



Teik C. Lim, Ph.D.
Office of the President
The University of Texas at Arlington

November 30, 2020

Dear Interim President Lim and VPDEI Search Committee,

We are living in a critical time for diversity, inclusion, and equity (DEI) in America and in higher education. Within this context, I know that The University of Texas at Arlington (UTA) has demonstrated a remarkable commitment to providing an excellent education to a diverse student body and to supporting the success of *all* of your community members. I am particularly excited by the current opportunities at UTA as your commitment to DEI continues to grow through comprehensive strategic planning and the creation of a new Office of DEI. I have carefully read the position profile, and I am certain that I can help continue this work and lead UTA to the next level of excellence as your inaugural Vice President for Diversity, Equity, and Inclusion (VPDEI).

My philosophy for higher education diversity work is one in which the chief diversity officer (CDO) partners and collaborates with key stakeholders in the context of shared governance to form transparent processes for fostering a more inclusive multicultural campus. I actively encourage input from all community members using a clear infrastructure of communication, and then transform that input into a specific plan of action for producing tangible results and achieving concrete short- and long-term goals. I seek purposeful change while respecting institutional ethos in a way that inspires others to embrace new directions, take initiative, and imagine creative ways to engage all campus members. This path towards true diversity and inclusion goes beyond representative demographic statistics; more broadly, it is about creating a community where members of all groups, particularly those who have been underrepresented, underserved, and marginalized, are recognized, respected, and celebrated. I believe that diversity work is ultimately successful when we find strength and commonality in our differences.

I have an extensive background in diversity and inclusion administration and a successful track record as a tenured faculty member in the sciences. This experience combined with my personal perspective as a gay, Mexican-American, first-generation college student from a working-class background make me uniquely qualified to engage in this work at UTA. With my science and engineering training, I understand project management processes, and I work toward diversity and inclusion as a systems-thinker with a strategic, data-driven, and results-oriented approach. At the same time, my personal narrative and extensive diversity leadership experience infuse this approach with a deep understanding of DEI and a sense of empathy and compassion that make my diversity work particularly effective and meaningful. As a champion for diversity, my work has spanned several small and large institutions and organizations for over 15 years. During this time, I have taken on increasing leadership responsibilities, fostered collaborative relationships with faculty, students, staff, alumni, board members, and local community members, and I have acquired and overseen extensive grants and budgets. Here are a few highlights that exemplify my philosophy and coincide with the qualifications required of the VPEIJ at UTA:

- As the Faculty Diversity Officer at California State University, Fullerton, I oversee all diversity, inclusion, and equity matters as they intersect with academic affairs. This includes strategic planning and advising, large-scale change management, assessment, policy development, data-analytics, and training. With a DEI lens, I also strategize, develop, and execute the recruitment, selection, hiring, on-boarding, mentoring, and retention for all faculty.



- As Vice President for Inclusion, Diversity, and Equity at Smith College, I reported directly to the president, and I guided the development and administration of all DEI-related initiatives and programs, with responsibilities including strategic planning, programming, training, curricular initiatives, recruitment and retention, compliance, and investigation. I also advised and supported the President and my fellow cabinet members on all DEI issues, including strengthening related campus-wide communications and infrastructure.
- As chair of Vassar's Committee on Inclusion + Equity, reporting directly to the president, I served as the chief diversity faculty-administrator. In this role, I provided campus-wide leadership and helped realize a modern infrastructure for DEI. I also oversaw the campus-wide development of policy, enactment of change, and implementation of initiatives and programs related to DEI.
- As a member of NADOHE, LADO, and the Northeast CDO Consortium, I serve as a leader amongst CDOs, and I have developed a deep understanding of diversity work at both small and large institutions. Illustratively, I chair the CDO Professionalism and Core Competencies Subcommittee of NADOHE's Strategic Planning Committee, and I am a co-author of an upcoming series of articles examining diversity work and the current role of the CDO in a variety of higher education settings. I also chair Dartmouth College's external audit committee for DEI.
- In several organizations, I have developed and led a range of outreach and engagement initiatives with local communities, e.g. I collaborated with the ENgaging LATino Communities for Education Program to establish a hands-on workshop series for low-income students from underrepresented ethnic groups attending middle- and high-schools in New York City.
- I have also led the development and implementation of several strategic plans, and I have spearheaded extensive grant and fundraising work. For example, as a member of the Board of Directors for SACNAS (Society for the Advancement of Chicanos/Latinos and Native Americans in Science), I lead our development and philanthropy work, and I am actively guiding our new strategic planning process.

