

## Angela C. Johnson

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### Education

Ph.D., Educational foundations (anthropology), University of Colorado, Boulder. May 2001. Dissertation: "Women, Race and Science: An ethnographic study of why women of color are drawn to—or dissuaded from—the study of science."

A.B., Physics, Bryn Mawr College, Bryn Mawr, Pennsylvania. May 1987. *Cum laude*.

### Publications

#### Articles in peer-reviewed journals

Carlone, H., & Johnson, A. C. (in press). Unpacking "culture" in cultural studies of science education: Cultural difference vs. cultural production. *Ethnography and Education*.

Jamieson, A. C., Jamieson, L. H., & Johnson, A. C. (2012). Application of non-programming focused Treisman-style workshops in introductory computer science. *SIGCSE 12: Proceedings of the 43rd ACM technical symposium on Computer Science Education*, 271-276.

Johnson, A. C., Brown, J., Carlone, H., & Cuevas, A. (2011). Authoring identity amidst the treacherous terrain of science: A multiracial feminist examination of the journeys of three women of color in science. *Journal of Research in Science Teaching* 48(4), 339-366.

Johnson, A. C., Muilenburg, L. Y., Arnett, K. E., & Stover, L. T. (2011). Combating symbolic violence in public schools: Federal education policy must aim at a different target. *Journal for Peace and Justice Studies* 21(1), 52-69.

Johnson, A.C. (2011). Accomplishments and challenges for women in STEM: Implications for future research and programs. *Journal of Women and Minorities in Science and Engineering* 17(20), 5-10.

Anderson, S. C., Norlock, K., & Johnson, A. C. (2009). The science community's moral imperative to attract women (in particular, women of color) to their disciplines. *Atlantis: A Women's Studies Journal*.

Johnson, A. (2007) Unintended consequences: How science professors discourage women of color. *Science Education* 91(805-821).

Carlone, H. and Johnson, A. (2007) Understanding the science experiences of women of color: Science identity as an analytic lens. *Journal of Research in Science Teaching* 44(1187-1218).

Johnson, A. (2007) Graduating under-represented African American, Latino, and American Indian students in science. *Journal of Women and Minorities in Science and Engineering* 13 (1-21).

Johnson, A. (2006) Policy implications of supporting women of color in the sciences. *Journal of Women, Politics, and Policy* 27(3-4).

### **Book chapters**

Johnson, A. C. (in press). Consequential validity and science identity research. In M. Varelas (Ed.), *Identity Construction and Science Education Research: Learning, Teaching, and Being in Multiple Contexts*. Rotterdam: Sense Publishers.

Keasley, A. & Johnson, A. (2009) The Minority Arts and Sciences Program: Averting the Waste of Talent. In *Broadening Participation in Undergraduate Research: A Publication of the Council on Undergraduate Research*, Boyd, M. & Wesemann, J., Eds.

Johnson, A. (2006) Policy implications of supporting women of color in the sciences. In *Women, Work and Poverty*, H. Hartmann, Ed. NY: Haworth Press

### **Articles in other media**

Johnson, A. (2006) The apple of my eye. *off our backs* 36 (1), 46. (Reprinted in *The River Gazette* 6 (6), 8

Johnson, A. (2006) Minority women in science. *Association of Women in Science Magazine* 35 (4), 9-11.

Johnson, A. (2005) Studying science: A level playing field? *River Gazette* 5 (1), 9.

Stover, L., Harle, A. & Johnson, A. (2003) The dream: No Child Left Behind. The reality: Every child let behind. *River Gazette* 3 (9), 14.

### **Articles in preparation**

Carlone, H., & Johnson, A. Intersections of race, class, and gender: Longitudinal case studies of girls of color negotiating what it means to "be scientific".

Carlone, H., Johnson, A., & Haun-Frank, J. P/power as an Analytic Lens for Equity Research: Uses of Time and Space in Two Diverse Elementary Science Classrooms.

Carlone, H., Johnson, A., & Eisenhart, M. Cultural perspectives in science education. In *The Handbook of Science Education*, 2<sup>nd</sup> ed, Norm Lederer, Ed. NY: Taylor & Francis.

