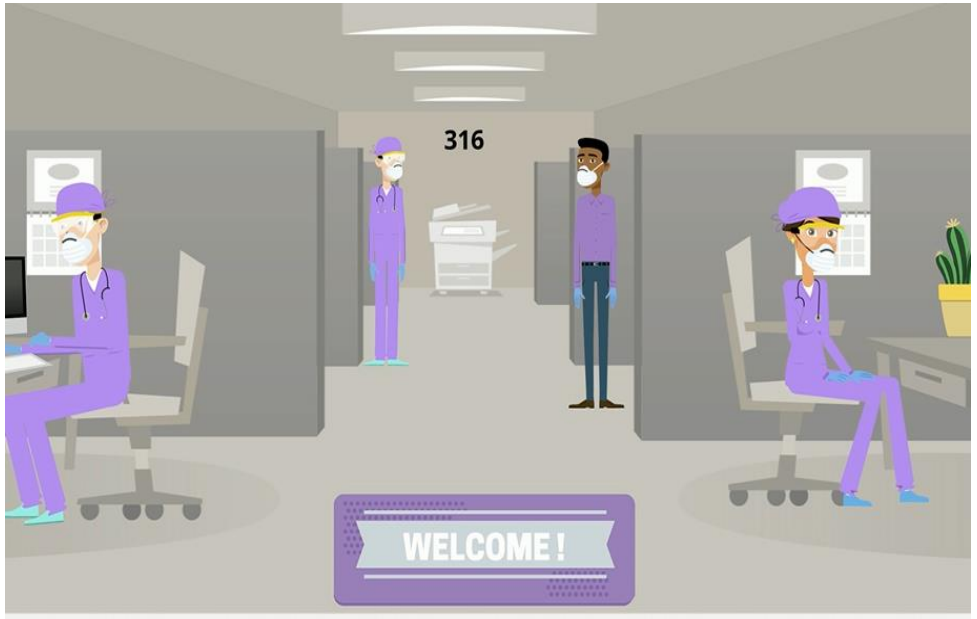
ROLLING OUT THE WELCOME MAT

NEW FACULTY MANUAL



BRADLEY S. ROBERTS, DDS
EUGENIA P. ROBERTS, DDS

MIDWESTERN UNIVERSITY
COLLEGE OF DENTAL MEDICINE-AZ

Presenters

Brad

Eugenia

Disclosure

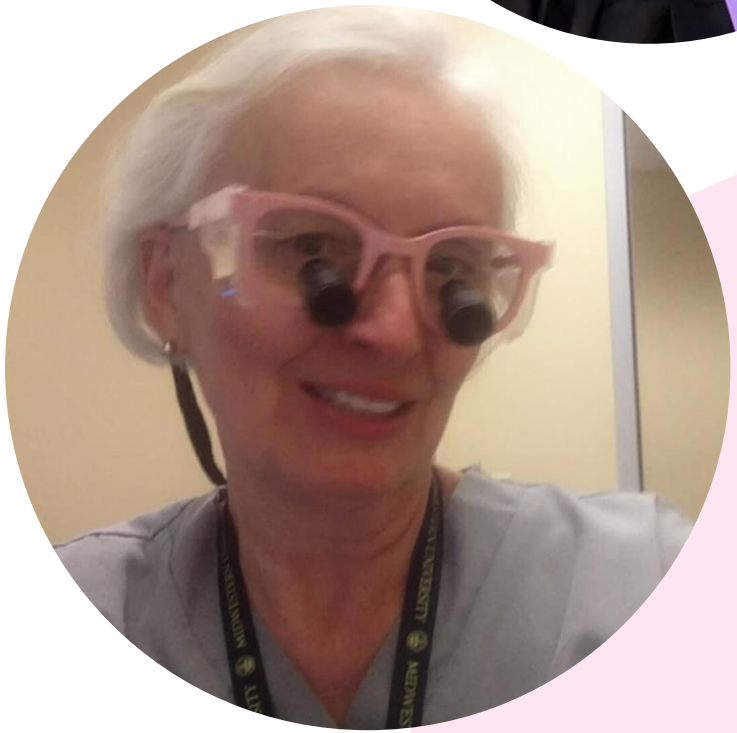
Drs. Bradley and Eugenia Roberts have no proprietary, financial, or other personal interest of any nature or kind in any product, service and/or company that will be discussed or considered during the program planning or presentation.

