

August 23, 2023

Dear IDEA search committee,

I am writing to express my strong interest in becoming the College of Agricultural Sciences (CAS) Assistant Dean for Inclusion, Diversity and Equity in Agriculture (IDEA) at Colorado State University. I have over 15 years of experience as a university administrator serving students and academic personnel from underrepresented and marginalized backgrounds. My background as a first-generation, low-income, Northern Cheyenne Tribal member, my biology research training, and experience working with diverse populations at multiple institutions including a land grant university, make me an excellent fit for this role.

I am the founder and Director of the STEM Scholars Program at Iowa State University (ISU), where I have established a successful undergraduate training program for minorities, low income, and first-generation students. With over 240 members including 85 alumni, STEM Scholars has had a positive impact on the institution and raised its reputation regionally and nationally. The program is a peer-to-peer learning community modeled after the UC Berkeley Biology Scholars Program, where I worked prior to moving to ISU. The approach is to develop undervalued talent who bring a strong passion for science and combining professional and leadership development tailored to individual and group needs. STEM Scholars are in majors across four different colleges, including a significant number of students in the College of Agriculture & Life Science. STEM Scholars training and mentoring is grounded in individualized development plans, student-led workshops, and paid career experiences via research and internships. Despite entering ISU with lower incoming test scores, STEM Scholars have 4- & 6-year graduate rates (76% and 92% respectively) that exceed campus averages and double that of their non-STEM Scholar peers. Furthermore, STEM Scholars have been awarded with highly prestigious awards both nationally and at Iowa State University. Students leave with a strong professional network of support for a post-undergraduate world in the science workforce. The program is innovative, readily adaptable at other institutions, and scalable.

At Iowa State, my campus service has included participation on the hiring committee for the first Associate Dean of Diversity, Equity, & Inclusion (DEI) in the College of Liberal Arts & Sciences, leading efforts to drop GRE requirements for ISU graduate programs, and serving on the high impact practices task force report for the provost. I have been successful in advancing awareness of DEI solutions at ISU through building strong relationships with faculty, administrators, and students from across campus on these issues. My success as an administrator is grounded in working well with others, empathy, emotional intelligence, and a little dose of humor.

Outside of Iowa State, I am recognized nationally as a DEI leader. I am engaged in DEI initiatives and conversations on several fronts, including as a grant reviewer for workforce training grants at NIH/NSF/HHMI, a facilitator of leadership trainings for minority PhDs, and via long-term involvement with the Society for the Advancement of Chicano/Hispanics & Native Americans in Science (SACNAS). I recently served two terms on the SACNAS Board of Directors (BOD) that involved maintaining fiduciary responsibilities and strategic planning for an 8000+ membership with an annual budget over 4 million dollars. I currently serve as a facilitator for two SACNAS Leadership Institutes and participate in committees and task forces that serve the SACNAS mission. As a result of this work, I am frequently invited to speak about approaches to make the biological sciences more inclusive from the undergraduate through the professoriate. With my academic background in ecology and evolutionary biology, I remain professionally connected to several scientific societies and periodically deliver plenary talks and lead DEI trainings at national conferences.

I am excited about this position for several reasons that are both professional and personal. Becoming the first IDEA Assistant Dean in CAS will bring a host of new challenges and opportunities for growth

IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY

and development. The three essential duties of the position are intriguing to me. One, my experience on the SACNAS BOD taught me that I love thinking about and participating in *strategic planning*, as such efforts require a comprehensive assessment of one's strengths, weaknesses, opportunities, and it requires an organization to dig their heels in on what they value for the coming years. Due to my experience writing and reviewing grant proposals, including some fund development experience, I have ideas for ways to promote CSU-IDEA efforts to federal agencies, private industry, and donors.

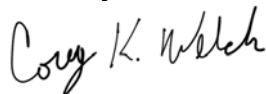
Two, the strongest part of my CV is in the areas of *faculty, staff, and student engagement*. I know the research and give talks on student success, inclusive teaching practices in foundational introductory biology courses, and have published on ways to improve faculty recruitment, retention, and promotion. Establishing an "Agricultural Science Scholars" program at CSU (modeled after my own program) could be part of these efforts. As with any new program or policy, data collection and assessment is a requirement and I have ideas for ways universities can improve their tracking of students beyond current, frequently ad hoc, practices.

