INSTITUTE DIVERSITY, EQUITY, AND INCLUSION
FACES OF INCLUSIVE EXCELLENCE
2021
Institute Diversity, Equity, and Inclusion is proud to publish *Faces of Inclusive Excellence*. The publication recognizes a diverse group of faculty, staff, and students who are committed to advancing a culture of inclusive excellence at Georgia Tech and who have distinguished themselves in their research, teaching, and service.

Each year, *Faces of Inclusive Excellence* is distributed at Georgia Tech’s Diversity Symposium.

Congratulations to this year’s honorees — the real faces of inclusive excellence.
All honorees featured in *Faces of Inclusive Excellence* share one thing in common: They epitomize excellence in their research, teaching, leadership, and service or have been honored and otherwise recognized by their peers within their respective fields of endeavor.

When you dive deeper to explore the source of Georgia Tech’s greatness, you discover that this diverse group of faculty, staff, and students reveals the true faces of inclusive excellence.

We are pleased to honor them by recognizing their accomplishments here. Their perspectives and achievements contribute to our culture of excellence in all its forms, and we look forward to celebrating their successes as we work together to continue building an inclusive community at Georgia Tech.

—Archie

*Archie W. Ervin*

Vice President

Institute Diversity,

Equity, and Inclusion
Dear Honorees:

Congratulations on your exemplary contributions to Georgia Tech and your leadership in building a more inclusive community where people of all backgrounds can thrive.

As one of the leading technological universities in the nation, we have a unique opportunity — and a responsibility — to lead by example in expanding access. Our history has demonstrated that our ability to advance technology and improve the human condition requires that we bring all perspectives to our classrooms, our studios, and our labs. It is not a coincidence that our national and global reputations have grown hand in hand with our diversity.

I am proud of the rich and diverse institution we have become and the visible progress we are making every day. But I am equally aware of all the work that remains to be done. Women and communities of color are still underrepresented in many disciplines at Georgia Tech, and it is through the exemplary contributions of individuals like you that we will continue to close those gaps and advance on our journey.

Last year’s acts of violence against individuals of color and the wave of social unrest that ensued provided a loud wake-up call to all of us and an unequivocal reminder of just how important our work is in this space.

The work you do matters and is making a difference. And for that, I thank you.

—Ángel
**Angelica Acevedo**  
Undergraduate Student  
Literature, Media, and Communication  
Served as a student ambassador for the inaugural OMED: Educational Services Women of Color Initiative.

**Juan Archila**  
Director, Facilities and Capital Planning  
College of Sciences  
Serves as the principal empowerment officer for the HOLA Employee Resource Group. Led the steering committee to create the College of Sciences Staff Advisory Council. Served on the team that won the 2020 Process Improvement Excellence Award from Georgia Tech Human Resources.

**Sara Araujo**  
Managing Director, Latin America International Development  
Office of Development  
Led efforts to create a scholarship in the School of Building Construction for Colombian students. Led in the creation of an emergency fund for Latin American students.

**Chloe Arson**  
Associate Professor  
Civil and Environmental Engineering  
Led the initiative to create Committee for Diversity and Inclusion in the School of Civil and Environmental Engineering. Wrote by-laws, came up with goals, and organized all meetings of this newly formed committee, whose purpose is to identify, raise awareness, and work on issues related to diversity, equity, and inclusion.
KATIE BADURA
Assistant Professor of Organizational Behavior
Ernest Scheller Jr. College of Business
Actively conducting research, and supporting the research of Ph.D. students, on topics related to gender, age, race, and disability status in the workforce. Pro bono work with companies on diversity, equity, and inclusion-related initiatives.

JEREMY BROWN
Program Manager, Impact Living-Learning Community
Institute Diversity, Equity, and Inclusion
Has led the Impact Living-Learning Community since its inception, an initiative open to all first-year students who are interested in exploring issues of diversity, sustainability, and social good. Received doctorate from the University of Georgia’s College of Education.

KATHERINE BOICE
Research Associate II
Center for Education Integrating Science, Mathematics, and Computing (CEISMC)
Has been a leader in submitting grants and integrating cultural practices in the research and evaluation agenda at CEISMC. Co-developed professional learning for K-12 teachers.