Learning objectives

- 1. Identify methods to onboard new faculty members
- 2. Explore technology that provides interactive and user-friendly onboarding experiences
- 3. Describe Medina’s 10-minute attention rule for adult learning

Joining Academia

- Limited dental education background or teaching experience
- Adult learning / pedagogy
- Policies, procedures, and processes involved in a dental school setting



LET’S SHARE:

- What type of onboarding for new faculty does your school use?
- Why is it successful?
- What is not working?
- Why is it important?

Fountain, Anita Chu, Roberts, Eugenia, Schuster, Gregory. "Dental faculty, student, and alumni perceptions of happiness and life satisfaction in dental school: foundations for resilience and well-being." *Journal of Dental Education* 84.3 (2020): 336-342.

LET’S SHARE:

- When thinking about your experiences, what are some of the onboarding challenges that you have faced?

- Training?
- Mentoring?
- Well-being?
- Diversity/ Inclusion?
- Career expectations?

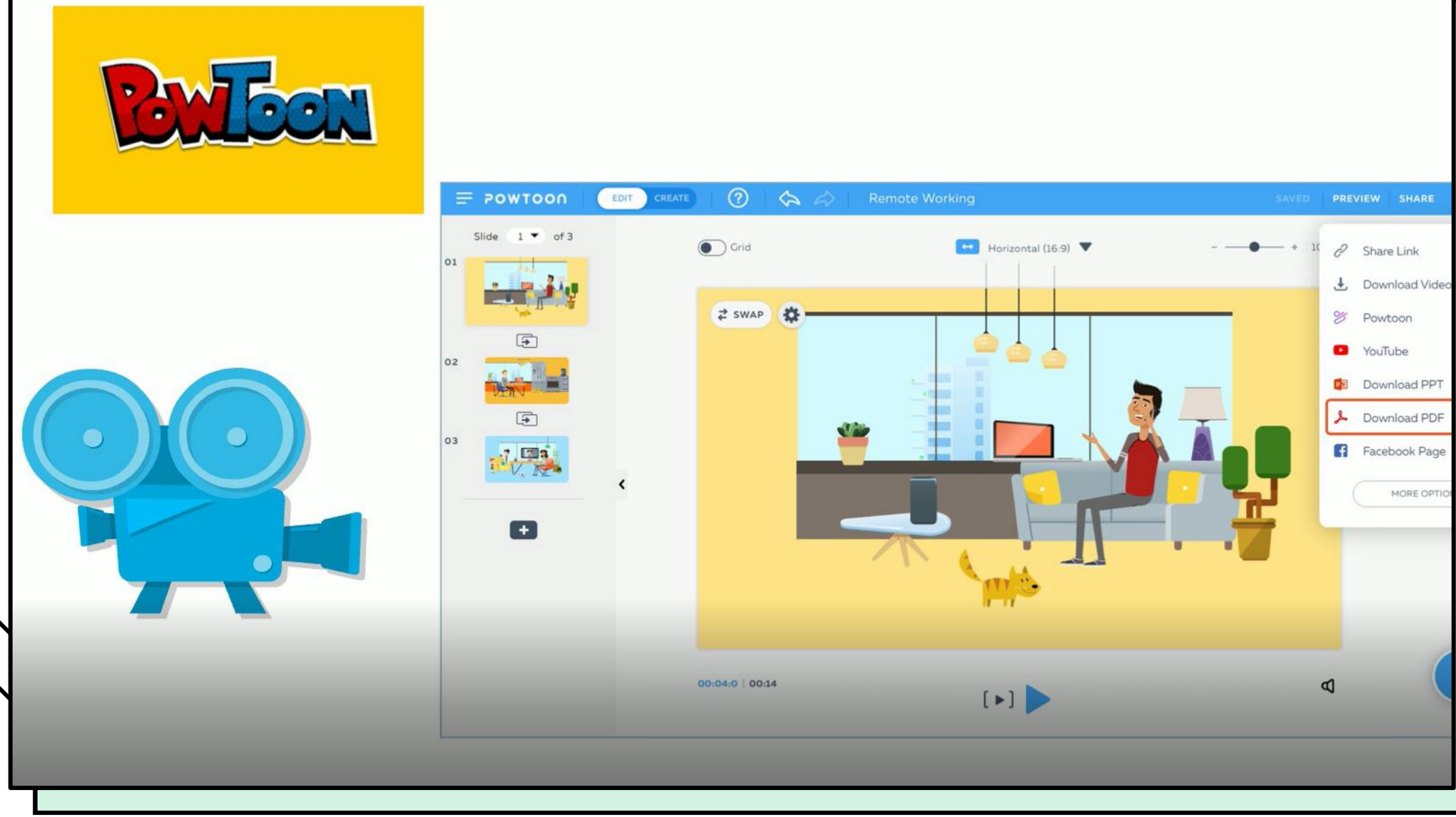
Mays, Keith A., et al. "Junior faculty perspectives on the academic environment: A call for development and onboarding." *Journal of dental education* (2022).

