CAROLINE M. SOLOMON

EDUCATION

Ph.D., Biological Oceanography, University of Maryland, College Park, MD, 2006
M.S., Biological Oceanography, University of Washington, Seattle, WA, 2000
B.A., Environmental Science and Public Policy, *Magna cum laude,* Harvard University, Cambridge, MA, 1996

POSITIONS

January 2024 – present **Dean of the Faculty,** Gallaudet University

Gallaudet University is a liberal arts university that ensures the intellectual and professional advancement of deaf and hard of hearing individuals through American Sign Language and English. As Dean of the Faculty, I am one of five administrators who report directly to the provost. I provide strategic leadership to five schools which encompass 162 faculty members, 5 school directors, 25 undergraduate programs, 6 online undergraduate degree programs, 13 masters programs, 9 doctoral/professional degree programs, and 8 certificate programs as well as general education, honors and Office of Sponsored programs. The overall goal of my work as Dean is to foster a culture of innovation, inquiry, and futuristic thinking to advance the University's goals as a higher education institution. An important aspect of this work is leading in a collaborative manner that fosters an overall climate of shared governance. Below you will see some specific examples where I have worked to create a culture of belonging, inclusion and empowerment, not only with words and through standard processes, but with specific actions in personnel, budgeting, and program development that contribute to this goal.

Personnel: I oversee personnel actions with the goals of (1) recruiting and building diverse faculty and staff and (2) ensuring fairness and consistency in faculty and staff personnel. My responsibilities include review and final approvals for initial appointments, re-appointments, non-reappointments, and promotions. I make final decisions on grievances and approve requests for tenure and dismissal before submission to the provost. A highlight in faculty development:

- I am cognizant of the need to build a pipeline of future academic leaders and have therefore provided school directors and program directors with training opportunities at the Council for Independent Colleges Department and Division Chairs and/or Harvard's Management Development Program for early career leaders.

Budget: I formulate and administer the $3.3M operating and endowment budget for the Office of the Dean of Faculty, the five schools, and two academic programs. I support and oversee the operating budgets of the five schools which include faculty personnel which total $25.8.M. Utilizing WorkDay, I develop reports and projections as part of the budget planning process. I know that for budgeting to be effective, it must be understood by the University community. Two efforts in this vein are:

- I created a culture of transparency by ensuring each program had access to their budgets. I encouraged dialogue based on data from multiple sources about how to revise and transform their programs to ensure curricular offerings align with student interest, market demand and budget realities.
- I utilized the *Let's Talk Money* grant (led by RIT PI Carol Marchetti (I am the co-PI on our subaward from RIT) to foster a space for dialogue related to salary & benefit issues which paved the way for a salary review study. To increase transparency, I wrote a compensation series in the monthly Academic Affairs newsletter to communicate different aspects of faculty compensation and explain how internal and external pressures on planning affect future changes in faculty compensation.

Program Development: I have led teams who have fashioned enhanced academic offerings despite limited resources.

- A primary method has been to establish Memoranda of Understanding (MOU) with other universities. The first is a dual-degree MOU between Gallaudet (BS in Mathematics) and RIT (BS in Industrial Engineering) that began in Fall 2024. Additional MOUs are currently in progress with George Mason University for BS in Chemistry and BS in Mechanical Engineering and Howard University for BS in Nursing.
- I led the streamlining of undergraduate academic programs prompted by limited financial resources at Gallaudet. At the same time, I bolstered innovation and creation through the new Liberal Studies major that will begin in Fall 2025. This program will allow students to build blocks of minors to meet their career goals (*e.g.* biology and journalism minors to be science journalists; art and business minors prepared to set up their own art studio businesses; accounting and data science minors to become data analysts).

Collaboration: Advocacy and partnership within the university, with other universities and with business, donors and governments has been exponentially growing in my work portfolio. I am increasingly skilled at understanding the motivations and capturing the interests of potential donors, making clear and concise arguments for support, and fostering relationships over time.

