



# 2019 AWARDS CEREMONY

OUTSTANDING WOMEN OF  
COLOR IN EDUCATION AWARD

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DR. P.B. POORMAN AWARD  
FOR OUTSTANDING ACHIEVEMENT  
ON BEHALF OF LGBTQ+ PEOPLE

**THURSDAY, NOVEMBER 7, 2019**

*Gordon Dining and Event Center, Symphony Room  
770 W. Dayton Street, Madison, Wisconsin*



**UW** UNIVERSITY OF  
WISCONSIN SYSTEM





# OUTSTANDING WOMEN OF COLOR IN EDUCATION & DR. P.B. POORMAN AWARDS CEREMONY

**THURSDAY, NOVEMBER 7, 2019**

*Gordon Dining and Event Center, Symphony Room*

- 2:30 p.m.** Registration/Doors Open
- 3:00 p.m.** Reception
- 3:10 p.m.** Opening  
*Sasānēhsaeh Pyawasay, Native American Student Success  
Coordinator, UW System*
- 3:15 p.m.** Welcome  
*UW System President Ray Cross*
- 3:20 p.m.** Tribute to Dr. P.B. Poorman  
*Susan Simmons, Life Partner of Dr. P.B. Poorman*
- 3:25 p.m.** Introduction of Keynote Speaker  
*UW System President Ray Cross*
- 3:30 p.m.** Keynote Address  
*Anny Morrobel-Sosa, Vice President for Academic  
and Student Affairs, UW System*
- 4:00 p.m.** Presentation of Awards  
  
*The presentation of awards will be organized by institution.  
Photos will also be taken during this time.*
- 5:00 p.m.** End of Program

# OUTSTANDING WOMEN OF COLOR IN EDUCATION AWARD

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The UW System Outstanding Women of Color in Education Award is organized and supported by the UW System Office of Student Success. The award and recognition ceremony were initiated in 1994 to acknowledge the ties and shared concerns among administrators, faculty, staff, and students within women's studies and ethnic studies, and to uphold a continuing commitment to the goals of Inclusive Excellence.

Each UW System institution was invited to select one woman to receive this recognition based on their areas of diversity or women's studies scholarship and activism, and/or in doing service to improve the status and climate for women, particularly women of color. The charge was to identify women of color who have consistently demonstrated their ability to rally diverse forces together to advance the agenda of women; who have created positive changes at their institutional level, such as curriculum development and infusion, acquiring grants, or mentoring women; and who have demonstrated an understanding of the interplay of family, community, and culture in the lives of women of color.

In previous years, the Outstanding Women of Color in Education Award was presented during a ceremony at the UW System Women's Studies Conference. The award and events were jointly sponsored by the UW System Offices of Academic Diversity and Development and Women's Issues as well as the UW System Women's Studies Consortium, renamed the Women's and Gender Studies Consortium and housed at UW-Madison.

Today, the award continues to honor women of color from around the state for their leadership in making significant contributions to their campuses and communities. Honorees are recognized for their work in fostering social justice and organizational change and advancing the goals of diversity, equity, and inclusion. Since the award's inception, 388 women of color have been recognized for their transformational work.

# DR. P.B. POORMAN AWARD FOR OUTSTANDING ACHIEVEMENT ON BEHALF OF LGBTQ+ PEOPLE

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The UW System and the LGBTQ+ Inclusivity Initiative established the annual Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People in 2008, honoring the memory of Dr. Poorman and recognizing System faculty, staff, and students for excellence in their advocacy, research, and/or service efforts on behalf of LGBTQ+ communities.

Paula B. Poorman, a founding member of the UW System LGBTQ+ Inclusivity Initiative and a faculty member at UW-Whitewater, was killed in an accident on Interstate 90 on June 27, 2007, at the age of 56. Those who worked with Dr. Poorman in the UW System knew her as P.B.

P.B. was a faculty member for 11 years in the Psychology Department at UW-Whitewater, where she was promoted to full professor. She loved to teach and encouraged students to go further than they ever thought they could with their education. Her scholarly work focused on underserved populations and issues of powerlessness and privilege. Her research on domestic violence and oppression was published in numerous professional articles and presented at state, regional, and national conferences.

P.B. played an instrumental role in the foundation and development of the LGBTQ+ Inclusivity Initiative, serving as a member of both the Steering and Research Committees at its inception. P.B. took on the daunting task of investigating various campus climate research models and helped implement a systemwide campus climate study. P.B. was a strong voice on the Inclusivity Initiative, rallying members with humor and determination to continue with advocacy when things looked bleak, and cajoling and urging the administration to continue moving further in its support of LGBTQ+ students, faculty, and staff. The recipients of these awards carry on Dr. P.B. Poorman's immeasurable legacy to the state of Wisconsin, the UW System, and LGBTQ+ communities.

# KEYNOTE ADDRESS

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## Anny Morrobel-Sosa



Anny Morrobel-Sosa has held numerous roles in higher education including her current role as the Vice President for Academic and Student Affairs for the University of Wisconsin System.

As the UW System's chief academic officer, her areas of responsibility include academic programs, diversity and inclusion planning, data and policy analysis, faculty and staff development, student affairs, developmental education, and instructional technology.

Anny previously served as Provost and Senior Vice President for Academic Affairs at Lehman College, part of the City University of New York. She also served in various roles at University of Texas at El Paso, California Polytechnic State University, Georgia Southern University, and University of Alabama.

She earned her B.S. in Physics and Chemistry at the University of Puerto Rico, an M.S. in Chemistry at the State University of New York at Stony Brook, and a Ph.D. in Physical Chemistry at the University of Southern California.

Anny is president and founder of The Micaela Group, which has assisted universities in improving student success, closing achievement gaps, and strategic planning, including diversifying students and faculty in the STEM fields.



# UW-Eau Claire

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Heather Ann Moody** (she, her, hers pronouns) is an enrolled member of the Ho-Chunk Nation of Wisconsin and an Assistant Professor of American Indian Studies. She holds degrees from UW-Eau Claire, the University of Arizona, and the University of Minnesota-Duluth. She also has a Museum Studies Certificate from UW-Milwaukee and the Milwaukee Public Museum.

