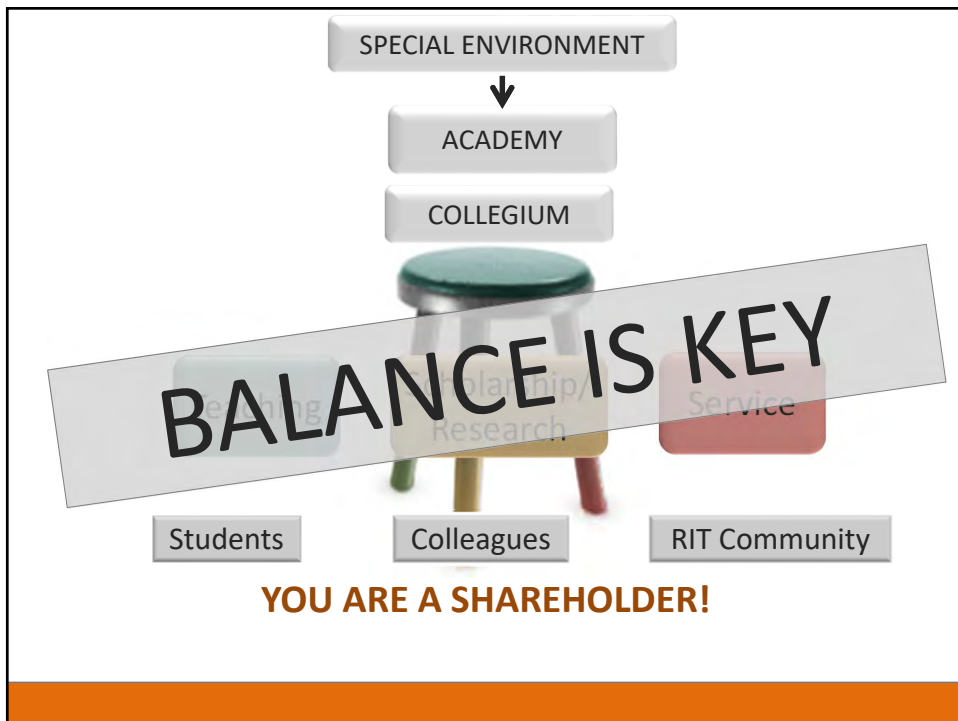




**Congratulations: You got the Job...Now What?**

## **Your RIT Faculty Career – How to Hit the Ground Running**

Dr. Christine Licata, Vice Provost and Professor  
August 16, 2023



## 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 →
    - Colleagues
    - Mentors
  4. Coping and Commitment →
    - First Year Stress
    - Set Limits
  5. Courage →
    - Get Outside Comfort Zone
    - Reflect
    - Admit Mistakes
- Control Your Own Destiny



## CAREER MISTAKES TO AVOID

(ROBERT BOICE)

### Mistake #1: "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 Office
  - Develop a trusted senior colleague
- Find Research and Teaching Collaborators (who are strong in your weakest areas)
- Beg/Bribe: Critique Papers, Proposals or Teaching Plans
- Paper/Proposal Rejected: Not a reflection of your worth

## CAREER MISTAKES TO AVOID

(ROBERT BOICE)

### Mistake #2: “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

### OTHER CAREER MISTAKES TO AVOID

#### Teaching:

- Ask yourself how would students know:
  - How to address professors
  - How to read a syllabus
  - What office hours are
  - Not to use cellphones in class
  - How to format papers
  - They are supposed to buy textbooks BEFORE semester starts
- Your course may not be your students’ priority
- There’s a difference between teacher and therapist—support student; don’t try to diagnose

## OTHER CAREER MISTAKES TO AVOID

**Scholarship**• **Ask yourself:**

- **What counts:** Chapters? Articles? Books? Etc.?
- **Where does it count:** Tier 1 Journals Only?
- Is my scholarship project 'unending'?
- Am I focusing on perfection rather than building my scholarship 'piece by piece'?
- Am I avoiding 'feel good' projects?
- Can I write a good externally funded research proposal?

**Reflect on your first year....How are you doing?**

**Teaching** - Look at your teaching evaluations. Not what you expected?  
Don't beat yourself up over them.

**It's your first year and there are many resources here at RIT to help!**

Consider what you might do next year to improve, and seek support and guidance from **Center for Teaching and Learning**

**Scholarship** (for Tenure-Track faculty) - Look at the research agenda you set.

**Are you reaching your milestones for publication or works in progress?**

Consider joining a **faculty writing group** or **discipline community of practice** or **redirecting Focus**

## Career Signposts to Follow

*Listen to the Voices of  
Successful RIT Faculty*



## 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.

## Seizing Opportunities is Key

Say "YES" to opportunities that come your way to get involved at RIT.

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.

## Remember Good Teaching Really Matters

Student learning is more important than you "professing".

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

Tea-ching 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.

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.

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.

## Be Good to Yourself

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

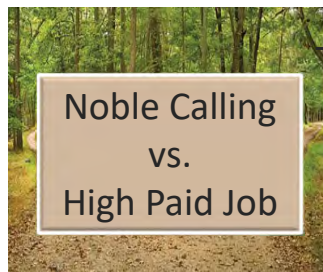
Wash your hands a lot ... I always get sick early in the fall from being with so many students and colleagues.

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.

## "Two Roads Diverged in the Woods ...



- Judges
- Ministers
- Professors

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

Robert Frost,  
*The Road Not Taken*

## **YOU GOT THE JOB....NOW WHAT?**

YOU ARE STARTING DOWN THAT ROAD IN THE RIT  
WOODS.....



I HOPE IT WILL MAKE ALL THE DIFFERENCE FOR **YOU**  
IN THE SAME WAY IT HAS FOR ME