Dr. Kamau Bobb is on assignment to the National Science Foundation where he is a Program Officer in the Directorate for Computer & Information Science & Engineering. His portfolio includes CSforAll, INCLUDES, computing education, cyberlearning and broadening participation in STEM fields. At Georgia Tech he is a research scientist for Science and Technology Policy Analysis and one of the chief strategists for STEM education for the Georgia Tech Research Institute (GTRI).

Prior to his current assignment he served as a liaison to the University System of Georgia (USG) and was the Director of the USG system-wide STEM Initiative. Dr. Bobb has more than 10 years experience in STEM policy analysis and program implementation. Prior to joining the faculty at Georgia Tech he was a science and technology policy analyst at SRI International where he conducted research on university strategic planning and STEM workforce analysis for clients in the United States and in the Middle East. Dr. Bobb holds a Ph.D. in Science and Technology Policy from Georgia Tech and M.S. and B.S. degrees in Mechanical Engineering from the University of California Berkeley.

Ms. Sarita E. Brown is President of Excelencia in Education, a national not-for-profit organization dedicated to accelerating Latino success in higher education by linking research, policy, and practice to serve Latino students. She has spent more than three decades at prominent educational institutions and at the highest levels of government working to implement effective strategies to raise academic achievement and opportunity for low-income and minority students. She started her career at The University of Texas at Austin by building a national model promoting minority success in graduate education.

Coming to the nation’s capital to work for educational associations, Ms. Brown served as Executive Director of the White House Initiative for Educational Excellence for Hispanic Americans under President Bill Clinton and U.S. Secretary of Education Richard Riley. She later applied her talents and experience to the not-for-profit sector and in 2004, co-founded Excelencia in Education in Washington, DC.

Her efforts have been recognized by many including, the Harold G. McGraw Jr. Prize in Education for “innovative thinking, strong leadership and accomplishment by example,” the National Association of Student Personnel Administrators and the American Association of University Women. She has been awarded an Honorary Doctorate from North Carolina State University, Carlos Albizu University and the University of Saint Joseph. An advocate for educational equity, Ms. Brown currently serves on the Board of Directors for ACT, Inc., Editorial Projects in Education, Catch the Next and Excelencia in Education.
Ms. Tanis Crosby is a passionate non-profit leader, with a track record of transformational impact and growth. Before joining YWCA Silicon Valley, Tanis led YWCA Halifax for ten years. At YWCA Halifax, Tanis led the strategic and change management process to transform the agency to a dynamic organization, becoming the largest women’s organization in Atlantic Canada. Achievements included quadrupling the operating budget, growing from one to twenty community based locations, merging with another non-profit organization, and completing four capital projects.

At YWCA Silicon Valley, she has led the agency to growth and impact, focusing efforts through collective impact and systems change to eliminate racism and empowering women. She Co-Chairs the Santa Clara County IPV Blue Ribbon Task Force, a Collective Impact process to end violence, and serves as the backbone agency for the Curated Pathways™ to Innovation program. YWCA Silicon Valley was named a 2016 California Non-Profit of the Year.

In recognition of her leadership, Tanis was awarded the Queen Elizabeth Golden Jubilee Medal by the Government of Canada and the YWCA Canada President’s Award. In recognition of successfully advocating for a landmark public policy changes, she was honored with the Elizabeth Fry Housing Hero Award, with recognition from Canada Mortgage and Housing Corporation with the National Best Practice Award. A native of Vancouver British Columbia Tanis studied Politics at Queens University in Ontario, Non Profit Management at Dalhousie University in Nova Scotia, and now lives with her family in Morgan Hill, California.

Mr. James Dorsey has over 35 years of leading national, statewide, and campus-based Mathematics Engineering Science Achievement (MESA) programs with a focus on promoting historically underrepresented communities in to the STEM fields. He has extensive experience in developing and implementing the services, activities and enrichments that positively impact the retention of underrepresented students from K-16 education pathway.

In California and Washington, he has worked with the National Science Foundation (NSF) to replicate the MESA Community College Program (STEP) and the Louis Stokes Alliances for Minority Participation (LSAMP) program.

His expertise has led to multiple National Science Foundation grant awards, as well as drive system level partnerships with multinational industries, local municipalities, and private philanthropic organizations to develop curriculum and supplemental learning activities that improve educational outcomes for diverse student populations.

