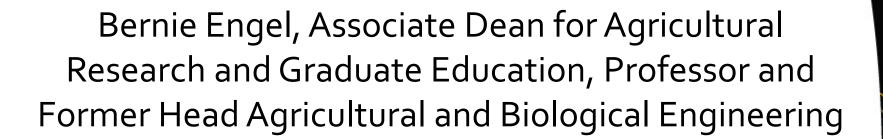
# What is Expected of New Faculty Members? (How to succeed?)



Adapted from materials provided by Klod Kokini



### 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
- Invited presentations



# **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
- 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**

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



Heads expect faculty will be successful!

