
CURRICULUM VITAE

University of Washington
Center for Evaluation & Research for STEM Equity
Savery Hall, M297, Box 343340
Seattle, WA 98195-3340
elitzler@uw.edu
206-543-4810

EDUCATION

- 2010 Ph.D., University of Washington, Sociology
Dissertation Title: "Sex Segregation in Undergraduate Engineering Majors"
Major Area: Gender Minor Area: Social Stratification
- 2003 M.A., University of Washington, Sociology
- 1998 B.A., Illinois State University, Communication
Minors in Women's Studies and Spanish, Summa Cum Laude

RESEARCH INTERESTS

Educational Stratification, Diversity in Science and Engineering, Gender, Inequality,
Institutional Transformation, Higher Education

POSITIONS HELD

- | | |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| 2015-Present | Director, Center for Evaluation & Research for STEM Equity (CERSE)
(formerly: Center for Workforce Development), University of Washington |
| 2012-Present | Affiliate Assistant Professor, Sociology, University of Washington, |
| 2012-Present | Lecturer, College of Education, University of Washington |
| 2006-2015 | Director for Research, Center for Workforce Development (CWD),
University of Washington |
| 2/2006-9/2006 | Associate Director for Research, CWD, University of Washington |
| 2005-2006 | Senior Research Associate, CWD, University of Washington |
| 2003-2005 | Research Assistant, CWD, University of Washington |
| 2000-2003 | Teaching Assistant, University of Washington |

PEER-REVIEWED PAPERS

- DuBow, W., Hug, S., Serafini, B. & Litzler, E. (2018). Expanding Our Understanding of Backbone Organizations in Collective Impact Initiatives. *Journal of Community Development*, 49(2). <https://doi.org/10.1080/15575330.2018.1458744>
- Samuelson, C.C. & Litzler, E. (2016). Community Cultural Wealth: An Assets-Based Approach to Persistence of Engineering Students of Color. *Journal of Engineering Education*, 105(1): 93-117. DOI 10.1002/jee.20110 [Paper received an honorable mention for the 2016 William Elgin Wickenden Award of the American Society for Engineering Education]
- Litzler, E., Samuelson, C.C. & Lorah, J.A. (2014). Breaking it Down: Engineering Student STEM Confidence at the Intersection of Race/Ethnicity and Gender. *Research in Higher Education*, 55 (8): 801-832 DOI: 10.1007/s11162-014-9333-z

- Young, J. & Litzler, E. (September, 2013). "Investigating the Factor Structure and Invariance of Transfer Student Adjustment to College using Confirmatory Factor Analysis. *The Community College Journal of Research and Practice* 37(11).
- Litzler, E. & Young, J. (2012) Understanding the Risk of Attrition in Undergraduate Engineering: Results from the Project to Assess Climate in Engineering. *Journal of Engineering Education*, 101(2): 319-345.
- Quinn, K. & Litzler, E. (2009). Turning away from academic careers: What does work-family have to do with it? *The Journal about Women in Higher Education*, 2: 66-90
- Yen, Joyce W., Kate Quinn, Coleen Carrigan, Elizabeth Litzler, and Eve A. Riskin. (2007) "The ADVANCE Mentoring-for-Leadership Lunch Series for Women Faculty in STEM at the University of Washington. *Journal of Women and Minorities in Science and Engineering*, 13 (3): 191-206

MANUSCRIPTS UNDER REVIEW / REVISION

- DuBow, W., & Litzler, E. (Accepted/ In Press). The Development and Use of a Theory of Change to Align Programs and Evaluation in a Complex, National Initiative. Submitted to American Journal of Evaluation.
- Litzler, E. & Lorah, J.A. Degree Aspirations of Undergraduate Engineering Students at the Intersection of Race/Ethnicity and Gender (Revise and Resubmit)

