Faculty Developer Competencies Matrix: Entry Level

Level of Development and Category	Competencies	Existing Pathways for Development	Possible Evidence for Portfolio
Entry level traits	Team Player Commitment to professional development Self-awareness Collaboration Openness to new experiences Quick to learn and grow Creativity Patience and persistence Institutional fit	EDC conferences EDC Institute Discipline PD experiences Institutional PD experiences Secondments Committee work Portfolio development Teaching/work projects and collaborations Contributions to educational blogs/ newsletters Peer mentorships CofP/ learning circles	Committee work documents Conference/session attendance records Reflections and narratives Project documents Letters of recommendation Peer reviews Session evaluations Testimonials PD plans Philosophy of practice Evidence of trying new things; informed risk-taking; collaborations; networking
Entry level skills	Reflective practice Learning skills Teaching skills Outreach and marketing Facilitate workshops Administration Research Effective listening	EDC conferences Adult learning credentials, programs, and courses Institutional peer mentoring Research experiences Teaching experiences (in discipline, in Centre, GA/TA development) Institutional PD experiences Committee participation Learning Communities (local, national, international) EDC grants; assisting with research projects; SoTL journals	Teaching dossiers Completion documents (conferences, sessions, courses etc.) Letters from peer mentors Published research Promotional materials Feedback from peer or supervisor reviews

Entry level knowledge	Curriculum development theory Teaching & learning literature Adult learning theory Group dynamics Outcome-based learning Philosophies of education Understanding organizational cultures using multiple frameworks	Adult learning courses, credentials etc. Portfolio development sessions Facilitation training Independent study (key texts list needed) TED talks Conferences Local events with guests/discussions GA/TA development	Completion documents Curriculum documents Themes throughout dossiers Testimonials Papers written Contextual documents for dossier Teaching/ED philosophies Application of theory to practice Session evaluations
Entry level competencies	Communicating effectively Planning and implementing Facilitating change & development Project management Team building Effective consulting Ability to select appropriate teaching/learning strategies	Experience (workshops/series) Courses Formal certifications (i.e. project management) Various contexts and spaces Team teach, sharing of resources, shadowing Debriefing after events Resource development and archiving (scripts, process documents)	Project documents Peer and/or supervisor reviews Feedback from consultees