Sample Faculty Development Plan

# Scholarship

## Assessment:

This has been an eventful and exciting first year at BYU. My research program has two foci: mental health services research and implementation science. My mental health services research portfolio focuses on extending the reach of mental health care (scale-up). My implementation science portfolio focuses on using methods to understand and improve dissemination, adoption and sustainment of research-informed practices into systems of care.

My goal this first year has been to publish work from pre-existing projects while I develop original projects here at BYU. I have published four articles in 2020 with collaborators and have three under review. I have initiated three studies since I started here at BYU and have the pleasure of working with two MSW research assistants and two undergraduate students. These projects have included BYU collaborators and a new community partner. I have also connected with other partners at BYU and other universities as a contributor in collaborative projects. Areas of growth include building a more cohesive narrative in my study program, establishing strategic planning practices, and developing work flows that will be conducive to long-term scholarly productivity

## Short-term goals

* Develop and adhere to a writing plan.
* Develop and adhere to a recurring strategic planning process.
* Develop method for tracking research projects.
* Submit two manuscripts (one lead author, one co-author).
	+ Scaling up mental health services for youth
	+ Absorptive capacity
* Apply for internal funding to support student involvement in at least one project
	+ MPH fund in FHSS for Room Here or Mental Health Service access project

## 3-5 year goals

* Meet department publishing expectations (2-3 peer reviewed articles per year). 12 articles by year 5.
* Implement at least 2 projects with student involvement
	+ Mental health services access
	+ Room Here project
* Ongoing adherence to writing plan
* Ongoing adherence to strategic planning process
* Write at least one grant per year

# Teaching

## Assessment

Developing two courses over the past year has been rewarding and demanding. I have enjoyed teaching and my student reviews, thus far, suggest that students are finding the courses useful and my methods helpful. Their constructive comments have provided me with ideas on how I can continue to improve. I feel like I have so much more to learn. Areas of growth include: developing more rigorous evaluation mechanisms, providing additional support materials for clinical models, and developing routines to keep courses current.

## Short-term goals

* Revise learning outcomes for SW669
* Modify assignments for sw669 based on learning outcome adjustments.
* Learn more about Deliberate Practice and how I can integrate it more fully in SW669
* Obtain one peer review within the next year
* Craft a teaching mission
* Develop materials for sw611

## 3-5 year goals

* Strive to be within the department average on course evaluations
* Participate in/use at least one teaching-centric professional development resource each semester (e.g. attend workshop, reading)
* Review course syllabi annually
* Explore science of teaching and learning project regarding deliberate practice

# Citizenship

## Assessment

This past year I have been involved in service efforts in my department, college, profession, and community. In the Social Work department, I have served as the faculty advisor for the MSWSA student association. I have completed a peer-review of my colleague’s course which included an in-class observation. I participate in our department’s regular lunches and meetings. In the college, I served as the Social Work representative on the National Advisory Counsel and I am the coordinator for a Faculty Center’s scholarly writing group. I also recently initiated a college anti-racism accountability group for faculty and staff. In my profession, I have served as a journal and conference abstract reviewer, I serve as the Research and Professional Development chair in a National organization, and I serve on a conference planning committee. I serve on a board at Smith College’s School for Social Work and I am an item writer for the national Master’s of Social Work licensing exam for the Association of Social Work Boards. I have consulted with the local United Way and a non-profit organization seeking to improve mental health in the workplace. I have also conducted workshops on anxiety in a local elementary school and a mental wellness workshop at a local high school. Areas of growth include: seeking out collaborations with individual beyond BYU and Washington University (previous institution) and having a stronger presence in professional organizations.

## Short-term goals

* Continue currently assigned department and college roles (MSWSA advisor and National Advisory Council representative)
* Carry out anti-racism accountability group
* When approached with other opportunities, ask for time to think about it and make judicious choices with my discretionary time.

## 3-5 year goals

* Meet and connect with 2 new colleagues each academic year within the University
* Connect with at least one new colleague outside the university every year
* Continue/initiate committee involvement in at least one professional organization.