From California to Washington, programs that Mr. Dorsey has established have gone on to receive state funding due to the sustainable nature of his approach and recognized success in advancing underrepresented students throughout the STEM pipeline. Mr. Dorsey continues to develop and implement regional, statewide, and national partnerships with industry and government agencies to better serve MESA students throughout the educational pathway. He currently serves as the Executive Director Washington MESA and as President of MESA USA.
**Dr. Antonia O. Franco** serves as the Executive Director of SACNAS; a national nonprofit organization devoted to increasing diversity in the science, technology, engineering, and mathematics (STEM) fields. She leads a community of 20,000 students, scientists, and educators including 115 chapters nationwide in the movement to build a critical mass of diverse scientists with advanced degrees and in positions of leadership in STEM.

Dr. Franco’s career has spanned nearly two decades in higher education and philanthropy working on issues of educational access, equity, and college completion in underrepresented communities. She also has extensive experience in developing educational and community based partnerships. Dr. Franco earned her Doctorate in Educational Administration and Supervision from the Mary Lou Fulton Teachers College of Education at Arizona State University.

**Dr. Mary Fernández** is President of MentorNet, a division of Great Minds in STEM. Great Minds in STEM is a national non-profit with a 28-year history of advancing STEM education in under-served communities. MentorNet is a virtual mentoring service that provides the opportunity for all STEM students, in all U.S. states and in all levels of higher education, to have access to mentors who are professionals working in STEM fields. MentorNet’s guided, one-to-one mentorships help students – especially women, under-represented minorities, and first-generation to college – to persist and succeed in their fields.

Since 1998, Mary has mentored 23 MentorNet mentees while she pursued a career in computing research. Before joining MentorNet, Mary had a 17-year career at AT&T Labs Research, as a research computer scientist specializing in database and information systems, then as the head of distributed computing research, and finally as assistant vice president of information and software systems research.

**Dr. Njema Frazier** is Co-founder and Chair of the Algebra by 7th Grade (Ab7G) Initiative – an educational math initiative to increase the number of underrepresented minority students with the prerequisites to pursue science, technology, engineering, and mathematics (STEM). She is also a member of the National Advisory Board of the National Society of Black Engineers (NSBE), and the Founder and Chief Executive Officer of Diversity Science, LLC, an expert-based network of scientists and engineers dedicated to broadening participation in STEM.

Dr. Frazier serves in these STEM education, advisory, and advocacy roles, while maintaining full time employment as the Acting Director of the Office of Inertial Confinement Fusion (ICF) for the US Department of Energy, National Nuclear Security Administration (NNSA), a federal program that provides experimental capabilities and scientific understanding for weapons-relevant high energy density physics (HEDP). Her federal career also includes previous roles as the Acting Deputy for the
Office of Advanced Simulation and Computing and Acting Director for the Office of International Programs Management within NNSA; three years as a Visiting Professor at the National Defense University, College of International Security Affairs, in Washington, DC; and four years as a Professional Staff Member for the U.S. House of Representatives, Committee on Science.

Dr. Frazier is the recipient of multiple career awards including the DOD Joint Civilian Service Commendation Award; the award for Distinguished Service to the National Nuclear Security Administration; and the Black Engineer of the Year (BEYA), Science Spectrum’s Trailblazer Award. She has been featured on Careergirls, Diverse Faces of Science, the Grio’s List of 100 History Makers in the Making, the Black Enterprise Hot List, the Essence Power List, and the EBONY Power 100 list. Under the Obama Administration, Dr. Frazier was named as a Champion for the Secretary of Energy’s Minorities in Energy (MIE) Initiative and a Leadership Ambassador for the One DOE campaign to promote diversity and inclusion. Dr. Frazier is a theoretical nuclear physicist with a Masters and Ph.D. from Michigan State University and a BS from Carnegie Mellon University.

