



Workshop

CCFA



THE UNIVERSITY OF
MEMPHIS®

1st Year Workshop

College of
Communication
and Fine Arts



1st Year Workshop

Agenda

1. Introductions
2. Helpful Thoughts
3. Exercise Prompts
4. For Your First Meeting



Helpful Thoughts

Helpful Thoughts



Suggestions (before we get started)

- Be proactive. At the end of the day, you are responsible for your own career choices and professional decisions.
- Work with your mentor to establish regular meeting times. Do not cancel except in case of an emergency.
- Share your values and goals with your mentor.
- Remember that no one person can provide all the answers. Ask for help from others when applicable. Build your network.
- Listen and consider your mentor's wisdom and advice.



Exercise Prompts

Exercise Prompts

Personal and Professional Background (10 mins)

- Share a bit about your journey to your current position?
- What experiences, both personal and professional, have shaped your approach to teaching, research, and creative work?



Exercise Prompts

First-Year Aspirations

(5 mins)

- What are your key aspirations for your first year as faculty?
- Are there specific goals you're excited to achieve or challenges you anticipate facing?
- How can I, as your mentor, best support you in these areas?



Exercise Prompts

Passions and Interests Outside of Academia (5 mins)

- What do you enjoy doing outside of your academic work?
- Are there any hobbies or personal passions that influence your creative or scholarly practice?



Exercise Prompts

Approach to Student Engagement and Success (5 mins)

- What teaching strategies or philosophies resonate with you when it comes to student engagement and success?
- How do you plan to foster a positive classroom environment, and how can I offer guidance based on my own experiences?



Exercise Prompts

Long-Term Career Goals and Development (5 mins)

- What are your long-term career goals in academia or beyond?
- How do you envision growing in your role over time, and what steps can you take this year to lay a foundation for that growth?



A photograph of two young women sitting at a wooden table in a library, looking at books and smiling. The woman on the left is wearing a grey sweatshirt with a blue logo, and the woman on the right is wearing a blue t-shirt with 'THE UNIVERSITY OF MEMPHIS' printed on it. Bookshelves filled with books are in the background. A decorative blue diagonal line pattern is at the bottom of the image.

For Your First Meeting

For Your First Meeting

Mentorship

- Begin developing an IDP to set goals and track progress.



For Your First Meeting



An individual development plan (IDP) is a tool to assist employees in career and personal development. Its primary purpose is to help employees reach short and long-term career goals, as well as improve current job performance

Individual Development Plan (IDP)

Overall General Objective:

Goal 1:

- Rationale:
- Strategic Action Steps:

**Document Provided*

For Your First Meeting

Individual Development Plan (IDP)

Lucas Charles, 2024-25

Overall General Objective:

As a new tenure-track faculty member at the University of Memphis, my primary focus is on establishing myself within the academic community, enhancing my teaching effectiveness, contributing to the university's mission, and engaging with the local Memphis community through my creative activities in graphic design.

For Your First Meeting

Goal 1:

Teaching

Rationale:

Teaching is a central component of my responsibilities and a significant factor in my overall success in this role. My teaching goal is focused on developing and refining course content, improving student engagement, and integrating innovative teaching methods. This approach aligns with the broader mission of the University of Memphis, which emphasizes delivering rigorous, practical, and supportive academic experiences to prepare students for both the workforce and further education.

Strategic Action Steps:

- Course Development and Improvement
 - Develop and refine syllabi for the three classes I teach each semester.
 - Incorporate innovative teaching methods, including project-based learning, critiques, and digital tools.
 - Gather student feedback mid-semester to adjust and improve the learning experience.
- Student Engagement and Support
 - Establish regular office hours and encourage students to seek guidance.
 - Mentor students on their projects, particularly those interested in pursuing graphic design as a career.
 - Explore opportunities for involving students in real-world projects or community-based design work.

For Your First Meeting

Goal 2:

Research, Scholarship and Creative Activities

Rationale:

Engaging in research and creative activities is essential to my professional development, contribution to the academic community, and eventual tenure success. My goal in this area is to establish a strong foundation for my creative practice in graphic design, while also contributing scholarly work that aligns with the University of Memphis' commitment to fostering life-changing, interdisciplinary research and scholarship.

Strategic Action Steps:

- Engage in Graphic Design Practice
 - Begin practicing graphic design within the local Memphis community by collaborating on projects with local businesses, nonprofits, or arts organizations.
 - Aim to submit at least one piece of work to a regional or national design competition or publication by the end of the year.
 - Explore opportunities to present or exhibit my work within the community or at design conferences.
- Scholarship
 - Identify and begin writing for peer-reviewed journals in design education or graphic design practice.
 - Attend at least one academic conference in my field, aiming to present a paper, workshop, or panel discussion.
 - Begin laying the groundwork for future research projects that can integrate both my practice and academic interests.



Questions

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