

2009 LEAD National Workshop

Speaker Biographies

***Paul D. Adams** – Assistant Professor, Chemistry, University of Arkansas*

Dr. Paul D. Adams earned his Ph.D. in physical biochemistry at Case Western Reserve University in Cleveland, OH in 2000, and served as a National Science Foundation postdoctoral fellow in the Department of Molecular Medicine at Cornell University until 2005. He is currently an assistant professor in the Department of Chemistry and Biochemistry at the University of Arkansas. He also holds appointments as assistant professor in the Program of Cellular and Molecular Biology, and as affiliate investigator at the U. of A's Center for Protein Structure and Function. From 2007 to 2008, he held the Robert C. and Sandra Connor Endowed Faculty Fellowship in the J. William Fulbright College of Arts and Sciences. His research at the University of Arkansas is focused on understanding the molecular biochemistry of proteins known to be involved in the onset of cancer. Adams's research has been funded by grants from the National Science Foundation (NSF), and is currently funded by the National Institutes of Health (NIH), and the Arkansas Biosciences Institute. He has served on Review Boards at the National Science Foundation, the National Aeronautics and Space Administration (NASA), and also serves as a review councilor for the Ohio Cancer Research Council.

***Sona Karentz Andrews** – Provost and Vice President for Academic Affairs and Professor, Geosciences, Boise State University*

Dr. Andrews began her duties as provost and vice president for Academic Affairs at Boise State University in August 2004 after serving as vice provost for Academic Affairs at the University of Wisconsin Milwaukee. Dr. Andrews, a geographer, began teaching at the University of Minnesota in the 1980s and gained administrative experience at the University of Wisconsin Milwaukee, where she served as vice provost. She also served as a fellow with the American Council on Education. Dr. Andrews completed her first year of undergraduate education at the Nichan Palanjian Armenia College in Beirut, Lebanon and went on to earn her undergraduate degree in geography from Worcester State College in Massachusetts in 1975 and her master's (1977) and Ph.D. (1981) in geography from Arizona State University.

Donald R. Bobbitt – *Provost and Vice President for Academic Affairs, University of Texas at Arlington*

After earning a doctorate in chemistry from Iowa State University in 1985, Donald R. Bobbitt became an assistant professor in the Department of Chemistry and Biochemistry at the University of Arkansas. Among his many honors are the University of Arkansas' Alumni Association Award in Teaching and the Fulbright College Master Teacher Award. For five years, he was a recipient of the Camille and Henry Dreyfus Foundation Teacher-Scholar Fellowship, from 1988-93. He has received more than \$13.8 million in funded support from national corporations and organizations — including the R.W. Johnson Pharmaceutical Research Institute, the National Institutes of Health, the National Science Foundation, the U.S. Department of Agriculture, and the Howard Hughes Medical Institute. He is also the author or co-author of 56 refereed publications and has on several occasions been an invited speaker at meetings of the American Chemical Association. In 2003, he was named dean of the J. William Fulbright College of Arts and Sciences at the University of Arkansas. He became provost and vice president for Academic Affairs at the University of Texas at Arlington in 2008.

Coleen Carrigan – *Research Associate at UW ADVANCE and Doctoral Student, Socio-Cultural Anthropology*

Coleen's research interests focus primarily on the socio-economic, historical relations of power which determine the value of women's labor. In her undergraduate and graduate studies, and in her positions at the Women's Bureau in the US Department of Labor and UW ADVANCE, she has performed independent and collaborative research on women's labor value, the sexual and racial divisions of labor as well as topics related to institutional transformation, including faculty hiring processes, mentoring, managing conflict, sexual harassment and best practices for the advancement of underrepresented groups in academia. She has communicated her findings in research papers, grant proposals, public presentations, short films and in journal publications. Her work is funded by the National Science Foundation and the UW Labor Center. She earned a master's in socio-cultural anthropology from the University of Washington for her work on the historical and social relations of reproduction in Bahia, Brazil. In her doctoral work, she continues to engage feminist critical race theory and participatory methodologies in order to create an ethnography of women's strategies to navigate, resist and transform the exploitation of their labor.