Third, I have a strong record of *Outreach and Engagement with External Stakeholders*. As a former field biologist who did research on private, public, forest service, and national park lands, I am aware of the importance of effectively communicating why you are asking the public and professional land managers for their time and access to the lands they oversee. As a Montanan, I have also experienced being the outsider talking to a rural landowner who may initially be suspicious of my intentions, but with good communication and understanding, I have found these people will often give you their shirt off their back to help you complete your task. Additionally, I have strong connections to an innovative 8-12th grade diversity program, Science Bound that serves 19 area under-resourced middle and high schools across 3 Iowa communities (1 urban, 2 rural). Many STEM Scholars are also in Science Bound and I co-advise the ISU SACNAS chapter with the Science Bound Director. I have spoken at the Science Bound graduation dinner for these students and their parents. On multiple years, I have led 4-H activities for middle and high school students: small mammal trapping (catch/release) and STEM Scholar student panels sharing "life as a college student" advice to students visiting the ISU campus. Lastly, I have received small grants from John Deere to support student travel to national research conferences and have begun a new partnership with Bayer CropScience in Boone, IA that could result in paid summer internships for STEM Scholars students.

In closing, I am excited about the opportunity to build on the existing strengths in the College of Agricultural Sciences, to establish new partnerships to broaden the success of all students and members of the scientific community in the agricultural sciences at CSU, and to serve the land grant mission. I have included in my application my curriculum vitae and a statement describing my commitment to building a diverse and inclusive workforce in the sciences. I have also submitted the contact information for Drs. John Matsui, Pamela Padilla, and Corrie Moreau, who have agreed to provide letters of reference in support of my application.

Thank you for considering my application and I am happy to answer any questions you might have about my background and vision for this position.

Sincerely,



Corey K. Welch, Ph.D. (Northern Cheyenne)
College of Liberal Arts & Sciences
Iowa State University



Corey K. Welch, Ph.D.

College of Liberal Arts & Sciences
Iowa State University



CURRENT POSITION

Program Director

STEM Scholars Program

2015–present

Iowa State University, Ames, IA

Founder of the STEM Scholars Program (Fall 2016), an undergraduate program that focuses on the success of underrepresented students in STEM. To date, STEM Scholars has 240 members including 85 alumni, comprising 62% minority, 60% low income/Pell, 71% first generation. Duties include managing budget, advising, career planning, recruitment, teaching/curriculum development, grant writing, data analysis, program evaluation (full list of workshops and outreach available upon request).

EDUCATION AND TRAINING

2011	NIH IRACDA Postdoctoral Fellow, University of Kansas	Lawrence, KS
2008	Ph.D. Zoology, University of Washington	Seattle, WA
1998	M.A. Ecology & Evolutionary Biology, University of Kansas	Lawrence, KS
1992	B.S. Biology, Lewis & Clark College	Portland, OR

PREVIOUS EMPLOYMENT

Research Program Coordinator

Biology Scholars Program

2011–2014

University of California, Berkeley, CA

Coordinator for 6 research-training programs for underrepresented undergraduate and graduate students in the biological sciences. Duties included grant writing, annual progress reports, data analysis, curriculum development, advising, career planning, recruitment, teaching, and evaluation of student and program success.

Program Coordinator

NIH Bridge Program

1999–2001

University of Kansas, Lawrence, KS

Program Coordinator for NIH-funded KU-HINU Bridge Program to train and retain Native American students in the biological sciences. Recruited and placed Haskell Indian Nations University (HINU) students into research labs at the University of Kansas (KU), assessed scientific development of the students, taught a research seminar course, and reported progress to NIH and KU/HINU faculty.

Lecturer

Department of Natural & Social Sciences

1996–2000

Haskell Indian Nations University, Lawrence, KS

Taught lecture and lab courses in introductory biology and general ecology.

