



A Career Summit for LGBT Science, Technology, Engineering, and Mathematics Students and Professionals

hosted by



Program

10/13 - 10/14

2012



Welcome

Dear Out to Innovate™ Participants:

We are delighted to welcome you to the second Out to Innovate™ career summit on LGBT issues in Science, Technology, Engineering, and Mathematics (STEM) and allied fields! Following our very successful inaugural Summit in 2010 at the University of Southern California, we are making Out to Innovate™ at The Ohio State University bigger and better this year. We are confident that you will be inspired and called to action by our speakers and workshop sessions.

Our expanded format would not be possible without the enormous contributions of the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP), the Office of Diversity at The Ohio State University, oSTEM at Ohio State, and our very generous sponsors. We salute their vision and commitment to furthering diversity and inclusion in STEM fields.

Please use this day to celebrate your career journey: whether you are an inquisitive high school student or a fraught post doc, at the top of your field or seeking that perfect job. Take advantage of the knowledge and support you will gain today to make that next career step. Look around you and smile in the awareness that you are part of a vibrant, strong and proud community that needs your talents and contributions to grow and thrive in today's increasingly complex world.

It has been an honor for us to put this program together for you. And, always, be Out to Innovate™!



TJ Ronningen Ph.D.
Out to Innovate™ Co-Chair



Amy A. Ross, Ph.D.
Out to Innovate™ Co-Chair

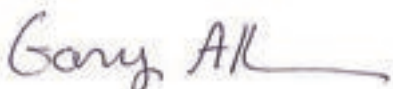
Dear Out to Innovate™ Participants:

As advisor to Ohio State's oSTEM student group, I welcome you to The Ohio State University campus for the 2012 Out to Innovate™ career summit.

I am proud that NOGLSTP has partnered with oSTEM (Out in Science, Technology, Engineering and Mathematics) at the Ohio State University to host this event. We have worked diligently to create a conference where LGBT students and professionals can meet and interact to learn about and share their experiences learning and working within the Science/Technology/Engineering/Mathematics fields.

I am convinced that this event will help to better prepare LGBT students to work confidently and achieve success in their STEM careers. In addition, I believe Out to Innovate™ will be an incredible learning experience for us professionals who have already been working in these disciplines, particularly by having the opportunity to interact with a new generation of our LGBT colleagues.

Again, I welcome you to Out to Innovate™!



W. Gary Allread, Ph.D.
Program Director, Institute for Ergonomics
Ohio State Department of
Integrated Systems Engineering

Background and Mission of Out to Innovate™

THE NEED

With an economy that is increasingly dependent on people with technical expertise, we must encourage more of our students to pursue higher education and careers in STEM fields. Once entered into the track, we must nurture them and give them a helping hand up the ladder through mentoring and networking within the LGBTQ professional community. Out to Innovate™ is the second of what we hope to be many summits that will take place in various locales to provide these needed role models, resources, and discussions. LGBTQ STEM students and professionals need to be included in the diversity equation.



The Department of Education and the National Academies of Science and Engineering declare that the U.S. needs hundreds of thousands of university-trained STEM graduates to enter the workforce in the next decade alone just to keep pace with new global challenges. This abundant need to fill the technological pipeline with highly trained scientists and technicians especially for research, design, and engineering positions that require employees to have a college degree and skills in math, science, or technology. All groups of students continue to drop out of the educational pipeline in science and technology at alarming rates, but women and ethnic minority youth drop out at a faster rate at each transition within higher education. Today, for the first time in history, America's

younger generation is less well-educated than its parents.

An increasing body of evidence shows the unique challenges that young LGBT individuals inclined toward careers in science, technology, engineering, and mathematics (STEM) face.¹ Many students may be socially marginalized or even abandoned by family, friends and society because of their sexual orientation, gender expression or gender identity. Feeling the isolation and the pressure to succeed, many students may choose not to stay the course in their career track. There are not enough “out” role models for students to recognize that will give them a sense that the career they would like to have is attainable. Yet, at the same time, LGBT STEM professionals have made substantial formal and informal strides in achieving workplace equality.²

The need is great to bring together LGBT and Ally high school, college, and post-doctoral students with LGBT career professionals, academics, and employers in the STEM community for an event to share diversity, mentoring, and career learning opportunities. The Out to Innovate™ summits do just that. By providing role models and workshop talks from LGBT leaders in STEM professions, poster sessions by LGBT students, workshops focused on issues particular to LGBT students and professionals in the STEM fields, and a career fair with participants from leading LGBT-supportive technology-focused corporations and government agencies, life stories will be shared, myths corrected, and resources provided to give hope, inspire, and enable a helping hand to be out, proud, and on track whether on campus or in the workplace.



ANSWERING THE CALL

In November 2009, President Obama announced his "Educating for Innovation" campaign. It was then that NOGLSTP leadership made the decision to embark on a new and exciting project to engage the lesbian, gay, bisexual, transgender communities' involvement in STEM career paths and opportunities. Out to Innovate™ has gained tremendous momentum from its inception and has been met with great enthusiasm from both the scientific community and the LGBTQ community. The inaugural 2010 summit hosted by the University of Southern California brought together nearly 200 LGBT and Ally college undergraduates, graduate students and post-doctoral scholars, with LGBT career professionals, academics, and employers in the STEM community from around the nation for a day of sharing diversity, mentoring, and career learning opportunities. Please check it out by visiting www.outtoinnovate.org.



(continued on next page)

¹Cech, E. and Waidzunus, T., “Engineers Who Happen to Be Gay: Lesbian, Gay, and Bisexual Students’ Experiences in Engineering” (2009). *Proceedings of the 2009 Conference of the American Society for Engineering Education*.

²National Organization of Gay and Lesbian Scientists and Technical Professionals. “Career Opportunities for LGBT Science, Engineering, and Technology Graduates: Brighter Than Ever” (2009).

Background and Mission of Out to Innovate™

(continued)

Out to Innovate™ 2012 builds on the 2010 event and expands to a weekend setting with more time to network and exchange information. An expanded career fair on the second day will allow companies to meet with students for recruitment and mentoring. We are excited to bring you an array of fantastic people to share their career arcs including our Keynote Speaker MIT Professor of Astrophysics Dr. Nergis Mavalvala (2010 MacArthur “Genius Grant” Recipient) and our Motivational Speaker Kei Koizumi from the White House Office of Science and Technology Policy.



We welcome and sincerely thank all of our workshop speakers and our sponsors who have committed financial and volunteer resources to this event without which we would not be able to hold such an important summit. Please thank them for sharing the momentum and energy that they bring to this weekend. We hope, with their help and the success of this second summit to bring Out to Innovate™ to other locales in the near future.

Out to Innovate™ 2012 is hosted by Out in Science, Technology, Engineering and Mathematics (oSTEM) at The Ohio State University. Battelle Memorial Institute is the founding sponsor with NOGLSTP to bring this second Summit to you and provide logistics and boots on the ground along with oSTEM. The American Association for the Advancement of Science has endorsed Out to Innovate™ and their ScienceCareers is the official media sponsor. We thank all of our sponsors, partners, and endorsing societies for their help and enthusiasm to make this summit possible.

You might notice that there will be some filming of the summit. We will endeavor to film the speakers and interview participants for our website (www.outtoinnovate.org) to share their career paths, and provide a network for employment and retention in addition to providing solid role models that exemplify success in their chosen fields.

The Fawcett Center - Map



Out to Innovate™ Program The Fawcett Center at OSU

Friday, October 12

12:00 - 5:00 PM

Tours of Battelle, Owens Corning and The Ohio State University

Saturday, October 13

8:00 AM

Check-in and Continental Breakfast

9:00 AM

Welcoming Remarks

TJ Ronningen & Amy Ross, Co-Chairs of Out to Innovate™

Mary C. Juhas, Associate Dean for Diversity and Outreach
College of Engineering, The Ohio State University

Rochelle Diamond, Chair, NOGLSTP

9:15 AM

Summit Kick-off and Motivation Address

Kei Koizumi, Assistant Director for Federal Research and Development
White House Office of Science and Technology Policy

9:30 AM

Workshop Session 1: Leadership and Your Community

Being a Minority within a Minority

Moderator: Ron Buckmire,
National Science Foundation

- Benny C. Chan, The College of New Jersey
- Vallesha Parker, Battelle

Employee Resource Groups

Moderator: Chris Bannochie, NOGLSTP,
American Chemical Society

- John Crawford, Dow Chemical
- David Hahn, Merck
- Janice Hicks, National Science Foundation

Mentoring & Career Advancement

Moderator: Barbara Belmont, NOGLSTP

- Gary Allread, The Ohio State University
- Stephanie Miller, University of Maryland College Park

Being Out on Campus

Moderator: Eric Patridge, oSTEM

- Gonzalo Agudelo, University of North Carolina at Charlotte
- Sterling Field, oSTEM OSU
- Bowen Marshall, The Ohio State University
- Michael Waak, University of Wisconsin

Gender Identity and Gender Expression in the STEM Workplace: Perspectives, Challenges, and Best Practices

