2023 Iowa New Faculty Orientation (INFO)

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Agenda

• Introduction to the UI
• Learn more about inclusive teaching
• Learn more about developing your creative work
• Meet administrative leaders
• Hear from those who have made a path
• Engage with other resources on campus
• Complete harassment prevention training
Welcome to Iowa!

- University of Iowa was founded in 1847
  - Iowa City was the state capitol
- First public institution to admit men and women on an equal basis; first to endorse a student led LGBTQ group
- Part of the Big Ten since 1899
- Member of the Association of American Universities (AAU) since 1909

→ UIOWA.EDU/ABOUT-IOWA
Ice Breaker

• Move about and find a picture that speaks to you and may address
  • Why did you choose Iowa?
  • What is it you like to do?
  • Does the picture reflect your personality?
• Find someone you do not know, introduce yourself, share your picture and why you chose it
• Your pair finds another pair, repeat the process
• One of you take charge of setting up a time in the next two months for the four of you to meet for coffee, drinks, whatever
Academic Structure
Board of Regents – 9 members appointed by the governor
Academic Structure: Faculty Administration

- Provost
- Deans (12 Colleges)
- Departmental Executive Officers (~113 Departments)
Faculty Tracks

Primary Faculty Appointments

- **Tenure Track**: Expects excellence in all three core missions: teaching, research, and service
- **Clinical Track**: Emphasizes clinical duties, plus teaching, research, and service that advance clinical excellence
- **Research Track**: Emphasizes advancing the research mission
- **Instructional Track**: Primarily engaged in the teaching mission
Shared Governance

The university enjoys a strong tradition of respectful collaboration that draws on faculty, staff and student perspectives.

- Faculty Senate & Faculty Council
- Staff Council
- UI Student Government
- Graduate & Professional Student Government
Developing and Embracing Your Faculty Role
UI Strategic Plan

• In 2022, the UI embarked on a new strategic plan
• The key areas include an emphasis on:
  • student, faculty, and staff success
  • transformational research and discovery
  • welcoming and inclusive environment
  • holistic well-being
• Public engagement and impact embedded throughout all the above areas

→ STRATEGICPLAN.UIOWA.EDU
Focus on Faculty

Four subgroups dedicated to enhancing the faculty experience at Iowa:

• **Recruitment** – identifying strategies to enhance the recruitment and onboarding experience of new faculty to UI

• **Retention** – ensuring that individuals find their place and feel welcome, included and able to thrive in our environment

• **Development** – allowing faculty to reach their personal and professional goals through creative and individualized development opportunities

• **Recognition** – proactively identifying and implementing ways to recognize and reward the accomplishments of faculty at all levels and in all tracks
Student Success

- Your role here is critical
- Make your classroom accessible and welcoming
- Be a powerful/empathic mentor
  - Grad/professional students
  - Undergrads
  - Marginalized students
- Provide support for students in need
  - Know the places to send them
  - Prepare to accommodate as requested
  - Be accessible
- Understand your role in reporting policy related issues
Excellence in Teaching is the Cornerstone

• We expect that you will be actively involved in educational endeavors
• We recognize that this looks different depending on discipline
• You will be evaluated annually by your students as well as by your peers
• You should know what your evaluations contain and seek out ways to improve your teaching as needed
Scholarship

- It is important to know what the scholarly expectations are for your unit/college and for your track
- Establish mentoring relationships early, use them often and wisely
- Look for ways to improve your scholarship through
  - Seminars
  - Meetings
  - Campus activities
  - Discipline specific opportunities
Service

- Be a good citizen
  - Treat others – peers, students, staff – with respect
- Take on service commitments as appropriate
  - Early on you should limit this – the use of the judicious no
- Start local (unit or department)
- Expand out as you develop your footing
  - Choose things that speak to you
Inclusive Campus

Our ask is that you help:

• Create an inclusive and equitable campus environment
• Advance a diverse campus community
• Integrate inclusion into the core academic missions of teaching, research and service
• Enhance accountability, effectiveness and collaboration across campus
Free speech

• As a campus we are dedicated to the First Amendment concept of free speech
• Our board and our legislature expects that we will respect the rights of others to state their views
• Open and respectful dialogue is encouraged
• Our campus history related to free speech, as well as FAQs are available
• Remember to complete your free speech training!

→ FREESPEECH.UIOWA.EDU
Lots of Hats

You are:

- an educator
- a mentor
- a clinician
- a scientist
- an artist
- a partner
- a parent
- a citizen
Personal and Professional Development

• You are not in this alone; you want to invest in yourself
• Develop a network, both internal and external
• Review the policies that govern your work – or at least know where you can find them!
• Attend seminars to help with your professional growth
• Take advantage of resources to enhance your personal and professional development
  • Gym membership
  • Employee assistance program
  • Faculty and staff disability services
  • National Center for Faculty Development and Diversity (NCFDD)
Welcome!

• We are glad you have joined our community of scholars and educators
• We look forward to working with you as your career unfolds
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