

Sample 1

Faculty Development Plan July 2022
College of Nursing
Professional Track

Teaching

Self-Assessment

- Sought feedback through mid-course evaluations and implemented changes
- Learned the names of all 22 students in Ethics (N339) Winter Semester by the second to third week of class
- Collaborated with Research and Writing Center representative to develop a course memo for the Analysis of an Ethical Dilemma for all Ethics (N339) students
- Brought spiritual insights into both N339 and N292 through prayer, spiritual thoughts, comparisons of ethical principles to Christ's teachings, and spontaneous spiritual insights
- Formally mentored two nursing students Summer/Fall 2021 and traveled with them to UCUR in February 2022 where they presented research
- Received favorable student ratings including the following descriptors: "amazing, encouraging, considerate, a role model, and truly loves her Savior"

Areas to Develop

- Create more interesting, dynamic lectures for N339, relying on PowerPoint less and incorporating more in-class discussion
- Effectively coordinate N292, working with faculty to grade norm, supporting faculty with difficult students, and preparing for simulation and orientation in September/October
- Learn more about how to improve my teaching methods
- Connect with and show respect for students
- Refine ways to bring spiritual knowledge and insights into class
- Contribute to N404 P&GH by co-leading a student group abroad this spring

Teaching Goals

- Make Ethics lectures my own by bringing more of my own expertise and knowledge into lectures (i.e. ethical dilemmas in genomics nursing, my nursing experiences)
- Meet with N292 faculty prior to beginning of clinicals for discussions about assignments, including grade norming
- Finish reading "Educating Nurses" by December 31, 2022, to gain insights into practices that will develop my expertise as a nurse educator
- Incorporate principles of "Make It Stick" into didactic (N339) and clinical (N292) courses
- Learn names of students by the third week of classes and finish didactic classes on time every time
- Attend devotionals and forums in person at least 75% of the time

Resources Needed to Accomplish Goals

- Continued mentoring by faculty mentor
- Access to CTL resources, including peer and student evaluations of teaching

Citizenship

Self Assessment/Service/Accomplishments

- Membership in numerous professional organizations (1 state, 1 regional, 3 national, 3 international)
- Contributing member of CON Evaluation Council
- Service as Treasurer of Iota Iota Chapter of Sigma Theta Tau International 2021/2022
- member of International Society of Nurses in Genomics (ISONG) steering committee for development of Competencies for Genomics Nurse Educators
- Attending medical provider for Adolescent Unit at Center for Change

Areas to Develop

- Balance serving effectively on three CON Councils (Evaluation Council, Faculty Simulation Council, Evidence Based Research Council) with teaching and professional development responsibilities
- Increase professional service locally with populations who are underserved

Citizenship Development Goals

- Maintain memberships in professional organizations
- Contribute actively to ISONG education steering committee by taking meeting minutes, performing literature reviews, and mentoring student RAs
- Apply for privileges to serve at Volunteer Care Clinic as a nurse practitioner by September 30th

Resources Needed to Accomplish Goals

- Funds to maintain memberships

Contribution to the Discipline—Service to the Profession

Self Assessment

- Ongoing research projects
 - Literature review of direct contact of genomic information to at-risk relatives
 - Delphi study to formalize genomic nurse educator competencies
- Currently mentoring three student RAs through weekly meetings

Areas to Develop

- Enhance personal knowledge of genomics/genetics
- Improve mentoring skills and relationships with student RAs

Professional Development Project Goals

- Refine the description of my areas of focus (genomics healthcare, nursing education)
- Successfully complete *Genomic Competencies for Nurses from Theory to Application: An Online Course* beginning September 2022, estimated completion by end of 2022.
- Apply for Experiential funding through CON and take 2-3 nursing student RAs to the WIN Conference in April 2023 to present collaborative projects

Resources Needed to Accomplish Goals

- Funding to take students to the WIN Conference (Experiential learning grant)
- Time to complete *Genomic Competencies* course online
- Continued mentoring

Sample 2

Faculty Development Plan

Professional Track

[REDACTED], DNP, APRN, FNP-C

Introduction

I am so pleased, and excited, to be here at BYU. This opportunity to begin a career in education is a culmination of the ideals and hopes I have developed over the years. Beginning when I was a registered nurse, I developed a love, respect, and understanding of the importance of obtaining and providing understandable, accurate, and current information for myself, my patients, and my colleagues. As I became part of the Neuro Shock Trauma Intensive Care Unit's Practice and Education Committee and, subsequently, the hospital's Practice and Education Council at Utah Valley Regional Medical Center, these feelings and my understanding have developed into a profound sense of responsibility. My desire to be an educator blossomed out of these experiences. I want to be part of helping my students develop these feelings and this sense of responsibility.

I believe that the strengths I bring with me include: a desire to serve God and His children, quality education obtained from notable institutes of higher education, insights derived from years of professional experience, mentored experience from professors and colleagues, drive to continue to improve myself and my abilities, hope to contribute to improvement, and a desire to network with colleagues to impact science, teaching, health, and students' lives.

