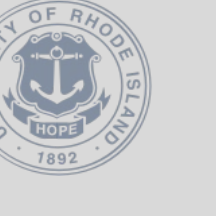




# Adjunct Preceptor Perceptions of Motivation, Understanding, and Support for the Precepting Role

Asim Abu-Baker<sup>1</sup>, Cheryl Clarke<sup>2</sup>, Suzanne Larson<sup>3</sup>, Brett Feret<sup>4</sup>, Eliza Dy-Boarman<sup>2</sup>

<sup>1</sup> Texas A&M School of Pharmacy, <sup>2</sup> Drake University College of Pharmacy and Health Sciences, <sup>3</sup> Midwestern University College of Pharmacy Glendale, <sup>4</sup> University of Rhode Island College of Pharmacy



## BACKGROUND

- Factors influencing pharmacy workplace environments have created patient safety and workforce well-being concerns, resulting in an ASHP, NABP, and APhA call to build a sustainable and healthy pharmacy workforce and workplace.<sup>1</sup>
- Practice-based experiential education is a fundamental component of pharmacy education. Advanced (APPE) and introductory pharmacy practice experiences (IPPE) are often supervised by adjunct pharmacist preceptors (i.e. primarily employed organizations other than schools/colleges of pharmacy).<sup>2</sup>
- Limited studies of pharmacist preceptors found precepting was associated with higher job, but not career, satisfaction and that pharmacist preceptors have overall satisfaction with precepting.<sup>3,4</sup>
- Given the current concerns about pharmacy workforce and lack of in-depth data on perception of adjunct pharmacy preceptors, a formal evaluation was necessary.

## OBJECTIVES

The purpose of this survey research was to document baseline data of adjunct pharmacy preceptor perceptions of their precepting role with the specific objectives to determine adjunct pharmacy preceptor perceptions related to three domains:

- 1) motivation to precept;
- 2) understanding the precepting role; and
- 3) support for precepting

## METHODS

- Conducted an online Qualtrics® cross-sectional survey of 2,429 adjunct preceptors from four schools of pharmacy: Drake University, Midwestern University, University of Rhode Island, and Texas A&M University.
- Survey instrument was adapted from three previously published surveys examining nurse and dietitian preceptors.<sup>40-42</sup>
- Participants ranked agreement using a Likert scale on 81 statements related to the three domains, including eleven subdomains.
- Participant inclusion criteria included:
  1. Eligible to precept for  $\geq 1$  of the participating programs.
  2. Precepted  $\geq 1$  IPPE and/or APPE students from 2020-2023 for  $\geq 1$  of the participating programs.
  3. Practice site in the geographic United States.
  4. Practicing pharmacist.
  5. Not a paid employee of a school/college of pharmacy.

## RESULTS

- Data collected from 429 participants.
- Mean scores for the three domains were slightly below the positive response level.
- Higher scores: **intrinsic benefits/rewards, role clarity, support from supervisors.**
- Lower scores: **workload, precepting norms, and extrinsic benefits/rewards.**
- Individual statements indicated: increased workload due to precepting, need for more preceptor recognition and appreciation, perceptions that precepting was stressful or draining, preference for one concurrent learner.
- More frequent need for extra coaching for APPE students negatively impacted all domains, including nine subdomains.
- There were differences between practice settings:
  - Community practice scored higher than hospital practice for all three domains.
  - Ambulatory care practice scored higher than hospital practice for support domain.
- Precepting residents negatively impacted the understanding the precepting role domain.

## DISCUSSION AND CONCLUSION

- Compared to previous studies, these results may indicate lower satisfaction with precepting, suggesting opportunities to improve the adjunct precepting experience.
- Actions by school/colleges of pharmacy are necessary to ensure experiential education capacity including:
  - Addressing workload concerns
  - Increasing preceptor recognition and appreciation
  - Supporting preceptors when students need extra coaching.

