

U-M ADVANCE Program

Providing Resources for Units Implementing Diversity, Equity, and Inclusion (DEI) Plans



Our Mission

Founded in 2002, the ADVANCE Program aims to improve U-M's campus environment for faculty in four general areas:

Recruitment - development and use of equitable recruiting practices

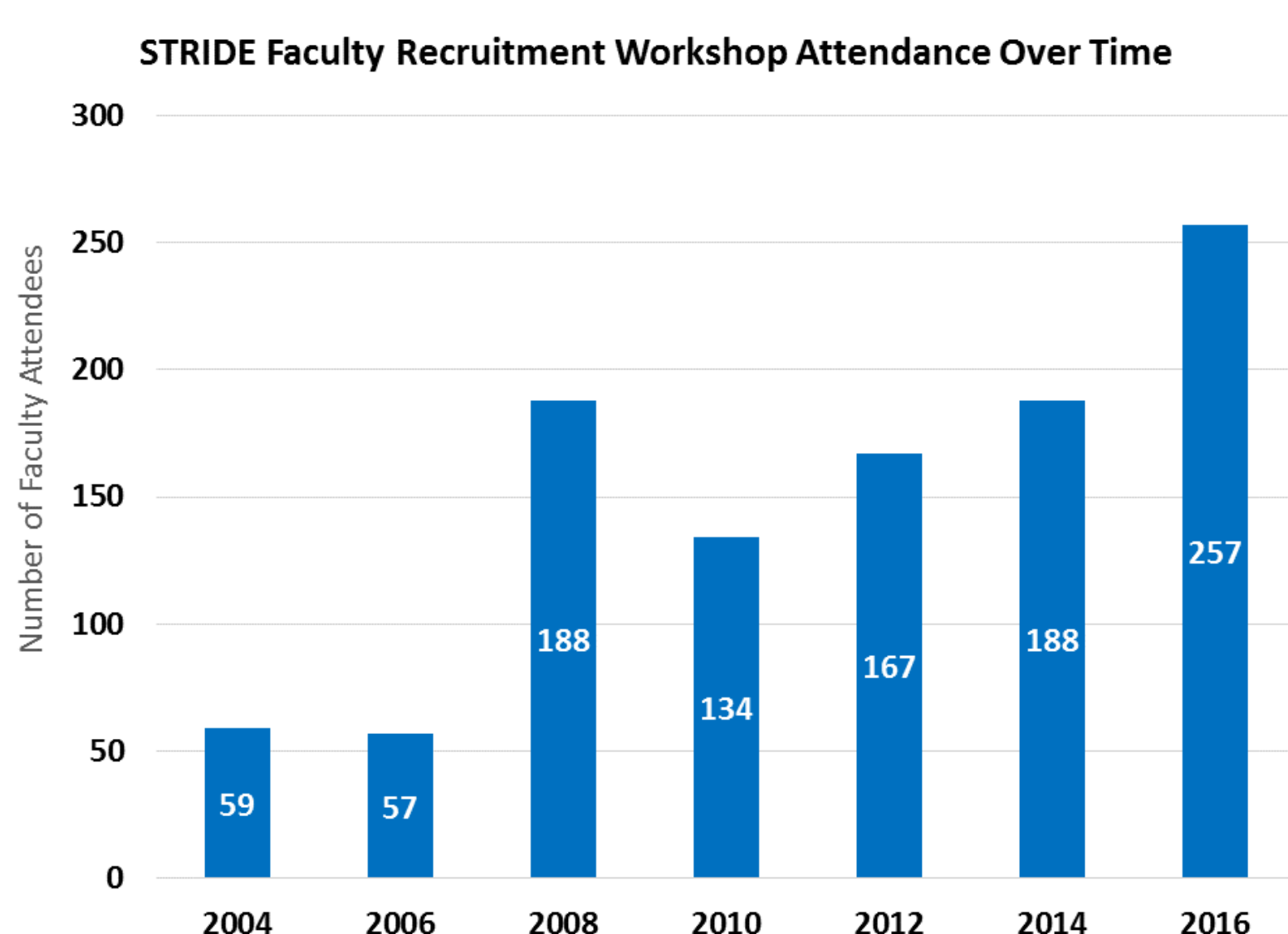
Retention - preemptive strategies to prevent the loss of valued faculty

