

Preparing Future Faculty Conference: Getting Ready for an Academic Career
Monday, September 29, 2014
University of Michigan, Michigan League

Welcome Plenary

12:30 - 12:50 p.m.

Matthew Kaplan, Interim Director, Center for Research on Learning and Teaching (CRLT)
Tabbye M. Chavous, Associate Dean, Rackham Graduate School
Theresa Braunschneider, Assistant Director and Co-Coordinator of Diversity Initiatives, CRLT

Ballroom

Concurrent 1

12:55 p.m.

**Writing CVs and Cover Letters for Academic Positions:
Science, Technology, Engineering, and Math Fields**

Hussey

Paula Wishart, Academic Program Officer for Professional Development, Rackham Graduate School
Mary O'Riordan, Associate Professor of Microbiology and Immunology, U-M
*Brian Zikmund-Fisher, Associate Professor of Health Behavior and Health Education, and
Research Associate Professor of Internal Medicine, U-M*

An experienced career coach and a faculty member will offer strategies for drafting, revising, and editing job application materials for faculty positions. This is a hands-on workshop during which students will make progress on CV and cover letters, which can be refined further in consultation with their home departments. This session is designed for students in STEM fields, but anyone is welcome to participate. *A similar session focused on humanities and social sciences will be offered during Concurrent 2.*

Developing Your Teaching Philosophy *

Michigan

Meg Bakewell, Assistant Director, CRLT

Many academic employers require a teaching philosophy statement as part of the application process. In this interactive session, we will discuss research on hiring committees' use of teaching philosophy statements, examine sample philosophies, and work through activities designed to help participants start writing or effectively revise their own statement. *This session will be offered again in Concurrent 2.*

**Interviewing for Academic Positions:
Arts, Humanities, and Social Sciences**

Vandenberg

Amy Homkes-Hayes, Coordinator, The Career Center, U-M
Lanny Potts, Professor and Chair of Theater Arts, Kalamazoo College

Sharpen your interview skills through this hands-on interview training session. Participants will engage in structured practice sessions using guided review sheets, and leave this session with more polished interview skills. An experienced career coach and a faculty member will provide guidance and interview tactics between each practice session to help guide the process. This session is designed to be productive, fun and informative. *This session is designed for students in arts, humanities and social sciences, but anyone is welcome to participate. A similar session focused on STEM fields will be offered in Concurrent 2.*

*This session would be especially well-suited for students exploring the possibility of a career in academe—i.e., those who are considering whether to pursue faculty positions. Other sessions are primarily designed for an audience of students who currently are or will soon be actively pursuing faculty jobs.

†This session will be video recorded. After the conference, the video links will be posted on the CRLT website.

The Tenure-Track Process

Henderson

Erping Zhu, Assistant Director, CRLT

Vicki Baker, Associate Professor of Economics, Albion College

Pamela A. Raymond, Stephen S. Easter Collegiate Professor of Molecular, Cellular, and Developmental Biology, U-M

Are you curious what exactly is in a tenure file, how it's assembled and reviewed, and how a new tenure-track faculty member can set a course for success? In this session, senior faculty members will provide an overview of the tenure process as well strategies for navigating the tenure track successfully. The session will also more generally address the responsibilities of junior faculty, attending to the differences in culture and expectations at different types of colleges and universities.

Faculty Life at a Teaching-Focused Institution *

Koessler

Laura Schram, Assistant Director, CRLT

Yveline Alexis, Assistant Professor of Africana Studies, Oberlin College

Jeff Bartz, Professor of Chemistry, Kalamazoo College

Joanne Lipson Freed, Assistant Professor of English, Oakland University

This panel brings together faculty in several disciplines to discuss the challenges, rewards, and general environment of working at institutions that emphasize undergraduate teaching as a key piece of the faculty role. Participants will have ample time to ask questions of the faculty panelists.

Moving In and Out of Academe * †

Room D

Tershia Pinder-Grover, Assistant Director and Co-Coordinator of Diversity Initiatives, CRLT

John Allison, Professor of Materials Science and Engineering, U-M

Deborah Heyl-Clegg, Professor of Chemistry, Eastern Michigan University

Diane Peters, Assistant Professor of Mechanical Engineering, Kettering University

Panelists in this session have STEM experience in both industry and faculty jobs. They will share insights about moving into faculty positions from industry positions and vice versa. Their brief presentations will be followed by a Q&A with students in attendance.

Resources, Networking, and Refreshments

1:55 – 5:35 p.m.

Join faculty panelists for conversation and refreshments in the League Ballroom. Conference participants can use this time to talk more informally with visiting faculty and continue session conversations in an unstructured setting. Snacks will be provided throughout the afternoon.

