

Guidelines for New Faculty

Academic Development and Research Workshop

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Content: See references

Disclaimer (i.e., this presentation and me)

- Not talk about something new, just reminder
- Not expert on this, doing this presentation for the first time
- Mainly using the content in Ref. [1] and adding my limited experience
- Should add that directly mentored ~10 tenure-track faculty
- Part of ~10 faculty search and ~15 P&T/3rd-year review committees
- Working for a master's granting university in engineering department
 - Inputs of faculty at CC-to-research universities very welcome
- Six years of lower-level admin experience

What are we trying to do with this presentation?

- You have 24 hours!
- How to use your time in the most efficient way to get to the next level
- You have many responsibilities!
- No option to ignore any of them

- Which one is more important?
- Which one should I focus on more?
 - Teaching, Research, or Service?
 - Or network within the department/college/university?

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OUTLINE

- Let us start
- Teaching
- Research
- Service
- Relationships
- Work-life balance

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Let Us Start

- “PhD is done, I got my job. I am ready to relax!”
- Or am I?
- Yes, you are right those days with PhD study stress is done!
- But this is a new beginning with new (and more) challenges.
- Do not start stressing out again!
- BE READY!

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Let Us Start - 2

- First thing to do?
 - Finish up all work regarding your PhD
 - Such as completing journal papers
- Why:
 - Most probably you will not have time to do them later
 - You need to distinguish previous work and current work

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Teaching

- Develop your teaching materials with help of publishers
- Try to get the same courses
- Develop new courses in your area
- Seek feedback
- Develop and nurture your students and others in your groups
- Be willing to take risks when teaching
- Be a mentor for the next generation
 - A little bit encouragement may change their life

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Research

- Continue your “PhD research” - good
- Need to update your research area - must
- Carve out uninterrupted research time
- Develop a clear research focus, mission and identity
- Publicize your publications
- Learn about the culture and politics of your department and university

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Service

- A lot of opportunities for service
 - Department, college, professional, community
- Volunteer
- Be an engaged, organizational citizen
- Deliver - Get things done!
- Be a mentor

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Relationships

- Surround yourself with good people
- Be good to others
- Be mindful of becoming isolated
- Accept that your colleagues and students won't always like you
- Don't continually compare yourself to others

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Work-Life Balance

- Take a moment each day to appreciate the university campus
 - Different Zoom backgrounds?
- Say no (not always, not everybody!)
- Develop coping skills early
- Organize and manage your time
- Foster relationships and interests outside academia
- Make time for yourself (at least you can try)

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One thing out of this presentation?

- You must like what you are doing!

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References

1. Survival manual for new faculty by Ashleigh Vanhouten, 2015.
2. Advice for New Faculty Members by Robert Boice, 2000, Pearson.
3. Developing a Sustainable Faculty Mentoring Program by Zeind et al., American Journal of Pharmaceutical Education 2005; 69 (5).
4. Best Practices in Academic Mentoring: A Model for Excellence by Nick et al., Nursing Research and Practice, Volume 2012.

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Thank you for your time!

Questions?

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