



## **Support for Assessment and Improvement of UM Departmental, School, or College Climates**

The ADVANCE Program at the University of Michigan is pleased to work with UM departments, schools, and colleges that are interested in some kind of systematic assessment of their particular climate for students, staff, and/or faculty. We can assist with identification of external visitors who can provide assessments, or our staff can actually collect and analyze climate data for you, or we can arrange for some combination. In addition, we provide some programmatic activities aimed at improving the climate. Finally, ADVANCE staff will provide free consultation to departments, schools, and colleges about other resources available on campus that might be helpful in efforts to improve climates.

### **External Climate Visits**

The ADVANCE Program works with UM departments, schools, and colleges to coordinate climate visits that involve external consultants or reviewers. The costs of these visits (including honoraria, travel, and lodging) are covered by the school/college. The costs of a past departmental climate study (three days and three external reviewers) totaled \$11,100. Costs associated with ADVANCE staff roles include coordinating and scheduling supplemental interviews and focus groups. ADVANCE costs associated with past visits averaged \$2,675.

### **Survey and Interview/Focus Group Studies**

The ADVANCE Program works with UM departments, schools, and colleges to conduct online survey studies with faculty, post-docs, Ph.D. students and/or staff to assess how the school/college or departmental climate, or work and classroom environment, is perceived. The information obtained from these studies is used to identify areas in which things are going particularly well, as well as those that need improvement; the goal is to assist the unit to make appropriate policy changes to enhance the environment for all members of the department.

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

Members of the ADVANCE professional staff who are trained in social science research methods analyze data and draft reports. Trained interviewers affiliated with the Institute for Research on Women and Gender 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:**

Surveys: \$300 for data collection  
Interviews: \$30-\$50/interview, depending upon length  
Focus Groups: \$75/focus group  
Analyses & Reports: \$1200 for data analysis and individual final report

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

**Coaching Program for Department Chairs**

Professional coaching is provided to Department Chairs in order to foster:

- 1) identification of barriers to effective departmental functioning and to the success of individuals within the department;
- 2) attainment of the Chair's professional and administrative goals;
- 3) improved communication within the department, especially between the Chair and his/her faculty, staff, and students;
- 4) organizational change goals within the department, especially those related to the goals of the ADVANCE Program (fostering the success and advancement of women and minority faculty in science and mathematics).

Range per chair: \$600 – \$9,500 (including both people who continue the coaching after the initial meeting and those who do not)

Average cost of people who continue coaching: \$5,975

Average cost of both people who continue the coaching after the initial meeting and those who do not: \$3,556

**Leading Excellence**

Leadership development of new full professors in order to:

- 1) broaden faculty awareness of the relationship between departmental concerns and the larger university context;
- 2) develop greater dexterity navigating between departmental, school, and university perspectives;
- 3) cultivate skills needed to take leadership roles at the departmental, school, and university levels;
- 4) expand the network of senior faculty beyond disciplinary and unit boundaries to promote greater leadership collaboration across the university.

Initiated as a collaboration between the Colleges of LSA and Engineering, this program will be offered free to new full professors in all schools and colleges with substantial undergraduate student enrollments in fall 2008.

### **Mentoring for Assistant Professors**

Mentoring for Assistant Professors is a set of special presentations of the CRLT Theater Program's Faculty Advising Faculty sketch, designed for groups including both male and female assistant professors, within—rather than across—departments. The purpose of these presentations is to bring groups of men and women together to have a facilitated discussion about an issue that is important in the careers of both women and men, but has some differential features. These presentations and discussions are aimed not only at recognizing problematic gender and rank dynamics depicted in the sketch, but also at identifying the potential benefits of good career advising, and developing ideas about how to maximize the likelihood of getting it themselves.

### **Career Development Alliances**

Using the CRLT Theater Program's Faculty Advising Faculty sketch, male and female assistant professors and male and female senior faculty have an opportunity to work in junior-senior pairs or small groups to build skills at working together on the junior person's career development. Activities include focus groups and interactive theatre performances.

To explore how the CRLT Theatre Program can assist you, and whether there will be costs associated, explore their web site for information and contacts:

<http://www.crlt.umich.edu>

For more information or additional copies of this resource, please contact the ADVANCE Program at 734 647-9359 or [advanceprogram@umich.edu](mailto:advanceprogram@umich.edu), or visit the ADVANCE Program's Web site at <http://sitemaker.umich.edu/advance>.