

Roli Varma

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APPOINTMENTS

- **2006–current:** Full Professor, School of Public Administration, University of New Mexico, Albuquerque, NM, 87131, USA.
- **1999–current:** Associate, School of Engineering, University of New Mexico, Albuquerque, NM, 87131, USA.
- **2014–2017:** Carl Hatch Endowed Professorship, University of New Mexico, Albuquerque, NM, 87131, USA.
- **2014 January–2014 March (sabbatical):** Visiting Scientist, Homi Bhabha Centre of Science Education, Mumbai, 400088, India.
- **2013 September–2013 December & 2014 April–2014 May (sabbatical):** Visiting Professor, School of Government, Central University of Finance and Economics, Beijing, China.
- **2007 April–2007 June (sabbatical):** Visiting Faculty, Department of Sociology, Universidad Complutense de Madrid, Madrid, 28040, Spain.
- **2006 July–2007 January (sabbatical):** Visiting Faculty, Department of Humanities and Social Sciences, Indian Institute of Technology-Delhi, New Delhi, 110016, India.
- **2002–2006:** Associate Professor, School of Public Administration, University of New Mexico, Albuquerque, NM, 87131, USA.
- **2003–2006:** Regents' Lectureship, University of New Mexico, Albuquerque, NM, 87131, USA.
- **1999–2002:** Assistant Professor, School of Public Administration, University of New Mexico, Albuquerque, NM, 87131, USA.
- **1996–1998:** Visiting Scholar, Division of Social and Global Studies, Russell Sage College, Troy, NY, 12180, USA.
- **1995–1996:** Mentor, Forum East, Empire State College, Saratoga Springs, NY, 12186, USA.
- **1994–1995:** Lecturer, Arts and Humanities, College of Saint Rose, Albany, NY, 12280, USA.
- **1994:** Research Associate, Healthy Heart Program, Department of Health, Albany, NY, 12280, USA.

Graduate Student Fellowships

- **1983–1984 & 1987–1990:** Research/Teaching Assistant, Department of Science and Technology Studies, Rensselaer Polytechnic Institute, Troy, NY, 12180, USA.
- **1982–1983 & 1985–1987:** Research/Teaching Assistant, Department of Political Science, State University of New York, Albany, NY, 12222, USA.

EDUCATION

- **1993 Ph.D.** Science and Technology Studies, Rensselaer Polytechnic Institute (RPI), Troy, NY, 12180, USA.
Thesis: *Managing Industrial Science Effectively*.
Advisor: Richard K. Worthington
- **1986 M.S.** Science, Technology and Values, Rensselaer Polytechnic Institute (RPI), Troy, NY, 12180, USA.
Thesis: *The Bhopal Disaster: Implications for Policy-Making on Hazardous Technology in the Third World*.
Advisor: Richard K. Worthington
- **1983 M.A.** Political Science, State University of New York (SUNY), Albany, NY, 12222, USA.
- **1981 B.A.** Political Science, McGill University, Montreal, Quebec, H3A 2T5, Canada.
- **1978 CEGEP (Vocational College).** Health Sciences, Dawson College, Montreal, Quebec, H3Z1A4, Canada.
- **1974 Intermediate (11th & 12th Grades).** Mahila Vidyalaya, Lucknow, UP, 226001, India.
- **1970 High School (10th Grade).** Nari Shiksha Niketan, Lucknow, UP, 226001, India.

RESEARCH INTERESTS

Science and Technology Policy

1. Asian Indian Immigrants in the U.S. Science and Engineering Workforce
2. Return Migration of Asian Indian Scientists and Engineers from the United States
3. Women and Minorities in Computing Education in the United States
4. Management of Industrial Research and Development in the United States
5. Professional Ethics and Responsibilities

HONORS

- **Invited Speaker**, Book Manuscript Workshop, Ann Johnson Institute for Science, Technology & Society, and Computer History Museum, Mountain View, CA, March 13, 2023.
- **Invited Speaker**, Asian American, Native Hawaiian and Pacific Islander (AANHPI) Heritage Month, National Science Foundation (NSF), Arlington, VA, May 24, 2022.

- **Invited Member**, Social Science Advisory Board of the National Center for Women in Information Technology (NCWIT), 2008–Current; **Co-chair**, 2010–2012.
- **Invited Member**, IEEE Computer Society History Committee to Commemorate the 75th Year of Modern Computing, 2020-2021. Interviewed following prominent women:
 - Cecilia Aragon, https://ethw.org/Oral-History:Cecilia_Aragon
 - Bala Kavita https://ethw.org/Oral-History:Kavita_Bala
 - Fay Cobb Payton https://ethw.org/Oral-History:Fay_Cobb_Payton
- **Invited Participant**, Workshop on Convening on Computer Science Research Infrastructure for Native-Serving Institutions, American Indian Science and Engineering Society (AISES), Chicago, IL, September 27–28, 2019; Virtual, December 2–3, 2020.
- **Represented**, National Science Foundation’s (NSF) Directorate for Social, Behavioral and Economic Sciences Highlights of the Work of 10 Scientists for Women’s History Month, March 2018.
- **Invited Speaker**, Workshop on 21st Century Coolies, University of California Davis, Davis, CA, March 15–16, 2018.
- **Invited Speaker**, Workshop on Computing Is Work, Siegen University, Siegen, Germany, July 6–8, 2017.
- **Invited Speaker**, Symposium on the Science of Broadening Participation, Sponsored by National Science Foundation (NSF), Arlington, VA, February 25–26, 2016.
- **Invited Speaker**, Public Lecture Series, Johannes Kepler University, Linz, Austria, October 16, 2014.
- **Recipient, Carl Hatch Endowed Professorship**, University of New Mexico (UNM), Albuquerque, NM, 2014–2017.
- **Program Chair**, Annual Meeting of Society for Social Studies of Science (4S), Cleveland, OH, November 2011; San Diego, CA, October 2013.
- **Distinguished Lecture Series Speaker**, Max Planck Institute, Saarbrücken, Germany, June 28, 2011.
- **Invited Speaker**, International Workshop on International Collaborations, National Science Foundation (NSF), Arlington, VA, June 2–4, 2010.
- **Invited Participant**, CEOSE Mini-Symposium on Women of Color in STEM, National Science Foundation (NSF), Arlington, VA, October 27–28, 2009.
- **Invited Participant**, US-Europe Workshop on Gender and Diversity in Engineering Education, Delft University of Technology, Delft, Netherlands, June 29–30, 2009.
- **Invited Speaker**, Annual Meeting of National Center for Women in Information Technology (NCWIT), Google Headquarters, Mountain View, CA, May 12–14, 2009.
- **Invited Participant**, Workshop on Centers, Universities and the Scientific Innovation Ecology, National Science Foundation (NSF), Arlington, VA, March 26–27, 2009.
- **Invited Participant**, Workshop on National Center on Cultural Diversity in Computing and Information Technologies, Texas A&M University, College Station, TX, April 14–15, 2008.
- **Invited Speaker**, National Conference on Can We Compete? Trends in America’s Scientific and Technical Workforce, Commission on Professionals in Science and Technology (CPST), Washington DC, November 1–2, 2007.
- **Elected Council Member**, Society for Social Studies of Science (4S), 2005–2007.

- **Recipient, Regents' Lectureship**, University of New Mexico (UNM), Albuquerque, NM, 2003–2006.
- **Invited Member**, Association for Computing Machinery (ACM) Task Force on Job Migration, 2004–2006.
- **Organizer and Host**, National Science Foundation's Information Technology Workforce (ITWF) and Information Technology Research/Education & Workforce (ITR/EWF) Principal Investigator Conference, Albuquerque, NM, October 26–28, 2003.
- **Invited Participant**, Workshop on Beyond the Two Cultures: Science and Technology Studies and the Liberal Arts, Harvard University, Boston, MA, November 4–5, 2001.
- **Invited Participant**, United Nations Expert Group Meeting on Managing Diversity in the Civil Service, United Nations Headquarters, New York, NY, May 3–4, 2001.
- **Invited Participant**, Workshop on Public Research Universities in the 21st Century, University of Arizona, Tucson, AZ, November 11–12, 1999.
- **Recipient**, first Ph.D. in Science and Technology Studies, Rensselaer Polytechnic Institute (RPI), Troy, NY, May 1993.

PUBLICATIONS

Books (n=2)

1. **Roli Varma** (2006 cloth, 2007 paperback), *Harbingers of Global Change: India's Techno-Immigrants in the United States*. Maryland: Lexington Books, 1–212.

Book Reviews:

- Joyce Tang (2007), *Work and Occupations*, 34(2), 235–238.
 - Winifred R. Poster (2007), *Contemporary Sociology*, 36(4), 394–395.
2. **Roli Varma** (2006 cloth), *Managing Industrial Research Effectively*. Hyderabad, India: ICFAI University Press, 1–202.

Edited Symposiums (n=4)

1. **Roli Varma**, John Falk and Lynn Dierking (2022), Asian Women in Science, Technology, Engineering and Mathematics (STEM), *American Behavioral Scientist*, 67(9), 1063–1154.
2. **Roli Varma** and Lisa M. Frehill (2010), Science and Technical Workforce, *American Behavioral Scientist*, 53(7), 943–1078.
3. **Roli Varma** (2003), Special Issue on Women and Minorities in Information Technology, *IEEE Technology and Society Magazine*, 22(3), 1–48.
4. **Roli Varma** (2003), *Proceedings of the National Science Foundation's ITWF & ITR/EWF Principal Investigator Conference*. Albuquerque, NM, USA, 1–239.

Journal Articles (n=60)

1. **Roli Varma** (2023), Demystifying Qualitative Data Analysis: Unveiling Strategies and Insights from NSF Proposals. *Journal of Ethnographic & Qualitative Study*, 17(3), 208–220.

