Juan E. Gilbert, Ph.D.
Andrew Banks Family Preeminence Endowed Professor & Chair

Computer & Information Science & Engineering Department
University of Florida
P.O. Box 116120
Gainesville, FL 32611

juan@ufl.edu
Research Statement

My research is in Human-Centered Computing (HCC). The goal of my research is to design, implement and evaluate innovative solutions to real world problems. My research integrates people, technology, information, policy, culture and more to address societal issues. In general, Human-Centered Computing research is highly interdisciplinary and applied. My areas of specialization within HCC are Natural Interactive Systems, Advanced Learning Technologies/Intelligent Tutoring Systems, Ethnocomputing/Culturally Aware Computing and Information Technology Workforce, Human-Computer Interaction, HCC AI, Databases and Data Mining.

In Natural Interactive Systems (NIS), I am interested in creating user interfaces where the user interacts with the system using speech or multimodality. I am researching the design, implementation and the evaluation of naturally interactive systems. One of my research projects in NIS is called Prime III. Prime III is a secure, multimodal electronic voting system, http://www.PrimeVotingSystem.org. Prime III provides an easy to use multimodal user interface that allows greater participation in the electoral process. Voters that can’t read, hear, have visual impairments or physical impairments, can still vote using Prime III. The Prime Voting System is a usable security approach to electronic voting. Another example is the texting while driving research we are doing called Voiceing™, see http://www.VoiceTextingResearch.org and http://www.youtube.com/watch?v=IwVN1deb9jM

In Advanced Learning Technologies/Intelligent Tutoring Systems, my research aims to create and study applications that employ intelligent strategies that personalize instruction. In some implementations, this involves the use of spoken language systems and Animated Pedagogical Agents (APAs). I am researching the use and impact of culturally relevant environments that use culture in the education or training environment. This is a form of Ethnocomputing (http://en.wikipedia.org/wiki/Ethnocomputing) or culturally aware computing. In my latest research efforts, I am researching game-like interfaces that provide naturally interactive instruction using animation, artificial intelligence, and speech. Examples of this work can be seen at http://www.aadmlss.org. In Ethnocomputing or Culturally Aware Computing, I am investigating the use and impact of culture in computing. Our research suggests that culture can be used to increase interest, user satisfaction and ease of use in computing applications. I am also working on information technology workforce issues. Specifically, I am investigating pedagogies and programs that broaden participation in computing for people in underrepresented groups. I am studying effective practices that help recruit, retain and graduate people from underrepresented groups in Science, Technology, Engineering and Mathematics (STEM).

In HCC AI, Databases and Data Mining, I am investigating data mining for human centered applications, e.g. applications where the data represents people, and tools that answer complex questions from business intelligence, education, and society. For example, I use clustering algorithms to process admissions applications in order to increase holistic diversity. This tool is called Applications Quest™, http://www.ApplicationsQuest.com.
**Teaching Statement**

My teaching philosophy is derived from my research in educational technology and my work experiences. I believe that technology can be used to keep students interested in the course material. My instruction style employs the use of computers and other multimedia deliverable mediums to assist in delivering instruction. Technology allows me to deliver instruction in several different styles, which meets the demands of more students.

Areas of teaching interest include, but are not limited to:
1. Human-Computer Interaction
2. Spoken Language Systems
3. Databases and Data Mining
4. Science and Technology Policy
5. Advanced Learning Technologies
6. Ethnocomputing
7. Creative Thinking and Problem Solving

**Education:**

- **2000** University of Cincinnati, Cincinnati, Ohio
  Doctor of Philosophy in Computer Science
  
  Title: Arthur: An Intelligent Tutoring System with Adaptive Instruction
  
  Advisor: Chia Y. Han

- **1995** University of Cincinnati, Cincinnati, Ohio
  Master of Science in Computer Science
  
  Title: Road Map – An Intelligent Heuristic Application
  
  Advisor: Raj Bhatnagar

- **1991** Miami University, Oxford, Ohio
  Bachelor of Science in Applied Science
  
  Major: Systems Analysis
Funding  (Total Funding: $28,587,622.78- Gilbert Share: $13,876,073.78)


2. Purves, D., Jenkins, R., & Gilbert, J.E., Collaborative Research: Standard Grant: Artificial Intelligence and Predictive Policing: An Ethical Analysis, NSF, 9/1/2019 – 8/31/2022, $509,000, UF Share: $269,000.


13. Gilbert, J.E., McMullen, K., Remy, S.L., & Eugene, W., 4D Interactions for Cable Television, CableLabs, 7/1/2013 – 6/30/2014, $80,000.


17. Gilbert, J.E., Juvenile Detention Alternatives Initiative (JDAI) Data Management and Reporting Website, 1/1/2013 – 9/30/2013, $60,000.


20. Martin, J. & Gilbert, J.E., Assessing Perceived Quality of Dash-Based IPTV Broadcasts: Methods and Human Factors, CableLabs, 8/15/2012 – 8/14/2013, $50,000.


24. Venhovens, P., Brooks, J. & Gilbert, J.E., 2D vs. 2.5D in Automotive User Interfaces, Ford Motor Company, 3/1/2012 – 2/28/2013, $40,000.


28. Martin, J. & Gilbert, J.E., **Correlating the Perceived Quality of Networked Games to Broadband Cable Network Design Parameters**, CableLabs, 6/1/2011 – 12/31/2011, $30,000.


Journal Publications


**Edited Proceedings Appearing in Refereed Journals**


**Commentaries Appearing in Refereed Journals**


**Op-Eds**


**Refereed Conference Proceedings**


88. (Best Poster Award)


112. Dillon, E., Brinkley, J., Moon, D., Gilbert, J.E., Kang, S., and Williams, B. (2016). Bridging the Safety Divide through Technology to Improve the Partnership between Students and Campus Law-Enforcement, In the Proceedings of the International Conference on Urban Education (ICUE 2016). San Juan, PR.


162. (Paper of Distinction)


175. Gosha, K., Billionniere, E. & Gilbert, J. (2010). *Towards the Creation of an Open Source Teacher Professional Development Distribution Community*. In C. Crawford et al. (Eds.), Proceedings of Society for Information Technology & Teacher Education International Conference 2010 (pp. 2977-2979). Chesapeake, VA: AACE.


