

FACULTY DEVELOPMENT PLAN AND GOALS

(TO BE COMPLETED BY FACULTY AND SUBMITTED TO DEPARTMENT CHAIR)

FACULTY NAME: _____ DATE: _____

Create a goal (short term and/or long term) for each evaluation criteria. In consult with Department Chair, determine % workload/effort/focus on the goal. Total should equal 100%.

Make sure your goals are: **Specific, Measurable, Achievable, Relevant, and Time-bound.**

GOAL #1 TEACHING/ADVISING

What steps do you need to take to achieve this goal?

What evidence exemplifies/demonstrates excellence and growth?

What resources do you need to be successful?

What strategic goal does this goal support? Select all that apply.

<input type="checkbox"/>	Distinctive Undergraduate Curriculum
<input type="checkbox"/>	Integrate Learning and Living
<input type="checkbox"/>	Expand in-demand Professional offerings
<input type="checkbox"/>	Strategic Partnerships
<input type="checkbox"/>	Link Campuses
<input type="checkbox"/>	Invest in Teaching, Learning, and Collaboration Tech.
<input type="checkbox"/>	Improve our campus and facilities
<input type="checkbox"/>	Raise Pfeiffer's visibility, brand identity and reputation
<input type="checkbox"/>	Major market expansion and enrollment and revenue growth
<input type="checkbox"/>	Fundraising campaign

GOAL #2 SCHOLARSHIP/CREATIVE ACTIVITY

What steps do you need to take to achieve this goal?

What evidence exemplifies/demonstrates excellence and growth?

What resources do you need to be successful?

What strategic goal does this goal support? Select all that apply.

<input type="checkbox"/>	Distinctive Undergraduate Curriculum
<input type="checkbox"/>	Integrate Learning and Living
<input type="checkbox"/>	Expand in-demand Professional offerings
<input type="checkbox"/>	Strategic Partnerships
<input type="checkbox"/>	Link Campuses
<input type="checkbox"/>	Invest in Teaching, Learning, and Collaboration Tech.
<input type="checkbox"/>	Improve our campus and facilities
<input type="checkbox"/>	Raise Pfeiffer's visibility, brand identity and reputation
<input type="checkbox"/>	Major market expansion and enrollment and revenue growth
<input type="checkbox"/>	Fundraising campaign

GOAL #3 SERVICE

What steps do you need to take to achieve this goal?

What evidence exemplifies/demonstrates excellence and growth?

What resources do you need to be successful?

What strategic goal does this goal support? Select all that apply.

<input type="checkbox"/>	Distinctive Undergraduate Curriculum
<input type="checkbox"/>	Integrate Learning and Living
<input type="checkbox"/>	Expand in-demand Professional offerings
<input type="checkbox"/>	Strategic Partnerships
<input type="checkbox"/>	Link Campuses
<input type="checkbox"/>	Invest in Teaching, Learning, and Collaboration Tech.
<input type="checkbox"/>	Improve our campus and facilities
<input type="checkbox"/>	Raise Pfeiffer's visibility, brand identity and reputation
<input type="checkbox"/>	Major market expansion and enrollment and revenue growth
<input type="checkbox"/>	Fundraising campaign

Signatures By signing below, we agree that the above goals are meaningful and achievable. We agree that they are 1) beneficial to the career goals of the individual faculty member, 2) support the priorities of the faculty member's department/division and school, and 3) reflect Pfeiffer University's mission, vision, and values.

FACULTY _____ DATE _____

DEPARTMENT CHAIR _____ DATE _____

Operational Definitions:

Annual - (These faculty members serve at the pleasure of the President with some limitations (see Faculty Handbook 2a, p. 38 for clarification). Annual appointments are subject to renewal. Beginning with appointment to the rank of full-time Visiting Assistant Professor or higher rank, the probationary period shall not exceed five years; but subject to the provision that when, after a term of fulltime service of more than three (3) years in one or more four-year academic institutions of higher education a teacher is called to Pfeiffer, it may be agreed in writing that this new appointment is for a probationary period of not more than three years.

Multi-year - A faculty member with a rank of professor or associate professor is eligible after two years of full-time service for a multi-year contract. A faculty member with a rank of assistant professor or visiting assistant Professor is eligible after 4 years of full-time service for a multi-year contract. A process for evaluating all ongoing multi-year contracts should be developed as an ongoing measurement of productive faculty.

Assistant Professor - are normally expected to possess the appropriate terminal degree in the field; to have completed all requirements for the terminal degree except the dissertation; to have an appropriate terminal degree in a related field; or scientific, technical, management, or artistic achievement equivalent to a doctorate as judged by a vote of the Faculty Committee on Promotion and Contracts. However, faculty who do not hold the terminal degree but who have served fulltime at Pfeiffer University for five years, and who have demonstrated competency in the classroom, have made significant contributions to the advancement of their discipline, or have been actively engaged in a program of faculty development are eligible to be promoted to the rank of Assistant Professor. Assistant Professors are expected to be effective teachers, advisors, and department and School or College members and, with the encouragement of the University, to be engaged in serious, disciplined, and continuing study which will permit them to increase their competence in their own and/or other fields. If continued study results in the earning of the terminal degree, they will be eligible for promotion to the rank of Associate Professor after the appropriate time in the present rank.

Associate Professor - besides holding a doctorate or appropriate terminal degree, or scientific, technical, management, or artistic achievement equivalent to a doctorate as judged by a vote of the Faculty Committee on Promotion and Contracts, should be actively engaged in teaching, advising, 33 TOC service, and scholarly activities of a high quality. Associate professors should be capable of undertaking institution-wide responsibilities which demonstrate their understanding of and interest in, the attainment by the University of its overall mission and goals.

Professor - besides holding a doctorate or other appropriate terminal degree should be superior teachers and advisors and should be recognized for their professional and institutional leadership. They should already have carried out and should still be engaged in work of high technical, scientific, or artistic quality. Their teaching, advising, and other contacts with students should reflect high professional competence and should serve as a model for the less experienced. Their service to the University should reflect understanding of its purposes and leadership in fulfilling these purposes. Their services to the University and Community should be of special value.

