

SPRING '24 CHAIRS WORKSHOP IN PLANNING STAGES - NEEDS CHAIR INPUT

Two members of the ADVANCE Implementation Team, [Dr. John Borg](#) of Mechanical Engineering and [Dr. Lucas Torres](#) of Psychology, are the Chairs in their respective departments. Borg and Torres are in the beginning stages of the planning process for the ADVANCE Chairs workshop that will be held in the Spring 2024 semester (dates TBD). Last year, the Chairs workshop focused on HR, Title IX, Conflict Resolution, and the results of the KINDER survey taken the previous Spring. This time we want to give department chairs a say in what topics are discussed. **If you are a department chair, or someone who the chair requests to represent them at the workshop, please [complete this survey](#) by Monday, November 6, 2023.** The two-question survey will help us determine which topics are most important when creating workshop material.

THE IMPORTANCE OF INTERSECTIONALITY

This article by Taylah Andrews-Clark published in the Oxford Scientist in April 2023 titled, "[Why intersectionality is so important in STEM](#)," emphasizes the various impacts of intersecting identities in scientists, including: Gender, race, socioeconomic barriers, and LGBTQ+ identities. "When discussing inequality in STEM professions, we often consider known disparities in isolation. However, it is far more realistic to consider the intersection of these and their combinatorial effect on individuals," says Andrews-Clark. The majority of people in STEM do not think about these things on a personal level. Please take a moment to read this article and its associated links.

YOU ARE INVITED...

In the Spring and Summer semesters of 2023, faculty in ADVANCE departments took the opportunity to use funds for conferences in exchange for long-term recruitment efforts at various conference sessions. There will be an event on **Thursday, December 7, 2023 at 10am**, in the 707 HUB hosted by ADVANCE. During the event, each conference-goer will share recruitment findings from their respective conferences, with time for questions from the audience and colleagues. All faculty, staff, students, and admin, including Deans and Chairs, are invited to attend. Below are the funds recipients who attended conferences.



Julissa Ventura
EDPL
AERA '23



Gabriel Velez
EDPL
APA '23



Blake Turner
EDPL
AMTE '23



Priya Deshpande
Elec Comp Eng
SIIM '23



Melissa Vigil
Physics
APS '23

BROWN BAG PRESENTATION: LATINX STUDENT RESEARCH



Saul Lopez

EDUCATIONAL POLICY & LEADERSHIP

"Transiciones": Exploring Latinx Student Experiences on a Midwestern Campus"



Elizandra Sandoval

COUNSELING PSYCHOLOGY

"Navigational Strengths of Latino/x Men in Higher Education."



Erick Herrera Hernandez

CLINICAL PSYCHOLOGY

"Perceptions of sexism through a Latinx Lens."

Please join us to learn about Latinx research conducted by Marquette University students.

Thursday, November 9th 12:00–1:00pm
707 Hub

Join the **Latinx Research Community on November 9 at 12pm in the 707 HUB** to hear the amazing and necessary research taking place at Marquette; one being our previous ADVANCE GA, Erick!

NATIVE AMERICAN HERITAGE MONTH

November is Native American Heritage Month! Diversity is important in STEM, but Indigenous folks are rarely represented in conversations involving race and ethnicity. The U.S. department of Commerce is celebrating Native American innovators each November. Last year, an article, "[Increasing Native Americans in STEM](#)," highlighted Tara Astigarraga, an indigenous inventor who is now a master inventor at IBM. She discusses the importance of support for underrepresented groups in STEM. For more resources about Native Americans in STEM fields, check out [AISES](#) (American Indian Science and Engineering Society). AISES provides career assistance, networking opportunities, funding, and more!

OUR PARTNERS: IWL NOVEMBER EVENTS

- TEMPO Talks featuring "**Milwaukee Women in the Workplace**," an IWL study | Nov. 10 | 12 PM | Virtual | [Register Here](#)
- **IWL Research Social** featuring Summer '23 IWL Research Grantees | Nov. 29 | 12 PM | O'Brien Hall | No registration required

ADVANCE Departments:

SBE:

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

STEM:

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

ADVANCE Spotlight



Dr. Lucas Torres, Chair and Professor of Psychology:

Dr. Lucas Torres is a professor in the psychology department who was also recently named Chair. His research focuses on issues of mental health disparities or the psychological difficulties experienced by members of underrepresented groups. He is currently working on various projects in his lab that include a *COVID-19 Latinx Study*, *A Study of Trauma and Resilience* and a study titled *Dismantling Racism and Invigorating Equity*. Lucas has also been recently awarded the Marquette University Faculty Excellence in Diversity and Inclusion Award! Lucas has been a leader in organizing both the chairs workshop and the AMP faculty mentoring seminar (CIMER). Thanks Lucas, we appreciate all of your hard work!

[SUBMIT A NOMINATION](#)

WE LOVE FEEDBACK!

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



MARQUETTE UNIVERSITY

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