Moderator: Amy Trangsrud, JPL

- Julie Bankston, Savannah River Lab
- Lynn Conway, University of Michigan
- Brynn Tannehill, L3 Communications

11:00 AM
Break

11:15 AM
Workshop Session 2: Your STEM Interests

Careers in Biological Science

Moderator: Shana Goffredi, Occidental College

- Rochelle Diamond, Caltech
- Amy Ross, NOGLSTP
- Jason Yovandish, National Institutes of Health

Careers in Healthcare

Moderator: Charley Borden,
The Ohio State University

- Mark Crist, The Ohio State University
- Tonia Poteat, Johns Hopkins
- Carl Streed, Johns Hopkins

Careers in Physical Science

Moderator: Jane Rigby, NASA

- John Burke, Raytheon
- Mary Crawford, Knox College

Careers in Engineering

Moderator: Tim Wilson,
Embry Riddle Aeronautical University

- John Barton, Battelle
- Gayle Gibson, DuPont
- Andrew Hickam, GE Aviation
- Jim Loftus, Owens Corning
- Donna Riley, Smith College

Careers in Information Technology

Moderator: Ted Nielsen, ThoughtWorks

- Paige Forehand, Texas Instruments
- James Grywalski, Chemical Abstract Service
- Katie Strickland, IBM

12:30 PM

Lunch and Keynote Address:
Nergis Mavalvala, Professor of Physics
Massachusetts Institute of Technology

1:30 PM

Networking and Table Discussions

2:00 PM

Workshop Session 3: Your Career

Careers in Academics

Moderator: Victoria Orphan, Caltech

- Michele DiPietro, Kennesaw State University
- Shana Goffredi, Occidental College
- Tom Waidzunas, Temple University

Careers in Industry

Moderator: Elycia Lerman, Johnson & Johnson

- Elaina Carpino, Owens Corning
- Bill Hendrix, Dow Chemical
- J. Taylor Wiegale, Clorox

Careers in Government

Moderator: Kei Koizumi,
White House Office of Science and Technology Policy

- Chris Bannochie, Savannah River Lab
- Janice Hicks, National Science Foundation
- Theron McGriff, Idaho National Labs
- Jane Rigby, NASA
- Robert "Rocky" Young, The Pentagon

Careers in the Entrepreneurial Environment

Moderator: TJ Ronningen, Battelle

- Ruth Ann Hendrickson, Battelle
- Mark Spratt, Deloitte

3:30 PM

Out and Accomplished: Featured Speakers Panel and Discussion

Moderator: Mary Juhas, The Ohio State University

- Ron Buckmire, National Science Foundation
- Lynn Conway, University of Michigan
- Nergis Mavalvala, Massachusetts Institute of Technology
- Frank O'Brien-Bernini, Owens Corning
- Victoria Orphan, Caltech

5:00 PM

Closing Remarks and Adjournment

6:00 PM

Pre-Awards Gala Cocktail Reception

7:00 PM

NOGLSTP Awards Gala Dinner

Sunday, October 14

8:00 AM

Career Fair and Continental Breakfast

Tabling Organizations

- Battelle
- American Chemical Society Diversity Programs
- Genentech
- IBM
- Johnson & Johnson
- Owens Corning
- American Chemical Society Division of Professional Relations
- California Institute of Technology
- The Clorox Company
- The Dow Chemical Company
- GE Aviation
- Honda R&D America
- National Security Agency
- The Ohio State University Office of Diversity and Inclusion
- Procter & Gamble
- Texas Instruments
- oSTEM
- Campus Pride
- NOGLSTP
- The Trevor Project
- DiverseScholar.org

• Résumé Workshop

• Battelle Exhibition

• Poster Presentation

• Recruitment Sessions

10:45 AM

Poster Awards & Concluding Remarks

11:00 AM

Concluding Remarks and Adjournment



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**Out to Innovate
Career Summit**

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Meet the 2012 Out to Innovate™ Motivational Speaker



Kei Koizumi

“You will find that what you love will take you places you never dreamed you’d go.”

- Tony Kushner

Assistant Director for Federal Research and Development at the White House Office of Science and Technology Policy (OSTP), Kei is known as a leading authority on federal science and technology funding and budget issues and is a frequent speaker to public groups and to the press. Before joining OSTP, he served as the Director of the R&D Budget and Policy Program at the American Association for the Advancement of Science (AAAS). Kei received his M.A. from the Center for International Science, Technology, and Public Policy program at George Washington University, and received his B.A. in Political Science and Economics from Boston University. He is a Fellow of the American Association for

the Advancement of Science.

Originally from Columbus, Ohio, Kei now lives in Washington, DC, with his husband Jeff Dutton.

Meet the 2012 Out to Innovate™ Keynote Speaker



Nergis Mavalvala

A physicist whose research links the world of quantum mechanics—usually apparent only at the atomic scale—with some of the most powerful, yet elusive, forces in the cosmos, Nergis received a B.A. from Wellesley College in 1990 and a Ph.D. from the Massachusetts Institute of Technology in 1997. She was a postdoctoral fellow and research scientist at the California Institute of Technology between 1997 and 2002. Since 2002, Nergis has been on the Physics faculty at the Massachusetts Institute of Technology where she is now a Professor of Physics and recipient of a 2010 MacArthur "genius" award. In her spare time, she loves to bicycle long distances, play squash, and hang out with her 4-year-old son.

Meet the 2012 Out to Innovate™ Presenters



Gonzalo Agudelo

"The universe is not required to be in perfect harmony with human ambition."

- Carl Sagan

A senior at the University of North Carolina at Charlotte, Gonzalo is working towards a Meteorology degree. Upon graduation, he hopes to pursue a degree in higher education within atmospheric science. Gonzalo currently serves as the president of the Student Organization of Meteorology (STORM) and is also the vice president of the newly established oSTEM chapter at UNC Charlotte.

Gonzalo recreationally swims with the club swim team at UNC Charlotte and enjoys running. He plays the saxophone and thoroughly enjoys karaoke.



Gary Allread

"If you could choose one characteristic that would get you through life, choose a sense of humor."

- Jennifer Jones

Program Director of Ohio State University's Institute for Ergonomics, Gary received his Ph.D. in Industrial Ergonomics & Biomechanics from Ohio State in 2000. He is the advisor of oSTEM at OSU, primarily because he believes it is vital that LGBT students in the STEM fields connect with one another to discuss the unique issues they may face working in these disciplines.

When not solving the world's ergonomics problems, Gary is obsessed with doing New York Times crossword puzzles and home and garden projects with his partner, Tom. He is also determined to complete the more adventurous items on his Bucket List. Most recently: sky diving and surfing. Next up: hang-gliding.



Chris Bannochie

"If we knew what we were doing, it wouldn't be called research."

- Albert Einstein

Graduating from St. John's University in Collegeville, MN in 1984 with a Bachelor's Degree (Cum Laude) in Chemistry and a minor in Mathematics, Chris went on to earn a Ph.D. in Inorganic Chemistry under Dr. Arthur Martell at Texas A&M University. He then completed a postdoctoral fellowship at the Washington University School of Medicine, Mallinckrodt Institute of Radiology in St. Louis under Dr. Michael Welch. Since 1991, he has been employed at the Savannah River National Laboratory in Aiken, South Carolina where he helped found and currently serves as President of SRS GLOBE, the DOE Savannah River Site

LGBT Employee Resource Group. The group was founded in 2002 and received formal recognition in 2009. GLOBE was instrumental in achieving same-sex spousal healthcare benefits for employees of the two primary contractors at the DOE Savannah River site starting in 2013.

In his free time, Chris is a board member and Public Relations Director for Augusta Pride, Inc., Councilor for the American Chemical Society's Savannah River Section, where he serves as a member of the Committee on Science and Immediate Past Chair of the ACS Division of Professional Relations. He has served as a member of the NOGLSTP Board of Directors since 2009. His hobbies include gardening, travel, and scuba diving. He married his partner David of 15 years in 2008, and they live in Augusta, GA with their two miniature schnauzers, Sam and Libby Lu.



John Barton

"Challenge assumptions and break molds. Especially your own."

A chemical engineer, John is the Chief Scientist for the Bluegrass Chemical Agent Disposal Pilot Plant (BGCAPP) located in Richmond, Kentucky. This large facility uses chemical neutralization, pyrolysis, and supercritical water oxidation to safely destroy explosives and highly toxic chemical warfare agents that were produced by the Army more than half a century ago. John provides scientific and technical direction for the plant and leads Battelle technical reachback tasks to address new plant challenges and mitigate risks. Prior to moving to Kentucky, he supported engineering, design, and closure efforts for similar chemical weapons demilitarization operations located in Alabama, Arkansas, Maryland, Oregon, and Utah. John began his

career in science as a student intern at Pacific Northwest National Laboratory in Richland, Washington, and joined the Oak Ridge National Laboratory in Tennessee after graduation as a biotechnology research & development engineer.

