



NOEMÍ CUSTODIA LORA, PHD

SUMMARY OF QUALIFICATIONS

A visionary leader with extensive administrative expertise in higher education. Experience with cross-cultural management, community and international relations, and fostering inclusiveness. Successfully developed and expanded academic and student support programs, including STEM academic programs, early college, adult basic education, programs for English language learners, incarcerated students, and skilled immigrant professionals. Professor, leader in the community, and passionate education advocate.

EDUCATION

Boston University, Boston, MA
Doctor of Philosophy in Physiology-Endocrinology 2001

Universidad de Puerto Rico, Recinto Rio Piedras, Puerto Rico
Bachelor of Sciences in Biology 1995

ADMINISTRATIVE EXPERIENCE

Vice President of Lawrence Campus and Community Relations 2017 – Present

Northern Essex Community College, Lawrence, MA

Responsibilities include leading and overseeing the overall operation of the NECC Lawrence campus. Leads in planning, executing, and assessing strategic and operational strategies to ensure quality service for students, faculty, and stakeholders. Also, responsible for fostering collaborations with businesses, non-profits, government agencies, and other regional and international organizations to increase access to educational opportunities and encourage the achievement of all students. Provides leadership and support for the initiatives addressing food insecurity on both the Haverhill and Lawrence campuses. The work includes a mobile monthly food market, food pantries, and smart meals on the go.

Key areas of expertise include strategic planning, academic STEM programs, grant writing, early college, adult basic education, English for Speakers of Other Languages programs, education policy, career and workforce training, international collaborations, secondary-postsecondary curriculum alignment, and institutional change.

Major accomplishments:

- Active member of the leadership team guiding the implementation of the new NECC strategic plan. Currently, leading the guiding coalition for Goal I. Community Impact. Developing new and fostering existing collaborations with community partners and business leaders to solve important social and workforce challenges.

- Provide leadership and direction for the NECC adult education programs at the Essex County Sheriff's Department (ECSD) sites including, the Essex County House of Corrections, the Lawrence Pre-Release and Re-entry Program, and the Lynn and Salisbury Offices. Supervise the staff, ensure contract compliance, budget oversight, and education program implementation (adult basic education, Title I and ESOL programs). Helped ECSD secure a multi-year DESE grant to expand adult basic education programming.
- Oversee the overall operations of the Center for Adult Education (CAE). Restructured CAE, hiring an entirely new team of 15 staff members, led the work of the new curricula, implemented professional development training for all instructors and staff; expanded all programs, increasing the number of adult learners served from less than 90 to more than 350 students enrolled in ESOL, ABE, Transition to College and/or contextualized ESOL for workforce training.
- Established the NECC Center for Equity and Social Justice. Provides leadership to the Center to effectively achieve its mission by taking steps to make racial equity, diversity, and inclusion a daily priority collegewide and creating an environment that is safe, welcoming, and inclusive for our college and the communities NECC serves. At the Center, lead the English language learners' taskforce, which focuses on promoting concepts of diversity and inclusiveness, reviews college policies and advocates for all students. Last year, the ELL taskforce was awarded the NECC Social Justice Award for its work implementing collegewide strategies aimed at closing the success gaps.
- Provide leadership for the Center for Professional Development and the Center for Instructional Technology, both devoted to providing faculty and staff with professional development opportunities, seminars for departments, individual coaching, and training. In FY22, the Center for Professional Development created a leadership training program for mid-level managers focused on servant leadership, management skills, and DEI training aimed at increasing a sense of belonging, staff retention, and increased productivity.
- Leads PIÈS Latinos de NECC, a program supporting professional immigrants to validate their foreign credentials and continue their career paths in the USA. Participated and/or presented at events led by the National Skills Coalition on Racial Equality and worked with the Community College Consortium for Immigrant Education. PIÈS Latinos de NECC was the recipient of the Boston Foundation's Deval Patrick Prize for Community Colleges (2019) for the service provided to immigrant professionals in MA.
- Fosters NECC efforts to strengthen international partnerships, particularly with established partner institutions in the Dominican Republic (e.g., Universidad Autónoma de Santo Domingo, Santo Domingo Institute of Technology, the Ministry of Higher Education, Science, and Technology, Universidad Central del Este), with the goal of supporting NECC international professional development, student exchange programs, and increasing NECC visibility in the Dominican Republic as a higher education option for students and their families migrating to the USA.
- Leads the NECC's Dominican Republic cultural immersion trip for faculty and staff. This professional development program offers professors, staff, and administrators, an invaluable opportunity to increase their knowledge of the Dominican Republic, where many of NECC's students come from. They are also encouraged to develop partnerships and create projects to

