



**ENGAGE. INSPIRE. TRANSFORM.**

**INSTITUTE FOR WOMEN'S LEADERSHIP**

Annual Report | 2021

# LETTER FROM THE DIRECTOR

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*Dear IWL Supporter,*

*We are delighted to present our annual report for 2020-2021. Although we all hoped that life would return to normal from the pandemic, it has not. This year we continued to demonstrate our ability to be flexible in our programming while providing increased support for our partners on campus and in the community. As we describe in more detail below, we gave mini-grants and summer grants to faculty across campus. We partnered with the Sojourner Family Peace Center and the Milwaukee County Courts to examine domestic violence responses in the city. We hosted a virtual broad ranging and interdisciplinary conference on Suffrage & Innovation in the fall and then pivoted to a virtual speaker series on Pay Equity in Spring 2021. And, throughout it all, continued to build our scholarly community on campus, creating networks for faculty and programs for students. We look forward to another successful year in 2021-2022, and one in which we hope to be able to celebrate in person.*

*Warmly,  
Andrea Kupfer Schneider  
IWL Director*

# ABOUT IWL

**The Institute for Women's Leadership (IWL) builds upon the university's historic role as the first Catholic university in the world to co-educate undergraduate women beginning in 1909. In January 2019 during his fifth presidential address, President Lovell announced the creation of the IWL, made possible through a generous \$5 million endowment by the Thomas J. Rolfs Family Foundation. The support for IWL and the Women's Innovation Network (WIN) pilot project was facilitated by the advocacy of Marquette alumna Claire Rolfs in partnership with University VP of Research and Innovation, Dr. Jeanne Hossenlopp.**

## MISSION

The mission of the IWL at Marquette University is to advance women's leadership locally and globally through pioneering research, innovative programming, and collaborative engagement.

## VISION

The vision of the IWL is one of intersectional inclusivity and gender equity. As advocates for justice, we will engage, inspire, and transform students, faculty, staff, and community leaders.

The IWL team is comprised of expert faculty and staff whose expertise and skills complement each other, while bringing our mission and vision to life. Andrea Schneider, Professor of Law, serves as the Director; Dr. Jennica Webster, Associate Professor of Management in the College of Business Administration, serves as Co-Director; and Sarah Camp is IWL Coordinator. Dr. Jean Grow, Professor of Strategic Communication in the Diederich College of Communication, served alongside Dr. Webster as Co-Director until her retirement at the end of 2020; and Sasha Parsons Waters served as the Women's Innovation Network (WIN) Program Coordinator until early 2021.

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Continuing IWL's work from its launch during the 2019-2020 academic year, IWL focused on work that reflected the mission and vision: research, programming, and community engagement. Remote programming, which took over in Spring 2020, continued throughout the entire 2020-2021 academic year to accommodate the ongoing COVID-19 pandemic.

# RESEARCH ENVIRONMENT

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IWL utilized its mission and vision to enact several timely adaptations in order to create and foster an interdisciplinary and vibrant research environment that supports impactful, transformative scholarship. Scholarship aimed at better understanding and advancing women's leadership that spans many different disciplines.

Researcher networking events, now officially dubbed, "IWL Research Socials," continued throughout the 2020-2021 academic year in a completely virtual setting. This year's **IWL Research Socials** featured examinations of what might be take aways from the challenges of the pandemic, **Research Round-ups**—which detail various IWL grantees and spotlighted researchers, faculty sharing tips, and practices to help work through projects and steadily advance scholarship works. Our academic year culminated with guest speaker, **Lydia Denworth**, contributing editor, journalist, and author of Friendship | The Evolution, Biology, and Extraordinary Power of Life's Fundamental Bond, in a virtual happy hour book talk for the end of the year celebration. Over 200 faculty, staff, and community members participated in this year's events, and attendee feedback overwhelmingly expressed gratitude and appreciation for the camaraderie and supportive opportunities IWL provided.

With these efforts, IWL expanded its network of researchers by almost 50 members to 114 Marquette University faculty and staff engaged in research on gender or sex. Additionally, IWL's **e-Publications** database grew as our affiliated researchers contributed new works. IWL uses this database to both highlight the rich interdisciplinary, gender-based research being conducted by Marquette scholars and connect researchers across campus. It is also open for public access. It is noteworthy that the IWL is the only institutional organization to use the Marquette e-Publications database in a cohort manner, bringing together scholars covering a common topic. IWL's faculty affiliates serve as a powerhouse of collaboration, innovation, and support throughout the year by promoting research collaborations, creating cross-disciplinary relationships, and providing programming ideas.