2. **Roli Varma** (2023), Commemorating 50 Years of Publication of *Small Is Beautiful* by E.F. Schumacher: Adding Women to “Small = Beautiful.” *Perspectives in Global Development and Technology*, 22(1-2), 149–170.
DOI: 10.1163/15691497-12341656
3. **Roli Varma** (2022), Being Asian Women Scientists and Engineers in the United States: Intersection of Ethnicity and Gender, *American Behavioral Scientist* 67(9), 1138–1154.
DOI: 10.1177/00027642221078510
4. **Roli Varma**, John Falk and Lynn Dierking (2022), “Challenges and Opportunities: Asian Women in Science, Technology, Engineering and Mathematics” *American Behavioral Scientist*. 67(9), 1063–1072.
DOI: 10.13039/100000001
5. Meghna Sabharwal, **Roli Varma** and Zeeshan Noor (2021), “Ethnic Organizations and Adaptation: A Case Study of Indian Immigrant Engineers in the US.” *Perspectives on Global Development and Technology*, 20(4), 317–335.
DOI: 10.1163/15691497-12341598
6. **Roli Varma** (2021), “Dissecting Culture at Work: Conversation with Indian Immigrant Scientists & Engineers in the US Technology Sector.” *Technology in Society*, 66, 1–8.
DOI: 10.1016/j.techsoc.2021.101654
7. **Roli Varma** (2020), “To Be or Not to Be on H-1B: Engineers from India in the United States.” *Perspectives on Global Development and Technology*, 19(2), 281–302.
DOI: 10.1163/15691497-12341557
8. **Roli Varma** and Meghna Sabharwal (2018), “International Collaboration: Experiences of Indian Academics after Returning from the United States.” *Perspectives on Global Development and Technology*, 17(4), 593–613.
DOI: 10.1163/15691497-12341498
9. **Roli Varma** (2018), “U.S. Science and Engineering Workforce: Under-representation of Women and Minorities” *American Behavioral Scientist*. 62(3), 1–6.
DOI: 10.1177/0002764218768847
10. Meghna Sabharwal and **Roli Varma** (2017), “Grass Is Greener on the Other Side: Return Migration of Engineers and Scientists in Academia” *Bulletin of Science, Technology & Society*. 37(1), 34–44.
DOI: 10.1177/0270467617738463
11. Meghna Sabharwal and **Roli Varma** (2017), “Are Asian Indian Scientists and Engineers in Academia Faced with a Glass Ceiling” *Journal of Ethnographic & Qualitative Research*, 12(1), 50–62.
12. Meghna Sabharwal and **Roli Varma** (2017), “Convergence or Divergence: Science Practice among Immigrant Faculty in India and the United States” *Science, Technology & Human Values*, 42(5), 775–794.
DOI: 10.1177/0162243916689711
13. Meghna Sabharwal and **Roli Varma** (2016), “Return Migration to India: Decision-Making among Academic Scientists and Engineers” *International Migration*, 54(4), 177–190.
DOI: 10.1111/imig.12265

14. Meghna Sabharwal and **Roli Varma** (2015), “Transnational Research Collaboration: Indian Faculty in the USA Connecting with the Peers in India” *East Asian Science, Technology and Society: An International Journal*, 9(3), 275–293.
DOI: 10.1215/18752160-3141241
15. **Roli Varma** and Deepak Kapur (2015), “Decoding Femininity in Computer Science in India” *Communications of ACM*, 58(5), 56–62.
DOI: 10.1145/2663339
16. Meghna Sabharwal and **Roli Varma** (2015), “Scientific Diaspora: Stay Plans of Indian Faculty in the United States” *Perspectives on Global Development and Technology*, 14(1), 368–387.
DOI: 10.1163/15691497-12341351
17. **Roli Varma** (2014), “Questioning Professional Autonomy in Qualitative Inquiry” *IEEE Technology and Society Magazine*. 33(4), 63–70.
DOI: 10.1109/MTS.2014.2363983
18. **Roli Varma** and Deepak Kapur (2013), “Comparative Analysis of Brain Drain, Brain Circulation and Brain Retain: A Case Study of Indian Institutes of Technology” *Journal of Comparative Policy Analysis*, 15(4), 315–330.
DOI: 10.1080/13876988.2013.810376
19. Glenda G. Kodaseet and **Roli Varma** (2012), “In Pursuit of a Computing Degree: Cultural Implications for American Indians” *Journal of American Indian Education*, 51(1), 67–88.
20. **Roli Varma** (2011), “Transnational Migration and Entrepreneurialism: Indians in the U.S. Technology Sector” *Perspectives on Global Development and Technology*, 10(2), 270–287.
DOI: 10.11163/156914911X582422
21. **Roli Varma** (2011), “Indian Women and Mathematics for Computer Science” *IEEE Technology and Society Magazine*, 30(1), 39–46.
DOI: 10.1109/MTS.2011.940294
22. **Roli Varma** (2010), “Why So Few Women Enroll in Computing? Gender and Ethnic Differences in Students’ Perception” *Computer Science Education*, 20(4), 301–316.
DOI: 10.1080/08993408.2010.527697
23. **Roli Varma** (2010), “Computing Self-Efficacy among Women in India” *Journal of Women and Minorities in Science and Engineering*, 16(3), 257–274.
DOI: 10.1615/JWomenMinorScienEng.v16.i3.40
24. **Roli Varma** (2010), “India-born in the U.S. Science and Engineering Workforce” *American Behavioral Scientist*, 53(7), 1064–1078.
DOI: 10.1177/0002764209356239
25. **Roli Varma** and Lisa M. Frehill, (2010), “Special Issue on Science and Technical Workforce” *American Behavioral Scientist*, 54(3), 943–948.
DOI: 10.1177/0002764209356229
26. **Roli Varma** and Deepak Kapur (2010), “Access, Satisfaction, and Future: Undergraduate Studies at the Indian Institutes of Technology” *Higher Education*, 59(6), 703–717.
DOI 10.1007/s10734-009-9275-0

27. **Roli Varma** (2009), “Exposure, Training and Environment: Women’s Participation in Computing Education in the United States and India” *Journal of Women and Minority in Science and Engineering*, 15(3), 205–222.
DOI: 10.1615/JWomenMinorScienEng.v15.i3.20
28. **Roli Varma** (2009), “Attracting Native Americans to Computing” *Communications of the ACM*, 52(8), 137–140.
DOI: 10.1145/1536616.1536650
29. **Roli Varma** (2009), “Gender Differences in Factors Influencing Students towards Computing” *Computer Science Education*, 19(1), 37–49.
DOI: 10.1080/08993400902819006
30. **Roli Varma** and Daya R. Varma (2009), “The Making of Indian Immigrant Entrepreneurs in the US” *Economic and Political Weekly*, 44(3), 64–69.
31. **Roli Varma** (2009), “Bridging the Digital Divide: Computing in Tribal Colleges and Universities” *Journal of Women and Minorities in Science and Engineering*, 15(1), 39–53.
DOI: 10.1615/JWomenMinorScienEng.v15.i1.30
32. **Roli Varma** and Heiko Hahn (2008), “Gender and the Pipeline Metaphor in Computing” *European Journal of Engineering Education*, 33(1), 3–11.
DOI: 10.1080/03043790701745936
33. **Roli Varma** (2007), “Women in Computing: The Role of Geek Culture” *Science as Culture*, 16(4), 359–376.
DOI: 10.1080/09505430701706707
34. **Roli Varma** (2007), “Changing Borders and Realities: Emigration of Indian Scientists and Engineers to the United States” *Perspectives on Global Development and Technology*, 6(4), 1–18.
DOI: 10.1163/156914907X253224
35. **Roli Varma** and Marcella LaFever (2007), “Importance of Gender Homophily in Computer Science Classroom” *IEEE Technology and Society Magazine*, 26(2), 43–47.
DOI: 10.1109/MTAS.2007.371281
36. **Roli Varma** (2007), “Decoding the Female Exodus from Computing Education” *Information, Communication and Society*, 10(2), 181–193.
DOI: 10.1080/13691180701307396
37. **Roli Varma** and Heiko Hahn (2007). “Gender Differences in Students’ Experiences in Computing Education in the United States” *International Journal of Engineering Education*, 23(2), 361–367.
38. **Roli Varma** (2006), “Making Computer Science Minority Friendly” *Communications of the ACM*, 49(2), 129–134.
DOI: 10.1145/1113034.1113041
39. Shawn Flanigan and **Roli Varma** (2006), “Promoting Community Gardening to Low Income Urban Participants in the Women, Infants, and Children Program (WIC) in New Mexico” *Community, Work & Family*, 9(1), 69–74.
DOI: 10.1080/13668800500420806

40. Bruce Perlman and **Roli Varma** (2005), “Barely Managing: Attitudes of Information Technology Professionals on Management Technique” *Social Science Journal*, 42(4), 583–594.
DOI: 10.1016/j.soscij.2005.09.007
41. **Roli Varma** and Daya R. Varma (2005), “The Bhopal Disaster of 1984” *Bulletin of Science, Technology & Society*, 25(1), 37–45.
DOI: 10.1177/0270467604273822
42. **Roli Varma** and Everett M. Rogers (2004), “Indian Cyber Workers in US” *Economic and Political Weekly*, 39(52), 5645–5652.
43. **Roli Varma** (2004), “Asian Americans: Achievements Mask Challenges” *Asian Journal of Social Science*, 32(2), 290–307.
44. **Roli Varma** (2003), “Editorial” *IEEE Technology and Society Magazine*, 22(3), 6–7.
DOI: 10.1109/MTAS.2003.1237464
45. **Roli Varma** (2003), “E.F. Schumacher: Changing the Paradigm of Bigger Is Better” *Bulletin of Science, Technology & Society*, 23(2), 114–124.
DOI: 10.1177/02700467603251313
46. **Roli Varma** (2002), “High-Tech Coolies: Asian Immigrants in US Science and Engineering Workforce” *Science as Culture*, 11(3), 337–361.
DOI: 10.1080/0950543022000005078
47. **Roli Varma** (2002), “Women in Information Technology: A Case Study of Undergraduate Students in a Minority-Serving Institution” *Bulletin of Science, Technology & Society*, 22(4), 274–282.
DOI: 10.1177/0270467602022004003
48. Bruce Perlman and **Roli Varma** (2002), “Improving Ethical Engineering Practice” *IEEE Technology and Society*, 21(1), 40–47.
DOI: 10.1109/44.993600
49. **Roli Varma** (2002), “Technological Fix: Sex Determination in India” *Bulletin of Science, Technology & Society*, 22(1), 21–30.
DOI: 10.1177/027046702022001003
50. **Roli Varma** (2002), “Are We Eating Our Seed Corn? Basic Research in the U.S. Corporate Sector” *Prometheus*, 20(1), 1–14.
DOI: 10.1080/08109020110110277
51. **Roli Varma** (2001) “People’s Science Movements and Science Wars?” *Economic and Political Weekly*, 36(52), 4796–4802.
52. **Roli Varma** (2001), “Permanent Tenure and Academic Freedom in Engineering” *Bulletin of Science, Technology & Society*, 21(3), 193–201.
DOI: 10.1177/027046760102100304
53. **Roli Varma** (2000), “Changing Research Cultures in U.S. Industry” *Science, Technology & Human Values*, 25(4), 395–416.
DOI: 10.1177/016224390002500401
54. **Roli Varma** (2000), “Technology and Ethics for Engineering Students” *Bulletin of Science, Technology & Society*, 20(3), 217–224.
DOI: 10.1177/027046760002000309

55. **Roli Varma** (2000), “Research and Development (R&D) Management and Technical Expertise: Creating an Effective Managerial Environment for Maximizing Productivity” *Management Development Forum*, 3(1), 51–72.
56. **Roli Varma** (1999), “Project Selection Models or Professional Autonomy?” *Prometheus*, 17(3), 269–282.
DOI: 10.1080/08109029908632131
57. **Roli Varma** (1999), “Professional Autonomy vs. Industrial Control?” *Science as Culture*, 8(1), 23–45.
DOI: 10.1080/09505439909526529
58. **Roli Varma** (1997), “US Industrial Scientists: Alienation and Elitism” *Economic and Political Weekly*, 32(29), 1795–1799.
59. **Roli Varma** (1995), “Restructuring Corporate R&D: From an Autonomous to a Linkage Model” *Technology Analysis & Strategic Management*, 7(2), 231–247.
DOI: 10.1080/09537329508524206
60. **Roli Varma** and Richard Worthington (1995), “Immiseration of Industrial Scientists in Corporate Laboratories in the United States” *Minerva*, 33(4), 325–338.
DOI: 10.1007/BF01096516

