

Ash Zemenick, PhD

he/they | ashzemenick.com | projectbiodiversify.org

CURRENT POSITIONS

- 2021–present **Field Station Manager, University of California, Berkeley**
Manager of Sagehen Creek Field Station, Chickering American River Reserve, and North Fork of the American River Reserve.
- 2018–present **Director of Project Biodiversify, University of Michigan**
Project Biodiversify: Tools for promoting diversity and inclusivity in biology classrooms.

ACADEMIC POSITIONS

- 2020–21 **NSF Postdoctoral Researcher, Auburn University**
Biology education research: How does diversifying and humanizing biologists impact student engagement and science identity?
- 2019–20 **Postdoctoral Research Fellow, UC Davis**
Plant macroevolutionary ecology: Growth–defense tradeoffs in wild grapevine
- 2017–19 **NSF Postdoctoral Research Fellow, Michigan State University**
NSFBIO: Broadening participation of groups underrepresented in biology

EDUCATION

- 2017 **PhD in Ecology, University of California, Davis**
Area of emphasis: Agricultural ecology
Dissertation: The influence of flower visitor identity on network structure and floral microbe communities
- 2011 **BS in Ecology and Evolutionary Biology with High Honors, University of Michigan, Ann Arbor**
Minor: Program in the Environment
Thesis: The indirect effects of ant–hemipteran mutualisms on host plant fitness: comparing the cascading effects of two ant species on coffee production

PUBLICATIONS

* undergraduate collaborator

Popular Press

- 2023 **Zemenick, A.T.** Sex and gender are binaries? Sorry, that's a scientific falsehood. San Francisco Chronicle. 1 June 2023.
<https://www.sfchronicle.com/opinion/openforum/article/male-female-binary-sex-18087147.php>
- 2020 **Zemenick, A.T., A.J. Webster, S.C. Jones.** Help us to diversify and humanize biology courses! Small Pond Science <https://smallpondscience.com/help-us-to-diversify-and-humanize-biology-courses/>

Peer Reviewed

- 2023 Graham, C.D.K, E.J. Forrestel, A.L. Schillmiller, **A.T. Zemenick**, M.G. Weber. Evolutionary signatures of a trade-off in direct and indirect defenses across the wild grape genus *Vitis*. *Submitted to Evolution*.
- 2022 Kiers, A.H. B. Krimmel, C. Larsen–Bircher, K. Hayes, **A. Zemenick**, and J. Michaels. Different Jargon, same goals: Collaborations between landscape architects and ecologists to maximize biodiversity in urban lawn conversions. *Land* 11(10): 1665.

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2022, 2023 **Zemenick, A.T.**, S.C. Jones, A.J. Webster, S. Turney, and M.G. Weber. Six principles for embracing gender and sexual diversity in biology classrooms. *BioScience* 72 (5), 481-492.

Response to comment on this article:

Zemenick, A.T., S. Turney, A.J. Webster, S.C. Jones, M.G. Weber. 2023. A response to Fagundes and Coyne's "Strategies for promoting effective and inclusive biology education". *BioScience* 73(5): 322-323.

2022 **Zemenick, A.T.**, S.C. Jones, M.G. Weber, A.J. Webster, E. Raymond, K. Sandelin, T. Kowalczyk, N. Hessami, C. Lund Dahlberg. Diversifying and humanizing biologist role models through constructing slide deck on researchers' research and life experiences. *Course Source* <https://doi.org/10.24918/cs.2022.1>

2022 McMunn, M.S. A.I. Hudson, **A.T Zemenick**, M. Egerer, L. Bennett, S.M. Philpott, R.L. Vannette. Thermal sensitivity and seasonal change in the gut microbiome of a desert ant, *Cephalotes rohweri*. *FEMS Microbiology Ecology* 98(7): fiac062.

