



New Faculty Socialization

Council on Academic Workforce Housing
Lori Y. Furoyama, PhD
May 2, 2024



Talk Story

Agenda

- Introductions
- New Faculty Socialization
 - Hawai'i - The 50th State
 - Challenges
- Recommendations



About Me

My interest in the new faculty experience stems from three areas:

- Residences: Hawai'i, California, Indiana, Wisconsin, and Washington
- Educator: Former K-12 classroom teacher in HI and WA
- Professional background: Public school system, healthcare institution, and UHM



Hawai'i - The 50th State

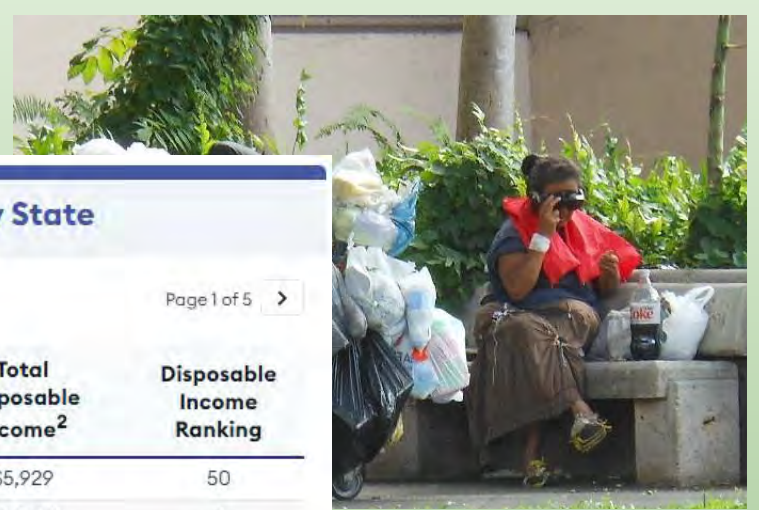
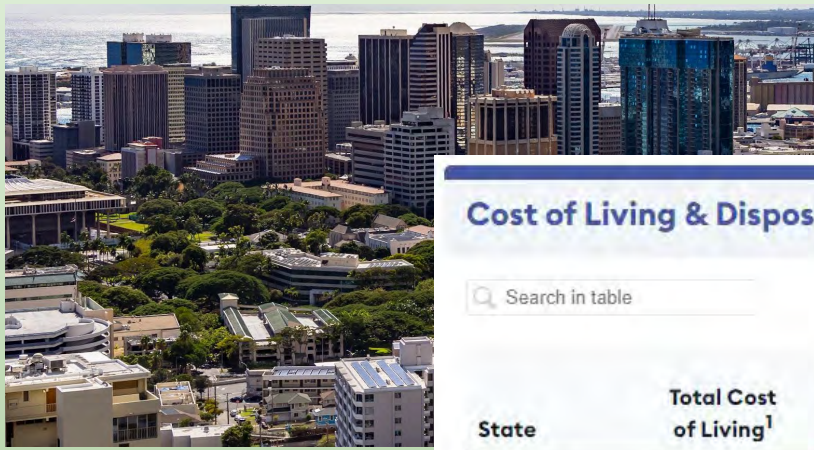












Cost of Living & Disposable Incomes by State

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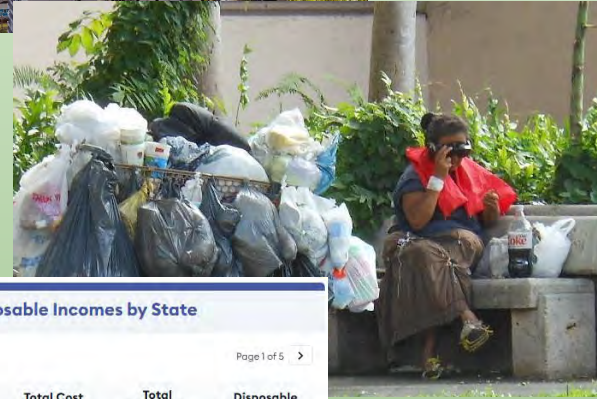
State	Total Cost of Living ¹	Total Cost Of Living Ranking	Total Disposable Income ²	Disposable Income Ranking
Hawaii	\$55,491	1	\$5,929	50
Massachusetts	\$53,860	2	\$22,740	3
California	\$53,171	3	\$20,049	15
New York	\$49,623	4	\$25,247	1
New Jersey	\$49,511	5	\$21,379	10
Alaska	\$48,670	6	\$17,460	29
Maryland	\$48,235	7	\$21,515	9
Washington	\$47,231	8	\$25,119	2
Connecticut	\$46,912	9	\$22,398	6
Oregon	\$46,193	10	\$16,487	36

1. To determine the total cost of living, we factored in yearly expenses for housing, healthcare, taxes, food and transportation. Data sources include C2ER, KFF, MIT Living Wage Calculator and the U.S. Census Bureau.