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Resources, Networking, and Refreshments**Ballroom****Writing CVs and Cover Letters for Academic Positions:
Social Sciences and Humanities****Hussey***Amy Homkes-Hayes, Coordinator, The Career Center, U-M**Catherine Fobes, Professor of Sociology and Women's and Gender Studies, Alma College*

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**Interviewing for Academic Positions:
Science, Technology, Engineering, and Math Fields****Vandenberg***Paula Wishart, Academic Program Officer for Professional Development, Rackham Graduate School**Victor DiRita, Professor of Microbiology and Immunology, and Associate Dean for Graduate and Postdoctoral Studies, U-M Medical School*

Sharpen your interview skills through this hands-on interview training session. Participants will engage in structured practice sessions using guided review sheets, and leave this session with more polished interview skills. An experienced career coach and faculty members will provide guidance and interview tactics between each practice session to help guide the process. This session is designed to be productive, fun and informative. *This session is designed for students in STEM fields, but anyone is welcome to participate. A similar session focused on arts, humanities, and social sciences will be offered in Concurrent 1.*

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Underrepresented in Our Fields: Strategies for Faculty Success *

Henderson

Tershia Pinder-Grover, Assistant Director and Co-Coordinator of Diversity Initiatives, CRLT

Jennifer Linderman, Professor of Chemical Engineering, U-M

Victor Román Mendoza, Assistant Professor of Women's Studies and English, U-M

Alison Williams, Associate Dean for Academic Diversity and Director of the Multicultural Resource Center, Oberlin College

This panel discusses challenges and opportunities for faculty who are members of groups underrepresented in their disciplines. How have faculty whose social identities mean they are one of just a few in their field succeeded in establishing supportive collegial networks and mentoring connections, managing relationships with students, and navigating departmental politics in relation to social identities? Faculty members from a range of disciplines and institutions will share their insights, and ample time will be provided for Q&A.

Strategies, Tools, and Resources for Productivity *

Koessler

Rachel Niemer, Assistant Director, CRLT

This workshop is based on research on productivity, willpower, and faculty success. This research identifies multiple behaviors that can increase an individual's academic productivity and, therefore, improve one's chances for success in academia. Participants will be introduced to a set of tools that can facilitate adoption of these behaviors and strategize about ways they can adapt these practices to their own graduate student, postdoc, and faculty careers. *This session will be offered again in Concurrent 3.*

What's It Like to Teach at a Community College? *

Room D

Laura Schram, Assistant Director, CRLT

Marvin Boluyt, Professor of Biology and Co-Chair of the Life Sciences Department, Washtenaw Community College

Michele Dunnum, Professor of English and Coordinator of Developmental English, Mott Community College

C. Jeffrey Dykhuizen, Professor of Psychology and Chair of Global Peace Studies, Delta College

About a third of full-time and two-thirds of part-time faculty teach at community colleges. What's it like to teach at a two-year institution? This panel features community college faculty who will discuss their work portfolios and career experiences. Time will be provided for the audience to ask questions.

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From Interview to Job: The Hiring Process in Humanities and Social Sciences**Hussey**

Deborah Meizlish, Senior Assistant Director, CRLT

Arnold Fleischmann, Professor and Department Head of Political Science, Eastern Michigan University

Karin A. Martin, Professor and Undergraduate Director of Sociology, and Associate Director of ADVANCE for the College of LSA, U-M

You've had a successful first interview for a faculty position—what happens next? This session will provide an overview of the academic hiring process, highlighting strategies for success at each stage. Faculty experienced in hiring and mentoring will discuss processes by which job candidates advance from initial interviews to campus visits to negotiation. Ample time will be provided for participants to ask questions about the hiring process. This session will focus on the hiring process in humanities and social science fields.

Transitioning to a New Institutional Context**Michigan**

Matthew Kaplan, Interim Director, CRLT

Amar Basu, Associate Professor of Electrical and Computer Engineering and Biomedical Engineering, Wayne State University

Mary-Catherine Harrison, Associate Professor of English and Director of the Academic Exploration Program, University of Detroit Mercy

Pavitra Sundar, Assistant Professor of Humanities, Kettering University

This panel brings together faculty from various fields who received their PhDs from Michigan before moving into faculty positions at institutions very different from U-M. What are some strategies for learning about the institutional culture when you begin a job in an unfamiliar institutional setting? What are some challenges and rewards at working at each of these kinds of institutions? Panelists will share experiences and insights, as well as answer questions.

From Interview to Job: The Hiring Process in Science, Technology, Engineering, and Math Fields**Vandenberg**

Shanna Daly, Assistant Research Scientist in Engineering Education, CRLT

Andrew Feig, Associate Dean of the Graduate School and Associate Professor of Chemistry, Wayne State University

Marianne Laporte, Associate Dean for Budget and Facilities, Eastern Michigan University

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Mentoring Undergraduate Students * †

Henderson

Amber Smith, Instructional Consultant, CRLT

Sandra Gregerman, Director of Undergraduate Research Opportunity Program (UROP), U-M

Lanny Potts, Professor and Chair of Theater Arts, Kalamazoo College

Many faculty positions entail significant mentoring of undergraduate students beyond the teacher-student relationship (e.g., as academic advisors, research directors, or advisors of co-curricular organizations). But graduate students rarely receive direct preparation for such responsibilities. Panelists at this session will highlight ways for prospective faculty to engage in mentoring even while in graduate school, offer strategies for building effective mentoring relationships with undergraduates, and provide insight on the role of undergraduate mentoring in faculty work life.