## RESEARCH HIGHLIGHTS

**114 faculty and staff in the IWL network**

**Six research socials + End of Year social with over 200 attendees**

**Creation of IWL Research Mini-Grants**

**Funded 6 interdisciplinary Summer Grants**

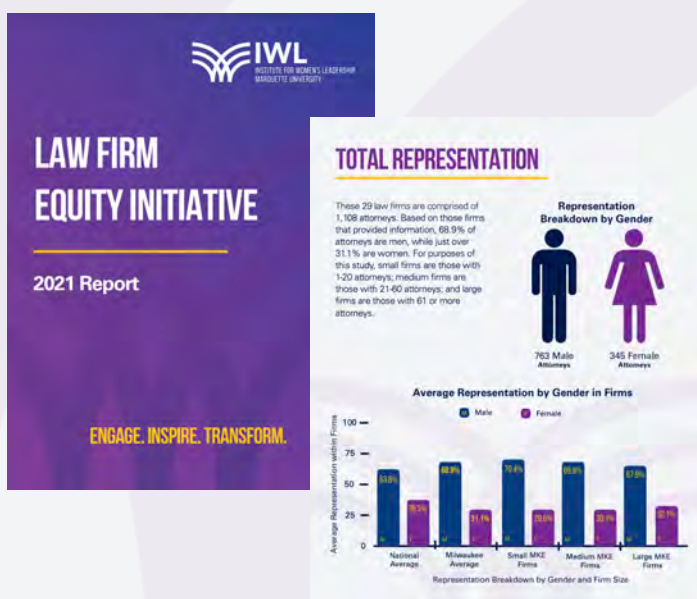
**Published IWL's 1st white paper: *Law Firm Equity Initiative-2021 Report***

**Launched IWL's Research Spotlight Series**

To further support the research community, IWL expanded grant opportunities to researchers at Marquette in a few ways. In the fall of 2020, IWL launched **IWL Research Mini-Grants** on a rolling basis for smaller needs often overlooked or ignored by larger research grant programs but even more important during the pandemic and smaller budgets. The IWL Mini-Grants offer up to \$1,000 to individuals who need funds for academic reasons involving the research of gender or sex—not for faculty stipends but for project supplies, research incentives, pay for student research assistants, etc. So far IWL has awarded 12 mini-grants, totaling almost \$11,000, and supporting 13 student research assistants, 2 research project’s incentives, and additional training as well as [virtual] conference attendance and presentation fees. For the 2nd consecutive summer, IWL invited applicants to apply for its annual Interdisciplinary Summer Grant Program. This year’s award winners include 5 research grants and 1 project grant, supporting 16 faculty with their summer research, covering the work of 7 student research assistants, 8 independent consultants from the greater Milwaukee community, and 2 projects with experts collaborating from external institutions to better support the interdisciplinary and international insights required for well-rounded research work.

Beyond supporting researchers, IWL also continued to conduct its own research project and was honored to win **Marquette's President's Challenge** grant in the summer of 2020 to research the impact of intimate partner violence (IPV) in Milwaukee. The grant funded an interdisciplinary team of MU researchers and students working in close collaboration with **Sojourner Family Peace Center** and the **Milwaukee County Court System**. The overarching goal of this research was to better understand the experiences of IPV survivors during COVID-19 in order to inform and equip IPV service providers, the court system, and businesses with practices needed to support survivors of IPV. We expect to produce several white papers as well as other research from the project including specific guidelines for employers and the Milwaukee courts.

The “**IWL Law Firm Equity Initiative | 2021 Report,**” released on Monday, March 8<sup>th</sup>, 2021, marked the first published white paper for the Institute. In alignment with International Women’s Day, the IWL reported on the state of gender equity in Milwaukee law firms: highlighting the work still needed, the bright spots in the area, and remarks from some of the law firms participating in these efforts with IWL. This longitudinal project is one of many research projects that IWL will continue to work on in the coming year.





To round out the year and gamut of a vibrant research environment, IWL launched its **“Spotlight on Research” vlog series** in the spring of 2021, highlighting gender-related research by Marquette faculty members. This research series consists of an episode released each month of the semester, featuring a scholar who advances IWL’s mission to advance leadership locally and globally through pioneering research, innovative programming, and collaborative engagement. The scholars featured this spring were Drs. Darren Wheelock, Karen Robinson, Noelle Brigden, and Stephanie Rivera Berruz.



