

2022-2023

## ANNUAL HIGHLIGHTS

### STRATEGIES FOR RETAINING FACULTY OF COLOR PUBLICATION

In a forthcoming paper in the *Journal of Diversity in Higher Education*, Settles, Linderman, Rivas-Drake, Saville, and Conner offer three strategies to promote institutional change and improve faculty retention: 1) use data to identify challenges and make a compelling argument; 2) frame retention as preemptive; and 3) focus on both individual and structural change strategies. The paper, *Three Strategies for Engaging Campus Leaders in Transformative Initiatives to Retain Faculty of Color*, also describes ADVANCE's recent institutional research and our programming to help leaders build a toolbox around organizational change to improve faculty retention. [See more retention strategies here.](#)

### \$1 MILLION DOLLARS AWARDED IN PANDEMIC RELIEF FUNDING

ADVANCE partnered with the provost's office on the **Provost's Early Tenure-Track Faculty Research Support Initiative** to award over \$1 million in funding to faculty who continued to feel the effects of the pandemic on their research, scholarship, and creative practice. Some funding examples included: conference travel, student support, non-routine child care, supplies, and publishing.

### GRADUATE STUDENT BELONGING

Belonging is a key factor in academic and psychological success in higher education. However, graduate student belonging is an understudied and underfunded area. ADVANCE staff analyzed data from climate surveys to examine factors related to belonging for Ph.D. students, and presented at the [ACUM Advising Symposium](#).

### FACULTY FELLOWS

Our new Faculty Fellows program invited two faculty members to partner with ADVANCE.



Myles Durkee

Psychology, LSA

Myles Durkee, Psychology, LSA, worked with ADVANCE to understand the role of code-switching (e.g., adjusting one's speech or behavior) among diverse college faculty.



Nicholas Henriksen

Romance Languages and Literatures & Linguistics, LSA

Nicholas Henriksen, Romance Languages and Literatures & Linguistics, LSA, worked with ADVANCE to develop resources and a workshop to address the topic of gender diversity and gender inclusion.

### FAREWELL FROM DIRECTOR LINDERMAN

As my term as ADVANCE Director ends, I want to thank the dedicated ADVANCE staff and our many partners and collaborators on campus – faculty and staff, and a special shoutout to the incredible CRLT Players – for their hard work toward a more just, equitable, and inclusive university.

Over the past few years, we have broadened the reach of our Launch Committee program, created a new resource – RISE – to improve campus workplace climates, collected institutional data to highlight concerns around faculty retention and developed accompanying programming, used surveys to learn about the experiences of those with disabilities, worked with faculty search committees to mitigate both individual and systemic biases, supported individual faculty careers with grants and coaching, and so much more.

Our evidence-based approaches do make a difference in faculty careers and in the evolution of this university! I so look forward to ADVANCE's next steps under the directorship of Denise Sekaquaptewa.

Jennifer Linderman

Director, U-M ADVANCE Program

Pamela Raymond Collegiate Professor of Engineering

# ANALYSIS OF INSTITUTIONAL DATA

In 2023 ADVANCE reported on the time that instructional, tenure-track Associate Professors spend in rank before becoming full Professors by discipline, gender, and race/ethnicity. Unlike the Assistant Professor rank, there are no university policies to limit how long someone remains an Associate Professor. Interestingly, we found that faculty who were hired as associate professors spent a longer time in rank than those who were hired as assistant professors and promoted to associate professors at U-M. [Read more on our website.](#)

We also reported on the dynamic interplay between tenure-track faculty hiring and departure, and how that impacts faculty composition, in our [2023 Indicator Report](#). We note especially the persistent lack of gain in numbers for historically underrepresented men faculty.

ADVANCE conducted its fifth campus-wide faculty climate survey in 2023. The overall response rate for tenure-track faculty was 41%, and results are forthcoming.

## STRIDE COMMITTEE

Last year's [STRIDE Faculty Recruitment Workshops](#) emphasized both individual and structural biases that impact faculty recruitment and success, and the implementation of "equity pauses" in a search process was introduced. 346 people attended a STRIDE workshop. "Refresher" workshops were held in person for the first time since 2019.

## RISE COMMITTEE

The **RISE Committee** released [3 new 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. Topics included diversity and excellence, distribution of labor, and a climate supportive of disability.

ADVANCE described the development of [RISE and the three frameworks that underlie the committee's approach](#) at the NSF-funded 2023 ADVANCE Equity in STEM Community Convening conference.

## FUNDING OPPORTUNITIES

ADVANCE funded 30 faculty members this academic year through the [Elizabeth C. Crosby Research Grants](#) and [Supporting Careers and Cultivating Excellence, Engagement, and Diversity \(SUCCEED\) Grants](#).

In addition to funding for students, conference travel, editorial assistance, field work, supplies, and more, faculty can request non-routine child care to support their work (e.g., while they are traveling to a conference or performance location, or to do field work).

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

## LAUNCH

By summer 2023, ADVANCE will have ["launched" 408 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.

"It was an anchor that consistently prevented me from spiraling into self-doubt. I got a sense of the various, sometimes conflicting opinions about how things are or should be done, indicating that there is no one right way to pursue a career at U-M, and most importantly a set of mentors I cherish deeply."

- Launchee, 2023



**ADVANCE PROGRAM**  
UNIVERSITY OF MICHIGAN

For more information & updates

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