## **Grant activities**

External evaluator, NSF grant, Computing Beyond the Double Bind (CBDB): Women of Color in Computing Education and Careers (currently under consideration at NSF)

Advisory board member, NSF/REESE grant, Beyond the Double Bind: Women of Color in Science, technology, Engineering, and Mathematics

Co-PI with Lindsay Jamieson and Alan Jamieson for an NSF grant, submitted April 2011 and awaiting decision: CE21 Type 1: Treisman-Style Workshops for Introductory Computer Science

## **Presentations**

### **Invited presentations**

Johnson, A. (2011). Seemingly fair practices which disadvantage women of color in science. Paper presented at the American Chemical Society Annual Meeting.

Johnson, A. (2011). The conundrum of women scientists of color. Paper presented at San Francisco State University.

Johnson, A. (2011) Why MfA works: Public education by the numbers. Math for America, Manhattan.

Johnson, A. (2010) Discussant on a panel at the American Psychological Association: Gender, ethnicity, and social class in STEM—social justice implications. San Diego, California.

Johnson, A. (2009) Invited talk at the 2009 Annual Meeting of the American Association of Physics Teachers: Seemingly fair practices which disadvantage women of color in science. Chicago, Illinois.

Johnson, A. (2008) Getting institutional buy-in and evaluating your Emerging Scholars Program. 2008 Mathematical Association of America PREP Workshop: How to build and run a successful Emerging Scholars Program. Mathematics Association of America, Washington, D.C.

Johnson, A. (2007) Unintended consequences: How science professors unintentionally discourage women of color. 2007 Distinguished Speaker, Women in Science and Engineering, Duke University.

Johnson, A. (2007) Getting institutional buy-in and evaluating your Emerging Scholars Program. 2007 Mathematical Association of America PREP Workshop: How to build and run a successful Emerging Scholars Program. University of Texas, Austin.

### **Conference presentations**

Carlone, H., & Johnson, A. (2012) Intersections of race, class, and gender: Longitudinal case studies of girls of color negotiating what it means to "be scientific". National Association for Research on Science Teaching 2012 Annual Meeting.

Carlone, H. & Johnson, A. (2012) P/power as an Analytic Lens: Uses of Time and Space in Two Diverse Elementary Science Classrooms. American Educational Research Association 2012 Annual Meeting.

Johnson, A., & Carlone, H. (2012) Unpacking "culture" in cultural studies of science education: Cultural difference vs. cultural production. National Association for Research on Science Teaching 2012 Annual Meeting.

Gormally, C., Johnson, A. & Brown, J. (2012) The Roles of Epistemology and Positionality in Teaching Assistants' Development of Inquiry Teaching Practices. National Association for Research on Science Teaching 2012

Johnson, A. C. (2011). k-12 science identity performance and long-term persistence in science: Connecting identity to social justice. American Educational Research Association, New Orleans, Louisiana.

Johnson, A. C. (2010). Identity, validity, methodology and social justice. Paper presented at the American Educational Research Association, Denver, Colorado.

Johnson, A. C. (2009). Increasing participation of people of color and White women in STEM by changing classrooms, not students. Paper presented at Science at the Crossroads, Portland, Oregon.

Carlone, H., Enfield, M., & Johnson, A. C., co-chairs (2009). Symposium on culturally relevant science teaching and learning, American Educational Research Association. San Diego, California.

Carlone, H., Enfield, M., Johnson, A. C., & Haun-Frank, J. (2009). What you might expect and what you may have never considered to be culturally relevant science: Lessons learned from a multi-site ethnography, American Educational Research Association. San Diego, California.

