

A panoramic view of the Seattle skyline at dusk. The Space Needle is prominent on the left, with its observation deck illuminated. The city's skyscrapers are lit up, and the sky is a mix of purple and blue. In the foreground, the white arches of the Olympic Stadium are visible.

# Expanding Our Horizons

**2010 AACP Annual Meeting and Seminars**

American Association of  
Colleges of Pharmacy

*Discover • Learn • Care • Improve Health*

**AACP**

**July 10-14 | Seattle**

# Defining, Designing & Implementing Professional Development Programs for Pharmacy Faculty & Students

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# CPD vs. Professional Development

- Continuing Professional Development (CPD):
  - “Ongoing, self-directed, structured, outcomes-focused cycle of learning and personal improvement” (Rouse 2003)
    - Example: professional, longitudinal portfolio
- Professional development of faculty and students:
  - Institution-led programs designed to grow faculty to their maximum potential in order to achieve the mission/vision/goals of the institution
    - Example: programs to promote academic success





# Importance of faculty development

- Crucial for faculty/student recruitment/retention
  - Improves individual satisfaction
  - Leads to achievement of organizational goals
- Required: ACPE Standards 2007
  - Mentioned in Standards (or Guidelines) for Chapters 1, 2, 8, 16, 24, 25, 26, 27, 30 and appendices
- Over two thirds of SOPs (68.6%) did not offer formal faculty development programs in 2003 (MacKinnon 2003)



# Examples of Faculty Development

- Formal orientation programs
- Individualized career development “maps” (time-bound goals, plan to reach them, ongoing reflection/evaluation)
- Mentoring programs
- Sabbaticals & Mini-Sabbaticals
- Ongoing learning seminars:
  - Technology (what’s new)
  - Teaching (methods, assessments, logistics)
  - Scholarship & grants (ideas, funding, process)
  - Promotion & Tenure preparation



# Strategies for Faculty Development

- Encourage faculty to be life-long learners 😊
  - Help faculty learn to self-assess development needs
  - Help faculty “map” individualized development plans
- Develop/improve orientation programs
  - General & specific to the needs of non-pharmacists & new academicians
- Develop/improve ongoing development programs
  - Regular seminars on teaching, scholarship, technology
  - Mentors (internal and/or external)



# Strategies for Faculty Development

- Seek funding to support development
  - Build into regular budget
  - Seek gifts
  - Encourage faculty to seek grants
- Provide incentives/rewards
  - Provide release time where possible
  - Sabbaticals
- Enforce accountability



# Resources for Faculty Development

- General

- AACP Section mentoring programs
- School & university mentoring programs
- External mentors

- Leadership

- AACP Academic Fellows Program ([www.aacp.org](http://www.aacp.org))
- ACCP Leadership & Management Certificate Program ([www.accp.com](http://www.accp.com))
- ASHP Pharmacy Leadership Institute ([www.ashp.org](http://www.ashp.org))



# Resources for Faculty Development

- Teaching & Learning
  - Education Scholar ([www.educationscholar.com](http://www.educationscholar.com))
  - AACP Annual Teachers Seminars
  - AACP Institutes (annually on specific themes)
  - American College of Clinical Pharmacy (ACCP) Teaching and Learning Certificate Program ([www.accp.com](http://www.accp.com))
  - Workshops, courses, or certificate programs through your school, health sciences program, education schools, or university-base
  - Outside speakers for workshops and motivational sessions
  - Books



# Resources for Faculty Development

- **Scholarship**

- ACCP Research and Scholarship Certificate Program ([www.accp.com](http://www.accp.com))
- ASHP writing mentor program ([www.ashp.org](http://www.ashp.org))

- **Clinical**

- ACCP Clinical Practice Advancement Certificate Program ([www.accp.com](http://www.accp.com))
- BPS Certification ([www.bpsweb.org](http://www.bpsweb.org))
- ACCP Pharmacotherapy Self-Assessment Program ([www.accp.com](http://www.accp.com))
- APhA Certificate Training Programs in disease state management ([www.pharmacist.com](http://www.pharmacist.com))