Mr. Eduardo “Eddie” Grado, Partner at Joseph Michaels International has over 30 years of recruiting experience in Higher Ed and with search firms. MIT educated (MIT, Bachelor of Science in Management, 1983) and former Associate Director of Admission at MIT and Caltech, Eddie served on 3 national scholarship committees. After very successful life in college recruitment, Eddie moved to the corporate world and has become successful in recruiting Technical, Sales, Manufacturing, Mortgage, Big 4, Diversity and LATAM professionals. Over the years, Eddie has built an impressive network of college relations/university networks and has helped develop and grow educational outreach programs. At MIT and Caltech, he assisted the fundraising and developments offices along with faculty to raise funds for their outreach programs at those universities. Eddie also was a Partner in a cross-border business and educational start-up venture between the Mexican Government, business and Microsoft. At a grassroots level, Eddie was the executive director for West Los Angeles’s only bilingual and bicultural non-profit organization serving the Latino community.

More recently, Eddie joined many of his MIT recruits in starting the AVANZA Network. He is the vice president of recruiting for Avanza Network, a leadership and professional group founded by MIT alumni for the advancement of Mexican-American and underserved communities. At last year’s annual conference in September, Grado and two dozen other Avanza members spoke with 1400 students at 14 Las Vegas high schools in two days. At the same event, Avanza honored Grado with its first lifetime achievement award.

Mr. Efrain Gutierrez is an Associate Director in FSG’s Seattle office and brings experience and knowledge from work and research in evaluation, learning, strategic planning, and social justice. At FSG, Efrain has participated in strategy, evaluation and Collective Impact projects with a variety of national and regional foundations including the Lumina Foundation, The Grand Rapids Community Foundation, The California Endowment, and the Kresge Foundation.

At FSG, Efrain has helped philanthropic organizations design and implement
Dr. Susan D. Johnson is Director of Impact and Research at Lumina Foundation where she guides data-informed decisions in Lumina’s efforts to achieve Goal 2025.

Throughout her career in higher education, she has acquired intimate knowledge of policies and practices affecting student success, student engagement, and institutional accountability. After joining Lumina in 2008, Susan served as a strategy officer and later as Director of Equity and Inclusion where she actively sought to engage professionals, scholars, and partners committed to the promotion of equity and excellence in postsecondary education.

Prior to joining Lumina, Susan held professional positions in student affairs at Louisiana State University and the University of North Dakota and in institutional research at Indiana University. Johnson earned her B.S., M.S., and M.Ed. degrees from the University of Florida and her Ph.D. in Higher Education and Student Affairs at Indiana University.

Mr. Andrés Henríquez is the Vice President of STEM in Learning Communities at the New York Hall of Science (NYSCI), where he is currently leading the Queens 20/20 initiative, a partnership between NYSCI and the local community. He previously worked as a program officer at both the National Science Foundation and the Carnegie Corporation of New York. He has also served as Assistant Director at the Center for Children and Technology (CCT) where he led a partnership between Bell Atlantic and the Union City, NJ Schools, a predominantly Latino, inner city community. Union City received national recognition when President Clinton and Vice President Gore acknowledged the extraordinary accomplishments of the school district, which ultimately became the At Carnegie Corporation, Henríquez launched a national program of work focused around adolescent literacy and also funded and oversaw the development of the Next Generation Science Standards including the National Research Council’s (NRC) Framework for K-12 Science Education, and the funding of Achieve Inc. to develop the framework-aligned Next Generation Science Standards and, finally funding the NRC to write the Developing Assessments for the Next Generation Science Standards. Through his work as a teacher, researcher, advocate, and funder, he has long been committed to making a difference in the lives of underserved children. He serves as a trustee for Hamilton College, is a board member of Excelencia in Education and on the Education Advisory Board of the National Park Service.

Dr. Susan D. Johnson is Director of Impact and Research at Lumina Foundation where she guides data-informed decisions in Lumina’s efforts to achieve Goal 2025.

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Prior to joining Lumina, Susan held professional positions in student affairs at Louisiana State University and the University of North Dakota and in institutional research at Indiana University. Johnson earned her B.S., M.S., and M.Ed. degrees from the University of Florida and her Ph.D. in Higher Education and Student Affairs at Indiana University.
Ms. Saundra Johnson Austin is the President and CEO of Charis (pronounced Kare’us) Consulting Group LLC founded in 2007. Previous leadership roles include senior vice president for operations at the National Action Council for Minorities in Engineering, Inc. (NACME), president and CEO of St. Michael’s High School, executive vice president of the Community Partnership for Lifelong Learning (CPLL), executive director of the National Consortium for Graduate Degrees for Minorities in Engineering and Science (GEM), and Minority Engineering Program director at The Pennsylvania State University. Ms. Johnson Austin began her career at Bechtel Power Corporation.

