

# NEWSLETTER



## Dean's Message

Welcome to the Spring 2023 College of Health and Human Sciences newsletter. Here at CHHS, we “Connect Passion to Purpose”.

This is one of the things I love about my job. Every single day, I get to work and collaborate with others who are connecting their passion to purpose. I continue to be impressed that so many of our faculty and staff work here at SJSU because of their deep belief in, and personal alignment with, the mission of our college and university– the belief that we are here to cause ripples of change for good. We show-up, day after day, to assure students have access to the opportunities a college education affords. We know those students will complete their degrees despite many social or economic barriers–students, and their families, who have made huge sacrifices to be here. We know those very same students will take their knowledge and skills back to their communities to impact the health and wellbeing of their families and neighbors.

Our staff can speak eloquently about how the mission of the college and university gives their work meaning and a direction for their passion. We have incredibly talented and deeply committed faculty who help our students take their passion and connect it to purpose. They do this with their award-winning instruction and research, mentoring students in their labs and scientific inquiry, engaging students in intellectual curiosity, learning, and skills development.

Passion is connected to purpose through a myriad of intensive internships and practica, where that connection is created in tandem with our community partners who teach and guide our students in the application of knowledge in real world settings. In addition to numerous undergraduate programs and degrees, we have three doctoral programs that are graduating professionals whose passion is driving them to become innovative leaders in their fields. We have seven masters programs connecting student passion to the purpose of becoming the next generation of advanced researchers, leaders, as well as policy and clinical practitioners.

I invite you to read the following stories that are just a small sampling of the impressive and impactful work that happens here every single day.

“The purpose of life is a life of purpose.”  
— Robert Byrne



# Packaging Program Hosts WestPak Expo, 2023

By Jacqueline J. Bergman

San José State University's (SJSU) packaging program recently hosted the WestPak Expo, a two-day event featuring speakers from the packaging industry. The event, which was fully funded by industry sponsors, drew approximately 60 attendees, including packaging students from SJSU.

The event featured several notable speakers, including Mark Doust, packaging director at Meta (Facebook) and founder of Apple's packaging team; Paul Russell, retired from Amazon and founder of HP's packaging team; JJ Wang, packaging manager at Google; and Nora Crivello, CEO of WestPak and longtime supporter of SJSU's packaging program.

Abby Chan, president of the Student Packaging Association at SJSU, spoke highly of the event, saying, "Westpak Expo is an amazing opportunity that is given to SJSU students. We are able to listen to packaging professionals in different industries [giving] us personal insight into their work and experiences. This event also gives us a chance to share a meal with these professionals, to network, and ask them any questions we want. Westpak Expo provides a unique experience that most students aren't able to come by. Westpak Expo is my favorite event to attend as an SJSU packaging student."

The event included several panel discussions covering topics such as sustainability in packaging, packaging automation, and the future of e-commerce packaging. Attendees also had the opportunity to network with professionals in the packaging industry.

One unique aspect of the event was the large number of SJSU alumni who served as speakers. Of the 27 speakers at the event, 15 were SJSU alumni from the packaging department.

The WestPak Expo, set to be held at SJSU every spring, presents an exceptional opportunity for packaging students to immerse themselves in a transformative experience, learning from and networking with esteemed industry professionals. However, the benefits extend far beyond the students, as the WestPak Expo acts as a catalyst for faculty and industry growth. For faculty members, it serves as a prominent platform to showcase their expertise, establish invaluable connections, and remain at the forefront of industry advancements.

This event sparks collaborations, fuels research partnerships, and opens doors for consulting engagements and talent acquisition. Simultaneously, industry professionals gain exclusive access to a targeted audience, enabling them to share their knowledge, showcase innovative solutions, and elevate brand recognition. In essence, the WestPak Expo acts as a powerful bridge, fostering collaboration, driving knowledge exchange, and propelling both faculty and the industry towards unparalleled professional growth.