implement back on campus and/or with partner institutions in the Dominican Republic focused on student engagement and a global perspective.

- Provide advice to the Ministry of Higher Education, Science, and Technology, the administrative arm of the Dominican Republic that regulates higher education, on making changes to the current legislation and regulations for technical higher education and the national professional practice and internship system.

Executive Director of Lawrence Campus & Community Relations

2014 – 2017

Northern Essex Community College, Lawrence, MA

Responsible for overseeing the overall operations of the Lawrence campus, expanding the NECC Early College program, creating new/fostering collaborations with the community and international partners.

Major accomplishments:

- Restructured and expanded the NECC Early College program, which initially served about 150 students from five regional high schools, to serve more than 500 high school students from 11 regional high schools, including two vocational schools and two high schools from the neighboring state of New Hampshire. As part of this work, implemented professional development for professors focused on social and emotional learning to better serve high schoolers while maintaining college-level academic rigor and high-quality teaching.
- Worked collaboratively with Haverhill High School and Lawrence High School on Massachusetts' first early college designation application process. Both schools received the designation. Multiple statewide honors were bestowed upon the Lawrence Early College Program in recognition for being the most comprehensive early college program in Massachusetts in terms of wraparound services, the number of high school students it served, and the number of college credits students may earn at the time of high school graduation (32 credits, equivalent to one year of college).
- Created and led the first cultural immersion professional development trip for NECC faculty and staff to the Dominican Republic. Through this professional development immersion trip, participants learn about the Dominican PK-12 and higher education systems, public hospitals and health centers, the correctional system, and social services. All participants are encouraged to develop and implement projects that foster international collaborations and cultural competency in teaching and learning.
- Developed collaborations with Universidad Autónoma de Santo Domingo (UASD), Instituto Técnico Superior Comunitario, Liceo Científico Dr. Miguel Canela Lazaro, Universidad Central del Este, and the Ministry of Higher Education, Science, and Technology of the Dominican Republic to increase higher education attainment among Dominican immigrants living in the United States by helping with the validation of credentials. Through these collaborations, we developed projects for cultural understanding and global awareness to better serve immigrant students and their families in the city of Lawrence.
- Established and spearheaded the program PIÉS Latinos de NECC with the goal of assisting immigrant professionals with foreign degrees and college students who started their education abroad to continue their career path and reach their professional potential in the USA.

- Led the commiversity partnership efforts with Regis College and Cambridge College to offer bachelor's degree completion programs at NECC. Drafted the collaboration agreement describing academic programs, support services, registration, and the financial aid process; oversaw the marketing and recruitment plan; and led the negotiations with the NECC faculty union.
- Successfully reorganized and administered the NECC TOPS (Transition Opportunity Programs), created in partnership with the Andover and North Andover school districts to empowers students with disabilities with the personal, social, and occupational skills necessary to reach their full potential and live independently after graduation.

American Council on Education Fellow

2013 – 2014

Lesley University, Cambridge, MA

Fellowship areas of focus: community relations, dual admission agreements between four-year private institutions and community colleges; international relations.

