FUTURE FACULTY DIVERSITY PROGRAM

OCTOBER 2 - 5, 2022
Virginia Tech
Blacksburg, VA

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INCLUSION AND DIVERSITY
VIRGINIA TECH.

Dear 2022 Future Faculty Diversity Fellows:

Welcome to the 12th annual Future Faculty Diversity Program at Virginia Tech. We are delighted that you have accepted the invitation to serve as Future Faculty Fellows representing five different colleges. You were selected from a highly competitive pool of talented scholars. We recognize the significance of your accomplishments and your commitment to academic excellence. By accepting the invitation to participate in this program, you have indicated a commitment to changing the world in meaningful ways. We hope that you will continue to consider Virginia Tech as a part of your professional journey.

One of the most important aspects of this program is the professional development workshops organized by the Office for Inclusion and Diversity. You will receive insightful information that will be useful throughout your professional career. Workshops led by tenured and tenure-track faculty members, examine topics such as the importance of time management, resources for obtaining early career funding, and methods of demystifying the academic search process. In addition to our traditional workshop panels, Professor Bevlee Watford, Associate Dean for Equity and Inclusion in the College of Engineering, will share words of wisdom in the inaugural keynote address. In essence, we are confident that you will be inspired by our speakers, workshops, and opportunities to meet current faculty, including former Future Faculty Fellows.

Lastly, we encourage you fully engage in the programming and explore the larger Virginia Tech community. Don't hesitate to ask questions and network. In the spirit of Ut Prosim, (That I May Serve), Virginia Tech's motto, we want you to feel welcome and included.

We look forward to meeting you soon.

Warmest Regards,
Dr. Menah Pratt, Vice President for Strategic Affairs and Diversity
Dr. Erica Cooper, Assistant Provost for Faculty Diversity

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Land Acknowledgement &
Labor Recognition

Land Acknowledgement

Virginia Tech acknowledges that we live and work on the Tutelo / Monacan People's homeland, and we recognize their continued relationships with their lands and waterways. We further acknowledge that the Morrill Land-Grant College Act (1862) enabled the commonwealth of Virginia to finance and found Virginia Tech through the forced removal of Native Nations from their lands in western territories. We understand that honoring Native Peoples without explicit material commitments falls short of our institutional responsibilities. Through sustained, transparent, and meaningful engagement with the Tutelo / Monacan Peoples, and other Native Nations, we commit to changing the trajectory of Virginia Tech's history by increasing Indigenous student, staff, and faculty recruitment and retention, diversifying course offerings, and meeting the growing needs of all Virginia tribes and supporting their sovereignty.

Labor Recognition

Virginia Tech acknowledges that its Blacksburg campus sits partly on land that was previously the site of the Smithfield and Solitude Plantations, owned by members of the Preston family. Between the 1770s and the 1860s, the Prestons and other local White families that owned parcels of what became Virginia Tech also owned hundreds of enslaved people. We acknowledge that enslaved Black people generated wealth that financed the predecessor institution to Virginia Tech, the Preston and Olin Institute, and they also worked on construction of its building. Not until 1953, however, was the first Black student permitted to enroll. Through InclusiveVT, the institutional and individual commitment to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence, we commit to advancing a more diverse, equitable, and inclusive community.

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Program History

The Future Faculty Diversity Program (FFDP) at Virginia Tech hosted its inaugural workshop in 2010 with support from the Office of the Senior Vice President and Provost. The FFDP is an intensive three-day event for doctoral candidates and postdoctoral scholars interested in academic careers. This fall, the program received 181 applications and invited 25 participants, who represent 16 departments in five of the academic colleges. This year's participants are a diverse group in terms of gender, race, and geographic region.

Program Objectives:

Enhance Virginia Tech's faculty pipeline by establishing and developing significant meaningful relationships with prospects, especially those from groups underrepresented in the professoriate, with a focus on historically underrepresented minorities in the United States;

- Provide the opportunity for participants to gain a deeper understanding of the challenges and rewards of a faculty career;
- Develop a network of emerging scholars in priority research areas who could be candidates for current and future vacancies at Virginia Tech.

The Future Faculty Diversity Program provides participants with the opportunity for professional development, and to have candid discussions with department heads, deans, and early career faculty members about life in academe. As part of the experience, participants are hosted by a Virginia Tech department to tour research facilities, meet with current faculty to gain a greater awareness of research and teaching opportunities, discuss their career prospects and academic work, and present a research talk.

Participants are chosen from a national pool of candidates who are either nominated by a Virginia Tech faculty member, or who apply directly to the program and are matched with an interested department. The FFDP was previously hosted nine times by the VT Office for Faculty Affairs in conjunction with the annual Advancing Diversity Workshop. The VT Office for Inclusion and Diversity currently serves as the administrative home for the program and welcomes all candidates virtually to the 12th Future Faculty Diversity Program.

