Top 10 Things to Know Your 1st Year

New Faculty Orientation

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Top 10 Things to Know Your 1st Year

Or

The Things I Wish I Had Known
A bit of background…

• Native New Yorker born in the Bronx

• Graduate work in the Department of Psychology at the State University of New York at Stony Brook (under John K. Robinson, PhD)

• Postdoctoral fellow at the University of Texas Health Sciences Center in San Antonio, Department of Pharmacology

My Experience

• Fall 2005
  • Katrina
  • Two new class preps
    • PSY 110 – Intro Psych 185 students
    • PSY 426 – Behavioral Neuroscience 40 students

• Spring 2006
  • Setting up a laboratory (equipment, staff, IACUC)
  • One new class prep
    • PSY 110 – Intro Psych 185 students
    • PSY 420 – Sensation and Perception 40 students
My Experience

• Fall 2005
  • PSY 110 – Intro Psych 185 students
  • My very first day walking from Owings McQuade Hall to Wilbur Stout Hall at 9:50am
  • Anxious, heart pounding, dry throat
  • Thinking about my escape plan during the 5 minute walk

Your Experience

• Keep in mind a search committee used their expert judgment and chose YOU
• You are smart
• You are an expert in your area
• Tell your story, the kids want to know you and it facilitates the learning process
• Student info sheets and syllabus
My Experiences

- Teaching: The value of immediate reinforcement
- Service: Wow, everybody is so nice…
- Research: I don't think we are in Kansas anymore (oh and ALWAYS back up data)

End My First Year Pt 1

- Outstanding Instructor Award
- New “old” House
- Feeling of Accomplishment
- New Friends (USM and non-USM)
- Feeling of Belonging
End My First Year Pt 2

• Key faculty sabbatical
• Yet another new prep for Fall
• The 9 month salary
• Summer teaching
• Collaborators
• Support

Additional Resources

McKeechie’s Teaching Tips

Advice for New Faculty Members
Top 10 Things to Know Your 1st Year

- Socialize
- Multitask
- Manage others effectively
- Master your emotions
- Listen and think carefully
- Expect to be busy
- Be positive with yourself and others
- Build a support network
- Be proactive
- Don't forget to play

Advice to a new faculty member, Patricia Ann Mabrouk, 2006
Socialize

• Yes, socialize
• Get to know the academic culture and climate
• Colleagues: department, college, and university
• Lunch (at least one meal a week)
• Funding sources, child care, realtors…etc

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Multitask

- Take time to learn and master this art
- Juggling…with grace, yes everyone is watching you
- Make time to write and PROTECT IT!!!
- Prepare lectures in bits and not in marathon sessions
- Schedules and to-do lists are key

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Manage Others Effectively

• As a graduate student or postdoc you likely did everything yourself
• This will not work now…unless your goal is to develop an ulcer by Christmas break
• You are not a people person…become one
• Build teams, facilitate team work, be a leader

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Master Your Emotions

- At some point one of those balls in the air is going to fall
- You are bound to make mistakes, learn from it, give yourself a break and move on
- Learn to relax
- Take up a hobby or revisit the one that you’ve ignored
- Exercise, exercise, exercise!!!

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Listen and Think Carefully

- Department and campus politics
- You have too much to do to be involved in water cooler talk
- Remember: everyone is watching you
- Mentors: find them, they are invaluable

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Expect to be Busy

- Long hours, not only during the week, but weekends, and some holidays too
- Do not concern yourself with the senior colleague who may appear to be doing nothing
- You want tenure
- Focus on yourself and your projects, and the light at the end of the tunnel

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Be Nice  (Patrick Swayze as Dalton in Roadhouse)

- Be positive in your attitudes others, including colleagues, staff, and students
- The danger of the open door
- Negativity is the enemy of productivity and a waste of energy and time (both of which are precious)
- Stress reduction stabilizes cortisol

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Build a Support Network

• A network inside and outside of your institution
• Seek out mentors
• Not necessarily faculty or residents of the institution
• ADP: Young Professionals
• Raise Your Pints: Beer club
• Red Bean Running Cub

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Be Proactive

- About finding collaborators
- Identify colleagues with similar research and teaching interests
- Know about upcoming deadlines
- Self assessment, or student questionnaires
- It’s never too early to think about 3rd year review

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Don’t Forget to Play

- Antiquing
- Mississippi Blues Trail
- Travel to New Orleans by Train
- Hattiesburg Live at 5
- USM Sports
- Orange Beach

Assess, Regroup, Reorganize

- Take some time to look back on your experiences thus far
- How was your teaching?
- How is your research going?
- What about service?
- Strengths? weaknesses?
- Consult with a colleague
Summer After MY 1st Year

- Teaching 2 classes (not 3)
- Collecting pilot data
- Laboratory website
- Grant writing workshops
- Grant submissions
- Preparing for the Fall
- The August-September drought

Preparing for Pre-Tenure Review

- Quality, constructive feedback is essential for success
- Moving towards tenure I now have a roadmap
- Constantly planting seeds will ensure future yields
- Preparation is key!!!
Additional Resources