Ro Di Brezzo – *Professor of Kinesiology and Director, Human Performance Lab*

Ro Di Brezzo is a university professor in exercise science. She serves as director of the Human Performance Lab, the research component of the Exercise Science Program, and co-director of the Office for the Studies on Aging with Barbara Shadden. Dr. Di Brezzo has published over 75 manuscripts, and presented at the national and international level. Her current work is centered around cortisol as a biomarker measuring the health consequences of caregiving.

Toby Keys – Program Coordinator, Family Medicine, University of Washington

Toby received his master's degree in 2002 from Oregon State University in applied cultural anthropology. As part of his current position as a program coordinator at the University of Washington's School of Medicine, he designs and facilitates a wide range of diversity training and cross cultural communication. Mr. Keys is interested in creating productive, inclusive and culturally proficient work places.

Patricia R. Koski – Associate Dean of the Graduate School and Associate Professor, Sociology and Criminal Justice, University of Arkansas

Patricia R. Koski is the associate dean of the Graduate School and associate professor in the Department of Sociology and Criminal Justice at the University of Arkansas, where she also previously served as chair of the Department of Sociology, Social Work and Criminal Justice. She has published and presented primarily on topics related to family violence, sociology of culture, and the creation of the self. She received her Ph.D. in sociology from Washington State University. In recent years, her professional affiliations have been in the area of graduate education, where she has served on various committees with the Conference of Southern Graduate Schools.

Christopher J. Loving - Author, founder and president of Loving Leadership™ and the Leadership Institute For Tomorrow (LIFT), and former University of Washington ADVANCE Visiting Scholar

Christopher J. Loving has over 25 years of experience developing and teaching new models of leadership. He has worked with hundreds of organizations (educational, Fortune 500, nonprofit) in the United States and Europe, and is frequently invited to partner with a wide range of audiences through keynote addresses, training programs, and coaching relationships. Past partnerships include the University of Michigan, University of Washington, Northwestern University, Washington University in St. Louis, Case Western Reserve University, Brandeis University, Deloitte Touche Tohmatsu, Anheuser-Busch Companies, Inc., Associated Press, National Conference for Community and Justice, and many others. In the educational sector over the last 20 years, Chris has developed and facilitated a series of leadership conversations that have improved the climate and effectiveness of organizations and designed and presented programs that feature a leadership curriculum for department chairs, postdoctoral associates, and graduate students. He has also worked with diversity programs for over 20 years, coaching trainers on how to more effectively develop and teach diversity-training programs in a variety of settings.

Matthew O'Donnell - Frank & Julie Jungers Dean of Engineering, University of Washington

Dr. O'Donnell received his B.S. and Ph.D. in Physics at the University of Notre Dame in 1972 and 1976. Following his graduate work, he moved to Washington University in St. Louis, MO as a postdoctoral fellow in the Physics Department, and subsequently held a joint appointment as a senior research associate in the Physics Department and a research instructor of medicine in the Department of Medicine at Washington University. In 1980 he moved to General Electric Corporate Research and Development Center in Schenectady, NY, and was a visiting fellow in the department of Electrical Engineering at Yale University. In 1990, Dr. O'Donnell became a professor in the Department of Electrical Engineering & Computer Science at the University of Michigan in Ann Arbor. He began a joint appointment as professor of biomedical engineering in 1997. From 1999-2006, he also served as chair of the Biomedical Engineering Department. Dr. O'Donnell was appointed the Frank & Julie Jungers Dean of Engineering and professor of bioengineering in 2006 at the University of Washington, Seattle.

Jonathan Perry – Director of Counseling and Psychological Services, University of Arkansas

Dr. Perry is the director of Counseling and Psychological Services at the University of Arkansas. He earned a Ph.D. in clinical psychology from the State University of New York at Buffalo and completed a postdoctoral fellowship in college mental health at the University of Rochester before coming to Arkansas. His professional interests include psychotherapy with college students; the psychology of performance, especially musical performance; the epidemiology of mental disorders in college populations; and campus management of major crises. He assisted Northern Illinois University in responding to the shootings there in February 2008, and he has done numerous presentations on these concerns at national conferences.