**Books & Book Chapters**


Other Publications


**Patents and Patent Applications**


**Expert Testimony**


**Invited Talks/Keynotes**

1. Gilbert, J.E. Changing Systems not Students, American Association for the Advancement of Science (AAAS) Annual Meeting, February 15, 2020, Seattle, WA.

2. Gilbert, J.E. Inclusive Mentoring Through Online Spaces, American Association for the Advancement of Science (AAAS) Annual Meeting, February 14, 2020, Seattle, WA.


18. Franklin, M., Gilbert, J.E., Noble, B., Rexford, J. & Wills, C. (2018), Session Chairs: Shekhar, S. & Torrellas J. *Improving Faculty Recruiting in the Computing*


27. Gilbert, J.E., Workforce Preparedness: Graduate Degree Benefits, Graduate Faculty-Student Forum, Tuskegee University, Tuskegee, AL, September 30, 2017.


36. (Keynote) Gilbert, J.E., **Innovations in Research and Discovery While Increasing Diversity**, Annual Biomedical Research Conference for Minority Students (ABRCMS), Tampa, FL, November 9, 2016.


39. Gilbert, J.E., **Live Discussion: Q&A with Juan Gilbert (Public Engagement in Computer Science)**, AAAS Public Engagement with Science on Trellis, [Online], July 14, 2016.


43. Gilbert, J.E., Secure, Usable and Accessible Voting: Changing the Way America Votes, Harvey Mudd College, Claremont, CA, April 21, 2016.

44. Gilbert, J.E., Leadership for Excellence in Research and Diversity, NSF Geosciences Opportunities for Leadership in Diversity (GOLD) Ideas Lab, Annapolis, MD, March 21, 2016.

45. (Keynote)

46. Gilbert, J.E., Inventing the Next Generation of Accessible Voting Technologies, National Institute of Standards and Technology (NIST), Gaithersburg, MD, February 12, 2016.

47. (Keynote)


49. (Distinguished Lecture)

50. (Keynote)


52. (Distinguished Lecture)
Gilbert, J.E., Mentoring, Research and Innovation, National Security Agency (NSA), Fort Meade, MD, May 15, 2015.

54. (Distinguished Lecture)
55. (Keynote)
   Gilbert, J.E., **Prime III**, TEDxUF, Gainesville, FL, March 21, 2015.

56. (Keynote)

57. (Keynote)
   Gilbert, J.E., **Societal Impacts through Research and Diversity: Who We Are and What We Do**, University of Florida College of Public Health & Health Professions Diversity Day, Gainesville, FL, October 23, 2014.

58. (Keynote)

59. (Keynote Panel)
   Gilbert, J.E., **Why I Pursued a PhD and Why You Should Too**, GEM Grad Lab, University of Florida, Gainesville, FL, September 26, 2014.

60. (Keynote Panel)


63. (Keynote)
   Gilbert, J.E., **Societal Impacts through Research and Diversity: Who We Are and What We Do**, Diversity in the Computational Geosciences Workshop, National Center for Atmospheric Research, Boulder, CO, June 24, 2014.


65. (Keynote)


80. Gilbert, J.E., **Creating the Entrepreneur Pipeline**, FOCUS100 DigitalUndivided, New York, NY, October 5, 2013.


86. (Keynote) Gilbert, J.E., **Societal Impacts Realized Through Research and Diversity**, STARS Celebration Conference, Atlanta, GA, August 16, 2013.

87. Gilbert, J.E., **Building a House for Diversity: A Case In Point Example**, Future Faculty Symposium, Purdue University, West Lafayette, IN, August 7, 2013.


89. Gilbert, J.E., **Mentoring Young Faculty to Stay and Excel in the Academy**, Tuskegee University Science and Technology Open House, Montgomery, AL, April 6, 2013.
90. Gilbert, J.E., *Accessibility Research and Elections: Where are we now?*, NIST/EAC Accessible Voting Technology Research Workshop, Gaithersburg, MD, April 1, 2013.


110. Gilbert, J.E., **Applications Quest: A Data Mining Approach to Diversity in Admissions**, University of Wisconsin-Madison, Madison, WI, April 20, 2012.

111. Gilbert, J.E., **Driver Distraction for Young Connected Drivers**, University of Wisconsin-Madison, Madison, WI, April 19, 2012.


114. Gilbert, J.E., Changing the Landscape of Voting and Voter Registration through Universal Design, University of Maryland Baltimore County (UMBC), Baltimore, MD, March 28, 2012.


121. Gilbert, J.E., Effective Mentoring, Southern Region Education Board, Institute on Teaching and Mentoring Junior Faculty Development Conference, Atlanta, GA, October 22, 2011.

122. (Franklin Visiting Scholar Lecture) Gilbert, J.E., Increasing the Accessibility of Voting through Universal Design, University of Georgia, Athens, GA, October 17, 2011.


142. (Keynote) Gilbert, J.E., Entrepreneurship and the Professoriate: Yes, Professors are Entrepreneurs Too, STARS Alliance 5th Annual Celebration 2010, ChampionsGate, FL, August 8, 2010.


178. (Keynote)


183. (Wes McJulien Lecture)
Gilbert, J.E., Advancing Learning through Culture, Technology and Instruction, 2008 Association for Educational Communications & Technology (AECT), Orlando, FL, November 7, 2008.


186. (Keynote)
Gilbert, J.E., Excellence in Academia and Beyond. National McNair Scholars Research Conference and Graduate School Fair, University of Delaware, Newark, Delaware, October 3, 2008.


189. (Keynote)
190. (Keynote)
Gilbert, J.E., *From the Classroom to the Boardroom in the Academic World*, BDPA 9th Annual Scholarship and Education Awards, BDPA Southern Minnesota Chapter, Rochester, MN, August 24, 2008.


199. (Keynote)

200. (Keynote)


204. (Keynote) Gilbert, J.E. **Carter G. Woodson and the Origins of Multiculturalism.** USDA – Natural Resources Conservative Service Black History Observance, Auburn, AL, February 28, 2008.


207. Gilbert, J.E. **Broadening Participation in Computing: AARCS Program.** American Association for the Advancement of Science in Promoting the Success of Minority Graduate Students Session, Boston, MA, February 16, 2008.


212. Gilbert, J.E. **Electronic Voting for Senior Citizens.** Osher Lifelong Learning Institute, Auburn, AL, January 14, 2008.

