

# Customized Professional Development for Faculty and Staff to Support the School's Strategic Goals

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## Objective

Strategic plans serve as a structured blueprint for organizations to establish objectives, priorities, and strategies aimed at achieving long-term success. Within our strategic plan, there is a deliberate focus on enhancing the growth and development of faculty and staff. This emphasis stems from a thorough evaluation encompassing internal strengths and weaknesses, external opportunities and threats, and the dynamic requirements of the pharmacy field and healthcare sector. Integral to this process is prioritizing the needs of faculty and staff to foster professional development.

## Methods

A central aspect of the strategic planning process was emphasizing the growth and development of faculty and staff. Core areas of emphasis encompasses enhancing internal culture, leveraging technology, fostering shared governance, and driving diversity/inclusion initiatives. These endeavors were assigned to school stakeholders tasked with designing customized programming. Programming was strategically scheduled across the academic year and integrated into retreats. Progress was routinely assessed through evaluations and feedback from faculty and staff.

## Discussion

Following the latest strategic planning endeavor, the School's committees successfully addressed pivotal initiatives. Targeted programming and initiatives were executed, yielding notable outcomes. Internal culture enhancements featured heightened social engagements, achievement recognition, and a renewed emphasis on well-being. In the realm of technology, efforts were concentrated on digital health, artificial intelligence applications, innovative teaching methodologies, and assessment mapping strategies. Shared governance endeavors witnessed the expansion of the executive leadership team, the election of a faculty representative, and the establishment of platforms for open dialogue. In terms of diversity/inclusion, specialized workshops, curriculum enrichments, and enhanced cultural competency were prioritized.

## Conclusions

The faculty and staff development programming undertaken by the School has proven instrumental in driving positive change and advancing key initiatives.

## Results

### Diversity and Inclusion

#### Initiatives

- 2-part Sexual Orientation and Gender Identity Training Series
  - Introduction of definitions followed by in-person application during faculty retreat
- Becoming Deaf Inclusive
  - Training for faculty on supporting individuals with hearing impairments and deafness
- Integrating Diversity into Patient Cases Workshop
  - Workshop exploring opportunities and best practices for diversity and inclusion in patient cases
- Universal Design & Learning
  - Introduction of universal design concepts to enhance inclusivity and academic success
- AACP Equity, Diversity and Inclusion Institute
  - Faculty/staff attended to enhance knowledge and application

#### Methods

- **Partnership** with campus, community, and national leaders to deliver relevant content
- **Resources:** Allocated time and funding for training initiatives
- **Collaboration:** Diversity and Inclusion team collaborates with other committees to develop multiple avenues for addressing feedback

### Technology

#### Initiatives

- Training Sessions and Resource Development
  - Education sessions and retreats dedicated to technology training
  - Created instructional videos/user guides for continuous support
- Mediated Course Material Enhancement
  - Assist with high quality online education programming
- Course and Exam Mapping
  - Secure exam delivery and competency mapping, providing detailed/efficient feedback for curricular assessment
- Outlook Calendar Standardization
  - Universal adoption for efficient scheduling of meetings
- Artificial Intelligence (AI)
  - Faculty developed AI course development and student directives added to course syllabi

#### Methods

- **State-of-the-Art Equipment:** Provided professional equipment for high-quality mediated course production
- **Artificial Intelligence:** Expert presentations and securing faculty grants to leverage AI in educational programming
- **Faculty Collaboration and Support:** Implemented ongoing professional development opportunities focused on technology integration and pedagogical best practices

### Shared Governance

#### Initiatives

- Expanded Executive Committee from 8 members with administrative appointments only to 14 members, including 4 staff members
  - Added representation from assessment, diversity and inclusion, experiential, educational technology, admissions and recruitment
- Faculty Representative to Executive Committee
  - Elected faculty member providing additional input into School decisions
- Leadership Associate
  - Provides faculty additional leadership development and more input in School decisions
- Faculty Ideas and Feedback Roundtables
  - Structured roundtable sessions at faculty retreats to gather and consider faculty input on key issues

#### Methods

- **Enhanced Representation:** Diverse membership in the Executive Committee fosters varied perspectives
- **Empowered Faculty:** Roles like Faculty Representative and Leadership Associate promote leadership development
- **Open Dialogue:** Roundtables facilitate brainstorming and consensus-building among faculty and administration

### Internal Culture

#### Initiatives

- Faculty and Staff Newsletter
  - Focus on team building, updates and recognizing accomplishments
- Continuous Staff and Faculty Development
  - Lunch and learn, certificate programs, wellness initiatives, strategic planning involvement
- Social Bonding Events
  - Bowling/mini-golf team play, interactive activities designed to deepen understanding of individuals, lunches and happy hours
- Social Media Acknowledgement
  - Provide mechanisms for highlighting success to the school, alumni, and community
- Faculty Meeting Reorganization
  - Timebound meetings, posting of materials prior versus lengthy presentations, enhanced engagement of faculty in discussions

#### Methods

- **Celebrating Successes:** Providing acknowledgement of faculty, staff, student, and alumni success
- **Regular Feedback Loops:** Implemented mechanisms for gathering and acting upon feedback to continuously improve team culture
- **Focused team building:** Develop intentional opportunities to build a positive team culture