MANUSCRIPTS IN PROGRESS

- Serafini, B, DuBow, W., Hug, S., and Litzler, E. A paper uniting collective impact and organizational development [Title in development]. To be submitted to Nonprofit Management and Leadership.
- Brawner, C., Litzler, E. & Slattery, M. Book Chapter: Evaluation as a Tool for Improvement: Building Evaluation Capacity
- Litzler, E. & Dohrman, R.L. Book Chapter: Relationships Build Reform: The Extension Services Process and Role of the Consultant

REFEREED CONFERENCE PAPERS

- Margherio, C.M., Doten-Snitker, K., Williams, J.M., Litzler, E., Ingram, E.L., (2018). Forming Strategic Partnerships: New Results from the Revolutionizing Engineering and Computer Science Departments Participatory Action Research. 2018 American Society for Engineering Education Conference, Salt Lake City, Utah
- Ingram, E.L., Litzler, E., Margherio, C.L., Doten-Snitker, K., Williams, J.M. (2018). The Researcher/Practitioner Strategic Partnership: Linking Theory and Practice for Change in Engineering and Computer Science Education. 2018 American Society for Engineering Education Conference, Salt Lake City, Utah
- Ingram, E.L. Forin, T., Sukmaran, B. and Litzler, E. (2017). Increase your Project's Success through Coordinated Communication: Research and Practice. 2017 Frontiers in Education Conference. Indianapolis, IN.
- Ingram, E.L., Litzler, E. Margherio, C.L., & Williams, J.M. (2017). Learning to Make Change by Revolutionizing Departments: Initial Team Experiences. 2017 American Society for Engineering Education Conference, Columbus, OH.

- London, J., Berger, E. Margherio, C.L., Branstad, J. & Litzler, E. (2017). The RED Teams as Institutional Mentors: Advice from the First Year of the “Revolution”. 2017 American Society for Engineering Education Conference, Columbus, OH.
- Margherio, C.L., Litzler, E. & Doten-Snitker, K. (2017). Developing a Shared Vision for Change: New results from the Revolutionizing Engineering Departments Participatory Action Research. 2017 American Society for Engineering Education Conference, Columbus, OH.
- Samuelson, C.C., Litzler, E., Staples, C. L., Smith, P. E., & Amelink, C. T. (2014). Living, learning, and staying: The impact of a women in engineering living and learning community. 2014 American Society for Engineering Education Conference, Indianapolis, IN.
- Samuelson, C.C., Litzler, E., & Lorah, J.A. (2014). Collaboration between researchers and practitioners for mutual benefit. 2014 AERA Annual Meeting, Philadelphia, PA.
- Litzler, E. & Samuelson, C.C. (2013). Deciding to stay: The intersection of sex and race/ethnicity. 2013 Frontiers in Education Conference.
- Litzler, E. & Lorah, J.A. (2013). The Intersection of Gender and Race/Ethnicity with Educational Aspirations of Undergraduate Engineering Students. 2013 American Educational Research Association Conference.
- Litzler, E. & Lorah, J.A. (2013). A Natural Experiment: NAE’s Changing the Conversation Report and Students’ Changing Perceptions of Engineering. 2013 American Society for Engineering Education Conference.
- Litzler, E. & Samuelson, C.C. (2013). How Underrepresented Minority Engineering Students Derive a Sense of Belonging from Engineering. Presented at the 2013 American Society for Engineering Education Conference.
- Samuelson, C.C. & Litzler, E. (2013). Seeing the Big Picture: The Role that Undergraduate Work Experiences Can Play in the Persistence of Female Engineering Undergraduates. Presented at the 2013 American Society for Engineering Education Conference.
- Litzler, E. & Samuelson, C.C. (2013). Potential Strategies for Persistence: How Minority Engineering Undergraduates Navigate Challenges. 2013 Women in Engineering Proactive Network Conference Proceedings.
- Litzler, E., Mody-Pan, P., & Brainard, S.G. (2011). Intersections of Gender and Race in Engineering Education. Presented at the 2011 ASEE Conference in Vancouver, BC. [Received an Honorable Mention for Best Paper Award from the ASEE Women in Engineering Division (WIED)]
- Litzler, E., Jaros, S., Metz, S., & Brainard, S.G. (2010). “Gender and Race/Ethnicity in Engineering: Preliminary Findings from the Project to Assess Climate in Engineering.” Presented at the 2010 ASEE conference: Louisville, KY
- Metz, S., Brainard, S.G. & Litzler, E. (2010). “Extending Research into Practice: Results from the Project to Assess Climate in Engineering (PACE).” Presented at the 2010 ASEE conference: Louisville, KY
- Quinn, K. & Litzler, E. (2008). “Exploring the Role of Work-Family Concerns in Graduate Students’ Decisions Not to Pursue Academic Careers. American Educational Research Association (AERA) Conference
- Blaser, B., Wheeless, A. & Litzler, E. (2007). “Enhanced Connections: Making Changes to Mentoring Programs for Science and Engineering Graduate Students.” WEPAN Annual Meeting Proceedings, Orlando, FL

