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In the Department of Mathematics at the United States Military Academy, approximately 30% of our faculty are new every year. A significant portion of our new faculty have never taught before. In order to provide our new teachers the experience they need to be successful in the classroom, our department has developed a comprehensive 5 week program which we call our faculty development workshop (FDW). In this presentation we will discuss several of the objectives of this workshop to include integrating the new faculty and their families into the Math Department family and the USMA community and preparing the new faculty to teach Mathematics. We will also discuss how we go about meeting these objectives. Finally, we will discuss how we introduce and emphasize ideas of mathematics reform such as discovery learning and the emphasis in promoting creative thinking and problems solving while still developing and enhancing competency in fundamental skills. (Received September 25, 2006)