Book Chapters (n=14)

1. **Roli Varma** (forthcoming 2024). “Transnational Innovators: Indian Immigrants Shaping Entrepreneurship in the U.S. Tech Sector” in Wendy Cukier (ed.). *Immigrants Entrepreneurship: Challenges and Opportunities*. United Kingdom: Palgrave MacMillan.
2. **Roli Varma** (2023), “Intervention Organizations to Increase Women’s Engagement with Information Technology: A Case Study of NCWIT” in Jeria Quesenberry and Eileen Trauth (eds.). *Handbook of Gender & Technology: Environment, Identity, Individual* (pp. 311–327). United Kingdom: Edward Elgar Press.
DOI: 10.4337/9781800377929.00025
3. **Roli Varma** (2022), “Tech Coolies: Indian Scientists and Engineers Entering U.S. on H-1B Visa” in Leticia Saucedo and Robyn Rodriguez (eds.). *Race, Gender and Contemporary International Labor Migration: 21st Century Coolies?* (pp. 89–108). United Kingdom: Edward Elgar Press.
DOI: 10.4337/9781789902006.00014
4. **Roli Varma** (2020), “Women in Computing Education: A Western or Global Problem? Lessons from India” in Carol Frieze and Jeria Quesenberry (eds.). *Cracking the Digital Ceiling: Women in Computing around the World* (pp. 299–310). Cambridge: Cambridge University Press.
DOI: 10.1017/9781108609081.018
5. Meghna Sabharwal and **Roli Varma** (2020), “Transnationalism and Return Migration of Scientists and Engineers from the United States to India” in Ajaya K Sahoo and Bandana Purkayastha (eds.). *Routledge Handbook of Indian Transnationalism* (pp. 54–66). London: Routledge.
DOI: 10.4324/9781315109381

6. **Roli Varma** (2017), “Paradox of Empowerment and Marginalization: Indian Women in Computer Science” in Helen Peterson (ed.). *Gender in Transnational Knowledge Companies* (pp. 31–52). New York: Springer.
DOI: 10.1007/978-3-319-43307-3_3
7. Meghna Sabharwal and **Roli Varma** (2016), “Why One Returns? Why One Stays? Indian Immigrant Engineers and Scientists in the United States” in Elisabeth J. Stephens (ed.). *International Migration: Politics, Policies and Practices* (pp. 135–155). New York: Nova Science Publishers.
8. **Roli Varma** (2015), “Making a Meaningful Choice: Women’s Selection of Computer Science in India” in Willie Pearson, Lisa M. Frehill and Connie L. McNeely (eds.) *Advancing Women in Science: International Perspectives* (pp. 269–272). New York: Springer.
DOI: 10.1007/978-3-319-08629-3_8
9. **Roli Varma** (2008), “Challenges to Diversity: A Case Study of Indian Scientists and Engineers” in Mannar I. Srinivasan (ed.) *Communicating in a World of Diversity* (pp.174–187). Hyderabad, India: ICFAI University Press. (Reprinted with permission from the American Society for Engineering Education).
10. **Roli Varma**, Amit Prasad and Deepak Kapur (2006, 2008), “Confronting ‘Socialization’ Barrier: Cross-Ethnic Differences in Undergraduate Women’s Preference for IT Education” in Joanne McGrath Cohoon and William Aspray (eds.) *Women and Information Technology: Research on Underrepresentation* (pp. 301–323). Cambridge: MIT Press.
11. **Roli Varma** and Vanessa Galindo-Sanchez (2006), “Native American Women in Computing” in Eileen M. Trauth (ed.) *Encyclopedia of Gender and Information Technology* (pp. 914–919). Hershey, PA: Idea Group Publishing.
12. **Roli Varma** and Marcella LaFever (2006), “Motivating Women to Computer Science Education” in Eileen M. Trauth (ed.) *Encyclopedia of Gender and Information Technology* (pp. 900–906). Hershey, PA: Idea Group Publishing.
13. Juris Hartmanis, **Roli Varma** and Richard C. Waters (2006), “The Globalization of IT Research” in William Aspray, Frank Mayadas and Moshe Y. Vardi (eds.) *Globalization and Offshoring of Software* (pp. 155–181). New York: Association for Computing Machinery.
14. **Roli Varma** (2003), “Asians in the U.S. Public Service: Diversity, Achievements, and Glass Ceiling” in Sumathi Reddy (ed.) *Workforce Diversity: Concepts and Cases* (pp. 26–42). Hyderabad, India: ICFAI University Press. (Reprinted with permission from the United Nations).

Articles in Refereed Conference Proceedings (n=15)

1. **Roli Varma** (2020), “Indian Perspective on Women in Computing” *Proceedings of American Society for Engineering Education Gulf-Southwest Annual Conference & Exposition*.
2. **Roli Varma** (2020), “Asian Indian Engineers on H-1B Visas in the United States” *Proceedings of American Society for Engineering Education Gulf-Southwest Annual Conference & Exposition*.

3. **Roli Varma** (2009), “Why I Chose Computer Science? Women in India” *Proceedings of the Fifteenth Americas Conference on Information Systems*.
4. **Roli Varma** (2006), “Challenges to Diversity: A Case Study of Asian Indian Scientists and Engineers” *Proceedings of American Society for Engineering Education Annual Conference & Exposition*.
5. **Roli Varma** (2005), “Out of Mix: Native Americans in Information Technology” *Proceedings of American Society for Engineering Education Annual Conference & Exposition*.
6. **Roli Varma** (2004), “The Tenure System and Engineering Institutions” *Proceedings of American Society for Engineering Education Annual Conference & Exposition*.
7. **Roli Varma** and Marcella LaFever (2004), “Communication Climate and Satisfaction in the Computer Science Classroom” *Proceedings of Women in Engineering Programs & Advocates Network National Conference*.
8. **Roli Varma** (2003), “Retention of Minority Undergraduates in Information Technology” *Proceedings of American Society for Engineering Education Annual Conference & Exposition*.
9. **Roli Varma** (2002), “Undergraduate Minorities in IT-Related Fields: Findings from a Case Study in a Minority-Serving Institution” *Proceedings of American Society for Engineering Education Annual Conference & Exposition*.
10. **Roli Varma** (2001), “Asians in the U.S. Public Service: Diversity, Achievements, and Glass Ceiling” *Proceedings of United Nations Expert Group Meeting on Managing Diversity in the Civil Service*, Division for Public Economics and Public Administration.
11. Bruce Perlman and **Roli Varma** (2001), “Bridging the Cultural Chasm: Improving Collaboration and Cooperation between the Computer and Social Sciences” *International Symposium on Technology and Society Proceedings* (pp. 19–27), Institute of Electrical and Electronics Engineers, IEEE PR01209.
12. **Roli Varma** (2001), “Barriers to Overcome: Women in Information Technology” *Proceedings of American Society for Engineering Education Annual Conference & Exposition*.
13. Bruce Perlman and **Roli Varma** (2001), “Teaching Engineering Ethics” *Proceedings of American Society for Engineering Education Annual Conference & Exposition*.
14. **Roli Varma** (1999), “Women and People’s Science Movements in India” *Women and Technology: Historical, Societal, and Professional Perspectives Proceedings* (pp. 378–382), Institute of Electrical and Electronics Engineers, IEEE 99CH37005.
15. **Roli Varma** (1994), “On Proletarianization of Scientists?” Bernard Schiele (ed.) *When Science Becomes Culture: Proceedings II*, University of Ottawa Press, Montreal, Canada.

Book Review

- **Roli Varma** (2018), *IEEE Annals of History of Computing*. 40(1), 88–91.
- Aspray, William. (2016). *Women and Underrepresented Minorities in Computing: A Historical and Social Study*. Switzerland: Springer.

Miscellaneous

- **Roli Varma** (2013). *Program of Annual Meeting of Society for Social Studies of Science (4S)*. San Diego, CA.
- **Roli Varma** (2011). *Program of Annual Meeting of Society for Social Studies of Science (4S)*. Cleveland, OH.
- **Roli Varma** (2010), “The Indian Experience: CS, an Attractive Field for Women in India” *CSTA Voice*. 6(1), 3–4.
- **Roli Varma** (2006), “Making Computer Science Minority Friendly” *CSTA Voice*, 2(3), 4.
- **Roli Varma** (1997), “Reinventing a Partnership between Business and Research” *Forum Chronicle*, 4(2), 55–57.

Citations

Google Scholars: 2178+

h-index: 26

i10-index 45

<https://scholar.google.com/citations?hl=en&user=J41TeKd7GIMC>

GRANTS / AWARDS

External Funding (\$1,273,820)

- John Falk (PI), **Roli Varma** and Lynn Dierking (Co-PIs), “Public Awareness of STEM and Advancing the Role of Women in STEM” Office of International Science and Engineering (OISE), *National Science Foundation* (Grant 1937849), 9/1/19 to 2/28/22, \$99,889 (UNM portion \$15,000).
- **Roli Varma** (PI) and Meghna Sabharwal (Co-PI), “Collaborative Grant: Maintaining Diversity in the US High-Tech Sector” Science, Technology and Society Program, *National Science Foundation* (Grants 1655322, 1655366), 3/15/17 to 12/31/21, \$225,155 (UNM portion \$140,186).
- Meghna Sabharwal (PI) and **Roli Varma** (Co-PI), “Collaborative: Return Migration of Academic Scientists and Engineers from the United States to India” Science, Technology and Society Program, *National Science Foundation* (Grants 1229990, 1230091), 9/15/12 to 8/31/15, \$197,189 (UNM portion \$51,337).
 - **Roli Varma**, “Research Experiences for Undergraduates” *National Science Foundation*, \$9,990.
- **Roli Varma**, “Cross-National Differences in Women’s Participation in Computer Science Education in India and the United States” jointly supported by the Research on Gender in Science and Engineering Program, and the India Program of the Office of International Science and Engineering, *National Science Foundation* (Grant 0650410), 12/31/07 to 12/30/08, \$55,766.
 - **Roli Varma**, “Research Experiences for Undergraduates” *National Science Foundation*, \$6,000.

