Mute your microphone
To help keep background noise to a minimum, make sure you mute your microphone when you are not speaking.

Be mindful of background noise
When your microphone is not muted, avoid activities that could create additional noise, such as shuffling papers.

Please turn on your camera as possible
While we can not be together in the same room, we seek to have an interactive and engaged experience, so please turn on your camera so we can see each other. Having said that, if you have to leave the room or take a phone call, it may be best to turn off your camera then in order to limit distractions.

How to ask questions or discuss information
• We will watch the chat for questions, if it can be answered in the chat someone will, otherwise, a chat facilitator in each session will inform the speaker about questions.
• There will also be opportunities at the end of most presentations to ask some questions.
• Some sessions will have opportunities for small group discussions.
• After the event or for more detailed or personal questions email dof@tamu.edu
New Faculty Orientation
Strategies of successful new faculty

New Faculty Orientation
August 10, 2020

Heather Wilkinson
Associate Dean of Faculties
Professor, Plant Pathology and Microbiology
This presentation:
- Advice based on characteristics of successful new faculty
- TAMU features, programs, and resources for new faculty
- Instructions for “homework”
Plenty of advice available for new faculty
Advice for new faculty

Communicate well
Moderate emotions

Stay healthy

Seek mentors
Set boundaries
Work smarter not harder
Strategically commit to service
Set goals

Align your time with your priorities

Identify expectations

Be professional
Be a good colleague
Write everyday
Be student-centered

Keep learning
Delegate

Reflect often

Find collaborators with complimentary strengths
Network

Don’t reinvent the wheel
Keep a calendar
Practice gratitude
Celebrate success

Take risks
Take care of yourself
Seek HONEST feedback
Seek Professional Development
Learn student names
Habits of successful faculty

Experience with TAMU faculty

Standard advice for new faculty
Habits of successful faculty

Experience with TAMU faculty

Standard advice for new faculty

• **Know yourself**
  - Discern your *purpose*
  - recognize your *values, habits, and strengths*
  - *conflict management style, interpersonal communication style*
  - explore and acknowledge *beliefs, biases, perspectives*, and *worldview*
Habits of successful faculty

Experience with TAMU faculty

Standard advice for new faculty

Habits of successful faculty

- Identify expectations (explicit & implicit)*
  - Scholarly productivity and impacts
  - Teaching innovations and impacts
  - Service contributions and impacts

* Responsibilities dependent on track and title
Habits of successful faculty

- Be intentional
  - Reflect often
  - Set goals
  - Establish concrete plans and track progress
  - Manage time to align with goals
    - Purposely decide whether to develop skills yourself, delegate, collaborate, or outsource based on current circumstances
    - Take advantage of available resources
    - Better prepared to discern opportunities vs. distractions for scholarship
    - Adopt a student-centered approach to teaching
    - Proactively identify service that is energizing and benefits you
  - develop a daily writing practice
    - Work your way through Becoming an Academic Writer, by Dr. Patricia Goodson, Texas A&M University
    - Consider writing each day for reflection, even if scholarship is not one of your responsibilities

Experience with TAMU faculty

Standard advice for new faculty

Habits of successful faculty
Habits of successful faculty

Experience with TAMU faculty

Standard advice for new faculty

- **Network** and **Find your tribe**
  - Accountability
  - Mutual focus group
  - Celebrate accomplishments big and small
  - Encourage growth
  - Commiserate about and trouble shoot common obstacles
  - Engage diverse perspectives
  - Otherwise, isolation can be an issue
• **Consult mentors**
  - Review best practices for a mentee
    - *Keen to learn*, but responsible for own learning (e.g. not asking questions you can easily look up yourself)
    - *Serious* about the relationship
    - *Takes initiative*
    - *Respectful of time* (prompt, prepared, defined meetings)
  - *Flexible*
  - *Interested in mentor’s journey*
  - Cultivate mentoring from *diverse perspectives*
• Be purposeful and intentional about all professional evaluations
  o Listen
  o Correct misunderstanding or miscommunications
  o Generate and implement plans to address criticism
Habits of successful faculty