- Johnson, A. C. (2008). The post-tenure path towards social justice in science education, *Science at the Crossroads*. Alta, Utah.
- Johnson, A. C., Anderson, S. C., Norlock, K., Socha, K., & Coughlin, L. (2008). Why our students stay: Strategies for retention and teaching of women of color in STEM disciplines, National Association for Research on Science Teaching. Baltimore, Maryland.
- Johnson, A. C. (2008). The motivation and perseverance of women science students of color, National Association for Research on Science Teaching. Baltimore, MD.
- Johnson, A. C., Brown, J., & Madrid, A. (2008). Persisting without recognition: Modeling the science identities of women of color, American Educational Research Association. Manhattan.
- Anderson, S., Johnson, A. and Norlock, K. (2007) Varieties of moral injustice: Women of color in science education. Society for Women in Philosophy, Nottingham, UK.
- Anderson, S., Johnson, A. and Norlock, K. (2007) The science community's moral imperative to attract women (in particular, women of color) to their disciplines. Versions of this article were presented at:  
National Women's Studies Association, St. Charles, IL.  
Gender and Education Association International Conference, Dublin, Ireland  
Educating Women/Women's Education: In the Post-Secondary Context, Mount St. Vincent University, Halifax, Nova Scotia
- Johnson, A. (2006) Teaching pre-service teachers to use data-driven curriculum and instruction Society for Information Technology and Teacher Education International Conference, Orlando, FL
- Johnson, A., Harle, A. & Arnett, K. (2006) Reconceptualizing the role of the PDS in a new MAT program. PDS in Action: Impacting Student Achievement and Teacher Retention Through Improved Teaching and Learning, Maryland Professional Development School Network PDS Conference, Baltimore, Maryland.
- Johnson, A. and Keady, A. (2005) Averting the waste of talent: Raising graduation rates of high-achieving students of color through an academic enrichment program. Association for Institutional Research, San Diego.
- Johnson, A. and Johnson, B. (2005) Teachers Who Participated in a PT3-Funded Technology Initiative Make More Use of Technology Two and Three Years Later. Society for Information Technology and Teacher Education International Conference, Phoenix, AZ.
- Johnson, A. and Johnson, B. (2004) Does technology education by a teacher education program change the way graduates of the program teach? World Conference on E-

Learning in Corporate, Healthcare, Government, and Higher Education, Washington, DC.

- Johnson, A. and Johnson, B. (2004) Does technology teacher education result in more technology use in PDS schools? Maryland Professional Development School Network Research Conference, Towson.
- Johnson, A. (2004) Holding on to science majors of color. National Association for Research in Science Teaching, Vancouver, BC.
- Stover, L. and Johnson, A. (2004) Integrating the Maryland Teacher Technology Standards into teacher education programs: A case study of process and product. Society for Information Technology and Teacher Education, Atlanta.
- Johnson, A. (2003) Policy implications of supporting women of color in the sciences. Institute for Women's Policy Research Conference, Washington, DC.
- Johnson, A. (2003) What do teachers actually do with their technology training? Beyond teacher training and into the classroom. Society for Information Technology and Teacher Education 2003, Albuquerque, NM
- Johnson, A. (2002) Unintended alienation: Women of color in science. American Educational Research Association, New Orleans.
- Johnson, A. (2002) Science student identity formation among high-achieving women of color. National Association for Research on Science Teaching, New Orleans.
- Helms, J. and Johnson, A. (1999) Constructing identities against and within the gendered discourses of science and teaching. American Educational Research Association, Montreal, Canada.
- Johnson, A. (1999) The Lakota world view and modern physics. American Academy of Religion, Colorado Springs, Colorado.
- Johnson, A. (1998) Sex, love, science and the homoerotic: How gendered constructions of science work to marginalize women scientists. New Mexico Women's Studies Association, Las Cruces, New Mexico.
- Johnson, A. (1998) Defying stereotypes: Six generations of education among Hispanic women in New Mexico. New Mexico Women's Studies Association, Las Cruces, New Mexico.
- Helms, J. and Johnson, A. (1998) Is a passion for science enough? A case study of how gendered factors can work to inhibit the success of promising women scientists. National Association for Research on Science Teaching; San Diego, California.

Diggs, G., Johnson, A., Boylan, H. and Taylor, G. (1998) *After Hopwood: The implementation of a minority support program in the post-affirmative action era.* American Educational Research Association; San Diego, California.

Taylor, G., Johnson, A., Diggs, G. and Boylan, H. (1997) *Race matters: Evaluating a minority honors program for university students.* American Evaluation Association; San Diego, California.

Johnson, A. (1997) *Hispanic women and education in northern New Mexico.* AERA Research on Women in Education conference; Ames, Iowa.

Helms, J. and Johnson, A. (1997) *Ingrid's story: How life got in the way of an aspiring woman scientist.* AERA Research on Women in Education conference; Ames, Iowa.

## **Grants, awards and fellowships**

Norton T. Dodge Award for Scholarly and Creative Achievement by Junior Faculty, spring 2008

Nominated for Norton R. Dodge Award for Excellence in Teaching, spring, 2006

Pearl McPherson Spencer award, spring, 1999.

University of Colorado Graduate Fellowship, 1995-96.