SHELTON CHAN
Managing Director, Asia Pacific International Development
Office of Development
Brought together alumni from many countries in Asia and raised millions of dollars for the support of Asian students and the Tech campus in Shenzhen, China. In 2020, secured a $1 million anonymous challenge gift to stimulate additional giving for scholarships.
CAROL COLATRELLA
Professor, School of Literature, Media, and Communication
Co-Director, Center for the Study of Women, Science, and Technology
Oversaw participation of Ivan Allen College (IAC) graduate programs in the 2020 Focus recruitment program. Served as ex-officio member of the IAC Diversity and Inclusion Council.

DOUGLAS EDWARDS
Senior Research Associate
Center for Education Integrating Science, Mathematics, and Computing (CEISMC)
Has participated and led the development of K-12 science, technology, engineering, arts, and mathematics and computer science education through several grants and initiatives, including CAPACITY.

ALBERT CONCORD
Director, Research Security
Georgia Tech Research Institute (GTRI)
Committed to diversification and inclusiveness of personnel within the Research Security (RS) directorate that has resulted in initiatives and inclusive practices that have positioned the RS directorate to be more efficient and customer oriented.

DONNA ENNIS
Director, Diversity Engagement and Program Development
Enterprise Innovation Institute (EI²)
Provides leadership across all EI² units to provide support and services to assure the integration of diversity and inclusion into EI²’s programs. Recently wrote and won a proposal to establish the first-ever Southeast MBDA Business Growth Hub.
**LATRESE FERGUSON**  
Workplace Learning and Professional Development  
Georgia Tech Professional Education (GTPE)  
Served on the campuswide Strategic Planning Committee, Administration and Finance Strategic Planning Committee, and Living our Values Everyday (L.O.V.E. GT) Committee.

**EDWARD FREEMAN**  
Undergraduate Student  
College of Sciences and Ivan Allen College of Liberal Arts  
Published his first book, *Standing: Stand on Who You Were Created To Be,* during the last academic school year and has been featured in the Campus Author’s Section in the Barnes & Noble at Georgia Tech. Co-presented at a conference in the spring of 2021 for African American male learners.

**MARY FRANK FOX**  
Professor  
School of Public Policy  
Appointed Dean’s Distinguished Professor in the Ivan Allen College of Liberal Arts.

**GAIL GREENE**  
Director, Faculty Administration  
Ernest Scheller Jr. College of Business  
Guides faculty hiring processes. Led the creation, and running, of a book group for Scheller stakeholders to discuss diversity, equity, and inclusion issues through the lens of reading, discussing, and sharing.
Joy Harris
Associate Director, CREATE-X Learn Programs
Senior Academic Professional, Electrical and Computer Engineering (ECE)
Collaborates with ECE leadership and other faculty members to help underrepresented minority ECE students achieve academic parity.

Markyta Holton
Program and Operations Manager
OMED: Educational Services
Successfully planned and organized the first campuswide Juneteenth recognition event at Georgia Tech. Served as inaugural lead program manager of Career Alliance @ Georgia Tech, a new initiative that provides students with focused support for success in today’s competitive job market.

Diley Hernández
Associate Vice President
Institute Diversity, Equity, and Inclusion
Works with educational stakeholders on campus and beyond to promote diversity, equity, and inclusion, and to increase access and support to members of traditionally underrepresented groups at Georgia Tech.

Sheila Isbell
Principal Research Scientist
Chief, Software Engineering and Analytics Division
Georgia Tech Research Institute (GTRI)
Received the 2020 GTRI Distinguished Performance Award. Serves as the executive sponsor of GTRI’s Identify Employee Resource Group.
MOURIN JARIN
Graduate Student
Civil and Environmental Engineering
Won first place in the 2020 Sustainable Nanotechnology Organization Nanopitch Contest.

RUTH KANFER
Professor
Psychology

ROBIN JERNIGAN
Custodian I, Building Services/Sustainability, Facilities, and Safety
College of Design
Received the Dean’s Award in the College of Design.

