

Faculty Retention

2021-2022 Workshop Series for Chairs, Directors, & Associate Deans

FALL 2021

SEPT
30

Black, Indigenous, and People of Color (BIPOC) Faculty Retention: Discussion of New Findings and Strategies

Presenters: Isis Settles and Jennifer Linderman

Featuring an overview of U-M data relevant to faculty retention, particularly BIPOC faculty retention. With a focus on the critical role that chairs play in retaining faculty, participants will collaborate to discuss challenges, strategies, and areas for future work.

NOV
10

The Roles of Individual and Structural Bias in Hiring and Advancement of BIPOC Faculty

Presenters: Isis Settles and Jennifer Linderman

Analysis of individual and structural biases as well as examples of the ways in which schemas, service loads, teaching evaluations, and faculty support affect the careers of BIPOC faculty. Interactive elements include an exercise on identifying and mitigating subfield bias.

DEC
8

Faculty Retention: Panel Discussion with Department Chairs and Directors

Moderator: Rob Sellers

Focusing on strategies that unit leaders have used for preemptive retention, such as helping faculty develop leadership skills, advising faculty on their careers and future at U-M, and ensuring equity. Panelists will also discuss the more time-sensitive moment of a retention offer.

WINTER 2022

FEB
10

Invisible Service and Service Equity

Presenters: Deborah Rivas-Drake, Isis Settles, and Jennifer Linderman

Presenting national and U-M data on faculty service and research on strategies for achieving service equity. Participants will explore the connections between service and leadership.

MAR
8

Department Climate: Creating a Welcoming and Supportive Environment

Presenters: U-M ADVANCE Program RISE Committee

Offering a working definition of climate and an evidence-based case for caring about climate. Participants will learn strategies for improving climate, as well as small steps and “levers” that can be employed by unit leaders to shift climate for respect and inclusion.



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advance.umich.edu/events