

Kimberly S. Austin, M.S., Ed.D.

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Current Positions

Dean of Access, Equity, Inclusion & Engagement: New Roads School

Co-Founder: Bridges to Inclusion

Adjunct Biology Faculty: Moorpark College

Education

Doctor of Education (Ed.D.) with a concentration in Higher Education Leadership
California Lutheran University

Master of Science (M.S.) in Biology, with a concentration in Physiology and Behavior
San Francisco State University (SFSU)

Bachelor of Science (B.S.) in Aquatic Biology with High Honors
University of California at Santa Barbara (UCSB)

Professional Experience

- **Dean of Access, Equity, Inclusion & Engagement:** New Roads School

August 2006 – present

Developed and administrated Bridge to Meaningful Access (B2MA) Program; Served as Dean for 9th-12th grade students in B2MA Program and 6th-12th grade International students, which included intensive academic and wellness counseling, and wrap around support for students & families; Established and managed Advisory program for 9th-12th grades; Conducted admissions interviews and participated in outreach events; Evaluated financial aid applications for new and returning students.

- **Co-Founder:** Bridges to Inclusion LLC

February 2020 – present

Established community based organization to create pathways of empowerment for individuals with disabilities; Developed and facilitated disability awareness and inclusive practices trainings for secondary and postsecondary educational institutions and non-educational businesses; Served as Co-Director for Department of Developmental Services (DDS) grant funded employment program Bridges to Employment

- **Adjunct Biology Faculty:** Moorpark College

August 2003 – present

Served as Instructor for principles of biology, general biology, human biology and zoology courses; Developed and facilitated laboratory exercises to complement lecture content material; Designed and administered assessments, created class webpage, and managed records and communication tools; Assisted in departmental course curriculum revisions and student learning outcomes (SLOs) development and evaluation; Participated in campus committees and activities focused on student success, diversity, and faculty development.

- **Adjunct Biology Faculty:** College of Alameda

January 2006 – May 2006

Instructor for principles of biology course; Developed and facilitated laboratory exercises to complement lecture content material; Mentored diverse population of students; Designed and administered exams and maintained records.

- **Lecturer/Graduate Teaching Assistant:** San Francisco State University

January 2003 – May 2003

Instructor for majors-level organismal biology lab course; Assisted students with lab activities and facilitated class discussions; Designed and administered exams, created related assignments and maintained records of grades.

- **Graduate Teaching Fellow:** San Francisco State University

June 2001 – May 2003

Collaborated with teachers in under-performing, inner-city middle schools to enhance existing science & math curriculum for National Science Foundation GK-12 program; Developed and delivered inquiry-based exercises and laboratory investigations to promote student interest and understanding.

- **Educator:** Sea Life Park, Waimanalo, HI

June 1996 – March 1997

Developed and established community programs and innovative courses; Initiated talks for all age groups on local marine life and related subjects; Lectured on natural history and research on marine animals housed at the park ; Directed school groups on behind-the-scenes tours of the park.

- **Science Specialist:** Westlake Elementary School

January 1996 - June 1996

Instructor for K-5 students in various subjects within physical and life sciences; Developed science curriculum and participated in district evaluation on future growth of science in primary education.

Research Experience

- **Researcher:** California Lutheran University

December 2012-August 2014

Together with Dr. Edlyn Pena, designed and conducted qualitative studies and analyzed data relevant to supporting students with autism spectrum disorder (ASD) in higher education.

- **Graduate Assistant:** California Lutheran University

May 2012 -- August 2012

Worked as research team on study conducted by Dr. Edlyn Pena on experiences of parents in supporting the transition of students with autism spectrum disorders (ASD) into college; Developed and assigned codes for transcripts from interviews with over thirty parent participants; Collectively categorized significant findings.

- **Field Biologist:** Richmond Bridge Harbor Seal Survey

July 2000 – July 2002

Collected and analyzed field data on Pacific harbor seals in response to the seismic retrofit of the Richmond-San Rafael Bridge, including census, demographic and construction-related disturbance data; Participated in research meetings with primary investigators; Aided in development and data collection of related projects, including radio tag tacking surveys, mother-pup site utilization, and acoustic analysis of vocal communication.

- **Research Assistant:** Sea World

December 1997 – May 1999

Performed behavioral sampling and statistical analysis on conflict/resolution study of population of captive bottlenose dolphins; Compiled and interpreted data on correlation between drug dosages and aggression responses; Aided in documentation of findings into report for possible publication.