2022 Future Faculty Diversity Program

Sunday, October 2nd - Welcome (all events are hosted at the VT Inn)		
Time	**Event**	**Room**
All Day	**Candidates Arrive**	
12pm - 6pm	**Refreshments and Snacks**	Solitude Room
6:30pm - 8pm	**Reception & Dinner with the Faculty Diversity Committee**	Lathan Ballroom A

Monday, October 3rd (all events are hosted at the VT Inn)		
Time	**Event**	**Room**
8am - 9:20am	**Breakfast and Welcome** Dr. Menah Pratt, Vice President for Strategic Affairs and Diversity, Professor of Education	Latham Ballroom A
9:20am - 9:30pm	**Group Photo**	Location (TBD)
9:30am - 10:30am	**Campus Overview** Juan Espinoza, Associate Vice Provost for Enrollment Management	Cascades, 2nd Floor
10:30am – 10:45am	**Break / Transition**	
10:45am - 11:45am	**Keynote** Dr. Bevlee Watford, Professor and Associate Dean, College of Engineering	Cascades, 2nd Floor
11:45am - 12pm	**Break / Transition**	
12pm - 1:30pm	**Welcome Luncheon with College Deans, Diversity Directors, and Vice Provost of Faculty Affairs**	Lathan Ballroom A
1:45pm - 2:45pm **Moderator,** Dr. Matt Holt, Professor & Department Head—Agricultural Economics, College of Agriculture and Life Sciences	**How to Prepare for the Job Market in Academia: How to Interview, Negotiate Salary, and Start-Up Package, Faculty Roundtable** **Guest Presenters** • Dr. Roseanne Foti (Professor & Department Head--Psychology, College of Science) • Dr. Margie Lee (Professor & Department Head--Biomedical Sciences and Pathology, College of Veterinary Medicine) • Dr. Quinton Nottingham (Associate Professor & Department Head Business Information Technology, Pamplin College of Business)	Cascades, 2nd Floor

2022 Future Faculty Diversity Program

Monday, October 3rd (All events are hosted at the VT Inn)		
Time	**Event**	**Room**
3pm - 3:50pm **Moderator,** Dr. Erica Cooper, Assistant Provost for Faculty Diversity	**How to Get Early Career Funding** **Guest Presenters** • Dr. Vince Baranauskas (Sr. Research Development Coordinator) • Dr. Charlie Klauer, Associate Professor in ISE & Research scientist and leader of the Training Systems Group in the Division of Vehicle, Driver, & System Safety	Cascades, 2nd Floor
4pm – 5pm **Moderator,** Dr. Vincent Wang, Associate Professor of Biomedical Engineering and Mechanics	**How to Manage Your Time-Panel** • Dr. Ozzie Abaye, Professor School of Plant and Environmental Sciences • Panelists • Dr. Estrella Johnson, Associate Professor of Mathematics Education, College of Science • Dr. Sarah Stamps, Associate Professor of Geosciences, College of Science • Dr. Phil Thompson, Assistant Professor of Management, Pamplin College of Business	Cascades, 2nd Floor
5pm - 5:30pm	**Break**	
5:30pm - 6:30pm	**Caucus Reception**	Holtzman Alumni Center / Hallway Foyer / Outdoors
6:30pm - 8pm	**Dinner with VT Faculty / Former Faculty Fellows**	Lathan Ballroom A
Tuesday, October 4th Host Department Visits		
Time	**Event**	**Room**
7am -9am	Breakfast	Latham Ballroom A
Wednesday, October 5th Closing (All events are hosted at the VT Inn)		
Time	**Event**	**Room**
8am - 8:45pm	**Closing Remarks:** Dr. Wayne Scales, J. Byron Maupin Professor of Engineering, Electrical and Computer Engineering, College of Engineering, Dr. Pratt, Vice President of Strategic Affairs and Diversity	Latham Ballroom A
8:45am - 9:30am	**Programs and Policies to Support New Faculty.** Rachel Gabriele, Assistant Provost for Faculty Initiatives and Policies	Latham Ballroom A
9:30am - 10am	**Announcements and Departures**	Latham Ballroom A

2022 Future Faculty Diversity Program Invited

Sunday Dinner with Faculty Diversity Committee (October 2)

