INSTITUTE DIVERSITY, EQUITY, AND INCLUSION
FACES OF INCLUSIVE EXCELLENCE
2020
About This Publication

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. The theme of this year’s 12th Annual Diversity Symposium is “Understanding Accessibility as Inclusion: Georgia Tech’s Pathway to Accessibility,” which will highlight members of the Tech community who are paving the way for an accessible and inclusive campus.

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 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 W. Ervin
Vice President
Institute Diversity, Equity, and Inclusion
Dear Honorees:
This year’s Diversity Symposium gives us a great opportunity to reflect on Georgia Tech’s purpose as a leading research university.

As our mission states, we are committed to developing leaders who advance technology and improve the human condition. The scientific breakthroughs we achieve, the answers we find, and the businesses we start only matter if they drive positive change that helps us — all of us — live better lives. That’s why accessibility and developing the technologies that fuel it are so vital. Indeed, accessibility’s chief goal is to use technology to ensure no one is excluded from exercising their rights as humans and enjoying their freedoms as citizens — mobility, safety, communication, education, personal development, civic participation, and more.

And yet, countless individuals in our society, through no fault of their own, still encounter obstacles that cut them off from those rights and freedoms. Clearly, we must keep working to guarantee access to all voices. That’s why we’re making inclusive innovation the cornerstone of our new strategic plan. As members of this world-class research institution, we’re making it our responsibility to create and increase access for all — to give everyone the opportunity to improve lives and livelihoods with science, and to leverage our technological expertise to overcome barriers that hinder human beings from fully assuming the independence to learn, grow, and contribute.

I send my warmest congratulations to this year’s honorees, who are leading Tech toward a better future everyone can enjoy through their commitment to accessibility and inclusion.
PEARL ALEXANDER
Executive Director
Staff Diversity, Inclusion, and Engagement
Culture, Inclusion, and Engagement strategist; co-founder of the Inclusive Leadership Academy; culture coach; co-facilitator of Intercultural Dialogues and Courageous Conversations; director of Leading Women@Tech initiative; and story coach and producer of Transformative Narratives.

KATIE BADURA
Assistant Professor of Organizational Behavior
Ernest Scheller Jr. College of Business
Actively conducting research related to improving work experiences for employees with disabilities and is honored to support Georgia Tech’s EXCEL program as a faculty advisor.

BEDDINA K. ARKHURST
Doctoral Candidate
George W. Woodruff School of Mechanical Engineering
NSF Graduate Research Fellowship Program recipient and an advocate for mental health within the Woodruff School’s graduate student community, where she serves on the graduate student advisory committee and the Diversity, Equity and Inclusion Council. She is working to develop low-cost K-12 kits that make STEM topics more intuitive for young learners.

KATHRYN BALLOU
Senior Manager
Georgia Tech Alumni Association
Manages affinity groups and is a strong advocate for them within the Alumni Association. The two largest groups are the Women Alumnae Network and Black Alumni Organization. In the past year, Ballou has started Chinese and Indian affinity groups and reactivated the Hispanic group.
**Nazanin Bassiri-Gharb**  
Harris Saunders Jr. Chair and Professor  
George W. Woodruff School of Mechanical Engineering  
President of IEEE UFFCS, inaugural Harris Saunders Jr. Chair, and first female faculty chair in the history of mechanical engineering at Georgia Tech.

**Terry C. Blum**  
Munchak Chair and Faculty Director  
Institute for Leadership and Social Impact  
Ernest Scheller Jr. College of Business  
Published empirical research about women’s leadership advantage; co-founder and continuing promoter and advisor to EXCEL, a fully inclusive college program for students with intellectual and developmental disabilities; and Tech liaison to the HUB, a community of employers and educators promoting neuro-diverse workplaces and the employment and inclusion of those with disabilities.

**Sara Blevins**  
Research Associate  
Project Management Support Office  
Georgia Tech Research Institute (GTRI)  
Received GTRI’s Distinguished Recognition Award for substantial contributions to GTRI and supporting project directors individually and through the creation of accessible resources and training.