In 1998, she was recognized with the National Society of Black Engineers’ Inaugural Golden Torch Award for Minority Engineering Program Director of the Year, and Outstanding Contribution by a Minority Engineering Program Administrator Award by the National Association of Multicultural Engineering Program Advocates (NAMEPA). She was awarded the 2004-2005 Selected Professions Fellowship by the American Association of University Women. In April 2016, she was recognized by The Pennsylvania State University as Outstanding Engineering Alumnus for Civil and Environmental Engineering and she currently serves on the College of Engineering’s Industrial and Professional Advisory Council and is a member of the U.S. White House endorsed initiative Algebra by 7th Grade.

She enjoys mentoring young girls, college students, and early professionals on the opportunities in STEM education and careers, and keynote speaker for middle school and STEM program graduations. She earned a Bachelor's degree in Civil Engineering from The Pennsylvania State University, a MBA from the University of Notre Dame, and is currently enrolled in the University of Southern California's Organization Change and Leadership doctoral program.

Mr. Phillip Loya is the Recruitment Manager for the Fellows Program and comes to CODE2040 from UC Berkeley’s Incentive Awards Program, the largest privately funded recruitment, retention, scholarship, and degree completion program in the UC System. He conducted outreach and recruitment to primarily low-income, first-generation, underrepresented students at various high schools throughout California.

Growing up in Boyle Heights in East Los Angeles, Phillip has experienced the inequities within various underrepresented communities and has dedicated his life to helping those who need it most. Phillip was the first in his family to attend college, graduating from the University of California, Berkeley with a degree in Political Science. He is excited to continue his work at CODE2040 by helping Black and Latino/a students find success in the tech industry! Outside of work, Phillip enjoys hiking, running, and driving on long road trips.
Dr. Shirley Malcom is Head of 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 was head of the AAAS Office of Opportunities in Science from 1979 to 1989. Between 1977 and 1979, she served as program officer in the Science Education Directorate of the National Science Foundation (NSF). Prior to this, she held the rank of assistant professor of biology, University of North Carolina, Wilmington, and for two years was a high school science teacher. 

Dr. Malcom received her doctorate in ecology from The 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. In addition, she holds thirteen honorary degrees.

Dr. Malcom serves on several boards, including the Howard Heinz Endowment. She is an honorary trustee of the American Museum of Natural History, a Regent of Morgan State University, and a trustee of Caltech. 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 and a fellow of the AAAS and the American Academy of Arts and Sciences. In 2003, she received the Public Welfare Medal of the National Academy of Sciences, the highest award bestowed by the Academy. At Carnegie Corporation, Henríquez launched a national program of work focused around adolescent literacy and also funded and oversaw the development of the Next Generation Science Standards including the National Research Council's (NRC) Framework for K-12 Science Education, and the funding of Achieve Inc. to develop the framework-aligned Next Generation Science Standards and, finally funding the NRC to write the Developing Assessments for the Next Generation Science Standards. Through his work as a teacher, researcher, advocate, and funder, he has long been committed to making a difference in the lives of underserved children. He serves as a trustee for Hamilton College, is a board member of Excelencia in Education and on the Education Advisory Board of the National Park Service.

Dr. Malcom was a member of the National Park System Advisory Board from 1999-2003. 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. James L. Moore III is a Program Director for Broadening Participation in Engineering in the Engineering Directorate at the National Science Foundation in Arlington, Virginia. He is also the Executive Director of the Todd Anthony Bell National Resource Center on the African American Male and the EHE Distinguished Professor of Urban Education at The Ohio State University. From 2011 to 2015, he served as the Associate Provost for Diversity and Inclusion, where he managed numerous programs and units. His research agenda focuses on school counseling, gifted education, urban education, higher education, multicultural education/counseling, and STEM education.