Herein I will review areas where I will seek to develop within the context of Citizenship, Teaching, and Contribution to the Discipline. My general aim is to increase the impact I am able to have in my areas of responsibility and influence, improve my current skillset to more powerfully impact students' desire and ability to learn and serve, and contribute meaningfully and regularly to the field of Nursing (specifically in regards to the role and function of Nurse Practitioners).

Citizenship

Self-Assessment

- Contributing member of local, national, and international nursing organizations (UNP, AANP, Sigma)
 - Serving on the UNP Awards and Scholarship Committee
 - Service as a conference assistant for AANP
- Contributing member of college councils (Graduate Academic Council, Wellness & Recognition Council, and Simulation Committee)
- Nurse Practitioner practice at a local dermatology office
- Volunteer time, and resources to local charities (Share a Smile, Volunteer Care Clinic)

Goals

- a. Continue to serve in my community through church service, ministering to the one.
- b. Continue to serve on College Councils as appointed/invited.
 - a. College Service:

- i. Simulation Committee ('22)
- ii. Graduate Academic Council ('21)
- iii. Wellness & Recognition Council ('21)
- c. Hope and willingness to serve on a university council.
- d. Maintain membership in professional organizations (UNP, Nurses Who Vaccinate, Shot@Life, Immunization SIG, NAPNAP, and AANP)
- e. Maintain, or advance, position within UNP.
- f. Continue service in the community.

Areas to Develop

- a. Achieve a working balance between the different aspects of work, professional development, and personal life.

Relevance

My goals are aligned with the goals and aims of *Brigham Young University*, the *College of Nursing*, and the doctrine of *The Church of Jesus Christ of Latter-day Saints* in the following ways:

1. Directives from the Lord:
 - a. "Seek learning even by study and also by faith) (D&C 88:118, 109:7)
 - b. "Teach one another" (D&C 109:7)
2. The 4-fold mission of the Church:
 - a. Living the Gospel of Jesus Christ
 - b. Caring for Those in Need
 - c. Inviting All to Receive the Gospel
 - d. Uniting Families for Eternity
3. Aims of Brigham Young University
 - a. Commitment to Lifelong Learning and Service
 - b. Commitment to Excellence
 - c. Pursuit of the Realization of the Full Human Potential
4. College of Nursing Goals
 - a. Contribute to a culture and environment that exemplifies the Healer's art.
 - b. Ensure teaching excellence
 - c. Engage in collaborative interprofessional relationships and collaborative research
 - d. Commit to an academic environment where students become today's informed citizens and tomorrow's influential leaders.

Requisite Resources

- Time and time management
- Colleagues that are willing to collaborate
- Funds for memberships

Teaching

Self-Assessment

I am pleased with my current ability to connect with students and to convey information to students and colleagues. That being said, I think there is always room for innovation and improvement (see goals below).

Goals

Professional Goals

- a. Improve student engagement in the classroom
 - a. Planning grant application for Slido.
- b. Emphasize the importance of course outcomes by highlighting them regularly
- c. Relevance: adjust the course assignments to aim at the development of resources which can be utilized during their nurse practitioner career
- d. Incorporate learning research into teaching strategies
- e. Improve test writing
- f. Improve outcome-focused measurements of student success
- g. Utilize SCOT services through the CTL
- h. Organize CE time for personal growth

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Areas to develop

- Enhance personal pedagogical skills
- Improve personal understanding of research
- Improve personal mentoring skills
- Coordination with courses preceding and following those I teach.

Requisite Resources

- Inspiration / revelation
- Up-to-date reference materials and library resources
- Conferences to collaborate (NONPF)
- Teaching in Higher Education podcast
- The Learning Scientist podcast
- Text Resources:
 - How Learning Works
 - The Last Course
 - Make It Stick

Contribution to the Discipline (Scholarship)

Self-Assessment

- Recent achievements:
 - Presentation with a student at NAPNAP
 - Poster presentation with a student at AANP
 - Submission of Acne article for publication
 - Awarded funding: ██████████
- Ongoing projects
 - Identifying presentation of vaccine-preventable illnesses for clinicians
 - collegeimmunization.com
 - Melanoma and genetic screenings article
 - Submission of HPV article for publication
- Application for funding
 - Apply for additional funding for projects
 - University and college funds (experiential learning)
 - External funds (AANP, NAPNAP, immunization companies)

Goals

Professional Goals

- a. Utilize RA in research endeavors
- b. Expand researching and investigation abilities
- c. Apply to present at local and national conference (AANP, NAPNAP, NONPF)
- d. Improve ability to coach students in research
- e. Successfully achieve getting students to present research at a conference (poster, podium)

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Areas to develop

- Personal understanding of research and contribution
- Hone area of contribution
- Establish a research pipeline
- Network of colleagues locally and externally

Requisite Resources

- Time and time management
- Obtain additional funding through internal and external sources.
- Training from the university on the hiring and use of Ras
- Continued mentoring from accomplished colleagues