



A Coordinated Approach to School-Wide Faculty & Staff Development

Curtis G. Jefferson, Lauren R. Cirrincione, Shelly L. Gray, Yvonne Lin, Leigh Ann Mike, Peggy S. Odegard

BACKGROUND

The University of Washington School of Pharmacy supports faculty and staff development through a variety of methods with the goal of assuring a broad-based, inclusive program of support for growth of individuals and the community. In addition to programming provided by individual departments, three initiatives form the basis of support:

- Faculty Development Program
- Diversity Equity & Inclusion (DEI) Council's Learning & Development Workgroup
- Quarterly All-School Staff Meetings.

FACULTY DEVELOPMENT PROGRAM (FDP)

PROGRAM GOAL

To develop, refine, and elevate the instructional skills and approaches of all who teach in the School. The FDP focuses on evidence-based pedagogical approaches and best practices to support student learning in the pharmaceutical sciences and to address issues of concern to faculty and students.

IMPLEMENTATION

School-wide faculty development sessions are offered quarterly, for all faculty and staff, graduate students and trainees with instructional and student support responsibilities. Two sessions each year also include opportunities for faculty to present current research as well as educational innovations and scholarly teaching practices.

QUARTERLY TOPICS

Topics that have been included in the faculty development series over the past two years include:

- Understanding Today's Post-Secondary Learnings
- Engaging Learners in a Post-Pandemic Landscape
- Artificial Intelligence in Academia
- Neurodivergence in Higher Education

DIVERSITY, EQUITY & INCLUSION COUNCIL (DEIC) LEARNING & DEVELOPMENT WORKGROUP^a

DEI STRATEGIC PLAN

The work of the DEIC Learning & Development Workgroup is guided by the School's DEI Strategic Plan, with emphasis on Goal 1: Cultivate a safe, accessible, inclusive, and equitable climate.

- 1B: Ensure that all students, staff, and faculty participate in trainings and professional development focused on preventing harassment, discrimination, misconduct, and bias based on factors including sex, gender, and race.

WORKSHOPS & IMPACT

The Workgroup has hosted and co-sponsored opportunities for training within the School community including:

- Data Equity Workshop with Dr. Alyasah Ali Sewell, PhD, Associate Professor and Director of the Critical Racism Data Lab, Emory University
- A two-day visit on DEI in the classroom with Dr. Victoria Grieve, PharmD, Assistant Professor from the University of Pittsburgh School of Pharmacy

ONGOING ENGAGEMENT

The Workgroup also presents opportunities for ongoing engagement for members of the School community such as:

- The DEI Lending Library featuring fiction and non-fiction books donated by members of the School community
- Encouraging participation in University-wide workshops, presentations, and training opportunities related to DEI topics

ALL-SCHOOL FACULTY & STAFF MEETINGS

QUARTERLY STAFF MEETINGS

Quarterly All-School Staff Meetings serve as an opportunity for staff across all units in the School to connect, share and hear updates, and engage in training relevant to their roles. Recent topics have included:

- Professional Communication
- Improving Leadership & Engagement Through Neuroscience
- Navigating Technology Transitions

QUARTERLY FACULTY MEETINGS

Quarterly All-School Faculty Meetings generally serve as a space for faculty across the School to hear updates and discuss issues that span the three departments. Time is also occasionally allotted for important training topics. Past topics include:

- Navigating the Disability Accommodations Process
- SafeCampus Training

ANNUAL FACULTY & STAFF MEETING

Once a year, the quarterly meeting is a joint All-School Faculty & Staff Meeting. This meeting provides an opportunity to introduce new faculty and staff throughout the School and to share updates on topics that are generally relevant to both faculty and staff. While these are often informational updates and discussions, orientation to School and campus resources often comes up as part of the agenda.

^aKelly Campbell, Lauren Cirrincione, Amos Fung, Yvonne Lin, Leigh Ann Mike