This work has been tremendously rewarding and I am honored to have seen the positive impacts it has made in a variety of contexts. My recent time at Cal State Fullerton has afforded me the opportunity to build upon my rich experience from top-tier liberal arts colleges and apply my skills in a large, Hispanic-Serving university setting, which has given me a broader and more sophisticated understanding of this vital work. Now, the VPDEI position at UTA presents the precise opportunity I am looking for to make a deeper impact as a diversity leader at an institution characterized by many unique capacities related to DEI.

As the new VPDEI, I would bring my passion to connect with the entire UTA community in its aspiration to become increasingly diverse, inclusive, and equitable. Toward that end, I would appreciate the opportunity to discuss this position further and to learn more about the needs of UTA as you embark on the next stage of this work. Thank you for your time and consideration, and I look forward to hearing from you.

Sincerely,



David T. Carreon Bradley, Ph.D.

encl: C.V.



S U M M A R Y

A higher education administrator, teacher, and scholar with experience in diversity and inclusion spanning small and large academic institutions, professional societies, and federations for over 15 years.

Competencies include:

- **leadership / management** – served as a change-positive leader for large and high-profile programs and initiatives; supervised over forty direct reports with success in mentoring and professional development
- **fundraising / financial oversight** – secured over \$700,000 in personal research and curricular grants, and over \$2,500,000 in institutional grants; administered annual budgets totaling over \$1,000,000
- **strategic planning** – oversaw and served as a leader in the development and execution of strategic plans and diversity/inclusion plans for five colleges/universities and three professional societies
- **constituency development** – created collaborative and generative relationships with a variety of higher education constituencies including senior leadership, faculty, staff, students, unions, alumni, and trustees
- **research** – recipient of an NSF CAREER Award, lead editor of three books, author of over 40 refereed publications, invited presentations, proceedings papers, and other media

E D U C A T I O N

Ed.D., Organizational Change and Leadership, USC Rossier School of Education, expected 2021

Ph.D., Engineering, University of Nebraska—Lincoln, 2006

B.A., Physics and Gender + Women's Studies, Grinnell College, 2001

E M P L O Y M E N T



Faculty Diversity Officer
California State University,
Fullerton
2019 – present

- Strategize, develop, and execute the recruitment, selection, onboarding, mentoring, and retention of a diverse community of faculty
 - Reduced the annual search failure rate from 20% to 4%
 - Increased the URM faculty new hire rate from 22% to 31%
- Oversee the campus-wide academic personnel recruitment process, including the analysis of demographic data and the creation of CSU and federally required workforce reports
- Ensure compliance with equal opportunity, affirmative action, and federal and state laws, policies, and procedures related to Affirmative Action, EEO, Title IV, Title IX, Americans with Disabilities, and similar others
- Interpret the faculty union collective bargaining agreement and provide advice on labor relations matters
- Advise and work hand-in-hand with the Provost and eight Deans on college-level faculty affairs and diversity efforts
- Work closely with the Director of Faculty Compensation & Appointments dealing with all academic personnel matters, including additional employment, salary advancement, and academic student employees





- Partner with the Faculty Development Center on developing and implementing the orientation of all new faculty, and the retention, tenure, and promotion process for tenure-track faculty
- Advise the Vice President for Human Resources and the Chief Diversity Officer on faculty personnel and campus-wide diversity matters
- Provide leadership in helping the University achieve its goals in equity and diversity and an inclusive work environment
- Liaise on diversity and faculty personnel matters to the Chancellor's Office and other CSU campuses
- Directly supervise and mentor staff, faculty, and students
- Key Initiative Highlights:
 - spearheaded the development and implementation of a revised, diversity-focused faculty search and hiring process
 - created and implemented a new, modern, research-based faculty search committee training program
 - served as a key implementer for multiple components of the university-wide strategic plan
 - led the transition to a new campus-wide recruitment, hiring, and personnel management software platform
 - trained hundreds of faculty and staff on new recruiting software
 - developed and implemented new diversity strategic plan

 Vice President for
Inclusion, Diversity, + Equity
/ Chief Diversity Officer
Smith College
2018

