



Research Resources to Inform Diversity-Equity-and Inclusion Implementation Efforts

<http://advance.umich.edu/ResearchResourcesToInformDEI.php>

Institutional Indicator Reports

The ADVANCE Program annually collects indicator data for all faculty with appointments on the instructional (tenure), research, and clinical tracks by gender and race/ethnicity at the University of Michigan and assesses changes on these dimensions over time. Indicators include: number of faculty by track and rank; hiring; career history; promotion and tenure outcomes, administrative appointments named professorships; time off the clock; and categorization of departmental demographics in terms of gender and race/ethnicity. Separate reports are prepared for faculty campus-wide and STEM faculty as well as for Colleges of Engineering, LSA, and the Medical School. These are posted on the website, and are also shared in the form of a powerpoint report with the President's Advisory Committee on Faculty Diversity and the Steering Committee as a way to convey our progress and needs in the areas of faculty diversity. These reports are posted on the ADVANCE website at <http://advance.umich.edu/indicators.php>

Campus-wide Climate Assessments

- Every 5-6 years the ADVANCE Program conducts a campus-wide climate survey to assess faculty experiences (e.g., job satisfaction, mentoring, department and University climate).
- To date we have completed three cross-sectional surveys (fall 2001, fall 2006, and fall 2012) that allow us to understand faculty views of the climate, at each of these time periods and to assess change over time. Results are posted on the ADVANCE website at <http://advance.umich.edu/climatestudies.php#>

Exit Report

Since 2011 the ADVANCE Program has conducted an interview exit study with all tenure track faculty who voluntarily left the University in the previous year to assess issues that may affect faculty at the university and contribute to their decisions to leave. The interviews ask about the circumstances under which faculty chose to leave UM, the factors they considered in their decisions, how their current situations compare to their UM positions, and their assessments of various aspects of their experience at UM. We report frequencies and rates by coding category in the appended tables, overall and by gender, race-ethnicity, rank, and college/school and consider differences by gender and race-ethnicity. The report is updated annually. This report can be found on the ADVANCE website at <http://advance.umich.edu/researchreports.php>

Research Aimed at Particular Diversity Issues

As noted earlier, a central goal of the ADVANCE program is to be a resource to University administration and provide information that can guide institutional decision-making, particularly on issues that concern faculty. Research studies are conducted in the service of administrative efforts to improve aspects of the institutional environment that may impede faculty recruitment, retention, climate, and leadership. Each year ADVANCE is commissioned to investigate particular issues of interest and concern. Recent studies include: interview study of faculty in Engineering about their views about and interest in leadership positions; survey study of faculty experiences of disorderly and disruptive behaviors directed at them by students; an examination of tenure outcomes for faculty who do and do not take time off the clock; an interview study of junior faculty in the Medical School concerning factors that allow them to thrive; and a focus group study about challenges faced by single-parenting faculty. If you would like to propose a research study that might assist University administrators in addressing diversity, equity and inclusion issues on campus contact: Dr. Janet Malley, Director of Research, UM ADVANCE, jmalley@umich.edu. Studies are posted at: <http://advance.umich.edu/researchreports.php>

Faculty Salary Equity Assessments

At the request of chairs and deans, the ADVANCE Program assists in evaluating salary equity for individual faculty members or for the entire unit following the recommendations in the American Association of University Professors publication, *Paychecks: A Guide to Conducting Salary-Equity Studies for Higher Education Faculty*. In addition to identifying salary inequities, we strive to refine a method of analysis so that administrators may easily monitor the situation for faculty on an on-going basis. For information about this process contact: Dr. Janet Malley, director of research at UM ADVANCE, jmalley@umich.edu