**Draft Minutes 3 April 2019**

**Circulated 28 May 2019**

**Approved \_\_\_\_\_\_\_\_\_**

**THE UNIVERSITY OF MICHIGAN**

**Committee for an Inclusive University**

**April 3, 2019 9:00 – 10:30 AM**

**Fleming 4025**

Present: J. Bapuraj, J. Beatty, C. Periera da Costa, T. Munson, H. Tonomura

9:00 AM Guest: Jennifer Linderman, Director, ADVANCE program

Dr. Linderman began by discussing the history of the ADVANCE program, which began with a 2001 NSF Institutional Transformation grant. Women faculty in STEM disciplines faced career barriers, and prior to ADVANCE the approach had been to “fix the woman”. The aim of the Institutional Transformation grants were to address the barriers. The program initially focused only on women in STEM fields. After the grant ended in 2007, the Provost’s office took over the funding of the ADVANCE program, and the focus was expanded to all faculty in all fields on the Ann Arbor campus only.

Dr. Linderman handed out a chart outlining ADVANCE’s mission and strategy for faculty diversity and excellence (see attachments). The mission includes recruitment, retention, climate, and leadership. The underlying strategies supporting the mission are divided into four categories: research and evaluation (climate surveys, indicator report, salary analyses, other studies); knowledge sharing and skill development (STRIDE program, launch committees, workshops and seminars, leadership coaching, brochures/guide, and NextProf: Science); community building (faculty networks); and resources and support (grant programs, PPFP, individual consultations).

Their office has 5 researchers on staff. They have conducted climate studies for individual departments and campus-wide (about every 5 years). She noted that in the last climate survey, the climate scores did not improve; faculty rated the climate for diversity worse and expressed concerns on climate for diversity. The benefits of using the ADVANCE office are the statistical analysis, anonymity, and data security they offer.

Their office develops Indicator reports which track trends, focusing on a specific topic each year. They have data on trends going back to 1979. Dr. Linderman passed out an example of an Indicator report titled “Campus Climate and Faculty Diversity at U-M: Three Critical Factors” (see handout).

The ADVANCE office conducts exit interviews of faculty who have left the university, which occur about 6 months after the faculty have left. Professor Beatty asked if Academic HR also does exit interviews, and Dr. Linderman said that only ADVANCE does exit interviews.

STRIDE training focuses on recruitment, to reduce bias in hiring. They give presentations in the fall. Eleven schools require STRIDE training for members of their search committees, and other universities have been interested to learn about STRIDE’s educational resources. Dr. Linderman brought copies of a thick brochure titled “Handbook for Faculty Searches and Hiring” which has been developed by the STRIDE program. The pdf for the brochure (<https://advance.umich.edu/wp-content/uploads/2018/10/Handbook-for-Faculty-Searches-and-Hiring.pdf>)

can be found, along with other resources, on the STRIDE website <https://advance.umich.edu/stride/>.

Launch committees are mentoring committees, for tenure track faculty only. They meet for the first year of the faculty member’s appointment. The medical school has their own launch committee.

Additional details were mentioned about the community building that occurs through affinity groups (e.g., LGBT faculty alliance) and grants offered by ADVANCE. The committee ran out of time for a full exploration of the full set of services offered by the ADVANCE office.

10:15AM Discussion of CIU committee’s upcoming participation in planning a Faculty Town Hall meeting in collaboration with the Office of Diversity Equity and Inclusion. The intent is to hold the Faculty Town Hall meeting by the end of the current semester. Five members of the CIU agreed to form a sub-committee to work on planning the event. Given the short time-frame, much of the planning will be done electronically and by video-calls.

10:35AM Adjournment

ATTACHMENT: Handouts from the ADVANCE office

Respectfully submitted,

Joy E. Beatty