

## Faculty Development Plan – NAME 2016

### Department of Ancient Scripture

The Mission of Brigham Young University is “to assist individuals in their quest for perfection and eternal life.” The goals I am drafting are focused on assisting me to accomplish this objective in relation to the students from a pedagogical standpoint. I intend to create a classroom environment where students can engage in true learning, and where I and they can continue a trajectory of disciple scholarship in Religious Education courses, but that also extends into our personal and professional lives. I am additionally attempting to establish a research and citizenship agenda which will help me make positive contributions to the Department, University, community, and within my academic discipline.

#### **A. The faculty member's self-assessment of his or her strengths, skills, competencies, interests, opportunities, and areas in which the faculty member wishes to develop.**

### **Teaching**

#### **Strengths**

I have been teaching for over a decade now in Religious Education. The breadth of my teaching has included the following courses: Old testament (301, 302), Pearl of Great Price (327, 327H), New Testament (211), Book of Mormon (121, 121H). I have also taught Old Testament (303) and New Testament (311) at the BYU-Jerusalem Center. Through the years I have gained experience which has enabled me to improve class discussions and testing strategies which assess the most relevant material, and which avoids peripheral issues that may be interesting, but less important. I have also been able to focus more on doctrinal issues in the classroom, while explaining historical context and background to accentuate an original environment in which doctrine or revelation was originally given. My focus has been driven on helping students understand historical issues, while always retaining a concentration on doctrine, relevance, and application for us in our lives.

#### **Goals**

I would like to continue to improve teaching by looking for relevance in the material we cover, continuing to learn more about the respective topics we cover myself, and by creating a learning environment that fosters true learning. I would also like to observe other professors within my department to get a more comprehensive set of ideas for how to make the classroom a place of learning.

### **Scholarship**

#### **Strengths**

I have a fairly regular publication record over the course of my career (despite heavy administrative and service loads). These publications have included books, edited volumes, articles, and book chapters, the majority of which have been peer-reviewed and include a blend of both LDS and publications to the Academy. My academic work is diverse and engages both LDS and academic communities in the form of archaeological excavations, research in international museums, presentations, and publications. My hire here has enabled me to re-engage with the academic community on a greater level, and I am currently building up steam with several forthcoming publications I have been able to prepare since my appointment to BYU. I think I have been able to establish a publication trajectory of my abilities to effectively work within the larger academic community.

### **Goals**

Continue current research trajectory and finish projects that are underway in a timely manner.

### **Citizenship**

#### **Strengths**

I have a consistent record of University service. This has ranged from University Curriculum, serving on the CES Curriculum Committee, Assessment, and Symposia. I served a 1-year position at the BYU Jerusalem Center for Near Eastern Studies where I taught and lead field trips to Old and New Testament sites within Israel and field trips to Turkey and Jordan. I am scheduled to serve another one-year appointment in Jerusalem for the 2017-2018 academic year. I also served as Department Chair – Department of Religious Education, Brigham Young University Hawaii— where I oversaw the academic unit, budgets, conducted a program review, administered the flow of online courses, recruited missionaries, oversaw hiring, and served on the CES Curriculum Committee (all while teaching a course-load of generally 2-4 classes a semester). I am currently the Chair of the Old Testament Sperry Symposium for 2017 and I have organized the meetings, coordinated the selection process, made comments and have given feedback on the accepted proposals to the scope of the volume in-tact, and personally extended invitations to commission chapters to fill out the book. I work with other universities as an Area Supervisor on the Ataruz dig in Jordan, taking students from BYU as part of their degree program. I have also co-edited volumes with colleagues on campus, as well as in the broader international community.

### **Goals**

Continue to successfully and diligently serve in current assignments.

- B. The faculty member's professional goals in citizenship, teaching, and scholarship (or citizenship and professional service, for professional faculty) and the plan to accomplish these goals.