Talat Rahman - Distinguished Professor and Chair of Physics at University of Central Florida, Orlando

Dr. Rahman's research interests focus on the development of a theoretical and computational framework for understanding phenomena such as chemisorption, diffusion, reaction, and ordering that control novel properties of materials at the nanoscale. Her work also engages multiscale modeling for the simulation of epitaxial growth and surface morphological evolution using a variety of techniques. Her work is funded through grants from the Department of Energy and the National Science Foundation. She is a fellow of the American Physical Society and a recipient of the Alexander von Humboldt Forschungspreis (2000), Higuchi Research Award from the University of Kansas (2002), and Distinguished Graduate Faculty Award, Kansas State University (1998). She has published over 150 articles in high impact journals and mentored over a dozen Ph.D. students. She is engaged in establishing research initiatives in developing countries such as Pakistan. She is a mentor to a diverse group of graduate students and postdoctoral associates. At Kansas State University she helped establish a program (Developing Scholars) for enhancing the retention and graduation rates of students from historically underrepresented groups.

Mark R. Ryan – *Chair, Wildlife Conservation and Director, School of Natural Resources, University of Missouri*

Dr. Mark R. Ryan holds the Wm. J. Rucker Chair in Wildlife Conservation and a Curator's Teaching Professorship at the University of Missouri (MU). He currently serves as director of MU's School of Natural Resources. Dr. Ryan's research program is focused on the ecology and conservation of endangered bird species. He has published over 60 refereed articles, including several on applications of active learning strategies for college teaching and on mentoring. He has been a leader in the promotion of Problem-based Learning in undergraduate education. Dr. Ryan was the 2001 recipient of the U.S. Department of Agriculture's National Award for Excellence in College and University Teaching in the Agricultural and Life Sciences.

Kecia M. Thomas – *Senior Advisor to the Dean and Professor, Psychology, University of Georgia*

Dr. Thomas is a Professor of Industrial/Organizational (I/O) Psychology at the University of Georgia (UGA) and the founding director of the Center for Research and Engagement in Diversity (RED). Dr. Thomas also serves as the Senior Advisor to the Dean of the Franklin College of Arts and Sciences at UGA on matters related to inclusion and diversity leadership. Kecia's work focuses on understanding systems of privilege and resistance that limit the career development of women, people of color, and gay and lesbian workers, as well as the learning and effectiveness of the institutions in which they are employed. She is author of *Diversity Dynamics* (Wadsworth-Thomson) the first I/O Psychology textbook on workplace diversity, and numerous book chapters and over 35 peer reviewed articles in diverse outlets such as the *Journal of Applied Social Psychology*, the *Journal of Applied Psychology*, and *Psychological Science*, and she served as editor of the recent, *Diversity Resistance in the Workplace* (LEA-Taylor Francis). Dr. Thomas received her B.A. in psychology and spanish from Bucknell and her M.S. and Ph.D. in I/O Psychology from Penn State. She was recently named a Fellow of Division 14 of the American Psychological Association, which is the Society for Industrial-Organizational Psychology. Her 15th Ph.D. student graduates this August.

Cathy A. Trower - *Research Associate, Graduate School of Education, Harvard University*

Dr. Trower's current project, the Collaborative On Academic Career in Higher Education (COACHE) has as a primary purpose making the academy a more attractive and equitable place for new teacher-scholars by giving voice to pre-tenure faculty about the quality of their work life and their level of satisfaction with the workplace including climate, clarity of tenure and promotion processes and criteria, professional development opportunities, and the equity of policies and practices. Cathy has studied faculty employment issues, policy, and practices for the past fifteen years during which she produced an edited volume, numerous book chapters, articles, and case studies. Dr. Trower has made dozens of presentations over the past several years on tenure policies and practices, faculty recruitment strategies, and the issues of women and minority faculty, and has conducted numerous workshops and seminars for colleges and universities interested in faculty diversity and improving the workplace for all new scholars. In addition,

Cathy has been a member of several NSF ADVANCE site visit teams, is currently on Advisory Councils for three ADVANCE sites, and is a TIAA-CREF Fellow. Previously, Cathy served as a senior level administrator of business degree programs at Johns Hopkins University with responsibility for corporate and community alliances, and as a department and division chair at Mount Mercy College. She has an M.B.A. and a B.B.A. from the University of Iowa and earned a Ph.D. in higher education administration at the University of Maryland, College Park.