

L. FRANCISCO HENAO-DIAZ

University and Jepson Herbaria
University of California, Berkeley
1001 Valley Life Sciences Building
Berkeley, CA, USA
fhenad@berkeley.edu

EDUCATION AND TRAINING

2024 – present	Postdoctoral Scholar, University of California, Berkeley Supervisor: Brent D. Mishler
2022 – 2024	Chicago Postdoctoral Fellow, University of Chicago Supervisor: Trevor D. Price
2017 – 2022	Ph.D. University of British Columbia, Vancouver, Canada Supervisor: Matthew W. Pennell
2011 – 2012	M.Sc. Universidad de Los Andes, Bogotá D.C., Colombia
2007 – 2010	B.Sc. Universidad de Los Andes, Bogotá D.C., Colombia

PUBLICATIONS

MANUSCRIPTS IN REVIEW

*Equal contribution

3. Title, P.*, **Henao-Diaz, L. F.***, Zenil-Ferguson, R*. & Vasconcelos, T*. An Evolving view of Lineage Diversification. Invited Point of View at *Systematic Biology*
2. Daru, B., Nichodemus, C. & **Henao-Diaz, L. F.** Biogeographic processes underlying global plant assembly. In revision at *Science*
1. Schliep, K., Vidal-García, M., Biancani, L., **Henao-Diaz, L. F.**, Ada, E., Justison, J. & Solís-Lemus, C. tangle: An R package for the Visualization of Phylogenetic Networks. In revision at *Applications in Plant Sciences*

PEER-REVIEWED

21. Arenas-Castro, H. et al. (2024) Academic publishing requires linguistically inclusive policies. *Proceeding Royal Society B*. 291:20232840
20. Gray, S. L., Lam, E. K, **Henao-Diaz, L. F.**, Jalabert, C. & Kiran K Soma. (2024) Effect of a territorial challenge on the steroid profile of a juvenile songbird. *Neuroscience* 541, 118 - 132
19. Stevenson, P.R., Acosta-Rojas, D.C., Cardenas, S. & **Henao-Diaz, L. F.** (2023) Fruit and seed morphology is better explained by dispersal system than by leaf size in a Tropical rainforest. *American Journal of Botany*. 110(8):e16211
18. **Henao-Diaz, L. F.** & Pennell, M. (2023) The Major Features of Macroevolution. *Systematic Biology*. 72(5), 1188 - 1198
17. Rolland, J., **Henao-Diaz, L. F.**, Doebeli, M., Germain, R., Harmon, L. J., Knowles, L. L., Liow, L. H., Mank, J.E., Manchac, A., Otto, S.P., Pennell, M. W., Salamin, N., Silvestro, D., Sugawara, M., Uyeda, J., Wagner, C. E. & Schluter, D. (2023) Conceptual and empirical bridges between micro- and macroevolution. *Nature Ecology and Evolution*. 7(8), 1181 - 1193
16. Brodie, J., **Henao-Diaz, L. F.**, Pratama, B., Wheeler, T., Copeland, C. & Helmy, O. E. (2023) Trait assembly in insular communities: filtering rather than in situ evolution determines fruit sizes in Indo-Malayan trees. *The American Naturalist*. 201(4), 574-585
15. Louca, S., **Henao-Diaz, L. F.** & Pennell, M. The scaling of diversification rates with age is likely explained by sampling bias. *Evolution*. 76 (7), 1625-1637
14. Stevenson, P. R., Cortés, C., Reyes, R., Paramero, R., Uni, J. F., Peña-Núñez, J. L. & **Henao-Diaz, L. F.** (2022). Avifauna asociada a bosques primarios y secundarios del Parque Nacional Natural Cueva de Los Guácharos, Colombia. *Actualidades Biológicas*. 44(116), 1-18.
13. Harmon, L. J., Pennell, M. W., **Henao-Diaz, L. F.**, Rolland, J., Sipley, B. & Uyeda, J. C. (2021) The Causes and consequences of the ubiquitous time-scaling of all evolutionary rates. *Annual Review of Ecology and Systematics*. 52, 587 – 609
12. Germain, R. M., Hart, S. P., Turcotte, M. M., Otto, S. P., Sakarchi, J., Rolland, J., Usui, T., Angert, A. L., Schluter, D., Bassar, R. D., Waters, M. T., **Henao-Diaz, F.**, & Siepielski, A. M. (2020) On the Origin of Coexisting Species. *Trends in Ecology & Evolution* 36(4), 284 - 293
11. **Henao-Diaz, F.** et al. (2020) Atlas de la biodiversidad de Colombia. Primates. Instituto de Investigación de Recursos Biológicos Alexander von Humboldt. Bogotá D.C., Colombia. 51 pp.