For more information about the [Department of Nutrition, Food Science, and Packaging's Packaging Program](#) or WestPak Expo please contact:

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Dr. Ashwini Wagle  
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Packaging Program Director and Advisor:  
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# SJSU Judo Championships and Honoring Uchida Sensei

By Michael Dao



San José State University Judo is one of the most renowned judo programs in the nation, having garnered international acclaim. Judokas (judo athletes) that come through the program often train with the aspiration of becoming Olympic athletes. Recently, SJSU judokas such as Colton Brown and Marti Malloy have represented Team USA at the Olympic level. The success of the program continues to this day.

In light of the programs well deserved reputation, the National Collegiate Judo Association (NCJA) held the college and high school national championships on April 1 and 2 in Yoshihiro Uchida Hall on the SJSU campus. Judokas from all over the nation – from universities such as Texas A&M, UC Davis, and Stanford – all came to SJSU to compete for a national championship.

***“The success of the SJSU Judo teams this year comes with Yoshihiro Uchida being recognized for his 75 years of service at SJSU and for him celebrating his 103 birthday.”***

With a huge turnout, the competition was high; however, both of Spartan’s Mens and Womens teams, came home with team gold! The championship is especially exciting for the Women’s Judo Team, who successfully defended their title for the sixth time in a row. The Men’s team was able to climb back up the mountain to their rightful position in the USA Judo world. There were also many individual competitors and winners in their respective divisions:

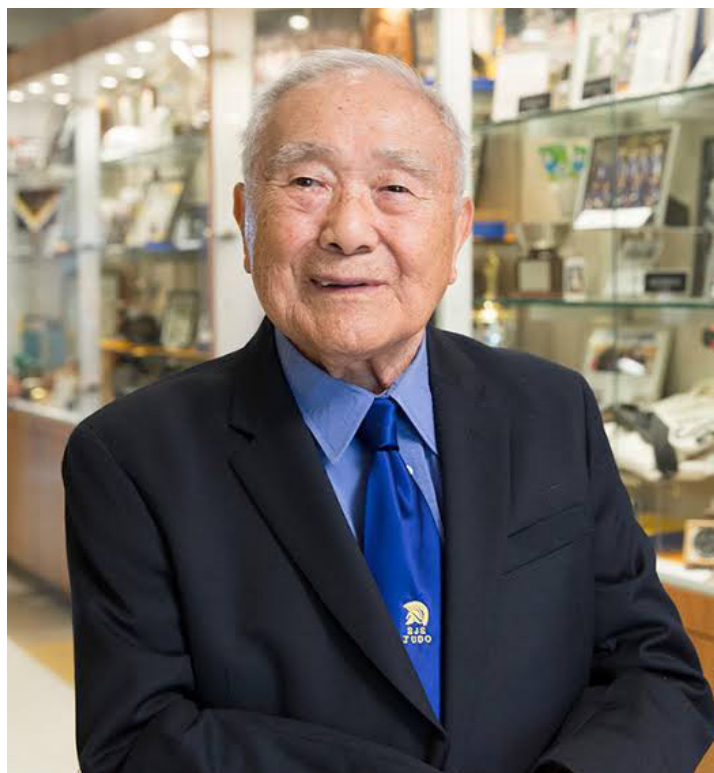
- Conor Uyekawa (-60kg Gold)
- Anakin Mendoza (-60kg Bronze)
- Colby Hanley Jr. (-66 KG)
- Matthew Bata (-66 KG Bronze)
- Weston Uyekawa (-73 kg Gold)
- Kristian Espinoza (-73 kg Silver)
- Eli Elvira (-73 kg)
- Ryan Kuratani (-81 kg)
- Nina Seoane (-63 kg Silver)
- Nancy Nguyen (-70 kg gold)



The legacy of SJSU continues with the tremendous resiliency and effort espoused by the amazing Spartan Judoka. I was able to briefly sit down with Head Judo Coach, Sensei Kosuke Tanaka about the success of both teams. Tanaka Sensei expressed, “...the positive experience of having both teams winning the championship was much needed as we have not had many team competitions due to the COVID-19 pandemic.” Tanaka also highlighted how “this year, it really feels like the team is going in the right direction, and I feel confident in how the team is moving forward.” A primary goal of the SJSU Judo team is to win championships, and this year both teams showed that they are competing at a high level.