- **Roli Varma**, “The Tenure System in Engineering” Social Studies of Science, Engineering and Technology Program, *National Science Foundation* (Grant 0610402), 3/1/06 to 8/31/06, \$10,247.
- **Roli Varma** (PI) and Deepak Kapur (Co-PI), “Cross-Ethnic Differences in Undergraduate Women’s Preference for Information Technology” Information Technology Work Force Program, *National Science Foundation* (Grant 0305898), 1/09/03 to 8/31/07, \$245,328.
 - **Roli Varma**, “Research Experiences for Undergraduates” *National Science Foundation*, \$6,000.
- **Roli Varma**, “Information Technology Workforce and Information Technology Research, Education and Workforce Principal Investigator Conference” *National Science Foundation*, \$99,064.
- **Roli Varma**, “Out of Mix: Native Americans in Information Technology” *Alfred P. Sloan Foundation* (Grant B2002-68), 1/1/03 to 6/30/05, \$40,000.
- **Roli Varma**, “New Immigrants: Science and Engineering in the United States” History and Philosophy of Science, Engineering and Technology Program, *National Science Foundation* (Grant 0136467), 6/1/02 to 5/31/05, \$79,766.
 - **Roli Varma**, “Research Experiences for Undergraduates” *National Science Foundation*, \$6,000.
- **Roli Varma** (PI), Deepak Kapur and Bruce Perlman (Co-PIs), “Why So Few Women in Information Technology? A Comparative Study” Information Technology Work Force Program, *National Science Foundation* (Grant 0120055), 8/12/01 to 6/30/03, \$102,426.
 - **Roli Varma**, “Research Experiences for Undergraduates” *National Science Foundation*, \$6,000.
- **Roli Varma**, “Recruitment and Retention of Undergraduate Minorities in Information Technology” *Alfred P. Sloan Foundation* (Grant B2000-72), 1/1/01 to 10/31/02, \$30,000.
- **Roli Varma**, “Industrial Scientists: New Challenges with Restructuring” Studies of Policy in Science, Engineering and Technology Program, *National Science Foundation* (Individual Award, Grant 9602200), 9/1/96 to 2/28/98, \$55,000.

Internal Research Funding (\$28,110)

- **Roli Varma**, Fostering Research Expansion in the Social Sciences and Humanities, *UNM Office of Vice President for Research*, 9/15/23 to 5/15/24, \$3,000.
- **Roli Varma**, “Choosing Computer Science among STEM by Women” *UNM Research Allocation Committee*, 1/1/21 to 7/14/22, \$4,000.
- **Roli Varma**, “Return Migration from the United States to India: A Case Study of Scientists and Engineers in Industrial R&D Laboratories” *UNM Research Allocation Committee*, 1/17/13 to 7/16/14, \$6000.
- **Roli Varma**, “Retaining U.S. Educated Foreign-born Scientists and Engineers: A Case Study of Return Migration to India” *UNM Research Allocation Committee*, 10/15/10 to 9/30/11, \$4,000.
- **Roli Varma**, “Lessons from Precollege Mathematics Teaching in India” *UNM Research Allocation Committee*, 11/1/09 to 9/30/10, \$4,000.

- **Roli Varma**, “Cross-national Differences in Women’s Participation in CS Education between India and the U.S.” *UNM Research Allocation Committee*, 11/30/07 to 9/30/08, \$3,830.
- **Roli Varma**, “The Tenure System and Engineering Education” *UNM Research Allocation Committee*, 4/1/06 to 9/30/06, \$3,280.

Internal Teaching Funding (\$23,000)

- **Roli Varma**, Upgrade ENG 200 (Technology in Society) course, *UNM Teaching Allocation Committee*, 2018, \$3,000.
- **Roli Varma**, Make ENGR-F 200 (Technology in Society) course a part of the UNM Core Curriculum, *UNM Department of Manufacturing Engineering*, 2000, \$10,000.
- **Roli Varma**, Develop the course ENGR-N 321 (Science and Technology in Society), *UNM Department of Manufacturing Engineering*, 1999, \$10,000.

Miscellaneous (over \$50,000)

(In alphabetical order)

- *Alfred Sloan Foundation*, to review a proposal, 2007.
- *American Indian Science and Engineering Society*, to attend workshops: Chicago, IL, September 27–28, 2019; Virtual, December 2-3, 2020.
- *Ann Johnson Institute for Science, Technology & Society*, University of South Carolina, to deliver a talk and participate in a book workshop, March 13, 2023.
- *Association for Computing Machinery*, to attend the task force meetings: Chicago, October 8–9, 2004; Washington DC, December 3–4, 2004; San Francisco, March 4–5, 2005; New York, May 13–14, 2005.
- *Commission on Professionals in Science and Technology*, Washington DC, to deliver a public lecture, November 1–2, 2007.
- *Department of Energy*, to review proposals, May 2, 2022.
- *East China Normal University*, Shanghai, China, to deliver a public lecture, July 17, 2008.
- *Energy and Resources Institute*, New Delhi, India, to deliver a talk, December 18, 2009.
- *Homi Babha Center for Science Education*, Mumbai, India to deliver a talk, December 8, 1996.
- *Hong Kong Research Council*, to review proposals: 2007 to 2012; 2015; 2017; 2019 to 2022; 2024.
- *Indian Institute of Technology*, to serve as external examiners on doctorate dissertations: Delhi 2011; Guwahati 2020; Kanpur 2012, 2024.
- *Indian Institute of Technology-Delhi*, to deliver lectures: January 3, 2006; January 12 & 13, 2016; January 9 & 11, 2023.
- *Indian Institute of Technology-Kanpur*, India, to deliver lectures: January 7, 2004; December 11, 2015.
- *Indiana University Press*, to review a manuscript, 2013.
- *Jawaharlal Nehru University*, New Delhi, India, to deliver talks: August 30, 2006; January 14, 2020.
- *Johannes Kepler University*, Linz, Austria, to deliver a public lecture, October 16, 2014.
- *Max Planck Institute*, Saarbrücken, Germany, to deliver a public lecture, June 28, 2011.

- *National Center for Women in Information Technology*, to attend the summits/meetings: Urbana Champaign, May 13–15, 2008; Irvine, November 5–6, 2008; Mountain View, May 12–14, 2009; Portland, May 18–21, 2010; New York, May 22–25, 2011; Chicago, May 22–25, 2012; Tucson, May 19–23, 2013; Hilton Head, May 19–23, 2015; Las Vegas, May 16–18, 2016; Tucson, May 15–17, 2017; Dallas, May 15–17, 2018; Nashville, May 14–16, 2019; Boulder, November 14–15, 2019; Denver May 18–19, 2023; Kansas City May 20–24, 2024.
- *National Science Foundation*, to serve on review panels: January 17–18, 2002; March 19–20, 2004; November 12–13, 2007; April 11, 2016; February 25–26, 2017; April 27–28, 2020; December 13–14, 2021.
- *National Science Foundation*, to attend meetings/workshops and give talks: Tucson, October 23–26, 1997; Tucson, November 11–12, 1999; Vienna, Austria, September 26–28, 2000; Boston, November 4–5, 2001; Atlanta, March 9–10, 2006; College Station, April 14–15, 2008; Charlotte, February 8–10, 2009; Arlington, March 26–27, 2009; Delft, Netherlands, June 29–30, 2009; Arlington, October 27–28, 2009; Los Angeles, January 31–February 2, 2010; Arlington, June 2–4, 2010; New Orleans, January 30–February 1, 2011; Arlington, February 25–26, 2016; Virtual, May 24, 2022.
- *National Science Foundation*, to attend the principal investigator conferences: Boulder, October 14–16, 2001; College Park, October 20–21, 2002; Albuquerque, October 26–28, 2003; Philadelphia, October 24–26, 2004; Raleigh, April 2–4, 2006.
- Nazarbayev University Research, Astana, Kazakhstan, to review proposals: 2020.
- *New Mexico State University*, Las Cruces, NM, to deliver a talk, April 23, 2010.
- *Shanghai Academy of Social Sciences*, China, to deliver talks, November 11 & 15, 2013.
- *Siegen University*, Siegen, Germany, to attend a workshop Computing Is Work and deliver a public lecture, July 6, 2017.
- *Society for Social Studies of Science*, to serve as the program chairs: Cleveland, November 2–5 2011; San Diego, October 9–12, 2013.
- *Super Computing Broader Engagement Program*, to deliver talks: New Orleans, November 13–18, 2010; Seattle, November 13–18, 2011.
- *Taylor & Francis*, to review a manuscript, 2016.
- *Templeton University Press*, to review a manuscript, 2015.
- *Technical Education Research Centers*, Boston, to attend the advisory board meeting, September 29–30, 2011.
- *University of California at Davis*, to deliver a public lecture, March 15–16, 2018.
- *University of Texas at Austin*, to review the digital library, March 23–24, 2012.
- *University of Virginia at Charlottesville*, for the Lighthouse CC Online Diversity-Focused Professional Development Course, Summer 2020.
- *Uppsala University*, Uppsala, Sweden, to deliver a talk, June 16, 2011.
- *Westview Press*, to review a manuscript, 2015.

Post-Doctoral Fellows Supported from NSF Grants

- Heiko Hahn (currently at the University of Innsbruck, Switzerland), 2006.
- Amit Prasad (currently at the Georgia Institute of Technology, USA), 2004–2005.

Financial Support for Graduate Students

- Pratiksha Koirala; Tenzin Yonten; Moumita Ghosh; Shruthi Nadig; Gianna May; Shannon Bell; Michelle Fordice; Robin Stephen Walden; Eric Rousseau Chenier; Bryan Turo; Katie Massen; Chen Meng; Xiangjin Shen; Ying Wang; Jessica Crespo; Valeries Santillanes; Rita Fernandez; Virgil Mathes; Anchalee Ngamporncha; Daren Ruiz; Joel Young; Margaret Frisbee; Julia Gilroy; Daniel Aldis; Thomas Maestas; Charlene Clechuga; Bhavana Upadhyaya; Khadidiatou Ndiaye; Milena Gevorgyan; Sangeet Kumar; Marcella LaFever; Wendy Beach; Cherri Birch; Prodyut Das; Nafisa Helim; Susan Methney; Martina Myers; Vinod Ramdas; Scott Sandoval.

Financial Support for Under-Graduate Students

- Alexander Julnes; Richard Maestas; Jared Smith; Michael Young Hillyer; Eliana Marie Herrera; Samreen Anwar; Catherine Embrey; Michelle R Trujillo; Vanessa Galindo-Sanchez; Dana Herrera; Sarah Young; Patricia Laumbach; Anuradha Chaturvedi; Erin Harper; Benjamin Bergen.

Research Training

- FRESSH Workshops on Grant Writing, University of New Mexico, 9/15/23 to 5/15/24.
- Grants Management Training Workshop, University of New Mexico, Albuquerque, NM: November 11, 2002; April 28, 2006.
- Research Ethics & Institutional Review Board Policies Workshop, University of New Mexico, Albuquerque, NM, November 26, 2002.

