

Dear BED members,

It's hard to believe we have made it to February. I got to experience my first "bombogenesis" -- those nor'easters are something. Winter doesn't seem to want to let go as my friends in the midwest are looking at 8-14 inches this week too. Good times.

In this newsletter, we see that hiring is still strong in biomedical engineering education - so be sure to forward these postings to colleagues or students interested in looking for something. I also want to point out the engineering education research resource this week -- b/c it's a great article on "applying frameworks" in engineering education. Personally, the concept of frameworks was a real hurdle for me as I started getting more involved with research.

Finally, I am proud to also share some great words of wisdom from last year's ASEE BED Teaching Award Winner, YanFen Li (Assistant Teaching Professor, University of Massachusetts Lowell) - *Finding your mentor as a junior faculty*. As we all get wrapped up in the chaos of teaching, covid, and life in general, it's great to step back and remember that there are also ways to nurture ourselves to navigate our own careers. YanFen does a great job helping us think about how to engage mentors in our journey. Personally, I think her points are great for all faculty to think about, not just our junior faculty.

I'll leave you with a friendly reminder that ASEE elections close on Feb 14, 2022 -- please take a look as some of our own are in the running (aka Will Guildford). Best of luck Will!!

Be well and in good health!

Aileen Huang-Saad, BED Division Chair
The Roux Institute, Northeastern University

"I moved to Maine, and I'll I got was a set of boots"

-Junior



BED Announcements for 12/1/21

General Announcements (e.g. upcoming Webinars, upcoming seminars, upcoming grants, publication opportunities, etc.)

- 1. CALL FOR NEWSLETTER CONTENT:** ASEE BED Bi-monthly Newsletter
- 2. ASEE ELECTIONS:** Deadline Feb 14, 2022

BME Education Resources for You

1. **WORDS OF WISDOM:** "Finding your mentor as a junior faculty," Yan-Fen Li

Position Announcements

1. **POSITION ANNOUNCEMENT:** Teaching Professor, UCSD Department of Bioengineering
2. **POSITION ANNOUNCEMENT:** Instructor Opening in Bioengineering, Rice University
3. **POSITION ANNOUNCEMENT:** Teaching Faculty/Freshman Engineering Adviser, Northwestern University
4. **POSITION ANNOUNCEMENT:** Position Announcement: Professor (Department Chair) Biomedical Engineering, UMass Lowell

Engineering Education Research Resources

1. **Applying frameworks in engineering education**
[Magana AJ. The role of frameworks in engineering education research. J Eng Educ. 2021;1-5.](#)

General Announcements

1. **CALL FOR NEWSLETTER CONTENT:** ASEE BED Bi-monthly Newsletter

As of 2021, the ASEE BED has started to share a bi-monthly newsletter with the community. We share general resources, BME Education Resources for Students and Faculty, Upcoming Positions, Engineering Education Research Resources. Information will be shared in consecutive emails. If you have information to share with the community, please send your announcement to the BED listserv, as a 2-3 paragraph description including any relevant URLs and contact info as well as a subject line. Do not include any attachments. Be sure that the announcement includes the person to contact with questions. Email all of this information to Aileen Huang-Saad at a.huang-saad@northeastern.edu with [BED Announcement] in the subject line to facilitate email sorting. Announcements will be sent out on the 1st and 15th of each month. Each set of announcements will be included in the announcements email twice. Announcements will also be recorded on the BED website (<https://sites.asee.org/bed/>) and HUB (<https://aseehub.asee.org/groups/home/34#active-group-members>).

3. **ASEE ELECTIONS:** Deadline Feb 14, 2022

Our own William Guilford is running for the Professional Interest Council I.

BME Education Resources for You

1. **WORDS OF WISDOM:** "Finding your mentor as a junior faculty," Yan-Fen Li

Finding your mentor as a junior faculty

I remember the first day I sat in my office as a faculty member fresh out of my PhD. I sat staring at my empty desk with confusion and had no clue to what to do next. Should I be reading papers?