1. Citizenship: Work well with others. Initiate collaboration with colleagues and be optimistic in assignments. Successfully complete current assignment with the Sperry Symposium and Phi Kappa Phi.
2. Teaching: Concentrate on learning. Focus on fewer points and pay attention to core doctrine within the respective context. Eliminate peripheral issues that are interesting, but not crucial. Help students clearly understand what is expected of them so that there is no misunderstanding or surprises. Reduce stressful situations with the course. Stay focused on the students.
3. Scholarship: Finish and submit 3-4 articles for publication this summer. Continue working on other projects so that there is a consistent flow of work progressing towards publication. Don't be preoccupied with quantity. Produce quality pieces that are academically responsible. Try to get 1 conference proposal accepted for presentation. Don't place undo-stress on myself to overproduce in unrealistic measures.

C. The relationship between individual goals and department and university aspirations and needs.

My goals have focused on harmonizing my objectives with those of the University and the Departments. I have made concerted efforts to collaborate with colleagues on and off of campus, and have broadened my professional development to an international scale.

D. Resources needed to accomplish the professional goals, including budgetary support, equipment, time, etc.

The Department has been wonderful in assisting me with financial resources and course releases to help me succeed and meet my goals. I continue to write up proposals for assistance in furthering my work in the field.

E. The faculty member's activities and accomplishments so far in achieving the goals.

See attached CV. Below is a development plan for 2015 and 2016.

### **NAME Faculty Development Plan 2015**

For the academic year of 2015 I would like to focus my attention on 3 main components:

1. Teaching: Concentrate on learning. Focus on fewer points and pay attention to core doctrine within the respective context. Eliminate peripheral issues that are interesting, but not crucial.
2. Scholarship: Finish and submit 2 articles for publication. Continue working on other projects so that there is a consistent flow of work progressing towards publication. Don't be preoccupied with quantity; produce quality pieces that are academically responsible.

3. Citizenship: Work well with others. Collaborate with colleagues and be optimistic in assignments. Successfully complete current assignment with the Student Symposium.

I was able to meet these goals.

### **NAME Faculty Development Plan 2016**

For the academic year of 2016 I would like to focus my attention on 3 main components:

1. Teaching: Concentrate on learning. Focus on fewer points and pay attention to core doctrine within the respective context. Eliminate peripheral issues that are interesting, but not crucial. Help students clearly understand what is expected of them so that there is no misunderstanding or surprises. Reduce stressful situations with the course. Stay focused on the students.
2. Scholarship: Finish and submit 2 articles for publication. Continue working on other projects so that there is a consistent flow of work progressing towards publication. Don't be preoccupied with quantity. Produce quality pieces that are academically responsible. Try to get 1 conference proposal accepted for presentation. Don't place undo-stress on myself to overproduce in unrealistic measures.
3. Citizenship: Work well with others. Collaborate with colleagues and be optimistic in assignments. Successfully complete current assignment with the Sperry Symposium and Phi Kappa Phi.

I am currently on pace to meet these goals. My classroom experience has improved as I have focused on student learning and I have been fulfilling citizenship assignments and pursuing my goals in scholarship.

- F. The faculty member's comments, if desired, on measures used to assess success in his or her professorial or professional responsibilities and in accomplishing the goals set forth in the plan.(University Policy on Faculty Rank and Status; 3.1.2; <http://policy.byu.edu/>)

I have been able to measure my teaching goals by going in and removing less-important material from my teaching plans, stream-lining my PowerPoints, and making a conscience decision to focus on the doctrine. I therefore know it has been done.

I have also created an open-note, open-book testing policy that has allowed me to focus on learning in the classroom, while encouraging students to take a more active role in their learning. I have received great feedback from the classes and the classroom environment has produced greater discussions and interactions as students are attempting to ensure that they understand the material.

Department Chair Approval.

I have read and discussed *[name removed]* plan with him. He came to us as a seasoned associate professor with administrative experience. He had this plan in mind when he joined our department and has been systematically working through it ever since. He has a strong and dedicated mentor who is aware of this plan and supportive of *[name removed]*'s goals.

Chair, Department of Ancient Scripture

August 8, 2016