

Sample 1

Faculty Development Plan

Fall 2021

Scholarship

I hope to continue becoming a leader in the field of family finance, conducting innovative, theoretically-driven research on family financial socialization and couple finance.

Short-Term Goals (next year)

1. Publish at least 5 papers that are currently under review in top-tier journals.
2. Submit at least 5 new papers for eventual publication, including my first purely theoretical paper and my first paper using moderated mediation, in top-tier journals.
3. Oversee as PI data collection for a side project on personal study of Heavenly Mother and scripture women and LDS adults' gender perceptions.

Long-Term Goals (next few years)

1. Publish an edited volume on flourishing and floundering financially in emerging adulthood with Oxford University Press.
2. Apply for another grant, through which I can improve my grant writing skills.
3. Continue to refine my statistical skills (e.g., attend methods workshops, publish a paper in which I conduct latent profile analysis, etc.).
4. Continue to shift my focus from quantity of publications to quality of publications (i.e., focusing my research on what will move my field forward).
5. Become more interdisciplinary in my collaborations and outlets.

Teaching

I hope to continue becoming an effective, caring teacher who not only increases students' knowledge but inspires them to become a better person, family member, scholar, and disciple of Jesus Christ.

Short-Term Goals (next year)

1. Prepare for and teach my first graduate course (MFHD 514) next fall and learn to juggle teaching two courses at once without being overwhelmed by time spent on teaching.
2. Continually make small adjustments to SFL 336 to improve it.
3. Continually update my content (including statistics of current trends) to be timely and relevant.
4. Attend some teaching seminars/workshops which will give me ideas for improvement.
5. Get better at not taking outlier students' negative feedback to heart, while taking positive and negative feedback trends into consideration to improve my teaching.

Long-Term Goals (next few years)

1. Invite the Center for Teaching and Learning to come assess my teaching and give me feedback which I will use to improve.
2. Observe other professors' lectures to get ideas for ways I might improve my teaching.
3. Read *Make It Stick: The Science of Successful Teaching* which will give me ideas for improvement.
4. Give my TAs an opportunity to teach a lecture.

Citizenship

I hope to continue becoming a generous force for good in my department (through mentoring, service, and friendship), my field (through leadership and collaboration), and my community (through efforts to bridge the gap between research and impact).

Short-Term Goals (next year)

1. Continue to mentor undergraduate and graduate students, developing a Jeff-Hill-like mindset of generosity, and remembering that making a big difference for a few is better than making a small difference for many.
2. Continue to serve as Chair of the NCFR family financial wellbeing topic network.
3. Continue to serve as an Associate Editor for the *Journal of Family and Economic Issues* and an editorial board member for the *Journal of Social and Personal Relationships*.
4. Serve as a Guest Editor for a special collection on Sex, Money, and Romantic Relationships for *Frontiers in Psychology*.

Long-Term Goals (next few years)

1. Continue to increase my familiarity with SFL committee assignments through continued experience and be a contributing committee member.
2. Nurture relationships with my SFL colleagues, including getting to know better those I don't know well.
3. Broaden the reach of my research to a larger lay audience (e.g., a personal research website, a system for media outreach, strengthening Extension and FLE connections, encouraging my research assistants to write public scholarship, etc.).

Sample 2

Faculty Development Plan



Associate Professor, Mechanical Engineering

Timeframe 2021-2024

This document articulates my faculty development plan for 2021-2024 and outlines goals I plan to achieve as I prepare for my Continuing Faculty Status review. I joined the Mechanical Engineering Faculty at BYU in the fall of 2021 after spending 10 years at Sandia National Laboratories, eventually reaching the level of Principle Member of the Technical Staff. I am delighted to join the faculty at BYU and participate in the inspired mission of BYU. This faculty plan outlines a path that will help me to succeed as an academic as well as help students reach their potential through my teaching.

SELF-ASSESSMENT

I have many strengths that will allow me to be a successful academic at BYU, which I have gained through my own academic journey as well as through my work experience. However, I also have many areas to improve that can become strengths through diligent effort and focus. I enumerate each of these in detail below.

Scholarship Strengths:

1. Leading projects:

Throughout my PhD at Penn State and as a staff member at Sandia, I have experience leading research projects. I understand the work that is required to get funding for new projects, how to break down projects into actionable steps, how to utilize others' strengths to propel a project forward, and how to finalize the project once it is complete. I feel comfortable mentoring others and helping them and the projects progress together.

2. Collaboration

I understand the benefits (and challenges) that come through collaboration. Especially important to my scholarship are the connections I have at Sandia, AFRL, and other government

agencies. I have worked on many large, interdisciplinary teams and will be able to collaborate with others to work on projects that expand beyond my area of expertise.

3. Connecting Ideas

One of my strengths is the ability to take ideas from one field of research and apply them to other fields. I have many ideas that will combine my PhD work in smart materials with the work I have done in impact and shock testing.