Am I supposed to put some things on these white walls? Should I... sharpen some pencils? I knew that I needed a mentor if I was going to navigate this new career successfully, but on a campus full of strangers, that seemed like such a daunting task. Fast forward to now, three and a half years later, I find myself trying to survive in the midst of the pandemic like many of you. I imagine that like many of you, I barely made it. I was only able to do so because I got lucky. I was so fortunate to be surrounded by many mentors who gave me advice, pushed (and sometimes dragged) me forward, advocated for me, and made sure I celebrated the little successes. Now that I have mentees of my own, I find myself reflecting on the things that I accidentally did right and wrong. Here, I list some of my advice for finding a good mentor and hope that something works for you as well.

1. **Chairs, Deans, and Provosts? They're people too.** I remember when I was an undergraduate student, I was terrified of my professors and thought that they were these perfect, wickedly smart, and super intimidating creatures. Then when I became a professor, I realized that they were just normal (and super smart) people. As a new faculty member, I looked at my chair, my dean, my provost, and once again thought they must be these perfect, wickedly smart, and super intimidating creatures. Then I realized that they were probably people too; and as people, they have probably also been confused or have made stupid mistakes. *So don't be scared to ask them questions or make mistakes in front of them.* How many times have you been frustrated that a student refused to ask you a question and would rather waste time stumbling in the dark to complete a homework assignment? The administrators who are more senior to you are probably thinking the same thing about you now so don't be afraid to go up to them and ask your "stupid" question. Along those same lines, if they make a mistake, realize that they're not perfect, communicate, and move on. Just because they've made some mistakes does not mean they cannot be good mentors.

2. **Everybody's gotta eat.** We all know that faculty are busy and it can feel like a burden or like you're being selfish to ask for someone else's time. One may feel the need to "find an excuse" in order to set up a meeting with someone you think might be a good mentor. However, I think that any day lost looking for the right excuse is a day wasted. *You do not need an excuse to meet someone, simply wanting to get to know them better is good enough.* If this feels awkward, then realize that everybody's gotta eat (or take a break). Invite them out to a quick lunch or coffee, or ask them if they're interested in taking a break and going for a short walk around campus. This way, you're not adding to their busy schedule with another meeting and are both doing something you were going to do anyway. Everyone I've ever met has been delighted about my request to a casual social meeting (this includes deans and administrators!).

3. **Networking events are essential, but need to be triaged.** Depending on your university, there may be many different networking events, both for junior faculty and for the whole campus. Some of them may feel very awkward and like a waste of time which can be discouraging. Thus, it is important to be able to triage your networking events appropriately. For me, smaller events within certain centers or programs that are regular were the most useful if you can commit to attending regularly. Larger networking events are only useful if you already have a mentor who can take you around and introduce you. In addition, I prioritized networking events with faculty that I wouldn't normally meet, such as events within colleges of education, sociology, or business.

4. **Mentoring is a relationship and support starts with you.** A lot of the time, when we talk about mentors, we talk about the things that they can do for you. However, per

number one above, they are people too and they have their own fears and worries. Most of the time, the good mentors are the ones who are also stretched thin, who are active with service, and who are spearheading initiatives. Sometimes you will see announcements for events that seem last minute, not well advertised, or simply at a weird time and no one might go. *Go to those events and support them even if you don't care too much about it.* The program organizers would be so happy and grateful to have your support and you will feel good about supporting a colleague. These awkward events with little attendance is also the perfect opportunity to network with those who care.

5. Look for honesty, not agreement. When trying to navigate through chaos, asking questions seems hard enough. However, getting the right answers can be even harder. Most people you meet will try to give you the nice or politically correct answer, but if you can find someone who is willing to give you a genuine answer with your best interest in mind, that is the person to remember. Sometimes the advice they give you will not be what you want to hear or what you agree with, but if they are honest then that is all that matters. The advice they give is based on their own experiences which might be different from your own. It is easy to dismiss it and think that someone is behind on the times or not understanding of your unique background and situation. This might be true and you should definitely take their advice and decide for yourself if it works for you in your context. However, *if it's not the right advice for you right now, it doesn't mean that you won't get the right advice next time.* Don't dismiss someone as a mentor because of this.

