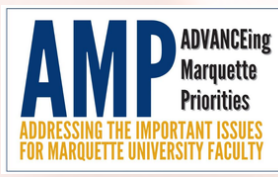
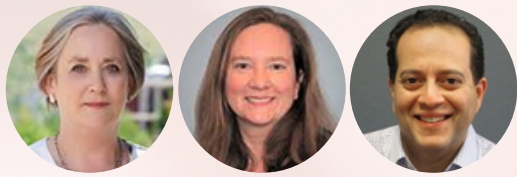


AMP: BUILDING A MENTORING CULTURE TO SPONSOR CIMER TRAINING IN SEPTEMBER

AMP: *Building a Mentoring Culture* (initiated by Dr. Rosemary Stuart, Dr. Deb Oswald, and Dr. Lucas Torres) will be hosting a mentorship / mentor up training provided by the Center for the Improvement of Mentored Experiences in Research (CIMER). CIMER investigates approaches for improving research mentoring relationships for organizations and institutions. They "develop, implement and evaluate mentor and mentee training using theoretically-grounded, evidence-based, and culturally-responsive training interventions and investigations." This event will take place on Friday, September 8, 2023 in the AMU 163. There will be a morning and afternoon session. We'll send an RSVP link before the end of the semester!



GENDER BIAS IN TEACHING EVALS: THE CAUSAL ROLE OF DEPT GENDER COMPOSITION

This paper by Oriana R. Aragón, Evava S. Pietri, and Brian A. Powell, the authors discuss how "women's underrepresentation at higher levels in academia negatively impacts the course of scholarly activities. One criterion for judging who reaches higher levels of academia is student-provided teaching evaluations. Here, we illustrate that both men and women suffered from gender-based discrimination in their teaching evaluations. However, women were more frequently impacted because of their minority status. When students observed gender disparities in academic departments in our experimental paradigm, they formed expectations about gendered roles for upper- and lower-level courses. Violating these expectations caused gender-based discrimination in teaching evaluations. Left unaddressed, these gender biases can undermine diversity, equity, and inclusion efforts. This article provides evidence to support those who seek to implement interventions that lead to equity and gender parity." [CLICK HERE TO READ MORE](#) (you will need your PNAS login).

OUR ROOTS SAY THAT WE'RE SISTERS

We encourage you to give this podcast a listen! It is a "series sponsored by the Marquette Forum with support from Marquette University's Office of Institutional Diversity and Inclusion and the Haggerty Museum of Art. It's an extension of a Marquette University mural project to highlight and uplift diverse women associated with MU whose images and contributions have been systematically made invisible." [Dr. Anita Manogaran](#) was featured in the latest episode. [LISTEN HERE!](#)



NSF's National Center for Science and Engineering Statistics released its *Diversity and STEM: Women, Minorities, and Persons with Disabilities* report.

[CLICK HERE TO READ THE REPORT](#)

[Dr. Jeanne Hossenlopp](#) recognized in BizTimes Milwaukee's Notable Leaders in Higher Education list. Thank you for your tireless work, Jeanne!



Upcoming Events

FEBRUARY IS BLACK HISTORY MONTH!

- FEB 14: VALENTINE'S DAY | FEB 15: SUSAN B. ANTHONY'S BIRTHDAY
- FEB 20: PRESIDENT'S DAY | FEB 21: MARDI GRAS / FAT TUESDAY
- FEB 22: ASH WEDNESDAY

Accessibility for Marquette faculty: A conversation about disability

This workshop addresses the topic of accessibility for disabled faculty at Marquette. Dr. Jason Farr (English) will be joined by Dr. Leah Flack (English and Institute for Women's Leadership) and Lisa Ploszaj (HR) to discuss the rich cultural value of disability as well as how to create more accessible, welcoming environments for disabled faculty, guest speakers, and job candidates. In all, this workshop will foster a dialogue about how to work toward more accessible and equitable workplace environments.

WED FEBRUARY 15

12-1 PM @ 707 HUB

VIRTUAL OPTION AVAILABLE

RSVP BY TUES 2/14 | LIGHT REFRESHMENTS SERVED | IN-PERSON SEATING LIMITED TO 40

[CLICK HERE TO RSVP!](#)



REMEMBER! ADVANCE FUNDING OPPORTUNITY FOR FACULTY MEMBERS

ADVANCE 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 & 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 & actively network with colleagues, brings back insights, & 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, & some meal reimbursement). If you are interested, contact [Sara Spragg](#).

ADVANCE DEPARTMENTS

STEM

1. [Biological Sciences](#)
2. [Biomedical Engineering](#)
3. [Biomedical Sciences](#)
4. [Chemistry](#)
5. [Civil, Construction and Environmental Engineering \(CCEE\)](#)
6. [Computer Science](#)
7. [Electrical and Computer Engineering](#)
8. [Mathematical and Statistical Sciences](#)
9. [Mechanical Engineering](#)
10. [Physics](#)

SBE

1. [Economics](#)
2. [Educational Policy and Leadership](#)
3. [Counselor Education and Counseling Psychology \(CECP\)](#)
4. [Political Science](#)
5. [Psychology](#)
6. [Social and Cultural Sciences](#)



ADVANCE Spotlight

[Dr. Cris Ababei](#) is an Associate Professor of Electrical and Computer Engineering at Marquette. Dr. Ababei's areas of research include uncertainty in embedded systems design, IoT security, machine learning techniques applied to energy optimization in multicore processors and datacenters, underwater

drones, LiDARs in transportation, and co-simulation of buildings and distribution networks. In addition to his academic accomplishments, Dr. Ababei is deeply committed to supporting women and underrepresented faculty members at Marquette University. He is known for his invaluable leadership in Marquette's Advocates and Allies, a men faculty gender equity initiative that is designed to intentionally involve men in institutional change to transform Marquette's departmental cultures and practices with respect to issues of gender equity, particularly departments where women are underrepresented. Through his work, Dr. Ababei is helping to promote gender equity and representation in the academic community and is setting an example for others to follow. Thank you, Dr. Ababei, for your dedication and effort to continue to make Marquette a welcoming and inclusive environment for all faculty.

[SUBMIT A NOMINATION](#)

WE LOVE FEEDBACK!

[CLICK HERE](#) TO SUBMIT AN ANONYMOUS FEEDBACK FORM. THANK YOU!



BE THE DIFFERENCE.