READING THE DREADED FACULTY MANUAL

Roberts BS, Roberts EP, Reynolds S, Stein AF. Dental Students' Use of Student-Managed Google Docs and Other Technologies in Collaborative Learning. Journal of Dental Education. 2019 Apr;83(4):437-44.

MEDINA'S 10-MINUTE ATTENTION RULES

- Our brains lose attention after just 10-minutes.
- We don't pay attention to boring things.
- Multisensory environments such as videos promote greater recall.
- The brain can remember 65% of an image.


POWTOON
EDIT
CREATE
Remote Working
SAVED
PREVIEW
SHARE
Slide 1 of 3
01
02
03
Grid
Horizontal (16:9)
SWAP
Share Link
Download Video
Powtoon
YouTube
Download PPT
Download PDF
Facebook Page
MORE OPTIO
00:04:0 | 00:14

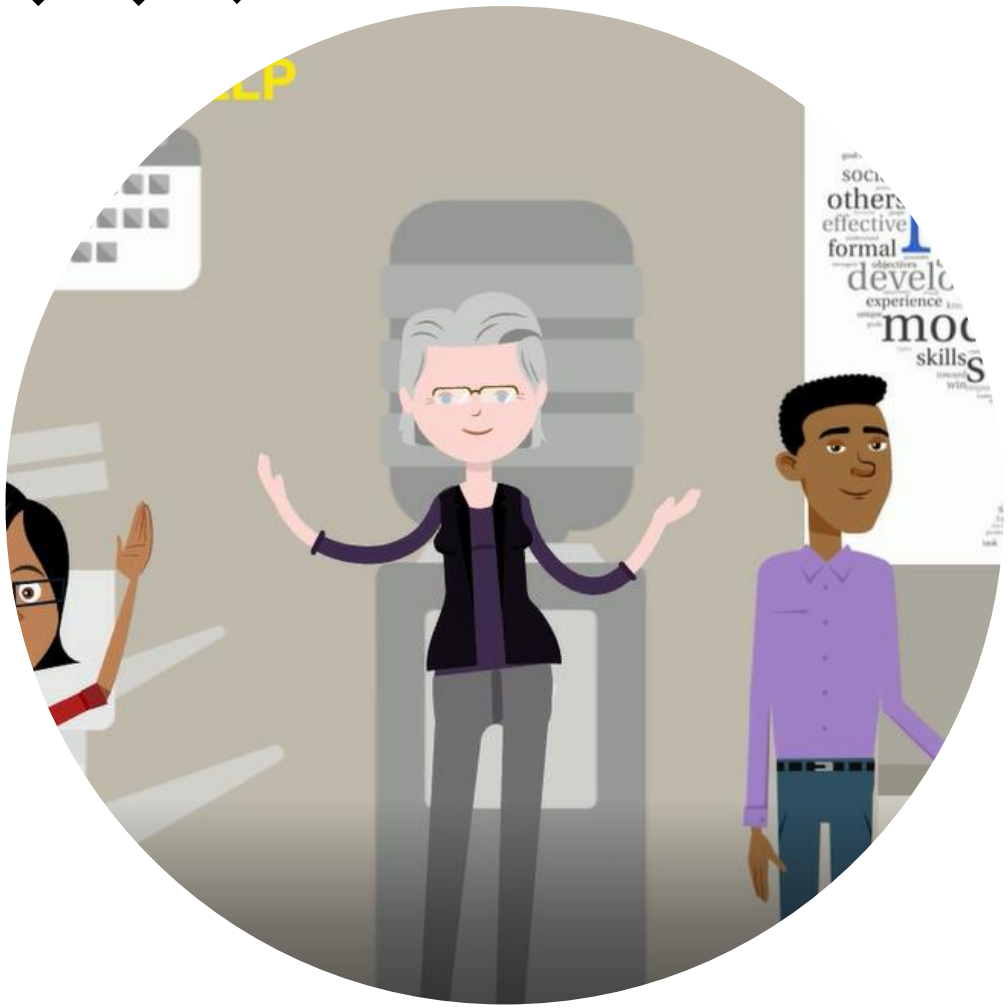
Set up the story board in PowerPoint

- Get ideas and images organized
- Easy to upload into other programs
- Easily edited at this point
- Like producing a movie:
- Lights!
- Camera!
- Action!

