# BIANCA L. BERNSTEIN, Ph.D.

Professor: Counseling and Counseling Psychology, College of Letters and Sciences

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*Career*WISE resilience training: <http://careerwise.asu.edu>

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# EDUCATION

B.A. University of California, Berkeley 1970 Psychology, Phi Beta Kappa

M.Ed. University of California, Santa Barbara 1972 Counseling

Ph.D. University of California, Santa Barbara 1975 Counseling Psychology

# FACULTY POSITIONS

Professor, Counseling/Counseling Psychology Arizona State University, 1987 - present

Professor, Counseling Wayne State University, 1984 - 1987

Associate Professor, Counseling Wayne State University, 1979 – 1984

Assistant Professor, Counseling Wayne State University, 1977 – 1979

Assistant Professor, Counseling & Psychology Western Oregon State University, 1975 – 1977

**CURRENT CERTIFICATIONS AND LICENSES**

National Certified Counselor (NCC), #3087

Psychologist, Arizona, # 1474

Psychologist, Michigan, #6301005729

**ADMINISTRATIVE POSITIONS**

Director, Division of Graduate Education National Science Foundation

(Intergovernmental agreement with Arizona State University)

July 2003 to October 2005

Dean, Graduate College Arizona State University

April 1995 to June 2003

University Accreditation and Program Review Arizona State University

Officer April 1995 to June 2003

Interim Associate Dean for Graduate Programs Arizona State University

and Research, College of Education January 1992 to July 1992

Project Manager, America 2000 Arizona State University

College of Education October 1991 to February 1992

Associate Dean for Academic Programs Arizona State University

College of Education July 1988 to August 1989

Associate Dean for Graduate Programs and Arizona State University

Research, College of Education July 1987 to June 1988

Associate Dean for Graduate Programs and Wayne State University

Research, College of Education March 1986 to July 1987

Division Head, Administrative and Wayne State University

Organizational Studies January 1987 to July 1987

Division Head, Theoretical and Behavioral Wayne State University

Foundations March 1986 to July 1987

Program Coordinator, Counselor Education Wayne State University 1983-86

Special Assistant to the Dean of Faculty Western Oregon State University 1976-77

Director, Mentally Gifted Minors Program Santa Barbara Public Schools 1972-73

# GRANTS

Wentz, E. (P. I.), et al., Bernstein, B. L. (Co-I). ASU ADVANCE. (2018 – 2023). National Science Foundation. **Awarded**: $3M.

Bekki, J. M., Bernstein, B. L. (Co-PI), & Randall, A., [Wilkins-Yel, K. E., Indiana] (2018 – 2021). Collaborative Grant. CW III: Intersectional Perspectives on Associations Between Perceived Supports and Underrepresented Minority Women’s Persistence in STEM PhD Programs. National Science Foundation. **Awarded**: $973,265 (726,739, ASU portion).

Bernstein, B. L. (P.I., 60%), & Bekki, J. M. (2013-2015). Large Empirical Emerging Topics: CareerWise II: Enhanced Resilience Training for STEM Women in an Interactive, Multimodal Web-Based Environment. Submitted in December 2012 to the National Science Foundation. Supplement **awarded**: $200,000.

Bernstein, Bianca L., Principal Investigator, Atkinson, R., co-PI, & Bekki, J., co-PI. (2009-2015). *Large Empirical Emerging Topics: CareerWise II: Enhanced Resilience Training for STEM Women in an Interactive, Multimodal Web-Based Environment.* National Science Foundation. **Awarded**: $2M. Submitted final report in Dec. 2015.

Bernstein, Bianca L., Principal Investigator; Russo, N. F. (co-PI). (2008-2010). *CareerBound: Internet-Delivered Resilience Training to Increase the Persistence of Women Ph.D. Students in STEM Fields.* National Science Foundation. **Awarded**: $200k supplement beyond $1M original award.

Bernstein, Bianca L., Principal Investigator, with Russo, N. F., co-PI (2007-2009). “CareerBound: Internet-Delivered Resilience Training to Increase the Persistence of Women Ph.D. Students in STEM Fields.” National Science Foundation, **Awarded**: $830, 516.

Bernstein, Bianca L., Principal Investigator, with Horan, J., Anderson-Rowland, Mary, co-PI’s , and Russo, Nancy Felipe, Senior Personnel (2006-2007). CareerBound: Internet-Delivered Resilience Training to Increase the Persistence of Women Ph.D. Students in STEM Fields. National Science Foundation. Expenditures: $169,484.

Bernstein, Bianca L. Principal Investigator, (2001). “ASU’s Responsive PhD. Initiative.” Woodrow Wilson National Fellowship Foundation. **Awarded**: $20,000.

Bernstein, Bianca L., Losse, Deborah N., Principal Investigators. (1997). “Preparing Future Faculty”, Continuation grant. Council on Graduate Schools/Association for American Colleges and Universities/Pew Charitable Trusts. **Awarded:** $65,000.

Bernstein, Bianca L., Losse, Deborah N., Principal Investigators. (1997). “Preparing Future Faculty”, Pew Charitable Trusts. **Awarded**: $10,000.

Anderson-Roland, Mary, Blaisdell, Stephanie, Bernstein, Bianca L., and Hackett, Gail, Principal Investigators. (1997). “Lucille B. Kaufman Scholars Program”. National Science Foundation. **Awarded**: $99,000.

Bernstein, Bianca L., & Swisher, Karen, Principal Investigators. (1993-1995). “Student Evaluations of Faculty at ASU: Contributions of Student, Faculty, and Course Characteristics.” Office of the Senior Vice President for Academic Affairs and Provost. **Awarded:** $19,550. (Also: $500 from the Commission on the Status of Women and $500 from the Women’s Studies Mini-Grant Program.)

# SELECTED PUBLICATIONS (students are bolded and marked with asterisk if they were students at the time of the work)

***Career*WISE: An online resilience-training program for women in science and engineering**. <http://careerwise.asu.edu>

Bernstein, B. L., with contributions from **dozens** of CPY and other graduate students and faculty. Original training was redesigned and enhanced with a new interpersonal communication skills curriculum supplemented with interactive simulations that feature critical incidents experienced by women in STEM.

Wilkins-Yel, K.G., **Arnold, A.,** Bekki, B., **Natarajan, M**., Bernstein, B.L., & Randall, A.K. (Under Review). *"I can't push off my own mental health”*: Chilly STEM Climates and the Impact on Mental Health and Persistence among Graduate Women in STEM. *Sex Roles.*

Wilkins-Yel, K. G., Bekki, J.M., **Arnold, A.C.,** Bernstein, B. L., **Coley, C.E., Natarajan, M. W**., & Randall, A.K. (2021). Understanding the Impact of Personal Challenges and Advisor Support on STEM Persistence among Graduate Women of Color. *Journal of Diversity in Higher Education .* Advance online publication.. doi:[https://doi.org/10.1037/dhe0000236](https://urldefense.com/v3/__https:/doi.org/10.1037/dhe0000236__;!!IKRxdwAv5BmarQ!Ku6cj3E8Bh95aGuawaq1WOP9tEGWit2T5eOLEKmt51KKE5JprK5o6G8Rxdj_kwxDiG5MGg$)

**Cadenas, G. A**.\*, & Bernstein, B. L. (2020). Measuring college students’ leadership engagement in advocacy. Journal of Diversity in Higher Education, 13(3), 288-296. **DOI**: 10.1037/dhe0000131

**Cadenas, G**.\*, Bernstein, B. L., & Tracey, T. (2018). Critical consciousness and intent to persist through college in DACA and U.S. citizen students: The role of immigration status, race and ethnicity. *Cultural Diversity and Ethnic Minority Psychology. 24* (4), 564-575.**DOI**: 10.1037/cdp0000200

Cabay, M., Bernstein, B. L., **Rivers, M.\***, & **Fabert, N.\*** (2018). Chilly Climates, Balancing Acts, and Shifting Pathways:  What Happens to Women in STEM Doctoral Programs. *Social Sciences, 7*, 23. **DOI**:[10.3390/socsci7020023](http://dx.doi.org/10.3390/socsci7020023).

**Li, C.\***, Lu, J. F., Bernstein, B., & Bang, N. M. (2018). Counseling self-efficacy of international counseling students in the U.S.: The impact of foreign language anxiety and acculturation. *International Journal for the Advancement of Counseling, 40* (3), 267 - 278. **DOI**: 10.1007/s10447-018-9325-3

**Dawson, A. E.\***, Bernstein, B. L., Bekki, J. M., & **Wilkins, K. G.\* (**2016). Teaching interpersonal communications skills: Comparing the fidelity of online simulations. *Prevention and Health Promotion: Research, Social Action, Practice and Training*, 9 (1), 32-35.

Bernstein, B. L., Bekki, J. M., **Wilkins, K. G.\*,** & Harrison, C. J. (2016). Analysis of instructional support elements for an online, educational simulation on active listening for women graduate students in science and engineering. *Journal of Computing in Higher Education*, 1-36. **DOI**: 10.1007/s12528-016-9110-4

**Wilkins, K. G. \***, Bernstein, B. L., & Bekki, J. M. (2015). Measuring communication skills: Development of the STEM – Interpersonal Communication Skills Assessment Battery (STEM – ICSAB). *Journal of Engineering Education, 104* (4), 433-453. **DOI**: 10.1002/jee.20100

**Dawson, A.E.\*,** Bernstein, B.L., & Bekki, J.M. (2015). Providing the psychosocial benefits of mentoring to women in STEM: *Career*WISE as an online solution. *New Directions in Higher Education,171,* 53-62. **DOI**: 10.1002/he.20142

**Prime, D. R**.\*, Bernstein, B. L., **Wilkins, K. G**.\*, & Bekki, J. M. (2015). Measuring the advising alliance for female graduate students in science and engineering: An emerging structure. *Journal of Career Assessment, 23* (1), 64-78. **DOI**:10.1177/1069072714523086

**Dawson, A. E**.\*, Bernstein, B. L., **Wilkins, K. M**.\*, & Bekki, J. M. (2015). Honing interpersonal communication skills for difficult situations: Evidence for the effectiveness of an online instructional resource. *Proceedings of the American Society for Engineering Education.* Retrieved from: <https://peer.asee.org/honing-interpersonal-communication-skills-for-difficult-situations-evidence-for-the-effectiveness-of-an-online-instructional-resource>

Bekki, J. M., Bernstein, B.L., **Fabert, N. S.\*, Gildar, N. J.\*, & Way, A.\*.** (2014). Efficacy of an online resource for teaching interpersonal problem-solving skills to women graduate students in engineering. *Advances in Engineering Education*, Summer 2014, 1 - 27.

