



2021-2022

ANNUAL HIGHLIGHTS

FACULTY RETENTION

This academic year, we offered a new series of workshops on faculty retention, focused specifically on Black, Indigenous, and other People of Color (BIPOC) faculty.

The workshops built on our learnings from discussion groups, exit interviews, and climate studies over the past few years. In the workshops, we highlighted concerns and offered strategies around invisible service and service equity, improving department climate, and appreciating the full range of scholarly work. The work of retaining our faculty begins as soon as they are hired at U-M. (learn more in this [U-M Record article](#)).

COVID-19 EFFORTS

COVID-19 disruptions impacted many faculty and resulted in less time for scholarship and more time spent on teaching, mentoring, service, and caregiving at home. Challenges to productivity have been especially felt by assistant professors, women, parents, and scholars in the arts and humanities.

One principle for supporting faculty is 'Equal is not always equitable.' Strategies that support all faculty identically may inadvertently replicate existing inequalities.

[Read our COVID-related reports on our website](#)

NOTE FROM THE DIRECTOR

As I look back over the academic year, I'd like to thank the many faculty and staff who have worked with the ADVANCE Program – providing insight into their experiences via climate surveys, focus groups, and interviews, serving as STRIDE and RISE committee members to develop anti-racist and inclusive strategies for recruiting and workplace climate, mentoring our newest faculty via Launch Committees, reviewing grant proposals, and so much more.

It's been a busy year at ADVANCE. Over 700 faculty and 100 staff attended one of our workshops, we were able to fund 34 faculty via Crosby and SUCCEED grants, and 30 new faculty in three schools and colleges were "launched" on their careers at U-M through our Launch mentoring program.

Thank you for your continued support and partnership.

Jennifer Linderman
Director, U-M ADVANCE Program

PROVOST'S OFFICE COLLABORATIONS

ADVANCE is partnering with the provost's office on the [Provost's Early Tenure-Track Faculty Research Support Initiative](#) to provide pandemic relief funding for early career tenure-track faculty who continue to feel the effects of the pandemic. This limited time initiative will accept applications until April 30, 2023.

A long time collaboration for the President's Postdoctoral Fellowship Program (PPFP) continues, with new units eligible in the coming cycle.

[See the PPFP website for more details.](#)

ADVANCE CELEBRATES 20 YEARS

The [ADVANCE 20th anniversary events and symposium](#) identified challenges around equity and inclusion that will drive ADVANCE work going forward. For example, Dr. Leslie Gonzales (Michigan State) presented data on the inclusionary and exclusionary ways in which search committees consider candidates, Dr. KerryAnn O'Meara (Univ. Maryland) described specific tactics to promote service equity, and Dr. Stephanie Fryberg (U-M) challenged the institutional rhetoric that undermines the careers of underrepresented faculty.



STRIDE & RISE COMMITTEES

Last year's **STRIDE Faculty Recruitment Workshops** included a focus on both the individual and structural biases that impact faculty recruitment and success. Workshop attendance hit an all time high with **428 attendees**.

The **RISE Committee** released 5 climate case studies to support faculty as they work to create more respectful, inclusive climates in their units. Each case study is centered around a common climate issue, with a list of ideas for how to approach the issue, including concrete examples.

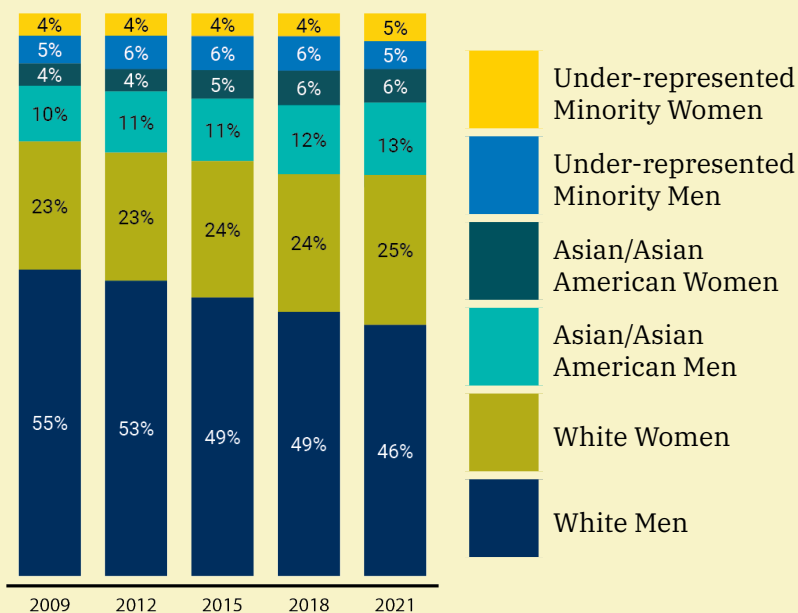
LSA DISABILITY REPORT

Faculty and staff shared their experiences with disability and securing accommodations at the university. Too often, the onus is on the person with a disability to learn and navigate the university to secure and extend their own accommodation.

Suggested improvements included: confidential, centralized support; increased awareness of invisible disabilities; addressing accessibility challenges; and dismantling the culture of ableism.

[Read more on our research webpage.](#)

FACULTY DEMOGRAPHICS



This figure illustrates changes in the demographic composition of tenure-track faculty at U-M from AY 2009-AY 2021. We define six gender/race-ethnicity groups: Under-represented Minority (URM) women and men (including African American, Hispanic/Latino, and Native American), Asian/Asian American (A/AA) women and men (including Pacific Islander and Hawaiian), and white women and men. This figure displays percentages of faculty. See our webpage on [institutional data](#) for more information and interactive figures.

*Categories based on available U-M HR data

LAUNCH

By summer 2022, ADVANCE will have "launched" **340 new faculty**, arranging committees that create multiple, valuable perspectives on issues and topics relevant to a launchee's success. Each unit that participates in the program launches all newly hired assistant professors with the goal of providing structured support and guidance during their first year at U-M.

"The idea of launch committees is a fantastic initiative in Michigan and helped me immensely in navigating my first year here."

- Dr. Mahdi Cheraghchi

FUNDING OPPORTUNITIES

ADVANCE funded 34 faculty members this academic year through the [Elizabeth C. Crosby Research Grants](#) and Supporting Careers and Cultivating Excellence, Engagement, and Diversity ([SUCCEED Grants](#)).

Along with the usual needs for student support, conference travel, and supplies, faculty can request non-routine child care to support their scholarship (e.g., while they are traveling for a conference, performance, or field work).

Applications for Crosby and SUCCEED are due in the fall and winter terms, respectively. See our website for application guidelines.



For more information & updates

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