UW CERSE Bibliography

Current as of Jan. 2026

Publications

Foxe, J., Oyugi, M. A., Velasco, K., Hwang, J., Banerjee, A., Darrow, M., Delk, G., Flores, B., Gregg, J., Grover, J. P., Kelly, L., Litzler, L., Oglivie, C. A., Staehling, E. M., Turpen, C., & Wright, M. (2026). Broadening participation in STEM community college teaching: deliberately preparing graduate students. *Community College Journal of Research and Practice*, *50*(1), 9–34.

Hock, A., Foxe, J., & Litzler, L. (2025). A qualitative rubric for evaluating program sustainability. *Innovative Higher Education*, *50*(6), 2121–2144.

Brobst, J., Litzler, E., Alqudah, S., Davishahl, J., & Klein, A. (2025). Navigating the path to persistence and belonging: the role of multifaceted support in the first two years of undergraduate engineering education. *Journal of STEM Education: Innovations and Research*, *26*(1), 6–15.

Margherio, C., Swan, A. L., & Güler, S. (2025). From individual change agents to 'revolutionary' teams: the search and selection process of team formation within a community of practice. *Innovative Higher Education*, *50*(1), 197–216.

Beach, M. W., Knaphus-Soran, E., Tanveer, M., Foxe, J., & Dott, P. C. (2025). Women in engineering and STEM: a review of the 2024 literature. *SWE Magazine*.

Margherio, C., Swan, A. L., Horner-Devine, M. C., Mizumori, S. J. Y., & Yen, J. W. (2025). Counterspaces as a site of network formation within academia. *Journal of Diversity in Higher Education*, *18*(Suppl 1), S89–S99.

Hiramori, D., Knaphus-Soran, E., Lamar Foster, J., & Litzler, E. (2024). Critically quantitative: measuring community cultural wealth on surveys. *Race Ethnicity and Education*, *27*(6), 816–834.

Carll, E., Rajouria, A., Wilson, D., Cunningham, S., Riskin, E., & Litzler, E. (2024). Engineering counterspaces to address inequities in preparation for undergraduate academics. *Studies in Engineering Education*, *5*(2).

Yen, J. W., Horner-Devine, M. C., Carll, E., Talney, R., & Mizumori, S. J. Y. (2024). Thriving in neuroscience careers: three lessons from 12+ years of the BRAINS program. *Neuron*, *112*(11), 1736–1740.

Hock, A., Carll, E., & Rajouria, A. (2024). Women in engineering and STEM: a review of the 2023 literature. *SWE Magazine*.

Knaphus-Soran, E., Baldis, J., Cunningham, S., Llewellyn, D., Milford, J., Pressley, S., & Riskin, E. (2024). The redshirt in engineering model: lessons learned through implementation across six institutions. *Advances in Engineering Education*, *12*(1), 74–101.

Margherio, C., Horner-Devine, M. C., Mizumori, S. J. Y., & Yen, J. W. (2023). Connecting counterspaces and community cultural wealth in a professional development program. *Race Ethnicity and Education*, *26*(6), 772–792.

Carrigan, C., Tanguay, S. K., Yen, J., Ivy, J. S., Margherio, C., Horner-Devine, M. C., Riskin, E. A., & Grant, C. S. (2023). Negotiating boundaries: an intersectional collaboration to advance women academics in engineering. *Engineering Studies*, *15*(1), 9–29.

Carrigan, C., Yen, J., Margherio, C., Grant, C., Horner-Devine, C., Riskin, E., Ivy, J., & Peil, B. (2023). Collaborative ethnography and matters of care in counterspaces. *Engaging Science, Technology, and Society*, *9*(3), 8–31.

Pogozelski, W., West, K., Wasileski, S., Mills, C., Rodriguez, J., Margherio, C., & Demobroski, D. (2023). Creation of virtual affinity groups to provide support to women faculty in STEM across a consortium of public liberal arts colleges. *Journal of Biological Chemistry*, *299*(3).

