



## NW STEM M Summit - Achieving STEM M Equity & Excellence

June 12, 2023,  
12pm – 5pm MT  
Check-in opens at 11:30 with light lunch available  
Reception to follow event

Hosted By Micron Technology  
8200 South Federal Way, Boise, ID 83716

### SPEAKER BIOS

#### Welcome and Opening Remarks

12:00 PM

- Fran Dillard, VP and Chief Diversity Inclusion Officer, Micron Technology
- Andrew Black, Chief of Staff and Chief Public Affairs officer, American Association for the Advancement of Science (AAAS)

*Fran Dillard, VP and Chief Diversity Inclusion Officer, Micron Technology*

Fran Dillard is the vice president and chief diversity inclusion officer (CDIO) at Micron Technology. Micron is a world leader in innovative memory solutions and has more than 48,000 team members in 17 countries. In her role as CDIO, Fran oversees the global diversity programs, strategy, and solutions that support the company's mission to enrich life for all. Her responsibilities also include overseeing Micron's global employee relations team. Fran brings over two decades of executive leadership experience across multiple industries in global diversity enterprise strategy and HR. Her corporate programs have been highlighted by Working Woman magazine, the National Association for Female Executives and PRISM National ERG Council. She was recently named one of Diversity Global Magazine's 2022 Top 15 Champions of Diversity and one of the Most Influential Executives in Diversity & Inclusion. Fran earned a bachelor's degree in public relations from the University of Texas at Arlington and also completed her executive MBA there. Fran deeply believes in smart collaboration and courageous leadership as key drivers for DEI progress. She is a natural problem solver focused on operational excellence who finds inspiration from this James Baldwin quote: "Not everything that is faced can be changed; but nothing can be changed until it is faced."



*Andrew Black, Chief of Staff and Chief Public Affairs officer, American Association for the Advancement of Science (AAAS)*

Andrew Black is Chief of Staff and Chief Public Affairs Officer at the American Association for the Advancement of Science (AAAS), the world's largest general scientific society and publisher of Science and its family of peer-reviewed journals. With 120,000 members and more than 260 affiliated societies and academies of science, AAAS represents and serves millions of people across all fields of science, technology, engineering, and mathematics.



Black joined AAAS in February 2015. He directs the association's Executive Office and serves as senior advisor to the CEO while also overseeing AAAS governance, legal, communications, government relations and advocacy, and meetings and special events. He has been heavily involved in the recent expansion of AAAS' work to infuse scientific evidence into policymaking at the federal, state, and local levels.

Black is a co-founder of the Societies Consortium on Sexual Harassment in STEMM, a group of more than 120 cross-disciplinary scientific, engineering, and medical societies established in 2018 that is dedicated to eliminating sexual and gender harassment from STEMM fields. He currently serves as vice chair of the consortium's executive committee.

Prior to joining AAAS, Black was a senior aide in the U.S. House of Representatives for more than a decade.

Black holds a B.A. in sociology and political science from The College of New Jersey and a J.D. from American University's Washington College of Law. He is a member of the American Society of Association Executives (ASAE), the Professional Convention Management Association (PCMA), and the Council of Engineering and Scientific Society Executives (CESSE).

## **Fostering Equity and Inclusion to Spur Innovation**

**12:10**

*Tsu-Jae King Liu, Ph.D., Dean and Roy W. Carlson Professor of Engineering, College of Engineering, University of California, Berkeley*

Tsu-Jae King Liu earned her B.S., M.S. and Ph.D. degrees in electrical engineering (EE) from Stanford University. From 1992-1996 she was a member of research staff at the Xerox Palo Alto Research Center, where she worked on thin-film transistor technology for large-area electronics applications. In 1996 she joined the faculty of the Department of Electrical Engineering and Computer Sciences (EECS) at the University of California, Berkeley, where she has taught and conducted research on semiconductor devices and technology. She began her tenure as Dean of the College of Engineering in July 2018.



Liu has authored or co-authored over 550 publications and holds close to 100 patents. She is a fellow of the Institute of Electrical and Electronics Engineers (IEEE) and the National Academy of Inventors as well as an elected member of the U.S. National Academy of Engineering. She also serves on the Board of Directors for Intel Corporation and for MaxLinear, Inc. Her research contributions have been recognized by many awards, including the DARPA Significant Technical Achievement Award for her role in the development of the FinFET, an advanced transistor design used in all leading-edge computer chips today.

In addition to excelling in research, Liu has demonstrated a strong commitment to enhancing the educational experience of students. As dean she has bolstered programs to support the academic success and well-being of both undergraduate and graduate engineering students, including supporting the success of women and students from underrepresented minority groups and first-generation college students.