The capstone project focused on comparing the higher education systems of Qatar, Mexico, and the USA (teaching and learning, academic support, policies, and procedures). International placement was at the College of the North Atlantic in Doha, Qatar.

Assistant Dean Foundational Studies and Liberal Arts and Sciences

2012 – 2013

Northern Essex Community College, Haverhill, MA

Provided overall academic leadership to unit staff, professors, and academic programs. Implemented collective bargaining agreements and policies; supervised and evaluated professional staff and professors; developed goals and administered budgets; and provided leadership in the administration of external funding, including grants and donations.

Major accomplishments:

- Guided the redesigning of the chart Math to include three distinct tracks (STEM, Liberal Arts, Transition) and reduced the number of both developmental and college-level Math courses required to meet the graduation Math requirement.
- Collaborated with regional elementary and secondary schools to promote STEM education through professional development for teachers on hands-on activities, curriculum design, and class visits.
- Oversaw the creation of the *NECC Laboratory Safety and Chemical Hygiene Plan*, that described practices and procedures that all personnel must follow when working with hazardous materials or chemicals. Also, ensured that all labs were in compliance with Occupational Safety and Health Administration (OSHA) regulations.
- Expanded the NECC summer enrichment program for middle schoolers by offering 20 additional classes and activities focused on STEM and increasing the number of kids served from 200 to 300.

Acting Assistant Dean Foundational Studies and Liberal Arts & Sciences

2011 – 2012

Northern Essex Community College, Haverhill, MA

Managed the Math and Natural Sciences departments; provided leadership to faculty and staff, oversaw academic program reviews and outcome assessments, hired faculty and staff, developed, observed, and evaluated faculty.

Major Accomplishments:

- Coordinated the conversion of existing STEM courses to online format. Courses included: Physiological Chemistry, Intro to Chemistry, and Pre-Calculus.
- Strengthened collaboration with regional high schools and middle schools to develop STEM education outreach activities. Approximately 300 elementary and middle schoolers visited NECC to participate in science workshops and learn about STEM careers.
- Supervised the completion of the National Science Foundation – Advanced Technological Education grant to the Lab Science Program. Submitted the final report to NSF.
- Managed the college summer enrichment STEM program for middle schoolers, which provided services to approximately 200 students.
- As part of the college-wide strategic plan, guided faculty to make STEM curriculum changes to designate 33 STEM courses as science and technology competency intensive.

Coordinator, Laboratory Science Program

2011

Northern Essex Community College, Haverhill, MA

Managed all aspects of the program, including tracking the budget, equipment procurement, ordering textbooks, creating master class schedules, assigning courses to professors, and providing support to students.

Major accomplishments:

- Guided the development of the Lab Science Program (LPS) in collaboration with NECC science professors, UMASS, Lowell, and regional employers. The program had four areas of concentration: forensics, biotechnology, environmental sciences, and chemical analysis. It was developed in response to a broad local demand for skilled lab technicians.
- Spearheaded the development of all course curriculum, learning outcomes, and skill assessment in collaboration with regional industry and university partners.
- Created and supervised the internship experience in alignment with workforce needs.
- Led the formation of the LSP advisory board, which included representatives from high schools, vocational schools, universities, and industry partners.
- Earned gold endorsement from the Massachusetts Life Sciences Ed Consortium for creating the LSP curriculum relevant and current with industry skills and workforce needs.