N A R R A T I O N

- Two or more voices can keep the mind active and attentive.

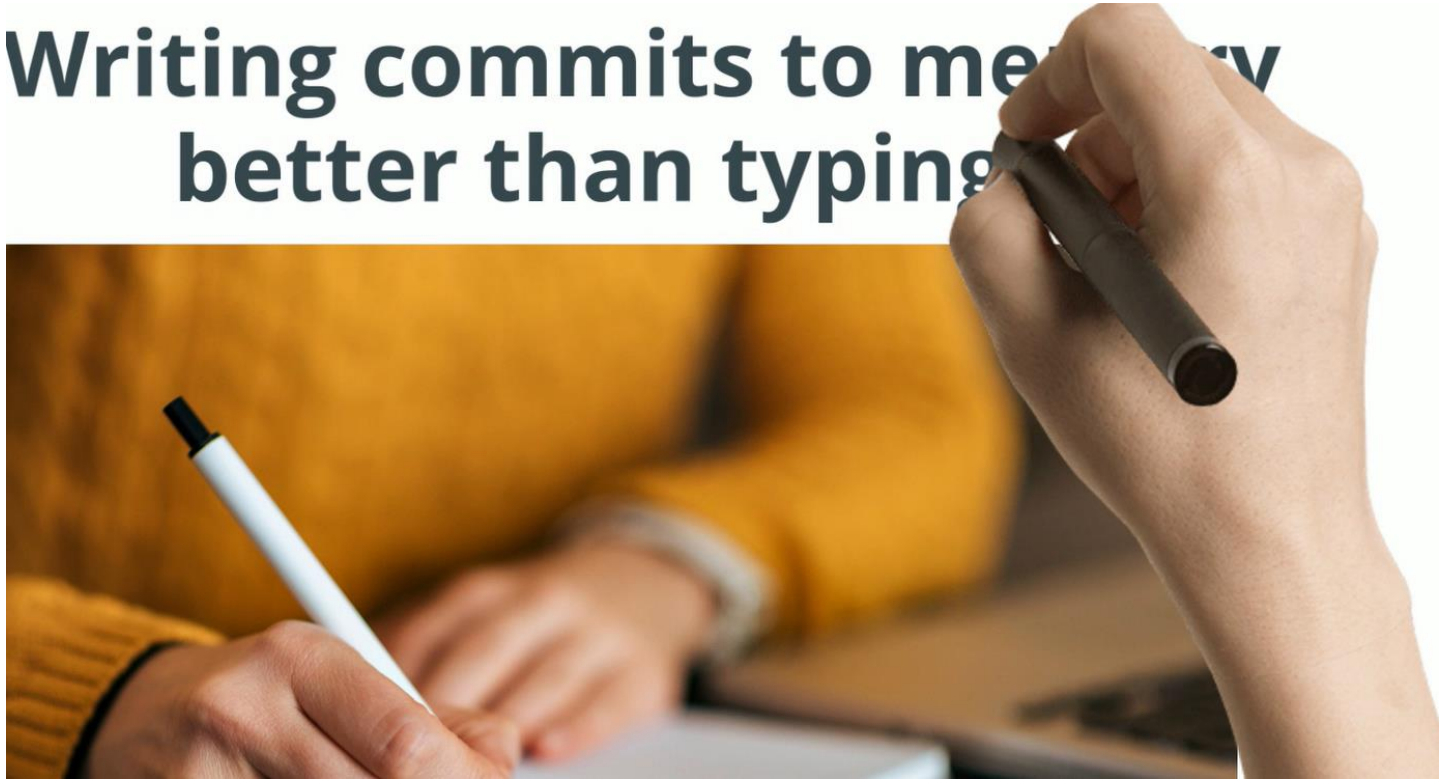
- Not everyone has a good recording voice.