Riskin, E., Nur, A. A., Litzler, E., & Yen, J. (2023). The importance of sustained professional development for diversifying leadership. *Dean and Provost*, *25*(3), 6–11.

Bailey, M., Mason, S., Marchetti, C., Dell, B., Litzler, E., & Valentine, M. (2022). Reimagining seed grants for the 21st century: individual and institutional impacts of a mini-grants program. *ADVANCE Journal*, *3*.

Doten-Snitker, K., Margherio, C., Litzler, E., Ingram, E., & Williams, J. (2021). Developing a shared vision for change: moving toward inclusive empowerment. *Research in Higher Education*, *62*(2), 206–229.

Margherio, C., Litzler, E., & Feghali-Bostwick, C. (2020). Using a social ecological model framework for advancing the careers of women in science in academic medical centers. *ADVANCE Journal*, *2*(1).

DuBow, W. M., & Litzler, E. (2019). The development and use of a theory of change to align programs and evaluation in a complex, national initiative. *American Journal of Evaluation*, *40*(2), 231–248.

Yen, J., Riskin, E. A., Margherio, C., Spyridakis, J. H., Carrigan, C. M., & 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*, *38*(3), 382–398.

Dell, E., Bailey, M., Litzler, E., James, M., & Affolter, E. (2019). The development and evaluation of an ADVANCE professional development series to promote institutional transformation. *ADVANCE Journal*, *1*(2).

DuBow, W., Hug, S., Serafini, B., & Litzler, E. (2018). Expanding our understanding of backbone organizations in collective impact initiatives. *Community Development*, *49*(3), 256–273.

López, C. M., Margherio, C., Abraham-Hilaire, L. M., Feghali-Bostwick, C., López, C. M., Margherio, C., Abraham-Hilaire, L. M., & Feghali-Bostwick, C. (2018). Gender disparities in faculty rank: factors that affect advancement of women scientists at academic medical centers. *Social Sciences*, *7*(4).

Litzler, E., & Lorah, J. (2018). Degree aspirations of undergraduate engineering students at the intersection of race/ethnicity and gender. *Journal of Women and Minorities in Science and Engineering*, *24*(2).

Yen, J. W., Horner-Devine, M. C., Margherio, C., & Mizumori, S. J. Y. (2017). The BRAINS program: transforming career development to advance diversity and equity in neuroscience. *Neuron*, *94*(3), 426–430.

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*.

Margherio, C., Horner-Devine, M. C., Mizumori, S. J. Y., & 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.

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.

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), 810–832.

Young, J. T. N., & Litzler, E. (2013). Confirmatory factor analysis of transfer student adjustment. *Community College Journal of Research and Practice*, *37*(11), 877–891.

Ross, J., Litzler, E., Cohoon, J., & Sanders, L. (2012). NCWIT Pacesetters improve gender composition in computing. *Communications of The ACM - CACM*, 29–31.

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.

Yen, J., Quinn, K., Carrigan, C., Litzler, E., & Riskin, E. A. (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).

Invited Talks

Litzler, E. (2024). *Creating inclusive cultures in STEM*. Institute for Nuclear Theory Workshop.

Litzler, E., Foxe, J., & Hock, A. (2024). *Evaluating program sustainability*. NSF INCLUDES National Network Quarterly Webinar.

Litzler, E. (2023a). *Creating inclusive cultures in STEM*. PIONEER – CENPA Conference.

Litzler, E. (2023b). *Logic models and evaluation: a skill-building workshop*. University of Cincinnati Office of Research.

Litzler, E. (2023c). *STEM equity evaluation & data sources*. AGU LANDInG.

Litzler, E. (2022a). *Friday chat with the NSF INCLUDES alliance evaluators at AEA*. Panel Conversation supported by the NSF INCLUDES Coordination Hub.

Litzler, E. (2022b). *Logic models and evaluation: a skill-building workshop*. University of Cincinnati Office of Research.

