

**Assistant to the President for Strategic Initiatives and Professor in Practice
University of Texas at Dallas**



- **Assistant to the President for Strategic Initiatives (March 2014-present).** Leading key strategic initiatives inside and outside UT Dallas to address the challenges with the recruitment and retention of Women in STEM students and Faculty. Received this September a grant of \$100,000 from NSF to work with the Minority Serving Institutions via PREM program nationwide and the Material Research Society to improve the Women and URM graduate student pipeline. Engaging strategically corporations around Dallas to support these initiatives
- **Vice-President Diversity and Community Engagement at UT Dallas (2008-2014).** Responsible for *guiding efforts to conceptualize, define, assess, nurture, and cultivate diversity as an institutional and educational resource* to reach the highest level of academic excellence. Raised over \$400,000 (2011-13) for diversity initiatives as part of the UT Dallas Campaign. Led the execution of ***UT Dallas strategic plan for diversity*** to address the main diversity challenges such as the increase of Women in Science and Engineering, the support low socio-economic promising students, and the increase of innovation by developing communication to better understand how different cultures approach solutions to problems in research. Created awareness and improved communication across different cultural and minority groups. Collaborated with the Office of International students to integrate and advance the understanding of different cultures across the world. Created programs and led initiatives with other institutions of Higher Education inside Texas, the USA, and internationally. Two examples are a ***Study Abroad in Cuba*** for graduate and undergraduate students and programs with Mexican students supported by Conacyt. Developed a Nationwide program funded by NSF and the Material Research Society to engage the PREM (Partnerships for Research and Education in Materials) at 14 Minority Serving Institutions to broaden participation and enhance diversity in graduate education. Currently chair of the Diversity Committee for the Material Research Society.
- **Selected 2004 Bell Labs Fellow** (Highest Technical Distinction at Lucent Technologies) for sustained and exceptional scientific and technological contributions in Solid State Physics, II-V material for semiconductor lasers, GaAs ICs, and quality and reliability of products used in high speed optical transport systems for next generation high bandwidth communication.
- Received **Renowned National Awards** that have been the vehicle for creating a strong network to effectively influence higher education, non-profit organizations, Government grants, and corporate environment. Great exposure to the media has allowed me to reach out and serve as a role model for minority students and women.
- **Technical Manager of the DWDM Lightwave Development Group.** Leader of the WDM and Add/Drop technology teams, to develop the new components for next generation optical communication systems. Specifically created a join Research/Development/Manufacturing team to develop the new Add/Drop components for metropolitan and long-distance communications. Directly managed 13 technical people with PhD education and project managed over 20 people.

Awards and Patents

- Received the prestigious “Woody” Award for the creation of a national program supported by NSF with 14 Minority Serving Institutions to broaden participation and enhance diversity in graduate education (2013)
- Selected as a Member of the **Hispanic 100**, a Dallas based organization of Highly recognized Hispanic women leaders (2009)
- **Project Management Professional (PMP) Certification** from the world recognized Project Management Institute (PMI) (2006)
- **Bell Labs Fellow**, the highest technical recognition at Lucent (2004)
- Selected one of the 25 **USA Elite Hispanic Women** by Hispanic Business magazine (2005)
- One of the 5 USA Hispanic selected for the “**Orgullo Hispano Award**” in the category of Science by **Reader’s Digest** (2004)
- Featured in the **Latina Style magazine** for the outstanding contributions in Science (2004)
- Outstanding Scientist Women to participate in the Project “Lecture Series on Women in Science and Engineering”, for the American Association for the Advancement of Science (2002-2003)
- Doctor of Science **Honorary Degree** from Bloomfield College (2001)
- “**One of the 13 USA Most Outstanding Women of the Millennium**”, Glamour Magazine (2001)
- **Hispanic Engineer National Achievement Award**, category of Professional Achievement (2000)
- Cuban Chess Champion (1979); National University Chess Champion (1972-1977); National Scholar Chess Champion (1967)
- **Granted 6 high impact USA patents** worth over \$200M to Lucent through improved design and manufacturing and system performance in optical communication (1987-2003)

EDUCATION

PhD Physics Lehigh University, Bethlehem, PA, “Study of Persistent photoconductivity in AlGaAs/GaAs heterostructures”	1993
M.S. Electrical Engineering Lehigh University, Bethlehem, PA, “Elimination of Light versus Current Nonlinearities in Buried Heterostructure InGaAs/InP Lasers”	1985
B.S. Physics University of Havana, Cuba, Thesis topic: “Reflectivity of GaAs n and p and epitaxial layers”	1977