

# NICOLE WINDMON, PhD

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## EDUCATION

### University of Kansas School of Medicine (2014 – 2016)

Postdoctoral NIH Fellowship (IRACDA Award Recipient)

Focus: Cancer therapy design and development.

### University of Notre Dame (2009 – 2014)

Ph.D. in Chemistry and Biochemistry

Focus: Development of novel antibacterial therapies.

Dissertation: *Development of Novel Heteroatom-Activated Acylation Agents: Potential  $\beta$ -Lactam Mimics.*

### Florida Atlantic University (2006 – 2009)

B.S. in Chemistry and Biochemistry

Research: Neat substrates in phase-vanishing reactions.

## PROFESSIONAL EXPERIENCE

### Director of Experiential Learning EF Academy, Pasadena, CA | August 2023 – Present

- Crafted the vision for our school's first Fall Immersion trips and strategic implementation of this program, which focuses on experiential learning to enhance student competencies through real-world experiences.
- Guided faculty in embedding experiential learning and field study into classroom pedagogy, fostering collaboration during change management. **Resulted in 208 field study trips in our first year.**
- Led professional development workshops (PBL, CBL, and field study) to assist 34 faculty in the integration of experiential learning into the curriculum, promoting student agency.
- Expanded field study, partnership, and mentorship opportunities through the Innovation and Impact program and field study program, with notable collaborations with CalTech, Pomona College, and several local schools.
- Developed and launched the Outdoor Education Program, organizing the program's inaugural overnight camping trip in May 2025, and brought the Duke of Edinburgh Award to EF Academy.
- Visited Global Markets to educate potential community members about EF Academy and to recruit new students/build relationships with current families.

## **Head of Department for Science**

EF Academy, Pasadena, CA | August 2022 – Present

- Developed hiring protocol with a DEIBJ focus for the Science department
- Hired seven faculty members and provided professional feedback to each individual on a quarterly basis.
- Provided visionary leadership to a team of seven science educators, focusing on competency-based learning and project-based learning (PBL) to create interdisciplinary connections and promote active student engagement.
- Activated faculty through coaching and structured observations, providing feedback aligned with Educator Competencies and professional growth models.
- Promoted diversity, equity, inclusion, and belonging (DEIB) by fostering a department culture that prioritized equitable access to learning opportunities and empowered students from all backgrounds to excel.
- Collaborated with other department heads and leadership to integrate environmental justice, sustainability, and climate change topics into the curriculum, using the city and community as a classroom.

## **TEAM 2 Lead: Competency Mapping and Curriculum**

EF Academy, Pasadena, CA | January 2023 – Present

- Oversaw the inception and development 89 individual competencies for the Student Competency architecture and CBL implementation
- Collaborated with educators and subject-matter experts to identify and map key competencies, ensuring curriculum aligned with both student development and global competencies.
- Led the development of competency-based frameworks that emphasize critical thinking, problem-solving, and collaborative learning, integrating experiential education with academic content to foster student agency and cultural competency.
- Evaluated new course proposals and conducted University of California and Advanced Placement audits to ensure curriculum documents align with competency-based learning goals.

## **Assistant Dean of Webb Junior Scholars Program**

Webb Schools, Claremont, CA | July 2018 – June 2021

- Responsible for recruiting, hiring, training and supervising 17 summer teaching fellows
- Oversaw camp operations, including program development, staff management, budgeting and procurement.

- Developed educational activities for campers aged 10-14, fostering an inclusive camp environment.
- Assessed program effectiveness through regular evaluations and implemented improvements as necessary.

### **Dean of Inclusivity and Equity**

Episcopal High School, Baton Rouge, LA | August 2016 – June 2018

- Developed a comprehensive Diversity, Equity, and Inclusion (DEI) strategic plan, aimed at building a culture where everyone felt valued, supported, and engaged.
- Clearly articulated the core roles of DEI in our institution through the development of a comprehensive DEI strategic plan,
- Facilitated DEI training for faculty and staff.
- Conducted equity audits, developed culturally relevant curricula, and expanded diversity within the student body and faculty.
- Enhanced relationships with minority alumni, increasing gift-giving by 20% over two years.

## **TEACHING EXPERIENCE**

### **EF Academy**

Pasadena, CA | July 2022 – Present

- Developed and delivered science lessons using Project-Based Learning (PBL) and inquiry-based approaches, integrating field studies into the curriculum.
  - Advanced Studies in Organic Chemistry
  - AP Chemistry
  - General Chemistry
- Organized and supervised science-related extracurricular activities and clubs, promoting STEM field involvement.

### **The Webb Schools**

Claremont, CA | July 2018 – June 2022

- Taught Advanced Studies in Organic Chemistry, AP Chemistry, and Integrated Physics and Chemistry.
- Focused on Process Oriented Guided Inquiry Learning (POGIL) and PBL teaching methods.

### **Episcopal High School**

Baton Rouge, LA | July 2016 – June 2018

- Taught AP Chemistry and Honors Chemistry, utilizing PBL strategies.

### **Haskell Indian Nations University**

Lawrence, KS | January 2014 – June 2016

- NIH-IRACDA Fellow and visiting professor, teaching General Chemistry and General Biology.
- Mentored students as part of the "500 Nations Bridge Collaboration" initiative.

### **AWARDS & AFFILIATIONS**

- Newton Distinguished Faculty Award (August 2017)
- NIH Institutional Research and Academic Career Development Award (2014 – 2016)
- Member: California Teacher Development Collaborative (CATDC) and National Association of Independent Schools (NAIS)

### **PROFESSIONAL DEVELOPMENT**

- [EF Market Visit](#), March 2023
- MTC Annual Symposium, October 2023
- ISEEN Institute, January 2023
- ISEEN Institute, January 2025 [Presentation](#)