



## Splash: Making WAVES Newsletter — Fall

Welcome back to **Splash**, the newsletter for the *Making WAVES* project at UMass Lowell. *Making WAVES* is an initiative to increase diversity of faculty in STEM fields funded by the National Science Foundation ADVANCE Program. The \$3.5 million, five-year grant to UMass Lowell is for an institutional transformation initiative led by the Center for Women & Work.

This fall edition of **Splash** welcomes everyone back to the academic year and focuses on our upcoming events for the semester, including the launching of our new **Bystander Training**, a call for participants in our **Daily Bias Survey**, and announcing new installments of the **50/50 Mentoring Series**.



### Microaggressions ... A new interactive bystander training

Like a mosquito bite, one microaggression may not be a big deal. But imagine being bitten multiple times a week, year round. This is how the culture is for some people at UMass Lowell and at most other universities. Be part of the effort to change it!

It is difficult to know what to do when you witness a microaggression. “Did that just really

happen? Should I do something about it? What can I do that would be effective?" Leaders of the WAVES team, alongside faculty from Sciences and Engineering, have created an evidence-based program to help you navigate this challenge.

We invite you to join faculty from all ranks and departments to become better equipped to notice and intervene when microaggressions occur. The training addresses microaggressions based not only on gender but also on other marginalized statuses.

These training sessions are practical: they are devoted to building participants' skill in identifying and interrupting instances of microaggressions. Role playing and vignettes help participants develop confidence in their ability to notice microaggressions and intervene. This hands-on, two-hour-long training provides opportunities for active learning.

**Training Dates: Sept. 17, Oct. 17 and 19, Nov. 14 and 30**

Click [here to register](#) to attend Bystander Training.



## Microaggressions: The Daily Bias Survey

The WAVES Social Science Research team began the National Daily Bias Study in October of 2017. We launch our 3rd wave of data collection on September 4, 2018.

The purpose of the study is to track Faculty's *daily* encounters with microaggressions (both personally experienced and witnessed) and to investigate how these events impact well-being, job satisfaction, productivity, and institutional investment. We are also launching a Daily Bias Survey here at UMass Lowell this Fall.

For more information on the project, please see the [Daily Bias Initiative](#). For questions relating to the study, please contact [Michelle Haynes-Baratz](#).



## First 2018 WAVES 50/50 Lecture to Feature Dr. Katia Bertoldi

Dr. Katia Bertoldi of Harvard University will start off this year's series of 50/50 lectures, hosted by Dr. Marianna Maiaru.

Dr. Bertoldi's research involves the use of continuum mechanics and applied mathematics to model the mechanical behavior of novel materials at the small scale, such as nano-composites and biological composites. She is the principal investigator of the Bertoldi Group, which aims to establish relationships between the internal structure of a material and its mechanical properties. The greater understanding of existing and potential discovery of new materials, especially those with improved and even 'tunable' properties, has direct use in many critical fields, including acoustics, optics, and electronics.



Prior to her appointment at Harvard, Bertoldi was an Assistant Professor at the University of Twente in the Netherlands. She earned a Ph.D. in Mechanics of Materials and Structures from the University of Trento in Italy; an International Masters in Structural Engineering from Chalmers University of Technology in Goteborg, Sweden; and a Laurea Degree in Civil Engineering from University of Trento.



## Save These 50/50 Dates

The 50/50 lectures are a series of talks where prominent faculty speak about their research and career path. Half of the time is allotted to technical, educational, and research interests; the other half to career path. The 2018-2019 dates for the 50/50s are:

**10/3/18 3:00pm-5:00pm Alumni Hall Host: Dr. Marianna Maiaru**

**11/28/18 3:00pm-5:00pm ETIC Perry Atrium Host: Dr. Viktor Podolsky**

**1/29/19 3:00pm-5:00pm ETIC Perry Atrium Host: Dr. Mingdi Yan**

**3/21/19 3:00pm-5:00pm Allen House Host: Dr. Yuko Oda**

We hope to see you there.



## WAVES Team Welcomes New Member

Joe Gonzales, an Assistant Professor in the Department of Psychology, is our newest WAVES team member.

Joe completed his doctoral training in Quantitative Psychology at the University of California, Davis. He is an expert in statistical analysis and is primarily working with the WAVES team on the Daily Bias Survey. He is working with Hannah Tello, a PhD candidate in Applied Psychology and Prevention Science, on the topic of family friendly workplaces.



Some of Joe's other substantive interests relate to topics in evolutionary psychology, especially with respect to sex differences, intimate relationships, and hormones and behavior.

Welcome, Joe.



"For whatever reason, I didn't succumb to the stereotype that science wasn't for girls. I got encouragement from my parents. I never ran into a teacher or a counselor who told me that science was for boys. A lot of my friends did." — Sally Ride,



physicist, engineer, and the first American woman in space



## Have You Been Bitten?

The goal of the *WAVES* project is to implement interventions to disrupt interpersonal and institutional [microaggressions](#) that undermine the productivity and well-being of women STEM faculty.

You can personally assist us in our research by sharing examples of microaggressions you have experienced personally, or microaggressions you have witnessed.

We will post these examples in order to shed light on small or not-so-small inequities and expressions of subtle bias. These examples will remain confidential.

Your name will not be associated in any way with these comments, but we reserve the right to use them anonymously in our training and outreach activities. Share your microaggression stories at [#itooamSTEM](#).



