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Example Faculty Plan

Instructions: A faculty plan is an individualized plan to assist you in meeting specific standards for tenure and promotion. Review the [Faculty Evaluation Procedure](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fstockton.edu%2Facademic-affairs%2Fagreements%2Fdocuments%2F2015-Executed-Procedure-for-the-Evalution-of-Faculty-and-Library-Faculty-MOA-with-TOC.pdf&data=05%7C02%7CSean.Vetter%40stockton.edu%7C6955f3965bd44101b2e208dd35ada69c%7C7a0f20a75f194896b0020795dfe7de55%7C0%7C0%7C638725742131813349%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=ccREX%2BmhEv%2FF7EPNW4RirALttpcfI8VBJIZ%2Bva5qRNk%3D&reserved=0) (2015) for information on developing and submitting your faculty plan. It is not necessary to address all standards in your plan, focus on those standards most important to your personal success in achieving tenure and promotion. Provide goals that represent current plans and continue until your tenure year. This form provides an example of faculty plan statements as general guidance (fictious information is provided). Contact your faculty mentor or the [Center for Teaching & Learning Design](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fstockton.edu%2Fctld%2F&data=05%7C02%7CSean.Vetter%40stockton.edu%7C6955f3965bd44101b2e208dd35ada69c%7C7a0f20a75f194896b0020795dfe7de55%7C0%7C0%7C638725742131897128%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=liFFkg%2FTUO06zV9jcFkOJUEvnbGTuC7c59RexDBNjxw%3D&reserved=0) for assistance completing the faculty plan.

Consult with your program or school to determine if a different document or format is preferred for faculty plans. To align your faculty plan to relevant standards in the areas of teaching, scholarship, and service, review [University](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fstockton.edu%2Fpolicy-procedure%2Fdocuments%2Fpolicies%2FII-10.5.pdf&data=05%7C02%7CSean.Vetter%40stockton.edu%7C6955f3965bd44101b2e208dd35ada69c%7C7a0f20a75f194896b0020795dfe7de55%7C0%7C0%7C638725742131842083%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=WzH3a5d2Vizg1U7tzfLACHViBMlO1e0BsKRGhf25TlU%3D&reserved=0), [School](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.stockton.edu%2Facademic-affairs%2Fagreements%2Fschool-standards.html&data=05%7C02%7CSean.Vetter%40stockton.edu%7C6955f3965bd44101b2e208dd35ada69c%7C7a0f20a75f194896b0020795dfe7de55%7C0%7C0%7C638725742131865757%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=35bFBpJpQmfXKaKOsF7bevLW19EdceWqHSz94HNT7cs%3D&reserved=0), and [Program](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fstockton.edu%2Facademic-affairs%2Fagreements%2Fprogram-standards.html&data=05%7C02%7CSean.Vetter%40stockton.edu%7C6955f3965bd44101b2e208dd35ada69c%7C7a0f20a75f194896b0020795dfe7de55%7C0%7C0%7C638725742131882842%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=mhlmU6MKwLDPzmLs%2FnVG%2FYSVQkb7d%2BRfJUEkRd5XaEk%3D&reserved=0)standards. Consult the [personnel actions calendar](https://stockton.edu/academic-affairs/agreements/personnel-actions-calendar.html) for due dates for the faculty plan

Use the blank [Faculty Plan document](https://stockton.edu/ctld/documents/faculty-plan.docx) to create your own faculty plan.