Scholarship Areas to Improve:

Having been away from academia for a decade, there are many aspects of my scholarship that I need to renew and improve.

1. Understanding current academic field

The research I have been doing has all been in the government/classified world, and I am not as familiar with the current state of the art research. I need to read academic papers, but also get to know the leaders of the field and have them get to know me.

2. Funding sources

While I do have my connections with Sandia, I am not a known academic to other funding sources. I need to improve my visibility so that I am competitive in receiving funding from other sources besides my colleagues at Sandia.

3. Publication record

I have not published in academic journals for a decade, and need to quickly produce scholarship that can be published. I need to better understand where I should publish and connect with others in those areas.

Teaching and Mentorship Strengths:

Even though I had no academic teaching experience prior to BYU, I believe I am an effective teacher based on a number of strengths that I have. These strengths have allowed me to immediately step in and positively influence students without the normal learning curve associated with teaching.

1. Love of students

I have always loved teaching and love helping students grasp concepts and improve their knowledge. This strength shines through to the students and helps make a connection that can help them improve their learning. I care about the students and understand the struggles they are going through.

2. Clear teaching

I am able to explain engineering concepts so that students understand. I am organized and methodical in helping the students learn. I have had experience with different types of learners, and implement strategies that can help many different types of learners improve their learning and understand the engineering topics we are covering.

3. One-on-One mentoring

When I am able to focus one-on-one with a student, I take the time to understand them and where they are coming from. This allows me to better explain concepts, to make a connection with the students, and to help them as much as I can.

4. Real world experience

I believe my real world experience is a great strength when teaching. I have personal examples of how I have used the material from class on projects that have worked as well as projects that have suffered. This experience helps me connect with the students, and helps them gain a greater appreciation for the material.

Teaching and Mentorship Areas to Improve:

While I believe I am a good teacher, I can always improve.

1. Less class prep time

I need to improve my prep time, so that I take less time for class preparation. During my first semester I spent too much time preparing for class, to the detriment of other responsibilities. By improving how I prep and how long I prep, I can improve all aspects of my job.

2. Dedicated mentorships

While this will come easier once my lab is fully set up and running, I need to make sure that there is dedicated time to mentoring research students. I need to set up a good system to onboard younger students and allow older students the opportunity to be mentored and to mentor others.

3. Spiritually strengthening

While I did bring in the gospel during lecture, it felt a little forced and didn't happen very often. I would like to have it come more naturally and help the students understand the great benefits of combining the gospel and intellectual achievement.

Citizenship Strengths:

I have a great desire to serve and help the ME department and BYU to succeed, and am willing to serve on any committee. My main strength is my desire and ability to tackle the challenge of continuous improvement in the department, focusing on how changes can affect the student experience.

Citizenship Areas to Improve:

As I reach CFS and take on more responsibilities, I need to continue to learn about and understand the strengths and needs of the department and how I can best fill some of those needs.

LONG RANGE PLAN AND GOALS (2021-2024)

Scholarship Goals

1. Obtain Continuing Faculty Status at BYU
2. Publish at least 2-3 journal articles per year
3. Acquire and maintain funding for at least 4 graduate students per year
4. Take on a leadership role for a professional organization
5. Receive an NSF grant

Teaching and Mentorship Goals

1. Maintain teaching ratings at or above department average
2. Develop a pipeline of graduate students from BYU-Idaho and other Utah schools
3. Create digital aids to provide another learning style for students to prepare for quizzes and exams in my classes that can also be used for other classes
4. Learn to seamlessly apply gospel principles to engineering classes

Citizenship Goals

1. Collaborate on at least two projects with BYU faculty from other departments

2. Take on a leadership role in a department committee
3. Find an area in the department where my unique abilities will make a measureable impact on a student's experience at BYU

SHORT TERM GOALS FOR 2022

Scholarship:

1. Set up lab -Have a working drop tower and a working gas gun for shock testing by the end of the year.
2. Read 100 journal articles to better understand the current academic field
Apply for 1 NSF grant with ██████████ dealing with a simplified modeling approach to bilayer materials when one layer is substantially smaller than the other.
3. Apply for 1 NSF grant for energy absorption or energy harvesting
4. Collaborate on at least one proposal with Sandia for JEMPT or for NAC.
5. Start at least one master's student

Teaching and Mentorship:

1. Improve quality of exams for ME362 by standardizing length, adding more conceptual problems, and improving technical questions
2. Improve Spiritual connection by sharing a personal experience during each class.
3. Provide recorded examples of problem solving, to augment what is given in class. Have at least one example of easy/medium/hard problem that the students can expect on a quiz or test, with the explanation of how to solve.

Citizenship:

1. Request to be on a professional society committee
2. Be a reviewer for the DoD SMART scholarship
3. Go on at least one ABET Program Evaluation visit
4. Volunteer to be the lead for at least one committee responsibility