

# Sample 1

## Sample Faculty Development Plan

Fall 2020

### *Current self-assessment:*

I feel that I am strong in teaching, scholarship, and citizenship, although I tend to be much more focused on scholarship. I had quite a strong first year, publishing/placing three articles and completing a book chapter. Two of those publications were in top-level peer-review journals. I anticipate having a similar year in terms of numbers, although all of the papers for this upcoming year will be submitted to law reviews, so we will see whether I can maintain a high-quality of placements. Conferences were also a strong point this year, and I already have a strong network of coauthors and colleagues.

Looking specifically at teaching, my student reviews were solid (4.6) but made it clear that I need to do a much better job at organizing my courses. Some of this disorganization was simply the result of teaching the courses for the first time, but I also recognize that my students need (or at least want) more structure than I anticipated and that a greater time commitment will be necessary in order to make that happen. I feel that my strengths in teaching come in large part because I am young for a law professor and am still fairly proximate to studying law—the course materials do not tend to change much over time, but I still distinctly remember what it was like to be a law student struggling with the nuances of civil procedure, and I think that is reflected in what and how I teach. I'm also genuinely interested in the materials we are covering and try to find ways to incorporate empirical scholarship (sometimes my own) into our classes, which can help to give some real-world weight to what we cover.

My approach to citizenship this last year was mostly a passive one—I did what I was asked (and did a good job, I think), but I didn't go out of my way to add on extra responsibilities. I found that those extra responsibilities tended to come up on their own (most of which involve doing empirical analyses for other committees). The exception to this approach was an extra effort to mentor a handful of students who I felt were either in particular need of help or who expressed interest in my scholarship. I don't fancy myself a natural at mentorship—if anything, I can come off as a bit unfriendly—but I was proud of the time I spent with these students.

### *Goals:*

My general goals for this upcoming year (Fall, Winter, and the summer semesters) generally deal with addressing the weaknesses I identified above. For scholarship, I want to submit at least three of my current papers/projects to law reviews and possibly get out one additional law review or peer-review submission. I'd like at least one of these law review submissions to place in a top-10 law review. I believe I already have everything I need to accomplish these goals, I just need to keep working in the same way I did this last year.

In terms of teaching goals, I would like to maintain a 4.6 average on the teaching assessments (higher would be better, but I'm frankly not convinced that a 0.1 different would be statistically reflective of any real change) and quell any concerns about my organizational abilities. I would also like to have more industry professionals give guest (zoom) lectures, which would help supplement my lack of

industry experience. In order to do this, I have to proactively make more time in the month leading up to the beginning of a new semester and commit to outlining an entire syllabus.

For citizenship, I plan on taking more of a leadership role on the clerkship committee, where I, due to some personnel changes, might be the most informed/experienced/connected. I have also been starting some discussions about revamping our VAP program so that it can be a more reliable source of potential hires for us in the future.

*Specific Goals for Fall 2020:*

Scholarship:

- Submit the bail article to law reviews and get a placement in the top 30.
- Finalize the recusal article so that it can be circulated in early 2021 and submitted to law reviews in February 2021
- Have all datawork done on the warrants project so that an article can be submitted to law reviews in February 2021. Submit this same article to at least two conferences.
- Receive grant funding for and formally start the restorative justice RCT.

Teaching:

- Have at least 5 external visitors (zoom) lecture in my crim pro class.
- Stay at least two weeks ahead of readings in my crim pro class.
- Finalize syllabus and reading list for civ pro classes (Winter 2021).
- Receive at least a 4.5 on teaching assessments.
- Reduce the proportion of students who believe I was not organized (based on teaching assessments).
- Be able to articulate specific goals regarding how I can better incorporate my faith into teaching (see note below).

Citizenship:

- Complete a new webpage (set of pages) for clerkships
- Build a relationship with at least two federal judges.
- Hire and successfully mentor a postdoc.
- Assess the diploma privilege survey results for the Supreme Court.

*Resources Needed to Accomplish Goals:*

Fortunately, I feel that I have all the resources I need to accomplish all these goals (the law school has been very accommodating. Unfortunately, this means that it is on my to get the work done.

*Aims of BYU:*

I feel that my goals, as outlined above, fit quite well with what BYU expects of me and what I think makes me a good BYU professor. At the same time, however, I have been thinking a lot lately

about how I can better incorporate my faith and spirituality in my teaching. Having been away from BYU for a while now, I'm not that comfortable with the mixing of faith and law—and I suspect I will never be someone who is frequently bringing my faith up—but I do believe I can find ways to meaningfully share my beliefs and discuss the confluence of religion, the Church, and personal beliefs with the materials that we are covering.