CURRENT AND RECENT GRANT FUNDING

- Co-PI National Institutes of Health, R25 IPERT, NIGMS, “Culturally Responsive Academic and Career Trainings to Diversify the Biomedical Workforce”, administered through SACNAS organization, Aug 2020 – July 31, 2025, ~\$2.4 million
- Co-PI Genentech Health Equity and Diversity in STEM Innovation Fund Grant to the Linton-Poodry SACNAS Leadership Institute (LP-SLI), 2022, \$70,000

GRANT AND FELLOWSHIP REVIEWER AND PANELIST

2023	HHMI Gilliam Fellowships for Advanced Study
2020–2022	NIH TWD-D Program reviewer for R25, T32, T34 Programs
2019	NIH T34 Programs, ad hoc reviewer
2017	NIH Native American Research Centers for Health (NARCH)
2017	HHMI Gilliam Fellowships for Advanced Study
2016	NSF Advancing Digitization of Biodiversity Collections (ADBC)

RECENT PROFESSIONAL EXPERIENCE AND ACTIVITIES

Iowa State University

College of Liberal Arts & Sciences (LAS) Dean's Pulse Advisory Committee, 2022–present
ISU High Impact Practices (HIPs) Task Force & Report to Provost, 2022–2023
ISU LAS Associate Dean for Diversity Equity & Inclusion Search Committee, 2021
ISU LAS Scholarship Committee, March 2015–2018

Story Collider Workshop Advisory Board, <https://www.storycollider.org>, 2021–present

SACNAS: Society for the Advancement of Chicano/Hispanics & Native Americans in Science

(Board of Directors, Committees, Leadership Facilitator, Life Member)

Linton-Poodry SACNAS Leadership Institute (LP-SLI)

Leadership Committee, 2016–present, Chair 2018–2022.

One of three facilitators of five-day training for 20-30 minority STEM PhDs in Washington, D.C. Develop the mission, vision, application, and curricula of the Leadership Institutes; write grant proposals for continued funding (recently supported by a grant from Genentech).

Additional Leadership Institute Roles:

SACNAS Advance Leadership Institute, Facilitator, 2018

SACNAS LP-SLI Coach, 2014

SACNAS LP-SLI Selection Committee Member, 2013–2014

Postdoc Leadership Institute (PLI), Co-Creator, 2019, 2022–present

One of 2-3 facilitators for a 2-day training of 20 minority STEM postdocs; hosted annually at National SACNAS NDiSTEM Conference (not offered 2020–2021 because of COVID-19 pandemic).

NDiSTEM Conference Mentor Matching Workshop, Co-Creator, 2016–present

A workshop session held every year at the NDiSTEM SACNAS Conference.

Match ~130 mentors (faculty & professionals) with ~250 undergraduates, postdocs, and graduate students for 45 min 1-on-1 mentoring sessions.

SACNAS Board of Directors, 2016–2021

Executive Committee-Secretary 2018, 2020–2021

Executive Committee-Secretary Elect, 2017, 2020

Data & Evaluation Committee, 2016–2018, Co-Chair 2018

Five-Year Strategic Plan Development Committee, 2020–2021

Additional Committee, Taskforce, and Service Activities

Co-Organizer, Tribal Colleges & Universities STEM Leadership Workshop, 2023.

SACNAS Board of Directors Selection Committee, 2023

SACNAS Indigenous Wellness Conference Planning Committee, 2021–present

SACNAS Executive Director Search Committee Ad hoc Member, 2021

SACNAS CareerCon Task Force, 2020–2021

Native American & Indigenous Affairs Committee, 2017–present

SACNAS Social Media Street Team, 2015–2017
Faculty Co-Advisor, ISU SACNAS Chapter, Iowa State University, 2015–present
Faculty Mentor, SACNAS Undergraduate Chapter, UC Berkeley, 2013–2014

INVITED SPEAKER


Give talks on the Diversity, Equity, and Inclusion in STEM from the undergraduate to the professoriate and non-academic STEM careers. Talks include ways to fund and adopt the STEM Scholars Program model. Majority of talks have been tailored for life sciences departments and how to diversify and create equity in STEM (~50 department/conference/public talks over the past 8 years)

Department Seminars: Biological Sciences


- 2023 Louisiana State University, University of Wyoming
- 2022 Brown University, Natural History Museum of Los Angeles County
- 2021 Virginia Tech, Michigan State University, American University, Purdue University, South Dakota State University, San Jose State University
- 2020 Iowa State University (NREM), University of North Texas, University of Michigan
- 2019 University of Kansas
- 2018 Texas A&M University, The Field Museum, University of New Mexico, Iowa State University (Veterinary Medicine)
- 2017 Iowa State University (EEOB)
- 2016 University of Idaho
- 2015 The Ohio State University

Keynote/Plenary Addresses, Workshops, Contributed Sessions, and Other Invited Talks

