

Cultivating Growth and Lifelong Learning: Engaging Faculty and Staff in Continuous Improvement

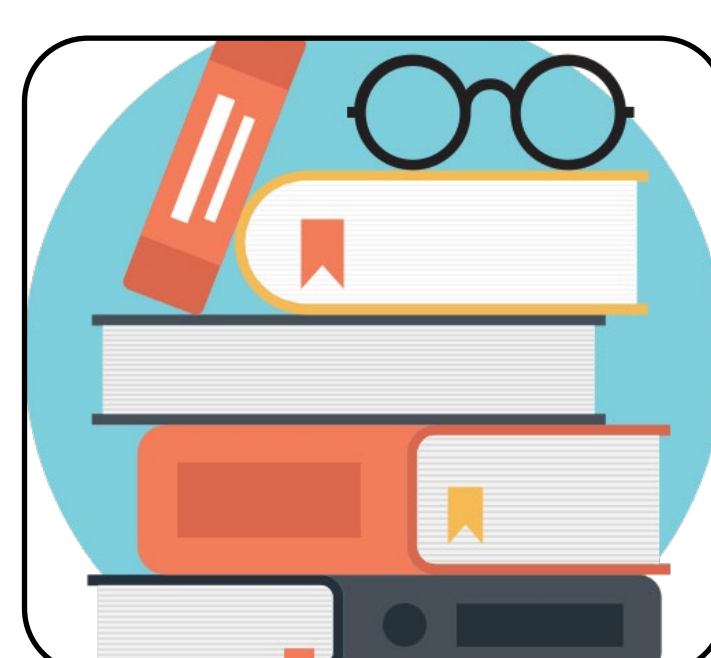
Stephanie M. Tubb, PharmD, BCPS; Juanita A Draime, PharmD; Aleda M. H. Chen; PharmD, PhD, FAPhA; Robert A Bechtol, PhD

BACKGROUND



ACPE Standards require faculty and staff to engage in professional development

- 19.5. Faculty/staff development – The college or school provides opportunities for career and professional development of its faculty and staff, individually and collectively, to enhance their role-related skills, scholarly productivity, and leadership.



Support for faculty development in the literature

- Enhances and maintains faculty well-being
- Increases scholarly preparedness and activity
- Attraction and retention tool
- Improves engagement and clear communication with students

OBJECTIVE

To engage faculty and staff in lifelong learning through monthly faculty and staff professional development sessions

APPROACH

Fall 2016 - Present

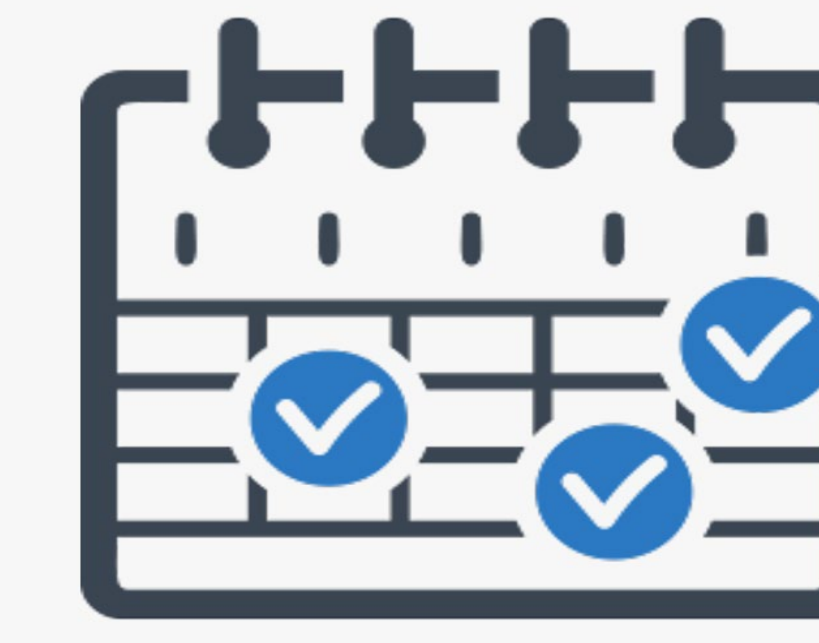
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|-----------------|---|----------------|-------------------------------|
| Speakers | Internal (faculty and staff) | Formats | Interactive group discussions |
| | Campus (ex: Center for Teaching and Learning) | | Book clubs
Roundtables |
| | External (ex: journal editors, grant writers) | | |

“WHY”



Rationale for incorporation:

- ACPE Standards 2016
- Movement to accredited school
- Shifts in faculty positions



Timing:

- Monthly 45 min-1 hour sessions
- Immediately following fac/staff meeting
- Included snacks



