The latest IETC survey asked faculty two questions: What advice would you give to new faculty? If there is one “Do not miss” moment during the school year what is it?

What advice would you give to new faculty?

Network & Participate

• Listen to everyone carefully as you learn the "lay of the land", especially the staff members!
• If you are non-tenure track faculty, you will probably be baffled by non-tenure vs. tenure track. Almost no one addresses this issue for you. Try to befriend some experienced non-tenure track people so they can address your questions and concerns.
• Spend as much time as you can around your department’s facilities--in your office with the door open, in the labs, or wherever your colleagues and/or students gather. Serendipity is often the key to opportunities--collaboration, student input, and more.
• Get involved with your dept. or college curriculum committee.
• Get involved! Everyone tells you to stay off of committees. While too many committees of course is a bad plan for tenure, a committee or two at the college and institute level allows you to meet people outside of your department. Invaluable!!
• Talk to your colleagues to seek for their experience in teaching and research, and potential collaboration.
• Join a committee to meet people.
• Make connections with other faculty in your department, from lecturers to full professors. Likely everyone will have some useful strategy you can use.
• Be sure to get out in the RIT community. There are great resources all around you. You may be looking for the best developers and they may be in the next building over. Unfortunately, there is not communication between colleges.
• RIT is a very friendly place to do collaborative research; get to know people in other departments and colleges who may have similar research interests and work out topics for collaborative research with them.
• Get involved! Volunteer to become the faculty advisor of a student club, join some committees outside your home college, attend the fun events held throughout the year on campus, come up with an idea to share at ImagineRIT.
• Become involved. Volunteer for committees. The committees I served on gave me a greater understanding of the institution, led to collaborations and opportunities, and allowed me to meet people across campus. I think it is easy to become involved in activities in our own department, and then get overwhelmed with the amount of time/ energy put into that small
The experience of serving on college and campus communities is well worth the time and effort.

- Take advantage of the great things that are always happening on campus. There is a constant stream of interesting and engaging presentations, art shows, readings and other activities that are stimulating and fulfilling. It is easy to get caught up with all of your teaching and research responsibilities but try not to miss out on some of the many opportunities.

Seek a Mentor

- Be sure to find a faculty mentor who you can trust and rely on for guidance and help for scholarship and teaching alike. Don't be impatient with this choice either.....take the time needed, even if a year or more, to connect with the right faculty mentor.
- Seek out a good mentor and be assertive and open about it.
- Take full advantage of your fellow faculty members (all of them that you can readily reach out to from your department, college and Institute as a whole). Ask questions, all will have a different perspective that most likely will have some value to you. Do not hesitate to reach out to others for mentor-ship.
- Get to know the "older, seasoned" faculty members...we all have much to offer in teaching the new faculty members the ropes. Most of us enjoy the opportunity to be mentors, provide advice and support and being around the younger folks! They are our teachers too.
- Find a few mentors whose work and character you respect, ask them many questions.
- Find a mentor to guide you through the tenure and promotion process.
- Regarding workshop-style classrooms; find an experienced faculty member and sit in on their class a few times. It is also a good idea to ask lots of questions; if you're not sure how to approach a particular subject, don't feel like you can't ask for advice.
- Observe other teachers in the classroom often and look over their materials and talk with them about how they interact with students.

Skill Development

- Take every in-service course offered on myCourses, Adobe Connect and others that support online education.
- Attend every event and teaching session you can possibly find. The Wallace Center is a great resource and has numerous training sessions. Become acquainted with the sponsored research services group, the academic support groups.
- Go to a seminar on how to interact with deaf students and consider a sign language class. They are free for faculty.
- Learn how to use myCourses
• Spend time with Ken Kindler (and the 'Online Learning folks') to maximize or master my Courses/Online Learning.

Students

• Students, like infants, are robust. If you make a mistake in class one day, they will survive.
• Try to be excited about the opportunity to share your knowledge with students. Hopefully your excitement about the subject matter will motivate your students to become more engaged in class.
• Every quarter, meet with at least one student outside the classroom in an informal setting (eg. Java Wally's). You'll be surprised at what you learn about your students.
• Try not to plan too many assignments for students during the quarter system.
• Get involved with students and stay focused on students. In the end, that is what our jobs will always be even when there are massive changes in administration, direction etc. Your classroom will always be your refuge!
• Try to imagine the students’ priorities and motivation.
• Get up to speed FAST, and give a graded something in the first 3 weeks (even though the early alert system is no longer the same, I found it was helpful to make sure I knew the students and had checked in on their knowledge by week 3).
• The students who don't get full scholarships are paying most of your salary. Treat them with the respect they deserve, but at the same time be firm in setting requirements.
• Most of the time, you know more than your students! Don't feel like you have to have all the answers all the time. It is okay to say..."I don't know....let's find out."
• Take the time to learn your students’ names.

