

## AUDREY S. CHANG, PHD

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Creative partnership strategist and operations leader, with expertise in exhibit and capital project management, science research, and personnel and budget management. Demonstrated leadership in leveraging technology, databases and analytics tools to help organizations meet their engagement and user experience goals. Passion for effecting organizational transformation in equity and belonging.

### Core Competencies

Relationship Building • Strategic Partnerships • Analytics  
Organizational Planning • International Business Development • Consensus & Trust Building  
Outreach & Engagement • Technology Integration • Operations Management

### Career Highlights

- Designed and implemented first-ever formal professional development training program in the mathematical sciences at Duke University.
- Leveraged new and existing global networks to develop and launch a digitally-distributed DIY outreach tool in 2018 on infectious disease outbreaks, adopted by >150 venues in 35+ countries worldwide.
- Led the master planning for a historic museum undergoing rebranding and decolonization.

### PROFESSIONAL EXPERIENCE

**Alliance of Crop, Soil and Environmental Science Societies**, Madison, WI 1/2021 to 4/2021  
**Chief Operating Officer**

- Lead and oversee headquarters execution of strategic plans on behalf of member societies, with focus on equity and access.
- Implement human resource strategy to enhance business operations, develop workforce capabilities, and build sustainable revenue practices.
- Operationalize culture of equity, innovation and entrepreneurship to align with future thought leadership and sustainability demands on scientific organizations.

**Duke University**, Durham, NC 3/2020 to 1/2021  
**Director of Partnerships and Professional Development**

Recruited to launch inaugural role, serving PhD, MS and undergraduate programs in Mathematics, Interdisciplinary Data Science (MIDS), and the Office of IT (OIT), focusing on developing comprehensive strategic partnerships and formalizing career development programming.

- Initiated and led Community of Practice in Technology with OIT, Statistics, and members of University Development.
- Developed and implemented plan for alumni engagement to meet needs of on-campus learning communities and programs – key example is Mathematics Alumni-in-Industry seminar in Summer 2020.
- Designed professional development skills training to ensure student readiness for career development and pre-graduation job search – course launched in both MIDS and Mathematics in Fall 2020; serve as instructor of record.

**Institute for Advanced Analytics, NC State University**, Raleigh, NC 9/2018 to 1/2020  
**Head of External Relations**

Increased brand visibility through implementation of outreach, customer journey, and social media strategies.

- Led all corporate and non-profit partnership development, onboarding new sponsors within 5 months of appointment to this new role.

- Implemented CRM to consolidate and leverage existing databases for alumni, sponsor and employer engagement.
- Developed stakeholder and Board engagement strategies, including developing and implementing first alumni event.

**Smithsonian National Museum of Natural History, Washington, DC**

10/2016 to 8/2018

**Chief of Business Planning and Partnerships**

Managed all licensing and business development opportunities associated with NMNH-owned assets for commercial development; developed strategic partnerships with governmental, research/ educational, and corporate organizations to provide financial and other forms of support for public engagement initiatives.

- Recruited 60+ global, national and community partners to engage and amplify Museum content and mission through the creation of novel tools and platforms, including leading the successful funding and development for a digital platform to disseminate Museum’s educational materials on a global scale (>35 countries).
- Led development and implementation of creative media and technology in Museum’s public-facing galleries and spaces; created first-ever partnership with nationally recognized Design and Technology academic program at Parsons School of Design.

**San Diego Museum of Man, San Diego, CA**

8/2015 to 9/2016

**Director of Operations/ Program Director**

Supervised museum operations, including oversight of expenditure, contracts, fabrication, and personnel for revenue and programmatic departments, including Visitor Services, Retail, Events, Security, and Exhibits.

- Produced Museum’s first in-house large-scale exhibition, which generated sufficient revenue to cover its own costs within 5 months of opening (for a 3-year run).
- Led team of greater than 35 full-time, part-time, and seasonal employees.
- Oversaw architectural and interpretative planning processes as part of Museum’s 5-year strategic master plan, concluding strategic plan in year 1.
- Served as member of the executive management team and collaborate directly with CEO, Deputy Director, CFO, and CDO to set institutional priorities.