- Gallaudet is an Apple campus, and I am a key participant in ongoing meetings to increase our collaborative opportunities including bringing Apple experts to campus to provide workshops for GU students and supporting the use of Apple Vision Pro for research on campus.
- I created proposals for earmarked funds in Congress in collaboration with Gallaudet's government liaison.
- Together with Gallaudet's Institutional Advancement, my participation in discussions with key donors was crucial for securing an endowed professorship in mathematics, funding for training in theatre and deaf interpreting, and undergraduate student scholarships ($550,000/year).
- I was a leader in the 2023 Global Year of STEM sign language lexicons. I provided support to a junior faculty member to apply for the NSF conference grant as PI and helped plan a year of presentations at international events (e.g. Deaf Academics, World Federation for the Deaf) to bring more attention to Gallaudet's contribution of deaf and hard of hearing STEMists. This work culminated in the STEM Sign Language Lexicon Summit in March 2024 with more than 20 countries in attendance. Post Summit, I authored *Challenges in developing STEM sign language for inclusive education* in Nature Human Behavior.

August 2000 – August 2023 **Director, School of Science, Technology, Accessibility, Mathematics and Public Health (STAMP) and Professor, Biology,** Gallaudet University

August 2018– August 2020 **Chair, Department of Science, Technology, and Mathematics and Professor, Biology,** Gallaudet University

I was the first Director the School of Science, Technology, Accessibility, Mathematics and Public Health (STAMP): biology & chemistry, information technology, accessible human-centered computing, mathematics, public health and data science. Under my leadership, STAMP was the first School to reach operational status. Because of this success, I was appointed lead School Director to guide peers through the transformation process of bringing programs together under one school. I assisted the new School Directors in establishing processes essential to transformation--school evaluation committees, school-level budgets, school vs. program hires--and to foster interdisciplinary collaborations in research, teaching and evaluation processes. Over 100 students major in these programs. I served as the spokesperson for school-advocated policies in the areas of course offerings, improvement of instruction, and advising of majors.

Budget: The STAMP operational budget, which I managed was $3M, including five endowment funds (Sterling-White, Gordon Brown, Auerbach, Charles R Ely, Environmental Science Research), and several grant budgets. I was responsible for the annual budget requests and expenditures of STAMP funds.

Personnel: STAMP has 25 faculty members. I was responsible for preparing reports of evaluation and conducting evaluation conferences for all faculty appointments including reappointments, promotions, tenure, post-tenure review, and merit increases after the school evaluation committee has completed their review. I served temporarily as acting program director for public health and data science programs. My direct reports included three program directors, Director for Center for Science and Technology Research, two program support specialists and one laboratory coordinator. Personnel development was fostered by encouraging junior faculty to take on leadership roles (e.g. program directors, coordinate general education math) and in guiding four faculty through the tenure process.

Collaboration and Program Development: During my five years leading Gallaudet's STEM programs, I honed my skills in reaching out to potential partners and funding sources to enhance offerings for students and opportunities available to faculty. For example, I:

- Established the data science minor; joined the Collaborative of Leaders in Academia and Business (CoLAB) to support student pathways including scholarships, digital credentials, and connections with regional employers; collaborated with Purdue to allow our data science students to participate in the Data Mine and DEAF PODS projects
- Fostered a new partnership (Educational Partnership Agreement) with the National Geospatial Agency (NGA) that allowed STAMP to expand their offerings in geospatial information systems (GIS) courses taught by NGA adjuncts. Due to this collaboration, students presented at the NGA-Gallaudet Geospectrum Conference (November 2022) and at the Esri Federal GIS Conference annually since February 2023. Campus-wide use of GIS/Esri is growing including in the humanities and the Clerc Center.
- Collaborated with DC GETCities (Gender Equality in Tech) by participating in the cybersecurity workgroup to increase participation of women in the technology workforce; worked with Angela Dingle of Ex Nihilo Management, LLC to set up a DEAFCYBERCON webinar series.
- Led the effort to join the Chesapeake Watershed Cooperative Ecosystem Studies Unit (CESU) that allows Gallaudet to benefit from the partnership between federal land management, environment and research partners including National Aeronautics and Space Administration, National Oceanographic and Atmospheric Administration, National Park Service, U.S. Fish and Wildlife Service, U.S. Geological Survey for internship and research opportunities; due to Gallaudet's membership in CESU, we were able to partner with the National Park Service to provide a Physical Education and Recreation major with an internship designing and implementing Deaf Angler Day and a Biology major with an internship examining the source of *E. coli* at the World War II Memorial.
- Steered the Biology and Mathematics programs through their first academic program review in >20 years.
- Encouraged faculty to create new and different pathways for Gallaudet students including potential 2+2 programs (e.g. nursing and engineering) and a consortium-wide sustainability course/minor through the Consortium of Universities in the Washington Metropolitan Area (https://consortium.org/).
- With my like-minded colleagues in STAMP, I developed a summer bridge program for deaf and hard of hearing high school students interested in STEM majors. The goal was to encourage and support future STEMists from all economic backgrounds. To begin this initiative, I set up a workshop facilitated by faculty emeriti who had taught in Gallaudet's preparatory program. Those former faculty guided the current faculty on critical issues in starting such a program. I established a committee to do detailed planning and wrote successful grant proposals to Proctor & Gamble and Northrop Grumman Foundation that got funded. We hosted it for three summers with a successful rate in retention (>70%).
- Supported all faculty in writing and obtaining grants; STAMP faculty now have the most funded grants at Gallaudet.