Tenure

• Get it in writing! Any communication or discussion that might bear potentially on your path toward tenure... get it in writing!
• Don't chair a program until you have tenure.
• Have a file folder for materials related to your annual review. Put anything relevant in it so you aren't searching later. If you keep an electronic list, that will help too.
• Figure out an alternative way to evaluate your on teaching, because all that the powers-that-be look at are eval scores.
• Understand what it will take to get tenure, and allocate your time to achieve that objective. Expect it to change, and always have a backup plan. Life is cruel.
• Tenure-track: Be wary of committees that are time-consuming and produce nothing of value.
Time Management

- Expect the first quarter to be a bit rough ride since it is tough to get a grasp on time management (grading, meetings, training, etc).
- Be sure to protect time daily to write. Faculty who protect their time publish more than twice as much as those who don't. If you don't protect time for it, you won't do it, because there are so many urgent things to accomplish every day that you will keep putting it off.
- It is never too early to start on your research agenda...do not get distracted and set aside at least 10 hours/week specific to that crucial task.
- Protect your time. Nobody is checking that you are doing too much, or too little. Also: everybody does this job differently. And it takes at least a year to figure out how YOU will do this career.
- Balance your time wisely for teaching, scholarship and service. Be mindful to commit at least one hour to research daily and do not compromise on this important aspect of your job.

If there is one “Do not miss” moment during the school year what is it?

Arts, Lectures, Sports & Student Events

- Almost any musical performance on campus. We have a talented student population.
- Various colloquia and gallery openings on campus.
- Guest lectures/speakers series.
- The amount of cultural experiences that happen on campus.
- Take advantage of the fabulous lectures available on campus from different colleges. Also, a great way to end the year is attend the Faculty Learning Institute.
- I think ImagineRIT is a good venue for showing your work to many. Not just the public but your colleagues. (Many, many faculty recommend Imagine RIT as a must do event!)
- Imagine RIT. The greatest day!
- Immerse yourself in the campus community. Attend events and mix with our students.
- Get involved with the students - they want and hope for mentoring, but often do not know how to ask for it. If you get to know them - help a club, take a few students to lunch, ask them about their future - it keeps you tuned in to their goals and priorities.
- Going to see the student projects in various departments.
- Our students build stuff, within and outside of their areas of specialization. Take advantage of what our students can do. Be adventurous with your assignments. Provide opportunities for creative and/or collaborative work and projects.
- Get the RIT Spirit...go to a hockey game!
• A hockey game—where RIT spirit shines.
• Any athletic event—be part of the spirit, the student athletes truly appreciate the support of the "crowd."
• Don’t miss the opportunity to use the gym.
• The excellent facilities and classes at the Gordon Field House.
• The Field House facilities and also The Robert F. Panara Theatre plays.

Convocation & Commencement

• Commencement for your college. It is something you should do for the students and everyone appreciates that fact that you were there.
• Convocation and Graduation! These are definitely highlights of the year that, at least in my mind, always give me the motivation and incentive to work hard for the students throughout the academic year.
• Attend graduation.
• Institute-wide graduation convocation.
• Graduation - it's the payoff for all the hard work everybody on campus does during the rest of the year!
• Commencement (and the receptions that follow). There is no better feeling than watching your students walk across the stage and to be able to celebrate their accomplishments with them.
• Graduation with the bagpipes in the Gordon Field House
• Commencement & graduation - I always tend to dread that weekend because of being exhausted at the end of spring quarter, but the energy and excitement of the students, faculty, and administration is great. It truly is a celebration which I enjoy once it begins.
• Don’t miss the Convocation for New Students and their Families!! Don't miss the Commencement Convocation!

Deaf Community & Culture

• NTID---folks need to really see this as a world renowned institution that has made a huge difference in the lives of Deaf/Hard of Hearing individuals. There is lots going on in that college, but often stereotypes and indifference prevent RIT faculty and staff from recognizing its contributions and importance.
• Interactions between hearing and deaf people at RIT--they vary and are interesting to watch.
• Learn some ASL. You will never find a better opportunity to learn a new language and use it every day at work.
• Find out about the Deaf community here.
• I find that thinking about how to make sure the deaf students in my classes learn the material has helped me be a better teacher for all the students.
RIT Resources

- On-Line-Learning staff courses for using myCourses and for learning to teach an on-line course.
- All the resources RIT gives you to succeed.
- Courses on how to navigate through SIS and/or myCourses when you first get started.
- The resources at The Wallace Center to support both teaching and research.
- The Wallace library resources, etc.
- The library: we need to use it or we will lose it.
- Grant Writers Boot Camp and New faculty orientation.
- The Wellness Program (very cheap exercise classes)