

# Faculty Professional Development Plan

Name \_\_\_\_\_

## **Purpose**

The purpose of this plan is to help enhance the faculty members' professional growth, development and vitality, and successfully fulfill the requirements of (his/her) position at Kentucky Wesleyan. It is not a contract but a guide for identifying and managing professional growth opportunities.

## **Timetable**

The plan will begin (date) and continue for three years. The plan may be renegotiated and modified at six-month intervals with a new date of expiration.

As noted in the Faculty By-Laws, faculty members are expected to develop their teaching expertise and maintain currency in their disciplines and pedagogical approaches, develop their professional scholarly and creative works, and contribute to the work of the program, college, profession, and community.

The plan's professional development activities will be used to establish priorities and expectations as the faculty member moves toward promotion and tenure and the outcomes of activities will be reported in the annual report. It is understood that some development activities will require more than one year and may be included in several annual reports until completion.

## **Development Activities (Ordered by Priority within Categories)**

### **Instructional Activities**

Goals

Expected Outcomes:

### **Scholarly Activities**

### **Service Activities**

### **Campus Commitments\***

As part of this faculty development plan, the program and/or division chair and the institution will do the following:

#### **1. Monitoring:**

- Peer Faculty Observations of Teaching will be conducted at least once each semester during the improvement plan period and debriefings with faculty member will be held following each observation.
- The Program Coordinator and/or Division Chair will meet with faculty member at least once each semester during the plan period.
- The faculty member will have the opportunity to meet with the Faculty Status Committee yearly.
- The VPPA will meet at least once a year with the faculty member to go over plan progress, needs, concerns, etc.

2. Travel funds for workshops to address pedagogical skills or travel to conferences, etc., will be provided on an annual basis.
3. Provide reassigned time, as appropriate, within the annual assignment of teaching at least once during the tenure period
4. Others???

\*All campus commitments are subject to the availability of funds and other designated resources.

This three-year faculty professional development plan has been developed by and mutually agreed upon by the faculty member, the Program Coordinator and/or Division Chair, and the VPAA.

\_\_\_\_\_  
(name of faculty member)

\_\_\_\_\_  
(date)

\_\_\_\_\_  
(name of program coordinator)

\_\_\_\_\_  
(date)

\_\_\_\_\_  
(name of division Chair)

\_\_\_\_\_  
(date)

\_\_\_\_\_  
(name of VPAA)

\_\_\_\_\_  
(date)