**Jorge Breton**  
Director  
Office of Hispanic Initiatives  
Served on the HOLA ERG leadership team since its inception, including as Principal Empowerment Officer; leads Hispanic Heritage Month celebrations on campus; serves as co-advisor for Latino Organization of Graduate Students; manages scholarships that have supported hundreds of Latino students; supports all Hispanic student organizations.
**André Brock**
Associate Professor  
School of Literature, Media, and Communication  

*Published Distributed Blackness: African American Cybercultures with NYU Press in February 2020. He has made numerous media appearances, from CNN to the New York Times and Full Frontal with Samantha Bee. He is a charter member of the NYU Center for Race and Digital Studies and an affiliate member of the UCLA Center for Critical Internet Inquiry. He is a Hesburgh Teaching Fellow at Tech.*

**Seung-Eun Chang**
Lecturer  
School of Modern Languages  

*Included undergraduate students in her journal publications and conference presentations regarding linguistics research, a media archive project of Korean culture, and new course developments.*

**Birgit Smith Burton**
Executive Director  
Foundation Relations  

*Well-regarded speaker on the topics of fundraising and diversity. She has authored articles on diversity in the fundraising profession and co-authored the book, *The Philanthropic Covenant With Black America*. As the executive director of Foundation Relations at Georgia Tech, she led her team in raising $309 million toward the Institute’s most recent successful $1.8 billion capital campaign.*

**Otis Chennault**
Research Associate  
Georgia Tech Research Institute (GTRI)  

*Won the GTRI Exemplary Service Award.*
CHERYL COFIELD
Director of Inclusion and Engagement
Staff Diversity, Inclusion, and Engagement
Serves as the curator of Storytelling Integration and Transformative Narratives; co-facilitates campuswide Courageous Conversations; chairs the Employee Resource Group Leadership Council; serves as an executive coach and culture coach; and is the co-founder of the Inclusive Leaders Academy.

FRANCISCO JAVIER QUINTERO CORTES
Doctoral Candidate
School of Materials Science and Engineering
Led a group of students, faculty, and staff to create and pilot an initiative to bring Leadership in Diversity workshops to research labs. Chaired Career, Research, and Innovation Development Conference 2020 in coordination with graduate student organizations to discuss LGBTQIA, mental health, and international student issues.

CAROL COLATRELLA
Professor and Associate Dean for Graduate Studies and Faculty Development
Ivan Allen College (IAC) of Liberal Arts
Coordinates the IAC Faculty Advisory Board and Diversity and Inclusion Council. Colatrella developed bias awareness training for Ivan Allen faculty and professional development programming for graduate students and faculty.

HARSHIT DAGA
Doctoral Candidate
School of Computer Science
Received the 2020 Danielle McDonald Legacy Award for initiatives at Tech. Daga started a speaker series, called Illuminate Tech, to raise awareness and understanding of the successes and struggles among Tech community members. To help address student well-being, Daga also started Snuggle and Cuddle With Pets, a weekly petting farm that affirms positivity and is a joyful space, and Grad Gala — a black-tie event for graduate students.
Lien Diaz
Director, Educational Innovation and Leadership
Constellations Center for Equity in Computing
Leads the Computing Equity Project, providing access to opportunity and success in advanced computing courses in high schools across metro Atlanta to underserved students.

Flavio H. Fenton
Professor
School of Physics
Elected Fellow of the American Physical Society; serves as Provost Teaching and Learning Fellow 2018–20; and participated in “Rostros Fisicos,” a project to promote Hispanic/Latinx physicists across the world.

Claudio V. Di Leo
Assistant Professor
Daniel Guggenheim School of Aerospace Engineering
Developed a culture workshop specifically aimed at undergraduate students in makerspaces across campus. Through the Culture Workshop students are led through a series of exercises to develop their own shared vision and objectives for an inclusive makerspace culture.

Mary Frank Fox
ADVANCE Professor
School of Public Policy
Elected Chair of the Social, Economic, and Political Sciences Section of the American Association for the Advancement of Science, the largest multi-disciplinary science society in the world.
CARLA GERONA
Associate Professor of History
Provost Teaching and Learning Fellow, 2018–20
Awarded a Georgia Tech Provost Teaching and Learning Fellowship for 2018–20. Directed eight student exhibits in her class, “Introduction to Museum Studies.” Received the 2015 Bolton Cutter Prize for the best article on any phase of borderlands history.