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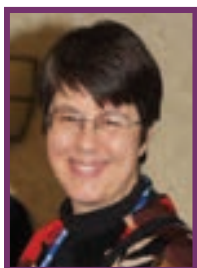
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John grew up in the mountains of rural Southwest Virginia. He plucked tobacco worms, hung flue-cured tobacco in the barn to dry, pressed sugar cane to make molasses, milked cows, sloped pigs, and kept quiet about his grandpa's moonshine still while growing up in a traditional Appalachian mountain holler. He collects comic books, his primary hobby, with more than 60,000 in his collection that span from the 1930's to today. He and his partner enjoy hiking within state and national parks, traveling, keeping their mountain cabin from disintegrating, and playing *Words With Friends*.



Barbara Belmont

"Do. Or do not. There is no try."
- Yoda

Holding a Professional Science Master's in Analytical Chemistry from Illinois Institute of Technology, Barbara runs an independent lab in southern California, using investigative analytical chemistry to solve quality problems for consumer products, coatings, and other manufactured products. She is also part-time chemistry faculty at California State University, Dominguez Hills, where she teaches Quantitative Analysis and is involved with the campus LGBTQA Mentoring Program. She serves the American Chemical Society as LGBT representative to the ACS Diversity & Inclusion Advisory Board, and is immediate past chair of the ACS PROF Subdivision for Gay and Transgender Chemists and Allies. Barbara is a long-time NOGLSTP member and volunteer, and is part of Mentornet's One-on-One mentoring community.

In what little leisure time she finds, Barbara enjoys reading Flavia de Luce mysteries, challenging her wife at word games, and making music.



Charles Borden

"This is NOT a rehearsal!"

Currently the Associate Executive Director at The James Cancer Hospital in Columbus, Ohio, Charley is responsible for leading the quality, patient safety, process improvement, infection prevention and clinical data management programs. He graduated from Brandeis University in 1981 with a Bachelor of Science in Psychology, and in 1991, earned an MBA from Boston University. His twenty-seven years in health care management have been highlighted by quality management positions at Harvard Community Health Plan, Harvard Pilgrim Health Care, Dana-Farber Cancer Institute and The New York State Department of Health - AIDS Institute. Additionally he was a Senior Fellow for the Clinton Foundation and the Yale School of Public Health working on projects in Ethiopia and Liberia, helping the ministries of health in those countries improve their public hospital systems.

Charley has enjoyed a second "career" in musical theater for the past thirty-six years. His specialty is tap dancing and was recently seen performing in Vaud-Villities and choreographing "Anything Goes" in Columbus.



Ron Buckmire

*"Strive to leave the path clearer,
easier and better for all who will follow."*

Born on the Caribbean island of Grenada, Ron attended primary school in the United States, secondary school in Barbados and earned his Bachelor's, Master's and Ph.D. from Rensselaer Polytechnic Institute in upstate New York. Since 1994, Ron has been on the faculty of Occidental College in Los Angeles where he served as Chair of the Mathematics Department from 2005 to 2010. He has published articles in applied mathematics, mathematical modeling, numerical analysis, mathematics education, American studies and law. In 2011, Ron was named the Educator of the Year by NOGLSTP. He created the Queer Resources Directory, the very first online LGBT resource, in 1991 and is the founder of the Barbara Jordan/Bayard Rustin Coalition, one of the few Black LGBT political advocacy organizations in the country. Since August 2011, Ron has been on leave from Occidental College while serving as a Program Officer in the Division of Undergraduate Education at the National Science Foundation in the Washington, D.C. area.

In his "spare" time, Ron serves on the boards of directors of several nonprofit organizations, blogs daily at MadProfessah.com and is proud to call himself (and be called) a "militant homosexual activist." When in Los Angeles he lives with Dean Elzinga, his husband of 21 years, and two of the world's cutest and most intelligent canine companions.



John Burke

“The best thing to hold on to is each other.”

Graduating from the University of Texas in 1983 with a B.A. in Physics, John started his career as an engineer for Hughes Aircraft Company, working his way up through the engineering ranks to become a program manager for the Raytheon Company in Dallas, Texas. John is a founding member of Raytheon’s Gay, Lesbian, Bisexual, Transgender, and Allies employee resource group (ERG). The ERG works to create an inclusive work environment at Raytheon where gay, lesbian, bisexual, transgender, and queer identifying employees are visible, engaged, developed, and valued for driving business success.

In his free time, John travels with his husband Kevin and dotes on their dog Bobby.



Elaina Carpino

“If not you, then who? If not now, then when?”
- Hillel the Elder

A graduate of The Ohio State University with a Bachelor’s degree in Chemical Engineering and a Master’s of Business Operational Excellence, Elaina has been employed with Owens Corning for over 10 years serving multiple roles in Operations, Manufacturing, Information Systems and Science & Technology (S&T). Her current role is the Global S&T Development Program and Portfolio Management Program Leader within the S&T organization. She is also an active member of Owens Corning’s Affinity Board and former co-leader and current Steering Team member of Owens Corning’s GLBTA (gay, lesbian, bisexual, transgender and advocates) Affinity Group.

In her spare time, Elaina enjoys spending time with her partner of 18 years, Pam, running, reading, traveling abroad, playing guitar and cooking.



Benny Chan

“Work hard and play hard.”

A tenured Associate Professor of Chemistry at The College of New Jersey in Ewing, NJ, a predominantly undergraduate institution, Benny runs an active research program in the areas of crystallography, superconductivity, thermoelectrics, and magnetic frustration. He graduated from The Pennsylvania State University in 2003 with a Ph.D. in Chemistry in the area of fuel cell electrocatalysis and did his post-doctoral studies at Colorado State University and Los Alamos National Laboratories in the area of synthetic solid state actinide chemistry. He is active in the American Chemical Society (ACS), locally and nationally. Benny advises TCNJ’s Student Chemistry Association and chairs both the local Trenton section of the ACS and the

Younger Chemist Subdivision of the Division of Professional Relations.

In his free time, Benny enjoys going to the gym, playing softball, walking the dog, spending time at the beach, and riding his motorcycle with his husband, Kerry.



Lynn Conway

“What works, works!”

Professor Emerita of Electrical Engineering and Computer Science at the University of Michigan, Lynn was a key member of the IBM research team that pioneered superscalar computers in the 1960’s. Fired by IBM for being transsexual, Lynn underwent gender-reassignment in 1968.

Starting her career over again in stealth-mode, Lynn went on to work at Xerox Palo Alto Research Center, where she pioneered VLSI design methods that fueled Silicon Valley’s chip-design revolution in the 1980’s. Lynn was elected to the National Academy of Engineering for that work, the highest professional recognition an engineer can receive.

After coming out about her past in 1999, Lynn evolved her website, lynnconway.com, into a beacon of hope for transgender people worldwide. Now retired, Lynn lives with her husband Charlie (also an engineer) and their four cats, on a 23 acre homestead in rural Michigan. They have been together over 25 years.

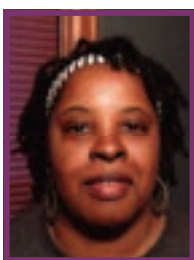


John Crawford

“Science is a way of thinking much more than it is a body of knowledge.”
- Carl Sagan

Currently an Associate EHS Product Stewardship Manager for North America in the Personal, Home and Industrial Care business at The Dow Chemical Company, John is also the Philadelphia Site Leader of GLAD – Gays, Lesbians and Allies at Dow. John started with Dow (formerly Rohm and Haas Company) during 1996 as a Process Chemist in the Agricultural Chemicals business and moved out of the lab and into Regulatory Product Stewardship Specialist roles within corporate EH&S serving three subsequent businesses from 2001 to the present. Prior to Rohm and Haas, he worked as a Process Chemist for almost 5 years at the Chemicals Division of American Cyanamid that eventually became known as Cytec Industries. He holds a Bachelor’s degree in Chemistry from Bucknell University and a Master’s in Chemistry from Polytechnic University.

John has also been a volunteer and leader in various roles within the American Chemical Society both locally in Philadelphia and nationally as a former Chair of the Younger Chemists Committee, former Chair of the Division of Professional Relations, Subcommittee Chair of the Membership Affairs Committee, Philadelphia Local Section Councilor and his current role as a member of the Committee on Economic and Professional Relations. In his free time, John enjoys community service, gardening, travel, and spending time at the beach with his partner David.



Mary Crawford

“I am here because someone took an interest and encouraged me to reach my potential. I must do the same for someone else.”

The Department Chair and Professor of Chemistry at Knox College in Galesburg, Illinois, Mary teaches physical chemistry, general chemistry, and interdisciplinary courses such as Science and the Social Construction of Race and Gender. Her research focuses on computational and kinetic studies to look at the tropospheric chemistry of radical reactions with various peroxy radical precursors.

In her free time, Crawford enjoys spending time with her partner of 23 years, watching baseball (Chicago White Sox), film noir movies, traveling and camping.



Mark Crist

“If you can laugh at yourself, you will never cease to be amused.”

A Clinical Pharmacist in Physical Medicine & Rehabilitation at the Wexner Medical Center at The Ohio State University, Mark is also a member of the acute inpatient rehabilitation multidisciplinary care team, addressing clinical, socio-economic, and physical barriers associated with community reintegration and the transition home. Having suffered a spinal cord injury himself, Mark utilizes his life experiences to educate and motivate newly injured patients. His main research interest is the effect of neuropharmacology on clinical outcomes in traumatic brain injuries.