Bernstein, B. L., Evans, B., Fyffe, J., Halai, N., Hall, F. L., Jensen, H. S., Marsh, H., & Ortega, S. (2014).  The continuing evolution of the research doctorate*.* In M. Nerad & B. Evans (Eds.).  *Globalization and Its Impacts on the Quality of PhD Education*: *Forces and Forms in Doctoral Education Worldwide.*  Rotterdam, Netherlands: Sense Publishers.

**\* Book received American Educational Research Association (AERA) Special Interest Group (SIG) 168 2015 Outstanding Publication Award.**

Bekki, J. M., Smith, M. L., Bernstein, B. L., & Harrison, C. J. (2013). Effects of an online personal resilience training program for women in STEM doctoral programs. *Journal of Women and Minorities in Science and Engineering, 19 (*1*),* 17 – 35*.* **DOI:** 10.1615/JWomenMinorScienEng.2013005351

**Hildebrand, E**.\*, Bekki, J. M., Bernstein, B. L., & Harrison, C. J. (2013). Online learning environment design: A heuristic evaluation. *Computers in Education, 4* (4), 27-37.

**Azarnoush, B**.\*, Bekki, J. M., Runger, G. C., Bernstein, B. L., & Atkinson, R. K. (2013). Toward a framework for learner segmentation. *Journal of Educational Data Mining. 5* (2), 102-126, available online at: <http://www.educationaldatamining.org/JEDM/index.php/JEDM/article/view/45/>.

**Prime, D.**\*, Bernstein, B. L, **Way, A**., **Hita, L. C**., **Liddell, T. M.**\*, **Sarma, A. R**.\*, Bekki, J. M., (2013). Development of an internet-delivered communication curriculum for graduate women in STEM. *Proceedings of the American Society for Engineering Education* (ASEE).

**Azarnoush, B**.\*, Runger, G., Bekki, J. M., Bernstein, B. L, & Atkinson, R.K. (2013). An Associative Based Approach to Analyzing an Online Learning Environment, *Proceedings of the American Society for Engineering Education* (ASEE).

**Wilkins, K. G**.\*, Bernstein, B. L., Bekki, J. M., Harrison, C. J., & Atkinson, R. K. (2012). Development of the Science Technology Engineering and Mathematics–Active Listening Skills Assessment (STEM-ALSA). In *2012 Frontiers in Education Conference Proceedings* (pp. 1-6). IEEE. DOI: [10.1109/FIE.2012.6462248](http://dx.doi.org.ezproxy1.lib.asu.edu/10.1109/FIE.2012.6462248).

**Fabert, N.** \*, **Cabay, M**., Rivers, M. \*, Smith, M.L., & Bernstein, Bianca L.  (2011). [Exaggerating the typical and stereotyping the differences: Isolation experienced by women in STEM doctoral programs.](http://search.asee.org/search/fetch;jsessionid=7iqqpaqeb40q7?url=file%3A%2F%2Flocalhost%2FE%3A%2Fsearch%2Fconference%2FAC2011%2FASEE_AC2011_704.pdf&index=conference_papers&space=129746797203605791716676178&type=application%2Fpdf&charset=) *Proceedings of the American Society for Engineering Education.* [AC2011-704].   <http://www.asee.org/public/conferences/1/papers/704>

Bernstein, B. L. (2011). Managing barriers and building supports in science and engineering doctoral programs: Conceptual underpinnings for a new online training program for women. *Journal of Women and Minorities in Science and Engineering, 17* (1), 29-50. **DOI:** 10.1615/JWomenMinorScienEng.v17.i1.40

**Murguia, E**.\*, **Kube, E**.\*, Bekki, J., & Bernstein, B. L. (2010). CareerWISE: An interdisciplinary experience for graduate students.  *Proceedings of the American Society for Engineering Education, Louisville, KY.* (ASEE) 2010 Annual Conference, [AC 2010-2235]. Louisville, KY. June 2010, CD-ROM.

Bernstein, B. L., **Jacobson, R**.\*, & Russo, N. F. (2010). Mentoring woman in context: Focus on science, technology, engineering, and mathematics fields. In C. A. Rayburn, F. L. Denmark, M. E. Reuder, & A. M. Austria, (Eds.). A *handbook for women mentors: Transcending barriers of stereotype, race, and ethnicity*. Westport, CN: Praeger Publishers.

**Rohlfing, J.\*,** **Kube, E**.\*, **Yabko, B**.\*, **Murguia, E.**\*, Bekki, J., & Bernstein, Bianca L. (2009). Improving STEM doctoral students’ relationships with their advisors: Web-based training in interpersonal problem-solving. *Proceedings of the American Society for Engineering Education* (ASEE) 2009 Annual Conference, [AC 2009-914]. Austin, TX, June 2009, CD-ROM.

<http://soa.asee.org/paper/conference/paper-view.cfm?id=10868>

Bernstein, B. L. & Russo, N. F. (2008). Explaining too few women in academic science and engineering careers: A psychosocial perspective. In M. Paludi (Ed.), Series on *The psychology of women at work: Challenges and solutions for our female workforce.* Vol 2: *Obstacles and the identity juggle*. [pp. 1 – 33] Westport, CN: Praeger Press.

Bekki, J. M.\*, Bernstein, Bianca L., Ellison, K., **Sridharan, A**.\*, **Hita, L.**\*, & **Spadola, Q**.\* (October, 2008).Work in Progress: Using case studies to increase the retention of female doctoral students in STEM fields*.*  *Proceedings of the 38th ASEE/IEEE Frontiers in Education Conference, T4F9-T4F10.* <http://ieeexplore.ieee.org/Xplore/login.jsp?url=/stamp/stamp.jsp?arnumber=4720366&isnumber=4720249>

Bernstein, B. L., & Russo, N. F. (2007). Career paths and family in the academy: Progress and challenges. In M. A. Paludi & P. E. Neidermeyer (Eds.) *Work, life, and family imbalance: How to level the playing field.* [pp. 89-119] Westport, CN: Praeger Press.

Anderson-Rowland, M.R., Bernstein, B.L. Russo, N.F. (2007). Encouragers and discouragers for domestic and international women in doctoral programs in engineering and computer science. *Proceedings of the American Society for Engineering Education* (ASEE) 2007Annual Conference, Honolulu, Hawaii, June 2007, CD-ROM, 12 pages. <http://www.asee.org/acPapers/AC%202007Full2403.pdf>

Anderson-Rowland, M., Bernstein, B. L., Russo, N. F. (2007).  The doctoral program experience in engineering and computer science:  Is it the same for women and men?  *Proceedings of the Women in Engineering Programs and Advocates Network* (WEPAN) 2007 Annual Conference, Orlando, Florida, June 2007, CD-ROM, 14 pages.    
<http://www.x-cd.com/wepan07/WEPAN2007_0055.pdf>

Bernstein, Bianca L. (May, 2004). Crossing boundaries in graduate education. Council of Graduate Schools *Communicator*, 37 (4), 1- 5.

Bernstein, Bianca L. (2001). On organizing and leading a graduate college: some lessons learned. Ethical challenges for graduate education. *Proceedings, 57th Annual Meeting of the Midwestern Association of Graduate Schools (MAGS)*  (pp. 85-97). St. Louis, Missouri. Midwestern Association of Graduate Schools, Springfield, Illinois.

**Chen, Eric C**.\*, & Bernstein, B. L. (2000) Relations of complementarity and supervisory issues to supervisory working alliance: a comparative analysis of two cases. *Journal of Counseling Psychology*, *47*, 485-497.

Santiago-Rivera, A. L.\*, **Gard, T**.\*, & Bernstein, B. (1999). The importance of achievement, intimacy, autonomy, and life events among first year college students. *Journal of College Student Psychotherapy*, *13*(3), 57-73. DOI: [10.1300/J035v13n03\_05](https://doi-org.ezproxy1.lib.asu.edu/10.1300/J035v13n03_05)

Bernstein, Bianca L. (1998). Certificate programs at Arizona State University. *Certificate programs: a survey of our status and review of successful programs in the U.S. and Canada*, Council of Graduate Schools (CGS) [www.cgsnet.org](http://www.cgsnet.org).

Santiago-Rivera, A. L.\*, & Bernstein, B. L. (1996). Affiliation, achievement and life events: Contributors to stress appraisals in college men and women. *Personality and individual differences*, *21*(3), 411-419.

**Keim, J**.,\* McWhirter. J., **Jeffries**,\* & Bernstein, Bianca L. (1996). Academic success and university accommodation for learning disabilities: Is there a relationship? *Journal of College Student Development*, 35, 502-509.

Bernstein, Bianca L., **Burke, L.**,\* **Blaisdell, S**.\*, **Perez, M. J**.\*, **St. Peter, C.**\*, & **Sumner, A**.\* (1995). *Contributions of faculty, student, and course characteristics to student evaluations*. Faculty Women’s Association, Arizona State University.

Santiago-Rivera, A.\*, Bernstein, Bianca L., & **Gard, T. L**.\* (1995). The importance of achievement and the appraisal of stressful events as predictors of coping. *Journal of College Student Development, 36*, 374-383.

Bernstein, Bianca L., & Santiago, A.\* (1995). Importance of central issues and students’ positive evaluation of life events. *Psychological Reports, 76*, 1-3.

**Golston, S. S**.\*, Bernstein, B. L., & Forrest, L. (1995). Counseling Faculty Members' Involvement in Schools and School Reform: A National Survey. *Counselor Education and Supervision*, *34*(3), 243-252.

Bernstein, B. L., Forrest, L., & **Golston, S. S**. (1994). Current Practices of Counseling Psychology Faculty in K-12 Schools: A National Survey. *The Counseling Psychologist*, *22*(4), 611-627.

