

Best Practices for Welcoming New Faculty

UMBC STRIDE

Wednesday, April 24, 2024

12:00-1:30pm

[WebEx](#)

Put in the chat something that made you smile today?

UMBC Committee on Strategies and Tactics for Recruiting to Increase Diversity and Excellence (STRIDE)



Rachel Brewster
Professor
Biological
Sciences



Lauren Edwards
Associate Professor
Public Policy



Lisa Kelly
Professor
Chemistry
and Biochemistry



John Schumacher
Professor
Sociology,
Anthropology,
and Public
Health



Tim Topoleski
Professor
Mechanical
Engineering

Learning Objectives... be able to:

- 1. Describe the importance of welcoming new faculty**
- 1. Generate specific actions for your welcoming (department or individual)**
- 1. Build intentional welcoming into the culture of your department**

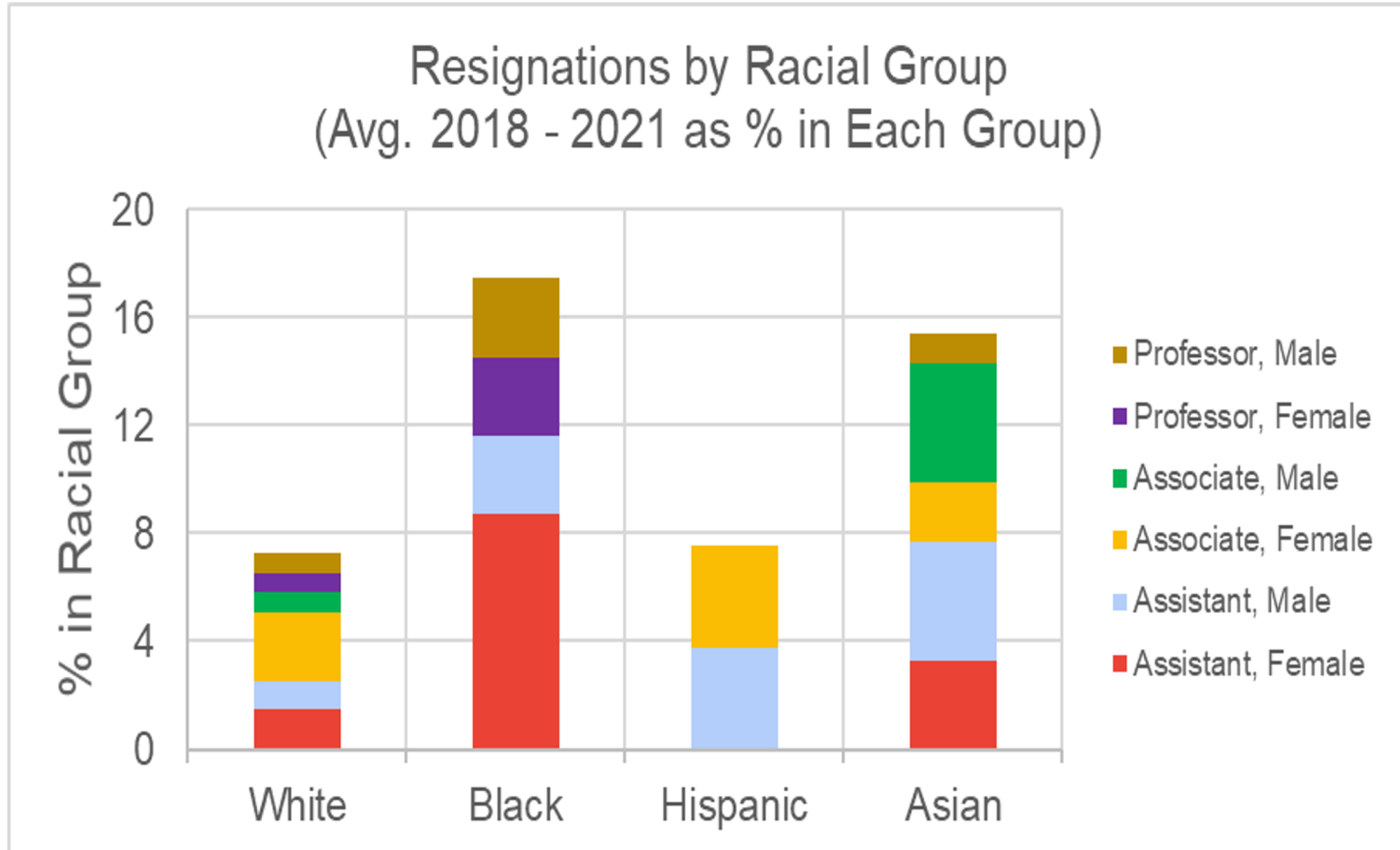
Recently Hired Faculty Welcoming Scenario

