

# L. FRANCISCO HENAO-DIAZ

**University and Jepson Herbaria**  
University of California - Berkeley  
1001 Valley Life Sciences Building  
Berkeley, CA, 94720 - 2465  
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## EDUCATION

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- 2022                    **Ph.D. University of British Columbia**, Vancouver, Canada  
Supervisor: Matthew W. Pennell
- 2012                    M.Sc. Universidad de Los Andes, Bogotá D.C., Colombia  
Supervisor: Pablo R. Stevenson
- 2010                    B.Sc. Universidad de Los Andes, Bogotá D.C., Colombia

## APPOINTMENTS

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- 2024 – present        **Postdoctoral Scholar**, University of California - Berkeley  
Supervisor: Brent D. Mishler
- 2022 – 2024          **Chicago Postdoctoral Fellow**, University of Chicago  
Supervisor: Trevor D. Price

## PUBLICATIONS (Google Scholar: 611 citations, h-index: 12)

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### MANUSCRIPTS IN REVIEW

2. **Henao-Diaz, L. F.**, Laffan, S.W. & Mishler, B. The effects of missing taxa and phylogenetic imputation on spatial phylogenetic studies. In revision at *Global Ecology and Biogeography*
1. Fisher et al. A global map of wood density. In revision at *Nature Plants*

### PEER-REVIEWED [[Link to Google Scholar](#)]

\*Equal contribution

25. Schliep, K., Vidal-García, M., Biancani, L., **Henao-Diaz, L. F.**, Ada, E., Justison, J. & Solís-Lemus, C. tanggle: An R package for the Visualization of Phylogenetic Networks. Accepted at *Applications in Plant Sciences*

24. Daru, B., Nichodemus, C. & **Henao-Diaz, L. F.** Biogeographic processes underlaying global plant assembly. Accepted at *Science*
23. Fisher et al. (2026) Beyond species means – intraspecific contribution to global wood density variation. In press at *New Phytologist*
22. Title, P.\*, **Henao-Diaz, L. F.\***, Zenil-Ferguson, R\*. & Vasconcelos, T\*. (2025) An Evolving view of Lineage Diversification. In press at *Systematic Biology*
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.

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13. Harmon, L. J., Pennell, M. W., **Henao-Diaz, L. F.**, Rolland, J., Siple, 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-Diaz, L. F.** & Sinclair, A. R. E. (2020). Long term monitoring of Serengeti bird species occurrence, abundance, and habitat. *Ecology* 101 (2)
9. **Henao Diaz, 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 Diaz, 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-Diaz, 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-Diaz, F.** & Stevenson P.R. (2017) Drivers of biomass stocks in Northwestern South American forests: complementing information for the Neotropics. *Forest Ecology and Management*.

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3. Casas, L., Aldana, A. **Henao-Diaz, F.** & Stevenson P.R. (2017) Specific gravity of woody tissue from lowland Neotropical plants. *Ecology*. 98 (5)
2. **Henao-Diaz, F.** & Stevenson P.R. (2015) Neutral Theory Overestimates Extinction Times In Non-Human Primates. *International Journal of Primatology*. 36(4), 790-801.
1. **Henao-Diaz, 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-Diaz, 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.

## EMPLOYMENT

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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)

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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)

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2022 Winter	President's Academic Excellence Initiative PhD Award
2021	Canadian Society for Ecology & Evolution Excellence in Doctoral 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**

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

### **GRANTS AND FUNDING**

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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

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**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*. 8<sup>th</sup> 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., Shanee, S., **Henao-Diaz, F.**, Boonratana, R. & Marsh, L.K. 2025. *Fragmented living in a changing*. 30<sup>th</sup> 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*. 30<sup>th</sup> 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*. 30<sup>th</sup> 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*. 30<sup>th</sup> 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*. 29<sup>th</sup> 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.

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- 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, Arcniegas-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*. 3<sup>rd</sup> 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*. 54<sup>th</sup> 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)*. 10<sup>th</sup> 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)*. 5<sup>th</sup> 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?* 8<sup>th</sup> Colombian Congress of Botany. 2<sup>nd</sup> 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*. 2<sup>nd</sup> Symposium of animal behavior in Colombia. 4<sup>th</sup> 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?* 3<sup>rd</sup> Colombian Symposium of Primatology. 4 Colombian Zoology Congress.

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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. 8<sup>th</sup> Latin American 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)*. 2<sup>nd</sup> Colombian Congress of protected Areas.

## TEACHING

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

## WORKING GROUPS

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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

## L. Francisco Henao-Diaz - CV

- 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. (*Invited participant*)
- 2019 Potential links between micro and macroevolution. Beaty Biodiversity Research Centre, UBC. (*Invited participant*)

## WORKSHOPS

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- 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 in 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 AND OUTREACH**

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- 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/>

## **PUBLIC 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**

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- 2023 – present           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**

- 2026                      Graduate Admission Committee. Integrative Biology, UC Berkeley
- 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, UBC.
- 2014                      Scientific committee member, 3<sup>rd</sup> Colombian Symposium of Primatology. 4<sup>th</sup> Colombian Zoology Congress. Cartagena.

## **MANUSCRIPT REVIEWER**

Current Biology, Ecology Letters, Evolution, Evolution Letters, J Biogeography, Methods in Ecology and Evolution, PLoS Biology, Proceeding of Royal Society B, Revista de Biología

**L. Francisco Henao-Diaz - CV**

Tropical, Revista de la Academia Colombiana de Ciencias Exactas, Físicas y Naturales,  
Systematic Botany

715 Plant collection numbers

**LANGUAGES**

**Native:** Spanish. **Fluent:** English