



### Individual Growth Plan

Name:

Department:

College or School:

Academic Year:

Dear Colleague,

Please complete the following items that represent the main areas of focus for our development as a faculty member at University of Mobile. Please feel free to discuss with your department chair or dean any of these topics listed, or topics that you see are necessary according to your discipline. The goal for this document is to assist you in the improvement of your knowledge in your area, to encourage you to stay current, and to help you actively participate in professional activities that will strengthen you, and consequentially benefit the academic programs and students that you serve.

#### **Part I: Development As A Teacher And Advisor To Students:**

List and/or discuss items relevant to your faculty development in the areas of teaching and advising, including topics such as:

- A) Courses to be taught
- B) Development of new courses
- C) Mentoring and advising students
- D) Development of students' programs or instructional activities
- E) Other topics relevant to your development in these areas

*Please list items from Part I in the space below.*

## **Part II: Development As A Scholar:**

List and/or discuss items relevant to your faculty development in the area of scholarship, including topics such as:

- A) Professional memberships
- B) Participation on professional associations
- C) Grant writing and collaborations
- D) Research and publications
- E) Other topics relevant to your development in this area

*Please list items from Part II in the space below.*

## **Part III: Development As A Servant**

List and/or discuss items relevant to your faculty development in the area of service, including topics such as:

- A) Service to the university and its committees
- B) Service in the community
- C) Other topics relevant to your development in this area

*Please list items from Part III in the space below.*

## **Part IV: Development As A Person**

- A) Personal reflections on the items above
- B) Support that you may need to achieve your goals
- C) Other items that pertain to your discipline and contribute to your professional development

*Please list items from Part IV in the space below.*

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Addendum: Self evaluation

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This is an optional section to the Individual Growth Plan. Its purpose is to provide you with an opportunity to self-evaluate your progress as a faculty member of our university. Complete the following Likert scale self-assessment for strengths, weaknesses, and skills. When you have completed this self-evaluation, share and discuss the items with your mentor.

Self-Evaluation scale 1-7: 1=Strongly Agree, 2= Agree, 3=Somewhat Agree, 4=Neutral, 5=Somewhat Disagree, 6=Disagree and 7=Strongly Disagree

Teacher		1	2	3	4	5	6	7
	Preparation as a teacher							
	Using classroom technology effectively							
	Communicating effectively in the classroom							
	Encouraging student participation							
	Designing program evaluations/studies							
	OTHERS							

Scholar		1	2	3	4	5	6	7
	Attending/presenting professional meetings							
	Mentoring skills							
	Earns continuing education hours							
	Integrates innovative technology in field							
	OTHERS							

Servant		1	2	3	4	5	6	7
	Assists in student recruitment							
	Serves on university committees							
	Sponsors or attends university events							
	Represents the university off campus							
	Seeks church and/or community partnerships							
	OTHERS							