

# NICOLE YATES

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## EDUCATION

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- 2017 – present    PhD candidate, Urban Education Policy  
*University of Southern California, Los Angeles, CA*
- 2010 – 2012      MA, Psychology  
*Stanford University, Stanford, CA*  
Thesis: *Gender differences in motivations for switching from STEM to non-STEM majors*
- 2007 – 2011      BA, Psychology  
*Stanford University, Stanford, CA*

## PROFESSIONAL EXPERIENCE

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- September 2015 – June 2017    Senior Research Analyst & Applications Specialist, *National Society of Black Engineers*
- Managed continual service improvement of SQL database
  - Produced blogs and infographics using society data
  - Designed and executed original research studies, data analyses
  - Lead knowledge management for societal IT solutions
- July 2013 – September 2015    Director of Membership, *National Society of Black Engineers*
- Managed transition to new association management system (documented requirements, validated data, tested processes)
  - Increase membership totals by more than 1,700 members
  - Developed customer satisfaction surveys to continually evaluate membership staff performance
- July 2012 – June 2013      Adjunct Faculty (Mathematics), *Grand Canyon University*
- Taught algebra/statistics in four weekly lectures of over 100 students
  - Recommended strategies to dean for improving lecture effectiveness
  - Worked with students one-on-one in office hours

## RESEARCH INTERESTS

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My research interests focus on African American students and include topics such as the achievement gap, motivation, persistence, and college readiness. While in the non-profit space, I studied collegiate and professional persons of color, but my future research will extend to pre-college students in order to create a holistic picture of the academic pipeline.

## PUBLICATIONS

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- Ross, M., Reid, K.W. & Yates, N. (2017). Paving the way: Engagement strategies for improving the success of underrepresented minority engineering students. *Journal of Women and Minorities in Science and Engineering*. Invited to revise paper for publication.
- Yates, N. (2017). Want to boost your salary by \$10,000? Ask for more. Retrieved from <http://www.nsbe.org/News-Media/Blogs/Nicole-Yates/June-2017/ask-for-more.aspx>.
- Yates, N. (2016). Progressing toward 20205: More black engineers graduate. National Society of Black Engineers. Retrieved from <http://www.nsbe.org/News-Media/Blogs/Nicole-Yates/August/Progressing-Toward-2025-More-Black-Engineers-Gradu.aspx#.WTgO9Wgrl2w>.
- Yates, N. (2016). Get an edge with a PMP. National Society of Black Engineers. Retrieved from <http://www.nsbe.org/News-Media/Blogs/Nicole-Yates/July-2016/Get-an-Edge-with-a-PMP.aspx>.
- Yates, N. (2016). Why engineering? A review of college majors and earnings for African Americans. Retrieved from <http://www.nsbe.org/News-Media/Blogs/Nicole-Yates/June-2016/Why-Engineering-College-Majors-and-Earnings-for-Af.aspx#.WTgPamgrl2w>.
- Yates, N. (2016). Want to graduate? Join NSBE. National Society of Black Engineers. Retrieved from <http://www.nsbe.org/News-Media/Blogs/Nicole-Yates/May-2016/Want-to-Graduate-Join-NSBE.aspx#.WTgPgGgrl2w>.
- Yates, N. (2016). Why NSBE? A case study of students in career and technical student organizations. National Society of Black Engineers. Retrieved from <http://www.nsbe.org/News-Media/Blogs/Nicole-Yates/January-2016/Why-NSBE.aspx#.WTgPmGgrl2w>.

## PAPER PRESENTATIONS

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- Yates, N. & Rincon, R. (2017, June). *Minority women in the workplace: Early career challenges and strategies for overcoming obstacles*. Symposium conducted at the annual conference of the American Society for Engineering Education, Columbus.
- Yates, N. (2016, June). *Engineering achievement: An exploratory case study of minority engineering organization chapter activities*. Symposium conducted at the annual conference of the American Society for Engineering Education, New Orleans.

## PROFESSIONAL AFFILIATIONS

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American Society for Engineering Education

National Association of Professional Women

Stanford Alumni Association

Alumni Interviewer from 2014 to present (interviewed 15+ candidates)

National Society of Black Engineers