The success of the SJSU Judo teams this year comes with Yoshihiro Uchida being recognized for his 75 years of service at SJSU and for him celebrating his 103 birthday. As the first head coach of the SJSU Judo team and founder of USA Judo, Uchida Sensei was celebrated by a ballroom full of people and standing ovations at the faculty luncheon on April 5. Everyone in that room understood the importance that Uchida Sensei plays at SJSU. His legacy continues, and SJSU Judo lives as a firm fixture on our campus.

Congratulations to SJSU Judo and another Happy Birthday to Uchida Sensei!



# The School of Social Work Launches “The Social Work Experience” Podcast

By Destiny Santana, Eric Garcia, Franciso Garcia, and Peter Allen Lee



*“Through special guests and topics, this podcast was meant to create conversations that would open the world of social work to its listeners.”*

Inspired by one of their Social Work Policy professors, Masters of Social Work students Eric Garcia and Franciso “Pancho” Garcia developed the idea of a social work podcast. From the assignment in Dr. Jennifer Wolf’s class which involved creating a podcast to discuss policy, Eric and Pancho were inspired to create a podcast that would discuss and explore the social work field in more depth. Through special guests and topics, this podcast was meant to create conversations that would open the world of social work to its listeners. The team of students invited Dr. Peter Allen Lee, Director and Professor at the School of Social Work, to be the School’s representative partner and occasional co-host.

“We are very excited to share that SWGSA [the Social Work Graduate Student Association] and the School of Social Work have partnered to create and launch a new podcast, The Social Work Experience. The podcast hopes to create a community in the social work program by having Authentic Conversations at

least once a month. They will do this by having special guests and announce pertinent information. Some future topics may include the program application process, getting to know social work students and professors, discussing social issues and problems, and professional development. Ultimately, they want to have discussions beyond the classroom!”

The inaugural episode was recorded on October 25, 2022 and posted in November 2022, and now has five episodes produced, with more coming. The podcast has broadcasted interviews and spotlights on topics such as social work and life as a journey, how to apply to an MSW program, the student organization and student leadership, post-graduate life and career planning, and examples of specialized practice such as child welfare and the Title IV-E Program.

Currently, there have been 433 listeners and audience members locally, nationally, and even internationally. Primarily, the listeners are from the United States and in California, but there listeners in other states such as Washington, New Jersey, New York, Oregon, Virginia, Nevada, and Ohio. Other countries include Mexico, the United Kingdom, India, Puerto Rico, and the Philippines. Eric and Pancho are especially excited about the community being built of multiple groups such as the Social Work programs, San José State University, professionals in the field, and other community partners since the podcast has launched and evolved.

The Social Work Experience podcast is available through [Apple Podcasts](#) and [Spotify](#). Click on the hyperlinks or search for the podcast name and you will see an archive as well as the latest episodes!

We are so appreciative and excited about our podcast, and looking forward to growing our audience, ultimately to inform, advocate, and better the lives around us. SJSU Social Work: Stand Up! Stand Proud! Stand Together!



Season one, episode two

**WHAT IS TITLE IV-E, SWGSA, AND ACCREDITATION?**

with special guest Destiny Santana & Jaslyn Abdul

# Department of Audiology Welcomes New Interim Chair, Dr. Wendy Quach

The college is very fortunate that Dr. Wendy Quach has agreed to step in as the Interim Chair for the Department of Audiology until August of 2024.

Wendy Quach, Ph.D., CCC-SLP, is a licensed, certified speech language pathologist and Professor in the Department of Communicative Disorders and Sciences at the Connie L. Lurie College of Education. Her teaching and research interests are in the areas of augmentative and alternative communication (AAC) for people with complex communication needs and motor speech disorders. She has served as the department's Graduate Program Director and manage grants from the U.S. Department of Education and National Institute on Disability and Rehabilitation Research Field Initiated Program grant that focuses on assessment for people with complex communication needs.

Dr. Shaum Bhagat finished his term as the department chair at the end of the spring semester.

Please join us in welcoming Dr. Quach to the Department of Audiology.