2022 N.A. Henkhaus, W. Busch, A. Chen, A. Colón-Carmona, M. Cothran, N. Diaz, J.P. Dundore-Arias, M. Gonzales, D. Hadziabdic, R.A. Hayes, G.C. MacIntosh, A. Na, B. Nyamasoka-Magonziwa, D. Pater, F. C. Peritore-Galve, T. Phelps-Durr, K. Rouhier, D.B. Sickler, J.H. Starnes, Q.R. Tyler, E. Valdez-Ward, M.E. Vega-Sánchez, R.R. Walcott, J.K. Ward, S.E. Wyatt, F. Zapata, **Ash T. Zemenick**, David B. Stern. Removing systemic barriers to equity, diversity, and inclusion: Report of the 2019 Plant Science Research Network workshop "Inclusivity in the Plant Sciences". *Plant Direct* 6(8): e432.

2021 **Zemenick, A.T.**, R.L. Vannette and J.A. Rosenheim. Comparing visitation and bacterial networks suggest the role of dispersal and species sorting in floral microbial communities. *Oikos* 130(5): 697-707.

2020 Wood, S., J.A. Henning, L. Chen, , M.L. Smith, M. Weber, **A. Zemenick** and Cissy J. Ballen. 2020. A scientist like me: demographic analysis of biology textbooks reveals both progress and long-term lags. *Proceedings of the Royal Society B Biological Sciences* 287:20200877

2019 Vandermeer, J., I. Armbrrecht, A. de la Mora, K.K. Ennis, D.J. Gonthier, Z. Hajian-Forooshani, H.Y. Hsieh, A. Iverson, D. Jackson, S. Jha, E. Jiménez-Soto, G. Lopez-Bautista, A. Larsen, K. Li, H. Liere, A. MacDonald, L. Marin, K. A. Mathis, I. Monagan, J. Morris, T. Ong, G.L. Pardee, I. Saraeny Rivera, K. Williams-Guillen, S. Yitbarek, S. Uno, **A. Zemenick**, S.M. Philpott, and I. Perfecto. The community ecology of herbivore regulation in an agroecosystem: lessons from complex systems. *Bioscience* 69(12): 874-996.

2018 **Zemenick, A.T.**, J.A. Rosenheim, and R.L. Vannette. Dispersal by legitimate nectar feeders and robbers differentially shapes nectar bacterial communities of *Aquilegia formosa*. *Ecosphere* 9(10):e02459.

2018 **Zemenick, A.T.**, R. Kula, L. Russo, and J. Tooker. A network approach reveals parasitoids to be generalized nectar foragers. *Arthropod-Plant Interactions* 13(2):239-251.

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- 2016 Jackson, D., **A.T. Zemenick**, B. Malloure, C.A. Quandt, and T.Y. James. Fine-scale spatial genetic structure of a fungal parasite of coffee scale insects. *Journal of Invertebrate Pathology* 139:34-41.
- 2013 MacDonald, A. J., D.W. Jackson, and **K.A. Zemenick**. Indirect effects of a fungal entomopathogen, *Lecanicillium lecanii*, on a coffee agroecosystem ant community. *Environmental Entomology* 42(4):658-667.
- 2012 Jackson, D.W., **K.A. Zemenick**, and G. Huerta. Occurrence in the soil and dispersal of *Lecanicillium lecanii*, a fungal pathogen of the green coffee scale (*Coccus viridis*) and coffee rust (*Hemileia vastatrix*). *Tropical and Subtropical Agroecosystems* 15:389-401.
- in preparation* **Zemenick, A.T.**, M. Bollinger*, P. Campos*, K. Chan*, A. Chiono*, K. Doherty*, S. Glasser*, A. Kruger*, A. Levanduski*, B. Moran*, S. O'Brien*, B. Wang*, J. Whitney* and K.A. Moore. Bottom-up effects of oak apple galls reduces fungal growth but does not extend to fungal-associated arthropod communities.
- Weber, M.G., **A.T. Zemenick**, R. Longley, G. Bonito, S. Gordon, D. Hughes. Multitrophic community structure of the phyllosphere influenced by the repeated evolution of a mutualistic leaf trait.
- Zemenick, A.T.** and J.A. Rosenheim. The influence of bee vs. non-bee flower visitors on network structure and potential for indirect effects between plants.


