

Faculty Development Plan: Name

Self-Assessment

Interests, Strengths, Skills, Competencies, and Opportunities. Although I have a strong interest in all aspects of human resource management, my true passion lies in understanding how individuals become part of a larger collective. My research explores two distinct facets of this larger process: (1) how collectives decide which individuals should be integrated into the collective (and the biases that influence these decisions), and (2) the reciprocal influences that individuals and collectives have on one another as they become affiliated with one another. Several of my current projects attempt to explore these issues using teams as a focal context.

My doctoral training at the University of Iowa prepared me well for an academic career. My experience there, working with various accomplished scholars, has also helped me gain perspective in how quality research can be produced using a variety of different approaches. My published work to date has included qualitative, experimental, and meta-analytical components, although I consider myself to be considerably more skilled with quantitative methodologies. More specifically, the effort I have made to develop skills with complex longitudinal analyses has already opened doors for future collaborations. Additionally, the connections I formed with the Department of Veterans Affairs while in Iowa have provided many opportunities for large-scale research projects that are now coming to fruition.

I have worked throughout my life to develop sound teaching competencies in order to provide students with enriching experiences in a variety of teaching settings. I have also worked hard to gain a sound knowledge base regarding my specialty area of human resource management. My efforts to combine these two competencies appear to have resonated with those familiar with my classes, as I have received consistent positive feedback and even national awards for my efforts to innovate in the classroom. That said, I credit my successes in the classroom to my dedication to feedback-seeking and my desire to refine my courses.

My citizenship portfolio is relatively limited at this point in time, but it appears to be developing well. My citizenship in the larger human resources field has picked up this year as I am serving on the HR Division's doctoral consortium committee for the Academy of Management. This service has helped me to form meaningful connections with other human resource scholars and has also opened the door for additional service opportunities. I am just beginning to become involved with department-level citizenship by serving on the planning committee for a large department-sponsored conference, an opportunity for which I am excited. My other department service will begin soon as the faculty coordinator for the Org B 327 course.

Areas to Develop. Although I feel that my academic career is generally off to a promising start, I recognize that there are areas for improvement. For one, my success in publishing to date has been as a co-author and not as a lead author. While I am optimistic about the potential for my dissertation to become a first-authored publication in the near future (submission anticipated later this summer), I would like to take the lead on more projects in the future in an effort to establish my identity as capable scholar.

Although the courses I developed and taught for the first time this past semester were received well by students and faculty observers, nevertheless I openly recognize that they were still newly developed courses. Some class sessions and assignments didn't work as well as others in helping students understand and practice the various areas of human resource management. At the same time, I have been counseled by mentors that my courses are already at a point where investing large amounts of time into their improvement may not be the wisest use of my time. Striking an appropriate balance between continually improving my courses and investing my pre-CFS time wisely will be a challenge, but I feel that learning to manage that balance will make me a better-rounded academic professional.

As someone who likes to say "yes" to service and citizenship opportunities, I am starting to realize that I need to learn to be better at saying "no" at times. Although I have recently experienced success in saying "no" (after counseling with my mentors, I recently turned down an opportunity to serve on the HR Division's executive committee), I want to become better at determining by myself when the timing of these opportunities is appropriate.

Professional Goals

Citizenship Goal. Engage in meaningful service at multiple levels (e.g., department, college, university, field) at a rate that is appropriate for a pre-CFS faculty member.

Citizenship Plans:

- Continue serving on the HR Division's doctoral consortium committee (June 2016-August 2016, with possibility of renewal for 2017)
- Begin service on OBHR conference committee (June 2016) and contribute throughout the planning process leading up to the conference in 2017
- Begin service as Org B 327 Faculty Course Coordinator (June 2016)
- Continue conducting ad-hoc reviews for top tier journals as invited
- Contribute in department and group meetings and provide assistance to colleagues as needed (e.g., reviewing papers, analytical questions, etc.)

Teaching Goal. Address feedback from students and faculty observers in an effort to improve my courses while still maintaining an appropriate balance in my teaching and research efforts.

Teaching Plans:

- Complete Course Development Project with the focus of improving my MBA 546 course (June 2016-April 2017)
- Carve out time for improving teaching activities (e.g., Tuesdays) and stick to the schedule (Fall 2016)
- Revise syllabus to reflect necessary course adjustments (deadline extension pending due to no Fall 2016 teaching)

- Invite CTL consultants to help gather mid-course evaluation data (Winter 2017)
- Obtain teaching feedback from other department faculty (Peter Madsen, Curtis LeBaron, and/or Kristen DeTienne) (Winter 2017)

Research Goal. Maintain a healthy research pipeline while consistently publishing in top tier academic journals.