- 2024 *IDEA Award Plenary Speaker*, Joint Congress of Evolutionary Biology, Montreal, Canada
Title TBD (July 26-30, 2024)
- 2023 *Workshop Facilitator*, American Indian Science & Engineering Society (AISES) National Conference, Spokane, WA (Sloan Foundation sponsored collaboration between Cornell University & Purdue University Graduate Schools)
“Leadership for Indigenous Graduate Students: Aligning Values with Individual and Group Strategic Planning”
Session Contributor, National Conference on Race and Ethnicity (NCORE), New Orleans, LA
“Graduation Plus and STEM Scholars as Model Programs”
Keynote Speaker, Thomas L. Hill Iowa State Conference on Race and Ethnicity, Ames, IA
“The Trailer Park Ph.D.: Building Community in the Sciences at ISU and Beyond” [🔗](#)
Contributed Session, Thomas L. Hill Iowa State Conference on Race and Ethnicity, Ames, IA
“Beyond Land Acknowledgments: How ISU can Support Indigenous Communities” [🔗](#)
MAC Public Keynote Speaker, Cornell University, Ithaca, NY
“Solutions for Changing the Academy from the Undergraduate to the Professoriate”
Mentoring Session, NextGen Professors, Cornell University, Ithaca, NY
“Career Advice for Graduate Students and Postdocs”
Early Career Faculty Workshop, Cornell University, Ithaca, NY
“Aligning Values with Individual and Group Strategic Planning”
- 2022 *Early Career Faculty Workshop*, Indiana University, School of Public Health, Bloomington, IN
“Aligning Values with Individual and Group Strategic Planning”

Acceptance Speech, SACNAS Presidential Service Award 
NDiSTEM Conference, San Juan, Puerto Rico

Honored Alumni Speaker, University of Washington Biology Graduation, Seattle, WA

Podcast Guest, NIH NINDS's Building Up the Nerve
Episode: "What is a Mentor?" 

2021 *Guest Presenter & Panelist*, NASA Conversation on Diversity & Inclusion
"SACNAS as a Vehicle Toward EDI for NASA" (virtual)

Guest Speaker, Seattle Central Community College
"How I Became a Biologist & Finding Research Opportunities" (virtual)

2020 *Workshop*, paraDIGMS Fall Mathematics Conference
"How to Adapt the STEM Scholars Program in Mathematics" (virtual)

Honored Alumni Speaker, University of Washington Biology Graduation (virtual)

Speaker, Nation Building for Tribes in Higher Education, University of Idaho, Moscow, ID
"Nation Building for Natives & UR Populations in STEM: from Undergraduate to Faculty"

2019 *Invited Speaker & Panelist*, American Society of Mammalogists Conference, Washington, DC
"Diversifying Mammalogy by Intentional Interventions for Undergraduates & Beyond"

Workshop Co-Organizer, American Society of Mammalogists Conference, Washington, DC
"1-on-1 Mentoring" (now a regular activity at the ASM Conference)

Panel Co-Organizer, USTARS Math Conference, Iowa State University, Ames, IA
"Diversifying STEM at the National Level"

Session Organizer, 11th Annual Understanding Interventions Conference, Baltimore, MD
Lessons in Building a Peer-to-Peer Learning STEM Program
"To Skim or Develop STEM Talent? That is the Question"


Session Organizer, Thomas L. Hill Iowa State Conference on Race and Ethnicity, Ames, IA
"Walking in Someone Else's Shoes: A Modified Privilege Walk"

2018 *Invited Speaker/Mentor*, NSF Biology Postdoctoral Fellows Symposium, Socorro, NM
"Diversifying Natural History Museums: Challenges & Solutions"

Featured Speaker, The 2018 National March for Science, Washington, D.C. 

