

Faculty Development Plan and Goals

2021-2022

Name:

School/Area:

Current Rank:

Contract Status:

Individual Goal

1. **Teaching** includes all forms of instruction and is the most important responsibility of the faculty. Teaching competence is characterized by a command of the subject matter of the pertinent discipline, enthusiasm for the subject, stimulating classroom presentation and creativity in methodology.

Evaluation Weight: (40% to 65%): _____

Goals:

Check the University Strategic Goal(s) that Your Individual Goals Support	
	We Will Deliver a Distinctive Undergraduate Curriculum
	We Will Integrate Learning and Living
	We Will Expand Our In-Demand Professional Offerings
	We Will Create Strategic Partnerships Around Intellectual Capital Development
	We Will Link Our Campuses into a Comprehensive University
	We Will Invest in Teaching, Learning and Collaboration Technologies
	We Will Improve Our Campus and Facilities.
	We Will Raise Pfeiffer's Visibility, Brand Identity and Reputation
	We Will Manage Market Expansion and Enrollment and Revenue Growth
	We Will Conduct a Major Fundraising Campaign

Activities planned to support goals accomplishment:

Assessment/Evaluation of goals:

Individual Goal

2. **Academic Advising** is a critical element in student morale and retention. It includes being accessible to students for the purpose of consultation, discussion, and advising of students.

Evaluation Weight: (5% to 25%): _____

Goals:

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Activities planned to support goal accomplishment:

Assessment/Evaluation of goal:

Individual Goal

3. **Scholarly and Creative Activities** indicate the intellectual vitality and activity which contribute to a contemporary and dynamic academic program. All faculty members should be involved in some scholarly or creative activity. These activities may directly involve students and enhance their education through participation. Such scholarly activity does not have to be publishable, or necessarily original, as long as it serves to stimulate the intellectual lives of the faculty members and the students involved. These activities may also include development of new courses and studies of the teaching-learning process that are intended to lead to an improved academic program.

Evaluation Weight: (10% to 45%): _____

Goals:

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Activities planned to support goal accomplishment:

Assessment/Evaluation of goal:

Individual Goal

4. **Institutional Involvement: Service to the Academic Program, Department, School, or College** reflects a commitment to the University and its mission. It includes, but is not limited to, service on University boards and committees and participation in the co-curricular life of the University when reasonable in light of teaching responsibilities.

Evaluation Weight: (5% to 25%): _____

Goals:

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Activities planned to support goal accomplishment:

Assessment/Evaluation of goal:

Individual Goal

5. **SERVICE TO THE COMMUNITY:** Service to the Community may include activities involving the University and the community or community activities entered into as a result of one's own interest. These activities, to be of value to the University, must go beyond organizational membership only and include active and substantive involvement and service.

Evaluation Weight: (5% to 25%): _____

Goals

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Activities planned to support goal accomplishment:

Assessment/Evaluation of goal:

SUMMARY OF RELATIVE GOAL WEIGHTS		
<u>Category</u>	<u>Allowable weight range</u>	<u>Chosen Weight</u>
Teaching	40% to 65%	
Academic Advising	5% to 25%	
Scholarly and Creative Activities	10% to 45%	
Institutional Involvement	5% to 25%	
Service to the community	5% to 25%	
TOTAL (must sum to 100%)		

Review/Approval

Signature: _____ Date: _____

Program Director/Department Chair: _____

Dean: _____