative, and a HackHers hackathon organizer. Outside of Douglass Residential College, she worked as a User Experience Intern at Human Experience Systems and was the Junior Project Manager in the Rutgers Office of IT Accessibility. Ananya is now working at Wakefern Food Corporation in the Business Intelligence team and is part of their Leaders in Training Technical Program.

Anika Valery  
*Douglass Residential College, Rutgers University–New Brunswick*

Anika is currently in her junior year at Rutgers University and Douglass Residential College studying Biology with a Psychology minor. She is a mentor to undergraduate minorities who are interested in pursuing a career in the health professions. Upon graduating from Rutgers University, Anika plans to attend medical school in the fall of 2020. She is aiming to pursue an MD/MPH dual degree. Anika has a strong interest in working with those who reside in regions where health care is not an easily accessible privilege. Her long-term goal is to be able to use her MD and MPH to create a non-profit organization that focuses on encouraging better health conditions in underprivileged areas.
Tobi Alawode
University of Wisconsin-Madison

Tobi Alawode is currently pursuing her B.S.N. with a minor in Gender and Women's Studies at The University of Wisconsin-Madison. Her interest in nursing sparked around her junior as she became involved in a lot of campus activities as well as research around the infant mortality rates in Dane County. Her participation in A.H.A.N.A., a pre-health organization geared to inform and raise people of color in the health field, as well as her involvement in the Health Professions Shadowing Program really solidified and confirmed her passion for women’s health in marginalized communities. Now as a nursing student, she plans to pursue a career as a labor and delivery nurse while researching the effects of infant mortality rates on black women. When she’s not busy she likes to hang out with her family & friends, her line sisters, and spend time at home in N.Y.C.

Gabrielle Li
University of Wisconsin-Madison

Gabrielle recently graduated with Biology degree and a certificate in Asian American Studies from the University of Wisconsin-Madison. Her academic career has been fruitful in many ways. Her favorite classes were Entomology, where she was able to collect bugs native to Wisconsin with a killing jar and a dance major ballet class! She also had opportunity to work in the Gilroy lab to understand how plants sense and respond to their environment on land and in outer space. She is most grateful for the opportunity to travel throughout the past four years; her medical internship at University of California, San Francisco was her first opportunity to be independent in a new city. These memories are accompanied with the thoughts of everyone who has supported her, especially the Posse Foundation which has invested in her education. She will be taking the MCAT this year in hopes of attending medical school to serve the geriatric population.

Nicole Pietrunti
University of Wisconsin-Madison

Nicole Pietrunti is a Posse Foundation STEM Scholar from Staten Island, New York who recently graduated from the University of Wisconsin-Madison with a B.S. in Wildlife Ecology and coursework in pre-veterinary medicine. During her gap year she's working as a research assistant at Columbia University conducting tick-borne disease surveillance on Staten Island while preparing to apply for graduate school, where she hopes to study the ecology of diseases of conservation and/or public health concern. When she's not at school or work, Nicole enjoys running, birding, playing the guitar and going down the shore.
Thank you to the following individuals for their time, commitment, expertise and guidance in helping develop the inaugural Big Ten Academic Alliance Summit on Advancing Women in STEM.

**Vivian Allen**  
Research Project Manager, Center for Effective School Practices, Rutgers University–New Brunswick

---

**Cinda-Sue Davis**  
Executive Director, STEM Program Development, University of Michigan

---

**Marianthi Ierapetritou**  
Distinguished Professor and Associate Vice President, Promotion of Women in Science, Engineering and Mathematics, Rutgers University–New Brunswick

---

**Allison Antwi**  
Associate Dean, Douglass Residential College, Rutgers University–New Brunswick

---

**Evelyn Erenrich**  
Associate Dean for Recruitment and Retention, Rutgers University–New Brunswick Graduate School

---

**Imani Johnson**  
Public Relations Specialist, Douglass Residential College, Rutgers University–New Brunswick

---

**Robert L. Barchi**  
President, Rutgers, The State University of New Jersey

---

**Thomas N. Farris**  
Dean, School of Engineering, Rutgers University–New Brunswick

---

**Kamal Khan**  
Director, Office for Diversity and Academic Success in the Sciences, Rutgers–New Brunswick

---

**Wanda Blanchett**  
Interim Provost and Executive Vice Chancellor for Academic Affairs, Rutgers University

---

**Robert Goodman**  
Executive Dean, School of Environmental and Biological Sciences, Rutgers University–New Brunswick

---

**Vildan Kortan**  
Group Director, Product Development, Bristol-Myers Squibb Network of Women (B-NOW)

---

**Cynthia Blitz**  
Research Professor & Executive Director, Center for Effective School Practices, Rutgers University–New Brunswick