10. **Henao-Díaz, L. F.** & Sinclair, A. R. E. (2020). Long term monitoring of Serengeti bird species occurrence, abundance, and habitat. *Ecology* 101 (2)
9. **Henao Díaz, L. F.**, Harmon, Sugawara, M. T., L. J., Miller, E., & Pennell, M. W. (2019). Reply to Wiens and Scholl: The time dependency of diversification rates is a widely observed phenomenon. *PNAS* 116(49), 24401
8. **Henao Díaz, L. F.**, Harmon, L. J., Miller, E., Sugawara, M. T., & Pennell, M. W. (2019) Macroevolutionary diversification rates show time-dependency. *PNAS* 116(15), 7403-7408
7. **Henao Díaz, L. F.**, Arroyo, S., Cárdenas-Posada, G., Fernández, M., López, J. P., Martínez, D. C., Mendoza, J. S., Mondragón-Botero, A., León, O., Pulido-Herrera, K. L., Rodríguez-Cerón N. & Madriñán, S. (2019). Caracterización biológica en la zona de transición bosque-páramo del Complejo de Páramos Chingaza, Colombia. *Biota Colombiana*, 20 (1)
6. Stevenson P. R., Cardona, L., Acosta-Rojas, D., **Henao-Díaz, F.** & Cardenas, S. (2017) Diet of Oilbirds in Cueva de Los Guácharos National Park (Colombia): temporal variation in dispersal quantity, fruit choice and seed morphology. *Neotropical Ornithology*. 28, 295 - 307
5. Stevenson, P. R., M. A. Ramírez, L. F. Casas & **Henao-Díaz, F.** (2017) Forestación de bosques en sabanas de la altillanura colombiana: relevancia de las condiciones ambientales para el establecimiento de plántulas. *Biota Colombiana* 18 (Suplemento 1): 99-109.
4. Aldana, Ana M., Villanueva, B., Cano, Á., Correa-Gómez, Diego F., Umaña María N., Casas, Luisa F., Cárdenas, S., **Henao-Díaz, F.** & Stevenson P.R. (2017) Drivers of biomass stocks in Northwestern South American forests: complementing information for the Neotropics. *Forest Ecology and Management*.
3. Casas, L., Aldana, A. **Henao-Díaz, F.** & Stevenson P.R. (2017) Specific gravity of woody tissue from lowland Neotropical plants. *Ecology*. 98 (5)
2. **Henao-Díaz, F.** & Stevenson P.R. (2015) Neutral Theory Overestimates Extinction Times In Non-Human Primates. *International Journal of Primatology*. 36(4), 790-801.
1. **Henao-Díaz, L. F.**, Pacheco-Fernandez, N., Argüello-Bernal, S. Moreno-Arocha, M.M. & Stevenson P. (2012) Patrones de diversidad de Epífitas en Bosques de Tierras Bajas y Subandinos. *Colombia Forestal*. 15(2)

OTHER PUBLICATIONS

Cruz-Rodríguez, C., Noguera-Urbano, E.A., Olaya-Rodríguez, M.H., **Henao-Díaz, L.F.**, Guzmán-Caro, D.C., Ochoa Quintero, J.M. & Stevenson, P. (2020). Primates y deforestación en

Colombia. En: Moreno, L. A. & Andrade, G. I. (Eds.). Biodiversidad 2019. Estado y tendencias de la biodiversidad continental de Colombia. Bogotá, D. C., Colombia: Instituto de Investigación de Recursos Biológicos Alexander von Humboldt. 92p.

Stevenson P.R, Zárate D. A., Ramirez M. A. & **Henao-Díaz, F.** (2015) Social interactions and proximal spacing in woolly monkeys: lonely females looking for male friends? In: *Dispersing Primate Females: Life History and Social Strategy in Male-Philopatric Groups*. Furuichi T., Yamagiwa J. & Aureli F. (eds) pp 45 – 71.