Liu most recent initiative is to renovate and expand the Berkeley engineering student center, to create more welcoming and inclusive spaces for students to learn, discover and innovate together; this construction project is slated to break ground in spring 2023. Liu also has been spearheading a nationwide effort, called the American Semiconductor Academy (ASA) initiative, to establish a collaborative and inclusive national network for microelectronics education, to meet the workforce development needs of the U.S. microelectronics industry. For her outstanding contributions in education, Liu was honored with the IEEE Electron Devices Society Education Award.

## **Building the Workforce of the Future**

**12:20**

*April Arnzen, Senior VP and Chief People Officer, Micron Technology*

April Arnzen is senior vice president and chief people officer at Micron Technology. She is responsible for leading Micron's people strategy and establishing a culture that embraces performance, growth and inclusion for our global diverse workforce. She was appointed to her current position in 2015 and most recently named chief people officer in 2020. She also serves as President of Micron's Foundation.

Since joining Micron in 1996, Ms. Arnzen has held various positions of increased responsibility and worked across many functions within Human Resources. She has led the transformation of many of Micron's people programs, with a strong focus on those that enable a high performing and learning culture, human resources business partners that connect business strategy with people strategy, engaging rewards that build financial, physical and emotional health and leadership development programs that aim to create world-class leaders. She is also passionate about strengthening diversity, equality and inclusion in Micron and the communities in which we live and work. Prior to her current position, she was the global director of Micron's human resources business partner organization.

Ms. Arnzen earned a bachelor's degree in human resources management and marketing from the University of Idaho. In 2018, she graduated from the Stanford Graduate School of Business Executive Program.



## Workforce of the Future: Access for All

12:30 PM

Moderator: April Arnzen

- Erwin Gianchandani, National Science Foundation
- Dr. Linda Clark, Idaho State Board of Education
- Kim Burnett, American Association of University Women

*Erwin Gianchandani, Assistant Director of the Directorate for Technology, Innovation and Partnerships, National Science Foundation*



Erwin Gianchandani is the U.S. National Science Foundation's assistant director for Technology, Innovation and Partnerships (TIP), leading the newly established TIP Directorate. Prior to becoming the assistant director for TIP, he served as the senior advisor for Translation, Innovation and Partnerships, where he helped develop plans for the new TIP directorate in collaboration with colleagues at NSF, other government agencies, industry, and academia. During the previous six years, Gianchandani was the NSF deputy assistant director for Computer and Information Science and Engineering (CISE), twice serving as acting assistant director. Before joining NSF in 2012, Gianchandani was the inaugural director of the Computing Community Consortium, providing leadership to the computing research community in identifying and pursuing bold, high-impact research directions such as health information technology and sustainable computing. Gianchandani holds a Ph.D. in biomedical engineering from the University of Virginia. In 2021, Gianchandani received the Distinguished Presidential Rank Award, awarded to members of the Federal Government's Senior Executive Service for sustained extraordinary accomplishment.

*Dr. Linda Clark, Idaho State Board of Education*



Dr. Linda L. Clark was appointed to the Idaho State Board of Education in 2015. She served as Board President in 2017-18 and 2018-19, and was recently elected as President again for 2023-2024.

She is a career educator with 44 years in Idaho as a teacher, principal, district administrator and superintendent. During her tenure as superintendent, the West Ada School District grew by more than 9,000 students; passed two bonds totaling \$245 million; completed construction of 11 new schools; opened 16 academic magnet schools/programs; and was nationally recognized for its innovation in the use of technology to create 21st Century classrooms. Prior to becoming superintendent, Dr. Clark was Director of Student Achievement for the West Ada (formerly Meridian) School District; first principal of Joplin Elementary in the West Ada

District; and a teacher and intern principal in the Boise Public School District.

Dr. Clark has been widely recognized for her innovative leadership and was the first recipient of the Concordia University Leadership in Action Award (2013), recipient of the 2014 Education Excellence in Leadership Award from the Education Research and Development Institute (ERDI), and was recognized



by EdWeek as one of 16 national Leaders to Learn From (2015). She has also received several awards for her work in expanding professional-technical education and digital instruction.

Dr. Clark has a B.A. from Boise State University, a M.Ed. from the University of Idaho, and an Ed.D. from the University of San Francisco. Dr. Clark has served on numerous boards, task forces, and advisory committees in Idaho, and currently serves as a board member for Capital Educators Federal Credit Union, Full Circle Health, and the Cecil D. Andrus Center for Public Policy. She is also an appointed member of the Idaho Workforce Development Council.

