

# Faculty Development Plan

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In this plan I present my goals and plans to improve in the three areas of teaching, scholarship and citizenship. I will outline my objectives and how they will address my own strengths and weaknesses.

### Teaching

My goals for teaching include:

- 1) Be an effective teacher in the classroom. To achieve this goal:
  - I will thoroughly prepare for each class I teach. I will try to anticipate the needs of my students and how the material presented can best help them learn.
  - After each class taught, I will review what went well and what could have been done better. I will build upon what was successful and correct what was unsuccessful.
  - I will seek to completely understand student questions and after giving answers I will ask if their question has been fully answered. Not completely understanding student questions is a weakness of mine, and I will make this a special focus over the next year.
  - I will pay close attention to the feedback I receive throughout the semester from student emails, visits to my office, and conversations after class. I will make mid-semester changes to the class when appropriate and when beneficial to the students.
- 2) Be an effective instructor and mentor in my office hours.
  - I will adapt my answers in my office according to each student's needs and capabilities.
  - I will strive to find the correct balance between giving complete explanations and helping students discover the answers themselves. The latter is more beneficial for the students, but if they could discover it all on their own they wouldn't visit my office.
  - I will be sensitive to the emotional well-being of the students who visit my office. I will offer support and encouragement to those feeling discouraged. For those who are suffering more acutely from anxiety and/or depression, I will refer them to the counseling office.
- 3) I will have one senior faculty member visit each of my classes each semester.

- I will ask the visiting faculty member to write up a report on their visit.
  - I will pay close attention to the feedback I receive from senior faculty members.
- 4) I will mentor at least one student each year in a research program.
- I will help at least one student research an original topic.
  - I will mentor the student as they write, submit for publication, and present their results in research talks.
- 5) I will help recruit undergraduates to the mathematics major.
- I will be fully-informed and able to explain all of the benefits of both a math major and acme major so that undergraduates are aware of the opportunities available by majoring in mathematics.
  - I will be aware of the majors of the students who are enrolled in my classes.

## **Scholarship**

My scholarship goals include:

- 1) Submit at least three papers for publication each year.
  - I will submit at least two publications each year to tier 1 journals. All articles will be submitted to tier 1 or to tier 2. Undoubtedly, it would seem best to submit all articles to tier 1 journals. However, under some circumstances it may be advantageous to submit to a specific journal. Such circumstances include special editions.
- 2) Submit at least one collaborative paper each year.
  - I've noticed that the past three articles that I've submitted are solo articles. Since collaboration is important for many reasons, I will ensure that I'm always working on a project with somebody else. Currently, I'm working on two collaborative projects.
- 3) I will submit at least one grant proposal each year.
  - I will pay close attention to any grant reviews that are not funded so that improvements can be made on subsequent grant proposals.
  - I will have colleagues look at grant proposals before submission to ensure the proposals are of the highest quality and likely to be funded.
- 4) Give at least three invited talks each year.
- 5) Attend at least two conferences each year.
- 6) Host at least two visitors each year for collaborative purposes.

## **Citizenship**

My citizenship goals include:

- 1) Serve effectively on assigned committees
  - My current assignment is on the graduate committee. I will seek to recruit more quality graduate students to the program.
  - I will answer all committee emails promptly.
  - I will complete all committee assignments quickly and report on outcomes.
- 2) I will continue to help run the PDE and applied mathematics seminar.
  - I will invite at least two speakers to the seminar each year.
- 3) I will attend department colloquia.
- 4) I will referee at least 3 papers each year.
- 5) I will help organize a conference or a special session at least once every two years.
- 6) I will write at least 6 reviews for MathSciNet each year.
- 7) I will attend writing group each semester.
  - By attending my writing will improve.
  - I will help others improve their writing.