- Reporting to the President, guided the development and administration of all diversity, inclusion, and equity-related initiatives and programs for the College, with responsibilities including strategic planning, programming, training, curricular initiatives, crisis management and communication, recruitment and retention, compliance, and investigation – annual budget: over \$500,000
- Advised all senior officers on issues of diversity, inclusion, and equity
- Partnered with units across the university to facilitate attainment of the institution's diversity mission
- Developed, interpreted, implemented, and articulated complex campus-wide policies, including personnel policies
- Facilitated and processed informal resolution of faculty and staff complaints, conflict resolution, formal grievances, and disciplinary actions
- Planned, coordinated, and implemented academic personnel matters
- Work closely with Dean of Students on all aspects of student affairs
- Oversaw bias incident response team and protocols
- Ensured compliance with equal opportunity, affirmative action, and federal and state laws, policies, and procedures related to Title IV, Title IX, Americans with Disabilities, and similar others
- Supervised the Executive Assistant for Inclusion, Diversity, + Equity, Dean of Multicultural Affairs, Title IX Coordinator and Institutional Equity Officer



- Key Initiative Highlights:
 - led the development of a new strategic diversity action plan
 - successfully collaborated on the adoption of a new college-wide inclusive learning environment statement by the faculty and trustees
 - drove the complete review and revision of all diversity and equity policies to ensure legal compliance, clarity, and consistency
 - revised the faculty recruitment and retention policies and procedures
 - created institutional support mechanisms for undocumented students
 - planned and launched a series of community building events for affinity groups in the faculty, staff, and student body
 - established the College's first official connections with local organizations dedicated to communities of color

Associate Professor of
Physics and of Engineering
Smith College
2018

- Served as a tenured member of the Department of Physics and the Picker Engineering Program

 Chief Diversity
Faculty-Administrator
Vassar College
2015 – 2018

- Reporting to the President, directed the campus-wide development of policy, enactment of change, and implementation of programming related to diversity
- Advised the President, Dean of the Faculty, and Dean of the College on college-wide diversity and inclusion opportunities and challenges
- Oversaw 17 faculty, administrators, staff, and students working on diversity, inclusion, and equity initiatives
- Key Initiative Highlights:
 - spearheaded the successful revision of the College's mission statement to focus on inclusion through extensive collaboration with trustees, senior leadership, faculty, students, and staff
 - provided strategic direction for reorganizing the College's administrative structure for diversity and inclusion
 - coordinated campus climate survey data gathering and analysis
 - led the development and implementation of a new faculty recruitment and retention policy and procedure, including the addition of search committee equity advisors
 - orchestrated the development and implementation of a social justice curricular requirement pilot program
 - implemented a new comprehensive gender neutral bathroom policy
 - organized the development and enactment of a new undocumented student admissions policy
 - influenced the revision of the College's bias incident response policy

Associate Professor of
Physics
Vassar College
2007 – 2018

- Served as a tenured member of the Physics Department; developed and taught undergraduate courses in physics, music, media studies, education, and cognitive science
- Maintained an externally funded, cutting-edge research program



- Provided service to the department, the College, professional societies, and the community at large
- Served as a teacher-scholar in the Institut für Technische Akustik (ITA)
- Designed and executed solutions related to a wide array of acoustical engineering problems, including HVAC noise, room-to-room sound attenuation, room acoustics design, speech intelligibility, outdoor sound propagation, environmental noise control, and green building design

Visiting Professor
RWTH Aachen University
2012

Acoustical Consultant
BRC Acoustics +
Technology
2006 – 2007

ADDITIONAL MAJOR LEADERSHIP ROLES

- Board Member
SACNAS
2020 – present

Board of Directors for Society for the Advancement of Chicanos/Latinos and Native Americans in Science (SACNAS)

 - Development Committee, Chair
 - Diversity and Inclusion Committee, Chair
- Key Implementer
Cal State Fullerton
2019 – present

University Strategic Plan Goal 3, Objective 2, Strategy 1: Campus-Wide Data-Driven Recruitment Processes
- Key Implementer
Cal State Fullerton
2019 – present

University Strategic Plan Goal 3, Objective 3, Strategy 1: Diversity Programming, Education, and Strategies for Faculty and Staff Recruitment
- Chair
Cal State Fullerton
2019 – present

Faculty Recruitment and Hiring Advisory Committee

 - Review, benchmark, and recommend change for the faculty recruitment and hiring processes of the university
- Chair
Dartmouth College
2018 – present

External Review Committee on Inclusive Excellence

 - Work directly with the President and Cabinet to review the diversity and inclusion work of the institution, and make recommendations for change
- Chair
Smith College
2018

Otelia Cromwell Day Planning Committee

 - Managed the planning team for an annual day of education and reflection on racism, diversity, and inclusion honoring the legacy of Otelia Cromwell, Smith's first known African-American graduate
- Chair
Acoustical Society of America
2014 – 2017

