

CARA MARGHERIO

Curriculum Vitae

Center for Evaluation & Research for STEM Equity
University of Washington
Box 353340
Seattle, WA 98195-3340

206-685-4940
clm16@uw.edu

EDUCATION

- 2015 Ph.D. Sociology, University of Washington
Minor in Social Statistics, Graduate Certificate in Demographic Methods
Dissertation: "Fatal Attraction: HIV/AIDS and Family Formation in Southern Africa"
Co-Chairs: Samuel Clark and Stewart Tolnay
- 2009 M.A. Sociology, University of Washington
Thesis: "A Stalled Fertility Decline? The Intersection of HIV/AIDS and Fertility in Agincourt, South Africa"
Chair: Samuel Clark
- 2005 B.Phil. Sociology and B.S. Psychology, University of Pittsburgh
Certificate in Women's Studies
Thesis: "Integrating Feminist Discourses: A Socio-historical Analysis of Shulamith Firestone's *The Dialectic of Sex*"
Chair: Kathleen Blee

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

RESEARCH & TEACHING INTERESTS

Race and Ethnicity, Gender, Inequality, Intersectionality, Institutional Change, Social Movements, Higher Education, Science and Technology Studies, Demography

GRANTS

- 2019 Council of Public Liberal Arts Colleges Partnering and Liaising Across the Nation Initiative. National Science Foundation ADVANCE Partnership #1935917. Co-PI. \$997,994.
- 2019 Developing Pathways to Diversify the Profession of Engineered Materials. National Science Foundation S-STEM #1833854. Co-PI. \$999,982.
- 2016 Broadening the Representation of Academic Investigators in NeuroScience. National Institutes of Health NINDS R25 #R25NS094094. Key Personnel. \$1,350,000.

- 2016 Creating National Leadership Cohorts for Making Academic Change Happen. Collaborative grant with Rose-Hulman Institute of Technology. National Science Foundation RFE #1649379. Co-PI. \$297,978.
- 2015 Preparing Engineering Faculty to Make Academic Change Happen. Collaborative grant with Rose-Hulman Institute of Technology. National Science Foundation EAGER #1540042. Co-PI. \$216,454.

PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES

- Margherio, C. (2019). Centering Female Agency While Investigating Contraceptive Use: A Case Study in Agincourt, South Africa. *International Journal for Equity in Health*, 18(1), 60. DOI: 10.1186/s12939-019-0965-7
- Yen, J.W., Riskin, E.A., Margherio, C., Spyridakis, J.H., Carrigan, C.M., and Cauce, A.M. (2019). Promoting Gender Diversity in STEM Faculty through Leadership Development: From local and national leadership workshops to the online LEAD-it-Yourself! toolkit. *Equality, Diversity, and Inclusion: An International Journal*. DOI: 10.1108/EDI-09-2017-0181
- 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., and 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
- Margherio, C., Horner-Devine, M.C., Mizumori, S.J., and 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
- Horner-Devine, M.C., Yen, J.W., Mody-Pan, P.N., Margherio, C., and 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

OTHER PUBLICATIONS

- Horner-Devine, M.C., Gonsalves, T., Margherio, C., Mizumori, S.J., and Yen, J.W. (2018). Beyond hierarchical one-on-one mentoring. *Science*, 362(6414), 532-532.
- Horner-Devine, M.C., Margherio, C., Mizumori, S.J., and Yen, J.W. (2017). Peer Mentoring Circles: A strategy for thriving in science. BioMed Central, 18 May 2017.

MANUSCRIPTS IN SUBMISSION

* Denotes a graduate student under my supervision.

- Doten-Snitker*, K., Margherio, C., Litzler, E., Williams, J., and Ingram, E. Developing a Shared Vision for Change: Moving toward Inclusive Empowerment. In revisions for *Research in Higher Education*.

Margherio, C., Yen, J. W., Horner-Devine, M.C., and Mizumori, S. J.Y. Connecting Counterspaces and Community Cultural Wealth in a Professional Development Program. Under review at *Race Ethnicity and Education*.

Margherio, C., Carrigan, C., Grant, C., Horner-Devine, M.C., Ivy, J., Mizumori, S. J.Y., Riskin, E., and Yen, J. W. Beyond Single-Axis Homophily: An intersectional analysis of cohort-based mentoring and network. Under review for Special Issue of *Gender & Society*: "Gender Transformations of Higher Education Institutions".