**American Museum of Natural History, New York, NY**

11/2012 to 6/2015

**Assistant Director of Sales, Global Business Development**

Developed strategies for entry into new markets, both domestic and international, with focus on Asia Pacific region.

- Onboarded and retained new or lapsed clients to gross ~ \$1.5M in revenue.
- Liaised between client institutions and multiple internal departments, including science, marketing, development, communications, and legal to ensure compliance and best practices.

**EDUCATION**

Ph.D. in Biology, Duke University (publications available upon request)

M.S. in Ecology and Evolution, University of Chicago (publications available upon request)

B.S. in Evolution and Ecology w/ Highest Honors, University of California, Davis

**CURRENT VOLUNTEER AND SERVICE EXPERIENCE**

- Board Member, **Eno River Association**; Chair, Environmental Justice/ Diversity, Equity, and Inclusion Committee, Nominating Committee
- Advisor, Life Sciences, **The Erdos Institute**
- Chair, Diverse Careers Committee, **Society for the Study of Evolution**

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### SELECT PRESENTATIONS

2021 American Alliance of Museums (AAM), Virtual Conference  
2020 ECR<sup>2</sup> Virtual Workshop: Leveraging Your PhD, Careers Outside the Academy  
2019 Society for the Study of Evolution, Providence, RI  
2018 European Network of Science Centres and Museums (ECSITE) Annual Conference, Zurich, Switzerland  
2017 European Network of Science Centres and Museums (ECSITE) Annual Conference, Porto, Portugal  
2016 European Network of Science Centres and Museums (ECSITE) Annual Conference, Graz, Austria  
2015 European Network of Science Centres and Museums (ECSITE) Annual Conference, Trento, Italy  
2014 European Network of Science Centres and Museums (ECSITE) Annual Conference, The Hague, The Netherlands  
2014 American Alliance of Museums (AAM) Annual Conference, Seattle, Washington  
2012 5<sup>th</sup> East Asia *C. elegans* Meeting, Taipei, Taiwan  
2012 Evolution of Caenorhabditis and Other Nematodes, Cold Spring Harbor, New York  
2012 Population Genetics Group, Nottingham, United Kingdom  
2011 18<sup>th</sup> International *C. elegans* Meeting, Los Angeles, California  
2010 Neuroscience Topic Meeting, Madison, Wisconsin

### PUBLICATIONS

- Noble LM, **Chang AS**, McNelis D, Kramer M, Yen M, Nicodemus JP, Riccardi DD, Philips M, Islam T, Rockman MV. 2015. Natural variation in *plep-1* causes male-male copulatory behavior in *C. elegans*. *Current Biology* 25: 2730
- **Chang AS**, Bennett SM, Noor MA. 2010. Epistasis among *Drosophila persimilis* factors conferring hybrid male sterility with *D. pseudoobscura bogotana*. *PLoS One* 5: e15377
- **Chang AS**, Noor MA. 2010. Epistasis modifies the dominance of loci causing hybrid male sterility in the *Drosophila pseudoobscura* species group. *Evolution* 64: 253
- **Chang AS**, Noor MA. 2007. The genetics of hybrid male sterility between the allopatric species pair *Drosophila persimilis* and *D. pseudoobscura bogotana*: dominant sterility alleles in collinear autosomal regions. *Genetics* 176: 343
- Noor MA and **Chang AS**. 2006. Evolutionary genetics: Jumping into a new species. *Current Biology* 16: R890
- Ortiz-Barrientos D, **Chang AS**, Noor MA. 2006. A recombinational portrait of the *Drosophila pseudoobscura* genome. *Genet Res.* 87: 23
- **Chang AS**. 2004. Conspecific sperm precedence in sister species of *Drosophila* with overlapping ranges. *Evolution* 58: 781
- Coyne JA, Kim SY, **Chang AS**, Lachaise D, Elwyn S. 2002. Sexual isolation between two sibling species with overlapping ranges: *Drosophila santomea* and *Drosophila yakuba*. *Evolution* 56: 2424