

## **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