TALKS / PRESENTATIONS

Invited (n=45)

1. “Navigating Ethical Dilemmas: Women in the Modern Workplace” International Institute of Municipal Clerks, Santa Fe, NM, October 18, 2023.
2. “Adding Women to ‘Small = Beautiful’” *Workshop on 50 Years of E.F. Schumacher’s Small Is Beautiful*, Virtual, Oxford, UK, June 9, 2023.
3. Sarah Appelhans’s *Precarity on the Bleeding Edge: Navigating Gender and Immigration Status in Semiconductor Engineering*, Book Manuscript Workshop, Ann Johnson Institute for Science, Technology & Society, Computer Science Museum, Mountain View, CA, March 13, 2023.
4. Fireside Chat, Asian American, Native Hawaiian, Pacific Islander (AANHPI) Heritage Month, National Science Foundation, Virtual, May 24, 2022.
5. “Culture of Science: United States versus India” 116th Orientation Programme, UGC-Human Resource Development Center, Jawaharlal Nehru University, New Delhi, India, January 14, 2020.
6. “High-Tech Braceros: Foreign-Born on H-1B Visas in the United States” Workshop on 21st Century Coolies, University of California Davis, Davis, CA, March 15–16, 2018.
7. “Women at Work: Decoding Femininity in Computing in India” Conference on Computing Is Work, Siegen, Germany, July 6–8, 2017.

8. "How to Overcome Social Gender Injustice in Academia and Research?" Critical Issues in Science, Technology and Society Studies, Graz, Austria, May 8–9, 2017.
9. "How Has the U.S. Workforce Been Affected by Underrepresentation of Women and Minorities?" Symposium on the Science of Broadening Participation, Arlington, VA, February 25-26, 2016.
10. "Convergence or Divergence: Practice of Science among Immigrants in India and the United States" Indian Institute of Technology-Delhi, New Delhi, India, January 12, 2016.
11. "Descending Affection: Return Migration from United States to India" Indian Institute of Technology-Kanpur, Kanpur, India, December 11, 2015.
12. "Understanding Shifts and Patterns: Gender in Science and Technology" Johannes Kepler University, Linz, Austria, October 16, 2014.
13. "Foreign-Born Scientists and Engineers in U.S. Return Home in Reverse Brain Drain" Tsinghua University, Beijing, China, May 9, 2014.
14. "U.S. Brain Drain: Reverse Migration of Indian Scientists and Engineers" Shanghai Academy of Social Sciences, Shanghai, China, November 13, 2013.
15. "Asian Immigrant Scientists and Engineers in US Workforce: Warm Future for Cold Climate" Shanghai Academy of Social Sciences, Shanghai, China, November 12, 2013.
16. "Asian Immigrant Scientists and Engineers in US Workforce" Tsinghua University, Beijing, China, November 7, 2013.
17. "Women in Computer Science in USA and India" Broader Engagement Program, Super Computing 11, Seattle, WA, November 12–16, 2011.
18. "Women in Computing Education in the USA and India: A Western Problem or a Global One?" Max Planck Institute, Saarbrücken, Germany, June 28, 2011.
19. "Women in ICT Education: A Western Problem or a Global One? Lessons from USA and India" Uppsala University, Uppsala, Sweden, June 16, 2011.
20. "Recent Comparative Research on Technical Women in the U.S. and India" Speaker Series Sponsored by the National Committee on Women in Information Technology Workforce Alliance, Virtual, April 13, 2011.
21. "Women in Computing in the United States and India" Broader Engagement Program, Super Computing 10, New Orleans, LA, November 13–18, 2010.
22. "Barriers on Women's Participation in International Collaborations in Social Sciences" International Workshop on International Collaborations, National Science Foundation, Arlington, VA, June 2–4, 2010.
23. "Computing Competency and Mathematics Self-Efficacy among Women in India" National Center for Women in Information Technology Annual Summit, Intel Headquarters, Portland, OR, May 18–21, 2010.
24. "Computer Science: An Attractive Field for Women in India" New Mexico State University, Las Cruces, NM, April 23, 2010.
25. "Indian Immigrants in the U.S. High-Tech Sector" The Energy and Resources Institute, New Delhi, India, December 18, 2009.
26. "The Global Status of Women in Technology" National Center for Women in Information Technology Annual Summit, Google Headquarters, Mountain View, CA, May 12–14, 2009.
27. "Synergy between Mathematics and Computer Science" National Center for Women in Information Technology Bi-annual Summit, University of California, Irvine, CA, November 5–6, 2008.

28. “The Supply of Foreign-Born Skilled Workers” Immigration Symposium, University of New Mexico, Albuquerque, NM, October 14, 2008.
29. “Indian Women in Information Technology” East China Normal University, Shanghai, China, July 17, 2008.
30. “Cross-National Differences in Women’s Participation in Computer Science Education in India and the United States” National Science Foundation’s HRD Joint Annual Meeting, Washington DC, June 16–18, 2008.
31. “Aspirations of New Immigrants in the U.S. Workforce” National Commission on Professionals in Science and Technology, Washington DC, November 1–2, 2007.
32. “Cross-National Differences in Women’s Participation in Computer Science Education in India and the United States” National Science Foundation’s HRD Joint Annual Meeting, Washington DC, August 13–15, 2007.
33. “The Silicon Ceiling” Jawaharlal Nehru University, New Delhi, India, August 30, 2006.
34. “Cross-Ethnic Differences in Undergraduate Women’s Preference for Information Technology” National Science Foundation's ITWF and ITR/EWF Principal Investigator Conference, Raleigh, NC, April 2–4, 2006.
35. “Indian Diaspora” Indian Institute of Technology-Delhi, New Delhi, India, January 3, 2006.
36. “Cross-Ethnic Differences in Undergraduate Women’s Preference for Information Technology” National Science Foundation's ITWF and ITR/EWF Principal Investigator Conference, Philadelphia, PA, October 24–26, 2004.
37. “The Images of Outsourcing” The ACM Task Force on Job Migration, Chicago, IL, October 7–8, 2004.
38. “Asian Indian Diaspora” Indian Institute of Technology-Kanpur, Kanpur, India, January 7, 2004.
39. “Cross-Ethnic Differences in Undergraduate Women’s Preference for Information Technology” National Science Foundation's ITWF and ITR/EWF Principal Investigator Conference, Albuquerque, NM, October 26–28, 2003.
40. “Why So Few Women in Information Technology?” National Science Foundation's ITWF/ITR Workforce Principal Investigator Conference, College Park, MD, October 20–21, 2002.
41. “Why So Few Women in Information Technology? A Comparative Study” Information Technology Work Force Research Principal Investigator Conference, Boulder, CO, October 14–16, 2001.
42. “Asians in the U.S. Public Service: Diversity, Achievements, and Glass Ceiling” United Nations Expert Group Meeting on Managing Diversity in the Civil Service, United Nations Headquarters, New York, NY, May 3–4, 2001.
43. “Effects of Technology: A Comparative View” Workshop on People’s Perceptions on Female Feticide in Uttar Pradesh, OXFAM–India, Lucknow, India, December 17, 2000.
44. “Immigrants and Science in the United States” Workshop on Public Research Universities in the 21st Century, University of Arizona, Tucson, AZ, November 11–12, 1999.

45. "Science, Technology and Society Curriculum at Rensselaer Polytechnic Institute" Homi Bhabha Center for Science Education, Bombay, India, December 8, 1996.

Contributed (n=98)

1. "Inclusivity and Empowerment: Women's Role in Schumacher's Development Framework" *All India Sociological Conference*, Vellore Institute of Technology, Vellore, India, December 28–30, 2023.
2. "Reversing the Brain Drain: Understanding Return Migration of Skilled Indian Engineers from the U.S." *All India Sociological Conference*, Vellore Institute of Technology, Vellore, India, December 28–30, 2023.
3. "Unveiling Cultural Perspectives: Insights from Indian Immigrant Scientists & Engineers in the US Industrial Sector" (with Meghna Sabharwal), *Annual Meeting of Society for Social Studies of Science*, Honolulu, November 8–11, 2023.
4. "Promoting Equality: Empowering Women in Schumacher's Alternative Development Paradigm" *Annual Meeting of Society for Social Studies of Science*, Honolulu, November 8–11, 2023.
5. "The Double Bind for Asian American Women in Science & Engineering" *World Social Science Association (WSSA)*, Tempe, AZ, April 12–15, 2023.
6. "Women in Science and Engineering in South Asia" *Annual Meeting of Society for Social Studies of Science (4S)*, Virtual, Toronto, Canada, October 6–9, 2021.
7. "Tech Coolies: Indians on H-1B" Joint Annual Meeting of Society for Social Studies of Science and European Association for the Study of Science and Technology (4S/EASST), Virtual, Prague, Czech Republic, August 18–21, 2020.
8. "Gender (Dis)Parity in Computing: India vs West" (with Deepak Kapur), Joint Annual Meeting of Society for Social Studies of Science and European Association for the Study of Science and Technology (4S/EASST), Virtual, Prague, Czech Republic, August 18–21, 2020.
9. "Advancing the Role of Women in STEM in Asia" (with John Falk & Lynn Dierking), *Annual Meeting of the Western Social Science Association (WSSA)*, Virtual, Portland, OR, April 1–4, 2020.
10. "Gender and Computing: A Case Study of Women in India" *American Society for Engineering Education-Gulf-Southwest Section (ASEE-GSW)*, Virtual, Albuquerque, NM, April 23–24, 2020.
11. "Asian Indian Engineers on H-1B Visa in the United States" *American Society for Engineering Education-Gulf-Southwest Section (ASEE-GSW)*, Virtual, Albuquerque, NM, April 23–24, 2020.
12. "Differences in Workplace Cultures between the US and India: An in-depth Look from Experiences of Transnational Migrants" (with Meghna Sabharwal & Safiyah Zaidi), *Ethnographic and Qualitative Research Conference (EQRC)*, Las Vegas, NV, February 24–25, 2020.
13. "Cultural Influence in Science: Conversations with Indian Immigrants in the U.S. Industrial Sector" (with Meghna Sabharwal), *Annual Meeting of the Society for Social Studies of Science (4S)*, New Orleans, LA, September 4–7, 2019.
14. "Is the Need to Belong to Ethnic Association in the U.S. Dying among Highly Skilled Asian Indian Immigrants?" (with Meghna Sabharwal & Zeeshan Noor), *Southeastern*

