

Faculty Success at KSU, II Strategies for Your Success

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RESEARCH ON EARLY CAREER FACULTY SUCCESS

What's the secret of faculty who are off to a great start?

Strong body of research on:

- Factors that influence success
- Comparisons between successful faculty and the rest

QuickStarters: New faculty who get off on the right foot and quickly adapt to the context and expectations of the university, setting themselves up for long term success, as judged by:

- their colleagues
- their students
- themselves

Less than 10% of new faculty turn out to be QuickStarters!

(Boice 1991)



OBJECTIVES

By the end of this workshop, you should be able to:

1. Define QuickStarters
2. Discuss characteristics that impede quick starts
3. Discuss strategies that QuickStarters employ
4. Contribute additional advice to your colleagues





Impediments to quick starts

IMPEDIMENTS TO QUICK STARTS

- Defensiveness
- Externalization
- Overpreparation
- Inability to decenter themselves
- Inability to contain tasks

(Adapted from Boice 1991)





Strategies for quick starts

QUICKSTARTERS RULES

| Rule | Teaching | Research | Service |
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(Boice 2000)

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| 2. Begin Early, before feeling ready | ✓ | ✓ | ✓ |
| 3. Work in brief, regular sessions | ✓ | ✓ | |
| 4. Stop in timely fashion | ✓ | ✓ | |
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| 6. Moderate negative thinking | ✓ | ✓ | |
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| 8. Moderate attachments and reactions | | ✓ | |
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| 7. Moderate emotions | ✓ | ✓ | |
| 8. Moderate attachments and reactions | | ✓ | |
| 9. Let others do some of the work | ✓ | ✓ | ✓ |
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| 9. Let others do some of the work | ✓ | ✓ | ✓ |
| 10. Moderate wasted effort | | ✓ | |
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| 8. Moderate attachments and reactions | | ✓ | |
| 9. Let others do some of the work | ✓ | ✓ | ✓ |
| 10. Moderate wasted effort | | ✓ | |
| 11. Work with balance | | ✓ | |
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| 7. Moderate emotions | ✓ | ✓ | |
| 8. Moderate attachments and reactions | | ✓ | |
| 9. Let others do some of the work | ✓ | ✓ | ✓ |
| 10. Moderate wasted effort | | ✓ | |
| 11. Work with balance | | ✓ | |
| 12. Get struggling peers to accept some of your help | | | ✓ |

(Boice 2000)

MICHELE'S ADVICE

- Don't assume your work will speak for itself; tell your story!
- Learn to say no
- Understand the bar in each of your performance areas
- If you need them, plan for external letters
- Look for the unspoken rules in your context



IDEAS SO FAR

- What additional strategies/advice would you offer your peers?
- Jot it down here:
bit.ly/QuickStarters
- (Or scan this QR code)





REFERENCES

- Boice, R. (2000) *Advice for New Faculty Members: Nihil Nimus*. Allyn & Bacon.
- Boice, R. (1991) Quick Starters: New Faculty Who Succeed. *New Directions In Teaching And Learning*, 48, 111-121.

