

# Professional Development for Junior Faculty



Kenneth L. Roberts, Ph.D.

Associate Professor

Department of Mechanical & Chemical Engineering  
North Carolina Agricultural & Technical State University  
Greensboro, NC

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## Junior Faculty General Development Tips

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- Learn the unwritten standards for RTP
  - Grants, Papers, Graduate Students, etc.
  - Course load taught
  - Service completed
- Find senior faculty mentors
  - Departmental
  - Academic Unit
  - External Universities/Organizations
- Keep yourself marketable

# Typical Faculty Work Assignments

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- Teaching
  - 25-50%
  - 1-2 courses per term
- Research
  - 45-70%
  - Summer salary, Release Time, Student support, Research expenses
- Service
  - 5-15%
  - Departmental or Academic Unit Service

## Teaching Objectives (General) – Junior Faculty

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- Excel at course preparation and organization.
  - Improves student/peer evaluations
  - Makes grading time more efficient
- Teach same/similar courses until tenure.
- Teach courses more closely aligned with research interests.
- Enroll in at least one teacher training workshop (ASEE Summer Workshop).

## Teaching Objectives (Target Skills) – Junior Faculty

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- Avoid student grading extremes.
- Create a student-centered classroom:
  - Start on-time and avoid excessive lecture absences.
  - Consider using an objectives-based teaching style.
  - Be professional and respectful of students.
  - Provide intellectually challenging and stimulating learning opportunities.

# Proposal Development: Marketing

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- ❑ Know your Division (Office) of Research and Sponsored Programs personnel.
- ❑ Develop white papers and draft proposal ideas beforehand.
- ❑ Prepare intricate technical slides on your research projects for agency visits and visitors. Update as needed!

# Proposal Development: Research Topics

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- ❑ Be creative but realistic regarding the application of your research specialties to proposals.
- ❑ If possible, plan proposed projects which have similar/related technical objectives and methods.

# Research Group Management: Student Training and Advisement

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- ❑ Be directly involved in the planning and implementation of research activities of all students.
- ❑ “Critical Thinking = Independent Researchers”
- ❑ Know your advising load limitations.



# Research Group Management: Team Building

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- ❑ Collaborating interdepartmentally may be easier than intradepartmental collaborations.
- ❑ Geography and personal relationships can play a big role in successful interinstitutional collaborations.
- ❑ Work to develop a diverse research team with Other Research Schools, National Labs, and Companies.

## Service Objectives – Junior Faculty

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- Assist with service activities with short time duration.
  - Annual Recruitment Day
  - Freshman Orientation Day
  
- Focus on serving on 1-2 faculty committees within the department / academic unit per year.
  
- Avoid advising student organizations until after tenure.