- Conference for Public Administration (SECoPA)*, Baton Rouge, LA, September 5–7, 2019.
15. “High-Tech Coolie: Coming to the U.S. on H1B Visa” *Annual Meeting of the Western Social Science Association (WSSA)*, San Diego, CA, April 24–27, 2019.
 16. “The Role Difference of Indian Women in Managerial Positions in the U.S.: Breaking and Conquering the Glass Ceiling” (with Meghna Sabharwal & Shahrin Upoma), *Annual Meeting of the Western Social Science Association (WSSA)*, San Diego, CA, April 24–27, 2019.
 17. “Path to US Citizenship for High Skilled Immigrants, a Boon or Bane?” (with Meghna Sabharwal & Varaidzo Zvobgo), *Ethnographic and Qualitative Research Conference (EQRC)*, Las Vegas, NV, February 25–26, 2019.
 18. “Reverse Brain Drain: A Study of Indian Scientists and Engineers in Academia” (with Meghna Sabharwal), *Fall Research Conference of Association for Public Policy Analysis and Management (APPAM)*, Washington D.C., November 8–10, 2018.
 19. “Transnational Mobility of Academic Scientists and Engineers: Do Global Boundaries Matter for International Collaboration?” (with Meghna Sabharwal), *Annual Meeting of the Society for Social Studies of Science (4S)*, Sydney, Australia, August 28–September 1, 2018.
 20. “Socio-Cultural Contexts in International Research Collaboration” (with Meghna Sabharwal), *Annual Meeting of the Society for Social Studies of Science (4S)*, Sydney, Australia, August 28–September 1, 2018.
 21. “Do Borders Matter? Transnationalism and Indian Return Migration of High Skilled Workers” (with Meghna Sabharwal), *Annual Meeting of Western Social Science Association (WSSA)*, San Antonio, TX, April 4–7, 2018.
 22. “At the Periphery: International Collaboration Challenges of Return Migrants in India” (with Meghna Sabharwal), *Annual Meeting of the Society for Social Studies of Science (4S)*, Boston, MA, August 30–September 2, 2017.
 23. “Decoding Femininity in Computing in India” *Critical Issues in Science, Technology and Society Studies*, Graz, Austria, May 8–9, 2017.
 24. “Scientific Practice: Migrant Faculty in India and the United States” (with Meghna Sabharwal), *Critical Issues in Science, Technology and Society Studies*, Graz, Austria, May 8–9, 2017.
 25. “Challenges in International Collaboration between Developed and Developing Nations: Experiences of Return Migrants in India” (with Meghna Sabharwal), *Annual Meeting of Western Social Science Association (WSSA)*, San Francisco, CA, April 12–15, 2017.
 26. “Cultural Assimilation of Immigrant Asian Indian Faculty Members in the United States” (with Meghna Sabharwal), *American Society for Public Administration*, Atlanta, GA, March 17–21, 2017.
 27. “How Are Asian Indian Faculty Members Perceived in the US? Examining Stereotypes and Cultural Values” (with Meghna Sabharwal), *Joint Annual Meeting of Society for Social Studies of Science and European Association for the Study of Science and Technology (4S/EASST)*, Barcelona, Spain, August 31–September 3, 2016.
 28. “Paradox of Empowerment and Marginalization: Women in Computer Science in India” *Annual Meeting of Western Social Science Association (WSSA)*, Reno, NV, April 13–15, 2016.

29. “Cultural Assimilation and Stereotypes Faced by Asian Indian Faculty Members Employed in the U.S.” (with Meghna Sabharwal & Elissa J. Colich), *Annual Meeting of Western Social Science Association (WSSA)*, Reno, NV, April 13–15, 2016.
30. “Scientific Diaspora, Culture and Expectations: Indian Scientists and Engineers” (with Meghna Sabharwal), *Annual Meeting of Society for Social Studies of Sciences (4S)*, Denver, CO, November 11–15, 2015.
31. “Glass-ceiling or Self-selection? Asian Indian Scientists in U.S.” (with Meghna Sabharwal), *Annual Meeting of Society for Social Studies of Sciences (4S)*, Denver, CO, November 11–15, 2015.
32. “Migratory Patterns of Highly Skilled: Brain Drain and Brain Return” (with Meghna Sabharwal), *Annual International Conference on Demography and Population Studies* Athens, Greece, June 15– 18, 2015.
33. “Glass-ceiling: A Myth or a Reality for Asian Indians in US Academia” (with Meghna Sabharwal), *Annual Meeting of Western Social Science Association (WSSA)*, Portland, OR, April 8–11, 2015.
34. “Transnational Migration: Perspectives of Indian Faculty in the United States” (with Meghna Sabharwal), *Annual Meeting of Western Social Science Association (WSSA)*, Portland, OR, April 8–11, 2015.
35. “Migratory Patterns of Academic Scientists and Engineers: Why They Come and Why They Leave?” (with Meghna Sabharwal), *Annual American Association of Behavioral and Social Sciences (AABSS)*, Las Vegas, NV, February 9–10, 2015.
36. “The Case Study of the Institutional Review Board: Questioning Professional Autonomy in Qualitative Inquiry” *Ethnographic and Qualitative Research Conference (EQRC)*, Las Vegas, NV, February 9–10, 2015.
37. “Are Scientific Collaborations between Developed and Developing Nations Equal? Experiences of Return Migrants” (with Meghna Sabharwal), *Annual American Association of Behavioral and Social Sciences (AABSS)*, Las Vegas, NV, February 9–10, 2015.
38. “Dissecting Scientific Collaboration Motives of Indian Immigrant Faculty in the United States” (with Meghna Sabharwal), *Joint Annual Meeting of ESOCITE & Society for Social Studies of Science (4S)*, Buenos Aires, Argentina, August 20–23, 2014.
39. “Why They Decide to Stay? Indian Scientists and Engineers in the US Academia” (with Meghna Sabharwal), *Annual Meeting of Western Social Science Association (WSSA)*, Albuquerque, NM, April 2–5, 2014.
40. “International Collaboration: Challenges for Returned Indian Faculty from the United States” (with Meghna Sabharwal), *Annual Meeting of Society for Social Studies of Science (4S)*, San Diego, CA, October 9–13, 2013.
41. “India-born Faculty Members in the United States: Successes and Challenges” (with Meghna Sabharwal), *Annual Meeting of Western Social Science Association (WSSA)*, Denver, CO, April 10–13, 2013.
42. “Gender and Computing: A Case Study of Women in India” Joint Annual Meeting of Society for Social Studies of Science and European Association for the Study of Science and Technology (4S/EASST), Copenhagen, Denmark, October 17–20, 2012.
43. “Why One Leaves? A Theoretical Model Examining the Return of Academic Scientists and Engineers from the United States to India” (with Meghna Sabharwal) *9th IZA Annual Migration Meeting (AM²)*, Bonn, Germany, June 3–4, 2012.

44. “Pre-Colonial Indian Science and the Alien Myth” *Annual Meeting of Western Social Science Association (WSSA)*, Houston, TX, April 11–14, 2012.
45. “Qualitative Inquiry and Oddity of the Institutional Review Board (IRB)” *Annual Meeting of Society for Social Studies of Science (4S)*, Cleveland, OH, November 2–5, 2011.
46. “Educating Women in Computer Science in India” (with Deepak Kapur), *HELENA International Conference: Gender and Interdisciplinary Education for Engineers (GIEE)*, Paris, France, June 23–24, 2011.
47. “International Mobility of Students from India to the United States” (with Deepak Kapur), *Annual Meeting of Western Social Science Association (WSSA)*, Salt Lake City, UT, April 13–16, 2011.
48. “Rethinking to Go to the U.S. for Higher Education and Work: A Case Study of Students from India” (with Deepak Kapur), *Annual Conference of American Society for Public Administration (ASPA)*, Baltimore, MD, March 11–15, 2011.
49. “Gender and Computing in India” (with Deepak Kapur), Joint Annual Meeting of Society for Social Studies of Science and Japanese Society for Science and Technology Studies (4S/JSSTS), Tokyo, Japan, August 25–29, 2010.
50. “Transnational Migration and Entrepreneurialism: Indians in the U.S. Technology Sector” *Annual Meeting of Western Social Sciences Association (WSSA)*, Reno, NV, April 14–17, 2010.
51. “Why I Chose Computer Science? Women in India” *Americas Conference on Information Systems (AMCIS)*, San Francisco, CA, August 6–9, 2009.
52. “Women’s Participation in Computing in the United States and India” *Annual Conference of European Society for Engineering Education (SEFI)*, Rotterdam, Netherlands, July 1–4, 2009.
53. “Entrepreneurialism among Indian Immigrant Scientists and Engineers” *Annual Meeting of Western Social Science Association (WSSA)*, Albuquerque, NM, April 15–18, 2009.
54. “Cross-National Differences in Women’s Participation in Computer Science Education between India and the United States” *Annual Meeting of Western Social Science Association (WSSA)*, Denver, CO, April 23–26, 2008.
55. “Women in Computing: The Power of Geek?” *Annual Meeting of Society for Social Studies of Science (4S)*, Montreal, Canada, October 11–13, 2007.
56. “The Leaky Pipeline in Computing” Annual Conference of International Association for Science, Technology and Society (IASTS), Baltimore, MD, February 1–3, 2007.
57. “The Tenure System in Engineering” *Annual Meeting of Society for Social Studies of Science (4S)*, Vancouver, Canada, November 2–4, 2006.
58. “Challenges to Diversity: A Case Study of Asian Indian Scientists and Engineers” *American Society for Engineering Education Annual Conference & Exposition (ASEE)*, Chicago, IL, June 18–21, 2006.
59. “Perceptions and Experiences of Indian Professionals in the U.S. Workforce” *Annual Meeting of Western Social Science Association (WSSA)*, Phoenix, AZ, April 19–22, 2006.
60. “Academic Freedom and IRB in Social Science Research” *Annual Conference of International Association for Science, Technology and Society (IASTS)*, Baltimore, MD, February 2–4, 2006.

61. "Browsing for Answers: Native American Women in Computing" (with Vanessa Galindo-Sanchez), *Annual Conference of International Association for Science, Technology and Society (IASTS)*, Baltimore, MD, February 2–4, 2006.
62. "Common Rule for the Bio-Medical and Social Science Research: Problems with the IRB" *Annual Meeting of Society for Social Studies of Science (4S)*, Pasadena, CA, October 20–22, 2005.
63. "Out of Mix: Native Americans in Information Technology" *American Society for Engineering Education Annual Conference & Exposition (ASEE)*, Portland, OR, June 12–15, 2005.
64. "Digital Divide: A Case Study of Native Americans" *Annual Conference of International Association for Science, Technology and Society (IASTS)*, Baltimore, MD, February 10–12, 2005.
65. "Gender and Ethnic Differences in IT Education" Joint Annual Meeting of Society for Social Studies of Science and European Association for the Study of Science and Technology (4S/EASST), Paris, France, August 25–28, 2004.
66. "The Tenure System and Engineering Institutions" *American Society for Engineering Education Annual Conference & Exposition (ASEE)*, Salt Lake City, UT, June 20–23, 2004.
67. "Asian Indians in Science and Engineering Workforce of the United States" *Hawaii International Conference on Social Sciences*, Honolulu, HI, June 16–19, 2004.
68. "Communication Climate and Satisfaction in the Computer Science Classroom" (with Marcella LaFever), *Women in Engineering Programs & Advocates Network (WEPAN)*, Albuquerque, NM, June 6–9, 2004.
69. "Immigrants' Adaptation" *Annual Meeting of Western Social Science Association (WSSA)*, Salt Lake City, UT, April 21–24, 2004.
70. "Computer Science and Computer Engineering Programs: Are They 'Minority-Friendly'?" *Annual Conference of National Association for Science, Technology and Society (NASTS)*, Baltimore, MD, February 19–21, 2004.
71. "Facing Stereotypes: Images of Indian Scientists and Engineers in U.S." *All India Sociological Conference*, Udaipur, India, December 21–23, 2003.
72. "Mobility of Asian Indian Scientists/Engineers between the United States and India" *Annual Meeting of Society for Social Studies of Science (4S)*, Atlanta, GA, October 15–18, 2003.
73. "New Immigrants in the U.S. Science and Engineering Workforce" *Policy and Politics International Conference*, Bristol, England, July 24–26, 2003.
74. "Retention of Minority Undergraduates in Information Technology" *Annual Conference of American Society for Engineering Education (ASEE)*, Nashville, TN, June 22–25, 2003.
75. "Women of Color in Information Technology" Annual Conference of National Association for Science, Technology and Society (NASTS), Baltimore, MD, February 20–23, 2003.
76. "Indian IT Professionals in Overseas Technopolis" *All India Sociological Conference*, Kanpur, India, December 18–20, 2002.
77. "Countering the Model Minority Identity: Asian Immigrants in Science and Engineering in the United States" *Annual Meeting of Society for Social Studies of Science (4S)*, Milwaukee, WI, November 7–9, 2002.