SELECTED COMMUNITY VOLUNTEER AND BOARD SERVICES

- Anna Jaques Hospital, Board of Trustees

2023 - Present

- New England Commission of Higher Education Credential Task Force 2022 - Present
- Essex County Community Foundation, Racial Equity Committee member 2021- Present
- Commission on *Educator Diversity Act (HD.3641/SD.2208*, Advisor 2021-2022
- Haverhill Mayor's Task Force on Diversity and Inclusion, Member 2020 – 2021
- Pentucket Bank, Board of Directors 2020 – Present
- Latinos for Education, Educator Diversity Coalition, Advisor 2020 - Present
- National Skills Coalition Panel on Racial, Member 2019 – Present
- Haverhill School Department’s Diversity Committee, Board member 2019– 2020
- Commission Foreign-Trained Medical Professionals, Legislative Bill H.1952 2019 - 2022
- Lawrence Alliance for Education, Board member 2018 – Present
- New England Commission of Higher Education, Visiting team member 2017 - Present
- Lawrence Partnership, Advisory Board Member 2017 – Present
- Youth Development Organization, Board of Directors 2016 - 2023
- Task Force on Foreign-Trained Professional, Member 2016 – 2017
- City of Lawrence Mayor’s Health Task Force, Executive committee member 2015 -2019
- Hill View Montessori Charter Public School, Foundation Board member 2013 -2016
- EparaTodos, Lawrence, Board of Advisors 2016 – Present
- NECC Clinical Research Coordinator Program, Advisory board member 2016 – 2018
- Andover Rotary Career Day, Presenter at Lawrence Middle Schools 2015 – 2019
- NECC Speaker Bureau Presenter 2011 – 2019
- Chair of Greater Lawrence Technical School Biotechnology Advisory Board 2009 – 2011
- Massachusetts Biotechnology Education Foundation, advisory member 2008 – 2011
- NECC Achieving the Dream Core Team, Member 2007 – 2012
- NECC Data Team Charter, member 2008 – 2010

TEACHING EXPERIENCE

Lecturer **2020 - Present**
Merrimack College, North Andover, MA
Course (Master of Education in Higher Education and Community Engagement programs): *University-Community Relations*

Associate Professor, Natural Sciences Department **2003 – 2011**

Noemí Custodia-Lora, Ph.D.

Northern Essex Community College, Haverhill, MA
Courses taught (undergraduate level): *Human Anatomy and Physiology I and II; Introductory Biology I and II; Human Nutrition and Health; Externship in Laboratory Science I and II; Topics in Laboratory Sciences seminar.*

Biology Department, Instructor of endocrinology 2001
Boston University, Boston, MA
Course taught (graduate level): *General Endocrinology*

Laboratory Coordinator and lab instructor 1997 - 1999
Boston University, Boston, MA
Department of Biology
Human Physiology, undergraduate level.

Graduate Teaching Fellow for undergraduate laboratories in Biochemistry 1996-1997
Boston University, Boston, MA
Department of Chemistry

RESEARCH EXPERIENCE

Postdoctoral Fellow Research 2001 – 2003
Tufts University School of Medicine, Boston, MA
Research focus: Cancer research focused on hormonal control of cell proliferation. Research involved androgen-induced apoptosis and cell cycle arrest in different prostatic cancer cell lines.

Monbusho/NSF Summer Program, Japan 2000
Tohoku University, Miyagi, Japan
Research focus: Establish research collaboration, training laboratory staff on molecular biology techniques; characterization of steroid receptor-like molecules in the scallop *Patinopecten yessoensis*.

Undergraduate Research Fellow 1993 – 1994
Universidad de Puerto Rico, Recinto Rio Piedras, P.R.
Research focus: Effect of salinity on the early development of *Rhizophora mangle*. Investigate the salinity fluctuations in the mangrove and correlation with early growth of *Rhizophora mangle*.

SELECTED GRANTS AWARDED

- Department of Elementary and Secondary Education for Adult Education 2022
To expand all programs for adult learners (Transition to Community College, High school equivalency, ESOL) continuation grants
Amount awarded: \$750,000 (combined amount)
- Commonwealth Dual Enrollment Partnership Grant 2019
Awarded to support high school students earning college credits while in high school.