Bernstein, B. L., & Kerr, B. (1993). Counseling psychology and the scientist-practitioner model: Implementation and implications. *The Counseling Psychologist, 21,* 136-151.

Bernstein, B. L. (1993). Promoting gender equity in counselor supervision: Challenges and opportunities. *Counselor Education and Supervision*, *32*(3), 198-202.

Bernstein, B. L. (1992). Central issue importance as a function of gender and ethnicity. *Current Psychology: Research & Reviews, 10*, 241-252.

**Wade, P.\*** & Bernstein, B. L. (1991). Culture sensitivity training and counselor’s race: Effects on black female clients’ perceptions and attrition. *Journal of Counseling Psychology, 38*, 9–15.

Bernstein, B. L., **Wade, P**.\*, & **Hofmann, B.\*** (1987). Students' race and preferences for counselor's race, sex, age, and experience. *Journal of Multicultural Counseling and Development*, *15*(2), 60-70.

Bernstein, B. L., & **Figioli, S. W**.\* (1983). Gender and credibility introduction effects on perceived counselor characteristics. *Journal of Counseling Psychology*, *30*(4), 506.

Bernstein, B. L., Lecomte, C., & **Desharnais, G**.\* (1983). Therapist expectancy inventory: Development and preliminary validation. *Psychological Reports*, *52*(2), 479-487.

Bernstein, B. L., & Lecomte, C. (1982). Therapist expectancies: Client gender, and therapist gender, profession, and level of training. *Journal of clinical psychology*, *38*(4), 744-754.

Bernstein, B. L., & Lecomte, C. (1981). Licensure in psychology: Alternative directions. *Professional Psychology*, *12*(2), 200.

Splete, H., & Bernstein, B. (1981). A survey of consultation training as a part of counselor education programs. *The Personnel and Guidance Journal*, *59*(7), 470-472.

Lecomte, C., Bernstein, B. L., & Dumont, F. (1981). Counseling interactions as a function of spatial-environmental conditions. *Journal of Counseling Psychology*, *28*(6), 536.

Bernstein, B. L., & Lecomte, C. (1976). An Integrative Competency‐Based Counselor Education Model. *Counselor Education and Supervision*, *16*(1), 26-36.

Bernstein, B. L., & Lecomte, C. (1979). Supervisory-type feedback effects: Feedback discrepancy level, trainee psychological differentiation, and immediate responses. *Journal of Counseling Psychology*, *26*(4), 295.

Bernstein, B. L., & Lecomte, C. (1979). Self‐Critique Technique Training in a Competency‐Based Practicum. *Counselor Education and Supervision*, *19*(1), 69-76.

# CONFERENCE PRESENTATIONS (students are bolded and marked with asterisk if they were students at the time of the work)

**Briseño, J., Moseley, A., Schuyler, S., Hocker, L.**, Randall, A. K., Wilkins-Yel, K. G., Bekki, J., & Bernstein, B. (Accepted). *Challenges Faced by Black and Latinx Graduate Women in STEM During COVID-19: A Content Analysis.*Poster accepted for presentation at the 2021 Annual American Psychological Association Convention, San Diego, CA, United States.

**Hocker, L., Moseley, A., Briseño, J., Schuyler, S.**, Randall, A. K., Wilkins-Yel, K. G.**,**Bekki, J., & Bernstein, B. (Accepted). *The Impact of the COVID-19 and Racism Pandemic on Women of Color in STEM Caring for Children.* Poster accepted for presentation at the 2021 Annual American Psychological Association Convention, San Diego, CA, United States.

Bekki, J. M., Bernstein, B. L., & Wilkins-Yel, K. G. (Feb, 2021). *Sounding the alarm: Addressing racism, covid-19, and mental health in science*. Career Workshop, American Association for the Advancement of Science.

**Schuyler, S., Briseño, J., Natarajan, M**., **Sista, A.,** Wilkins-Yel, K.G., **Arnold, A.**, Bekki, J., Bernstein, B., & Randall, A. (January, 2021). *Lessons from Diverse Women in STEM: Acknowledging Institutional Challenges and Empowering Agency Towards STEM Persistence*.  *Proceedings of the 2021 Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference*. Crystal City, VA.

**Arnold, A**., Bernstein, B. L., Wilkins-Yel, K. G., Bekki, J. M., **Francies, R., Okwu, C. E.,** & Randall, A.K. (January, 2021). *Mental Health and Well-being among Doctoral. Women of Color in STEM: Benefits of Utilizing Counseling Services*. In *Proceedings of the 2021 Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference*. Crystal City, VA.

Wilkins-Yel, K. G., Bernstein, B.L., Bekki, J. M., **Arnold, A. C., Natarajan, M. W., Francies, R. F., Coley, C. E.**, & Randall, A. K. (August, 2020). Understanding the impact of STEM climate on the mental health of graduate women from diverse racial/ethnic backgrounds. American Psychological Association, Wash., D.C.

**Briseño, J., Schuyler, S., Natarajan, M.,** Wilkins-Yel, K.G., **Arnold, A.,** Bekki, J., Bernstein, B., & Randall, A. (August, 2020). *Unpacking Support and its Impact on STEM Persistence among Graduate Women in STEM from Diverse Racial/Ethnic*. American Psychological Association CCPTP/Division 17 Poster Session.

Wilkins-Yel, K.G., Bekki, J.M., Bernstein, B.L., Randall, A., **Arnold, A., Francies, R., Natarajan, M. W., & Okwu, C.** (June, 2020). Personal challenges encountered by women from diverse racial/ethnic backgrounds in engineering PhD programs and the impact of these challenges on persistence decisions. American Association for Engineering Education.

**Arnold, A.C.,** Wilkins-Yel, K.G., Bekki, J.M., Bernstein, B.L., **Natarajan, M.,** Randall, A.K., **Francies, R.,** & **Owku, E.C.** (2020).  Examining the Effects of STEM Climate on the Mental Health of Graduate Women from Diverse Racial / Ethnic Backgrounds, in *Proceedings of the 2020 American Society for Engineering Education Conference.*

Bekki, J. M., Wilkins-Yel, K. G., Bernstein, B.L., Randall, A., **Arnold, A., Francies, R., Natarajan, M. W., & Okwu, C.** (April, 2020). Perceptions of Advisor Support for Personal (vs. Academic) issues: Understanding the differential experiences of women of color who completed STEM Ph.D. programs vs. those who chose to leave prior to completion. In *Proceedings of the 2021 Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference*. Arlington, VA.

Wilkins-Yel, K.G., Bernstein, B.L., Bekki, J.M., **Zounlome, N.O.O**., & **Reed, A**. (August, 2019). Understanding interpersonal contributors to moments of doubt among graduate women of color in STEM. American Psychological Association Convention, Chicago, IL.

**Arnold, A.**, **Francies, R**., Bernstein, B. L., Wilkins-Yel, K., Bekki, J. M., **Okwu, C. E**., & Randall, A. (August, 2019). Benefits of counseling for women experiencing challenges in STEM doctoral programs. American Psychological Association Convention, Chicago, IL.

Bekki, J. M., Bernstein, B. L., Wilkins-Yel, K., **Francies, R., Arnold, A. C.,** & Randall, A. K. (June, 2019). Unpacking associations between perceived supports and persistence decisions among women in STEM PhD programs. American Society for Engineering Education, Tampa, FL.

Wilkins-Yel, K. G., Bekki, J. M., Bernstein, B. L., **Zounlome, N.O. & Reed, A.** (April, 2019). Intersectional perspectives: Interpersonal contributors to moments of doubt for graduate women of color in STEM.Proceedings of the 2019 CoNECD (The Collaborative Network for Engineering and Computing Diversity) Conference

# American Society for Engineering Education, Crystal City, VA.

Bernstein, B. L. (November, 2018). Strengthening resilience with online programming. Symposium on Academic Resilience in Higher Education. The Resilience Consortium, Philadelphia.

Bernstein, B. L. (August, 2018). Online training to promote resilience in women and people of color in underrepresented environments. American Psychological Association, San Francisco.

**Anderson, M. C.,** & Bernstein, B. L. (August, 2018). Understanding the role of social support for STEM graduate students. American Psychological Association, San Francisco.

Wilkins, K. W., Bernstein, B. L., Flores, L., Byars-Winston, A., & Hammond, M. (August, 2017). Women of color in STEM: Promoting academic and career persistence - race-gender intersectionality. American Psychological Association, Wash. D. C.

**Gildar, N.** & Bernstein, B. L. (August, 2017). “What Doesn’t Kill Me, Makes Me Stronger:” Predictors of Posttraumatic Growth Among Traumatic Brain Injury Survivors of Motor Vehicle Accidents. American Psychological Association, Wash. D. C..

Bernstein, B. L., **Wilkins, K. M**., & **Anderson, M.** (February, 2016). Stand up and stand out:  Positive self-presentation strategies for career success. American Association for the Advancement of Science, Wash., D.C.

**Prime, D. R.,** Bernstein, B. L., **Wilkins, K. G.**, & Bekki, J. M. (August, 2015). A model of barriers to persistence for women in STEM programs and careers. American Psychological Association, Toronto, CA.

**Wilkins, K. G.,** Bernstein, B. L., Bekki, J. M., & **Prime, D. R.** (August, 2015). Women communicating in STEM: Effectiveness of online training via text and interactive simulations. American Psychological Association, Toronto, CA.

**Dawson, A. E.\***, Bernstein, B. L., Bekki, J. M., & **Wilkins, K. G.** (August, 2015). Teaching interpersonal communications skills: Comparing the fidelity of online simulations. American Psychological Association, Toronto, CA.

**\*Student Award Winner for the Prevention Section of the Society for Counseling Psychology of the American Psychological Association; cash award of $200.**

**Dawson, A. E**., Bernstein, B. L., **Wilkins, K. M**., & Bekki, J. M. (June, 2015). Honing interpersonal communication skills for difficult situations: Evidence for the effectiveness of an online instructional resource. American Society for Engineering Education, Seattle, WA.

**Dawson, A. E.,** & Bernstein, B. L. (November, 2014). Graduate persistence and psychosocial mentoring for women in STEM: An online approach for addressing the need. Association for the Study of Higher Education, Washington, D. C.