2017 *Plenary Speaker*, American Ornithological Society National Conference, East Lansing, MI
"Improving Diversity and Training of Future Ornithologists"

2016 *Plenary Speaker*, American Society of Mammalogists Conference, Minneapolis, MN
"Improving Diversity and Training of Future Mammalogists"


Contributed Session, Thomas L. Hill Iowa State Conference on Race and Ethnicity, Ames, IA
"Diversifying STEM: Graduate Selection and Training for ALL Students" 

2015 *Invited Speaker*, LAS STEM Department Chairs, Iowa State University, Ames, IA
"Moving Beyond the GRE in STEM: The Latest Research on the Predictors of Graduate Student Success, Graduate Training, and Ways to Diversify the Applicant Pool at ISU"

Invited Speaker, EEOB Student Club, The Ohio State University, Columbus, OH
"From Honeybees to Pocket Gophers: A Northern Cheyenne's Career in Ecology & Evolutionary Biology"

Keynote Speaker, High School Graduation Celebration, Marshalltown, IA
Science Bound Program, Iowa State University

“Succeeding in the Sciences: Advice from an Academic Outsider Who Learned How to Get Inside”

- 2014 *Keynote Speaker & Moderator*, SACNAS National Conference, Los Angeles, CA
“Insights to Success: Real-Life Adventures of SACNAS Scientists” 
- Invited Speaker*, AIMing-UP: Museum Resources in Undergraduate Education, American Society of Mammalogists Conference, Oklahoma City, OK
“Using Museum Specimens for Engaging Students from Underrepresented Groups”
- 2013 *Contributed Session*, SACNAS National Conference, San Antonio, TX
“Am I in the ‘Right’ Lab? Strategies in Assessing and Selecting Good Research Mentors.”
- Invited Speaker*, RCN-UBE Incubator Workshop on Enhancing Data Discovery and Usability for Inquiry in Biology Education, University of Michigan, Ann Arbor, MI
“An RCN for Museum Data in Undergraduate Education”
- Invited Speaker*, Dia de los Muertos Pre-Health Conference, UC San Francisco
“What it Means to Be a Researcher: Advice for Pre-Health Majors”
- 2011 *Poster Presentation*, Evolution 2011, Norman, OK
“Why American Indians Don’t Buy Evolutionary Biology and the Land Bridge (and Why We Should)”
- 2010 *Keynote Speaker*, Summer Minority Access to Research Training (SMART) Program, University of Colorado, Boulder, CO
“A SMART Program Alumnus’ Bumbling Path to a PhD”
- 2008 *Invited Speaker*, Ecology Club Seminar, Haskell Indian Nations University, Lawrence, KS
“Strategies for Graduate School in the Sciences...Thoughts from a Veteran”
- 2005 *Contributed Talk*, 15th Annual Conference of the American Indian and Alaska Native Professors Association, Session on Decolonization Redux: First Nations Communities and Indigenous Professors, Lawrence, KS
“Indigenous Knowledge in Ecology and Evolutionary Biology”

AWARDS AND HONORS

- 2023 [Inclusiveness, Diversity, Equity, Access \(IDEA\) Award](#), Evolution Tri-Societies (ASN/SSB/SSE), Plenary Talk at the 2024 Joint Evolution Societies Conference
- 2022 SACNAS [Presidential Service Award](#) 
- 2022 Insight into Diversity, [Inspiring Programs in STEM Award](#)
- 2019–2020 Emerging Leaders Academy, Iowa State University
- 2019 McNair Above and Beyond Award, Iowa State University
- 2016 SACNAS Advanced Leadership Institute, participant, Washington DC
- 2012 SACNAS Leadership Institute (now LP-SLI), participant, Washington DC
- 2011 National Evolutionary Synthesis Center Minority-Serving Institution Faculty Award

TEACHING AND CURRICULUM DEVELOPMENT ACTIVITIES


Iowa State University:

LAS 245: Surviving & Succeeding in STEM Majors. Fall/Spring, 2016–present

ISU Science Bound Program, Fall 2015

Individualized development plans and strategic planning for minority students

NSF Research Coordination Network (RCN)

AIM-UP: Advancing Integration of Museums into Undergraduate Programs: 2011–2015 

University of California, Berkeley:

NIH IMSD/MARC Scholars Course, 2011–2014

Year round, weekly meetings with 12-16 IMSD/MARC Program Scholars

Topics: Professional development activities, graduate school preparation, externships, extramural research, symposia, conferences, fellowship applications.

MCB 15: Public Understanding of Science, Spring 2012–2014

Developed and taught course with John Matsui and 4-6 IMSD Graduate Fellows

Topics: Gap between public and scientific community, peer review, vaccines, global warming, evolution, mental health, GMOs.

Research Mentoring Workshops, Summer 2012–2014


For faculty, postdoc, and graduate student mentors: developed and led three workshops covering the research on effective mentoring of first-generation, URM, and low-income students in the biological sciences and sharing best practices among colleagues.

