

INTRODUCTION

Empowering Faculty and Staff

- Over the past four years, the College of Pharmacy has committed to fostering a robust and vibrant environment for providing development programming.
- Our development programming spans three campuses and has been driven by a highly dedicated Development Committee comprised of both faculty and staff.
- This committee meticulously plans and executes monthly programming and an annual faculty program covering an array of topics, from health and wellness to cutting-edge research in artificial intelligence.
- A rigorous assessment process is employed that allows for continual refinement and enhancement of development programming that not only ensures compliance with standards but exceeds them.

Building Teams Through Personality Awareness
August 30th 2022
9AM-11AM
Speaker: Christopher Lynch, Pharm.D., M.Ed., CPh, DPLA

Lifestyle Factors for Staying (Breast) Cancer Free
October 12, 2023
1:30 P.M. to 2:30 P.M.

MAY FACULTY DEVELOPMENT
"35 years Strong: Going from Excellence to Preeminence"
May 10, 2023 - May 11, 2023

OBJECTIVES

Development Program

- To ensure that overall programming covers topics that align with ACPE Development Program Standards 19.4 and 19.5 on advancing pharmacy practice, enhancing skills, fostering scholarly productivity and leadership.
- To offer a robust range of development sessions for faculty and staff across all campuses, including an annual faculty focused program event.
- To engage and empower all faculty and staff in the development of programming topics and provide a mechanism for feedback and improvement.



METHODS

Program Organization, Execution, and Continuous Assessment

- The Development Program was organized and executed by a 15-member committee comprised of faculty and staff from all three campuses of the College of Pharmacy.
- Annual survey assessments were administered to capture faculty and staff needs and interests, creating a compendium of topics from which to curate monthly sessions from.
- Curated annual 2 ½ day faculty-focused program at the main Fort Lauderdale campus, coinciding with graduation activities.
- Online feedback assessments were emailed to participants after each session which was used to improve future programming and speaker selection.



OUTCOMES

Table 1. Summary of Monthly Sessions (2020-2024)

Topics	Sessions (~10/year)	Participation (n= 70-Faculty)
Accreditation & Self-Study	4	65
Health & Wellness	5	42
Instructional-Curricular Enhancement	5	54
Leadership & Team Development	9	55
Pharmacy Practice/Science Advancements	6	50
Role-Specific Duties & Enhancements	10	46
Scholarly & Research Development	5	37
Miscellaneous	4	47
Averages	10.6 / year	49.5 / session

