

# Best Practices for Welcoming New Faculty

UMBC STRIDE  
Monday, April 17, 2023  
12:00-1:30pm  
[WebEx](#)

# Introductions

# UMBC Committee on Strategies and Tactics for Recruiting to Increase Diversity and Excellence (STRIDE)



**Lisa Kelly**  
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Anthropology,  
and Public  
Health



**Tim Topoleski**  
Professor  
Mechanical  
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# Recently Hired Faculty Welcoming Scenario

- What does your department do to help new faculty feel welcome from the offer acceptance to when they arrive at UMBC?
- What might your department do differently to welcome new faculty and their transition to UMBC?





# Survey of UMBC New Hires

## Reflect on things they:

- Found helpful in onboarding experience
- Wished were part of onboarding process
- Know now & wished they knew then



# Survey Results: New Hires

## Themes:

- 1) Clear Desire to Meet People & Make Connections  
(department, college, university)
- 2) Sustained & Recurring Meetings (Not One Hit Wonders)  
The Knack – ‘My Sharona’  
Soft Cell – ‘Tainted Love’



# Survey Results: New Hires

## Themes (continued):

- 3) Need Meaningful Operational Training & Info.
  - Navigating Computer Systems (Kuali, Budget, Chartstrings, Advising; PeopleSoft...)
  
- 4) “I don’t recall much of it.”

# Welcoming Our New Colleagues

- Have a sustainable welcoming plan
- Engage multiple colleagues
- Communicate proactively
- Be responsive
- Encourage questions



# Have a Sustainable Welcoming Plan



[New Faculty Checklist](#)

[Launch Committee](#)

[New Faculty Website](#)

# Engage Multiple Colleagues



- Seek outside help
- Develop an (evolving) circle of mentors
- Department, university, profession, community
- Stay connected with new colleagues

