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### DEVELOPMENT OBJECTIVES

*(List objectives you plan to achieve for development for the upcoming year)*

1. Ongoing evaluation of animation curriculum effectiveness, exploration of course adjustments and their impacts to the program as a whole as it relates to student outcomes
2. Expect adoption of new animation curriculum in the coming year: What does this mean for the faculty and students? Much development will be needed here.
3. Maintain connections with industry and alumni community through event organization and attendance
4. Ongoing research into updates to software features and workflows; consider adoption of updates in course materials
5. Update online portfolios – both animation and teaching, as part of preparation to apply for rank/title
6. Maximize effectiveness of College Connection events in an effort to increase new student registration

*For each objective above, identify related goals and the specific activities you will pursue to reach the objective, and the timeframe for your accomplishments. Record progress updates in the far-right column.*

OBJECTIVES	DEVELOPMENT GOALS	ACTION STEPS	TARGET COMPLETION DATES	PROGRESS UPDATE
1. <u>Ongoing evaluation of animation curriculum effectiveness, exploration of course adjustments and their impacts to the program as a whole as it relates to student outcomes</u>	Adjust projects and course content to best prepare students for employment in current job market	Assess current adjustments to courses. Maintain awareness of recommendations from PAC and other professionals; seek ways to implement these recommendations in coursework.	Ongoing	The program faculty are analyzing results and trends in the animation program, citing reasons for successes (i.e. actions to continue) and action steps for furthered improvement. We also recently revised the Student Learning Outcomes for the Visual Effects and Motion Graphics program, helping ensure comprehensive assessment and clarifying language.
2. <u>Expect adoption of new animation curriculum in the coming year: What does this mean for the faculty and students? Much development will be needed here.</u>	Fill in the details of the new program, once it is adopted, to maximize its effectiveness for preparing students for employment	Several meetings as a faculty group to carry over best aspects of current program, assess opportunities in new program for improvement of course content, develop content	Prior to rollout of individual courses after program approval	We are awaiting approval from the state on the program proposal, and to my knowledge an ETA has not been set. As such, it seems premature to discuss the rollout in detail.
3. <u>Maintain connections with</u>	Maintain connections with	Attend industry	Depends on	Several school events

<u>industry and alumni community through event organization and attendance</u>	<p>potential employers to help facilitate graduate employment and student internships, and maintain presence of school/program in the community</p>	<p>events such as MN Maya Users Group; organize and participate in in-school events that bring professionals into the school</p>	<p>event schedule for outside events; in-school events once per quarter</p>	<p>that involve industry professionals (such as a speed networking event) have taken place. I have also visited studios at events such as the Crash + Sues Open House, networked with employers at the Minnesota Electronic Theater, and kept in touch with alumni through in-person activities and online resources such as an Ai animation/VFX alumni Facebook group.</p>
<p>4. <u>Ongoing research into updates to software features and workflows; consider adoption of updates in course materials</u></p>	<p>Look for new methods to increase efficiency in content creation while maintaining or increasing quality</p>	<p>Online research (including Digital Tutors), discuss trends with professionals at industry events</p>	<p>Ongoing</p>	<p>I updated Intermediate 3D Modeling and Materials and Lighting to focus roughly half the course materials on organic modeling and texturing, in which I introduce the use of Autodesk's Mudbox software. Incremental updates to Maya 2014 have also been adopted, and I have expanded online learning resources by assigning a number of Digital Tutors and other titles.</p>
<p>5. <u>Update online portfolios – both animation and teaching, as part of preparation to apply for rank/title</u></p>	<p>Maintain a professional public representation of my work as an animator and an instructor; submit a successful application for title</p>	<p>Organize assets needed for online portfolios and implement updates</p>	<p>Start of summer quarter</p>	<p>I am performing a comprehensive update of my online portfolio.</p>
<p>6. <u>Maximize benefits of College Connection events in an effort to increase new student registration</u></p>	<p>Improve quality of College Connection breakout session presentation materials</p>	<p>Meet with faculty from all School of Media programs, as well as admissions department, to assess effectiveness of current materials, plan improvements where it is deemed necessary</p>	<p>Spring quarter</p>	<p>Recent attempts to start a dialogue with the admissions department have not been successful. I will continue to reach out in hopes to start a conversation about maximizing the benefits of the event.</p>

