

Meeting Faculty, Staff and Preceptor Professional Development Needs through Empowerment, Collaboration, and Innovation

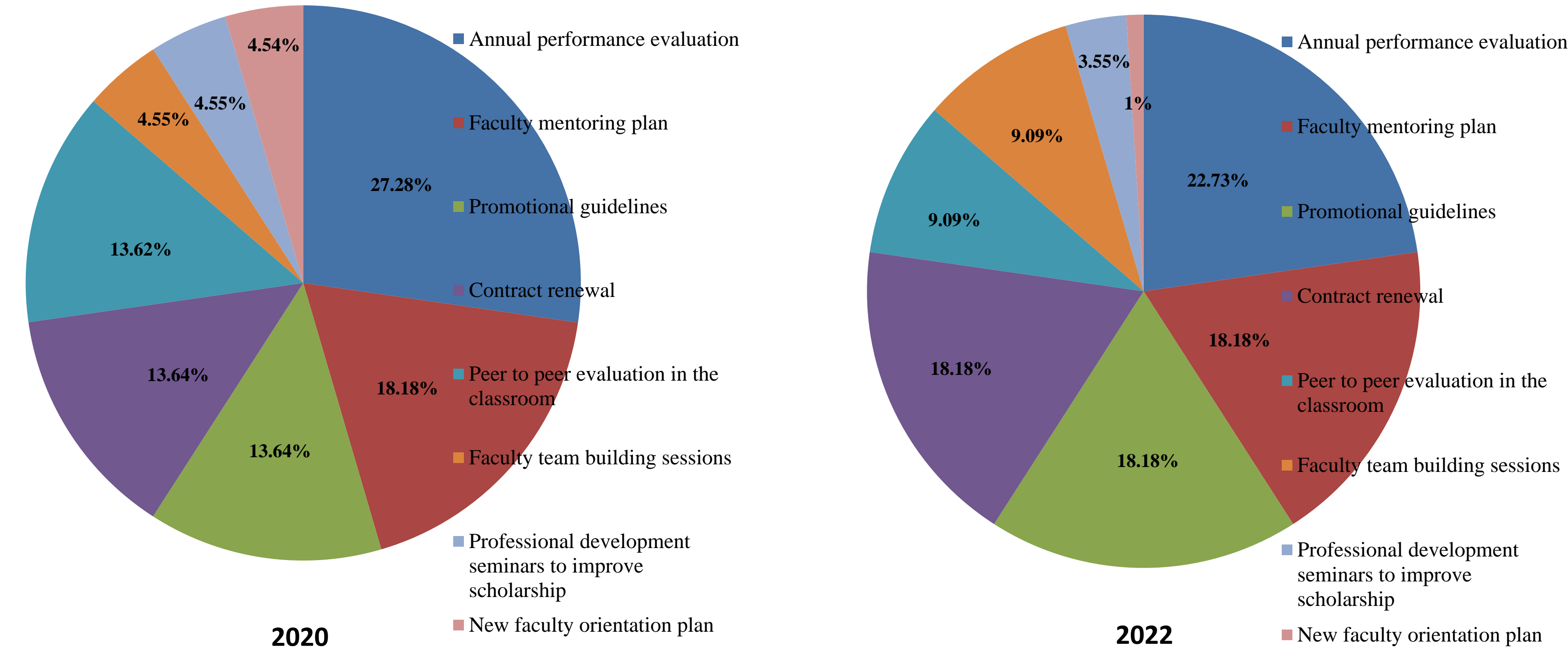
Keith T. Veltri, BPharm, PharmD, BCPS, BCGP and Elizabeth Unni, PhD, MBA, BPharm
Touro College of Pharmacy, New York, NY



Objectives

- Encompassing the development of the academic environments of faculty, staff and preceptors in a college of pharmacy is essential for establishing and refining the skills necessary to enhance the quality of education and research, and to support members to reach their full potential and maximize their contributions within the institution.
- Our committee's primary goal is to promote overall faculty, staff and preceptor excellence, morale and collegiality and to facilitate superior and timely responses to changing external and internal processes and priorities within the College. Such an environment will support members to reach their full potential and maximize their contributions to the educational, research, clinical, and service missions.
- We describe the personal and professional development activities carried out by the Faculty, Staff, and Preceptor Development Committee (FSPD).