Education in Acoustics Committee

 - Led a 60-member committee charged with exploring, proposing, and implementing initiatives for improving and promoting education, outreach, diversity, and inclusion in acoustics at all levels
- Chair
Vassar College
2014 – 2018

Committee on Inclusion + Equity

 - Chair, 2015-2018



- Led a 22-member committee charged with making recommendations for institutional change to ensure that all students, staff, and faculty enjoy the fullest promise of the Vassar education and work environment
- Co-Chair, Faculty Recruitment and Retention Subcommittee, 2016-2018
- Chair, Diversity Mission Statement Subcommittee, 2014-2017
- Member, Campus Climate Study Subcommittee, 2014-2015
- Member, 2014-2018

 Director
Vassar College
2008 – 2018

Undergraduate Summer Research Institute (URSI)

- Director, 2016-2018
 - Headed a science research program of more than 40 faculty and 60 students; revolutionized the URSI program to focus on the inclusion of underrepresented students in STEM – annual budget: over \$200,000
 - Mentored faculty and oversaw professional development
 - Most senior role in the division of natural sciences at the College
- Associate Director, 2015-2016
- Assistant Director, 2015
- Faculty Advisor, 2008-2018

 Director
Vassar College
2010 – 2018

Diving Into Research (DIR)

- Director, 2016-2018
 - Oversaw a recruitment and retention program for underrepresented and underserved students in the sciences – annual budget: \$100,000
- Faculty Advisor, 2010, 2015, + 2016

Director
Vassar College
2010 – 2011 + 2014 – 2017

Engineering Dual-Degree Program


AWARDS, GRANTS, + FELLOWSHIPS

Writing Award

- “Science Writing Award for Professionals in Acoustics,” Acoustical Society of America, \$2700, 2017

 Outreach Grant

- “Underrepresented Minority High School Student Workshop in Acoustics,” CCAS/HHMI Fund, \$1,200, 2009

 Outreach, Curricular Development, and Research Grant

- National Science Foundation (NSF) Faculty Early Career Development (CAREER) Award: “Quantification of Acoustic Scattering from Stochastic Fractal Surfaces,” \$410,000, 2011-2017

Curricular Development Grants

- “The Sound of Space: Intersecting Acoustics, Architecture, + Music,” Vassar College Creative Arts Across Disciplines (CAAD), \$6,700, 2015



- “Computational Methods in Acoustics,” Computational Science Inquiry Module Award, Vassar Center for Collaborative Approaches to Science (CCAS) / Howard Hughes Medical Institute (HHMI) Fund, \$10,000, 2012
- “Computational Acoustics,” Keeping Current Award, CCAS/HHMI Fund, \$2,200, 2011
- “Acoustic Quantitative Analysis,” CCAS/HHMI Fund, \$10,000, 2009
- “Room Acoustics Computational Modeling,” Frances D. Fergusson Faculty Technology Exploration Fund, \$3,000, 2008

Research Grants

- “Effect of Surface Scattering on Sound Field Diffusivity: Phase II,” Vassar College Committee on Research, \$3,000, 2014
- “Surface Scattering Effect on Sound Field Diffusivity,” Paul S. Veneklasen Research Foundation, \$45,500, 2013
- “Experimental Measurement of Acoustic Scattering from Stochastic Fractal Surfaces,” Vassar College, \$3,000, 2009
- “Numerical Prediction of Acoustic Scattering from Stochastic Fractal Surfaces,” Vassar College, \$1,000, 2009
- “Optimal Scattering Coefficient Values for Computational Modeling of Built Enclosures,” Vassar College, \$3,600, 2008


Professional Development Grants


- “Faculty Diversity and Inclusion,” Vassar College, \$950, 2014
- Women in Acoustics Young Investigator Travel Grant, \$400, 2009
- Acoustical Society of America (ASA) and National Society of Black Physicists / National Society of Hispanic Physicists Grant, \$300, 2008

Fellowships

- Carl Storm Underrepresented Minority Fellow, 2010
- Woodrow Wilson Career Enhancement Fellow, Honorable Mention, 2010
- Ford Foundation Predoctoral Diversity Fellowship, 2003-2006
- Acoustical Society of America (ASA) Graduate Fellowship for Minorities, 2002-2003

ADDITIONAL SERVICE

-  Northeast Chief Diversity Officers (CDO) Consortium

 - Member, 2018-present
-  National Association of Diversity Officers in Higher Education (NADOHE)

