

CURRICULUM VITAE

CINDY L. VAN ES

Professor of Practice

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ACADEMIC EDUCATION

<u>Year</u>	<u>Degree</u>	<u>Institution</u>
1984	Ph.D	Iowa State University, Statistics
1981	M.S.	Iowa State University, Statistics
1979	B.S.	Montclair State University, New Jersey, Mathematics

ACADEMIC POSITIONS

- Full Professor of Practice (2016 – present)
- Senior Lecturer, Cornell University (1995-2016)
- Lecturer, Cornell University (1988 – 1995)
- Visiting Assistant Professor, University of North Carolina-Chapel Hill, Statistics Department, (1986 – 1987)
- Assistant Professor, College of Charleston, Department of Mathematics, SC (1984 – 1986)

PROFESSIONAL OVERVIEW AND OBJECTIVES

Cindy van Es is Professor of Practice in the Dyson School of Applied Economics and Management at Cornell University. She has a Ph.D. in Statistics from Iowa State University, and joined Cornell in 1988. She teaches three courses in the undergraduate business program: Introductory Statistics, Business Statistics, and Impact Learning: South Africa. Her general area of interest is statistical education, with a focus on business applications. Her research centers on non-cognitive interventions that effect student learning, as well as pedagogical techniques that enhance the academic achievement of historically under-performing groups.

HONORS AND AWARDS

- Louis and Edith Edgerton Career Teaching Award (2021)
- Dyson Teaching Excellence – Undergraduate Program (2020)
- Stephen H. Weiss Provost’s Teaching Fellowship Award (2019)
- Trailblazer Award from eCornell (2019)
- Outstanding Faculty Award, Class of 2019
- CALS Innovative Teaching Award (2015)
- Named by Princeton Review as one of the “Three Hundred Best Professors” (2012)
- Perkins Prize for Promoting Interracial Harmony, Cornell University. (2011).
- Merrill Presidential Scholars Honoree (2019, 2015, 2010, 2009, 2009, 2006, 2005, 2004, 2001, 1999, 1992).
- Inclusive Excellence Award, Ernst and Young Corporation (2010).
- College of Agricultural and Life Sciences (CALS) Award for Promoting Multicultural Diversity (2006).
- Kendall S. Carpenter Memorial Advising Award, Cornell University (2006).
- Donald Burgett Distinguished Advisor Award, CALS, Cornell University. (2002).
- Professor of Merit, CALS, Cornell University. (1997).

PRESENTATIONS

INVITED

- “Gender Equity in the Workplace” – Women’s History Month panel, Cornell University (March 2022)
- “Impact of Non-Cognitive Interventions on the Performance of Women, Minority and International Students in Introductory Statistics”, International Conference on Teaching Statistics (ICOTS 10), Kyoto, Japan (July 2018)
- “Promoting Diversity in Higher Education” – presentation at the Renaissance Weekend, an invitation-only retreat for preeminent authorities, emerging leaders, and innovators in education. (2015)
- “Stereotype Threat”, Cornell University School of Engineering Minority Program, (September 2014)

- “Thriving at Cornell: Students of Color” Cornell University Conference invited speaker (October 2014)
- “How to improve student learning through inclusive curriculum and pedagogy”, CU Center for Teaching Excellence (October 2013)
- “What Makes an Effective Teacher”, CALS Teaching Workshop (June 2011)
- “Incorporating Diversity into Courses”, Faculty Diversity Institute, Cornell University (June 2011).
- “Inclusiveness Excellence Award Winners Roundtable”, Ernst and Young Corporation, New York, New York (January 2010)
- "Finding your place at Cornell", Alumni Association of Philadelphia, Union Hall, Philadelphia PA. (April 2011, 2012, 2013)
- Horticulture Seminar Series, "Building a Diversity Program: Some Lessons Learned", Cornell University (November 2009).
- "Business takes a B.O.L.D. step forward: A discussion of the new undergraduate Business Opportunities in Leadership and Diversity Program", Alumni Federated Speaker Series, Houston and Austin Alumni Associations. (May 2007).
- "SO WHAT ... is it", Beyond the Formula Statistical Education Conference, Monroe Community College, Rochester, NY. (August 2005).
- "This is going to be Hard and Boring", Beyond the Formula Statistical Education Conference, Monroe Community College, Rochester, NY. (August 2005).

