

**Department of Exercise & Sport Science**  
**Success Strategies for Junior Faculty Members**

**Research**

- History has shown that 2-3 first author publications each year
  - Achieve a balance in journal quality / impact
    - Not all publications are expected to be in top tier journals
    - Publications should not all be in lower tier journals
- History has shown that 2-3 secondary author publications each year
  - Achieve a balance in journal quality / impact
    - Not all publications are expected to be in top tier journals
    - Publications should not all be in lower tier journals
- Actively pursuing internal and external funding to support research agenda
- Develop an independent and focused line of research
- Research collaboration with faculty both in and outside the department is encouraged, but these should be collaborations that make sense in helping the junior faculty member develop a line of research.

**Teaching**

- Perform at or near departmental averages on student evaluations
  - Include student evaluations as part of annual review materials
- Consistent rating of "good" based on peer evaluations
  - Include peer evaluations as part of annual review materials, when appropriate

**Service**

- Actively engaged in assigned departmental committee work
- Actively engaged in mentoring undergraduate and masters students in Exercise and Sport Science programs
  - Mentoring of PhD students in Human Movement Science is also encouraged, but not expected

**Collegiality**

- Take advantage of opportunities for collaboration
  - Facilitates open communication amongst faculty
  - Informs senior faculty of potential ways they can help facilitate junior faculty's research agenda
- Don't hesitate to ask for feedback or assistance. It is a mission of the senior faculty to help junior faculty succeed in their professional goals.
- Be prompt in replying to departmental correspondence / requests (email and otherwise)
- Be open to feedback from faculty colleagues

## **Department of Exercise & Sport Science**

### **Expectations of Senior Faculty Mentors**

- Be consistent in communicating departmental expectations of research, teaching, service and collegiality
- Provide opportunities for junior faculty to establish research independence and collaboration
- Encourage junior faculty to engage with senior faculty
- Have an open door policy for junior faculty to ask for feedback or assistance
- Actively work to gain trust of junior faculty
- Facilitate junior faculty's efforts in achieving promotion and tenure
- Be open to feedback from faculty colleagues