

THEMA MONROE-WHITE, PHD

APPOINTMENTS

ASSISTANT PROFESSOR, TECHNOLOGY, ENTREPRENEURSHIP AND DATA ANALYTICS Berry College (Mount Berry, GA)	2017-present
DIRECTOR OF RESEARCH AND EVALUATION VentureWell (Hadley, MA)	2016-2017
SENIOR RESEARCH AND EVALUATION CONSULTANT SageFox Consulting Group (Atlanta, GA & Amherst, MA)	2014-2016

EDUCATION

GEORGIA INSTITUTE OF TECHNOLOGY (Atlanta, GA) PhD in Science, Technology, and Innovation Policy	2014
HOWARD UNIVERSITY (Washington, DC) M.S. in Developmental Neuropsychology	2004
HOWARD UNIVERSITY (Washington, DC) B.S. in Psychology	2001

FEDERAL AWARDS

- 2022 – 2025: **PI: Monroe-White, T.** & Co-PI: Sugimoto C. NSF SOS: Scientific topics and careers at the intersection: an algorithmic approach. \$625,000.
- 2021 – 2023: **PI: Monroe-White, T.** & Co-PI McGee, E. NSF EAGER: Celebrating the successes and identifying the obstacles faced by innovative and entrepreneurial underrepresented women of color. *National Science Foundation*: \$58,000 (Supplement to Award #: [1943964](#))
- 2019 – 2022: PI: Huggans, M.; Co-PI: Robinson, J. Subaward Recipients: Huang-Saad, A., McGee, E.O., **Monroe-White, T.**, NSF Cooperative Agreement: A National Initiative to Develop Diversity and Inclusion Infrastructure for STEM Innovation, *National Science Foundation*: \$3,498,254 (Award #: [1940055](#))
- 2020 – 2022: **PI: Monroe-White, T.** & Co-PI: McGee, E. NSF EAGER: Celebrating the successes and identifying the obstacles faced by innovative and entrepreneurial underrepresented women of color. *National Science Foundation*: \$294,000 (Award #: [1943964](#))
- 2016 – 2017: P.I. Weilerstein, P. & firmr. Co-PI: **Monroe-White, T.**, Connecting and Coordinating a National Innovation Network *National Science Foundation*: \$10,000,000. (Award #: [1305035](#))

JOURNAL PUBLICATIONS

Monroe-White, T., & Lecy, J. (2022). The Wells-Du Bois Protocol for Machine Learning Bias: Building Critical Quantitative Foundations for Third Sector Scholarship. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 1-15.

Monroe-White, T., & McGee, E. O. (2022). Impact of COVID-19 on the Career Trajectories of Black, Indigenous, and Latinx IT Graduate Students and Professionals. *The Journal of the Southern Association for Information Systems*, 9(2), 60-71.

Kozlowski, D., Murray, D. S., Bell, A., Hulsey, W., Larivière, V., **Monroe-White, T.**, & Sugimoto, C. R. (2022). Avoiding bias when inferring race using name-based approaches. *Plos one*, 17(3), e0264270.

Kozlowski, D., Larivière, V. Sugimoto, C. R., **Monroe-White, T.*** (2022). Intersectional inequalities in science. *Proceedings of the National Academy of Sciences*, 119 (2) e2113067119. <https://www.pnas.org/content/119/2/e2113067119>

Trawick, C., **Monroe-White, T.**, Joseph, M., Tolbert, N. C., Tola, J., & Haynes, J. K. (2021). Investigating the influence of mentor–mentee race and gender pairs on public health persistence. *Pedagogy in Health Promotion*, 7(1_suppl), 63S-70S.

McGee, E.,* Fang, Y., Ni, Y., **Monroe-White, T.** (2021) How an Anti-Science President and the COVID-19 Pandemic Altered the Career Trajectories of STEM Ph.D. Students of Color. *AERA Open*. DOI: 10.1177/23328584211039217

Matthew, V.,* **Monroe-White, T.** (2020). “Collective Impact in Action: Implementation and Evaluation of a Multi-Institutional Network of Change Makers” *Advances in Engineering Education*, 8(1). <https://advances.asee.org/collective-impact-in-action-implementation-and-evaluation-of-a-multi-institutional-network-of-change-makers/>

Trawick, C.,* **Monroe-White, T.**, Clayton, J., Haynes J.K. (2020) The DRK-12 DREAMS to Teach Program at Morehouse College: Challenges & Opportunities with creating the Next Generation of African-American Male STEM Teachers, *Journal of College Science Teaching*, 49(5).

