Your Career at RIT – Hit the Ground Running!

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“Two Roads Diverged in the Woods ...”

Noble Calling vs. High Paid Job

... and that has made all the difference.”

Robert Frost, *The Road Not Taken*
Grow Old With Us
1829 – 2015

Help RIT achieve its Strategic Plan: “Greatness Through Difference” (2015-2025)

Five Intersecting Spheres:

• Career Education and Student Success
• The Student-Centered Research University
• Leveraging Difference
• Affordability, Value, and Return on Investment
• Organizational Agility
YOU ARE A SHAREHOLDER!
What Do You Need in YOUR Career Parachute?

5 Essential “C’s”:

1. Clarity ➔ • Performance Expectations
   • Workload

2. Culture and Customs ➔ • RIT
   • College
   • Department

3. Collaboration ➔ • Mentoring
   • Colleagues

4. Coping and Commitment ➔ • First Year Stress
   • Set Limits

5. Courage ➔ • Show Your True Colors
   • Get Outside Comfort Zone
   • Reflect
Mistake #1: “Over/Under Syndrome”

- Over-preparing for Class
- Under-preparing for Class
- Trying to prepare for every question

Success Strategy:

- Shoot for 2:1 Rule
- Grade Tough on Homework
- Be Fully in the Moment
- Preparation Makes it Look Easy 😊
Mistake #2: “Home Alone”

- Working non-stop and alone
- Waiting for colleagues to seek you out
- Isolated Scholarship

Success Strategy:

- Network at least 1 to 2 hours per week
  - Coffee
  - Lunch
  - Stop by
- Find Research Collaborators (Strong in your weakest areas)
- Beg/Bribe: Critique
Mistake #3: “Scattered Vision”

- Working without clear goals/plans
- Overcommitting
- Focusing on most pressing vs. most important

Success Strategy:

- Seek periodic feedback from department chair
- Learn to say “no” – Practice it
- Schedule regular appointment with SELF
Career Signposts to Follow

Listen to the Voices of Successful RIT Faculty

Disclaimer: The statements to come are not necessarily from the pictured faculty.
Be actively, consciously, interdisciplinary:
It was almost 15 years ago when I had my first day at RIT. All the new faculty hires were gathered together and given a quick tour of campus. All I could remember after the tour was that the pool was in the brown brick building, the library was in the brown brick building, my office was in the brown brick building, I was supposed to park far away from the brown brick building. But in the group of people with whom I toured the campus were individuals who became friends from other colleges.
You Can’t Make It Alone

“Meet, Greet, Repeat”. Take every opportunity to participate in ways to meet others across campus.

Networking is not just a major at RIT . . . It is your way of becoming one with RIT.

Develop relationships with senior colleagues off campus who are in your field.

Leave your door open.
There are many people who tell you NO – seek out the ones that will help you KNOW.

Seizing Opportunities is Key

* Say “YES” to opportunities that come your way to get involved at RIT. Take an ASL class, attend an RIT sporting event or concert. RIT is a community for ALL.

* Say “NO” to requests that get in the way of teaching, researching or getting home to see the family.

Divided Time is not the same as continuous time. Block out time so you are not interrupted and can complete something.
Wash your hands a lot ... I always get sick early in the fall from being with so many students and colleagues.

Buy a good raincoat – you’ll need it in Rochester. And, if you don’t need it, there’ll be reason to celebrate!!

When it is time for bifocals, and there will be a time for bifocals, just accept it. You will be glad you did! And get the transition lenses; because even though you shouldn’t, you will be checking emails on vacation while lying by the pool or riding a ski-lift and it is hard to see in the bright sun!

Don’t worry if you lose your sunglasses, because they really aren’t ever needed!

Avoid the “Garbage Plate” at Nick Tahoe’s.
**Good Teaching Really Matters**

The “A” students would probably be successful without you...a truer measure of your success is how well you engage, inspire and encourage students for whom the subject matter doesn’t come easy.

Remember to enjoy each day in the classroom. Everything else is everything else.

Don’t let policy get in the way of helping a student.

Teaching is one of the most aromatic tea flavors around. Take it with a spoonful of care or a dash of love and it will keep you filled with energy all day.

50% of teaching is sports psychology. Anyone can give a good presentation ... what is key to being successful is to explore what is keeping students FROM learning.

Remember to enjoy each day in the classroom. Everything else is everything else.

Do the limbo: Keep your bar high while bending over backwards for your students.
The course you are teaching is not an island … understand where students are coming from and where they are going.
Remember why you’re here ... (especially when the snow is 12” deep ... your class isn’t ready ... and that paper got rejected). You’re here ... for the students and because you enjoy TEACHING!
Focus on the Journey – Not the Destination

Dream big and don’t be afraid to ask. The worst thing that can happen is someone might say “no”.

Don’t sweat the politics too much, but don’t ignore it either.

Don’t over plan ... expect the unexpected and go with it.

Feel free to ignore advice. When someone tells you not to engage in service, feel free to take their advice—but also feel free to ignore it. 😊 Participation and leadership are learned traits, but so too are non-participation and withdrawal.
Your job is not to become anyone else’s ideal of an RIT professor, but to develop upon your talents and to move our collective bar forward with your projects. So rest assured that the interests that made it worth the long tract of graduate school and the trials of the academic job market are the very things you are here to pursue.

Be confident about this community’s belief in your ability as an educator and scholar.
REMEMBER: YOU TEACH BECAUSE YOU CANNOT NOT.

POEM

“Dear Students”

By Nan Ottenritter
YOUR FORTUNE IS RIT’S FORTUNE!