

## **Faculty Development Plan**

My purpose as a faculty member at Brigham Young University (BYU) is to support the mission of the university, which is to “assist individuals in their quest for perfection and eternal life” through the four aims of a BYU education (spiritually strengthening, intellectually enlarging, character building, and lifelong learning and service). My faculty development plan is focused on goals I intend on accomplishing prior to my third year review and set a trajectory for successfully obtaining CFS.

## **SELF-ASSESSMENT**

### **Scholarship**

*Strengths.* Since starting at BYU, I have five papers that have been accepted for publication in peer-reviewed journals (two as primary author, three as a secondary author). I also have several papers under review and several manuscripts in progress. In my first year at BYU, I also applied for two external grants through the USDA and the Allen Foundation (one as a co-investigator, one as the principal investigator). One grant application submitted to the USDA was scored fourth and USDA only funded the first three application. That grant will be resubmitted in mid-August with a high chance of getting funded. The second grant submitted to the Allen Foundation is still under review. I believe these achievements are above my department’s expectations for CFS.

I have also started involving students early in my academic journey. At BYU, I have already submitted one paper for review with a student co-author. I have also involved three other undergraduate students in my research agenda. These students have had rolls in survey development, pilot testing, study recruitment, qualitative interviewing, data transcription, and data entry.

*Areas for Development.* Three of my accepted publications this year was from research I was involved with during my doctoral coursework. While I started to build my own research platform, I need to continue to be careful at establishing independence and leadership in my publication record. I also want to further develop my mentoring capabilities, paying special attention to involvement of undergraduate students in my research agenda. Continued involvement with undergraduate students. I want to continue to bolster my mentorship skills, including finding students early in the degree program to develop their skills. I also want to increase the rigor of my scholarship through publication in journals with higher impact factors and to continue to seek external funding.

### **Teaching**

*Strengths.* In my two semester teaching at BYU, I have taught two sections of HLTH 439 and have received very high teaching evaluations. Both semesters, I received a composite student rating of 4.8 (on a 5.0 scale). Meanwhile, I am also able to maintain rigor of my course. Students in my section spent, on average, 1.1 hours per week (Fall 2016) and 1.46 hours per week (Winter 2017) out of class per credit hour. This is slightly higher than the

department average. In addition to the university rating system, I implement several other methods of gathering student feedback. One of my favorite teaching strategies is for students to turn in a notecard at the conclusion of each class. This provides an opportunity for me to assess individual student learning, clear up any questions students may have, and interact individually with each student. Sometimes students use these as opportunities to provide feedback on my teaching and the course. One student said "I've been able to ask questions that I wouldn't normally feel comfortable asking professors."

*Areas for Development.* One area I need to continue improve is the spiritually strengthening piece of my course. In my Winter 2017 evaluation, 18.8% of my students stated my course had "no effect" on the spiritually strengthening aim. Considering I have had a BYU experience until this year, I was somewhat hesitant on how this works in the classroom, but after attending several Faculty Center Lunch-and-Learn seminars and participating in the Faculty Development Spring Seminar, I have a better sense of some strategies that might be useful in my class. I also want to revamp some of my learning evaluations to reduce potential grade inflation.

## **Citizenship**

*Strengths.* I currently serve on department (Ad Hoc Department Library Journal Cancellations and Retention, Curriculum Committee, Ad Hoc External Funding Committee Member, MPH Admissions Committee), college (ORCA proposal review), community (Utah Breakfast Expansion Team Coalition, Farm to Fork Taskforce), and professional organization (Membership Chair for the School Health Education Services section of the American Public Health Association) committees. I am also active in three professional organizations: the American Public Health Association, the American Academy of Health Behavior, and the Society for Nutrition Education and Behavior. I reviewed abstracts for both the APHA and AAHB annual conferences and have reviewed journal articles for the Journal of Nutrition Education and Behavior. Lastly, I am developing collaborations with faculty across departments (Emily Patten, NDFS; Nathan Stokes, NDFS; Chad Jensen, Psychology) and universities (Jay Maddock, Texas A&M; Natoshia Askelson, University of Iowa; Zainab Rida, Nebraska Department of Education)

*Areas for Development.* I think the main area for development in citizenship will be to continue to limit excessive involvement through citizenship work, especially pre-CFS, while simultaneously being involved in efforts that will improve both teaching and scholarship. Fortunately, several of the committees I serve out outside of BYU are extremely beneficial for the productivity of my research agenda.

## **PROFESSIONAL GOALS**

### **Scholarship**

1. Develop qualitative data analysis skills

Plan to achieve: Enroll in ICPSR Summer Program course on qualitative data analysis

2. Submit at least four articles for peer review each year

Plan to achieve: I currently have data for at least three publications where I would be the primary author. I also am collaborating with Dr. Nathan Stokes from NDFS on one additional project that will result in the development of a manuscript.

3. Increase publications with students as co-authors

Plan to achieve: I currently work with a MPH student who will co-author at least two papers next year. Develop a job announcement for someone interested in pursuing publication experience at the undergraduate level to share with department list-serv.

4. One grant application per year as either a co-investigator or principal investigator

Plan to achieve: Continue to collaborate with researchers from other universities. Continue to look for RFAs that are aligned with my research agenda.

## **Teaching**

1. Improve spiritually strengthening component

Plan to achieve: Continue to build both planned and unplanned opportunities to share gospel insights.

2. Develop and improve grad course

Plan to achieve: Develop syllabus as part of my Faculty Development Project. Refine course based on feedback received through informal and formal student evaluations.

3. Solicit feedback from colleagues through formal teaching evaluations

Plan to achieve: Schedule time at least once a year for a faculty member from my department to observe and evaluate my teaching. This may include assessing syllabus and evaluation. Additionally, seek feedback from the CTL on course development and teaching observations.

## **Citizenship**

1. Strengthen department collaborations

Plan to achieve: Continue to have discussions regularly with faculty regarding research interests. While I have natural collaborations within NDFS, I would like to continue to develop research relationships within the department.

2. Mentorship program through AAHB

Plan to achieve: I'm currently in a formal mentoring program through AAHB. As part of this mentoring program, I have goals to create and publish a study with my mentor. My role in this program will be to disseminate information about the success of the program at the AAHB 2018 Annual Meeting.

3. Continue to build my national service reputation through the SHES section of APHA.

Plan to achieve: Currently, I am in an appointed position to serve as the Membership Chair. My main goal in this role is to increase membership/retention in our section. I plan to develop a speed networking event for our opening social during the Annual Meeting. I aim to run for a leadership role, but this will likely take place after I have obtained CFS.