Amount awarded: \$40,000

- Massachusetts EC Grants for planning, implementation, and dual enrollment EC implementation at Lawrence High School and planning at Haverhill High School
Amount Awarded: \$304, 000 2018
- Commonwealth Dual Enrollment Partnership and EC Grants
Awarded to support high school students earning college credits while in high school.
Amount awarded annually: \$50,000 2017
- Commonwealth Dual Enrollment Partnership and EC Grants
Awarded to support high school students earning college credits while in high school.
Amount awarded annually: \$50,000 2016
- Commonwealth Dual Enrollment Partnership and EC Grants
Awarded to support high school students earning college credits while in high school. Amount awarded annually: \$50,000 2015
- Inclusive Concurrent Enrollment Initiative Grant
A five-year grant providing high school students with severe intellectual disabilities with a comprehensive college experience including taking selected college courses on campus.
Amount Awarded: \$525,000 2015
- Massachusetts Life Sciences Center Capital Grant Program
To update life science labs in the Lawrence and Haverhill Campuses.
Amount Awarded: \$1,240,000 2013
- NSF – ATE grant
To develop and implement a Laboratory Science Program
Amount Awarded: \$311, 000 2008

SELECTED AWARDS AND HONORS

- **Hispanic Image Women Education Award** 2022
In recognition for empowering Latina women entrepreneurs through education and leadership.
- **The Power NAP-per award** 2020
For outstanding work informing on federal policies through the National Skills Coalition National Advisory Panels (the NAPs) on racial equity in the workforce.
- **Deval Patrick 2019 award for PIÉS Latinos de NECC program** 2019
Focused on helping immigrants to validate their foreign academic credentials and assisting with career exploration and professional opportunities.
- **Dominican Medical College New England-Boston, Chap. VI Annual Congress** 2016

Lifetime Community Appreciation Award for supporting Dominican doctors in the USA.

- **City of Lawrence, Dominican Independence Ceremony Award** 2015
Honored by the City of Lawrence for contributions to educational and cultural initiatives supporting the Latino community.
- **YWCA Haverhill's Academy of Women, 24th Annual Tribute to Women** 2013
Honored and Inducted to the YWCA Academy of Women
- **YMCA Haverhill Annual Recognition Event** 2009
Educator of the Year Award
- **National Institute of Environmental Health Sciences** 2000
Best Student Poster Presentation Award
- **The National Science Foundation Tokyo** 2000
Monbusho Japan Summer Program Award
- **National Institute of Environmental Health Sciences** 1999
Grant Research Fellowship
- **New England Endocrinology Conference** 1999
Best Student Platform Presentation Award

PROFESSIONAL TRAINING

- **Diversity and Inclusion Professional Certification** 2021
Cornell University, Ithaca, NY
This certification provides tools for determining how equity fits into diversity and inclusion goals, promoting employee engagement and productivity, and assessing the effectiveness of DEI initiatives.
- **HACU Presidential Leadership Academy/*La Academia de Liderazgo*** 2019 – 2020
The Hispanic Association of Colleges and Universities' one-year program trains culturally diverse leaders for higher education executive and senior positions.
- **Lawrence Executive Leadership Development Program** 2018 – 2019
Hosted by Harvard Business School
This is an economic and leadership development program investing in civic infrastructure to significantly improve a community's prospects.
- **Appreciative Inquiry Facilitator Training Certification** 2014
College of the North Atlantic, Doha, Qatar
This training course teaches how to facilitate Appreciative Inquiry-based transformation, including strategic planning and organizational culture changes.

- **Society for College and University Planning Institute Certification** 2013
Integrating strategic planning leading to sustainable higher education institutions
- **The Chair Academy for Leadership Training and Development** 2011 – 2012
A year-long leadership professional development program for higher education professionals.
- **Science Education for New Civic Engagements and Responsibilities Training** 2007
Intensive summer institute to develop skills to connect science learning and civic engagement and social responsibilities.

