

**FACULTY DEVELOPMENT PLAN
HELLENIC COLLEGE HOLY CROSS**

Professor:	
Rank and Title:	
Dean:	
Plan Period:	
Dates:	

The purpose of the **Faculty Development Plan** is to encourage the teaching staff to set long term goals in the areas of teaching, scholarship, and service to advance the institutional mission. It also encourages the effective allocation of institutional resources for faculty development. Tenured, tenure-track, and term appointment faculty shall prepare a faculty development plan commensurate with the term of their contract not to exceed a five (5) year plan. Each plan will address teaching, scholarship/professional activities, and service. To the extent applicable, faculty members are also to be guided in the preparation of their Plans by the criteria listed in the description of the Annual Self-Evaluation Report, as well the criteria for Tenure and Promotion.

The Faculty Development Plan will include measurable goals for a period of 5 years in each of the following areas: teaching, scholarship, and service.

TEACHING

The criteria for teaching effectiveness (Faculty Handbook):

- Demonstrates ability to engage students in learning
- Assists students in applying theory to practice
- Demonstrates ability to evaluate critically students' skills
- Maintains integrity of academic standards
- Implements feedback from the dean and course evaluations in determining effective teaching.
- Incorporates new scholarship and teaching methods in course development
- Assists, advises, and mentors students
- Syllabi reflect goals and objectives of relevant programs or school/college.

In FDP, faculty members will provide evidence that during a 5 year period, said member relates goals to, among other things, the above criteria. All faculty members are required to demonstrate the completion of at least 2 goals in order to meet the standard of teaching effectiveness. It is suggested that tenure-track faculty, and faculty who seek promotion, speak to the Chairpersons of their department, and/or the Dean of the college, to ensure that goals are in keeping with the requirements for tenure and promotion.

Some examples:

1. *Goal is to create a new student course evaluation form that more effectively represents coursework and student learning outcomes.*
2. *Goal is to visit 5 instructors' classrooms to observe a variety of teaching strategies that may be useful in the courses I teach.*
3. *Goal is to develop 1-2 new courses that will address major concepts in my area of study.*
4. *Goal is to attend 2 workshops exploring the most recent pedagogical practices related to my field of study.*
5. *Goal is to develop a structured mentoring process that is reflective of and in alignment with the learning outcomes of the students' major.*
6. *Goal is to collaborate with faculty members in the creation or modification of courses that can be taught to students across majors.*

Teaching Goals (List below 3-5 goals):

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II. SCHOLARSHIP

The criteria for effectiveness in scholarship (Faculty Handbook):

- Scholarly publications
- Academic presentations
- Invited lectures
- Participation in professional associations
- Participation in seminars, workshops and other professional training
- Grants, fellowships and other awards

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Some examples:

1. *Goal is to complete a book manuscript based on _____.*
2. *Goal is to publish 1-2 articles in peer-reviewed journals.*
3. *Goal is to present 1-2 papers at local, national, or international conferences.*
4. *Goal is to organize a workshop, conference, lecture, or other academic events and link the content to my own scholarship and/or teaching practices.*
5. *Goal is to secure funding for _____.*

Scholarship Goals (list 3-5 goals below):

III. SERVICE

- Participation in, and contribution to, faculty and other institutional committees
- Participation in HCHC activities
- Participation in outside community activities

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Some examples:

1. *Goal is to become a contributing member of a committee I have yet to be a member of.*
2. *Goal is to offer to be an advisor to a student group – an existing one, or one that students plan to create (e.g., drama club)*
3. *Goal is to participate more fully in the life of the HCHC community (e.g. organize brown-bag lunches for students, staff, and faculty on specific topics in my discipline; offer short sermonettes on a regular basis in chapel).*
4. *Goal is to offer a lecture or course in my discipline to a broader community (e.g. town extension course, parish or metropolis retreat, etc.).*

Service Goals (list 3-5 goals below):