---

**Eileen Kowler**  
Senior Associate Dean for Academic Affairs, School of Graduate Studies, Rutgers University

---

**Linda Brzustowicz**  
Distinguished Professor, Department of Genetics, Rutgers University–New Brunswick

---

**Sunita Kramer**  
Assistant Vice Provost, Academic Affairs, Rutgers University–New Brunswick

---

**Cody Grabbe**  
Director of Experiential Education, Douglass Residential College, Rutgers University–New Brunswick

---

**Eileen Kowler**  
Senior Associate Dean for Academic Affairs, School of Graduate Studies, Rutgers University

---

**Helen Buettner**  
Professor and Chair, Chemical & Biochemical Engineering, Rutgers University–New Brunswick

---

**Corina Hernandez**  
Project Manager of the Big Ten STEM Summit, Douglass Residential College, Rutgers University–New Brunswick

---

**Barbara Lee**  
Senior Vice President of Academic Affairs, Rutgers University

---
Ellen Lieberman  
Associate Dean, Douglass  
Residential College, Rutgers  
University–New Brunswick

Jacquelyn Litt  
Dean, Douglass Residential College, Rutgers University–New Brunswick

Kelly Mack  
Vice President and Executive Director, Project Kaleidoscope, Association of American Colleges & Universities

Vicki Magley  
Professor of Psychological Sciences, University of Connecticut

Peter March  
Executive Dean, School of Arts and Sciences, Rutgers University–New Brunswick

Keith Marshall  
Executive Director, Big Ten Academic Alliance

Jeanette McCreary  
Assistant Director, Center for Effective School Practices, Rutgers University–New Brunswick

Christopher Molloy  
Chancellor, Rutgers University–New Brunswick

Sally Nadler  
Assistant Dean, Douglass Project for Women in Math, Science, and Engineering, Douglass Residential College, Rutgers University–New Brunswick

Thu Nguyen  
Professor and Chair, Department of Computer Science, Rutgers University–New Brunswick

Debra Joy Pérez  
Senior Vice President for Organizational Culture, Inclusion and Equity, Simmons College

Cathy Pine  
Associate Director, STEM Initiatives, Center for Effective School Practices, Rutgers University–New Brunswick

Jessica Ware  
Professor of Biological Sciences, Rutgers University–Newark

Talitha Washington  
Associate Professor of Mathematics, Howard University

Denise Wagner  
Director of Development, Douglass Residential College, Rutgers University–New Brunswick

Nicole Wodzinski  
Director Research Programs in STEM and the Reilly Douglass Engineering Living Learning Community, Douglass Residential College, Rutgers University–New Brunswick

Rebecca Wright  
Professor of Computer Science, Rutgers University–New Brunswick and Barnard College

Lily Young  
Distinguished Professor, Environmental Sciences, Rutgers University–New Brunswick

Assata Zerai  
Associate Provost for Faculty Excellence, University of Illinois at Urbana-Champaign

Meghan Rehbein  
Assistant Dean for Advancement, Douglass Residential College, Rutgers University–New Brunswick

Ronald Ransome  
Area Dean for Math and Physical Sciences, School of Arts and Science, Rutgers University–New Brunswick

Cynthia N. Sánchez Gómez  
Director, Douglass-School of Arts and Sciences-DIMACS Computer Science Living Learning Community, Rutgers University–New Brunswick

Michelle Shostack  
Assistant Dean and Director of Arts and Sciences Educational Opportunity Fund, Rutgers University–New Brunswick

Ben Sifuentes-Jáuregui  
Vice Chancellor, Undergraduate Academic Affairs, Rutgers University

Karen Stubaus  
Vice President, Academic Affairs & Administration, Rutgers University

Linda Suskie  
Former Vice President, Middle States Commission on Higher Education

Suzanne Swift  
Program Coordinator, Women in Science & Engineering, University of Wisconsin-Madison
Thank you to the following sponsors for their generous support of the Big Ten Academic Alliance Summit Series on Advancing Women in STEM.

Gordon and Betty Moore Foundation
Bristol-Myers Squibb
B1G Academic Alliance

Rutgers University | New Brunswick

Office of the President
Office of the Senior Vice President for Academic Affairs

Office of the Chancellor
Douglass Residential College
School of Arts and Sciences
School of Environmental and Biological Sciences
School of Engineering