

DANA L. TRIMBLE

Human Resources Generalist/Diversity Officer
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Professional Preparation

M.S.	Biology	2019	University of Nebraska, Kearney
B.S.	Biology	1994	University of Nevada, Reno

Professional Appointments

2022 – Current	Desert Research Institute – Human Resources Generalist, SHRM-SCP
2019 – Current	Desert Research Institute – Diversity Officer/Affirmative Action Officer
2019 – 2021	Desert Research Institute – Assoc. Research Scientist/NESEP Project Manager
2016 – 2019	Desert Research Institute – Assoc. Research Scientist/Database & Carbon Lab Mgr.
2002 – 2016	Desert Research Institute – Assist. Research Scientist/Database & Carbon Lab Mgr.
1996 – 2002	Corporate Express – Senior Systems Administrator/Database Administrator (Microsoft Certified Professional, Certified Novell Administrator)
1993 – 1995	Desert Research Institute - Lab Assistant/Administrative Assistant

Summary of Professional Experience

As a Human Resources Generalist, provides employment and administrative services with our faculty and postdoc recruitment process, candidate sourcing, position advertisements, applicant tracking, relocation, and other NNSC customer service regarding employment and recruitment. Additionally, serves as DRI's representative for NSHE's Inclusion Diversity, Equity, and Accessibility Council (IDEA), which works to support diversity throughout the system. Also serves as our Bridge learning management system (LMS) subject matter expert.

Serve as DRI's Diversity Officer to lead efforts to improve Inclusion, Diversity, Equity and Accessibility (IDEA) across the institution. DRI is committed to hiring a diverse workforce, as diversity increases problem solving, creativity, employee engagement, and expands DRI's research portfolio. Works to enhance recruitment and retention efforts in order to reach a wider audience and expand the talent pool. This includes working closely with Senior Leadership, and serving as a standing member of the IDEA committee to ensure DRI is implementing Specific, Measurable, Achievable, Relevant, and Timely (SMART) IDEA milestones outlined in DRI's Strategic Plan objectives. Responsible for DRI-wide IDEA related trainings, which includes both in-person and on-line IDEA topics. Also participate in search committee kick-off meetings to discuss potential recruitment biases and work closely with HR staff to broaden recruitment outreach.

As Affirmative Action Officer, responsible for working with HR to submit and review data for reporting, sharing the results with faculty and staff, and implementing the action items identified in the Affirmative Action Plan (AAP). This is achieved by working with HR to expand recruiting efforts to broaden the diversity of the talent pool. Additionally, work with the IDEA committee, Senior Leadership, and faculty and staff to improve DRI's culture in order to attract and retain diverse applicants. Also serve as a member of the Nevada System of Higher Education (NSHE) Inclusion, Equity, Diversity and Accessibility Committee (IDEA), which meets monthly to discuss system wide IDEA issues and works closely with the System office on IDEA initiatives.

Serves as Co-lead of the Inclusion and Engagement Workgroup for the NSF Southwest Sustainability Innovation Engine. This Engine is aimed to build and transform long-term economic development in the arid Southwest region, specifically focused on those communities underrepresented in STEM and those most impacted by the current climate crisis.

Additional experience as an Associate Research Scientist for the Division of Hydrological Sciences and the Division of Atmospheric Sciences at DRI performing project management, laboratory management, database administration, and employee supervision. Supervision included recruitment, hiring, providing mentorship, and conducting performance reviews for hourly, technical, and professional staff. Ensured deliverables were met on time and on budget, compiled, analyzed, and reported data, prepared cost estimates, provided budget and task summaries, submitted proposals following detailed submission requirements, and assisted with oversight and direct supervision of personnel. Served as a lead contact for multiple sponsors to discuss contract matters and analysis status and assisted with proposal development.

Awards and Offices

Nevada Veterans Advocate, 2020

Woman of Achievement Award, Nevada Women's Fund, Reno, NV, 2016.