BRITTA KALLIN
Associate Professor
Modern Languages
Recipient of the nationally competitive 2021 “Coalition of Women in German” Faculty Research Award for her book manuscript, Feminist Adaptations of Fairy Tales in Contemporary German and Austrian Literature. Will present research findings of the book manuscript at the “Women in German” annual conference in Fall 2021.
JAYMA KOVAL
Research Associate II
Center for Education Integrating Science, Mathematics, and Computing (CEISMC)
Worked on NSF-funded project, “Collaborative Research Broadening Participation of Latinx Students in Computer Science by Integrating Culturally Relevant Computational Music Practices.”

JUNSOO LEE
Graduate Student
Aerospace Engineering
Presented four papers at the 2021 IEEE Conference on Control Technology and Applications and the 2021 IEEE Mediterranean Conference on Control and Automation. Published four archival journals in Automatica and the IEEE Transactions on Automatic Control.

DEBRA LAM
Managing Director
Enterprise Innovation Institute (EI²)
Founded the Partnership for Inclusive Innovation (PIN) in 2020, a statewide, public-private partnership to position Georgia as the technology capital of the east coast. In less than a year since its launch, PIN is recognized across the state as a leader for inclusive innovation.

KENDRA LEWIS-STICKLAND
Program Coordinator
Institute for Data Engineering and Science (South Big Data Hub)
Published article, “Advice From a Seat at the Table: Exploring the Leadership Resilience Development of Black Women in University Dean Positions,” in the Journal of Higher Education Policy and Leadership Studies.
**Wenjing Liao**
Assistant Professor
Mathematics

Won a National Science Foundation (NSF) award in deep neural networks for structured data as a principal investigator in 2020, representing the third NSF award and fourth award overall she has won since becoming an assistant professor at Tech in 2017.

**Nakia Melecio**
Senior Startup and Deep-Tech Catalyst and Senior Research Faculty
Advanced Technology Development Center (ATDC)/Enterprise Innovation Institute (EI²)

Worked with the National Science Foundation (NSF) to assist with improving the pipeline of underrepresented minorities in STEM and the NSF I-Corps program. Sought and won $1.4 million grant through Tech’s Minority Business Development Agency.

**Jin Liu**
Associate Professor of Chinese; Director, Chinese Program
Modern Languages

Won research grants on two interdisciplinary digital humanities research initiatives, “A Computerized Tonal Congruence Index (ITG) for Chinese Vocal Music” and “Fractal Sentence Structures in Chinese Novels.”

**Usha Nair-Reichert**
Associate Professor of Economics

Has produced significant scholarship in economic development and sustainability. Selected as a participant in the Emerging Leaders Program, Georgia Tech, 2021-22. Awarded an Ivan Allen College of Liberal Arts grant in 2020-21 for faculty development.
Kerri Nauth
Recruiting Manager, MBA Programs Office
Ernest Scheller Jr. College of Business
Leads diversity recruitment initiatives on full-time MBA admissions team. Has established new strategic partnerships with organizations. Serves on the College’s Diversity and Inclusion Council.

Monica Novoa
Project Manager
Enterprise Innovation Institute (EI²)
Led a multiyear effort across two groups within EI² to launch a technology extension program for the entire country of Colombia and to design a series of boot camp training programs at Georgia Tech for groups of 45 Colombian delegates.

Michael Norment
Assistant Swim Coach Athletics
Has led the team’s diversity discussions and continues to educate the team about diversity, equity, and inclusion. Coached the swimming sprint group and helped qualify athletes for the ACC Swimming and Diving Championships and the NCAA Division I Swimming and Diving Championships.

Jasmine Ramirez
Undergraduate Student
Chemical and Biomolecular Engineering
Served as the Hispanic Recruitment Team’s vice president of communications and led social media interactions to improve outreach during the pandemic. Will serve next year as executive internal vice president and treasurer for Georgia Tech’s Latin American Student Organization.
**Sherie Randolph**
Associate Professor
History and Sociology
Co-directs the School’s Black Feminist Think Tank. Earned two prestigious fellowship awards during the 2020-21 academic year. This year, received the George A. and Eliza Gardner Howard Fellowship to finish current book projects.