Biology Scholars Program Workshops, ~6 workshops per semester, 2011–2014

Selected list of workshop topics developed in collaboration with BSP staff: how to get into research, alternative careers with a PhD, CV vs. resume, talking to your family about research, life as a postdoc, life as an URM faculty, preparing for oral exams, networking, surviving your first two weeks in the lab.

Field Methods for Biologists, Hastings Reserve Field Station 2013–2014

Established and co-led a three-day retreat for undergraduate students to experience full immersion into field-based approaches in the biological sciences. Students were exposed to field research collection and experiments and participated in peer bonding activities. Pre-/post-surveys of student participants showed enhanced experiences with nature, reduced concerns about fieldwork, and impact on views of biology career pathways.

An informational video about the program is available on YouTube. 

Collaboration with two UC Berkeley Integrative Biology faculty the Hastings Reserve Director. Course continued through 2019.

Haskell Indian Nations University:

Museum Preparation of Mammal Specimens, Spring 2010.

Principles of Ecology & Laboratory, Fall 2009.

Introductory to Scientific Methods, NIH Bridges to the Baccalaureate, 1999–2000.

Introduction to Biology & Laboratory, Fall/Spring 1996–2000.

PUBLICATIONS

Edwards, S.V., J. Tonini, N. McInerney, C. Welch, and P. Beerli. 2023. Multilocus phylogeography, population genetics and niche evolution of Australian Brown and Black-tailed Treecreepers (Aves: *Climacteris*), *Biological Journal of the Linnean Society*, 138:249–273.

Esposito, L.A., M. Daly, M.K. Fujita, J.A. Gorneau, G. Rapacciuolo, L. Rocha, L. Scheinberg, J. Ware, C.K. Welch, A.N. Young, R.C. Bell. 2022. A new framework for assessing the contributions of professionals in the natural sciences. *Bulletin of the Society of Systematic Biologists*, 1(1):10.18061/bssb.v1i1.8332.

Cook, J.A., S.V. Edwards, E. Lacey, R.P. Guralnick, P.S. Soltis, D. Soltis, C. Welch, K.C. Bell, K.E. Galbreath, C. Himes, J. Allen, T.A. Heath, A.C. Carnaval, K.L. Cooper, M. Liu, J. Hanken. 2014. Aiming Up: Natural history collections as emerging resources for innovative undergraduate education in biology. *BioScience* 64:725–734.

Welch, C.K. 2006. Mitochondrial DNA and Karyotypic Differentiation of a geographically isolated peninsular and lowland populations of Mazama Pocket Gophers (*Thomomys mazama*) in Washington: conservation recommendations. Proceedings of the First Mazama Pocket

Gopher Workshop and Final Report on Needed Conservation Actions 2006–2010. Washington Department of Fish & Wildlife, Olympia, WA.

- Welch, C.K. & G.J. Kenagy 2005. Genetic differentiation of a geographically isolated peninsular population of Mazama Pocket Gopher (*Thomomys mazama*) in Washington. *Society for the Advancement of Chicano and Native American Scientists News* 9:32.
- Welch, C.K., R.J. Pierotti, & D.S. Pennock. 2001. Male parental investment, interspecific hybridization, and the process of species formation in placental mammals. *Society for the Advancement of Chicanos and Native American Scientists News* 5:47.
- Welch, C.K. 1998. Demographic comparisons of the white-footed mouse, *Peromyscus leucopus*, in forest and adjacent habitat fragments. *Society for the Advancement of Chicanos and Native American Scientists News* 2:54.
- Kamler, J.F., D.S. Pennock, C.K. Welch, R.J. Pierotti. 1998, Variation in morphological characteristics of the white-footed mouse (*Peromyscus leucopus*) and the deer mouse (*P. maniculatus*) under allotropic and syntopic conditions. *American Midland Naturalist* 140:170–179.
- Breed, M.D., C.K. Welch, & R. Cruz. 1994. Kin discrimination within honeybee colonies: An analysis of the evidence. *Behavioral Processes* 33:25–40.