## The Nutrition, Food Science, and Packaging Department welcomes their first SAGE cohort

By Jacqueline J. Bergman

*By completing both their bachelor's and master's degrees in less time and with reduced expenses, participants gain a competitive edge in the job market.*

Spring 2023 marks an exciting milestone for San José State University's Nutrition, Food Science, and Packaging (NUFS) Department as it welcomes its inaugural SAGE ([Spartan Accelerated Graduate Education](#)) cohort into its groundbreaking program. The NUFS SAGE program opens up a fast-track pathway to a graduate degree in nutritional science for undergraduate students pursuing the Nutritional Science program. Offering three specialized concentrations—Food Management, Applied Nutrition and Food Sciences, and Dietetics—the program equips students with invaluable skills tailored to their career aspirations.

Enrolling in the Food Management concentration prepares students for dynamic roles in the food industry, with esteemed companies like Bon Appetit, Compass, and Marriott eagerly seeking their talents. Those pursuing Applied Nutrition and Food Sciences delve into the realm of food science, health education, and nutrition, while Dietetics students gain eligibility to become registered dietitians with a master's degree—a requirement set to take effect in 2024.

The NUFS department is thrilled to announce the recent approval of an additional SAGE pathway within the packaging program, solidifying its pioneering position in SAGE initiatives. This innovative program empowers students to thrive in the industry as package design engineers, sustainability engineers, and other related roles, equipping them with the expertise and abilities essential for success.

The SAGE programs at San José State University are just the tip of the iceberg, as the university continues to expand its offerings to enrich students' education and career prospects. By completing both their bachelor's and master's degrees in less time and with reduced expenses, participants gain a competitive edge in the job market. The future holds immense promise for the SAGE programs and the exceptional students who embark on this transformative journey.

For more information about the [NUFS SAGE programs](#), please contact SAGE Program Coordinator, Dr. Xi (Alex) Feng, [xi.feng@sjsu.edu](mailto:xi.feng@sjsu.edu), 408-924-3105.



## Celebrating April as OT Month and Parkinson's Disease Awareness Month!

By Katrina Long, with contributions from Luis Arabit

While April is celebrated as Occupational Therapy (OT) Month, it is also Parkinson's Disease (PD) Awareness Month. The Parkinson's Foundation sponsored a Moving Day Walk, which is a nationwide grassroots campaign that "spotlights PD on a national level and gives the chance to raise awareness and funds in our own community". Dr. Katrina Long, OT Assistant Professor, organized a team (called "Occupational Therapy Department- SJSU") to represent the OT profession and the SJSU OT department at this event, held April 15, 2023. The event was a great opportunity to advocate and support the PD community as well as showcase the valuable role OT plays in the lives of people living with PD. The walk raised nearly \$700, all going toward "continuing to improve the quality of care for those living with Parkinson's disease". Dr. Long was joined by OT students and faculty both in person and virtually. In addition, Dr. Long was interviewed live on air by CBS News on April 26, where she highlighted Parkinson's disease month and the role of Occupational Therapy ([Amanda Starrantino's Instagram](#)). Congratulations!

## Research on SJSU Faculty in Residence Program Published by an Interprofessional Research Team

By Luis Arabit

On March 8, 2023, Dr. Luis Arabit, Occupational Therapy Assistant Professor, and a former Faculty in Residence (FIR) (2018-2020) at University Housing Services at San José State University, together with a team of faculty researchers from the various fields of Occupational Therapy, Biology, Education, Political Science, Mathematics, Psychology, and Public Administration published a qualitative phenomenological research study entitled "The Impact of Faculty-In-Residence Programs on Faculty Development" (<https://ro.uow.edu.au/jutlp/vol20/iss3/06/>). The research article was published in the Journal of University Teaching and Learning Practice.

As lead author, Dr. Arabit was thrilled and immensely proud of the team of faculty researchers who worked collaboratively and tirelessly on this project. He stated that "Research such as these showcases the relevance of university-based FIR programs and its impact not just on students but also on faculty development." The results indicated that faculty participation in FIR programs helped facilitate faculty development in teaching, research and service performance, which in turn created opportunities for student engagement, student sense of belonging and student success. Beyond the positive results, transcending themes of diversity, empathy, networking and organization were uncovered, which enhanced FIR faculty professional development. In addition, the study also found that to achieve overall positive impact of FIR programs, program goals and objectives need to be aligned and agreed upon by university, residential life administrators, and faculty.