Heather Ann's research interests focus on contemporary issues and how institutions of higher education are preparing future teachers through education programs. Her scholarship explores American Indian food sovereignty and American Indian education requirements for both higher education and K-12, with particular emphasis on the Wisconsin Education Act 31. She currently serves as the American Indian Program Curriculum Chair. She teaches courses in American Indian History and Culture with an emphasis on Wisconsin and Minnesota Tribal Nations, American Indian literature and film, and Indigenous methodologies and research.

Heather Ann advises the UW-Eau Claire Inter-Tribal Student Council, a group of Native American students and their non-Native allies who educate the campus and surrounding community about Native American issues through panels, forums, and weekly meetings. She advises students in the group on organizing campus events, such as an American Indian film series, a Round Dance fundraiser, and discussions focused on equity and inclusion. Heather has been instrumental in helping students plan a robust calendar of events for Native American Awareness month. She is frequently called on to give guest lectures on issues facing American Indian people.

Heather Ann has been instrumental in creating and expanding domestic intercultural immersion experiences to allow students to engage with Native American history and culture at places like the Pine Ridge Reservation in South Dakota. She also co-created an experience centered on bringing students to the Lake Superior watershed, home to several Tribal Nations, where students learned about approaches to protecting the watershed. Students gained historical, cultural, and scientific knowledge along with an understanding of the interconnectedness of humans and water.

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## DR. P.B. POORMAN AWARD



**Danielle Amethyst Brake** (she, her, hers pronouns) is an Assistant Professor of Mathematics at UW-Eau Claire. She earned her B.A., M.S., and Ph.D. from Colorado State University in her hometown of Fort Collins. After completing her postdoctoral research and teaching at both North Carolina State University and the University of Notre Dame, she joined the faculty at UW-Eau Claire in 2017. She had the distinction of serving as a Visiting Scholar at the Institute for Computational and Experimental Research in Mathematics at Brown

University in Fall 2018 for a semester program on Nonlinear Algebra and will return in Fall 2019 to participate in a program called Illustrating Mathematics.

Her mathematical passion is numerical algebraic geometry, which shows prominently in her 3D printed artwork in the form of singular algebraic surfaces. Danielle has given scientific talks all over the United States and across the world at various conferences and universities. She has hosted a Wikipedia edit-a-thon and taught courses in the version control software Git. She has an ongoing undergraduate research program at UW-Eau Claire focusing on free software for algebraic curves and surfaces and numerical algebraic geometry.

As an out trans woman, Danielle has provided important leadership on campus in her roles on the Queer and Trans Action Committee. She also provides mentorship to students both in the Math Club and the Women and Gender Minorities in STEM club, and assisted in creating the Campus Closet which provides free professional clothing to students. Danielle educated people about the LGBTQIA+ experience on campus by sharing her insights with Annie Titus who was creating a student film called 'Queering Campus.' She is a mentor in the Q'nnect program, connecting first-year students with queer faculty and students.

Danielle teaches undergraduate courses in mathematics and statistics, including calculus and discrete mathematics. She also teaches the graduate course, Programming for Data Science. In her classes and on campus at large, she shares her experiences freely and openly in order to serve as a much-needed model and resource for all students, particularly those from the LGBTQIA+ community.

# UW-Green Bay

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Cristina Ortiz** (she, her, hers pronouns) joined UW-Green Bay in 1993 and in 2014 was named to the Patricia Wood Baer Professorship in Education, the highest academic award the university bestows on a faculty member. She is the author of a monograph on Jorge Luis Borges, an Argentine poet, essayist and short-story writer whose works have become classics of 20<sup>th</sup>-century world literature. Her research on contemporary Spanish and Latin American female writers has been published in top tier journals in both

Spain and the United States. Her area of research focuses on issues of gender, nation, and nationalism as reflected in contemporary Spanish and Latin American literatures and cinema.

Cristina has been widely recognized for her work and has been the recipient of numerous awards, including the UW-Green Bay Teaching Scholar Award. She is a two-time UWGB Founders Association Award winner — receiving an award for Excellence in Institutional Development in 2003-2004 and an award for Excellence in Community Outreach in 2012-2013. These are among the most prestigious honors granted by the university. Her work has also been included in numerous edited collections, most recently in “Víctimas del dolor y la violencia terrorista: el papel de las mujeres,” “Across the Straight: New Visions of Africa in Contemporary Spain,” and several others. She is a correspondent member of the North American Academy of the Spanish Language and a special contributor to the academic journal of this organization (RANLE).

Cristina was born in San Sebastián, Spain, where she completed her undergraduate studies in Philosophy and Education. She came to the United States in 1987 to further her education and went on to obtain a master’s degree and a Ph.D. in Spanish and Latin American Literatures from the University of Cincinnati.

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## DR. P.B. POORMAN AWARD



**Isaac T. Kabacinski** (he, him, his pronouns) is a Master of Social Work graduate student at UW-Green Bay. He is a Pride Center intern who has a passion for educating students as well as the larger community about the experiences, needs, and strengths of LGBTQ+ people to promote greater equity and inclusivity on campus and in the community.

At the Pride Center, Isaac demonstrated leadership through envisioning, organizing, and implementing large-scale on-campus events such as the Halloween Drag show and the Inclusivity Health Fair. He also went beyond creating campus events to participating in the Green Bay city public demonstration and educational march for equity for transgender people, which called attention to the inequities facing transgender people both in healthcare and the military.

His leadership is particularly focused on transforming transgender people's experience of healthcare. To this end, he works as a member of the UW-Green Bay Pride Institute to provide training on transgender health policy concerns and to educate healthcare providers in particular about trans-affirmative medical care. He has also provided trainings in his work for the Pride Institute on inclusivity of LGBTQ+ students in public schools and on equitable and inclusive treatment of LGBTQ+ clients by community service organizations in Northeastern Wisconsin.

Isaac will continue to provide leadership for the LGBTQ+ community via a new internship at the LGBTQ+ Resource Center located at the UW-Green Bay Marinette Campus. At this new location, he will focus on integrating education about LGBTQ+ people and resources focused on them into both the campus and the surrounding community.

# UW-La Crosse

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Taviare L. Hawkins** (she, her, hers pronouns) was the 50<sup>th</sup> African American woman in U.S. history to earn a doctorate in physics. She joined the UW-La Crosse Physics Department in Fall 2012, bringing an extensive background in the field of microtubule biomechanics.