**Prime, D. R**., Bernstein, B. L., **Wilkins, K. G**., Bekki, J. M., & **Dawson, A**. (August, 2014). An examination of the impact of barriers for at-risk doctoral women in science and engineering. American Psychological Association, Washington, D.C.

**Dawson, A. E.**, & Bernstein, B. L. (August, 2014). Predicting undergraduates’ intent to persist in STEM: Self-efficacy, role salience, and aniticipated work-family conflict. American Psychological Association, Washington, D.C.

**Dawson, A. E**., Bernstein, B. L., Harrison, C. J., Bekki, J. M., & **Prime, D. R**. (August, 2013). Mentors for Women in STEM: Documenting and filling the void. American Psychological Association, Honolulu, HI. (selected best paper by the SCP Section for the Advancement of Women).

**Prime, D. R**.**,** Bernstein, B. L, **Wilkins, K. G.**, & Bekki, J. M. (August, 2013). Measuring the advising relationship for female graduate students in science and engineering: An emerging structure. American Psychological Association, Honolulu, HI.

**Wilkins, K. G**., Bernstein, B.L., Bekki, J. M., & **Prime, D.** (August, 2013). Measuring Communication Skills: Development of the STEM - Interpersonal Communication Skills Assessment Battery (STEM-ICSAB).

American Psychological Association, Honolulu, HI.

**Cadenas, G.** , & Bernstein, B. L. (August, 2013). Advocacy and academic outcomes in documented and undocumented college students. American Psychological Association, Honolulu, HI.

Smith, M. L., Rivers, M., Cabay, M., **Fabert, N.,** & Bernstein, B. L. (April, 2013). Leaky pipelines, chilly climates, and balancing acts: What happens to women in STEM doctoral programs. American Educational Research Association, San Francisco, CA.

**Wilkins, K. G.**, Bekki, J. M., Harrison, C. J., & Atkinson, R. K.  (October, 2012) *Development of the Science Technology Engineering and Mathematics – Active Listening Skills Assessment (STEM-ALSA). ASEE/IEEE Frontiers in Education Conference*, Seattle, WA.

**Azarnoush, B**., Bekki, J., Runger, G.C., Bernstein, B. L., & Atkinson, R.A. (October, 2012). *Towards the personalization of an online learning environment*. Institute for Operations Research and the Management Sciences (INFORMS) Annual Meeting, Phoenix, AZ.

**Wilkins, K**., Bernstein, B. L., Bekki, J.M., Atkinson, R. A., & Harrison, C. (October, 2012). *Development of the Science Technology Engineering and Mathematics - Active Listening Skills Assessment (STEM-ALSA).* Frontiers in Engineering (FIE) Annual Meeting, Seattle, WA.

Bernstein, B. L., Bekki, J. M., Smith, M. L., & Harrison, C. H. (August, 2012). *Effects of an online personal resilience training program for women in STEM doctoral programs*. American Psychological Association, Orlando, FL.

Bernstein, B. L., **Fabert, N**., & **Wilkins, K.A**. (February, 2012). *Boosting, boasting, and banning bashing: Self-promotion techniques for women.* Career Workshop, American Association for the Advancement of Science, Vancouver.

**Prime, D.**, **Fabert, N**., & Bernstein, Bianca L. (August, 2011). *STEM Women’s perceptions of work-life balance and the relation with anxiety/stress levels.* American Psychological Association, Washington, D.C.

**Fabert, N**., **Prime, D**., & Bernstein, Bianca L. (August, 2011). *Perceived faculty supports in STEM doctoral programs and women’s intentions to persist.* American Psychological Association, Washington, D.C.

**Way, A**., Russo, N. F., & Bernstein, Bianca L. (August, 2011). *Coping with gendered environments: Reflections by STEM women who persisted.* American Psychological Association, Washington, D.C.

**Fabert, N.,** Cabay, M., **Rivers, M.**, Smith, M.L., & Bernstein, Bianca L. (June, 2011). *Exaggerating the typical and stereotyping the differences: Isolation experienced by women in STEM doctoral programs*. American Society for Engineering Education (ASEE) 2011 Annual Conference, Vancouver, BC.

Bernstein, B.L., **Fabert, N**., & **Hita, L**. (February, 2011). *Keeping your batteries charged in graduate school: Staying motivated and productive.* Career Workshop, American Association for the Advancement of Science, Washington, D.C.

Bernstein, B. L., & Russo, N. F. (August, 2010). *Virtual mentoring in science, technology, engineering and mathematics fields.* American Psychological Association, San Diego, CA.

**Murguia, E**., **Kube, E.**, Bekki, J., & Bernstein, B. L. (June, 2010). *CareerWISE: An interdisciplinary experience for graduate students.* American Society for Engineering Education, Louisville, KY.

Bernstein, B. L. (April, 2010). *Psychological education for women in science and engineering: Conceptual underpinnings for a new online program.* American Educational Research Association, Denver, CO.

Bernstein, B. L., **Fabert, N**., & **Kube, E.**. (March, 2010). *When there is a chill in the air: Managing your academic environment.* Career Workshop, American Association for the Advancement of Science, San Diego.

**Fabert, N.,** & Bernstein, Bianca L. (August, 2009). *Women’s attrition from STEM doctoral programs: Reflections from non-completers.* American Psychological Association, Toronto.

**Rohlfing, J**., **Kube, E**., **Yabko, B.**, **Murguia, E**., Bekki, J., & Bernstein, Bianca L.  (June, 2009). *Improving STEM doctoral students’ relationships with their advisors: Web-based training in interpersonal problem-solving.*  American Society for Engineering Education (ASEE) 2009 Annual Conference, Austin, TX.

Bernstein, Bianca L, **Fabert, N.**, & **Rohlfing, J. R.** (February, 2009). *When it's not a perfect fit: Overcoming advisor challenges*. Career Workshop, American Association for the Advancement of Science, Chicago.

Bernstein, Bianca L. (October, 2008). “*Webinar:* *Building your personal resilience in chilly climates: A preview of the new CareerWISE resource."* National Academy of Engineering, Center for the Advancement of Scholarship on Engineering Education (CASEE), 2008 Dane and Mary Louise Miller Symposium and Inaugural E-Conference.

Bekki, J., Bernstein, B. L., Ellison, K., & **Sridharen, A**. (September, 2008). *Designing an online resource to increase the retention of female doctoral students in STEM fields*. Frontiers in Engineering (FIE), Saratoga Springs, NY.

Bernstein, B. L., Russo, N. F., & **Hita, L**. (August, 2008). *Resilience training for graduate women in STEM: Designing interventions to counter discouragement.* American Psychological Association, New York.

**Satter, R. M.,** Bernstein, B. L., **Rohlfing, J. E.,** & **Fabert, N.** (August, 2008). *Development and improvement of intervention materials for graduate women persisting in STEM PhD programs through target population feedback*. American Psychological Association, New York.

Bernstein, B. L., **Rohlfing, J**., **McBride, D.**, DiGangi, S., & Boylan, M. (March, 2008). *Applying psychology and educational research to women’s persistence in STEM: Tribulations, trials, and early findings*. Symposium. American Educational Research Association, Chicago, Ill.

Bernstein, Bianca L., Ellison, K., Russo, N. F., & Dean, D. (February, 2008). *I Can Do This*: *Building Personal Resilience to Get Where You Want to Go.* Career Workshop, American Association for the Advancement of Science, Boston.

Bernstein, Bianca L. (2007, November 12). *(Too) few women in STEM: Tracing the psychosocial pathway.* Invitational conferenceon Women, Minorities, and Interdisciplinarity, Columbia University/Barnard College, New York.

Bernstein, Bianca L. (March, 2007). *What is a research doctorate? The desired competencies of research doctoral graduates.* International Conference on Forms and Forces in Doctoral Study, Center for International Research on Graduate Education (CIRGE), Melbourne, Australia.

Bernstein, B. L., **McBride, D**., Russo, N.F., & **Rohlfing, J.** (2007, August 17). *Everyday discouragers and encouragers for women in physical science and engineering Ph.D. programs: Implications for persistence and attrition*. In B. L. Bernstein (chair), *Predictors of science and engineering involvement: Three NSF-funded studies.* Symposium conducted at the meeting of the American Psychological Association, San Francisco.

Anderson-Rowland, M., Bernstein, Bianca L., & Russo, N. F. (June, 2007). *Encouragers and discouragers for domestic and international women in doctoral programs in engineering and computer science,* American Society for Engineering Education (ASEE), Honolulu, HI.

Dozens before 2007.

**OTHER CONFERENCE PARTICIPATION**

Bernstein, Bianca L. (December, 2015). Speaker at invitational “Symposium on Assessing Hard-to-Measure Cognitive, Intrapersonal and Interpersonal Competencies,” National Academy of Sciences, Wash., D.C.

Bernstein, Bianca L. (August, 2015). Invited Woman of the Year Address, “Doors, Detours, and Bridges: A HerStory.” American Psychological Association, Div. 17 Section for the Advancement of Women.

Bernstein, Bianca L. (March, 2015). Speaker and participant in invitational conference on “Reducing Stereotype Threat 2.0: Focus on STEM”, supported by the Alfred P. Sloan Foundation, Barnard College, NYC.

Bernstein, Bianca L. (April, 2013). Invited discussant for paper session, Advancing career options for youth and young adults. American Educational Research Association (AERA). San Francisco, CA.

Bernstein, Bianca L. (August, 2012). Chair for symposium, Advancing Women and Minorities in STEM: New Directions for Social-Cognitive Research. American Psychological Association, Orlando, FL.

Bernstein, Bianca L. (October, 2011). Invited discussant for symposium, Developing a world class workforce: Human capacity building in postsecondary STEM education. National Science Foundation REESE PI Meeting, Arlington, VA.

Bernstein, Bianca L. (August, 2011). Chair for symposium, Documenting Barriers and Supports for Women in Science and Engineering Doctoral Programs: A Multiple-Method Approach. American Psychological Association, Washington, D.C.

Bernstein, Bianca L. (April, 2010). Chair for symposium, Factors Affecting Career Choice And Persistence In The Professions. American Educational Research Association, Denver, CO.

Bernstein, Bianca L. (April, 2010). Discussant for symposium, The Influence of the Academic Disciplines On Doctoral Education. American Educational Research Association, Denver, CO.

