

Company: PNNL, Richland, WA

Company Description: Pacific Northwest National Laboratory is a U.S. Department of Energy Office of Science national laboratory. PNNL draws on its distinguishing strengths in chemistry, Earth sciences, biology, and data science to advance the frontiers of scientific knowledge and address challenges in energy resiliency and national security, taking on some of the world's greatest science & technology challenges.

Nomination Category: Individual Awards Categories

Nomination Sub Category: Mentor or Coach of the Year – Government or Non-Profit

Nomination Title: Dr. Maria Glenski



1. Outline the nominee's achievements since July 1 2023 that you wish to bring to the judges' attention (up to 250 words):

Total 195 words used.

Since July 1, 2023, Dr. Glenski has delivered transformational leadership and mentorship as line manager for 50-70 staff supporting applied research projects addressing national security challenges. She has demonstrated exceptional commitment to women's advancement through systematic coaching and development initiatives.

Leadership & Team Development:

- o Mentored 8 women to recognition through level promotions, including 2 advancing to senior data scientist roles.
- o Achieved 42% women representation in full-time positions and 50% among senior-level data scientists.
- o Consistently guided mentees to outstanding performance awards, exceptional contributions recognition, and in-level promotions reflecting expanded responsibilities.

Technical Mentorship Excellence:

- o Provided intensive coaching to early-career researchers, resulting in measurable career advancement and technical skill development.
- o Mentored multiple interns who successfully transitioned to full-time staff or research associate positions.

Community Impact & External Leadership:

- o Served as reviewer or area chair for Women in Machine Learning workshop, providing technical coaching and career guidance to an international community of women researchers.
- o Offered specialized coaching on AI/ML research in government and career pathways as an invited mentor during WiML workshop.
- o Supported young women in STEM through mentorship extending beyond her organization, including guidance that led to regional science fair victories and KDD workshop presentations by high-school mentees.

2. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

Total 126 words used.

The "MHCI Capstone Mentorship Highlight" includes several quotes from students Maria has mentored and a publicly available highlight of the impact and value of her mentorship support for students including both technical skill development and career growth.

"The State of U.S. Science and Engineering 2024" reference is the source for the industry benchmarking numbers of women accounting for 27% of science and engineering workforce. "Anaconda's State of Data Science Report" also supports this claim, indicated by the representation of respondents by gender (23% women) in their report.

Research Highlights URLs provide support for the description of the nominee's background and past performance, providing context of the government AI/ML research environment that Dr. Glenski provides coaching and mentorship support of women researchers, interns, and administrative professionals.

https://www.linkedin.com/posts/womeninai_winner-of-the-%F0%9D%97%94%F0%9D%97%9C-%F0%9D%97%B6%F0%9D%97%BB-%F0%9D%97%9A%F0%9D%97%BC%F0%9D%98%83%F0%9D%97%B2%F0%9D%97%BF%F0%9D%97%BB%F0%9D%97%BA%F0%9D%97%B2%F0%9D%97%BB%F0%9D%98%81-activity-7120574292005687296-YJGN?utm_source=share&

3. Briefly describe the nominated individual: history and past performance (up to 200 words):

Total 200 words used.

Maria Glenski leads the Foundational Data Science group in the AI & Data Analytics division at the Pacific Northwest National Laboratory. Winner of the Women in AI North America's 2023 AI in Government, AI Disruptor of the Year award, her visionary work has disrupted conventional paradigms, driving innovation, efficiency, and positive change. She leads research in generative AI and AI-enabled solutions to characterize, explain, and model complex behavior of humans, AI, and human-AI collaborative systems to solve complex national security challenges. She received her Ph.D. in Computer Science from the University of Notre Dame where she was an Arthur J Schmitt Leadership in Science and Engineering Fellow and supported outreach efforts to grow the next generation of leaders in STEM.

Throughout her career, Dr. Glenski has distinguished herself not only through technical excellence but also through her commitment to active mentorship and career advocacy for others. Prior to the current eligibility period, she had already established a reputation for actively championing early-career researchers and creating inclusive environments where technical professionals could thrive while delivering mission-critical research outcomes. Dr. Glenski has over six years of experience in AI/ML research for government settings, demonstrating consistent career advancement and expanding leadership responsibilities.

4. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the achievements since July 1, 2023 of the nominated woman, OR written answers to the questions? (Choose one):

Written answers to the questions

5. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are submitting written answers to the questions for this category, provide them in the spaces below:

6. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words):

Total 250 words used.

Dr. Glenski's achievements represent exceptional leadership in the growth and development of women within government research environments. She significantly exceeds industry benchmarks through innovative mentorship and active sponsorship, where sponsorship is about actively advocating for someone's career advancement and using one's influence to create opportunities for them.

Industry Benchmarking: Her group's 42% women representation in technical roles and 50% among the senior data scientists dramatically surpasses national averages (where women comprise approximately 26—women comprise only 26% of science and engineering workforce. Achieving gender parity at senior levels while maintaining mission-critical national security research represents unprecedented success in a traditionally male-dominated field. Managing 50-70 staff while providing intensive individual mentorship exceeds typical leadership support.

Strategic Sponsorship Impact: Dr. Glenski exemplifies true sponsorship by leveraging her organizational influence to create advancement opportunities as evidenced by promotions for 8 women she supports and consistent recognition of women she coaches or mentors taking on additional responsibilities and leadership roles or being recognized for their exceptional contributions. Her systematic advocacy resulted in measurable career acceleration.

Sustained Outcomes: Her mentees demonstrate exceptional retention and advancement rates, with several young women she mentored as students or early career roles continuing to pursue research opportunities through full-time research positions or prestigious programs including DOE Science Undergraduate Laboratory Internships. She is creating a lasting pipeline of women leaders in AI/ML for government settings.

Cross-Sector Innovation: Dr. Glenski bridges government research with international academic communities through her WiML and academic mentorship, creating pathways between sectors that traditionally operate in isolation.

Attachments/Videos/Links:

[Dr. Maria Glenski](#)



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