213. Gilbert, J.E. **2008 Disability Services: How to Affect Change in an Election Year Symposium hosted by the Georgia Disability Vote Project at the Center for the Visually Impaired,** Atlanta, GA, January 7, 2008.


215. Gilbert, J.E., **Preparation for the Professoriate: Pathways, Passion, and Purpose,** PROMISE: Maryland's Alliance for Graduate Education and the Professoriate (AGEP), Baltimore, Maryland, August 17, 2007.


227. Gilbert, J.E. **Race Conscious Policies in Education with Applications Quest**, Jackson State University, Jackson, MS, November 9, 2006.

228. Gilbert, J.E. **Barriers for Underrepresented Groups to STEM: Why Don't You Like Science, Technology, Engineering or Mathematics?**, Jackson State University, Jackson, MS, November 9, 2006.
229. (Keynote) Gilbert, J.E. Academic Jobs ... The Professoriate, Southern Region Education Board, Institute on Teaching and Mentoring, Miami, FL, October 27, 2006.

230. (Keynote) Gilbert, J.E. Research, Mentoring, Graduate School and the Professoriate, Bring IT On!, Indiana University, Bloomington, IN, October 20, 2006.


233. Gilbert, J.E., Preparation for the Professoriate: Pathways, Passion, and Purpose, PROMISE: Maryland's Alliance for Graduate Education and the Professoriate (AGEP), Baltimore, Maryland, August 18, 2006.


237. (Commencement Speaker) Gilbert, J.E., Hamilton High School Annual Commencement Ceremony, Millett Hall, Oxford, Ohio, June 5, 2006.


244. Gilbert, J.E., **Show Me the Money, Careers in STEM**, Rufus King High School, Milwaukee, WI, March 29, 2006.


254. Gilbert, J.E., **Applications Quest: Computing Diversity to Address Affirmative Action.** University of North Carolina Charlotte, Charlotte, NC, October 14, 2005.
255. Gilbert, J.E., **Collaborations for Success: Industry & The Academy**, I-85 Corridor Alliance, Auburn University, Auburn University Dixon Hotel & Conference Center, Auburn, AL, September 16, 2005.


258. Gilbert, J.E., **Applications Quest: Computing Diversity to Address Affirmative Action**. Rice University, Houston, TX, July 29, 2005.


261. Gilbert, J.E., **Using Culture and Diversity to Recode the Matrix of the New Millennium Workforce**. Rensselaer Polytechnic Institute, Troy, NY, April 21, 2005.

262. Gilbert, J.E., **How to Choose A Doctoral Mentor and Why This Is Critical to Your Success**. Arizona State University, Phoenix, AZ, April 18, 2005.

263. Gilbert, J.E., **Distributed Listening: Improving Speech Recognition Accuracy**, Virginia Polytechnic Institute and State University, Blacksburg, VA, February 3, 2005.

264. Gilbert, J.E., **Application Quest: Computing Diversity**. Virginia Polytechnic Institute and State University, Blacksburg, VA, February 3, 2005.


272. Gilbert, J.E., *Speech User Interfaces for Information Retrieval*, University of Maryland, Baltimore County, April 6, 2004, Baltimore, Maryland.


297. Gilbert, J.E., **Web-based Instruction System for Education with Interactive Video**, Learning With Technology Conference, The Ohio State University, June 19, 1997, Columbus, Ohio

**Other Presentations**


5. Gilbert, J.E., Munakata Marr, J., Thomas, R.C., El Maghraoui, K., & Lasich, D., **Minority Women: Diversity and Mentoring in the Research Environment**, 11th Annual Conference for the Society of Women Engineers (SWE), Chicago, IL, October 15, 2011.


**Honors & Awards**

2018 Fellow, Association of Computing Machinery (ACM)

2018 Computing Research Association (CRA) A. Nico Habermann Award

2018 Self- Advocates Becoming Empowered (SABE) Presidential Award

2017 Fellow, National Academy of Inventors (NAI)

2016 Southern Region Education Board (SREB) Faculty Mentor of the Year

2015 AAAS-Lemelson Foundation Invention Ambassador

2015 University of Cincinnati The Alta Petit Award, Presidential Medal

2014 American Association for the Advancement of Science (AAAS) Mentor Award
2013  Featured as a Black Tech Game Changer by NPR on December 12, 2013 under #NPRBlacksInTech on Twitter

2013  Featured in People of ACM in the ACM Bulletin on October 3, 2013

2013  Auburn University Black Graduate and Professional Student Association creates the Juan E. Gilbert, Ph.D. Distinguished Lecture Series

2013  Named an Idea Maker: Ten Tech Innovators in 2013 by the Chronicle of Higher Education

2013  Richard A. Tapia Achievement Award

2013  Clemson University Research Foundation (CURF) Inventor’s Club

2012  Federal Communications Commission (FCC) Chairman's Awards for Advancement in Accessibility

2012  Named one of the 2012 The Root 100 Black Influencers and Achievers

2012  2012 National Center for Women in IT (NCWIT) Undergraduate Research Mentoring Award

2012  2012 Hamilton, Ohio Booker T. Washington Community Center Academic Excellence Award

2012  2012 Miami University Bishop Medal Alumni Award

2012  February 2012 Named “Dr. Juan Gilbert Month” by Hamilton, Ohio City Council

2012  Recipient of the Hamilton, Ohio City Council Key to the City

2012  Council for Advancement and Support of Education (CASE) District III Grand Award Winner for Audiovisual Communication, “Prime III: The world’s first all-accessible, electronic voting system”

2011  Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (PAESMEM)

2011  Minority Media and Telecommunications Council Broadband and Social Justice Blog People’s Hero of the Week

2011  Clemson University Board of Trustees 2011 Award for Faculty Excellence

2010  Fellow, American Association for the Advancement of Science (AAAS)
2010  ACM Distinguished Scientist

2008-2015  Named 1 of the 50 Most Important African Americans in Technology (eAccess Corp of San Francisco, John William Templeton, president/executive editor)

2011  Fellow, African Scientific Institute (ASI)

2010  Academic Keys Who’s Who in Sciences Education

2010  Clemson University Board of Trustees 2010 Award for Faculty Excellence

2009  Clemson University Board of Trustees 2009 Award for Faculty Excellence

2010–2012  IEEE Computer Society Distinguished Visitors Program (DVP)