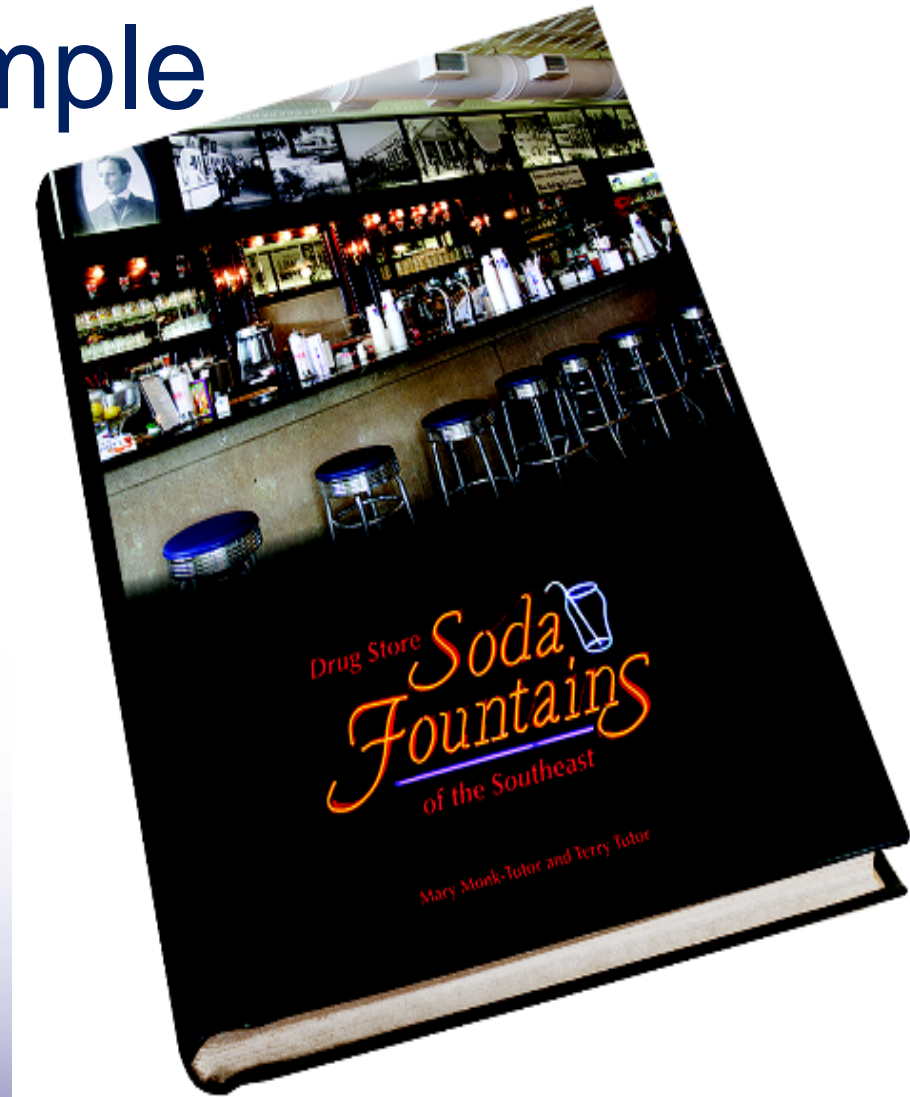
# Faculty Development: Teaching Example

- Western University of Health Sciences/AACP *Education Scholar* Program ([www.educationscholar.org](http://www.educationscholar.org))
- Faculty Learning Community created at Samford University based on this online training course
  - Benefits
  - Challenges



# Faculty Development: Scholarship Example

- Sabbaticals
  - Typical policies
  - Benefits
  - Challenges



# Share your ideas

- Have each person at your table describe a successful feature of faculty development that happens at his/her institution

OR

- Ask a question about faculty development to the rest of the group





# Professional development for students

- Refers to the professional socialization process of students
- Focuses on their development as pharmacists, and various aspects of that role that are not typically developed through formal curricula
- Should be multi-faceted: various places in the curriculum, extracurricular





# Professional development for students

- Examples of areas:
  - Career development
  - Citizenship/service ethic/patient advocacy
  - Personal and organizational leadership
  - Wellness and renewal, personal and other
  - Financial responsibility
  - Global health
  - Interprofessional roles





# Professional development for students

- Strategies
  - Orientation (yearly)
  - Elective courses/certificate programs
  - Experiential opportunities
  - Special study with a practitioner or faculty member
  - Breakfast club
  - Extracurricular organizations
  - University or community engagement/partner with others



# Rx for Fitness - Background

- Overview/Intent Behind Initiative
  - “As a profession pharmacists and pharmacy education do a mediocre job at best of promoting and enhancing wellness to society” (Smith, Olin 2010)
  - *ACPE Standard 12(3)* states, in part, that pharmacy school graduates must possess the ability to promote patients’ improvement and wellness



# Rx for Fitness – Nuts & Bolts

- Kick-Off Video  
<http://www.youtube.com/user/oupharmacy#p/u/0/XZP96hDwAQc>
- Events (Stress Management, Nutrition, Exercise)
  - Weekly Health Tips
- Cookbook
- Results/Awards Seminar
  - Mark Williams, OU Men's Gymnastics Coach



# Academic Pharmacy Cohort

- “Personal sowing and cultivation of the seed of interest in academic careers is the most productive effort individual faculty members can undertake to move today's students to tomorrow's faculty”  
(Carter 2005)



# Academic Pharmacy Cohort

- Meet Twice/Semester for Lunch
- Topics of Discussion Include:
  - Graduate School Options
  - A Day in the Life of a Faculty Member
  - Life as a Resident
- Includes Students from all Classes
- Wal-Mart Scholars



# Leadership Development

- *ACPE Standard 23* states, in part, “Faculty, administrators, preceptors, and staff must be committed to developing professionalism and fostering leadership in students and to serving as mentors and positive role models for students”
  - Appendix B (develop leadership skills)



# Leadership Development

- Leadership Track (University of MN)
  - Sorensen, Traynor and Janke (2009)
- StrengthsFinder 2.0
- Emotional Intelligence 2.0
- Speaker Series
- Legislative Day
- Mentoring
- Reflections (Vulnerability)



# Share your ideas

- Have each person at your table describe a successful feature of student development that happens at his/her institution

OR

- Ask a question about student development to the rest of the group



# Noteworthy Ideas

- From the discussions at your tables, what was the most interesting thing you learned that you will take home with you?
- What challenges/barriers were discussed with regard to implementing professional development programs?
- What questions do you have for others here today? For the speakers?



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Thanks for hanging out on the  
last day with us!

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