2. To calculate the disposable income, we subtracted the total cost of living from the average salary.



VS.



Cost of Living & Disposable Incomes by State

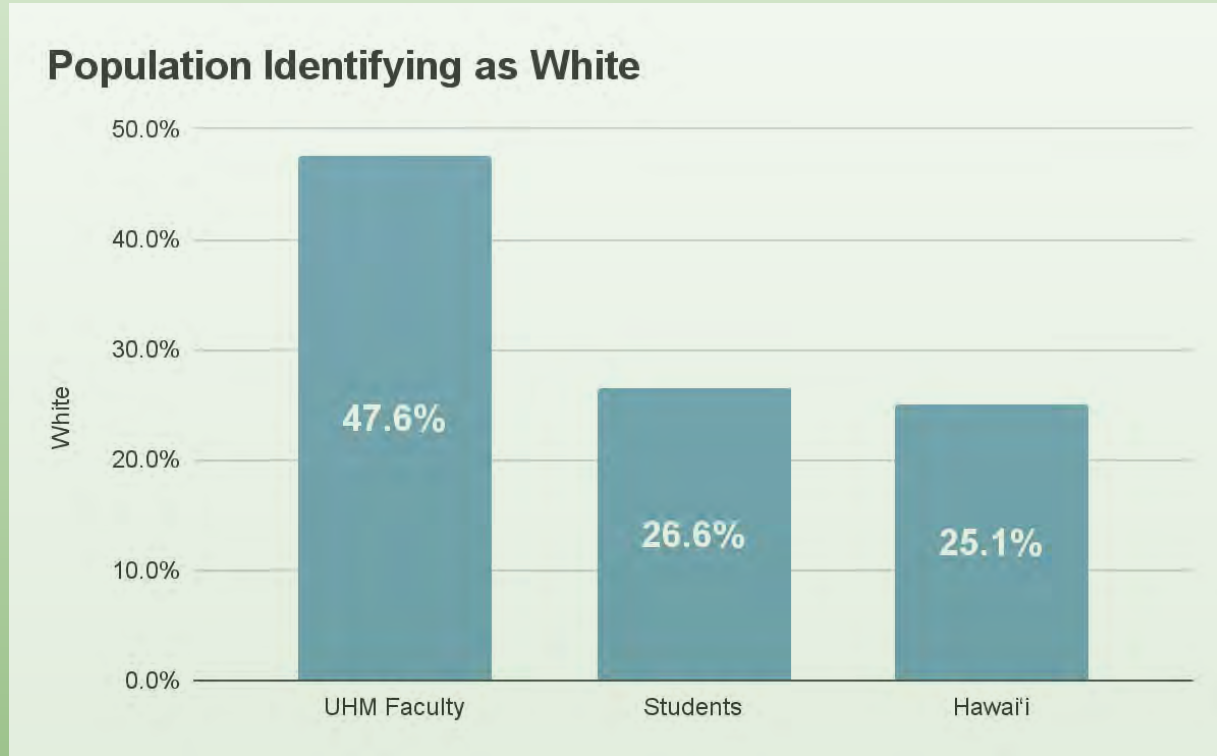
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Race and Ethnicity



“Most UH Students Are People of Color But Their Teachers Are Mainly White” (Hofschneider, 2019)

What are some of the typical
retention challenges at your institution?

What are some of the typical **retention challenges** at your institution?

External

external job market
extrinsic rewards
research opportunities
teaching opportunities
family considerations

Internal

organizational characteristics
work experience
job satisfaction (includes job security,
workload, compensation, autonomy,
resources, institutional climate, and
perceived institutional decline)

Research Question:

How are new faculty, who are also new to Hawai'i, socialized into their roles in Hawai'i and at the University of Hawai'i at Mānoa?"

Participants:

14 UHM instructional faculty from 12 units across UHM who:

- were currently employed as an instructional faculty at UH Mānoa,
- had moved to Hawai'i between the years 2011-2018, and
- had no connections to Hawai'i prior to being hired as a faculty member (including K-12 or post-secondary education, prior employment, or family/partners from Hawai'i).

Two talk story focus groups; Six individuals in each who:

- had regular interactions with faculty members,
- had extensive knowledge of new faculty socialization experiences, and
- served in their position for several years.

Responses were triangulated with document analyses of job description postings, interview questions, and the literature review

What **challenges** do you think UHM faculty face?



What **challenges** do you think UHM faculty face?

