

Empowering Excellence: Cultivating Growth Through Faculty and Staff Professional Development

Elizabeth W. Blake, PharmD; Julie M. Sease, PharmD; Cori Fairchild, MS; Lorne Hofseth, PhD, Beverly Johnson, MHRM; Christian Price, MLIS; S. Scott Sutton, PharmD; Michael D. Wyatt, PhD – University of South Carolina College of Pharmacy

Background

- In 2022, the University of South Carolina College of Pharmacy created a formal professional development (PD) committee consisting of eight faculty and staff members representing the College units.
- The committee's mission is to offer diverse educational programs and resources to support the ongoing professional development of faculty and staff, beyond the requirements of ACPE accreditation standards.¹

Objectives

- Develop programming for faculty and staff.
- Conduct a structured faculty orientation for new faculty and staff.
- Increase the knowledge and awareness of the pharmacy profession among faculty and staff.
- Create best practice documents for being a successful chairperson and a quality course coordinator.

Methods

- Conducted a needs assessment survey for faculty and staff professional development (PD).
- Collected recommendations for commonly used PD resources.
- Planned PD programming based on survey results.
- Divided committee tasks, including creating best practice documents and evaluating new faculty orientation.
- Identified the need for a formal staff orientation process.
- Used a Blackboard organization page to organize PD resources and content.
- After two years, distributed a survey to assess the effectiveness of PD programming.

Professional Development Events

- Oh look! That's where that is!**
- To the NAPLEX and Beyond:** Elevating Your Teaching and Testing Content to Enhance Student Learning
- Legal Survival Guide**
- Little Actions, Big Consequences**
- Effective Pedagogy & Integration of Active Learning Methodology**
- Finding Balance**
- Team Player Styles**
- Making the Best of a Slide Situation**
- AACP Webinar and Faculty Discussion:** Integrating Pharmaceutical Sciences and Skills Activities
- AACP Webinar and Faculty Discussion:** Find the Cutting Edge: Sharpening Critical Thinking Skills
- This is Us, The Incredible We – Part 1:** Highlighting Our Faculty
- This is Us, The Incredible We - Part 2:** Highlighting Our Staff
- AACP Webinar and Faculty Discussion:** Navigating the Professional and Personal Challenges of Curricular Innovation
- AACP Webinar and Faculty Discussion:** AI in Pharmacy Education
- Exam Mastery:** Essential Tips for Proficient Proctoring
- Unlocking the Power of Emotional Intelligence to Enhance Personal and Professional Success**
- Active Shooter Training**

