



# Implementing an Improved Annual Faculty Review Process to Enhance Faculty Success

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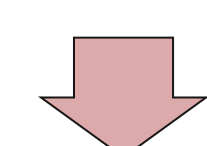
## BACKGROUND

- Ferris State University College of Pharmacy enhanced their annual faculty discussion process with department chairs
- Objective:** improve faculty feedback and further adhere to elements of Standards 19 and 25.

## ANNUAL DISCUSSION PROCESS

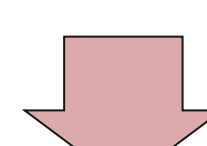
**Faculty Preparation**

- Update dossier
- Document reflection on prior year
- Complete workload information on prior year
- Write goals for upcoming year
- Schedule meeting with department chair



**Department Chair Responsibilities**

- Review dossier prior to annual meeting
- Document meeting and workload adjustments
- Meet with the Dean to review workload



**Documentation**

- Chairs write letter summarizing conversation
- Chairs document meeting and workload adjustments

## ANNUAL DISCUSSION TOPICS

### Prior Year

Teaching

Scholarship

Service

Clinical Practice

### Upcoming Year

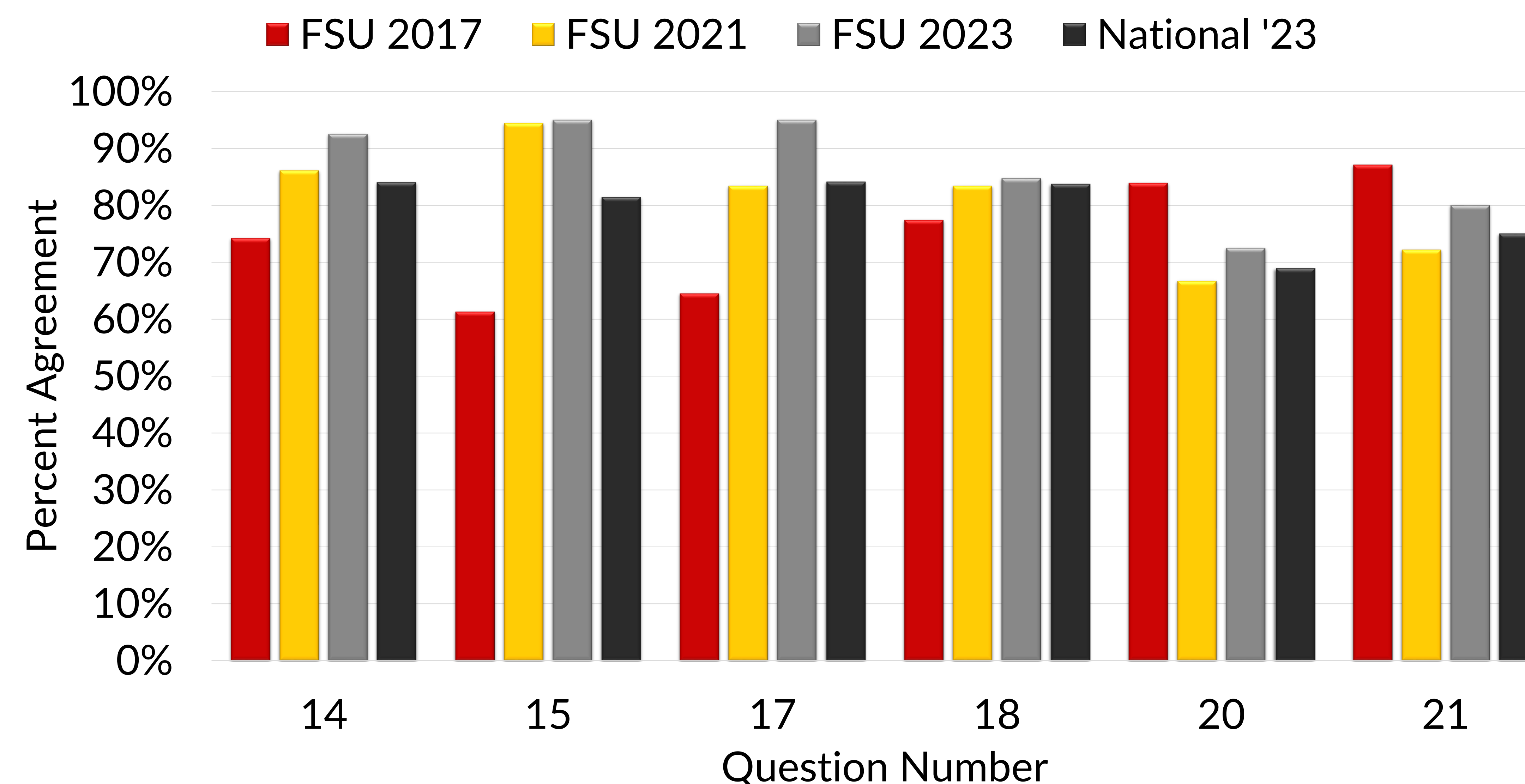
Goals

Workload

Development Needs

**AACP Faculty Survey data has improved in recent years. The next steps to support faculty include discussions on longitudinal career planning and faculty wellbeing.**

## AACP Faculty Survey



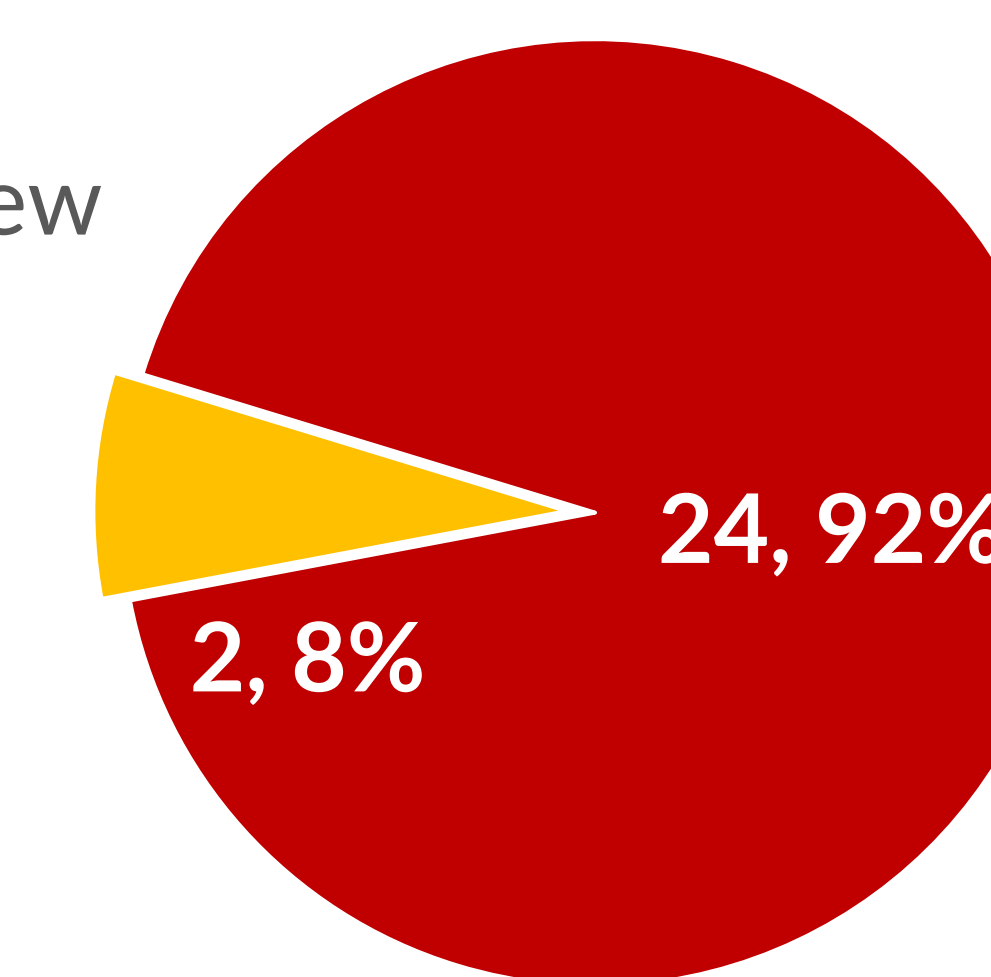
## AACP Faculty Survey Question Stems

14. My performance assessment criteria are explicit and clear
15. My allocation of effort has been clearly stated
17. I receive formal feedback on my performance on a regular basis
18. The performance feedback I receive is constructive
20. I receive guidance on career development
21. Funds are available to support faculty development

