



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 2021-2024

The ADVANCE program at Marquette University provided training seminars, speakers and department specific activities based on the needs and goals of each STEM/SBE department (16). ADVANCE worked with and leveraged existing programs and partners at Marquette. Events are detailed below in chronological order, starting with most recent (events did not take place in the first year of the grant due to complications of the COVID-19 pandemic). Marquette's ADVANCE program hosted **25 events/activities** throughout the life of the grant. **Two initiatives evolved from the ADVANCE grant: AMP (Advancing Marquette Priorities) - AMP events marked in blue; and Advocates and Allies – A&A events marked in purple.**

May 6, 2024

Breakfast Brainstorm: Thinking Forward for Advancing Underrepresented Faculty

37 attendees | 17 departments

ADVANCE and IWL (Institution for Women's Leadership) hosted a joint breakfast where faculty from across campus could gather to discuss ideas and strategies to implement in a potential future ADVANCE IT grant. The group learned about current ADVANCE projects, and which NSF grants we are eligible for. Three (3) more planning meetings took place between Summer 2024 and the end of the grant. We look forward to submitting a proposal for a new ADVANCE IT grant in the near future!



Photo: Faculty gathering in Zilber Hall to discuss future ADVANCE grant ideas

April 25, 2024

The Literary and Cultural History of Anti-Vaccination, with Dr. Travis Chi Wing Lau

35 attendees | 13 departments

ADVANCE, Gender and Sexuality Studies, and the English department co-hosted an event with Dr. Travis Chi Wing Lau from Kenyon College to discuss his research on the literary and cultural history of anti-vaccination. Dr. Lau (he/him) is an assistant professor of English whose work focuses on 18th and 19th century British literature with teaching and research interests in literary science, history of medicine, and disability studies. This discussion highlighted the history of rhetoric which has added to the antivaccination discourse and how this has been drawn from a fear of disability rather than medical research. He used historical images and caricatures to showcase the attitudes of vaccination and medical practices as they were being discovered. There was a Q&A session afterward.



Photo: T. Lau and J. Farr posing in front of presentation after event

April 18, 2024

Chairs Workshop: Invisible Service and Equitable Teaching Loads

21 attendees | 19 departments

Dr. Jeanne Hossenlopp (VP for Research and Innovation), 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; the [Climate Case Study #7: Eight Levers in Action](#) by University of Michigan's ADVANCE RISE Committee was used as a guide. Scott D'Urso, Dean of the Graduate School, gave a presentation about the FAD database and how Chairs can use this resource for planning equitable teaching loads. Of the 19 departments in attendance, seven (7) were STEM and three (3) were SBE.



Photo: Department leadership discussing best practices

April 11 and 12, 2024

Advocates and Allies Gender Equity Presentation

6 attendees | 6 departments

This gathering hosted by Lead Advocate, Dr. Cris Ababei, was intended to help better equip faculty and staff to serve as effective allies for gender equity through presentations, candid conversation and interactive activities. Due to a less than expected turnout, Advocates and Allies disseminated the information in presentation format instead of an interactive workshop.



Photo: Screenshot of A&A event invitation

February 12, 2024

AMP BMC #3: Sharing Program Updates

17 attendees | 9 departments

This event served as a way for faculty to discuss and provide feedback about a mentoring program set to pilot Fall 2024. The tentative plan for the pilot program was shared and the following are some key takeaways: There will be three programs for three sessions. The first session will focus on kick-starting summer research. The second session will aim to create cross-disciplinary networks for career development across campus. The third session will utilize small groupwork to create consistent progress to specific research projects. To learn more about this, please contact [Sally Gendron](#) or [Aleks Snowden](#).



Photo: S. Gendron presenting on mentoring pilot updates

ADVANCE Events 2021-2024

December 7, 2023

Sharing Conference Findings for Long-Term Recruitment

18 attendees | 9 departments

ADVANCE invited seven (7) faculty members who all attended conferences using ADVANCE funding to discuss what they learned, specific to long-term recruitment efforts for their respective departments. Dr. Hossenlopp facilitated the discussion. These seven faculty members span across four departments, including: Social and Cultural Sciences (1), Physics (1), Educational Policy and Leadership (4), and Electrical and Computer Engineering (1). The conferences they attended include the American Association of Physics Teachers, the Association of Mathematics Teacher Educators, the American Educational Research Association (AERA), the Society for Imaging Informatics in Medicine, the American Psychological Association (APA), the American Educational Studies Association, and the Family and Conciliation Courts Annual Conference. Conference-goers were instructed to give any pertinent information related to recruitment to their Chair.