PHILIP CORNELIUS GLOVER
Undergraduate Student
School of Computer Science
Achieved a 4.0 during the Summer 2020 semester; presented with a fellow undergraduate and a professor at the national conference of the American Association of Teachers of Korean; worked with the Georgia Tech Language Institute as an English tutor in Fall 2019.

JENNIFER B. GLASS
Associate Professor
School of Earth and Atmospheric Sciences (EAS)
Serves on the College of Sciences Faculty Diversity Council and has spearheaded efforts to remove the GRE requirement from Tech’s graduate admissions due to the inherent bias of the test. Her 2018–19 Georgia Tech Diversity and Inclusion Fellow project, in collaboration with EAS Ph.D. candidate Minda Monteagudo, “A Database of Databases of Diverse Speakers in STEM,” has become a widely used international resource.

ALFREDA RENEE GOURDINE
Associate Division Chief,
National Industry Security Program
Research Security
Georgia Tech Research Institute (GTRI)
Received GTRI’s Exemplary Service Award that recognizes a GTRI operations unit staff member who made a suggestion or innovation making a positive impact on the organization and inspiring others to assist with implementation or programming.
Nandita Gupta
Graduate Student
School of Interactive Computing

Named the Google Lime Scholar 2020; invited to speak at hACCESS, an accessibility-focused hackathon; represented Georgia Tech at the Assistive Technology Industry Association 2020 Conference, where she created and facilitated an inclusive design workshop; presented on a panel at the Grace Hopper Celebration.

Neha Gupta
Academic Professional; Director of Scheduling
School of Mathematics

Awarded the CIOS Student Recognition of Excellence in Teaching: Class of 1934 award. As the coordinator of Math 1551 and an advisor for math majors, Gupta interacts with some of the most diverse groups of students on campus. Aims to build community among math majors and reaches out to underrepresented students about opportunities that they may be unaware of.

Wassim M. Haddad
Professor and David S. Lewis Chair of Dynamical Systems and Control
Daniel Guggenheim School of Aerospace Engineering

Internationally renowned for his contributions to the fields of dynamical systems and controls, and their application to aerospace, electrical, and biomedical engineering. Developed the Center for Advanced Studies in Controls to enhance controls research and education in the aerospace engineering community, and is a NSF Presidential Faculty Fellow and a member of the Academy of Nonlinear Sciences.

Robert Hampson
Administrative Manager
School of History and Sociology

Manages the School’s finances and human resources. Completed Level Up, an advanced LGBTQIA allyship course, and currently serves as the School’s LGBTQIA liaison. He received the Ivan Allen College of Liberal Arts Buzz Award for Distinguished Student Service.
**SANG YUN HAN**  
**Doctoral Candidate**  
**George W. Woodruff School of Mechanical Engineering**  
Serves as the president of PhD2Consulting Club and leadership coach in GT LEAD. Received the Graduate Student Excellence Award for Service and Leadership and Student Government Association Lifetime Achievement Award for leading campuswide graduate initiatives such as Graduate Convocation, Graduate Career Fair, Gradchat, and the Career, Research, and Innovation Development Conference.

**NASRIN HOOSHMAND**  
**Senior Research Scientist**  
**School of Chemistry and Biochemistry**  
Contributed to important discoveries in the field of nanoplasmonics and applied these insights to signal detection and amplification, biological sensing, drug delivery and their use in the photo-thermal therapy of various medical conditions, including cancer. She published her research outcomes in prestigious journals such as the Proceedings of the National Academy of Sciences. She strives to create an inclusive learning environment for students from different backgrounds.

**MARTA C. HATZELL**  
**Assistant Professor of Mechanical Engineering**  
**George W. Woodruff School of Mechanical Engineering**  
Awarded the 2019 NSF Early CAREER award, the 2020 Sloan Fellowship in Chemistry, and the 2020 Office of Naval Research Young Investigator Award. She has advised and taught 10 graduate researchers, 23 undergraduate researchers, and over 600 undergraduate students during her five years at Georgia Tech.

