

Positions Held

2001 - 2003 Assistant Professor, Industrial Engineering, University of Washington, Seattle (UW)
 2003 – 2015 Program/Research Manager, ADVANCE Center for Institutional Change (CIC), UW
 2015 – present Director, ADVANCE CIC, UW

Education

University of Michigan, Ann Arbor campus: *Ph.D., Industrial and Operations Engineering*, May 2001
 (Advisor: John R. Birge), and *M.S., Industrial and Operations Engineering*, May 1997

University of Nebraska-Lincoln: *B.S., Mathematics*, May 1995, Highest Distinction, Honors, Phi Beta Kappa

Honors

1993 – 94 University of Nebraska-Lincoln (UNL) Outstanding Female Student Leader Award
 1995 UNL College of Arts and Sciences Outstanding Senior Student Leader
 1995 – 98 General Dynamic Fellowship, University of Michigan College of Engineering
 1999 University of Michigan College of Engineering Distinguished Leadership Award
 2004 University of Nebraska Outstanding Young Alumni Award
 2007 University of Washington College of Engineering Professional Staff Innovator Award
 2012 University of Washington David B. Thorud Leadership Award
 2017 Women in Engineering ProActive Network (WEPAN) Inclusive Culture and Equity Award
 2021 Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring

Federal Funding

1. R25 competitive renewal BRAINS: Broadening the Representation of Academic Investigators in NeuroSciences. National Institute for Neurological Diseases, National Institutes of Health. \$1,349,944. 2/22 – 11/26. PI: Sheri Mizumori, Co-investigators: **Joyce Yen**, Claire Horner-Devine. Grant #: 2R25NS094094-06
2. R25 competitive renewal BRAINS: Broadening the Representation of Academic Investigators in NeuroSciences. National Institute for Neurological Diseases, National Institutes of Health. \$1,311,826. 12/16 – 11/21. PI: Sheri Mizumori, Co-investigators: **Joyce Yen**, Claire Horner-Devine. Grant #: 1R25NS094094
3. Women Achieving Tenure-Track Success: Strategies to Enable Community-based Retention. National Science Foundation. \$899,734. 8/15 – 8/20. PI: **Joyce Yen**. Co-PI: Eve Riskin, Claire Horner-Devine. Grant #: 1500310
4. BPE Travel: Funding Women Engineers to Attend the National LATTICE Symposia, National Science Foundation. \$29,988. 3/15 - 2/20. PI: **Joyce Yen**. Co-PI. Eve Riskin. Grant #: 1700596
5. LEAD-it-Yourself!. National Science Foundation. \$836,653. 9/13 – 8/19. PI. Eve A. Riskin. Co-PI: **Joyce Yen**, Jan Spyridakis. Grant #: 1310305
6. BRAINS: Broadening the Representation of Academic Investigators in NeuroSciences. National Institute for Neurological Diseases, National Institutes of Health. \$1,350,000. 9/11 – 8/17. PI: Sheri Mizumori, Co-investigators: **Joyce Yen**, Ana Mari Cauce. Grant #: R25NS076416
7. Collaborative Research for the ADVANCE Leadership Award: Women Evolving Biological Sciences - WEBS Symposium for early career female scientists. National Science Foundation. \$327,785. 11/06 – 10/11. PI: Claire Horner-Devine, Co-PI: **Joyce W. Yen**. Grant #: 0545273
8. Transforming Engineering Through PEERS: Building a Better Experience for Underrepresented Students. National Science Foundation. \$999,974. 4/09 – 3/14. PI: Phyllis Wise, Co-PI: **Joyce W. Yen**, Eve A. Riskin, Sapna Cheryan, and Sheryl Burghstahler. Grant #: 0833338
9. Collaborative Research: Workshop Support for Women Evolving Biological Sciences. National Science Foundation. \$11,264. 9/10 – 8/12. PI: Claire Horner-Devine. Co-PI: **Joyce Yen**. Grant #: 1044506
10. National Leadership Development Workshops for Science, Engineering, and Mathematics Department Chairs. National Science Foundation. \$500,000. 9/15/06 – 9/15/09. PI: Ana Mari Cauce, Co-PI: **Joyce W. Yen** and Eve A. Riskin. Grant #: 0619159