2009  Speech Technology Magazine Speech Luminary Award Recipient

2009  University of Texas at Austin IC² Institute Global Fellow

2008  IEEE Computer Society Golden Core Award

2008  National Associate of the National Research Council of the National Academies

2009  Featured as a Master of Innovation by Black Enterprise Magazine March 2009

2009  Black Engineer of the Year Modern Day Technology Leadership Award

2009  Auburn University Computer Science & Software Engineering Outstanding Engineering Faculty Award

2009  Information Today, Inc. Voice User Interface Design Contest Winner

2008  Fellow, Auburn University Center for Governmental Services

2008  National Society of Black Engineers Golden Torch Award for Pioneer of the Year

2008  BDPA Epsilon Award for Outstanding Technical Contribution

2008  Auburn University Distinguished Diversity Researcher Award

2007  Total System Services Inc. (T-SYS) Distinguished Professorship

2007–2015  ACM Distinguished Speaker
2007  Minority Access, Inc. National Researcher Role Model Award Recipient
2007  Led the First Runner-Up and Best in Class Winner of the First Annual AVIOS Speech Application Contest Team
2007  Who’s Who in Science and Engineering
2006  Total System Services Inc. (T-SYS) Distinguished Associate Professorship
2006  Elevated to Senior Membership of the IEEE Computer Society
2006  Microsoft Research External Research Fund Recipient
2006  Ralph H. Metcalfe, Sr. Chair - Marquette University
2006  Featured in City Year New York Martin Luther King, Jr. Mural Painting in Honor of Diversity in Technology
2006  Metropolitan Who’s Who Registry
2006  Who’s Who in America
2006  Invited as a Presenter at the 2006 National Academy Annual Meeting
2005  Invited to the National Academy of Engineering Frontiers of Engineering Symposia
2005  Named an Honorary Citizen of Huntsville, Alabama by The City Council and Mayor of Huntsville
2005  100 Black Men of Greater Auburn/Opelika, Inc. Superior Academic Service Award
2005  American Society for Engineering Education (ASEE) DuPont Minorities in Engineering Award
2005  United Who’s Who Executive Registry
2005  Auburn University Outstanding Minority Service Award
2005  Auburn University Alumni Outstanding Minority Achievement Award
2005  Auburn University Computer Science & Software Engineering Outstanding Engineering Faculty Award
2005  Black Engineer of the Year Special Recognition Award Recipient
2004  Invited to the National Academy of Sciences Beckman Frontiers of Science Symposia
2003  Auburn University Alumni Engineering Council Junior Faculty Research Award
2003  The Coalition to Diversity Computing Conference Scholarship Winner
2002  One of 250 researchers listed on LESTER (Learning Science & Technology Repository)
2002  Featured on Minority Scientist Network a publication of the American Association for the Advancement of Science
2002  Georgia Institute of Technology FOCUS Fellow
1999  Miami University Leadership Commitment Selection
1999  ACM/IBM Quest for Java 99 Contest 5th Prize Winner
1998  International WHO'S WHO of Information Technology
1997  Albert C. Yates Fellowship, University of Cincinnati
1995  Dean’s Fellowship, The Ohio State University
1994  Great Performance Award, NCR Corporation
1990  NCR Innovative Thinker’s Contest Winner, Miami University
1988  NCR Minority Scholarship Award, Miami University
1988  Black Student Action Association Service Award, Miami University
Experience

2015- Present  University of Florida (Gainesville, FL), Professor & Department Chair, Computer & Information Science & Engineering Department

2014 – 2015  University of Florida (Gainesville, FL), Professor & Associate Chair of Research, Computer & Information Science & Engineering Department

2009 – 2014  Clemson University (Clemson, SC), Professor & Chair Division of Human-Centered Computing

2010 – 2012  Clemson University (Clemson, SC), Graduate Program Director Division of Human-Centered Computing

2009  Auburn University (Auburn, AL), Professor

2005 – 2009  Auburn University (Auburn, AL), Associate Professor

2009 – 2012  Technical Advisor to Everyone Counts Inc.

2007 – 2016  President and Chief Technology Officer, Applications Quest™, LLC.
- http://www.ApplicationsQuest.com/

2009 – 2012  Technical Advisor to Everyone Counts Inc.

2006 – Present  Consultant, American Association for the Advancement of Science (AAAS) Center for Advancing Science & Engineering Capacity
http://php.aaas.org/programs/centers/capacity/01_About/01_ConsultantRoster.php

2000 – 2005  Auburn University (Auburn, AL), Assistant Professor

2000 – 2016  Brothers of the Academy Institute
*Webmaster

1998 - 2000  Miami University (OH), Visiting Instructor, Systems Analysis Department

1997  The Ohio State University (Teaching Assistantship)
*C++ Programming for Engineers(Spring 1997)
1996 – 1997  Computer Science Adjunct Faculty, Columbus State Community College, Columbus, Ohio  
* Database Programming with Oracle (Summer 1996)  
* PC Operating Systems DOS/Windows (Autumn 1996)  
* Program Design and Development (Winter-Spring 1997)

1988 – 1995  NCR Corporation, Dayton, Ohio  
* Application Development and Consulting  
* DBA for World Wide Orders System on Teradata Database  
* Application Development in Visual C++  
* Managed & documented Filepro database  
* Installed PC's, printers, & software  
* Investigated new system software

1988 – 1991  Applied Science Department, Miami University, Oxford OH  
* Monitor PC-Network maintenance  
* Monitor computer Lab Operations  
* Tutor Systems Analysis majors  
* Manage Network for engineering students

Memberships

ACM (Association for Computing Machinery) (http://www.acm.org/)  
American Association for the Advancement of Science (AAAS)  
ACM US Technology Policy Committee (https://www.acm.org/public-policy/ustpc/)  
Human Factors and Ergonomics Society (HFES)  
User Experience Professional’s Association (UXPA)  
IEEE Computer Society  
American Society for Engineering Education (ASEE)  
International Artificial Intelligence in Education Society (AIED)  
AACE (Association for the Advancement of Computing in Education)  
American Education Research Association (AERA)
Association for Voice Interaction Design (AVIxD)

ACM SIGACCESS
Special Interest Group on Accessible Computing

ACM SIGCSE
Special Interest Group on Computer Science Education

ACM SIGCAS
Special Interest Group on Computers and Society

ACM SIGCHI
Special Interest Group on Computer-Human Interaction

National Society of Black Engineers (NSBE)

Adaptive Hypertext & Hypermedia

Upsilon Pi Epsilon

BDPA (Black Data Processing Association)

American Association of Blacks in Higher Education (AABHE)

Kappa Alpha Psi Fraternity Inc.