Litzler, E. (2022c). *Promoting equity and voice in complex evaluations with traditionally underrepresented populations.* NSF INCLUDES Coordination Hub Friday Chat presentation.

Margherio, C. (2022). *Embedding equity into transformations of engineering education.* Department of Mechanical Engineering, University of Washington.

Litzler, E. (2021). *Logic models and evaluation: a skill-building workshop.* University of Cincinnati Office of Research.

Margherio, C., & Carll, E. (2021). *Recognizing and interrupting inequities.* Fred Hutchinson Cancer Research Center.

Litzler, E., & Margherio, C. (2020). *Demystifying evaluation: promising practices to maximize your DEI efforts.* American Society for Engineering Education Webinar.

Knaphus-Soran, E., & Affolter, E. (2019a). *Aligning your research methods with your social justice values.* Prescott College.

Knaphus-Soran, E., & Affolter, E. (2019b). *Aligning your research methods with your social justice values.* University of Washington Sociology Graduate Student Professionalization Seminar.

Knaphus-Soran, E., & Affolter, E. (2019c). *Aligning your research methods with your social justice values.* University of Washington Tacoma Faculty Development Series.

Litzler, E. (2019a). *Logic models and evaluation: a skill-building workshop.* University of Cincinnati Office of Research.

Litzler, E. (2019b). *What is program evaluation and how might you think about including it in your new proposals?* UW Bothell Office of Research.

Margherio, C. (2019). *Centering the mentoring experiences of women of color faculty.* ADVANCE Resource and Coordination Network, Association for Women in Science.

Andrijcic, E., Mohan, S., Litzler, E., & Williams, J. (2018). *Building & cultivating strategic relationships.* American Society for Engineering Education webinar.

Knaphus-Soran, E. (2018). *Diversity, equity, and inclusion in STEM careers.* University of Washington Data Science Studies Session.

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

Litzler, E. (2018b). *What's your impact? Evaluating programs and grants lessons learned from connect grants and connectivity series.* Rochester Institute of Technology ADVANCE presentation.

Litzler, E., & Affolter, E. (2018). *Evaluating department diversity, equity, and inclusion (DEI) change: tips from TECAID's evaluators.* Transforming Engineering Culture to Advance Inclusion and Diversity (TECAID).

Margherio, C. (2018). *Intersectionality.* Panel presentation at the Inaugural Stakeholders' Meeting of the ADVANCE Resource and Coordination Network, Baltimore, MD.

Matt, C. D., Litzler, E., & Leibnitz, G. (2017). *Transforming engineering culture to advance inclusion and diversity: overview and outcomes.* WEPAN Change Leader Forum, Westminster, CO.

Litzler, E. (2016a). *Helping you measure your program's success: best practices in evaluation survey development.* WEPAN Change Leader Forum, Broomfield, CO.

Litzler, E. (2016b). *Pacesetters panel and Q&A on setting measurable goals.* NCWIT Academic Alliance Meeting at the 2016 NCWIT Summit, Las Vegas, NV.

Litzler, E., & Margherio, C. (2016). *Research results on the process of beginning academic change.* WEPAN Change Leader Forum, Broomfield, CO.

Litzler, E., & Samuelson, C. C. (2016). *Understanding community cultural wealth for engineering students of color.* WEPAN Change Leader Forum, Broomfield, CO.

Litzler, E. (2015a). *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. (2015b). *TECAID Workshop one results.* WEPAN Change Leader Forum, Broomfield, CO.

Litzler, E. (2014). *External evaluation update.* NCWIT Strategic Planning Meeting, Boulder, CO.

Litzler, E., & Samuelson, C. C. (2014). *PACE results and discussion.* PACE Workshop on Effective Interventions, hosted by the American Association for the Advancement of Science.

Litzler, E. (2013a). *Info you might not know (and info you might).* NCWIT Strategic Planning Meeting, Boulder, CO.

Litzler, E. (2013b). *Project to assess climate in engineering (PACE).* Purdue University Engineering Education Seminar Series, West Lafayette, IN.

