

**WENDY M. DuBOW**  
**National Center for Women & Information Technology**

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**PROFESSIONAL PREPARATION**

**Ph.D., English & American Literature.** University of North Carolina - Chapel Hill, 1993

**Social Science Graduate Coursework:**

Research Methods, Program Evaluation, Introduction to Statistics. University of Colorado - Denver  
2000, 2001, 2005

Intermediate Statistics, Applied Statistics. University of Colorado - Boulder, 2005

**Professional development multi-day trainings:**

Conducting Focus Groups. Colorado State University - Fort Collins, 1998

Effect Size workshop. American Evaluation Association, 2007

**M.A., English Literature.** Mills College, Oakland, CA, 1987

**B.A., Major: English Literature; Minor: Psychology.** University of California - Santa Barbara, 1985

**APPOINTMENTS**

**Senior Research Scientist & Director of Evaluation,** National Center for Women & Information Technology, University of Colorado - Boulder, 2013-present.

**Research Scientist & Internal Evaluator,** National Center for Women & Information Technology, University of Colorado - Boulder, 2009-2013.

**Affiliate Faculty,** Women and Gender Studies Department, University of Colorado - Boulder, 2013-present.

**Research Associate,** National Research Center, Inc., Boulder, CO, 2005-2009.

**Research Associate,** REFT Institute, Inc., Denver, CO, 2001-2005.

**Freelance Grantwriter,** various nonprofit organizations, Boulder, CO, 2000-2001.

**Senior Manager,** Communications & Training, Information Technology Services, University of Colorado - Boulder, 1995-2000.

**Freelance Journalist,** 1993-2010.

**PEER-REVIEWED PUBLICATIONS**

DuBow, W., Hug, S., Serafini, B. & Litzler, E. (pending) Expanding Our Understanding of Backbone Organizations in Collective Impact Initiatives.

DuBow, W., Kaminsky, A. & Wiedler-Lewis, J. (May/June 2017). Multiple Factors Converge to Influence Women's Persistence in Computing: A Qualitative Analysis. *Computing in Science and Engineering*, 19(3), 30-39.

- Weidler-Lewis, J. & DuBow, W. (2017). Defining a Discipline or Shaping a Community: Constraints on Broadening Participation in Computing.” *ACM Technical Symposium on Computer Science Education (SIGCSE) 2017*.
- DuBow, W & Ashcraft, C. (2016) Male Allies: Motivations and Barriers for Participating in Diversity Initiatives in the Technology Workplace. *International Journal of Gender, Science, and Technology*, 8(2), 160-80.
- DuBow, W. & James-Hawkins, L. (2016). What Influences Female Interest and Persistence in Computing? Preliminary Findings from a Multi-year Study (expanded article based on RESPECT 2015 presentation). *IEEE Computer*, 18(2), 58-67.
- Huang, Y., Meyers, J., DuBow, W., Wu, Z. & Eisenberg, M. (2012). Book chapter, “Programming Plush Toys as an Introduction to Computer Science: The (Fraught) Question of Motivation.” *Ubiquitous and Mobile Informal and Formal Learning in the Digital Age*. Sampson, D.G.; Isaias, P.; Ifenthaler, D.; Spector, J.M. (Eds.) New York: Springer. ISBN 978-1-4614-3328-6
- Caldwell, E.M., Kobayashi Miller, M., DuBow, W.M. & Wytinck, S. (2009). Perceived access to fruits & vegetables associated with increased consumption. *Public Health Nutrition*.
- DuBow, W., ed. (1994). *Conversations with Anaïs Nin*. Jackson: University Press of Mississippi.

