

Faculty Development Plan

██████████, PhD

Assistant Professor of Global Supply Chain Management

Timeframe: 2021-2024

The purpose of this document is to outline my faculty development plan for 2022-2024. I detail goals I plan to achieve as I prepare for my Continuing Faculty Status review. I joined BYU Marriott in May 2021 after graduating with my Ph.D. from the University of Arkansas. I enjoyed teaching for two years in the Walton College of Business, teaching six sections in Fall 2021 at BYU (two 3-credit and four 1.5-credit courses), and look forward to future opportunities at BYU.

1. SELF ASSESSMENT

In this section I discuss my perceived strengths and weaknesses in scholarship, teaching, and citizenship.

Scholarship Strengths

My first strength related to scholarship is my ability to build connections with industry to conduct research that is practical and relevant. Throughout my PhD at the University of Arkansas, I had the opportunity to frequently partner with companies where I worked in tandem with professionals to problem-solve. The strength of working with industry has led my research to receive various awards and two papers to be invited for revision at top journals (one paper is currently under second-round review at the *Journal of Operations Management* and one paper is currently being revised for the second-round at the *Journal of Business Logistics*). Both papers are essays from my dissertation incorporating field work. In addition, I am working on a paper that I plan to submit to the *Harvard Business Review* in the next couple months. My second strength in scholarship is my ability to work hard. I always get the job done, no matter my external circumstances. I know that although I may not be the smartest in the room, I most certainly can be the hardest worker. Third, I have a great passion for the entire research process. I feel energized while writing and testing new ideas.

Scholarship Areas to Improve

The main weaknesses I wish to improve related to scholarship involve learning to work better in coauthor teams and not overpromising on multiple projects. Up to this point in my career, I have been used to the role of a grad student and I am still navigating the switch to a faculty member. Most of the projects I am working on right now are continuing from my dissertation or other projects as a PhD student. As such, I oftentimes continue to do everything myself rather than rely on the expertise and abilities of my coauthors. I believe this weakness will improve with time, and I am actively using my working papers to better delegate. Another main weakness is related to overpromising on projects. Part of the role of a successful scholar is managing the many projects that are happening concurrently, however it is also recognizing which projects should be followed and which should be dropped. I have multiple projects that are less important, but I still promise to dedicate time to help the team. I believe working on my communications and setting better expectations will help me overcome this weakness.

Teaching and Mentoring Strength

Prior to BYU I had great success teaching. I was typically rated very high and often had students express their appreciation for my class and teaching style. My strengths in the classroom mostly stem from my enthusiasm for learning, genuine caring for the students as individuals, and ability to engage students regardless of the platform (e.g., virtual, hybrid, and in-person). I naturally am excited by the learning process and enjoy the chance to teach and discuss topics that change students' perspectives. I also greatly care for the students in my class each year and work to learn their names and backgrounds so I can better tailor the class to them. Lastly, throughout my teaching I have used various platforms and have been able to adapt to each well.

Since May I have had the opportunity to work as a mentor for an extremely bright pre-PhD undergraduate student named [REDACTED] [REDACTED] has been my RA, is an economics major, a statistics minor, and has applied to SCM PhD programs at Arkansas, Michigan State, and Arizona State.

Teaching and Mentoring Improve

While I had success at the University of Arkansas teaching, the success did not directly transfer to BYU. My student evaluations from my first semester offer some thoughtful feedback

regarding how I can improve as a professor as well as how I can improve the class. The first weakness that I struggled with throughout the first semester was keeping a professor-student gap with the students. At times during the semester, I was too casual, and I believe that caused some students not to take me seriously. The first semester offered a great learning opportunity and I have already been able to make more of a distinction as a faculty member.

Citizen Strengths

The Marketing and Global Supply Chain department has a fantastic sense of unity and respect. I am committed to participating in meetings and events, being visible and available on campus, acting as the faculty advisor for the Women in Supply Chain Club and striving to be a positive contributor to the department. This semester I was able to participate on various panels: a Women in Supply Chain Graduate School Panel (Nov 2021), an LGBTQ+ panel for the Marriott Inclusion in Business Society (Sept 2021), a pre-PhD panel representing Supply Chain Management (Sept 2021), and a business ethics panel for Partners in Business Ethics Symposium (Oct 2021). I also served as a judge for the AWS and VW Global Supply Chain Management Undergraduate Case Competition (Nov 2021).

Citizen Areas to Improve

I am still familiarizing myself with the inner workings and policies related to being a faculty member. I am striving to be more familiar with BYU and BYU Marriott so I can learn how to best add value and aid in upholding the mission of BYU.

2. LONG-TERM PLAN AND GOALS (2021-2024)

Scholarship Goals

- Obtain Continuing Faculty Status at BYU.
- Publish three articles in “A” journals by 2024.
- Be visible and involved in journal editorial review boards and conferences.
- Start more projects with BYU colleagues.

Teaching and Mentoring Goals

- Improve teaching ratings.
- Strengthen the rigor of GSCM 429.
- Involve more guest speakers.
- Engage students in research with the goal of helping them apply for PhD programs.

Citizenship Goals

- Help build the Global Supply Chain group and the department.
- Actively uphold the mission of BYU Marriott and BYU.

3. SHORT-TERM PLAN AND GOALS FOR 2022

Scholarship Plans

- See through the resubmitted manuscript on integration methods at the *Journal of Operations Management*. Submit paper to the Production and Operations Management Society Applied Research Challenge.
- Resubmit revised manuscript on analytics implementations to the *Journal of Business Logistics*. Submit paper to the Academy of Management Annual Meeting.
- Submit paper on in-home delivery to the *Journal of Supply Chain Management* by March 2022.
- Submit paper on Covid-19 and the implications on supply chain analytics use to the *Harvard Business Review* by March 2022.
- Submit paper on machine learning and human judgment to the *Management Science* Special Issue on The Human-Algorithm Connection due September 9, 2022.
- Submit paper on inventory management along the supply chain by end of year to journal TBD.

Teaching Plans

- Revise GSCM 429 to be more rigorous. Consider all and implement value-add student feedback from Fall 2021.
- Ask for others in the department for feedback and suggestions on improving.

Citizenship Plans

- Act as the faculty advisor for the Women in Supply Chain Club.
- Participate in events and panels when asked.
- Attend group and department meetings prepared and engaged.