



The University of Michigan ADVANCE Program aims to improve our campus environment for faculty in four general areas:

- **Recruitment:** development and use of equitable faculty recruiting practices
- **Retention:** preemptive strategies to prevent the loss of valued faculty
- **Climate:** improvement of departmental climate for faculty, staff and students
- **Leadership:** development of leadership skills that allow academic leaders to encourage positive departmental climates

Initially focusing on institutional transformation with respect to women faculty in science and engineering fields, the program has expanded to address necessary institutional changes to support the needs of a diverse faculty in all fields. It is gradually addressing some issues facing diverse postdoctoral fellows, and graduate and undergraduate students.

We work directly with many departments, schools and colleges to support their efforts to bring positive changes to the work environment. We are advised by faculty committees in the College of Engineering, College of LSA, and Medical School. We also offer many documents (handbooks, and handouts), research reports, lists of resources and programs (workshops, group discussions, seminars) that are designed to facilitate departmental, school and college efforts.

We conduct departmental and college climate reviews, providing evidence of potential issues to address, so that improvements can be targeted to real needs. ADVANCE also researches questions of interest to University administrators.

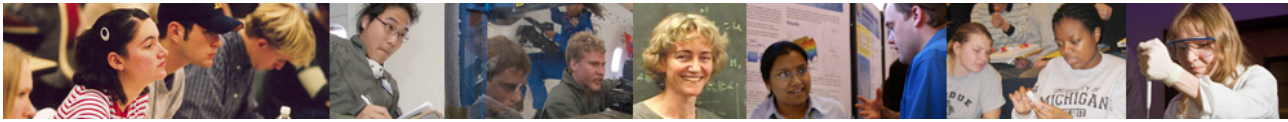
### **Recruitment:**

The STRIDE Committee provides information and advice about practices that will maximize the likelihood that diverse, well-qualified candidates for faculty positions will be identified, and, if selected for offers, recruited, retained, and promoted at the University of Michigan. The committee leads workshops for faculty and administrators involved in faculty hiring. It also works with departments by meeting with chairs, faculty search committees, and other department members involved with recruitment and retention.

### **Retention and Climate:**

ADVANCE maintains a Network to Advance Women in Science and Engineering, and a Network to Advance Women Faculty in the Medical School, for which it organizes regular events so the women can meet and share their experience as women in these traditionally male-dominated fields, advising each other and offering much needed mutual support. ADVANCE also collaborates with the Office of the Vice Provost for Equity, Inclusion, and Academic Affairs in maintaining a Network to Advance Faculty of Color, allowing tenured and tenure-track faculty to meet several times a year in order to share valuable experiences. Finally, ADVANCE also offers a Single Faculty Network, to provide an opportunity for single faculty to meet other single faculty who may share interests in a low-key setting. The aim is to make Ann Arbor a more welcoming and inclusive community to this group of faculty who sometimes feel vastly outnumbered by their partnered colleagues.





Faculty Leading Change is a campus-wide, year-long program that addresses department change efforts in School and Colleges. This program provides training in organizational dynamics and change, and support for teams of faculty working to make that change. A limited number of teams from across University of Michigan Colleges and Schools are selected to participate in this intensive program.

Writing Groups provides opportunities for faculty across campus to increase writing productivity. The groups are self-administered and self-sustained with support by the program, including a toolkit to assist with group development and sustainability.

LSA Workshops for Faculty are provided each academic year by a collaboration between ADVANCE and the College of LSA. These monthly workshops are open to the entire university at no cost to the participants.

### **Leadership:**

The LIFT (Leadership and Integration in Faculty Transitions) seminars are designed to support newly promoted faculty as they navigate the changes which come with promotion to associate or full professor. Experts in leadership development, academic culture, and organizational change serve as primary resources. Faculty Advisors bring the depth and diversity of their experience to the program.

In addition to these separate programs, LIFT also includes a series of brief Core Competency Seminars which provide additional opportunities for skill and resource development and are designed to support faculty in achieving their scholarly, institutional, and disciplinary goals. Previous topics include handling stress, time management, dealing with conflict and building leadership capacity. Seminar topics change each year and are open to **all faculty** on a first-come, first-served basis.

ADVANCE also collaborates with colleges and schools and organizes various faculty development events.

For several of its programs, ADVANCE collaborates with the CRLT Players in creating interactive theater performances.

### **Research and Evaluation:**

The research and evaluation staff assess the effectiveness of the ADVANCE initiatives and collect, integrate, analyze, and report on institutional data related to recruitment, retention, and promotion, leadership, and pipeline issues for faculty at the University of Michigan.

ADVANCE research and evaluation projects include:

- Campus-wide Climate Assessments of Faculty and Graduate Students
- Unit Climate Assessments: Survey and Interview Studies
- Annual Institutional Indicators of Diversity for Faculty at the University of Michigan
- Research on Policies and Practices at UM

### **Contact Us:**

ADVANCE is available to assist individual faculty with concerns and questions. We can be reached to set up an appointment via email at [advanceprogram@umich.edu](mailto:advanceprogram@umich.edu), or by phone at (734) 647-9359. Our website, <http://advance.umich.edu>, also contains many resources that may be of interest.