#### **EDITOR-REVIEWED OR INVITED PUBLICATIONS**

- DuBow, W. & Pruitt, A.S. (pending) Are Women-led Startups the Magic Ingredient to Money-Making?
- DuBow, W., Quinn, B.A., Townsend, G.C., Robinson, R. & Barr, V. (December 2016). “Efforts to Make Computer Science More Inclusive of Women.” *ACM Inroads*. 7(4), 74-80.
- DuBow, W. (October 2014) Attracting and Retaining Women in Computing. *Computer*. IEEE Computer Society.
- DuBow, W. (2014) The NCWIT Scorecard: A Report on the Status of Women in Information Technology. *Computing Research News*. Computing Research Association. (24)5.
- DuBow, W., Farmer, R. Wu, Z., & Fredrickson, M. (2013) Bringing Young Women into Computing through the NCWIT Aspirations in Computing Program. *Communications of the ACM*. Association for Computing Machinery.
- DuBow, W. (March 2012) Diversity in Computing: Why it Matters and How Organizations Can Achieve it. *Computer*. IEEE Computer Society.
- Barker, L.J., & DuBow, W.M. (November 2011) Get girls into computing: Free, evidence-based materials from the National Center for Women & Information Technology. *Journal for Computing Teachers*. International Society for Technology in Education.
- DuBow, W. (1995) “Jean Starr Untermeyer.” *American National Biography*. Carnes, M., Ed.
- DuBow, W. (1995) “Anaïs Nin” and “Tess Slesinger” *Oxford Reference Online*.
- DuBow, W. (1994) “Giving Women Hope: The Diary of Anaïs Nin” in *Gender in Popular Culture: Images of Men and Women in Literature, Visual Media and Material Culture*. Rollins, S. & Rollins, P.C., eds.
- DuBow, W. (1991) “The Businesswoman in Edith Wharton.” *Edith Wharton Review*, fall (22) 9: 11-18

## OTHER SELECTED PUBLICATIONS

- DuBow, W. & Ashcraft, C. (December 13, 2016) All Women Includes ALL Women: The Importance of Multiple Approaches to Intersectionality. NCWIT blog. <https://www.ncwit.org/blog/all-women-includes-all-women-importance-multiple-approaches-intersectionality>
- Ashcraft, C., DuBow, W. & Smith, R. (December 9, 2015) Inviting All Male Allies. Society for Human Resources Management (SHRM) blog. <https://blog.shrm.org/blog/inviting-all-male-allies>
- Ashcraft, C. & DuBow, W. (May 28, 2015) The Tricky (and Necessary) Business of Being a Male Advocate for Gender Equality. *Fast Company*. <http://www.fastcompany.com/3046555/strong-female-lead/the-tricky-and-necessary-business-of-being-a-male-advocate-for-gender-equ>
- DuBow, W.M. (2014). NCWIT Scorecard: A Report on the Status of Women and Information Technology. Slide decks and charts, published by *National Center for Women & Information Technology*. <http://www.ncwit.org/scorecard>
- DuBow, W. (2014). NCWIT Tips: 8 Ways to Increase Male Advocacy, published by *National Center for Women & Information Technology*
- DuBow, W. (2014). Top 10 Ways to Engage Underrepresented Students in Computing, published by *National Center for Women & Information Technology*
- Ashcraft, C., DuBow, W., Wu, Z., Eger, E., Minnegerode, L., & Reynolds, R. (2013). Learning with Globaloria: Assessing Impact on Girls' Interest, Confidence and Future Plans in Computing. Boulder, CO: National Center for Women & Information Technology.
- Ashcraft, C., DuBow, W., Eger, E., Blithe, S. & Sevier, B. (2013) Male Advocates and Allies: Promoting Gender Diversity in Technology Workplaces. Report published by *National Center for Women & Information Technology*.
- DuBow, W. (2012). Top 10 Ways to Be a Male Advocate, published by *National Center for Women & Information Technology*
- Wu, Z., Ashcraft, C., DuBow, W. & Reynolds, R. (2012). Assessing Girls' Interest and Confidence in Computing: Results for Globaloria West Virginia. Boulder, CO: National Center for Women & Information Technology.
- DuBow, W., Ashcraft, C. & Wu, Z. (2011). Computing education and future jobs: A look at the national, state, and congressional district data. Boulder, CO: National Center for Women & IT. Available at [www.ncwit.org/cseducation](http://www.ncwit.org/cseducation)
- DuBow, W.M. (annual since 2009) Women and Information Technology: By the Numbers. Report published by *National Center for Women & Information Technology*. <http://www.ncwit.org/bythenumbers>
- Caldwell, E. and DuBow, W. (2008) Colorado Healthy People 2010: Obesity Prevention Final Evaluation report. The Colorado Trust. [http://www.coloradotrusted.org/attachments/0000/2955/COT\\_HP2010\\_FINAL\\_v3reduced.pdf](http://www.coloradotrusted.org/attachments/0000/2955/COT_HP2010_FINAL_v3reduced.pdf)
- DuBow, W. (2007) Youth Grants Cluster Outcomes Evaluation. John S. and James L. Knight Foundation.
- Lodwick, D., and DuBow, W. (2005) The Faithful Safety Net: Faith Networks and the Communities They Serve. The Annie E. Casey Foundation. <http://www.aecf.org/upload/publicationfiles/faithful%20safety%20net.pdf>