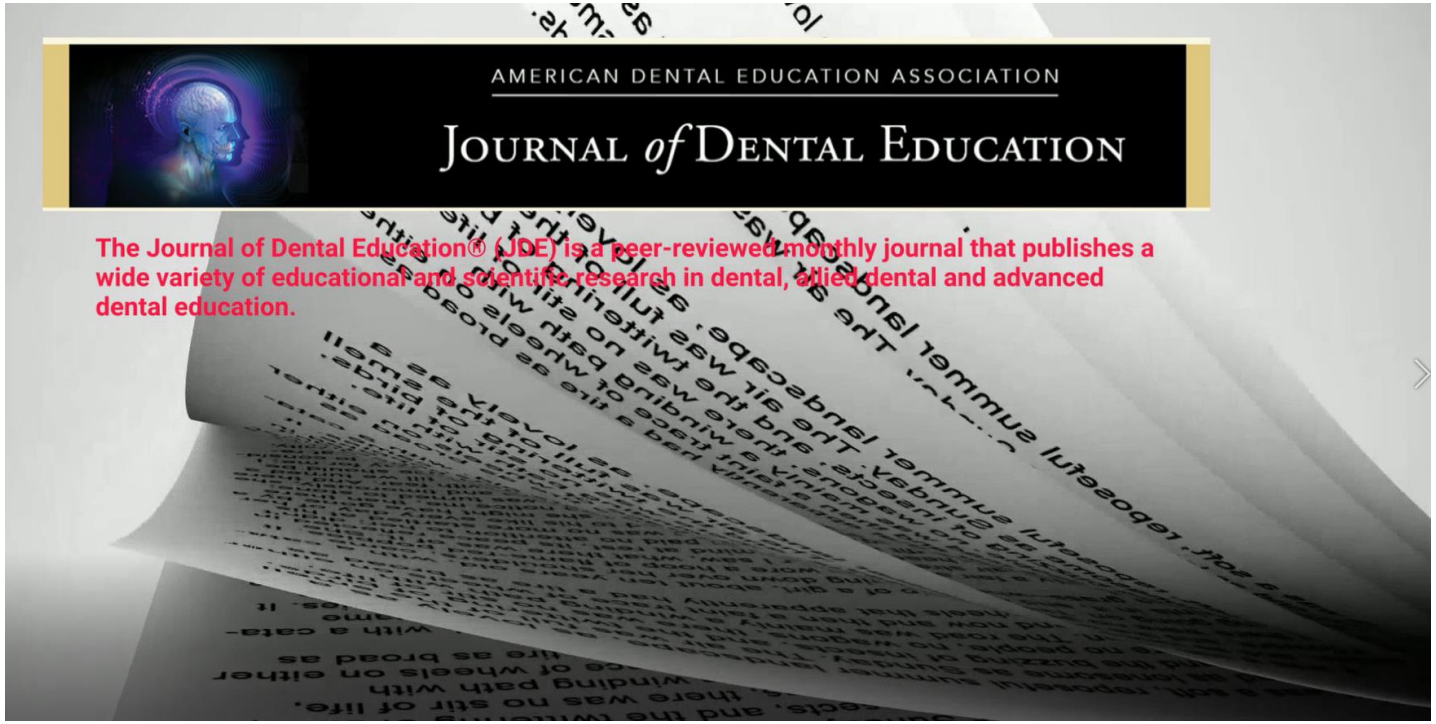
MOVEMENT

- Animated and talking PowToon “mini-me” characters
- Figures were selected which replicated actual faculty members!!
- Animation adds movement and fun!
- Movement and action keeps the eye and mind active.