GRANTS & FELLOWSHIPS

- 2021 UC Berkeley Be Smart About Safety Grant
- 2020-2025 NSF Improving Undergraduate STEM Education
- 2017-2019 NSF Postdoctoral Research Fellowship in Biology
- 2016 Dissertation Year Fellowship, UC Davis
- 2016,15,14 Jastro Shields Research Award, UC Davis
- 2015 NSF Doctoral Dissertation Improvement Grant
- 2015 Ecology Graduate Group Fellowship, UC Davis
- 2014 Robert van den Bosch Scholarship in Biological Control
- 2014 Hardman Foundation Research Award, UC Davis
- 2013 Center for Population Biology Research Award, UC Davis
- 2011-2014 NSF Graduate Research Fellowship
- 2009 Undergraduate Fellowships in the Program of Biology, U. Michigan
- 2009 Graham Sustainability Institute Field Experience Scholarship, U. Michigan

SERVICE & OUTREACH

 diversity & inclusivity, *invited

Organized Workshops and Presentations on Inclusive Teaching

-  2018- **Director of Project Biodiversify**
I created an online repository of introductory biology teaching materials that features the research and life experiences of biologists that self-identify as being part of under-represented groups in STEM. www.projectbiodiversify.org

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-  2018- **Contribute to Project Biodiversify: a repository of teaching materials to diversify and humanize biology courses**
Ecological Society of America Annual Meeting 2018
[AT Zemenick](#), MG Weber, AJ Webster, SC Jones
-  2018- **Inclusive and accurate approaches for teaching sex and gender in biology**
Webster, AJ, [AT Zemenick](#), SC Jones
- Ecological Society of America Meeting 2018 projectbiodiversify.org/workshop-slides
 - Society for Freshwater Science Meeting 2018 tinyurl.com/MakingWavesEp31
 - Kellogg Biological Station Workshop for K-12 Teachers 2018
 - Northern Kentucky University 2019
 - University of Washington, Tacoma 2019
 - Western Washington University 2019
 - UC Davis Center for Population Biology 2020
 - University of California, Berkeley 2020
 - California Polytechnic University 2021
 - Michigan Tech University 2021
 - University of Minnesota 2022

Committees and Peer Review

-  2022 - **UC Natural Reserve System Diversity, Equity, and Inclusion Committee**
-  2018-19 **Dept. of Plant Biology Ad-hoc Diversity & Inclusion Committee member**
Assessing ways to have a more diverse community, and have a safer, more inclusive environment in the Plant Biology Dept. at Michigan State University.
-  2015-17 **Diversity Committee member, Ecology Grad Group, UC Davis**
In the [Outreach Subcommittee](#), I helped to organize breakout sessions to discuss issues of diversity in STEM at the Ecology Research Symposium and gave a talk on the subject. In the [Admissions and Awards Subcommittee](#) I helped to organize a survey to assess the efficacy of a new graduate students admissions rubric that de-emphasizes discriminatory measures (e.g. GRE) and gives more weight to the achievements made given the applicants background and access to opportunities.
- 2014 - **Academic peer review**
Ecology; Methods in Ecology and Evolution; Biological Control; Agronomy for Sustainable Development

TEACHING EXPERIENCE diversity & inclusivity, undergraduate research, data analysis

COURSE ORGANIZING




-  2017 **ECL 290 Racial and gendered science** UC Davis
Co-organized syllabus and blog for graduate-level reading group exploring the intersections of science and social systems of oppression.
-  2016 **ECL 290 Gender and Sexuality in Nature** UC Davis
Made syllabus and blog for graduate seminar. gendersexandnature.wordpress.com
- ECL 290 Biological Control** UC Davis
Made syllabus and edited book for publication <https://tinyurl.com/BioControlBook>

TEACHING ASSISTANTSHIPS

-  2017 **Introduction to the programming language R** UC Davis

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Provided instruction to students (including grad students, post docs, staff, and faculty) who enrolled in the four-day intensive course in R.

