



Faculty Career Lifecycle: DEO Talking Points

Your department

- Mapping your department, see form attached, will give you an overall understanding of your department's composition, strengths, and potential areas of need.
- It will allow you to know what kinds of support your faculty are most likely to need from you.

Assistant Professors

- Set clear expectations, develop structure, and provide support, including social support.
- Take the time to listen to your junior faculty, not only to discuss potential barriers or needs, but to identify potential opportunities.
- Mentoring junior faculty will allow them to feel more engaged, productive, and part of the departmental and collegial community.

Associate Professors

- Prepare for some to experience disengagement, resulting from all the energy placed on achieving promotion, increased service as tenured faculty, or potential changes in scholarship or teaching interest.
- Work to provide mentoring, guidance, and use of departmental resources that will allow them to continue, or develop, momentum as they consider their next promotion.
- Support them to develop an Individual Development Plan to provide a map to advance their scholarship. Use IDPs as a structure to guide annual review meetings.
- Provide clear expectations on promotion to Full Professor and address work-life integration needs.

Professors

- Some may experience disengagement resulting from a long career filled with teaching, service, and scholarship success. May need your assistance in considering what new endeavor may create a new spark.
- Consider that a new spark may come in the form of administrative roles, mentoring junior faculty, or scholarship areas that meet more than one's personal curiosity.
- Should it arise spontaneously, you may respectfully engage in retirement conversations.

You as DEO

- Your leadership is important and positively affects the career of others.
- Work to meet faculty where they are in terms of their passions, needs, and wants.
- Create a departmental culture of inclusion where all ideas can be fully expressed and valued.
- While at it, have fun, and remember to cultivate your own passion.