- Action writing activates the eyes to follow along



Live video backgrounds adds interest

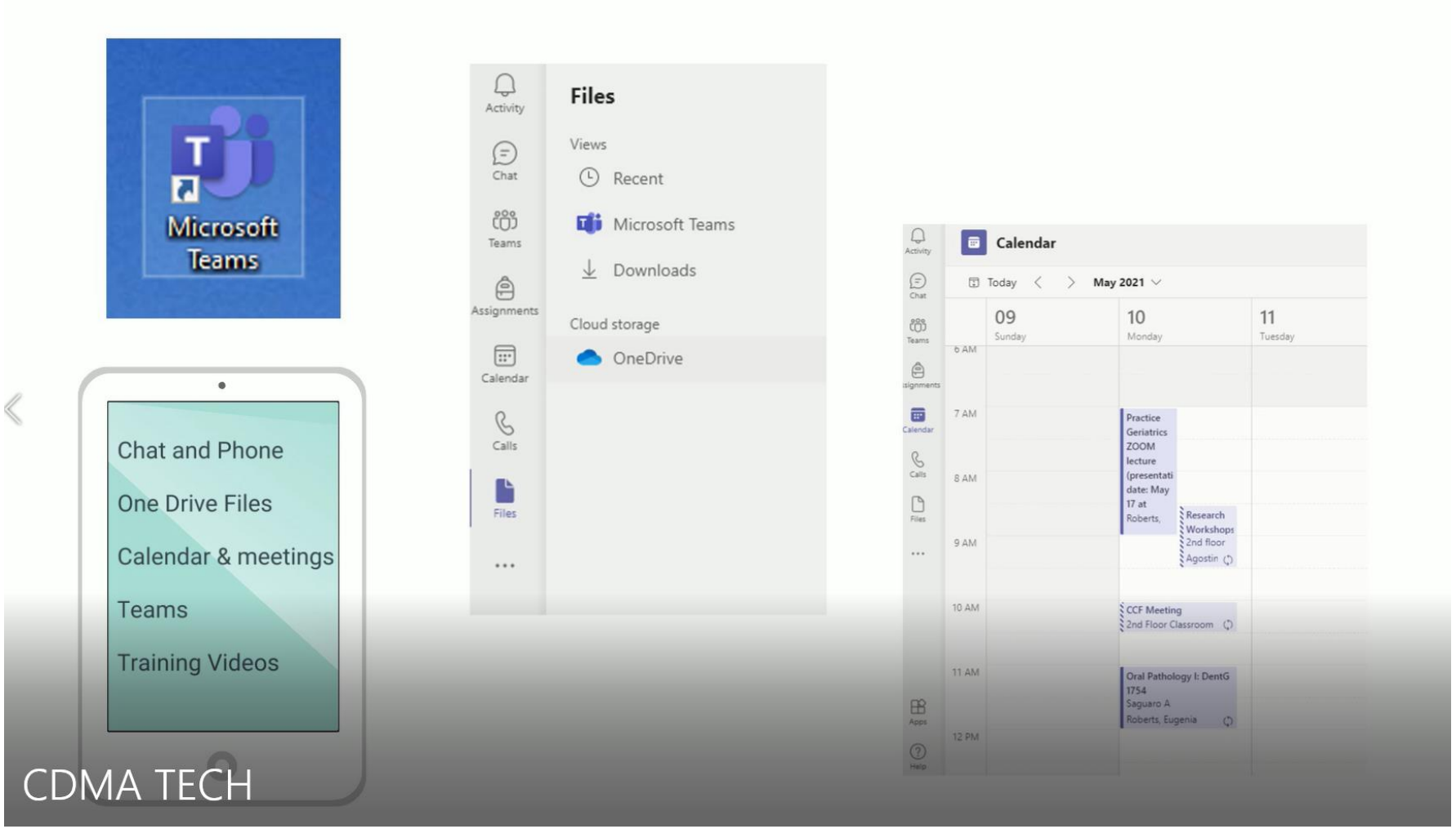


6 ten-minute video training sessions

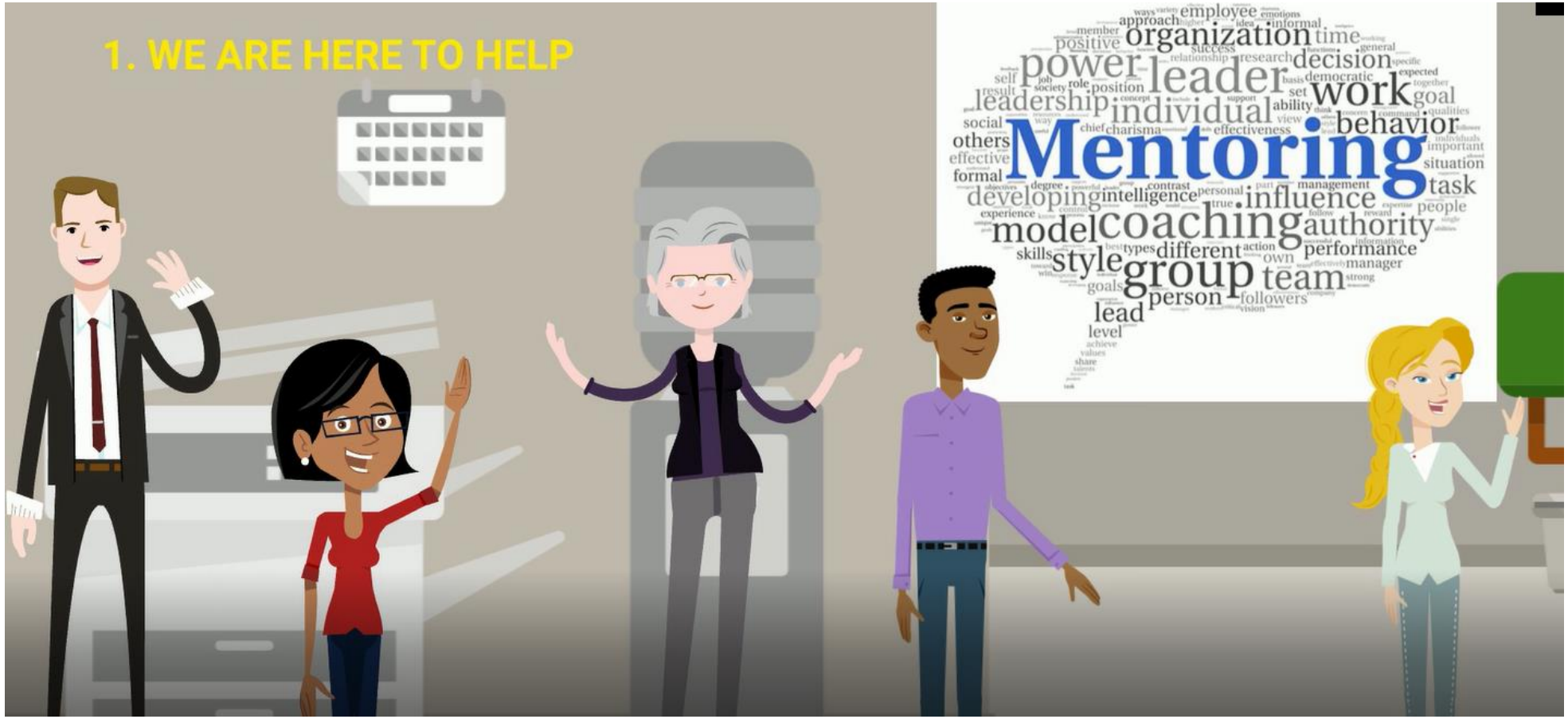
- Welcome and introduction
- Technology
- 9 tips for new faculty success
- The Core Values:
  - Teaching
  - Scholarly Activity
  - Service