Desert Research Institute Faculty Senator, 2013-2016

Desert Research Institute Faculty Senate Chair, 2015-2016

Chair of the Nevada System of Higher Education Council of Chairs, 2015-2016

Chair of the Nevada System of Higher Education IDEA Council, 2022-2023

Service to DRI/Committees

NASH Equity Framework team member; Northern and Southern Nevada Diversity Summit Committee Member; NSHE Equity, Diversity, Inclusion Committee Member; Student Leadership Summit Member; Nevada Veteran's Advocate; Co-Chair of Faculty/Foundation Engagement Committee; Surveillance Policy Committee Chair; CE-WIS mentor as requested; and serve on search committees as requested.

Software Experience

Advanced user of MS Office (Word, Excel, PowerPoint, Access); Advanced user of MS Project; Strong knowledge of Workday and ARGIS

Other Volunteer/Research Activities

2014-current Owner, Co-Founder, and Head Coach, Spanish Springs Youth Volleyball Club, NV

1992/1993 Canorus, Ltd. – Summer Field Biologist/Crew Supervisor

1990/1991 San Francisco State University, Summer Extended Studies Research Program, Grey Wolves, Bald Eagles, Mountain Goats, and Bighorn Sheep

1990-1996 Sacramento Zoo/Reno Sierra Safari Zoo Volunteer

Select Peer-Reviewed Journal publications

Chow, J.C., Watson, J.G., Green, M.C., Wang, X.L., Chen, L.-W.A., Trimble, D.L., Cropper, P.M., Kohl, S.D., Gronstal, S.B. (2018). Separation of brown carbon from black carbon for IMPROVE and Chemical Speciation Network PM2.5 samples. *Journal of the Air & Waste Management Association*, 68(5), 494-510.

- Chow, J.C., Watson, J.G., Green, M.C., Wang, X.L., Chen, L.-W.A., Trimble, D.L., Cropper, P.M., Kohl, S.D., Gronstal, S.B. (2018). "Separation of brown carbon from black carbon for IMPROVE and CSN PM2.5 samples." *Journal of the Air & Waste Management Association*, 68(5):494-510.
- Chow, J.C., Wang, X.L., Sumlin, B.J., Gronstal, S.B., Chen, L.-W.A., Trimble, D.L., Kohl, S.D., Mayorga, S.R., Riggio, G.M., Hurbain, P.R., Johnson, M., Zimmermann, R., Watson, J.G. (2015). "Optical calibration and equivalence of a multiwavelength thermal/optical carbon analyzer." *Aerosol Air Qual. Res.* 15 (4):1145-1159.
- Park, K., Chow, J.C., Watson, J.G., Trimble, D.L., Doraiswamy, P., Arnott, W.P., Stroud, K.R., Bowers, K., Bode, R., Petzold, A., Hansen, A.D.A. (2006). "Comparison of continuous and filter-based carbon measurements at the Fresno Supersite." *J. Air Waste Manage. Assoc.* 56 (4):474-491.

Selected Technical Reports

- Chow, J.C., Watson, J.G., Chen, L.-W.A., Trimble, D.L., Ho, S.S.H., Veropoulos, K., (2008). "Methods to assess carbonaceous aerosol sampling artifacts for IMPROVE and other long-term networks." Desert Research Institute, Reno, NV.
http://www.epa.gov/air/airtrends/specialstudies/20080822_improve_sampling_artifacts.pdf
- Kuhns, H.D., Chang, M.-C.O., Chow, J.C., Etyemezian, V.R., Chen, L.-W.A., Nussbaum, N.J., Nathagoundenpalayam, S.K., Trimble, D.L., Kohl, S.D., MacLaren, M., Abu-Allaban, M., Gillies, J.A., Gertler, A.W., (2004). "DRI Lake Tahoe Source Characterization Study." Desert Research Institute, Reno, NV.
- Martin, D.L., Jennings, M.R., Welsh, H.H., Dondero, D.L. (maiden name) (1993). "Anuran Survey Protocol for the Sierra Nevada's of California." 3rd Edition, Canorus Limited, Sacramento, CA.
- Martin, D.L., Boss, W.E., Dondero, D.L., Jennings, M.R., Welsh, H.H. (1993). "Sierra Nevada Anuran Survey: An Investigation of Amphibian Population Abundance in the National Forests of the Sierra Nevada's of California." Report V.1.1, prepared for the U.S. Forest Service by Canorus Limited, Sacramento, CA.