CONTRIBUTED

- “Influences of a Student’s Race and Sex on Confidence and Performance in Introductory Statistics” American Statistical Association Meetings, Chicago, IL. (2016)
- “Building an Inclusive Classroom.” American Statistical Association Meetings, San Diego, CA. (2012)
- With H. M., Gomes, C. P., Sellmann, M., Joint Statistical Meetings, "Spatially-balanced designs on autocorrelated fields". (2004).
- "Engaging Large Enrollment Classes in an Era of Shrinking Resources", AACSB Conference, St. Louis, Missouri. (September 2003).
- "Managing Large Classes", Thornfield Conference, Cornell University. (June 2003, 2001).
- "Business Statistics: Who, What, and How", Massey University, New Zealand. (June 2002).

TEACHING AND ADVISING RESPONSIBILITIES

COURSES TAUGHT

- AEM 2100, Introductory Statistics (4 credits)
- AEM 3100, Business Statistics (3 credits)
- AEM 3600/3601, Impact Learning: South Africa (3 credits)
- PAM 5693, Business Statistics (1.5 credits)
- PADM 5313, Managerial Statistics (1 credit)

ADVISING

- Equity Research at Cornell
- Forte@Cornell (Women’s business organization)
- Mutual Investment Club of Cornell
- Refugee Relief Club
- SWIB (Society for Women in Business)
- The Wardrobe
- Alpha Zeta (Agricultural Honor Fraternity)
- Last Call (a capella group)
- Phenomenon Step Club (dance group)

ADMINISTRATIVE RESPONSIBILITIES

- Director of Undergraduate Studies, 2016 – 2019

- Director of Dyson Business Inclusion and Diversity Program, 2013 – 2018.
- Director of Business Opportunities in Leadership and Diversity, 2007 - 2013

CONFERENCES/WORKSHOPS

- Diversity and Motivation by Ginsberg & Wlodkowski, 5-week workshop sponsored by American Statistical Association (May-June 2022)
- eCOTS (Electronic Conference on Teaching Statistics) (May 2022)
- eCOTS (Electronic Conference on Teaching Statistics) (May 2020)
- ICOTS (International Conference on Teaching Statistics) Kyoto, Japan (July 2018)
- “A Real Data Set for Business Forecasting and Data Mining Applications”, Webinar Workshop, American Statistical Association (February, 2017)
- Aspen Undergraduate Consortium featuring the Business of Teaching, Copenhagen, Denmark (June 2018)
- “Collaborating Across Cultures: Dynamics of Intercultural Communication”, Webinar Workshop, American Statistical Association (November, 2017)
- American Statistical Association, Chicago, Ill. (August 2016)
- eCOTS (Electronic Conference on Teaching Statistics, (May 2014)
- ICOTS (International Conference on Teaching Statistics) Phoenix, Arizona (July 2014)
- “Building Towards Big Data and Data Science”, Webinar workshop, American Statistical Association (November 2013)
- “Tiger Stat: Immersive 3-D Game for Statistics Classes”, Webinar workshop, American Statistical Association (October 2013)
- “Setting the Tone from Day 1”, Webinar workshop, American Statistical Association (January 2012)
- American Statistical Association Meetings, San Diego, CA (August 2012)
- ASA Meetings Miami, American Statistical Association, Miami, Florida (August 2011)
- Business Statistics Symposium, Invitation only workshop sponsored by McGraw Hill Publishers (2008)

