First year as Faculty

Claire Kelling
Carleton College

Where we're going

01
Context
Where am I? 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
Finding a community of mentors / peers to uplift you

05
Your turn
Discussion about what you're expecting, questions you have, etc.

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About Me

Claire Kelling

Assistant Professor of Statistics
Carleton College

01
Context

Carleton College

Context

- Department of Mathematics and Statistics

Context

- Department of Mathematics and Statistics
- **Teaching-focused** undergraduate university with expectation of **scholarship**

Context

Teaching-focused
- "Highly selective"
- 2-2-1 (trimesters)
- Intro courses capped at ~35
- Upper-level capped at ~20
- Graders/TAs
- Undergraduate
  - Statistics Major
  - New Data Science minor
  - Intro Stat as service course

Context

Research-focused

- Peer-reviewed papers
- Talks, consulting, refereeing, writing reviews, conference participation
- Grants Office support (not required)

- Student research & interdisciplinary collaborations encouraged

Context

Research-focused

- **Comps**: senior thesis at Carleton

- Individual or group
- Carleton faculty advise these groups

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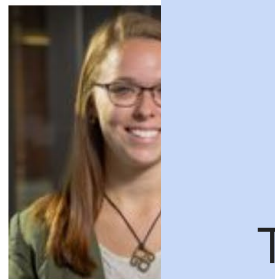Mike Adams

Deepak Bastola

Corey Brooke

Laura Ch
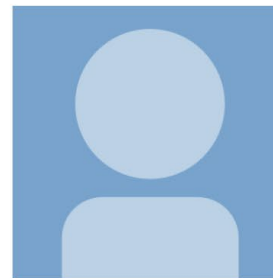
04

Claudio Gómez-Gonzáles

Deanna Haunsperger

Joseph Johnson

Claire Ke

02

Culture

Take time to get to know your department & university

Culture

University norms

Departmental norms

Culture

University norms

Departmental norms

Culture

University norms

Liberal arts vs. universities, business/engineering schools

Departmental norms

Culture

University norms

Where does Statistics fit?

Departmental norms

Culture

University norms

Demand for Statistics & Data Science

Departmental norms

Culture

University norms

Finances 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

Assistant Professor
service expectations

Culture

University norms

Departmental norms

What is the best way to be heard as an assistant professor?

Culture

University norms

Departmental norms

Established collaborations

Culture

University norms

Departmental norms

Concrete efforts to support DEI

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Finding harmony

Teaching

Research

Service

Finding harmony

Teaching
- Find a strategy to limit putting all of your time into prep,
- "Research Day"
- Calendly
- Ongoing revisions
- "First pancake"

Research

Service

Finding harmony

Teaching

Research

- List your projects (in order?)
- Find collaborators with your style, student collaborators
- Meet the grants office
- Internal grants
- Careful of too many projects
- Ask for promotion details

Service

Finding harmony

Teaching

Research

Service

- Department expectations
- Review a book/papers
- Share course materials
- Co-advise projects
- Letter writing

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Community

Finding a community of mentors / peers to uplift you

Community

- Find **mentors/peers** to help you along the way

Community

- Find **mentors/peers** to help you along the way
- Both inside your department / university and outside

Community

- Find **mentors/peers** to help you along the way
- Both inside your department / university and outside
- Many Statistics mentoring programs exist! (ex: ASA Sections)

Other

Helpful tips/practices to consider:

- Daily lesson reflection on what went well/didn't go well (takes <5 minutes!)
- Reflect every term on overall trends related to teaching, research, and service
- Chat with other new faculty! (New Faculty Writing Group?)
- Writing out *prioritized* research/teaching goals
- IT and physical infrastructure
- Course releases
- NCFDD Faculty Success Program

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ckelling@carleton.edu

Carleton is hiring a tenure-track statistician!

https://www.mathjobs.org/jobs/list/22636