*Kim Cherry Burnett, Senior Manager of STEM Programs, American Association of University Women*



Kim Cherry Burnett serves as the Senior Manager of STEM Programs with the American Association of University Women (AAUW). Additionally, she is a member of the American University Education Faculty – teaching elementary math methods and social justice in education courses. Previously, she was a member of the Johns Hopkins University Clinical Faculty – Urban Teachers Program. Prior to that appointment, Kim served as the Deputy Chief of STEM for the District of Columbia Public Schools (DCPS) in Washington, D.C. where, she led the school district in all areas of STEM education. She also served as Director of Professional Development at the National Science Teachers Association (NSTA). In this position, she led the Association’s efforts in providing professional development to

teachers of science nationwide. She oversaw several programs in the Professional Development Department which focused mainly on elementary STEM education. Kim also served as the Executive Director of the Mathematics and Science Teachers Institute (MSTI) at Xavier University of Louisiana located in New Orleans. Prior to these administrative positions, Kim taught elementary and middle school grades in Prince George's County Maryland for 10 years.

Kim holds master's degrees from LIM College; Cornell University; Towson University; and Johns Hopkins University; she earned her Bachelor of Science from Syracuse University. Currently she is a Ph.D. candidate in STEM education at George Mason University in Virginia - focusing on the resiliency of African American women in STEM. Kim has over 20 years of experience in STEM teaching and learning; she is passionate about education, and her mission as an educator is to promote academic excellence, enhance educational opportunities, and strengthen culture, diversity, equity and inclusion.

## **Setting the Scene for SOA**

*Travis York, Director, AAAS*

Travis T. York, Ph.D., is the Director of Inclusive STEMM Ecosystems for Equity & Diversity (ISEED) at the American Association for the Advancement of Science (AAAS). Dr. York’s research and work focus on catalyzing and sustaining systemic change and transformation to achieve inclusive and equitable access and progress through STEM pathways into the STEM workforce. Within AAAS, Dr. York provides leadership to a talented team who collaborate to create change in over 20 grant-funded projects and initiatives spanning all STEM fields and the entire educational pathway including AAAS’s SEA Change Initiative, Science

**1:00 PM**



in the Classroom, ARISE Network, S-STEM Initiative, L’Oreal USA Women in Science Fellowships, and HBCU Making & Innovation Showcase.

Currently, Dr. York is a Co-PI on NSF INCLUDES Aspire Alliance - an effort to develop a more inclusive and diversified STEM faculty; and serves as a Co-PI on a U.S. Department of Education IES Assessment Grant titled, Affording Degree Completion: A Study of Completion Grants at Accessible Public Universities in collaboration with the Coalition of Urban Serving Universities and Temple University’s Hope Center for College, Community, & Justice. Dr. York has authored numerous peer-reviewed articles and book chapters, and his most recent article, Completion Grants: A multi-method examination of institutional practice, is available in the Journal of Student Financial Aid. Dr. York is active within several professional associations and serves on the editorial review board of the Journal of Diversity in Higher Education.

Dr. York, a native of Charleston, South Carolina, received his Ph.D. in Higher Education Administration from The Pennsylvania State University, masters in Higher Education and bachelors with distinction from Geneva College. Dr. York also studied at Oxford University’s Center for Medieval & Renaissance Studies through Keble College in 2003-04. Dr. York also supports AAAS’s Committee on Opportunities in Science, which advises the association on matters related to increasing the representation of women and minorities in science, engineering, and related fields.

## **STEMM Equity in Education**

**3:45 PM**

Moderator: Robert Simons, Head of Social Impact and STEM Programs, Micron Technology

- Dr. Tanya Eastman, Manufacturers Association of Central New York
- Erin Seymour, Discovery Center Idaho
- Sonia Galaviz, Boise Public Schools
- Donna Llewellyn, Boise State University

*Dr. Tanya M Eastman, Director of Partners for Education & Business, Inc.*



Dr. Tanya M. Eastman is the Director of Partners for Education & Business, Inc. (PEB), an affiliate of MACNY, The Manufacturers Association of Central New York. She joined MACNY in 2022 with over two decades of experience leading programs, and building talent, data, and administrative systems in the nonprofit and private sectors. As Director of PEB, Dr. Eastman provides senior leadership and strategic oversight of secondary school workforce development programming at MACNY. Through deep partnerships with school districts and regional STEM industry partners, PEB has been successful for over 30 years providing the scaffolding that supports the bridge between education and industry. Prior to MACNY, she served as the Director of Education and Training at United Way of Northern New York where she was contracted to design and implement a robust training and leadership development program for the regional nonprofit sector. Prior to 2021, Dr. Eastman was the Director of Operations & Career Services at On