August 2016– August 2018 **Chair of Faculty Senate**
Gallaudet University

Voted in as Chair of the Faculty Senate by my faculty peers, I understood that this position required a willingness to listen to all viewpoints and the diplomatic skills of collaborative problem-solving. A critical aspect of this position was to enable shared governance of the faculty with the Deans, Provost and President. In addition to presiding over (sometimes contentious) meetings of the University Faculty (UF) and the University Faculty Senate; my job was to provide visible and assertive leadership in representing legitimate academic interests of the faculty. There was a strong management aspect to this position, so that the expressions of concern could lead to change, not merely a venting of grievance. I ensured that all the housekeeping tasks of organizations – agendas, deadlines, adherence to Bylaws – were meticulously followed. It was my pleasure to present all candidates for degrees to the President during annual commencement exercises.

Select Achievements:

- Led the University Faculty through several substantial changes to Faculty Handbook including restructuring the entire Handbook and adding new language on severe sanctions; changes to the Faculty Bylaws by restructuring some committees and adding a committee on academic quality

- Guided faculty through two steps of *Adapting by Design* (redesigning the faculty)
- Arranged for a visit by AAUP to investigate whether shared governance was occurring at Gallaudet due to issues from the prior administration.
- Worked with the Faculty of Color Coalition (FOCC) to add two seats to the Senate and one on the Executive Committee of the Senate

CURRENT AND PREVIOUS FACULTY STATUS AND RANK

Professor, Biology, Gallaudet University, 2011-present

Adjunct Professor, University of Maryland Center for Environmental Science, 2007-present

Associate Professor, Biology, Gallaudet University, 2007-2011

Assistant Professor, Biology, Gallaudet University, 2003-2007

Instructor, Biology, Gallaudet University, 2000-2003

I have been a STEM college professor for over 25 years – teaching a wide range of courses from introductory biology, ecology, marine biology, socio-environmental synthesis, general education courses (e.g. Science and History of the Chesapeake Bay), and the STEM capstone. I have continued to teach even when I became an administrator, albeit in a reduced manner, because students are important to me. I strongly believe in supplementing the classroom and lab with experiences that lead to greater understanding of scientific discovery. For many years, I took groups of students (often my interns) on early morning expeditions to gather water samples from the Anacostia River for analysis (which resulted in the following publications: Solomon and Hewson, 2022, Solomon 2019, and Solomon et al. 2019, with one more in progress; and several conference presentations by students at the Association of Limnology and Oceanography (ASLO) or the Maryland Water Monitoring Council Annual Conference). In this venture, I partnered with the Anacostia Riverkeeper and later with the District of Columbia (DC) Department of Energy & Environment. Using my network of colleagues in oceanography and environmental sciences, I have been able to arrange for internship opportunities for Gallaudet students with University of Maryland Horn Point Laboratory, Tall Timbers Research Station, Loggerhead Marinelife Center, EMERGE Biology Integration Institute (through the University of New Hampshire), and Woodwell Climate Research Center. Several of my former advisees have gone on to get doctoral degrees (Dr. Lorne Farovitch '14, University of Rochester; Dr. Scott Cohen '09, Georgia State University; Ashley Bergeron '16, University of Edinburgh, in progress) or are recognized as excellent science teachers (e.g. Brandon Call '16).