**Darren Wheelock**  
*January 2021*



**Noelle Brigden**  
*February 2021*



**Karen Robinson**  
*March 2021*



**Stephanie Rivera Berruz**  
*April 2021*

## LEADERSHIP PROGRAMMING

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The 2020-2021 year focused on strategic alignment of programming and support of women’s innovation and leadership in several ways. WIN created a new series —WISDOM—in response to student interest in hearing more from female scholars in their STEM and business fields. This series has resulted in new and ongoing collaborative efforts in programming across Marquette and beyond. Programs that WIN once led but are now better aligned within other, newer departments at Marquette were handed off to the respective areas.

In Fall 2020, WIN hosted 3 professional development workshops (WIN on LinkedIn: Building an All-Star Profile, WIN on LinkedIn: Effective Use of LinkedIn, and Know Before You Conference – Preparation); collaborated with departments across campus for 15 events spotlighting successful representatives from underrepresented populations as motivational role models; hosted LUNAFEST—a film festival featuring short films by and about women; and conducted individualized coaching sessions with 18 students, 2 staff members, 1 faculty member, and 2 alums.

A significant addition to the WIN program this past year was the creation of **WISDOM**, or **W**omen in **S**TEM/**S**BE **D**epartments of **M**arquette. The WISDOM initiative started with a Chemistry graduate student inquiry to IWL and blossomed into the **WISDOM Breakfast series**—an ongoing rotation of gatherings that focus on different disciplines and areas of interest in STEM and SBE science fields. All WISDOM Breakfasts were held remotely this year, which also allowed for a wider array of guest speakers since travel was not required. The WISDOM Breakfast series launched Fall 2020 with **Women in Chemistry** as the inaugural focus area and **Women in Engineering** rounding out the initial semester of WISDOM networking events. In Spring 2021, WISDOM hosted 2 more breakfasts, with **Women in Mathematics** and **Women in Health Sciences**, as well as a **WISDOM Workshop**—a follow-up team building event with **Marquette’s Society of Women Engineers**. Overall, these 5 events connected approximately 95 students with 28 professional women in their fields through small group gatherings and created community.

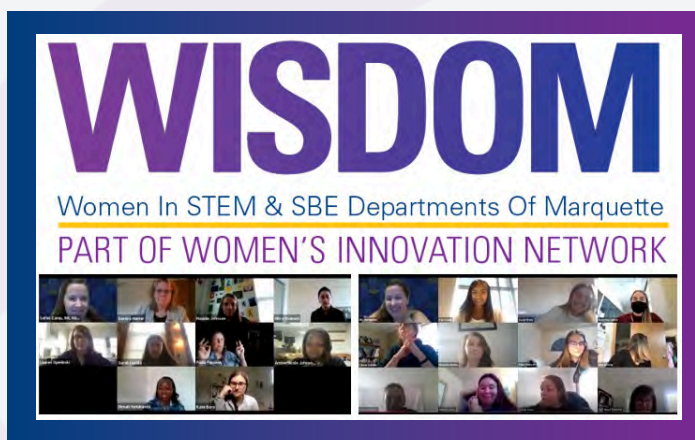
## WIN EVENT FEEDBACK

### WISDOM Events

*"I enjoyed the breakout rooms, as it gave the students a chance to ask questions without feeling intimidated or embarrassed."*

*"I learned not to be afraid to advocate for yourself and put yourself into situations that will challenge you."*

*"I found this event to be super helpful and insightful!"*



### Professional Development

*"We set goals for my profile (500+ connections by November) and worked with me to achieve them. It also got me more into a habit of checking LinkedIn as much as other social media and I think it has truly helped me professionally, and I landed an internship for the summer! Also, I joined a group on LinkedIn called WSJ Noted Advisor Network and a comment I posted there led to me being featured in a **Wall Street Journal Article.**"*

# TEAM GROWTH

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Another area of strong growth for IWL this year has been in its team of women leaders. IWL's ongoing work lead to an expansion of the IWL internship team— from 2 to 4 interns assisting both IWL and WIN operations in the areas of events, website, design, and social media.