McKenna, A.,* Lichtenstein, G., Weilerstein, P., **Monroe-White, T.** (2019). “The Entrepreneurial Mindset: Using the questions of Why, What, and How as an organizing framework” *Advances in Engineering Education*, 7(1). <https://advances.asee.org/the-entrepreneurial-mindset/>

Monroe-White, T.,* & Zook, S. (2018) “Social Enterprise Innovation: A Quantitative Analysis of Global Patterns.” *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 29(3), 496-510. <https://rdcu.be/b4cnL>

Coskun, M. E., **Monroe-White, T.**, & Kerlin, J.* (2018). An updated quantitative analysis of Kerlin’s macro-institutional social enterprise framework. *Social Enterprise Journal*. <https://doi.org/10.1108/SEJ-03-2018-0032>

Matthew, V., **Monroe-White, T.**, & Engelman, S. (2017). “Fostering Institutional Change in Innovation and Entrepreneurship: A Social Network Analysis Approach.” *Journal of Engineering Entrepreneurship*, 8(1).

Matthew, V., **Monroe-White, T.**, Miller, M. (2017). “Integrating Entrepreneurship into Capstone Design: An Exploration of Faculty Perceptions and Practices.” *International Journal of Engineering Education*, 33(5).

Thompson, R., **Monroe-White, T.,*** Xavier, J., Howell, C., Moore, M., & Haynes, JK. (2016). African-American male persistence in STEM: A study of the John H. Hopps Jr. Program at Morehouse College. *CBE-Life Sciences Education*, 15(3), ar40. doi:10.1187/cbe.15-12-0263 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5008887/>

Monroe-White, T., and Woodson, T. (2016). “Inequalities in Scholarly Knowledge: Public Value Failures and their Impact on Global Science.” *Journal of African Science, Technology, Innovation and Development*, 8(2) 178-186.

Monroe-White, T., Kerlin, J. A., & Zook, S. (2015). A quantitative critique of Kerlin's macro-institutional social enterprise framework. *Social Enterprise Journal*, 11(2), 178-201.

Bodnar, C.A., Tranquillo, J., Matthew, V., Britos Cavagnaro, L., **Monroe-White, T.** Turrentine, A. (2015) "Iteration by Design: Development of a Game-Based Workshop for Teaching Innovation and Entrepreneurship Concepts." *Experiential Entrepreneurship Exercises Journal*. 1(4), 28-33.

REFEREED CONFERENCE PROCEEDINGS

Monroe-White, T.* (2021, June). Emancipatory Data Science: A Liberatory Framework for Mitigating Data Harms and Fostering Social Transformation. In 2021 ACM SIGMIS Computers and People Research Conference, June 2021. <https://dl.acm.org/doi/10.1145/3458026.3462161>

Monroe-White, T.,* Marshall, B., & Contreras-Palacios, H. (2021, February). Waking up to Marginalization: Public Value Failures in Artificial Intelligence and Data Science In AAAI 2021 Workshop on Diversity in Artificial Intelligence. *Proceedings of Machine Learning Research*. <https://proceedings.mlr.press/v142/monroe-white21a.html>

Monroe-White, T.* and Marshall, B. (2020). "Data Science Intelligence: Mitigating Public Value Failures Using PAIR Principles", Pre-ICIS SIGDSA Symposium on Inspiring mindset for Innovation with Business Analytics and Data Science, Munich Germany, December 2019. <https://aisel.aisnet.org/sigdsa2019/>

BOOK CHAPTERS

Monroe-White, T., and Coskun, M. (2017). "An Updated Quantitative Assessment of Kerlin's Macro-Institutional Social Enterprise Framework." *Book Chapter in In Shaping Social Enterprise: Understanding Institutional Context and Influence* (pp. 27-48). Ed. Janelle Kerlin, Emerald Group Publishing.

Monroe-White, T., and Lecy, J. (2016) "Social Innovation in the Zoo" *Book Chapter in The Social Enterprise Zoo: Implications for Future Policy and Practice*. Eds. Dennis Young and Cassidy Brewer, Edward Elgar Publishing.

Kerlin, J., **Monroe-White, T.,** and Zook, S. (2016) "Habitats in the Zoo" Book Chapter in *The Social Enterprise Zoo: Implications for Future Policy and Practice*. Eds. Dennis Young and Cassidy Brewer, Edward Elgar Publishing.

Monroe-White, T.* (2014). Creating Public Value: An Examination of Technological Social Enterprise. In *Emerging Research Directions in Social Entrepreneurship* (pp. 85-109). Springer Netherlands.