Climate - improvement of departmental climate

Leadership - development of leadership skills and opportunities as well as support for development of skills among all academic leaders to encourage supportive climates

STRIDE

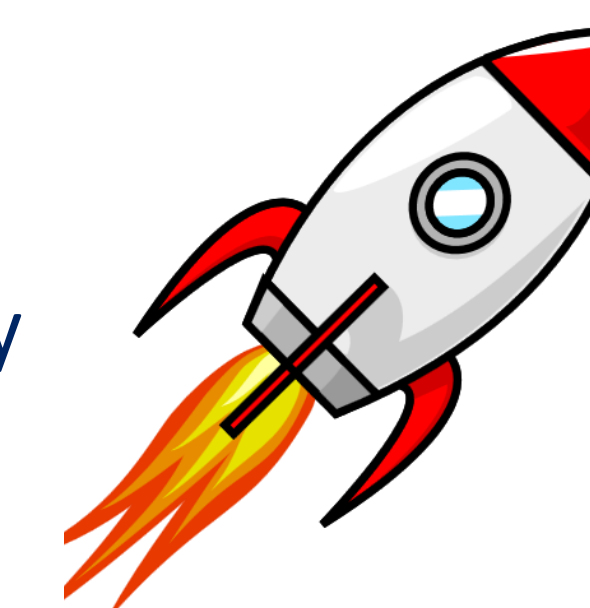
- The STRIDE Committee provides information and advice about practices that will maximize the likelihood that diverse, well-qualified candidates for faculty positions will be recruited, retained, and promoted at U-M.
- STRIDE leads campus-wide workshops for hundreds of faculty and administrators involved in faculty search committees.
- The STRIDE committee has also collaborated with the Provost's Office on preparation of a handbook outlining good practices in faculty recruitment.



Other Programs

Launch Committee Program

- Launch Committees support new assistant professors across campus.
- Consisting of 4 senior faculty, each Launch Committee meets monthly with their "launchee" to help that person navigate the multiple and ever-increasing expectations of the first year.
- During the 6 years since the program began, more than 200 new faculty members have been supported by Launch Committees.



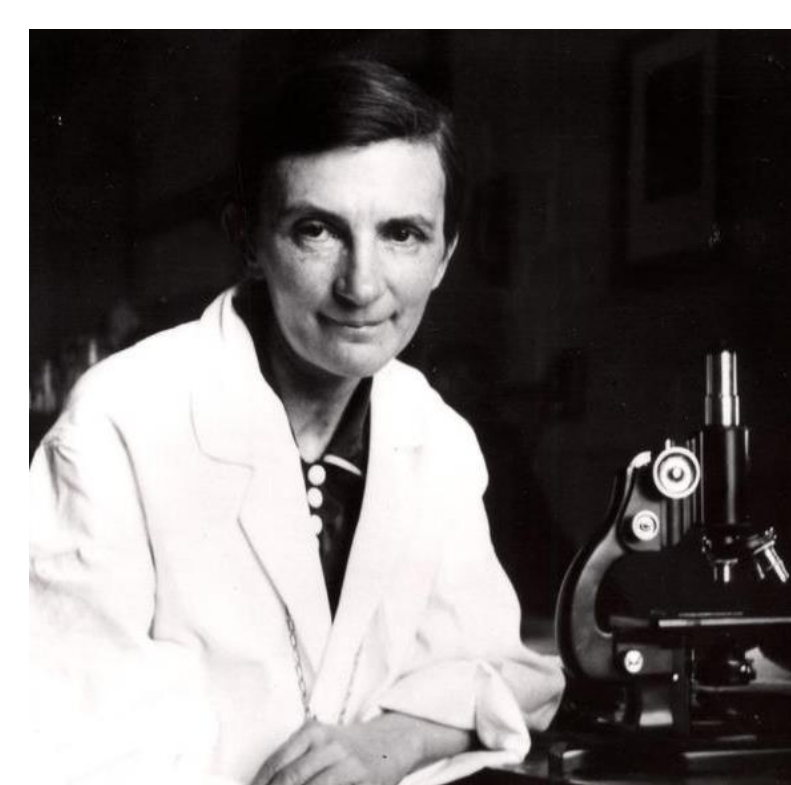
Leadership and Integration in Faculty Transitions (LIFT) and Leadership Coaching

- Designed to support newly promoted faculty as they navigate the changes that come with promotion to associate or full professor.
- Offered by experts in leadership development, academic culture, and organizational change.
- Newly promoted full professors are also offered individual leadership coaching to help them navigate their new role.