In Spring 2021, IWL introduced the first cohort of **IWL Faculty Fellows**: Drs. **Ayleen Cabas-Mijares** (Journalism and Media Studies) and **Amber Wichowsky** (Political Science). As IWL Faculty Fellows, Ayleen and Amber brought their respective experiences and expertise to leading IWL Research Socials, chairing committees for IWL's Faculty Advisory Council, and expanding IWL team research. Drs. **Lillian Campbell** (English) and **Debra Oswald** (Psychology) stepped in as the Summer 2021 IWL Faculty Fellows, and introduced IWL's first [virtual] **writing groups** as well as laid the groundwork for **IWL Mentorship Circles** for Fall 2021. Rounding out the initial IWL Faculty Fellows will be Drs. **Jody Jessup-Anger** (Higher Education) & **Melissa Shew** (Philosophy) for Fall 2021.

We also convened our first **IWL Faculty Advisory Council (FAC)** in the spring of 2021 designed to respond to the particular challenges and needs of female faculty at Marquette. The initial IWL FAC consisted of 20 members, including the IWL Leadership Team and IWL Faculty Fellows with representation from many different areas and disciplines across Marquette:

**Tara Baillargeon**, Digital Scholarship  
**Kristen Foster**, History  
**Heather Hlavka**, Social & Cultural Sciences  
**Sandra Hunter**, Physical Therapy  
**Claire Kirchoff**, Biomedical Sciences  
**Lezlie Knox**, History  
**Sameena Mulla**, Social & Cultural Sciences  
**Paula Papanek**, Physical Therapy  
**Kathleen (Kathy) Rehbein**, Business Management  
**Rosemary Stuart**, Biological Sciences  
**Sarah Wadsworth**, English

This of course does not account for IWL's expanding reach and community engagement with students, Marquette colleagues, and the greater communities. Continued growth and strengthening of the IWL Team and community will proceed with filling the three internship openings left by our talented graduating interns, the selection of a new IWL co-director, and the hiring of a new WIN coordinator to start Fall 2021.



# COMMUNITY CONNECTIONS

The IWL welcomes partnerships from within the university and across the community. Our mission is to advance women’s leadership locally and globally through pioneering research, innovative programming, and collaborative



engagement. IWL community partners include Sojourner Family Peace Center, Milwaukee’s Women Leadership Collaborative (MWi, Professional Development, & TEMPO Milwaukee), and YWCA of Southeast Wisconsin.

**Suffrage & Innovation 2020** marked IWL's first foray into

conferences—albeit originally dreaming that this would be a “regular” in-person conference, the pivot to a virtual conference bolstered camaraderie during a time that made community connections both vital and difficult to engage in quality, meaningful interactions. Both presenters and attendees alike shared their appreciation for the conference and the relationships that were built as a direct result.

During the spring semester, IWL hosted its 2021 **Pay Equity Speaker Series** that featured 3 national speakers: **Jocelyn Frye** (Senior Fellow at the Center for American Progress), **Saru Jayaraman** (President of One Fair Wage and Director of the Food Labor Research Center at University of California Berkeley), and **Dr. Jessica Mason** (Senior policy analyst for the National Partnership for Women and Families; Ph.D. in anthropology from the University of Wisconsin-Madison) paired with 3 local advocates: **Kelly Ritchie** (Senior Vice President of Employee Services at Lands’ End), **Ryan Clancy** (Founder and Organizer of the Progressive Restaurants and Activists of Wisconsin Network-PRAWN), and **Janet Lucas-Taylor** (Senior Director of Employee Benefits for Northwestern Mutual).



Originally **Erika Moritsugu** was confirmed as the national speaker for the third session, but she was unable to speak as she began a new role on the White House staff the same week. These three live events engaged 504 registrants, the playbacks have received almost 300 views on YouTube so far, and their content has gathered additional reach from various publications and media outlets: **Center for American Progress** (*Why Salary History Bans Matter to Securing Equal Pay*), **PBS NewsHour** (*Women Ambassadors, National Security Leaders Urge Biden to Prioritize Gender Parity in Upcoming Nominations*).