In his free time, Mark enjoys pub trivia, road trips, and mentally creating elaborate backstories for strangers on the street.



Rochelle Diamond

“Every day is a gift.”

A member of the professional staff at the California Institute of Technology (Caltech), Rochelle specializes in flow cytometry/cell sorting and developmental immunology and has authored over 15 publications in these areas. Prior to her arrival at Caltech, she was a researcher at the University of Southern California School of Medicine, City of Hope Research Institute, and UCLA. She holds a B.A. in Biochemistry and Molecular Biology from UC Santa Barbara. Rochelle is currently chair of the National Organization of Gay and Lesbian Scientists and Technical Professionals. Over the past 30 years, she has been a key organizer of workshops and scientific symposia to educate about topics relevant to those in the intersection of the scientific and

LGBT communities.

In her leisure time, Rochelle enjoys participating in poker tournaments, spectator sports, train travel, crossword puzzles, and beating her wife at word games.



Amy Dow helps lift people up

Amy oversees a team of engineers that ensures GE's jet engines are safe and airworthy. She also co-leads GE's GLBTA Alliance in Boston, making GE a great place to work for GLBT and straight ally employees. Amy is a brilliant example of the many employees who are helping the world work better.

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Nicolas, patient



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Michele DiPietro

“Practice, and all is coming”
- SRI Patthabi Jois

In addition to being the Executive Director of the Center for Excellence in Teaching and Learning and an Associate Professor in the Department of Mathematics and Statistics at Kennesaw State University, Michele is also the President of the Professional and Organizational Development (POD) Network in Higher Education. He received his Ph.D. in Statistics from Carnegie Mellon University. After work in statistical genetics and statistical finance, he has shifted his interest to education—the statistics of education and the education of statistics. His innovative course “The Statistics of Sexual Orientation” has been featured on the Chronicle of Higher Education and several other magazines. Michele is a co-author of “How Learning Works: 7 Research-Based Principles for Smart Teaching,” a synthesis of 50 years of research on learning, including the role of inclusion and stereotyping on learning and performance. His scholarly interests include learning sciences, student evaluations of teaching, diversity and inclusion in the classroom, academic integrity, the Millennial generation, statistics education, the consultation process in faculty development, teaching in times of tragedy, and the connections between yoga philosophy and LGBT liberation. He has presented workshops and keynotes at numerous colleges and conferences in the US and abroad. His scholarship has been translated into several foreign languages, including Chinese (forthcoming), Italian, Hebrew, and Korean. Michele won the POD Innovation award in 2008 for his online tool “Solve a Teaching Problem,” co-authored with his former Carnegie Mellon colleagues.



Paige Forehand

“Bring out the best in others.”

An information technology professional utilizing 21 years of High-Tech industry knowledge and leadership skills, Paige creates global solutions that enable businesses to achieve strategic objectives. She influences key stakeholders by building credibility with diverse customer groups across the enterprise. Her specialties include: Relationship Management, Supplier Selection and Management, Project Management, Applications Management, Business Analysis, CoreClairty® Strengths Training, Team Building, People Development and Mentoring. She is currently based in Silicon Valley and is responsible for the IT integration of National Semiconductor and Texas Instruments.

Paige graduated from the University of New Mexico with a BBA/Business Computer Systems. She enjoys RV camping, hiking, kayaking, international travel and reading.



Gayle J Gibson

The chief staffer for the Chair of the Board and CEO of DuPont, Gayle assists the CEO with managing processes for various top leadership teams to work across businesses, functions, and regions for advancing core values and making progress on the company’s mission and strategic objectives. Gayle has held a variety of other roles in her 29 years at DuPont ranging from business management, revitalizing growth across a \$1.5 billion revenue global business, business strategy and market development, product development, supply chain, manufacturing supervision, R&D, and process engineering. She led business process improvement in both Europe and the U.S. in a variety of functional areas and was one of the first to deploy lean Six Sigma to growth within DuPont.

Gayle led BGLAD, DuPont’s BGLT employee network, for 4 years in which the company offered same-sex domestic partner benefits, added gender identity/expression to its non-discrimination statement and climbed to 100% rating on HRC’s Corporate Equality Index. It also hosted the first workshop on BGLTs at the Society of Women Engineer’s conference. Gayle has an international MBA from European University in Geneva, Switzerland and a B.S. in chemical engineering from Texas A&M University.



Shana Goffredi

“Each day you must simultaneously find your anchor and your wings.”

An Assistant Professor of Biology at Occidental College, Shana got her B.A. in Biology/Marine Science from the University of San Diego in 1993 and her Ph.D., in Ecology, Evolution, and Marine Biology, from UC Santa Barbara in 1998. She spends much of her time teaching undergraduate courses in Zoology and Microbiology, as well as guiding undergraduates in directed research projects. Despite being at a liberal arts college, there is still plenty of time for research on her favorite subject - beneficial interactions between bacteria and animals, including both deep-sea invertebrates and tropical insects. She spends free time with her partner Victoria, traveling the world, and doing yoga.



James Grywalski

Currently living in Columbus, Ohio, James works as a Technical Manager for Chemical Abstracts Service, a division of the American Chemical Society, which is the world's authority for chemical information. After receiving his B.S. in Computer Information Sciences from The Ohio State University in 1988, James has worked in the information technology field for several organizations in Ohio. He has held a number of technical and managerial positions in the software and product development areas including software programmer, project leader, software development manager, product manager and sales engineering.



David Hahn

“Be yourself; everyone else is already taken.”

- Oscar Wilde

Currently leading a group in Preformulation and Analytical Sciences at Merck Research Laboratories in Summit, New Jersey, Dave started his career as an Analytical Scientist at Upjohn in Kalamazoo, Michigan. After the Pharmacia & Upjohn merger, he spent 2 years at the legacy Farmitalia Carlo Erba R&D site in Nerviano, Italy where he worked primarily in Italian. The Pharmacia merger was completed while Dave was in Italy, and he returned to the legacy GD Searle site in Skokie, Illinois where he worked for about 2 years. After Pfizer purchased Pharmacia and closed the Skokie site, Dave spent a year with Biovail, a small drug delivery technology company, at their Chantilly, Virginia R&D site. He joined Schering-Plough (now Merck) in 2004. Dave has served the Merck Rainbow Alliance employee resource group in several roles, most recently as global co-president, and is currently involved in the Corporate Reputation/ Responsibility Task Force of the Merck LGBT Business Insights Roundtable. Dave received his B.A. in Chemistry from the University of Colorado, Boulder, and his Ph.D. in Analytical Chemistry from the University of Wisconsin-Madison.

Dave and his husband Alec live in New York City and enjoy life in the city, including going to plays and shows and having dinner with friends. Dave has always been interested in languages, and is currently learning Mandarin so that he can communicate better with his mother-in-law.



Ruth Ann Hendrickson

As vice president of Battelle’s Corporate Bids and Proposals (CB&P), Ruth Ann manages best-in-class proposal management resources that support Battelle’s global businesses in positioning for and succeeding in winning strategic, high-value contracts. She also teaches workshops on proposal development and management. Ruth Ann is a former member of Battelle’s Diversity Leadership Council and one of the co-founders of Prism, Battelle’s employee resource group for LGBT staff and allies.

Ruth Ann holds a Ph.D. in English from The Ohio State University. Prior to joining Battelle, she taught English literature and folklore. A native of West Virginia, Ruth Ann received her bachelor’s and master’s degrees from Marshall University. When she isn’t working, you can find her reading, digging in the garden, kickboxing in the gym, making paper in the basement, or putting acrylics on a canvas (she won’t call it painting!). She’s never far from a cup of coffee, and is, unashamedly, a confirmed optimist.



Bill Hendrix

“Be yourself; everyone else is already taken.”

- Oscar Wilde

The Field R&D Leader for the Coastal States, USA, Bill has been with Dow since 1989. He holds a Ph.D. in Entomology from Iowa State University and received degrees from the University of Arkansas and Clemson University. Since 2001, Bill has been a participant in GLAD (Gays, Lesbians and Allies at Dow) and was global leader from 2006-2011. During that time, Dow has maintained its 100% rating from HRC and has won awards from the International Gay and Lesbian Chamber of Commerce. Bill has testified before congress twice for LGBT equality in the workplace and was showcased in the PBS Special “In the Life” in

2011.

Bill and his partner, Gary, have been together since 1981 and were profiled for the documentary "Ordinary Couples—Extraordinary Lives" which examines the relationships of 16 long-term gay and lesbian couples. Bill serves on the National Advisory Board of Freedom to Work and as LGBT focal point for the Central Indiana United Way Diversity Leadership Circle. He also served on the board for six years at Indiana Youth Group, a United Way agency and nationally recognized resource for at-risk GLBTQ youth.



Andrew Hickam

“Everyone is a genius. But if you judge a fish on its ability to climb a tree, it will live its whole life believing that it is stupid.”