Bernstein, B. L. (April, 2009). Discussant for symposium, Career choice and persistence, American Educational Research Association, San Diego, CA.

Bernstein, Bianca L. (February, 2009). Invited U.S. representative to international conference on Forms and Forces in Doctoral Study, Center for International Research on Graduate Education (CIRGE), Kasserl, Germany.

Bernstein, Bianca L. (February, 2009). *Career*WISE: *Internet-based resilience training for graduate women in STEM.* National Science Foundation REESE PI Meeting, Arlington, VA.

Bernstein, Bianca L. (March, 2008). *Schooling, Higher Education and Gender Equity.* Chair, American Educational Research Association, Chicago, Ill.

Bernstein, Bianca L. (March, 2008). *Examining New Ways to Help Doctoral Students Succeed.* Chair,American Educational Research Association, Chicago, Ill.

Bernstein, Bianca L. (March, 2008). Chair and organizer of symposium, Applying Psychology and Educational Research to Women’s Persistence in STEM. American Educational Research Association, Chicago, Ill.

Bernstein, Bianca L. (March, 2008). Chair of session, Schooling, Higher Education and Gender Equity. American Educational Research Association, Chicago, Ill.

Bernstein, Bianca L. (March, 2008). Chair of session, Examining New Ways to Help Doctoral Students Succeed. American Educational Research Association, Chicago, Ill.

Bernstein, Bianca L. (November, 2007). Invitational Workshop, Women, Minorities and Interdisciplinarity. Barnard College and the Social Science Research Council, Columbia University, New York.

Bernstein, B. L. (August, 2007). Chair and organizer of symposium, Predictors of science and engineering involvement: Three NSF-funded studies. American Psychological Association, San Francisco.

Bernstein, Bianca L. (March, 2007). Invited U.S. representative to international conference on Forms and Forces in Doctoral Study, Center for International Research on Graduate Education (CIRGE), Melbourne, Australia.

Bernstein, Bianca L. (August, 2006). *Decisions about trainees with problems of professional competence: Systems/ecological perspectives*. Discussant, American Psychological Association, New Orleans, LA.

Bernstein, Bianca L. (September, 2005). Invited U.S. representative to international conference on Forms and Forces in Doctoral Study, Center for International Research on Graduate Education (CIRGE), Seattle, WA

Bernstein, Bianca L. (June, 2005), Instigated a national workshop on How Finance Mechanisms Influence the Quality of STEM Doctoral Education. The workshop was organized by the National Academies Center for Education and engaged a select group of National Academy of Science members. The workshop forms the basis for a major NAS initiative on forging new partnerships among government, universities, and industry to finance STEM workforce development.

Bernstein, Bianca L. (April 2005). *NSF opportunities for fellowships and traineeships for Bridges to the Doctorate students.* Human Resources Development Joint Annual Meeting, Washington, D.C.

Bernstein, Bianca L. (2003-05). Multiple presentations to the National Science Board, Committee on Education and Human Resources.

Bernstein, Bianca L. (December, 2004) *Graduate student funding: Institutional, student, and funder perspective.* Council of Graduate Schools, Wash., D.C.

Bernstein, Bianca L. (November 2004). Instigated national workshop on Graduate Student and Postdoctoral Financial Support, National Science Foundation, National Institutes of Health, Council of Graduate Schools,. (Report can be found at <http://www.nsf.gov/ehr/dge>) As one element in preparation, we commissioned a study by Harvard economist Dr. Richard Freeman on the relationships between stipend amounts and STEM participation that now forms the basis of a doubling of the federal budget for Graduate Research Fellowships.

Bernstein, Bianca L. (November 2004). *EHR innovations in broadening participation*. Education and Human Resources Advisory Committee, NSF, Arlington, VA

Bernstein, Bianca L. (September 2004). Expert/observer, Neuroscience convening of the Carnegie Initiative on the Doctorate (CID), Carnegie Foundation for the Advancement of Teaching, Palo Alto, CA

Bernstein, Bianca L. (July 2004). *Emerging hypotheses from converging observations: early careers of faculty.* Board on Higher Education and the Workforce, National Research Council, Washington, DC

Bernstein, Bianca L. (July 2004). *Providing competitive graduate student support in a competitive environment.* New Deans Institute and Summer Workshop, Council of Graduate Schools, San Juan, Puerto Rico.

Bernstein, Bianca L. (June 2004). U.S. representative to the annual meeting of NATO National Fellowship Administrators, Prague, Czech Republic

Bernstein, Bianca L. (June 2004). *Framing the critical questions*. NSF/Council of Graduate Schools/NIH National Workshop on Graduate Student and Postdoctoral Financial Support, Wash., D.C.

Bernstein, Bianca L. (May 2004). *Fostering graduate education with NSF support*. HBCU Council of Engineering Deans, Arlington, VA

Bernstein, Bianca L. (April 2004). *Graduate education at the National Science Foundation: Opportunities and new directions.* Keynote address, Forum on Graduate Education, University of Nebraska-Lincoln

Bernstein, Bianca L. (April 2004). *Integrating education and research: Funding opportunities at the National Science Foundation.* Annual meeting of the American Association of Anatomists, Wash., D.C.

Bernstein, Bianca L. (April 2004). *Funding issues: The federal perspective*. Northeastern Association of Graduate Schools Annual Meeting, Baltimore, MD.

Bernstein, Bianca. L. (March 2004). *Crossing boundaries in graduate education*. Presidential Address, Western Association of Graduate Schools, Phoenix, AZ

Bernstein, Bianca L. (March 2004). Chaired and hosted the annual meeting of the Western Association of Graduate Schools, Phoenix, AZ

Bernstein, Bianca L. (March 2004). *Opportunities for graduate students through the National Science Foundation and the Division of Graduate Education.* Joint Annual Meeting (JAM) for Human Resources Development, Wash., D.C.

Bernstein, Bianca L. (January, 2004) *Funding for graduate education and research at the National Science Foundation.* Invitation by University of Pittsburgh and Carnegie-Mellon University, Pittsburgh, PA

Bernstein, Bianca L. (January 2004) *Funding excellence and innovation and broadening participation in STEM.* Invitation by University of Maryland—Baltimore County, Baltimore, MD

Bernstein, Bianca L. (January 2004). U.S. representative to the special meeting of the NATO Science Fellowship Administrators, Brussels, Belgium

Bernstein, Bianca L. (December 2003). *Graduate student funding: Sources, stipends, and trends*. Council of Graduate Schools (CGS) annual meeting, San Francisco, CA

Bernstein, Bianca L. (December 2003). *Planning for interdisciplinary graduate traineeships*. Howard Hughes Medical Institute, National Institutes of Health, Bethesda, MD

Bernstein, Bianca L. (November 2003). *Graduate education at the crossroads*. National Association of State Universities & Land-Grant Colleges (NASULGC) – New Orleans, Louisiana

Bernstein, Bianca L. (November 2003). *National funding opportunities for graduate studies.* Presentation at the Society of Mexican American Engineers & Scientists (MAES) Symposium and Career Fair in Phoenix, AZ (representing Dr. Bordogna, NSF Deputy Director)

Bernstein, Bianca L. (October 2003). Participant, National Forum on Graduate Education, University of North Carolina-Chapel Hill

Bernstein, Bianca L. (October 2003). *Opportunities and challenges in graduate education*. Graduate Education Regional Leaders Meeting, (East Coast University administrators and IGERT directors hosted by New York University), New York

Bernstein, Bianca L. (September 2003). *Broadening participation in STEM careers: On opportunities and challenges*. Keynote address, Hispanic Association of Colleges & Universities (HACU), University of Illinois—Urbana-Champagne

Bernstein, Bianca L. (July 2003). U.S. representative to the NATO National Fellowship Administrator’s Meeting in Amsterdam, The Netherlands

Bernstein, Bianca L. (July 2003). *Perspectives on Academic Program Review*. Council of Graduate Schools Summer Workshop for Graduate Deans and the New Dean Institute, Savannah, Georgia

Bernstein, Bianca L. (June 2003). *Reform and innovation in doctoral education: A view from NSF.* Panelist at the Council on Research Policy and Graduate Education (CRPGE) Summer Forum, Santa Fe, NM

Bernstein, Bianca L. (June 2003). Expert/observer. Chemistry Convening by the Carnegie Initiative on the Doctorate (CID), Carnegie Foundation for the Advancement of Teaching, Palo Alto, CA

Bernstein, Bianca L. (2003, February). *Multi-IGERTS, a tale of critical mass*. Presentation to the National Science Foundation, meeting of IGERT principal investigators. Washington, D.C.

Bernstein, Bianca L. (2002, October). *Lessons in leadership*. Presentation to Aventis Pharmaceuticals leadership seminar. Scottsdale, Arizona.

Bernstein, Bianca L. (2002, October). *Perspectives on academic program review*. Consultant/presentation to Graduate School, Purdue University, West Lafayette, Indiana.

Bernstein, Bianca L. (2002, May-June). Visiting Scholar, Carnegie Foundation. Stanford University, Palo Alto, California.

Bernstein, Bianca L. (2001, September). *Graduate certificate programs*, keynote speaker, Graduate School Fall Conference 2001. University of Kansas.

Bernstein, Bianca L. (2001, April). *Governance and organization of graduate education*, presentation to the 57th Annual Meeting of the Midwestern Association of Graduate Schools (MAGS). St. Louis, Missouri.

Bernstein, Bianca L., Liotta, Charles L., Pell, Eva J. (2000, December). *Developing partnerships to achieve the goals of the graduate school*, presentation to the Council of Graduate Schools (CGS) 40th Anniversary Meeting. New Orleans, Louisiana.

Bernstein, Bianca L. (2000, November). *Innovations in Preparing Future Faculty*, presentation to the Council of Colleges of Arts and Sciences. Toronto, Canada.

Bernstein, Bianca L. (2000, October). *Innovations in Preparing Future Faculty*, presentation to the Maricopa Community College District, Faculty Recruitment Commission. Phoenix, Arizona.

Bernstein, Bianca L. (2000, September). External Reviewer, Graduate Teacher Program, University of Colorado, Boulder. Boulder, Colorado.

Bernstein, Bianca L. (2000, September). Speaker, Executive Leaders Forum, ASU Corporate Leaders Program. Tempe, Arizona.