# Sample 2

# SAMPLE

## Faculty Development Plan

Department: Law

### **A. Self-Assessment**

I have strengths and weaknesses in teaching, scholarship, and citizenship that I have considered in making goals for my faculty development plan. In teaching, my strengths are that I am energetic, passionate about subject matter, and care about the students and their futures. I have consistently high teaching evaluations in my courses: Professional Responsibility, Compliance, and Business Organizations. I also have significant professional experience in the private practice of law that is helpful for teaching students. My weakness in teaching is that I can prioritize teaching at the expense of other important priorities such as scholarship and citizenship. To address managing priorities, I have taken the university course "Publish and Flourish" and read "How to Write A Lot," a book recommended as part of the Faculty Development Series, to develop strategies to increase my scholarship productivity while also continuing to provide excellence in teaching.

In scholarship, my strengths are my work ethic and commitment to producing strong scholarship. I also have good presentation skills for discussing my scholarship and enjoy meeting other scholars at academic conferences. My weaknesses are that I could better manage research more efficiently through better planning and supervision of research assistants and library resources. I am also hesitant to share very early scholarly work, even though that is a time when feedback could be the most helpful. In order to improve, as mentioned above, I have taken courses and read a book about increasing scholarly productivity. In that training, I have learned about the importance of setting aside time consistently for research in my schedule. I have tried to block off consistent time during my day for research and writing, which has helped me to increase my efficiency and productivity. I have also kept better records of the assignments I give my research assistants to better supervise them and I have started using research software, Zotero to stay better organized with my research assistants.

In citizenship, I have good interpersonal skills and I am committed to the law school and broader university community. I enjoy serving on committees with my colleagues and appreciate learning from their experiences and hearing their perspectives. My weakness in citizenship is that I lack institutional knowledge about the law school that is helpful in considering committee issues, but I plan to develop such knowledge over time. I also am unsure about the appropriate amount of time to devote to committee work, given other priorities in teaching and scholarship. I plan to get advice from my mentor and collaborate with my associate deans to ensure that I have the right balance between citizenship, scholarship, and teaching.

### **B. Professional Goals and the Plan to Accomplish These Goals**

#### *1. Teaching*

My goals for teaching is to increase student engagement and active learning in my compliance class and professional responsibility classes as well as develop an effective course for first year criminal law, a course I will be teaching for the first time in Winter 2021.

With respect to my compliance course, my goal in the short term is to develop the class to be taught effectively online in Fall 2020. I have attended several faculty workshops to improve online teaching at the law school. I also workshopped the syllabus for my compliance class during the Faculty Development Series training. In the longer term, I would like to include more opportunities for experiential learning and assessment in the course.

For my professional responsibility course, in the short term, my goal is to effectively teach the course in person with social distancing during Fall 2020. I have reviewed my syllabus with my research assistants who are my former students have given me feedback on improving the course. I have included more opportunities for in-class polling and more multimedia supplementary materials to make class more engaging. In the longer term, I plan to increase opportunities for assessment in my professional responsibility class, particularly before students take the MPRE exam.

With my criminal law course, I am planning on collaborating with colleagues and students as I develop the course for the first time. In the short term, I have reviewed several textbooks and I have met with my colleagues who teach the course and reviewed their syllabi. In the longer term, I plan to develop the course, so it becomes an important part of my ongoing teaching portfolio.

## *2. Scholarship*

I had two articles accepted for publication in the February 2020 publication cycle at Notre Dame Law Review and Alabama Law Review. I recently submitted the Notre Dame article for its first round of edits, and I anticipate that it will be published by the end of 2020. My Alabama Law Review article will likely be published in 2021. I am currently working on my next article, which is about multistate actions and federalism, including consideration of the national injunction. I think this article will be timely and important as several cases have reached the Supreme Court that originated as multistate actions. I plan to submit this article in February 2021. There are also smaller written that I would like to consider for publication in other formats such as blog posts, newsletters, and online journals.

I also have presented my scholarship at several academic conferences. I plan to continue to present at scholarly conferences and engage in conversations. In the short term, this may be more difficult, since COVID-19 has prevented travel, but I have been involved in a virtual AALS Conference and plan to investigate other virtual opportunities.