**Prerna Ravi**
Undergraduate Student
College of Computing
Received the Outstanding Junior Award from the College of Computing and the Adobe Research Women in Technology Scholarship. Won the ACM CHI Student Research Competition for her work, “CopyCat: Using Sign Language Recognition to Help Deaf Children Acquire Language Skills.”

**Analia Rao**
Research Associate II
Center for Education Integrating Science, Mathematics, and Computing (CEISMC)
Recognized by the Women of Georgia Tech Employee Resource Group during its L.O.V.E. GT campaign as an exemplary woman who embodies one of the Institute’s core values, “We Thrive on Diversity,” on a daily basis.

**Natasha Reed**
Graduate Student
Ernest Scheller Jr. College of Business
Currently studying the effects of trauma on health disparities and how this relationship is moderated by inclusive workplace climates. Assisted in the selection of participants in the next Diversity and Inclusion Fellows program cohort.
**Stephanie Reikes**  
Lecturer  
Mathematics  
Received the CTL Undergraduate Educator Award in 2021 for contributions supporting at-risk students. Actively fosters classroom environments in which diversity and inclusion are respected by all.

**Brad Rittenhouse**  
Lab Manager and Academic Professional  
Digital Integrative Liberal Arts Center  
Implemented strategies to diversify student participants. Introduced hiring practices that have helped make the lab more gender diverse and more diverse in terms of international and minority students. Refocused programming and funding on diversity and access, leading to more lab diversity.

**Ursula Reynolds**  
Assistant Director,  
Ph.D. Program  
Ernest Scheller Jr. College of Business  
Has created processes to increase diversity and inclusion in Scheller’s doctoral program. Manages data and contributes to the dialogue about the applicant pool and the program’s inclusiveness.

**Arianna Robinson**  
Assistant Director, Business Operations  
Ray C. Anderson Center for Sustainable Business, Ernest Scheller Jr. College of Business  
JUSTINA RODRIGUEZ JACKSON  
Research Associate II  
Center for Education Integrating Science, Mathematics, and Computing (CEISMC)  
Has contributed to CEISMC’s research agenda by leading the social justice and race equity agenda. Serves as advocacy chair for the Women of Georgia Tech Employee Resource Group. Has been selected into the Diversity and Inclusion Fellows Program.

CHRISTOPHER ROZELL  
Professor  
Electrical and Computer Engineering  
Serves on the inaugural board of directors for Neuromatch Inc., a global nonprofit organization increasing access to scientific knowledge through accessible conferences and summer schools.

LESLIE ROSS  
Academic Program Manager I  
Public Policy  
Elected as the Liberal Arts advising chair and serves on the global awards and professional development committees for the National Academic Advising Association.

ALEJANDRA RUIZ  
Graduate Student  
History and Sociology  
Focused efforts on explaining the context and social impacts of many aspects of the pandemic, as well as drawing on her background in biochemistry to discuss the scientific concepts related to Covid-19 and vaccines. Collaborated on a book about the pandemic in Peru.
Sourabh Saha
Assistant Professor
Mechanical Engineering
Received the Faculty Early Career Development Award from the National Science Foundation for research related to rapid manufacture of three-dimensional nanostructures for nano-enabled devices. Conducting research that will be complemented by an educational and outreach program.

Kathy Sims
Development Assistant
College of Sciences
Serves as chair of the College of Sciences’ Staff Advisory Council. Served on the Task Force for Racial Equity. Member of the Employee Engagement Leadership Council and a recipient of the Women of Georgia Tech ERG Safeguard Freedom of Inquiry and Expression Award.

Virginia Sheppard
Associate Director, Foundation Relations
Office of Development
Serves as the primary liaison with the ARCS Foundation and Georgia Tech, working with Graduate Studies to support the ARCS Scholars program. Has worked with the Craig H. Neilsen Foundation for several years on a scholarship program for students with spinal cord injuries.

