



The ADVANCE Program at Marquette University was supported by the National Science Foundation (NSF) ADVANCE program award 1936148, "Moving Beyond Boundaries to Promote Inclusive Faculty Success." Funded October 1, 2019 - September 30, 2022. No-cost extension approved through September 30, 2024.

ADVANCE Events 2020-2024

Through ADVANCE we provided training seminars, speakers & department specific activities based on the needs & goals of each STEM/SBE department. We worked with & leveraged existing programs & partners at Marquette. Events are detailed below in chronological order (events did not take place in the first year of the grant due to the COVID-19 pandemic) – AMP (Advancing Marquette Priorities) and Advocates and Allies events are not listed here.

May 6, 2024

Breakfast Brainstorm: Thinking Forward for Advancing Underrepresented Faculty

IWL and ADVANCE hosted a joint breakfast where faculty from across campus could gather to discuss ideas and strategies to implement in a potential future ADVANCE grant. The group learned about current ADVANCE projects, and which NSF grants we are eligible for. There have been multiple meetings following this regarding a plan for a new ADVANCE IT grant.

April 18, 2024

Chairs Workshop: Invisible Service and Equitable Teaching Loads

Dr. Jeanne Hossenlopp (R&I VP), Dr. Lucas Torres (Chair of Psychology), and Dr. John Borg (Chair of Mechanical Engineering) facilitated a workshop for Chairs across campus so they could learn more about the impacts of invisible service on faculty, especially for faculty of color and other marginalized groups. Scott D'Urso also gave a presentation about the FAD database and how Chairs can use this resource for planning teaching loads for their department. Contact John or Lucas with any questions.

September 20, 2023

Experiences of LGBTQ+ Faculty in STEM Panel

The ADVANCE program invited three faculty who are part of the LGBTQ+ community to lead a panel discussion about their experiences as faculty. These three panelists included Dr. Andre Issacs (Assoc. Prof of Chemistry at the College of the Holy Cross, who identifies as a gay black man); Dr. Nicholas Tatonetti (Vice Chair of Data Science in Computational Biomedicine and Assoc. Director for Computational Oncology at Cedars-Sinai Cancer, who identifies as pansexual and gender non-conforming); and Dr. Itzel Marquez (Asst Prof of Env Eng at Central Michigan University, who identifies as a lesbian/bisexual immigrant from Mexico). The panel was not recorded in order to provide a safe space for both panelists and audience members. Thank you to Chris Stockdale (Asst. Chair of Physics) for being our MC!

September 12 & 18, 2023

Actions Speak Louder: A Conversation with Deanna Singh (Keynote & Book Club)

Deanna Singh is the author of "Actions Speak Louder", which is a step-by-step guide for managers, leaders and DEI representatives looking to create lasting change in their organizations. Her book covers all stages of employment from recruitment to retention. On September 12th there was a discussion for a book club including 8 participants. Later that week on the 18th, Deanna hosted a discussion which showed audience members how to identify the unique way to view their leadership potential and positively impact the future of their organizations/teams.

September 8, 2023

Faculty Mentoring Sessions Facilitated by CIMER

Two mentoring sessions took place in the Fr. John Naus room in the AMU. The workshop focused on mentorship in research, both as the mentee and the mentor. A few key takeaways from the workshops include but are not limited to: (1) Meeting faculty across campus to discuss mentoring needs, suggestions and best practices; (2) Mentor/mentee components and shared expectations; and (3) the need for a mentoring network. If you'd like to learn more regarding this event and its resources, please contact Rosemary Stuart.

