



Orienting New University Faculty

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Vice Provost for Faculty
and Academic Affairs



Transforming the University

“We must recruit, reward, and retain world-class faculty and staff who are innovative, energetic, and dedicated to the highest standards of excellence.”

Strategic Plan Progress Report, 2006

Task Forces

- Faculty Culture
- Diversity
- People
- Culture

Faculty Culture Task Force

- Results of faculty focus groups and an all-university survey showed that faculty identify with their departments, disciplines, and colleges more than with the University of Minnesota.

New Faculty Orientation

- Inconsistent for faculty
- Departmental and collegiate level
- Brief program at the University level



New Faculty Orientation 2006

- Designed by the Office of the Senior Vice President for Academic Affairs and Provost
- Twin Cities focus

New Faculty Orientation 2006

- Advisory committee
 - faculty
 - administrators
 - staff



Aims of New Faculty Orientation 2006

- Introduce faculty to key information critical to their early success
- Help lay the groundwork for faculty socialization to the University culture
- Build important faculty networks across and within disciplines

New Faculty Orientation 2006

- Day 1 – East Bank Campus
- Day 2 – St. Paul Campus
- Day 3 – West Bank Campus

Topics for New Faculty Orientation

- Getting stated as an effective teacher
- Getting stated as an effective researcher
- Promotion and tenure
- Getting to know our student body
- Diversity at the University
- Public engagement
- Libraries and technology
- Human resources
- Faculty governance
- Special resources for faculty

Presenters

- Welcomed by the President and the Provost
- Senior administrators
- Faculty governance representatives
- Broad range of staff with faculty-focused responsibilities

University of Minnesota



President Robert Bruininks



Duluth



Crookston



Twin Cities



Morris



Rochester

New Faculty Orientation 2006

- Faculty received a modest stipend.
- There was a reception each day hosted by the Provost, the Center for Teaching and Learning, and Regents and McKnight Distinguished Professors.

New Faculty Orientation 2006

- Sent 134 invitations to all new faculty (tenured/tenure track, clinical track, visiting)
- 96 faculty attended at least one day
- 85 attended each day
- 72 attended all three days
- Came from 15 colleges

Format

- Large group presentations
- Small breakout sessions
- Information fair
- Computer lab session
- Time for social interaction
- Evaluation of sessions every day as well as for the overall program

Feedback

- Overwhelmingly positive
- Met the goals as described
- Recommended that the program continue

Quotes about the Program

- *Nice to hear where everyone was from; this was a very diverse group.*
- *Some great services [in the Libraries] ... I would have never discovered them on my own.*
- *I appreciated this session [on fiscal responsibility]. Useful and important info that I will be using immediately.*

Quotes about the Program

- *Nice to be greeted by the president.*
- *“Effective Lectures” was a great session. I learned useful tips that I plan to use in my class.*
- *[Session on promotion and tenure] Was great in not only giving an overview, but also in terms of motivation/mentoring and providing useful suggestions.*

Continued Programs for New Faculty

- e-mail address:
newfaculty@umn.edu
- series of lunches with the Vice Provost for Faculty and Academic Affairs
- e-mail updates on new information



Continued Programs for New Faculty

- Human Resources workshops
- Reception for Faculty of Color
- Faculty Women's Cabinet receptions
- Grant writing seminars
- Workshops from the Center for Teaching and Learning and the Center for Writing
- Research workshops from the Office of the Vice President for Research
- Reunion in May 2007

New Faculty Orientation 2007

- Based on evaluations & input
- Responsive to data from the COACHE (Collaborative on Academic Careers in Higher Education) survey
- Research project in Office of SVPP on impact of New Faculty Orientation



UNIVERSITY OF MINNESOTA

NEW FACULTY ORIENTATION

AUGUST 21, 22, & 23

2007



OTHER NEW FACULTY SAID

I really **APPRECIATED** the orientation this week.
I now feel that I am a **PART** of this university.

I wish to thank you **ENORMOUSLY** for including me on the list of participants in the new faculty orientation for this academic year. The sessions were very **COMPELLING** and instructive.

MORE information, contact:

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THIS three day event was **VERY** helpful to me in making my transition here. In fact, I have been **TEACHING** my colleagues about how the U is run.



Benefits of New Faculty Orientation on TC Campus

- Build a sense of community at the University
- Make the services and programs at the University accessible
- Help jumpstart the teaching, research, and outreach activities of faculty
- Move toward important strategic goals in Transforming the University