BIOLOGY RESEARCH TALKS

- 2011 Systematic and Conservation Status of Pacific Northwest of Fossorial Mammals, Northwest Indian College Seminar, Bellingham, WA.
Ecology Lunch Public Lecture Series, University of Kansas Lawrence, KS
- 2009 Proceedings of the 2nd Mazama Pocket Gopher Workshop. Washington Department of Fish & Wildlife, Olympia, WA.
- 2008 Olympic National Park Public Speaker Series, Port Angeles, WA
- 2007 American Society of Mammalogists Conference, Albuquerque, NM
Department of Biology Seminar, University of Puget Sound, Tacoma, WA
- 2006 Proceedings of the Mazama Pocket Gopher Workshop & Preliminary Report on Needed Conservation Actions 2006–2010. Washington Dept. of Fish & Wildlife, Olympia, WA.
- 2005 Traditional Ecological Knowledge Conference, Haskell Indian Nations University, Lawrence, KS
- 2003 University of Washington Genome Project: Genomics Outreach for Minorities, Seattle, WA
- 2002 Evolution 2022, University of Illinois, Urbana-Champaign, IL

BIOLOGY RESEARCH FELLOWSHIPS AND GRANTS

- 2009–2011 NIH-IRACDA Postdoctoral Fellowship
- 2007–2008 U.S. Department of Fish & Wildlife Service Grant
- 2004–2008 University of Washington Burke Museum Mammalogy Program Grant
- 2007 American Society of Mammalogists Grant-in-Aid
- 2006 Theodore Roosevelt Memorial Fund Grant, American Museum of Natural History
- 2004–2006 University of Washington Genome Training Grant
- 2001–2003 ARCS Fellow
- 2001–2002 University of Washington Presidential Fellow

SOCIETY MEMBERSHIPS

2014–present Friend of the Society, SACNAS
2012–present Life Member, SACNAS
1998–present Member, SACNAS
2012–present Member, American Indian Science & Engineering Society (AISES)
2003–2017 Member, American Society of Mammalogists
2011–2012 Member, Society for the Study of Evolution
2000–2004 Member, Society for the Study of Evolution
1996–2000 American Society of Mammalogists

NATIVE AMERICAN SCHOLARSHIP

2015–present Founder, Sharon Farr Welch Northern Cheyenne Tribal Scholarship
Recruit and select 10-12 recipients from Northern Cheyenne Tribal members currently enrolled in university, college, or vocational training; each student receives a \$1,000 award. Website: <https://stemscholars.wordpress.com>

SPECIALIZED SKILLS

Mammal and bird identification (North America and Australia)
Natural history museum specimen preparation (mammals and birds)

PROFESSIONAL REFERENCES

John Matsui, Ph.D.

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Statement of Commitment to Diversity & Inclusion

In 300 words or less (minimum 11-point font), please discuss your past and current work experiences in a DEI role, including examples of your leadership experience in this space.

Our scientific workforce has a significant creative and intellectual talent gap due to barriers preventing individuals with certain backgrounds and identities from success within academia and STEM (science, technology, engineering, math) fields. The research is clear: the current demographics of our workforce hurt our science, economic stability, leadership, and policies addressing global problems facing our society. My commitment to diversity and inclusion is informed from personal and professional experiences and peer reviewed STEM education research on diversity, equity, and inclusion (DEI). Over the past decade, I have established a strong record of implementing research-based DEI solutions at Iowa State and nationally. The agricultural sciences are at the forefront of dealing with our most urgent problems facing society today. If we are to understand and manage the impacts of climate change, biodiversity loss, epidemic infectious diseases, and the global food crisis, it is imperative and just that everyone has a seat at the table.

As the founder and Director of the [STEM Scholars Program](#) at Iowa State University, I have created a successful undergraduate training program that is open to all students, but the programming centers the needs of minorities, low-income, first-generation students, and other underrepresented populations. Additionally, I am recognized as a DEI leader at Iowa State and at the national level. For example, at my home institution I have served on DEI hiring and advisory committees and have been recognized for my mentorship with the McNair Above and Beyond Award. Nationally, I serve in leadership roles for [SACNAS](#), give invited talks at numerous institutions about DEI issues in the biological sciences, and was recently awarded for my work by the international evolutionary biology societies. Please see my CV and cover letter for more details about my record of activities and leadership around DEI in the sciences.

Corey K. Welch, Ph.D. (Northern Cheyenne)
College of Liberal Arts & Sciences
Iowa State University

Director, STEM Scholars Program