## PEER-REVIEWED PRESENTATIONS

- DuBow, W., Vakalis, I., Hu, H. & Dillon, L. (2017). Panel. "Increasing Diversity in the Face of Enrollment Increases." *ACM Technical Symposium on Computer Science Education (SIGCSE) 2017*.
- DuBow, W., Litzler, E., Hug, S. & Serafini, B. (2016). Co-presenter. "Using Collective Impact to Understand the Role of Non-profit Backbone Organizations." *American Evaluation Association (AEA)*.
- DuBow, W., Bizot, E., Engleman, S., & Ravitz, J. (2015). Panelist. "Three Approaches to Measuring STEM Education Innovations: Moving Toward Standardization and Large Data Sets." *American Evaluation Association (AEA)*.
- DuBow, W. & Goodyear, L. (2015). Think Tank Co-facilitator. "The Challenge of Measuring Cultural Shifts Over Time." *American Evaluation Association (AEA)*.
- DuBow, W. & Thiry, H. (2015). Think Tank Co-facilitator. "Improving the Quality and Effectiveness of Computer Science Education Evaluation Through Sharing Survey Instruments." *American Evaluation Association (AEA)*.
- DuBow, W. & James-Hawkins, L. (2015). What Influences Female Interest and Persistence in Computing? Preliminary Findings from a Multi-year Study. Research on Equity and Sustained Participation in Engineering, Computing, and Technology 2015 (RESPECT 2015). IEEE Special Technical Community on Broadening Participation.
- DuBow, W. (2014). Presenter. Strategically Recruiting Women into Your Undergraduate Computing Major. *Rocky Mountain Region Consortium for Computing Sciences in Colleges*.
- DuBow, W. & Ross, J. (2014). Co-presenter. Are You Unconsciously Biased? *Denver Startup Week*.
- Ashcraft, C., DuBow, W., & Wu, Z. (2014). Poster, But How Do We Measure Success? A New Instrument for Evaluating Girls' Progress in Middle and High School Computing Programs. *ACM Technical Symposium on Computer Science Education (SIGCSE)*.
- Ashcraft, C., DuBow, W. & Wu, Z. (2014) Co-author. Assessing Girls' Interest, Confidence, and Participation in Computing: Lessons from a National Socially Relevant Game Design Program. *American Education Research Association (AERA)*.
- Qui, K., Buechley, L., Baafi, E., DuBow, W. Co-author. (2013) A Curriculum for Teaching Computer Science Through Computational Textiles. *IDC*.
- DuBow, W.M., Vakalis, I., Perez-Quinones, M.A., Black, J.T. (2013) Panel. "Growing Female Undergraduate Enrollments in Computer Science: Some Successful Approaches." *ACM Technical Symposium on Computer Science Education (SIGCSE)*.
- DuBow, W.M., Ashcraft, C.A., Tolopka, S., & Younkers, M. (2012) Panel. "Six Reasons Male Influencers Advocate for Technical Women." *The Grace Hopper Celebration of Women in Computing*.
- DuBow, W.M., Litzler, E., Biggers, M., & Erlinger, M. (2012) Panel. "Implementing evidence-based practices makes a difference in female undergraduate enrollments." *ACM Technical Symposium on Computer Science Education (SIGCSE)*.
- DuBow, W.M. (2011) Paper. "Pushing Toward Gender Parity in Computing in the U.S." *International Conference of Education, Research and Innovation (ICERI)*.
- Huang, Y., Meyers, J., DuBow, W., Wu, Z. & Eisenberg, M. (2011) Paper, "Programming Plush Toys as an Introduction to Computer Science: The (Fraught) Question of Motivation." *IADIS International Conference on Cognition and Exploratory Learning in Digital Age (CELDA)*.