Litzler, E. (2011a). *Pacesetters program evaluation.* NCWIT Pacesetters Roundtable, Boulder, CO.

Litzler, E. (2011b). *Race matters when recruiting & retaining undergraduate women engineers.* STEM Equity Pipeline Webinar.

Litzler, E. (2010). *PACE findings and discussion.* PACE Workshop on Organizational Transformation, hosted by the American Association for the Advancement of Science.

Aspray, W., Barker, L., Brainard, S., Brooks, R., Cohoon, J. M., Correll, S., Cuny, J., Fox, M. F., Litzler, E., Lord, H., Norr, M., Romero, C., Roth, L. M., Sanders, L., & Skaggs, S. (2006). *Science and engineering climate in one institution.* Computing Research Association, Gender Diversity in Computing.

Conference Presentations

Andrijcic, E., Payne, M. M., Williams, J. M., Mohan, S., Litzler, E., Han, R. J., & Güler, S. (2025). *BOARD # 331: Building psychological safety and conflict resolution capacity to enhance team cohesion within the NSF RED program.* Paper presented at 2025 ASEE Annual Conference & Exposition, Montreal, Canada.

Goseva-Popstojanova, K., Mackin Freeman, D., & Hensel, R. A. M. (2025). *BOARD # 462: The role of the NSF S-STEM funded ACCESS project in recruiting and supporting cybersecurity students.* Paper presented at 2025 ASEE Annual Conference & Exposition, Montreal, Canada.

Han, R. J., Güler, S., Litzler, E., Shuman, T. R., Cheville, A., Andrijcic, E., & Mohan, S. (2025). *Creative changemaking within complex institutional contexts*. Paper presented at 2025 ASEE Annual Conference & Exposition, Montreal, Canada.

Visco, D. P., Carpenter, J. P., Litzler, E., Bohl, D., Henderson, C., Cheville, A., & Han, R. J. (2025). *BOARD # 226: ASEE faculty teaching excellent task force: IUSE ICT capacity building grant results and level 1 registered engineering educator pilot rollout*. Paper presented at 2025 ASEE Annual Conference & Exposition, Montreal, Canada.

Carll, E., Rajouria, A., Schachtman, R., Canner, J. E., Miller, J. B., & Rodriguez, A. (2025). *Pathways into statistics and data science for academically talented undergraduate students with low incomes*. Paper presented at 2025 Collaborative Network for Engineering & Computing Diversity (CoNECD), San Antonio, TX.

Litzler, E., Han, R. J., Carll, E., Yee, K. H., & Martinez, B. N. (2025). *Using grant transition periods to improve program evaluation & offerings; case study: Washington space grant*. Paper presented at 2025 Collaborative Network for Engineering & Computing Diversity (CoNECD), San Antonio, TX.

Goseva-Popstojanova, K., Mackin Freeman, D., & Hensel, R. A. M. (2024). *Board 396: Supporting students' success in the cybersecurity field: accomplishments and lessons learned by the ACCESS project*. Paper presented at 2024 ASEE Annual Conference & Exposition, Portland, OR.

Güler, S., Han, R., Litzler, E., Andrijcic, E., & Mohan, S. (2024). *How communities of transformation support change agency*. Paper presented at 2024 ASEE Annual Conference & Exposition, Portland, OR.

Litzler, E., Carll, E., & Knaphus-Soran, E. (2024). *Logic models: how this tool can help you make the case for your DEI programs*. Paper presented at 2024 Collaborative Network for Engineering & Computing Diversity (CoNECD), Arlington, VA.

Mackin Freeman, D., Knaphus-Soran, E., & Dott, P. C. (2024). *Siloed efforts and collaboration among STEM equity initiatives: an organizational network analysis*. Paper presented at 2024 Collaborative Network for Engineering & Computing Diversity (CoNECD), Arlington, VA.