11. Funding Computer Scientists to Attend the On-Ramps into Academia Workshop. National Science Foundation (Broadening Participation in Computing) \$10,000. 8/09 – 7/10. PI: Eve A. Riskin, Co-PI: **Joyce W. Yen**. Grant #: 0819407
12. ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) Award: On Ramps into Academia. National Science Foundation. \$569,002. 9/08 – 9/11. PI: Eve A. Riskin, Co-PI: **Joyce W. Yen**, Ana Mari Cauce, Matthew O'Donnell, and Suzanne Brainard. Grant #: 0819407
13. ADVANCE Institutional Transformation Award. National Science Foundation. \$3,750,000. 10/01 – 9/07. PI: Ana Mari Cauce. Co-PI: Eve A. Riskin, Suzanne G. Brainard, **Joyce W. Yen**, Nancy Barcelo, David Hodge, and Ronald S. Irving. Grant #: 0123552

Non-federal Funding

1. The BRAINS Directory: An Assessment and Development Project to Address Networking Needs of Neuroscientists from Underrepresented Groups and Facilitate Connections with External Partners. Alfred P. Sloan Foundation. \$145,644. 8/20 – 12/21. **PI: Joyce Yen**
2. Interrupting Bias in the Faculty Search Process: A Film and Facilitation Guide. Henry Luce Foundation. \$13,752. 1/15/10 – 7/15/11. **PI: Joyce W. Yen**, Co-PI: Coleen Carrigan.
3. National Leadership Development Workshops for Science, Engineering, and Mathematics Department Chairs: A Pilot Program. Alfred P. Sloan Foundation. \$44,825. 11/01/04 – 12/31/06. PI: Eve A. Riskin Co-PI: **Joyce W. Yen**
4. Air Traffic Flow Management Under Temporary Capacity Constraints. The Boeing Company. \$918,000. Original dates: 9/01 – 8/06, however grant terminated in 2003 due to insufficient funds from Boeing team. Co-PIs: Zelda B. Zabinsky and **Joyce W. Yen**

Diversity and Inclusion in STEM Publications

1. Carrigan, C., O'Leary, K., Riskin, E., **Yen, J.**, & O'Donnell, M. (2017). On-ramping: Following women scientists and engineers through their transition from nonacademic to faculty careers. *Journal of Technology Transfer*, 42, 98–115. <https://doi.org/10.1007/s10961-015-9460-5>
2. Cheryan, S., **Yen, J.**, & Muszkiewicz, L. (2020, July 3). #17: "Keeping Distance Learning in Place" in How to Re-design the World for Coronavirus and Beyond. *Politico Magazine*. <https://www.politico.com/interactives/2020/magazine-friday-cover-redesigning-the-world-coronavirus/>
3. Edwards Lange, S., & **Yen, J. W.** (2005, June). Toolkits for retention and recruitment: Utilization and outcomes. *ASEE 2005 National Conference Proceedings*. American Society for Engineering Education Annual Meeting, Portland, OR.
4. Horner-Devine, C., Margherio, C., Mizumori, S. J., & **Yen, J.** (2017, May 18). *Peer Mentoring Circles: A strategy for thriving in science*. Research in Progress Blog. <http://blogs.biomedcentral.com/bmcblog/2017/05/18/peer-mentoring-circles-a-strategy-for-thriving-in-science/>
5. Horner-Devine, M. C., Carrigan, C., Grant, C., Margherio, C., Mizumori, S. J. Y., Riskin, E., Simmons Ivy, J., & **Yen, J.** (in press) Peer coaching circles for ongoing faculty development. In S. M. Linder, C. Lee, & K. High (Eds.), *The Handbook of STEM Faculty Development*. Information Age Publishing.
6. Horner-Devine, M. C., Gonsalves, T., Margherio, C., Mizumori, S. J., & **Yen, J. W.** (2018). Beyond hierarchical one-on-one mentoring. *Science*, 362(6414), 532–532. <https://doi.org/10.1126/science.aav7656>
7. Horner-Devine, M. C., **Yen, J.**, Mody-Pan, P. N., Margherio, C., & Forde, S. (2016). Beyond traditional scientific training: The importance of community and empowerment for women in ecology and evolutionary biology. *Frontiers in Ecology and Evolution*, 4, 119. <https://doi.org/10.3389/fevo.2016.00119>
8. Margherio, C., Horner-Devine, M. C., Mizumori, S. J. Y., & **Yen, J. W.** (2016). Learning to Thrive: Building Diverse Scientists' Access to Community and Resources through the BRAINS Program. *CBE—Life Sciences Education*, 15(3). <https://doi.org/10.1187/cbe.16-01-0058>
9. Margherio, C., Horner-Devine, M. C., Mizumori, S. J. Y., & **Yen, J. W.** (2020). Connecting counterspaces and community cultural wealth in a professional development program. *Race Ethnicity and Education*, 1–21. <https://doi.org/10.1080/13613324.2020.1798378>
10. Quinn, K., **Yen, J.**, Riskin, E., & Lange, S. E. (2007). Leadership development workshop for department chairs: A model for enabling family-friendly cultural change. *Change: The Magazine of Higher Learning*, 39(4), 43–47.

