Sample 1
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:

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<tr>
<th>Goals</th>
<th>Plans</th>
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<tbody>
<tr>
<td>Incorporate the Gospel and Spirit into my teaching</td>
<td>*Pray individually before class, pray as a class before beginning</td>
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<td>*Read the scriptures daily</td>
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<td>*Attend the temple at least bi-monthly</td>
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<td>*While preparing for class, think about gospel principles that could be included</td>
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<td>*While teaching, pay attention to the Spirit and verbalize promptings of gospel connections</td>
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<td>*Ask students to think about and verbalize gospel connections at least once during class</td>
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<td>Improve student ratings in large classes</td>
<td>*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)</td>
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<td>*Participate in a Nurse Educator conference this summer that focuses on teaching strategies to facilitate learning</td>
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<td>*Utilize the SCOT program in my next class</td>
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<td>*Select and observe two faculty members’ teaching, who are models of effective teaching in large classrooms</td>
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<td>*Have a faculty member observe my teaching next semester and have them provide feedback</td>
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MSN-Ed, BSN

May 2017
| **Develop effective test questions** | *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  
*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** | *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** | *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.

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| Collaborate with a colleague on a project, to learn about research practices and shared authorship of an article | *Collaborate with [Name Redacted] 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 |
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:

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| 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

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<tr>
<td>Incorporate the Gospel and Spirit into my</td>
<td>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 see 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.</td>
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<tr>
<td>teaching</td>
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<tr>
<td>Improve student ratings in large classes</td>
<td>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.</td>
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<tr>
<td>Develop effective test questions</td>
<td>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”.</td>
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<tr>
<td>Better connect with students personally</td>
<td>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.</td>
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### CITIZENSHIP

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<tr>
<td>Serve on a professional board or committee</td>
<td>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.</td>
</tr>
<tr>
<td>Play an active role in the college</td>
<td>Contributing to the college by sharing my strengths and being a team player, can facilitate positive collaboration that leads to</td>
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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

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<tr>
<td>Certification</td>
<td>As a certified nurse educator, I can have a greater impact on BYU’s reputation for employing experts in their field.</td>
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<tr>
<td>Poster/podium presentation</td>
<td>BYU faculty will have a greater impact on the nation and world by interacting and sharing information outside of the university.</td>
</tr>
<tr>
<td>Course development</td>
<td>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.</td>
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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 [redacted] 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.
Sample 2
1. Overview

Blueprint for developing my vision and goals to optimize my contribution to Brigham Young University. This is an initial self-assessment of my strengths, skills, and interests that I can contribute to the College of Nursing, as well as an in-depth look at areas for personal improvement with accompanying goals in the areas of teaching, citizenship, and contribution to the discipline.

First, I recognize my employment at BYU is a blessing with countless opportunities for the future; because of this great prospect, I now have the charge to influence the next generation of nurses. I hope to instill in them my love for learning, serving others, and most importantly developing their testimonies of the restored gospel of Jesus Christ.

1.1 Strengths, skills, competencies

I believe I have been blessed with many attributes and talents that will be helpful as I develop my skills as an educator and that will sustain me as I embark on my journey of becoming a full professor. I believe one of my greatest attributes is that of persistence, I do not quit and will continue to push myself to become better. Another skill I believe that will be greatly enhancing to educating nurses is my past and current experience as a registered nurse and currently as a nurse practitioner, this work experience has driven me to stay current in practice trends and treatments, which I can then use to enhance my teaching. In regards to students, I love seeing students understand new concepts and to succeed in their own right, I find that truly rewarding. Finally, I believe the greatest attribute that I bring to the college of nursing is my testimony of the restored gospel of Jesus Christ, and I hope to continue to exemplify that testimony in my teaching as well as letting others grow their personal testimonies from the fire of my own.

1.2 Areas to develop

Here at BYU I am surrounded by exceptional educators and healthcare professionals, watching them has been humbling. In observing them I have noted many areas where I can improve myself, as a person, a nurse practitioner, and an educator. I hope to use these positive examples as role models to develop those attributes in myself. In regards to teaching, I would like to better organize my subject matter so assignments, readings, and clinical activities all work together to improve learning outcomes for my students.