Taviare is involved in activities that increase the number of women and other underrepresented groups in physics and astronomy, promote the sciences, and increase the retention and graduation rates of science students, particularly underrepresented students. Taviare's work on increasing the representation and success rates of underrepresented students in the sciences has been recognized through funding awards. Her co-creation with a colleague of a summer research program geared toward increasing student retention and graduation rates received UW System funding. She also received funding from the Wisconsin Space Grant Consortium to develop a distinguished lecture series at UW-La Crosse focused on women in physics and astronomy. In addition, Taviare coordinated and organized physics shows for students from Rufus King Middle School in Milwaukee and participates in the physics department's annual "Physics and Laser Light Show Extravaganza" for approximately 800 local area school children.

In addition to her teaching responsibilities, Taviare set up a productive biophysics research laboratory at UW-La Crosse where several physics students are currently working on a range of projects. In the last six years, 30 students have worked with Taviare and then presented their research at local, state, and national conferences. She is also in charge of the Wisconsin Economic Stimulus Program in the biophysics area and involves a number of students on undergraduate research projects there. The energy and determination that Taviare brings to all her activities is phenomenal. She is a model citizen who has dedicated her life to the benefit of students and the community, particularly to women and other underrepresented groups.

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## DR. P.B. POORMAN AWARD



**Deborah J. Hoskins** (she, her, hers pronouns) has been a strong advocate for the LGBTQ+ community on and off campus for over 20 years. Through her professional roles at UW-La Crosse as the former Chair of the Women's, Gender, and Sexuality Studies department and the Inclusive Excellence Coordinator for the Center for Advancing Teaching and Learning (CATL), as well as through her personal care and concern for people of any marginalized identity, she embodies the spirit of the Dr. P.B. Poorman Award.

Deb has overseen the department's name change to "Women's, Gender, and Sexuality Studies" to keep sexuality studies, especially for LGBTQ+ identified peoples, central to the academic program. She was a driving force behind the development of the Women's Studies major in 2008, which expanded the department's offerings beyond the Women's Studies minor and brought more students into the program. Deb has contributed significantly to the expansion of the program's offerings on LGBTQ+ history, culture, and experiences by envisioning, developing, and implementing courses focused on Lesbian Studies and Transgender History. She also included a section on "LGBTQ students" on the CATL website about strategies for addressing equity gaps for various marginalized groups.

Deb is a visible and out lesbian on campus. She comes out to her students to let them know that she's a "friendly face" and also to provide an example of someone who not only navigated the rigors of academia but also achieved success while embracing her lesbian identity. She is generous with her time and money, often contributing resources about the LGBTQ+ community to collections like the department's Resource Center, so that these might be accessible to a broader audience. She has also made many contributions to community organizations like The Center: 7 Rivers LGBTQ Connection. Through her teaching and service to the campus, La Crosse community, and beyond, Deb now serves as the very leader she likely needed as a young college student.

# UW-Madison

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Mariela Victoria Quesada Centeno** (she, her, hers pronouns) is an exceptional leader, striving for social justice. She is known for direct activism and advocacy on behalf of im/migrant children and families, sustained service and community-building efforts, and emerging research on health and well-being that includes and uplifts community voices. Her outstanding contributions inspire gratitude and respect among scholars and within the Latinx community.

From breastfeeding to food insecurity and all the health and spiritual points between, Mariela is devoted to the holistic health of the Latinx community and to promotoras de salud (community health workers). She serves as a voice for immigrants and migrants, a liaison to services, and a campus advocate helping UW-Madison better understand how to serve, educate, and embrace the Latinx community.

Mariela “cares for the caretakers while teaching them how to better care for others.” She has helped promotoras advance their careers and build their capacity to promote maternal and child health by applying successfully for grants from the Wisconsin Partnerships Program and United Way, among other organizations that support education and training for promotoras to become doulas and lactation consultants. She has reached across cultural divides to collaborate with Harambee Village and the African American Breastfeeding Coalition, sharing knowledge and resources. She also works with promotoras to address mental health stigmas and develop culturally relevant and inclusive mental health care.

Mariela completed a master’s degree in 2014 and is now pursuing a doctoral degree, encouraged by promotoras to become a doctora if she had the opportunity, to be a role model for them, and to carry their voices with her. Her personal dedication, professional contributions, and academic success led to her selection as the inaugural recipient of the Jane Davies Holloway Graduate Fellowship and to an invitation to join the Leadership Team of the Center for Child and Family Well-Being, where her work will inform the Prenatal to Five Initiative and improve health equity statewide.

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## DR. P.B. POORMAN AWARD



**Jay C. Botsford** (ze, zir, zirs pronouns) has addressed the needs of multiple marginalized populations for more than 20 years, working with and for transgender, genderqueer, nonbinary, gender nonconforming, and gender-expansive communities statewide to expand access to safe, expert, affirming health care and life chances. Jay brings a background of rich activism and public health work – with Project Q at the Milwaukee LGBT Community Center, Planned Parenthood of Wisconsin, Milwaukee Pathfinders, and more – to zir

current work as the first paid coordinator for the Wisconsin Transgender Health Coalition and Transgender Youth Resource Network through UW-Madison’s School of Medicine and Public Health.

In collaboration with UW-Madison’s Trans Research Lab, Jay investigated healthcare needs of youth ages 12-22, including current and future UW System students, and was the primary author of the 2017 Wisconsin Transgender Youth Community Needs Assessment that prompted community organizations such as GSAFE to design programs specifically for and alongside transgender non-conforming young people. Ze also uplifts and centers community voices through a zine published by trans and queer researcher youth.

Jay’s committee work pushes insurance companies, insurance coders, and local surgeons to support consistent, transparent, and low-gatekeeping policies. Ze provides professional development for health care providers, designing rich, challenging trainings that help participants gain competency around the trans community, communities of color, youth, fatness/people of size, disabled people/people with disabilities, and transfeminine individuals. Ze provides transgender, non-binary, and gender-expansive UW students, staff, faculty, and community members with regular training on advocacy for themselves and others from doctor’s office interactions to addressing inequitable medical coding. People depend on Jay for straightforward, detailed advice on everything from legal name and document change, to prescription drug tiering and policy, sexual health and contraception for trans folks, and the status of insurance companies’ policy plan documents on transition care policies. Jay’s work is an important example of an interdependence praxis that ze models, keeping the community safe, healthy, and connected.

## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Joan M. Prince** (she, her, hers pronouns) is Vice Chancellor for Global Inclusion and Engagement at UW-Milwaukee. She is the chief administrator for the Division of Global Inclusion and Engagement and the Chief Inclusion Officer. She also leads campus-wide project areas including the STEM Inspire Pipeline, the Inclusive Internationalization Project, Global Partnerships in STEM, Center for International Health, and Equity/Diversity Services.

Joan holds four degrees from UW-Milwaukee in health sciences and education and has a rich professional background including roles with the Wisconsin Medical School and St. Joseph's Hospital. Given her exceptional achievements, Joan's work is critical to the success of UW-Milwaukee's mission as an access and R1 research institution, including her leadership leading to the university being honored with a 2015 Carnegie Foundation Classification for Community Engagement.

Joan serves on multiple corporate boards including Ascendium, Northwestern Mutual, and Managed Health Services. She was recognized nationally with a 2012 nomination by President Barack Obama to the key administrative post of Alternate Representative to the 67<sup>th</sup> General Assembly of the United Nations, with the honorary rank of Ambassador. This appointment saw her serve as a U.S. representative to UN committees and related organizations such as ECOSOC, UN Women, UNESCO, and UNICEF. Shortly thereafter, an appointment from Secretary John Kerry made her a delegate to the 57<sup>th</sup> session of the Commission on the Status of Women.

In 2018, Joan was recognized with an award from the Congressional Black Caucus. She was honored in May to serve on a community panel of powerful Wisconsin state women leaders in honor of the passage of the 19<sup>th</sup> amendment. The "Women and Power: A Right to be Heard" event took place in Milwaukee in June 2019.

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## DR. P.B. POORMAN AWARD



**Jennifer Murray** (she, her, hers pronouns) has served as the Director of UW-Milwaukee's LGBT Resource Center (LGBTRC) since 2007, after serving as the Assistant Director for three years. Under her direct leadership and tenacity, UW-Milwaukee has become recognized by the Campus Pride Index as one of the nation's top 30 LGBT-friendly universities for four years running.

In addition to her role as director, Jennifer serves as the co-chair for the Chancellor's Advisory Committee for LGBT+ Advocacy. The committee's objective is to align its priorities for creating equity and inclusion for LGBTQ+ people with UW-Milwaukee's administrative vision. She has also worked to create curriculum, develop ideas, and secure funding for UW-Milwaukee's Pride Discovery Camp, a recruitment initiative focused on leadership development for LGBTQ+ youth, ages 13-17.

During her time with UW-Milwaukee, she has helped raise over \$100,000 for the LGBTRC foundation account from donor and community partnerships. Within this work, she has coordinated, presented, created, and/or facilitated over 50 LGBTQ+-related trainings on and off campus annually as well as recruited and coordinated volunteers for annual events and programs such as Lavender Graduation and the Challenge Party. Her work has increased the number of LGBTQ+-related events that LGBTRC promoted and coordinated by 40%.

Jennifer has also engaged in the development and implementation of a confidential hate-and-bias motivated incident reporting system. She shaped the development of a survey tool for use in a campus-wide climate survey by recruiting students, faculty, and staff representatives with multiple marginalized identities for focus groups to inform the final survey.

Within the greater Wisconsin community, she has served as a member of the Wisconsin LGBT Chamber of Commerce Business Leadership cohort. She pioneered the planning of a four-part series on sexuality, which drew a total of 361 attendees. She also conceptualized the "Hands are for Healing Not for Hurting" mural project for Sexual Assault Awareness Month, which brought UW-Milwaukee together with 18 community partners.

# UW-Oshkosh

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Veronica Warren** (she, her, hers pronouns) is the Associate Director at UW-Oshkosh's Counseling Center. She has a Ph.D. in General Psychology from Capella University, an M.A. in Counseling from Ashland Theological Seminary, an M.S. in Public Administration from Central Michigan University, and a B.A. in Psychology from the University of Michigan.

Since joining UW-Oshkosh in 2016, Veronica has worked tirelessly to help students, especially students of color, develop a sense of self-efficacy. She has become a trusted student advisor to UW-Oshkosh's Sisterhood organization, a student group to support female students of color on campus, resulting in the group receiving the "Inclusion Excellence Organization Award" for 2018-2019. She serves on numerous campus-wide committees including Co-chair of the Interventions Restructuring Group and Chair of the Bystander Interventions Committee. She is also a trained Diversity Advocate for Search and Screen Committees for the Office of the Provost.

Veronica's commitment to making a difference extends beyond campus. She is a board member of Big Brothers Big Sisters of the Fox Valley Region and is a community volunteer for African Heritage, Inc. She is the Vice President of the Northeast Wisconsin Alumnae Chapter of Delta Sigma Theta, Inc., and served as the chair of the chapter's Statewide Founder's Day in 2018.

Veronica began her career as an in-home services case manager. She worked as a juvenile probation officer at the Third Judicial Circuit Court-Family Division and was a Clinical Supervisor for the Adjudication & Juvenile Social Assessment Unit and the Home-Based, Reporting Probation and Diversion Treatment units. She retired from juvenile court after 22 years. While in these roles, Veronica was a frequent guest lecturer at the Baker College of Auburn Hills campus. She also served as an adjunct professor at San Jacinto College, teaching criminal justice, human services, and psychology courses. In all her career roles, she has focused her passion, energies, and expertise on inclusive practices that would improve lives and lead to increased success.

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## DR. P.B. POORMAN AWARD



**Richard G. Marshall** (he, him, his pronouns) is the recipient of the UW-Oshkosh 2018 Queer Faculty/Staff Award. His advocacy for the LGBTQ+ community has been apparent throughout his service as the College of Letters and Science Internship Coordinator in Career and Professional Development. He advocated for the inclusion of a preferred-name field in the institution's employment database and obtained funding to take LGBTQ+ students to the annual Out for Work conference. He also worked to remove the gender

binary from the Clothes Closet and developed the Creating Connections program—a networking event that connects students of color, LGBTQ+ students, and women students with employers.

As President of the Senate of Academic Staff, Rich co-authored a resolution to address concerns about the negative campus climate after the 2016 presidential election and the needs of the queer and trans community, which was passed by all three UW-Oshkosh governing bodies.

