



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 Spotlights 2020-2024

*Faculty, students and staff in the ADVANCE community had an opportunity to be 'spotlighted' in each newsletter. Spotlights were chosen via nomination by colleagues/students for contributing to underrepresented faculty in some capacity.*

### **April 2024**

#### **Debbie Perouli, Ph.D., Assistant Professor, Computer Science**

"Dr. Debbie Perouli is an Assistant Professor of Computer Science at MU. Her doctorate is in Computer Science from Purdue; she also studied Electrical and Computer Engineering at National Technical University of Athens in Greece. Perouli was recently awarded a \$2.6 million grant from NSF to 'train the next generation of information technology professionals, industry control system security professionals and security managers to meet government cybersecurity needs' (click here for details). Debbie has been featured in Wisconsin Public Radio, Milwaukee Journal Sentinel, Fox6 Milwaukee, ABC12 WISN, and more. Her research interests include: Cyber security and privacy, internet protocols, cyber physical systems like social robots. Thank you, Debbie, for the important work you do at Marquette!"

### **March 2024**

#### **derria byrd, Ph.D., Assistant Professor, Educational Policy & Leadership**

"Dr. derria byrd is an assistant professor in educational policy and leadership. Dr. byrd's research interests include higher education, race, class and educational (in)equity, organizational culture and change, critical theory, and social justice HELLO, JODIE BOX! The first AMP (Advancing Marquette Priorities) initiative in 2022 was focused on post-award grant related issues, as prioritized by ADVANCE faculty. During those events, faculty and staff discussed various things that would benefit those navigating complex advocacy development. derria recently attended the American Educational Studies conference in California last semester where she connected with attendees for long-term recruitment efforts; then provided feedback for these tactics during the December 7th event with other conference goers. Dr. byrd will also be attending the upcoming American Educational Research Association annual meeting in Philadelphia this April, where she will continue making connections for long-term recruitment efforts. Thank you, derria, for your work at Marquette!"

### **February 2024**

#### **Lisa M. Edwards, Ph.D., Professor, Counselor Education & Counseling Psychology**

"Dr. Lisa Edwards, Professor in the Department of Counselor Education and Counseling Psychology, has been named the new Director of the Institute for Women's Leadership (IWL) at Marquette, succeeding Dr. Jennica Webster. She also directs the Culture and Well-Being Research Lab in CECP. Edwards' research focuses on multicultural counseling, positive psychology, and the intersection of strengths and culture. Together with her lab she recently launched Proyecto Mamá, a grant-funded resource and needs assessment of perinatal mental health among Latinas in the Milwaukee area. Thank you, Lisa, for all your hard work in making Marquette a more equitable and supportive community!"

### **December 2023**

#### **Lee Za Ong, Ph.D., Assistant Professor, Counselor Education & Counseling Psychology**

"Dr. Lee Za Ong is an Assistant Professor in the department of Counselor Education and Counseling Psychology. Her research interests consist of rehabilitation counseling issues, multicultural counseling, refugees/immigrants with disabilities, and curriculum evaluation. Currently, she is the P.I. for the grant, Internships to Improve Behavioral Health Access in Underserved Areas (July 2021 - June 2025 funded \$980,000), which focuses on health resources and services administration, behavioral health workforce education and training programs for professionals. She is also the P.I. for Rehabilitation Long-Term Training Program: Rehabilitation of Individuals Who Are Mentally Ill (October 2019 – September 2024 funded \$750,000). U.S. Department of Education, Office of Special Education and Rehabilitation Services. Thank you, Lee Za, for the important work you are doing!"

### **November 2023**

#### **Lucas Torres, Ph.D., Professor, Chair, Psychology**

"Dr. Lucas Torres is a professor in the psychology department who was also recently named Chair. His research focuses on issues of mental health disparities, or the psychological difficulties experienced by members of underrepresented groups. He is currently working on various projects in his lab that include a COVID-19 Latinx Study, A Study of Trauma and Resilience and a study titled Dismantling Racism and InVigorating Equity. Lucas has also been recently awarded the Marquette University Faculty Excellence in Diversity and Inclusion Award! Lucas has been a leader in organizing both the chairs workshop and the AMP faculty mentoring seminar (CIMER). Thanks Lucas, we appreciate all of your hard work!"

### **October 2023**

#### **Emily Sontag, Ph.D., Assistant Professor, Biological Sciences**

"Dr. Emily Sontag, Assistant Professor of Biological Sciences, was a great help in planning the 'click chemistry' presentation by Dr. Andre Isaacs in September. She gave Isaacs a tour of her lab and even introduced him to some of her graduate students. Her research utilizes microscopy and biochemistry techniques to understand the cellular and molecular mechanisms underlying cellular stress responses to misfolded proteins and their role in disease. She primarily focuses on neurodegenerative diseases to examine how the accumulation of misfolded proteins in the brain can be understood by using a yeast as a model. Thank you, Em, for your work and support!"