Photo: A. Crampton & P. Deshpande sharing recruitment findings

September 20, 2023

Experiences of LGBTQ+ Faculty in STEM Panel

30 attendees | 11 departments

These three panelists included [Dr. Andre Issacs](#) (Associate Professor 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 Associate Director for Computational Oncology at Cedars-Sinai Cancer, who identifies as pansexual and gender non-conforming); and [Dr. Itzel Marquez](#) (Assistant Professor of Environmental Engineering at Central Michigan University, who identifies as a lesbian/bisexual immigrant from Mexico). Panelists answered questions about their personal experiences regarding their queer identities within academia. The panel was not recorded to provide a safe space for all in attendance. Thank you to Chris Stockdale (Assistant Chair of Physics) for being our emcee! Earlier in the day, the panelists went on a campus tour to learn more about Marquette and had lunch with four (4) lgbtq+ faculty to have community and talk about similar experiences.



Photo: LGBTQ+ Panelists: A. Isaacs, I. Itzel, & N. Tatonetti answering questions about identity in academia.

September 12 and 18, 2023

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

21 attendees | 13 departments

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 12, a book club discussion took place with eight (8) participants. On September 18, Deanna gave a key-note speech and facilitated 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.



Photo: S. Spragg posing with D. Singh and her book, "Actions Speak Louder"

September 8, 2023

AMP BMC #2: Faculty Mentoring Facilitated by CIMER

31 attendees | 11 departments

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: (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. Out of the 11 departments represented, five (5) were STEM and three (3) were SBE. To learn more about this workshop and its resources, please contact [Rosemary Stuart](#).



Photo: Faculty participating in group discussions during CIMER workshop

February 15, 2023

Accessibility for Marquette Faculty: A Conversation About Disability

23 attendees | 13 departments

This event addressed the topic of accessibility for disabled faculty at Marquette. Dr. Jason Farr (English), Dr. Leah Flack (English), 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.

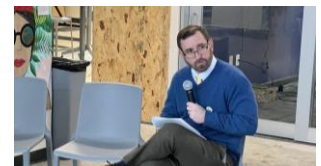


Photo: J. Farr speaking to online attendees

ADVANCE Events 2021-2024

November 17 and 18, 2022

Men Allies for Gender Equity Workshop - Featuring: Dr. Roger Green

11 attendees | 8 departments

Advocates and Allies hosted a workshop to help equip men to serve as effective allies for gender equity in STEM settings. Through interactive dialogue, men from around campus were able to have candid discussions, ask questions and practice skills through scenario-based exercises facilitated by Dr. Roger Green, Associate Professor of Electrical and Computer Engineering, and Lead Advocate and Ally of North Dakota State University. This workshop was open to those who identify as men only.



Photo: Men allies talking with R. Green during gender equity workshop

November 17, 2022

Chairs Workshop with HR and Title IX Experts

16 attendees | 7 departments

At this workshop, folks were given KINDER data from the 2022 survey and were able to interpret the results. The KINDER survey asked faculty to measure their department in four (4) areas: Civility Climate, Conflict Resolution, Lack of Hostility Climate, and 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 and students. Five (5) Chairs and four (4) Assistant Chairs from seven (7) departments [SBE=4; STEM=3] were in attendance. The presenters and coordinators included: Wendy Butler (Director of Organizational Development), Liz Sides (Director of Employment and Employee Relations), Kristin Kreple (Title IX Director), Dr. John Borg (Chair/Professor of Mechanical Engineering), Dr. Deb Oswald (Professor of Psychology), and Dr. Jennica Webster (Associate Professor of Management). [Click here](#) to review the PowerPoint presentation.



Photo: J. Borg presenting information about KINDER survey to department chairs

October 12, 2022

AMP BMC #1: Brainstorm + Lunch

23 attendees | 12 departments

The first session of the *Building a Mentoring Culture* (BMC) AMP Series. This group brainstorm was designed to invite faculty and staff from across campus to discuss research mentoring needs on campus. Facilitated by Dr. Lucas Torres (Psychology), Dr. Deb Oswald (Psychology) and Dr. Rosemary Stuart (Biology). Fun fact: There was a tornado warning during this event, so participants had to hunker down in the basement for the last half!



Photo: R. Stuart presenting & getting feedback for faculty mentoring

September 12, 2022

AMP Session #4: Grant Staff Session

22 attendees | 12 departments

This session provided an opportunity for staff (specifically those in grant services and faculty success) to review the grant lifecycle webpage content and format drafted by Dr. Jeanne Hossenlopp (VP of Research and Innovation), Dr. Anita Manogaran (Associate Professor of Biological Sciences), and Kathy Durben (Director of the Office of Research and Sponsored Programs). Feedback was collected for further planning.