- Albert Einstein

Graduating from the University of Oklahoma in 2009 with a Bachelor’s Degree in Mechanical Engineering, Andrew works full time as a Mechanical Systems Designer at GE Aviation in Evendale, Ohio. He is also the secretary for the Aviation chapter of the GE GLBTA Alliance. The Alliance works to create an inclusive work environment at GE where gay, lesbian, bisexual, and transgender employees are visible, engaged, developed, and valued for driving business success.

In his free time, Andrew sings as a tenor with the Cincinnati Men’s Chorus, goes to weekly country line dancing, works out at the gym, and spends time with partner Ethan.



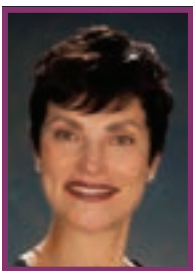
Janice Hicks

“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality tied in a single garment of destiny. Whatever affects one directly, affects us all indirectly.”

- Martin Luther King, Jr.

Holding a Ph.D. from Columbia University in Physical Chemistry, Janice was a postdoc at the University of Pennsylvania in physics and chemistry. She was a professor of chemistry at Georgetown University for ten years, where she carried out research on molecular surfaces utilizing laser-based nonlinear optical methods. She has been at the US National Science Foundation for 13 years, first as a program officer in chemistry and now as the Deputy of the Division of Materials Research. She has worked to broaden the participation of under-represented groups in the sciences and recently collaborated with Ron Buckmire to start an affinity group for LGBT employees at the NSF.

In her free time, Janice does yoga and loves to cook, hike and travel. She serves on the Vestry at St. Margaret’s Episcopal Church in Washington DC and will be studying part-time this fall at the Virginia Theological Seminary.



Mary Juhas

“No one can make you feel inferior without your consent.”

- Eleanor Roosevelt

The associate vice president for gender initiatives in STEMM (Science, Technology, Engineering, Mathematics and Medicine) at The Ohio State University, Mary facilitates the recruitment, retention and promotion of women faculty members from diverse populations in STEMM disciplines with a goal to increase the presence and success of women in those fields. She is active nationally and internationally in this regard. She also holds the appointment of clinical associate professor in the Department of Materials Science and Engineering. Mary is a co-principal investigator for Project CEOS (Comprehensive Equity at Ohio State), an ADVANCE program funded by the National Science Foundation; and Chair of the President’s & Provost’s Council on Women at Ohio State. She served a two-year rotation as the inaugural program director for Diversity and Outreach in the Directorate for Engineering at the National Science Foundation during 2006-2008 and is the chair of the Women in Materials Science and Engineering Committee of the Minerals, Metals, and Materials Society (TMS).

Mary earned a B.S. in Chemistry from Seton Hill University, a Master’s degree in Materials Science and Engineering from Carnegie Mellon University, and a Ph.D. in Materials Science and Engineering from the Ohio State University. She was a Chateaubriand postdoctoral fellow at the University of Paris, France and has held engineering research positions at Lawrence Livermore National Laboratory and Edison Welding Institute. Her technical interests are microstructure/property relationships in structural materials.

Mary’s husband is Dr. John Lippold, a professor in the Welding Engineering Program (MSE Department) at The Ohio State University.



Greater possibilities thrive on equal opportunity.

Simply put, the world is a more interesting place when people are free to be themselves. To share their diverse range of viewpoints. And to hone their unique skills. IBM has always believed that this diversity is not just a necessity, but our responsibility. That's why we respect and support a strong LGBT community, where everyone is encouraged to stand out instead of blend in. It's what propels us as a company. It's what makes us smarter.

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From Our Family to Yours



Diversity is the **Johnson & Johnson** Family of Companies

Johnson & Johnson is proud to sponsor and participate in the "Out to Innovate" conference. Best of luck to everyone!

At the Johnson & Johnson Family of Companies, our vision of diversity includes everyone—from our employees, to our suppliers, to our customers. Diversity is what makes us strong—and it's what keeps us uniquely qualified and energized as a resourceful and creative leader. At the Johnson & Johnson Family of Companies, our people are who we are.

Johnson & Johnson is:

- Ranked in the top 12 for overall diversity since 2009 (DiversityInc.)
- The 2011 Point Inspiration Award winner
- Rated 100% on the Human Rights Campaign Corporate Equality Index for the last 7 years
- Member of the Billion Dollar Roundtable for Supplier Diversity
- Proud to provide full transgender employee health benefits



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Elycia Lerman

“Collaborate, Contribute, Celebrate!”

With over 30 years of experience in operations spanning such disciplines as engineering, manufacturing, packaging, procurement, distribution, R&D, and project management, Elycia has spent the largest portion of her career supporting pharmaceuticals. She is currently the Director, Project Portfolio Management for the pharmaceutical supply chain of Janssen Pharmaceutical Companies of Johnson & Johnson. In the 24 years of her J&J career, Elycia has worked in six different operating companies, including spending a year on assignment in Belgium. Prior to Johnson & Johnson, Elycia spent five years as an Industrial Engineer for Charles of the Ritz, a cosmetics & fragrances company owned by ER Squibb. Elycia is a founding member of the GLOBAL, the Employee Resource Group serving the gay, lesbian, bisexual, transgender and allies of Johnson & Johnson and is currently serving as the Enterprise Co-Chair. Working with the Office & Diversity & Inclusion, she has helped to establish several mentoring programs within the company to nurture talent and foster inclusion.

Elycia received a B.S. Industrial Engineering from Pratt Institute in 1982, and an M.B.A from Rutgers Graduate School of Management in Marketing and International Business in 1990. She resides in Lambertville, New Jersey with her partner Anita, their daughter Sadie (14), foster son Dustin (27 and a recent graduate of Rutgers University), Woody, Dilly, Eddie and Smoky.



Jim Loftus

“You don't drown by falling into water; you drown by staying there.”
- Edwin Louis Cole

A Ph.D. Materials Science and Engineer (MatSE) graduate from Penn State, Jim is currently on the Senior Technical Staff at Owens Corning in Granville, OH. He sits on the MatSE External Advisory Board at Penn State and has been involved with helping graduate and undergraduate students for numerous years.

In his free time, Jim enjoys running (a late life runner, completing his first half-marathon at the ripe young age of 49), hiking, and is an avid photographer.



Bowen Marshall

“I believe that whenever we encounter a difficulty or hardship in life we have two choices. We can either choose to be bitter or better, and we have to choose to be better.”

A licensed mental health counselor and Ph.D. student in Higher Education Student Affairs at The Ohio State University, Bowen works to create environments that are more understanding and accepting of individuals from diverse backgrounds through staff development workshops, wellness coaching, and literacy and outreach initiatives through the Office of the Vice President for Student Life. His research interests are trauma, resiliency and their impact on student well-being and efficacy in school. He recently published his first paper on the clinical misperceptions of male sexual assault and rape and the impact it has on mental health treatment for men in the *Wisconsin Counseling Journal*.

In his free time, Bowen enjoys eating cupcakes, keeping up to date on popular culture, being a Columbus foodie, and adventuring in the out-doors.



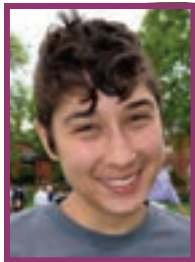
Theron McGriff

“When we stand up, we must know that we are standing up for everybody. Each of us needs to know, in fact, that we are rainbows in the clouds...for everybody.”

- Maya Angelou

A Performance Assurance Manager at the Idaho National Laboratory, Theron works at Battelle Energy Alliance. He holds a Bachelor's Degree in Chemistry and a Master's Degree in Hazardous Waste Management. Theron is a member of the Inclusion and Diversity Council at the Laboratory and is a founding member and current president of a local non-profit organization, Breaking Boundaries, that works to educate the Southeastern Idaho community on diversity & inclusion and supports underserved populations. He has received many honors for community service including the 2008 “President's Call to Service Award.”

A father of two, he has been an advocate for LGBT parental rights for a number of years, and in 2011, Theron and his partner were honored by the National LGBT Bar Association and the Lavender Law Association as “Pioneering LGBT Parents.” Now that their daughters are away at college, they have more time to enjoy traveling, work in the garden, and coordinate events for Breaking Boundaries.



Stephanie Miller

“To see progress, build visibility.”

Graduating from Mount Holyoke College in 2010 with a Bachelor’s Degree in Chemistry and a minor concentration in Queer Theory, Stephanie has conducted research internships with NASA and NIST, and is now beginning graduate studies in Biophysics at the University of Maryland College Park. Originally from Northampton, Massachusetts, Stephanie has worked with fellow community members and allies to further LGBTQ issues since 2004. She sat on the Trans Pride New England steering committee in 2008 and co-founded the Mount Holyoke College Coalition for Gender Awareness in 2010. Stephanie has carried a passion for advocacy into her career as a scientist, creating and facilitating the *Queer Science* workshop at the 2012 Queer Sexuality and Gender Conference at Hampshire College, and organizing a discussion panel addressing *Strategies for Navigating LGBT Identity in Science* at the 39th Annual Meeting of the National Organization for Black Chemists and Chemical Engineers in Washington D.C.



