



Spring 2024 NSF ADVANCE Northwest Regional Partnership Meeting

DAY 1 AGENDA

11:30 AM Registration, Lunch, & Networking

1:00 PM Welcome and Conference Overview

1:30 PM Keynote 1: Creating More Inclusive and Equitable Organizations: Strategies for Fostering Systemic Organizational Change

2:45 PM Break

3:15 PM Breakout Groups

4:00 PM Reconvene and Breakout Group Reports

5:00 PM Break

6:30 PM Dinner at Hotel

7:15 PM Lightning Talks

8:15 PM Networking and Day 1 Closing



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DAY 2 AGENDA

8:45 AM Breakfast

9:30 AM Keynote 2: Change Leadership to Create More Equitable Organizations:
Why and How Both Grassroots Leaders and Positional Leaders are Needed

10:45 AM Break

11:00 AM Change Leaders Panel

12:30 PM Lunch

1:30 PM Breakout Groups

2:15 PM Reconvene and Breakout Group Reports

3:00 PM Closing Remarks and Program Evaluation

KEYNOTE SPEAKERS



ANN E. AUSTIN, PHD
MICHIGAN STATE UNIVERSITY

Ann E. Austin is a University Distinguished Professor of Higher, Adult, and Lifelong Education at Michigan State University (MSU). She has recently served as Interim Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs, and previously served as Interim Dean of the College of Education, Associate Dean for Research, and Assistant Provost for Faculty and Academic Staff Affairs. She has been a Program Director at the National Science Foundation (NSF), a U.S. Fulbright Fellow (1998, South Africa), and President of the Association for the Study of Higher Education (ASHE), and she is a Fellow of the American Educational Research Association (AERA). She was one of the co-founders of the Center for the Integration of Research, Teaching, and Learning (CIRTL), a collaboration of more than 40 universities, which, with funding from the NSF, has prepared several thousand doctoral students over the past twenty years to be excellent teachers as well as strong researchers. Dr. Austin currently serves as Co-Chair of the National Academy of Sciences' Roundtable on Systemic Change in Undergraduate STEM Education. Her international work in higher education has taken her to more than fifteen countries.

Her research concerns organizational change in higher education; academic work, careers, and professional development; creating more inclusive and equitable academic workplaces; teaching and learning issues in undergraduate education; doctoral education; and STEM education. Her current and recent National Science Foundation-funded projects have focused on gender equity in academe, teaching preparation of future STEM faculty, improving teaching evaluation, and organization change networks. Dr. Austin has published extensively, including a book titled *Building Gender Equity in the Academy: Institutional Strategies for Change* (with Sandra Laursen, Johns Hopkins, 2020), as well as numerous journal articles, chapters, and monographs concerning higher education in the U.S. and international contexts. More information is available at:

<https://education.msu.edu/people/austin-ann-e/>

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KEYNOTE SPEAKERS



JAIME LESTER, PHD
JOHNS HOPKINS UNIVERSITY

Jaime Lester (she, her, hers) is the Vice Dean and Professor at the Johns Hopkins University School of Education. Prior to Hopkins, she served as a faculty member and Associate Dean in the College of Humanities and Social Sciences at George Mason University. With over 50 peer-reviewed academic publications and research expertise in organizational change and collaborative leadership—with a particular emphasis on faculty development—Lester works to enhance the school’s existing teaching methods, instructional practices, and leadership decision-making based on data-informed evidence. Her research has been funded by federal and private organizations and is widely disseminated in academic publications. Her publications regarding educational technologies, equitable workplace practices, and organizational change are broadly used in higher education practice, and Lester regularly consults on issues such as faculty workload, pedagogical innovations, and leadership. The overarching goal of her work is to examine organizational change and leadership in higher education with a focus on faculty development that promotes local and institutional change and highlights the importance of individual identity in creating equitable workplaces in colleges and universities.

PANELISTS



KATHY BECKER-BLEASE, PHD
OREGON STATE UNIVERSITY

Kathy Becker-Blease is a Professor and Director of the School of Psychological Science at Oregon State University. She is a former participant in OSU's ADVANCE seminar and train-the-trainer seminar. With collaborators at Western Oregon University and Heritage University and funding from NSF, she works on expanding pathways into psychological science graduate programs and STEM careers among diverse, community-rooted students in the Pacific Northwest.

Leading a school with a large, growing, and highly rated online psychology BS/BA program and a new Clinical PhD program, Kathy is interested in expanding access to psychological science degrees and mental health services that are accessible to people in rural areas, who have disabilities, and otherwise have limited access to education and mental health care.



DOMINIC SCALISE, PHD
WASHINGTON STATE UNIVERSITY

Dominic Scalise is an Assistant Professor of Chemical Engineering and Bioengineering at Washington State University. In 2023, Dominic co-founded a college-wide council to unite grassroots engineering DEI leaders, facilitating monthly meetings for coordinated action on DEI initiatives. Currently, he focuses on establishing consistent, transparent, and actionable data collection methods for DEI issues in engineering at WSU.

Previously, as a PhD student at Johns Hopkins University, he collaborated with Professor Karen Fleming to develop reading workshops addressing challenges faced by women in STEM, organized seminars featuring notable DEI speakers such as Dr. Jo Handelsman (Science advisor to President Obama), and created a large-scale public art installation, "The Women of Hopkins," celebrating women's achievements in traditionally male-dominated fields.

PANELISTS



TRYMAINE GAITHER
WASHINGTON STATE UNIVERSITY

Trymaine Gaither is the Special Assistant to the Provost for Inclusive Excellence at Washington State University. A dedicated activist and experienced mindfulness practitioner, Trymaine holds certifications from the International Mindfulness Teachers Association and has received specialized training in Mindfulness-Based Stress Reduction and Mindful Self-Compassion from the Center for Mindfulness at Brown University and the University of California San Diego. He is the creator of the Mindfulness-Based Anti-Racism (MBAR) Program, aimed at addressing systemic inequities through contemplative practices. Trymaine's grassroots activism includes his past leadership of the "Charlotte Know Your Rights" Initiative, educating marginalized groups on their policing rights. As a current member of the Pullman City Council, he continues to apply his expertise in mindfulness and anti-racism to policy-making and community engagement.



ERIKA OFFERDAHL, PHD
WASHINGTON STATE UNIVERSITY

Erika Offerdahl is a Professor of Biochemistry and Director of the Transformational Change Initiative at Washington State University. Erika has served grassroots and positional leadership roles at WSU and North Dakota State University, in her professional societies (Society for the Advancement of Biology Education Research (SABER), American Society of Biochemistry and Molecular Biology Education), as a Fellow for the Partnership for Undergraduate Life Sciences Education, and in her local community. Grassroots leadership projects have included (1) organizing faculty peers to conceptualize and gain resources for an undergraduate learning assistants program in her college, (2) facilitating partnerships with pre-tenure STEM women faculty to provide support and advance change at the department level, and (3) collaborating with other biology education researchers to form SABER. Positional leadership roles have included (1) associate director of undergraduate programs, (2) director of the TCI in the Office of the Provost and Executive Vice President, and (3) chair of the abstract committee for SABER. In all of her roles in higher education, Erika has been motivated by the desire to support the advancement of women in STEM and providing the supports and structures needed to promote excellence in university teaching.