**Service**

2017 – Present  Human Factors and Ergonomics Society (HFES) Internet Technical Group (ITG) Chair

2019 – Present  Sloan-AAAS-Education Counsel Advisory Committee

2019 – Present  ACM Diversity & Inclusion Council Member

2016 - Present  University of Central Florida Industrial Advisory Board Member

2017 – Present  University of Florida African-American Studies Advisory Board

2017 – Present  BDPA National Board Member

2018 – 2021  NSF Committee on Equal Opportunities in Science and Engineering (CEOSE) Advisory Committee
2017 – Present  APLU NSF Engineering Databooks Advisory Committee

2018 - 2019  University of Florida African-American Studies Program Director Search Committee

2017-2019  Human Factors and Ergonomics Society (HFES) Conference Internet Technical Group (ITG) Program Chair

2019 - 2020  National Academies of Sciences, Engineering and Medicine (NASEM) Committee on The Role of Authentic STEM Learning Experiences in Developing Interest and Competencies for Technology and Computing

2017 - 2019  National Academies of Sciences, Engineering and Medicine (NASEM) Committee on The Science of Effective Mentoring in Science, Technology, Engineering, Medicine, and Mathematics (STEMM)

2019  ACM SIGCHI Conference Reviewer

2019  Served as a Reviewer for William T. Grant Foundation

2019 - 2022  ACM Heidelberg Laureate Forum Selection Committee Member


2018  Served as a reviewer for the Journal of Women and Minorities in Science and Engineering

2018  Served as a reviewer for Automation in Construction Journal

2017 - 2018  Intel Corporation HBCU Diversity Initiative External Advisory Board Member

2017  Applied Human Factors and Ergonomics (AHFE) 2017 International Conference for the Design for Inclusion Scientific Advisory Board Member

2017  Served as a reviewer for Communications of the ACM

2017  Served as a reviewer for Computers & Security Journal
2017 Human Factors and Ergonomics Society (HFES) Conference User Experience (UX) Day Program Committee

2017 Served as NSF Panel Reviewer


2016 Human Factors and Ergonomics Society (HFES) Conference User Experience (UX) Day Leadership Development Workshop Chair

2016 Served as a reviewer for Computers & Security Journal

2015 Human Factors and Ergonomics Society (HFES) Conference User Experience (UX) Day Contest Judge and Mentor


2015-2017 USACM Executive Council Member

2015-2017 Served on Advisory Board for the California Association of Voting Officials (CAVO)

2015-Present Advisor, University of Florida National Society of Black Engineers (NSBE)

2015-2018 Served on Advisory Board for the Consortium Enabling Cybersecurity Opportunities and Research (CECOR)

2015 Served as an Internal Reviewer for the UF Pew Scholars Program in Biomedical Sciences

2015 Served on Program Committee for RESPECT 2015 (Research in Equity and Sustained Participation in Engineering, Computing, and Technology)

2015 Served as a reviewer for ACM Computing Surveys

2014 Served as a reviewer for Applied Ergonomics Journal

2014 Served as a reviewer for Morgan Kaufman Publishers for HCI book

2014-2017 USACM E-Voting Subcommittee Chair
2014  Served as a NSF Panelist

2014  Served as a reviewer for Cyberpsychology, Behavior, and Social Networking Journal

2014-2016  American Association for the Advancement of Science (AAAS) Annual Scientific Program Committee Member

2013-2016  Served on the Boys & Girls Clubs of American STEAM Advisory Council

2014  Served as a reviewer for the International Journal of Artificial Intelligence in Education (IJAIED)

2013  Served as a reviewer for the Journal of STEM Education

2013  Served as a reviewer for the NCWIT Undergraduate Research Mentoring Award

2013  Served as a reviewer for Communications of the ACM

2012  Served as a reviewer for the Center for Culturally Responsive Evaluation and Assessment (CREA) Inaugural Conference

2012  ACM 2013 CHI Conference Paper Reviewer

2012  American Association for the Advancement of Science (AAAS) Mentor Award Committee Member

2012 - 2014  Clemson University School of Computing Graduate Student Association, Co-Advisor

2012 - 2014  Anderson District 5 Career Campus, Career and Technology Advisory Council Member

2012 - 2014  Associate Partner on Advising Committee for AdeleRobots.com

2011 – Present  Advisory Board Member for AAAS-NSF Emerging Researchers National (ERN) Conference in Science, Technology, Engineering and Mathematics (STEM)

2010 – 2014  NSF Computer & Information Science & Engineering (CISE) Advisory Committee Member
2010 – 2013 Member of the American Association for the Advancement of Science (AAAS) Board appointed Committee on Opportunities in Science (COOS)

2010 – 2013 American Association for the Advancement of Science (AAAS) Early Career Award for Public Engagement Selection Committee Member

2011 – 2014 Served on Clemson University President’s Commission on the Status of Black Faculty and Staff

2012 - 2014 BMW Steering Circle Committee, Member

2012 Guest Blogger for Communications of the ACM

2012 - 2013 Chair, Coalition to Diversity Computing (CDC), joint organization of the ACM, CRA and IEEE-CS

2011 - 2014 Clemson University CyberInstitute Steering Committee Chair

2011 Editorial Board Member for Special issue on Social Media and Mobile Marketing in Journal of Research in Interactive Marketing

2011 Associate Editor for the International Journal of Health, Wellness and Society

2011 Served as a reviewer for the Journal of STEM Education: Innovations and Research

2011 Ford Foundation Fellowship Panelist

2011 Advisory Board for DiverseBusinessNews.com


2011 Served as a reviewer for the Personal and Ubiquitous Computing Journal Special Theme Issue on Automotive User Interfaces and Interactive Applications

2011 Served as a reviewer for 2012 IEEE International Electric Vehicle Conference

2010 Served as a reviewer for the Quality Education Forum Journal
2011  Served as a reviewer for Usability Professionals Association (UPA) 2011 Conference

2010  Computer Science Education Week Steering Committee Member

2010  American Association for the Advancement of Science (AAAS) Mentor Award Selection Committee Member

2010  Served on 3 NSF Panels

2009 - 2010  Clemson University School of Computing Graduate Recruiting Committee Chair