Ted Nielsen

“Every man is born an original, sadly most die copies.”

- Abraham Lincoln

A Solution Architect at ThoughtWorks, a leading custom software consultancy, Ted serves as a strategic advisor as well as a product and platform specialist in industries as diverse as telecommunications, retail, and education with members of the Fortune 50. A native of Chicago, Ted left the publishing industry in 2008 when he was the Managing Editor for an online cultural magazine. He has an AB from the University of Chicago in Classical Languages and Literatures, where his studies centered on the development of gender and identity in Roman literature.



Frank O’Brien-Bernini

“It takes courage to grow up and turn out to be who you really are.”

- E.E. Cummings

As vice president, chief sustainability officer of Owens Corning, Frank’s role encompasses global accountability for the company’s sustainability strategy development and implementation, including Environmental, Health & Safety (EH&S). In 29 years with Owens Corning, he has held various leadership positions, including most recently, vice president, chief R&D officer. Prior to joining Owens Corning, he ran a solar design/build firm. Frank is a frequent speaker on topics related to sustainability and has addressed multiple conferences, has been quoted in many industry reports/publications and currently serves on several Boards, including the National Association of Home Builders Leading Supplier Council and the Ohio Home Builders Association. He is also the Executive Sponsor for Owens Corning’s GLBTA Affinity Group and is an active advocate for GLBT matters.

An alumnus of one of the nation’s first interdisciplinary sustainability programs, “The Center for Resourceful Living” at North Adams State College, Frank went on to earn both a Bachelor’s degree in science and a Master’s degree in mechanical engineering from the University of Massachusetts, where his research focus was solar energy.



Victoria Orphan

“Look deep into nature, and then you will understand everything better.”

- Albert Einstein

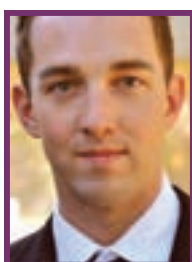
A Professor of Geobiology at the California Institute of Technology, Victoria’s research spans the fields of environmental microbiology, ecology, and biogeochemistry, focusing primarily on the microbial cycling of methane. She is committed to the study of microbial life on the planet, in particular understanding the cooperative partnerships formed between environmental microorganisms and their impact on global biogeochemical cycles. Victoria received her Ph.D. in Biology in 2001 from the University of California, Santa Barbara and was a National Research Council Postdoctoral Fellow at the NASA Ames Research Center before joining the Division of Geological and Planetary Science in 2004. In 2011 she received the Presidential Early Career Award in Science and Engineering (PECASE) and was awarded the 2012 Young Investigators prize by the International Society of Microbial Ecology for her contributions to the field. In her free time, she enjoys playing guitar, hanging out with the dog, and scuba diving with her partner.



Vallesha Parker

Born in Baltimore, Maryland, Vallesha is a graduate of the College of Notre Dame of Maryland. She received a Bachelor of Arts degree in Chemistry (2003) and has worked for Battelle Memorial Institute, Aberdeen, Maryland since 2005. Her work focuses on environmental vulnerability and material susceptibility analyses to chemical and biological agents.

As an LGBT (lesbian, gay, bisexual, and transgender) advocate, she is actively involved in her local community and a member of the executive board of Prism, the LGBT Employee Resource Group (ERG) for Battelle Memorial Institute. During her tenure, she has helped establish a STEM based scholarship for LGBT undergraduate and graduate students via NOGLSTP (National Organization of Gay and Lesbian Scientists and Technical Professionals), organize workplace LGBT educational forums, and advocate for LGBT-friendly workplace policies. She is a passionate advocate for promoting women and people of color in science, and has partnered with The After School Institute, Baltimore (TASI) to provide STEM education to these traditionally underserved populations.



Eric Patridge

“It is my deepest hope that all who lack the opportunity or the permission to enhance the future might find the strength to ignore dissent when it is misplaced, to defy popular thought when necessary, to establish their professional independence, and to build the confidence necessary to achieve constructive successes in all areas of life.”

- dedication, Eric’s dissertation

A research associate in biomedical engineering at the Yale Center for Molecular Discovery, Eric collaborates with a team to identify and engineer novel molecules for use in research and medicine. His scientific background crosses multiple disciplines and includes expertise in protein chemistry, medicinal chemistry, cancer pharmacology, enzymology, electrochemistry, bioinformatics, and high level computational modeling.

Aside from his scientific work, he is also Founder of *Out in Science, Technology, Engineering and Mathematics* (oSTEM) and currently serves as President of the national board. Eric holds a Bachelor’s Degree from Skidmore College with a dual major in Chemistry and Molecular & Cellular Biology, and a Doctorate in Integrative Biosciences (Chemical Biology) from the Pennsylvania State University.



Tonia Poteat

“When I use my strength in the service of my vision, it becomes less and less important whether I’m afraid.”

- Audre Lorde

A graduate of the Johns Hopkins University Bloomberg School of Public Health, Tonia received her Ph.D. in International Health this past August. She works full time as the Senior Technical Advisor for Key Populations in the Office of the Global AIDS Coordinator at the U.S. Department of State where she participates in the LGBT Task Force. The LGBT Task Force coordinates the activities of the State Department aimed toward improving human rights for LGBT people around the world. She is also adjunct faculty in the Department of International Health at Johns Hopkins School of Public Health.

When not traveling for work or pleasure, Tonia enjoys running, yoga, and meditation.



Jane Rigby

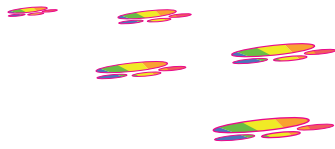
“Every atom in your body, except for the hydrogen, was formed inside stars. You’re part of the universe.”

An astrophysicist studying how galaxies and their central black holes have evolved over the history of the universe, Jane conducts her research using the Hubble, Spitzer, Chandra, and Herschel space observatories, as well as the Keck and Magellan observatories on Earth. She is an author on 60 peer-reviewed scientific articles, and is currently advising a graduate student and two postdoctoral fellows. She is a civil servant at the NASA Goddard Space Flight Center in Maryland, and serves as one of the Project Scientists for the James Webb Space Telescope, which will succeed Hubble. She blogs about scientific productivity and career development at AstroBetter.com.

In her free time, Jane enjoys windsurfing, gardening, and cooking with her wife.

ANOTHER STEP

in the right direction



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One step at a time.

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Donna Riley

“Be the bomb you throw.”
- Lesbian Avengers

An Associate Professor at Smith College, Donna is a founding faculty member in their Picker Engineering Program, the nation’s first accredited engineering program for women. Donna received her Ph.D. in engineering and public policy from Carnegie Mellon University and her B.S.E. in chemical engineering from Princeton University. Her NSF CAREER award (2005-2011) implemented feminist and critical pedagogies in engineering education. Donna’s books include *Engineering and Social Justice* (Morgan and Claypool, 2008) and *Engineering Thermodynamics and 21st Century Energy Problems* (Morgan and Claypool, 2012).

She is an Editor of the *International Journal of Engineering, Social Justice, and Peace* and Deputy Editor of the *Journal of Engineering Education*.

Donna’s work in the LGBTQ community has included campus activism at Princeton and CMU, actions with ACTUP and the Lesbian Avengers, and local and national leadership in Presbyterians for Lesbian and Gay Concerns and More Light Presbyterians. She works with LGBTQ students at Smith and continually seeks to broach conversation in the engineering education community regarding LGBT people and queer perspectives on engineering.



Theodore “TJ” Ronningen

*“There’s gotta be a song left to sing/
Cause everybody can’t of thought of everything/
One little drop of fallin’ rain/One little chance to try again.”*
- Gillian Welch, “One Little Song”

A principal research scientist with Battelle Memorial Institute, TJ works in a sensor systems group, performing laboratory and field research to develop new sensor technologies. He has worked on chemical and biological materials sensors for both security and industrial applications. At Battelle, TJ has served as co-chair of Prism, Battelle’s LGBT employee resource group. During his tenure, Prism worked with NOGLSTP to found the Out to Innovate™ scholarship program.

Outside of work, TJ enjoys reading, films and listening to music.



Amy A. Ross

*“I refuse to be intimidated by reality. What is reality, anyway?
Just a collective hunch!”*
- Lily Tomlin as Trudy the Bag Lady

A founding member of NOGLSTP, Amy has been an advocate for the LGBT community for nearly 30 years. During this time, she has presented numerous workshops and symposia on medical and scientific issues that relate to the LGBT community. In 2010, she organized and co-chaired the inaugural Out to Innovate™ career summit with Rochelle Diamond.

Amy is also a founding member of the University of Southern California Lambda LGBT Alumni Association and currently serves on the USC Alumni Association Board of Governors. She received her Ph.D. in Experimental Pathology from The Keck School of Medicine at USC and worked in cancer diagnostics and biotechnology for over 25 years.



Mark Spratt

A Senior Manager with Deloitte Consulting’s Human Capital practice, Mark has over 10 years of experience in helping media and technology companies integrate talent strategies with process, data analytics, and technology to improve their business performance.

