![ADVANCEGeo Partnership logo]

Erika Marín-Spiotta is Professor of Geography at the University of Wisconsin-Madison. She holds a PhD in Ecosystem Science from the University of California, Berkeley. At UW, she leads the Biogeochemistry and Biogeography Lab, which studies how changes in climate and land use alter terrestrial ecosystem processes, with a focus on carbon and nutrient cycling. Marín-Spiotta is the recipient of a Romnes Faculty Fellowship and Vilas Associate Award from UW-Madison, a National Science Foundation (NSF) CAREER award, a Presidential Early Career Award in Science and Engineering, a Sulzman Award for Excellence in Education and Mentoring from the American Geophysical Union, and a President's Award from the Association for Women Geoscientists. She is currently a Diversity Liaison working with the Vice Provost & Chief Diversity Officer and the Vice Provost for Faculty and Staff. She leads ADVANCEGeo, a national program funded by NSF, which aims to transform workplace climate in the geosciences through the development of bystander intervention and research ethics training in partnership with professional societies. Marín-Spiotta has years of experience facilitating professional development workshops, including for the Heads and Chairs program of the American Geophysical Union.

Blair Benson Schneider is an Associate Researcher and Science Outreach Manager for the Kansas Geological Survey (KGS) at the University of Kansas. She earned her PhD and Master's degree in Geophysics from the University of Kansas and her Bachelors of Science in Geology from James Madison University. She completed a postdoc at the University of Kansas Center for Teaching Excellence before beginning her position at the KGS, where she focused on STEM course transformation and multi-institutional collaboration. Dr. Schneider's research focuses on two separate fields: near-surface applied geophysics for archaeological and forensic exploration, and broadening participation in the STEM workforce. Schneider was recognized for her work in 2019 with the Society of Exploration Geophysicists (SEG) Special Commendation Award, and in 2013 with the Association for Women Geoscientists Presidents Award. She currently serves as the chair of the SEG Women's Network Committee and is a past-president of the Association for Women Geoscientists, an international organized devoted to recruiting and retaining women into the Earth Sciences. Dr. Schneider is co-Principal Investigator of ADVANCEGeo and has developed and facilitated professional development trainings for institutions and associations.

Hendratta Ali is an Associate Professor of Geosciences (Geology). She earned her PhD in 2010 from Oklahoma State University in Stillwater and joined Fort Hays State University (FHSU) as an Assistant Professor to develop a new petroleum geology program. She obtained her MS and BS degrees in Soil Science and Earth Sciences from the University of Yaoundé I. Her disciplinary interests are in aqueous geochemistry, specifically investigating the use of stable isotopes to model and account for the carbon dioxide released from groundwater, soil, and surface waters into the atmosphere, and in exploration geology. She currently leads two international projects funded by the NSF-IRES and the Society of Exploration Geophysicists (SEG) Foundation-Geoscientists Without Borders. Dr. Ali occasionally instructs geoscience-themed classes for non-geologists. She served as Chair of the SEG-Women's Network Committee and is currently on the Geological Society of America-Culture Task Force. Recently she led a petition "Call for a Robust

Anti-Racism Plan for The Geosciences" that has received close to 25 thousand signatures and engagement from many geoscience organizations. She is a recipient of many academic awards including the American Association of Petroleum Geologists - Inspirational Geoscience Educator, OSU-College of Arts and Sciences Rising Star, FHSU Outstanding Graduate Advisor, FHSU John Heinrich's Outstanding Undergraduate Research Mentor, and SEG Outstanding Educator award. Dr. Ali is an ADVANCEGeo trainer.

Asmeret Asefaw Berhe is Professor of Soil Biogeochemistry and Falasco Chair in Earth Sciences at the Department of Life and Environmental Sciences, University of California, Merced. She holds a PhD in Biogeochemistry from the University of California, Berkeley. Dr. Berhe was previously a University of California President's Postdoctoral Fellow at UC Berkeley and UC Davis. Dr. Berhe's research focuses on biogeochemical cycling of essential elements (esp. carbon, nitrogen, and phosphorus) in the soil system. Prof. Berhe was recognized as an Outstanding Women Faculty Leader at UC Merced. Prof. Berhe is a recipient of several national awards and honors, including the National Science Foundation's CAREER award, the Geological Society of America's Bromery Award, and is a member of the inaugural class of the US National Academies of Science, Engineering and Medicine's New Voices in Science, Engineering, and Medicine. Prof. Berhe is the Chair of the US National Committee on Soil Science at the National Academies; Associate Editor of AGU's Journal of Geophysical Research – Biogeosciences. Dr. Berhe is co-Principal Investigator of ADVANCEGeo and has developed and facilitated professional development workshop trainings.