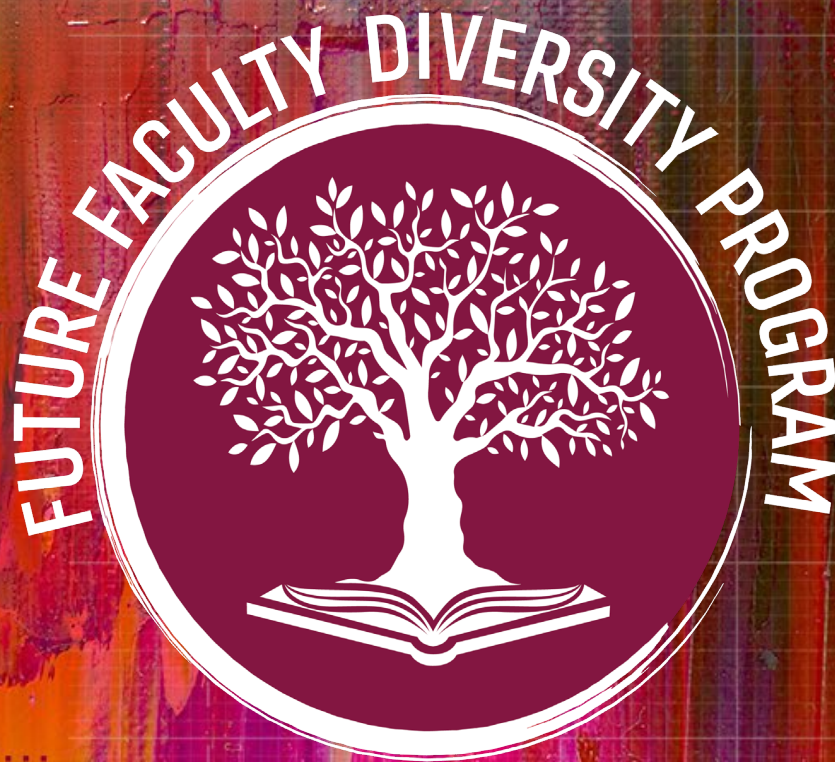| Name	Position
Dr. Bevlee Watford	Professor in Engineering Education and Associate Dean in the College of Engineering
Dr. Mike Ellerbrock	Professor in the Department of Agriculture and Applied Economics
Dr. Eric Lyon	Professor of Practice in Performing Arts

Monday Leadership Lunch (October 3)

Name	Position
Dr. Takiyah Amin	Diversity Director in Architecture, Arts, and Design
Dr. Laura Belmonte	Dean of the College of Liberal Arts and Human Sciences
Dr. Nathan Bishop	Chief Diversity Officer, Carilion Clinic
Dr. Ron Fricker	Vice President of Academic Affairs
Dr. Dan Givens	Dean of Veterinary Medicine
Dr. Janice Hall	Diversity Director for Pamplin College of Business
Dr. Estrella Johnson	Diversity Director for College of Science
Dr. Maryam Kamran	Diversity Director for College of Natural Resources and Environment
Dr. Garry Morgan	Diversity Director for Veterinary Medicine
Dr. Kevin Pitts	Dean of the College of Science
Dr. Chevon Thorpe	Director of Inclusion, Diversity, and Equity of College of Agriculture and Life Sciences
Dr. Bevlee Watford	Associate Dean of Equity and Engagement in the College of Engineering
Dr. Paul Winistorfer	Dean of the College of Natural Resources and Environment

Former Fellows Dinner Monday (October 3)

Chairs	Caucus
Dr. Sergio Barrera	Assistant Professor in Economics
Dr. Monet Roberts	Assistant Professor in Biomedical Engineering and Mechanics
Dr. D. Sarah Stamps	Associate Professor in Geosciences
Dr. Omar Saucedo	Assistant Professor in Mathematics
Dr. Daniel Cortes	Assistant Professor in Biology
Dr. Natalie Cook	Assistant Professor in Population Health Sciences
Dr. Chaz Briscoe	Postdoc in Political Science
Professor Jaeyoung Ha	Assistant Professor in Landscape Architecture
Dr. TeKisha Rice	Assistant Professor in Human Development and Family Science
Dr. Kim Walker	Assistant Professor in Accounting and Information Systems
Professor Daniel Smith	Postdoc in the School of Plant and Environmental Science
Dr. Susan Sajadi	Assistant Professor in Engineering Education
Dr. Mauro Caraccioli	Associate Professor in Political Science
Dr. Nicole Pitterson	Assistant Professor in Engineering Education
Dr. Mike Gordon	Assistant Professor in Business Information Technology
Dr. Lezly Taylor	Assistant Professor in the School of Education
Dr. Vanessa Diaz	Collegiate Assistant Professor in Psychology
Dr. Trey Lewis	Assistant Professor in Management
Dr. Phil Thompson	Assistant Professor in Management
Dr. Rose Wesche	Assistant Professor in Human Development and Family Science

Caucus Reception Monday 5:30pm (October 3)

