

MEAGAN POLLOCK, PhD

Equity & Inclusion Engineer

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SUMMARY

- 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.
- 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.

SKILLS

Diversity, Equity, Inclusion	Project Management	Product Development	Public Speaking	Systems Thinking
Business Strategy	Operations	Instructional Design	Teaching	Graphic Design

EXPERIENCE

Chief Executive Officer, 7E Ventures LLC (Previously Meagan Pollock Consulting), Dallas, TX 04/2009 — present

- 7EV provides international speaking, consulting and development services related to engineering, education and equity, and houses multiple nascent startups, including her primary firm, Engineer Inclusion (EngineerInclusion.com). 7EV is a certified woman-owned small business.
- 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.
- Provide technology, marketing, and business development services to businesses such as Heather Foods and Cakes Plus.
- Founder & Designer, CustomDiveLogs.Com is an ecommerce business that designs and sells SCUBA logbooks.

Executive Director, Design Connect Create, Dallas, TX 10/2017 — 08/2019

- By providing interactive and engaging learning experiences that inspire and motivate success, we empower young women to be successful in STEM courses in order to close the gender gap in STEM careers.

Director of Professional Development, National Alliance for Partnerships in Equity (NAPE), Gap, PA 08/2014 — 10/2017

- 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.
- Led the development of two new revenue streams (\$1M/year) and reduced organizational labor by ~175 hours per week.

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, Management, and Human Resources Certificates, Dallas County Community College District, 2017-18
- 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

- Vice President, Board of Directors, Foundation for Batten Hope, 2017 – present
- Advisory Board, Young Women's Leadership Academy at Arnold, Grand Prairie, selected, 2019
- Advisory Board, Texas A&M Commerce Physics Department, selected, 2019
- Ad Hoc Committee on STEM Programming, National Association for College Admission Counseling, selected, 2015 – 2018
- Advisory Board, Little Cypress Mauriceville High School STEM Academy, selected, 2014 – 2018
- Advisory Board, STEM Jobs Magazine, by Victory Media, selected, 2014 – 2017

National Committees

- Commission on Diversity, Equity, and Inclusion, American Society for Engineering Education, appointed by ASEE President, 2018 – present
- Diversity Committee, ASEE Precollege Engineering Education Division, volunteer, 2016 – present
- 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

Revenue Generating Publications

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

- Pollock, M. (2019). *Quotes and Questions for Reflection and Dialogue*. Kindle Direct Publishing.
- Pollock, M. (2019). *Together We Can Make The World Better*. Kindle Direct Publishing.
- Pollock, M., et al. (2019). *Coaching for Educational Equity*. NAPE. Gap, PA.
- Brown, M., Martin, J., Davis, M. & Pollock, M. (2018). *Eliminating Barriers through Culturally Responsive Teaching Toolkit*. NAPE. Gap, PA.
- 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.

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.

Selected Academic Publications

 See a complete list at engineerinclusion.com/meagan-pollock

- Pollock, M., Holly, J., & Leggett-Robinson, P. (2022). Inclusive leadership development for engineers. In M. R. Kendall & C. Rottmann (Eds.). *New Directions for Student Leadership*: No. 173. Student leadership development in engineering (pp. xx-yy). Wiley.
- 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). *Attracting Future Engineers: Best Practices from K-12 Counselor Professional Development, 2008-2012*. Proceedings for WEPAN's 24th National Conference. Atlanta, GA.

NOTABLE INVITED KEYNOTES

 Topics: educational equity, engineering education, STEM, diversity, inclusion; See more at engineerinclusion.com/meagan-pollock

- "Inclusive Leadership," TEDx Wolcott Prep, Chicago, IL, 10/25/2021
- "Leveling the Playing Field: An Introduction to Educational Equity," Vernon Township Public Schools, New Jersey, 08/01/2021
- "Culturally Responsive Teaching in STEM," Kishwaukee College, Malta, IL, 08/19/2021
- "Power of Micromessages as a Tool for Student Success," Montana ACTE Virtual Fall Institute, 10/15/2020
- "Accelerating our Journey to Cultural Proficiency," Egg Harbor Township, NJ, 08/03/2020
- "Is it STEM, STEAM, or STREAM?," Association for Learning Environments, Vancouver Island, British Columbia, 04/26/2019
- "Can I do this? Tools for coaching yourself to success," Stark Foundation, Orange, TX, 03/23/19
- "Choose Your Own Adventure: Cultivating Courage for a Fantastic Future," Lovejoy STEM Festival, Allen, TX, 03/02/19
- "Stepping Out of our Comfort Zones," Texas A&M Qatar, Doha, Qatar, 09/27/18
- "What's in Your Riptide? Implicit Bias," Junior League, Dallas, TX 09/21/18
- "Creating Inclusive Communities for Student Success," Texas A&M Qatar, Doha, Qatar, 10/24/17
- "Building Courage to Challenge the Status Quo," Explore Nontraditional Careers Conference, Albuquerque, NM, 09/22/15