- Ashcraft, C., DuBow, E., & Thompson, L. (2010) Presenter. "Supervisors, Stereotype Threat & Supportive Men: Three Key Ingredients for Gender Reform in Computing Organizations." *The Grace Hopper Celebration of Women in Computing*.
- DuBow, W.M. (2009) Poster. "By the Numbers: The Status of Women and Information Technology." *ACM Technical Symposium on Computer Science Education (SIGCSE)*.
- DuBow, W.M. (2009) Roundtable. "How Can We Use Social Media for Program Evaluation?" *American Evaluation Association (AEA)*.
- DuBow, W.M. & Diggs, G. (2008) Debate. "How Do We Make Choices in Evaluation with Diverse Populations When Costs and Time are Limited?" *American Evaluation Association (AEA)*.

### SELECTED INVITED PRESENTATIONS

- DuBow, W. (2015). Presenter. Collaborate with NCWIT. *National Science Foundation CE 21 Principal Investigator Meeting*.
- DuBow, W. (2014). Presenter. Really, Why are There Fewer Women in Tech? Mythbusting and Shifting the Status Quo. *ATLAS (Alliance for Technology, Learning and Society) Institute Speaker Series*.
- DuBow, W. & Alongi, I. (2014). Co-presenter. Deconstructing Women in Tech & Male Advocates Matter. *Denver Startup Week*.
- Ashcraft, C. & DuBow, W. (2014). Presenter. Unconscious Biases: Addressing Stealth Barriers to Innovation & Success. *Boulder Tech Jobs Fair*.
- DuBow, W. (2014). Plenary Panel. "Male Advocates Matter: Research Findings & What You Can Do." The Best Advice You'll Ever Get and Be Able to Give. *Women in Engineering and Technology Global Marathon*.
- DuBow, W.M., Bodell, C., Hughes, A., Kokini, K., Holloway, B. (2013). Plenary Panel. "Engaging Men: Partnering to Increase Organizational Diversity." *WEPAN Conference*.
- DuBow, W.M. (2013). Plenary. "Advocates & Allies: Why & How Men Support Gender Diversity in the Technology Workplace." *Amazon First Annual Women in Engineering Conference*.
- DuBow, W. (2012, 2013). Speaker. NCWIT Aspirations Award ceremonies. Denver, Colorado; Irvine, California.
- DuBow, W. (2012). Presenter. "The Stats on Females in Computing & What You Can Do to Change Them." Tapestry Workshop: Attracting and engaging diverse high school students to computing. Lincoln, Nebraska.
- DuBow, W.M. (2009). Plenary. "Evaluation for Non-Profits: What You Need to Know." *Motorola Foundation Conference for Grantees*.
- DuBow, W.M. (2009). Plenary. "Evaluation 101." *Broadening Participation in Computing K-12 Practices Workshop hosted by the National Science Foundation*.

### PROFESSIONAL SERVICE

- Dissertation Committee, Alison-Scott Pruitt, University of Colorado Sociology, (2017-present)
- Advisory Board, "Establishing and Propagating a Model for Evaluating the Long Term Impact of Pre-College Computing Activities." NSF IUSE project, PI: Dr. Adrienne Decker & Dr. Monica McGill, (2017-present).

