

Faculty Development Plan

Self-assessment/Teaching philosophy:

Nursing is the greatest profession in the world and my enthusiasm for it is something I like to share with students. I believe that teaching nursing is a value, in and of itself because of the influence for good that one can evoke while passing on knowledge obtained from a formal education, life's hard knocks, life's great experiences, and ultimately wisdom.

I believe that everyone has value and something to offer no matter their heritage, history, gender, religion or practices. I feel it is my job as a teacher, a mentor, and a learner, to provide an environment that fosters the best learning. It starts with my attitude, knowledge, and willingness to make a difference in the lives of my students. I strive to be a teacher that is respected because students feel cared for, have fun learning, yet still held to a high standard.

I believe I have many strengths to offer students throughout their learning journey. I have always loved teaching and mentoring students in my 27 years of clinical nursing practice and feel that being a full-time teaching professor at BYU is a natural progression. I am grateful for the opportunity to work with and learn from students and colleagues in nursing education. I have so much to learn about academia and feel at times very overwhelmed with the responsibility, but look forward to the challenge in identifying how I can have an impact for good and the future of nursing.

TEACHING

Strengths:

- I have a strong passion for the nursing profession.
- I have 27 years of practical nursing experience in a variety of venues.
- I have a positive attitude, even in less than ideal circumstances.
- I have a smile on my face and find common ground wherever I go.
- My demeanor is calm and collected.
- I am a good listener and students feel I am approachable.
- I genuinely love students.
- I take pride in being well organized.
- I see all students as children of God and value their potential.
- I take great interest in the success of my students, not just academically, but spiritually too.
- I work especially well in small groups of hands-on clinical and lab students.
- I work well within a team environment.

Opportunities to improve:

- Adequately incorporate the Gospel into my courses and discussions.
- Better engage students, while teaching in large group environments.
- Become more comfortable in front of large groups in lecture/presentations.
- Improve presentation skills in the classroom.
- Learning how to best give student feedback (crucial conversations), while maintaining a high academic standard.
- Learning how to use student feedback in making appropriate evaluations and changes in teaching.
- Write clearly worded test questions that adequately evaluate student learning and course outcomes.
- Make a concerted effort to get to know students on a personal level.

Goals:

Goals	Plans
Incorporate the Gospel and Spirit into my teaching	*Pray individually before class, pray as a class before beginning *Read the scriptures daily *Attend the temple at least bi-monthly *While preparing for class, think about gospel principles that could be included *While teaching, pay attention to the Spirit and verbalize promptings of gospel connections *Ask students to think about and verbalize gospel connections at least once during class
Improve student ratings in large classes	*Read one book that has ideas on teaching strategies for large groups and incorporate at least one item into my teaching (such as "Teaching Tools" by Davis, that can be checked out from the Faculty Center) *Participate in a Nurse Educator conference this summer that focuses on teaching strategies to facilitate learning *Utilize the SCOT program in my next class *Select and observe two faculty members' teaching, who are models of effective teaching in large classrooms *Have a faculty member observe my teaching next semester and have them provide feedback (Kent & Blaine)

	<ul style="list-style-type: none"> *Incorporate more questions to students during lecture *Have a lecture (PPT), reviewed by a colleague who will provide feedback (Sabrina) *Obtain midterm evaluations
Develop effective test questions	<ul style="list-style-type: none"> *Read at least one resource on how to write effective test questions *Collaborate with my co-instructors to review my test questions and provide feedback (Blaine) *Attend a conference this summer that incorporates strategies for assessment of student learning and analysis of assessment results *Attend CTL courses/workshops about test writing and/or question analysis
Better connect with students personally	<ul style="list-style-type: none"> *Learn students' names by studying the class rolls, having them identify themselves when they make comments *Make myself more available with office hours *Make an effort to speak with students as they enter the classroom
Use student comments (written and oral), to appropriately make course changes for student and class improvement	<ul style="list-style-type: none"> *Analyze student comments each semester and look for common themes *Discuss student comments with corresponding course coordinator and list ways to incorporate improvements *Seek feedback from seasoned/expert faculty on ways/methods to improve courses based on feedback

CITIZENSHIP

Strengths:

- I have a positive attitude and the ability to get along with most everyone.
- I am a team player and dependable.
- I am organized.
- I am invested in the commitments I make.
- I faithfully serve in my local ward and community.
- I volunteer as a nurse in the "Operation Walk El Salvador" medical mission.

- I volunteer for Utah Honor Flight.
- I serve on college councils and accept assignments willingly.

Opportunities to improve:

- Serve on a professional board or committee within my areas of expertise and contribution to the discipline focus areas.
- Play an active role in the college where needed.
- Promote civility, collegiality and harmony in the college.