Andrijcic, E., Mohan, S., Litzler, E., Han, R. J., & Güler, S. (2024). Board 341: Obstacles in context: a multi-perspective examination of obstacles of revolutionizing engineering education in the NSF RED program. In *2024 ASEE Annual Conference & Exposition*. Paper presented at 2024 ASEE Annual Conference & Exposition, Portland, OR.

Hock, A., Foxe, J., & Litzler, E. (2024a). *Evaluating program sustainability*. Presented at American Evaluation Association (AEA) Annual Meeting, Portland, OR.

Hock, A., Foxe, J., & Litzler, E. (2024b). *Evaluating program sustainability*. Presented at ADVANCE Equity in STEM Community Convening, Baltimore, MD.

Litzler, E., & Foxe, J. (2024). *Evaluating program sustainability*. Presented at Transforming Institutions Conference, Kansas City, MO.

Stormes, K. N., Lehman, K., Litzler, E., & Barker, L. (2024). *Amplifying equity: empowering women in academic computing*. Poster presented at SIGCSE Technical Symposium 2024, 55th ACM Technical Symposium on Computer Science Education, Portland, OR.

Goseva-Popstojanova, K., Carll, E., & Hensel, R. A. M. (2023). *Board 353: On ACCESS program support for students' academic successin the cybersecurity field.* Paper presented at 2023 ASEE Annual Conference & Exposition, Baltimore, MD.

Güler, S., Litzler, E., Margherio, C., Williams, J. M., Andrijcic, E., & Mohan, S. (2023). *Mobilizing resources in a community of practice: how academic change agents work toward equity in their change projects.* Paper presented at 2023 ASEE Annual Conference & Exposition, Baltimore, MD.

Masta, S., Grant, J., Margherio, C., Dickerson, D., Ohland, M. W., & Pawley, A. L. (2023). *On faculty responsibility for increasing students' sense of support in the classroom: lessons from I-MATTER about black and brown students.* Paper presented at 2023 ASEE Annual Conference & Exposition, Baltimore, MD.

Williams, J. M., Andrijcic, E., Mohan, S., Litzler, E., & Güler, S. (2023). *Board 282: Examining the community of practice in the NSF RED program.* Paper presented at 2023 ASEE Annual Conference & Exposition, Baltimore, MD.

Carll, E., Litzler, E., Achenbach, G., Binowski, N., Brawner, C. E., Ward, J. L. H., Sanders, S. L., Stange, M. C., & Wu, Z. (2023). Community college computing programs' unique contexts for promoting gender equity. In *2023 Collaborative Network for Computing and Engineering Diversity (CoNECD).*

Foxe, J., Litzler, E., & Turpen, C. (2023). *The Aspire alliance's impacts on the career outcomes of graduate students: diversifying the faculty at 2-year and 4-year institutions.* Paper presented at Aspire Summit, Los Angeles, CA.

Gregg, J., Wright, M., Oyugi, M. A., Lamm, A. J., Foxe, J., Litzler, E., Oglivie, C., & Delk, G. (2023). *Building regional cross-institution collaboratives across the nation: the Aspire regional change initiative shares our 5-year story.* Paper presented at Aspire Summit, Los Angeles, CA.

Hill, L., Codding, D., Litzler, E., Foxe, J., Wolfe, B., & Oyugi, M. A. (2023). *Examining collaborative dynamics and collective impact processes.* Presented at Aspire Summit, Los Angeles, CA.

Markosyan, T., Byrd, A. R., Erskine, O. M., Oyugi, M. A., Lamm, A. J., Foxe, J., & Litzler, E. (2023). *Data visualization's hidden power to communicate impact evaluation results.* Presented at Association for Communication Excellence Conference, Asheville, NC.

Oyugi, M. A., Lamm, A. J., Foxe, J., & Litzler, E. (2023). *Using a mentored teaching practicum to enhance community college STEM teaching among graduate students from underrepresented and ethnic minority groups.* Presented at Aspire Summit, Los Angeles, CA.

