

# Hybrid on the Horizon: Navigating Our Way to a New Pathway

Kelsey MW Morgan, PharmD<sup>1</sup>; Katerina Petrov, PharmD<sup>2</sup>; Amber Darr, PharmD<sup>1</sup>; Catharine Gruver, MS<sup>1</sup>; Leigh Bauserman, MS<sup>1</sup>  
Bernard J. Dunn School of Pharmacy, Shenandoah University, <sup>1</sup>Winchester, Virginia and <sup>2</sup>Fairfax, Virginia

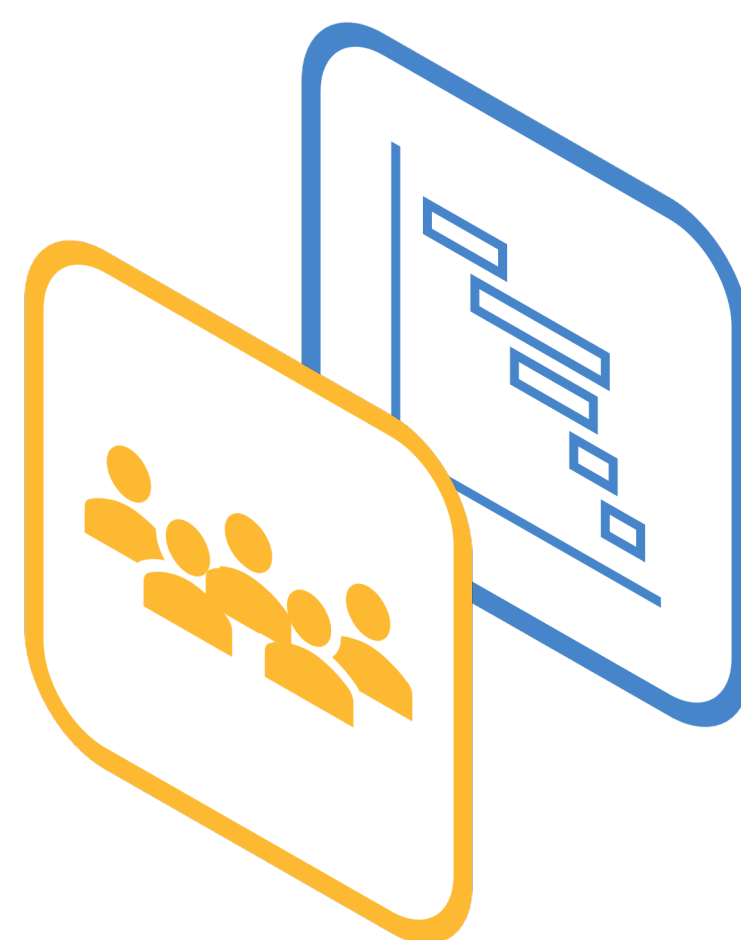
## STARTING THE JOURNEY

In August 2022, Shenandoah University (SU) started the process of adding a hybrid PharmD pathway for fall 2024. The Bernard J. Dunn School of Pharmacy dean appointed a Hybrid Pathway Committee (HPC) to guide the pathway's development. These are highlights of the school's work to create the necessary infrastructure and effectively use technology to launch the new pathway.

The HPC started meeting in November 2022 to plan the pathway. The initial meetings were spent on basic project management tasks. The committee drafted a charter clarifying its goals, objectives, and any available resources. A preliminary schedule with key milestones, such as submitting the ACPE substantive change letter for hybrid pathway approval, was created.

### Key Infrastructure & Technology

- Hybrid Pathway Committee
- Project Management Tools



## CHARTING THE PATH

The HPC considered the pathway's characteristics and structure. A sample of the questions the committee examined included:

- How much synchronous vs asynchronous learning time? How much on-campus time, or immersive time, should there be?
- How to ensure online exam integrity?
- What faculty development is needed to deliver a quality online learning experience?

Clear and transparent communication with stakeholders was not just a priority but a planned and assured process that would take place through live or digital communications. A Director of the Hybrid Pathway was hired to provide oversight and leadership for the hybrid pathway.

### Key Infrastructure & Technology

- Director of Hybrid Pathway
- Hybrid Pathway School Repository (Timeline Visuals, Documents, & FAQs)
- Updates & Discussions at Faculty/Staff Meetings



## STEPS AND DEVELOPMENTS ALONG THE WAY

### Faculty and Staff Professional Development

The Director of the Hybrid Pathway collaborated with the school's Faculty Development and Evaluation Committee (FDEC) to organize hybrid-related professional development. School retreats were devoted to online course delivery expectations, meeting the Department of Education's Regular and Substantive Interaction (RSI) requirements, and navigating change. In addition, the faculty completed TTL's Online Teaching Certification course. The 'mini-sabbatical' was created at the school to ensure faculty and staff have a focused block of uninterrupted time to work on course development or additional professional development.

### Faculty Development in Asynchronous Teaching

SU's Center for Transformative Teaching and Learning (TTL) assigned an instructional designer (ID) to the School of Pharmacy to conduct professional development in teaching in an asynchronous environment and develop a course template for the hybrid courses. The monthly training sessions focused on Fink's Integrated Course Design (ICD) model, with the materials collected into a Canvas course, 'Course Design for Asynchronous Courses,' for future training participants.

### A Hybrid Course Template

The ID used the SUNY Online Course Quality Review Rubric (OSCQR) to guide the development of the hybrid course template. Cidi Lab's DesignPLUS tool gave the hybrid template a clean, modern design. Google Workspace was used to host course planning and building documents. This documentation allowed the pharmacy educational technology staff to assist in building 'skeleton' versions of the course so faculty could focus on building course content.

### An Online Exam Proctoring Solution

ExamMonitor was selected as the best proctoring solution for our online testing platform, ExamSoft/Examplify. Pilot testing was conducted in the spring of 2024, and students were surveyed on their experience with a proctored exam. Further faculty development sessions were held to share the pilot results and show faculty how to review the proctoring results.

### Key Infrastructure & Technology

- FDEC Training Sessions and School Retreats
- TTL Teaching Certifications & Training
- Mini-Sabbatical for Focused Work



### Key Infrastructure & Technology

- TTL Instructional Designer-Lead PD
- Fink's Integrated Course Design (ICD) Model
- ADDIE Instructional Design Model (Analyze, Design, Develop, Implement, Evaluate)



### Key Infrastructure & Technology

- SUNY OSCQR
- Canvas Hybrid Course Template
- Google Course Planning and Buildout Docs



### Key Infrastructure & Technology

- ExamMonitor Pilot with Students
- Faculty Training on ExamMonitor



## THE FINAL STRETCH

A new position of Academic Success Coordinator will be available to students in all pathways who need additional help beyond what a course coordinator can provide. The school plans to carefully watch and assess the student's experience in the new pathway starting in the first year. All course coordinators are encouraged to enable continual feedback through various methods, such as a continuously open or mid-semester survey.

### Key Infrastructure & Technology

- Academic Success Coordinator
- Hybrid Pathway Evaluation Plan