Margherio, C., Williams, J., Doten-Snitker, K., Litzler, E., Andrijcic, E., & Mohan, S. Cultivating Strategic Partnerships to Transform STEM Education. Invited manuscript for A. Beach, C. Henderson, N. Finkelstein, S. Simkins, G. Weaver, & K. White (Eds.), *Transforming Institutions: Accelerating Systemic Change in Higher Education*.

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

Affolter, E., Bryers, R., Khwaja, A., Lee, R., Litzler, E., and Margherio, C. The Art of Diversity, Equity, and Inclusion Facilitation. Under review at *Understanding and Dismantling Privilege*.

MANUSCRIPTS IN PREPARATION

Margherio, C. Addressing Erasures to Build Theory: A Meta-Synthesis of the Mentoring Experiences of Women of Color Faculty.

Margherio, C., Doten-Snitker, K., Litzler, E., Williams, J., Andrijcic, E., & Mohan, S. From Individual Change Agents to Revolutionary Teams: The Process of Team Formation.

Margherio, C. and Carrigan, C. Polyvocal Data Analysis within Participatory Action Research.

Carrigan, C., Kwak Tanguay, S., Yen, J.W., Ivy, J., Riskin, E., Grant, C., Margherio, C., & Horner-Devine, M.C. Negotiating Boundaries: An Intersectional Coherent Group Collaborates to Advance Women Faculty in Engineering.

CONFERENCE ACTIVITY

REFEREED PRESENTATIONS

Litzler, E., Margherio, C., Doten-Snitker, K., Williams, J., Andrijcic, E., and Mohan, S. (2020). Building Shared Vision to Advance Diversity, Equity, and Inclusion Systemic Change in Engineering Education. To be presented at the Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, April 2020.

Margherio, C., Horner-Devine, M.C., Yen, J., Mizumori, S., Ivy, J., Grant, C., Riskin, E., Carrigan, C. (2020). Building Community through Participant Selection: Individual and cohort rubrics for professional development programs. To be presented at the 12th Conference on Understanding Interventions that Broaden Participation in Science Careers, San Antonio, TX, March 2020.

- Margherio, C. (2019). Interrupting Dominant Narratives and Addressing Erasures: Centoring the Mentoring Experiences of Women of Color Faculty. Presented at the annual meeting of the Society for Social Studies of Science, New Orleans, LA, September 2019.
- Carrigan, C., Kuhl, K., Yen, J., Ivy, J., Horner-Devine, M.C., Margherio, C., Riskin, E., and Grant, C. (2019). Counterspaces: Decentering Whiteness to Create Polyvocal Counterstories in Feminist Technoscience. Presented at the annual meeting of the Society for Social Studies of Science, New Orleans, LA, September 2019.
- Margherio, C., Doten-Snitker, K., Litzler, E., Williams, J., Andrijcic, E., and Mohan, S. (2019). Building Your Dream Team for Change. In Amy Chan Hilton (Chair), *Connecting Theory and Practice in a Change Project: And What I Wish I Knew Before I Started*. Panel presentation at the American Society for Engineering Education Annual Meeting, Tampa, FL, June 2019.
- Margherio, C., Carrigan, C., Yen, J., Horner-Devine, M.C., Riskin, E., Ivy, J., and Grant, C. (2019). Building Community Through Professional Development: The LATTICE Program. Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, April 2019.
- Litzler, E., Margherio, C., Knaphus-Soran, E., and Affolter, E. (2019). Demystifying Evaluation: Meet Your New Best Friend in Change-Making. Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, April 2019.
- Affolter, E., Knaphus-Soran, E., Litzler, E., and Margherio, C. (2019). Aligning Your Research Methods with Your Social Justice Values. Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, April 2019.
- Margherio, C. (2019). Addressing Erasures and Enriching Theory: Centering the Mentoring Experiences of Women of Color Faculty. 11th Conference on Understanding Interventions that Broaden Participation in Science Careers, Baltimore, MD, March 2019.
- Margherio, C. and Litzler, E. (2018). Utilizing a Social-Ecological Model Approach in Evaluation of Diversity Interventions. American Evaluation Association Annual Meeting, Cleveland, OH, November 2018.
- Grant, C.S., DeCuir-Gunby, J., Yen, J., Riskin, E., Horner-Devine, M.C., Ivy, J., Carrigan, C., and Margherio, C. (2018). ADVANCE-ENG Success Through Strategic Formal and Informal Networks for Women of Color Engineering Faculty. American Chemical Society National Meeting & Expo, Boston, MA, August 2018.
- 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. American Society for Engineering Education Annual Meeting, 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. American Society for Engineering Education Annual Meeting, Salt Lake City, UT, June 2018.