Rich's committee work reflects his commitment to the LGBTQ+ community: he has co-chaired the LGBTQ Education and Advocacy Council for four years and served on the university's LGBTQ+ Resource Center Advisory Board, the Campus Pride Index Task Force, and the Harvey Milk Commemorative Dinner Committee.

Rich's commitment to serving LGBTQIA+ students is clear. He has been a Tier I SAFE trainer since 2011, he was a past co-facilitator of the Counseling Center's LGBTQ Support Group, and he has been the co-advisor of Rainbow Alliance for HOPE since the summer of 2014. Students cannot say enough good things about Rich: his kindness, expertise, and knowledge are always ready to serve students.

# UW-Parkside

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Sheronda Glass** (she, her, hers pronouns) is the Assistant Vice Chancellor of Human Resources and Employee Engagement at UW-Parkside and has led the Office of Human Resources since 2016. Her expertise along with her commitment to excellence quickly made her a trusted leader who has worked to create positive change both in the HR office and in HR policies and practices across campus.

Sheronda has transformed HR operations by focusing on creating more equitable opportunities for employees across the university and more consistency in the recruitment and hiring of new employees. With her ability to truly listen before offering assistance, Sheronda demonstrates comfort in working with all employees, regardless of role and title. Her ability to quickly analyze a situation, provide meaningful advice, and move toward conflict resolution make her a go-to person on campus.

Sheronda models professionalism while maintaining a sense of humor and keeping life in perspective. She is fully committed to her profession, UW-Parkside, and to serving her fellow colleagues. Through her dedication, Sheronda has transformed Human Resources into an office recognized for its instrumental role in advancing the mission of the university. In 2018, Sheronda's many outstanding achievements and contributions to HR were recognized by the Milwaukee Business Journal with its Top HR Award in the government category.

Despite having a full plate as the Assistant Vice Chancellor, Sheronda pursued her passion for teaching others by taking on the additional role of instructor at UW-Parkside. Even with this added responsibility, Sheronda maintains a high level of productivity and is willing to do whatever it takes to provide the best possible customer service to her colleagues. Being who she is has inspired others to see what is possible in terms of transforming the campus for the better, when driven by dedication to and passion for equity and inclusion.

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## DR. P.B. POORMAN AWARD



**Tavyonia "Tay" T. Davis** (she, her, hers pronouns) has been the Student Assistant for the LGBTQ Resource Center at UW-Parkside since the fall 2017 semester, when she became the first first-year student ever hired for the position. Prior to her time at UW-Parkside, Tay was demonstrating both her commitment to the LGBTQ community and leadership ability at Vincent High School in Milwaukee. In collaboration with peers, Tay envisioned, organized, and implemented the Gay Straight Alliance there.

While at UW-Parkside, Tay has proven to be an exceptional student leader and tireless champion for the LGBTQ Resource Center. She was instrumental in organizing the Lavender Celebration, an event that happens annually in May. She also constantly promotes the LGBTQ Resource Center at orientation and other campus events, while regularly engaging her peers socially by organizing game nights and events held at the LGBTQ Resource Center. One of the main reasons for her high level of success in implementing new programs and organizing events is her leadership style, which focuses on developing collaborations with a wide range of offices and organizations across campus.

In her work, Tay consistently focuses the community on the importance of understanding intersectionality. This leadership approach sets her apart from other student leaders. For example, she implemented a new event, the Day of Silence, on campus and brought in a speaker who educated students about the intersections of being Black and LGBTQ.

Tay is majoring in Psychology and Sociology, minoring in Ethnic Studies, and earning certificates in Child and Family Advocacy and Diversity and Inclusion. Tay is also the current President of the Black Student Union. She has been recognized for her leadership at UW-Parkside by being awarded three honors over the past two years. Altogether, Tay received the Success Coach of the Year for the 2018-2019 academic year from the Office of Multicultural Affairs, the Black Excellence Award from BSU, and the Emerging Leader Award from Campus Activities and Engagement.

# UW-Platteville

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Dong Isbister** (she, her, hers pronouns) is Assistant Professor and Program Coordinator of the Women's and Gender Studies Program at UW-Platteville. Her engagement in a range of activities on campus has led to the development of opportunities for underrepresented students and advancements in curriculum and research focused on diversity and social justice. She was the 2018 recipient of the Woman of Color Award at UW-Platteville.

Dong has worked closely with the Women's and Gender Studies steering committee and has been instrumental in developing new curriculum. In 2014, her scholarship was recognized through her selection as a UW System Wisconsin Teaching Fellow. Her year-long Scholarship of Teaching and Learning project examined the narrative of Afghan women in the context of the political violence throughout the Middle East. Paralleling her commitment to teaching about women's and gender-related topics, Dong has also stayed engaged with scholarship through an impressive research agenda. She was a recipient of a 2016 translation grant and has co-authored multiple publications centered around ethnic minority women writers.

Dong remains committed to working with various campus organizations to educate the campus community about issues of gender, diversity, and inclusion. She has been involved in student activities, such as the Rainbow Rave Conference, residence hall talks, and Ebony Weekend, an annual conference hosted by the Black Student Union. She has served as a member and campus representative at the Women's and Gender Studies Consortium—a network of UW System Women's and Gender Studies programs and systemwide initiatives—and collaborates with other Women's and Gender Studies programs in the university system.

Dong has actively engaged in facilitating and supervising undergraduate student research. She reaches out to students who have a passion to excel as student researchers to discuss their research interests. She regularly offers independent study to students who express interest in working with her, organizes undergraduate student conference panels, and identifies quality research projects. Her commitment to student research has led to her being chosen to present the undergraduate research presentation award granted by the Women's and Gender Studies Consortium.

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## DR. P.B. POORMAN AWARD



**Gabriel "Gabe" A. Riviere** (he, him, his pronouns) is an Information Specialist in the Office of Student Services at the UW-Platteville Baraboo Sauk County campus. During both his time as a student on campus and as a staff member, he has been an ardent champion of LGBTQ+ issues.

Gabe is currently the advisor for the PRIDE Club and, through his strong mentorship, has inspired student leaders to transform it into one of the strongest and most robust club voices on campus. Through Gabe's tireless support, PRIDE has brought in important speakers on LGBTQ+ issues and put on talent shows and drag shows. He has spoken in front of the local school board to advocate for transgender inclusivity and protections in the local school district. Gabe also collaborated with local churches and community members to host a speaker on transgender issues that drew a capacity crowd and inspired the forging of strong alliances between the campus and the community.