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### **September 2023**

#### **Kathleen 'Kat' Maltese, ADVANCE Graduate Assistant, Speech Language Pathology**

"Kat came to Marquette as an undergraduate student, from Arlington Heights, Illinois. During undergrad, Kat was a member of the summer research program and the Ronald E. McNair scholars' program. Through these programs, she collaborated on research and was able to attend the 2023 ASHA convention. Her research focuses on the impact of the African American dialect on reading acquisition in young children. She received her bachelor's degree in Speech Language Pathology from Marquette University in May 2023. Kat is currently a graduate student in the Marquette Speech-Language Pathology program and the new graduate assistant for ADVANCE! When she is not in the classroom or in the lab, Kat enjoys spending time at the gym or hanging out with friends. She considers her sense of humor and friendliness her greatest strengths, and online shopping and reality TV her weaknesses. She is very excited to start classes/clinicals and being more involved with the ADVANCE team. Welcome, Kat! We look forward to seeing your growth and enthusiasm!"

### **May 2023**

#### **Julia Azari, Ph.D., Professor, Political Science**

"Julia Azari, Ph.D. is a Professor of Political Science. This year, Julia served as Chair of the Committee on Research. Her research and teaching interests include the American presidency, American political parties, political communication and American political development. Her research has been supported by the Marquette University Regular Research Grant, the Harry Middleton Fellowship in Presidential Studies, the Gerald Ford Presidential Library Foundation Travel Grant, the Harry Truman Library Institute Scholars Award, the John F. Kennedy Library Foundation, the William and Flora Hewlett Foundation, and the Library of Congress. Julia is the inaugural winner of the American Political Science Association's award for best public-facing scholar. She also hosts the podcast, Politics in Question. Thank you, Julia, for being an outstanding leader and part of what makes Marquette University great!"

### **April 2023**

#### **Meghan Stroshine, Ph.D., Associate Professor, Chair, Social & Cultural Sciences**

"Dr. Meghan Stroshine is Chair and Associate Professor of the Department of Social and Cultural Sciences. Dr. Stroshine has demonstrated exceptional leadership and has contributed to the growth and success of the department. Her research focuses on Policing (use of force, injuries, hazards of police work, decision making and behavior) as well as examining the criminal justice system's responses to domestic violence. In addition to her academic achievements, Dr. Stroshine is a faculty fellow in the office of the Provost, where she (along with Chris Simenz) will be working together on a team and examining faculty perspectives on service at Marquette, both requirements and expectations. She will also be sharing her insights in this project with the ADVANCE External Evaluator. Dr. Stroshine is a true asset to Marquette, and we are proud to have her as a member of our ADVANCE faculty. Thank you, Dr. Stroshine, for your dedication to Marquette University!"

### **March 2023**

#### **Blake Turner, Mitchem Dissertation Fellow**

"Blake Turner is a mathematics educator and the 2022-2023 Arnold L. Mitchem Dissertation Fellow. She is pursuing her doctorate in Urban Education with a concentration in Mathematics Education at the University of Maryland, where she was honored with the 2022 Outstanding Graduate Student Distinguished Service Award. Blake's research focuses on mathematics education as an institution that perpetuates anti-black and white ideologies, and she advocates for the use of critical research methodologies and theoretical frameworks to promote equity and justice in the classroom. Recently, Blake attended the 2023 Association of Mathematics Teacher Educators (AMTE) annual conference in New Orleans and she will be presenting to the ADVANCE community on long-term faculty recruitment goals. Thank you, Blake, for your dedication to supporting underrepresented people at Marquette!"

### **February 2023**

#### **Cristinel 'Cris' Ababei, Ph.D., Associate Professor, Electrical & Computer Engineering**

"Dr. Cris Ababei is an Associate Professor of Electrical and Computer Engineering at Marquette. Dr. Ababei's areas of research include uncertainty in embedded systems design, IoT security, machine learning techniques applied to energy optimization in multicore processors and datacenters, underwater drones, LiDARs in transportation, and co-simulation of buildings and distribution networks. In addition to his academic accomplishments, Dr. Ababei is deeply committed to supporting women and underrepresented faculty members at Marquette University. He is known for his invaluable leadership in Marquette's Advocates and Allies, a men faculty gender equity initiative that is designed to intentionally involve men in institutional change to transform Marquette's departmental cultures and practices with respect to issues of gender equity, particularly departments where women are underrepresented. Through his work, Dr. Ababei is helping to promote gender equity and representation in the academic community and is setting an example for others to follow. Thank you, Dr. Ababei, for your dedication and effort to continue to make Marquette a welcoming and inclusive environment for all faculty."