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. In Susan Lord (Chair), *Revolutionizing Engineering Departments*. Panel presentation at the American Society for Engineering Education Annual Meeting, 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”. American Society for Engineering Education Annual Meeting, 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. 9th Conference on Understanding Interventions that Broaden Participation in Science Careers, San Antonio, TX, March 4, 2017.

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

REFEREED WORKSHOPS

Margherio, C., Williams, J., Doten-Snitker, K., Litzler, E., Andrijcic, E., and Mohan, S. (2020). Building Shared Vision: How to Engage and Empower Your Stakeholders. To be presented at the 12th Conference on Understanding Interventions that Broaden Participation in Science Careers, San Antonio, TX, March 2020.

Litzler, E., Williams, J., Margherio, C., Doten-Snitker, K., Andrijcic, E., and Mohan, S. (2019). Building Shared Vision: A Key Process in Advancing Systemic Change in Engineering Education. NSF Engineering Education and Centers Grantees Conference, Arlington, VA, October 2019.

Williams, J., Margherio, C., Litzler, E., Doten-Snitker, K., Mohan, S. and Andrijcic, E. (2019). Shared Vision for Change in STEM Education: Linking Research to Practice in RED Projects. IEEE Frontiers in Education Conference, Cincinnati, OH, October 2019.

Lee, R., Khwaja, A., Margherio, C., Affolter, E., Bryers, R., and Litzler, L. (2019). Collaboration in the Art of Diversity, Equity, and Inclusion Facilitation. White Privilege Symposium, Des Moines, WA, May 2019.

Affolter, E., Bryers, R., Khwaja, A., Lee, R., Litzler, L., and Margherio, C. (2019). The Art of Diversity, Equity, and Inclusion Facilitation. White Privilege Conference, Cedar Rapids, IA, March 2019.

Williams, J., Margherio, C., Doten-Snitker, K., and Litzler, E. (2018). Building Shared Vision: A Key Process in Advancing Systemic Change in STEM Education. Transforming STEM Higher Education, Association of American Colleges & Universities, Atlanta, GA, November 2018.

Doten-Snitker, K., Litzler, E., and Margherio, C. (2018). Stories of Transformation. 4th Annual Revolutionizing Engineering Departments (RED) PI Meeting, Alexandria, VA, July 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. Collaborative Network for Engineering and Computing Diversity (CoNECD) Conference, Crystal City, VA, May 2018.

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

REFEREED POSTERS

Williams, J., Litzler, E., Margherio, C., Doten-Snitker, K., Andrijcic, E., and Mohan, S. (2020). The RED Teams Start Up Session: Leveraging Research with Practice for Success in Academic Change. To be presented at the American Society for Engineering Education Annual Meeting, Montreal, Canada, June 2020.

Grant, C.S., Ivy, J., Carrigan, C., Yen, J., Riskin, E., Margherio, C., Horner-Devine, M.C., Sanford, K., and Peil, B. (2019). Launching Academics on the Tenure-Track: an Intentional Community in Engineering (LATTICE): Sexual Harassment and Self Care Initiative. NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education, Seattle, WA, November 2019.

Williams, J., Litzler, E., Margherio, C., Doten-Snitker, K., Andrijcic, E., and Mohan, S. (2019). Creating National Leadership Cohorts for Making Academic Change Happen: Sharing Lessons Learned Through NSF RED Participatory Action Research (REDPAR) Tipsheets. American Society for Engineering Education Annual Meeting, Tampa, FL, June 2019.

Margherio, C. and Knaphus-Soran, E. (2018). Utilizing Program Theory to Build a Dual-Purpose Application and Evaluation Survey. American Evaluation Association Annual Meeting, Cleveland, OH, October 2018.

Ingram, E., Litzler, E., Margherio, C., Doten-Snitker, K., and Williams, J. (2018). The Researcher/Practitioner Strategic Partnership: Linking Theory and Practice for Change in Engineering and Computer Science Education. American Society for Engineering Education Annual Meeting, Salt Lake City, UT, June 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). World Engineering Education Forum, Kuala Lumpur, Malaysia, November 2017. Awarded Bronze Medal at the 4th International Innovative Practices in Higher Education Expo.

Yen, J.W., Horner-Devine, M. C., Riskin, E., Ivy, J., Carrigan, C., Kwak, S., Margherio, C., Grant, C., and Gonsalves, T. (2017). Creating Community for Early-Career Women in Electrical Engineering and Computer Science. NSF ADVANCE GSE Program Workshop, Washington, DC, October 2017.