- Distance
- Cost of Living
- Culture Shock
- History
- Community and Family - 'Ohana

Off-Campus Community

- Isolation
- Unwelcomed Outsider
 - Temporary Residents
 - Behavioral Conflict
 - Establishing Roles
- Community

Off-Campus Community

- Isolation

*“It’s just so hard, like my first two years. I just feel like I’m **not well connected** to the community like **I don’t know anyone** . . . there’s no like formal kind of meet up, arrangement that can connect people together. So when you first move here, you don’t know people. It’s just so hard. **It was so hard my first two years.**” (Participant 6)*

Macroculture: Off-Campus Community

- Isolation
- Unwelcomed Outsider

Off-Campus Community

- Unwelcomed Outsider
 - Temporary Residents

*“Upon arrival, a lot of local people said to us, **“Oh, you're probably not going to stay”** or, **“Oh, you're probably only going to be here for a few years.”** I felt they weren't willing to invest in us because we were supposedly going to leave. The assumption as soon as we arrived is that we would leave. And that was an odd way of feeling unwelcome. It felt somewhat illogical that **we weren't enthusiastically welcomed because people thought we were leaving and we were thinking of leaving because we didn't feel welcome.** It was very difficult to feel we belonged here outside of the campus life.” (Participant 9)*

Off-Campus Community

- Unwelcomed Outsider
 - Behavioral Conflict

“People from the mainland can sound aggressive, demanding, accusatory, (something like that), at work and it really affects how they are perceived by people here.” (Participant 5)

Off-Campus Community

- Unwelcomed Outsider
 - Establishing Roles

*“If you are not Hawaiian (kānaka maoli), or were not born here, or have family here, then it is **difficult to understand how you belong**. You can't even say you are local. I think there are misconceptions and misunderstandings about how people are supposed to behave, what they can or should talk about, when they can operate or not, and when something is right or wrong. I think some people are scared of anything related to indigeneity, so they tend to stay away from it all together.” (Participant 9)*

UHM Campus Community

- Application and Interview Process
- Orientation and Mentors
- Committee and Research Opportunities
- Professional Development
- Faculty Sense of Belonging

UHM Campus Community

- Faculty Sense of Belonging

*“I see a lot of the faculty here, they **make connections at faculty housing**, because they're all new. A lot of them they tend to be about the same age. If they have children, the children are all about the same age. . . as they move out, they're actually, they're keeping in touch. So that becomes almost like their support group from the start.”*
(Participant D4)

What has your institution done to support new faculty?



***A'oku, A'oku Mai* - To Teach and Learn**

A'ō Aku, A'ō Mai - To Teach and Learn

- Based on the College of Education New Faculty Mentoring Program
- Three Units - UHM, Community, and Students
- Eight Sessions over two semesters
 - History of UHM, my unit, and higher education in Hawai'i
 - Key college personnel
 - My role as an instructional faculty member
 - My new home
 - Who can help me (Community Resources)
 - How do I fit in at the most culturally-diverse campus in the country?
 - Engaging students
 - What I Wish I Knew

Ho'olauna - New Faculty Experience

- Create opportunities for new faculty to meet and build their communities
- Monthly community explorations
 - Ka Papa Lo'i O Kānewai
 - Prince Lot Hula Festival
 - Coconut Island
 - Waipahu Plantation Villages
 - 'Iolani Palace
 - Bishop Museum
 - Okinawan Festival
 - Bon Dance
 - Kumu Kahua Play
 - Lunar New Year Festival



Ho'olauna - New Faculty Experience



Ho'olauna - New Faculty Experience



“We know too little about them, and we do too little for them.” (Boice, 1992, p. xi)



We need to create intentional, organized support programs and resources so new faculty experience a smoother, integrated on-boarding system, with networks in place to support them throughout their transitional period.

Thank you!



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Recommended Resources

Books/Articles:

- Lum, D. H. Y. (2008). *What School You Went? Local Culture, Local Identity, and Local Language: Stories of Schooling in Hawai'i. Educational Perspectives, 41(1-2), 6-16.* <http://eric.ed.gov/ERICWebPortal/detail?accno=EJ877772>
- McDermott, J. F., & Andrade, N. N. (2011). *People and cultures of Hawai'i: the evolution of culture and ethnicity* ([New edition]). University of Hawai'i Press.
- Okamura, J. Y. (2008). *Ethnicity and Inequality in Hawai'i.* Temple University Press.
- Rohrer, Judy. (2010). *Haoles in Hawai'i.* University of Hawai'i Press.
- Rosa, J. P. (2014). *Local story: the Massie-Kahahawai case and the culture of history.* University of Hawai'i Press.
- Rothstein, R. (2024) *Examining the Cost of Living by State in 2024.* <https://www.forbes.com/advisor/mortgages/cost-of-living-by-state/>
- Takaki, Ronald T. (1984). *Pau hana: plantation life and labor in Hawaii, 1835-1920* (Paperback ed.). University of Hawaii Press.
- Zhou, Y., & Volkwein, J. F. (2004). Examining the Influences on Faculty Departure Intentions: A Comparison of Tenured Versus Nontenured Faculty at Research Universities Using NSOPF-99. *Research in Higher Education* , 139-176.

Podcast:

Civil Beat's Offshore Hawaii - Season 1 - A Killing in Waikiki