Welcome and Introduction

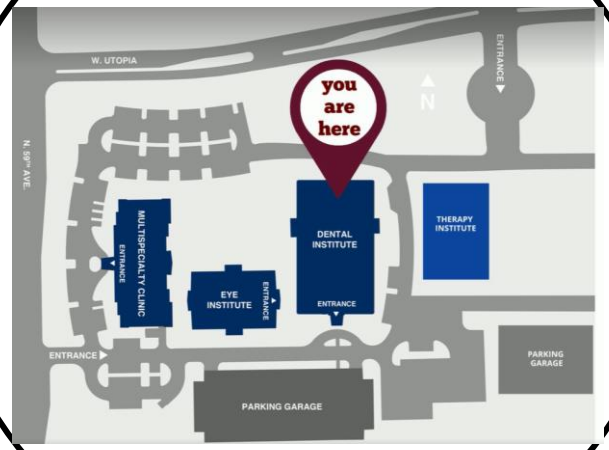
Technology

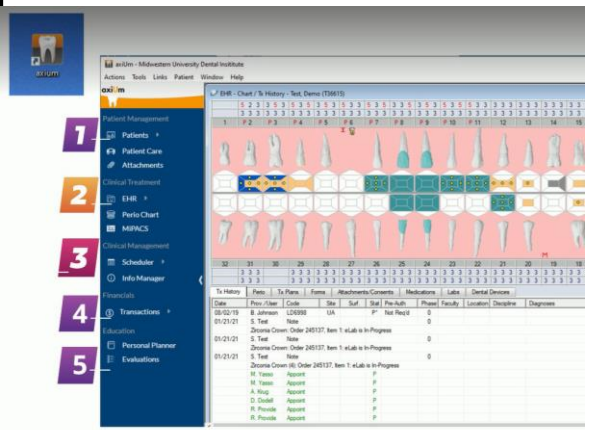

Microsoft Teams
Chat and Phone
One Drive Files
Calendar & meetings
Teams
Training Videos
Activity
Chat
Teams
Assignments
Calendar
Calls
Files
Files
Views
Recent
Microsoft Teams
Downloads
Cloud storage
OneDrive
Calendar
Today
May 2021
09
Sunday
10
Monday
11
Tuesday
7 AM
8 AM
9 AM
10 AM
11 AM
12 PM
Practice Geriatrics ZOOM lecture (presentati date: May 17 at Roberts,
Research Workshops 2nd floor Agostin
CCF Meeting 2nd Floor Classroom
Oral Pathology I: DentG 1754 Saguaro A Roberts, Eugenia
CDMA TECH

9 tips for new faculty success



3 Core values: Teaching, Scholarly Activity, and Service





- About Us
- Map of campus
- Steps to promotion
- Learning Axium
- Emails, TEAMS, meetings
- Teaching tips
- Research
- Etc., etc., etc.!!!