Chairs	Caucus
Latawnya Burleson	Appalachian Caucus
Dr. Theo Lim	Asian Pacific Islander Desi American (APIDA) Caucus
Dr. Bevlee Watford	Black Faculty & Staff Caucus
Dr. Kory Trott	Black Faculty & Staff Caucus
Patrick Wallace	Black Faculty & Staff Caucus
Latanya Walker	Black Faculty & Staff Caucus
Veronica Montes	Hispanic/Latinx Faculty and Staff Caucus
Jes Davis	LGBTQ+ Caucus

FUTURE FACULTY DIVERSITY PROGRAM

2022 FFDP Fellows Cohort Bios

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Valentina Alaasam

Valentina Alaasam is an integrative biologist interested in understanding how animals respond to anthropogenic environmental change. She received a B.S. in biology from Virginia Tech and is currently a doctoral candidate in the evolution, ecology, and conservation biology program at the University of Nevada, Reno, as well as an NSF Graduate Research Fellow. Her dissertation investigated the effects of light pollution on behavior, physiology, and circadian rhythms in birds. Future work will continue to explore the avian responses to urban environments, with broad goals to help design strategies to support biodiversity in urban environments; rectify global biases in urban ecology by broadening international participation and collaboration; and make conservation more effective by ensuring practices directly benefit and involve diverse human communities.

Dr. Modhurima Amin

Dr. Amin is a tenure-track Assistant Professor of Applied Econometrics, Statistics, and Data Science in the Agricultural & Applied Economics Department at Texas Tech University. She also serves as an advisory board member at Innov8.ag—a precision agriculture start-up partnered with Microsoft. Dr. Amin specializes in applied econometrics, statistical modeling, and applied data science in business and economics. Her research program broadly examines food policy and rural development, agricultural markets, precision agriculture, energy economics, and industrial organization. Currently, she investigates comparing the effectiveness of causal machine learning models, food safety in retail outlets, access to healthful food, food security in the United States, especially for disadvantaged communities, the market dynamics of specialty crops, primarily exclusive and open apple varieties, and demand estimation of sorghum in the animal feed market. Dr. Amin also teaches courses in Statistics, Big data processing and management, Econometrics, Agribusiness and Corporate Finance, and general Economics.

Dr. Josephine Ampofo

Dr. Josephine Ampofo is a postdoctoral fellow in the department of food science and technology at University of California-Davis. Ampofo holds an M.Sc., in food science and technology from Kwame Nkrumah University of Science and Technology, Ghana, and a Ph.D. in food science and agricultural chemistry from McGill University, Canada. During her graduate studies, she founded a McGill start-up, NutriPulse, that won third place in the 2018 Social Innovation Challenge organized by World Vision Canada and McGill Dobson Center for Entrepreneurship. At UC Davis, she's not only a Professor for the Future Fellow but also Co-PI of a project developing sustainable technologies for plant protein extraction and functionalities. She's also investigating technologies for volatile prediction against food quality disruptions. As a strong believer of food and nutrition equity, Ampofo's research interests include the exploitation of climate smart food systems, eco-innovative bioprocessing and AI for functional food development and precision.

Raudel Avila

Raudel Avila is a doctoral candidate in the department of mechanical engineering at Northwestern University. He received a B.S. in mechanical engineering from The University of Texas at El Paso. His current research focuses on modeling the mechanics and electromagnetics in bio-integrated electronics for health care and biomedical applications. As a doctoral candidate, he has published more than 40 journal papers, many as lead author in high-profile journals such as the *Proceedings of the National Academy of Sciences* and the *Journal of the Mechanics and Physics of Solids.* He is currently a National Science Foundation GRFP Fellow (2018) and a Ford Foundation Predoctoral Fellow (2018). In 2022, he was selected as a Future Trailblazer in Engineering by Purdue University for his potential impact on expanding representation and diversity in engineering. In 2019, Avila received the Outstanding Researcher Award from the International Institute of Nanotechnology at Northwestern University.

Terrance (T.L.) Boyd

Terrance L. (T.L.) Boyd is a doctoral candidate in the Rucks department of management at Louisiana State University. He is a firm believer that representation matters, particularly in the classroom, workplace, and in research. As a scholar, Boyd is strongly committed to producing top-tier research and contributions in the fields of cognitions and emotions for marginalized communities and their interactions with dominant group members. He has a promising pipeline with papers under revision at *Journal of Organizational Behavior* and *Group & Organization Management*, along with several others nearing submission to top outlets. Boyd weaves into his teaching identity qualities of an education enthusiast, equity advocate, and lifelong learner. He contributes to academe by serving on local and national leadership boards that foster development for people from all walks of life. Ultimately, Boyd hopes his work helps create knowledge that centers the nuanced experiences of those traditionally excluded from mainstream scholarship.