BOOK AND JOURNAL REVIEWS

- “Stereotype Threat and Gender Differences in Statistics”, Journal of Statistics and Data Science Education (November 2022)
- “Student success in University first year statistics course: Do student characteristics and choices affect their academic performance”, Journal of Statistics and Data Science Education (May 2022)
- “Maths Before Stats: Basic Mathematics Skills Predict Performance in an Undergraduate Statistics Course Above Other Relevant Variables Learning and Individual Differences” Elsevier Learning and Individual Differences Journal (June 2019)
- “Statistical Analysis: Concepts and Practice” McGraw-Hill Publishers (June 2012)
- “Complete Business Statistics” by Aczel, McGraw-Hill Publishers (June 2010)

SOFTWARE REVIEW

- Minitab Statistical Package (v. 17) for Mac

CONSULTING

- Academic director and consulting faculty expert for the SC Johnson College of Business’ academic consulting project with Mahindra University, India (2021 - 2022)
- Expert consultant with Statistics faculty at VinUni, Vietnam (2021)
- Expert witness on Indian Farms vs. Novartis Crop Protection litigations (2007 – 2013)

COMMITTEE ASSIGNMENTS

UNIVERSITY

- Member, Provost’s Gateway Course Data Working Group (2018 – 2020)
- Member, Associate Dean’s Committee (2017 – 2019)

SC JOHNSON COLLEGE OF BUSINESS

- Member, Leadership Council on Combating Racism and Promoting Diversity, Inclusion, Equity and Belonging (2020 – present)
- Member, Search committee for Information Systems Lecturer Position, School of Hotel Management (2018 – 2019)
- Member, Hotel School Reappointment Committee (Brad Wellstead) (2020 – 2021)

DYSON SCHOOL OF APPLIED ECONOMICS AND MANAGEMENT

- Member, Dyson Academic Integrity Board (2020 – present)
- Member, Dyson Awards Committee (2017 – present)
- Member, Dyson Diversity Fellows (2017 – present)
- Member, Assurance of Learning (2016 – present)
- Member, Societal Solutions Scholars Committee (2014 – present)
- Chair, Undergraduate Curriculum Committee (2015 – 2019)
- Co-Chair, TU Policy committee (2018 – 2019)
- Member, Dyson by Design Committee (2017 – 2019)
- Member, Dyson Executive Committee (2016 – 2019)

FUNDING

- Co-PI, USDA grant, New F.A.C.E.S (Fostering Agricultural Communication and Extension Students). This program seeks to increase the number of underrepresented minorities in the areas of food science, agricultural science, viticulture, agribusiness, and food industry management. The team is led by Dr. Alicia Orta-Ramirez of Food Science, \$200,000.
- Departmental, university and alumni funding for the Global Business Trip to South Africa, \$44,000
- Kutnick Family Foundation Grant for Leadership and Diversity, \$70,000
- Ernst & Young Corporate Funding for Business Inclusion and Diversity Program, \$30,000
- Barclays Capital Funding for Business Inclusion and Diversity Program, \$40,000
- Goldman Sachs Funding for Business Inclusion and Diversity Program, \$30,000
- Blackrock Corporate Funding for Business Inclusion and Diversity Program, \$24,000

PROFESSIONAL SERVICE

PROFESSIONAL SOCIETIES

- Member, International Association for Statistics Educators, 2018 - present
- Member, American Statistical Association, 1984 – present
- Member, Decision Sciences Institute, 2003 - present

PROFESSIONAL HONORARY SOCIETIES

- Sphinx Head, honorary faculty member, 2009 – present
- Golden Key Honor Society, faculty member, 2008 – present
- Kappa Mu Epsilon, Mathematical Honor Society, 1980 – present
- Mu Sigma Rho, Statistical Honor Society, 1982 – present
- Phi Kappa Phi, National Honor Society, 1979 - present

PROMOTION REVIEWS

- Chair, Reappointment Committee (Donna Haeger), Dyson School of Applied Economics and Management (2021-2022)
- Chair, Reappointment Committee (Reza Moghimi), Dyson School of Applied Economics and Management (2020)
- Member, School of Hotel Administration (Ravinda Kingra), 2018-2019
- Kelley School of Business, Department of Business Economics and Public Policy (2017)