Chart 1. Approval Ratings

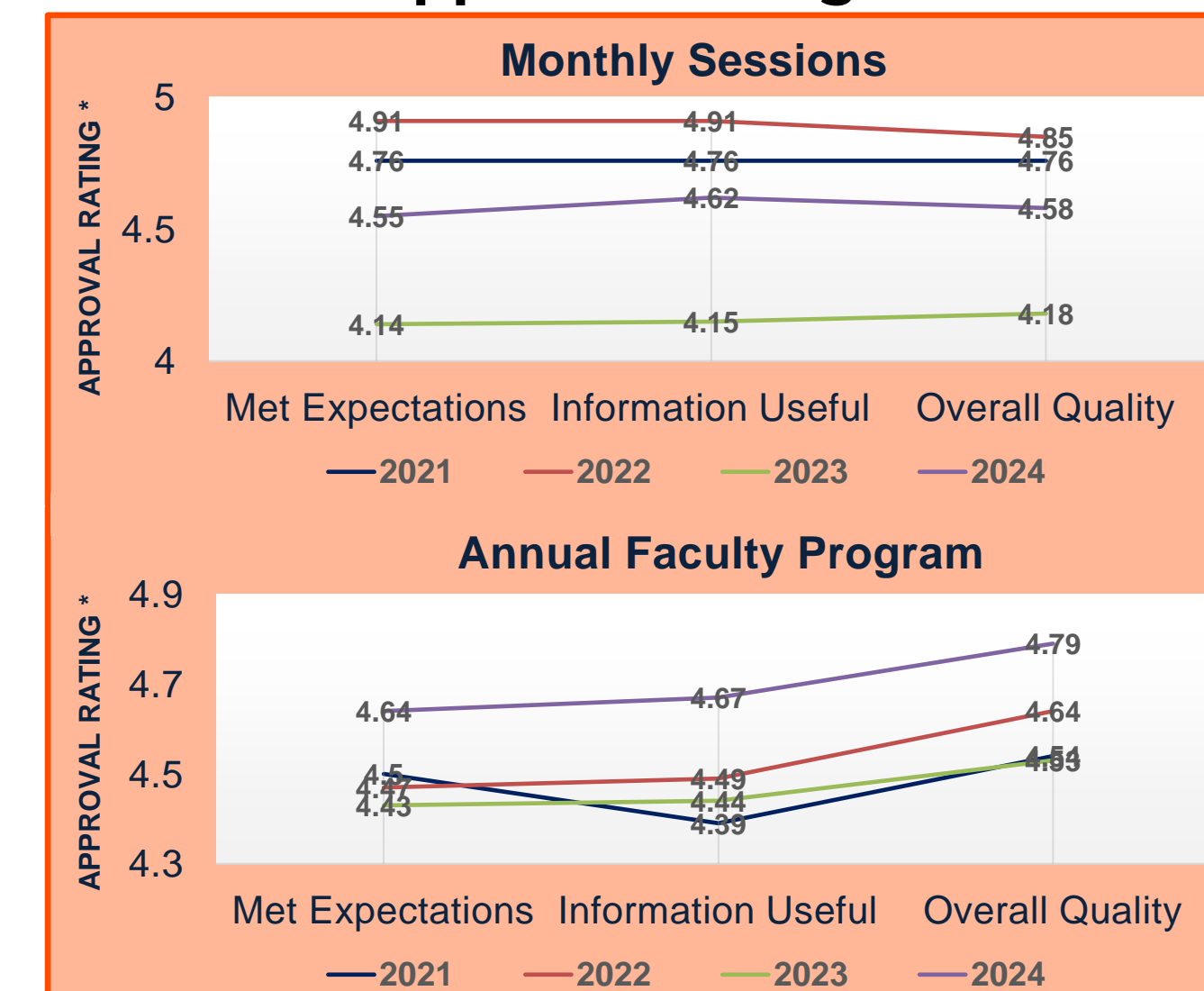
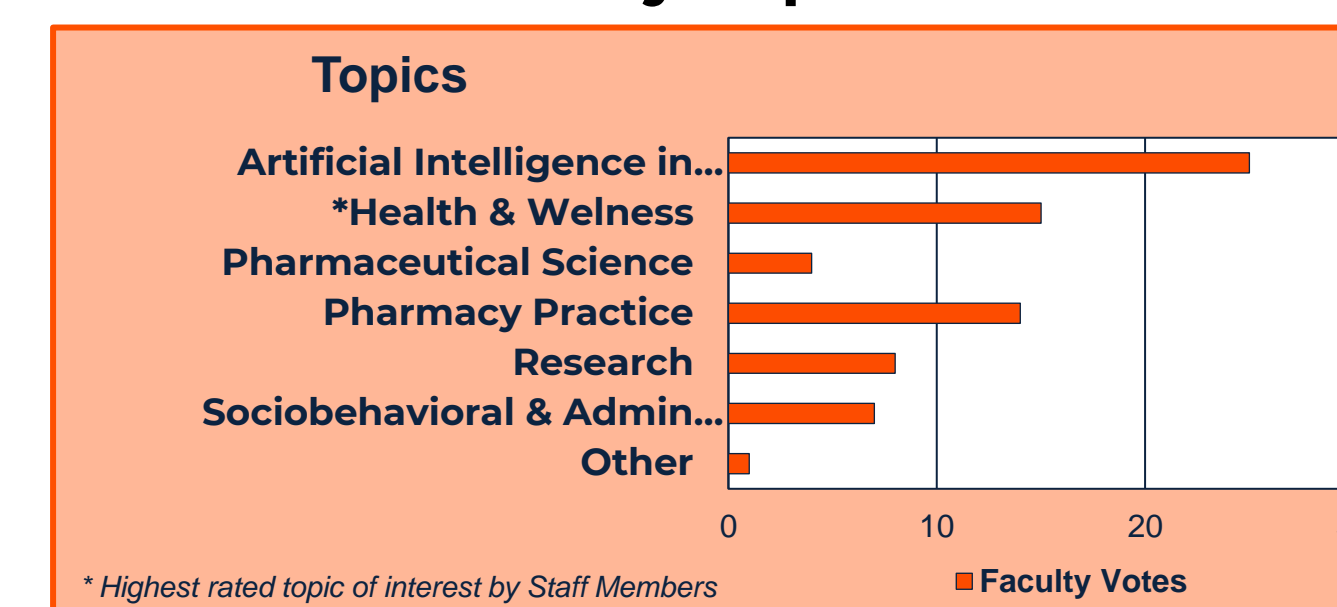


Table 2. Annual 2 ½ Day Faculty-Focused Program Outline

Topics	Description
Keynote Address	Aligned with the year's thematic focus (1 st morning).
Academic Enhancements	Focused on faculty & student development (1 st afternoon).
Networking & Wellness Activities	Several options integrated during lunch breaks.
Research Initiatives	Research Committee led session (2 nd morning).
Team-Building Activities	Followed by social gathering (2 nd afternoon).
Departmental-Focused Activities	Department led session (half-day opposite graduation).

Chart 2. Faculty Topics of Interest



DISCUSSION

- Faculty and staff report high satisfaction with the program, which focuses on areas of high interest and ensures ongoing relevance through continuous feedback and improvement.
- The program's holistic approach, incorporating wellness activities and team-building exercises, fosters balanced career growth and collaboration.
- The annual faculty event fosters professional and personal growth, promoting community building among faculty from different campuses.
- Continuous feedback and improvement efforts ensure the program keeps improving, focusing on areas of high interest to faculty and staff.



THE FUTURE

- Increase inter-campus interactions and topics year-round to boost engagement, collaboration, and balanced professional development
- Incorporate joint faculty and staff development sessions, particularly in health and wellness.
- Integrate the new ACPE Standards 2025 to foster continuous improvement.