

First year as Faculty

Ciaran Evans & Jessie Oehrlein
[@numberdance](#)



bit.ly/P2T22FY

Ciaran Evans



Assistant Professor of Statistics

Wake Forest University

Jessie Oehrlein



Assistant Professor of Mathematics

Fitchburg State University

Where we're going

01

Context

Where are we? How does this compare to your interests?

02

Culture

Getting to know your new university and department

03

Finding harmony

Between teaching, research, and service

04

Community

Getting and giving help

05

Your turn

Discussion about what you're expecting, questions you have, etc.

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01

Context

Wake Forest University

Context

- Department of Statistical Sciences
 - New this year!
 - Used to be part of math dept



Context

- Department of Statistical Sciences
- Equal focus on **teaching** and **research**
 - 40% Teaching
 - 40% Research
 - 20% Service



Teaching

- 2-2 (semester)
- Small (< 35) classes
- Undergraduate and master's students
- Strong focus on undergraduate learning



Research

- Peer-reviewed papers
- Talks, grant proposals, consulting, refereeing, writing reviews, conference participation
- Student research & interdisciplinary collaborations encouraged



Service

- Department and university committees
 - Just department-level service in first couple years
- Student advising



An aerial photograph of the Fitchburg State University campus. The image shows several large, multi-story red brick buildings with white trim, arranged around green lawns and walkways. The campus is surrounded by a dense forest of trees with vibrant autumn foliage in shades of red, orange, and yellow. In the background, rolling hills are visible under a cloudy sky. A light blue rectangular overlay box is positioned on the right side of the image, containing the text '01 Context' and 'Fitchburg State University'.

01

Context

Fitchburg State
University

Context

- Mathematics Department



Context

- Mathematics Department
- **teaching-focused**
undergraduate university
with expectation of
scholarship



Context

- Mathematics Department
- **teaching-focused**
undergraduate university
with expectation of
scholarship
- **60%** teaching
20% scholarship
20% advising & service



Teaching

- 3/3 or 4/4 teaching load
- Small (< 30) classes
- No current statistics or data science major/minor (we're working on it!)



Scholarship

- “Contributions to the content of the discipline”
- Published **and** unpublished research
- Involvement in professional societies
- Student research, interdisciplinary work, community-engaged work encouraged



Advising & Service

- Advising students in the department majors and minors
- Advising is its own section of tenure/promotion materials!
- Departmental & university service expected from year 1



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02

Culture

Take time to get to
know your department
& university

Culture



University norms



Departmental norms

Culture



University norms



Departmental norms

Culture



University norms

Focus (liberal arts, comprehensive, specialized), where students are from, size



Departmental norms

Culture



University norms

Where does Statistics
fit?



Departmental norms

Culture



University norms

Demand for Statistics &
Data Science



Departmental norms

Culture



University norms

Promotion/tenure
process, governance, etc.



Departmental norms

Culture



University norms

Finances (especially
post-COVID)



Departmental norms

Culture



University norms

Handling of COVID-19



Departmental norms

Culture



University norms



Departmental norms

New courses & semester
preps

Culture



University norms



Departmental norms

Advising and mentoring
expectations

Culture



University norms



Departmental norms

Interactions with
students and other
faculty

Culture



University norms



Departmental norms

Established
collaborations

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A woman in a black suit and white shirt is balancing on a tightrope. She is holding two large, dark gray circles, one in each hand, as if they were weights or part of a performance. The background is a light gray with a white wall and a dark gray rope. The woman is looking up and to the right, maintaining her balance.

03

Finding harmony

Between teaching,
research, and service

Finding harmony



Teaching

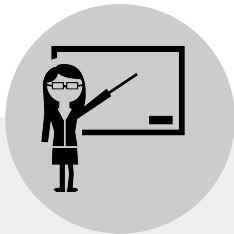


Research



Service

Finding harmony



Teaching

Timebox your prep. Set a schedule for teaching tasks. Ask for help. And it doesn't have to be perfect all at once!

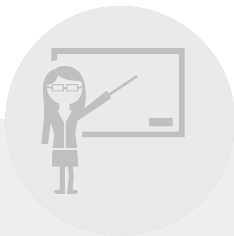


Research



Service

Finding harmony



Teaching



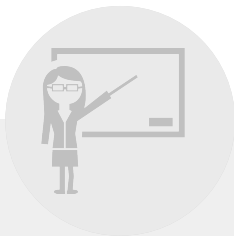
Research

Know what counts!
Figure out your style &
the landscape, give talks,
meet the grant office.



Service

Finding harmony



Teaching



Research



Service & Advising

Ask about expectations & recommendations, meet new people, invest in what matters to you.

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Community

Getting and giving help

Community

Find **mentors** to help you
along the way



Community

Find **mentors** to help you along the way

- Department teaching and research mentors
- ASA SSDSE Mentoring program
- Project NExT
- Connect at conferences



Community

- Find **peers** for mutual support
- Both inside and outside department



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Your turn

Think about your undergrad experience:

- What kind of classes did you take?
- What were your interactions with faculty?
- Did you do research?
- How big were your classes?

Which aspects would you like to have or avoid as faculty?



First year as Faculty

Ciaran Evans &

evansc@wfu.edu

Jessie Oehrlein

[@numberdance](#)

joehrlei@fitchburgstate.edu

