

Biographical Sketch of Donna Milgram – Must have permission to use in Proposals

A. PROFESSIONAL PREPARATION

University of Pennsylvania; Philadelphia, PA; B.A. cum laude in Political Science (1982)
Women's Research Education Institute; Washington, DC; Congressional Fellowship on Women and Public Policy with the Honorable Congresswoman Morella (1990-1991)
University of Maryland at Baltimore; Valedictorian; Masters in Social Work (1988-1991)

B. APPOINTMENTS

1994-Present: National Institute for Women in Trades, Technology & Science (IWITTS), Alameda, CA

Founder and Executive Director

Overall responsibility for all aspects of institute, managing personnel, budget, marketing, coordinating all internal and external projects, public relations, hosting webinars on women and STEM, keynote presentations, and leading online and face-to-face WomenTech Educators Trainings.

2020- Present, Recruiting and Retaining Women in STEM Consultant, Trainer, Coach

IWITTS current focus is to bring its successful WomenTech model to other systems and customize it to their career pathways and ecosystems to accelerate outcomes. Clients include Texas State Technical Colleges, Leeward School District (HI) and multiple community colleges in North Carolina. Many of these schools have pioneered online women and STEM recruitment strategies during the Pandemic. Rowan Cabarrus Community College went from 43 women to 71 in 3 months using these strategies at a time overall enrollment in the school was down 10%.

2014-2019: PI, National Online WomenTech (NOW) Project

NOW Project's focus was on bringing effective team-based WomenTech Educators Online Training and Follow-up Support to a wider audience of 2-year colleges in national ATE network. Outcome: 17 of 20 community colleges had increases in female enrollment. 3 Supplemental Awards extended the grant including 10 in-depth Case Studies which are on iwitts.org.

2011-2016: PI, CalWomenTech Scale Up Project

Scale-up of CalWomenTech Project by converting in-person professional development to online. 6 of the 10 case studies funded in the NOW Project were from schools that participated in the online version of the WomenTech Training & Coaching.

2006-2011: PI, CalWomenTech Project

This successful Project was highlighted by NSF following an expert panel review at the 3 year mark for demonstrating significant achievement and program effectiveness to the Committee for Government Performance and Results Act (GPRA) Performance Assessment.

2004-2005: Recruiting and Retaining Women in STEM Consultant and Subcontractor

- NSF ATE Centers - WomenTech training on recruiting/retaining women
- Girls Inc. - NSF ITEST Project on how to recruit female mentors in STEM
- Channel Islands Univ. - Developed online curriculum for recruiting women to STEM

1999-2003: PI, WomenTech Project, NSF Grant

Oversaw 3-year national project at 3 community college demonstration sites. Doubled number of females in technology at Community College of Rhode Island. Developed womentechworld.org.

1997-1999: PI, School-To-Work: Women in Science, Engineering & Math (SEM), NSF Grant

Produced teacher training video "School-to-Work: Preparing Young Women for High Skill, High Wage Careers." Field-tested with NC School-to-Work Office/Dept. of Public Instruction.

1995-1997: Project Director, New Workplace for Women Project

Provided intensive, customized technical assistance to eight employers on recruitment, training, and retention of women (emphasis on Hispanic women). U.S. Department of Labor funding.

C. PRODUCTS

Selected Publications:

- 1) D Milgram. (2017) "Broadening Participation of Female Students in STEM: Significant Outcomes in Less Than One Year" *In American Society for Engineering Education (ASEE) 2017 Annual Conference Proceedings Held in Columbus, OH 25-28 June 2017.*

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- 2) D Milgram. (2015) "Gender Evaluation Strategies: Improving Female Recruitment and Retention in ATE Projects." *EvaluATE Center Blog*. [Retrieved September 3, 2015] Retrieved from: http://www.evaluate.org/blog/milgram_jan15
- 3) D Milgram. (2011) "How to Recruit Women & Girls to the STEM Classroom." *Technology and Engineering Teacher Magazine*, 4-11. (Winner of Reader's Choice Award at International Technology and Engineering Educators Association's 2013 Conference)
- 4) D Milgram. (2011) "Turning Limited Resources into Increased Recruitment & Retention of Female Students in Technology Programs." *In American Society for Engineering Education (ASEE) 2011 Annual Conference Proceedings Held in Vancouver, BC 26-29 June 2011*.
- 5) D Milgram. (2010) "CalWomenTech Project: Recruiting and Retaining Women in Technology Programs." *In American Society for Engineering Education (ASEE) 2010 Annual Conference Proceedings Held in Louisville, Kentucky, 20-23 June 2010*.
- 6) D Milgram. (2010) "The CalWomenTech Project: Using Surveys to Inform Retention Strategies of Female Technology Students." *In Setting Sail for the Future: Proceedings of the Joint WEPAN/NAMEPA Conference Held in Baltimore, MD 12-14 April 2010*.
- 7) D Milgram. (2009) "CalWomenTech Project: Increasing Recruitment & Retention of Female College Students in Technology Courses." *In Center Stage: Effective Strategies for Recruitment and Talent Development: Proceedings of the Women in Engineering ProActive Network (WEPAN) Conference Held in Austin, TX 17-19 June 2009*.

Selected Presentations:

- Presenter, National Institute for Cybersecurity Education (NICE), US Department of Commerce, on "Increasing Women in Cybersecurity" (2018, 2020).
- Presenter, CyberSmart Summit: Cybersecurity Skills & Workforce Development Summit, Canada "Increasing Women in Cybersecurity" (2019).
- Presenter, Advisory Committee of the Education Human Resources Division of NSF on "Increasing Participation of Women in the Skilled Technical Workforce" (2017).
- Presenter, Advisory Meeting, STEMConnector, Broadening Participation in STEM Higher Education: Industry's Vital Role, on "Increasing Participation of Women in the Skilled Technical Workforce" (2017).
- Presenter, HI-TEC Conference, "More Women in Advanced Technology: How to" (2015)
- Panelist on "Equity and Access in STEM Education", *Moving STEM Forward in the Career, Technical and Adult Education Symposium* invitation only, hosted by the Office of Career, Technical and Adult Education (OCTAE), U.S. Department of Education for 50 top education leaders (2014).
- Panelist, Massachusetts Institute of Technology (MIT) *Challenging Technical Privilege Symposium* (2014).
- Panelist on *Live American Association of University Women (AAUW) Webcast for Release of Research Report* (which lists Ms. Milgram's CalWomenTech Project as 1 of 3 model projects): "Women in Community Colleges: Access to Success" (2013).
- Congressional Testimony for School-to-Work Opportunities Act: Provided expert testimony on women and girls in technology to the House and Senate Subcommittee (1994).

D. SYNERGISTIC ACTIVITIES

- PI, National Online WomenTech (NOW) Project: Bringing team-based WomenTech Educators Online Training to more 2-year college educators and disseminating evidence-based strategies on recruiting and retaining more female students in STEM (and retaining more male students).
- PI, CalWomenTech Scale Up Project: Developed WomenTech Educators Online Training.
- PI, CalWomenTech Project: 6 of 7 community colleges had increases in female enrollment in targeted introductory STEM courses and 4 colleges increased both female and male retention. "CalWomenTech Survey of Female Technology Course Students" instrument was developed and administered to female students in targeted STEM courses at 7 community colleges.
- NSF WomenTech Project: Doubled number females in technology (Community College of RI).