

Position Description: ADVANCE Director

ADVANCE Mission

The ADVANCE Program continues to be a critical support in the provost's efforts to build and sustain a diverse and excellent faculty, with particular attention to best practices in faculty recruitment and retention and in equitable, inclusive climate for faculty across campus. Since its inception, ADVANCE has employed a distinctive evidence-based approach to developing our understanding of and response to challenges in these areas, with an emphasis on institutional transformation. Many of its findings and projects have also been useful to understanding the experience of postdoctoral fellows, students, and staff. As we work to strengthen climate, build trust, and make institutional changes to meet the needs of a diverse faculty, including the planning and execution of the next phase of campus-wide DEI work, a strong ADVANCE program continues to be a high priority.

The director of ADVANCE leads the research and programmatic activities of the office, with expertise in four areas: research, programmatic activity, communication, and program administration. Research done at ADVANCE informs its programming; information and insights that emerge through programs help shape research. ADVANCE's work is guided by a steering committee, the director, and the associate directors.

This position is an exciting opportunity for a proactive faculty member to advance a transformational agenda combining research and implementation. Leveraging the commitment of the provost to faculty development and diversity, equity, and inclusion, ADVANCE's activity can shape substantive change in the culture and climate of departments and units, promoting the success and flourishing of all University of Michigan faculty.

The next ADVANCE director will have the following expertise and characteristics:

- Current appointment as a U-M Ann Arbor tenured faculty member
- Demonstrated interest in, commitment to issues addressed by ADVANCE
- Strong knowledge of current ADVANCE programs and their evidence-based logic, or of equivalent institutional programs
- Expertise in social science methodology and/or familiarity with current literatures in areas (anti-racism, equity, differential impacts of systemic inequities, inclusive practices in organizations and/or higher education) key to ADVANCE's signature programs and mission
- Capacity to guide assessment, planning, and innovation in ADVANCE's data collection and analysis
- Strategic thinker, with the ability to translate ideas into programs and to focus core activity

- Familiarity with academic units and leadership across campus; capacity to develop and sustain collaborative relationships across the university
- Strong communication skills: skilled listener; ability to conduct and support difficult conversations; ability to convey complex data and findings to broad audiences within and beyond U-M
- Ability to articulate and advocate for ADVANCE's contributions to campus-wide DEI efforts and for desired outcomes; ability to engage and partner with other campus units with adjacent missions
- Ability to connect with and recruit faculty to participate in ADVANCE initiatives and activities
- Ability to lead a diverse staff and to sustain supportive climate within ADVANCE
- Experience in managing grants; ability to manage a budget and staffing needs

This position is up to 75% effort. The director is expected to maintain a faculty appointment and to fulfill responsibilities for teaching and maintain an active research agenda.

Interested individuals should send a cover letter and cv to ADVANCE Search Advisory Chair, Search Advisory Committee at ADVANCE.Director.Search.2022@umich.edu by November 14, 2022.