EMPLOYEMENT

May 2021 – December 2021	Graduate Research Internship, World Wildlife Fund (USA)
June 2017 – September 2017	Graduate Research Assistant, Universidad de Los Andes
March 2017 – June 2017	Botanist and team leader in treeline - páramo transition zone at La Colosa, Cajamarca, Fundación Guayacanal
October 2016 – January 2017	Botanist at the Biologic characterization southern Serranía de San Lucas, Wildlife Conservation Society (Colombia)
June 2015 – May 2016	Primatologist group leader in ecological study for environmental compensation pipeline oil San Fernando system, Salgado Meléndez & Asociados
April – May 2015	Botanist at the Biologic characterization southern Serranía de San Lucas, Wildlife Conservation Society (Colombia)
October 2014 – February 2015	Project Manager Treeline-Páramo transition zone at Chingaza Complex Páramo, Universidad de Los Andes
December 2014 – January 2015	Mammalogist at Corocora (ODL) oil station, Fundación Omacha
December 2013 – February 2014	Data Compiler, Institute of Biological Resources Alexander von Humboldt

AWARDS AND HONOURS (excluding scholarships)

2022 Winter 2021	President's Academic Excellence Initiative PhD Award Canadian Society for Ecology & Evolution Excellence in Doctoral
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	Research Award
2021 Summer	President's Academic Excellence Initiative PhD Award
2020 Winter	President's Academic Excellence Initiative PhD Award
2020 Summer	President's Academic Excellence Initiative PhD Award
2020	Vicki Funk Student Travel Award

SCHOLARSHIPS

2022 – 2024	Chicago Fellowship
2020 – 2022	Computational Biodiversity Science and Services (BIOS ²) Fellow
2017 – 2021	International Doctoral Fellowship
2012	Teaching Assistance Spanish Write Center
2011	Teaching Assistance Spanish Write Center

GRANTS AND FUNDING

2022	Chicago Fellowship (USD \$ 20,000)
2014	Basic Sciences Project (USD \$20,000)
2012	Primate Conservation Inc. (USD \$1,700)
2011	Seed Research Project. Universidad de los Andes (USD \$1,100)

INVITED TALKS

Henao-Diaz, L. F., Luke J. Harmon & Matthew W. Pennell, 2019. Explaining the Major Features of the Tree of Life with Process-based Models. Evolution Meeting.

Henao-Diaz, L. F. 2015. *Plant characterization in forest-páramo transition at Chingaza Páramo Complex*. 8th Colombian Botany Congress. Symposium: From forest to páramo, transitions and adaptations in high mountain vegetation.

Contributed talks and presentations

Henao-Diaz, L. F., Laffan, S. & Mishler, B. 2025. *The effects of missing taxa and phylogenetic imputation on spatial phylogenetic studies*. USA Botany Meeting.

Korstjens, A.H., Carretero-Pinzon, X., Shantee, S., **Henao-Diaz, F.**, Boonratana, R. & Marsh, L.K. 2025. *Fragmented living in a changing*. 30th International Primatological Society Congress

- Shanee, S., Carretero-Pinzon, X., Korstjens, A.H., **Henao-Diaz, F.**, Boonratana, R. & Marsh, L.K. 2025. *Mitigation and Management Strategies for Habitat Fragmentation in Latin America*. 30th International Primatological Society Congress.
- Carretero-Pinzon, X., Boonratana, R., **Henao-Diaz, F.**, Korstjens, A.H., Shanee, S., & Marsh, L.K. 2025. *Primate and fragmentation assessments in Africa and Madagascar*. 30th International Primatological Society Congress.
- Boonratana, R., **Henao-Diaz, F.**, Carretero-Pinzon, X., Shanee, S., Marsh, L.K., Oklander, L.I., Vreedzaam, A. & Korstjens, A.H. 2025. *Threat Analysis of Asian Primates: Prioritizing Conservation in Fragmented Landscapes*. 30th International Primatological Society Congress.
- Cabra-Arias, C., Camacho, L., **Henao-Diaz, F.** & Avilés, L. 2024. *From the rainforest to the paramo: Insect abundance and diversity along the tropical Andes*. Annual Meeting of the Canadian Society for Ecology and Evolution (CSEE).
- Marsh, L. K., Carretero-Pinzón, X., Boonratana, R., Shanee, S., Vreedzaam, A., Steiner-Bernardo, C., Oklander, L., **Henao-Diaz, F.** & Behie, A. 2023. *Best Practice Guidelines for the Stewardship of Primates in Fragments: Global Threat Analysis & Recommendations*. 29th Biennial Meeting of the International Primatological Society.
- Cabra-Arias, C., Camacho, L., **Henao-Diaz, F.**, Torres, K., Avilés, L. 2022. *Diversity and abundance of insects along an elevational gradient on the tropical Andes*. Annual Meeting Entomological Society of America.
- Carretero-Pinzón, X., Cortés-Rincón, J., Gómez-Posada, C., Hernández, A., Linero, D., Luna, V., Rojas-Bejarano, N., Zárate, D. & **Henao-Diaz, F.** 2022. An evaluation of fragmentation threats of Colombian primate species by region using IUCN-CMP unified classification of direct threats. International Primatological Society Congress.
- Olaya-Rodríguez, María H., **Henao-Díaz, Luis Francisco**, Guzmán-Caro, Diana C., Cortés-Rincón, Juliana, Arcnegas-Moreno, Nicolás, Buitrago, Leonardo & Velásquez-Tibatá, Jorge. 2018. *Modelos de distribución de los primates de Colombia: resultados de un trabajo abierto y colaborativo*. V Congreso Colombiano de Zoología. 4º Simposio Colombiano de Primatología.
- Francisco Henao Diaz**, Luke J. Harmon, Mauro Sugawara and Matthew W. Pennell. 2018. *Young clades appear to be diversifying faster: meta-analysis of speciation rates reveals ubiquitous age-dependent effects*. 3rd Standalone Society for Systematic Biologists meeting.
- Stevenson P., Cardona, L., Acosta, D. **Henao, L.** & Cardenas S. 2017. *Diet of oilbirds in southern Colombia: temporal variation, fruit choice and seed morphology*. 54th Annual Meeting of the Association for Tropical Biology and Conservation.
- Trevisi, H., **Henao-Diaz, F.**, Ebert, D. & Berking, M. 2017. *Development and validation of*

