

SPEAKER BIOGRAPHIES



**THE ROLE OF CONTRIBUTIONS TO DIVERSITY
IN FACULTY HIRING AND ACADEMIC REVIEW**

**UC ADVANCE PAID Roundtable 4
University of California, San Diego
October 25, 2013**

PRADEEP K. KHOSLA

Chancellor, UC San Diego



Pradeep K. Khosla, an internationally renowned electrical and computer engineer, is the eighth Chancellor of the University of California, San Diego, and a Distinguished Professor. At UC San Diego, he initiated a comprehensive, all-inclusive strategic planning process to develop a unifying vision and shared goals to define the future of the campus. Before his current appointment, Khosla served as dean of engineering at Carnegie Mellon University. There, he set the strategic direction for undergraduate and graduate education and research, and was elected University Professor, the highest distinction a faculty member could achieve.

Chancellor Khosla is an elected member of the National Academy of Engineering and the American Society for Engineering Education. He is a fellow of the Institute of Electrical and Electronics Engineers, the American Society of Mechanical Engineers, the American Association for the Advancement of Science, the American Association of Artificial Intelligence and the Indian Academy of Engineering. He is an honorary fellow of the Indian Academy of Science. Khosla is also the recipient of numerous awards for his leadership, teaching, and research, including the 2012 Light of India Award, a Lifetime Achievement Award from the American Society of Mechanical Engineers, and the George Westinghouse Award for contributions to improve engineering teaching. In 2012, he was named as one of the 50 most influential Indian-Americans by SiliconIndia.

LINDA P.B. KATEHI

Chancellor, UC Davis



Dr. Linda Katehi became Chancellor of UC Davis in August 2009. As chancellor, she oversees all aspects of the university's teaching, research and public service mission. She also holds faculty appointments in electrical and computer engineering and in women and gender studies. She is the PI on the UC Davis ADVANCE award for institutional transformation. A member of the National Academy of Engineering, she chaired until 2010 the President's Committee for the National Medal of Science and the Secretary of Commerce's committee for the National Medal of Technology and Innovation. She is a fellow of the American Association for the Advancement of Science and the American Academy of Arts and Sciences, and is a member of many other national boards. Previously, she was provost at the University of Illinois at Urbana-Champaign, dean of engineering at Purdue University and associate dean for academic affairs and graduate education in the University of Michigan's College of Engineering. Her work in electronic circuit design has merited numerous awards and 19 U.S. patents. She is author or co-author of 10 book chapters and more than 650 refereed publications.

LINDA F. BISSON

**Professor of Viticulture and Enology,
UC Davis**



Dr. Linda Bisson is a professor in the Department of Viticulture and Enology at the University of California, Davis. She has served as chair of the Department of Viticulture and Enology, chair of the Academic Senate twice, and chair of the Microbiology Graduate Group twice. She was a member and chair of the Committee on Academic Personnel-Oversight Committee for four years and served as member and chair of the Appellate Committee for three years. From 1997 to 2008, she held the Maynard A. Amerine Endowed Chair. Dr. Bisson currently serves as the chief science editor for the *American Journal of Enology and Viticulture* and is a member of the editorial boards of several other journals. She serves as co-chair of the Policies and Practices Committee of the UC Davis ADVANCE program. Other notable achievements include the Office International de la Vigne et du Vin (OIV) Prize in Oenology as a coauthor of the comprehensive text *Principles and Practices of Winemaking*, and three excellence in teaching awards from the Associated Students, University of California, Davis (2004), the UC Davis Enology and Viticulture Organization (2012) and from UC Davis Extension (2002). Dr. Bisson's research program focuses on understanding the biology of the yeast *Saccharomyces cerevisiae* with an emphasis on regulation of sugar prioritization and utilization.

MARY BLAIR-LOY

**Founding Director, Center for Research on Gender
in the Professions and Associate Professor,
Department of Sociology, UC San Diego**



Dr. Mary Blair-Loy teaches Sociology and directs the Center for Research on Gender in the Professions at UC San Diego. She has a B.A. and Ph.D. from the University of Chicago and an M.Div. from Harvard University. She uses multiple methods to study gender, the economy, work, and family. Blair-Loy's award-winning book, *Competing Devotions: Career and Family Among Women Executives*, focused on these issues for executive women, while other research addresses these topics among other populations. She currently has a National Science Foundation (NSF) ADVANCE grant to study cumulative disadvantage among STEM faculty (co-PIs Jeanne Ferrante and Erin Cech). She also serves as the director of graduate studies in the Department of Sociology.