Point for College, a community-based organization in Central New York known nationally for breaking down barriers that prevent young, underserved individuals from achieving post-secondary education and career success. At On Point for College, Dr. Eastman worked for almost a decade as part of the senior leadership team focused on supporting predominantly first-generation students from lower-income

backgrounds as they navigated the often winding road in pursuit of their post-secondary and career goals. She has a track record of partnering with community-based organizations, higher education, the public sector, and industry to support access to education and career opportunities. Dr. Eastman started her career on Wall Street at Merrill Lynch & Co., Manhattan, NY as a Vice President in the Investor Client Coverage Group. She continues to serve as the Foundation Administrator for the Syracuse City School District Educational Foundation and as an adjunct instructor in the St. John Fisher University Ed.D. Program in Executive Leadership. Dr. Eastman received her Bachelor of Science degree in Finance and Computer Information Systems from Manhattan College, her Master of Business Administration degree in Strategy and Management from Columbia University Graduate School of Business, and her doctorate in the Ed.D. Program in Executive Leadership at St. John Fisher University.

*Sonia Galaviz, Boise Public Schools*



Soñia Galaviz is a Title 1 interventionist and educator in Boise, Idaho. She has taught for nearly 20 years in Title 1 schools and is passionate about public education and community engagement within those schools. In 2017, Soñia received acknowledgement from the National Education Association Foundation, winning the national award for Teaching Excellence. She received her doctorate in the spring of 2020 from Boise State University focusing on STEM education for underserved populations. She was honored with Boise State's Distinguished Alumni in 2021. In 2022, she was elected to serve in the Idaho Legislature, House of Representatives, for district 16. She has two grown children, loves Idaho's outdoors, and is slowly chipping away at visiting all of the National Parks in the United States.

*Erin Seymour, Discovery Center Idaho*



Since graduating with a biology degree from Wartburg College in 2013, Erin has been working to mobilize learners of all ages and backgrounds to foster curiosity and connect with the natural world. Following two years of service with AmeriCorps and five years teaching middle school in a Title I district, Erin has been a part of the Discovery Center of Idaho Education team for nearly a year. She is a strong proponent of the longitudinal impact of inquiry-based, hands-on learning experiences and believes that continued expansion of accessible, inclusive educational programs is essential to building a better future.

*Donna Llewellyn, Executive Director, Boise State University*



Donna Llewellyn received her BA (major in Mathematics and minor in Economics) with High Honors from Swarthmore College in 1980. She went on to earn an MS in Operations Research from Stanford University in 1981 and a Ph.D. in Operations Research from Cornell University in 1984. Donna then studied in Bonn, West Germany with a National Science Foundation Mathematical Sciences Postdoctoral Fellowship while on leave from a tenure track position in the School of Industrial and Systems Engineering (ISyE) at Georgia Institute of Technology. In July 1999, Donna became the Director of the Center for the Enhancement of Teaching and Learning (CETL) at Georgia Tech, and in January 2012 she also became the Associate Vice Provost for Learning Excellence. In January 2015, Donna moved west to become the Executive Director of the new Institute for STEM and Diversity Initiatives and a Professor in the College of Innovation and Design at Boise State University. Donna's current interests center around education issues in general, and in particular on increasing access and success of those traditionally underrepresented and/or under-served in STEM higher education.

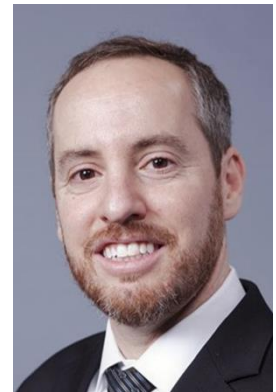
## Next Steps: The Road Ahead

**4:40 PM**

*Michael Feder, Program Director, AAAS*

Michael Feder, Ph.D., is program director within the Inclusive STEM Ecosystems for Equity and Diversity (ISEED) unit. He manages a portfolio of programs focused on removing systemic barriers to equitable access to STEM education and careers. Dr. Feder brings over 15 years of experience in STEM education policy, research, and practice to AAAS.

Michael's previous experience includes managing Battelle's STEMx network – a consortium of 21 statewide STEM education organizations. He provided strategic opportunities for the network to address grand challenges in STEM through shared solutions and collaborative initiatives. Dr. Feder also served as a policy analyst at the White House Office of Science and Technology Policy, where he provided the President and senior leaders with STEM education policy guidance. During his two years with the Obama Administration, he led the interagency committee on STEM education, which wrote the 5-Year strategic plan for federal STEM education programs. Prior to that experience, Dr. Feder provided guidance to the federal government, state decision makers, and STEM education stakeholders as a Senior Program Officer for the Board on Science Education at the National Academies of Sciences, Engineering and Medicine. Dr. Feder also has experience in program evaluation and has been published widely on STEM education.



He earned his doctorate and master's degrees in developmental psychology at George Mason University. He earned his bachelor's degree from Pennsylvania State University.