- Wheelless, A., Blaser, B. & Litzler, E. (2007). "Mentoring of graduate students in STEM: Perceptions and Outcomes". ASEE Annual Meeting Proceedings, Honolulu
- Litzler, E., Claiborne, C. & Brainard, S.G. (2007) "Five years later: the institutionalization and sustainability of ADVANCE". ASEE Annual Meeting Proceedings, Honolulu
- Bassett, D. & Litzler, E. (2006). "Competing discourses of disruptive technologies: A case study." Society for the Social Studies of Science Conference, Vancouver, B.C. November 2006
- Litzler, E., & Lange, S.E. (2006). "Differences in Climate for Undergraduate and Graduate Women in Engineering: The Effect of Context". ASEE Annual Meeting Proceedings, Chicago, IL
- Litzler, E., Lange, S.E., Mody, P., & Brainard, S.G. (2006). "Retention Rates and Differences between Leavers and Stayers". WEPAN Annual Meeting Proceedings, Pittsburgh, PA
- Litzler, E., Lange, S.E. & Brainard, S.G. (2005). "Career Outcomes of Science and Engineering Graduates". WEPAN / NAMEPA Annual Meeting Proceedings, Las Vegas, NV
- Litzler, E., Lange, S.E. & Brainard, S.G. (2005). "Climate for Graduate Students in Science and Engineering Departments". ASEE Annual Meeting Proceeding, Portland, OR
- Litzler, E., & Brines, J. (2005). "A Fair Bargain? Breadwinning Arrangements, Interpersonal Comparisons, and the Risk of Divorce". ASA Annual Meetings, Philadelphia
- Litzler, E. (2004). "Do those who labor together stay together? The influence of specialization, perceptions of fairness and gender ideology on marital stability". ASA Annual Meetings, San Francisco
- Powers, E. & Litzler, E. (2004). "Gender and the Organizational Determinants of Training". ASA Annual Meetings, San Francisco

CONFERENCES & PRESENTATIONS (NON-REFEREED)

- Affolter, E., Margherio, C., and Litzler, E. (2018). Being Well-Meaning is Not Enough! Understanding and Dismantling White Privilege to Advance Equity Pedagogy and Practice. 2018 Collaborative Network for Engineering and Computing Diversity (CoNECD), Crystal City, VA.
- Litzler, E., Margherio, C., Doten-Snitker, K., Ingram, E., and Williams, J. (2018). Strategies for Building Shared Vision. 2018 Collaborative Network for Engineering and Computing Diversity (CoNECD), Crystal City, VA.
- Litzler, E. (2018). What's Your Impact? Evaluating Programs and Grants Lessons learned from Connect Grants and Connectivity Series, Rochester Institute of Technology ADVANCE presentation.
- Litzler, E. (2018). Research on PNW LSAMP – Phase 3 Proposal. PNW LSAMP Governing Board Meeting.
- Matt, C.D., Litzler, E, and Leibnitz, G. (2017). "Transforming Engineering Culture to Advance Inclusion and Diversity: Overview and Outcomes" (Part 1). 2017 WEPAN Change Leader Forum, Westminster, CO.
- Litzler, E. and Samuelson, C. (2016). Understanding Community Cultural Wealth for Engineering Students of Color. 2016 WEPAN Change Leader Forum, Broomfield, CO.