Dr. Renata Carneiro

Dr. Renata Carneiro currently works as assistant professor in the department of chemistry and fermentation sciences at Appalachian State University. She earned both her master's and doctoral degrees in food science and technology from Virginia Tech (2016, 2021) and her bachelor's degree in food engineering from the Federal University of Viçosa (Brazil, 2011). She also has an MBA in project management from the University of Sao Paulo (Brazil, 2019), and work experience in the food and pet food industries. Carneiro is a lifetime member of Phi Tau Sigma, the Honor Society for Food Science and Technology, and the Edward A. Bouchet Graduate Honor Society. She is highly committed to promoting diversity, equity, and inclusion in higher education. Her research interests include the application of food chemistry and sensory evaluation approaches to guide sustainable production of innovative products with economic benefit for the local food and beverage industries.

Dr. Ryan Chacon

Dr. Ryan Chacon is an assistant professor of finance at the University of Colorado, Colorado Springs. His research is heavily focused on the intersection on real estate topics, including Real Estate Investment Trusts (REITs), and the funds that invest in them. He has several publications in quality real estate and finance journals including the *Journal of Real Estate Finance and Economics*. He enjoys teaching real estate finance and investments, and real estate principles. In his free time, Chacon enjoys spending time with his wife and two young daughters and playing and watching sports.

Dr. Julia Cisneros

Dr. Julia Cisneros is a geologist and postdoctoral researcher at The University of Texas at Austin, Texas A&M University, and Texas Tech University funded by an NSF Postdoctoral Research Fellowship. She received her doctoral degree in geology from the University of Illinois and a B.S. in geology from Texas A&M University. Her research seeks to identify the key mechanisms driving bedform formation and evolution across different environments. This is driven by her curiosity in how surface processes shape bedforms and how this can be used to excavate clues about the formative conditions of inaccessible and ancient environments. Currently, she is developing a unifying framework for bedform morphodynamics that spans environments and scales through studying the morphodynamics of Earth's largest and most complex bedforms in deserts and rivers.

Dr. Lisa David

Dr. Lisa David is a postdoctoral researcher in the department of plant and microbial biology at North Carolina State University. She uses mass spectrometry to investigate plant-microbe interactions and identify endogenous plant peptides that are signaling components between roots and the soil microbiome. During her doctoral studies at the University of Florida, she used a multi-omic approach to understand how proteins, metabolites, and lipids are involved in long-distance immune responses in the guard cells that surround and control stomata on leaf surfaces. Her doctoral work was the first to identify Systemic Acquired Resistance (SAR) responses in guard cells via mechanisms including reactive oxygen species (ROS), fatty acid signaling, and the lipid transfer protein Defective in induced resistance 1 (DIR1). Her current research interests involve expanding the knowledge of interplay between signaling molecules associated with beneficial microbiomes and pathogenic bacteria during plant immune response.

Brianna Felegi

Brianna Felegi is a doctoral candidate in the department of economics at the University of Notre Dame. Prior to Notre Dame, she received her bachelor's degree from the University of Florida. Her research interests lie in applied microeconomics, with a focus on economics of education. Her current research is concerned with evaluating policies intended to increase access to schooling and understanding how these policies change educational outcomes. Her job market paper examines the introduction of the largest voucher program in the United States to understand to what extent schools alter their quality considering the policy. Felegi's dissertation is titled "Essays on Economics of Education" with the following list of studies: *Supply-Side Responses in School Choice*; *Do the SAT and ACT limit Enrollment*; E*vidence from the Test-Optional Movement*; and *Can Light-Touch Interventions in High School Impact Education Outcomes?*

Dr. Joshua Garcia

Dr. Joshua Garcia is a postdoctoral research associate with the department of land, air, and water resources at University of California-Davis. Garcia received his bachelor's degree in biological science from UC Davis and his Ph.D. in horticultural biology from Cornell University. His research focuses on developing a better understanding of plant-soil-microbe interactions in agriculture to inform the development of more sustainable management recommendations for farmers. Garcia implements a diverse range of research methodologies in his work, including microbial sequencing techniques, plant physiological analyses, and soil biogeochemistry. In his current research, Garcia is working on a large collaborative project to assess how conservation irrigation strategies and cover cropping influence soil health, resource use efficiency, and production outcomes in California almond orchards. He has a special interest in collaborating directly with farmers from historically underserved backgrounds in his research and has extensive experience in diversity, equity, and justice work both on and off campus.

