

What is Expected of New Faculty Members? (How to succeed?)

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What do faculty do?

- Research (discovery)
- Teaching (learning)
- Engagement and service

- Understand expectations in each of these
- Understand these expectations within your culture (Department and College)

Research (Discovery)

- Quality and impact
- Refereed papers
 - High quality journals
 - Refereed conferences
- Mentoring graduate students (in particular PhD students) and post docs
- Funding to support your research
- Presentation at conferences (networking)
- Patents and other IP

Teaching (Learning)

- Good teaching at all levels (undergraduate and graduate) is required
- Measured by student evaluations
- Other measurements options include peer evaluations
- Take advantage of “teaching/learning workshops” and opportunities such as IMPACT
- Scholarship
- Mentoring undergraduates, graduates, post docs

Engagement and Service

- Extend information/findings to audiences beyond university
- Department, college, university committees
- Usually these are reduced and/or strategic at the beginning
- Professional organizations: very important to connect through review panels, committee work, session organization, ultimately leading to becoming Associate Editor, Conference Chair, etc.
- Scholarship
- However...**be selective and strategic in service!**

Other Expectations

- Collegiality
- Entrepreneurial
- Problem solver
- Responsive
- Ask questions

Strategic Plan

- Know strategic plan of University, College/School, Department
- Identify metrics that relate to you and your goals
- Align your activities

Getting a Quick Start

- Writing papers and proposals regularly
- Spending right amount of time, but not over preparing for teaching
- Recruit the right graduate students
- Network, socialize with colleagues, internally and externally
- Set clear goals and plans – write them down

Annual Performance Review

- Obtain copy of annual performance review guidelines
- Common items
 - Goals
 - Teaching; evidence of teaching/learning effectiveness
 - Scholarly publications
 - Grant success
 - Mentoring
 - Graduate students and post docs mentored
 - Presentations
 - Awards
 - Engagement
 - Citizenship/collegiality
 - Teamwork

Understanding P&T

- What are the criteria?
- How is annual review with head different than promotion and/or tenure review?
 - Frequency
 - Evaluators
 - Third year review

Faculty Career Progress

- Assistant Professor..contract review in the 3rd year
- Mentoring and feedback are critical starting day one
- Nomination to Associate Professor with tenure no later than the beginning of the 6th academic year
- No time limit for nomination to Full Professor. .. typically within 5-6 years from promotion to Associate Professor
- Named/Distinguished Professor
- Administrative or other paths

Questions?