## **SMCM presentations**

### **2011-12**

WGSX201, Intro to Gender Studies

St. Mary's Day: How to Act with Integrity in a Racially Unjust Society

First Year Faculty Seminar: Issues of gender and race in the classroom

Black History Month panelist, great Black icons panel (I talked, after a GREAT deal of indecision, about Gloria Ladson-Billings)

### **2010-11**

First Year Faculty Seminar: Issues of gender and race in the classroom

### **2008-2009**

WGSX201, Intro to Gender Studies

DeSousa-Brent scholars: Racial identity and education

*Kindred* book discussion, Orientation 2008, with Susan Goldstine

### **2007-2008**

First Year Faculty Seminar: Issues of gender and race in the classroom

WGSX201, Intro to Gender Studies: Persisting without recognition: Modeling the science identities of women of color

### **2006-2007**

Faculty Seminar: Closer to fair: Science and students of color (with Katherine Socha)

First Year Faculty Seminar: Issues of gender and race in the classroom  
WGSX201, Intro to Gender Studies: Women of color, science, and altruism (with Kate Norlock and Sybol Cook Anderson)  
WGSX200, Intro to Women's Studies: Women of color, science, and altruism (with Kate Norlock)  
Women in Science House (WiSH) tea: The moral obligation to make science more accommodating to women (with Sybol Cook Anderson and Kate Norlock)  
EDSC660-664, Secondary Teaching Methods: Stereotype threat  
MAPP orientation: Mentoring high-achieving students of color

### **2005-2006**

Math Research Seminar: Retaining students of color in math and science  
First Year Faculty Seminar: Issues of gender and race in the classroom  
PSYC331, Infant and Child Development: Baby Day (both semesters)  
PSYC335, Adulthood and Aging: Transitioning to parenthood  
PSYC373, Psychology of the family: Lesbian parenthood, adoptive parenthood  
WGSX200, Intro to Women's Studies: Love, sex, science and the homoerotic

### **2004-2005**

PSYC331, Infant and Child Development: Baby Day

### **2003-2004**

Faculty Seminar: What St. Mary's College can do to retain high-achieving students of color

## **Teaching**

2002 to present	Assistant professor of education, St. Mary's College of Maryland. (Classes taught: Research Methods in Human Studies, Senior Seminar in Human Studies, Child in America, Elementary Science Methods, Assessment, Data-Driven Curriculum and Instruction, Basic Physics)
2000 to 2002	Retention and assessment specialist, University of Colorado Minority Arts and Sciences Program (MASP). (Duties: Provide ongoing research into the effectiveness MASP; ensure that MASP is implementing current best practices in retaining and enriching academic experiences of students of color; recruit, advise and support retention of academically strong students of color; implement faculty development; design and implement curricula)
2000 to 2002	Writing instructor, Minority Arts and Sciences Program Summer Bridge Program
1996-99	Instructor, University of Colorado School of Education (Class taught: School, Culture and Society: Race, class, gender, sexuality, language and ability in the classroom)
1996 to 2002	Physics instructor, Minority Arts & Sciences Program
1995-6	Student teacher supervisor, University of Colorado School of Education



- 1994-95            Lead teacher, Broad Horizons Alternative School, Portales, New Mexico (Duties: Faculty development; development of interdisciplinary curriculum; teaching in most subjects)
- 1987-94            Physics teacher, Wakefield High School, Arlington, Virginia (Courses: Physics with calculus, intensified physics, conceptual physics, physical science; also involved with Coalition of Essential Schools reform)

## Service

In addition to the service activities listed below, I continue to mentor the women scientists and health professionals of color with whom I have worked since 1999. They have permitted me to interview them repeatedly about their career progress, and in return I have offered them career and academic advice, though they need it less and less as they transition from my students to my colleagues.

