

# THEMA MONROE-WHITE, PHD

## APPOINTMENTS

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

## EDUCATION

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

## FEDERAL AWARDS

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- 2022 – 2025: **PI: Monroe-White, T.** & Co-PI: Sugimoto C. NSF SOS: Scientific topics and careers at the intersection: an algorithmic approach. *National Science Foundation*: \$605K (Berry: \$405K, Award #: [2152288](#))
  - 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*: \$58K (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*: \$3.5M (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*: \$294K (Award #: [1943964](#))
  - 2016 – 2017: P.I. Weilerstein, P., Co-PI: **Monroe-White, T.**, Connecting and Coordinating a National Innovation Network *National Science Foundation*: \$10M. (Award #: [1305035](#))

## JOURNAL PUBLICATIONS

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**Monroe-White, T.\***, & McGee, E. O. (revise and resubmit). Toward a Race-Conscious Entrepreneurship Education: The Mediating Role of Racial Activism in Catalyzing Black Nascent STEM Entrepreneurship. *Entrepreneurship, Education and Pedagogy*.

**Monroe-White, T.** (revise and resubmit). Decolonizing Data Science via Liberatory Datasets and Curricula. *International Association for Social Science Information Service and Technology (IASSIST) Quarterly*.

**Monroe-White, T.\***, Wright, B., Hulsey, W.,<sup>§</sup> Kushins, E., and Hord A. (accepted) Establishing a Data Science for Good Ecosystem: The Case of ATLytiCS. *The Journal of the Southern Association for Information Systems*.

*Note:* Student mentees denoted by <sup>§</sup>

**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. <https://journals.sagepub.com/doi/full/10.1177/23733799211049238>

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>

*Note:* Student mentees denoted by §

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.

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#### REFEREED CONFERENCE PAPER PROCEEDINGS

**Monroe-White, T.**; Marshall, B.; and Contreras-Palacios, H., § "Social Exclusion in Data Science: A Critical Exploration of Disparate Representation in Higher Education" (2022). AMCIS 2022 Proceedings. 9. [https://aisel.aisnet.org/amcis2022/sig\\_si/sig\\_si/9](https://aisel.aisnet.org/amcis2022/sig_si/sig_si/9)

**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>

Kozlowski, D.,\* Murray, D. S., Bell, A., Hulsey, W., Larivière, V., **Monroe-White, T.**, & Sugimoto, C. R. (2021). Avoiding bias when inferring race using name-based approaches. arXiv preprint arXiv:2104.12553. (*Full paper*). <https://www.issi-society.org/publications/issi-conference-proceedings/proceedings-of-issi-2021/>

**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/>

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#### BOOK CHAPTERS

Aggarwal A. Shepard T.,§ **Monroe-White T.**, and Bozeman III. J., (*submitted*) Applying the Wells-Du Bois Protocol for Achieving Systemic Equity in Socioecological Systems. *Book Chapter in*

*Note:* Student mentees denoted by §

*Mitigating Bias in Machine Learning Textbook*. Eds. Carlotta Berry and Brandeis Marshall, McGraw Hill Education.

**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 Cassady 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 Cassady 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.

#### CONFERENCE PRESENTATIONS

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Robinson, J., Edouard, L., Atkins, R., Bradley, J., **Monroe-White, T.**, McGee, E.O. (2022) Drivers of Selection and Retention of Underrepresented Groups in Technology Entrepreneurship Panel Presentation. 82<sup>nd</sup> *Annual Meeting of the Academy of Management*.  
<https://doi.org/10.5465/AMBPP.2022.15130symposium>

Boykin, C. M., Cratsley, M. J., & **Monroe-White, T.** (2022 – accepted, *not presented due to travel issues*). Proceeding With Caution: On a Thoughtful and Just Integration of Technology into Society. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 17644). Briarcliff Manor, NY 10510: Academy of Management.

**Monroe-White, T.** (2022) Workshop on Racial Equity in Technology Entrepreneurship. Sponsored by the Ewing Marion Kauffman Foundation. New York University Tandon School of Engineering (*Virtual Session*), June 28-30, 2022.