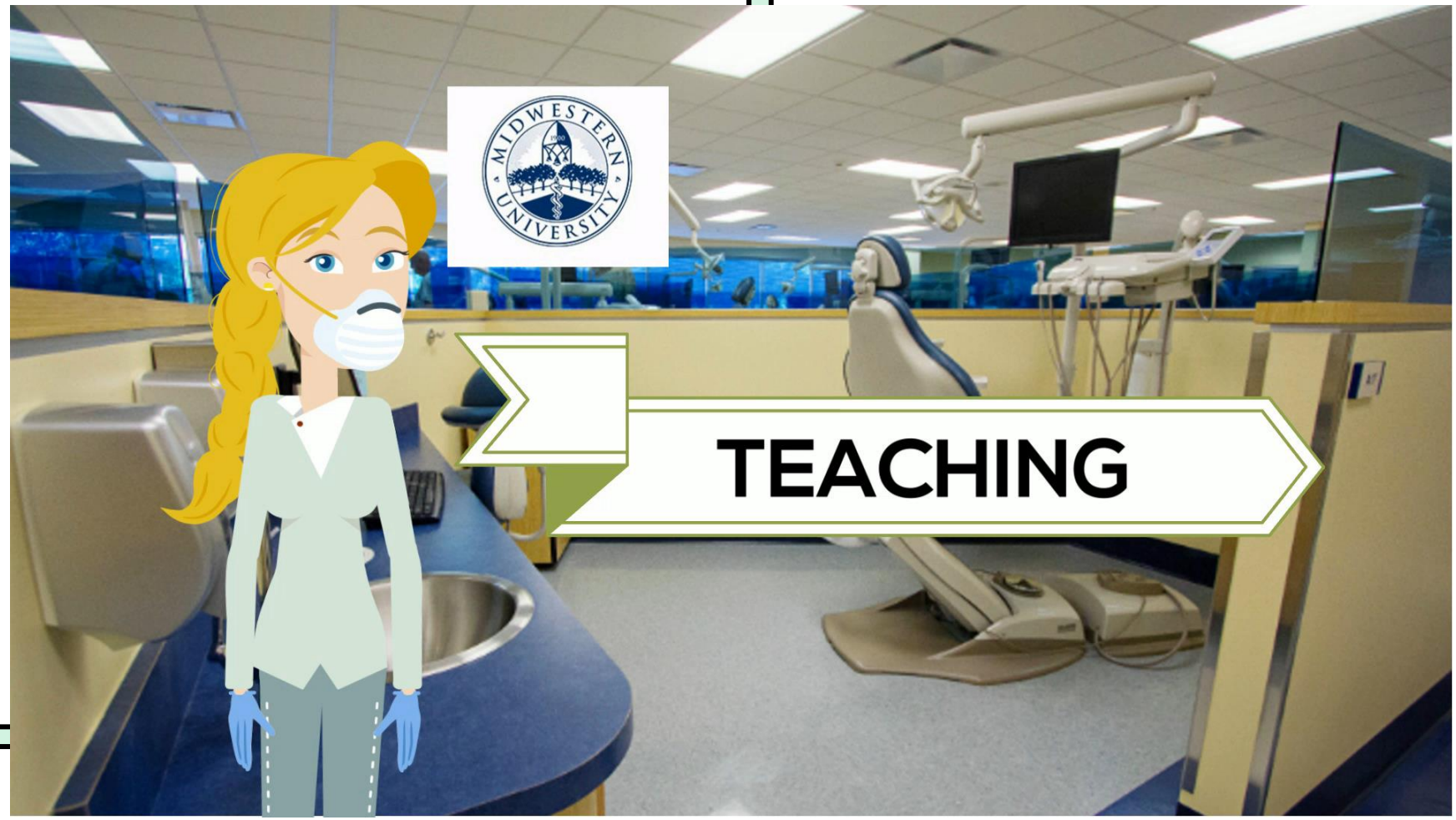
New Faculty Digital Manual with imbedded videos

"The only constant in life is change"- Heraclitus

- Can alter just one slide and re-record
- Personnel changes: NEW DEAN!
- Update procedures and workflow
- New technology
- ETC!

Sheri Brownstein, DMD, M.Ed.

THE END RESULT



QUESTIONS?

EMAILS:

- erober@midwestern.edu
- brober@midwestern.edu

References

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