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### January 2023

#### John Borg, P.E., Professor, Chair, Mechanical Engineering

"Dr. John Borg, P.E. is a professor and chair of the Mechanical Engineering department at Marquette. He is best known for his research on the physics of the knuckleball baseball pitch and has been featured on 60 Minutes Sports, the Discovery Channel, and Popular Mechanics. Recently, John has led the Marquette ADVANCE team in undertaking the KINDER survey initiative to improve departmental climate for STEM and SBE faculty. As the chair of Mechanical Engineering, he has demonstrated the power and importance of vulnerability in improving department climate during the Fall 2022 KINDER Chairs Workshop. John has also taken initiative to meet and discuss further with COE leadership. Thank you, Dr. Borg, for your dedication and effort to continue to make Marquette a welcoming and inclusive environment for all faculty."

### December 2022

#### Rosemary Stuart, Ph.D., Professor, Biological Sciences

"Dr. Rosemary Stuart, Wehr Distinguished Professor of Biological Sciences, is the Biological Sciences/Environmental Studies Launch Internship Program Director, as well as the MU4GOLD Scholars Director. Her competitive MU4Gold Scholars Program offers intellectually curious, highly motivated students the chance to engage in the process of research and discovery with Marquette faculty as soon as they arrive on campus. In ADVANCE, Rosemary has been involved with the salary equity initiative, as well as development of the Building a Mentoring Culture AMP (with Dr. Oswald & Dr. Torres). Her dedication to her students and fellow colleagues is unwavering. Rosemary also provides feedback and tips for the Advocates & Allies group - she met with Dr. Roger Green (presenter of the Men Allies for Gender Equity Workshop) to discuss her own experiences as a professional woman on campus. Rosemary also suggested the A&A group read the book, "The No Club: Putting a Stop to Women's Dead-End Work" written by Linda Babcock. She felt this book could help Advocates understand that 'inequities in faculty workloads can lead to significant impacts on scholarship/research productivity and hence P&T and merit raises' for women colleagues. Thank you, Rosemary, for all that you do at Marquette!"

### November 2022

#### Julissa Ventura, Ph.D., Assistant Professor, Educational Policy & Leadership

"Dr. Julissa Ventura is an Assistant Professor in the department of Educational Policy and Leadership. Before coming to Marquette, Dr. Ventura was a Chancellor's Postdoctoral Fellow in the School of Education and Department of Ethnic Studies at the University of Colorado Boulder. Her research sits at the intersection of Latinx education, critical youth studies, and community-based education. Through critical ethnography and participatory methods, Dr. Ventura's research sheds light into the different ways in which community-based spaces and practices foster Latinx students' sense of belonging, academic identities, and critical consciousness. As a community-based researcher, Dr. Ventura prioritizes relationship building and the knowledges of Latinx communities in her work to build equitable and mutually beneficial research partnerships for social justice. Thank you, Julissa, for your dedication to supporting underrepresented people at Marquette!"

### October 2022

#### Kimberly D'Anna-Hernandez, Ph.D., Associate Professor, Psychology

"Dr. Kimberly D'Anna Hernandez is an Associate Professor of Psychology. Her teaching, research and mentoring revolves around supporting minorities, especially women. She currently directs the new U-RISE at MU program, an NIH funded program designed to prepare and support undergraduate students majoring in STEM from underrepresented groups to enter and succeed in doctoral studies (Ph.D. or M.D. /Ph.D.) and careers in biomedical research. This is the first URIS grant of its kind in the Midwest! Dr. D'Anna Hernandez's research is community-based and focuses on the role of stress-related hormones on maternal behavior, and the role of acculturation and discrimination and other psychosocial measures on the biological response to stress in pregnant women, particularly Mexican and Mexican-American women. She teaches Health Disparities: A Biopsychological Perspective that examines the biological underpinnings of health disparities. Thank you, Dr. D'Anna Hernandez, for your dedication to your research and Marquette."

### September 2022

#### Khadijah 'Gigi' Makky, Ph.D., Clinical Professor, Biomedical Sciences

"Dr. Kadijah 'Gigi' Makky, Clinical professor of Biomedical Sciences, has been nominated and chosen for the ADVANCE Spotlight! Dr. Makky has been described to be 'entrusted with a leadership role in the Department of Biomedical Science related to addressing systemic inequity. She does so with poise, knowledge, and care.' She is also the director of the Marquette University Sterilizer Monitoring Service and the director of Molecular and Cellular Research Core. The Core is a collaborative research facility involved in assisting with the molecular aspects of ongoing research projects in the department. Earlier this year, Gigi was honored with the 202 Teaching Excellence Award (the university's highest teaching honor) at the Pere Marquette Dinner. Thank you, Gigi, for your dedication and excellence at Marquette University!"



