



Support for Assessment and Improvement of UM Departmental, School, or College Climates

The ADVANCE Program at the University of Michigan is pleased to work with UM departments, schools, and colleges that are interested in a systematic assessment of their particular climate for students, staff, and/or faculty. We can recommend external professionals who can perform assessments, ADVANCE staff can collect and analyze climate data for you, or we can arrange for an appropriate combination. Following the assessment, ADVANCE staff can provide programmatic activities aimed at improving the climate as well as free consultation about other campus resources that might be helpful in maintaining the resulting improvements.

Climate Survey and Interview or Focus Group Studies

The ADVANCE Program works with UM departments, schools, and colleges to conduct online survey studies with faculty, post-docs, Ph.D. students and/or staff to assess how the school/college or departmental climate, or work and classroom environment, is perceived. The information obtained from these studies is used to identify areas where things are going particularly well, as well as areas that need improvement; the goal is to assist the unit in making appropriate policy changes to enhance the environment for all members of the unit.

The ADVANCE Program also conducts interview and/or focus group studies with particular populations within a UM department, school, or college. Studies have included interviews with: graduate students to learn in detail about graduate student experiences; faculty who voluntarily left UM to understand why and to inform efforts at faculty retention; and faculty who accepted and/or turned down appointments at UM in an effort to improve hiring practices and success rates of new faculty hires.

Members of the ADVANCE professional staff, who are trained in social science research methods, analyze data and draft reports. Trained staff conduct interviews and focus groups to maintain complete confidentiality. A separate report is prepared for each survey and/or interview study conducted.

The fee structure for these studies is as follows:

Survey studies: \$500 for data collection of all surveys
 \$500-\$750 for each report

Qualitative studies: \$30-\$50/interview, depending upon length
 \$75/focus group
 \$750 for each report

We would be happy to consult with you about a climate assessment within your unit and develop a study that meets your needs.

Leadership Coaching for Full Professors

Professional coaching is provided to full professors in order to:

- -develop individual leadership skills, styles and perspectives;
- -assist with individual goal setting and career development;
- -educate about academic culture, and leadership norms and models; and
- -establish strategies and tactics to achieve specific outcomes.

The costs are funded jointly by the College of LSA, CoE, and ADVANCE.

Coaching for Department Chairs is available and can be requested through the Deans.

LIFT – *Leadership and Integration in Faculty Transitions*

LIFT is a faculty development resource at the University of Michigan focusing on mid-career faculty.

Tenure and promotion each represent a potent intersection of accumulated knowledge and experience with increasingly complex opportunities, roles, and demands. The LIFT Core Competency Seminar Series fosters skills to facilitate the success, empowerment, and satisfaction of individual faculty, while enabling and informing their contributions to their departments, disciplines, and other forms of academic community.

The LIFT Core Competency Seminar Series complements other LIFT programs including the LIFT transition programs: Two one-day transition seminars for new associate and new full professors.

The -seminars will be offered free to new associate professors in the fall term and to new full professors in the winter term. Annually, three Core Competency Seminars will be offered.

Support provided in collaboration with The CRLT Players

Mentoring for Assistant Professors

Mentoring for Assistant Professors is a set of special presentations of the CRLT Theater Program's Faculty Advising Faculty sketch, designed for groups including both male and female assistant professors, within—rather than across—departments. The purpose of these presentations is to bring groups of men and women together to have a facilitated discussion about an issue that is important in the careers of both women and men, but has some differential features. These presentations and discussions are aimed not only at recognizing problematic gender and rank dynamics depicted in the sketch, but also at identifying the potential benefits of good career advising, and developing ideas about how to maximize the likelihood of getting it themselves.

Career Development

Using the CRLT Theater Program's sketches, groups have an opportunity to work to build skills in areas including mentoring, hiring, and advisor-advisee relationships. Activities include focus groups and interactive theatre performances.

To explore how the CRLT Theater Program can assist you, and whether there will be costs associated, explore their web site for information and contacts: <http://www.crlt.umich.edu>

For more information or additional copies of this resource, please contact the ADVANCE Program at 734 647-9359 or advanceprogram@umich.edu, or visit the ADVANCE Program's Web site at <http://advance.umich.edu>.