-  2016 **BUSP Biology Boot Camp** UC Davis
Guided group activities and provided thoughtful feedback for the Biology Undergraduate Scholars Program (BUSP) which supports underrepresented students at UCD, including first generation students, socioeconomically marginalized students, racial minorities, and students with disabilities.
- 2016 **MIC 103L General Microbiology Laboratory** UC Davis
Guided laboratory activities for two sections.
-  2015 **EVE 180a,b Experimental Ecology and Evolution in the Field** UC Davis
Guided students in development of a field experiment from idea generation, to implementation, statistics, and scientific writing. ecology180.wordpress.com
- 2014,15,17 **BIS 2b Intro. Biology: Principles of Ecology & Evolution** UC Davis
Prepared lectures, stimulated discussions, and guided laboratory activities.
-  2012,14 **SAS 30 Mushrooms Mold and Society** UC Davis
Mentored students on group project investigating fungal ecology.
- 2010 **Science Learning Center Study Group Leader** University of Michigan
Guided small groups of students in study activities for BIO 171: Introduction to Ecology and Evolutionary Biology.


GUEST LECTURES

- 2017 **Biology 110: Survey of Biology** Napa Valley College
Delivered an interactive overview flowering plants to a non-majors class.
- Science and Society 110: Applied Evolution** UC Davis
Discussed how parent-offspring conflict explains difficulties of childbirth.
- Biology 303 Survey of Ecology** American River College
- 2015 Delivered an interactive overview of insect ecology focusing on beneficial insects.
- SAS 30 Mushrooms Mold and Society** UC Davis
- 2012 Lecture on fungus-insect Interactions


PRESENTATIONS *invited, **awarded best talk, diversity & inclusivity, undergrad. research

-  * 2022 **Methods for Embracing for embracing gender and sexual diversity in biology classrooms.** Trans-Inclusive Pedagogy Symposium, U Penn
[A.T. Zemenick](#)
-  * 2020 **A scientist like me: demographic analysis of biology textbooks reveals both progress and long-term lags** Society for the Advancement of Biology Education Research, Virtual Meeting
C. Ballen and [A.T. Zemenick](#)
-  * 2020 **Ecologists' contributions toward supporting a diverse and adaptive scientific workforce** Ecological Society of America, Virtual Meeting

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 * 2020 **Positionality in academia: how do your life experiences impact teaching, mentorship, and research?**

A.T. Zemenick and A. Webster


 *2019- **Project Biodiversify: a repository of materials and methods to make biological and natural science classrooms more inclusive**

A.T. Zemenick, A. Webster, and S. Jones

- University of Idaho 2019
- Northern Kentucky University 2019
- University of California Santa Cruz 2019
- Western Washington University 2019
- Auburn University 2020
- Cornell University 2020
- Duke University 2020
- MacMillan Publishing 2020
- Oklahoma State University 2020
- University of California, Berkeley 2020
- Michigan State University 2021
- Susquehanna University 2021
- California Polytechnic University 2021
- University of Connecticut 2021
- Living Earth Collaborative 2021
- University of Massachusetts Bridge2Impacts 2021
- Michigan Tech 2021
- University of Minnesota BREWS Seminar 2021
- University of California, Davis 2021
- California State University, Long Beach 2021
- Graduate Women in Science 2021
- New Mexico State University 2021
- University of California, Berkeley 2021
- University of Minnesota 2022
- Holden Forests and Gardens 2022
- University of Wisconsin 2022



* 2018 **How do plant–arthropod interactions shape plant microbial communities?**
Department of Entomology Seminar Series, Michigan State University.

 2018 **Evolution Toward Holistic Review in the Ecology Graduate Program at UC Davis I: Design and Implementation of a System to Evaluate Applicants.**
Understanding Interventions Conference, Baltimore, MD.
Lee, SP, J Ng, AT Zemenick, MM Provost, CA Ruvalcaba, DJN Young, E Laca, MJ Koontz, J Rudnick, and EJ Sturdy.