Blackboard Organization Page

USC Professional Development Calendars

New Faculty and Staff Orientation

Teaching and Education Resources

Continuing Education Resources

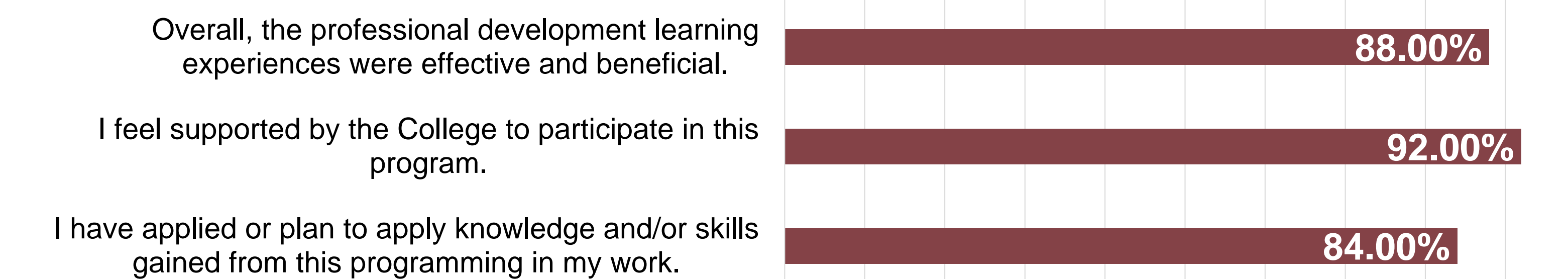
Research Resources

Other Professional Opportunities

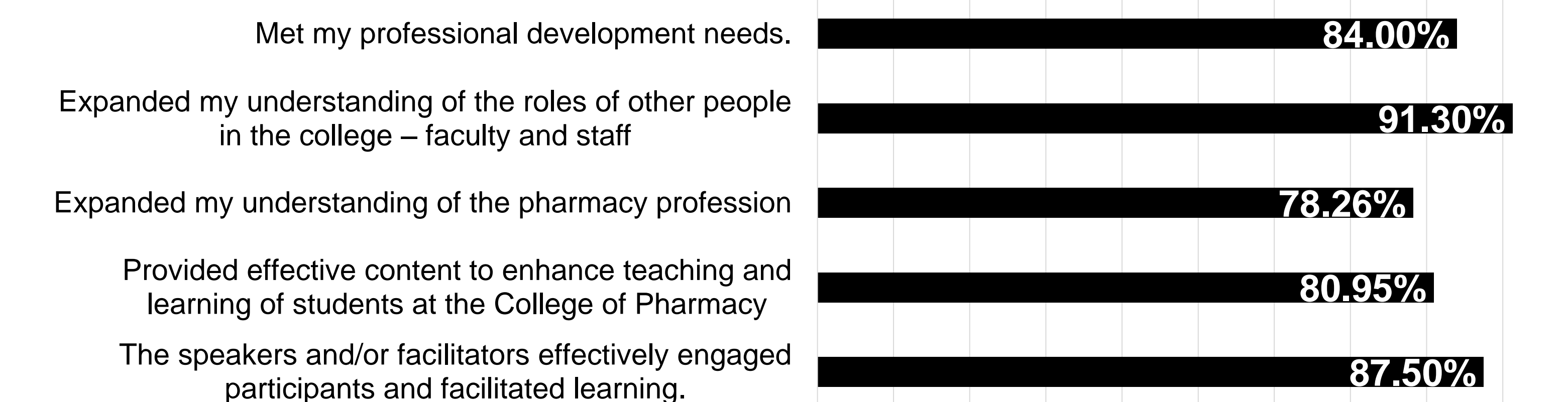
Results

- 61 unique attendees** (in-person/virtual) for 2023-24 events
 - 68.5% of intended attendees
 - 38 faculty members, 23 staff members
- 244 total attendees** (147 in-person, 97 virtually)
 - Average of 2.4 events per person (range: 0 to 12)
- 26 people responded to the survey (29.2% response rate)
- All **4 new faculty members** who completed the last Orientation indicated that the content met their needs.

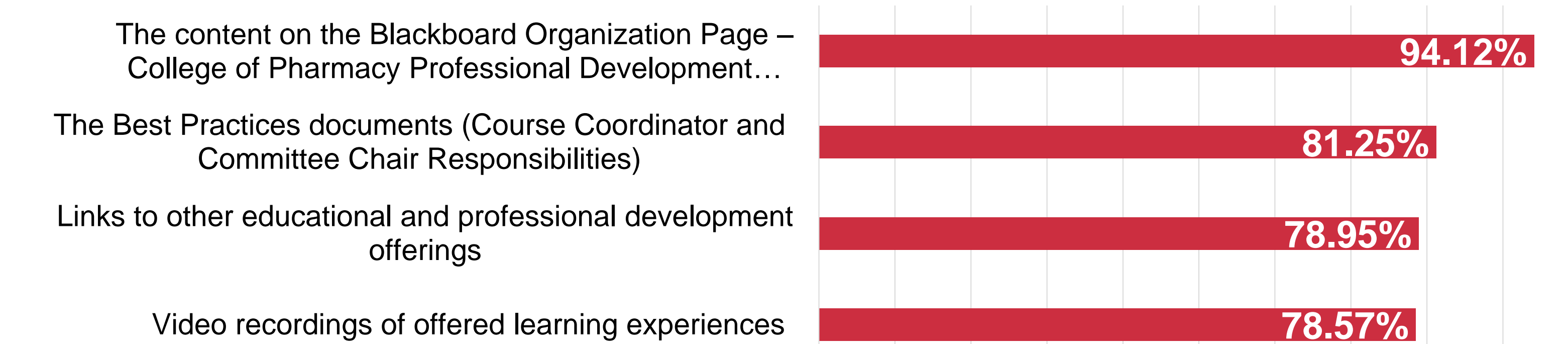
Overall



The offered learning experiences . . .



Blackboard Organization Page



27% of respondents were unaware of the available Blackboard resource page.

Conclusions

- Overall, faculty and staff have expressed great appreciation for professional development opportunities provided over the past 2 years. Feedback from the survey will be utilized to plan for the next academic year.