

Office of the Executive Vice President and Provost

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# 2023 Iowa New Faculty Orientation (INFO)

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and Occupational Medicine**

August 15, 2023

# Agenda

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- 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](https://uiowa.edu/about-iowa)

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# Ice Breaker

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- 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



*Minutes remaining*



# Academic Structure





Board of Regents – 9 members appointed by the governor

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# Academic Structure: Faculty Administration

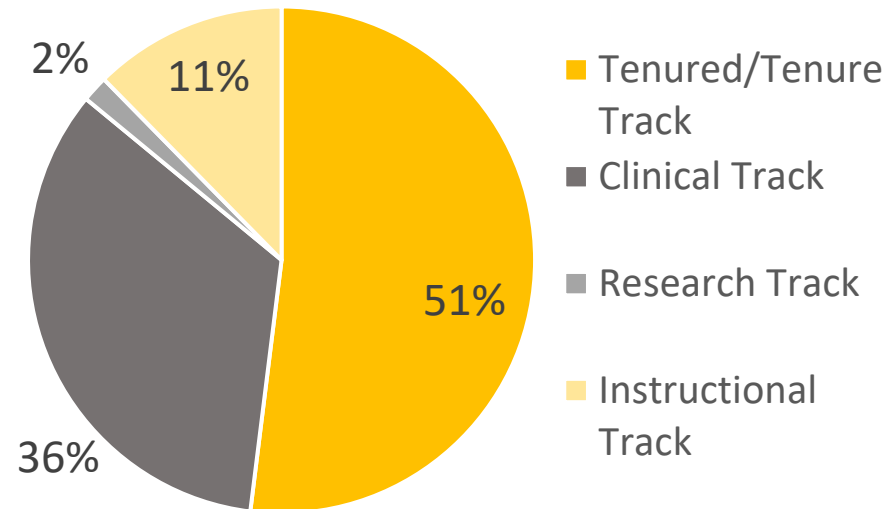
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# Faculty Tracks

## 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

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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

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- 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](https://strategicplan.uiowa.edu)

# Focus on Faculty

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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

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- 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

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- 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

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- 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

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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

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- 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](https://FREESPEECH.UIOWA.EDU)

# Lots of Hats

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You are:

- an educator
- a mentor
- a clinician
- a scientist
- an artist
- a partner
- a parent
- a citizen



# Personal and Professional Development

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- 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)



# Faculty Career Development

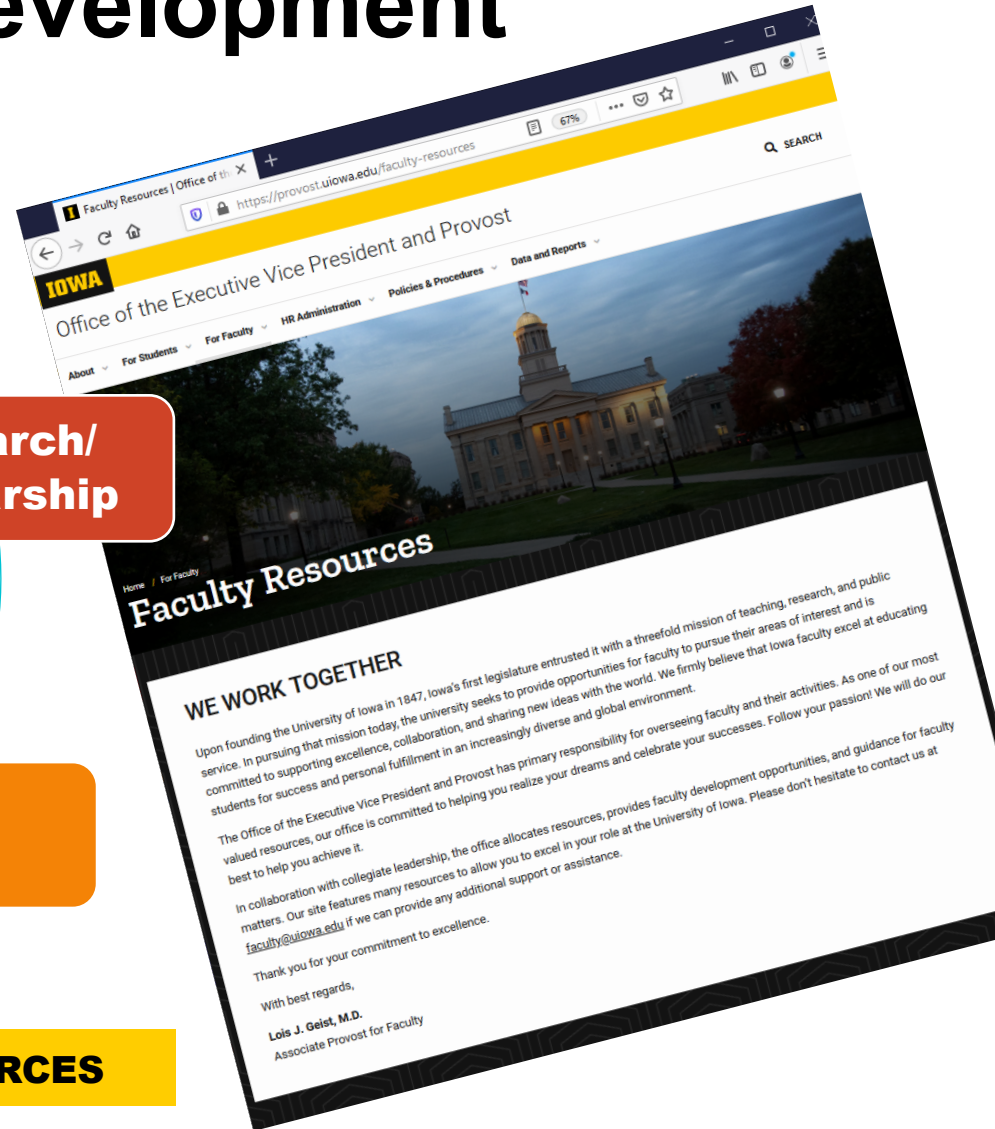
Teaching

Career Development

Research/  
Scholarship

Work/Life

Service



PROVOST.UIOWA.EDU/FACULTY-RESOURCES

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# Welcome!

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- 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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