



# SCIENCE ATLANTIC BROADENING HORIZONS WORKSHOP: ENHANCING THE NEW FACULTY EXPERIENCE

Friday, November 26, 2021

1:00-2:30 pm (AST)

**Participate in our workshop to help brainstorm ways the Atlantic post-secondary STEM community can support new faculty.**

## About Broadening Horizons

In summer 2020, we spoke with Atlantic Canadian faculty about their experiences in the post-secondary STEM community with the goal of learning how Science Atlantic might be able to both broaden and enhance community engagement.

To understand how the new faculty experience could be enhanced, we asked participants to think in retrospect about what they would have benefitted from as new faculty. From their responses, we've developed four key areas in which supports for new faculty could be strengthened.

### Expand on existing orientation



When first starting out in their career, or when switching institutions, faculty may benefit from additional support. Expanding orientation materials to include details about organizational structure and norms was identified as something that could be useful.

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*The biggest challenge I had was that there wasn't any kind of orientation.*

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### Strengthen teaching skills



\* Teacher training was highlighted as a support that could help new faculty feel more comfortable in their role when they first start out.

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*One of the biggest challenges was learning how to teach reasonably well. That is something that we don't get trained for.*

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### Develop time management techniques



Providing opportunities to develop time management techniques was identified as potential means for new faculty to improve effectiveness and reduce stress.

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*One thing is dealing with the different aspects of the job. How much time spent on teaching, how much time spent on research, how much time to spend doing committees, things like that.*

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### Encourage connection with senior colleagues



Having more connection with senior colleagues was noted as a way to gain greater insight into institutional norms and lessons learned.

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*I probably would have asked for more support either from my academic chair or from other colleagues who were in the same boat. I might've asked for us to have some team teaching or to connect once a week to kind of have a mentor.*

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