#### SAMPLE

#### Faculty Development Plan

New faculty should meet with their department chair during their first year to develop a faculty development plan for the period of employment through their final continuing faculty status review. The faculty development plan should describe the faculty member’s proposed activities in the areas of citizenship, teaching, and scholarship (or citizenship and professional service, for professional faculty). The faculty development plan should include a statement of:

1. The faculty member’s self-assessment of his or her strengths, skills, competencies, interests, opportunities, and areas in which the faculty member wishes to develop.
2. Strengths:
3. Experienced teacher and researcher.
4. Prolific external reviewer of scholarship within the field.
5. Service on editorial boards for top international scholarly journals.
6. Commitment to student learning and development
7. Strong work ethic
8. Desired development
9. Strengthen expertise for courses to be taught
10. Continue to learn about university, college, and department expectations/processes
11. The faculty member’s professional goals in citizenship, teaching, and scholarship (or citizenship and professional service, for professional faculty) and the plan to accomplish these goals.
12. Citizenship
13. Accept appropriate department, college and university assignments
14. Continue to serve on editorial boards of highly ranked international journals
15. Support the field by continuing to review scholarship within my expertise
16. Teaching
17. Continue to be accessible and responsive to student needs
18. Ensure that class activities are engaging, interactive, and facilitate learning
19. Emphasize aims of a BYU education
20. Scholarship
21. Exceed Departmental minimum expectations of scholarship by at least double annually.
22. Collaborate with and support work of faculty colleges and students
23. Devote some linguistics research to Gospel/Church-related topics
24. The relationship between individual goals and department and university aspirations and needs.

Though my goals seem well aligned with department and university aspirations and needs, I am eager to help meet those needs as they become apparent.

1. Resources needed to accomplish the professional goals, including budgetary support, equipment, time, etc.

I believe as I am allowed to specialize in specific courses that are taught on a recurring basis, I will deepen my expertise and provide students with the highest quality learning experiences.

1. The faculty member’s activities and accomplishments so far in achieving the goals.

So far, I seem to be off to a good start in terms of publications, general teaching quality as demonstrated by student ratings, and institutional and external citizenship (see accompanying documentation).

1. The faculty member’s comments, if desired, on measures used to assess success in his or her professorial or professional responsibilities and in accomplishing the goals set forth in the plan.
2. Citizenship
3. Documentation of service provided
4. Qualitative commentary from beneficiaries where possible
5. Teaching
6. Student ratings
7. Self-evaluation
8. Peer observation (i.e., by mentor)
9. Scholarship
10. Documentation of scholarship
11. Advisory input from colleagues