2010 - 2012  Clemson University School of Computing Graduate Affairs Committee

2010  Clemson University Executive Vice-President for Research Search Committee Member

2010  Clemson University Computing and Information Technology EPSCoR Desktop to Teragrid Search Committee member.

2010  Clemson University Search Committee for Director of Access and Equity

2007 – 2009  IEEE Computer Society Board of Governors

2009 - 2015  ACM U.S. Public Policy Committee (USACM) Council Member

2006 - 2008  IEEE Computer Broadening Participation in Computing Column Editor

2009 - 2010  Journal of African American Males in Education Advisory Board Member

2010  Served as a review for ACM Transaction on Computing in Education

2010  Served as a review for IEEE Signal Processing Letters

2009  Served on 2 NSF Panels

2008  National Academy of Science France – U.S. Kavli Frontiers of Science Symposium Organizing Committee Member
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<th>Year</th>
<th>Position/Committee</th>
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<tr>
<td>2009</td>
<td>IEEE International Conference on Multimedia &amp; Expo (ICME 2009) Technical Program Committee</td>
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<tr>
<td>2008</td>
<td>College Board and NSF Advanced Placement Computer Science Commission</td>
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<td>2009</td>
<td>Speech Technology Conference Committee</td>
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<tr>
<td>2008</td>
<td>Auburn University Center for Governmental Services Associate Director Search Committee Chair</td>
</tr>
<tr>
<td>2008 – 2012</td>
<td>CRA-W/CDC Discipline Specific Mentoring Workshop Co-Chair</td>
</tr>
<tr>
<td>2006 – 2009</td>
<td>Editorial Advisory Board – Speech Technology Magazine</td>
</tr>
<tr>
<td>2008</td>
<td>Auburn University Outreach Symposium Committee</td>
</tr>
<tr>
<td>2008 – 2009</td>
<td>Auburn University Black Graduate and Professional Student Association (BGPSA) Faculty Advisor</td>
</tr>
<tr>
<td>2007 – 2009</td>
<td>Advisory Board Member for The Information Technology and Innovation Foundation’s Electronic Voting Initiative</td>
</tr>
<tr>
<td>2007 – 2010</td>
<td>Advisory Board Member for Juxtopia Inc.</td>
</tr>
<tr>
<td>2006 – 2014</td>
<td>Advisory Board Member for the Center for African-American Research and Policy</td>
</tr>
<tr>
<td>2007</td>
<td>Auburn University Diversity Research Institute Planning Committee Member</td>
</tr>
<tr>
<td>2007 – 2010</td>
<td>American Education Research Association (AERA) Communications and Outreach Committee Member</td>
</tr>
<tr>
<td>2007</td>
<td>SpeechTEK 2007 Voice User Interface Workshop Co-Chair VUI Designer as a Profession: Job Qualifications &amp; Career Tracks</td>
</tr>
<tr>
<td>2007</td>
<td>Reviewer for Journal of STEM Education</td>
</tr>
</tbody>
</table>
2007  Reviewer for INTERACT 2007


2007  Program Committee Member for the 2007 “Fixing the Academy” Tapping Black Excellence on White Campuses Conference, Johns Hopkins University, April 13-14, 2007.

2006 – 2008  Advisory Board for the QEM INFLOW Project, a project of the Quality Education for Minorities (QEM) Network supported by the National Science Foundation’s Engineering Directorate.

2006 – 2007  ACM Southeast Conference 2007 Program Committee

2006 – 2007  IEEE Computer Society Technical Committee on Learning Technology - Virtual Instructors Pilot Research Group (VIPRG) Conversational Interface Sub-Committee Chair

2007 – 2009  Served on the Auburn University Athletics Department Student Athlete Support Services (SASS) Advisory Board

2007  Auburn University Outreach Symposium Committee Member

2007 - 2009  Auburn University College of Engineering Graduate Student Recruitment Committee

2007  ACM Richard Tapia Celebration of Diversity in Computing Birds of a Feather Co-Chair

2007  Reviewer for ACM CHI 2007

2007  Fixing the Academy: Tapping Black Excellence on White Campuses Papers Co Chair

2006  Reviewer for the International Journal of Interactive Technology and Smart Education

2006  Reviewer for IEEE Computer

2006  Reviewer for Journal of Women and Minorities in Science and Engineering
2006 – 2007  Served on the 2007 Program Committee for the Association of Computer and Information Science/Engineering Departments at Minority Institutions (ADMI)

2006  Program Committee Member for InterSpeech Satellite Workshop titled “Dialogue on dialogues: Multidisciplinary Evaluation of Advanced Speech-based Interactive Systems “

2006  Chaired the organization committee for the National Academy of Sciences Kavli Frontiers of Science Symposia

2005 - 2007  The American Society for Engineering Education (ASEE) Minorities in Engineering Award Committee Member

2005 – 2009  Auburn University Title VI Committee Member.

2006  Reviewer for the International Journal of Human-Computer Interaction

2005 - 2010  Black Data Processing Association (BDPA) Information Technology Institute Academic Chair