Amy Burgin is an associate professor of Environmental Studies and Ecology and Evolutionary Biology. She earned her Ph.D. from Michigan State University, and her research considers the effects of people's changing use of land on aquatic plant growth. Her work aligns with the research priorities of the National Science Foundation's work on ecosystems, the United States Department of Agriculture and the Environmental Protection Agency. In addition, she serves as a faculty fellow for the University of Kansas Honors Program.

Jennifer Delgado is an Associate Teaching Professor in the Department of Physics and Astronomy at the University of Kansas in Lawrence. She holds a Ph.D. in Astrophysics from the University of Minnesota and a B.S. in Physics from the University of Missouri. Her professional background includes work as a public Outreach Coordinator for the Minnesota Institute of Astrophysics where she organized over 30 events a year for K-12 school groups, college students, scouting groups, summer camps and state parks. Additionally, she served for a year as an adjunct instructor for Haskell Indian Nations University and was the Laboratory Program Director for the Department of Physics and Astronomy for four years. Currently she teaches astronomy courses at the University of Kansas, and is part of the Physics Education Research group there. Her research is primarily focused on how students learn to use mathematics in physics and astronomy courses and labs.

Meredith Hastings is a Professor in the Department of Earth, Environmental, and Planetary Sciences and the Institute at Brown for Environment and Society at Brown University. She holds a

PhD from Princeton University. Her research interests span air quality, atmospheric chemistry, acid deposition and biogeochemistry. In 2014, she was awarded a National Science Foundation (NSF) CAREER Award that supports both research and education initiatives that highlight Hastings' dedication as a researcher, mentor, and teacher. A range of programs at the National Science Foundation have supported her research, including Arctic Natural Sciences, Antarctic Glaciology, Atmospheric Chemistry, Environmental Chemical Sciences and Ocean Sciences. In 2002, Hastings co-founded the Earth Science Women's Network (ESWN, eswnonline.org), whose mission is to connect women in the Earth sciences to develop their careers, build community, provide informal mentoring and support, and facilitate professional development opportunities. She is the recipient of the American Geophysical Union's Atmospheric Science Ascent Award and she was also named one of Insight into Diversity's 100 Most Inspiring Women in STEM. She led an NSF ADVANCE PAID award (2009-2014) and is co-Principal Investigator of ADVANCEGeo. Over the last ten years, Hastings has developed and facilitated professional development workshop trainings, including the Heads and Chairs program of the American Geophysical Union and the Early Career program at the American Meteorological Society.

Elizabeth Long is Director of Conservation Science at the 8500 acre Mohonk Reserve in upper state New York. As Director, she oversees a research program that is diverse in taxonomic scope and boasts biological inventories and phenological records dating back to the 1920s. As a La Kretz Center/Natural History Museum postdoc, Elizabeth conducted intensive field surveys to determine butterfly species richness, abundance, and declines in Southern California, with special emphasis on the Santa Monica Mountains and urban Los Angeles.

Allison Mattheis is Associate Professor in the Division of Applied and Advanced Studies at California State University Los Angeles, where she teaches in the M.A. in Educational Foundations and Ed.D. in Educational Leadership programs. She holds a Ph.D. in Educational Policy and Leadership and M.A. in Educational Administration from the University of Minnesota, and majored in Environmental Studies and Politics, with a minor in Geology, as an undergraduate. Her professional background includes eight years teaching middle school science and work as a community organizer for urban water quality. In addition to her role as the social science co-PI of the ADVANCEGEo team, she has worked since 2013 on a national study of queer identities and individuals in STEM fields, and is currently a Virtual Visiting Scholar with the ARC network, a project of NSF's AWIS program, working on a meta-synthesis of how gender is defined and understood in STEM higher education research.