The research project received a grant of \$12,000 from Project Succeed of SJSU in 2019 with the assistance of the late Dr. Patricia Backer. Congratulations to the collaborative effort of this interprofessional team of researchers!



# Nursing Spartan Up, and Up, and Up

By Maya Carlyle

“Vanndy is somebody who is extraordinary, truly,” said Dr. Daryn Reicherter, MD, psychiatrist at AACI, a robust, multi-focus community health organization in San José, CA.

He was being asked about Vanndy Loth, his employee, and a three time graduate from San José State University.

Dr Vanndy Loth, DNP, MPH, MSN, RN, graduated from The Valley Foundation School of Nursing twice of those three SJSU graduations; first as she began her nursing career with her Bachelors of Science in Nursing (BSN), and after her MPH for her Masters she graduated again from the School of Nursing in 2021, completing her doctoral degree as a member of the first graduating cohort of SJSU’s stand-alone Doctor of Nursing Practice (DNP) program.

This spring, Dr. Loth has continued to be a Spartan, supporting her alma mater in a new way; this time agreeing to be interviewed as part of a project by the College of Health and Human Sciences to showcase the departments and schools under its umbrella.



“I have a strong desire to improve community mental health services through my nursing role...” Dr. Loth shared when she first applied to the DNP program. “My hopes are to gain insight into applying evidence based practice and to improve patient outcomes through improved quality of care. I [also] want to improve my skills as a nurse leader...”

And become a leader she did. While originally aiming to teach, Dr. Loth pursued nursing at the encouragement of her mother and found the work, from the beginning, to be “very rewarding.” Her first job as a new grad nurse from SJSU was in public health, working in the rural and less populous areas of Monterey County, where the competency and skills of TVFSON allowed her to tackle the more challenging cases to come through the clinic doors.

Now as a Program Manager in the Integrated Behavioral Health program at

AACI, Dr. Loth continues to care for the community in culturally sensitive, policy-active, and educationally-focused ways. On May 3rd of this year, she and her AACI team were awarded a “Behavioral Health Community Hero Award” by the County of Santa Clara’s Behavioral Health Board for their work in addressing mental health in San José and the whole county.

During the interview for the College of Health and Human Sciences spotlight, Dr. Loth was asked what she thought might be next for her, now that she has her doctorate and has achieved some of the levels of leadership she had been aiming for.

“Teaching,” she responded, laughing a little at the full circle of her career. As a psychiatric nurse and community caretaker, Dr. Loth has a lot of knowledge to pass on, and looks forward to training the nurses who may one day take over her role.

[Watch the College of Health and Human Sciences YouTube channel for highlights from Dr. Loth’s interview](#), coming later this summer.

For more information about The Valley Foundation School of Nursing, please visit [sjsu.edu/nursing](https://sjsu.edu/nursing) or call 408-924-3131

12TH ANNUAL BEHAVIORAL HEALTH COMMUNITY HEROES AWARDS

AGENCY

AACI

Asian Americans for Community Involvement

THE COUNTY OF SANTA CLARA

MAY 3 2023

# 75 Years of San José State Air Force ROTC

By Benjamin Goirigolzarri



For 75 years, San José State University, the College of Health and Human Sciences (CHHS) and its Aerospace Department, and the United States Air Force have worked in close partnership to develop leaders of character who are equipped to lead our nation's military. The Air Force Reserve Officer Training Corps (AFROTC) at San José State University was established shortly after the inception of the U.S. Air Force in 1947 and has since seen its graduates lead across the private and public sector. Through the College of Health and Human Sciences' unwavering support and rigorous curriculum, Detachment 045 has produced Air Force Senior Leaders, Air Force Wing Commanders, leaders in academia and industry, and U.S. Representatives committed to serving American interests both domestic and abroad.