Strategies, Tools, and Resources for Productivity

Koessler

Rachel Niemer, Assistant Director, CRLT

This workshop is based on research on productivity, willpower, and faculty success. This research identifies multiple behaviors that can increase an individual's academic productivity and, therefore, improve one's chances for success in academia. Participants will be introduced to a set of tools that can facilitate adoption of these behaviors and strategize about ways they can adapt these practices to their own graduate student, postdoc, and faculty careers. *This session will also be offered in Concurrent 2.*

Faculty Success Off the Tenure Track *

Room D

Laura Schram, Assistant Director, CRLT

Hartmut Rastalsky, Lecturer IV and Language Program Coordinator of Germanic Languages and Literatures, U-M

Mike Shriberg, Education Director of the Graham Sustainability Institute, and Lecturer, Program in the Environment (PitE) & Earth and Environmental Sciences (EARTH), U-M

Naomi Silver, Associate Director of the Sweetland Center for Writing, and Co-Director of Digital Rhetoric Collaborative, U-M

According to the AAUP, “non-tenure-track positions of all types now account for 76 percent of all instructional staff appointments in American higher education.” What kinds of work do faculty do in such roles? What are some of the benefits and challenges of pursuing a faculty career off the tenure track? In this session, participants will hear from panelists in a range of fields who have thrived in many different kinds of faculty positions.

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Starting and Running Your Faculty Research Lab**Hussey**

Amber Smith, Instructional Consultant, CRLT

Irina Dolinskaya, Assistant Professor of Industrial Engineering and Management Sciences, and

William A. Patterson Junior Chair in Transportation, Northwestern University

Nestor L. Lopez-Duran, Assistant Professor of Psychology, U-M

Carrie Menold, Associate Professor of Geology, Albion College

In order to “hit the ground running” at a new institution, faculty members need to make savvy choices about their research agendas. This session features experienced faculty members discussing strategies for starting and maintaining a successful career as a teacher-scholar in a laboratory field. Topics include: starting new projects after the dissertation, recruiting and mentoring students in your lab, and balancing multiple demands.

The Future of Higher Education in a Digital World * †**Vandenberg**

Matthew Kaplan, Interim Director, CRLT

Barry Fishman, Professor of Learning Technologies, U-M

Timothy McKay, Arthur F. Thurnau Professor of Physics and Astronomy, and

Director of the LSA Honors Program, U-M

Sidonie Smith, Mary Fair Croushore Professor of the Humanities, and Professor of English and

Women's Studies, U-M

How is higher education changing as we increasingly do the work of teaching, research, and learning in digital environments? How might the roles of faculty and meanings of academic work change as institutions transform to meet the demands of higher education in a digital world? The presenters will share their visions of future teaching and scholarship in this changing landscape of higher education.

Building Communities of Support Toward a Successful Academic Job Search**Henderson**

Paula Wishart, Academic Program Officer for Professional Development, Rackham Graduate School

Larry Rowley, Academic Program Officer for Diversity and Mentoring, Rackham Graduate School, and

Adjunct Assistant Professor of Afroamerican and African Studies, U-M

Searching for academic jobs is an intellectually demanding and highly competitive process. Proactively and intentionally developing professional relationships can maximize your opportunities to stand out as a job candidate. In this session, we will discuss specific strategies for fostering professional relationships that will lead to greater success in your academic job search and beyond. Resources that Rackham provides to support graduate students in this process will also be discussed.

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Designing an Effective Teaching Demonstration

Koessler

Mary Wright, Assessment Director, CRLT

Catherine Fobes, Professor of Sociology and Women's and Gender Studies, Alma College

*Mary-Catherine Harrison, Associate Professor of English and Director of the Academic Exploration Program,
University of Detroit Mercy*

Many academic institutions, particularly comprehensive universities and liberal arts colleges, require candidates for faculty jobs to give demonstrations of their teaching during their campus visit. This session will overview the types of teaching demonstrations institutions commonly ask for, and experienced faculty will discuss strategies to prepare and present an effective teaching demonstration.

Starting and Running Your Faculty Research Agenda: Humanities and Non-Lab Social Sciences

Room D

Deborah Meizlish, Senior Assistant Director, CRLT

Vicki Baker, Associate Professor of Economics, Albion College

Scott Spector, Professor of History and German Studies, U-M

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