For individuals whose performance indicates they would benefit from additional institutional support, the evaluation may be used to provide such support. The professional development plan is a document indicating how specific deficiencies in a faculty member’s performance will be remedied.

The plan will grow out of collaboration between the faculty under review, the Peer Panel Chair, the appropriate Department Chair/Associate Dean/Regional Dean/Dean and should reflect the mutual goals of the faculty member and the School of Nursing. The plan will be formulated with the assistance of and in consultation with the peer panel.

It is the faculty member’s obligation to assist in the development of a meaningful and effective plan, making a good faith effort to implement the adopted plan. Although each professional development plan is tailored to individual circumstances, the written plan will:

1. Identify specific deficiencies to be addressed;
2. Define specific outcomes necessary to remedy the deficiencies;
3. Outline the activities to be undertaken to achieve the necessary outcome;
4. Set timelines for accomplishing the activities and achieving intermediate and ultimate outcomes;
5. Indicate the criteria for assessment in annual review of progress of the plan; and
6. Identify institutional resources to be allocated in support of the plan.

**Individualized Professional Development Plan:** (to be submitted to Dean by date indicated on Flow Sheet)