

## **The Faculty Development Plan for [REDACTED] Department of Instructional Psychology and Technology in the McKay School of Education**

### **A. Your self-assessment of your strengths, skills, competencies, interests, opportunities, and areas in which you plan to develop**

- I bring a lot of real-world, practical experience to the faculty since I spent the last 30 years in administrative and instructional design assignments in the field of continuing education, adult education, distance education, and lifelong learning.
- I am also a capable researcher (applied research), writer, and reviewer. While working as an administrator before my mission I made many academic contributions to the field in the form of articles and presentations.
- I am an experienced project manager and do well in bringing together teams and helping them realize their purpose.
- My greatest interest is in becoming a strong and helpful mentor to graduate students in our master's and doctoral program. I love seeing students succeed, learn new skills, and make scholarly contributions to the field.
- I need to strengthen my teaching. My past administrative experience did involve instructional design for asynchronous courses (BYU Online and Independent Study) but not for face-to-face, real-time. I really need help developing and strengthening my teaching skills.

### **B. Your professional goals in citizenship, teaching, and scholarship (or citizenship and professional service, for professional faculty) and your plan to accomplish these goals**

- As a previous university administrator I served for years in the leadership of Phi Kappa Phi and am now a past-president. Just recently I was invited to rejoin the administrative council for our university's honor society after being away a few years. I asked them to give me a little more time while I adjust to my new faculty position, but my goal (and plan) is to rejoin this wonderful society again.
- I look forward to continuing to give back to the field as a manuscript reviewer and a member of academic journal review boards. My goal (and plan) is to eventually join a second review board for a journal in the field of Adult Education.
- I was invited to assume leadership roles with two national conferences but deferred for the time being since I am still a new faculty member. I will eventually provide support and leadership to one or two of these conference organizations.

- I will continue to serve on our departments equity and inclusion committee, to which I was recently appointed. Our committee meets monthly.

### **C. The relationship between individual goals and department and university expectations and needs**

- I am very closely aligned with the Church, BYU, College, and Department. I am “all in” when it comes to BYU’s commitment to mentoring students and fostering joint research and scholarship. I am part of a small graduate department that is fully aligned with the university, college and department mission.

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

- Research and Teaching Assistants
- Financial support for one professional conference a year
- \$300 annual budget to purchase new books/journals in my field
- IT Support which is provided by our college

### **E. Your activities and accomplishments so far in achieving the goals**

- I just returned from a Lilly Teaching Conference entitled, Innovative Strategies to Enhance Student Learning, in Asheville, North Carolina to further develop my teaching skills
- I also read a good part of the books, *Small Teaching Online* by Darby, Lang and *Super Courses: The Future of Teaching and Learning* by Bain.
- I have met with my colleagues and teaching and learning consultants, [REDACTED], [REDACTED], [REDACTED] and [REDACTED] from the Center for Teaching and Learning multiple times. (An article I just submitted this morning was authored with [REDACTED] from this Center.)
- I have done better than I realized my first year in my scholarly contributions after compiling this list. As assistant teaching faculty my department does not require me to prepare more than one academic article a year but my department has a real focus on scholarship and I want to do my part and more, if possible. In addition to reviewing a couple manuscripts for journals this past year I have seen published, accepted, or submitted the following articles to peer-reviewed journals (except the Liahona).

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

**F. Your comments, if desired, on measures used to assess success in your professorial or professional responsibilities and in accomplishing the goals set forth in the plan. (University Policy on Faculty Rank and Status, 3-5)**

- One of the important measures will be continuing to work closely with the teaching and learning consultants of CTL and taking advantage of mid-course evaluations and the SCOT program.

**G. How you will mentor students in their learning and research experiences within the context of your discipline or assignment**

- I will mentor them by inviting them to research with me, write-up our findings,

and submit them to academic journals.

- I will also mentor them in and out of the classroom and in my office by taking time with them and doing all I can to encourage and empower them.
- I will also do my best to bring alumni together with the current graduate students.

## **H. How you will address equity in the classroom in both content, language and behavior relevant to the University Statement on Fostering an Enriched Environment**

- I was recently appointed to our department's equity and inclusion committee and one of our goals is to meet one-on-one throughout the academic year with each of our graduate students.
- I will attend any trainings and professional development in this area as provided by the department, college, and university.