Dr. Allie Igwe

Dr. Allie Igwe is a National Science Foundation Postdoctoral Research Fellow in biology working at the University of Miami to understand the tradeoff between microbial local adaptation to soil environments and the production of plant-growth-promoting properties under normal, heavy metal, and salt stress. She previously earned a Ph.D. in microbiology from the University of California-Davis, an M.S. in soil science from Texas A&M and a B.S. in biology from Howard University. In addition to research, Igwe has experience as a recruitment and retention para-professional, science communicator, and success coach. Her experiences in research and mentoring help her to create inclusive and safe learning environments for students to try new things, make mistakes, and define success on their terms. Overall, Igwe hopes to collaborate with like-minded people and make a positive environmental impact by using the knowledge gained from her research in natural environments to restore degraded lands in urban environments.

Alex Jensen

Alex Jensen is a wildlife ecologist, primarily focused on how mammals interact with each other and how they coexist with people. He is currently a doctoral candidate at Clemson University, where he studies coyotes in South Carolina – where they move, what they eat, and how much variation there is among individuals. Prior to Clemson, Jensen lived in California, where he received his master's degree studying how to reduce roadkill, which maintains ecological connectivity across a highway. Jensen is also passionate about social justice, so he works within his circles and within his field to advance equity and diversity in who is represented in the environmental sciences. In his free time, Jensen enjoys playing sports and making memories with his friends.

Tendai Masaya

Tendai Masaya is a doctoral candidate at Yale school of management and is expected to graduate in May 2023. His dissertation titled "Investor Relations and ESG Outcomes" examines the role of investor relations in mitigating the stock market reaction to negative ESG news. He conducts archival financial accounting research with interests in firm disclosures, ESG and sustainability issues, and corporate governance. Prior to his doctoral program, Masaya obtained several years of auditing and corporate accounting experience at Ernst & Young and at a private equity firm, both in New York. He is a Certified Public Accountant (CPA) and a Chartered Financial Analyst (CFA) charterholder. Masaya received his Bachelor of Accounting and Finance from Ithaca College and his master's in accounting from the University of Virginia. He is a member of the Ph.D. Project Accounting Doctoral Student Association, the American Accounting Association, and the American Institute of Certified Public Accountants.

Dr. Joshua Mott

Dr. Joshua Mott is a research associate in the school of plant and environmental sciences at Virginia Tech. He specializes in corn and small grains management as well as supervising the commonwealth's official variety testing program for various agronomic crops. His dissertation explored the use of biofertilizers and organic amendments in small scale and agronomic production systems. He investigated key management techniques to enhance plant growth and stress tolerance. As a research associate, Mott has begun to explore various topics including, climate change effects on small grain production systems, fertilizer use efficiency, and cover-cropping techniques for better resource management. Mott has also been heavily involved in undergraduate education at Virginia Tech, teaching courses in basic soils, botany, food security, and agronomy. In his free time, he likes to cook, play piano, and spend time with loved ones.

Dr. Gabrielle Names

Dr. Gabrielle Names is a postdoctoral fellow in the department of biological sciences at North Dakota State University. She is an integrative organismal biologist who aims to determine how human-induced environmental changes influence the evolution and conservation of wild vertebrates. She earned her Ph.D. at the University of California-Davis, where she studied the effects of introduced disease on the behavior, physiology, and morphology of an endemic songbird. As a postdoctoral fellow, she is investigating how climate change impacts songbird body size and the underlying physiological mechanisms. She aims to focus her future research on interactions between infectious disease and inter-individual variation in physiology and behavior. To advance diversity and inclusion in science, Names co-founded the UC Davis Animal Behavior Graduate Group Diversity Committee, leads hands-on field trips for underserved groups, and mentors students of diverse backgrounds.

Dr. Gabriela Manzano Nieves

Dr. Gabriela Manzano Nieves obtained a B.S. in biology from the University of Puerto Rico, where she conducted research in Dr. Gregory Quirk's lab. She graduated with a MPA and a Ph.D. in neuroscience from Brown University, under the mentorship of Dr. Kevin Bath. Manzano Nieves is currently a postdoctoral fellow at Weill Cornell Medicine, working alongside Dr. Conor Liston. Manzano Nieves has been continuously funded throughout her graduate and postdoctoral work, being awarded the NSF-GRFP and NIH F99/K00 grants. For her graduate work, she researched how early life stress shapes the development of fear learning circuits. Her current research focuses on how postnatal development alters information flow within and between brain regions to bias behavior. Specifically, she researches the mechanisms that drive adolescent increase in reward behavior, with an ultimate interest in understanding if neurons carry the same information in adolescence as they do in adulthood.

