

TIPS FOR IMPROVING DEPARTMENTAL CLIMATE

How can heads and other faculty promote an inclusive and productive climate?

1. Encourage collaboration and collegiality
2. Be responsive and communicative to increase satisfaction (Zeitz 1990)
3. Communicate clear expectations (Settles *et al.* 2006)
4. Establish fair guidelines for evaluation (Sonnert 1995) and resource allocation
5. Question your own assessment of department climate
 - a. Studies show that chairs/heads often have different perceptions of climate than faculty (University of Wisconsin at Madison 2003; Niemeier and Gonzales 2004)
6. Use mentoring programs (see ADVANCE Leadership Group program and Stewardship Group workshop)
7. Work with an ADVANCE department Faculty Associate
8. Manage structural climate to promote critical mass and decrease impact of token status and stereotype threat
9. Learn to recognize aspects of climate that negatively and positively impact overall climate
 - a. incentivize the positives
 - b. discourage the negatives