- Litzler, E. and Margherio, C. (2016). Research Results on the Process of Beginning Academic Change. 2016 WEPAN Change Leader Forum, Broomfield, CO.
- Litzler, E. (2016). Helping You Measure Your Program's Success: Best Practices in Evaluation Survey Development. 2016 WEPAN Change Leader Forum, Broomfield, CO.
- Litzler, E. (2016). Pacesetters Panel and Q&A on Setting Measurable Goals. NCWIT Academic Alliance Meeting at the 2016 NCWIT Summit. Las Vegas, NV
- Litzler, E. and Elworth, J. (2015). Evaluation "Street Smarts:" Strategies to Re-Frame Learning in the Context of Real-World Applications. Presentation at the 2015 American Evaluation Association Meeting, Chicago, IL.
- Litzler, E. (2015). "TECAID Workshop one results" In panel presentation entitled: Talk with us! Fostering faculty-led change that advances inclusion and diversity. WEPAN Change Leader Forum, Broomfield, CO.
- Litzler, E. (2015). How do you know if your program or project is achieving its goals? A skill-building workshop on program evaluation. WEPAN Change Leader Forum, Broomfield, CO.
- Litzler, E., (2014). Lessons learned from evaluation non-use: effective and ineffective communication strategies" Panel with DuBow, W, and Hug, S., entitled: Factors Influencing Take-up of Evaluation Data: Evidence from Three Perspectives on the Same Organization Presentation at the 2014 American Evaluation Association Meeting, Denver, CO
- Litzler, E. (2014). External Evaluation Update. NCWIT Strategic Planning Meeting, Boulder, CO, July 23, 2014.
- Litzler, E. and Samuelson, C (2014). PACE Results and Discussion. PACE Workshop on Effective Interventions, hosted by AAAS, March 19, 2014, Washington, DC
- Litzler, E. (2013). Evaluation Update. NCWIT Pacesetters Roundtable, November, 7, 2013, Boulder, CO
- Litzler, E. (2013). Info you might not know (and info you might). NCWIT Strategic Planning Meeting, Boulder, CO, October 11, 2013.
- Invited Presentation: Litzler, E. (2013). Project to Assess Climate in Engineering (PACE). Purdue University Engineering Education Seminar Series, September 19, 2013. West Lafayette, IN
- Litzler, E., (2013). Creative ways to provide benchmarking and comparison data on enrollments. Panel with Yoder, B., Tsanov, R., Stout, J. & Bizot, B. entitled: Compared to What? Comparison Data for Evaluating Postsecondary STEM Interventions Presentation at the 2013 American Evaluation Association Meeting, Washington, DC
- Litzler, E.(2013). "PACE Overview" on "Are we there yet? Increasing Student Persistence and Retention in STEM" Panel Presentation at the 2013 WEPAN National Conference. Atlanta, GA
- Litzler, E. (2013). "NCWIT Pacesetters: Accelerating the Pace of Change." Panel Presentation at the 2013 WEPAN National Conference. Atlanta, GA
- Litzler, E. (2013). "How Engineering, Computing and Industry can Benefit from Collaboration." Panel Presentation at the 2013 WEPAN National Conference. Atlanta, GA
- Litzler, E. (2013). Two Presentations: NCWIT Academic Alliance Enrollment Trends: AKA Change Takes Time; Pacesetters: Measuring our Success. NCWIT Summit, Tucson, AZ

