

ADVANCE Events: October 1, 2023 – September 30, 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. ADVANCE worked with and leveraged existing programs and partners at Marquette. Events are detailed below in chronological order, starting with most recent. ADVANCE hosted or co-hosted 9 events/activities from October 1, 2023 to September 30, 2024. **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 (below) took place between Summer 2024 and the end of the grant. We look forward to submitting a proposal for an ADVANCE IT grant in the near future!

- ★ July 11, 2024
10 attendees | 7 departments
- ★ August 27, 2024
8 attendees | 7 departments
- ★ September 25, 2024
12 attendees | 8 departments



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



Photo: ADVANCE IT Planning Team discussing potential research projects

April 25, 2024

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

31 attendees | 10 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, 7 were STEM and 3 were SBE. 14 Chairs, 1 Assistant Chair, and 3 Associate Deans attended.



Photo: Department leadership discussing best practices for equitable teaching workloads

ADVANCE Events: October 1, 2023 – September 30, 2024

April 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.

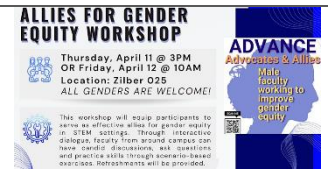


Photo: Screenshot of A&A event invitation

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

December 7, 2023

Sharing Conference Findings for Long-Term Recruitment

18 attendees | 9 departments

ADVANCE invited 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