Dr. Moore is internationally recognized for his work on African American males. He is frequently quoted, featured, or mentioned in popular publications, such as the New York Times, Columbus Dispatch, Spartanburg Herald, Cincinnati Enquirer, Journal of Blacks in Higher Education, Chronicle of Higher Education, and Diverse: Issues in Higher Education. He has co-edited five books: African American Students in Urban Schools: Critical Issues and Solutions for Achievement; African American Male Students in PreK-12 Schools: Informing Research, Policy, and Practice; Black
Dr. Juan Meza is Dean of the School of Natural Sciences at the University of California, Merced, having taken that position in September 2011. He also holds a position as Professor of Applied Mathematics. He has worked on various scientific and engineering applications including scalable methods for nanoscience, electric power grid reliability, molecular conformation problems, optimal design of chemical vapor deposition furnaces, and semiconductor device modeling. His current research interests include nonlinear optimization and high performance computing.

Prior to joining UC Merced, Dr. Meza held positions at Lawrence Berkeley National Laboratory where he served as Department Head and Senior Scientist for High Performance Computing Research and at Sandia National Laboratories where he held the position of Distinguished Member of the Technical Staff.

Dr. Meza received the 2013 Rice University Outstanding Engineering Alumni Award and was named to Hispanic Business magazine’s Top 100 Influentials in the area of science. In addition, he was elected a Fellow of the AAAS and was the 2008 recipient of the Blackwell-Tapia Prize, and the SACNAS Distinguished Scientist Award. He was also a recipient of the 2008 ACM Gordon Bell Award for Algorithm Innovation.

Dr. Meza has served on numerous committees including the National Research Council Board on Mathematical Sciences and their Applications; DOE’s Advanced Scientific Computing Advisory Committee; the AAAS Council; and served on the boards for SACNAS, SIAM, the Institute for Pure and Applied Mathematics, and the Institute for Mathematics and its Applications.

Dr. Pauline Mosley holds a Bachelor of Science in Math and a Bachelor of Science in Computer Science from Mercy College; a Master of Science in Information Systems and a Doctorate of Professional Studies from Pace University. She embarked upon a teaching career in 1986, working as a top corporate trainer for Personal Computer Learning Centers of America, Inc. where she trained Fortune 500 executives and personnel in a myriad of software applications. She developed computer training manuals for Texaco, Pepsi, The
Port Authority and McCraw-Hill and was influential in establishing PC and mainframe user-support help desks for Dannon, NYNEX, and Brooklyn Union Gas.

Prior to joining Pace in 2000, she was a tenured CUNY faculty member for 10 years and an adjunct professor at the following colleges: Westchester Community College, Iona, The College of New Rochelle, and Mercy College. She is the recipient of Who’s Who Among America’s Teachers. She is an Associate Professor of Information Technology in the School of Computer Science and Information Systems at Pace University in Pleasantville and teaches primarily LEGO robotics, web design and service-learning courses. Dr. Mosley’s research interests include cognitive models for learning robotics and web development. She has explored pedagogical methodologies that explore the relationships between service-learning and learning and its impact long-term on students. She is a member of the Institute of Electrical and Electronic Engineers, Inc. (IEEE) and frequently serves on the program committee of national conferences in Information Technology. Journals in which her research has appeared include The Journal of Computing Sciences in Colleges, International Journal of Across The Disciplines and The Academic Exchange Quarterly.

Dr. John Daniel “Danny” Olivas and his wife, Marie, have 5 children. Both are UTEP graduates, where he received a Bachelor of Science degree in mechanical engineering in 1989. In 1993 he received a Master of Science degree in mechanical engineering from the University of Houston and then a doctorate in mechanical engineering and materials science from Rice University in 1996. After serving a program manager at the Jet Propulsion Laboratory, NASA selected Olivas as an astronaut mission specialist in 1998. He has flown on two space shuttle missions, STS-117 and STS-128 and performed a total of 5 space walks over nearly 28 days cumulative in space. Dr. Olivas retired from NASA in 2010 and became Director of Engineering at Raytheon Space and Airborne Systems. In 2013 Olivas incorporated Olivas & Associates and joined the University of Texas at El Paso as Director of the Center for the Advancement of Space Safety and Mission Assurance Research (CASSMAR). Both in practice and academia, Olivas strives to bring the lessons learned in space surrounding mission assurance to private, public and government institutions to aid in identifying, analyzing and mitigating risk of engineered products and operational processes.