Goals:

Goals	Plans
Collaborate with a colleague on a project, to learn about research practices and shared authorship of an article	*Collaborate with Blaine Winters and two undergraduate students on the Post-fall assessment protocol development and trial in the community *Assist with the literature review, write-up of findings and development of a post-fall assessment protocol *Collaborate with healthcare providers/administrators and community elderly care institutions to trial the protocol *Analyze the results of the trial into a scholarly article for publishing
Serve on a professional board or committee	*Attend all STTI meetings *Fulfill delegated responsibilities in a timely manner *Obtain ideas and feedback from colleagues about performance *Look for other leadership opportunities within appropriate organizations
Play an active role in the college	*Attend all meetings *Fulfill responsibilities in the assigned college councils: -Faculty Development Council -Recognition and Events Council -Nursing Fourth Semester Collaboration Council
Promote civility, collegiality and harmony in the college	*Avoid criticism and negative remarks *Attend college activities *Identify and take advantage of opportunities to engage in positive activities

	with colleagues (lunch, sports, walks, office visits, etc...) to get to know them better *Hold professional integrity as a top priority
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CONTRIBUTION TO THE DISCIPLINE/PROFESSIONAL SERVICE

Strengths:

- Passionate about the Nursing profession.
- Varied clinical experience.
- Extensive experience in working with Veterans.

Opportunities to improve:

- Obtain certification in Nursing Education this year.
- I have never done poster and/or podium presentations.
- Limited experience and confidence in my ability to write and do course development.

Goals:

Goals	Plans
Certification as a Nurse Educator	*Obtain study materials for the Certified Nurse Educator, by June 1, 2017 *Study at least one hour, 5 days a week for the exam *Take practice tests *Take the certification exam by August 20, 2017
Poster/podium presentation	*Seek out at least one presentation to do each year at the local, regional and/or national level *Work with my mentor to identify topics and venues for presentations *Work with a colleague on presentations *Identify conferences to participate in, that line up with my focus areas
Course development	*Work with a colleague in the Gerontology course to explain and participate in the process of course development *Offer to write the Gerontology course syllabus for next semester and get feedback *Work with the Center for Teaching and Learning and the Faculty Center as needed

Relationship between Goals and University Aspirations/Needs

TEACHING

Goals	University Aspirations/Needs
Incorporate the Gospel and Spirit into my teaching	This aligns with the Aims of BYU in spiritually strengthening the student while getting an education. It also coincides with the aims of lifelong learning and providing an intellectually enlarging experience if I can invite the Spirit to help students understand concepts and apply them. As an instructor, the Spirit can help me know students' needs and be sensitive to those needs as I teach.
Improve student ratings in large classes	Creating interesting and effective teaching strategies can help the student engage and learn. If they feel like they are not wasting their time and are truly engaged in the classroom, they will provide good ratings.
Develop effective test questions	Creating fair and effective test questions is in line with BYU's Aim of leading to lifelong learning, by being able to evaluate what is learned and applying it to professional and personal lives. It is also a way to evaluate that we are meeting the mission of BYU through "intensive learning and commitment to excellence".
Better connect with students personally	With the Savior as our ultimate example, if I can help students feel valued and loved, they will engage and give more of themselves to their education and others around them.

CITIZENSHIP

Goals	University Aspirations/Needs
Serve on a professional board or committee	In aligning with BYU's Aims of character building and lifelong learning and service, I believe that I can make a difference by contributing experience and networking in venues within my profession, locally, regionally, and/or nationally.
Play an active role in the college	Contributing to the college by sharing my strengths and being a team player, can facilitate positive collaboration that leads to

	better outcomes for professors, staff and students.
Promote collegiality and harmony in the college	As we build relationships, we can unite and be stronger together, than as individuals. A positive and productive working force that trusts each other, can accomplish much in realizing and promoting human potential.

SCHOLARSHIP/PROFESSIONAL SERVICE

Goals	University Aspirations/Needs
Certification	As a certified nurse educator, I can have a greater impact on BYU's reputation for employing experts in their field.
Poster/podium presentation	BYU faculty will have a greater impact on the nation and world by interacting and sharing information outside of the university.
Course development	This directly affects the success and reputation of BYU by producing courses that help students pass their boards and make a difference in their families and communities.

Resources Needed to Accomplish Goals

Resources I feel are necessary to accomplish my goals at BYU:

- Funding to travel to conferences that promote my learning and networking. I would like to attend the Boot Camp for Nurse Educators in July and then another professional conference in the next year that would expose me to a venue where I can present.
- Continued use of the Faculty Center and Center for Teaching and Learning to get feedback and teaching resources. I would like to check out books, utilize the SCOT program and consult with Susan Eliason, and other suggested resources.
- Ideally, I would like to be given time to collaborate with colleagues to work on projects, see examples of their teaching and assist in course development.

Activities and Accomplishments to Date

With respect to teaching, my accomplishments to date are,

- Developed better test questions and class activities for the Gerontology class based on student ratings, however there is room for improvement.
- Worked with Susan Eliason in the Center for Teaching and Learning to get help with identifying teaching resources.
- Obtained teaching feedback from two colleagues and incorporated changes as a result.

The classes I obtained feedback were, Nursing Care of Adults in Crisis (N471) and Nursing Care of the Older Adult (N291).

With respect to citizenship, my accomplishments to date are,

- I am serving on the STTI board as the Program Coordinator for Induction.
- I attended all college council meetings and fulfilled my responsibilities in co-writing/submitting a University award nomination, planning the college retreat, planning and implementing the Nursing Professionalism Conference.
- I attended college activities (college retreat, bowling and ice cream social).

With respect to scholarship/professional service, my accomplishments to date are,

- I obtained two study resources for certification and the certification packet.
- I started studying for certification.
- I am registered and have my travel itinerary to attend the "Boot Camp for Nurse Educators" conference.