Faculty Needs Assessment Surveys



Selected Workshop Activities

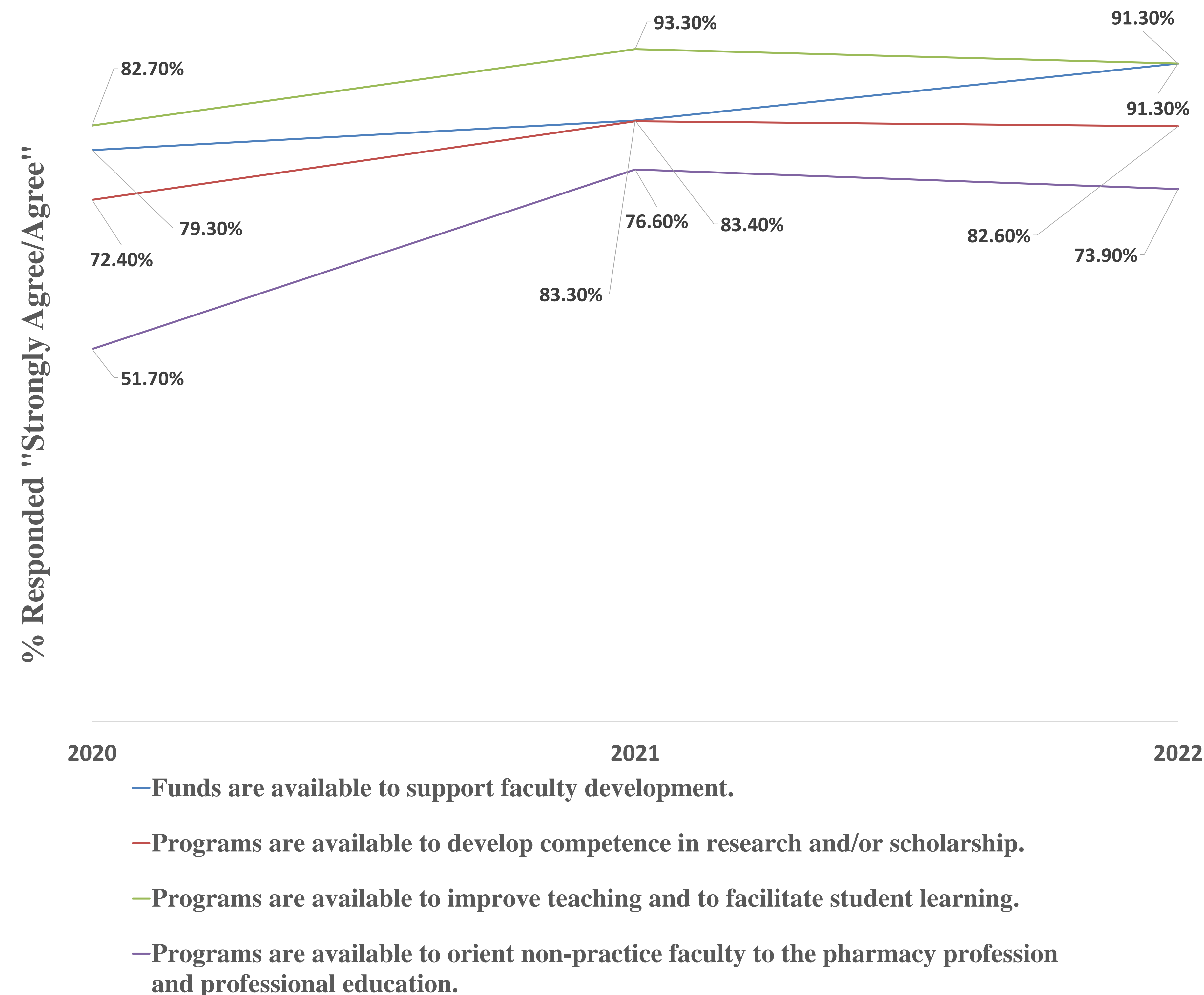
2014-2024

Curriculum	<ul style="list-style-type: none"> • Entrepreneurship, Innovation and Advocacy: Expanding Integration of These Concepts in Current Curriculum Delivery • Empowering Student Learning Using Technological Resources • Rubrics and Norming
Pedagogy	<ul style="list-style-type: none"> • Active Learning and Maintaining Integration Session • "Turn it In" Platform Training • Transparent Assignment • Strategies and Tools to Implement a Flipped Classroom • Fundamentals in Exam Writing and Best Practices in Exam and Question Performance Review • Art of Writing Student Learning Outcomes • Copyright and Plagiarism
Assessment	<ul style="list-style-type: none"> • Peer Observation and Evaluation Training
Professional Development	<ul style="list-style-type: none"> • Peer Coaching: Collaborating with Colleagues to Enhance Well-being and Professional Goals • LinkedIn – Developing a Positive "Brand" Image • Presentation Skills for Didactic Lecturers • Introduction to Citation Managers
Research	<ul style="list-style-type: none"> • Introduction to Grant Writing • Publication Scholarship • Identifying Electronic Journals for Publishing
Student Affairs	<ul style="list-style-type: none"> • Coaching Series Sessions • Dealing with Difficult Student Situations During the Advisory Process • Managing Student Disruptions in the Classroom • Effective Student Advising • Becoming a Stronger Interviewer
Wellness	<ul style="list-style-type: none"> • Change Management • Coping Strategies for Better Mental Health • Extinguishing Burn Out • Thriving with Sleep • Overcoming Procrastination • Work Life Balance • 5 Languages of Appreciation in the Workplace

Committee Charges

