

**Preparing Future Faculty Conference: Getting Ready for an Academic Career**  
**Tuesday, September 24, 2013**  
**University of Michigan, Michigan League**

**Lunch and Welcoming Remarks**

**11:30 a.m.-12:10 p.m.**

*Constance Cook, Associate Vice Provost and Executive Director, CRLT* **Ballroom**  
*Sara Blair, Associate Dean for Academic Programs and Initiatives, Rackham Graduate School, and Professor of English Language and Literature, U-M*  
*Theresa Braunschneider, Instructional Consultant, CRLT*

**Plenary Panel**

**12:10-1:00 p.m.**

**Life After Michigan: Adjusting to a New Institutional Context\*** **Ballroom**

**Panelists:**

*Anne Casper, Assistant Professor of Biology, Eastern Michigan University*  
*Dyron Dabney, Assistant Professor of Political Science, Albion College*  
*Douglas Rogers, Associate Professor of Anthropology, Yale University*

**Moderator:** *Matt Kaplan, Managing Director, CRLT*

**Concurrent 1**

**1:10-2:20 p.m.**

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

*Lynne Seville-White, Senior Assistant Director—Employer Relations, The Career Center*  
*Paula Wishart, Academic Program Officer for Professional Development, Rackham Graduate School*

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. *This session will be offered again in Concurrent 2.*

**Starting and Running Your Research Lab at a New Institution\*** **Hussey Room**

*Amber Smith, Instructional Consultant, CRLT (Facilitator)*  
*Amar Basu, Assistant Professor of Electrical and Computer Engineering and Biomedical Engineering, Wayne State University*  
*Anne Casper, Assistant Professor of Biology, Eastern Michigan University*  
*L. Monique Ward, Thurnau Professor of Psychology, U-M*

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.

**What’s It Like to Be a Teaching Postdoc?\*** **Kalamazoo Room**

*Laura Schram, Assistant Director, CRLT (Facilitator)*  
*Melanie Boyd, Assistant Dean of Student Affairs, Yale University*  
*Rebecca Fulop, Lecturer in Musicology, U-M*  
*Christopher Matthews, LSA Academic Advisor, U-M*

\* These sessions will be video recorded. After the conference, the video links will be posted on the CRLT website.

Many PhDs begin their faculty careers with a postdoctoral fellowship that allows them to teach for one or two years at a small college. This session will feature panelists with teaching postdoc experience discussing opportunities, challenges, and strategies for success in such a position. This session will be especially informative for participants interested in learning about faculty worklife at liberal arts colleges.

### **Strategies, Tools, and Resources for Productivity**

**Koessler Room**

*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.*

### **Developing Your Teaching Philosophy**

**Michigan Room**

*Meg Bakewell, Assistant Director, CRLT*

Many academic employers are now requiring a teaching philosophy statement as part of the application process. In this interactive session we will discuss the benefits of writing a teaching philosophy, examine sample philosophies, and work through activities designed to help participants start writing their own philosophy. We will also focus on other ways that participants can represent their teaching experiences in addition to the philosophy statement. *This session will be offered again in Concurrent 3.*

### **The Tenure-Track Process and Faculty Worklife**

**Vandenberg Room**

*Constance Cook, Associate Vice Provost and Executive Director, CRLT*

*Vicki Baker, Associate Professor of Economics, Albion College*

Are you thinking about an academic career but unsure about what the job will involve? In this session, participants will get an overview of the responsibilities of junior faculty and the differences in culture and expectations among types of colleges and universities. The session will also explain the tenure process, providing suggestions for navigating the tenure track strategically and successfully.

## **Concurrent 2**

**2:30-3:40 p.m.**

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

**Henderson Room**

*Lynne Sebille-White, Senior Assistant Director – Employer Relations, The Career Center*

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

See description in Concurrent 1.

### **Negotiating an Academic Job Offer: Science, Technology, Engineering, and Math Fields**

**Hussey Room**

*Shanna Daly, Assistant Research Scientist in Engineering Education, CRLT (Facilitator)*

*Alejandro Diaz, Professor and Chair, Mechanical Engineering, Michigan State University*

*Marianne Laporte, Associate Dean, College of Arts and Sciences, Eastern Michigan University*

You've been offered a faculty position—now what? This session will offer different institutional perspectives on strategies for arranging a work environment that is conducive to your success as a faculty member. This session will focus on negotiation issues in science, technology, engineering, and math fields.

\* These sessions will be video recorded. After the conference, the video links will be posted on the CRLT website.