## *3. Citizenship*

An important citizenship contribution I plan to make to the law school is to oversee the moot court program and the Appellate Academy. My goal is to make our moot court program excellent and provide the oversight and structure to help our students unlock their tremendous potential to be successful in moot court competitions. In the short term, I have been engaged in an intensive fact-finding effort to understand how the program is currently running, the opportunities for competition, and the people who are involved in the program. I am drafting a proposal for the dean with my recommendations for the moot court program going forward. My goal for this academic year is for our moot court team to earn points in external competitions to lay the foundation for being nationally ranked in the future. My long-term goal is for our team to be ranked in the top twenty of law schools in moot court in external competitions.

I also plan to develop an Appellate Academy experience for students at the end of their first year. The first year of the Appellate Academy was scheduled for Spring 2020, but it was cancelled due to COVID-19. My goal is to plan an opportunity that gives students a rigorous and meaningful experience to hone their appellate writing and presentation skills. This coming year, it may be necessary to be innovative with the planning of the academies if there is an ongoing pandemic and students are unable to travel. In the longer term, my plan is that the Appellate Academy will be part of building an excellent moot court team.

I also was elected to serve on the Executive Committee for the AALS Professional Responsibility Section. I plan to be active in the section including by planning and participating in section panels and drafting articles for the section newsletter.

### **C. The Relationship between Individual Goals and Department and University Aspirations and Needs**

My goals are well-aligned with the University Aspirations and the law school goals by providing excellence in teaching, scholarship, and citizenship and encouraging the aims of a BYU education to provide legal education that is spiritually strengthening, intellectually enlarging, and character building.

### **D. Resources Needed**

I have been given excellent resources to support my scholarship in the form of student research assistants, conference travel support, and PDA funds. In the future, I would like to hire a student assistant to help me oversee and provide administrative support to the moot court program and the Appellate Academy. I would also like the option to hire a teaching assistant for my Professional Responsibility class in the future.

### **E. Activities and Accomplishments in Achieving Goals**

#### *1. Teaching*

As mentioned above, I have consistently had good student evaluations in my courses, Professional Responsibility, Compliance, and Business Organizations. I have been able to raise student evaluations in Professional Responsibility, a course where students have traditionally had a bad attitude or low expectations about the course. I have also grown an upper-division specialty compliance course from a handful of students to the course cap of thirty-five this semester with a waitlist. I have attended several courses to increase the effectiveness of my teaching including the Faculty Development Series and Effective Online Teaching Series at the law school. I have also collaborated with the law school's Director of Academic Achievement in preparing my syllabi to increase student engagement and learning. I have worked to increase engagement in my courses through in class polling and group work as well incorporating multimedia resources into my courses to give students more real-world opportunities to apply course knowledge such as podcasts, documentaries, books, and case studies.

#### *2. Scholarship*

As mentioned above, I have had two articles accepted for publication in the February 2020 cycle, one at Notre Dame Law Review, and the other at Alabama Law Review. I anticipate that my article in the Notre Dame Law Review will be published in 2020 and my article in Alabama Law Review will be published in 2021. I am currently working on another article about federalism and multistate actions, including consideration of the national injunction that I plan to submit in February 2021.

In addition to my publications, I have presented my articles at several conferences and hosted the BYU Law Review Symposium in my area of research. I was invited to present my most recent article at an international compliance conference this summer; however, it was cancelled due to COVID-19. I plan to continue to be active in scholarly presentations in the future.

### *3. Citizenship*

I have played an active role in my committee assignments during 2019-2020 academic year and look forward to continuing to contribute to my assignments going forward. I served on the Curriculum Committee 2019-2020 and will continue to serve on that Committee. As part of the Curriculum Committee, I have worked on a proposal to reform grading at the law school and have supported the Committee in making a proposal to the faculty. I have also worked on a proposal evaluating joint degree programs on the law school. I plan to continue to play an active role in the Curriculum Committee to ensure that our students have a rigorous and adequate curriculum that prepares them for the practice of law.

As the Faculty Advisor to the Women in Law student group during 2019-2020, I have met with the president of the organization to discuss the needs of the organization. I have also supported the Women in Law admissions event by recruiting the keynote speaker, Dayle Eliason to speak at the event. And I have distributed information about WIL events to the faculty to encourage them to attend. I also served on the Technology Committee and on ad hoc committees for hiring and academic misconduct.