

FACULTY DEVELOPMENT PLAN
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The Faculty Development Plan focuses on the four areas of faculty performance expectations for the College of Liberal Arts and Social Studies as listed in the University of Houston Faculty Handbook.

1. Instructional Activities and Professional Competencies:

- a. Work together with other faculty members in the Department of Religious Studies.
- b. Develop teaching skills in the hybrid classes.
- c. Utilize various new technology tools to support student studied environment.
- d. Assist students to develop critical thinking, creativities, and achieve advanced levels in academic performance.
- e. Amalgamate theories and practical applications relevant to social change into classroom activities.
- f. Provide a clear set of expectations and evaluate students' writing, communication, reflective thinking, and critical thinking skills based on them.
- g. Furnish grades and feedback regularly and timely according to the defined rubrics for students to recognize their academic progress.
- h. Integrate the school's principal values of student achievement and accountability by utilizing plagiarism detection tools, protecting student's personal information confidential, applying proper judgment, taking the responsibility to uphold integrity and ethical conduct in all activities, and working in the best interest of students, school, and public instead of obtaining personal gain.
- i. Foster an open, welcoming environment for the diverse students and faculty to work, learn, and serve together in the inclusive, compassionate, and mutual approaches to thrive personally and professionally in a global society.
- j. Encourage students to create Mindfulness Practice and Buddhist Clubs.

2. Research and Scholarship:

- a. Prepare and submit at least two articles for publication. Present at least one paper on Mindfulness Practice or Buddhist Studies for the Buddhist Pedagogy Seminars in the annual American Academy of Religions.
- b. Continue participation in scholarly developments of American Academy of Religions, International Association of Buddhist Studies, and other professional organizations to develop new knowledge through research, enhance intellectual ability across disciplines, appraise pedagogical models to gain optimal learning, and engage as problem solver scholarly and socially that are relevant with the University's goals of scholarship and service.
- c. Obtain grant for research in the field of Religious and Buddhist Studies.

3. Engage and guide students in University, Community, and Buddhist Services for Social Transformation:

- a. Develop a program of study to encourage students utilizing necessary skills and knowledge in scholarship, system thinking, collaboration, advocacy, and civic and political involvement for solving real-world problems for social transformation.
- b. Teach Onsite and Online Buddhist Classes for Buddhist communities.
- c. Participation in Buddhist Pedagogy Seminar in the American Academy of Religions.
- d. Supervise the outreach program for helping homeless people in Houston of Texas.
- e. Support Mindfulness and Buddhist clubs in school.

4. Professional Activities:

- a. Continue participation in professional development at University of Houston and Indiana University Southeast to incorporate multiple technology methodologies to empower student's learning environments.
- b. Engage in scholarly organizations and services to expand pedagogical skills and knowledge according to the University's guidelines.
- c. Apply credential scholarship and service activities to train students in becoming scholar-practitioners.
- d. Write book review.
- e. Write and submit scholarly manuscripts.