### **Faculty Success off the Tenure Track\***

**Kalamazoo Room**

*Laura Schram, Assistant Director, CRLT (Facilitator)*

*Melanie Boyd, Assistant Dean of Student Affairs and Lecturer, Women's, Gender, and Sexuality Studies, Yale University*

*Carolyn Kuranz, Assistant Research Scientist, Atmospheric, Oceanic, and Space Sciences, U-M*

*Jeff Ringenberg, Lecturer IV, Computer Science Engineering, U-M*

*Naomi Silver, Associate Director and Lecturer IV, Sweetland Center for Writing, U-M*

According to the AAUP, in 2012, non tenure-track positions accounted for 68% of all faculty appointments in U.S. institutions. 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.

### **Designing an Effective Teaching Demonstration**

**Koessler Room**

*Liv Anderson, Postdoctoral Research Associate, CRLT*

*Anne Greenberg, Postdoctoral Research Associate, CRLT*

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, discuss strategies to prepare an effective teaching demonstration, and work through activities designed to help participants begin the process of designing their own teaching demonstration.

### **Starting and Running Your Faculty Research Agenda:**

**Michigan Room**

#### **Humanities and Non-Lab Social Sciences**

*Deborah Meizlish, Assistant Director, CRLT (Facilitator)*

*Anne Curzan, Thurnau Professor of English, Linguistics, and Education, U-M*

*Dyron Dabney, Assistant Professor of Political Science, Albion College*

*Rachel Kranson, Assistant Professor of Modern Judaism, University of Pittsburgh*

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 a panel of faculty members discussing how to start and maintain a successful career as a teacher-scholar. Topics include: transitioning to new projects after the dissertation, pursuing funding and collaboration opportunities, and balancing multiple demands.

### **Interviewing for Academic Positions:**

**Vandenberg Room**

#### **Arts, Humanities, and Social Sciences**

*Amy Homkes-Hayes, Coordinator, The Career Center (Facilitator)*

*Lanny Potts, Professor of Theatre, 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 pitched specifically 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 3.)

\* These sessions will be video recorded. After the conference, the video links will be posted on the CRLT website.

## Concurrent 3

3:50-5:00 p.m.

### **Negotiating an Academic Job Offer: Arts, Humanities, and Social Sciences**

**Henderson Room**

*Crisca Bierwert, Associate Director, CRLT (Facilitator)*  
*Vicki Baker, Associate Professor of Economics, Albion College*  
*Gregory Dowd, Professor and Chair of American Culture, U-M*  
*Lanny Potts, Professor of Theatre, Kalamazoo College*

You've been offered a faculty position—now what? This session will offer different institutional perspectives on strategies for arranging a work environment that is conducive to your success as a faculty member. This session will focus on negotiation issues in social science and humanities fields.

### **Pursuing a U.S. Academic Career: Strategies for International Students\***

**Hussey Room**

*Erping Zhu, Assistant Director, CRLT (Facilitator)*  
*Louise Baldwin, Associate Director, U-M International Center*  
*Pavitra Sundar, Assistant Professor of Humanities, Kettering University*  
*Alejandro Uribe, Professor of Mathematics, U-M*  
*Chuanwu Xi, Associate Professor of Environmental Health Sciences, U-M*

In this interactive session, faculty members from several countries will share their perspectives on pursuing and succeeding in academic careers in the U.S. Participants will have the opportunity to ask panelists about insights they gained from experience with the legal, cultural, and personal challenges international candidates often navigate as they search for faculty positions and acclimate to faculty life in U.S. institutions. The panel will also include an expert from U-M's International Center, who will provide information about the Center's support for job seekers.

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

**Kalamazoo Room**

*Laura Schram, Assistant Director, CRLT (Facilitator)*  
*James Egan, Dean of Distance Learning and Professor of Mathematics, Washtenaw Community College*  
*Brooke Thomas Allen, Professor of Political Science, Macomb Community College*  
*Camille Ziolek, Chair and Professor of English, Oakland Community College, Orchard Ridge*

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.

### **Strategies, Tools, and Resources for Productivity**

**Koessler Room**

*Rachel Niemer, Assistant Director, CRLT*

See description in Concurrent 1.

### **Developing Your Teaching Philosophy**

**Michigan Room**

*Meg Bakewell, Assistant Director, CRLT*

See description in Concurrent 1.

### **Interviewing for Academic Positions: Science, Technology, Engineering, and Math Fields**

**Vandenberg Room**

*Paula Wishart, Academic Program Officer for Professional Development, Rackham Graduate School (Facilitator)*  
*Victor DiRita, Associate Dean for Graduate and Postdoctoral Studies, Medical School, U-M*

\* These sessions will be video recorded. After the conference, the video links will be posted on the CRLT website.

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 pitched specifically 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 2.)