On Thursday, May 4, San José State University's President Dr. Cynthia Teniente-Matson joined Air Force Senior Leaders to celebrate 75 years of committed partnership. The event featured remarks from SJSU's President, Moffett Field's 129th Rescue Wing Vice Wing Commander, Colonel

Jeremy Guenet, Air Force ROTC Commander, Colonel Corey Ramsby, and Detachment 045's Commander, Lieutenant Colonel Joshua Sullivan. The event also included former Detachment 045 Commander, Lt Col (Retired) Kirk Brown, whose father was the very first Commander in 1947. They collectively highlighted the countless benefits shared by SJSU, CHHS, AFROTC, and the local community even in the honest light of historical challenges. Lieutenant Colonel Sullivan echoed this with, "Our student population is small, but they are mighty, and will become immediate ambassadors carrying the values they learn at SJSU and Air Force ROTC across the world."



Detachment 045 graduates will immediately tackle increasingly complex and demanding challenges that the world poses to its leaders. SJSU, CHHS, and its AFROTC program continue to prepare future leaders with the requisite critical-thinking skills, leadership experience and preparation, and the core values needed to navigate wicked problems and to ethically and morally command our nation's military. The success of the AFROTC program extends beyond retention rates, graduation rates, or the impressive titles held by countless Det 045 graduates. It is measured by producing leaders of character whose "Spartan Airmen core values are so essential to who they are that they overflow into every interaction, changing our community and world for the better."

Toward the end of the evening, AFROTC cadets and their families gathered alongside SJSU and CHHS leadership, Air Force Leadership, and the community leaders in attendance for a photo. The stage light lit up their faces, as if to recognize the illustrious lives of Det 045's graduates and announce the promise of greatness among the attendees. Even after 75 years, the relationship between Air Force ROTC, the College of Health and Human Sciences, and San José State University continues to grow, galvanized by their shared commitment to integrity, service, and excellence. Here's to 75 more years.

"The society that separates its scholars from its warriors will have its thinking done by cowards and its fighting by fools." – Thucydides





# First Room Naming for the College of Health and Human Sciences

By Sonia Wright

This spring we celebrated with the Vlasoff family as the first named room in the College of Health and Human Sciences was dedicated: the Susan Vlasoff Memorial Pediatric Nursing Simulation Lab. The lab is on the third floor of the Health Building, home to our donor-named department, [The Valley Foundation School of Nursing](#). This new name honors an endowment which will provide support for supplies and equipment to the simulation lab, a vital immersive tool used to train tomorrow's nurses.

The Susan Vlasoff Memorial Pediatric Nursing Simulation Lab is home to tools, interactive human-simulation mannequins, and hospital-like equipment which allow student nurses to hone the skills needed to caretake the health of our smallest and youngest community members.

Susan 'Suzy' Jacobs Vlasoff grew up in the Bay Area and attended SJSU for her undergraduate degree. She graduated with a Bachelor's of Science in Nursing in 1970. Seven years after starting her nursing career, she married Dan, and they raised their daughter Elizabeth in Campbell. Suzy worked at Lucile Packard Children's Hospital, first in oncology and then moved over to pediatrics and the NICU (neonatal intensive care unit) where she spent the rest of her 30+ year career. She was a woman's rights supporter and interested in helping other young nurses become successful.

When asked to talk about her mother, Elizabeth described her as a "spitfire." Dan added that she was a very outspoken, opinionated person - perfect for a nurse advocating for her patients, as well as her fellow and future nurses.



