Supporting Faculty Success & Building Academic Community, Brian Smentkowski & Torrey Lawrence

Feedback from table exercise

**What excites me:**
The opportunity to have an impact on people –on campus (our students) and in the community (outreach and community engagement)
The opportunity to help define and grow the University of Idaho
Working with students
Resources –on campus and in the area/local community
Helping others
Collaboration
Autonomy
Flexibility
Community development
Academic community
Friendly environment

**What scares me:**
Adjusting to a new system and structure
Teaching and reaching the students
Finding a balance among students (different learning populations) to teach them effectively
Bureaucracy
Relationships with colleagues
Silos
Balancing my time
Grant writing
Not getting tenure
Meeting publishing expectations –“a little terrifying”
Relationships with senior faculty
Being spread too thin
Imposter syndrome
Conflicts in academic communities
“Fuzzy” tenure requirements

**Needs:**
Balance – different aspects of career and work-life balance
Empowerment and support to succeed
Mentorship
Congenial work environment
Resources to succeed
Continued education on teaching, research, new opportunities
“Dissertation to book”
Zoom meetings/professional development opportunities for all locations
Collaboration
Guidance
Support