- **Graduate Assistant:** Cetacean Behavior Laboratory

September 1997 – June 1998

Collected land based behavioral data on movement patterns and group composition of free ranging bottlenose dolphins along San Diego coastline; Contributed to photo-identification data collection for boat based study on bottlenose dolphins and then developed film, cataloged dorsal fin photos, and identified unique individuals; Presented literature reviews to graduate students on topics relevant to cetacean biology utilizing various audio-visual modes.

Presentations

- **Austin, K.** & Vergara, S. (2023). *Disability and Accessibility*. Staff training for Art Center College of Design. Pasadena, CA.
- **Austin, K.** & Vergara, S. (2023). *Disability Pride*. Presentation for staff event, RTX Corporation. Online.
- **Austin, K.** & Vergara, S. (2023). *Disability Policy Forum*, Leadership and staff presentation, Chrysalis organization. Online.
- **Austin, K.** & Vergara, S. (2022). *Moving Forward: Bringing Inclusion to the Forefront*. Keynote Address at Fall 2022 Professional Development FLEX Day, West Los Angeles College. Culver City, CA.
- **Austin, K.** & Vergara, S. (2021). *Moving Forward: Bringing Inclusive Teaching Practices to the Forefront*. Presentation at Fall 2021 Professional Development Week, Ventura College. Online.
- **Austin, K.** & Vergara, S. (2021). *Moving Forward: Bringing Inclusive Practices to the Forefront*. DEI training for Board of California Communications Access Foundation (CCAF). Online.
- **Austin, K.** & Vergara, S. (2020). *Supporting Students with Disabilities in Remote Learning*. Webinar.
- **Austin, K.** (2015). *Understanding and Supporting Students with Autism Spectrum Disorder (ASD)*. Presentation at Fall 2015 Professional Development Week, Moorpark College. Moorpark, CA.
- **Austin, K.** (2015). *College Faculty who Responsively Teach and Advise Students with Autism Spectrum Disorder (ASD)*. Paper presented at University of California Center for Research in Special Education, Disabilities, & Developmental Risk (UC SPEDDR), Ninth Annual Conference. University of California, Santa Barbara.
- **Austin, K.** & Peña, E.V. (2014). *Leaders in Support: College Faculty who Responsively Teach and Advise Students with Autism Spectrum Disorder (ASD)*. Paper presented at Association for the Study of Higher Education (ASHE). Washington, D.C.
- **Austin, K.** (2003). *Airborne Vocal Communication in Pacific Harbor Seals, Phoca vitulina richardii*. Paper presented at Fifteenth Biennial Conference on the Biology of Marine Mammals. Greensboro, N.C.
- **Austin, K.** (2003). *Airborne Vocal Communication in Pacific Harbor Seals, Phoca vitulina richardii*. Paper presented at 84th Pacific Division of the American Association for the Advancement of Science (AAAS) Conference. San Francisco, CA.
- **Austin, K.** & Bohorquez, A. (2001). *Observations of Epimeletic Behavior in Northern Pacific Harbor Seal Mothers Toward Their Dead Pups at Castro Rocks, San Francisco, California*. Poster presented at Fourteenth Biennial Conference on the Biology of Marine Mammals. Vancouver, BC.

Publications

- **Austin, K.**, Peña, E.V., & Brennan, E. (2017). Promising instructional practices for college students with autism. *Currents in Teaching and Learning*.
- **Austin, K.** & Peña, E.V. (Spring, 2017). Exceptional faculty members who responsively teach students with autism spectrum disorders. *Journal of Postsecondary Education and Disability*.
- **Austin, K.** (2014). *Leaders in Support: College Faculty who Responsively Teach and Advise Students with Autism Spectrum Disorder (ASD)*. Doctoral dissertation, California Lutheran University.

Awards, Grants, & Honors

- Bridges to Employment Program, Department of Developmental Services (DDS) Employment Grant Award (No. 2022-WSSEG-0007) 2023-2024
- Higher Education Expert Member of Special Task Force for Los Angeles Unified School District (LAUSD) Division of Special Education Autism Spectrum Disorders Program Support 2015
- Fred H. and Esther E. Nusz Graduate Fellowship 2011
- Biological Sciences Division Award for Outstanding Student Presentation at 84th Pacific Division of AAAS Conference 2003
- National Science Foundation GK-12 Graduate Teaching Fellowship 2001-2003