

CARA MARGHERIO
Curriculum Vitae

Center for Evaluation & Research for STEM Equity
University of Washington
Box 352135
Seattle, WA 98195

206-685-4940
clm16@uw.edu

EDUCATION

- 2015 Ph.D., Sociology, University of Washington
 Minor: Social Statistics, Graduate Certificate: Demographic Methods
- 2009 M.A., Sociology, University of Washington
- 2005 B.Phil., Sociology and B.S., Psychology, University of Pittsburgh
 Minor: Fine Arts, Certificate: Women's Studies

PROFESSIONAL POSITIONS

- 2018- Assistant Director, Center for Evaluation & Research for STEM Equity,
 University of Washington
- 2015-2018 Senior Research Associate, Center for Evaluation & Research for STEM Equity
 (formerly Center for Workforce Development), University of Washington
- 2010-2014 Research Assistant, Center for Workforce Development, University of
 Washington

RESEARCH INTERESTS

Diversity, Equity, and Inclusion; Intersectionality; Qualitative Methods; Feminist Theory;
Institutional Change; Organizations

PUBLICATIONS

JOURNAL ARTICLES

- López, C. M., Margherio, C., Abraham, L., and Fenghali-Bostwick, C. (2018). Gender Disparities in Faculty Rank: Factors that Affect Advancement of Women Scientists at Academic Medical Centers. *Social Sciences*, 7(4), 62. DOI:10.3390/socsci7040062
- Yen, J. W., Horner-Devine, M. C., Margherio, C., & Mizumori, S. J. (2017). The BRAINS Program: Transforming Career Development to Advance Diversity and Equity in Neuroscience. *Neuron*, 94(3), 426-430. DOI: 10.1016/j.neuron.2017.03.049
- Horner-Devine, M. C., Yen, J. W., Mody-Pan, P. N., Margherio, C., & Forde, S. (2016). Beyond Traditional Scientific Training: The Importance of Community and Empowerment for Women in Ecology and Evolutionary Biology. *Frontiers in Ecology and Evolution*, 4, 119. DOI: 10.3389/fevo.2016.00119

Margherio, C., Horner-Devine, M. C., Mizumori, S. J., & Yen, J. W. (2016). Learning to Thrive: Building Diverse Scientists' Access to Community and Resources through the BRAINS Program. *CBE-Life Sciences Education*, 15(3), ar49. DOI: 10.1187/cbe.16-01-0058

MANUSCRIPTS IN SUBMISSION

Yen, J. W., Riskin, E. A., Margherio, C., Spyridakis, J. H., Carrigan, C., and Cauce, A. M. Promoting Gender Diversity in STEM Faculty through Leadership Development: From local leadership workshops to the online LEAD-it-Yourself! toolkit. Under review at *Equality, Diversity, and Inclusion: An International Journal*.

Doten-Snitker, K., Margherio, C., Litzler, E., Williams, J., and Ingram, E. Developing a Shared Vision for Change: Moving toward Inclusive Empowerment. Under review at *Journal of Higher Education*.

Margherio, C., Litzler, E., and Fenghali-Bostwick, C. Using a Social Ecological Model Framework for Advancing the Careers of Women in Science in Academic Medical Centers. Under review at *The Lancet*.

MANUSCRIPTS IN PREPARATION

Margherio, C., M. C. Horner-Devine, S. J.Y. Mizumori, and J. W. Yen. Accessing Community Cultural Wealth through Counterspaces in a Professional Development Program. In preparation.

Carrigan, C., S. Kwak, J. Yen, J. Ivy, M. C. Horner-Devine, C. Margherio, C. Grant, and E. Riskin. Building and Breaching Boundaries: An Intersectional Coherent Group Approach to Advancing Women Faculty in Engineering. In preparation.

Burgstahler, S., S. Cheryn, J. Lorah, C. Margherio, P. Mody-Pan, E. Riskin, and J. Yen. The UW Campus Climate Survey: An Instrument to Compare Climate between Student Groups and Departments. In preparation.

