New Faculty 3-year Plan for Professional Development

Year One

Fall
- Attend Fall University Teaching Seminar and New Faculty Orientation
- Participate in Provost’s Office mentoring program
- Discuss departmental teaching expectations with departmental mentor
- Attend one CELT program ([www.celt.iastate.edu](http://www.celt.iastate.edu))
- Attend Provost’s mentee/mentor workshop
- Attend university-sponsored grant writing workshop
- Attend Vice President for Research’s research workshops

Spring
- Participate in Provost’s new faculty professional development programs
- Attend Promotion and Tenure Workshop for new faculty sponsored by the Provost’s Office
- Attend one CELT program
- Participate in year-long New Faculty Scholars Program
- Activate membership in National Center for Faculty Development and Diversity’s virtual mentoring

Year Two

Fall
- Participate in the CELT Teaching Partners Program
- Begin writing Research and Teaching Philosophy statements
- Seek a teaching mentor from outside of your department through CELT’s Teaching Partners Program
- Attend university-sponsored grant writing workshop
- Finish participation in New Faculty Scholars Program

Spring
- Continue participating in CELT Teaching Partners Program
- Coordinate to have a peer complete a class observation of your teaching
- Finalize Teaching Philosophy; share it with mentors for review and comment
- Meet with your mentor(s)
- Attend Promotion and Tenure Workshops sponsored by your college
- Sign up for yearlong Writing Team Initiative through Provost’s Office

Year Three

Fall
- Share Teaching Partners Program scholarship project results
- Continue to engage in your writing team activities
- Attend one CELT program
- Meet with your mentor(s)
- Complete a draft of your research statement and teaching portfolio to be included in your 3rd year review

Spring
- Attend one CELT program
- Solicit feedback from your mentor(s) on draft of research and teaching statements
- Finalize your research statement and teaching portfolio and incorporate into the materials required for your 3rd year review according to department guidelines
- Consider participation in a Scholarship of Teaching and Learning (SoTL) project

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