REPRESENTATIVE PRESENTATIONS

Custodia-Lora, Noemí. **Early College Innovation in MA.** 20th Pathways to Prosperity Network Institute, 10th Anniversary, Job For the Future, Cambridge, Massachusetts. October 24, 2022. Panelist.

Custodia-Lora, Noemí. **Experiencia de los Programas Técnico Superiores en Community Colleges y Universidades en los Estados Unidos.** Instituto Tecnológico de Santo Domingo, Dominican Republic, October 11, 2022. Presenter.

Custodia-Lora, Noemí. **Diseño Curricular y de Pasantía para la Educación Técnica Superior.** Ministry of Higher Education, Sciences and Technology, Santo Domingo, Dominican Republic, October 9, 2022. Presenter.

Custodia-Lora, Noemí. **COVID 19 Vaccines and the Workplace: A webinar for business owners, managers, and HR professionals.** April 24, 2021. Moderator.

Custodia-Lora, Noemí. **Curriculum Models: Competencies and other Experiences.** Hosted by Ministry of higher education, science and technology, Dominican Republic. March 20, 2021. Presenter.

Custodia-Lora, Noemí. USA embassy III Forum of Higher Education. **Community Colleges: Linkages to community and their particular needs - Business, Entrepreneurship, Social, Recreational.** Hosted by USA Embassy-D.R. and Instituto Superior de Formación Docente Salomé Ureña, Nov. 18, 2020. Presenter.

Custodia-Lora, Noemí. USA embassy III Forum of Higher Education. **Technical Higher Education and the Experience of Community Colleges in the United States. Curriculum Design for Technical Higher Education.** Hosted by USA Embassy-D.R. and Instituto Superior de Formación Docente Salomé Ureña, Nov. 17, 2020. Presenter.

Custodia-Lora, Noemí. **Improving Reading in Haverhill Schools: Objectives, Challenges, and Next Steps.** April 4, 2018, Haverhill, MA. Panel Moderator.

Custodia-Lora, N. Presentation Series III: **Solutions, Resources, and the Power of Mentorship. Diversifying Business by Enhancing Hispanic - American Educational Attainment: Insights for Business Schools, Employers, and Policy Makers.** A PhD Project/White House Initiative. Northeastern University, Boston, MA. April 22, 2016. Presenter.

Custodia-Lora, Noemí. Bridging the Gap Between Students and Employers: **The NECC Laboratory Science Program**. Massachusetts STEM Summit, Worcester, MA. November 10, 2015. Panelist.

Custodia-Lora, N. and White, M. **Assessing Skills in a Two-year Laboratory Science Program Using Internal and External Expertise. Advancing a Massachusetts Culture of Assessment**. (AMCOA) Conference. Quinsigamond Community College, Worcester, MA. April 23, 2013. Presenter.

Custodia-Lora, N., Vozzella, M., Melo, M. (2009). **Project: Laboratory Science Program**. Abstract – ATE National Principal Investigators Conference, Washington D.C., USA.

Custodia-Lora, N., Melo, M., Thiefels, J. (2009). **The ESL Learning Social Club - Let's be diverse! Increasing ESL students' interest in the sciences**. Abstract - Professional Day Conference, Georgetown, MA

Geck, P., Custodia, N., Liang, S-L., Sonnenschein, C. and Soto, A. M. (2003). **Estrogen-induced cancer regression; novel genes in the apoptotic response**. Abstract – American Association for Cancer Research, Toronto, Canada. Poster Presentation.

Custodia, N. and Callard, I. P. (2001). **Seasonal changes in hepatic progesterone receptor mRNA, estrogen receptor mRNA and vitellogenin mRNA in the painted turtle *Chrysemys picta***. Abstract – 14th International Congress of Comparative Physiology, “Unity and Diversity”, Sorrento, Napoli, Italy. Poster Presentation.

Custodia N. and I. P. Callard (2000). **The Turtle Hepatic Progesterone Receptor: Expression and Potential Role in the Regulation of Vitellogenin Gene Expression**. Abstract, – 11th International Congress of Endocrinology (ICE 2000), Sydney, Australia.