Through his advocacy, Gabe contributed significantly to the establishment of Safe Space trainings on campus for faculty, staff, and students. Further, through his leadership, the campus-wide diversity and ally training was provided more stability and visibility by shifting responsibility for its oversight from student organizations to campus administration. He also successfully fought to ensure that LGBTQ+ issues were represented on the campus diversity committee.

He is a facilitator for both the Diversity Dialogues trainings and Safe Zone trainings; an advocate for the needs of all students on campus; and a leading educator who teaches students, faculty, and staff alike about pronoun usage, LGBTQ+ terminology, the strengths of LGBTQ+ people and communities, and the current challenges facing LGBTQ+ people. His leadership has resulted in significant and positive changes to the campus climate. His advocacy has led to greater awareness on campus about LGBTQ+ people's contributions and achievements and to greater action taken to support LGBTQ+ students and address the challenges facing them.

# UW-River Falls

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Catherine Nasara** (she, her, hers pronouns) is a Professor of English and has been teaching English Literature and Teacher Education courses at UW-River Falls since 2011. She holds degrees from UW-Milwaukee (B.A.), Michigan State (M.A.), and Illinois State (Ph.D.), where she completed her dissertation titled “Non-existent Existences: Race, Class, Gender, and Age in Adolescent Fiction; or Those Whispering Black Girls.”

Catherine teaches a variety of topics, from African-American Literature and Multicultural Education, to Media and Philosophy, to Techniques in Teaching English. In all of her courses, she finds ways to explore issues of diversity and social justice in education. She both provides insight to her students and challenges them by inviting them to think more deeply about literature and culture, race and gender, and the strategies and texts that future teachers will use in their own classrooms.

Catherine chairs the UW-River Falls Affirmative Action Advisory Committee and serves on the Faculty Hearing, Grievance, and Appeals Committee, amongst other committees. She is also advisor to the Fashion Team student organization, created to bring students of different backgrounds and cultures together. A dedicated scholar, Catherine has published the bio-critical study titled “Janet McDonald: The Original Project Girl,” a comprehensive resource on the contributions of influential African-American, young adult author, Janet McDonald. Catherine also has three works in progress: “The Color of Innocence,” “Lorraine Hansberry’s A Raisin in the Sun,” and “Rioting while Black,” and is a regular presenter at scholarly conferences.

As one of the few African-American women faculty at UW-River Falls, Catherine serves as a strong role model particularly for UW-River Falls’ Black students, who see in her the promise that they too can succeed as educators. Catherine’s teaching, scholarship, service, and mentoring relationships with her students have served to advance the work of inclusive excellence at UW-River Falls.

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## DR. P.B. POORMAN AWARD



**Kellen J. Wells-Mangold** (he, him, his pronouns) has been the Assistant Athletics Director at UW-River Falls since 2016. Kellen stands out as a strong advocate and ally for all underrepresented populations and the LGBTQ+ community in particular.

Working to support student-athletes in coordination with the UW-River Falls Center of Diversity, Inclusion, and Belonging, Kellen has helped improve the climate for the LGBTQ+ community in measurable ways. Using the Campus Pride Index for Athletics and developing an action plan for improvements based on initial results, he has helped the department greatly improve its score. Changes implemented by Kellen include updating policies; adding more inclusive and anti-discriminatory language to both the student-athlete handbook and the sportsmanship statement read before home games; incorporating education and training on same-sex relationships into the annual One Love training program for first-year student-athletes; and helping create an LGBTQ+ friendly UW-River Falls athletics logo.

Kellen has also implemented training and professional development for Athletics staff and student-athletes, including a presentation by Dr. Alex Hall, one of the leading trans medicine physicians. Dr. Hall's training is aimed at helping students better understand and support individuals who identify as transgender. Kellen also engaged Athletics with the You Can Play project, focused on the inclusion of LGBTQ+ athletes, and twice attended the NCAA Inclusion Forum to continue his professional development in support of LGBTQ+ student athletes. He was also invited to attend the NFL's first LGBTQ summit in 2018 in conjunction with Super Bowl LII.

Another important contribution has been his creation of a new policy for the inclusion of transgender athletes. This policy, formally implemented in spring 2018, was one of the first official trans-inclusive athletic policies in the WIAC Conference and has been used as a model by other campuses. Kellen deserves recognition for his contributions toward greater inclusivity within athletics and campus-wide for members of the LGBTQ+ community.

# UW-Stevens Point

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Courtney Taylor** (she, her, hers pronouns) is the Multicultural Resource Center Coordinator at UW-Stevens Point. Courtney works tirelessly to increase student success through providing retention advising to students, coordinating academic and cultural programming, and advocating for students of color. She oversees the Women of Color and Men of Color Initiatives at UW-Stevens Point. Through these initiatives, she succeeds in creating safe spaces for women of color and men of color to establish a community on campus

through social bonding and mentorship.

Courtney is the primary advisor for the Black Student Union (BSU). She assists BSU with planning, marketing, and budgeting their programs and events. She is also a member of the Hate and Bias Response Team that responds to issues of hate and bias on campus. She created a structure at the branch campus in Wausau that is modeled after the Multicultural Resource Center (MCRC) at UW-Stevens Point. As a result of her efforts, the MCRC at UW-Stevens Point at Wausau has a Student Executive Director and a Multicultural Advisory Board that develops and implements cultural programming.

Courtney previously served as the Student Affairs representative for the UW-Stevens Point Diversity Council. While on the council, she advocated for initiatives that would make the university more inclusive, like moving the different centers focused on supporting underrepresented and/or historically marginalized student groups into one building. She has presented on topics such as “Colorism in the Black Diaspora” and “Miseducation of the N Word” and offered mentorship and guidance to students involved with the MCRC. She has also supported students in a wide range of ways to succeed in their pursuit of graduate studies, one of whom just began graduate school this fall at Texas Tech University.

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## DR. P.B. POORMAN AWARD



**BobbieJoy Amann** (she, her, hers pronouns) has been an educator and advocate for the LGBTQ community since 2009. BobbieJoy encouraged the self-inclusion and participation of the Queer community in the entire fabric of life in Portage County.

