PURPOSE OF THIS PRESENTATION

First…

To welcome you.

We are thrilled that you have joined us.

You are the best possible people to help us develop teaching and research programs, or library collections and services

Second, To emphasize important aspects of academic careers at Memorial.
WHAT GUIDES YOUR APPOINTMENT?

1. Academic Staff Members (ASMs): MUN-MUNFA collective agreement
   - Critical guide to your career path, especially tenure and promotion

2. Clinical faculty appointments in Medicine
   - non-bargaining unit (NBU) members
   - follow the Promotion and Tenure, NBU Criteria for Clinical Faculty

3. Office of Faculty Relations ready to help.
   - ASMs: https://www.mun.ca/facultyrelations/academic/asm/
   - Clinical: http://www.med.mun.ca/Medicine/FacultyAffairs/Faculty-Handbook/Faculty-Affairs/Faculty-appointments.aspx#clinical
ACADEMIC APPOINTMENTS

You have an appointment that carries privileges such as *academic freedom* and a *high degree of autonomy*.

Along with privilege, comes responsibility to:

- adhere to standards of professional practice in your field;
- maintain highest standards of personal conduct, academic and intellectual integrity;
- be a role model;
- provide leadership in the academy and the community;
- be committed to students, and to their learning and intellectual growth; and
- undertake professional development throughout career.
“Memorial University of Newfoundland is committed to ensuring an environment of understanding and respect for the dignity and worth of each student and also to supporting inclusive education based on the principles of equity, accessibility and collaboration.”

“Accommodation of Students with Disabilities”
http://www.mun.ca/policy/site/policy.php?id=239
CONFLICT OF INTEREST: ETHICS, ACCOUNTABILITY, TRANSPARENCY

• Memorial’s commitment: “It is the ethical responsibility for everyone who acts on behalf of the University to ensure that decisions and actions that affect the University are taken in the best interests of the University and are not influenced by personal interests.”

• Familiarize yourself with our COI Policy:
  http://www.mun.ca/policy/site/policy.php?id=277
PRACTICAL CONSIDERATIONS

Get connected:

- Seek out mentors, a support network, colleagues
- Connect: department and across the university
- Be part of the campus community every day
- Don’t work in isolation
- Balance your professional and personal life
CONTINUE TO STRIVE FOR EXCELLENCE

Memorial’s reputation will be built on your success

Best Teachers, Best Researchers, Best Citizens

Be Creative, Be Daring, Be Innovative
HAVE QUESTIONS?

Don’t hesitate to get in touch:

Sean Cadigan
Associate Vice-President (Academic)
Programs, Complement Planning and Development

scadigan@mun.ca

or 864-8411

Thank you!