

# ADVANCE

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## 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 (Niemeier & Gonzales, 2004; University of Wisconsin at Madison, 2003)
6. Use mentoring programs (see ADVANCE Leadership Group program and Stewardship Group workshop)
7. Manage structural climate to promote critical mass and decrease impact of token status and stereotype threat
8. Learn to recognize aspects of climate that negatively and positively impact overall climate
  - a. incentivize the positives
  - b. discourage the negatives