effective self-support questionnaire (ESSQ). 10th Workshop Congress of Clinical Psychology and Psychotherapy. 35 Symposium of Clinical Professional CP and PT of Deutsche Gesellschaft der Psychologie. German Society of Psychology.

Cardona, L., Link, A., **Henao-Diaz, F.**, Acosta-Rojas, D., Cardenas, S. & Stevenson P. 2016.

Frugivory diet and oil bird's (Steatornis caripensis) potential role as seed dispersers: A case of study in Cueva de los Guácharos National Park (Huila, Colombia). 5th Colombian Congress of Ornithology. Symposium Birds and ecosystem functions: differential views and ecological roles of birds.

Acosta-Rojas, Diana, **Henao-Diaz, F** & Madriñán S. 2015. *Aril Ancestral State Reconstruction in Leguminosae: Was right Edred John Corner?* 8th Colombian Congress of Botany. 2nd Symposium in Colombian Leguminosae studies, from local to global levels.

Henao-Diaz, F., Cardenas-Hoyos, S., Acosta-Rojas, D. & Stevenson P. 2014 *Oilbird (Steatornis caripensis) diet and seed dispersal at the National Park Cueva de los Guácharos*. 2nd Symposium of animal behavior in Colombia. 4th Colombian Zoology Congress.

Stevenson P.R, Zárate D. A., Ramirez M. A. & **Henao-Diaz, F**. 2014. *Social interactions and proximal spacing in woolly monkeys: lonely females looking for male friends?* 3rd Colombian Symposium of Primatology. 4 Colombian Zoology Congress.

Carlos José Pardo-De la Hoz, **Francisco Henao-Diaz**, Silvia Restrepo, Natalia Vargas. 2014. *First taxonomic and distribution approach of the lichens from the páramo of the Natural National Park Chingaza, Colombia*. Symposium: Advances in Lichenology in Latin America. 8th LatinAmerican Congress of Mycology.

Pablo R. Stevenson, Diego F. Correa, Luisa F. Casas, **L. Francisco Henao**, David F. Góngora, L. Carolina Lagos, Sofía Arguello, Ana M. Aldana & Antonio Quiñones. 2014. *Avances en el diagnóstico de los servicios ecosistémicos de la Reserva Biológica y Productiva Tomogrande, Vichada (Colombia)*. 2nd Colombian Congress of protected Areas.

TEACHING

2025 Fall	Co-Instructor: Advanced Topics in Phylogenetic Biogeography, University of California, Berkeley
2021 Winter	Teaching Assistant: Fundamentals of Biostatistics, University of British Columbia.
2020 Fall	Teaching Assistant: Phylogenetic Biology, University of British Columbia.