Oyugi, M. A., Lamm, A. J., Litzler, E., & Foxe, J. (2023). *Examining if the NSF INCLUDES Aspire Alliance mentored teaching practicum promotes underrepresented graduate mentees' community college teaching efficacy, career confidence, and skill utilization.* Paper presented at Southern Region American Association for Agricultural Education (SAAAE) Conference, Oklahoma City, OK.

Pawley, A., Margherio, C., Masta, S., Dickerson, D., & Matthew, M. (2023). Instructors' understanding of teaching first-year engineering teaming: characterization and redirection. *Proceedings of the Canadian Engineering Education Association (CEEA).*

Williams, J. M., & Litzler, E. (2023a). *Change tools developed through the national science foundation revolutionizing engineering departments participatory action research project.* Paper presented at Equity in STEM Community Convening, Durham, NC.

Williams, J. M., & Litzler, E. (2023b). *Meet the authors and editors: handbook of STEM faculty development.* Roundtable presentation at 2023 ASEE Annual Conference & Exposition, Baltimore, MD.

Davishahl, J., Brobst, J., Litzler, E., Alqudah, S., & Klein, A. (2022). *Exploring the complex relationship between engineering students' math experiences and identity formation.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Goseva-Popstojanova, K., Carll, E., Litzler, E., & Hensel, R. (2022). *Building S-STEM scholars' knowledge and skills through technical and career-development seminars.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Llewellyn, D., & Knaphus-Soran, E. (2022). *The Impact of S-STEM Faculty Mentoring on the Mentors.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

London, J., Lara-Rodriguez, Y., Paschal, C., Atadero, R., Vigmostad, S., Ozkan, D., Kaur, A., Smith-Orr, C., Murzi, H., Litzler, E., & Jefferson, N. (2022). *WIP: ASEE year of impact on racial equity: 90 day equity challenge.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

London, J., Murzi, H., Jarrett, J., Knight, D., Billiar, K., Vanasupa, L., & Litzler, E. (2022). *WIP: ASEE year of impact on racial equity: faculty and administrators engagement.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

London, J., Murzi, H., & Litzler, E. (2022). *WIP: ASEE year of impact on racial equity: impetus & vision.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Murzi, H., Shirey, K., Zarske, M., Litzler, E., & London, J. (2022). *WIP: ASEE year of impact on racial equity: P-12 parents and guardians engagement.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Rincon, R., Carll, E., & Knaphus-Soran, E. (2022). *The community college pathway: a study of women in STEM.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Williams, J., Andrijcic, E., Margherio, C., Litzler, E., Mohan, S., & Güler, S. (2022). *Leadership succession in the national science foundation revolutionizing engineering departments projects.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Arola, D. D., Maddox, S. B., Margherio, C., Pozzo, L., Roumeli, E., & Fajardo, I. (2022). *An S-STEM scholarship program engaging transfer students in the materials intensive engineering departments: successes and unexpected challenges.* Paper presented at 2022 ASEE Zone IV Conference, Vancouver, BC.

Carll, E., Litzler, E., Achenbach, G., Binowski, N., Brawner, C. E., Huber-Ward, J., Sanders, S. L., Stange, M. C., & Wu, Z. (2022). *Gender equity in community college computing programs.* Presented at Conference on Research in Equity and Sustained Participation in Engineering, Computing, and Technology (RESPECT), Philadelphia, PA.

Cross, K. J., Litzler, E., Affolter, E., & Matheis, C. (2022). *Engaging with racialized privilege in the STEM classroom to advance equity.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Dembroski, D., Margherio, C., Mills, C., Rodriguez, J., Wasileski, S., West, K., & Pogozelski, W. (2022). *Affinity groups as a strategy to advance equity among faculty.* Presented at COPLAC Annual Meeting.

Greller, S., Tejwani, J., Ambroso, E., Litzler, E., Milton, J., Gothberg, J., & Thurston, L. (2022). *Promoting equity and voice in complex evaluations with traditionally underrepresented populations.* Paper presented at American Evaluation Association (AEA) Annual Meeting, New Orleans, LA.

