

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>.