

ACCESSIBILITY SUGGESTIONS FOR DEPARTMENT CHAIRS

"Accessibility works to the benefit of all faculty by enabling a more effective circulation of, and engagement with, ideas. At Marquette, accessibility is a legal requirement, of course, but it is also a disposition we can cultivate to create more diverse, engaged, and productive departments.

These strategies resist a one-size-fits-all model of access and are not meant to be prescriptive; rather, they are guidelines for encouraging ongoing conversations about access that change based on the needs of individual faculty/staff and campus visitors as well as the variable character of your discipline. Please also keep in mind that this is not an exhaustive list and that it is subject to continued discussions about access which you might take up in your departments." ([Dr. Jason Farr](#))

Suggestions for guest speakers:

- When extending an invitation to a potential speaker, ask them if they have any accessibility needs or if there's anything you can do to make their visit run smoothly.
- Ask about food preferences and allergies.
- Ask attendees to avoid using scents such as cologne and perfume.
- Encourage microphone use for speaker and for comments/questions during the Q&A.

Suggestions for interviews and campus visits:

- Same guidelines for guest speakers can also apply here.
- Script interview questions and consider pre-circulating those questions to the interviewees.
- Legally, you cannot ask about a candidate's disability status. You can, however, ask if there are any accessibility needs they have or if there's anything you can do to make the interview or campus visit run more smoothly for them.
- Make the campus tour optional.
- Remember that these are long, exhausting days for candidates. Be humane. Build in breaks for candidates during their campus visit. Clearly communicate to them your timeline and when/how you will notify candidates about offers, etc.

Suggestions for interviews and campus visits:

- Suggestions for working with department members:
- Ask individual faculty/staff (in reviews or by email, for instance) if there is anything you can do to support them in terms of accessibility.
- When colleagues are in the process of requesting accommodations from Human Resources, maintain an open dialogue with both HR and the individual.
- Use microphones in meetings.
- Pre-circulate meeting agendas and department documents to be discussed (these may serve as accessibility copies for persons with disabilities).
- Offer meeting dates well in advance.
- Keep in mind that a given individual's comfort level discussing disability can vary according to the type of disability they have, their job status, and other factors.
- If you have a department social media account, be sure to foreground accessibility there as well. For instance, include ALT text, image descriptions, and captions. For a rundown of best practices for social media, [visit this website from the University of Rochester](#).

LGBTQ+ PANEL RESCHEDULED

The "Experiences of LGBTQ+ Faculty in STEM" Panel and Reception is **rescheduled for September. Details to be released at a later date.** Dr. Chris Stockdale, Professor and Assistant Chair of Physics, will be our MC for the event. The panel will include current and former STEM faculty members from across the nation. [Dr. Andre Isaacs](#) (he/him), Associate Professor of Chemistry at College of the Holy Cross, focuses on copper-mediated organic chemistry reactions. His lab's methodologies are aimed at gaining access to nitrogen containing heterocycles via 'click chemistry'. He identifies as a gay, black man and posts creative videos from the Isaacs Lab to his 450K+ TikTok followers ([@drdre4000](#)). [Dr. Itzel Marquez](#) (she/her), Assistant Professor of Environmental Engineering at Central Michigan University, identifies as a lesbian/bisexual immigrant from Mexico. Her research comprises mostly of wastewater treatment and reuse, as she hopes to provide a reliable source of drinking water to drought-stricken areas. [Dr. Nicholas Tatonetti](#) (he/they), Vice Chair of Computational Biomedicine and Associate Director for Computational Oncology at Cedars-Sinai Cancer Institute, identifies as pansexual and gender non-conforming. Their main research focuses on understanding adverse drug reactions that affect underrepresented and minority populations. (Previously at Columbia). If you'd like to [submit a question for consideration at the panel, please fill out this form](#). There will also be a Q&A session and reception to follow.

SPRING ELECTION DAY IS TUESDAY, APRIL 4TH
Polls are open 7:00 AM - 8:00 PM
Find your polling location and sample ballot [here](#).

U-RISE SCHOLARS RESEARCH DAY

- DATE: **Monday, May 1, 2023**
- TIME: **3:00 PM - 5:00 PM**
- LOCATION: **AMU Ballroom C/D**



U-RISE at Marquette is a NIH-funded undergraduate research training scholarship program with the goal of increasing students from underrepresented groups who pursue Ph.D. and careers in biomedical research. Come and celebrate the research accomplishments of our first cohort of U-RISE scholars! The program from 3-4pm will consist of a Review of U-RISE accomplishments and oral research presentations by the U-RISE students. A social with refreshments will follow. All are welcome to attend. RSVP is appreciated but not required. [RSVP here!](#)

ADVANCE FUNDING FOR FACULTY

ADVANCE still has funds available for faculty travel to conferences for the purpose of networking for longer-range potential faculty recruitment. This could potentially involve attendance at a disciplinary meeting where there are committees or special interest groups (i.e. Committees on the Status of Women in Physics and Minorities in Physics at the March 2023 American Physical Society meeting or meetings sponsored by orgs focused on diversity in STEM/SBE such as SACNAS).

EXPECTATIONS: Faculty members would attend the meeting and actively network with colleagues, bring back insights, and share their experience with others in the Marquette community (we will host panel discussions or ADVANCE socials for this). This is a great opportunity for a faculty member who may not be presenting at a meeting but who would benefit from attending or to also provide additional conference attendance support for high-performing faculty. Restricted to tenured/ tenure-track/ participating faculty. **We will support full costs of attendance for domestic conferences** (registration, travel, hotel, and some meal reimbursement).

If you are interested, contact [Sara Spragg](#).

ADVANCE SPOTLIGHT



Dr. Meghan Stroshine is Chair and Associate Professor of the Department of Social and Cultural Sciences. Dr. Stroshine has demonstrated exceptional leadership and has contributed to the growth and success of the department. Her research focuses on Policing (use of force, injuries, hazards of police work, decision making and behavior) as

well as examining the criminal justice system's responses to domestic violence. In addition to her academic achievements, Dr. Stroshine is a faculty fellow in the office of the Provost, where she (along with Chris Simenz) will be working together on a team and examining faculty perspectives on service at Marquette, both requirements and expectations. She will also be sharing her insights in this project with the ADVANCE External Evaluator. Dr. Stroshine is a true asset to Marquette, and we are proud to have her as a member of our ADVANCE faculty. **Thank you, Dr. Stroshine, for your dedication to Marquette University!**

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

ADVANCE DEPARTMENTS

STEM

1. Biological Sciences
2. Biomedical Engineering
3. Biomedical Sciences
4. Civil, Construction & Environmental Engineering
5. Chemistry
6. Computer Science
7. Electrical & Computer Engineering
8. Mathematical & Statistical Sciences
9. Mechanical Engineering
10. Physics

SBE

1. Counselor Education & Counseling Psychology
2. Economics
3. Educational Policy & Leadership
4. Political Science
5. Psychology
6. Social & Cultural Sciences



Supporting women & underrepresented faculty in STEM/SBE

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.

ADVANCE Coordinator: Sara Spragg
sara.spragg@marquette.edu
(414) 288-5740



BE THE DIFFERENCE.