Isabel Morris is an Assistant Professor of Civil Engineering in the Civil and Environmental Engineering department at New Mexico Tech. She earned her PhD in Civil and Environmental Engineering from Princeton University, where she received an NSF GRFP to use nondestructive geophysical techniques to characterize and diagnose concrete and historic structures. Her professional experience includes serving as a Graduate Writing Fellow, running the summer Applied Geophysics and Advanced Geophysical Field Techniques workshops in Romania with ArchaeoTek, and working with various STEM diversity and outreach initiatives.

Amanda Shaffer is a professional coach and diversity consultant with extensive experience supporting academic institutions and faculty to initiate, transform and grow. She has developed both career advancement and diversity training programs at Case Western Reserve University (CWRU), Kent State, and the University of Alabama at Birmingham (UAB) and credits her involvement with multiple NSF ADVANCE initiatives for her ongoing success. While at CWRU, she launched and directed the Ohio, Western PA, West Virginia HERC and helped found the Ohio Diversity Officers Collaborative, and the outcomes of her 2013 NSF funded career program for women in STEM, To Tenure and Beyond, was published in *Forward to Professorship: Academic Leadership Development in Science and Engineering* (Elsevier, 2015). In 2018 she developed an Implicit Bias Search Committee toolkit (2018) for the Higher Education Recruitment Consortium (HERC) and provides this training to institutions, along with workshops on topics such as White Fragility, Implicit Bias, The Mindful Career, and Bystander Intervention. As the inaugural Director of Diversity Education at the University of Alabama at Birmingham she received the 2019 President's Diversity Champion Award for her significant achievements in establishing DEI training. Amanda is a Gestalt Professional Certified Coach, and is ACC certified through the International Coach Federation with additional training in Emotional Intelligence, Appreciative Inquiry, Women in Leadership, and Mindful Facilitation. Whether she is facilitating, coaching, training or volunteering Amanda's personal and professional work is defined by her dedication to advancing diversity, equity, and inclusion.

Stefanie Whitmire is Research Scientist at Clemson University's Baruch Institute of Coastal Ecology and Forest Science. She earned her PhD in Ecology, Evolutionary Biology and Behavior from Michigan State University and her Bachelor of Science in Biology and Math from Richmond University. She was an Associate Professor in the Department of Agroenvironmental Sciences at the University of Puerto Rico, Mayaguez and teaching professor at Shaw University. Trained as an ecologist and biogeochemist, Stefanie's research is broad in scope. She has researched topics from nutrient cycling in wetlands, to population movement of invasive species, and more recently movement of microplastics in coastal systems. Stefanie also has more than 15 years of experience mentoring and teaching students. She has worked increase diversity in STEM by working on programs to retain high school and undergraduates in STEM by introducing them to and involving them in research early in their careers.

Workshop Evaluators

Christine Bell is an Associate Researcher and Evaluator at the Wisconsin Center for Education Research at the University of Wisconsin-Madison. She began her position with the LEAD Center in 2014 where she provides internal and external evaluation services for programming in higher education. Christine is experienced in the evaluation of workshop development processes and evaluating workshop effectiveness, especially in terms of supporting student and faculty training that goes beyond enforcing policy and leads to authentic changes in academic culture and work climate. She has experience with evaluation requirements for NSF, NIH, and HHMI funded programs, however, she values going beyond grant funding reporting requirements in order to

sincerely support the development of programs and the human lives that are affected, and contribute to broader research impacts. Christine uses mixed methods with a focus on qualitative methods for evaluating programs related to women in STEM, professional development workshops for faculty, staff and students, STEM training programs, and more. She has bachelor's and master's degrees in Sociology and Rural Studies from South Dakota State University.

Julie Maertens has a PhD in Applied Social and Health Psychology from Colorado State University, and is the Senior Evaluator at the CSU STEM Center, which is a university level center with the mission of providing independent evaluation services for projects housed both within and outside of CSU. Over the past 10 years, Dr. Maertens has conducted several large-scale, multi-site youth and family program evaluations with the Colorado Department of Public Health, and has regularly worked with university researchers in- and outside of Colorado to implement STEM education and outreach evaluations, including evaluations of professional development workshops and REU programs. She currently leads the evaluation of several federally funded projects designed to increase the recruitment, persistence, and advancement of women and other underrepresented students in academic STEM careers.