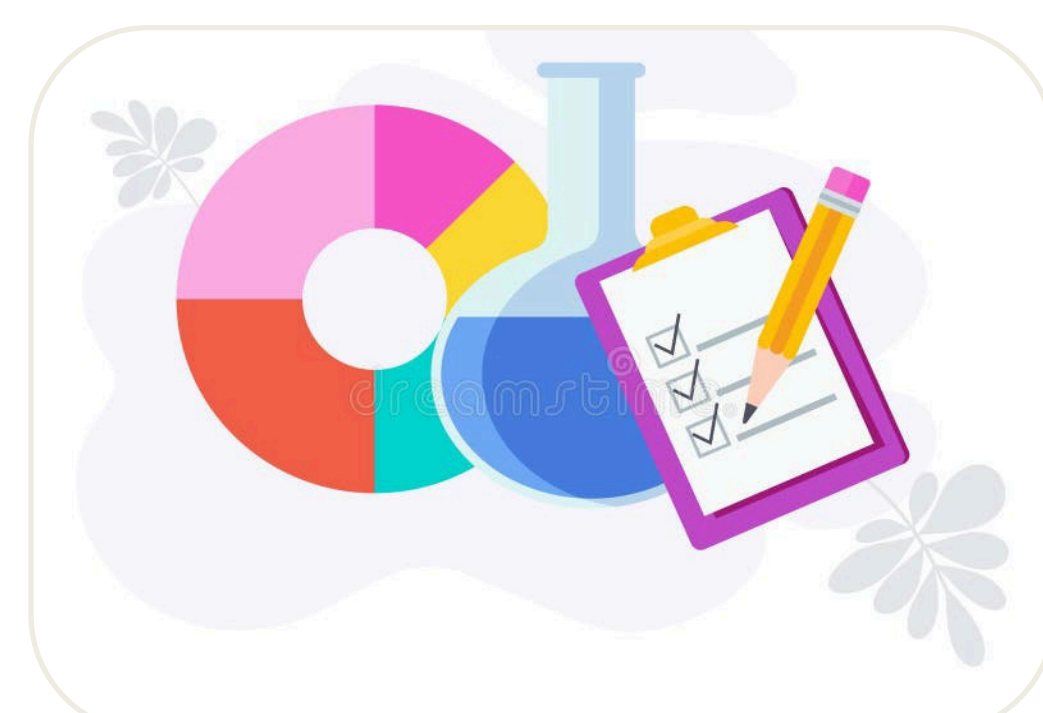
Professional development:

- School mission elements
- Accreditation standards
- Emerging topics in the academy
- Interactive activities

REFERENCES



SESSIONS



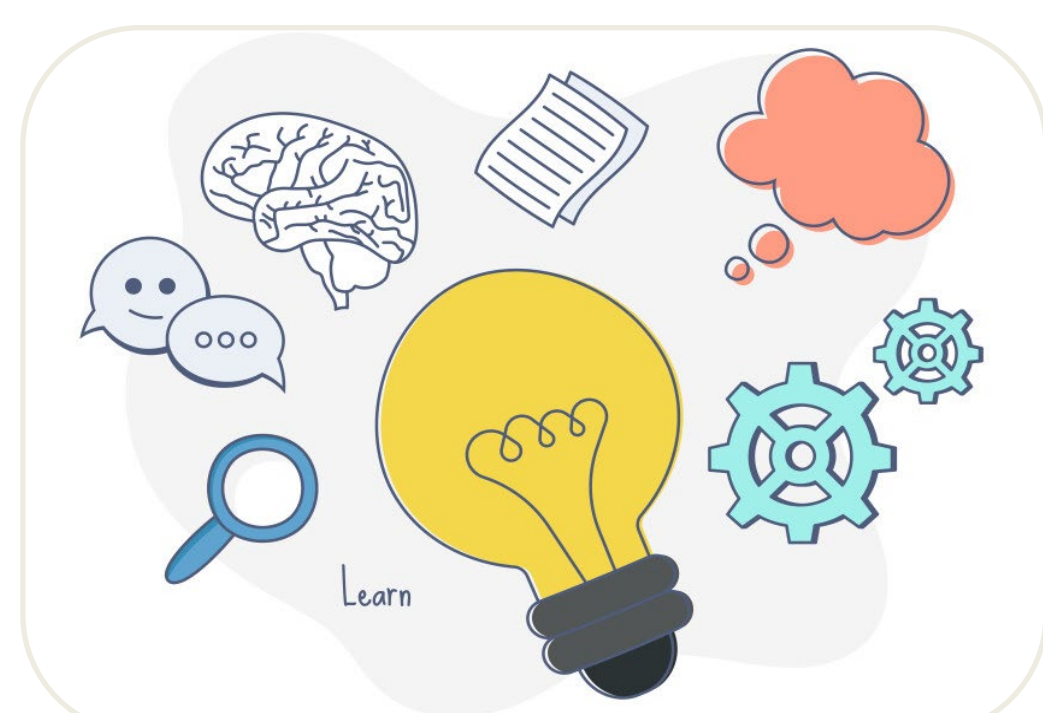
Scholarship

- Sharing of research interests
- Grant writing
- Quality improvement methods
- RxWriting Challenge



