



**UM ADVANCE Program**  
**Resources for Units Implementing Diversity, Equity and Inclusion (DEI) Plans**  
<http://advance.umich.edu/ResourcesForImplementingDEIPlans.php>

**FOUR AREAS OF FOCUS**

ADVANCE efforts focus on diversity, equity and inclusion of **faculty**; programmatic resources for units divide roughly into four areas: recruitment, retention, climate, and leadership.

**Recruitment**

**Faculty Recruitment Peer Education: STRIDE Faculty Recruitment Workshops**

- STRIDE leads 5-7 campus-wide workshops for faculty and administrators involved in faculty search committees. The STRIDE committee has also collaborated with the Provost's Office on preparation of a Handbook outlining good practices in faculty recruitment.
- In winter term, STRIDE also offers an annual presentation for departmental administrative staff involved in the faculty recruitment process.
- STRIDE has developed a new workshop for department chairs, associate deans and deans about their role in hiring as part of the Provost's Campus Leadership Program (P-CLP).
- Finally, the Director of ADVANCE (or an associate director) presents a brief, targeted version of the STRIDE workshop to search committees for deans and other upper-level administrators.

***NextProf: Science***

- modeled after the successful effort of *NextProf: Engineering*
- designed to encourage talented early career scientists with a demonstrated commitment to diversity to consider academia as a career
- targeted at advanced graduate students and postdoctoral fellows in the natural sciences
- 4-day professional development workshop
- key objective is to identify potential faculty applicants and build mutually positive relationships that will eventually contribute to increased faculty diversity
- ADVANCE provides logistical and planning support
- LSA department chairs and their delegates plan and implement this program

**Presidential Postdoctoral Fellows Program**

- select outstanding advanced graduate students for postdoc that leads to faculty position at UM
- built on successful UC model
- currently limited to science/engineering fields aimed at undergraduates
- to date: 8 outstanding faculty in LSA and SI; currently 5 postdocs in program

## Retention

### Launch Committee Program

- Launch Committees support new Engineering, Information, and LSA natural science assistant professors; being piloted in the humanities and social science departments in LSA
- Schools of Dentistry, Medicine, Music Theater and Dance, and Pharmacy have all developed their own Launch programs they administer with assistance from ADVANCE
- provide support and guidance to new junior faculty as they begin their careers at Michigan
- committees meet with the new faculty member monthly from the time of hire until the end of the first year at Michigan
- each committee consists of the new faculty member, an ADVANCE convenor, the department chair, a senior faculty member in a related research area from the department, and a senior faculty member in a related research area but from a different unit

### ADVANCE-LSA Career Advising Workshops

- Monthly workshops focused on skills and issues useful to faculty at all levels:
- Open to entire university faculty at no cost to participants
- *Examples:*  
Time Management, Preventing and Addressing Disruptive Behavior in the Classroom, How to Run a Meeting, Distress Signals: Supporting Students Facing Mental Health Challenges, and Mentoring Workshop for New Faculty.

### Workshops on the Tenure Review Process

- offered in early fall to members of LSA tenure review committees, EC members, and other specified individuals
- designed to help all who are involved with the process to make better, less biased decisions
- include theater sketches, vignettes, group discussion and role plays
- Dean of LSA presides over the occasion in LSA

### Faculty Summer Writing Grants Program

- provides faculty with a one-time grant of up to \$1500
- potential supplemental funding for child or other dependent care during the same period
- support may be requested for: editorial help, a writing coach, or costs associated with a writing group (including a writing retreat or writing boot camp)

### Elizabeth C. Crosby Faculty Grants

These funds are available to individual faculty members to support a range of activities aimed at improving the environment for career satisfaction and success of a diverse faculty in science and engineering fields. Support may be requested for: programs and projects aimed at improving the career success of diverse faculty, especially for women and other members of under-represented groups, including efforts to support the special child or other dependent care associated with work-related travel, long stays at field sites, long and late hours at labs, or other essential research activities away from home.

## Climate

### Department Climate Assessments

- online survey studies of faculty, post-docs, Ph.D. students and/or staff within a unit
- aim to identify areas where things are going particularly well, as well as those that need improvement
- conducted as part of the external review process in LSA and CoE
- For information, contact Dr. Janet Malley, director of research, UM ADVANCE, jmalley@umich.edu.

### Faculty Leading Change (formerly STEP)

- best practices workshop in making changes offered by organizational change experts
- designed to support small teams of faculty as they implement positive changes in their department, college, or unit
- interactive workshops and individual assistance
- successful change projects have included
  - improving the climate for graduate students
  - initiating a mentoring program
  - transforming the faculty evaluation procedures in the department
- funds are available to each team to cover costs associated with their project, such as: data collection, climate surveys, focus groups, additional consultant time, or the one time purchase of new resources
- can be a very effective follow-on after a climate assessment process has allowed a unit to identify challenges that need to be addressed

### Network to Advance Women Scientists and Engineers

- composed of over 600 tenure track faculty in science and engineering across the entire campus
- provides women faculty in science and engineering (and their male allies) with opportunities to get to know one another, share their experience as women in traditionally male-dominated fields, define collective goals, advise each other, and offer mutual support
- events include social occasions, workshops and book discussions

### Other Networks Provide Support for Groups of Faculty

- **Network to Advance Faculty of Color**  
Designed in collaboration with the Vice Provost for Equity, Inclusion and Academic Affairs  
This allows the faculty of color to connect across disciplines and share their experiences.
- **Network of Single Faculty**
- **Network of Single Parent Faculty**
- **Engineering Salon** (focused on tenured women faculty in College of Engineering)

## Leadership

### Advising Campus Leaders

- advising and informing administrative leaders about best practices with respect to recruitment, retention and climate
- focus on Steering Committee, and the President's Advisory Committee on Faculty Diversity, as well as annual Provost's Campus Leadership Program
- includes regular and irregular meetings with deans and/or associate deans, as well as department chairs

### Leadership and Integration in Faculty Transitions (LIFT) Programs

- designed to support newly promoted faculty as they navigate the changes which come with promotion to associate or full professor
- newly promoted full professors also offered individual coaching to help them navigate their new role
- offered by 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
- also includes a series of brief Core Competency Seminars, which provide additional opportunities for skill and resource development
- Seminar topics change each year and are open to all faculty and include:  
Work-Life Integration, Meetings that Matter, Navigating Department Politics, Handling Difficult Conversations, Academic Book Publishing, Leadership Voice & Authority, Dealing with Stress, Creative Conflict, Advancing an Agenda, How to Say No, Pros and Cons of Academic Administration, Managing Time and Productivity, Challenges of Leading Faculty, and Building Leadership Capacity.

Unless otherwise noted, contact [advanceprogram@umich.edu](mailto:advanceprogram@umich.edu) for more information.