 - Member, 2016-present
 - Member, Strategic Planning Committee, 2017-present
 - Chair, Chief Diversity Officer Professionalism and Core Competencies Subcommittee, 2017-present
 - Member, Marketing Committee, 2017-present
 - Member, Social Media / Website Subcommittee, 2017-present



American Institute of Physics (AIP)

- Member, Liaison Committee on Under Represented Minorities (LCURM), 2014-present
- Member, Physics Resources Policy Committee, 2011-2013
- Physics Today Career Network Advisory Committee
 - Chair, 2011-2013
 - Member, 2007-2013

SACNAS (Society for the Advancement of Chicanos/Latinos and Native Americans in Science)

- Lifetime Member, 2006-present
- Board Member, 2020-present
 - Chair, Development Committee
 - Chair, Diversity and Inclusion Committee
- Producer, National Diversity in STEM Conference, 2019
- Master of Ceremonies, National Diversity in STEM Conference, 2017 + 2018
- Session Chair/Presenter, "Out and Up-Building a LGBTQA Network with Pride," 2013 + 2014
- Judge/Mentor, Student Poster Session, 2012 + 2013


National Society of Hispanic Physicists (NSHP)

- Member, 2006-present
- Acoustical Society of America Representative to NSHP Exhibition, 2009

Acoustical Society of America (ASA)

- Full Member, 2001-present
- Technical Committee on Architectural Acoustics
 - Chair, Acoustics of Music Education Facilities Subcommittee, 2018-present
 - Chair, Acoustics of Worship Spaces Subcommittee, 2011-2016
 - Chair, Acoustics of Drama Theatres Subcommittee, 2008-2011
 - Organizer, Technical Program, Sp2009, 2014-2016
 - Chair, Technical Session, Fa2004, Sp2009, Fa2010, Fa2014, Sp2015
 - Member, 2001-present
- Education in Acoustics Committee
 - Chair, 2014-2017
 - Chair, Technical Session, Sp2013, Fa2013, Sp2014, Fa2014, Sp2015
 - Organizer, Technical Program, Sp2014
 - Member, 2007-present
- Member, Acoustics Today Editorial Board, 2015-2018
- Membership Engagement and Diversity Task Force
 - Chair, Early Career Engagement Subcommittee, 2015-2016
 - Member, 2015-2016
- Member, President's Special Task Force, 2011-2012
- Diversity in Acoustics Committee
 - Member, 2015-2016
 - Internal Affairs Coordinator, 2008-2011
 - Chair, Diversity Statement Subcommittee, 2010-2011



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 - Member + Website Designer, Women in Acoustics Committee, 2001-2006
 - Student Council
 - Chair, 2003-2005
 - Student Representative for TCAA, 2001-2006





 LADO: Liberal Arts Diversity Officers

- Member, 2018

Cal State Fullerton

- Ex Officio Member, Diversity and Inclusion Committee of the Academic Senate, 2019-present
- Ex Officio Member, Faculty-Staff Association Presidents' Council, 2019-present

Smith College

- Member, President's Cabinet, 2018
- Member, Committee on Mission and Priorities, 2018
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 - Chair, Campus Turmoil Preparedness Committee, 2018
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 - Chair, Undocumented Student Working Group, 2018
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 - Member, Science Center Committee on Diversity, 2018
- 
 - Member, Committee on Academic Freedom and Inclusion, 2018

Vassar College





















- Faculty in Residence, House Fellow Program, 2009-2011 + 2014-2018
- Member, Writing Committee, 2014-2018
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 - Member, President's Council on Diversity + Inclusion, 2016-2017
- 
 - Member, Campus Climate Working Group, 2017
- 
 - Member, Diversity Strategic Planning Committee, 2016
- 
 - Advisor, Posse Foundation Veterans Program, 2015-2016
 - Member, Safety and Security Advisory Committee, 2014-2015
 - Member, Center for Collaborative Approaches to the Sciences (CCAS) Committee / HHMI Fund Advisory Committee, 2007-2013
 - Chair, Faculty Development Subcommittee, 2008-2010
 - 
 - Member, Diving Into Research Planning Subcommittee, 2007-2008
 - Member, Tenure Track Allocation Advisory Committee, 2009-2010
 - Member, Committee on Committees, 2008-2010

Journals + Grants

- Reviewer, Journal of the Acoustical Society of America, 2008-2016
- Reviewer, Acta Acustica united with Acustica, 2009-2016
- Reviewer, Proceedings of Meetings on Acoustics, 2015
- Panel Member, National Science Foundation Grant Review Panel, 2009, 2011, + 2014