PUBLISHED INTELLECTUAL CONTRIBUTIONS –JOURNAL ARTICLES

- Meaders, C., Smith, M, van Es, C, et al (2021) What questions are on the minds of STEM undergraduate students and how can they be addressed? *Frontiers in Education*, section Stem Education. Web address: <https://www.frontiersin.org/articles/10.3389/feduc.2021.639338/full>
- van Es, C.L., Meaders, C., Smith, M. (2021), Addressing Expectations and Concerns of Women and Underrepresented Students beginning an Introductory Statistics Course, *Journal of Statistics Education*, in revision.
- Loewy, J., Goldsmith, C., Deshpande, S., Sun, A., Harris, J., van Es, C.L.(2020). Music Therapy in pediatric asthma improves pulmonary function while reducing hospitalization. *Journal of Asthma*, Online: <https://doi.org/10.1080/02770903.2020.1712725>
- van Es, C.L., Weaver, M.M. (2018), Race, Sex, and their Influences on Introductory Statistics Education, *Journal of Statistics Education*, 26(1): 48–54.
- van Es, H. M., Gomes, C. P., Sellmann, M., van Es, C. L. (2007). Spatially-Balanced Designs for Experiments on Autocorrelated Fields. *Geoderma*, 140, 346-352.
- van Es, C. L., Giasson, E., Bryant, R. (2000). Assessing the Economic Value of Soil Information by using Decision Analysis Techniques. *Soil Science Journal*, 165 (12), 971-978.
- van Es, H. M., van Es, C. L. (1993). Spatial Nature of Randomization and Its Effect on the Outcome of Field Experiments. *Agronomy Journal*, 85, 420-428.
- van Es, H. M., van Es, C. L., Cassel, D. K. (1989). Application of regionalized variable theory to large-plot field experiments. *Soil Science Society of America Journal*, 53, 1178-1183.

RESEARCH – CONFERENCE PROCEEDINGS

- van Es, C.L., Weaver, M. “Influences of a Student’s Race and Sex on Confidence and Performance in Introductory Statistics” *Proceedings of the American Statistical Association Meetings* (2016)
- van Es, C. L., van Es, H. M. Soil Spatial Variability and its Implications for Field Experimental Design. *Proceedings of First International Conference on Pedometrics*. Wageningen, The Netherlands.
- van Es, H. M., Gomes, C. P., Sellmann, M., Van Es, C. L. (2004). Spatially-Balanced Designs for Experiments on Autocorrelated Fields. *2004 Proceedings of the American Statistical Association* (pp. 3000-3003). Alexandria, VA: American Statistical Association. - Statistics & the Environment Section [CDROM],
- Gomes, C. P., Sellmann, M., Van Es, C. L., van Es, H. M. (2004). *The Challenge of Generating Spatially Balanced Scientific Experiment Designs* (vol. LNCS 3011, pp. 387-394). Nice, France: Proceedings of the 1st International Conference on Integration of Artificial Intelligence and Operations Research Techniques in Constraint Programming for Combinatorial Optimization Problems (CP-AI-OR'04).
- Van Es, C. L. (1999). An evaluation of the Development and Use of CourseInfo™ as a Course Web Site Generator. *American Statistical Association Proceedings of the Section on Statistical Education* (pp. 292-295).
- van Es, H. M., Van Es, C. L. (1992). Soil spatial variability and its implications for field experimental design. *Proc. Int. Conf. on Pedometrics* (pp. 275-286).

RESEARCH REPORT

- van Es, H. M., Gomes, C. P., Sellmann, M., Van Es, C. L. (2004). *Spatially-Balanced Designs for Field and Greenhouse Experiments*. Cornell University Department of Crop and Soil Sciences Research Series 04.

PERSONAL

- Board of Directors for Y.A.T. (Young Aspiring Thinkers) – Johannesburg, South Africa (2022 -)
- Co-founder, Partnership of Lansing, and African Schools (2005-). A not-for-profit project that links the Lansing, NY schools with Mbaka Oromo Schools in rural Western Kenya. This project built 13 classrooms with furniture, a library, a school kitchen, a solar-powered electrical system, and a computer room for the Kenyan school.