# Congratulations to all CHHS Faculty and Staff celebrating their milestone of service at San José State University!

## Faculty Service Recognition and Awards 2023



### Outstanding Lecturer Award

[Kevin Roe - Public Health and Recreation](#)

### 15 Years of Service

- Albert Ayers - Kinesiology
- Jennifer Jackson - Social Work
- Karen Knoblauch - Nutrition, Food Science and Packaging

- Lienanh Mai - Public Health and Recreation
- Susan McKenna - Nursing
- Daniel Murphy - Kinesiology
- Tamar Semerjian - Kinesiology
- Soma Sen - Social Work
- Vivian Silva - Social Work
- Deepa Singamsetti - Nutrition, Food Science and Packaging
- Arlene Spilker - Nursing
- Blanca Tavera - Social Work
- Frederick Yambrach - Nutrition, Food Science and Packaging

### 20 Years of Service

- Anna Fimbres-Windley - Social Work
- Matthew Masucci - Kinesiology
- Jennifer Schachner - Kinesiology

### 25 Years of Service

- Thomas Beggs - Kinesiology
- Laura Chin - Social Work
- Christian May - Kinesiology

### 40 Years of Service

- Shirley Reekie

### 75 Years of Service

- Yoshihiro Uchida

## Staff Service Celebration 2023

### 10 Years of Service

- Sabrina Porter-Parees - Dean's Office

### 15 Years of Service

- Edward Cohen - Dean's Office & Social Work

### 20 Years of Service

- Ricky Gong - Dean's Office
- Matthew Masucci - Dean's Office
- Jodi Mercer - Kinesiology
- Vicky Ocampo - Occupational Therapy

### 30 Years of Service

- Curt Sennwald - Kinesiology



# CHHS Awards Recipients 2022-2023

Please visit our website, <https://www.sjsu.edu/chhs/about-us/awards/>, to learn more about the CHHS Awards.



## **Senior Scholarly Excellence Award**

Dr. Meekyung Han - School of Social Work

## **Tenure-Track Faculty Scholarly Excellence Award**

Dr. Michael Dao - Department of Kinesiology

## **Tenure-Track Faculty Teaching Excellence Award**

Dr. Vicky Gomez - Department of Public Health and Recreation

## **Outstanding Engagement Award**

Dr. Lynne Andonian - Department of Occupational Therapy

## **Superior Staff Service Award**

Curt Sennewald - Department of Kinesiology

## **Friend of the College Award**

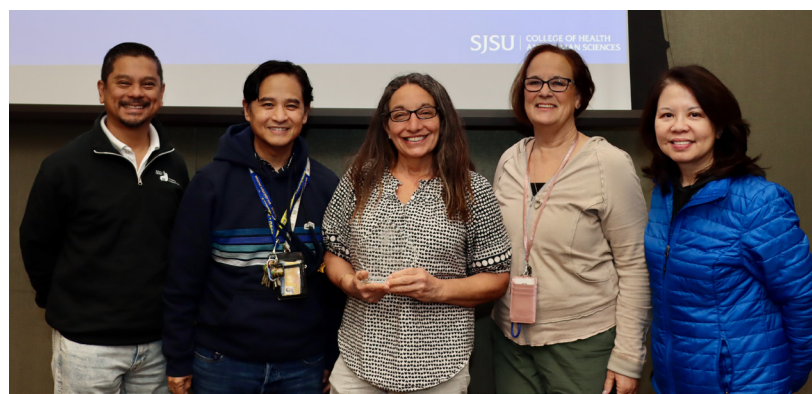
Sarah Garcia - Department of Aerospace Studies

## **Outstanding Graduate Student Award**

Deborah Szeto - The Valley Foundation School of Nursing

## **Outstanding Senior Award**

Jane Vo - Department of Public Health and Recreation



# Congratulations Class of 2023!



## Share Your News With Us!

We are interested in hearing from you for our college blog, social media, site updates and newsletter. Share your news by sending an email to [health-human-sciences@sjsu.edu](mailto:health-human-sciences@sjsu.edu)



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[blogs.sjsu.edu/CHHS](https://blogs.sjsu.edu/CHHS)

## Thank You to Our Contributors!

- Luis Arabit, Occupational Therapy
- Peter Allen Lee, Social Work
- Jacqueline Bergman, Nutrition, Food Science & Packaging
- Allison Ly, Dean's Office
- Maya Carlyle, The Valley Foundation School of Nursing
- Matthew Masucci, Dean's Office
- Michael Dao, Kinesiology
- Benjamin Goirigolzarri, Aerospace Studies
- Audrey Shillington, Dean's Office
- Joanne Delamar, Dean's Office
- Sonia Wright, University Advancement