Dr. Suzanne Ortega became the sixth President of the Council of Graduate Schools on July 1, 2014. Prior to assuming her current position, she served as the University of North Carolina Senior Vice President for Academic Affairs (2011-14). Previous appointments included the Executive Vice President and Provost at the University of New Mexico, Vice Provost and Graduate Dean at the University of Washington, and the University of Missouri. Dr. Ortega’s masters and doctoral degrees in sociology were completed at Vanderbilt University.

With primary research interests in mental health epidemiology, health services, and race and ethnic relations, Dr. Ortega is the author or co-author of numerous journal articles, book chapters, and an introductory sociology text, now in its 8th edition. An award-winning teacher, Dr. Ortega has served review panels for NSF and NIH and has been the principal investigator or co-investigator on grants totaling more than six million in state and federal funds. Dr. Ortega serves or has served on a number of professional association boards and committees, including the Executive Boards of the Council of Graduate Schools, the Graduate Record Exam (GRE), the National Academies of Science Committee on the Assessment of the Research Doctorate, the National Science Foundation’s Human Resources
Dr. Leticia Oseguera is an Associate Professor in the Department of Education Policy Studies and a senior research associate at the Center for the Study of Higher Education at Pennsylvania State University. Her research focuses on college access and transitions of historically underserved populations and has been funded by foundations and local, state, and federal agencies. She is currently leading two STEM related evaluation projects, one funded by HHMI examining the adaptation of the Meyerhoff program at Penn State University and an NSF funded National Research Traineeship on Computational Materials Education and Training (CoMET).

In a former role, Dr. Oseguera was also a project director for an NIH funded study examining undergraduate research preparation in the biomedical and behavioral sciences. Her research has been published in *Journal of Women and Minorities in Science and Engineering, Youth and Society, Research in Higher Education, Review of Higher Education, Journal of College Student Retention, and Journal of Hispanic Higher Education.*

Dr. Ann Quiroz Gates is the Chair of the Computer Science Department at UTEP and past Associate Vice President of Research and Sponsored Projects. She directs the Cyber-ShARE Center of Excellence that focuses on interdisciplinary research and education. Her research areas are software property elicitation and specification, and semantic-enabled technologies.

Dr. Gates leads the Computing Alliance for Hispanic-Serving Institutions (CAHSI), an NSF-funded consortium that is focused on the recruitment, retention, and advancement of Hispanics in computing, and is a founding member of the National Center for Women in Information Technology (NCWIT), a national network to advance participation of women in IT. Dr. Gates received the 2015 HENAAC Educator Award, the 2015 CRA A. Habermann Award, the 2010 Anita Borg Institute Social Impact Award and the 2009 Richard A. Tapia Achievement Award for Scientific Scholarship, Civic Science, and Diversifying Computing.

Dr. Luis H. Rodriguez is an Industry Ecosystem Development Director within Product Management in the IBM Watson IoT Division. In that role, Luis is creating a marketplace of Buildings IoT Solutions, and a Data Exchange around IBM's IoT for Buildings partner ecosystem. Luis previously served as the product management director and also as the business development director for IBM's asset management segment and real estate management segment. Luis' previous executive roles include the lead for IBM's 40+ Innovation Centers, and strategy leadership in the IT Service Management and the Collaboration Solutions division.

Prior to IBM, Luis was the COO and a co-founder of photo.net, a startup. Luis also served in consulting roles at McKinsey & Co. and in research roles at Xerox's Palo Alto Research Center. Luis attended the Massachusetts Institute of Technology, where he obtained Ph.D., S.M., and S.B. degrees in Computer Science.
Ms. Deborah A. Santiago is the co-founder, Chief Operating Officer and Vice President for Policy at Excelencia in Education. For more than 20 years, she has led research and policy efforts from the community to national and federal levels to improve educational opportunities and success for all students. She co-founded Excelencia in Education to inform policy and practice to accelerate Latino student success in higher education.

Ms. Santiago’s current work focuses on federal and state policy, financial aid, Hispanic-Serving Institutions (HSIs), and effective institutional practices for student success in higher education. She has been cited in numerous publications for her work, including The Economist, the New York Times, the Washington Post, AP, and The Chronicle of Higher Education. Deborah serves on the board of the National Student Clearinghouse, and the advisory boards of thedream.us and Univision’s Education Campaign.

