

JO SANDERS

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RESEARCH AND DEVELOPMENT EXPERIENCE

CURRENT PROFESSIONAL ACTIVITIES, 2003 – present. *Now semi-retired and accepting selected projects only.*

Director, Center for Gender Equity. Consulting, teaching, and writing on gender equity issues. Major projects:

Lexington KY, 2009. Keynote speech and daylong workshop for science and technology teachers, all grades, statewide.

Baltimore MD, 2008-09. Multinational Development for Women in Information Technology, evaluation of Computer Mania Day, a program for middle-school girls.

Plano TX, 2008-09. Taught AP physics high school teachers how to recruit and retain more girls in five workshops; taught trainer-of-trainers institute. *District-wide evaluation showed that post-project, girls increased the number of AP physics exams taken by 106%; boys by 15%. Both also increased their pass rate.*

Denver, 2005-06. Taught members of the computer science staff at a Denver college how to improve relationships between male and female staff in five workshops.

Dallas, 2003-04 and 2004-05. Taught high school teachers of AP physics, chemistry and computer science how to recruit and retain more girls in nine workshops.

Additional teacher workshops, nationwide.

Personal and organizational histories: interviewing, writing, teaching. Helped over two dozen people create their life histories in oral or written form.

WASHINGTON RESEARCH INSTITUTE, Seattle. 1997 - 2003. Director, Center for Gender Equity.

Co-Principal Investigator with Carnegie Mellon University to make Information Technology a more attractive career to women and minorities via a web course for IT instructors and improved postsecondary recruitment materials and procedures. (NSF, 2000-2003). Web course is at <http://www.josanders.com/portal/index.htm>

Principal Investigator, Washington State Gender Equity Project, to infuse gender equity in teacher education throughout the state of Washington. (NSF, 1999-2002)

Co-Principal Investigator with Carnegie Mellon University to strengthen high school computer science teachers' gender equity knowledge and skills. (NSF, 1997-2000)

Principal Investigator, Teacher Education Mentor Project, to infuse gender equity into teacher education from an institutional change framework. (NSF, 1996-1999)

Frequent public speaking and teaching, nationwide.

UNIVERSITY OF WASHINGTON, Seattle. 1996 - 1997.

Research Professor, College of Education, and Director, Center for Gender Equity in Technology, Science and Mathematics Education.

CITY UNIVERSITY OF NEW YORK GRADUATE CENTER, Center for Advanced Study in Education, New York, New York. 1993 - 1996

Principal Investigator, Teacher Education Equity Project, a three-year, \$1 million effort funded by the National Science Foundation, IBM, Hewlett Packard and AT&T to work with professors of education nationwide in helping their student teachers in mathematics, science and technology to acquire gender equity skills before reaching the classroom.

Director, New York City Math and Science Project, a grant from the New York State Department of Education to promote gender equity among leading math and science teachers in the city.

Writing, training, public speaking and consulting on gender equity in technology, mathematics and science.

Frequent public speaking and teaching, nationwide.

WOMEN'S ACTION ALLIANCE, New York, New York. 1983 - 1993.

Director, Computer Equity Expert Project, a grant for \$1.1 million from the National Science Foundation, I.B.M., and other corporations to institutionalize equity for girls in computers, mathematics and science in every state using a trainer-of-trainers approach. Developed week-long seminars and trained 200 educators nationwide in computer equity for girls. Highly successful: 9,400 faculty taught, 77,000 girls reached with equity strategies. Thousands of girls enrolled in advanced courses who otherwise would not have.

Director, Sex Equity in Education Program. Ongoing responsibilities to provide training and technical assistance to teachers, administrators and policy makers on educational, employment, and vocational education subjects relating to girls and women.

Director, New York State Computer Equity Project, a \$275,000 grant from the National Science Foundation to develop, test and publish training materials on computer equity for girls, to be used with teachers in a trainer-of-trainers mode.

Senior Editor, *Equal Play*, a journal on gender equity in education.

Director, Computer Equity Media Project, to write and publish brochures for teachers and parents on computer equity for girls.

Director, Children of Single Parents and the Schools Research Project, funded by the MacArthur Foundation to review the research on school behavior and performance of children of single parents. Supervised preparation of monograph.