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### June 2022

#### **Jason Farr, Ph.D., Assistant Professor, English**

"Dr. Jason Farr, Assistant Professor of English, has been named the newest member of the ADVANCE planning team. He will focus on disability support and engagement for MU faculty, as disability is an important, yet often overlooked, part of intersecting identities. Jason's research includes disability studies, gender and sexuality, queer theory, health humanities, and sound studies. He also writes about accessibility at conferences and in classrooms with the goal of establishing more inclusive communities. Welcome to the team, Jason! Although ADVANCE is primarily focused on STEM/SBE departments, the main goal is to create an equitable and inclusive campus for all faculty, regardless of department."

### May 2022

#### **Erick Herrera Hernandez, Graduate Assistant, Psychology**

"Erick Herrera Hernandez is a Ph.D. student in the Psychology department, & the Graduate Assistant for the ADVANCE grant. Erick is also a Marquette alum! Throughout the year, Erick has worked with the Neuropsychological Assessment Rotation at the Center for Psychological Services Clinic here on campus. He also co-authored two publications, and has one publication under review (with Dr. Deb Oswald) that was recently accepted titled, "Who supports #MeToo and the Kavanaugh confirmation? Exploring young adults' tolerance for sexual harassment." Aside from Erick's incredible work so far within his field, he serves as a wonderful G.A. to ADVANCE (although we may be biased). If you have attended any events over the last two years, Erick was the one to create & distribute post-surveys, as well as collect & disseminate data. Erick also created the STEM/ SBE department individual dashboards for the 2020 climate study - which was very helpful in department meetings over the last month. Our team is very lucky to have someone as talented & motivated as Erick. Thank you, Erick for your dedication to creating a more equitable institution!"

### April 2022

#### **Anita Manogaran, Ph.D., Associate Professor, Biological Sciences**

"Anita Manogaran, Ph.D., Associate Professor of Biological Sciences, began to feel frustrated after receiving grants for her research. Although she had funding for her lab, Anita realized the post - award process was difficult to navigate. Imagining how many faculty members felt deterred to apply for grants due to this process, especially for female faculty who already face barriers in other ways, Anita took action to help develop the first event in the AMP initiative. Anita co-led (with Dr. Jeanne Hossenlopp) the first AMP workshop, "Addressing the Post Award Process" in an attempt to create a more user-friendly protocol when it comes to the grant post-award process. Thank you, Anita, for your initiative and dedication to helping fellow faculty at Marquette University!"

### March 2022

#### **Deb Oswald, Ph.D., Professor, Psychology**

"Dr. Deb Oswald, Professor of Psychology, recently became Co-Director of the Institute of Women's Leadership! Deb is the co-author of the textbook, Social Psychology (8th edition, BVT publishing) and has published over 40 peer-reviewed articles in journals such as Sex Roles, Psychology of Women Quarterly, Psychology of Sexual Orientation and Gender Diversity, and Journal of Interpersonal Violence. Her research focuses on stereotyping, prejudice, and discrimination with an emphasis on gender-related issues. Thank you, Deb, for your dedication in supporting women and underrepresented communities!"

### February 2022

#### **Jennica Webster, Ph.D., Associate Professor, Management**

"Dr. Jennica Webster, Co-Director of the Institute for Women's Leadership & Associate Professor of Management, took charge of the climate survey distributed throughout STEM/ SBE departments last year. Dr. Webster (along with Graduate Assistant, Erick Herrera) created dashboards for individual departments & STEM/SBE as a whole, which compares the department & campus averages of things like gender bias, equitable practices & belongingness. Thank you, Jennica, for your work in creating a more supportive campus for women & underrepresented faculty."

### October 2021

#### **Jax Sanders, Ph.D., Assistant Professor, Physics**

"Jax Sanders grew up in Farmington Hills, MI. They have a B.A. in Physics and Mathematics from Kalamazoo College, and a M.S. and a Ph.D. in Physics from University of Michigan. They design subsystems for gravitational wave interferometers and work to design new detectors to expand the scope of the new field of gravitational wave astronomy. They worked at LIGO Hanford Observatory as an Advanced LIGO commissioner, installing and characterizing the sensing and control systems that keep the complex optical system aligned. After getting their Ph.D. at University of Michigan, they worked at Syracuse University as a postdoc, where they became involved with conceptual design for future interferometers. Jax has two interesting distinctions in their field: they're the last person to publish a gravitational wave thesis that doesn't mention the first detection of gravitational waves, and they're the first person to get a tattoo of the GW150914 black hole inspiral signal(it's on their left forearm, ask if you want to see it!). When they're not doing physics, they enjoy fencing, art, Dungeons and Dragons, and video games - particularly platformers and RPGs!"