WEB-BASED PUBLICATIONS

Horner-Devine, M. C., Margherio, C., Mizumori, S. J.Y., and Yen, J. W. (2017). Peer Mentoring Circles: A strategy for thriving in science. Web blog post. BioMed Central blog. BioMed Central, 18 May 2017.
<http://blogs.biomedcentral.com/bmcblog/2017/05/18/peer-mentoring-circles-a-strategy-for-thriving-in-science/>

PRESENTATIONS AND POSTERS

Margherio, C., Doten-Snitker, K., Williams, J., Litzler, E., and Ingram, E. (2018). Forming Strategic Partnerships: New Results from the Revolutionizing Engineering and Computer Science Departments Participatory Action Research. To be presented at the annual meeting the American Society for Engineering Education, Salt Lake City, UT, June 2018.

Ingram, E., Litzler, E., Williams, J., Margherio, C., and Doten-Snitker, K. (2018). The Researcher/Practitioner Strategic Partnership: Linking Theory and Practice for Change in Engineering and Computer Science Education. To be presented at the annual meeting the American Society for Engineering Education, Salt Lake City, UT, June 2018.

Carrigan, C., Kwak, S., Yen, J.Y., Riskin, E., Horner-Devine, M.C., Margherio, C., Ivy, J., and Grant, C. (2018). Building and Breaching Boundaries: An Intersectional Coherent Group Approach to Advancing Women Faculty in Engineering. To be presented at the annual meeting the American Society for Engineering Education, Salt Lake City, UT, June 2018.

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. To be presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Washington, D.C., May 2018.

Litzler, E., Margherio, C., Doten-Snitker, K., Ingram, E., and Williams, J. (2018). Strategies for Building Shared Vision. To be presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Washington D.C., May 2018.

Williams, J., Litzler, E., Ingram, E., and Margherio, C. (2017). Learning to Make Change by Revolutionizing Departments: Initial Team Experiences in the Revolutionizing Engineering and Computer Science Departments Participatory Action Research Project (REDPAR). Poster presented at the annual meeting the World Engineering Education Forum, Kuala Lumpur, Malaysia, November 2017. Awarded Bronze Medal at the 4th International Innovative Practices in Higher Education Expo.

Margherio, C. and Williams, J. (2017). Building Strategic Partnerships. Presented at the NSF Engineering Education and Centers Grantees Conference, Arlington, VA, October 2017.

Margherio, C., Litzler, E., and Doten-Snitker, K. (2017). Developing a Shared Vision for Change: New Results from the Revolutionizing Engineering Departments Participatory Action Research. Presented at the annual meeting the American Society for Engineering Education, Columbus, OH, June 2017.

Ingram, E., Williams, J., Litzler, E., and Margherio, C. (2017). Learning to Make Change by Revolutionizing Departments: Initial Team Experiences. Poster presented at the annual meeting the American Society for Engineering Education, Columbus, OH, June 2017.

London, J., Berger, E., Margherio, C., Litzler, E., and Branstad, J. (2017). The RED Teams as Institutional Mentors: Advice from the First Year of the "Revolution". Presented at

the annual meeting the American Society for Engineering Education, Columbus, OH, June 2017.

Margherio, C., Mizumori, S. J.Y., Horner-Devine, M. C., and Yen, J. W. (2017). Strengthening Access to Community Cultural Wealth through a Professional Development Program Counterspace. Presented at the 9th Conference on Understanding Interventions that Broaden Participation in Science Careers, San Antonio, TX, March 4, 2017.

Mizumori, S. J.Y., Horner-Devine, M. C., Margherio, C., and Yen, J. W. (2016). BRAINS- Broadening the Representation of Academic Investigators in Neuroscience. Poster presented at the annual meeting of the Society for Neuroscience, San Diego, CA, November 12, 2016.

Litzler, E. and Margherio, C. (2016). Research Results on the Process of Beginning Academic Change. Presented at the 2016 WEPAN Change Leader Forum, Broomfield, CO, June 16, 2016.

Margherio, C. (2016). Re-centering Female Agency While Investigating Premarital Fertility: A Case Study in Agincourt, South Africa. Poster presentation at the annual meeting of the Population Association of America, Washington, DC, April 1, 2016.

Margherio, C. (2014). HIV/AIDS and the Breakdown of Marriage in Rural South Africa. Presented at the annual meeting of the Population Association of America, Boston, MA. May 1, 2014.