Teaching

- Pre-readings and student cognitive load
- Assessment
- Educational technology



Emerging Education Topics

- Curricular hoarding/overload
- Competency-based education
- Social media (TikTok)



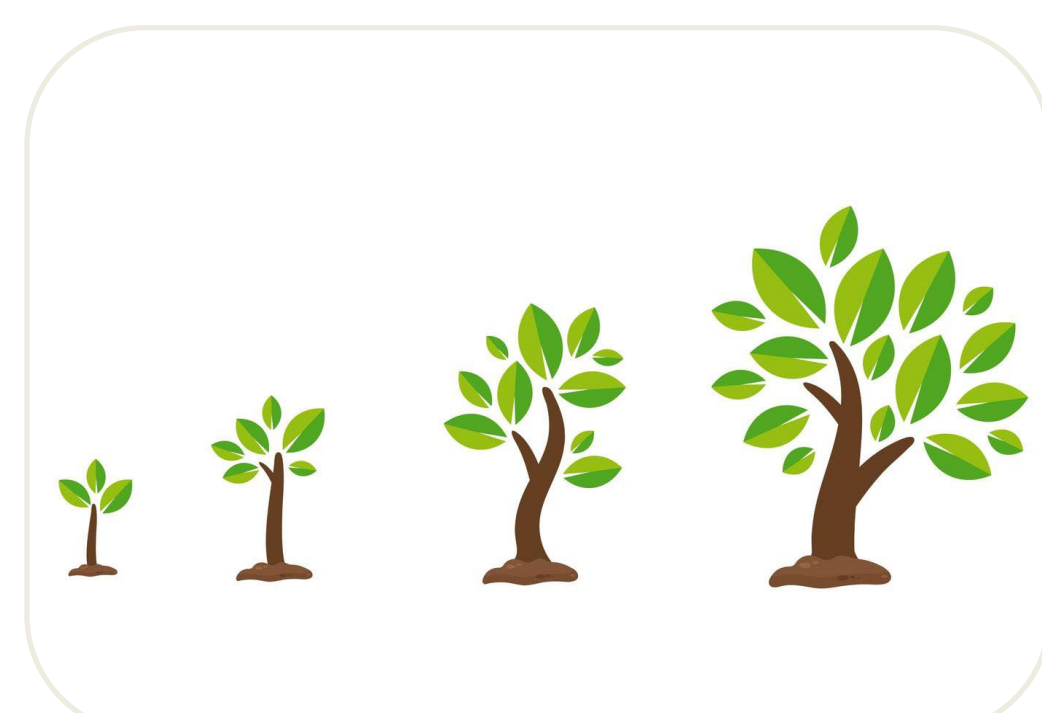
Curricular Guidance

- EPAs and COEPA
- IPEC
- ACCP Toolkit



ACPE Standards 2016/2025

- Strategic planning
- Overview of the standards
- Workgroups for self-study
- NAPLEX readiness



Faculty Growth

- Growth mindset
- Faith-based topics
- Book clubs
- Professional organization involvement



Faculty Success

- Keys for holistic success
- Innovation
- Leadership
- Diversity, equity, and inclusion



Student Success

- Academic advising
- Student recruitment
- Student success
- Diversity, equity, and inclusion

QUOTES

I have really appreciated the book studies...have been really helpful in professional development. I still use some of the knowledge tidbits gained from these books, and the discussions to draw out the applicability of these materials.

Our entire school read the book "The 6 Types of Working Genius" which helped us to intentionally embrace the various talents within our team. I was so impressed with how this group actively embraced innovative ideas from various team members who often remain incredibly quiet. We all discovered ways to develop creative solutions to common problems, incorporating the natural talents and strengths of our teammates. We highly recommend using this book to strengthen your team as well.

Dr. Jim O'Donnell spoke to faculty and staff about innovation and finding ways to creatively solve problems. This really made me think about my frustrations as an avenue to problem solve and to come up with ways that could turn a problem into something great!

The faculty development sessions demonstrate that our school values continuous improvement, foster professional development, create a team atmosphere conducive to learning, and support the achievement of our strategic plan. The regular rhythm and variety of these sessions are refreshing and keep our faculty and staff engaged in the efforts of the school.