Faculty Development Workshops

ADVANCE offers a variety of faculty development workshops each year. Topics include:

- Mentoring graduate students
- Leading a research group
- Navigating the tenure review process
- Writing successful grant proposals
- Supporting students facing challenges
- Getting your book published



Elizabeth C. Crosby (1888-1983)

Grants

- Faculty Summer Writing Grant (one-time grant of up to \$1,500 for writing support)
- Elizabeth C. Crosby Research Award (support for improving satisfaction and success of diverse faculty in science and engineering; up to \$20,000)
- Both programs have funds available for non-routine dependent care needs associated with the proposed project

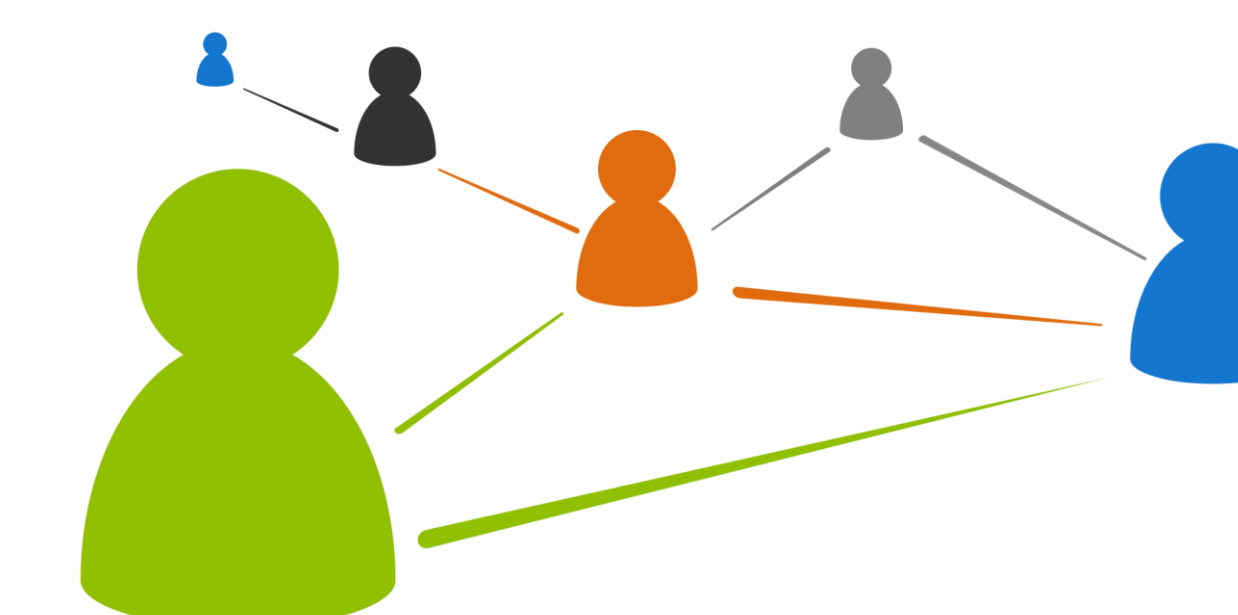
Resources

Please visit our website at www.advance.umich.edu for additional resources, research, and information about our program, or contact us at advanceprogram@umich.edu.

Climate Studies

- The ADVANCE Program works with UM departments, schools, and colleges to conduct surveys, focus groups, and interview studies with faculty, postdocs, graduate students, and staff to assess how the school/college or departmental climate is perceived.
- The information obtained from these studies is used to identify areas where things are going well, and areas that need improvement.
- The goal is to assist the unit in making appropriate policy changes to enhance the environment for all members of the unit.
- In addition, ADVANCE conducts a campus-wide climate survey of all faculty every five years. The Fall 2017 survey is currently underway and reports will be published in 2018.

Faculty Networks



- Network to Advance Women Scientists and Engineers
- Network to Advance Faculty of Color (in collaboration with the Office of Diversity, Equity, and Inclusion)
- Engineering Salon
- LGBT Faculty Alliance (in collaboration with the UM LGBT Faculty Alliance)
- Network of Single Faculty
- Network of Single Parent Faculty