- Litzler, E., Bottomley, L. & Smith, P. (2012). The Practicalities of Putting Research into Practice: Evidence from the Project to Assess Climate in Engineering. Panel Presentation at the 2012 WEPAN National Conference. Columbus, OH.
- Litzler, E. (March 2012). "Some Here, More There: What Attracts Women to Engineering." WEPAN Webinar Series.
- DuBow, W., Litzler, E., Biggers, M. & Erlinger, M. (2012). "Implementing evidence-based practices makes a difference in female undergraduate enrollments." March 3, 2012. SIGCSE 2012: Raleigh, NC
- Litzler, E. (2012). "Using school climate data to understand engineering retention and promote change." American Association for the Advancement of Science (AAAS) Annual Meeting, Three hour symposium: Connecting Education and Research on Retention in Engineering. Organizers: Suzanne G. Brainard, Yolanda George, Elizabeth Litzler. Vancouver, British Columbia
- DuBow, W. & Litzler, E. (2011). "Are We There Yet? How Internal & External Evaluation Work Together to Assess Progress." Evaluation 2011, The annual conference of the American Evaluation Association: Anaheim, CA
- Litzler, E. (October 2011). "Pacesetters Program Evaluation. NCWIT Pacesetters Roundtable. Boulder, CO
- Litzler, E. (October 2011). "Race Matters when Recruiting & Retaining Undergraduate Women Engineers." STEM Equity Pipeline Webinar
- Litzler, E & Young, J. (2011). "A New Analysis of the Risk of Attrition in Undergraduate Engineering." Understanding Interventions 2011, Nashville, TN
- Litzler, E. (March 7, 2011). "How do Gender and Race/Ethnicity Intersect to Impact Students Perceptions of Experiences in Engineering?" The Global Marathon, For, By and About Women in Engineering and Technology
- Metz, Susan and Litzler, Elizabeth. (2010). "Retention of Undergraduate Engineering Students: Extending Research into Practice." A panel discussion. 2010 WEPAN/NAMEPA conference, Baltimore, MD
- Litzler, Elizabeth. (2010). "PACE Findings and Discussion." A presentation at the PACE Workshop on Organizational Transformation, hosted by the American Association for the Advancement of Science, March 17-18, 2010
- Cohoon, Joanne McGrath, Thompson, Leisa D., Goodall, Jennifer, Dohrman, Rebecca, and Litzler, Elizabeth. (2010). "Consultants on Systemic Reform for Gender Balance." SIGCSE March 10-13, 2010, Milwaukee, Wisconsin, USA
- Litzler, E. (2009). Project to Assess Climate in Engineering: Preliminary Findings. BIRS Planning Meeting at AAAS. September 17 & 18, 2009.
- Brainard, S. & Litzler, E. (2009). "Progress of US Female Faculty at the University of Washington". INWES Korea conference
- Hughes, C. A., Gilbert, S. G., Meischke, H. W., & Litzler, E. (2007). Perceived Risks and Hazards of Nanotechnology. Society of Toxicology Meeting, 2007

INVITED PAPERS AND PRESENTATIONS

- Litzler, E. (2018, February). Assets-based approaches for student and faculty success. Rochester Institute of Technology Center for Advancing STEM Teaching, Learning, and Evaluation (CASTLE).

- Ladner, R.E. & Litzler, E. (2012). The need to balance innovation and implementation in broadening participation. Communications of the ACM (CACM). September issue, Vol. 5 (9).
- Ross, J., Litzler, E., Cohoon, J. M., Sanders, L. (2012) NCWIT Pacesetters Improve Gender Composition in Computing. Communications of the ACM (CACM). April Issue.
- Computing Research Association, Invited speaker to Gender Diversity in Computing, A workshop sharing new findings on Graduate Women's Recruitment and Retention, "Science and Engineering Climate in One Institution." A workshop drawing from education, gender studies, and sociology to identify recruitment, admission, and retention practices that affect the gender balance in graduate computing programs, (Participants included William Aspray (Discussion Moderator), Lecia Barker, Suzanne Brainard, Rodney Brooks, J. McGrath Cohoon, Shelley Correll, Janice Cuny, Mary Frank Fox, Elizabeth Litzler, Holly Lord, Melissa Norr, Carla Romero, Louise Marie Roth, Lucinda Sanders, Sheryl Skaggs.) October 8, 2006, San Diego, CA.

