

MEAGAN POLLOCK, PhD

Innovative Business Executive & Equity Leader

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SUMMARY

- Engineering and equity thought leader who drives mission-focused growth strategies for scaling organizations.
- Self-initiated and innovative instructional, program, product, and technical designer who creates services, resources, and solutions that bolster revenue and opportunity.
- Systems thinker who quickly identifies solutions and generates processes for the development, management and supervision of programs and operations, expanding capacity and efficiency.
- Respected leader who applies organizational change models, process improvement strategies, metrics driven solutions, and equity transformation principles to cultivate an inclusive, aware and balanced workplace.

SKILLS

Operations	Project Management	Product Development	Public Speaking	Systems Thinking
Business Strategy	Personnel Management	Instructional Design	Teaching	Graphic Design

EXPERIENCE

Director of Professional Development, National Alliance for Partnerships in Equity (NAPE), Gap, PA 08/2014 — present

- Led a national team of equity professionals who built educators' capacity to implement effective solutions for increasing student access, educational equity, and workforce diversity.
- Served as an Operating Officer managing systems development, process improvement, product development, business infrastructure and strategy, web-presence, IT, sales, marketing, logistics, budget planning, and hiring.
- Provided keynote addresses, and facilitated professional development workshops nationally and occasionally in Canada.
- Reduced labor by ~175 hours per week by streamlining material shipment, data entry, inventory, product sales, member management, document management, scheduling, budgeting, employee onboarding, and communication processes.
- Led the development of two new revenue streams including a portfolio of five research-based, strategy-driven, practical-application-focused workbooks, and a learning management system with online courses to complement our in-person curricular offerings, to which I have more than tripled in a three-year period.

Chief Consultant, Meagan Pollock Consulting, Dallas, TX 04/2009 — present

- Designed and facilitated professional development workshops for counselors and educators on topics of engineering, STEM, and equity for organizations such as High Tech High Heels and NAPE.
- Developed online integrated STEM curriculum for Learning.com and Scientific Minds.
- Researched market opportunities within K-12 engineering education for TI Education Technology.
- Provided technology, marketing, and business development services to businesses such as Heather Foods and Cakes Plus.

Project Manager, Purdue Institute for P-12 Engineering and Research Institute, West Lafayette, IN 04/2009 — 12/2010

- Managed the organization and facilitation of an engineering education academy for teachers.
- Led a team of research assistants: implemented outlet for communication improving accountability and results.
- Served as a Graduate Research Assistant contributing to research projects and publications.

Product Development Engineer, Texas Instruments, Digital Light Processing, Dallas, TX 01/2007 — 01/2009

- Qualified and ramped new products, achieved yield forecasts, controlled and reduced product costs, improved processes in assembly/test, and increased reliability. *January to July 2007 was a co-op, with an August to September 2007 break to write my thesis.*
- Designed and implemented multiple research projects using experimental design procedures, collaborated with international and cross disciplinary teams, analyzed data and presented projects and results.

EDUCATION

PhD
Engineering Education
Purdue University, 08/2009 - 08/2014

MS
Electrical Engineering
Texas Tech University, 01/2006 - 12/2007

BS
Computer Science
Texas Woman's University, 07/2001 - 12/2004

CERTIFICATIONS and AWARDS

- Supervisor Certificate, Dallas County Community College District, 2017
- Fellow, National Science Foundation Graduate Research Fellowships Program, 2011–2014
- Certified Educational Equity Instructor and Coach, NAPE, 2013
- Leadership Pipeline, Leadership Women, 2012
- Applied Management Principles, Purdue University, 2010
- Program for Semiconductor Product Engineering Fellowship, Texas Instruments, 2006–2007

LEADERSHIP and SERVICE

Executive and Advisory Boards

- Board of Directors, Foundation for Batten Hope, 2017 – present
- Ad Hoc Committee on STEM Programming, National Association for College Admission Counseling, selected, 2015 – present
- Advisory Board, Little Cypress Mauriceville High School STEM Academy, selected, 2014 – present
- Advisory Board, STEM Jobs Magazine, by Victory Media, selected, 2014 – present

National Committees

- Member of Diversity Committee, American Society for Engineering Education (ASEE) Precollege Engineering Education Division, volunteer, 2016 – present
- Member of Executive Board, ASEE Precollege Engineering Education Division, elected, 2015 – 2017
- Chair of Branding Committee, ASEE Precollege Engineering Education Division, selected, 2015 – 2017
- Planning Committee for ASEE K-12 Annual Workshops, volunteer, 2013 – 2016
- Leadership Team, Big Beacon: A Movement to Transform Engineering Education, 2012 – 2014

PUBLICATIONS

Graduate Publications

- Pollock, M. (2014). *Multiple Case Study Analysis of Young Women's Experiences in High School Engineering*. PhD Engineering Education, Purdue University, Lafayette, IN. Advisor: Dr. Monica Cardella.
- Pollock, M. (2007). *Permeation & Diffusion of Moisture through the Window Bondline Adhesive for the Digital Micromirror Device*. MS Electrical Engineering, Texas Tech University, Lubbock, TX. Advisor: Dr. Richard Gale.

Revenue Generating Publications

 For each: Project Visionary and Manager, Subject Matter Expert, and Graphic Designer

- Brown, M., Thompson, J., & Pollock, M. (2017). *Ensuring Equity in Problem Based Learning Toolkit*. NAPE. Gap, PA.
- Brown, M., Tucker, C., & Pollock, M. (2017). *Inspiring Courage to Excel through Self-Efficacy Toolkit*. NAPE. Gap, PA.
- Pollock, M. (2016). *Explore STEM Careers Toolkit, 2nd Edition*. NAPE. Gap, PA.
- Brown, M., & Pollock, M. (2016). *Realizing Potential with Mindset Toolkit*. NAPE. Gap, PA.
- Williams, B., & Pollock, M. (2015). *Explore Nontraditional Careers Toolkit*. NAPE. Gap, PA.

Selected Academic Publications

 See a complete list at meaganpollock.com/cv

- Pollock, M. (2013). *Engineering Educators in Industry: a Case Study of a Doctoral Internship*. Proceedings for the 120th American Society for Engineering Education Annual Conference. Atlanta, GA.
- Pollock, M. (2013). *Equipping an Army of Ambassadors: A Workshop Model for a STEM Career Speaker's Bureau*. Proceedings for the 120th American Society for Engineering Education Annual Conference. Atlanta, GA.
- Pollock, M. (2013). *Attracting Future Engineers: Best Practices from K-12 Counselor Professional Development, 2008-2012*. Proceedings for WEPAN's 24th National Conference. Atlanta, GA.

NOTABLE INVITED TALKS and KEYNOTES

 Topics: educational equity, engineering education, STEM equity and careers, diversity, inclusion

- "We are #STEMpowered! (So hear us roar!)," AAUW's Great Explorations in STEM, Walla Walla, WA, 03/11/17
- "Mighty Micromessages for Student Success," Oregon Department of Education, Pendleton, OR, 03/10/17
- "The Building Blocks of an Inclusive Community," New Mexico Highlands University, Las Vegas, NM, 08/08/2016
- "Design Your World," Society of Women Engineers Design Your World Conference, Dallas, TX, 03/28/15
- "Building Courage to Challenge the Status Quo," Explore Nontraditional Careers Conference, Albuquerque, NM, 09/22/15
- "Unlock the Status Quo: Release a Whole New Engineer," Engineers Without Borders National Conference, Montreal, CA, 01/16/15
- "Inspiring Future Engineers: Strategies for Role Models," Northeast Texas Society of Professional Engineers, Bonham, TX, 01/08/15