Mark’s dual Master’s degrees in Public Administration and Social Work combined with practical experience in both government and industry have allowed him to successfully deliver comprehensive solutions for such clients as Google, Universal Music Group, The Walt Disney Company, Sun Microsystems, Genentech/

Roche, the State of California, the Kingdom of Saudi Arabia, Deutsche Bank, Southern California Edison, and Nissan Motors, among others.



Carl G. Streed Jr.

“If we are not at the table, we are certainly on the menu.”

A fourth-year medical student at the Johns Hopkins University School of Medicine, Carl came to medicine after a tortuous journey through biological chemistry at the University of Chicago, neighborhood anthropology at the Chicago Field Museum, clinical research management at the Howard Brown Health Center, and a stint as a bouncer at Sidetrack, Chicago’s largest gay bar. Since moving to Baltimore, Carl has been engaged in strengthening the LGBT community: revitalizing the Gertrude Stein Society for LGBT students, faculty, and staff of the Johns Hopkins Medical Institute; serving as a founding member of the Hopkins Network of LGBT Employees and Supporters; and advocating to add LGBT health to the curricula of the Schools of Medicine, Nursing, and Public Health.

Outside of school, Carl actively blogs for WebMD, serves on the Gay and Lesbian Medical Association board, is the National LGBT Policy and Liaison Coordinator for the American Medical Student Association, and serves on the GLBT Advisory Committee of the American Medical Association.



Katie Strickland

“Take time to be self-aware and take responsibility for your actions. Nobody should know you better than yourself. You should be the first person to acknowledge the good things you do, but this also means owning your mistakes.”

Based in Raleigh, North Carolina, Katie is a Diversity Relationship Representative for IBM Corporation. She has seven years of Human Resources experience and has earned the Professional in Human Resources (PHR) certification. She graduated from North Carolina State University in 2001 with a B.A. in Psychology. In her current role, she manages strategic external relationships to facilitate the hiring process for diverse candidates. She is a member of IBM’s LGBT employee resource group EAGLE (Employee Alliance for Gay, Lesbian, Bi-sexual, and Transgender Empowerment) and works closely with senior LGBT leadership on high priority initiatives.

In her spare time, Katie enjoys watching movies, cooking, and baking (and eating what she baked). She is a member of a local gaming group that meets monthly to play card, board, and video games. Wednesday nights will usually find her with her trivia team at a local restaurant.



Brynn Tannehill

Graduating from the United States Naval Academy in 1997 with a BS in computer science, Brynn went on to earn her aviator wings in 1999. She flew SH-60B helicopters and P-3C maritime patrol and reconnaissance aircraft during three deployments. Afterwards she spent a year at 5th Fleet Headquarters in Bahrain doing operations research analysis. Following the overseas tour, she completed her MS in operations research at the Air Force Institute of Technology. After graduation in 2008 she worked for Booz Allen Hamilton as a research analyst, working on such weapon systems as the F-22A, F-35, and MQ-X.

Brynn left the Naval Reserves in 2010 as a Lieutenant Commander. She finished transitioning in 2012, and currently works for L-3 Communications researching adaptive training systems for F-16 pilots. She lives in Xenia, Ohio with Janis, her wife of 12 years, and their children Eleanore, Kyra, and Liam.

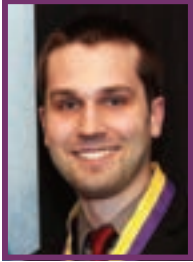


Amy Trangsrud

“You only have this moment, so remember what’s really important.”

Having recently completed a PhD in Physics at Caltech (after a B.A. in Physics at Princeton), Amy studied as a NASA Earth and Space Science Fellow while at Caltech, developing new telescope technologies to peer back in time and study the first fraction of a second after the Big Bang. Now, Amy works as a Systems Engineer at NASA’s Jet Propulsion Laboratory on more earthly projects related to climate science, fresh water management, and other matters of national priority.

Amy loves putting on some creaky boots and a backpack and taking off down a trail, as well as travelling, meditation, gardening, country dancing, hockey, handiwork, and learning new things. Amy was really lucky to find Lorelei, and they’ve been newlyweds for just over two years now.



Michael Waak

Your reality, sir, is lies and balderdash, and I am delighted to say that I have no grasp of it whatsoever!

- The Adventures of Baron Münchhausen

Having received his Bachelor's Degree in Water Resources from the University of Wisconsin - Stevens Point (UWSP) this past May, Michael is currently a graduate student pursuing a Master's Degree in Civil Engineering at the University of Minnesota - Twin Cities. While at UWSP, he served as President of the Gender and Sexuality Alliance (GSA), a student group working to increase LGBTQ visibility and acceptance on campus and in the Central Wisconsin community. Since 2008, the GSA's Safe Zone program has trained and educated hundreds of student leaders and university faculty/staff, including the Student Government Association and the Chancellor's Cabinet. In 2011, Michael received the Battelle/NOGLSTP Out to Innovate™ undergraduate scholarship.

Michael is an avid urban biker who also enjoys reading, cooking, and drinking coffee with friends.



Tom Waidzunus

"The dream of reason did not take power into account."

-- Paul Starr, sociologist,
The Social Transformation of American Medicine

With a B.S. in Electrical Engineering from the University of Texas at Austin, Tom worked in the semiconductor industry before returning to UT-Austin to complete a B.A. in Sociology/Philosophy, followed by a Ph.D. in Sociology/Science Studies from University of California, San Diego. He completed a postdoctoral fellowship at Northwestern University in the Science in Human Culture Program and has joined the faculty at Temple University in the Department of Sociology, where he teaches courses on sexuality and gender. Tom is currently working with colleague Erin Cech from Rice University on a study of the workplace experiences of LGBT professional scientists and engineers.

In his free time, Tom is exploring his new city of Philadelphia and plans to travel around the East Coast.



J. Taylor Wiegele

"A smooth sea never made a skillful mariner."

- English proverb


As a Packaging Development Engineer at The Clorox Company, Taylor works primarily on Hidden Valley Ranch packaging. Taylor joined Clorox in June of 2010 after receiving a B.S. in Chemical Engineering with an Emphasis in Applied Physical Science from the University of California at Berkeley. Prior to Clorox, Taylor served as the Chief of Staff for Berkeley Model United Nations, a 501(c) (3) non-profit organization. He also held positions as a Researcher at Lawrence Berkeley National Laboratory, a Process Engineering Intern at Goodrich Aerospace, and an Engineering intern at Willbros Engineering, Inc. Taylor serves on the Clorox Pride ERG Leadership Team and was an organizer and panelist/presenter at the 2011 Out&Equal Workplace Equality Summit. Taylor developed and launched Clorox's first marketing strategy for LGBT consumers and produced the Clorox "It Gets Better" video.

Taylor grew up in the suburbs of Kansas City and moved to the Bay Area for university in the fall of 2006. While most of his family remains scattered throughout the Midwest, he thoroughly enjoys everything the Bay Area has to offer. After 4 years living in Berkeley, Taylor moved to San Francisco in August 2010. Aside from ranch dressing and LGBT rights issues, Taylor is an NPR aficionado and loves exploring the Bay Area nearly as much as a political debate on CNN. He also enjoys hiking, swimming, and soccer.





Timothy Wilson

Receiving Bachelor's (1985), Master's (1987), and Doctoral (1994) degrees in Electrical Engineering and Computer Science from the Massachusetts Institute of Technology, Tim joined the faculty of Embry-Riddle Aeronautical University, Daytona Beach, Florida, in fall 2000, having previously taught at the University of Memphis. In spring 2010, he was appointed Chair of ERAU's new Department of Electrical, Computer, Software, and Systems. Tim's research focuses on Unmanned Aircraft Systems (UAS). He serves on the Board of Directors of the National Organization of Gay and Lesbian Scientists and Technical Professionals and is that organization's representative to the National Engineers Week Foundation's Diversity Council. He led efforts resulting in ERAU's offering domestic-partner benefits and previously served as advisor to GALBA. He and his partner of fifteen years, Mack McKinley, an Environmental Engineer, live in Debary, Florida.



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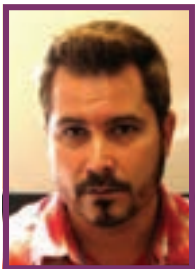


Robert “Rocky” Young

*"What I hear, I forget ... What I see, I remember ...
What I do, I understand"*

An expert on Cybersecurity (CYB3RSEC), Information Assurance (IA) and Information Operations (IO), Rocky has presented widely on CYB3RSEC/IA issues, challenges related to the security of wireless/mobile devices, Cloud/Virtual Networks, the Cyber Workforce, network/systems security principles, safeguards, and practices. In his present Pentagon position, he is supporting the Secretary of Defense, as the Director, Cybersecurity, Information Assurance, Outreach (CIAO) and Mobile Device Security Division, Office of the DoD Chief Information Officer. Rocky has been a professor at National Defense University since 2002. Prior to that, he was Chief of 11th Wing Information Assurance Office, Air Force District of Washington, providing policy guidance, technical support, and security oversight of communication, computers, and classified emissions.

