

## **Support for Assessment and Improvement of U-M Departmental, School, or College Climates**

The ADVANCE Program at the University of Michigan is pleased to work with U-M departments, schools, and colleges that are interested in a systematic assessment of their particular climate for students, staff, and/or faculty. We can recommend external professionals who can perform assessments, ADVANCE staff can collect and analyze climate data for you, or we can arrange for an appropriate combination. Following the assessment, ADVANCE staff can provide programmatic activities aimed at improving the climate as well as free consultation about other campus resources that might be helpful in maintaining the resulting improvements.

### **Climate Survey and Interview or Focus Group Studies**

The ADVANCE Program works with U-M departments, schools, and colleges to conduct online survey studies with faculty, staff, postdocs, Ph.D. students and other community members. The goal is to assist the unit in making appropriate policy changes to enhance the environment for all members of the unit. These studies assess the perception of the school/college or departmental climate, as well as the work and classroom environment. These studies help to identify areas where things are going particularly well, as well as areas that need improvement.

The ADVANCE Program also conducts interview and/or focus group studies with particular populations within a U-M department, school, or college. Studies have included interviews with: graduate students to learn in detail about graduate student experiences; faculty who voluntarily left U-M to understand why and to inform efforts at faculty retention; and faculty who accepted and/or turned down appointments at U-M in an effort to improve hiring practices and success rates of new faculty hires.

Members of the ADVANCE professional staff use social science research methods to analyze data and draft reports. Our trained staff conduct interviews and focus groups to maintain complete confidentiality. A separate report is prepared for each survey and/or interview study conducted.

### **The fee structure for these studies is as follows:**

Survey studies:	\$750 for survey set up and data collection \$750 - \$1,000 for each report
Qualitative studies:	\$100 - \$150/interview, depending upon length \$750/focus group \$1,000 for each report

We are happy to consult with you about a climate assessment within your unit and develop a study that meets your needs.

For more information, please contact the ADVANCE Program at [advance-surveys@umich.edu](mailto:advance-surveys@umich.edu)  
or visit the ADVANCE Program's Web site at <http://advance.umich.edu>