Jean Parrella

Jean Parrella is a doctoral candidate in the department of agricultural leadership, education and communications at Texas A&M University and is expected to graduate in May 2023. Her research focuses on increasing consumers' adoption of healthy foods produced or processed using agri-food technologies through precision communication techniques. Parrella's dissertation project, which is funded by the Texas A&M AgriLife Institute for Advancing Health Through Agriculture, investigates the persuasive behavioral effects of voluntary food labels on novel ground beef products using randomized controlled trials. Parrella has published more than 90 scholarly works, including journal articles, scientific abstracts, local, regional, and national conference proceedings, and popular press articles. This past spring, she was honored to receive the Texas A&M University 2021 College of Agriculture and Life Sciences Dean's Outstanding Achievement Award for Graduate Research. She hopes to continue her work in the department of agricultural, leadership, and community education at Virginia Tech.

Jorge Reyes, Jr.

Jorge E. Reyes, Jr. is a doctoral candidate at the University of Nevada Las Vegas (UNLV) in the department of mathematical sciences. Reyes is expected to graduate in May, 2023 with a Ph.D. in computational mathematics. His research focus is in computational fluid dynamics and on the study of models based on the Navier-Stokes equations (NSE). These studies include derivation of the energy (in)equality, stability of the model's numerical solution, finite element error estimates, sensitivity computations and simulations of benchmark fluid flow problems. His dissertation is titled "Finite Element Analysis and Computations of Fluid Flow Modeling," which focuses on the study of the Generalized Smagorinsky Model and compares with the traditional Smagorinsky Model, a well-known and popular large eddy simulation for modeling high turbulent flows. Additionally, the energy momentum and angular momentum conserving scheme (EMAC) is applied to projection methods for the base NSE.

Violeta Rodriguez

Violeta J. Rodriguez is a doctoral candidate in the clinical psychology program at the University of Georgia and received the prestigious Ford Foundation Predoctoral Fellow (2018-2021) from the National Academies of Science, Medicine, and Engineering, a Dissertation R36 grant from the National Institute of Mental Health, and a PEO Scholar Award. Rodriguez' research has resulted in numerous peer-reviewed manuscripts (95; 24 first author), with several others under review. Broadly, her research at the University of Georgia has focused on the psychometrics of parenting and family constructs, with an emphasis on making parenting and family measures more representative of diverse families. Rodriguez' research has been recognized by the Society of Clinical Child and Adolescent Psychology, and the Society for a Science of Clinical Psychology. Currently, she is pursuing a highly competitive predoctoral internship at the University of Illinois at Chicago to finalize her Ph.D.

Dr. Hainan Sheng

Dr. Hainan Sheng is an assistant professor at University of Missouri-St. Louis, who is also a CFA Charterholder. She received her Ph.D. degree from Texas Tech University. Before getting into academia, Sheng worked in Seattle, Beijing, and Singapore for a few years. Her research interests broadly focus on real estate investment trusts, real estate finance, and derivatives trading. Many of her publications have appeared in high-quality journals. Sheng has also won several best paper awards and grants on various occasions.

David Soro

David Soro was born and raised in the suburbs of Chicago and obtained his bachelor's degree in chemistry at Macalester College. During his time at Macalester, he conducted research at 3M Company on optical materials with a focus on functionalized siloxane polymers. David is currently finishing his doctoral studies at the University of California-Berkeley under the supervision of Professor Richmond Sarpong. His doctoral work centers on the synthesis of bioactive complex organic molecules and the development of synthetic methods. Soro is the recipient of the UC Berkeley Chancellor's Fellowship and the Weldon G. Brown Fellowship to support his graduate studies.
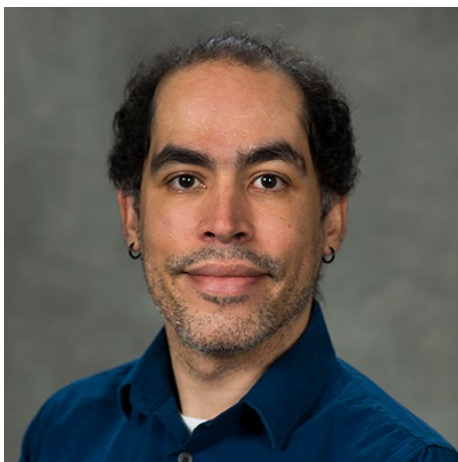
Dr. José Vargas-Muñiz

Dr. José Vargas-Muñiz is an assistant professor in the microbiology program at Southern Illinois University. He received his Ph.D. in molecular genetics and microbiology from Duke University and a B.S. in industrial biotechnology from the University of Puerto Rico-Mayagüez. After his graduate work, he joined Dr. Amy Gladfelter's lab as a postdoctoral fellow. Currently, his research program aims to understand the fundamental principles that regulate cell morphogenesis in fungal pathogens. His research program focus on the septin cytoskeleton's role in cell morphology, host-pathogen interactions, and response to anti-cell wall drugs in the human fungal pathogen Aspergillus fumigatus. He also studies the halotolerant black yeast Hortaea werneckii to further our understanding of cell division and how pathogenesis evolves in environmental fungi. Vargas-Muñiz is an active member of the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) and serves as the Chair of the Student Presentation Subcommittee.

