

## ABOUT LAUNCH

Your Launch Committee is a resource for you as you begin your career as a new faculty member at the University of Michigan. Each department that participates in the program “launches” all newly hired assistant professors with the goal of providing structured support and guidance. Your committee will assist you from the time of your hire until the end of your first academic year at Michigan by regularly meeting with you. This team approach provides multiple, valuable perspectives to issues and topics relevant to your success.

### Launch Committees are composed of five members:

- You, the newly hired faculty member (aka the “launchee”)
- A senior faculty member from your department with related interests

“The monthly meetings with my Launch Committee were indispensable for quickly finding my bearings at the University of Michigan.”

— Launchee 2016-17

- A senior faculty member from outside your department with related interests
- Your department chair
- Your convener: a senior faculty member likely from an unrelated field from outside your department who will moderate the meeting

## FAQ

### When will I find out about my Launch Committee?

Your convener will contact you with information about your committee prior to your start at the university. After this contact, your convener will arrange a time to speak to you and learn more about your transition to the university. The convener will also begin coordinating the scheduling of the first committee meeting. This meeting typically takes place during your first month at the university.

### What benefits do new faculty derive from being launched?

Launch Committees ensure monthly support by senior faculty and consistent access to the Chair throughout the launchee’s first year. This regularity enables new assistant professors’ onboarding to move more quickly and smoothly. New faculty can map out their first few years, discuss teaching strategies, receive advice on setting up a lab, build rapport with their Chair, and expand their scholarly network.

### What if I have questions about the Launch Program and Launch Committees?

Please contact the ADVANCE Program with your questions. ADVANCE coordinates the Launch Program for the College of Engineering; College of Literature, Science, and the Arts; and the School of Information.

# TOPICS ADDRESSED IN LAUNCH

**Launch Committees provide valuable input for various issues that arise in your first year as an assistant professor. Some topics include:**

## RESEARCH SPACE AND TRAVEL

Identification of space, lab renovation, move-in. Organizing and preparing for domestic and international field research. Visits to archives, conference travel, etc.

## RESEARCH AND PUBLICATION PLANS

Prioritization of multiple projects. Balancing teaching and research. Guidance in turning dissertation into book. Identifying appropriate journals and presses.

## SERVICE

How the department operates. Expectations regarding role and time commitment for various service roles.

## RESEARCH RESOURCES

Available resources and facilities, such as museums, libraries, archives, photo services, and technical support. Access to start-up funds. Ordering procedures.

## STUDENTS AND LAB PERSONNEL

Strategies for mentoring and feedback. Policies that apply to students (e.g. recruiting, qualifying exams, lab rotations). Hiring post doctoral fellows and lab managers.

## FUNDING

Planning pursuit of internal and external funding.

## TEACHING

Addressing student concerns. Expectations around course level/difficulty, office hours, student workload, GSI role.

## WORK / LIFE INTEGRATION

Dual-career issues. Modified duties policy. Resources for children and families. Disability accommodations.

## EVALUATION PROCESSES

Expectations around annual, third year, and tenure reviews.

## INTEGRATION INTO THE UNIVERSITY

Meeting potential collaborators. Faculty resources such as the Network to Advance Faculty of Color. Getting to know other people in department/school/college.



## FEEDBACK ON LAUNCH

“Obtaining custom advice from my Launch Committee was much more valuable than reading generic information online.” – Launchee, 2017-18

“I found that I was given great advice that I wouldn’t have thought to ask about, but naturally came up as we were checking in on the variety of topics important to assistant professors (research, teaching, service and grants).”  
– Launchee, 2016-17

“The Launch Committee is great because it brings experienced, outstanding faculty together to discuss my success for an hour a month! It’s such a resource.” – Launchee, 2017-18

“Normally, it takes years to learn all of the ways to navigate the University system. With this committee, that task is accomplished in a few months.” – Former Committee Member

“It shows a lot of institutional investment in your career.” – Former Convener