Kozlowski, D., Doshi, S., Rangwala, A., Sugimoto, C. R., Larivière, V., & **Monroe-White, T.** (2022). Applying an Intersectional Lens to Author Composition at Women’s Colleges, Historically Black Colleges and Universities, and Hispanic Serving Institutions in the United States. 26<sup>th</sup> International Conference on Science and Technology Indicators (STI).

**Monroe-White, T.** (2021). “Impact of COVID-19 on the Career Trajectories of Black, Indigenous and Latinx I.T. Graduate Students and Professionals” *Southern Association for Information Systems 2020 Virtual Conference*, September 2021.

**Monroe-White, T.** Bamfo-Adjei, P., Setor, K. and Bawole, J. (2020). “A Critical Study of Information System Use in Ghana's Public Sector”, *Southern Association for Information Systems 2020 Virtual Conference*, September 2020.

*Note:* Student mentees denoted by §

Robinson, J., **Monroe-White, T.**, McGee, E.O., Joshi, A., Bradley, J. “Inclusive Innovation in Technology Entrepreneurship: What is it and How can we Study it.” *80th Annual Meeting of the Academy of Management*. Virtual Session. August 7-11, 2020.

Robinson, J., **Monroe-White, T.**, McGee, E.O., Hood, A., Joshi, A., Bradley, J. “In Search of Inclusive Innovation: Emerging Research and Intervention.” *80th Annual Meeting of the Academy of Management*. Virtual Session. August 7-11, 2020.

**Monroe-White, T.** (2018). “An Expanded Multi-Level Cross Country Comparative Analysis of Social Enterprise Innovation.” *GLOBELICS Conference* (October 22-26, 2018), Accra, Ghana.

Matthew, V., **Monroe-White, T.**, & Engelman, S. (2017). “Fostering Institutional Change in Innovation and Entrepreneurship: A Social Network Analysis Approach.” *American Society for Engineering Education (ASEE) Conference* (June 26-29, 2016), New Orleans, LA.  
<https://peer.asee.org/26946>

**Monroe-White, T.**, and Zook, S. (2015). “Social Enterprise Innovation: A Quantitative Analysis of Global Patterns.” *ARNOVA Conference* (November 17-19, 2015), Chicago, IL

Nilsen, L., Matthew, V., Besterfield-Sacre, M., **Monroe-White, T.** “Landscape Analysis as a Tool in the Curricular Change Process” *Frontiers in Education (FIE) Conference* (October 21-24, 2015), El Paso, TX.

Nilsen, L., Matthew, V., Shartrand, A., **Monroe-White, T.** “Stimulating and Supporting Change in Entrepreneurship Education: Lessons from Institutions on the Front Lines” *American Society for Engineering Education (ASEE) Conference* (June 14-17, 2015), Seattle, WA

#### INVITED TALKS, PANELS & CONVENINGS

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**Monroe-White, T.**, 2022. *Data Career Paths Panel*. Black Women in Data Summit. October 1<sup>st</sup> & 2nd, 2022. Atlanta, Georgia.

Kozlowski, D., **Monroe-White, T.**, Larivière, V. Sugimoto, C. R. (2022) *Institutional determinants of intersectional inequalities in science. Doing intersectional research Symposium*. BRIDGES: Bridges Between Disciplines: Gender in STEM and Social Sciences. September 12<sup>th</sup>-16<sup>th</sup>, 2022.

**Monroe-White, T.**, (March 11, 2022). *Responsible DS + AI Speaker Series: Emancipatory Data Science*. University of Illinois School of Information Sciences.

**Monroe-White, T.** Boykin, M. C. Gebru, T, Cobb Payton, F. (2021) Emancipatory Data Science. Research Panel Presentation. *EthicX Series Georgia Institute of Technology*. September, 30, 2021. Virtual Presentation

**Monroe-White, T.** Race and Data. *Sugimoto & Lariviere Informatics and Bibliometrics Lab* - Indiana University Bloomington. November, 17<sup>th</sup> 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, 16<sup>th</sup>, 2019.