SUSAN CARLSON

**Vice Provost, Academic Personnel,
UC Office of the President
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.

JEANNE FERRANTE

**Associate Vice Chancellor for Faculty Equity,
and Professor of Computer Science
and Engineering, UC San Diego**

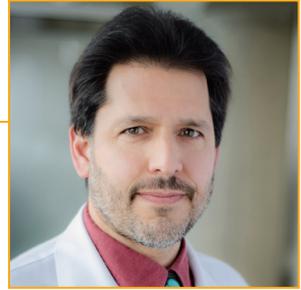


As AVC for Faculty Equity, Professor Ferrante has played a leading role in helping UC San Diego enhance excellence by attracting faculty who have demonstrated diversity experience and/or are willing to make substantial contributions in advancing diversity, equity and inclusion. Professor Ferrante has also held a number of other leadership positions at UC San Diego since she joined the faculty in 1994. She was department chair of Computer Science and Engineering from 1996-99, where she led an effort to grow the department and improve its ranking. As associate dean of engineering for over a decade, she co-founded UC San Diego's Teams In Engineering Service program (TIES), now Global TIES, and was instrumental in changing recruiting practices in Engineering to increase the hiring of excellent faculty from groups underrepresented in Engineering, including women.

As a computer scientist, Professor Ferrante's research has included the development of intermediate representations for optimizing and parallelizing compilers, most notably the Program Dependence Graph and Static Single Assignment (SSA) form. She is a Fellow of the Association for Computing Machinery and was named a fellow of the Institute of Electrical and Electronic Engineers. Prior to joining UC San Diego, she was a research staff member at IBM's T.J. Watson Research Center.

PAUL A. GARCIA

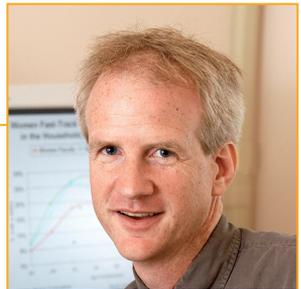
Professor of Clinical Neurology and Director, Clinical Epilepsy Services, UC San Francisco



As director of clinical epilepsy services at UCSF, Dr. Paul Garcia has built a premiere clinical program with expansion of services to include pediatric subspecialty care, a VA Center of Excellence, dedicated dietary treatment and specialized epilepsy counseling. During this time, UCSF has become one of the most active surgical programs in the US and one of the few programs to have around-the-clock EEG monitoring capability for optimal diagnosis and treatment of status epilepticus. His research is aimed at improving the diagnosis and treatment of people with hard-to-treat epilepsy. His early service focused on identification, recruitment and retention of outstanding medical students, especially those from under-represented backgrounds. His recent service including CAP, UCAP, COC and UCOC has focused on fostering fairness and opportunity for all UCSF faculty members.

MARC GOULDEN

**Director of Data Initiatives,
UC Berkeley**



Marc Goulden is a researcher at the University of California, Berkeley, who studies work, family, and equity issues among academics. He has a Ph.D. from the University of Wisconsin, Madison (1995), with a focus on the diversity and life course of students and faculty in college and university settings. He has worked on a number of projects funded by the Alfred P. Sloan Foundation, including Do Babies Matter, UC Family Friendly Edge, and federal grants on the academic pipeline, and aging, work, and retirement among late-career faculty at the University of California. These projects have resulted in a number of co-authored publications that have received considerable attention. In 2005, the *Chronicle of Higher Education* profiled Goulden as one of Higher Education's Next Generation of Thinkers.

OLIVIA GRAEVE

Associate Professor of Materials Science
and Engineering, UC San Diego



Dr. Graeve holds a Ph.D. in Materials Science and Engineering from the University of California, Davis, and a B.S. in Structural Engineering from the University of California, San Diego. Her area of research focuses on fundamental studies of the synthesis and processing of nanostructured materials, including ceramic and metallic nanomaterials and amorphous/nanocrystalline composites for both structural and functional applications. She has published over 50 papers, which include research contributions and pedagogy and curriculum development contributions, as well as two book chapters. She has been involved in many activities related to the recruitment and retention of women and Hispanic students in science and engineering and has received several prestigious awards including the National Science Foundation CAREER award, the 2006 Hispanic Educator of the Year award of the Society of Hispanic Professional Engineers, the 2010 Karl Schwartzwalder Professional Achievement in Ceramic Engineering Award by the American Ceramic Society, and the 2011 Society of Hispanic Professional Engineers “Jaime Oaxaca” Award.

MARY ANN MASON

Professor and Co-Director of the Earl
Warren Center for Law and Social Policy,
UC Berkeley School of Law



From 2000 to 2007, Dr. Mary Ann Mason served as the first woman dean of the Graduate Division at UC Berkeley, with responsibility for nearly 10,000 students in more than 100 graduate programs. During her tenure, she championed diversity in the graduate student population, promoted equity for student parents, and pioneered measures to enhance the career-life balance for all faculty. Her research findings and advocacy have been central to ground-breaking policy initiatives, including the ten-campus UC Faculty Family Friendly Edge (ucfamilyedge.berkeley.edu/toolkit.html) and the nationwide “Nine Presidents” summit on gender equity at major research universities. Her recent research has focused on the leaky pipeline for women in science, *Staying Competitive: Patching America’s Leaky Pipeline in the Sciences* (www.americanprogress.org/issues/2009/11/women_and_sciences.html). Her most recent book, co-authored with Nick Wolfinger and Marc Goulden, is *Do Babies Matter? Gender and Family in the Ivory Tower* (Rutgers University Press, 2013). Her research may be viewed online at www.toolsforchangeinstem.org.