Jennifer Singh
Associate Professor
History and Sociology
Medical sociologist whose research is focused on health disparities. Has done pathbreaking research on barriers that African American caregivers face in obtaining care for children with autism. Her teaching deals extensively with issues of race, including her award-winning teaching for Serve-Learn-Sustain.
CHAD SLIEPER  
Director of the Law, Science, and Technology Program  
Public Policy  
Provided leadership for the newly constituted Ivan Allen College of Liberal Arts Diversity, Equity, and Inclusion Council, formulating the council’s initial goals and agenda, assisting with communications, and coordinating the recruitment of new members.

HANNAH SONG  
Research Scientist  
Biomedical Engineering  
Has been mentoring a diverse team of undergraduate researchers who come from many backgrounds. Has led and organized a diverse group of researchers around the topic of sickle cell disease.

Marilyn Smith  
Professor and Director, Vertical Lift Research Center of Excellence  
Aerospace Engineering  
Awarded NASA University Leadership Initiative for advanced materials and structures on urban air mobility, one of only six awarded in the U.S. in 2020-21. Elected to serve from 2020 to 2022 as technical director of the Vertical Flight Society.

Mary Eve Spirou  
Graduate Student  
Ernest Scheller Jr. College of Business  
Performing qualitative study with the purpose of understanding and enhancing entrepreneurial ventures started by Black women. Co-author of a manuscript about the bias and backlash of salary negotiations by those with disabilities.
**ASHLEE TOOMEY-FLINN**  
Education Abroad  
Scholarships Advisor and Marketing Specialist  
Office of International Education  
Safe Space facilitator and an LGBTQIA Resource Center liaison. Began a focus group within the Office of International Education staff to study issues that are barriers to student participation in international experiences.

**RICHARD UTZ**  
Associate Dean and Professor  
Ivan Allen College of Liberal Arts  
Assisted in creation of the Black Media Studies program within the School of Literature, Media, and Communication. Has served on the President’s Action Team for Reviewing Institute Culture.

**ASELIA URMANBETOVA**  
Associate Academic Professional  
Economics  
Accepted into a highly competitive program developed by the American Economic Association’s Expanding Diversity in Undergraduate Classes With Advancements in the Teaching of Economics. Contributor to the Ivan Allen College of Liberal Arts Diversity, Equity, and Inclusion Council.

**EMILY WEIGEL**  
Senior Academic Professional  
Biological Sciences  
Received the Ecological Society of America’s Education Scholar award for the creation of environmental justice materials on Atlanta’s water quality using open-source coding software readable by screen readers (Inclusive Pedagogy, Data Access Faculty).
**Damon Williams**
Senior Lecturer  
Industrial and Systems Engineering  
Created the Center for Academics, Success, and Equity in 2021, and serves as its director.

**Mayya Zhilova**
Assistant Professor  
Mathematics  
Recipient of the 2021 National Science Foundation Faculty Early Career Development Program Award for research in statistical analysis, outreach, and mentorship plans for students and high schoolers from underrepresented communities.

**Fatimah Wirth**
Instructional Designer  
Georgia Tech Professional Education (GTPE)  
Subcommittee member of the Diversity, Equity, and Inclusion Council at GTPE. Received the Georgia Tech Center for Teaching and Learning Thank a Teacher Program Award.

**Muneeb Zia**
Research Engineer II  
Electrical and Computer Engineering  
Principal researcher from Georgia Tech leading the development of the flexible multi-electrode arrays, in collaboration with Emory University, for high-fidelity electromyography recording.
National Rankings

In addition to being consistently ranked among the top 10 public universities in the United States and most innovative universities by *U.S. News & World Report*, Georgia Tech is a recognized leader in the recruitment, retention, and graduation of underrepresented minority students.

According to the 2019 rankings from *Diverse: Issues in Higher Education*, Georgia Tech is ranked:

- **No. 1** for awarding bachelor’s degrees in engineering to all underrepresented minority students
- **No. 1** for awarding master’s degrees in engineering to all underrepresented minority students
- **No. 1** for awarding doctoral degrees in physical sciences to African American students

Through more than 60 chartered student organizations exploring religious, racial, sexual, and ethnic identity (but open to all), Tech students are able to celebrate, strengthen, and share in the robust cultural melting pot that makes up the Georgia Tech community. The Institute is committed to building and sustaining a welcoming and inclusive campus.
Notes