INSTITUTES, TRAININGS, + WORKSHOPS

-  ▪ Lead Trainer and Workshop Developer, Anti-Racism and Racial Equity, CSUF 2020-present
-  ▪ Lead Trainer and Workshop Developer, Inclusive and Anti-Racist Pedagogy, CSUF 2020-present
-  ▪ Lead Trainer and Workshop Developer, Diversity Flashpoints in the Classroom, CSUF 2020-present
-  ▪ Lead Trainer and Workshop Developer, Diversity Strategic Planning, CSUF 2019-present
-  ▪ Lead Trainer and Workshop Developer, Evaluating Statements on Inclusive Excellence during the Faculty Search, CSUF 2019-present
-  ▪ Lead Trainer and Workshop Developer, Faculty Searching and Hiring, CSUF 2019-present
-  ▪ Team Leader, Excelencia 2019 Creating Hispanic SERVING Identity Through Faculty Hiring Institute, 2019
-  ▪ Certified, Oregon State University Search Equity Advocate Training Program, 2019
-  ▪ Participant, MASTER CLASS Learning from Conflict: Campus Climate Lessons from the University of Missouri, 2018
-  ▪ Workshop Leader, Pedagogy in Action: Equity-Minded Syllabus (De)Construction, Vassar College, 2017
-  ▪ Workshop Leader, Equity Advisor + Faculty Search Process Training Workshops, Vassar College, 2017
-  ▪ Presenter, Association of American Colleges & Universities (AACU) Institute on Integrative Learning and Signature Work, 2017
-  ▪ Participant, "COACHing Strong Faculty in the Art of Strategic Persuasion," 2017
-  ▪ Certified, National Association of Diversity Officers in Higher Education (NADOHE) Standards of Professional Practice Institute, 2017
-  ▪ Certified, SACNAS (Society for the Advancement of Chicanos and Native Americans in Science) Linton-Poodry Leadership Institute, 2017
-  ▪ Participant, Higher Education Recruitment Consortium (HERC) Toward Inclusive Excellence: Attracting and Retaining Diverse Faculty and Staff, 2016
-  ▪ Participant, HERC Toward Inclusive Excellence: Attracting and Retaining Diverse Faculty and Staff, 2016
-  ▪ Participant, HERC Hiring Diverse Faculty: Promising Practices, 2016
-  ▪ Participant, AACU Crossing Boundaries: Transforming STEM Education, 2015
-  ▪ Workshop Leader + Participant, Title VI, Title VII, Title IX, Americans with Disabilities Act, and Implicit Bias Training Sessions, 2010-2019

TEACHING EXPERIENCE

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| Instructor | <ul style="list-style-type: none"> ▪ Advanced Acoustics, Vassar College ▪ Advanced Noise Control, University of Nebraska—Lincoln ▪ Computational Physics, Vassar College ▪ Electromagnetism I, Vassar College ▪ Experimental Physics II, Vassar College ▪ Fundamentals of Physics I, II, + Laboratory, Vassar College |
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- Introduction to Experimental Physics, Vassar College
-  ▪ Making the Transition to College, Vassar College
- Modern Physics, Vassar College
- Reading Science Fiction, Vassar College
- Science of Sound, Vassar College
- Sound of Space, Vassar College

Guest-Lecturer





- Advanced Architectural Acoustics, University of Nebraska—Lincoln
- Building Environment Technical Systems II, University of Nebraska—Lincoln
- Lighting II (AREN 4200/8200/8940), University of Nebraska—Lincoln
- Modeling, Simulation, + Analysis, Vassar College
- The Arts of Silence, Vassar College
- Topics in Applied Physics, Vassar College

P U B L I C A T I O N S (* indicates student co-author)

Books


- D. T. Carreon Bradley, L. Ronsse, + S. Kanter (Eds.), *Rooms for the Learned Musician: A 30-Year Retrospective on the Acoustics of Music Education Buildings*, (Springer, New York, NY, 2021).
- D. T. Bradley, E. E. Ryherd, + L. Ronsse (Eds.), *Worship Spaces Acoustics: 3 Decades of Design*, (Springer, New York, NY, 2016).
- D. T. Bradley, E. E. Ryherd, + M. C. Vigeant (Eds.), *Acoustical Design of Theatres for Drama Performance: 1985 – 2010*, (Acoustical Society of America, New York, NY, 2010)