Marla White

Marla White is a doctoral candidate at the University of Texas-Arlington. Her research focuses on leadership, intersectionality, discrimination, and diversity management. Her research was published as a best paper in the *2021 Academy of Management Annual Proceedings and in Human Resource Management Review*. She presently has an invitation for revision from the *Journal of Occupational and Organizational Psychology* and several projects in her research pipeline for submission to top journals. White is involved in several management organizations and has been a reviewer for various journals and conferences. Before pursuing her Ph.D., White worked at Texas Instruments, where she held numerous leadership roles in finance and HRM. White leverages her industry experiences, extensive network, and research to engage and equip students for leadership in an increasingly complex and diverse workforce.

Xue Xiao

Xue Xiao is a doctoral candidate with an emphasis in Real Estate in the Smeal Business School at Penn State. She specializes in Real Estate Finance and Economics. Her current research focuses on Commercial Real Estate (CRE) and its interaction with broader economy. She examines how CRE investors perform and react to unprecedented economic changes and uncertainties from government intervention following COVID-19 pandemic to climate change transitions in her dissertation titled "Essays on Commercial Real Estate". One of her dissertation chapters, "Did the Paycheck Protection Program Help Small Businesses? Evidence from Commercial Mortgage-Backed Securities," has won the Manuscript Award in Property/Asset Management category sponsored by IREM in 2021 American Real Estate Society (ARES) Annual Meeting. Prior to her doctoral studies, Xiao received B.Sc. in Real Estate from the National University of Singapore and had professional experiences in investment services and real estate private equity fund management.

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2022 Future Faculty Diversity Program

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CONNECT • EMPOWER • SUPPORT

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SAVE THE DATE

FACULTY WOMEN OF COLOR IN THE ACADEMY
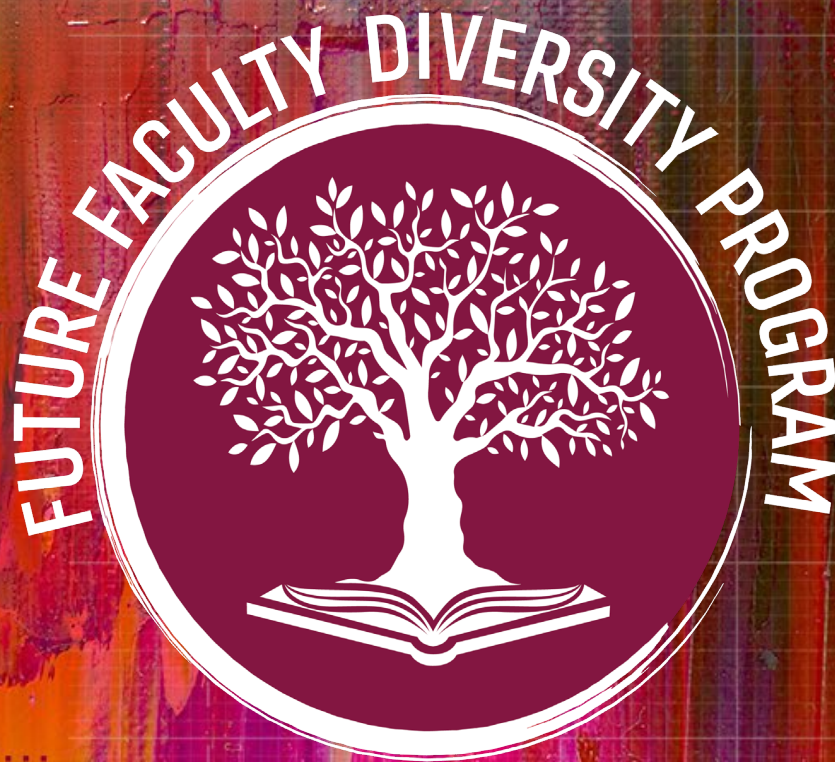## NATIONAL CONFERENCE
April 20-23, 2023

Crystal Gateway Marriott in Arlington, Virginia

FWCA annually hosts women of color who are faculty, administrators, postdoc scholars, and graduate students from across the country representing all academic disciplines. This year nearly 800 women virtually and in-person attended the 10th annual conference.

FUTURE FACULTY DIVERSITY PROGRAM

OCTOBER 2 - 5, 2022
Virginia Tech
Blacksburg, VA
https://inclusive.vt.edu/FFDP

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INCLUSION AND DIVERSITY
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