# SOCIAL MEDIA & BRANDING

With IWL's main branding honed, the Institute shifted to expanding its establishment in social media in addition to fine tuning some of WIN's branding, re-branding, and engagement techniques. IWL has a growing digital presence for its first year (or less) on the following social media platforms:

**Instagram:** 464 followers and an average of 40 likes per picture

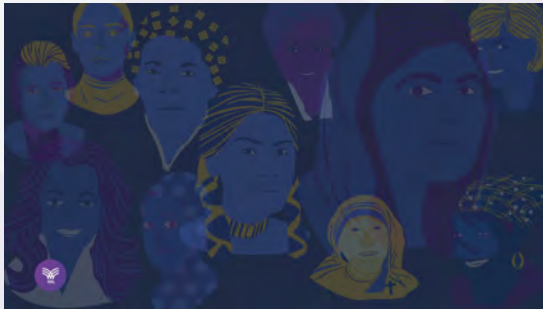
**LinkedIn:** 467 Followers

**Twitter:** 426 followers

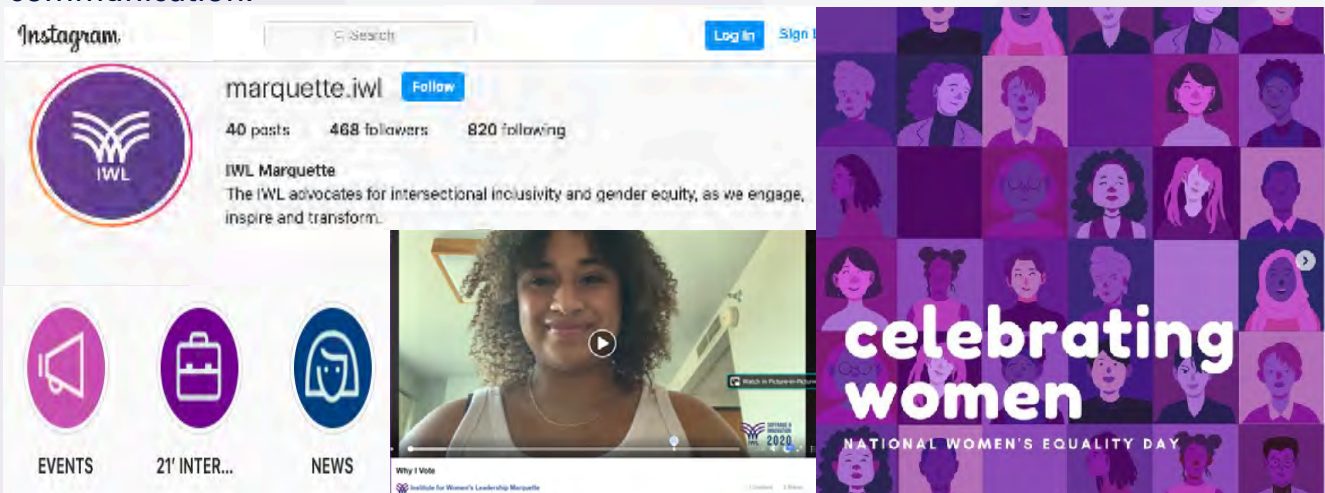
**Facebook:** 194 page likes

**YouTube:** 21 videos

IWL also created six unique **digital backgrounds celebrating International Women's Day**. On March 8<sup>th</sup> shared them with its growing community via social media, both the IWL and WIN websites, and e-mail for people to use as background filters in Zoom/Teams meetings.



Over the summer of 2021, IWL took the next steps to integrating its social media platforms when it added Sprout Social as its social media management tool. Moreover, IWL-WIN added HubSpot to the branding and communications mix for maintaining mailing lists, creating and sharing the IWL e-Newsletters, and even the use of forms for select projects that require some element of marketing or communication.



# IN REVIEW

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**IWL e-Publication database  
expands worldwide**

**IWL launched Mini-Grants (Fall 2020)**

**WIN hosted inaugural WISDOM Breakfast  
series (featuring 5 STEM/SBE disciplines)**

**IWL hosted Suffrage & Innovation 2020 (Fall  
2020) and Pay Equity (Spring 2021) conferences**

**IWL created Spotlight on Research series  
(Launched in Spring 2021)**

**IWL named 1<sup>st</sup> Faculty Fellows (Spring 2021)**

**IWL published first white paper  
(March 8, 2021)**

**IWL funded 6 Summer Interdisciplinary  
Research Grants (Summer 2021)**

# ENGAGE. INSPIRE. TRANSFORM.

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## **IWL Advisory Council Members**

Peggy Armstrong	Margo Loebel
Aliah Berman	Claire Rolfs
Barbara Boxer	Eliza Rolfs
Krista Brookman	Steve Stall
Ann Buckingham	Katie Weber
Patty Cadorn	Mike Weber
Jennifer Finger	Jamie Yu

## **Outgoing IWL Advisory Council Members**

Jean McKiernan	Erin McKone
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