### 2011-12

Advisory board member, NSF/REESE project, Beyond the Double Bind: Women of Color in Science, Technology, Engineering, and Mathematics.  
 Panel member, SMCM Black History Month panel  
 Faculty senator, Educational Studies  
 Member, Faculty Issues Committee  
 Member, ad hoc committee on SMCM retention issues  
 Workshop leader, St. Mary's Day: How to Act with Integrity in a Racially Unjust Society  
 Editorial board member, *Journal of Research in Science Teaching* (2012 impact factor: 2.64; ranked 6/203 among education and educational research journals)  
 Mentor, Educational Studies pre-tenure faculty members: Lin Muilenburg, Terri Filbert, David Morris

### 2010-2011

2011 Selection Committee for the Norton T. Dodge Award for Scholarly and Creative Achievement by a Junior Faculty Member  
 Editorial board member, *Journal of Research in Science Teaching* (2009 impact factor: 1.91; ranked 13/139 among education and educational research journals)  
 Reviewer, *Journal of Research in Science Teaching*  
 Reviewer, *Journal of Peace and Justice Studies*  
 Outside reviewer, tenure evaluation, Dr. Ken Emo, South Dakota State University  
 Faculty senator, Educational Studies  
 Faculty Issues Committee  
 Department mentor for all three pre-tenure faculty members in Educational Studies: Lin Muilenburg, David Morris and Terri Filbert  
 Outside member, math department hiring committee  
 SMCM representative, Southern Maryland STEM Advisory Board  
 Analyzed data for the computer science department to evaluate the (extremely impressive!) success of the SMCM Computer Science Emerging Scholars Program

### 2009-2010 (on sabbatical)

Reviewer, *Science Education*

Reviewer, *Journal of Women and Minorities in Science and Engineering*

Reviewer, *Studies in Science Education* (of an article in which I myself, due to an author's unfortunate difficulties with APA style, was consistently referred to as "et al.")

Reviewer, *Journal of Research in Science Teaching*

### **2008-2009**

Reviewer, *Science Education*

Reviewer, *Journal of Women and Minorities in Science and Engineering*

Reviewer, *Equity and Excellence in Education*, special issue on social justice and science teaching

Member, advisory board, National Science Foundation CAREER grant, "A study of pedagogical practices and the development of students' science identities"

Member, advisory board, Beyond The Double Bind: Women Of Color In Science, Technology, Engineering, And Mathematics, funded by the National Science Foundation (pending)

College Evaluation Committee

MAT planning committee

Academic support and Spanish translation for English language learners in St. Mary's County Public Schools

Faculty advisor, International Fashion Club (really)

Leader, Leonardtown Public Library book group discussion of *A Hope in the Unseen*, by Ron Suskind

### **2007-2008**

Reviewer, *Science Education* (2 articles)

Member, advisory board, National Science Foundation CAREER grant, "A study of pedagogical practices and the development of students' science identities"

MAT planning committee

Faculty mentor to Nicholas Robbins, mathematics

Informal mentoring of several new faculty members seeking to enrich and improve their teaching

Faculty meeting minutes taker

Invited speaker, Chesapeake Public Charter School: "Conversation with a panel of distinguished educators," March 4, 2008

Academic support and Spanish translation for English language learners in St. Mary's County Public Schools

### **2006-2007**

Reviewer, *Science Education*

MAT planning committee

Coordinating committee, HMST major (the major was externally reviewed; this entailed preparing a self-study, meeting with the external review team and responding to their report).

Faculty meeting minutes taker

Conducted a workshop in arguing for and assessing ESP programs through the Mathematical Association of America

Member, search committees:

- Technology in the classroom/generalist tenure track position (we hired Lin Muilenburg)
- Director of Field Placements (we hired Alan Sturrock)
- Department Chair and Director of Teacher Education tenured position (we hired Teresa Field)

### **2005-2006**

Director, St. Mary's College Preparing Tomorrow's Teachers to use Technology (PT3) grants (duties included closing out both the PT3 grant which funded the Educational Studies technology initiative and the PT3 subgrant from MSDE which funded the Educational Studies data-driven decision-making initiative)

Coordinating committee, HMST major

MAT planning committee

Faculty meeting minutes taker

Minority Advisory Committee, St. Mary's College

MAPP mentor orientation (my role was to conduct training on mentoring students of color)

Colleague advisor to new faculty member Brian O'Sullivan

Assisted in the ESP initiative to improve performance of students of color in calculus, with Katherine Socha and Dave Kung (my role was to analyze calculus performance data, to show the need for and then effectiveness of such a program)

Assisted Katherine Socha in developing the evaluation component of her grant to the MAA/Tensor Program for Women and Girls in Mathematics

Teaching EDUC 460, Data-Driven Curriculum and Instruction, to SMCPS personnel, chiefly principals, administrators and resource teachers, to help them hone tools for succeeding under No Child Left Behind. This was funded under our PT3 grant. Class participants receive MSDE recertification credit.

