

██████████ Faculty Development Plan

Self-assessment of strengths, skills, competencies, interests, opportunities, and areas in which the faculty member wishes to develop.

At my core I am a teacher. I love the thrill of the classroom and the opportunity to engage in meaningful dialogue with such bright students. More specifically, I am a religious educator. Prior to coming to BYU I taught seminary and institute for 10 years and have spent significant time traveling and speaking to youth and young adults. While I enjoy seeing students' eyes light up as they gain new understanding, my primary joy is watching students as they have experiences that deepen their faith and which help them on their own journey of discipleship.

My academic training has taken me into multiple disciplines as I received degrees in American studies (BA), educational leadership (M Ed), and health promotion and education (PhD). The common thread between my graduate degrees was an emphasis in organizational behavior and, more specifically, personal and professional development. The diversity of training has proven to be a strength in the classroom as it allows me to draw from a broad scope of ideas and examples in an effort to help students of all backgrounds find relevance.

My primary research interests include a number of religious topics but focus primarily on the Book of Mormon and on pedagogy. Additionally, I remain active in the field of organizational behavior both staying current on the literature as well as working to publish some of my own work. I find that researching and publishing in both arenas sharpens my teaching and my ability to connect with a variety of students.

Professional goals in citizenship, teaching, and scholarship and the plan to accomplish these goals by December 31, 2021

Teaching

I plan to:

- Continue to refine my RELA 211 and RELA 275 classes to help them align more closely
- Prepare to teach RELA 250 Fall semester of 2022. This additional course will provide a synergy and add to the other courses I am teaching.
- Deepen content knowledge for both RELA 211 and RELA 250 by studying more broadly in the field of New Testament studies.
- Develop a library of tools to provide variety in the classroom (videos, writing activities, group assignments, music, etc)

- Review all student comments after each semester identifying trends and ways to more effectively organize the course and engage the students in ways that are meaningful intellectually as well as spiritually.
- Observe at least 5 classes of other faculty members in an effort to deepen content mastery but also identifying pedagogical tools that effectively engage the students in the learning process.

Citizenship

I plan to:

- I am currently on several committees which provide an opportunity for me to further the work of my department and college. I am a member of the “Y religion” podcast committee where I am tasked with reading the most recent work of colleagues and interviewing them in a way that helps their work to reach a broader audience. This has, and will continue, to sharpen my insights, find ways to articulate important concepts in a way that is meaningful, and strengthen my relationship with colleagues. I am also on a committee that helps to train adjunct and transfer faculty. We are working to provide resources which will help them to immediately be more effective in the classroom. I also serve on a committee which was tasked with revising our college website. Finally, I was just asked to be on the search committee. This will provide an opportunity for me to be assertive in networking and working to identify top talent in the field. This year I will continue engaging in meaningful ways in each of the responsibilities.
- Continue accepting opportunities to review the work of colleagues (formally and informally)
- Seek opportunities to socialize with fellow faculty members in and out of work and to cultivate and demonstrate genuine interest in their lives.
- Continue my efforts to build bridges among faculty. Take advantage of natural, organic opportunities to build colleagues in conversations with others and work to correct false assumptions that seem to exist with some.

Scholarship

I plan to Complete the following by December 31, 2021:

- “Except some man should guide me” (chapter in edited volume)
- Chapter for book entitled " Religion and Its Impact on Organizational Behavior"
- Begin working on an article on helping students build resilient faith

Relationship between individual goals and department and university aspirations and needs.

My teaching, scholarship, and citizenship efforts are overtly aligned with the AIMS of a BYU education. I have structured all assignments and exams in my courses to fall under the categories of: 1) Spiritually strengthening, 2) Intellectually enlarging, 3) Character building, 4) leading to lifelong learning and service. Additionally, I am conscious that the mission of Religious Education at Brigham Young University is “to assist individuals in their efforts to come unto Christ by teaching the scriptures, doctrine, and history of the restored gospel of Jesus Christ through classroom instruction, gospel scholarship, and outreach to the larger community.” Consequently, my stated goals will position me to help students accomplish this mission. In many ways I view my role as a guide to provide them with resources which will assist them in their lifelong quest of gospel study and discipleship. My goals also allow me to be a strength to my colleagues in seeking to unify our efforts in accomplish the AIMS of a BYU education as well as the specific mission of Religious education.

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

The college and department have been more than gracious in providing the human capital, as well as finances to accomplish these goals. I anticipate they will continue to provide the resources which will be needed as I continue these efforts.

Activities and accomplishments so far in achieving the goals.

My teaching improvement efforts have already begun as I have been reviewing student comments from this past year. While some of the feedback will not be relevant moving forward (I have taught “On-Demand” courses for the past year) much of it will help me accomplish my goals. I have also begun collecting resources for the new course I will be preparing. As I mentioned previously, my citizenship efforts have begun in earnest. I have observed all of the potential candidates who re teaching this summer and have made efforts to get to know them better and to help them present their best case to be hired. My hope is that everyone will effectively showcase their unique continuation they can make so the faculty can make the best decision possible when it comes to hiring. I have made significant progress on one of my chapters and will have a draft done on another article within the next 6 weeks. Additionally, I have observed several classes with colleagues and engaged in discussions about engaging pedagogy and how we can strengthen our own teaching.