2014 – 1 st Semester	Adjunct Professor: General Botany (Laboratory), Universidad de Los Andes
2012 – 2 nd Semester	Teaching Assistant: Thinking the History of Art, Universidad de Los Andes
2012 – 2 nd Semester	Tutor: Spanish Writing Center, Universidad de Los Andes
2011 – 2 nd Semester	Teaching Assistant: Biodiversity, Conservation & Development, Universidad de Los Andes
2011 – 2 nd Semester	Tutor: Spanish Writing Center, Universidad de Los Andes
2010 – 2 nd Semester	Monitor: Ecology Laboratory, Universidad de Los Andes

WORKING GROUPS

2023	Biodiversity along elevation and productivity gradients. Beaty Biodiversity Research Centre, UBC. (<i>Invited participant</i>)
2022	Insights from Macro-Ecology and Macro-Evolution for Biodiversity Assessment, Schoodic Institute, Winter Harbour, ME
2021	L'impact des changements climatiques sur les peits cours d'eau du Québec G3E-BIOS2, Virtual
2019	Coexistence and evolutionary timescales. Beaty Biodiversity Research Centre, UBC. (<i>Invited participant</i>)
2019	Potential links between micro and macroevolution. Beaty Biodiversity Research Centre, UBC. (<i>Invited participant</i>)

WORKSHOPS

2023	Biogeographical regionalization and Macroecology. New Orleans, LA
2021	Summer School in Biodiversity Modelling – Evaluating Models with Ecological Data. USherbrooke, QC.
2019	Nantucket phylogeny developer. UMass. Nantucket, MS.
2019	Introduction to Julia. UBC-Vancouver.
2018	How to publish and use Biodiversity Data. Canadensys. UBC-Vancouver.
2018	Introduction to Bayesian Stan Modeling Language. UBC-Vancouver.

- 2018 Arbor workflows, Visual workflows for phylogenetic comparative methods
Arbor Cornell University, Ithaca, NY.
- 2018 Animal movement analyses: A to Z, with lots of R. British Ecological
Society Movement Ecology Special Interest Group. UBC-Vancouver.
- 2016 Calidad de Datos. Sistema de Información Biológica (SiB – Colombia).
Bogotá D.C.
- 2015 I Taller de Validación BioModelos de Distribución Primates. Instituto
Alexander von Humboldt. Bogotá D.C.
- 2015 PÁRAMOS SIN LÍMITES: Comprendiendo la transición páramo-bosque.
Aportes de la Investigación en Flora y Fauna para la Gestión de la Alta
Montaña colombiana. Instituto Alexander von Humboldt. Montenegro,
Quindío.

MEDIA

- 2023 Research Highlight: <https://www.nature.com/articles/s41559-023-02146-1>
- 2020 *El Espectador*: <https://www.elespectador.com/noticias/medio-ambiente/listo-el-primer-atlas-de-primates-de-colombia/>
- Semana Sostenible*: <https://sostenibilidad.semana.com/medio-ambiente/articulo/donde-habitan-los-primates-en-colombia-colombia-hoy/53161>
- 2019 *Science Daily*: <https://www.sciencedaily.com/releases/2019/03/190326160455.htm>
- 2018 *El Espectador*: <https://www.elespectador.com/noticias/medio-ambiente/el-mapa-de-primates-que-120-personas-ayudaron-a-construir/>

OUTREACH

- 2022 Patterns in Evolution: <https://www.youtube.com/watch?v=QX4RIDVIBWw>
The Living Data Project: <https://www.youtube.com/watch?v=BfsVS7DVX-g>

PROFESSIONAL SERVICE

- 2023 – 2024 Ecology & Evolutionary Biology undergraduate mentorship program for the
American Society of Naturalists (ASN).
- 2023 – 2024 Southside Science Festival English-Spanish translator, University of
Chicago.

COMMITTEES

- 2023 ASN Representative for the joint ASN, SSE, and ESE meeting Montreal
- 2020 – 2021 Grad student representative in the Biodiversity Data Scientist Faculty Search Committee.
- 2014 Scientific committee member 3rd Colombian Symposium of Primatology. 4th Colombian Zoology Congress. Cartagena.

MANUSCRIPT REVIEWER

Current Biology, Ecology Letters, Evolution, J Biogeography, Methods in Ecology and Evolution, PLoS Biology, Proceeding of Royal Society B, Revista de Biología Tropical, Revista de la Academia Colombiana de Ciencias Exactas, Físicas y Naturales, Systematic Botany

715 Plant collection numbers

LANGUAGES

Native: Spanish. **Fluent:** English