Director, Women's Centers and the Job Training Partnership Act Project, funded by the Ford Foundation to determine the extent to which campus-based and independent women's centers are able to utilize JTPA to provide adequate job training to low-income women.

Director, Computer Equity Training Project, a grant from the U.S. Department of Education to develop and test school-based strategies for increasing middle-school girls' interest in and use of computers. In national field test, girls' computer participation rose 144 percent in one term.

Frequent public speaking and teaching, nationwide.

GIRLS INC., Indianapolis, Indiana, 1990.

Consultant-Director of national project assessing school district procedures and policies when outside researchers seek to conduct research in schools.

NEW YORK STATE EDUCATION DEPARTMENT, Albany, New York, 1983.

Consultant to the Occupational Education Civil Rights Coordinating Unit; writer of guide for school district administrators to comply with equity requirements in sex, race, disability, and language under Title IX, Title VI, and Section 504.

TECHNICAL EDUCATION RESEARCH CENTERS, Cambridge MA, 1979-82.

Director, Women's Outreach Project, a \$522,000 contract with the U.S. Department of Education on nontraditional occupations (NTO) for women. Conducted nationwide research on NTO programs in industry, colleges, CETA, unions, and nonprofit organizations. In field test of national programs, all five participating schools chose to rehire coordinators after grant support ended.

URBAN SYSTEMS, Cambridge MA, 1979.

Consultant on a project to evaluate the effectiveness of the Head Start parent program component.

CAMBRIDGE (MA) SCHOOL DISTRICT, 1979.

Director of project to determine causes of low female enrollment in high school industrial arts programs and to recommend solutions.

WOMEN'S TECHNICAL INSTITUTE, Boston MA, 1978-79.

Evaluator of project to recruit women for nontraditional job training. Evaluated effectiveness with participating women, employers and instructors. Writer of funded proposal to establish the first technical school for women in the U.S.

CONTRACT RESEARCH CORPORATION, Belmont MA, 1975-78.

Director of project to develop four-volume series on entrepreneurship for women and minority students.

Deputy Director of project to assist Head Start teachers in mainstreaming handicapped preschoolers. Production coordinator for series of eight books from manuscript to bound books.

Senior Analyst of CETA program in Virginia to train women for nontraditional jobs. Interviewed instructors, employers, and women; wrote newsletters on program.

Analyst in project to identify new and emerging occupations. Wrote curriculum guides for nuclear quality assurance technician and horticultural therapy aide.

Analyst in project to develop hospitality and recreation occupations curriculum.

SELECTED PUBLICATIONS

- “Lessons I’ve Learned in Three Decades of Working with Teachers about Girls in STEM.” *Journal of Women and Minorities in Science and Engineering*, 16(2), 2010, pp. 99-113.
- “Evaluation of Computer Mania Day” with Claudia Morrell and Christopher Morrell. Baltimore: Multinational Development of Women in Technology. 2009.
- “Gender and Technology: What the Research Tells Us,” *Handbook of Gender and Education*, Chris Skelton, Becky Francis & Lisa Smulyan (eds.), Sage Publications, London, 2006.
- Conference proceedings: International Symposium on Women and ICT: Creating Global Transformation. Co-editor with Claudia Morrell.
<http://portal.acm.org/toc.cfm?id=1117417&coll=portal&dl=ACM&type=proceeding>, 2006.
- “Gender and Technology: A Research Review. <http://www.josanders.com/resources.html#pdf>, 2006.
- “Gender and Technology in Education Bibliography.” www.umbc.edu/cwit/itgenderbib, 2006.
- “Closing Gender Gaps in Science,” with Sarah Cotton Nelson. *Educational Leadership*, 62(3), November 2004, pages 74-77.
- “Something’s Missing from Teacher Education: Attention to Two Genders.” *Phi Delta Kappan*, 94(3), November 2004, pages 241-244.
- “Challenging the System: Assumptions and Data Behind the Push for Single-Sex Schooling,” with Patricia B. Campbell. *Doing gender in Policy and Practice: Perspectives on Single-Sex and Coeducational Schooling*. Routledge-Falmer Press, 2002.
- “Using Mentors to ‘Genderize’ Teacher Education,” with Patricia B. Campbell. *Journal of Women and Minorities in Science and Engineering*, 2002.
- “Making It Happen: The Role of Teacher Education in Ensuring Gender Equity,” with Patricia B. Campbell. *Policy Perspectives*, American Association of Colleges for Teacher Education, 2001.
- Fairness at the Source: Assessing Gender Equity in Teacher Education for Colleges and Universities*. Seattle: Washington Research Institute, 2000
- "The Molehill and the Mountain." *TIES*, September 1998.
- “One Project, Many Strategies: Making Preservice Teacher Education More Equitable,” with Patricia B. Campbell and Karin Steinbrueck. *Journal of Women and Minorities in Science and Engineering*. 1997, 3(4), pp. 225-243.
- Gender Equity Right from the Start: Instructional Activities for Teacher Educators in Mathematics, Science and Technology, and Gender Equity Sources and Resources for Education Students*, with Janice Koch and Josephine Urso. Mahwah, NJ: Lawrence Erlbaum Associates, 1997.
- “Teacher Education and Gender Equity.” *ERIC Digest*. Washington DC: ERIC Clearinghouse on Teaching and Teacher Education, American Association of Colleges for Teacher Education, May 1997.