**What does your department do
for new faculty to feel welcome...
from the offer acceptance, to
arriving at UMBC, & beyond?**

–Add to chat



Why important at UMBC? RETENTION



Welcoming... Literature Says...

Best Practice Strategies for Retaining Faculty During Times of Rapid Change

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Building inclusive excellence in STEM: a 15-year analysis and Lessons Learned of the Alfred P. Sloan Foundation Minority Ph.D. Program at the University of South Florida

Nancy Diaz-Elsayed^{1*}, Jorge A. Acuna^{2,3}, Michelle Henderson⁴, Wainella Isaacs⁴, Daniela Cantarino², Jennifer K. Bosson⁵, Tramaine Polk^{2,6}, Patricia Robinson^{6,7}, Bernard Batson⁶ and José L. Zayas-Castro^{2,6}

Welcoming... 8 Key Themes



1. Pre-Arrival Communication



2. Comprehensive Orientation







3. Ongoing Mentorship



4. Integration in Academic & Local Communities

Welcoming ... 8 Key Themes (continued)

-  **5. Support for Teaching & Research**
-  **6. Regular Check-Ins & Feedback**
-  **7. Clear Pathways for Professional Growth**
-  **8. Recognition & Appreciation**

New **UMBC faculty** survey says ...

Helpful

- Colleagues
- Onboarding document

Wish List

- The basics
- Navigating the details
- Follow up
- Transparency
- Campus tour

Aspirational

- Clarify expectations
- Regular in-person check-in
- Information sharing



Into Action

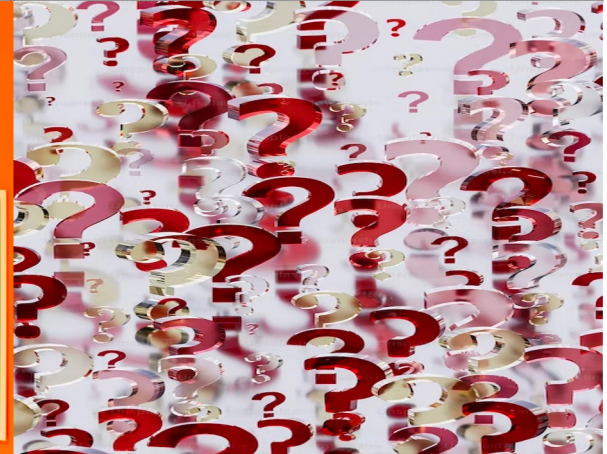
**Communicate
Proactively**



Be Responsive



Encourage Questions



Welcoming Our New Colleagues

- Have a sustainable welcoming plan
- Engage multiple colleagues
- Be intentional and systematic



Intentionally Engage Multiple Colleagues - Not just the Chair



- Seek outside help
- Develop an (evolving) circle of mentors
- Department, university, profession, community
- Stay connected with new colleagues

Consider a Launch Committee



University of Michigan Example
UMBC Example

- ❖ Composition:
 - Advocate
 - Chair
 - Other
- ❖ Clarity in navigating
 - Research needs
 - UMBC integration
 - Teaching/mentorship
- ❖ Proactive follow up

Reflection (+1)

What is 1 new thing your department might do to welcome new faculty coming to UMBC?

(write it down:)



Shared Responsibility - Requires Resource Guidance



Department	College	University
<ul style="list-style-type: none">● Chair● Colleagues● <u>Launch Committee</u>	<ul style="list-style-type: none">● New Faculty Checklists● <u>CAHSS</u> and <u>CNMS</u>	<ul style="list-style-type: none">● <u>New Faculty Website</u>● <u>New Faculty Mentorship Program</u>● <u>Creating an IDP</u>

Coming Attractions:

Job Ad Writing
May 8, 2024
12-1:30pm

Continue the Conversation
with a STRIDE Consultation