INVITED, CAMPUS, AND DEPARTMENTAL TALKS

Affolter, E. and Margherio, C. (2018). Diversity, Equity, and Inclusion in the College of the Environment: Challenges and Possibilities for Change. Presented at the Atmospheric Sciences Colloquium, University of Washington, Seattle, WA. February 9, 2018.

Margherio, C. (2017). Qualitative Methods. Guest Speaker at Modes of Inquiry: Interdisciplinary Research Design, Prescott College Online, November 14, 2017.

Margherio, C. (2014). Identity, Race, and Power: Ethical Considerations in Conducting Fieldwork Abroad. Presented to the Center for Studies in Demography and Ecology Proseminar, University of Washington, Seattle, WA. May 9, 2014.

Margherio, C. (2014). HIV/AIDS and the Breakdown of Marriage in Rural South Africa. Presented at the Center for Studies in Demography and Ecology Seminar, University of Washington, Seattle, WA. April 25, 2014.

GRANTS, FELLOWSHIPS, HONORS, AND AWARDS

2016 Creating National Leadership Cohorts for Making Academic Change Happen. Collaborative grant with Rose-Hulman Institute of Technology. National Science Foundation RFE #1649379. \$249,806. Co-PI

- 2015 Preparing Engineering Faculty to Make Academic Change Happen. Collaborative grant with Rose-Hulman Institute of Technology. National Science Foundation EAGER #1540042. \$216,454. Co-PI
- 2012 Fritz/Boeing Fellowship for International Research and Study, University of Washington
- 2011 Honorable Mention, Ford Foundation Doctoral Fellowship
- 2008 Fellow, Center for Studies in Demography and Ecology, University of Washington
- 2005 American Sociological Association Honors Program
- 2005 Women's Studies Undergraduate Paper Prize, University of Pittsburgh
- 2005 Undergraduate Social Action Award, Sociologists for Women in Society
- 2004 United States Steel Foundation Arts and Sciences Research Fellowship, University of Pittsburgh
- 2002 Brackenridge Research Fellowship, University of Pittsburgh
- 2000 University Honors College Full Tuition Scholarship, University of Pittsburgh

RESEARCH POSITIONS

- 2007-2009 Research Assistant to Dr. Kevin Mihata, Sociology Department, University of Washington (Study of Undergraduate Learning)
- 2003 Research Assistant to Dr. Kathleen Blee, Sociology Department, University of Pittsburgh
- 2001 Research Assistant to Dr. Franklin Toker, History of Art and Architecture Department, University of Pittsburgh

TEACHING POSITIONS

University of Washington, Teaching Assistant
 National Social Movements
 Race Relations
 Social Psychology
 Social Problems

University of Pittsburgh, Teaching Assistant
 College Algebra

SERVICE

- 2018 – Reviewer for American Evaluation Association Annual Conference, Feminist Issues in Evaluation and Qualitative Methods tracks
- 2018 – Reviewer for American Society for Engineering Education Annual Conference
- 2017 – Ad hoc reviewer for International Journal of STEM Education
- 2015 – Ad hoc reviewer for Journal of Women and Minorities in Science and Engineering
- 2011 – 2013 Ad hoc reviewer for Demography
- 2012 – 2013 Graduate Student Representative, Diversity Council, University of Washington

- 2012 – 2013 Diversity Committee, Sociology Graduate Student Association, University of Washington
- 2008 – 2009 Volunteer Coordinator, Sociology Graduate Student Association, University of Washington
- 1997 – 2006 Volunteer Staff, Kentucky Work Week Organization
- 2004 – 2006 Steering Committee, Women’s Studies Program, University of Pittsburgh
- 2004 – 2005 Executive Committee, Alternative Spring Break, University of Pittsburgh
- 2001 – 2005 Participant, Alternative Spring Break, University of Pittsburgh
- 2002 – 2005 Clinic Escort, Planned Parenthood of Western Pennsylvania
- 2003 – 2005 Volunteer Staff, N.A.R.A.L. Pittsburgh

PROFESSIONAL AFFILIATIONS

- American Evaluation Association
- American Society for Engineering Education