Bernstein, Bianca L., Siegel, Lewis (2000, July). *Governance and organization of graduate education*, presentation to the Council of Graduate Schools (CGS) Summer Workshop. San Diego, California.

Bernstein, Bianca L. (2000, April). *The way some women perceive the (work) world*, presentation to the Arizona State University Facilities Management Department. Tempe, Arizona.

Bernstein, Bianca L. (2000, March). Panelist, National Academy of Sciences (NSF) Ford Foundation Predoctoral Fellowships for Minorities Evaluation Panel. Washington D.C.

Bernstein, Bianca L. (2000, March). Consultant, Strategic Planning Retreat on Development and Assessment of Doctoral Programs. University of Nevada, Las Vegas, Graduate College.

Bernstein, Bianca L. (2000, March). Consultant, Institutionalizing a Preparing Future Faculty program. University of Illinois, Champaign-Urbana.

Bernstein, Bianca L. (2000, March). The Promotion and Tenure Process. Presentation to the Arizona State University Faculty Women’s Association. Tempe, Arizona.

Bernstein, Bianca L. (2000, January). Validation of the Race-Related Stressor Scale (RRSS and the Multidimensional Nature of Race Related Stress. Moderator. RACE (Relevance of Assessment and Culture in Evaluation) 2000, Tempe, Arizona.

Bernstein, Bianca L. (1999, December). New Initiatives in the Preparing Future Faculty Program (PFF). Panelist. Council of Graduate Schools (CGS) Annual Meeting, Washington, D.C.

Bernstein, Bianca L., Losse, Deborah N. (1999, July). Innovations in Preparing Future Faculty (PFF). Council of Graduate Schools (CGS) Summer Workshop, Portland, Maine.

Bernstein, Bianca L. (1999, June). Graduate education at ASU: the case for graduate student support. Arizona State University Foundation Board of Directors quarterly meeting. Arizona State University, Tempe, Arizona.

Bernstein, Bianca L. (1999, June). Ups and downs in graduate education: right-sizing graduate programs. National Association of State Universities and Land-Grant Colleges (NASULGC), Council on research Policy and Graduate Education (CRPGE) Summer Forum, Snowbird, Utah.

Bernstein, Bianca L. (1999, April). Psychological development and change: between the modern and the postmodern. Panel chair at the American Educational Research Association (AERA) Annual Meeting, Montreal, Canada.

Bernstein, Bianca L. (1999, March). Using the results of program review: opportunities and challenges. Panel chair at the Western Association of Graduate Schools (WAGS) Annual Meeting, Boulder, Colorado.

Bernstein, Bianca L. (1998, December). Broadening career opportunities beyond academe: graduate education and work. Panelist at the Council of Graduate Schools (CGS) and Canadian Association for Graduate Studies (CAGS) joint meeting, Vancouver, Canada.

Bernstein, Bianca L. (1998, November). Business not as usual. Panelist at the Second Richard A. Harvill Conference on Higher Education, “Invisible Scholars: Returning Students at American Universities”, University of Arizona, Tucson, Arizona.

Bernstein, Bianca L. (1998, August). Recruiting top graduate students for the College of Architecture and Environmental Design. Arizona State University, College of Architecture and Environmental Design Retreat, Tucson, Arizona.

Bernstein, Bianca L., Losse, Deborah N. (1998, July). Innovations in Preparing Future Faculty. Panelist at the Council of Graduate Schools (CGS) Summer Workshop for Graduate Deans, Santa Fe, New Mexico.

Bernstein, Bianca L. (1998, July). Case study. Workshop leader at the Council of Graduate Schools (CGS) Summer Workshop for Graduate Deans, Santa Fe, New Mexico.

Bernstein, Bianca L. (1998, July). Program initiation, review, and termination. Presentation at the Council of Graduate School (CGS) Summer Workshop for Graduate Deans, Santa Fe, New Mexico.

Bernstein, Bianca L. (1998, July). Fundraising opportunities. Presentation at the Council of Graduate Schools (CGS) Summer Workshop for Graduate Deans, Santa Fe, New Mexico.

Bernstein, Bianca L. (1998, April). Definition of partnerships – strategies for strengthening our partnerships with departments, defining faculty and departmental contributions to the Preparing Future Faculty (PFF) program. Speaker at the Preparing Future Faculty program, Arizona State University.

Bernstein, Bianca L. (1998, April). What are the current issues facing higher education? Speaker at the Arizona Students’ Association 11th Annual Legislative Conference, Phoenix, Arizona.

Bernstein, Bianca L. (1998, March). Teaching evaluations. Speaker at the Council on the Status of Women, Arizona State University, Tempe, Arizona.

Bernstein, Bianca L. (1998, March). Graduate student services at the crossroads. Panelist at the Western Association of Graduate Schools (WAGS) Annual Meeting, Salt Lake City, Utah.

Bernstein, Bianca L. (1997, December). Certificates: what, why, where, who and how? The role of the graduate school – policies and guidelines. Speaker at the Council of Graduate Schools (CGS) Annual meeting, Washington, D.C.

Bernstein, Bianca L., Blaylock, K., & Lurie, R. (1997, December). Electronic admissions at Arizona State University. Speaker at the Council of Graduate Schools (CGS) Annual Meeting, Washington, D.C.

Bernstein, Bianca L. (1997, December). *Innovation and change in graduate education in the health sciences – new programs, student populations and modes of delivery in master’s level education.* Speaker at the Council of Graduate Schools (CGS) Annual Meeting, Washington, D.C.

Bernstein, Bianca L. (1997, September). *Graduate student employment issues*. Panelist at the Association of Graduate Schools (AGS) Annual Meeting, University of Toronto, Toronto, Ontario.

Bernstein, Bianca L. (1997, April). *Formal education and lifelong learning: mutual influences.* Keynote address to Phi Kappa Phi,. Tempe, AZ.

Bernstein, Bianca L. (1996, October). *The challenges of building top science programs.* Speech to the Achievement Rewards for College Scientists Foundation (ARCS), Phoenix, AZ.

Bernstein, Bianca L., Glick, Milton D., Linton, Marigold L. (1996, April). Panelist in the ASU Faculty Women’s Association Colleague(s)-to-Colleague(s) Workshop on Promotion and Tenure, ASU, Tempe, AZ. (invited)

Bernstein, Bianca L. (1996, April). *Why didn’t we think of this sooner?* Paper presented for Arizona Regent Judy Gignac at the Association of Governing Boards of Universities and Colleges National Conference on Trusteeship, Chicago IL

Bernstein, Bianca L. (1996, March). *Reforms in graduate education: Preparing Future Faculty and Beyond*. Presenter, Forum on Faculty Roles and Rewards, American Association of Higher Education, Atlanta, GA (invited)

Bernstein, Bianca L. (1996, March). *Innovations/creative linkages: graduate and undergraduate education.* Panelist, Western Association of Graduate Schools Annual Meeting, Vancouver, British Columbia, Canada (invited)

Bernstein, Bianca L., Walker, George, George Jones, & Gaff, Jerry (1996, January). *Reforms in graduate education: Preparing Future Faculty and Beyond*. American Association of Higher Education Conference on Faculty Roles and Rewards, Atlanta, GA (invited)

Bernstein, Bianca L. (1996, January) Facilitated Future Planning Workshop at Preparing Future Faculty Meeting, Chicago, IL (invited)

Bernstein, Bianca L. (1995, July). *Fund-raising opportunities for preparation of future faculty*. Workshop, Preparing Future Faculty Summer Conference, Colorado Springs, CO. (invited)

Bernstein, Bianca L. (1995). *Comparison of continuity and change in research-doctorate programs in the United States.* National Research Council 1995 Study presentation to ASU Science Department Chairs and Department of Geology faculty, ASU, Tempe, AZ. (invited)

Bernstein, Bianca L. (1972-1994). Over 100 professional presentations.

# TEACHING (Since 2007)

CPY 791: Supervision Theory (Spring, 2007; Spring, 2008; Fall, 2008; Fall 2009; Fall 2011; Fall 2012; Fall 2013; Fall 2014; Fall 2015; Fall 2016; Fall, 2018; Fall, 2020)

CPY 635: Professional Development (Fall, 2019; Spring, 2020)

CED 527/CPY 660 Prevention and Consultation (Spring, 2017)

CPY 674: Counseling Women (Spring 2010; Fall, 2016; Fall, 2018)

CPY/ HED 691: Grants and Grant-makers: The Washington Context (Fall, 2006; Fall, 2007; Spring, 2008; Spring, 2009)

CED 577: Counseling Pre-practicum (Fall, 2006; Spring, 2012; Spring 2013; Spring 2014; Spring 2016; Spring, 2017)

# CPY 792: Research (every term)

CPY 799: Dissertation (every term)

# UNIVERSITY SERVICE (2007 – present)

Chair, CCP Personnel Committee, 2021

Member, CISA Personnel Committee, 2020-2021

Lead, CCP Continuing Ed, 2019-2021

Chair, CPY Admissions Committee, 2019-20; 2020-21

Chair, CCP Assistant Professor Search Committee, 2019-2020

Lead, Standard IV (Faculty), APA Self-Study Committee, CCP 2018 - 2019

Member, ASU ADVANCE Advisory Group, 2019 - 2021

Member, ASU Sea Change Assessment Team, American Association for the Advancement of Science STEM Equity Achevement Designation, 2019 – 2020

Chair, search committee for CCP Clinical Faculty and Director of Counselor Training Center, 2016-2017 (successfully concluded)

Member, search committee for CCP Associate Professor, 2016-2017 (successfully concluded)

Chair, search committee for CCP Assistant Professor, 2015 (successfully concluded).

Member, Counseling search committee for clinical faculty position, 2014-2015. (successfully concluded).

Co-chair, CCP Personnel Committee, 2015.

Member, CED/CPY Personnel Committee, 2011- 2019

Member, Advisory Committee for the new ASU Institute for the Science of Teaching and Learning (ISTL), 2014-2015.

Speaker, Crafting Meaningful, Competitive, and Compelling Broader Impacts (NSF). ASU Office of Knowledge Enterprise and Development (OKED) funding success skills series (fs3), September, 2015.