**PROFESSIONAL/INSTRUCTOR DEVELOPMENT**

*(Use this form to identify potential external professional development experience)*

**EXTERNAL WORKSHOPS/CONFERENCE/SEMINARS**

*For each event, list the training outcomes that you expect, as well as the estimated date, location, and cost. Mark the activity complete in the far-right column.*

TOPIC	OUTCOMES	LOCATION	ESTIMATED COSTS	DATE	DATE COMPLETED
Minnesota Maya Users Group	New developments in software tools and workflow	Varies	None	Varies	

**INTERNAL WORKSHOPS**

*(Use this form to suggest in-service program The Institute could provide for you to improve your instruction and curricula)*

TOPIC AREA	OUTCOMES	DATE	DATE COMPLETED
Hands-on case study of using common web authoring tools (e.g. Wordpress, Weebly, WIX) to create online and teaching portfolios, discuss associated costs/hosting	Expand knowledge of options for self and students to more easily create and update online portfolios for public representation	Faculty development session, summer or fall?	

**STUDENT COURSE EVALUATIONS**

**TIME LINES** *(Use this form to suggest rotation for IDEA assessment)*

QUARTER	FORM	COURSE	DATE COMPLETED
Summer	Diagnostic	Materials and Lighting	
Fall	Diagnostic	Intermediate 3D Modeling	
Winter	Diagnostic	Intermediate 3D Animation	
Spring	Diagnostic	Special Topics	

**IDEA DIAGNOSTIC FORM**

*(Use this form to identify development activities based on IDEA report)*

IMPROVEMENT AREAS	ACTION STEPS	TARGET DATES	DATE COMPLETED
Relevance of content not always clear to students	Explain relevance of course content more frequently	Ongoing	


**CLASSROOM OBSERVATION**  
*(Use this form to suggest classes to observe)*

CLASS	QUARTER/ DATE	OBSERVER
	Summer	
	Fall	
	Winter	
Materials and Lighting	Spring	Lafe Smith

**TEACHING PORTFOLIO COMPONENTS**  
*(Use this form to design teaching portfolio)*

COMPONENT	SUPPORT MATERIALS	OBJECTIVE
Reflection on Teaching	Full-time faculty portfolios are on file.	Faculty development documentation
Curriculum Vitae (updated)	X	Faculty development documentation
Course Syllabi	X	Faculty development documentation
Lesson Plans	X	Faculty development documentation
Evidence of student learning	X	Faculty development documentation
Summary of Professional Development	X	Faculty development documentation
Summary of Institute Service	X	Faculty development documentation
Evaluations of student work	X	Faculty development documentation
Evidence of application of workshop/development participation	X	Faculty development documentation
Comments about actual teaching	X	Faculty development documentation
Materials-work samples	X	Faculty development documentation
Honors or recognitions	X	Faculty development documentation
Publications	X	Faculty development documentation

**INSTITUTIONAL SERVICE**

**COMMITTEES/TASK FORCES**

*(Use this form to list Institute committees you would like to serve on)*

NAME	DESCRIPTION	OUTCOMES	EST. TIME COMMITMENT
Technology Committee	Members of academic programs and tech department members discuss tech-related needs on campus	Leveraging available technology to best serve education	2 meetings per quarter; meeting planning and follow-up (as Chairperson);
Media Arts Festival Committee	Organizing annual Blockhead Festival	Foster maximum student participation and excellence in work	Meetings roughly semi-weekly, tasks as delegated

**SCHOOL-RELATED ACTIVITIES (e.g., open house, portfolio review, etc.)**

*(Use this form to identify service activities you would like to attend)*

DESCRIPTION	TARGET DATE	DATE COMPLETED
College Connection	Rotation per Admissions dept.	
Graduate portfolio show	End of each quarter	
Graduation commencement	June and December	

EMPLOYEE SIGNATURE	DATE
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