Experience with TAMU faculty

Standard advice for new faculty

• Prioritize physical and mental health
• Know yourself
  o Discern your purpose
  o recognize your values, habits, and strengths
  o conflict management style, interpersonal communication style
  o explore and acknowledge beliefs, biases, perspectives, and worldview
• Identify expectations (explicit and implicit)*
  o Scholarly productivity and impacts
  o Teaching innovations and impacts
  o Service contributions and impacts
• Be intentional
  o Reflect often
  o Set goals
  o Establish concrete plans and track progress
  o Manage time to align with goals
    ▪ Purposely decide whether to develop skills yourself, delegate, collaborate, or outsource based on current circumstances
    ▪ Take advantage of available resources
    ▪ Better prepared to discern opportunities vs. distractions for scholarship
    ▪ Adopt a student-centered approach to teaching
    ▪ Proactively identify service that is energizing and benefits you
  o develop a daily writing practice
    ▪ Work your way through Becoming an Academic Writer, by Dr. Patricia Goodson, Texas A&M University
    ▪ Consider writing each day for reflection, even if research
• Network and Find your tribe
  o Accountability
  o Mutual focus group
  o Celebrate accomplishments big and small
  o Encourage growth
  o Commiserate about and trouble shoot common obstacles
  o Engage diverse perspectives
• Consult mentors
  o Review best practices for a mentee
    ▪ *Keen to learn, but responsible for own learning* (e.g. not asking questions you can easily look up yourself)
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    ▪ Flexible
    ▪ Interested in mentor’s journey
  o Cultivate mentoring from diverse perspectives
• Be purposeful and intentional about all professional evaluations
  o Listen
  o Correct misunderstanding or miscommunications
  o Generate and implement plans to address criticism
• Prioritize physical and mental health
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- TAMU features, programs, and resources for new faculty
- Instructions for “homework”
Aggie Core Values

True for Faculty, Staff, and Students
Engage peers within your cohort, recognize the diverse roles faculty play, and explore faculty responsibilities.

FALL 2020 delivered virtually.
Identify resources and programs that help you “hit the ground running”
Identify resources and programs that help you “hit the ground running”
Review the various University level offices and services on campus with which faculty interface.
Network with other faculty, drink quality coffee, and discuss an issue many faculty encounter.

1st Friday each month
8:30-10:00AM

FALL 2020 delivered virtually
Timely Topics
Save the date – first Friday each month

Example Topics from previous sessions

Compelling Case for Diversity – Dr. Coleman, VP for Diversity
Engaging Today’s Student – Center for Teaching Excellence
Top Five Characteristics of Proposal Writing – Division of Research
What does Faculty Work-Life Balance Look Like for You? – Dean of Faculties
Navigating Graduate Student Mentoring – CTE & OGAPS
Role of Faculty in Shared Governance – Dean of Faculties and Faculty Groups
Academic Professional Track Faculty at a RI University – Dean of Faculties and APTF Representatives
Let’s Discuss Student Course Evaluations – Student Course Evaluation Taskforce
Civility in the workplace – Dr. Jia Wang, EAHR, CEHD and Dean of Faculties
Faculty Conversation Cafe

Try it out on September 4th!

Student Assistance Services
&
Office for Student Success

FALL 2020 delivered virtually
Navigate Promotion and Tenure

Roadmap Workshop

- Be reflective and consider necessary milestones
- Integrate your responsibilities to maximize impact
- Avoid ineffective and time-consuming teaching mistakes
- Explore successful writing habits
- Discuss independence, collaboration, and finding mentors
- Identify skills for mentoring graduate students
- Network with others at your stage

Late Spring 2020

GPS: Generate Professional Success

- Be reflective and consider necessary milestones
- Integrate your responsibilities to maximize impact
- Avoid ineffective and time-consuming teaching mistakes
- Match various teaching approaches to your goals
- Network with others at your stage

Late Spring 2020

Tenure-track Faculty Only

Academic Professional Track (APT) Faculty Only
• Faculty designed and reviewed call for proposals
• Faculty facilitated event
• Nationally recognized plenary speakers
• Showcasing TAMU teaching award winners
• Posters and presentations
• Watch for more information ttlc.tamu.edu
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- Instructions for “homework”
Homework Assignment:
Plan your visits for the Resource Showcase
Thank you

h-wilkinson@tamu.edu