

## COMMON NEW FACULTY ISSUES AND SOLUTIONS

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Some of the most common issues new faculty members face are described here, along with suggestions to address or avoid these issues.

### Course assignments

Issue(s):

- Because the tenure probationary period is short, courses that require a good deal of preparation have an unduly negative impact for new, untenured faculty.

Solution(s):

- Consider assigning courses to new faculty that are within their current area of expertise and they feel well-equipped to teach. This will require you to collaborate with the new faculty in making initial assignments.
- Minimize the total number of different courses a new faculty member teaches in the first few years, to reduce the total number of course preps.
- Avoid pressure from current faculty to assign the preparation-intensive courses to the “new guy/gal”.

### Promoting Teaching Excellence

Issue(s):

- New faculty may not always fully understand the need to address teaching issues as early as possible. Because new faculty often have little-to-no teaching experience, they may lack the wherewithal to address issues of classroom management or respond effectively to poor teaching evaluations.

Solution(s):

- Review course evaluations with new faculty every quarter/semester, focusing on ideas they have for improvement. Use the review as a time to remind new faculty about the many resources to assist faculty with course design and teaching practices (TWC Teaching & Learning Services, for example).

### Work environment

- Issue(s): New faculty may feel isolated and they may be overwhelmed with navigating the cultural norms of the department.

Solution(s):

- Identify specific people for the new faculty member to meet with in her/his first few months. Also ensure the new faculty member’s mentor initiates contact.
- Find ways to proactively describe “how things are done around here”.

## Time Management

### Issues(s):

- New faculty may not have effective strategies for balancing the time they devote to teaching, research and scholarship, and service.

### Solutions(s):

- Meet with new faculty *regularly* to ensure they are making incremental progress in areas like research from day 1.
- Help new faculty create realistic plans of work.
- Protect new faculty from pressures to serve on committees and projects.