Photo: Staff writing feedback on whiteboards for grant lifecycle content

June 22, 2022

AMP Session #3: Summer Social

15 attendees | 7 departments

Faculty conducting research throughout campus gathered over food and drinks in the summer for a social. The social also served as an opportunity for faculty to review the grant lifecycle webpage content/format drafted by Dr. Jeanne Hossenlopp, Dr. Anita Manogaran, and Kathy Durben. A follow-up event was planned for September.



Photo: Faculty and Staff gathering for a social in the 707 hub

April 1, 2022

AMP Session #2: Existing Grant Resources

12 attendees | 8 departments

This AMP session provided attendees with an in-person tutorial on how to navigate grant resources. Presented by Mark Simonson, Director of Business Affairs (ORI), Amber Jensen, Business Operations and Grants Management Specialist (A&S), and Barb Ploszay, Director of Grants Administration (ORSP). [Click here](#) to view the PowerPoint presentation for existing grant resources as of April 2022.



Photo: Screenshot of presentation for grant resources as of April 2022



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ADVANCE Events 2021-2024

March 25, 2022

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

45 attendees | 16 departments

ADVANCE welcomed Dr. Corinne Moss-Racusin, Associate Professor of Psychology at Skidmore College, to speak and 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, and Dr. Jennica Webster, Associate Professor of Management and then Co-Director of the Institute for Women's Leadership (IWL), joined the panel to discuss current and future implementations for retaining women and underrepresented faculty in STEM and SBE departments 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.



Photo: Screenshot of 'Pushing Forward' Panel via Marquette Innovation YouTube

February 25, 2022

AMP Session #1: The Post-Award Process

14 attendees | 10 departments

The first ever AMP event! The goal of AMP (Advancing Marquette Priorities) focuses on creating solutions to help address faculty-identified issues. We know that in these times of limited resources, we can't fix everything but there are steps that can be taken to help improve things. The first topic was the grant post-award process/services. Faculty and staff from across campus gathered to discuss what issues specific to the post-award process needed to be worked on by upper university leadership. [Click here](#) to read the AMP interim report.



Photo: A. Manogaran presenting on survey results for faculty priorities

October 3 and 6, 2021

"Picture a Scientist" Film Screening and Panel Discussion

43 attendees | 15 departments

ADVANCE and Dr. Heidi Bostic, Dean of the Klingler College of Arts and Sciences, hosted a virtual panel to discuss the film, which featured several MU researchers. Panelist 1: Allison Murray, Ph.D., Assistant Professor of Mechanical Engineering. Panelist 2: Jier Huang, Ph.D., Associate Professor of Chemistry. Panelist 3: Anita Manogaran, Ph.D., Assistant Professor of Biological Sciences. [Click here](#) to watch the panel.



Photo: Screenshot of virtual panel via Marquette Innovation YouTube

February 21, 2021

"What Would an Ideal Family-Friendly Higher-Ed Institution Look Like?" Panel

62 attendees

ADVANCE invited panelists to discuss what an ideal family-friendly institution would look like if implemented at Marquette. 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. [Click here](#) to watch the panel.



Photo: Screenshot of virtual panel via Marquette Innovation YouTube

February 18, 2021

Men as Allies Virtual Equity Training

16 attendees

Advocates and Allies hosted a virtual workshop to help man on campus learn their role as allies. The main goals of the workshop were to understand the context of gender inequity in academia and Marquette University; be introduced to relevant concepts an d literature, including unconscious bias and male privilege; learn how to get started as an Ally, including individual actions for Allies; use scenarios to practice Ally skills; and obtain resources to assist personal development and and/or establish Advocates and Allies programs. To learn more, contact [Cris Ababei](#).

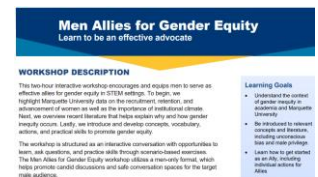


Photo: A&A Equity Workshop Flyer

January 21, 2021

Women Scholars During COVID: Solutions for Gender Equity in Academia

42 attendees

The first ever event hosted by ADVANCE. Dr. Jessica Malisch, Professor of Comparative Animal Physiology at St. Mary's College, led a presentation and talked about the importance of gender equity in the pandemic. [Click here](#) to watch the video.



Photo: First slide in event presentation