Keynote address, ASU Graduate and Professional Students Association Interdisciplinary Research Symposium, March, 2015.

Member, Personnel Committee, School/College of Letters and Science, 2012-2015. In 2014-15, there were 6 sabbatical requests, 1 promotion case, and 3 third-year reviews. In 2012 and 2013, there were 5 promotion and tenure cases, 1 third-year review and 4 sabbatical requests.

Member, Counseling/Counseling Psychology search committee for faculty positions, 2013. Hired two new faculty.

Chair, Doctoral Admissions Committee, Counseling Psychology Program , 2015-2016, 2014-2015, 2013-2014, 2012-2013; 2010-2011, 2006-2007.

Member, Doctoral Admissions Committee, Counseling Psychology Program, 2011-2012.

Mentor for junior faculty members, including in CCP, 1 in CLS at request of Dean and and two outside of CLS.

Chair, ABOR Dissertation Award Committee, Counseling Psychology, 2012

Member, Counseling/Counseling Psychology search committee, 2011-2012. Hired three new faculty.

Member, College of Education Search Committee for Executive Dean, 2009.

Member, College of Education Ad Hoc “Committee to Stabilize the College”, 2009

Member, College of Education Personnel Committee, 2007-2010.

Member, Mary Lou Fulton College of Education Strategic Planning Committee, 2008. (appointed by Dean Hynd).

Member and Affirmative Action Representative, Search Committee, Psychology in Education Division Director position, 2006 –2009.

Member, ASU Honors Faculty Council and Honors Disciplinary Faculty, 2006-2007

Member, Executive Board, AZ American Council on Education Network, appointed by Provost Capaldi as ASU representative, 2007-2008.

Search Committee Member (elected) for Psychology in Education Division Director position, Fall 2006 – 2008.

Invited presenter, “Professional Outreach and Networking”, ASU Preparing Future Faculty program, 2008.

Invited Trainer. *Reviewing Grant Proposals*, two sessions per year for reviewers, Graduate and Professional Students Association (GPSA) at ASU, October 2006, September 2007.

Invited workshop presenter, *Grant Writing*, ASU Preparing Future Faculty program, Nov. 30, 2007.

Invited panel member for the Preparing Future Faculty program at ASU on “Diversity in Higher Education” January 2007.

Bernstein, Bianca L. (January 25, 2007). *All Things are not Equal: Voices of ASU PhD Students about Being a Woman in Science and Engineering.* Invited presentation to Faculty Women’s Association, ASU.

Bernstein, Bianca L. (February 6, 2007). *University and program barriers for women in science and engineering.* Invited seminar for the affiliates of CRESMET, ASU*.*

Invited by ASU’s Provost’s Office to serve on a panel for junior faculty on getting external funding, November, 2005.

# PROFESSIONAL SERVICE (Since 2007)

**Committee chairs**

Chair, Committee of Visitors for an agency review of the Gender in Science and Engineering Grant Program, National Science Foundation. September, 2012.

Chair, international workgroup (14 countries represented), *What is a Doctoral Degree*, 2005 - 2011. *Forms and Forces of Change in Doctoral Education,* project funded by the National Science Foundation and the Ford Foundation.

Chair, international workgroup (9 countries represented) on Diversity in Graduate Education, 2008 – 2012. *Forms and Forces of Change in Doctoral Education,* project funded by the National Science Foundation and the Ford Foundation.

**Committee memberships**

Member, Advisory Board for GSE-CompuGirls NSF grant, Dr. Kimberly Scott PI, 2011-2014.

Member, Committee of Visitors for an agency review of the Alliances for Graduate Education and the Professoriate Grant Program, National Science Foundation, September, 2013.

Member, APA Task Force on International Quality Assurance, American Psychological Association. Appointed August 2007 by the APA Board on Educational Affairs (BEA) and the Committee on International Relations in Psychology (CIRP).

Bernstein, B. L., Duan, C., Oakland, T. D., & Wedding, D. Report of the BEA/CIRP Task Force on APA’s Role in International Quality Assurance.

**Editorial Activities**

Ad hoc reviewer for *Journal of Counseling Psychology*, *The Counseling Psychologist*, *Sex Roles, Review of Educational Research, Educational Researcher, American Educational Research Journal*, *Frontiers: A Journal of Women Studies.*

Panel chair & member, reviewer for multiple research proposals and National Science Foundation Science & Engineering Indicators, National Science Foundation; 2007 – present

Referee for the American Society for Engineering Education, 2009 – present

Program Review Committee, American Psychological Association, Society of Counseling Psychology, 2007 – present

Referee for the Association for the Study of Higher Education, 2014-2015.

Reviews for tenure and promotion to associate and full at multiple universities.

Review panelist, Ford Foundation Diversity Fellowship Programs, National Academy of Sciences, 2000, 2005, 2010.

Program Committee, *American Educational Research Association*, Div. E, 1988- present; Div. J, and three SIG’s, 2006-present.

#### **Positions Held.**

Immediate Past-President, *Western Association of Graduate Schools*, 2004-2005. President, *Western Association of Graduate Schools*, 2003-2004 (elected). President-Elect, *Western Association of Graduate Schools*, 2003-2004 (elected).

Member, Executive Committee, *Western Association of Graduate Schools*, 2000-2001 (elected)

Member, Executive Committee, *Council of Graduate Schools* (CGS), 1999-2000. (elected)

Member, Board of Directors, *Council of Graduate Schools* (CGS), 1998-2000. (elected)

Member, Board of Directors, *Council on Research Policy and Graduate Education* (CRPGE), National Association of State Universities and Land Grant Colleges (NASULGC), 1997 - 2000. (Elected)

Member, Steering Committee National Collegiate Athletic Association (NCAA) accreditation of ASU Intercollegiate Athletics, 1998-2000.

Member, National Association of State Universities and Land-Grant Colleges (NASULGC), Measurement Working Group, 1999.

#### **Professional Memberships**

###### American Counseling Association (ACA)

Association for Counselor Education and Supervision (ACES)

Arizona Counselors Association (AzCA)

###### American Psychological Association (APA)

Div. 17 – Society for Counseling Psychology (SCP) (Fellow)

Div. 8 -- Personality and Social Psychology

Div. 35 -- Psychology of Women (Fellow)

Div. 29 -- Psychotherapy

###### American Psychological Society (APS)

###### American Educational Research Association (AERA)

Div. E - Counseling and Human Development

Div. J – Postsecondary Education

Div. I – Education in the Professions

SIG—Doctoral Education Across the Disciplines

SIG—Role and Status of Women in Education

*American Association for the Advancement of Science (AAAS)*

Psychology

Education

*American Society for Engineering Education (ASEE)*

Women in Engineering Education (WIED)

Educational Research and Methods (ERM)

*Association for Women in Science (AWIS)*

*Association for the Study of Higher Education* (ASHE)

# HONORS AND AWARDS

Distinguished Leader for Women in Psychology, named by the Committee on Women in Psychology of the American Psychological Association, 2016.

Fellow, American Psychological Association, Division 35 Society for the Psychology of Women, 2016.

Fellow, American Association for the Advancement of Science (AAAS), elected in 2014.

Fellow, American Psychological Association, Division 17 Society of Counseling Psychology, elected in 2015.

Woman of the Year Award, American Psychological Association, Division 17 Section for the Advancement of Women (SAW), 2014.

Outstanding Faculty Mentor Award, Faculty Women’s Association, Arizona State University, 2014.

A doctoral mentee, Kerrie Wilkins, was appointed Assistant Professor, Indiana University, effective Fall, 2016.

A doctoral mentee, Kerrie Wilkins, received the 2015 Distinguished Graduate Student Award from the ASU Faculty Women’s Association.

A doctoral advisee, Amy Dawson, was named the 2015 Student Award Winner for the Prevention Section of the Society for Counseling Psychology of the American Psychological Association; cash award of $200.

A doctoral advisee, German Cadenas, was awarded a full-time fellowship in the ASU Office of Entrepreneurship and Innovation.

A doctoral advisee, German Cadenas, was selected as one of the ten 2014 APA Society of Counseling Psychology Leadership Academy participants.

A doctoral advisee, Natalie Fabert, was awarded two dissertation awards for 2012-2013: an Arizona Board of Regents Dissertation Fellowship and a grant from the Graduate College.

A doctoral advisee, Amy Dawson, was recognized by the American Psychological Association Division 17 Section for the Advancement of Women for top paper at the annual conference, 2013.

Invited by the ASU Faculty Senate to appear before the AZ Board of Regents to speak about ASU’s Design Imperatives: Transform Society, 2014. (declined due to conference in Washington).

College Marshal, Arizona State University Commencement, May 2014

Nominee, 2009, 2014 Outstanding Contribution and Achievement Award, ASU Commission on the Status of Women

Nominee, Fellow, Association for Women in Science (AWIS), 2007.

Invitational Workshop,Women, Minorities and Interdisciplinarity. Barnard College and the Social Science Research Council, Columbia University, New York, Nov. 12-13, 2007.

Governor’s Spirit of Excellence Award, Governor Jane Hull, State of Arizona, Graduate Admissions Reengineering Project Executive Team, December 2000.

President’s Award for Team Excellence, Arizona State University, Graduate Admissions Reengineering Project Executive Team, March 2000

Award of Appreciation, Arizona State University Corporate Leaders Program, April 1999.

President’s Award for Team Excellence, Arizona State University, Graduate Admissions Reengineering Process Coordination Team, March 1999.

President’s Award for Innovation, Arizona State University, Graduate Admissions Reengineering Project, March 1999.

Distinguished Alumni Award, Nominee, University of California Santa Barbara, January 1999.

Governor’s Award for Excellence, Governor Jane Hull, State of Arizona, Graduate Admissions Reengineering Process Coordination Team, November 1998.

Black Caucus Award for Contributions to Diversity, Arizona State University, 1998.

Award for Top Paper (one of five) presented at the College and University Computer Users Association (CUMREC) annual meeting. Blaylock, K., Lurie, R., & Bernstein, Bianca L. A transformation in graduate admissions processing. Atlanta, 1998.

President’s Award for Innovation to the ASU Services Learning Project Team for efforts to assist low-income children and families in partnerships with Arizona State University and the community, March 1997.