OTHER LEADERSHIP ROLES

- 2024-2025 Executive Leadership in Academic Technology, Engineering and Science (ELATES) Fellow, Drexel University, Philadelphia, PA
- Participant in Council for Independent Colleges Workshops for Department and Division Chairs (Summer 2024)
- Member, Committee on Leading Practices for Improving Accessibility and Inclusion in Field, Laboratory, and Computational Science – A Conversation Series, National Academy of Sciences, Medicine, and Engineering. September 2021-June 2022
- Senator, Faculty Governance, served on the executive committee of the Senate. August 2013-May 2016
- Co-chair, STEM Matters Symposium with Dr. Richard Ladner (a member of Gallaudet's Board of Trustees) for a one-day symposium showcasing STEM at liberal arts colleges in honor of the outgoing president Dr. Alan Hurwitz. November 2015
- Chair of planning committee, Workshop for Emerging Deaf and Hard of Hearing Scientists. This workshop brought together deaf and hard of hearing people in STEM from high schoolers through professionals. The white paper that resulted from this workshop has been cited frequently over the past few years. May 2012.
- Member of planning committee for the 2nd International Deaf Academics and Researchers Conference, Gallaudet University. February 2004.

PROFESSIONAL ROLES

- External Advisory Board member for Rochester Bridges to the Doctorate, 2021-April 2025
- External Advisory Board member for RIT's ADVANCE NSF grant, 2013-2018

PUBLICATIONS – SELECTED LIST (Full list available upon request)

I am providing a selected list of publications related to estuarine science, inclusion of deaf and hard of people in STEM, and mentoring deaf and hard of hearing students in STEM.

Solomon, C.M. Challenges in developing STEM sign language for inclusive education. *Nat Hum Behav* **8**, 2253 (2024). https://doi.org/10.1038/s41562-024-01993-7

O'Neil JM, Heil CA, Glibert PM, **Solomon CM**, Greenwood J, Greenwood JG. (2024) Plankton Community Changes and Nutrient Dynamics Associated with Blooms of the Pelagic Cyanobacterium *Trichodesmium* in the Gulf of Mexico and the Great Barrier Reef. *Water*; 16(12):1663. https://doi.org/10.3390/w16121663

Solomon, C.M. and Hewson, I. (2022). Putative Invertebrate, Plant, and Wastewater Derived ssRNA Viruses in Plankton of the Anthropogenically Impacted Anacostia River, District of Columbia, USA. *Microbes Environ* **37**: ME21070. https://doi.org/10.1264/jsme2.ME21070

Solomon, C. (2021). An Often Overlooked Element of Diversity. Viewpoint. Association of the Sciences of Limnology and Oceanography (ASLO) Bulletin.

Serrato Marks, G., **Solomon, C**. & Stack Whitney, K. Meeting frameworks must be even more inclusive. *Nat Ecol Evol* (2021). https://doi.org/10.1038/s41559-021-01437-9

Solomon C.M. (2019). Urea uptake and urease activity in Chesapeake Bay. In: Glibert, P.M., M. Altabet, J. Montoya and D. McGillicuddy (eds), The Sea, Volume 18: The Current and Future Ocean: Advancing Science from Plankton to Whales. Celebrating the Contributions of James J. McCarthy. Journal of Marine Research 77; Supplement. Yale Univ. Press.

Solomon, C.M., P.M. Glibert and M. Jackson. (2019). Chesapeake Bay's 'forgotten' Anacostia River: Eutrophication and nutrient reduction measure. Environ. Mon. Assess. 191:265 doi: 10.1007/s10661-019-7437-9

Braun, D.C, Clark, M.D, Marchut, A.E., **Solomon, C.M**, Majocha, M., Davenport, Z., Kushalnagar, R.S., Listman, J., Hauser, P., and Cara Gormally (2018). Welcoming Deaf Students into STEM: Recommendations for University Science Education. CBE-Life Sciences Education: 17:3. http://doi.org/10.1187//cbe.17-05-0081.