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**Monroe-White, T.** Promoting the Equity and Inclusion of Early-Stage Entrepreneurs and Innovators in Accelerator Programs. *Social Enterprise at Goizueta and Old Dominion University Research Colloquium on Early-Stage Ventures and Accelerators*. Norfolk, VA. June 14-15, 2019.

Messier, B., **Monroe-White, T.**, Valentino, N. AI and Data Analytics. Panel at *Windham Brannon Insights Conference 2018*. Atlanta, GA, November 29<sup>th</sup>, 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 15<sup>th</sup>, 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 6<sup>th</sup>, 2017

**Monroe-White, T.**, & Turrentine, A. *Driving Innovation through Leadership Diversity*. Panel at Epicenter: Pathways to Innovation All Team Member Retreat, Phoenix, AZ, February 18, 2015.

**Monroe-White, T.**, *Social Enterprise, Innovation and Diversity*. Invited Speaker at Art Center College of Design, Los Angeles, CA, October 7, 2014.

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## POPULAR MEDIA PUBLICATIONS, COMMENTARIES & RECOGNITION

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Kwon, D. (2022). The rise of citational justice: how scholars are making references fairer. *Nature*, 603(7902), 568-571. doi: <https://doi.org/10.1038/d41586-022-00793-1>

Flaherty, C. (2022). How Identity Shapes Science. *Inside Higher Ed*. <https://www.insidehighered.com/news/2022/01/04/new-data-how-race-and-gender-shape-science>

Kozlowski, D., & **Monroe-White, T.** (2022). Race And Gender Inequalities In Citations And Research Topics In US. The Science Breaker. <https://orbilu.uni.lu/bitstream/10993/51849/1/race-and-gender-inequalities-in-citations-and-research-topics-in-us.pdf>

Saizow, H. (2022). Episode 17: The criticality of pairing social science and algorithmic work. Center for Naval Analyses (CNA) “Justice Talks” Podcast. <https://www.cna.org/our-media/podcasts/justice-talks/17>

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## INSTITUTIONAL GRANTS, SERVICE AND AWARDS

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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
Research Grant Recipient, <i>Campbell School of Business</i>	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

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## RECOGNITION, APPOINTMENTS & AWARDS

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*Note:* Student mentees denoted by §

Faculty Associate, Tayarisha African Centre of Excellence in Digital Governance, University of the Witwatersrand (Wits)	2022-present
Best Early Career Presentation, <i>Racial Equity in technology Entrepreneurship Workshop</i>	2022
U.S. Department of Labor Bureau of Labor Statistics Technical Advisory Committee (BLSTAC) member ( <i>federally appointed three year term</i> )	2021-2024
ENT Division Best New Idea Paper Award, <i>American Society of Engineering Education</i> (ASEE)	2016
CGS/ProQuest Distinguished Dissertation Award Nominee, Georgia Tech	2014
Southern Regional Education Board Pre-Doctoral Fellowship	2009-2013

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#### FACULTY DEVELOPMENT & SERVICE

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

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#### PROFESSIONAL BOARDS, MEMBERSHIPS & COMMUNITY ASSOCIATIONS

Strategic Data, Research, Evaluation & Policy Advisor <i>Black Teacher Collaborative</i> (BTC)
Advisory Board, <i>Metadocencia</i>
Mentor, <i>Black in AI Summer Research Grant</i>
Member and Hackathon Judge, <i>Atlanta Analytics for Community Service</i> (ATLytiCS)
Member and Mentor, <i>Black in Artificial Intelligence</i> (Black in AI)
Member, <i>Association for Computing Machinery</i> (ACM)
Member, <i>American Educational Research Association</i> (AERA)
Member, <i>Association for Information Systems</i> (AIS)
Member, <i>Association for Research on Nonprofit Organizations and Voluntary Action</i> (ARNOVA)

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#### 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

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#### LANGUAGES

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

*Note:* Student mentees denoted by §