78. "Ethnicity and Gender in Information Technology" *Annual Meeting of Society for Social Studies of Science (4S)*, Milwaukee, WI, November 7–9, 2002.
79. "Undergraduate Minorities in IT-Related Fields: Preliminary Findings from a Case Study in a Minority-Serving Institution" *Annual Conference of American Society for Engineering Education (ASEE)*, Montreal, Canada, June 24–27, 2002.
80. "Asians Immigrants and Silicon Ceiling" *An International Conference on Asian Diaspora*, San Francisco, CA, May 10–12, 2002.
81. "Asian Americans in the U.S. Labor Force: Success and Discrimination" *Annual Meeting of Western Social Science Association (WSSA)*, Albuquerque, NM, April 10–13, 2002.
82. "Recommendations for Minority Recruitment in Information Technology" *Annual Meeting of American Society for Public Administration (ASPA)*, Phoenix, AZ, March 23–26, 2002.
83. "Under-Representation of Women and Minorities in Information Technology" *Annual Meeting of Society for Social Studies of Science (4S)*, Cambridge, MA, November 1–4, 2001.
84. "Indian Scientists & Engineers: Values and Perceptions" *Annual Meeting of Society for Social Studies of Science (4S)*, Cambridge, MA, November 1–4, 2001.
85. "Bridging the Cultural Chasm: Improving Collaboration and Cooperation between the Computer and Social Sciences" (with Bruce Perlman), *International Symposium on Technology and Society (ISTAS)*, Institute of Electrical and Electronics Engineers (IEEE), Stamford, CT, July 6–7, 2001.
86. "Barriers to Overcome: Women in Information Technology" *Annual Conference of American Society for Engineering Education (ASEE)*, Albuquerque, NM, June 24–27, 2001.
87. "Teaching Engineering Ethics" (with Bruce Perlman) *Annual Conference of American Society for Engineering Education (ASEE)*, Albuquerque, NM, June 24–27, 2001.
88. "New Immigrants in Academic Institutions" *Annual Meeting of American Society for Public Administration (ASPA)*, Newark, NJ, March 10–13, 2001.
89. "Pro-Choice and Sex Determination Technologies" Joint Annual Meeting of Society for Social Studies of Science and European Association for the Study of Science and Technology (4S/EASST), Vienna, Austria, September 26–28, 2000.
90. "Need for Science, Technology, and Society Courses in Engineering" *Annual Conference of American Society for Engineering Education (ASEE)*, Gulf-Southwest Section, Las Cruces, NM, April 5–8, 2000.
91. "Whither People's Science Movements in India?" *Annual Meeting of Society for Social Studies of Science (4S)*, San Diego, CA, October 28–31, 1999.
92. "Women and People's Science Movements in India" *International Symposium on Technology and Society (ISTAS)*, Institute of Electrical and Electronics Engineers (IEEE), New Brunswick, NJ, July 29–31, 1999.
93. "Immigrant Scientists and the Ethno-Science" Joint Annual Meeting of Society for Social Studies of Science and Environmental Studies Association of Canada (4S/ESAC), Halifax, Canada, October 28–31, 1998.
94. "Industrial Scientists: New Research Cultures" *Annual Meeting of Society for Social Studies of Science (4S)*, Tucson, AZ, October 23–26, 1997.
95. "Indian Women: Shaping Feminism" *The Women We Have Become: A Women's Studies Conference*, Fairfield University, CT, March 23, 1996.

96. “Proletarianization of Scientists?” *International Symposium on When Science Becomes Culture*, Montreal, Canada, April 10–13, 1994.
97. “Immiseration of Scientists?” (with Richard Worthington), *Annual Meeting of Society for Social Studies of Science (4S)*, West Lafayette, IN, November 19–21, 1993.
98. “False Image: North American Press Reporting on Political Violence in Chile, El Salvador and Nicaragua” (with Karl Francis & Richard Worthington), *Annual Meeting of the International Studies Association*, Washington D.C., April 1987.

For Students (n=11)

1. “Qualitative Data Analysis: Some Tips for Early Career Academicians” Graduate Student Colloquium, Department of Management, *Indian Institute of Technology-Delhi*, India, January 11, 2023.
2. “Intersectionality: Examples from the United States and India” Undergraduate Class Guest Speaker, Department of Humanities and Social Sciences, *Indian Institute of Technology-Delhi*, India, January 9, 2023.
3. “A Glimpse of India’s Culture” World Language Expo, *University of New Mexico*, Albuquerque, NM, March 2, 2019.
4. “Women in Computing in India” Computer Science Ladies’ Lunch Lectures Series, *University of New Mexico*, Albuquerque, NM, October 4, 2017.
5. “Writing a Thesis Proposal,” Graduate Student Colloquium, Department of Management, *Indian Institute of Technology-Delhi*, India, January 13, 2016.
6. “Women in Science and Engineering” Undergraduate Class Guest Speaker, Department of Humanities and Social Sciences, *Indian Institute of Technology-Delhi*, India, January 8, 2015.
7. “Studying in the United States” Undergraduate Student Colloquium, School of Government, *Central University of Finance and Economics*, Beijing, China, May 26, 2014.
8. “Foreign-born Scientists and Engineers in U.S. Return Home in ‘Reverse Brain Drain’” Graduate Student Colloquium, School of Government, *Central University of Finance and Economics*, Beijing, China, May 9, 2014.
9. “Developing a Problem Statement” McNair/Research Opportunity Program Workshop, *University of New Mexico*, Albuquerque, NM: February 27, 2004; January 28, 2005; January 20, 2006.
10. “Women in Information Technology Education at Undergraduate Level” Department of American Studies, *University of New Mexico*, Albuquerque, NM, March 29, 2005.
11. Colloquium, Department of Communication & Journalism, *University of New Mexico*, Albuquerque, NM, September 24, 2003.

TEACHING

Graduate Courses

- *Analytical Research Methods* (University of New Mexico, Albuquerque, NM)
- *Diversity, Equity, and Inclusion in the Public and Nonprofit Sectors* (University of New Mexico).
- *Ethics in Public Administration* (University of New Mexico, Albuquerque, NM)

- *Managing Diversity in Workplace* (University of New Mexico, Albuquerque, NM)
- *Practice of Policy Development* (University of New Mexico, Albuquerque, NM)
- *Pro Seminar in Public Policy* (University of New Mexico, Albuquerque, NM)
- *Public Policy and Analysis* (Central University of Finance and Economics, Beijing, China)
- *Research Methods I: Data Collection* (University of New Mexico, Albuquerque, NM)
- *Science, Technology and Society* (Homi Babha Center for Science Education, Mumbai, India)
- *The Field Experience* (University of New Mexico, Albuquerque, NM)
- *Technology Management* (Empire State College, Saratoga Springs, NY)

Undergraduate Courses

- *Comparative Politics* (Russell Sage College, Albany, NY)
- *Introduction to Public Policy* (College of Saint Rose, Albany, NY)
- *Project Management* (Central University of Finance and Economics, Beijing, China)
- *Public Policy Analysis* (Russell Sage College, Albany, NY)
- *Science, Technology and Society* (Indian Institute of Technology-Delhi, New Delhi, India)
- *Science and Technology in Society* (University of New Mexico, Albuquerque, NM)
- *Technology in Society* (University of New Mexico, Albuquerque, NM)
- *The United Nations* (Russell Sage College, Albany, NY)

Sections of Undergraduate Courses

- *Appropriate Technology* (with Prof. Richard Worthington, Rensselaer Polytechnic Institute, Troy, NY)
- *Arms Control and Disarmament* (with Prof. Richard Worthington, Rensselaer Polytechnic Institute, Troy, NY)
- *Introduction to Comparative Politics and International Relations* (with Prof. Carl Lankowski, State University of New York, Albany, NY)
- *Introduction to Public Policy* (with Prof. Walter Goldstein, State University of New York, Albany, NY)
- *Introduction to Science and Technology Studies* (with Prof. Langdon Winner, Rensselaer Polytechnic Institute, Troy, NY)

Master Professional Papers

- Chaired: 52
- Committee Member: 54

Teaching Training

- Lighthouse CC Online Diversity-Focused Professional Development Course, University of Virginia at Charlottesville, Summer 2020.

MEDIA COVERAGE

- Cited in “The Secret History of Women in Coding” *The New York Times* (February 13, 2019). <https://www.nytimes.com/2019/02/13/magazine/women-coding-computer-programming.html>
- For Women’s History Month, the *National Science Foundation’s (NSF) Directorate for Social, Behavioral and Economic Sciences (SBE)* highlights of the work of 10 scientists, who study women in STEM, March 26, 2018.
- “Why Some Foreign-Born Researchers Choose to Return Home” *NSF Highlights*, February 24, 2014.
- “Reverse Brain Drain Swifter” by Runa Mukherjee Parikh, *The Times of India*, September 19, 2013: <http://timesofindia.indiatimes.com/city/ahmedabad/Reverse-brain-drain-swifter/articleshow/22728195.cms>
- “Why Do Women in India Pursue Computer Science Education More Than in the U.S.” *NSF Highlight*, Highlight ID 18171, Version: AC/GPA, 2009.
- “Off-shoring Study Disputes Job Exportation Assumptions” (2006, March 10) by Haley Wachdorf, *New Mexico Business Weekly*.
- “IT Study Looked at Education” *Albuquerque Journal: Business Outlook*, March 6, 2006.
- “Professor to Study Why Fewer Women Seek IT Degrees” by Jason Gil Bear, *New Mexico Business Weekly*, October 17-23, 2003.