## RESULTS

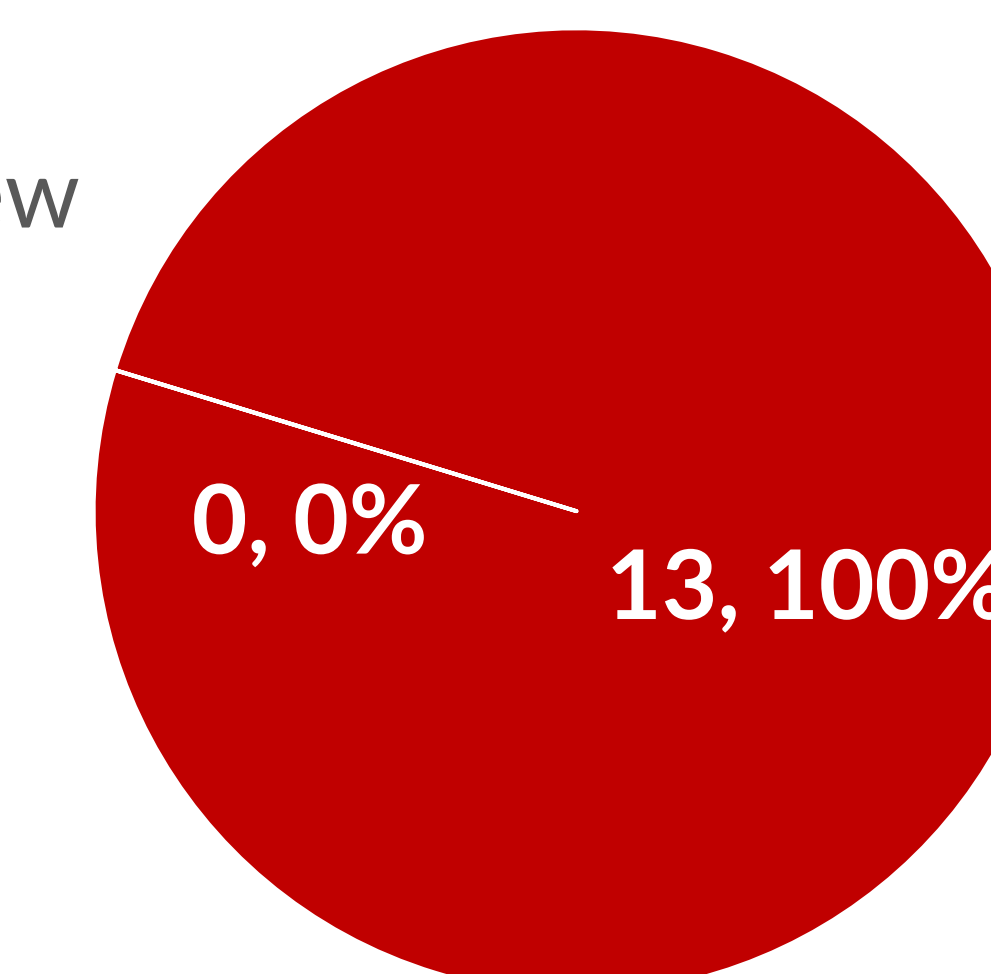
### Pharmacy Practice (PP)

- Completed Review
- Missed Review



### Pharmaceutical Sciences (PS)

- Completed Review
- Missed Review



Item Discussed	All Faculty n=37	PP n=24	PS n=13
Teaching	37 (100%)	24 (100%)	13(100%)
Service	37 (100%)	24 (100%)	13(100%)
Scholarship	34 (92%)	22 (92%)	12(92%)
Practice	22 (92%)	19 (90%)*	3(100%)*
Professional Development	34 (92%)	21 (88%)	13(100%)
Goals	37 (100%)	24 (100%)	13(100%)
Wellness	16 (43%)	11 (46%)	5(39%)
Resources	28 (76%)	15 (63%)	13(100%)

\*Practice applicable for 21 pharmacy practice and 3 pharmaceutical science faculty