2005  International Conference on Multimodal User Interfaces (ICMI) Universal Access Program Area Chair

2005  ACM Richard Tapia Conference Celebration of Diversity in Computing Served on the Scholarship Committee

2005  Served on the organization committee for the National Academy of Sciences Beckman Frontiers of Science Symposia


August 8, 2004  Served as the High School and College IT Showcase Lead Judge at the 26th Annual National BDPA Conference.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 2004 -</td>
<td>Abstract Selection Committee for the 2004 SACNAS Conference</td>
</tr>
<tr>
<td>August 2004</td>
<td>(Society for Advancement of Chicanos/Latinos and Native Americans in</td>
</tr>
<tr>
<td>February 2004</td>
<td>VoiceXML University: VoiceXML Education Exchange Review Board Member</td>
</tr>
<tr>
<td></td>
<td>(<a href="http://www.voicexml.org/resources/vxml_university/index.html">http://www.voicexml.org/resources/vxml_university/index.html</a>)</td>
</tr>
<tr>
<td>April 2004</td>
<td>International Conference on Computing, Communications and Control</td>
</tr>
<tr>
<td></td>
<td>Technologies: CCCT'04</td>
</tr>
<tr>
<td></td>
<td>Served on the External Paper Review Committee</td>
</tr>
<tr>
<td>March 25, 2004</td>
<td>The 4th International Conference on Advanced Learning Technologies</td>
</tr>
<tr>
<td></td>
<td>(ICALT 2004)</td>
</tr>
<tr>
<td></td>
<td>Aug. 30 - Sep. 1, 2004</td>
</tr>
<tr>
<td></td>
<td>Served on the External Paper Review Committee</td>
</tr>
<tr>
<td>2003</td>
<td>Served on 3 NSF Proposal Review Panels</td>
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<tr>
<td>October 15-18, 2003</td>
<td>ACM Richard Tapia Conference</td>
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<tr>
<td></td>
<td>Celebration of Diversity in Computing</td>
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<tr>
<td></td>
<td>Served on the Scholarship Committee</td>
</tr>
<tr>
<td>October 1, 2003</td>
<td>SpeechTEK 2003</td>
</tr>
<tr>
<td></td>
<td>Served as Moderator for the Building Brands with Speech Solutions</td>
</tr>
<tr>
<td>Fall 2003</td>
<td>Served on the Africana Studies Major/Department Proposal Committee</td>
</tr>
<tr>
<td></td>
<td>for President Walker, lead by Dr. Keenan Grenell, Interim</td>
</tr>
<tr>
<td></td>
<td>Assistant Provost for Diversity and Multicultural Affairs</td>
</tr>
<tr>
<td>August 22, 2003</td>
<td>Served as a Review for Systemics, Cybernetics and Informatics</td>
</tr>
<tr>
<td></td>
<td>2003</td>
</tr>
<tr>
<td>August 19, 2003</td>
<td>Participated in the design of the VoiceXML Application Developer</td>
</tr>
<tr>
<td></td>
<td>Exam (developed by The VoiceXML Forum)</td>
</tr>
<tr>
<td></td>
<td>Workshops Deliver Manager/Chair</td>
</tr>
</tbody>
</table>
August 6, 2003  Serving as a reviewer for the Journal of Computing in Higher Education

Spring 2003  Advised 2 undergraduate seniors at Tuskegee University on their senior project.

2002 – 2010  Miami University Department of Computer Science & Systems Analysis Advisory Committee Member

2003  National Black Data Processing Association Conference Workshop Chair

2002  NSF Proposal Review Panel

October 2002  McGraw Hill Book Review (For the 2nd time)  
C++ Programming: Lessons and Applications  
by T. B. D’Orazio

October 2002  McGraw Hill Book Review  
C++ Program Design  
by Cohoon and Davidson

June 6, 2002  Black Data Processing Association & The Black World Today Radio Talk Show Guest

April 2002  ACM Crossroads Magazine  
HCI Issue Reviewer

March 2002  McGraw Hill Book Review  
Applied C: An Introduction and More  
by Alice Fischer, David Eggert & Stephen Ross

C++ Programming: Lessons and Applications  
by T. B. D’Orazio

Summer 2001  Project NIA: Taught summer course on computers to 7th and 8th graders from Loachapoka Junior High School.
<table>
<thead>
<tr>
<th>Graduate Student</th>
<th>Graduation Date</th>
<th>Position</th>
</tr>
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<tbody>
<tr>
<td>Brianna Posadas</td>
<td>April 9, 2020</td>
<td>Media Democracy Fund Policy Fellow</td>
</tr>
<tr>
<td>Tiffanie Smith</td>
<td>October 28, 2019</td>
<td>Assistant Professor, Lincoln University</td>
</tr>
<tr>
<td>Elizabeth A. Matthews</td>
<td>June 25, 2019</td>
<td>Assistant Professor, Washington &amp; Lee University</td>
</tr>
<tr>
<td>Sanethia V. Thomas</td>
<td>March 13, 2019</td>
<td>Lecturer, University of Florida</td>
</tr>
<tr>
<td>Jerone Dunbar</td>
<td>August 3, 2018</td>
<td>Honda Research &amp; Development</td>
</tr>
<tr>
<td>Jessica N. Jones</td>
<td>March 16, 2018</td>
<td>Human Systems Research Scientist, Future Combat Systems Branch at NSWC Dahlgren Division</td>
</tr>
<tr>
<td>Julian Brinkley</td>
<td>March 16, 2018</td>
<td>Assistant Professor, Clemson University</td>
</tr>
<tr>
<td>France Jackson</td>
<td>March 15, 2018</td>
<td>Intel</td>
</tr>
<tr>
<td>Marvin Andujar</td>
<td>July 24, 2017</td>
<td>Assistant Professor, University of South Florida</td>
</tr>
<tr>
<td>Chris Crawford</td>
<td>July 17, 2017</td>
<td>Assistant Professor, University of Alabama</td>
</tr>
<tr>
<td>Andrea Johnson</td>
<td>June 30, 2015</td>
<td>Assistant Professor, Spelman College</td>
</tr>
<tr>
<td>Hanan Alnizami</td>
<td>December 17, 2014</td>
<td>Jaguar Land Rover Research</td>
</tr>
<tr>
<td>Tamirat Abegaz</td>
<td>November 17, 2014</td>
<td>Assistant Professor, University of North Georgia</td>
</tr>
<tr>
<td>Aqueasha Martin-Hammond</td>
<td>July 18, 2014</td>
<td>Assistant Professor IUPUI</td>
</tr>
<tr>
<td>Joshua Ekandem</td>
<td>July 18, 2014</td>
<td>Intel</td>
</tr>
<tr>
<td>Kinnis Gosha</td>
<td>April 3, 2013</td>
<td>Hortenius I. Chenault Endowed Associate Professor, Morehouse College</td>
</tr>
<tr>
<td>Ignacio Javier Álvarez Martínez</td>
<td>December 18, 2012</td>
<td>Intel</td>
</tr>
<tr>
<td>Christin D. Shelton</td>
<td>May 14, 2012</td>
<td>Consultant</td>
</tr>
<tr>
<td>Shanee Dawkins</td>
<td>August 25, 2011</td>
<td>Research Scientist at NIST</td>
</tr>
<tr>
<td>Wanda Eugene</td>
<td>March 23, 2011</td>
<td>Research Scientist at University of Florida</td>
</tr>
<tr>
<td>Caio V. Soares</td>
<td>July 28, 2010</td>
<td>Intuit</td>
</tr>
<tr>
<td>Yolanda McMillian</td>
<td>June 15, 2010</td>
<td>Teaching Specialist, Michigan State University</td>
</tr>
<tr>
<td>Philicity K. Williams</td>
<td>May 21, 2010</td>
<td>U.S. Department of Defense</td>
</tr>
</tbody>
</table>
24. Kenneth Rouse  
   July 21, 2009  
   Associate Professor, Computer Science at LeTourneau University
25. E. Vincent Cross, II  
   April 24, 2009  
   Senior Research Scientist, TRACLabs
26. David Thornton  
   July 14, 2008  
   Associate Professor, Jacksonville State University
27. Dale-Marie Wilson  
   July 12, 2006  
   Associate Professor, UNC-Charlotte
28. Yapin Zhong  
   September 16, 2003