He retired from the USAF after serving on active duty for 21 years, starting out by enlisting at seventeen from the Upper Peninsula of Michigan. In the beginning of his career he served in the Middle East/Desert Storm, then mid-career he was selected to serve the White House as Aircrew and ultimately finished up his military career as a Commissioned Federal Medical Officer. He continues to serve as a volunteer in that capacity with the Wounded Warrior Program at the Walter Reed National Military Medical Center in addition to teaching Masters-level Cybersecurity courses at the University of Maryland and Syracuse University.



Jason Yovandich

"You must learn, follow and respect the rules before bending, breaking or changing them."

After attending Texas A&M University for his undergraduate degree in Microbiology, Jason then received his Ph.D. in Cellular and Molecular Biology from Baylor College of Medicine in 1997. His training is in the development and translation of biologic therapeutics and gene medicines. He has worked the past 12 years for the National Institutes of Health at the National Cancer Institute as a project manager and research grant administrator.

Jason lives in Frederick, Maryland, with his partner of 10 years. They love to travel whenever and wherever they can.

Presenting the Battelle/NOGLSTP 2012 Out to Innovate™ Scholarship Recipients



The undergraduate scholarship recipient, **Malakai Ryker**, will be a senior at the University of Minnesota-Twin Cities in the fall, majoring in Clinical Laboratory Science. After a rough start in family life and his early academic career, Kai found some safe space at University of Wisconsin-River Falls (UWRF), and transitioned from female to male. He has maintained a high GPA, making the Dean’s list for the last three years. Kai’s volunteer activities both at UWRF and in the LGBTQA community have been numerous and fruitful. Kai was the Gay Student Alliance Co-chair at UWRF, member of the Trans Support Group, and spoke on intersex conditions among other activities. A role model for facing adversity and breaking out of the downward spiral, Kai has worked hard as a visible leader and has been successful at building a community on campus. Kai has been awarded the Diversity Organization Coalition Award for Academic Achievements and Contributions to Campus Community at UWRF.



The graduate scholarship recipient, **Carl Streed, Jr.**, graduated with a BS in Biochemistry and a BA in Chemistry with Honors at the University of Chicago. Now attending Johns Hopkins University School of Medicine, Carl expects to complete his MD in 2013. Among his many honors, Carl has received the 2012 American Medical Student Association James Slayton Leadership Award for Leadership Excellence and in 2011, the Erickson-Zoellers Point Foundation Scholarship and the Johns Hopkins University Diversity Leadership Award. He has held a number of positions on research teams at Johns Hopkins as well as Clinical Research Coordinator for Howard Brown Health Center and numerous pharmaceutical clinical studies. Carl is presently a student blogger for WebMD LLC Medscape.com for “The Differential.” Carl currently sits on the Gay and Lesbian Medical Association Board and is co-chair of their student/trainee Committee; National LGBT Policy Coordinator and Task Force Member of the American Medical Student Association.

Presenting the 2012 NOGLSTP Recognition Award Recipients

The NOGLSTP Recognition Awards were established as a means of identifying, honoring, and documenting the contributions of outstanding GLBT science, engineering and technology professionals, as well as corporations, academic institutions, and businesses that support GLBT professionals in the fields of science and technology.

GLBT Scientist of the Year Award

This award is reserved for the GLBT Scientist who has made outstanding contributions to their field, and recognizes the awardee for sustained contributions in design, management, or research.

Martin Lo, Ph.D.

Working in the aerospace field since 1980, Dr. Lo is currently in the Instrument Software and Science Data Section, High Capability Computing and Modeling Group at the Jet Propulsion Laboratory, Caltech. Dr. Lo's research interests are in nonlinear astrodynamics and dynamical astronomy with applications to space mission design. He is also interested in the analysis of high dimensional data using differential geometric and topological methods, the goal of which is to use advanced mathematics and computation to support the exploration and development of space and to create new capabilities for new types of space missions to explore the universe and extend human presence in space. Dr. Lo has received numerous NASA Achievement Awards and published over 50 papers in his field. While investigating the existence of low energy trajectories between planets with a student, he used invariant manifold theory from dynamical systems to discover the fact that the Solar System is actually connected from one end to the other by ultra-low energy trajectories forming an end-to-end transportation system travelled by the comets and asteroids since the creation of the Solar System. Dr. Lo has named this system the "Interplanetary Superhighway" which will ultimately make space travel simpler. Using this research, he is able to explain the unusual orbits followed by the Jupiter Family of Comets that often become temporarily captured, as in the Shoemaker-Levy 9 that crashed into the planet Jupiter. Dr. Lo lives in Altadena, CA with his partner of 31 years and their adopted cat.

GLBT Engineer of the Year Award

This award is reserved for the GLBT Engineer who has made outstanding contributions to their field, and recognizes the awardee for sustained contributions in design, production, management, or research.

Charles W. Lickel

Mr. Lickel was formerly Vice President of Software Research at IBM. Currently retired, he joined IBM in 1978 and held many prominent positions within their software divisions. Prior to joining IBM Software Research in 2005, Mr. Lickel was Vice President for systems software and storage development for IBM's Systems & Technology Group, leading a team of over 8,000 people. In that role, he was responsible for all storage systems product development, disk and tape storage systems, storage software and products for network attached storage (SAN and NAS), as well as UNIX (AIX and Linux Technology Center) and software development for IBM eServer zSeries, iSeries and xSeries families of products. Mr. Lickel is a senior fellow of the American Leadership Forum in Silicon Valley; serves on Out and Equal's Board of Directors, sits on the advisory boards of The Guidance Center, SUNY Albany, Pace University and the NJ Institute of Technology, and is a member of the Human Rights Campaign. Recognized as a leader of diversity within IBM, he was appointed the co-chair of the corporation's Gay, Lesbian, Bisexual and Transgender (GLBT) corporate diversity task force in 1998. In 2001, he was honored as one of the "Gay Financial Network 25" for his effectiveness in shaping a diversity-friendly climate at work, as well as for service as a role model in business leadership. Mr. Lickel currently lives in Tarrytown, NY with his partner.

GLBTA Educator of the Year Award

This award is reserved for the GLBTA Educator who has enabled significant growth for GLBT students in science or technology – through teaching, counseling, advocacy, role modeling, or other educational roles.

Dr. Mark Pope

The Professor and Chair since 1997 of the University of Missouri, St Louis Division of Counseling and Family Therapy, Dr. Pope is a licensed Psychologist and has authored over 100 scholarly publications with much of his research focused on career development and LGBTQ issues. Dr. Pope's scholarly work has contributed greatly to the multicultural and social justice counseling movement. He has illuminated the diversity which exists within LGBTQ communities, and has served to greatly expand a generation of counseling psychologists, counselors, and other mental health professionals' understanding of LGBTQ issues in counseling and psychotherapy through workshops and mentoring. Dr. Pope has served as President of the American Counseling Association (ACA) and was ACA's first openly gay President. He was instrumental in advancing the inclusion of LGBTQ issues into the multicultural discourse of the profession. His presence in ACA as an openly gay man has served as a role model for other psychologists and counselor educators who were reluctant to be themselves in their places of higher learning and/or employment. Dr. Pope was recently elected President of the American Psychological Association's Division 44, which is the Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues.

Walt Westman Award

Named after one of NOGLSTP's founders, this award is the highest national award given to a NOGLSTP Member who has shown dedication and commitment to the advancement of NOGLSTP's mission. This prestigious award recognizes the unselfish and outstanding contributions of the honoree, whose activities — carried on continuously over a period of years — have brought honor and esteem to the Organization by their very character. He or she symbolizes, as did Walt Westman, the ideal role model to GLBT engineers and scientists today by preaching aloud that "it can be done."

Amy A. Ross, Ph.D.

Dr. Amy Ross has been active in the LGBTQA community for over 30 years. She was a founding member of Los Angeles Gay and Lesbian Scientists and an early member of NOGLSTP. She has presented innumerable workshops and symposia on medical and scientific issues that relate to the LGBT community, many of them sponsored by NOGLSTP. In addition she has been instrumental in putting together the NOGLSTP Mentoring Program and MentorNet Affiliated Plus Partnership Program for NOGLSTP serving the role as coordinator since its inception and mentoring young people in the program. She has represented and acted as spokesperson for NOGLSTP at many professional society meetings, staffing booths and receptions. Most recently she has co-chaired and coordinated both of NOGLSTP's Out to Innovate™ Summits for LGBTQA people in science, technology, engineering, and mathematics. Flying across the country on behalf of NOGLSTP, she has secured funding for the summits talking to sponsors and helping to write grants on NOGLSTP's behalf. Dr. Ross's unselfish and outstanding contributions of time, her generous personal contributions, and her tireless efforts on NOGLSTP's behalf over many, many years have brought NOGLSTP the recognition that now accounts for much of the organizations success over the last few years.



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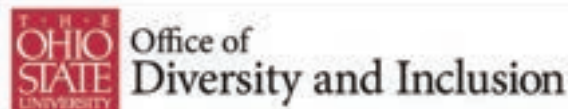
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