

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

Bernie Engel, Associate Dean for Agricultural
Research and Graduate Education, Professor and
Former Head Agricultural and Biological Engineering

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

- 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!