- Advisory Board, "Toward Using Virtual Identities in Computer Science Learning for Broadening Participation." NSF STEM+C project, PI: Dr. D. Fox Harrell, (2015-2017)
- Advisory Board & Application Reviewer, Computer Science Outreach Program Evaluation Network (CS OPEN) (2015-2017)
- Submission Reviewer, *American Evaluation Association* conference, (2012-present)
- External Evaluator, "Ecosystem computing challenge: Partnership model to build access to relevant computing education for underrepresented high school students." NSF IIA, PI: Dr. Mihaela Sabin, University of New Hampshire (2013-present)
- Advisory Board, "Role Models Matter: Scaling Up Outreach" Advisory Committee, TechBridge, NSF GSE/DIF project (2014-2016)
- Article Reviewer, *International Journal of Gender, Science, and Technology* (2016)
- Article Reviewer, *PRIMUS* (2015)
- Paper Reviewer, *IEEE RESPECT* conference (2015, 2016)
- Article Reviewer, *ACM Inroads* (2015, 2016)
- Article Reviewer, *CISE Special Issue: Best of RESPECT* (2015)
- Dissertation Committee, The Influence of Academic Aptitude, Social Constructs, and Self-Theories on Post-Secondary Degree Choice of Colorado Students, Jennifer Jirous, University of Colorado, Colorado Springs (2015)
- Co-developed survey instrument to measure 5 constructs in middle and high school students: self-efficacy, outcome expectations, social supports or barriers, interest, and intent to persist in computing (2013)
- Liaison, Community College subcommittee, NCWIT Academic Alliance (2013-present)
- State Leader, Data Subcommittee, Equity in STEM Initiative (2013-present)
- Chair, Membership Committee, Colorado Evaluators Network (2013)
- Article Reviewer, *Communications of the ACM* (2013)
- Proposal Reviewer, American Evaluation Association. TIGS served: Qualitative, Internal Evaluation, Evaluation Use, Multi-ethnic Issues (annual since 2008)
- Chair, Discussant, American Evaluation Association (annual since 2008)
- Article Reviewer, *ACM Inroads* (2012)
- Proposal Review Panelist, National Science Foundation (2011)
- Co-founder, American Evaluation Association Internal Evaluation TIG (2010)
- Volunteer Program Evaluator, Intercambio de Comunidades (2008-2010, 2013)
- Article Reviewer, *Frontiers: A Journal of Women Studies* (2005)
- Volunteer Program Evaluator, Boulder Shelter for the Homeless (2000)

#### **SYNERGISTIC ACTIVITIES**

- Facilitator, Black Girls and Women in Tech Roundtable, co-hosted by Google and NCWIT, August 2016.

- Participant, Brainstorming meeting, Setting Research Agenda for People of Color, National Science Foundation, June 2015.
- Participant, Brainstorming workshop, Transforming Undergraduate Education in Engineering (TUEE), June 2015.
- Evaluation consultant, multiple NSF- funded projects (iTEST, BPC, GSE, ATE), 2010-present.
- Presenter, May Summit Conference, National Center for Women & Information Technology, (2009-present)
- Developer, Interactive online map of education/jobs data, [www.ncwit.org/edjobsmap](http://www.ncwit.org/edjobsmap) 2010-2011.
- Co-PI, research on male advocates for gender diversity in the technical workplace, NCWIT Workforce Alliance members, 2010-present.
- Co-PI, evaluation of CS Unplugged in middle school settings, Tracy Camp, Cyndi Rader, CO School of Mines, 2012-present.
- Trainer: Evaluation & Data Gathering, Schaumburg, IL; Crystal City, VA; Denver, CO; Sacramento, CA; Boulder, CO; 2003-2009.
- External Member, Institutional Review Board, National Research Center, Inc., Boulder, CO, 2009-present. (Co-chair 2005-2008).

#### **PAST AND CURRENT FUNDING**

- National Science Foundation, Improving Undergraduate STEM Education: Education and Human Resources (PI)
- National Science Foundation, STEM-C (Science, Technology, Engineering and Mathematics, including Computing) Partnerships (PI)
- National Science Foundation, Advanced Technological Education (PI)
- National Science Foundation, Broadening Participation in Computing (co-PI)
- National Science Foundation, CE21 (co-PI)
- National Science Foundation, Gender, Science and Engineering (co-PI)
- National Science Foundation, Special Projects (senior personnel)
- National Science Foundation, The Colorado Trust (co-PI)
- John S. and James L. Knight Foundation (co-PI)
- The Annie E. Casey Foundation (co-PI)

#### **DISSERTATION**

*Title:* The political power of the personal word: Anaïs Nin's diaries in their 1960s and 1970s cultural context.

*Advisor:* Dr. Linda Wagner-Martin, University of North Carolina at Chapel Hill.