



ADVOCATES & ALLIES PROPOSAL ACCEPTED FOR MAY 2022 CONFERENCE

Congratulations to Marquette's **Advocates and Allies** group! Dr. Cris Ababei, Associate Professor of Electrical and Computer Engineering, and Dr. Bob Peoples, Professor of Biomedical Sciences, will travel to Bowling Green State University (Ohio) in May to present their poster "Adapting the Advocates and Allies Concept at Marquette University" during the Conference on Advancing Gender Equity for Faculty: Allyship and Inclusive Leadership Strategies. Dr. Jeanne Hossenlopp is a co-author on the poster. Thank you, Advocates and Allies, for your dedication to educating yourselves on these important issues. [CLICK HERE TO REGISTER FOR THE CONFERENCE \(May 19-20, 2022\)](#)



AMP SEMINARS 1 & 2

There is an interim report from the first AMP event, 'Addressing the post-award process.' There will be a full program summary available after all AMP events are complete and data has been collected. [CLICK HERE TO READ REPORT #1](#). The second AMP session took place in the Raynor Library where Mark Simonson (ORI), Barb Ploszay (ORSP) and Amber Jensen (AS) presented on existing grant resources and answered faculty questions. The slidedeck will be posted on the ADVANCE resources page.

DR. MOSS-RACUSIN SPEAKS AT PANEL

On March 25, ADVANCE hosted the virtual panel event: "Pushing Forward: Solutions for Retaining Underrepresented Faculty in STEM/SBE." Three panelists presented to an online audience of 40+ viewers, including two attendees from out-of-state. Dr. Moss-Racusin was the main speaker, where she reviewed her article, "[Boosting the Sustainable Representation of Women in STEM With Evidence-Based Policy Initiatives](#)," and answered questions regarding this important subject. Two large factors in retaining diverse faculty based on the paper include:

- "STEM organizations must focus not only on hiring talented women, but also on creating professional environments that retain and support them."
- "Policies should (1) guard against bias in hiring, promotion, and gatekeeping professional opportunities; (2) reduce social identity threat; (3) recalibrate incentives to encourage instructors to restructure STEM education; (4) implement gender-inclusive policies; and (5) implement mentoring programs and re-ward female role-models."

Congratulations to the 2022 ADVANCE Distinguished Scholars



Here is a list of ADVANCE faculty who were recognized at the Distinguished Scholars Reception - April 5, 2022:

WAY KLINGER FELLOWSHIP AWARD:

- Dr. Elaine Spiller, Math & Stats

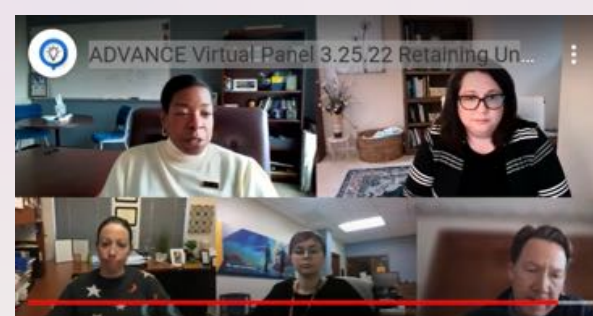
WAY KLINGER EARLY CAREER AWARD:

- Dr. Nathan Lemoine, Biology
- Dr. Joseph Clark, Chemistry
- Dr. Chae Yi, Chemistry
- Dr. Walter McDonald, CCEE (Water)
- Dr. Lee Za Ong, CECP
- Dr. Jacqueline Fitzgerald, Psychology



Good Luck, Andrea!

Andrea Schneider, J.D., Professor of Law and Director of the Institute for Women's Leadership, will be leaving Marquette in May 2022 after 26 years. Andrea has been appointed to [Professor of Law and Director of the Kukin Program for Conflict Resolution at Cardozo School of Law in New York City](#). She is also part of the ADVANCE planning team. [CLICK HERE](#) to read about Andrea's outstanding career so far. **Good luck, Andrea. We'll miss you!**



Dr. Webster and Dr. Crear presented data involving the 2020 climate survey, and current/future Marquette retention initiatives, respectively. [CLICK HERE TO WATCH THE FULL VIDEO](#)

KINDER SURVEY

YOU are invited to participate in the **KINDER Climate Survey**. The survey will start on April 18 & stay open for 10 days (exclusive to ADVANCE faculty). KINDER measures civility, interpersonal dynamics & organizational respect in research organizations. KINDER will use the data from our faculty responses to compare with other institutions nationwide (those participating in KINDER). "***I think it would be very insightful to see how my department compares to other mechanical engineering departments around the country,***" said Dr. John Borg, Chair & Professor of Mechanical Engineering (Dr. Borg serves on the ADVANCE KINDER committee). ***Your involvement in this survey is encouraged, as we need a minimum of five (5) responses from each department in order to receive national data comparisons.*** You will receive an email from ethicsctr@illinois.edu.

ADVANCE DEPARTMENTS PROMOTION & EMERERI

Congratulations to our ADVANCE colleagues!

Faculty promoted to professor:

- Dr. Julia Azari, Political Science
- Dr. Murray Blackmore, Biomedical Sciences
- Dr. Risa Brooks, Political Science
- Dr. Astrida Kaugars, Psychology
- Dr. Robert Wheeler, Biomedical Sciences
- Dr. Amber Wichowsky, Political Science

Faculty promoted to associate professor with tenure:

- Dr. Mark Berlin, Political Science
- Dr. Stephen Cole, Economics
- Dr. Anthony Gamble, Biological Sciences
- Dr. Lynne Knobloch-Fedders, Counselor Education and Counseling Psychology
- Dr. Timothy Sharp, Physics
- Dr. Kathryn Wagner, Economics
- Dr. Bing Yu, Biomedical Engineering

Participating faculty promotions:

- Dr. Aaron Miller, Biomedical Sciences, is promoted to clinical associate professor

Faculty promoted to professor emerita/emeritus from July '21 to Spring '22:

- Dr. James Kincaid, Chemistry
- Dr. James Maki, Biological Sciences
- Dr. Farrokh Nourzad, Economics

Faculty promoted to associate professor emeritus/emerita from July '21 to Spring '22:

- Dr. Michael Wierzbicki, Psychology

Promoted to clinical associate professor emerita:

- Dr. Mary Carlson, Educational Policy and Leadership

ADVANCE SPOTLIGHT



Dr. Anita Manogaran, 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!**

[CLICK HERE TO NOMINATE SOMEONE AS NEXT MONTH'S SPOTLIGHT](#)

ADVANCE Departments

STEM

- Biological Sciences
- Biomedical Engineering
- Biomedical Sciences
- Chemistry
- Civil, Construction & Environmental Engineering (CCEE)
- Computer Science
- Electrical & Computer Engineering
- Mathematical & Statistical Sciences
- Mechanical Engineering
- Physics

SBE

- Counselor Education & Counseling Psychology (CECP)
- Economics
- Educational Policy & Leadership
- Political Science
- Psychology
- Social & Cultural Sciences

WE LOVE FEEDBACK!

SUBMIT YOUR FEEDBACK TO US BY COMPLETING THIS [ANONYMOUS ONLINE FORM](#). THANK YOU!

Please contact us if you have any questions, suggestions or concerns.

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