

Faculty Development Plan NAME

Self-Assessment

Interests, Strengths, Skills, Competencies, and Opportunities

I am interested in how individuals try to bring about change in the organizations of which they are a part and the effects of these change efforts on the individual. My program of research has focused on employee voice—how and why individuals speak up with suggestions to change the current status quo of an organization and how these efforts are recognized. My dissertation focused specifically on what drives newcomers to try to make changes to the organizations they join, highlighting the role that self-perceived status plays in motivating newcomers to push forward change. Several of my current projects focus more on newcomers—looking at the performance of star newcomers as well as how being a newcomer impacts mental health. Over the next few years, I anticipate focusing more on newcomers while continuing to investigate how individuals seek to bring about change in organizations.

My doctoral training gave me insight in to the full research process from designing studies through navigating the publication process. This training helped me to develop grit and perseverance to weather the research process. I am lead author on several of my projects and often occupy the driver's seat in making sure that projects are moving forward. I have been able to develop the ability to design and conduct experimental work using behavioral labs and online platforms, to design multi-wave field studies, and more recently, to conduct archival studies. I have also learned a variety of statistical techniques to analyze multilevel and/or longitudinal datasets. Through my doctoral training and post-doctoral experience, I have been able to develop a strong network of current and potential collaborators at a number of top institutions.

I am interested in sharing existing knowledge as well as my current research findings with my students. Prior to joining BYU, I felt confident about my teaching competencies. I have generally received high teacher ratings and enjoyed being in the classroom. I like to create an open and safe environment where students feel comfortable participating, and I try to emphasize the applicability of what we discuss in class. I also seek student feedback on my course instruction and try to respond to that feedback where feasible.

Areas to Develop

In terms of research, I seek to become more adept at gaining site access to conduct field research, which will require me to develop better relationships with individuals at a variety of organizations and to seek to make connections with the members of the OBHR advisory council. I also recognize that I need to work on focusing my research energies. I tend to enjoy working on a variety of projects with a variety of co-authors, but this variety comes at a cost when the topics do not substantially overlap. I plan to be more selective in the projects that I start to make sure that they are consistent with my chosen research streams. I will also try to pull back from projects that either do not fit with my current research agenda or are unlikely to lead to a top tier journal publication.

In terms of teaching, I want to become a better instructor as I manage two different class preps for two different audiences. This last year I was successful in preparing a new prep for an

existing MBA course, and I was able to build good relationships with the students in my class. I also feel that the content of my undergraduate course is well developed, but I recognize that I need to focus more time and energy on developing relationships with my undergraduate students and demonstrating the usefulness of the information provided in the OB 321 course. I plan on continuing to update both courses to better integrate recent events, to update cases used in class and my teaching of these cases, and to develop better assessments.

I also seek to become a better citizen in my department, the Marriott School, and the profession. I have enjoyed getting to know the members of my department, and I look forward to being more involved in service capacities in the future.

Professional Goals

Citizenship Goals. I seek to be a valuable citizen in my department, school, and profession in several ways.

Citizenship Plans:

- I will continue to participate in our departmental writing circle and/or organize the writing circle for the Fall Semester.
- To improve my own teaching as well as to provide service to those members of my department teaching the same undergraduate course (OB 321), I plan to further develop a shareable google spreadsheet and dropbox folder to share ideas and materials for in class activities and video clips.
- I will contribute more in department and group meetings.
- I will continue to conduct ad-hoc reviews for top-tier journals.

Teaching Goals. I plan to improve both of my courses by responding to feedback received from students and faculty observers.

Teaching Plans:

- Revise OB 321 course as part of the Course Development Project – meet with CTL consultant, revise syllabus, implement course changes, and analyze outcomes (June 2017 – February 2018)
- Invite CTL consultants to gather mid-semester feedback (Fall 2017)
- Invite department faculty (Peter Madsen, Troy Nielson, and/or Kristen DeTienne) to observe class and provide feedback (Fall 2017)
- Analyze feedback and complete Course Development Project (February 2018)

Research Goals. I seek to maintain a strong research pipeline by developing several papers for submission to top tier academic journals and by developing materials or gaining site access for several new projects.

Research Plans. Over the course of the next year, I plan to accomplish the following:

- Submit Designated Star Newcomer paper to ASQ by June 30th
- Submit Status Portfolios paper to JPSP by June 30th
- Prepare site request materials for Newcomer Socialization Project by July 21st
- Submit Voice Advocates paper to OBHDP by August 18th
- Design Newcomer Overload experiment; submit for IRB approval by September 30th

- Submit Newcomer Depression paper to AMJ by November 1st
- Submit Newcomer Overload paper to AOM by January 15th
- Finish Data Collection for Newcomer Status and Change Behaviors Project by December 31st
- Submit Newcomer Status and Change Behaviors Paper to AMJ by February 28th

My Goal Alignment with Department and University Aspirations and Needs

My goals of publishing high-quality work in top-tier academic journals align with the goals of the department, Marriott School, and BYU in being known as a top research institution. My teaching goal of improving and updating both my undergraduate and MBA courses will serve students of the University as I strive to create a challenging yet safe environment where students learn and demonstrate the applicability of general theories to situations they or organizations they are a part of may face. I hope that these changes will be spiritually strengthening, intellectually enlarging, character building, and enabling students to participate in lifelong learning and service as students learn how to analyze diverse situations and apply evidence based management skills. By accomplishing my citizenship goals, I hope to better serve the members of my department as well as to enhance the reputation of BYU by serving as a competent reviewer for top journals.

Resources Required

I feel fortunate for the resources I have received. In terms of teaching, the reduced teaching load for the first semester (spread over my first two teaching semesters) and the ability to teach my classes in one semester has helped me to better allocate my time between teaching and research so that I can have an early jump on building up my research pipeline. Because I already teach two different courses with one at the undergraduate level and one at the MBA level, I have been told by the OB group leader and new department chair that I should be able to maintain this teaching structure until I go up for CFS. The funding for TA support is more than adequate, and I will better utilize my TAs moving forward to take full advantage of this support.

Research support has also proven adequate for travel and study needs. However, I worry about having enough resources to involve undergraduate and graduate RAs in my research projects. I plan to apply for MEG funding to better incorporate students into my research projects. I am grateful for the availability of the Marriott School behavioral lab and have already run several studies using this resource. I am also grateful for my mentor and my departmental colleagues who have been instrumental in helping me with both teaching and research development.

My Activities and Accomplishments

At this point in my career, I believe that I am making steady progress towards establishing myself as a scholar and developing as a teacher. I have experience publishing in the top journals in my field, and I have several manuscripts that will be submitted for review in the near future. I have a solid foundation upon which to continue to improve my teaching, and I look forward to continuing to learn from my mentor and colleagues on how to grow and improve as a researcher.