How to Survive and Thrive in Your First Year as a New Faculty Member
(Presented by Tom Peavy, Associate Professor in the Biological Sciences Department at CSU Sacramento)

➢ Try to get settled in early before classes begin
  -organize your office and lab space
  -get your computer setup
  -tour campus
  -examine classrooms (what equipment do they have?)

➢ Prep for your courses you are teaching as much as you can
  -ask for materials from colleagues to help you
  -order books
  -learn to use the computer course management systems (e.g. Blackboard)
  -prepare your first lecture and as many others as possible
  -think about the best time for your office hours so you can maximize your day

➢ Get to know your faculty colleagues and staff
  -find a mentor (or two) in the department to guide you
  -treat the staff well since you will depend on them

➢ Learn about expectations within the department
  -normal day to day activities
  -committee work and loads
  -tenure and promotion expectations (read document and ask questions, go to informational meetings, study a colleague's file that will share with you)
➢ Advice on teaching
   - don't be a perfectionist (do the best you can given the time constraints and know that you will be revising it after you go through it)
   - learn from your colleagues and other sources about best teaching practices (this is a "work in progress")
   - fairness and clear expectations with students is the key
   - be humble (can't know it all, so don't try to fake it)
   - don't let students walk all over you

➢ Setting up your research
   - find the best students you can to join your lab (interview them, get referrals, look for stellar students in your class, be selective)
   - set realistic goals for your research program
   - be resourceful

➢ Issues to deal with
   - Identity stress ("who am I")
   - time management (don't take on too much, choose thoughtfully and carefully)
   - being asked to do many things (learn to say NO, but be strategic and know your boundaries)
   - organization
   - keep your mental and physical health (get enough sleep, work out, hobbies, family life, etc)