Selected Presentations

- Green, M., Chow, J.C., Watson, J.G., Wang, X.L., Trimble, D.L., and Gronstal, S.B. (2018). Update of IMPROVE Carbon Analysis. Presented at IMPROVE Steering Committee Meeting, Fort Collins, CO, 16 October 2018.
- Chow, J.C., Watson, J.G., Wang, X.L., Trimble, D.L., Gronstal, S.B., Cropper, P.M. (2017). "Update of IMPROVE Carbon Analysis." 2017 IMPROVE Steering Committee Meeting: Ely, MN, 11/24/2017.
- Trimble, D.L., Watson, J.G., Chow, J.C. (2016). "Overview of DRI Nevada System of Higher Education." Desert Research Institute: Reno, NV, 14 April 2016.
- Chow, J.C., Watson, J.G., Wang, X.L., Trimble, D.L., Kohl, S.D. (2015). "Update of IMPROVE Carbon Analysis." 2015 IMPROVE Steering Committee Meeting: Grand Canyon, AZ, 3 November 2015.
- Watson, J.G., Chow, J.C., Wang, X.L., Trimble, D.L., Kohl, S.D., Chen, L.-W.A. (2013). "IMPROVE Carbon Analysis." IMPROVE Steering Committee Meeting: Park City, UT, 8 October 2015.
- Chow, J.C., Wang, X.L., Trimble, D.L., Robles, J.A., Chen, L.W.A., Watson, J.G. (2012). "IMPROVE Carbon Analysis." IMPROVE Technical Steering Committee Meeting: 23 October 2012
- Chow, J.C., Watson, J.G., Robles, J.A., Wang, X.L., Trimble, D.L. (2011). "IMPROVE Carbon Analysis." IMPROVE Steering Committee Meeting: Frostburg, MD, 26 October 2011.

- Chow, J.C., Watson, J.G., Robles, J.A., Trimble, D.L. (2010). "IMPROVE Carbon Analysis." The IMPROVE Steering Committee Meeting: 2010/10/21/.
- Fujita, E., Campbell, D., Walker, J., Uppapalli, S., King, A., Arnott, W.P., Zielinska, B., Sagebiel, J., McDaniel, M., Cunningham, A., Sheetz, L., Chow, J.C., Kohl, S.D., Hingsvark, B., Cristani, B., Hackett, E., Trimble, D.L. (2007). "Kansas City Vehicle Emissions Characterization Study - Light Duty Gasoline Vehicle PM Emissions." DAS Science Talk: 2007/04/25/.
- Watson, J.G., Chow, J.C., Chen, L.W.A., DuBois, D., Kohl, S.D., Trimble, D.L. (2007). "PM 2.5 Source Apportionment Study." Project Kick-off Conference Call For the Minnesota Pollution Control Agency, 2007/05/14/.
- Kuhns, H., Chang, M.C.O., Chow, J.C., Etymezian, V., Chen, L.W.A., Nussbaum, N., Nathagoundenpalayam, S.K.K., Trimble, D.L., Kohl, S.D., MacLaren, M., Abu-Aliban, M., Gillies, J., Gertler, A., Damm, C., Denney, C., Skotnik, J., Gallery, C. (2005). "Source Characterization and Emissions in Lake Tahoe from Road Dust, Wood Smoke, and Vehicle Exhaust (poster)." 2005 Tahoe Science Conference.