 2018 **Evolution Toward Holistic Review in the Ecology Graduate Program at UC Davis II: Methods for Evaluating Progress.**
Understanding Interventions Conference, Baltimore, MD.
Ng, J, MJ Koontz, J Rudnick, EJ Sturdy, AT Zemenick, SP Lee, MM Provost, CA Ruvalcaba, DJN Young, and E Laca.



* 2017 **Do flower visitors network with floral microbes?**
Department of Entomology Seminar Series, UC Davis.

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- 2017 **Do flower visitors network with floral microbes? A Sierra Nevada study**
Ecological Society of America, Portland, OR.
Zemenick, AT, RL Vannette and JA Rosenheim
- **  2017 **Ecological diversity: alpha, beta... human?**
Graduate Student Symposium in Ecology, UC Davis.
- 2016 **A picture of nectar: do pollinators and nectar robbers vector unique
microbe communities to columbine (*Aquilegia formosa*) nectar?**
Ecological Society of America, Fort Lauderdale, FL.
Zemenick, AT, RL Vannette and JA Rosenheim
-  2016 **Experimental ecology and evolution in the field: a unique course for upper-
level undergraduates and instructors.** See poster: ashzemenick.com/eve180
Poster. Ecological Society of America, Fort Lauderdale, FL.
Zemenick, AT and KA Moore.
- ** 2016 **How do flower visitors shape floral microbe communities?**
Graduate Student Symposium in Ecology, UC Davis.
- 2015 **Do visitors introduce unique nectar microbial communities to strawberries?**
Ecological Society of America, Baltimore, MD.
Zemenick, KA, JA Rosenheim, RL Vannette, and T Fukami
- 2015 **The effects of opportunistic visitors on flower visitor network structure:
implications for floral microbes.**
Poster. Bee Health Symposium, Davis, CA.
Zemenick, KA and JA Rosenheim
- 2014 **Promiscuous flowers attract high numbers of bees and even higher
numbers of non-bee flower visitors**
Entomological Society of America, Portland, OR.
Zemenick, KA and JA Rosenheim
- * 2014 **Super-generalist flowers attract high numbers of bees and even higher
numbers of non-bee flower visitors**
Organized Oral Session: Probing the Microbial World of Flowers: Impacts
on Plants and Animals. Ecological Society of America, Sacramento, CA.
Zemenick, KA and JA Rosenheim
- 2013 **The sweet tooth of parasitoids: a meta-analysis exploring the floral
resources of hymenopteran parasitoids**
Ecological Society of America, Minneapolis, MN.
Zemenick, KA and JA Rosenheim
- 2012 **The indirect effects of ant-hemipteran mutualism on host plant fitness:
comparing the cascading effects of two ant species on coffee production**
Entomological Society of America, Reno, NV.
Zemenick, KA and J Vandermeer

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PROFESSIONAL WORKSHOPS & COURSES TAKEN DEI data analysis

-  2018 **Understanding Implicit Bias Certificate Program** Michigan State University
A 3-session course on understanding and intervening situations with implicit bias.
-  2016 **Advanced Community Data Analysis Using the vegan Package in R** ESA
Organized by G.L. Simpson and N. Zimmerman, Ecological Society of America Meeting, Ft. Lauderdale, FL
- 2016 **The Bee Course** American Museum of Natural History
A 2-week intensive course on bee identification, ecology, and natural history.
- 2014 **The HYM Course** Smithsonian Institution and US Dept. of Agriculture
An intensive 1-week course on parasitoid, wasp, and sawfly identification, ecology, and natural history.

RESEARCH POSITIONS

- 2012 **Associate in Research, Duke University**
Advisor: Dr. Tom Mitchell Olds, Department of Biology
Performed detailed censuses of *Boecheira* spp. populations in the northern Rocky Mountains.
- 2010–2011 **Laboratory Assistant, University of Michigan**
Advisor: Dr. Tim James, Dept. of Ecology and Evolutionary Biology
Autoclave, media preparation, spore prints, spore isolation, DNA isolation using DNA mini-preps and other protocols, gel electrophoresis, PCR, RAPD PCR, light and fluorescence microscopy, nuclear dyes, microscope image capture.