TEACHING EXPERIENCE

- Courses taught: Applied Quantitative Research Methods (Graduate Level, Fall 2012, Fall 2013, Winter 2015) and Sociology of Education (Graduate Level, Winter 2013).
- Saturday Session lectures on quantitative methodology and visualizing data (2016, 2017, 2018).
- Lecture to Prescott College PhD students on Survey Design and Methods (2018)

ADVISORY BOARDS

- Advisory board member for NSF EAGER: Student Support in STEM: Developing and validating a survey instrument for assessing the magnitude of institutional support provided to undergraduate students at a college level; PI: Walter Lee (Virginia Tech); NSF Award #1704350; 5/15/17-4/30/19

GRANTS AND CONTRACTS (does not include sub-contracts)

- Creating National Leadership Cohorts to Make Academic Change Happen. Collaborative grant with Rose-Hulman Institute of Technology. NSF RFE 1649379 \$249,806. PI
- EAGER/RED: Preparing Engineering Faculty to Make Academic Change Happen. Collaborative grant with Rose-Hulman Institute of Technology. \$182,858 PI
- Assessing Improvements and Building on the Success of the Project to Assess Climate in Engineering, 2011-2014, Alfred P. Sloan Foundation. \$671,781. Co-PI and lead proposal writer.
- Addressing University Climate Issues to Improve Retention for Undergraduate Engineering Students, 2006-2011, Sloan Foundation grant, \$354,390.40 (lead proposal writer)
- Impact of Merging WISE and MSEP Programs on Retention of Women in Engineering, 2006, Engineering Information Foundation grant, \$25,000

PROFESSIONAL AFFILIATIONS

American Evaluation Association (AEA)
 American Society for Engineering Education (ASEE)
 Women in Engineering ProActive Network (WEPAN)

PROFESSIONAL ACTIVITIES AND SERVICE

National Science Foundation review panels (2018, 2017, 2016, 2015, 2012, 2011)

Board of Directors

- Women in Engineering ProActive Network, Member at Large (2014-2015)
- Women in Engineering ProActive Network, Secretary (2012-2013)

Journal Reviewer

- Journal of Engineering Education (2017, 2016, 2015, 2014)
- Journal of Women and Minorities in Science and Engineering (2017, 2016, 2015, 2014, 2012, 2011)
- International Journal of STEM Education (2017)
- Advances in Engineering Education (2014)
- IEEE Transactions on Education (2013)
- Professional Issues in Engineering Education and Practice Journal (2012)
- SWE Magazine (2010)
- American Behavioral Scientist (2008)

Conference Paper Reviewer

- American Society of Engineering Education, Education Research Methods (ERM) division (2018, 2017, 2016, 2011, 2010, 2008, 2007)
- Women in Engineering ProActive Network (WEPAN) (2015, 2012, 2011, 2010, 2009, 2008, 2007, 2006)

Committee Work

- Co-chair of the WEPAN Knowledge Center committee (2009-2011)
- Member of the WEPAN Conference Program Committee, (2010, 2011)
- Chair of the WEPAN Conference Proceedings Committee (2010, 2011)
- UW Sociology Graduate Student Association President (2003-2004)
 - Headed fundraising campaign to initiate a graduate student travel endowment. Successfully raised \$25,000 to begin endowment.
- UW Sociology Graduate Student Association VP and Committee Coordinator (2002-2003)
- UW Sociology Social Committee (2001-2002)
- UW Sociology Commons Committee (2000-2001)

Pro Bono Work

- Pro-Bono Evaluation consult with Richard Ladner and Cynthia Bennett for Fetzer funded Workshop “Empowering Blind Students in Science and Engineering” (2013)
- Pro-Bono Evaluation consult with Rane Johnson of Microsoft Research on a survey of middle school girls (2013)

GRADUATE STUDENTS

Current

Brian Tracey, School of Marine and Environmental Affairs, Master’s Thesis committee member

Graduated

Julie Lorah, College of Education, Dissertation committee member