Peer-Reviewed Journal Articles

-  ▪ D. T. Carreon Bradley + L. Cariaga-Lo, "The Successful Chief Diversity Officer in Higher Education," *J. of Diversity in Higher Education*, [in progress], 2020.
-  ▪ L. Cariaga-Lo + D. T. Carreon Bradley, "DIE or Die: The Significance of Diversity, Inclusion and Equity (DIE) Work in Higher Education," *J. of Diversity in Higher Education*, [in progress], 2020.
-  ▪ L. Cariaga-Lo + D. T. Carreon Bradley, "Capacity Building for Diversity, Inclusion and Equity in Higher Education," *J. of Diversity in Higher Education*, [in progress], 2020.
-  ▪ L. Cariaga-Lo + D. T. Carreon Bradley, "Diversity, Inclusion and Equity Leadership: Building the Case for the Chief Diversity Officer Role in Higher Education," *J. of Diversity in Higher Education*, [in progress], 2020.
- D. T. Bradley, K. Riegel, M. Morgan,* + Z. Nasipak,* "Effect of Test Surface Setup Parameters on Free-Field Measured Polar Responses and Diffusion Coefficients," *Applied Ac.*, [revise and resubmit], 2019.
- D. T. Bradley, C. Diaz,* + E. Snow,* "Improved Sound Field Reverberance and Diffusivity in a Reverberation Chamber through Implementation of




Resonant-Diffusing Wall Panels," *Acta Acustica* united with *Acustica* 101(1), 181-189, 2015.

- D. T. Bradley, M. Müller-Trapet, J. Adelgren,* + M. Vorländer, "Effect of Boundary Diffusers in a Reverberation Chamber: Standardized Diffuse Field Quantifiers," *J. Acoust. Soc. Am.* 135(4), 1898-1906, 2014.
- D. T. Bradley, M. Müller-Trapet, J. Adelgren,* + M. Vorländer, "Comparison of Hanging Panels and Boundary Diffusers in a Reverberation Chamber," *Bldg. Acs.*, 21(2), 144-152, 2014.
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 ▪ D. T. Bradley + A. M. Kelly, "Promoting Inclusiveness in Acoustical Physics," *Academic Exchange Quarterly*, 15(4), 88-93, 2011.
- D. T. Bradley + L. M. Wang, "Optimum Absorption and Aperture Parameters for Realistic Coupled Volume Spaces Determined from Computational Analysis and Subjective Testing Results," *J. Acoust. Soc. Am.* 127, 223-232, 2010.
- D. T. Bradley + L. M. Wang, "Quantifying the Double Slope Effect in Coupled Volume Room Systems," *Bldg. Acs.* 16, 105-123, 2009.
- D. T. Bradley + L. M. Wang, "Comparison of Measured and Computer-Modeled Objective Parameters for an Existing Coupled Volume Concert Hall," *Bldg. Acs.* 14, 79-90, 2007.
- D. T. Bradley + L. M. Wang, "The Effects of Simple Coupled Volume Geometry on the Objective and Subjective Results from Non-Exponential Decay," *J. Acoust. Soc. Am.* 118, 1480-1490, 2005.

Refereed Proceedings Papers

- K. Riegel, D. T. Bradley, M. Morgan,* Z. Nasipak,* + I. Kowalok,* "Effect of Measurement Conditions on Sound Scattered from a Pyramid Diffuser in a Free Field," *Proc. Mtgs. Acoust.* 22(2014), 015003, 2016.
- D. T. Bradley, A. Sharma,* J. Adelgren,* "Assessing the Effectiveness of Geometrically Modified Pyramidal Diffusers: Scattering Coefficient Measurements," *Proc. Mtgs. Acoust.*, 20(2013), 025002, 2014.
- D. T. Bradley, J. Adelgren,* M. Müller-Trapet, + M. Vorländer, "Effect of Boundary Diffusers in a Reverberation Chamber: Preliminary Investigation," *Proc. Mtgs. Acoust.*, 18(2012), 025007, 2014.
- D. T. Bradley, E. Snow,* D. Olson,* K. Riegel, Z. Nasipak,* + A. Terenzi,* "Numerical Prediction of Sound Diffusion from Surfaces with Fractal Geometry: A Preliminary Investigation," *Proc. Mtgs. Acoust.*, 12(2011), 015010, 2014.
- D. T. Bradley, M. Müller-Trapet, J. Adelgren,* + M. Vorländer, "Comparison of Hanging Panels and Boundary Diffusers in a Reverberation Chamber," *Proc. of The International Symposium on Room Acoustics (ISRA)*, 1-8, 2013.
- D. T. Bradley, "The Effect of Source Directivity and Side-Wall Scattering on Binaural Hearing Objective Measures," *Proc. of Forum Acusticum*, 1487-1492, 2011.