Research Plans:

- Resubmit AMJ R&R (June 2016)
- Submit ESM meta-analysis paper to PPsych (July 2016)
- Prepare dissertation for submission to AMJ (Summer 2016)
- Prepare network paper for submission to JAP (Summer/Fall 2016)
- Submit VT leadership paper to OBHDP (Summer/Fall 2016)
- Finalize design for recruiter-fit paper and secure a sample (August 2016)
- Locate VA burnout data (Fall 2016)
- Train RA for physical ability meta-analysis coding (Fall 2016)
- Design experiment or secure data source for team hiring study (Fall 2016)

My Goal Alignment with Department and University Aspirations and Needs

My current goals appear to align with those of my department and the university as a whole. My research goals will allow me to help support the university's standing among other research institutions by publishing high-quality work in premier outlets. My teaching goal of better managing my teaching-oriented time will also support this effort. The other teaching goals I have set will serve BYU students by creating an enhanced learning experience that is spiritually strengthening, intellectually enlarging, character building, and that directs students toward lifelong learning and service. Finally, my citizenship plans will help promote BYU as an institution via a BYU-hosted conference and the presence of a BYU faculty member in an effort to help doctoral students transition into academic life.

Resources Required

The resources that I have received have been more than adequate for now. The help I received in acquiring a high-quality TA for my first teaching semester was invaluable. Working with a great TA may be less critical in future semesters, but it will greatly facilitate my work both in and out of the classroom. Although my first year required a heavy investment in teaching, I have been told that I will be teaching the same courses for the next few years. This will free up critical time resources for research.

Research support has also been generous. Travel support has met my needs so far and appears adequate for the upcoming year. It is possible that this amount may need to increase at some

point in the future as my travel needs evolve, but not in the foreseeable future. The RA fund that I have been provided will help move one of my projects forward in the Fall and I anticipate that it will take care of my immediate research needs. An additional resource that I look forward to utilizing in upcoming semesters is the Marriott School behavioral lab, which will allow me to use experiments to further my research agenda.

My Activities and Accomplishments

The early stage of my career has been fruitful and I look forward to working hard in order to continue along what I consider to be a successful trajectory. I have published one article in a top journal, one additional article, and three book chapters, with several articles nearing the point of submission to other top journals. My teaching efforts have also been recognized with high ratings from students and faculty observers alike, and even received national recognition this year with the HR Division's Innovative Teaching Award. Furthermore, between my time at the University of Iowa and BYU, I have now prepared four courses that allow me to teach both undergraduate and MBA audiences. I feel like I am on a strong academic path.

Scholarship Strategies Project: Name

Program of Scholarship

My research is based around the notion of *becoming*, both in the context of how individuals come to belong to a collective and how both collectives and newcomers change following member arrival. My current research projects coalesce around this theme in a variety of contexts including organizations, face-to-face teams, and virtual teams. Although my methodological expertise is quantitative methodologies, I have successfully collaborated with others in order to incorporate both qualitative and experimental methods in my work.

Scholarship Goals

During the upcoming year, I aim to accomplish the following goals:

- Resubmit VA Performance Trajectory article to AMJ no later than July 15th
- Submit Experience Sampling Meta-Analysis to PPsych no later than August 1st
- Finalize design for Recruiter Fit-Perceptions study and secure sample by August 31st
- Locate VA burnout data for Network Cost study by Sept 30th
- Prepare Health Care Network paper for submission to JAP by October 31st
- Submit Team Turnover paper based on dissertation to AMJ by October 31st
- Submit Virtual Team Leadership paper to OBHDP by October 31st
- Train RA for Physical Ability Meta-Analysis Coding and complete coding by Jan 1st
- Locate site for Team Selection study by Jan 1st

Scholarship Strategies

- Use an RA to accomplish critical, but less skilled tasks (e.g., coding for meta-analyses)
- Write consistently (at least 30 minutes per day, even if simply brainstorming)
- Read consistently (at least 30 minutes per day)
- Unless absolutely necessary, focus on a single project in a given day (minimize transition efforts and potential distractions)
- Chat monthly with mentors for feedback regarding progress and future ideas

Measuring Performance

- Track project progress on white board, including next steps
- Track daily reading and writing goals on calendar
- Use monthly mentor sessions to reflect on distraction management and RA use

Citizenship Project: Name

Collaboration Plans

As I desire to engage in meaningful collaboration in my department, college, university, and field, I plan to do the following during the upcoming year:

-Continue collaborating with Michael Cope from the Sociology department regarding work and community embeddedness (June/July 2016 and beyond)

-Complete 2015-2016 service to the HR Division's doctoral consortium and remain involved for following year (Summer 2016)

-Make meaningful contributions to OBHR conference committee (Summer and Fall 2016)

-Have at least one research-focused lunch with every department member (Summer and Fall 2016)

-Help, manage, and form strong professional relationships with Org B 327 adjuncts (Fall 2016)