**ANNE JANNARONE**  
**Assistant Dean of Students and Director of Disability Services**  
**Division of Student Life**  
Provides oversight of accommodations for all students with disabilities, as well as those who have Covid-19 risk factors. She presented at the Housing and Residence Life Diversity Training and was a panel member at the 2020 Disability Symposium.
NATALIE KHAZAAL
Assistant Professor of Arabic and Arab Culture
School of Modern Languages
2019–20 fellow with the American Council for Learned Societies for her work on the connections between international media, Middle East politics, and religious minorities. She recently completed a book, as the lead coeditor, on the dehumanization of refugees, and will serve as the director of the Arabic and MENAS (Middle East and North African Studies) programs at Tech.

JOSEPH LACHANCE
Assistant Professor
School of Biological Sciences
Developed a new technology for detecting genetic associations with prostate cancer in men of African descent. Led a diverse team of researchers to study health disparities and the evolution of genetic disease risks.

ADITI KHIRBAT
Doctoral Candidate
School of Materials Science and Engineering
Awarded Burdell’s Best: Most Impactful President Award 2020, by the Student Government Association, for her exemplary leadership and outstanding contributions as president of the Women in Materials Science and Engineering student organization at Georgia Tech. She also initiated events and collaborations that fostered networking and mentorship among women students across campus.

MARISSA KWEH LOVING
NSF Postdoctoral Fellow and Visiting Assistant Professor
School of Mathematics
Co-authored an article published in the December 2019 issue of the Notices of the American Mathematical Society entitled “Broadening the Horizons of Teaching and Diversity in Math Departments” and co-founded SUBgroups, an online peer-support program for first year math grad students that launched during the Fall 2019 semester.
**Ellen Yi Chen Mazumdar**  
Assistant Professor  
George W. Woodruff School of Mechanical Engineering  
Recognized for her outstanding mentorship of African American undergraduates through the SURE and SURE Robotics programs. She helped two summer students publish papers, gain acceptance for graduate school at Georgia Tech, and attain the NSF Graduate Research Fellowship, and she created new STEM activities for middle school students through CEISMC.

**Aya McDaniel**  
Lecturer  
School of Modern Languages  
Taught elementary through advanced-level Japanese courses. She served as the introductory coordinator for the Japanese program from 2017–20, and she won the Student Recognition of Excellence in Teaching: Class of 1934 Award in March 2020.

**Janise McKenzie**  
Assistant Director  
Fraternity and Sorority Life  
Relaunched GUIDE (Greeks United for Inclusivity, Diversity, and Equity), a student group within Fraternity and Sorority Life. She developed an academic support program for the culturally based fraternal organizations within her office, and completed ASPIRE: Cultivating a Leadership Mindset learning experience through Georgia Tech Human Resources.

**Hannah Moon**  
Global Internship Advisor  
Office of International Education (OIE)  
Participated in Safe Space training and completed Level Up: An Advanced LGBTQIA Allyship Course. Moon contributed to OIE’s Diversity Abroad Workgroup and taught a class on intercultural communication and preparing for global work environments.
Sebnem Özkan
Associate Director
Atlanta Global Studies Center
Led coalition-based regional projects around the United Nations’ Sustainable Development Goals focusing on peace education and cross-cultural studies for global leadership, and created and co-taught a course on Atlanta’s global communities. She received the Ivan Allen College Excellence in Administrative Service Award, served on the College’s Diversity, Equity, and Inclusion Council, and was selected to participate in the Leading Women@Tech program.

Rhea Perkins
Program and Operations Manager
CREATE-X
Played a pivotal role in increasing the number of underrepresented minorities who participate in CREATE-X. Perkins also functions as a coach for Startup Launch, participates in application screening and interviews, and routinely counsels students.

Jessica Palacios
Marketing and Event Coordinator
Sam Nunn School of International Affairs
Recipient of the Ivan Allen College’s 2020 Buzz Award for Excellence in Student Service.

