



## WHAT IS ADVANCE?

If you are a faculty member in a STEM or SBE department, you are part of the ADVANCE program. ADVANCE is funded by the National Science Foundation (NSF) & is designed to aid institutions in promoting success for women & underrepresented faculty in STEM & SBE. The broader impact of ADVANCE will be to create systemic institutional change recognizes the impact of intersecting social identities, including but not limited to gender and race/ethnicity, on faculty success

We hope to create an environment that enables all members of our STEM & SBE community to thrive, thereby enhancing the educational experience of our faculty & students & strengthening our contribution to the STEM/SBE talent pipeline. Our long-term goal is creating institutional change that will improve faculty success in all areas of campus at Marquette University.

## A MESSAGE FROM DR. JEANNE HOSSENLOPP



"Welcome to the new Marquette ADVANCE newsletter! We continue to live in times of great challenge & the ADVANCE team has been working to adapt our programming to better serve the needs of our community. Please join us for the events highlighted in this newsletter & watch for a new ADVANCE program called AMP that will be launching soon, thanks to Anita Manogaran's leadership. I am also pleased to welcome Joya Crear & Sara Spragg who have recently joined the ADVANCE team. We encourage your ideas & input. See below for how to provide feedback."

- Jeanne

ADVANCE Presents:

## Pushing Forward: Solutions for retaining underrepresented faculty in STEM/SBE

- A Virtual Panel Event -

FRI MARCH 25

1:30-2:30 PM

Join us to discuss and derive solutions to the issues in retaining women & underrepresented faculty - specifically in departments of STEM & SBE. Register at the link below!



### DR. CORINNE MOSS-RACUSIN

Dr. Moss-Racusin is an Associate Professor of Psychology at Skidmore College. She earned her Ph.D. & M.S. at Rutgers University-New Brunswick, & her B.A. at New York University. She also completed her Postdoctoral Associateship at Yale. She is the author of, "Boosting the Sustainable Representation of Women in STEM with Evidence-based Policy Initiative," which she will overview & answer questions during this panel.



### DR. JOYA CREAR

Dr. Joya Crear is the Vice President for Inclusive Excellence at Marquette University. She will review current & future efforts in finding solutions to better support women and underrepresented faculty in STEM/SBE.



### DR. JENNICA WEBSTER

Dr. Jennica Webster is an Associate Professor of Management & Co-Director of the Institute for Women's Leadership at Marquette University. She will discuss & answer questions regarding the ADVANCE climate survey.

[CLICK HERE TO REGISTER!](#)

UPCOMING EVENTS

## ADVANCE Departments

### STEM

- Biological Sciences
- Biomedical Engineering
- Biomedical Sciences
- Chemistry
- Civil, Construction & Environmental Engineering
- 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

## PUBLISHED BY ADVANCE FACULTY

"Exploring American Parents' Lived Experiences During the COVID-19 Pandemic: Ramifications for Well-Being" by Astrida S Kaugars, PhD, Lindsay E Holly, PhD, Mary Tait, BA, & Debra Oswald, PhD. (all affiliated with Marquette University) has been published in the Journal of Pediatric Psychology in December 2021.

This study documents 'the direct impact of the COVID-19 pandemic on parents & families in the United States,' & suggests 'the importance of providing support for parents & families through direct services & public policy changes.'

Journal of Pediatric Psychology Society of PEDIATRIC PSYCHOLOGY

Congratulations on your publication! (Click on the title to read the study)



Dr. Joya Crear is the newest PI for the ADVANCE grant. She is also the Vice President for Inclusive Excellence. Joya has 20+ years of experience in student affairs leadership. She holds a doctorate from Penn State & attended Howard University & the University of Wisconsin-Madison for her B.A & masters degree, respectively. Welcome, Joya!

Meet the new ADVANCE Coordinator, Sara Spragg. Sara earned her B.S. in political science from Northern Michigan University in 2016. Her background is in political advocacy, non-profit, & coordinating post-secondary education programs. In her spare time she enjoys art, travel, the outdoors, & hanging out with her cat, Huey Lewis And The News. Welcome, Sara!



## WHAT ARE OUR PARTNERS UP TO?

ADVANCE partners with various organizations at MU, as we have similar goals. Want to collaborate? Contact us!

**ADVANCE ADVOCATES & ALLIES** - The Advocates group will attend the Institute for Women's Leadership (IWL) Research Social event that will take place on 2/16 in the 707 Hub at 3:30 PM. They will speak about who the advocates are & what they do. Advocates will seek feedback on what else they could do & how to be better partners as allies. [Click here to learn more!](#)

**INSTITUTE FOR WOMEN'S LEADERSHIP** - The mission of IWL is to advance women's leadership locally & globally through pioneering research, innovative programming, & collaborative engagement. [Check out their page here](#) for upcoming events. [IWL Gala flyer pictured right]

## ADVANCE SPOTLIGHT



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.

View the full climate summary [HERE](#). To review the dashboard for your individual department, reach out to your department chair or the ADVANCE Coordinator.

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



## 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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BE THE DIFFERENCE.