CHRISTINA RAVELO

Professor of Ocean Sciences and Chair of the Committee on Academic Personnel, UC Santa Cruz



Christina Ravelo joined the faculty at the University of California, Santa Cruz in 1992. She has a B.S. and a B.A. from Stanford University, and an M.S. and Ph.D. from Columbia University. She is an oceanographer who studies the role of ocean processes on climates of the geological past in order to understand long term climate change. She has participated on oceanographic expeditions around the world's oceans including the North Atlantic, tropical Pacific, California margin, Hawaii and the Bering Sea. In recognition of her research achievements, Dr. Ravelo was recently elected as a Fellow of the American Geophysical Union.

Dr. Ravelo has served on National Research Council committees, National Science Foundation panels, and in numerous leadership roles for the Integrated Ocean Drilling Program. At UCSC, Dr. Ravelo was the director of the Institute of Geophysics and Planetary Physics from 2005-2011.

JEFFREY B. REMMEL

Associate Dean, Division of Physical Sciences and Distinguished Professor of Mathematics, UC San Diego



Dr. Jeffrey Remmel is a distinguished professor of mathematics at UC San Diego. He is the associate dean of the Division of Physical Sciences and an Adjunct Professor of Computer Science and the Rady School of Management. He has published over 250 research papers and has edited four volumes. Dr. Remmel received his B.S. degree in mathematics from Swarthmore College, and his M.S. and Ph.D. degrees in mathematics from Cornell University. He joined the UCSD faculty in 1974 and served as chair of the Department of Mathematics from 1998-2002.

Dr. Remmel is the head of the CAL-TEACH program at UCSD, whose mission is to increase the number of high school mathematics and science teachers produced by UCSD. He spearheaded the creation of the new Computational Science, Mathematics and Engineering Program (CSME), which offers both Ph.D. and M.S. degree programs in computational science. He served on the steering committee to start both the Ph.D. program and the undergraduate major in Bioinformatics.

AMY S. WHARTON

**Director, College of Arts and Sciences
and Professor of Sociology,
Washington State University, Vancouver**



Dr. Amy Wharton is director of the College of Arts and Sciences and Professor of Sociology at Washington State University, Vancouver. She is a co-PI on WSU's NSF ADVANCE Institutional Transformation award and coordinates ADVANCE social science research at the university. After receiving her Ph.D. in sociology from the University of Oregon in 1984, Dr. Wharton completed a post-doctoral fellowship in organizational research at Stanford University. Her research on gender inequality, the sociology of work, and work-family policies has been published in the *American Sociological Review*, *Social Forces*, and *Work & Occupations*, as well as many other peer-reviewed journals and edited books. In 2012, Dr. Wharton received the Sahlin Faculty Excellence Award for Leadership from WSU. She is former editor of the journal *Social Problems* and current president of the Pacific Sociological Association.

JOAN C. WILLIAMS

**Distinguished Professor of Law, Hastings
Foundation Chair, and Founding Director, Center
for WorkLife Law, UC Hastings College of the Law**



Joan C. Williams, a prize-winning author, is most recently the co-author (with Rachel Dempsey) of *What Works for Women at Work: Four Patterns Every Working Woman Needs to Know* (NYU Press, 2013). Described as having “something approaching rock-star status” in her field by The New York Times Magazine, Williams has been quoted in sources as diverse as *Redbook*, *The Washington Post*, *The Wall Street Journal*, *Oprah Magazine*, *Human Resource Executive*, and the *Yale Law Journal*. The author or co-author of seven books and over seventy academic articles, she has received many prizes, including the American Bar Foundation's Outstanding Scholar of the Year Prize in 2012. Her two National Science Foundation ADVANCE grants resulted in (with co-PIs Mary Ann Mason and Janet Bandows Koster) www.toolsforchangeinstem.org and www.genderbiaslearningproject.com. Follow Williams on her Huffington Post blog and Twitter @JoanCWilliams.

MATTHEW XAVIER

Data Coordinator, Academic Personnel,
UC Office of the President

Matthew Xavier serves as the data coordinator for the Office of Academic Personnel at the UC Office of the President. Matt has devoted nearly 30 years of service to the University of California, the last 10 of which he has studied systemwide faculty issues such as compensation, workload, advancement, retention and recruitment, and diversity. He currently leads a component of the UC ADVANCE PAID effort known as the Recruitment Data Analysis Project. Matt received a Masters in Business Administration from the University of Redlands in 1992, and a Bachelor of Arts in Psychology from Revelle College, UC San Diego in 1984.



Cover photo: Dr. Lorena Navarro (in blue gloves), Assistant Professor,
Department of Microbiology and Molecular Genetics, UC Davis.

Photo courtesy of Karin Higgins/UC Davis.

Photo of Mary Blair-Loy courtesy of UC San Diego Publications/Erik Jepsen.



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OFFICE OF ACADEMIC PERSONNEL

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