- "How Do We Influence Educators About Gender Equity?" *Effective Pedagogies: Educating Girls and Boys* (Patricia Murphy, ed.). London: Falmer Press, 1997.
- "Uninformed but Interested: Findings of a National Survey on Gender Equity in Pre-Service Teacher Education" with Patricia B. Campbell. *Journal of Teacher Education*, Jan./Feb. 1997, 48(1), pp. 69-75.
- "Blueprinting Equity." *Teacher Preparation Digest*. Newton MA: Women's Educational Equity Act Resource Center, EDC. January 1996.
- "Girls and Technology: Villain Wanted." Chapter in *Teaching the Majority*, edited by Sue V. Rosser, Teachers College Press. 1995.
- "How Do We Get Educators to Teach Gender Equity?" a paper presented at a UNESCO colloquium on pedagogy for girls, University of London, 1995. To be published in proceedings.
- Bibliography on Gender Equity in Math, Science and Technology: Resources for Classroom Teachers*, with Starla Rocco. New York: Center for Advanced Study in Education, CUNY Graduate Center, 1994.
- Lifting the Barriers: 600 Strategies that Really Work to Increase Girls' Participation in Science, Mathematics and Computers*. Jo Sanders Publications, 1994.
- "Technology: Closing the Gender Gap." *Executive Educator*, September 1993.
- "A Large American Project that Got Thousands of Girls Into Mathematics, Science and Technology." *Proceedings of GASAT 7 International Conference*, 1993.
- "Research Partners: When Outsiders Conduct Research in Schools." Indianapolis IN: Girls Inc., 1991.
- What is Computer Equity?* with Mary McGinnis. Metuchen NJ: Scarecrow Press, 1991.
- Computer Equity in Math and Science* with Mary McGinnis. Metuchen NJ: Scarecrow Press, 1991.
- "Counting on Computer Equity" with Mary McGinnis. Metuchen, NJ: Scarecrow Press, 1991.
- "Preparing Women for Technical Careers: Dealing with Our Own Expectations and Biases," with Rebecca Lubetkin. In *Needed: An Agenda for Equity in Mathematics Education*, Walter Secada and Margaret Meyer, editors. Peabody Journal of Education, 1991.
- "Recruiting Low-Income Women into Engineering" in *Women in Engineering Conference Proceedings*, Jane Daniels, editor. Purdue University, 1990.
- "How the Job Training Partnership Act Fails Single Women in Poverty." Hearing testimony, House Select Committee on Hunger, June 15, 1989. Published in *Hunger and Poverty Among Single Persons: Is there a Safety Net for Them?* Washington DC: U.S. Government Printing Office, 1990.
- "Equity and Technology in Education: An Applied Researcher Talks to the Theoreticians" in *Equity in Education*, Walter Secada, editor. Philadelphia: Falmer press, 1989.

Staying Poor: How the Job Training Partnership Act Fails Women. Metuchen NJ: Scarecrow Press, 1988.

"Computer Equity for Girls" in *Sex Equity in Education: Readings and Strategies*, edited by Anne O'Brien Carelli. Springfield IL: Charles C. Thomas Publishers, 1988.

