

ADVANCE Implementation / Planning Team

The Implementation Team is comprised of faculty from across Marquette's campus who are all committed to the goals of the ADVANCE program.



INTERNAL EVALUATOR [Debra Oswald](#), Ph.D., Professor of Psychology | Dr. Debra Oswald completed her doctoral work in Social Psychology at Saint Louis University & a postdoctoral fellowship in Quantitative Psychology at the University of Illinois. Deb teaches Psychology of Gender, Psychology of Prejudice, & Social Psychology. Her research applies social psychological theories to a wide variety of topics. She also works on faculty mentoring & KINDER.

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EXTERNAL EVALUATOR [Libby Ellinas](#), M.D., Associate Professor of Anesthesiology at the Medical College of Wisconsin (MCW) | Dr. Elizabeth Ellinas is the Assistant Dean for Faculty Affairs. Since 2007, she has served as Chief of Obstetric Anesthesia at Wheaton-Franciscan Medical Center

– St. Joseph, & since 2009 in the same position at Froedtert Hospital's Birth Center. This has allowed her to combine the two centers to create a cohesive Obstetric Anesthesia group.



ADVOCATES & ALLIES [Cris Ababei](#), Ph.D., Assistant Professor of Electrical and Computer Engineering | Dr. Cris Ababei studies network-on-chip based multicore processors, data centers, distribution networks, & more. In ADVANCE, he leads the Advocates and Allies program, which is based on the premise that men play a central role in deconstructing (&/or perpetuating) gender-inequities. Contact [Cris](#) to join A&A!

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CLIMATE STUDY [Jennica Webster](#), Ph.D., Associate Professor of Management; Director of IWL | Aside from her leadership roles, Jennica's research focuses on the types of workplace relationships, climates, & processes that impact the experiences, health & wellbeing of women & traditionally disadvantaged groups. She is the first author of the 2020 ADVANCE Climate Study.

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DISABILITY SERVICES [Jason Farr](#), Ph.D., Assistant Professor of English | Dr. Jason Farr's research is on British literature & culture of the long eighteenth century, disability studies, health humanities, gender & sexuality studies, queer theory, & sound studies. A deaf teacher-scholar, Farr writes about accessibility at conferences/ classrooms with the goal of establishing more inclusive communities.

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P.I. [Jeanne Hossenlopp](#), Ph.D., Vice President for Research & Innovation | Jeanne is a professor of chemistry, & served as vice provost for research and dean of the Graduate School from 2010 to 2015. In her current role, she is charged with facilitating growth in campus research & scholarship, & works to build inclusive culture of innovation (including management of the university's Explorer Challenge & support of the President's Challenge).



FACULTY MENTORING [Lucas Torres](#), Ph.D., Professor of Psychology | Dr. Lucas Torres studies issues of mental health disparities or the psychological difficulties experienced by members of under-represented groups. He is also the co-director of the Latina/o Well-being Research Initiative (LWRI).

In ADVANCE, Dr. Torres works on mentoring for STEM/SBE faculty.



CHAIR LIAISON / KINDER [John Borg](#), P.E., Professor & Chair of Mechanical Engineering | Dr. John Borg studies shock physics, hydrodynamic stability & turbulence, fluid dynamics, & aerodynamics. Prior to Marquette, he was the lead engineer at the Naval Service Warfare Center. In

ADVANCE, John is developing chairs workshops & disseminating data for KINDER.



FACULTY MENTORING [Rosemary Stuart](#), Ph.D., Professor of Biological Sciences | Dr. Rosemary Stuart's research focuses on mitochondrial bioenergetics & cell biology. She is co-director of MU4Gold Scholars, a program for highly motivated undergraduate students starting in their freshman

year to engage in the process of research & discovery with faculty in the College of Arts & Sciences. In ADVANCE, Rosemary works on salary equity & establishing the faculty mentoring program.



ADVANCE COORDINATOR [Sara Spragg](#) | Sara joined Marquette in 2022 as the ADVANCE Coordinator. She has a bachelor's degree in Political Science from Northern Michigan University. Her background is in political & advocacy campaigns, non-profit, & post-secondary education programs.



ADVANCE GRADUATE ASSISTANT [Kat Maltese](#)

| Kat is a grad student in the Marquette Speech-Language Pathology program and our new ADVANCE GA! She recently received her bachelor's degree in Speech Language Pathology from Marquette. Kat has collaborated on research here at

MU and aims to work in pediatrics after graduation.



COLLABORATING PARTNER [Chris Navia](#), Ph.D. Vice President for Inclusive Excellence | Chris is passionate about creating environments where all students can thrive in college, especially first gen & students of color. She is actively engaged as a consultant & partner to several equity-driven national higher education organizations.



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.

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Past ADVANCE members:

- **Joya Creer, Ph.D.** - Joya joined ADVANCE as a Co-PI while serving as the acting vice president for inclusive excellence at MU.
- **Erick Herrera Hernandez** – Erick was the first Graduate Assistant for the ADVANCE grant, and is currently working on his Ph.D. He graduated from Marquette University with a Bachelor of Arts in Psychology with a minor in Culture, Health, and Illness. Erick's current research interests focus on the experiences of benevolent and hostile sexism as they intersect with race and gender role expectations.

Original Planning/Grant Team:

- *Cris Ababei, Ph.D., Assistant Professor of Electrical and Computer Engineering*
- *John Borg, Ph.D., Professor and Chair of Mechanical Engineering*
- *Jean Grow, Ph.D., Professor of Strategic Communications*
- *Angelique Harris, Ph.D., Associate Professor of Sociology and Director of the Center for Gender and Sexuality Studies*
- *Jeanne Hossenlopp, Ph.D., Vice President for Research & Innovation and Professor of Chemistry*
- *Andrea Schneider, J.D., Professor of Law*
- *Rosemary Stuart, Ph.D., Professor of Biological Sciences*
- *Jennica Webster, Ph.D., Associate Professor of Management*
- *William Welburn, Ph.D., Vice President for Inclusive Excellence*