David Hawthorne, Mintesinot Jiru, Gretchen Rollwagen-Bollens, Khadijat Rashid, **Caroline M. Solomon**, and Paul Thiers. (2017). Engaging Undergraduate Students in Socio-environmental Synthesis. *Teaching Issues and Experiments in Ecology*, Vol. 12: Commentary [online]. http://tiee.esa.org/vol/v12/issues/commentary.html

Caroline M. Solomon and Khadijat Rashid. (2017). The Chesapeake Bay & Poultry Farming: A socio-environmental perspective. *Teaching Issues and Experiments in Ecology*, Vol. 12: Practice #2 [online]. http://tiee.esa.org/vol/v12/issues/rural/abstract.html

Caroline M. Solomon and Khadijat Rashid. (2017). The Anacostia River: A socio-environmental perspective. *Teaching Issues and Experiments in Ecology*, Vol. 12: Practice #3 [online]. http://tiee.esa.org/vol/v12/issues/urban/abstract.html

Solomon, CM, Graham SC, Marchut AE, Painter, R (2013) *Where are the Leaks for Deaf and Hard-of-Hearing People in Science, Technology, Engineering and Math (STEM) Pipeline?* Paper presented at the 2013 annual meeting of

the American Educational Research Association. Retrieved October 14, 2013, from the AERA Online Paper Repository.

Solomon C.M. and others (2013) *Workshop for Emerging Deaf and Hard of Hearing Scientists: A White Paper.* National Science Foundation. Available at: http://www.washington.edu/accesscomputing/sites/default/files/manual-upload/WhitePaper-Final_Gallaudet_Emerging_Sci_2_15_13.pdf

Wang, Q. & **Solomon, C.** (2012). Exploring Blended Learning to Enhance Biology Instruction—Instructional Design and Implementation. In *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2012* (pp. 1344-1353). Chesapeake, VA: AACE.

Wang, Q. & **Solomon, C.** (2010). Exploring Blended Learning to Enhance Biology Instruction—Literature Review and Study Design. In J. Sanchez & K. Zhang (Eds.), *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2010* (pp. 2268-2277). Chesapeake, VA: AACE.

Glibert, P.M.…. **Solomon, C.M**…. and others (2008). Ocean urea fertilization for carbon credits poses high ecological risks. *Marine Pollution Bulletin* 56:1049-1056.

Solomon, C.M. and P.M. Glibert (2008). Urease activity in five phytoplankton species. *Aquat Microb Ecol.* 52:149-157.

Solomon, C.M., Glibert P.M., and J.A. Alexander (2007). Measurement of urease activity in natural samples. *Limnol Oceangr Methods* 5: 280-288

Solomon, C.M., Lessard, E.J., Keil, R.G. and M.S. Foy (2003). Characterization of extracellular polymers of the alga, *Phaeocystis*. *Mar. Ecol. Prog. Ser.* 250: 81-89.

Miller, C.A. and P.M. Glibert (1998). Nitrogen excretion by the calanoid copepod *Acartia tonsa*: results of mesocosm experiments. *J. Plank. Res.* **20**: 1767-1780.

FELLOWSHIPS, HONORS AND AWARDS

- Executive Leadership in Academic Technology, Engineering and Science (ELATES) Fellow, Drexel University, Philadelphia, PA (2024-2025)
- Featured in *Breaking the Mold: Changing the Face of Climate Science!*, 2023
- Excellence in Academia Award from Gender Equality in Tech (GET Cities), District of Columbia Region, 2022
- Greater Washington Jewish Sports Hall of Fame, Swimming (2021)
- Featured in *Elevate Science California*, 2020
- USA Sports Federation Hall of Fame, Swimming (2020)
- Featured in *STEM Connections* (K-12 Science program by McGraw Hill), 2018
- National March for Science Speaker, 2017
- Ramón Margalef Award for Excellence in Education by Association for the Sciences of Limnology and Oceanography, 2017
- Selected as one of National Public Radio's 50 Great Teachers (2015)
- College of Arts and Sciences Teaching Award, Gallaudet University (2014)
- Gallaudet Distinguished Faculty Member, Gallaudet University (2013)
- Woman of Worth Award from the Delta Epsilon Sorority (2008)
- American Association of University Women PhD Award (2007)
- Fulbright Fellow, CSIRO & University of Queensland, Brisbane, Australia (1996)

PROFESSIONAL CONFERENCE PARTICIPATION – SELECTED LIST (Full list available upon request)

I have participated in over 35 professional conferences as a presenter (either oral or poster) related to estuarine science or mentoring deaf and hard of hearing students in STEM.

*Invited Presenter: '*Putting People with Disabilities on the Map." American Geographical Society. November 2021.

Poster presentation: "Pre- and post-tunnel comparison of nitrogen and microbial community dynamics of Anacostia River, D.C." Ocean Sciences Meeting: Association for the Sciences of Limnology and Oceanography. San Diego, CA. February 2020.