### Survey Domains and Subdomains

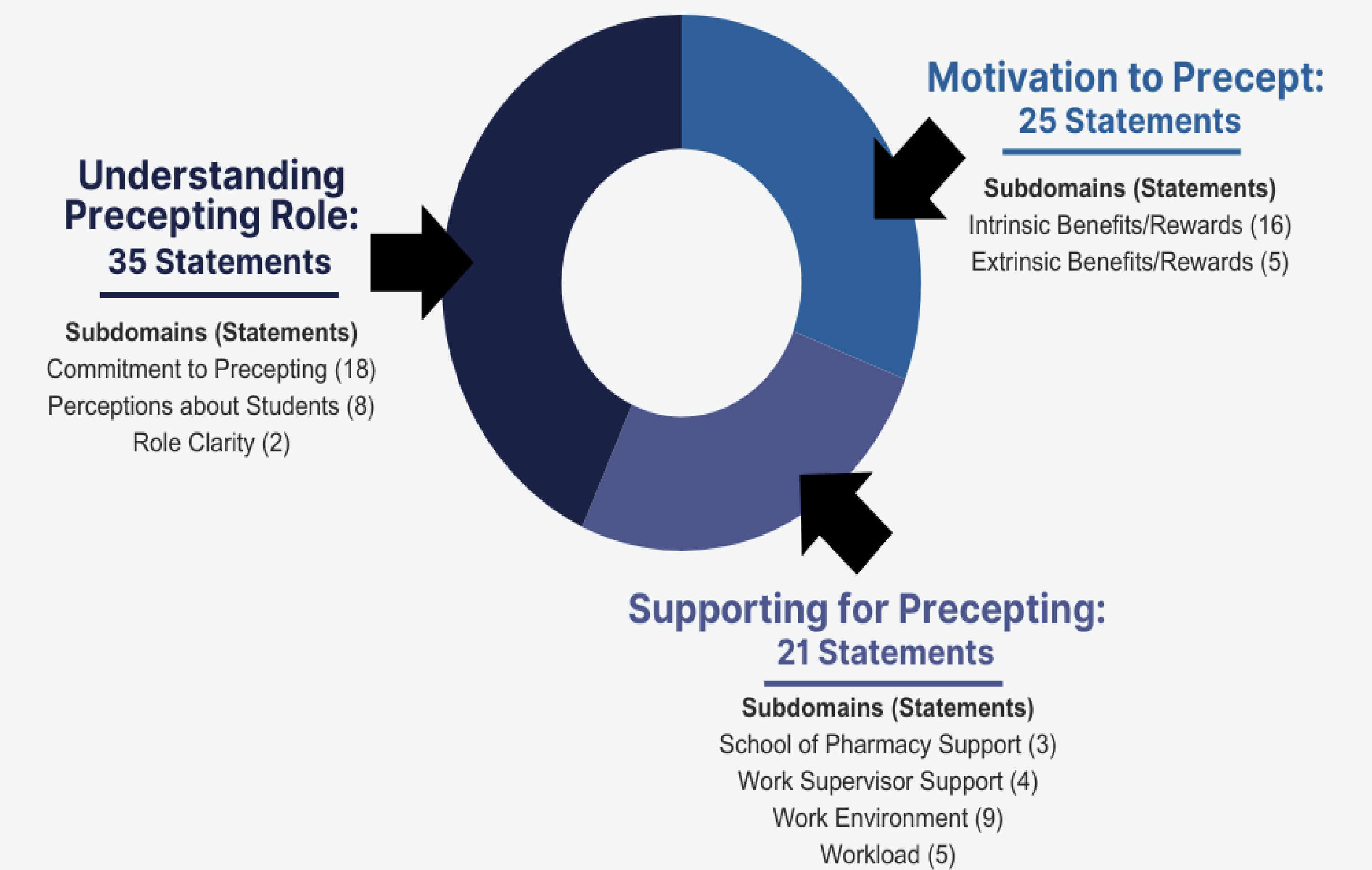


Table 2. Mean Scores by Domains and Subdomains from a Survey of Adjunct Pharmacist Preceptors for Four Schools of Pharmacy to Identify Motivation to Precept, Understanding the Precepting role, and Support for Precepting.

|  | M (SD)           | Cronbach's Alpha |
|--|------------------|------------------|
| <b>Motivation to Precept</b>             | <b>3.8 (.46)</b> | <b>.862</b>      |
| Intrinsic Benefits/Rewards               | 4.1 (.50)        | .895             |
| Extrinsic Benefits/Rewards               | 3.4 (.84)        | .794             |
| Precepting Norms                         | 3.1 (.83)        | .628             |
| <b>Understanding the Precepting Role</b> | <b>3.8 (.48)</b> | <b>.921</b>      |
| Commitment to Precepting                 | 3.8 (.54)        | .888             |
| Decision-Making about Precepting         | 3.7 (.67)        | .761             |
| Perceptions about Students               | 3.9 (.52)        | .779             |
| Role Clarity                             | 4.0 (.72)        | .783             |
| <b>Support for Precepting</b>            | <b>3.8 (.55)</b> | <b>.903</b>      |
| Support from College/School of Pharmacy  | 3.8 (.67)        | .692             |
| Support from Supervisors                 | 4.0 (.80)        | .869             |
| Work Environment                         | 3.9 (.55)        | .809             |
| Workload                                 | 3.2 (.86)        | .857             |

Scale score: 1=strongly disagree, 2=disagree, 3=neutral, 4=agree, 5=strongly agree. Scale score re-coded as needed so higher score indicate positive responses related to precepting.

## REFERENCES

1. Clabaugh M, Newlon JL, Illingworth Plake KS. Perceptions of working conditions and safety concerns in community pharmacy. *J Am Pharm Assoc.* 2021;61(6):761-771.
2. Accreditation Council for Pharmacy Education. Accreditation Standards and Key Elements for the Professional Program in Pharmacy Leading to the Doctor of Pharmacy Degree ("Standards 2016"). Published February 2015.
3. Payakachat N, Ounpraseuth S, Ragland D, Murawski MM. Job and career satisfaction among pharmacy preceptors. *Am J Pharm Educ.* 2011;75(8):153.
4. Dibert C, Goldenberg D. Preceptors' perceptions of benefits, rewards, supports and commitment to the preceptor role. *J Adv Nurs.* 1995;21(6):1144-1151.