Evaluator, 21<sup>st</sup> Century after-school programs, Boys and Girls Club/St. Mary's County Public Schools

### **2004-2005**

Evaluator, St. Mary's College Preparing Tomorrow's Teachers to use Technology (PT3) grant

Advisor, Black Student Union, Spring Ridge Middle School tutoring initiative

Ad hoc ICES committee member, spring 2005 (we produced a literature review on the effectiveness of ICES-type instruments and recommendations for future use of ICES)

Admissions and Scholarship Committee (Chair, 2004-2005, when our main accomplishment was the organization of the faculty component of new student orientation, for which I took principle responsibility)

Middle States Standard 13 Committee: Related Educational Activities.

Coordinating committee, HMST major

MAT planning committee

Faculty meeting minutes taker

Professional conversations with prospective high school science teachers  
Minority Advisory Committee, St. Mary's College  
Evaluator, 21<sup>st</sup> Century after-school programs, Boys and Girls Club/St. Mary's County  
Public Schools

### **2003-2004**

Evaluator, St. Mary's College Preparing Tomorrow's Teachers to use Technology (PT3)  
grant  
Search committee, Assistant Director for User Services, ITS  
Maryland Secondary Education AAT Committee. Developed education outcomes for  
students completing a Secondary AAT at Maryland community colleges.  
Advisor, Black Student Union, Spring Ridge Middle School tutoring initiative  
Ad hoc ICES committee member, spring 2005 (we produced a literature review on the  
effectiveness of ICES-type instruments and recommendations for future use of ICES)  
Admissions and Scholarship Committee (Chair, 2004-2005, when our main  
accomplishment was the organization of the faculty component of new student  
orientation, for which I took principle responsibility)  
Middle States Standard 13 Committee: Related Educational Activities.  
Coordinating committee, HMST major  
MAT planning committee  
Evaluator, 21<sup>st</sup> Century after-school programs, Boys and Girls Club/St. Mary's County  
Public Schools  
Learning and Leadership in Families advisory council  
Black History Month panel member  
Guest speaker, Brownies Thinking Day

### **2002-2003**

Conflict Mediation Committee  
Middle school science committee. Examined how SMCM students could meet  
requirements for Maryland middle school science teachers to be credentialed as Highly  
Qualified.  
Minority Action Plan work group. Established performance indicators to be reported to  
MHEC for increasing enrollment of African American students.  
Evaluator, St. Mary's College Preparing Tomorrow's Teachers to use Technology (PT3)  
grant  
Reviewer, *Review of Educational Research*

### **1996-2002, University of Colorado, Boulder; highlights**

Admissions committee, Minority Arts & Sciences Program, 1998-2002.  
Founding member, University of Colorado School of Education Gay/Straight Alliance,  
1998-2002  
Advisory board, Humanities component, Minority Arts & Sciences Program, University  
of Colorado, Boulder (Duties: Design humanities curriculum; implement strategies for  
integrating this new component into a pre-existing science program), 2000-2002.

Planning committee, Talking Across Disciplines: A Feminist Symposium, University of  
ESL instructor, La Casa de la Esperanza, Longmont, Colorado, 1998  
Colorado, Boulder. 1996-1997.  
Mentor, Ronald E. McNair program. 1996-1997.

### **1987-1995, Wakefield High School**

School Reform Committee, Wakefield High School, Arlington, Virginia, 1990-1994  
Physics Curriculum Standards & Textbook Adoption Committee, Arlington County  
School District, Arlington, Virginia, 1987-1994  
Conflict Mediator, Wakefield High School, Arlington, Virginia, 1992-1994

### **Other service**

1987-94            Collective member, *off our backs: a feminist newsjournal*  
1986-87            Editor, *Bryn Mawr College News*

### **Related experiences**

Qualitative evaluator, American Educational Research Association Member Survey, 1999  
Office manager, *off our backs, a feminist newsjournal*, Washington, D.C. (Duties:  
Managed finances, interns, subscriber base, production, advertisements, etc. of small  
feminist periodical. Only paid position on volunteer collective.), 1992-1994  
Educational reform consultant, 1993-1995  
Collective member, *off our backs, a feminist newsjournal*, Washington, D.C., 1988-1995  
Editor, *Bryn Mawr College News*, 1986-1987  
Computer programmer (FORTRAN), Los Alamos National Laboratory, 1984-1985