Dr. Heather Thiry is a research faculty member at the University of Colorado, Boulder. She is an educational researcher and program evaluator specializing in STEM education innovation from the K-12 through graduate education levels. Her research and evaluation interests focus on the educational and career pathways of students from groups traditionally underrepresented in scientific and technological fields. For the past decade, she has been one of the external evaluators of the BPC Alliance, the Computing Alliance of Hispanic-Serving Institutions (CAHSI).

Dr. Thiry is also currently co-PI of a five-year national research study exploring student persistence in STEM undergraduate degrees. In addition to her research work, she operates an educational evaluation and consulting business, Golden Evaluation & Policy Research.

Dr. Elsa Villa is Director of the Center for Education Research and Policy Studies in the College of Education at The University of Texas at El Paso (UTEP), and also a member of the proposal development team in the UTEP Office of Research and Sponsored Projects. Villa has led and co-led numerous STEM grants from corporate foundations and state and federal agencies. She recently led an NSF-funded grant entitled “Latinas in Computer Science and Engineering,” which investigated identity and agency of undergraduate Latina students.

Currently, Villa leads an interdisciplinary project funded by the U.S. Department of Education to increase success of STEM majors in a gateway course leading to STEM degrees. With publications in various refereed journals and edited books, her research interests include communities of practice, gender, STEM teacher education, transformative learning, and identity.
Dr. Travis T. York is the Director of Student Success, Research & Policy at the Association of Public & Land-grant Universities (APLU). His research centers on issues of college student access, success, and educational equity. Dr. York’s work has focused on examining pathways into and through postsecondary environments for low-income and first-generation students. Currently, Dr. York is the project coordinator and Co-PI of APLU’s INCLUDES Project—a National Science Foundation funded effort to diversify STEM faculty; and serves as a Co-PI on the recently announced Department of Education, IES grant titled, *Affording Degree Completion: A Study of Completion Grants at Accessible Public Universities*.

Dr. York is also project coordinator of Project Degree Completion—a collaborative effort between APLU and AASCU in which nearly 500 institutions have committed to award an additional 3.8 million bachelor’s degrees by 2025. Dr. York serves as the primary evaluator on APLU/USU’s *The Collaboration of Change Project* funded by the Bill & Melinda Gates Foundation and the Kellogg Foundation funded *The Challenge of Change Project*.

Dr. York has author numerous peer-reviewed articles and book chapters, and is currently the lead editor of IAP’s 2017-2018 volume *Advances in Service-Learning Research* series. Dr. York earned his B.A. and M.A. in Higher Education from Geneva College where he worked in Student Affairs, and his doctorate in Higher Education Administration from The Pennsylvania State University where he also served as the Editor of *Higher Education in Review* (2012-2013). Dr. York is active within several professional associations, serves on the editorial review board of *Journal of Diversity in Higher Education*, as a reviewer for *College Student Affairs Journal* and the *Journal of International Research on Service Learning and Community Engagement*, and is a representative with several organizations including the Postsecondary Data Collaborative.

Dr. Marjorie S. Zatz is Vice Provost and Graduate Dean and Professor of Sociology at the University of California, Merced. She came to UC Merced in 2014 after 32 years at Arizona State University, where she was Professor of Justice and Social Inquiry in ASU’s School of Social Transformation and served in a number of administrative capacities. Zatz was on leave from ASU in 2012-2014, serving as Director of the Law and Social Sciences Program at the National Science Foundation. Zatz has published seven books and more than 50 articles and chapters on immigration policy, race, gender and juvenile and criminal court processing, Chicano gangs, and the Cuban and Nicaraguan legal systems. Her recent books include *Dreams and Nightmares: Immigration Policy, Youth and Families* (University of California Press, 2015) and *Punishing Immigrants: Policy, Politics, and Injustice* (New York University Press, 2012).

Zatz is the recipient of numerous awards including the American Society of Criminology’s Herbert Block Award, the American Society of Criminology Division on Women and Crime’s Senior Scholar Award, the American Society of Criminology’s Division on People of Color and Crime’s Lifetime Achievement Award, and the Western Society of Criminology’s W.E. B. DuBois Award for Research on Race and the Administration of the Administration and its Paul Tappan Award for Outstanding Contributions to Criminology. She received her Ph.D. in 1982 from Indiana University, Bloomington in sociology, with a minor in Latin American Studies.