Award Presentation: **"**The Hidden Underrepresented Group in Limnology and Oceanography – Deaf and Hard-of-hearing Scientists". Association for the Sciences of Limnology and Oceanography. February 2017.

Oral Presentation: **"**Eutrophication status and expectations for recovery of the Anacostia River." Maryland Water Monitoring Council Annual Conference. Linthicum, Maryland. Presentation. 2018.

Oral Presentation: **"**Assessing the effectiveness of the Anacostia River tunnel in reduction of eutrophication." North American Congress for Conservation Biology. Toronto, CA. July 2018.

Poster Presentation: **"**Promoting undergraduate synthetic learning through a case study on the health of the Chesapeake Bay." Ecological Society of America. Minneapolis, Minnesota.

Poster Presentation: "Engaging Undergraduate Students in Socio-Environmental Synthesis Learning About Environmental Issues." North American Association for Environmental Education. Baltimore, MD.

Oral Presentation: **"**Engaging Deaf and Hard-of-Hearing Students in STEM". American Society for Microbiology Conference for Undergraduate Education (ASMCUE). July 2016.

Poster Presentation: "Investigating the influence of water quality on phytoplankton assemblages in the Anacostia River, DC." Association for the Sciences of Limnology and Oceanography. Honolulu, Hawaii. 2014.

Poster Presentation: "Effect of varying N:P ratios – but non-limiting conditions – on growth rate, toxicity, and physiological state of *Microcystis aeruginosa*." American Society of Limnologists and Oceanographers. San Juan, Puerto Rico. 2011.

Oral Presentation: **"**Potential regulation of urease activity by nitrogen sources: a synthesis of laboratory and field experiments". American Society of Limnologists and Oceanographers. Victoria, B.C. 2006.

Oral Presentation: **"**Breaking Communication Barriers: Deaf Limnologists and Oceanographers." American Society of Limnologists and Oceanographers. Victoria, B.C. 2006.

Oral Presentation **"**Urease kinetics of several harmful algal species from the Chesapeake Bay, USA. Global Ecology of Harmful Algal Blooms." Baltimore, MD. 2005.

INVITED LECTURES, TALKS AND PANELS – SELECTED LIST (Full list available upon request)

I have participated in over 30 invited lectures, talks and panels.

Invited Lecture: 2023 Global Year of STEM Sign Language Lexicons. Microsoft Research. June 2023.

Panelist: Disrupting Ableism and Advancing STEM: Creating Disability Friendly Inclusive Accessible Spaces in Higher Education. National Academy of Sciences, Engineering and Medicine June 2023.

Panelist: MODE Webinar: ASL Online Resources – Focus on Math Signs. National Institute of the Deaf. March 2023

Invited Lecture: Community Conversation: An Often Overlooked Element of Diversity – Disability. SUNY Corning. September 2021.

Invited Lecture: Chesapeake Bay's 'forgotten' Anacostia River: Eutrophication and nutrient reduction measures. University of Massachusetts-Amherst. Distinguished Scientist and Engineer Seminar Series. Amherst, MA, April 2019; Washington College, Chestertown, MD, November 2018.

Invited Lecture: Making Waves: Navigating the World of STEM. Rochester Summer Research Training Institute with Deaf and Hard-of-Hearing Scientists and their Mentors. June 2017.; Rowan University, December 2016; Cornell University, September 2016; University of Wyoming, May 2016; University of Virginia, February 2016.

Invited Lecture: Engaging Deaf and Hard-of-Hearing Students in STEM. American Society for Microbiology Conference for Undergraduate Education (ASMCUE). July 2016.

Invited Lecture: Breaking Communication Barriers in the Environmental Sciences. Tall Timbers Research Station, Tallahassee, FL. June 2016

Invited Lecture: Swimming With and Against the Tide in Academia as a Deaf Woman Professor. Connectivity Series (for deaf women). Rochester Institute of Technology. December 2013.

Invited Lecture: Greening Gallaudet and Beyond: How to make colleges and universities sustainable and Latest on Climate Change and Policy. National Technical Institute for the Deaf. March 2008.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

Association of the Sciences of Limnology and Oceanography (ASLO)
American Association of University Women (AAUW)
Deaf Academics
Deaf Women in Science and Engineering
Foundation for Science and Disability