Conference Presentations Highlights

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 ▪ J. Herrera,* J. Ortiz,* S. McLaughlin,* + D. T. Carreon Bradley, "Equity and Engagement in STEM," *Undergraduate Research Summer Institute*, 2017






- D. T. Bradley, E. E. Ryherd, + L. Ronsse, "The State of the Art in Worship Space Acoustics," J. Acoust. Soc. Am. 139, 2118(A), 2016. (Invited)
- D. T. Bradley, "Navigating the Track to Tenure: A Liberal Arts College Perspective," J. Acoust. Soc. Am. 137, 1986(A), 2015 (Invited).
-  ▪ D. T. Bradley, "Hands-on Acoustics Workshop for Low-income, Ethnic Minority, Urban High School Students," Gordon Research Conference, Mt. Holyoke College, 6-11 July, 2010.
-  ▪ D. T. Bradley + A. M. Kelly, "Vassar College-Bronx Institute Acoustics Workshop for Low-Income, Ethnic Minority, Urban High School Students," J. Acoust. Soc. Am. 127, 1946(A), 2010 (Invited).
-  ▪ D. T. Bradley, "Scattering of Acoustic Waves: Measurement Techniques and Prediction Schemes," Meeting of the National Society of Black/Hispanic Physicists, 2009 (Invited).
-  ▪ D. T. Bradley, "The Sound of Buildings," Ford Foundation Diversity Fellows Conference, Washington, DC, 2005 (Invited).
-  ▪ E. E. Bowden, L. M. Wang, + D. T. Bradley, "Classroom Acoustics in Omaha, Nebraska: Measurements and Outreach," J. Acoust. Soc. Am. 112, 2430(A), 2002.




Invited Talks + Colloquia Highlights

- D. T. Bradley, "Worship Space Acoustics: The Sound of the Sacred," Public Lecture, Vassar College, 2016.
-  ▪ D. T. Bradley, "American Physical Society Travel Grants for Minority Speakers Program: Numerical Simulation of Acoustic Wave Scattering from Fractal Surfaces," Grinnell College Physics Department Colloquia Series, 2014.
- M. Vorländer + D. T. Bradley, "Short Course on Auralization and Acoustic Virtual Reality," 164th Meeting of the Acoustical Society of America, Kansas City, Missouri, 2012.
-  ▪ D. T. Bradley, "American Physical Society Travel Grants for Minority Speakers Program: Acoustic Wave Scattering: Where Concert Halls and Fractals Collide," College of Wooster, 2009.
-  ▪ D. T. Bradley, "A Holistic Approach to Teaching with Technology," Teaching with Technology Forum, Vassar College, 2008.
-  ▪ D. T. Bradley, "Science and Race," Dean of the Faculty Retreat, Vassar College, 2008.

Other Publications + Media

-  ▪ D. T. Carreon Bradley, K. Griffin, J. Rich, + K. R. Wilson, [Inclusive Excellence External Review Committee 2020 Report](#), Dartmouth College, 2020.
-  ▪ D. T. Carreon Bradley, K. Griffin, J. Rich, + K. R. Wilson, [Inclusive Excellence External Review Committee 2018 Report](#), Dartmouth College, 2018.
-  ▪ D. T. Bradley and C. Cohen, [Faculty Recruitment and Hiring Manual, Vassar College](#), 2017.



- R. Edwards, M. Schultz, D. Bucher, + D. T. Bradley, [Going to the Source: A Guide to Academic Integrity and Attribution at Vassar College, Vassar College](#), May 2016.
- Guest scientist on ESPN Radio's The Dan Le Batard Show to discuss acoustics of baseball bats, April 28, 2016
-  ▪ D. T. Bradley, "[Education and Outreach in the Acoustical Society of America](#)," *Acoustics Today* 11, 52-55, 2015.
-  ▪ G. Phelan, Key Concepts in Physical Science – Sound: What's the Buzz?, (Sally Ride Science, San Diego, CA, 2012). consultant and advising editor
-  ▪ Intercultural Center for Research in Education (INCRE), Afterschool Explorations in Science (AXIS) – Sound and Music, (INCRE, Arlington, MA, 2007). consultant and advising editor