In 2015, she started a central Wisconsin transgender support group to address a need in the community. In 2016, with the help of Pastor Jane Johnson, she held a rally in support of the victims of the Pulse nightclub shooting in Orlando. The event featured Joanne Lee, a mother from Madison who lost a transgender child to suicide, in order to draw attention to the staggering rate of suicide among LGBTQ youth as well as the increase in bullying directed at them.

BobbieJoy has been a past member of PFLAG in central Wisconsin and also a Field Rep for the Wisconsin LGBTQ Chamber of Commerce. She has spoken to the Portage County Board of Supervisors as well as the Stevens Point Common Council to give public testimony on the importance of diversity and LGBTQ employment protections. She helped start a transgender support group at UW-Stevens Point and worked with the Gay Straight Alliance advisor at the local high school in 2015-16.

BobbieJoy worked with the local medical community to advocate for and monitor access to mental and physical health care treatment for the LGBTQ community. She has partnered with the Beloved Community Church to find resources for the Gender and Sexuality Alliance at UW-Stevens Point as a campus/community partner. She has shared her transition story at many public gatherings as well as in print, TV, and radio interviews advocating for LGBTQ issues. In recent years, she has stepped back from the more visible and active role that she took in the past to focus on other issues such as homelessness and poverty in Portage County—two issues that have a great impact on the LGBTQ community.

BobbieJoy is proud to have witnessed the adoption of LGBTQ non-discrimination employment language by the local city and county governments covering public employees, which is an important example of public discussions of LGBTQ issues.

## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Glendalí Rodríguez** (she, her, hers pronouns) has been at UW-Stout for 14 years, as a faculty member, department chair, and recently as Associate Provost. This academic year, she has stepped in as the Interim Provost and Vice Chancellor for Academic Affairs.

Glendalí has been a strong advocate for equity, inclusion, and diversity at UW-Stout. She has been a leader and supporter of the Science, Technology, and Engineering Preview Summer (STEPS) program at the university, which is a summer camp designed to cultivate interest in STEM careers among young girls. Her roles have included serving as Scholarship Coordinator and Program Director for STEPS. She also served as a member of the Minority Faculty and Staff Network for 11 years and was named the outstanding contributing member in 2007-2008. In addition, she served as the Latinos Unidos student organization advisor for two years.

Glendalí has promoted organizational change through her administrative work in support of diversity and inclusion. She served as a member of the diversity leadership team for two years and, in that role, worked to address issues related to equity, diversity, and inclusion. She serves as member of the Racial and Ethnic Studies/Global Perspectives curriculum committee and works with other members to enhance the value of courses with this designation for UW-Stout students. On a daily basis, she works to ensure that the interests of diverse students, faculty, and staff are considered as the university develops policies and procedures.

Beyond these active leadership roles, Glendalí serves as an exceptional role model for women of color at UW-Stout.

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## DR. P.B. POORMAN AWARD



**Markie L. C. Twist** (they, them, theirs pronouns) is a visible gender and sexual orientation minority (androgynous and bisexual) faculty member. They have been consistently committed to equity for and inclusivity of LGBTQIAP+ individuals long before arriving at UW-Stout in 2013.

They have promoted social justice for LGBTQIAP+ populations through their scholarship for 15 years. While at UW-Stout, they secured seven grants in their research area of inclusion of LGBTQIAP+ people in sex education, counseling, and therapy. They have presented their research at 16 international and 20 national venues and have been a frequent presenter on campus. Their work has been widely published in a range of publications, including journals and books.

Markie incorporated their research into a wide variety of courses, including undergraduate courses like Lifespan Sexuality and Pedagogy in Lifespan Sexuality and graduate courses like Sexual and Gender Diversity and Advanced Sex Therapy. In this way, their research on inclusion of LGBTQIAP+ people has not only reached hundreds of students but also many future practitioners in the field. Markie's research and teaching have earned them several awards including the 2017 Sexuality Rising Scholar Emerging Professional Award from the Society for the Scientific Study of Sexuality; the 2016 Stout Emerging Researcher Award; the 2014, 2016, and 2017 Stout Faculty Ally Awards; the 2014 Debra Davis Award for Transgender Advocacy; and the 2019 Outstanding Bisexual/Pansexual Advocacy Award via the campus LGBTQIAP+ programming.

Markie has also demonstrated their commitment to the advancement of LGBTQIAP+ persons through their co-development and program coordination of the UW-Stout Graduate Certificate in Sex Therapy Program. Housed in the discipline of Human Development and Family Studies, this program is the only one that is accredited as an Organizational Provider Level II by the American Association of Sexuality Educators, Counselors, and Therapists. This program represents a significant organizational change. Its accreditation means the intentional provision of more inclusive practical knowledge and training for practitioners on how to affirmatively work with students and clients of all backgrounds, especially LGBTQIAP+ persons.

# UW-Superior

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Katrina "Kat" M. Werchouski** (she, her, hers pronouns) is a proud member of the Red Cliff Band of Lake Superior Ojibwe and the Assistant Director for Equity, Diversity, and Inclusion at UW-Superior. She oversees both the Office of Multicultural Affairs and the First Nations Center as well as assists the Senior Diversity Officer with departmental and campus initiatives.

Kat is passionately dedicated to teaching students, staff, and faculty about Indigenous culture. She provides new insights into gender roles and identities, both past and present, through sharing Indigenous knowledge, history, and stories and advancing strategies for addressing the unique challenges faced by underrepresented students in higher education, ones that acknowledge their strengths and, thus, ensure their success. In addition, Kat is committed to enhancing people's leadership abilities by training future and present leaders by introducing them to Native teachings.

Before beginning her employment at UW-Superior in 2018, she had already made a large impact in Northwest Wisconsin. In her short time on campus, she has become a well-respected, visible, and engaged leader and mentor for faculty, staff, and students. Kat is committed to serving underrepresented students, First Nations students, first-generation college students, and all students in need of a mentor. Her success in connecting with students and supporting their success in a holistic way is affirmed by the large numbers of students who seek her out for advice and mentorship.