In regards to contribution to the discipline (this is an area where I feel weak), based upon my limited contribution over the past decade while working in private practice. I hope to find my niche so I can contribute in a meaningful way of both furthering the education of nurses and the prestige of BYU.

The final area I would like to discuss, is how I want to become more positive in my “self-talk.” I believe that if you can keep a positive mental outlook, you are able to carry your abilities so much further. Negative thoughts can easily enter the mind and discourage a person from achieving their end goals.
have seen both sides of mental outlook and its end products, and I hope to continue to develop my ability to maintain a positive outlook and dialogue in my head.

In the sections that follow, I will outline specific goals and plans to improve in the areas of teaching, citizenship, and contribution to the discipline.

2. Teaching
   2.1 Self-Assessment

One of the reasons I decided to teach at BYU was the opportunity to create a large footprint of influence. I truly want to make a difference, a lasting change for generations to come. I have a strong desire to see my students succeed. To make that possible I know I will have to push myself to improve each year by studying concepts, reviewing evaluations, and maintaining the spirit in my own life to aid in my teaching.

I want to stay current in my skills by continuing to work as a nurse practitioner, I know the importance of understanding what I am teaching, and drawing upon personal experiences to help explain concepts and make them easier to retain. In addition, by maintaining my practice skills it allows me to see current trends in nursing so I can utilize them in my teaching and clinical experiences.

I also want to maintain an approachable attitude where students can easily ask questions and will in turn challenge themselves to become better. Having been a student recently, I know that willingness to take a risk comes only when you know your instructor cares about you and your success.

2.2 Professional Goals

My goals for 2017 include:

- Read one book this year regarding teaching (currently reading, What the Best College Teachers Do)
- Attend boot camp for nurse educators conference (July 2017; Albuquerque, NM)
- Review BYU’s mission statement frequently
- Find new ways to share my testimony and encourage the development of gospel topics in class discussion.
- Improve feedback on my teaching by working with Center for Teaching and Learning, and adding mid-course evaluations.

3. Citizenship
   3.1 Self-Assessment

Citizenship is the attribute that allows me to measure my character of service to the greater community. I believe I have been blessed in many ways and because of those opportunities; I need to find ways to help others succeed. I have a strong desire to serve and hope to be a positive contributor to the committees and teaching teams that I work with. By making that positive contribution we can further the University and each other.

3.2 Professional Goals

My goals for 2017 include:
• Play an active role in the College of Nursing by attending all meetings, and where applicable provide feedback and suggestions. Final goal is to understand the College of Nursing dynamics so I can actively contribute to projects and curriculum.
• Be available to students to aid in their growth and be a positive influence on them.
• Continue to work on my college committees and make positive contributions

4. Contribution to the Discipline

4.1 Self-Assessment

This aspect of academia is what has most concerned me as I have transitioned from the role of a clinician to a professor. As a nurse practitioner for the past 6 years, I have been more concerned with patient outcomes, and providing high quality, cost effective care; now I get to add the focus of contributing in a meaningful way to the profession of nursing.

I have reflected upon how I can best contribute to the profession of nursing. As a faculty member on the professional tract, I believe the best way to contribute to my profession is by increasing educational opportunities for nursing students and nurse practitioners. With my background in ear, nose, and throat/head & neck surgery, I plan on publishing articles in nursing journals and hope to present at nursing conferences related to my clinical experience.

One aspect that has made me very excited throughout this transition is my love for learning. How great is it to have a profession that encourages me to continue to improve and better myself while making an impact to those around me! I recognize I have many weaknesses in this area, but because of those many areas to improve I know I can only get better in this area.

Professional Goals

My goals for 2017 include:

• Send inquiry to JNP about proposed topic ideas (PFAPA)
  ○ Suitable topic? Or other journal needs related to ENT/H&N surgery?
• Offer myself as a possible article reviewer for JNP in regards to specialty.
• Set aside time each month to review NP journals for ideas/example of research/contribution to the discipline.

Resources Needed

• Support from colleagues with similar research interests
• Opportunities and funding to attend nursing conferences
  ○ To get an idea of what/how topics are being presented