11. Riskin, E. Lange, S. E., Quinn, K., **Yen, J. W.**, and Brainard, S. G. (2007) Supporting Faculty during Times of Transition. *Transforming Science and Engineering: Advancing Academic Women*, edited by Abigail J. Stewart, Janet E. Malley, and Danielle Lavaque-Manty, University of Michigan Press. 116-130.
12. **Yen, J.** (2008, March). Mentoring-for-Leadership Lunch Series for Women SEM Faculty. *Journal about Women in Higher Education*.
13. **Yen, J.** (2019a, November 14). Advancing diversity, equity, and inclusion is a leadership issue for all of us. *PLOS Collections*. <https://collectionsblog.plos.org/advancing-diversity-equity-and-inclusion-is-a-leadership-issue-for-all-of-us/>
14. **Yen, J.** (2019b). De-biasing the evaluation process of in-person review panels for a postdoctoral fellowship. *Nature Astronomy*, 3, 1041–1042. <https://doi.org/10.1038/s41550-019-0835-7>
15. **Yen, J.**, Margherio, C., Riskin, E., Peil, B., Carrigan, C., Ivy, J., & Horner-Devine, C. (2020, November). Last Word—Diversity and Inclusion Begin With Trust. *PRISM*. <http://www.asee-prism.org/last-word-nov-7/>
16. **Yen, J.**, Riskin, E. A., Margherio, C., Spyridakis, J. H., Carrigan, C. M., & Cauce, A. M. (2019). Promoting gender diversity in STEM faculty through leadership development: From local and national leadership workshops to the online LEAD-it-Yourself! Toolkit. *Equality, Diversity, and Inclusion*, 38(3), 382–398. <https://doi.org/10.1108/EDI-09-2017-0181>
17. **Yen, J. W.**, Horner-Devine, M. C., Margherio, C., & Mizumori, S. J. Y. (2017). The BRAINS Program: Transforming Career Development to Advance Diversity and Equity in Neuroscience. *Neuron*, 94(3), 426–430. <https://doi.org/10.1016/j.neuron.2017.03.049>
18. **Yen, J. W.**, & Loving, C. J. (2005, June). The Cross Department Cultural Change Program at the University of Washington. *ASEE 2005 National Conference Proceedings*. American Society for Engineering Education Annual Meeting, Portland, OR.
19. **Yen, J. W.**, Quinn, K., Carrigan, C., Litzler, E., & Riskin, E. A. (2007). The ADVANCE Mentoring-For-Leadership Lunch Series of Women Faculty In STEM At The University Of Washington. *Journal of Women and Minorities in Science and Engineering*, 13(3), 191–206. <https://doi.org/10.1615/JWomenMinorScienEng.v13.i3.10>

Selected Workshops and Presentations

1. “Putting diversity, equity, and inclusion into action in the science philanthropic sector: research, data, and best practices” for members of the Science Philanthropy Alliance. Nov. 2019 (Los Alto, CA; host: Heising-Simons Foundation), Oct. 2020 (Virtual; host: Simons Foundation).
2. “Your leadership role in advancing diversity, equity and inclusion” Keynote address. *RosettaCon*. August 2019. Leavenworth, WA.
3. “Bias and women’s participation in STEM.” Invited speaker. *European Cooperation in Science and Technology genderSTE meeting: Empowering women and advancing gender in research and innovation*, May 2014. Heraklion, Crete, Greece.
4. “Making Good Decisions or Avoiding Unconscious Bias” and “Who me? Leadership, Implicit Bias, and the Impact of Women and Minorities.” Workshops delivered to *Council of Colleges of Arts and Sciences New Dean and New Chair seminars*. July 2010, Oct. 2011, July 2013. Various locations.