Achievement in Gender Equity Award, Faculty Women’s Association, for performance and contributions to the academic community demonstrating progress and promoting equity for women and diversity at Arizona State University, 1996

Vice President for Student Affairs Award “for significant contributions to the quality of life for students at Arizona State University”, 1992, 1993, 1994, 1996, 1997, 1998, 1999, 2000.

Anthony Wayne Award for Leadership, College of Education, Wayne State University, 1986

Regents Fellowships, University of California, Santa Barbara, 1973-74, 1974-75

Phi Beta Kappa, University of California, Berkeley, life member, 1970

**Media Interviews**

Derra, S. (2014, December 1). Professor, champion for women in science, named AAAS Fellow. **ASU [Insight].**

Retrieved from <https://asunews.asu.edu/20141201-bernstein-aaas-fellow>

Toscano, J. (2014, November 25). ASU website serves as a mentor to women in STEM fields. **The State Press**. Retrieved from <http://www.statepress.com/2014/11/25/asu-website-serves-as-a-mentor-to-women-in-stem-fields/>

Roen, M. (2014, November 13). ASU expands online resource for women in science, engineering. **ASU news [science and tech]**. Retrieved from <https://asunews.asu.edu/20141113-asu-careerwise-for-stem-women>

Terrill, M. (2014, August 13). Counseling psychology professor named ‘Woman of the Year.’ **ASU news [business, culture & affairs].** Retrieved from <https://asunews.asu.edu/20140813-bianca-bernstein-apa-award>

[Benderly](http://sciencecareers.sciencemag.org/advanced_search/results?occursin=fulltext&sortedby=relevance&author=Benderly), B. L. (2010, December 3). Taken for granted: choosing between science and caring? ***Science Magazine****,* ***MySciNet*.** Retrieved from <http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2010_12_03/caredit.a1000117>

Carter, D. (2010, October 28). University web site addresses gender gap in STEM fields. ***ECampus News****.* Retrieved from <http://www.ecampusnews.com/top-news/university-web-site-addresses-gender-gap-in-stem-fields/?>

Cleaver, J. (2010, November 12). How to engineer bridges for women. ***BNET, the CBS Interactive Business Network***. Retrieved from [http://www.bnet.*com*/blog/women-business/how-to-engineer-bridges-for-women/1101?tag=content;drawer-container](http://www.bnet.com/blog/women-business/how-to-engineer-bridges-for-women/1101?tag=content;drawer-container)

Cloud, J. (2010, November 29). The lab rat: can a simple writing exercise close the gender gap? ***Time Magazine****: Healthland*. Retrieved from [http://healthland.time.com/2010/11/29/the-lab-rat-can-a-simple-writing-exercise-close-the-gender-gap/ - ixzz1BN6cmIwC](http://healthland.time.com/2010/11/29/the-lab-rat-can-a-simple-writing-exercise-close-the-gender-gap/#ixzz1BN6cmIwC)

Chapman, P. (2010, November 5). New web site offers career ‘resilience’ advice for female academics. ***Chronicle of Higher Education****.* Retrieved from <http://chronicle.com/blogs/wiredcampus/new-web-site-offers-career-resilience-advice-for-women-academics/28044>

Grasgreen, A. (2010, November 8). Wising up on STEM completion. ***Inside Higher Education***. Retrieved from <http://www.insidehighered.com/news/2010/11/08/stem>

**Jamieson, D. (2011, January). Women in science: this website’s for you. *gradPsych, 9(1).* Retrieved from** [*http://www.apa.org/gradpsych/2011/01/women.aspx*](http://www.apa.org/gradpsych/2011/01/women.aspx)

Jones, J. (2010, November 8). CareerWISE web resource offers Ph.D. guidance for women in science. ***Diverse Issues in Higher Education****.* Retrieved from <http://diverseeducation.com/article/14364/>

Pazin, M. (2011, January). **A new online career resource for graduate students** *(Titled "Giving students endurance in the graduate-school marathon" in print version).* ***ASBMB Today***. Retrieved from <http://www.asbmb.org/asbmbtoday/asbmbtoday_article.aspx?id=11040>

Reiser, L. (2009, December 30). Few women Ph.D.’s in science, math: is CareerWISE web site a solution?. ***ABC News Campus Chatter***. Retrieved from <http://blogs.abcnews.com/campuschatter/2009/12/researchers-hope-web-site-draws-more-women-to-science-math.html>

Online resource offers resilience training for women in science. (2010, October 26). ***National Science Foundation****.* Retrieved from <http://www.nsf.gov/news/news_summ.jsp?cntn_id=117980>

Website to help women: Arizona initiative offers support to female doctoral students. (2010, November 10). ***Nature***. Retrieved from <http://www.nature.com/naturejobs/2010/101111/full/nj7321-337b.html>

“Supporting women in science fields.” Interviewed by Susan Soltero, **Today with Susan Soltero**, daily science and environment radio program, WALO in Puerto Rico, November 22, 2010.

<http://www.waloradio.com/>

“Online resilience training for graduate students.” Interviewed by Amy Goddard, **College Connection**, weekly radio program produced by Oklahoma State Regents, November 15, 2010.

<http://www.okhighered.org/college-connection>

Terrill, M. (November 1, 2010). Online resource offers training for women in STEM fields. **ASU News [now]**. Retrieved from <https://asunews.asu.edu/20101027_careerwise>

# ADMINISTRATIVE POSITIONS 1995 - 2005

### DIRECTOR, DIVISION OF GRADUATE EDUCATION (DGE), NATIONAL SCIENCE FOUNDATION, JULY 2003 TO OCTOBER 2005

### Responsibilities

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The NSF Division of Graduate Education (DGE) is housed in the Directorate of Educational and Human Resources (EHR) within the National Science Foundation. DGE administers the hallmark programs of NSF that support the integration of education and research for graduate students in science, technology, engineering, and mathematics (STEM). DGE programs are foundation-wide, at the time provided approximately 4600 fellowships or traineeships annually to graduate students in the sciences and engineering, and support students and faculty associated with the disciplinary directorates of the agency. The Division Director provides leadership for graduate education matters at the NSF and is the administrator of the Division, responsible for programs, policy, evaluation and monitoring, responses to Congressional requests, as well as for personnel, budget, and operations. The Division Director has the final authority for all awards and declines prior to approval and notification by the NSF Grants and Awards office.

DGE administers the prestigious Graduate Research Fellowship Program that then provided three-year fellowships of $30,000 annually plus cost-of-education, to the 1000 most promising STEM graduate students in the country. As well, DGE administered what was then the innovative Integrative Graduate Education and Research Traineeship (IGERT) program that was “intended to catalyze a cultural change in graduate education, for students, faculty, and institutions, by establishing innovative new models for graduate education and training in a fertile environment for collaborative research that transcends traditional disciplinary boundaries.” DGE also administered another crosscutting program, the Graduate Teaching Fellows program (GK12) that provided support for graduate students in STEM to serve as resources to teachers in K-12 settings. The program promoted collaborations between universities and K – 12 schools to benefit K – 12 students and teachers and strengthen communication and teaching skills and outreach experience among science and engineering graduate students. A fourth program, the NATO Post-Doctoral Fellowship Program, was administered by DGE on behalf of the U.S. State Department, until the NATO Science Committee discontinued science fellowships in 2005.

### DEAN OF THE GRADUATE COLLEGE and UNIVERSITY ACCREDITATION AND PROGRAM REVIEW OFFICER, ARIZONA STATE UNIVERSITY, MARCH 1995 TO JUNE 2003

### Responsibilities

The mission of the Graduate College (now Graduate Education) at Arizona State University has been to promote and support the integrity, quality, and vitality of graduate programs and to ensure their currency. During my tenure, the Graduate College coordinated and supported 150 graduate and post-baccalaureate certificate programs offered by all the disciplinary and professional colleges and schools at the ASU Main campus and ASU East. Twelve interdisciplinary graduate degree and certificate programs were administered directly by the Graduate College.

During my years of tenure as graduate dean, the Graduate College provided services to and advocated for the 12,000 enrolled graduate students. The Graduate College handled all admissions and post-admissions services for students, fostered diversity and inclusiveness, awarded all tuition waivers and many other forms of financial support, administered a range of merit award programs, encouraged effective mentoring for all students, organized training for teaching and research assistants, and provided specialized programs of professional development and support.

Additionally, the Dean of the Graduate College served as the University Program Review and Accreditation Officer. All accreditation reviews, both academic and administrative, were coordinated by the Graduate College, as were all academic program reviews on a seven-year cycle mandated by the Arizona Board of Regents.

### Programs That Were Developed and Institutionalized Under My Tenure as Graduate Dean

Inaugurated and expanded the Preparing Future Faculty (PFF) program at ASU. PFF is an interdisciplinary program that prepares doctoral students for careers in the professoriate. The program included annually 100 students in 30 doctoral programs. From its inception with the 1994 award as one of five major U.S. sites, the ASU program grew to be widely recognized as the model program for universities nationwide and internationally.

Developed the Preparing Future Professionals (PFP) program, beginning in 1999. PFP was a collaboration with ASU departments and the business community to prepare graduate students for a wide range of career opportunities in the private, corporate and public sectors. During the 1999-2000 academic year, for example, career panels addressed such topics as Careers Paths for Ph.D.s in Corporate Businesses and Industries; Career Paths for PhDs interested in Small Businesses, Entrepreneurial Endeavors, and Consultant Activities.

In 1995, established the University Graduate Scholars (UGS) Program to provide ASU’s first multi-year, competitive package for recruiting top doctoral and MFA students.

Developed the Millenium Interdisciplinary Dissertation Fellowships. Initiated in 2000, these dissertation fellowships included a $15,000 stipend to support groundbreaking interdisciplinary research by doctoral students.

In 2001, created a new program of McNair Fellowships to recruit first-generation and underrepresented students to ASU graduate programs.

Conceptualized, developed, and initiated ASU’s first benefit package for ASU Graduate Teaching and Research Assistants. Actually funded health insurance as a benefit for all ASU Teaching Assistants for three years, and worked with the Vice President for Research to charge insurance for research assistants to research grants. Designed and implemented tuition remission for ASU’s teaching and research assistants, replacing the earlier model of awarding a small number of tuition waivers.