

## SKIDMORE COLLEGE: INDIVIDUAL FACULTY DEVELOPMENT

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## Individual Faculty Development Plan (IFDP): Timing And Structure

In consultation with the faculty member's department chair(s)/ program director(s)/Program Personnel Committee Chair (C/PD/PPCC), pre-tenure faculty can develop an IFDP by the end of their first academic year that will cover years 2 and 3, and upon reappointment, years 4-6. The candidate can keep a copy of the most current plan and share it with C/PD/PPCC. Faculty in other ranks are also encouraged to develop an IFDP to guide professional development and assist in evaluation. To the extent that plans include needed faculty development resources, faculty and C/PD/PPCC will communicate these resource needs to a representative from the Dean of the Faculty Office (CLTL Director or ADOF). Any changes to the plan would be discussed with C/PD/PPCC. Plans can include but are not limited to the following components:

### Teaching

- What courses will likely be offered by the faculty member over the time of the plan? (It is understood that departmental needs may result in a change to the plan due to staffing or enrollment pattern changes, etc.)
- What is the plan for developmental peer observation that meets the needs of the faculty member vis-à-vis their current skills and competencies as teachers? (This should be as specific as possible.)
- What is the plan for evaluative peer observation? (This could be in accordance with the College's Peer Observation Guidelines.)
- What are faculty development needs (mentoring, pedagogical workshops, course development, etc.) related to teaching? What resources are needed to meet these needs? What is the plan for obtaining these resources?

### Scholarship/Creative Work

- What are the faculty member's scholarship/creative work goals for this period? (These goals should be reasonable, attainable, and help move the candidate toward successful reappointment, tenure and/or promotion.)
- What conferences or other professional development opportunities will the faculty member engage?
- Will the faculty member seek internal or external funding to support scholarship/creative work? What is the plan to apply for these funds?
- What sorts of support/mentoring (both internal/external to the institution) does the faculty member need to help realize these goals?