- The FSPD committee oversees the peer evaluation process that provides feedback to faculty members to identify strengths and improve overall teaching skills; facilitates the formalized orientation and mentoring program for new faculty and staff hires; implements and revises policies related to faculty promotions, performance evaluation, contract renewal, and faculty advisement of students; assists faculty and preceptors in professional development by offering workshops to improve scholarly activities in teaching, scholarship, and service; and provides opportunities for staff to improve their knowledge, skills, and performance in line with the goals and values of the College.
- The committee is primarily responsible for assuring the College is compliant with ACPE Standards 19 and 20.3.
- FSPD membership consists of eight faculty members with at least one faculty member from each academic department (Pharmaceutical and Biomedical Sciences, Pharmacy Practice, Social, Behavioral and Managerial Sciences), one director from Office of Practice Experience, two non-faculty staff members, one external preceptor, one dean.
- Needs assessments are conducted every other year to identify and prioritize the key developmental focus areas that are in alignment with the goals of:
 - enhancing teaching skills
 - promoting student success
 - supporting institutional needs
 - academic strategic objectives
 - facilitate career advancement
 - performance evaluation

AACP Faculty Survey Results on Faculty Development



Future Directions

- Meeting the individual developmental needs of academicians is a systematic comprehensive well-resourced effort.
- It is essential to the growth of any institution to make a concerted effort to incorporate inclusive processes amongst faculty, staff and preceptors for successful decision-making strategies.
- To remain at the forefront, development programs will need to broaden their focus, consider diverse training methods and formats, conduct more rigorous program evaluations, and foster new partnerships and collaborations.
- Academic vitality is dependent upon faculty, staff and preceptor members' interest and expertise; development workshops has a critical role to play in promoting academic excellence and innovation.

For more information, contact: keith.veltri@touro.edu