Custodia, N., Won, S-J., Li, C., and Callard, I. P. (2000). **Potential use of cultured *C. elegans* as a test system for low level xenobiotic mixtures on Cape Cod, MA**. Abstract – Annual Meeting Superfund Basic Research Program, “Oxidative Processes: Stress to Remediation”, Chapel Hill, North Carolina.

Custodia, N. (2000). **Comparative Studies in the Reproductive Physiology of Fresh and Salt Water Bivalves**. Monbusho Summer Program in Japan (MSP-00): Special Scientific Report #00-07. Oral Presentation.

Custodia, N., Won, S. J. and Callard, I. P. (1999). **A cDNA From the Fresh Water Mussel (*Elliptio complanata*) with Homology to Vertebrate Steroid Receptors**. Abstract – Environmental Estrogen Meeting, New Orleans, LA.

Custodia N. and Callard, I. P. (1999). **Changes in Hepatic Progesterone Receptor mRNA and Vitellogenin mRNA in the Fresh Water Turtle, *Chrysemys picta* during the seasonal cycle and after exogenous Estradiol and Progesterone exposure**. Oral presentation – Boston Area Receptor Society (BARS).

Custodia, N. and Callard, I. P. (1998). **Hepatic Progesterone Receptor and Estrogen Receptor mRNA: Characterization and Relationship to the Turtle (*Chrysemys picta*) Vitellogenin Cycle.** Oral presentation – New England Endocrine Conference.

SELECTED PUBLICATIONS

Custodia-Lora, Noemí, Glenn, Lane A. (2020). **Column: College has new vision for supporting students, community.** The Eagle Tribune.

Custodia-Lora, Noemí, Glenn, Lane A., Legg, David R. (2016). **The Associate Degree: Revalued. Massachusetts Department Higher Education Vision Project.** Report: The Degree Gap.

Custodia-Lora, Noemí, Glenn, Lane A., Legg, David R. (2012). **To Close the Skills Gap, Re-Value the Associate Degree.** New England Board of Higher Education.

Young, R. and Custodia-Lora, N. (2010). **Human Nutrition and Health Laboratory Manual, 4th Edition,** Kendall/Hunt Publishing Company.

Lora, N.C., Novillo, A. and Callard, I. P. (2005). **Synergistic role for pituitary growth hormone in the regulation of hepatic estrogen and progesterone receptors and vitellogenesis in female freshwater turtles, *Chrysemys picta*.** *Gen Comp Endocrinol.* 140(1):25-32.

Custodia-Lora, N., Novillo, A. and Callard, I. P. (2004). **Effect of gonadal steroids on progesterone receptor, estrogen receptor, and vitellogenin expression in male turtles (*Chrysemys picta*).** *J Exp Zool A Comp Exp Biol.* 301(1):15-25.

Custodia-Lora, N., Novillo, A. and Callard I. P. (2004). **Regulation of hepatic progesterone and estrogen receptors in the female turtle, *Chrysemys picta*: relationship to vitellogenesis.** *Gen Comp Endocrinol.* 136(2):232-40.

Custodia, N., Won, S. J., Li, C., and Callard, I. P. (2001). ***C. elegans* as a model for environmental change.** *Ann NY Acad Sci* 948:32-42.

Paolucci, M., Custodia, N. and Callard, I. P. (1998). **Estrogens: Effects and Receptors (subavian species)** *Encyclopedia of Reproduction*, Academic Press, Knobil and Neill, Eds. Vol. 2 pp.87-93.

SOCIAL MEDIA



<https://www.linkedin.com/in/dr-noemi-custodia-lora-73691413/>



<https://twitter.com/NCustodiaLora>

LANGUAGES - Fluent in Spanish and English

Noemí Custodia-Lora, Ph.D.