

# Faculty Development Plan

## Self-assessment

I have been blessed and very fortunate this far in my career to have many opportunities to develop my own skills as a teacher and researcher. Some of my primary teaching strengths are in my ability to teach concepts in a way that connects with what students know. Because of my deep interest in the technology that I teach, I can often find interesting examples to keep students engaged with even some of the more boring topics. I am able to understand where students' current understanding is, and scaffold new learning to build on that understanding. I am also extremely interested in effective teaching, and regularly attend workshops and read books on college teaching and pedagogy to improve my understanding and skills. These workshops have helped me continually refine my own courses, lectures, and class activities to make them more effective for students. I consistently revise and refine my courses to ensure the things I am teaching are the most effective for my students.

From a research perspective, I have been fortunate to be working in a part of IS research—chatbots—that is relatively new, at least within my field. Because of that novelty, I have been able to ask new research questions, publish impactful research, and establish myself as one of the "chatbot people" in the IS field. This has led to interesting opportunities, such as the opportunity to review a grant application for the Dutch Research Council and an invitation to participate in a Dagstuhl seminar on conversational agents. My research has been cited over 600 times, and I have an h-index of 13, indicating that at least some of my work is relevant to others in the field.

I have also had many opportunities to develop in the citizenship area. I served for 5 years on the executive council of the Midwest chapter of the Association for Information Systems (MWAIS), including a one year term as president. I also serve as a mini-track chair for the HICSS and AMCIS conferences, and as an associate editor for the ICIS conference. While I may not be the best-known new scholar in my field, I feel that I am doing many of the "right" things to develop myself and my professional network.

The primary areas I wish to develop are as follows:

1. Continue to develop my own research, including publications in top journals
2. Improve my ability to work with and mentor students on research projects
3. Improve my "real-world" technical skills to increase the relevance of my teaching

## Professional Goals

### Scholarship

1. Submit one paper to a top-2 IS journal and one paper to a top-4 journal.

2. Complete three new data collections on at least two separate projects each year.
3. Develop my ability to mentor and work with students on research projects
  - Consult with [REDACTED] [REDACTED] [REDACTED] on strategies for managing student workers.
  - Work with two students on research projects that result in at least a conference paper submission.

## Teaching

3. Create a research-relevant project using at least 4 AWS services.
4. Obtain the introductory AWS Cloud Practitioner certification.
5. Memorize all student names for each class I teach.

## Citizenship

5. Present a workshop at the HICSS conference on chatbot development.
  - This workshop has been accepted for presentation in January 2022. In the coming months I will prepare materials to present.
6. Continue to manage and grow the ICIS and AMCIS mini-tracks I am involved in chairing
7. Have lunch at least monthly with one other department member to get to know them and develop better relationships.

## Relationship between Goals and Department & University Goals and Needs

During the NFS I heard a lot of direction about the importance of working with our undergraduate students, especially on research. This has inspired my goal to work more effectively with students in the coming semester(s). I want to develop this skill so that I can better serve our students through my research projects. It will take effort on my part because these are skills I feel that I am lacking.

My teaching goals are aligned to improve the practical side of my courses. I want to make the classes intellectually enlarging in a way that will give students skills that they will later use on the job.

## Resources Needed

In order to maintain my research and teaching effectiveness, I will need to continue to receive support from the department in the following areas:

- Support for conference travel
- Support for hiring student research assistants

- Support to pay for research subjects for experiments
- Support for computing resources (e.g., AWS)
- Resources to create excellent class materials

All of these have been excellent over my first year, and I look forward to continuing to take advantage of the resources provided.

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