Hartenstien, D., Fizzano, P., Brobst, J., Litzler, E., & Barber DeGraff, R. (2022). *Preparing students for careers in computer science and mathematics: an NSF S-STEM project at Western Washington university.* Presented at Mathematical Association of America (MAA) MathFest, Philadelphia, PA.

Hill, L., Litzler, E., Milton, J., Wolfe, B., & Foxe, J. (2022). *The interrelationship of developmental, formative, and summative evaluation in assessing collaborative STEM higher education reform.* Paper presented at American Evaluation Association (AEA) Annual Meeting, New Orleans, LA.

Litzler, E., Milton, J., & Hill, L. (2022). *Reimagining a theory of change for a complex change project (again): challenges, implications, processes.* Paper presented at American Evaluation Association (AEA) Annual Meeting, New Orleans, LA.

Margherio, C., Amekudzi-Kennedy, A., Ferekides, C., Svihla, V., Kellam, N., Gudivada, V. N., Mina, M., Turns, J., Han, Y.-L., Williams, J., Forin, T., & Ogle, J. (2022). *Developing and supporting faculty change agents through a community of practice.* Paper presented at 2022 ASEE Annual Conference & Exposition, Minneapolis, MN.

Pogozelski, W., Wasileski, S., West, K., Mills, C., Rodriguez, J., Margherio, C., & Dembroski, D. (2022). *Equity for women faculty in STEM at primarily undergraduate institutions: issues and solutions.* Presented at American Chemical Society (ACS) Northeast Regional Meeting, Rochester, NY.

Hiramori, D., Knaphus-Soran, E., & Litzler, E. (2021). *Critically quantitative: measuring community cultural wealth on surveys.* Paper presented at 2021 ASEE Virtual Annual Conference Content Access, Virtual.

Knaphus-Soran, E., Hiramori, D., & Litzler, E. (2021). *Antiracist institutional transformation matters: how can community cultural wealth and counter-space processes illuminate areas for change?* Paper presented at 2021 ASEE Virtual Annual Conference Content Access, Virtual.

Williams, J. M., Margherio, C., Andrijcic, E., Litzler, E., & Mohan, S. (2021). *Let's write about impact!: creating persuasive impact statements to disseminate and propagate RED research.* Paper presented at 2021 ASEE Virtual Annual Conference Content Access, Virtual.

Ross, M., Litzler, E., & Lopez, J. (2021). Meeting students where they are: a virtual computer science education research (CSER) experience for undergraduates (REU). *Proceedings of the 52nd ACM Technical Symposium on Computer Science Education*, 309–314.

Knaphus-Soran, E., Pan, T. D., Riskin, E. A., Cunningham, S., Tanguay, S. K., & Litzler, E. (2021). *Who benefits most from a holistic student support program in engineering?* Paper presented at 2021 Collaborative Network for Engineering & Computing Diversity (CoNECD), Virtual.

Litzler, E., Williams, J. M., Margherio, C., Doten-Snitker, K., Mohan, S., & Andrijcic, E. (2021). *Building shared vision to advance diversity, equity, and inclusion systemic change in engineering education.* Paper presented at 2021 Collaborative Network for Engineering & Computing Diversity (CoNECD), Virtual.

Dembroski, D., Margherio, C., Mills, C., Pogozelski, W., Rodriguez, J., Wasileski, S., & West, K. (2021). *Intersectional strategies for supporting women faculty in STEM at PUIs in a COVID-19 era.* Presented at Annual meeting of the Association of American Colleges & Universities, Virtual.

Hiramori, D., Knaphus-Soran, E., Foster, J. L., & Litzler, E. (2021). *Critically quantitative: measuring community cultural wealth on surveys.* Paper presented at American Sociological Association (ASA) Annual Meeting, Virtual.

Litzler, E. (2021). *Community organizing for the year of impact on racial equity.* Paper presented at 2021 ASEE Virtual Annual Conference Content Access, Virtual.

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