**Name: Professor Sample Title: Assistant Professor of Biology**

**School: NAMS Date: Spring 2025**

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| **Excellence in Teaching** |  |  |
| Relevant University Standards: 6.1.1, 6.1.2.1, 6.1.2.2, 6.1.2.3 & 10.6.1 (*note: you may choose to use program, school, or university standards for your plan – it is advised to be consistent in which standards you select and you may want to choose based on standards with the highest level of specificity*) | | |
| **Objective #1**: Maintain and improve teaching methods, course design, content selection, and demonstrate pedagogical leadership. | | |
| Brief Rationale: With a primary focus on educating students to achieve success in the biology program, I will continue to develop expertise in the course subject matter, teaching techniques, and disciplinary methods. I use sound course design methods as indicated in my syllabus and provide students with clear expectations in an organized and effective manner. I will demonstrate similar competency in my G course(s). My teaching skills will continue to improve through professional growth and development activities. By tenure, I will demonstrate pedagogical leadership. | | |
| Measurement:   1. I will provide syllabi for all courses demonstrating course design aligned to learning outcomes, establishing clear expectations, demonstrating course content 2. IDEA scores and comments will indicate student satisfaction with course design and teaching. I would like to achieve an average IDEA score for excellent teacher of 3.2 or higher by 26-27 academic year and maintain or improve that score by Fall 2028. 3. Peer observations will indicate my command of the subject matter, effective course delivery, appropriate use of disciplinary methods, and ability to engage students and promote meaningful student learning 4. I will attend at least one applicable professional development activity each year (biology conferences and Stockton’s Center for Teaching & Learning Design) and offer a pedagogical workshop focused on best practices for the biology faculty by 2028 | | |
| Date of Completion: Syllabi, IDEA scores, proof of professional development activity completion, providing a workshop, and 10 peer observations will be provided in my annual files for courses taught from Fall 2024-Fall 2028 (tenure file due Spring 2029) | | |
| **Excellence in Scholarship** |  |  |
| Relevant Program Standards: 6.2.1, 6.2.2, 6.2.3, & 6.2.4 | | |
| **Objective #1**: Meet or exceed the standards for excellence in scholarly and creative activity as described in the Biology Program standards. | | |
| Brief Rationale: My dissertation research on stem cell therapies is currently under review for publication in Stem Cell Research & Therapy. I have continued to research in this area and anticipate additional publications, presentations, and grant funded opportunities that will allow me to meet or exceed expectations for tenure and promotion. | | |
| Measurement: Publication of three peer-reviewed publications (at least two will be first author publications), presentation at 2 international conferences, 4 national conferences, and at least 2 local conferences. I will complete a book chapter for a Stem Cell textbook and anticipate working with collaborators to write a grant proposal to further research efforts in stem cell therapies. | | |
| Date of Completion: First peer- reviewed publication published by December 2025, next article published by 2027, third article by 2028.  Conference presentations: attending 2026 international conference and was accepted to present and expect to attend again in 2028 and will submit a presentation proposal. I will attend the annual Cell Bio Conference (held each December) and will submit proposals to present each year (2025-2029). I will also attend and present at the NJ Bio Conference in 2026 & 2027. I am currently writing a peer-reviewed and edited chapter for Stem Cell textbook by Bio Publishers, Inc and will complete the chapter by 2026. I am working with a small group of collaborators from 3 different Universities on a grant proposal for NIH funding. We anticipate submission in 2026 and if awarded funding will begin our research in 2027. | | |

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| **Excellence in Service** |  |  |
| Relevant School Standards: 6.3.1, 6.3.2, 6.3.3,6.3.4, 6.3.5 and University Standard 10.6.3 | | |
| **Objective #1**: Participate and provide leadership in program, school, university, professional, and community activities | | |
| Brief Rationale: I am interested in serving in activities that can utilize my skills and will benefit the Stockton community to meet or exceed the standards for tenure and promotion. | | |
| Measurement: Continued and increased participation in biology program activities (admissions, assessment, faculty meetings), participation in 2 school committees, and at least 1 University committee serving a role with significant impact and leadership. Continue as an officer of the NJ Biology Educators Association for at least the next 2 years, continue involvement in community volunteer activities including the local high school biology club. Activities for measurement will be listed in my annual file submission. | | |
| Date of Completion: Will make annual increase in activity participation and leadership through Spring 2029. | | |