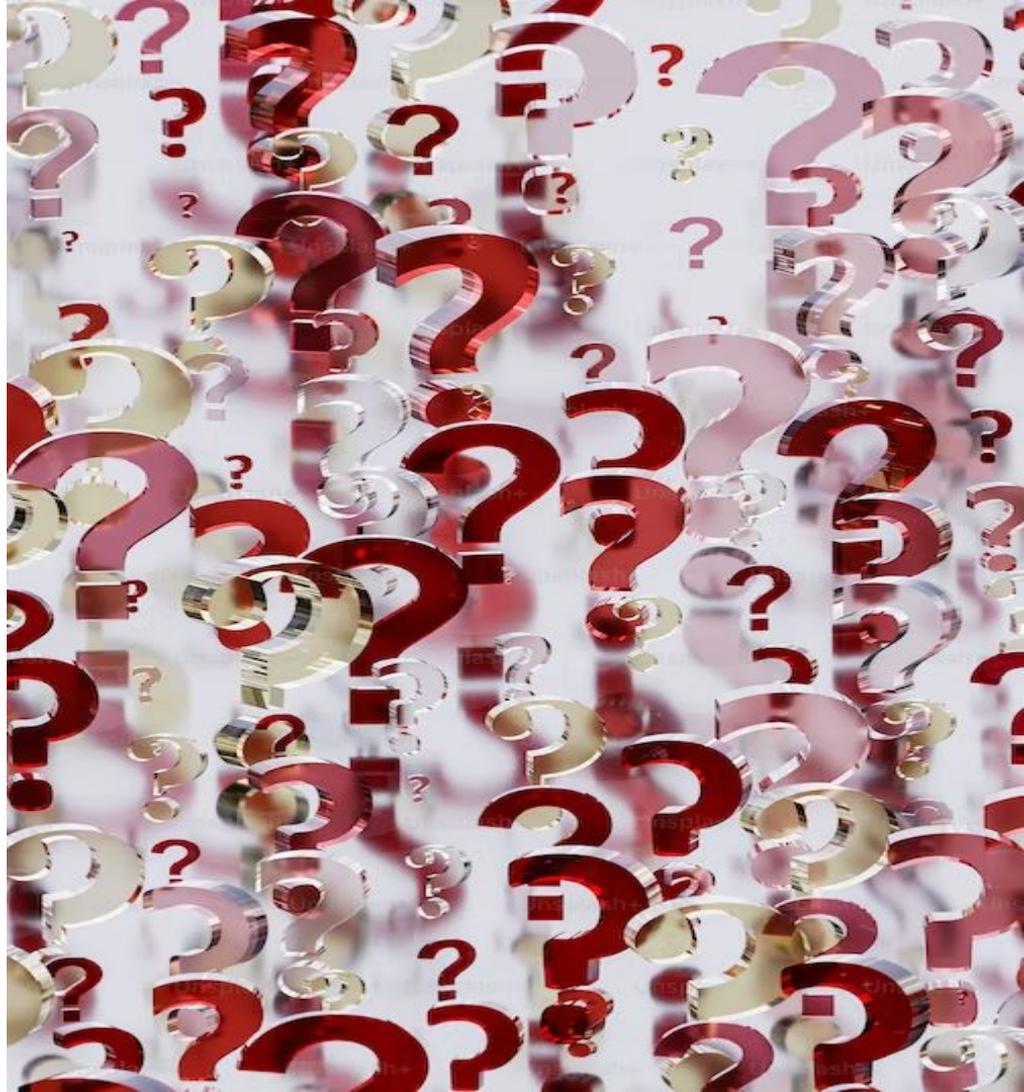
# Communicate Proactively



Be responsive



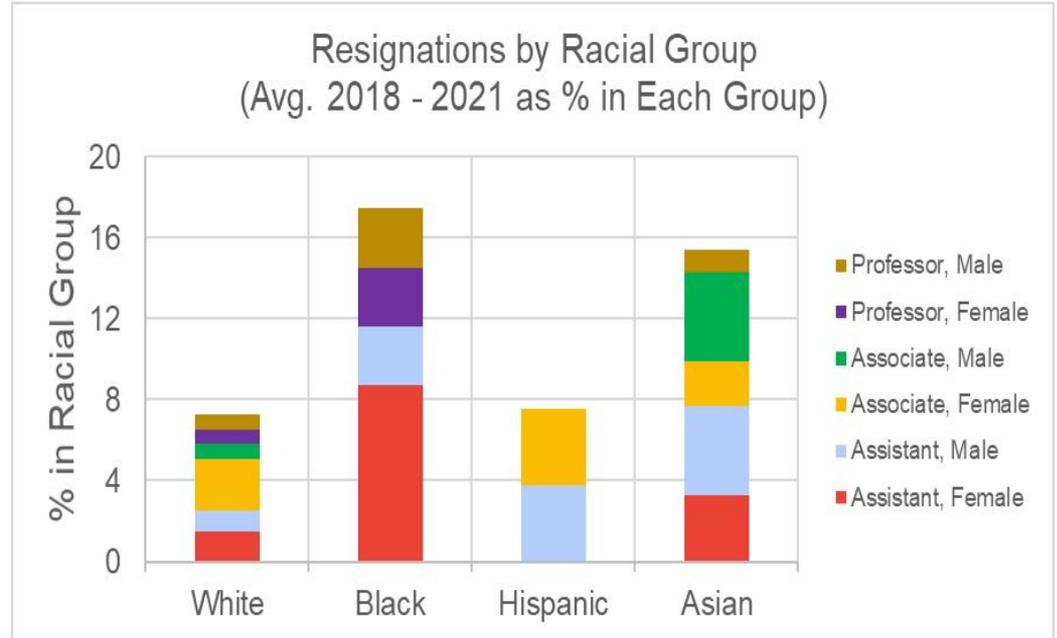
Encourage Questions



# STRIDE Coming Attractions:

## (Re)boarding Faculty - Initial Retention Data

- **Issues of Promoting & Retaining Faculty at All Ranks**



# **Best Practices for Creating an Effective Diversity Hiring Recruitment Plan**

**May 10, 2023**

**12-1:30pm**

1.

Continue the Conversation  
with a STRIDE Consultation

**FACULTY DIVERSITY**

**WE'RE CHANGING MINDS  
COME JOIN US**