**Masters Graduates (Major Professor)**

<table>
<thead>
<tr>
<th>Graduate Student</th>
<th>Graduation Date</th>
<th>Degree</th>
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</thead>
<tbody>
<tr>
<td>1. Isabel Laurencena</td>
<td>December 2019</td>
<td>M.S.</td>
</tr>
<tr>
<td>2. Kiana Alikhademi</td>
<td>August 2019</td>
<td>M.S.</td>
</tr>
<tr>
<td>3. Divyalakshmi Mahendran</td>
<td>December 2017</td>
<td>M.S.</td>
</tr>
<tr>
<td>4. Jessica N. Jones</td>
<td>December 2014</td>
<td>M.S.</td>
</tr>
<tr>
<td>5. Naja Mack</td>
<td>December 2013</td>
<td>M.S.</td>
</tr>
<tr>
<td>6. Phillip Hall</td>
<td>December 2013</td>
<td>M.S.</td>
</tr>
<tr>
<td>7. Jerome Dunbar</td>
<td>December 2013</td>
<td>M.S.</td>
</tr>
<tr>
<td>8. Alison Nolan</td>
<td>December 2013</td>
<td>M.S.</td>
</tr>
<tr>
<td>9. France Jackson</td>
<td>May 2013</td>
<td>M.S.</td>
</tr>
<tr>
<td>10. John Mark Smotherman</td>
<td>December 2012</td>
<td>M.S.</td>
</tr>
<tr>
<td>11. Lingyan Wang</td>
<td>October 21, 2009</td>
<td>M.S.</td>
</tr>
<tr>
<td>12. Vasavi Chilamantula</td>
<td>October 21, 2009</td>
<td>M.S.W.E.</td>
</tr>
<tr>
<td>13. Anjeli Singh</td>
<td>October 20, 2009</td>
<td>M.S.</td>
</tr>
<tr>
<td>14. Shanee Dawkins</td>
<td>October 20, 2009</td>
<td>M.S.</td>
</tr>
<tr>
<td>15. Wanda Moses</td>
<td>August 10, 2009</td>
<td>M.S.</td>
</tr>
<tr>
<td>16. Yueqin Lin</td>
<td>August 6, 2009</td>
<td>M.S.W.E.</td>
</tr>
<tr>
<td>17. Jerome McClendon</td>
<td>July 20, 2009</td>
<td>M.S.</td>
</tr>
<tr>
<td>18. Josh Stephens</td>
<td>June 12, 2009</td>
<td>M.S.W.E.</td>
</tr>
<tr>
<td>19. Gregory Rogers</td>
<td>May 4, 2009</td>
<td>M.S.</td>
</tr>
<tr>
<td>20. Caio Soares</td>
<td>April 11, 2009</td>
<td>M.S.</td>
</tr>
<tr>
<td>22. Philicity K. Williams</td>
<td>April 9, 2008</td>
<td>M.S.</td>
</tr>
</tbody>
</table>
23. *Jennifer Garmon May 7, 2007 M.S.W.E.
24. *Andrea Williams April 17, 2007 M.S.
25. *Ashley Wachs April 6, 2007 M.S.
26. *Kathryn Nobles April 5, 2007 M.S.
27. Derek Anderson April 5, 2007 M.S.W.E.
29. *Chris Hamilton December 6, 2006 M.S.W.E.
30. Spencer Lee August 4, 2006 M.S.
31. *Alexandria Williams June 30, 2006 M.S.
32. Chao Wang June 9, 2006 M.S.
33. Sanjith David May 12, 2006 M.S.W.E.
34. Billy T. Baker July 13, 2005 M.S.W.E.
35. +Andre Murphy April 8, 2005 M.S.W.E.
36. *Michele Williams April 8, 2005 M.S.W.E.
37. +E. Vincent Cross, II January 14, 2005 M.S.W.E.
38. +Nicholas J. Parks November 29, 2004 M.S.W.E.
39. *Tongmin Shen October 5, 2004 M.S.
40. *Priyanka Gupta July 7, 2004 M.S.
41. *Bettina Cornelius July 2, 2004 M.S.
42. *Kristie Goss May 5, 2004 M.S.
43. *Sangeeta Garhyan May 4, 2004 M.S.
44. *Laura McDonald April 12, 2004 M.S.W.E.
45. *Michelle Howell November 6, 2003 M.S.W.E.
46. +Adeoye O Adeyemo July 17, 2003 M.S.W.E.
47. *Yifang Gu July 16, 2003 M.S.W.E.
49. *Tanecia K. Simmons June 16, 2003 M.S.W.E.
50. *Weihong Hu May 21, 2003 M.S.
51. +Dale-Marie Wilson December 5, 2002 M.S.
52. *Xiaoyan Qi October 25, 2002 M.S.W.E.
53. *Yuehua Lin July 26, 2002 M.S.
54. Dackral Phillips July 9, 2002 M.S.
55. *Nupura Kolwalkar June 26, 2002 M.S.W.E.
Postdoctoral Researchers Advised

<table>
<thead>
<tr>
<th>Postdoc Researcher and Institution</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Edward Dillon (U. of Alabama)</td>
<td>2013-2016</td>
</tr>
<tr>
<td>3. Wanda Eugene (Auburn University)</td>
<td>2013-2017</td>
</tr>
<tr>
<td>4. Jamie Macbeth (UCLA)</td>
<td>2013-2014</td>
</tr>
<tr>
<td>5. Deidra Morrison (Northwestern University)</td>
<td>2009-2011</td>
</tr>
</tbody>
</table>

Undergraduate Honors Thesis Advised

<table>
<thead>
<tr>
<th>Researcher and Institution</th>
<th>Dates</th>
</tr>
</thead>
</table>

‘*’ – female; ‘+’ – minority; ‘~’ – co-advisor