UNM Media Coverage

- “Professor Honored by NSF for Women’s History Month” *UNM News*, March 30, 2018.
- “Invisible Borders in Science & Technology: NSF Grant Funds Research in Return Migration” by Rachel Witt, *UNM News*, September 12, 2017.
- “Varma Recognized by National Center for Women & Information Technology” *UNM New*, November 5, 2015.
- “Varma Cited in Global Competitiveness Study” by Steve Carr, *UNM Today*, March 13, 2006.
- “ACM Study Cites Education and Research & Development Investment to Assure Global Competitiveness; UNM professor part of the ACM Taskforce” by Steve Carr, *UNM Today*, February 27, 2006.
- “UNM to Host National Science Foundation Principal Investigator Conference” by Steve Carr, *UNM News and Information*, October 16, 2003.
- “UNM Professor Receives Grant to Extend Research on Cross-Ethnic Differences in Women’s Preferences for Information Technology” by Steve Carr, *UNM News and Information*, September 19, 2003.
- “UNM Professor Researches Lack of Native Americans in Information Technology Fields” by Steve Carr, *UNM News and Information*, March 12, 2003.
- “Going Deeper: Roli Varma Is Finding Answers to Questions Regarding Cross-Gender and Cross-Ethnic Populations in Relation to Information Technology Education and the Workforce” by Maya Allen-Gallegos, *Quantum*, 2003.
- “UNM Assistant Professor Participates in United Nations Experts Group Meeting” by Steve Carr, *UNM News and Information*, June 11, 2001.

SERVICE

Professional Service

- **Editorial**
 - Editorial Board, *Engaging Science, Technology and Society*, 2015–2020.
 - Contributing Editor, *Bulletin of Science, Technology & Society*, 2004–2009.
- **Conference Administration**
 - Program Committee Member (2021), “IEEE Ethics-2021” IEEE Society on Social Implications of Technology.
 - Co-Workshop Organizer (2020–2021), “Public Awareness of STEM and Advancing the Role of Women in STEM” Office of International Science and Engineering, National Science Foundation (NSF).
 - Co-Section Chair (2014 & 2015), Asian Studies, Western Social Science Association (WSSA).
 - Program Chair (2011, 2013), Annual Meeting of Society for Social Studies of Science (4S).
 - Organizer and Host (2003), National Science Foundation’s Information Technology Workforce (ITWF) and Information Technology Research/Education & Workforce (ITR/EWF) Principal Investigator Conference.
 - Program Chair (2006 & 2007), International Association of Science, Technology, and Society (IASTS).
 - Conference Program Committee Member (2007), Society for Social Studies of Science (4S).
- **Membership**
 - Invited Member, Social Science Advisory Board, National Center for Women in Information Technology (NCWIT), since 2008; Co-Chair, 2010–2012.
 - Invited Member, IEEE Computer Society History Committee, 2020–2022.
 - Invited Nominator Member, MacArthur Fellows Program, 03/22/2016–05/23/2016.
 - Invited Member, Sloan Project on History of Information Technology, 2014–2016.
 - Invited Member, Advisory Board, *Beyond the Double Bind: Women of Color in Science, Technology, Engineering, and Mathematics*, 2010–2013.
 - Invited Member, National Center on Cultural Diversity in Computing and Information Technologies, 2008.
 - Invited Member, Association for Computing Machinery (ACM) Taskforce on Job Migration, 2004–2006.
 - Elected Council Member, Society for Social Studies of Science (4S), 2005–2007.
 - Elected Board Member, International Association of Science, Technology, and Society (IASTS), 2005–2008.
- **Award Committees**
 - Chair, Ludwik Fleck Prize for the Best Book in Science and Technology Studies, Society for Social Studies of Science (4S), 2007.
 - Chair, Nicholas C. Mullins Prize for the Best Student Paper, Society for Social Studies of Science (4S), 2005.
 - Chair, Travel Grants for Graduate Students, Society for Social Studies of Science (4S), 2005, 2006.

- Committee Member, Rachel Carson Prize for the Best Book in Science and Technology Studies, Society for Social Studies of Science (4S), 2006.
- **Review of Book Chapters**
Cracking the Digital Ceiling; Encyclopedia of Gender and Information Technology; Handbook of Technology Management; Women and Information Technology, Research on Underrepresentation; Women and Underrepresented Minorities in Computing; A Historical and Social Studies; World Wide Views on Global Warming
- **Review of Digital Library**
University of Texas at Austin
- **Review of Grant Proposals**
Department of Energy; National Science Foundation; Nazarbayev University Research Review; Research Grants Council of Hong Kong; Sloan Foundation
- **Reviewer on Grant Panels**
Department of Energy; National Science Foundation
- **Review of Journal Articles**
ACM Transactions on Computing Education; Bulletin of Science, Technology & Society; Communications of ACM; Computer Science Education; Equality, Diversity and Inclusion: An International Journal; Engaging in Science, Technology & Society; Engineering Studies; Gender, Development and Technology; Higher Education; IEEE Technology and Society Magazine; Information, Communication & Society; Information & Culture; International Journal of Engineering Education; International Journal of Gender, Science & Technology; International Migration; Journal of Comparative Policy Analysis; Journal of Engineering Studies; Journal of Migration and Integration; Journal of Women and Minorities in Science and Engineering; Perspectives on Global Development and Technology; Qualitative Research; Science as Culture; Science, Technology & Human Values; Scientometrics; Social Science Quarterly; Social Science Research; Sociological Forum; Sociological Perspectives; South Asian Journal of Global Business Research; Technology in Society; The Information Society; Transactions on Computing Education
- **Review of Manuscripts**
Indiana University Press; National Academies of Sciences, Engineering, and Medicine; Routledge; Taylor & Francis; Templeton University Press; Westview Press.
- **Review of Proceedings Articles / Conference Abstracts**
American Conference on Information Systems; American Society for Engineering Education; IEEE Society on Social Implications of Technology; IEEE International Symposium on Technology and Society; IEEE International Conference on Advanced Learning Technologies; Grace Hopper Celebration; Special Interest Group on computer Science Education; International Conference on Behavioral & Social Science Research
- **Chair / Discussant / Moderator / Session Organizer**
 - “Promoting Equality” Annual Meeting of Society for Social Studies of Science (4S), Honolulu, November 8–11, 2023
 - “Gender and Technology” Annual Meeting of Society for Social Studies of Science (4S), Montreal, Canada, October 11–13, 2007.

- “Science and Education” Annual Conference of International Association for Science, Technology and Society (IASTS), Baltimore, MD, February 1–3, 2007.
- “Policy: Health and Energy” Annual Meeting of Society for Social Studies of Science (4S), Vancouver, Canada, November 1–5, 2006.
- “Universities, Grants and Research” Annual Meeting of Society for Social Studies of Science (4S), Vancouver, Canada, November 1–5, 2006.
- “STS Careers Inside and Outside of Academia” Annual Meeting of Society for Social Studies of Science (4S), Vancouver, Canada, November 2, 2006.
- “Disaster Recover Planning” Western Social Science Association Annual Conference (WSSA), Phoenix, AZ, April 19–22, 2006.
- “Presentations of Selected Projects” National Science Foundation's ITWF and ITR/EWF Principal Investigator Conference, Raleigh, NC, April 2–4, 2006.
- “Digital Competence and Access: Gender and Race Issues in IT Education and Workforce” Annual Conference of International Association of Science, Technology, and Society (IASTS), Baltimore, MD, February 10–12, 2005.
- “Higher Education” National Science Foundation's ITWF and ITR/EWF Principal Investigator Conference, Philadelphia, PA, October 24–26, 2004.
- “Foreign Scientists and Engineers in the United States” Annual Meeting of Society for Social Studies of Science (4S), Cambridge, MA, November 1–4, 2001.
- “Analyzing Developments in the Medical Domain” Joint Annual Conference of Society for Social Studies of Science and European Association for the Study of Science and Technology (4S/EASST), Vienna, Austria, September 26–28, 2000.
- **Mentoring**
 - New Scholars, Annual Meeting of Society for Social Studies of Science, 2006–2020.
 - Twenty-five Indian men and women on balancing work and family/home issues at Ventus Infotech, Mumbai, India, March 12, 2014.
 - Undergraduate Students, Super Computing Broader Engagement Program: New Orleans 2010; Seattle 2011.
 - Research Opportunity Program for Minorities, University of New Mexico, Albuquerque, NM, Summer 1999.

UNM Service

- **Chair**
 - Implementation Sub-Committee of the Senate Graduate Committee, 2003–2004.
 - Graduate Reviews Sub-committee of the Senate Graduate Committee, 2002–2003.
- **Member**
 - Academic Leadership Workshop, 2014–2015.
 - Academic Freedom and Tenure Committee: 2004–2005; 2010–2012.
 - Faculty Accomplishments Database Task Force, 2010–2011.
 - Senate Graduate and Professional Committee (SGPC): 2001–2004; 2007–2010.
 - Extended University Sub Committee of SGPC, 2009–2010.
 - Honorary Degree Sub Committee of SGPC, 2008.
 - Policy Committee, 2008–2011.
 - University of New Mexico Immigration Symposium, 2008.
 - Senate Graduate Curriculum Committee, 2004–2005.

- Leading Edge Forum on Gender, Feminist Research Institute and Office of Vice Provost of Research, 2005.
- Leading Edge Science, Technology, Engineering & Math Action Committee, Office of Research Services, 2003.
- Gender Diversity Committee, Office of Research Services, 2002.
- **School of Public Administration (selected)**
 - Chair of Search Committee, 2018, 2022, 2023.
 - Chair of Diversity Council, 2014–2015.
 - Chair of Admission Committee, 2015–2018, 2024.
 - Member, PhD in Public Administration Committee, 2022–2024.
 - Member of A&S Full Promotion Review Committee, 2023, 2024.
 - Member of Admission Committee, 2014, 2022–2023.
 - Member of Curriculum Committee, 2012–2014.
 - Member of Search Committee, 2007, 2008.
 - Organized Prof. Sheila Slaughter’s talk on Academic Capitalism: Higher Education in the Marketplace, April 12, 2004.

Student Service (selected)

- Moderator, *McNair Scholars Research Conference*, University of New Mexico, Albuquerque, NM: October 2, 2015; October 7, 2016; October 4, 2019.
- Moderator, *Undergraduate Research and Creativity Symposium*, University of New Mexico, Albuquerque, NM; November 21, 2005; November 3, 2009.
- Advisor, *Public Administration Graduate Student Association*, University of New Mexico, Albuquerque, NM, 2011–2012.
- Advisor, *Technology Studies Program*, Rio Rancho High School, Albuquerque, NM, Fall 2002.

Membership

- 4S (Society for Social Studies of Science), since 1994.
- ACM (Association of Computing Machinery), 2023–2024.
- ASEE (American Society for Engineering Education), 2001–2007.
- IASTS (International Association of Science, Technology and Society), 2003–2008.
- IEEE (Institute of Electrical and Electronics Engineers), 1999–2000.
- NCWIT (National Center for Women in Information Technology), since 2008.
- AAUP (Association of American University Professors), 1999–2005.
 - Treasurer, local chapter of Association of American University Professors, University of New Mexico, Albuquerque, 2004–2005.
 - Secretary, local chapter of Association of American University Professors, University of New Mexico, Albuquerque, 2002–2004.
- UA-UNM (University Academics at University of New Mexico), since 2019.