



ADVANCE at University of Michigan

NSF-funded grant, 2001-2006

For tenured and tenure-track women faculty in science and engineering, improve:

- Institutional climate
- Recruitment
- Retention
- Promotion
- Visibility and authority in leadership positions



ADVANCE at University of Michigan

After NSF grant, institutional support (Provost's Office) through 2016, expanded mission: all disciplines, all types of diversity

- Recruitment
- Retention
- Climate
- Leadership



ADVANCE Program Activities

Recruitment

- STRIDE Faculty Recruitment Workshops

Retention

- LAUNCH Committees, LIFT

Climate

- STEP: 3-day faculty change workshops
- Network dinners

Leadership

- Training in negotiation, running meetings, handling conflict, etc.



ADVANCE Research & Evaluation

Recruitment

- Evidence of hiring success, increased awareness and endorsement

Retention

- Data collection and analysis

Climate

- Collect and evaluate data on faculty demographics in various units
- Perform climate surveys



Launch Committees

- Provide support and guidance to new junior faculty as they begin their careers at Michigan.
- Committees meet with new faculty member from time of hire until end of first academic year.
- Idea inspired by program at Case Western Reserve University
- 4 departments participated in pilot year: committees for 8 new faculty



Launch Committee Makeup

1. Newly hired faculty member
2. Advocate: faculty member in same department with related research interests
3. Department chair
4. Senior faculty member in related field from another department
5. ADVANCE faculty member (convener)



Launch Committee Meetings

- 1-2 meetings before hire arrives on campus
- “Monthly” thereafter, ~8-9 total, June-April
- Agenda, minutes, scheduling organized by convener
- Topics: lab space/equipment, personnel, funding, teaching, service, collaborations, integration into the university



Launch Committee Questions

1. Questions the new faculty member doesn't know to ask:
 - Should I be collaborating with my former mentor? Senior colleague?
 - Should I ask for feedback on an early draft of a proposal?
 - What are the safety/conflict of interest/travel regulations training courses I need to take?
 - When are there departmental or programmatic retreats I should attend?
 - What orientations should I attend?
 - What are the training programs here that I might be a part of?



Launch Committee Questions

2. Questions the new faculty member can't/is afraid to ask:
- Why isn't my lab space ready?
 - Why have I been assigned to teach this particular class?
 - What are modified duties, and is really OK to apply?
 - Are there ever adjustments to the tenure clock?
 - How/when do I say "no"?

Launch Committee Questions

3. Questions that move things along

- Should I order equipment, even though the lab isn't ready?
- How many proposals should I write this year? Which ones?
- Who can I get previous year's course notes from?
- How should I recruit students?
- Should I take on a student who isn't doing well in another group?
- How should I give feedback to my graduate students?
- Is there funding for summer students? For students to attend conferences?



Lessons from First Launch

- Important questions are addressed
- Team approach – no one has all the answers!
- Many connections are made quickly
- Proposal review is offered (and expected)
- Short-term effort to get the new faculty member off the ground
- Chairs, launchees, committee members all find it *very useful*
- Possible recruiting tool?



Questions?