INVITED TALKS & PANELS

Monroe-White, T. Race and Data. *Sugimoto & Lariviere Informatics and Bibliometrics Lab* - Indiana University Bloomington. November, 17th 2020. Virtual Presentation

Robinson, J., Huang-Saad, A., McGee, E., **Monroe-White, T.** GEM Inclusion in Innovation Initiative Workshop: Research Panel Presentation. *National Science Foundation*. Washington, DC, December, 16th, 2019.

Messier, B., **Monroe-White, T.**, Valentino, N. AI and Data Analytics. Panel at *Windham Brannon Insights Conference 2018*. Atlanta, GA, November 29th, 2018.

Galaskiewicz, J., Lecy, J., Durbin, B. **Monroe-White T.**, Nwaneri, N. TIBS Colloquy: The End of Theory? The Place of Theory in Empirical Times. *ARNOVA*, Austin, TX, November 15th, 2018.

Lecy, J., & **Monroe-White, T.** Data Analytics: Can I Teach It, Should I and How. *West Coast Non-Profit Data Conference*, Salt Lake City, UT, April 27th, 2018

Monroe-White, T. & Preskill, H. *Evaluating Collective Impact Initiatives. Keynote Panelist at NSF INCLUDES PI Meeting. Arlington, VA, January 6th, 2017*

INSTITUTIONAL GRANTS, SERVICE AND AWARDS

Outstanding Scholar Award, <i>Campbell School of Business</i>	2021
Outstanding Scholar Award, <i>Campbell School of Business</i>	2020
Student Government Association (SGA) Faculty of the Year Award, <i>Berry College</i>	2020-2021
Campbell School of Business Mini Grant Recipient	2019
Presidential Advisory Committee on Diversity, Equity, and Inclusion (DEI), <i>Berry College</i>	2020-2021
Faculty Assembly ad hoc Curriculum Committee on DEI, <i>Berry College</i>	2020-2021
Academic Community Engagement (ACE) Grant, <i>Berry College</i>	2019-2020
Faculty Scholarship Grant, <i>Berry College</i> (x2)	2019-2020
ACE Course Development Grant, <i>Berry College</i>	2019-2020

RECOGNITION & AWARDS

- U.S. Department of Labor Bureau of Labor Statistics Technical Advisory Committee (BLSTAC) member (*federally appointed three year term*) 2021-2024
- ENT Division Best New Idea Paper Award, *American Society of Engineering Education* (ASEE) 2016
- CGS/ProQuest Distinguished Dissertation Award Nominee, Georgia Tech 2014
- Southern Regional Education Board Pre-Doctoral Fellowship 2009-2013
- American Psychological Association Pre-Doctoral Fellowship in Neuroscience 2001-2003

FACULTY DEVELOPMENT & SERVICE

- *Instructor*, Institute in Critical Quantitative, Computational, & Mixed Methodologies. 2020 - present
- *Reviewer*, Journal of the Southern Association of Information System 2020 – present
- *Invited Participant*, Data Science for Public Service Summit, Georgia State University 2019
- *Reviewer*, Entrepreneurship Education and Pedagogy 2018 - present
- *Reviewer*, Journal of the Southern Association of Information Systems 2020 - present
- *Reviewer*, Social Enterprise Journal 2018 - present
- *Reviewer*, Entrepreneurship Education and Pedagogy 2018 - present
- *PhD Thesis External Examiner*, University of the Witwatersrand (Wits) Business School 2016 - present
- *Federal Review Panelist & Ad-hoc Reviewer*, NSF 2015 - present

PROFESSIONAL BOARDS, MEMBERSHIPS & COMMUNITY ASSOCIATIONS

- Advisory Board, Data Learning and Advisory Group, *Black Teacher Collaborative* (BTC)
- Advisory Board, *Metadocencia*
- Mentor, *Black in AI Summer Research Grant*
- Member and Hackathon Judge, *Atlanta Analytics for Community Service* (ATLytiCS)
- Member and Mentor, *Black in Artificial Intelligence* (Black in AI)
- Member, *Association for Computing Machinery* (ACM)

- Member, *American Educational Research Association (AERA)*
- Member, *Association for Information Systems (AIS)*
- Member, *Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)*

DATA ANALYTICS, DATA MANAGEMENT AND INSTRUCTIONAL DESIGN SOFTWARE

- R – statistics and machine learning
- Stata, SPSS, HLM - statistics
- Rapid Miner - data mining
- Tableau, PowerBI - data visualization
- Dedoose, NVivo – qualitative and mixed methods analyses
- Salesforce, SQL – database management
- Canvas, Blackboard, Desire2Learn, Moodle – instructional design

LANGUAGES

- English – native language
- Spanish – speak, read and write with intermediate proficiency