Kat is engaged in the local community and region through her service as a board member for the Wisconsin Indian Education Association, volunteer ambulance driver, CPR instructor, and volunteer photographer for Big Top Chautauqua. Kat was recently admitted to the Doctorate of Education in Student Affairs Administration and Leadership program at UW-La Crosse, where she plans to focus her research on the retention and persistence of Native students.

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## DR. P.B. POORMAN AWARD



**Allison "Alli" Brooke Willingham** (she, her, hers pronouns) is a tenure-track faculty member at UW-Superior. She earned her Bachelor of Science degree in Criminal Justice from Kentucky Wesleyan University and her Master of Science Degree in Criminal Justice from Eastern Kentucky University. Recently, she completed her Ph.D. in Criminology and Criminal Justice from the University of South Carolina.

Since Alli arrived on campus, she has been heavily involved with the Department of Equity, Diversity, and Inclusion, particularly the Gender Equity Resource Center. She served as a presenter in the 2019 Womxn in Leadership Conference, and she is also a member of the Campus Climate Taskforce, where she advocates for more inclusive and equitable treatment of LGBTQ+ students, faculty, and staff.

Alli's commitment to supporting the LGBTQ+ community has also been exhibited through her research. She is an ethnographer and critical criminologist who examines gender, race, class, and LGBT issues within the criminal justice system. Her master's thesis, "Forgotten Victims: A Qualitative Study of Familial and Intimate Partner Abuse of Male-to-Female Transgender Individuals in Central Kentucky," became one of the first American studies to examine intimate partner violence directed at transwomen. She will also be featured in the first-ever textbook about transgender issues in domestic violence entitled "Transgender Intimate Partner Violence: A Comprehensive Introduction."

Through her scholarship and teaching, Alli strives to ensure that the voices and stories of LGBTQ+ individuals within the criminal justice system are heard. She particularly dedicates herself to educating practitioners and future practitioners on the ways in which transwomen's experience of violence in familial and intimate relationships has been ignored in studies and trainings on intimate partner violence.

# UW-Whitewater

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## OUTSTANDING WOMEN OF COLOR IN EDUCATION



**Artanya Wesley** (she, her, hers pronouns) has held progressively greater leadership roles at UW-Whitewater, a testimony to her ability to inspire and motivate critical change on campus. She is currently serving as the Interim Vice Chancellor for Student Affairs and has served as the Dean of Students as well as the Interim Assistant Vice Chancellor for Student Affairs.

Artanya brings to UW-Whitewater a wide range of expertise in the field of student affairs from her past experience in leading systemwide efforts around the development of preventative measures that ensured the greater protection of students from sexual violence and harassment, to her leadership in creating more equitable and inclusive campuses, to her providing guidance and support for administrators within Student Affairs across UW System on addressing campus issues.

She has been instrumental as a resource and inspiration for students, especially students of color at UW-Whitewater. Student success is her number one priority, and she can be seen around campus actively engaging with students to advance her vision of ensuring that success through the creation of an inclusive, equitable, and diverse campus community. Artanya's championing of such a community is best seen in her consistent calls for equitable policies and procedures to be put in place to increase the access of students of color to the university as well as to ensure their retention and success, as was evident throughout her tenure as the Dean of Students.

Artanya is recognized regionally and nationally as an exemplar in her field and recently was the 2019 Commencement Speaker at her alma mater, UW-Platteville. Not only is she a practitioner of student affairs, she is also a scholar. As a researcher, she is concerned with the equal treatment of women in the workplace and is constantly sought out for her expertise and knowledge in the areas of equal pay and treatment for women, specifically Black women.

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## DR. P.B. POORMAN AWARD



**Stephanie Selvick** (she or they pronouns) serves as the Coordinator for the PB Poorman Pride Center at UW-Whitewater and is a faculty member in the Department of Women's and Gender Studies. Stephanie champions LGBTQIA+ initiatives on campus and serves as a resource for the entire university.

Hosting an array of events throughout the academic year, Stephanie consistently delivers meaningful programming to raise the consciousness of the campus, while inviting students to learn from nationally renowned writers and activists, including Andrea Gibson, Ivan Coyote, Staceyann Chin, and Alianza Nacional de Campesinas.

As an advocate and champion, Stephanie is present to assist students, faculty, and staff with resources for LGBTQIA+ work. Specifically, she provides critical expertise in the areas of gender inclusivity and community activism. She assists the university with such services as co-organizing the Women's and Gender Studies Oral History Project, organizing the Queer and Feminist Lecture Series, campus Safe Zone training, and advising IMPACT, the LGBT\* and allies student organization.

Stephanie takes her scholarship and actualizes it as a community partner with the Community Pride Coalition in Madison, Wisconsin. As a scholar, she is renowned for her knowledge and subject matter expertise in the fields of Women's and Gender Studies, Queer Studies, African Literature, and Popular Culture, adding to the existing research and scholarship in these fields. She has traveled extensively (both nationally and internationally) as a lecturer, presenter, and clinician at various conference, symposia, and retreats to advance LGBTQIA+ knowledge and awareness.

# Appreciations

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The efforts of many people went into organizing the events surrounding the 11<sup>th</sup> anniversary of the Dr. P.B. Poorman Award for Outstanding Achievement on Behalf of LGBTQ+ People and the 24<sup>th</sup> anniversary of the Outstanding Women of Color in Education Award.

Please help us extend our gratitude to all those who helped to make visible the important work being done every day on our campuses and in our communities by these amazing advocates for diversity and inclusion. This includes our Vice President for Academic and Student Affairs and keynote speaker Anny Morrobel-Sosa, and the staff and sponsors who have contributed to this effort. Thanks to UW System staff Angie Kellogg, Anne Minssen, Jennifer Moore, Sasānēhsaeh Pyawasay, Diane Waters, and Karin Wrzesinski. Special thanks to Jordan Landry at UW-Oshkosh and to our photographer Brian Ebner. We would also like to thank Dr. Chris Navia, Associate Vice President for Student Success, for ongoing support of these awards.

# Past Recipients

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To see past award recipients, visit:

Outstanding Women of Color in Education Award  
[wisconsin.edu/grants-awards/women-of-color/](https://wisconsin.edu/grants-awards/women-of-color/)

Dr. P.B. Poorman Award for Outstanding Achievement  
on Behalf of LGBTQ+ People  
[wisconsin.edu/grants-awards/poorman-award/](https://wisconsin.edu/grants-awards/poorman-award/)