6. Plan for the long term and sacrifice as needed. I've already said it many times, but we are all busy. We all have many tasks that need to be done, and sometimes it's not possible to them all. In these times, we need to prioritize and sometimes push or drop tasks that are lower in priority. *I would like to encourage you to place nurturing your mentoring relationship at the top of the priority list.* It might seem off-putting to not submit a paper in order to attend an event but in the long term, attending that event to support your mentor will have a higher impact on your career than an extra paper. Your extra paper will not introduce you to other collaborators, they will not send you opportunities from societies you didn't know exist, they will not read your promotion package later and give you feedback, and they will not push and advocate for you in faculty meetings!

Finding a good mentor, and nurturing that relationship from potential mentor to full mentor, takes a lot of time and initiative. It takes time to attend events, it takes time to chat with people, and it takes time to follow up and nurture the relationship. However, I think that this time spent at the beginning of your career is worth it and having multiple honest mentors will help you a lot more career wise. I am so grateful to my many mentors and hope to extend their wisdom and aid to others around me. If anyone in our wonderful community is in need of a mentor, please take the first step and invite me out for coffee!

Position Announcements

- 1. POSITION ANNOUNCEMENT:** Teaching Professor, UCSD Department of Bioengineering

Most complete description at
<https://apol-recruit.ucsd.edu/JPF03024>

Essence of the recruiting document

Title: Assistant Teaching Professor of Bioengineering

Emphases: teaching in our Biotechnology major (biochemical/molecular/systems biology), including laboratory courses. Working with graduate courses; project courses. Active in science education at

UCSD

Qualifications: PhD in BioE or related; college teaching experience; professional and leadership skills; diversity activities.

2. **POSITION ANNOUNCEMENT:** Instructor Opening in Bioengineering, Rice University

The Department of Bioengineering is currently accepting applications for a full-time instructor who will teach core undergraduate lecture and laboratory courses. While experts in all areas of bioengineering are encouraged to apply, one with the ability to instruct an introductory level bioinstrumentation laboratory course is preferred. The university offers significant professional development opportunities for teaching focused faculty including the resources of the Center for Teaching Excellence and teaching focused faculty promotion pathways. Priority consideration will be given to applications received by February 28, 2022, but applications will continue to be accepted until the position is filled. A start date of July 1, 2022 is expected. The position will have a two-year initial appointment with the possibility of renewal given satisfactory performance. The department has a strong history of developing long term teaching faculty. To apply, please submit the following materials at <http://apply.interfolio.com/95580>: (1) cover letter, (2) curriculum vitae, (3) statement of teaching philosophy (up to 2 pages), and (4) diversity, equity, and inclusion (DEI) statement including prior DEI contributions and DEI plans as an instructor at Rice (up to 2 pages). In addition, candidates will be asked to provide the names and contact information for three references who will automatically be emailed for letters of recommendation at the time of application.

3. **POSITION ANNOUNCEMENT:** Teaching Faculty/Freshman Engineering Adviser, Northwestern U.

The McCormick School of Engineering and Applied Science plans to hire a continuing, full-time Assistant Professor of Instruction (non-tenure track; rank negotiable) to serve as a freshman adviser in undergraduate engineering. The adviser will support first year students in academic and career planning. In addition to these duties, the adviser will be expected to teach three quarter-length courses annually, emphasizing freshman design.

<https://www.mccormick.northwestern.edu/offices-services/undergraduate-engineering-jobs.html>

4. **POSITION ANNOUNCEMENT:** Position Announcement: Professor (Department Chair) Biomedical Engineering, UMass Lowell

The Department of Biomedical Engineering at the University of Massachusetts Lowell seeks a visionary leader for the position of department chair. The new chair will have the opportunity to lead the next stages of academic and research development and advance the reputation of the department. The appointment is expected to be at the level of Associate or Full Professor with tenure. The Department of Biomedical Engineering is located in UMass Lowell's Francis College of Engineering, a dynamic, growing college that prepares scientists and professionals in a wide range of engineering areas. The department currently has 11 faculty, including five new energetic and engaged tenure-track faculty that have been hired in the last two years. The new chair will contribute to

the planned growth of the department and the hiring of new teaching and tenure-track faculty. Apply here: <https://careers.pageuppeople.com/822/lowell/en-us/job/511452/professor-department-chair-biomedical-engineering>

Engineering Education Research Resources

1. [Magana AJ. The role of frameworks in engineering education research. J Eng Educ. 2021;1-5.](#)

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