Ingram, E., Williams, J., Litzler, E., and Margherio, C. (2017). Learning to Make Change by Revolutionizing Departments: Initial Team Experiences. American Society for Engineering Education Annual Meeting, Columbus, OH, June 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. Society for Neuroscience Annual Meeting, San Diego, CA, November 2016.

Margherio, C. (2016). Re-centering Female Agency While Investigating Premarital Fertility: A Case Study in Agincourt, South Africa. Population Association of America Annual Meeting, Washington, DC, April 2016.

INVITED, CAMPUS, AND DEPARTMENTAL TALKS

Margherio, C. (2019). Finding the Mentoring You Need to Succeed. Graduate Student Professionalization Series, Department of Sociology, University of Washington, October 29, 2019.

Margherio, C. (2019). Centering the Mentoring Experiences of Women of Color Faculty. Webinar, ADVANCE Resource and Coordination Network, Association for Women in Science, September 26, 2019.

Margherio, C. (2019). Building Your Mentorship Team. Modes of Inquiry, Prescott College Online, September 24, 2019.

Margherio, C. (2019). Time Management in Academia. Graduate Scholarship and Research Methodology, Prescott College Online, January 22, 2019.

Margherio, C. (2019). Intersectionality. Panel presentation with Kimberly Griffin, Shari Miles Cohen, and Roberta Rincon. Inaugural Stakeholders' Meeting of the ADVANCE Resource and Coordination Network, Baltimore, MD, September 9-11, 2019.

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

Margherio, C. (2017). Qualitative Methods. 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. 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. Center for Studies in Demography and Ecology Seminar, University of Washington, Seattle, WA. April 25, 2014.

HONORS, AWARDS, AND FELLOWSHIPS

2018 ADVANCE Resource and Coordination Network Virtual Visiting Scholar, Association for Women in Science. \$20,000.

2012 Fritz/Boeing Fellowship for International Research and Study, University of Washington. \$7,200.

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. \$3,000.
2002 Brackenridge Research Fellowship, University of Pittsburgh. \$3,000.
2000 University Honors College Full Tuition Scholarship, University of Pittsburgh.

RESEARCH POSITIONS

- 2010 – 2014 Research Assistant, Center for Workforce Development, University of Washington
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 (The Origins of Social Movements)
2001 Research Assistant to Dr. Franklin Toker, History of Art and Architecture Department, University of Pittsburgh (Fallingwater Rising)

TEACHING POSITIONS

- 2019 – Prescott College, Doctoral Course Mentor:
Action Research Analysis
Advanced Grounded Theory Methods
2006 – 2010 University of Washington, Teaching Assistant:
National Social Movements
Race Relations
Social Psychology
Social Problems
2002 – 2005 University of Pittsburgh, Teaching Assistant:
College Algebra

MENTORING AND SUPERVISION

GRADUATE STUDENT RESEARCH ASSISTANTS

- 2019 Lucy Herr (Education)
2017 – 2020 Kerice Doten-Snitker (Sociology)
2017 – 2018 Robert Tennyson (Anthropology)
2016 Fan Kong (Education)
2016 – 2017 Jennifer Branstad (Sociology)
2015 – 2016 Sheena Lahren (Public Policy)
2015 – 2016 Emily Knaphus-Soran (Sociology)

GRADUATE STUDENT INTERNS

- 2020 Emily Haluschak (Education Policy)
2019 Yin Zhang (Education Policy)

SERVICE

Manuscript Reviewer: *ADVANCE Journal, Demography, International Journal for Equity in Health, International Journal of STEM Education, Journal of Engineering Education, Journal of Women and Minorities in Science and Engineering, The Social Science Journal*

Conference Reviewer: American Evaluation Association, Feminist Issues in Evaluation and Qualitative Methods tracks; American Society for Engineering Education; Collaborative Network for Engineering and Computing Diversity

- 2019 Panel Reviewer, National Science Foundation, Division of Engineering Education and Centers
- 2019 – UW-IT Diversity, Equity, and Inclusion Community of Practice
- 2018 – Co-organizer, National Science Foundation Revolutionizing Engineering Departments Consortium Annual Meeting
- 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
- 2004 – 2005 Steering Committee, Women’s Studies Program, University of Pittsburgh

PROFESSIONAL AFFILIATIONS

American Evaluation Association
American Sociological Association
Society for Social Studies of Science
Sociologists for Women in Society