"Closing the Computer Gender Gap in School" in *Contributions to the Fourth International GASAT Conference* (Gender in Science and Technology), vol. 2, June 1987.

"The Effect of Equity Strategies on Girls' Computer Usage in School" with Marian Fish and Alan Gross, in *Computers and Human Behavior*, vol. 2, 1986.

The Neuter Computer: Computers for Girls and Boys, with Antonia Stone. New York: Neal Schuman Publishers, 1986.

The Nuts and Bolts of NTO: How to Help Women Enter Nontraditional Occupations, second edition. Metuchen NJ: Scarecrow Press, 1986.

"Closing the Computer Gender Gap," *Education Digest*, October 1986.

"The Computer Gender Gap: Close it While There's Time," *Monitor*, January 1986.

"Making the Computer Neuter," *The Computing Teacher*, April 1985.

"Here's How You Can Help Girls Take Greater Advantage of School Computers," *The American School Board Journal*, April 1985.

"The Computer: Male, Female or Androgynous?" *The Computing Teacher*, April 1984.

The following publications as Jo Shuchat:

"Women and Computer-Related Jobs," *Hands On*, Fall 1981.

Minding Your Own Small Business and Something Ventured, Something Gained, with others. Washington DC: Government Printing Office, 1979.

Mainstreaming Preschoolers: Children with Mental Retardation, with others. Washington DC: Government Printing Office, 1978.

"The Women's Program: Nontraditional Occupation for Women." Fairfax County (VA) CETA, 1977-78.

Identifying and Planning for New and Emerging Occupations, with others. Washington DC: Government Printing Office, 1976.

Career Exploration in Hospitality and Recreation and Occupational Preparation in Hospitality and Recreation, with others. Washington DC: Government Printing Office, 1976.

INTERNATIONAL ACTIVITIES

Conducted focus groups at the International Conference on Women and Engineering and Technology Research, Carthage, Tunisia, June 6-8, 2007.

Co-coordinator and presenter at the International Symposium on Women and ICT: Creating Global Transformation. Baltimore, June 12-14, 2005.
Presenter at Crossing Cultures, Changing Lives: Integrating Research on Girls' Choices of IT Careers. Invitational international conference in Oxford, England, July 2005.
Invitational international colloquium on pedagogy for girls, University of London, January 1995
Presentation, World Conference on Computers in Education, Paris, March 1993
Feature presentation at World Conference on Computers in Education and lecture tour, Australia, July 1990.
Presentation at Gender and Science and Technology, Haifa Israel, July 1989
Lecture tour, Finland and Denmark, April 1989.
Lecture at the Technion, Israel, 1987.

CONSULTING (PARTIAL LIST)

Multinational Development of Women in Technology (MDWIT)
The Women of TI (Texas Instruments), Dallas
Dallas Women's Foundation
Dallas Chamber of Commerce
Metropolitan State College of Denver
Advanced Placement Strategies, Dallas
Campbell-Kibler Associates, Inc., Groton MA
Ballard & Tighe Test Publishers
South Whidbey Community Engagement Center
Northwest Institute for Nonprofit Excellence, Bellingham
National Workforce Center for Emerging Technologies, Bellevue Community College
Cybercamps
Dalton School, New York City
Intel Corporation
National Coalition of Girls' Schools
Columbia University School of Public Affairs
Harpeth Hall School, Nashville TN
Bush Foundation

CURRENT PROFESSIONAL SERVICE

Seattle Girls' School: mentor and Advisory Board member, 2003 - present

TEACHING EXPERIENCE

Extensive experience teaching adults since 1983.
MacDuffie School for Girls, Springfield MA, 1972-74.
Wilbraham College, Springfield MA, 1971-72.
University of Michigan, Ann Arbor, 1967-69. Teaching fellow.

EDUCATION

A.B.D., University of Michigan, 1971, French literature
M.A., University of Michigan, 1968, French literature
Graduate study, University of Chicago, 1965-66, philosophy of science
B.A., Antioch College, 1965, English literature and philosophy

Foreign study, Université de Besançon, France, and Université de Neuchâtel, Switzerland, 1963-64

LANGUAGES

Fluent in French