Morvarid Rahmani
Assistant Professor
Ernest Scheller Jr. College of Business
Recognized by the Institute for Operations Research and the Management Sciences for her research project on “Serving Distressed Individuals” who seek relief from hardships such as domestic abuse or homelessness, and recently published a research paper on “Inclusive Innovation” in the journal Production and Operations Management.
Devesh Ranjan
Associate Chair for Research and J. Erskine Love Jr. Professor
George W. Woodruff School of Mechanical Engineering
Championed first-generation students in academia, spearheaded the creation of the Woodruff School First-Generation Graduate Fellowship supported by Shell, and was selected for the Governor’s Teaching Fellows program.

Julian Akil Rose
Doctoral Student
Wallace H. Coulter Department of Biomedical Engineering
Awarded the BME Chin Endowment Community Pilot Project Fund for the LabLeaders initiative, with a goal of bringing equity to graduate student evaluation. Rose recently founded the Institute of Culture and Development, a DEI consulting collaborative rooted in social justice.

Alía E. Rao
Research Associate
Center for Education Integrating Science, Mathematics, and Computing (CEISMC)
Graduate of the Inclusive Leaders Academy, 2020. Rao completed both levels of Level Up: An Advanced Allyship Course, offered by the LGBTQIA Resource Center, and currently serves on the leadership team of the HOLA ERG.

Mykala Sinclair
Vice President of Student Life
Student Government Association
Undergraduate vice president of Student Life in SGA. Participated on the “Race at Georgia Tech: A Call To Action” panel and spoke as part of the Belonging and Community Panel for Georgia Tech Arts.
Norah Sinclair
Information and Instructional Designer
Center for Inclusive Design and Innovation
Lead content creator in developing the Inclusive and Accessible Course Design best practices online course for Georgia Tech faculty. Collaborated with the Center for Teaching and Learning and Kendeda Teaching Fellows to pilot the course, also making the course available as a resource in the Georgia Tech Remote Teaching Academy.

Meg Sonstroem
Education Abroad Advisor
Office of International Education
Created inclusive outgoing exchange orientation for students of color and LGBTQIA students. She serves on a departmental committee aimed at increasing support services for underrepresented students.

Raghupathy Sivakumar
Wayne J. Holman Chair Professor
School of Electrical and Computer Engineering
Founding director of CREATE-X, a Georgia Tech initiative to instill entrepreneurial confidence in its students. He is the recipient of the Georgia Tech Curriculum Innovation Award, the School of Electrical and Computer Engineering’s Distinguished Faculty Achievement Award, the Georgia Tech Research Innovation Award, and the Class of 1934 Teaching Effectiveness Award.

Brandy Stanfield-Nagel
Program Manager and Faculty Researcher
Enterprise Innovation Institute
Develops curriculum for entrepreneurship initiatives at minority-serving institutions and creates development programs for minority businesses. She is leading a series for minority-owned and small businesses in the Southeast, and she co-taught at Morehouse School of Medicine. She served on Tech’s Strategic Plan Working Group, and recently joined the Diversity and Inclusion Fellows program.
Jonathan Kim

Alumni and former employee
Recruitment and Retention

Recipient of the 2020 Alumni Volunteer of the Year Award for his contributions to the university, including his work in community outreach and engagement. He has been instrumental in connecting the university with local businesses and community organizations to create new opportunities for students.

An architect of Tech’s M.S. programs in Global Media and Cultures and Applied Languages and Intercultural Studies, which have earned national recognition. As co-director of the Atlanta Global Studies Center, she is leading higher education efforts to establish Atlanta as a city of peace in collaboration with the Atlanta Peace Initiative, Nobel Peace Laureates, and Rotary International.

Voting outreach organizer. She coordinated a math and English summer program in 2018–19 and has spent three years coordinating Faculty Affairs for the School. She manages the visa application process — welcoming and onboarding newcomers, and supporting them throughout their experience.

Presented in Korean at the American Association of Teachers of Korean annual conference regarding new methods in Korean pedagogy.
YAO YAO
Assistant Professor
School of Mathematics

Recipient of the Sloan Research Fellowship and the National Science Foundation Early Career Development (CAREER) Award for her research in nonlinear partial differential equations.
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 and 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.