February 15, 2023

Accessibility for Marquette Faculty: A Conversation About Disability

This event addressed the topic of accessibility for disabled faculty at Marquette. Dr. Jason Farr (English), Dr. Leah Flack (English and Institute for Women's Leadership) and Lisa Ploszaj (HR), discussed the rich cultural value of disability as well as how to create more accessible, welcoming environments for disabled faculty, guest speakers, and job candidates. The purpose of this event was to foster a dialogue about how to work toward more accessible and equitable workplace environments. [Click here to watch the recording.](#)



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November 17, 2022

ADVANCE Chairs Workshop w/ HR & Title IX Experts

At this workshop, folks were given their KINDER data from the 2022 survey and were able to interpret the results. The KINDER asked faculty to measure their department in four (4) areas: Civility Climate, Conflict Resolution, Lack of Hostility Climate, & Sexual Harassment. The workshop hosted experts from Title IX and HR who presented their roles, and how success in those four categories contributes to a better university climate for faculty, staff & students. Four (4) Chairs and four (4) Assistant Chairs from five (5) departments [SBE=3; STEM=2] were in attendance. The presenters and coordinators included: Wendy Butler (Director of Organizational Development), Liz Sides (Director of Employment & Employee Relations), Cara Hardin (Title IX Director), Dr. John Borg (Chair/Professor of Mechanical Engineering), Dr. Deb Oswald (Professor of Psychology), & Dr. Jennica Webster (Associate Professor of Management). In December, the team will discuss how KINDER results will be distributed to ADVANCE Chairs who could not attend. To review the PowerPoint presentation, [click here](#). If you have any questions regarding this workshop, please contact Dr. John Borg.

March 25, 2022

Pushing Forward: Solutions for Retaining Underrepresented Faculty in STEM/SBE

ADVANCE welcomed Dr. Corinne Moss-Racusin, Associate Professor of Psychology at Skidmore College, to speak & answer questions from her article, 'Boosting the Sustainable Representation of Women in STEM with Evidence-based Policy Initiative.' Dr. Joya Crear, Vice President for Inclusive Excellence, & Dr. Jennica Webster, Associate Professor of Management & Co-Director of the Institute for Women's Leadership (IWL), joined the panel to discuss current and future implementations for retaining women & underrepresented faculty in STEM/SBE at Marquette University, as well as the results of the Climate survey administered to faculty in Spring of 2020. [Click here to watch the panel](#).

October 6, 2021

A "PICTURE A SCIENTIST" Panel Discussion

A Live Teams panel discussion took place after the "PICTURE A SCIENTIST" film screening, which featured several Marquette researchers & hosted by Dr. Heidi Bostic, Dean of the Klingler College of Arts & Sciences. Panelist 1: Allison Murray, Ph.D.: Dr. Allison Murray is an Assistant Professor of Mechanical Engineering in Marquette's Opus College of Engineering. Panelist 2: Jier Huang, Ph.D.: She joined the faculty at Marquette as an Assistant Professor in Fall 2013 & promoted to Associate Professor with tenure in 2019. Panelist 3: Anita Manogaran, Ph.D.: Dr. Manogaran is an Assistant Professor in the Department of Biological Sciences at Marquette University. [Click here to watch the panel](#).

October 3, 2021

Film Screening: "PICTURE A SCIENTIST"

PICTURE A SCIENTIST is a feature-length documentary film chronicling the groundswell of researchers who are writing a new chapter for women scientists. A biologist, a chemist & a geologist lead viewers on a journey deep into their own experiences in the sciences, overcoming brutal harassment, institutional discrimination, & years of subtle slights to revolutionize the culture of science. From cramped laboratories to spectacular field stations, we also encounter scientific luminaries who provide new perspectives on how to make science itself more diverse, equitable, & open to all. [Watch the trailer here](#).

February 21, 2021

A Panel Discussion: "What would an ideal family-friendly higher-ed institution look like?"

Invited panelists: Jeanne M. Hossenlopp, Vice President for Research and Innovation, Professor of Chemistry, Marquette University; Andrea Kupfer Schneider, Professor and Director, Institute for Women's Leadership, Director, Law School Dispute Resolution Program, Marquette University; Kristina (Kris) Ropella, Opus Dean of the Opus College of Engineering, Professor of Biomedical Engineering, Marquette University; Canan Bilen-Green, Professor and Vice Provost for Faculty and Equity, North Dakota State University; John Grych, ADVANCE Advocate, Professor of Psychology, Marquette University. [Watch the panel here](#).

January 21, 2021

Women Scholars During COVID - Solutions For Gender Equity in Academia

Featuring Jessica Malisch from St Mary's College. [Watch the video here](#).