

# Preceptor Orientation and Development: Highlights from a National Survey

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## OBJECTIVE

This study was designed to identify preceptor orientation and development program successes and challenges at US Colleges and Schools of Pharmacy.

## METHODS

An anonymous 28-item survey was administered in January 2017 to experiential education administrators (EEAs) of accredited US Schools and Colleges of Pharmacy. Data from the survey were tabulated and qualitative answers to open-ended questions were examined using thematic analysis.

## RESULTS

### RESPONDENT DEMOGRAPHICS

**85** EEAs participated in the survey (67% overall response rate)

**Number of students in the entering class of 2015**

- 40 (47%) < 100
- 22 (26%) 100-149
- 15 (18%) 150-199
- 8 (9%) > 200

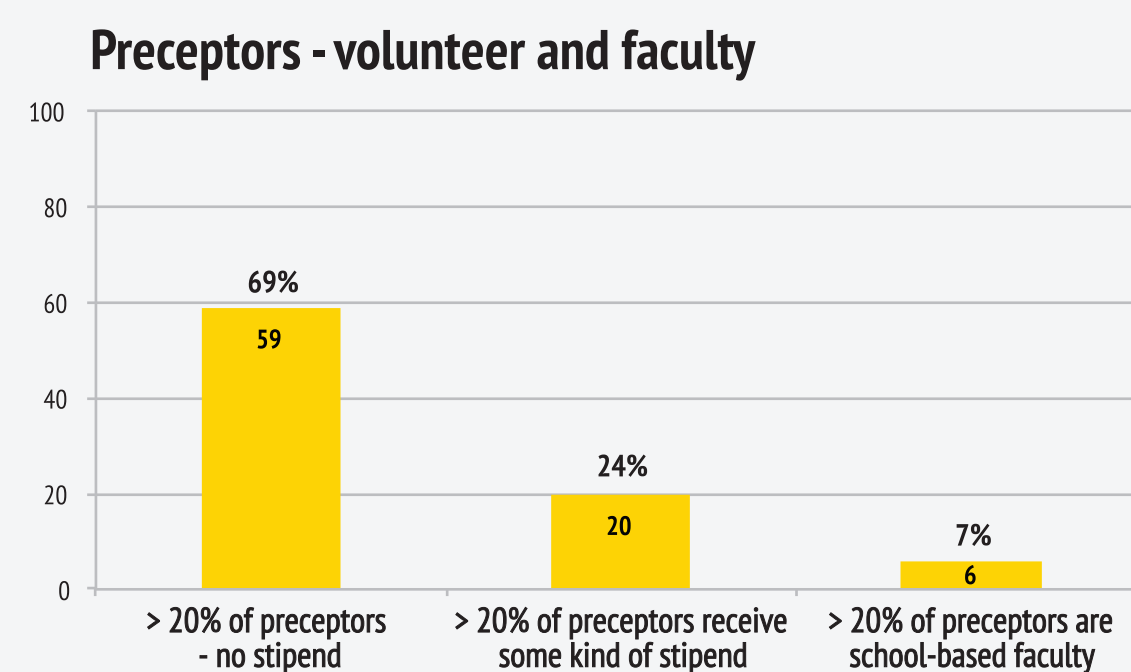
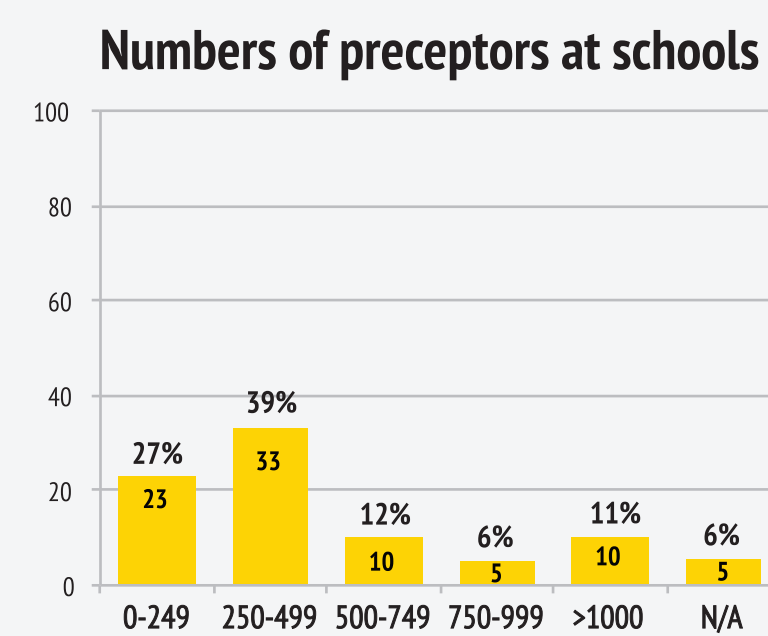
**Public vs. private institutions**

- 40 (47%) public institutions
- 45 (53%) private institutions

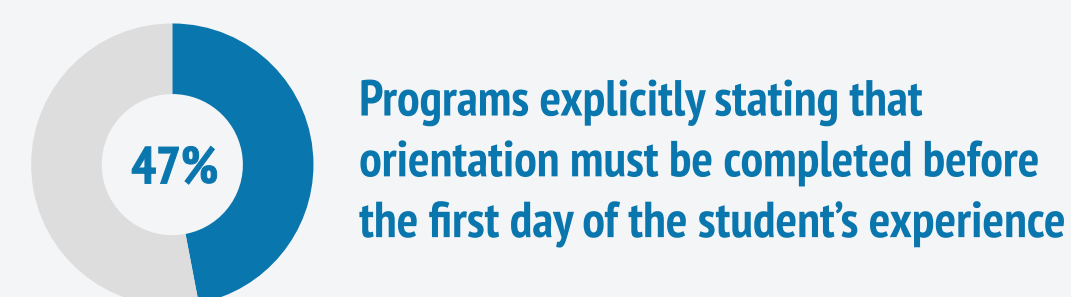
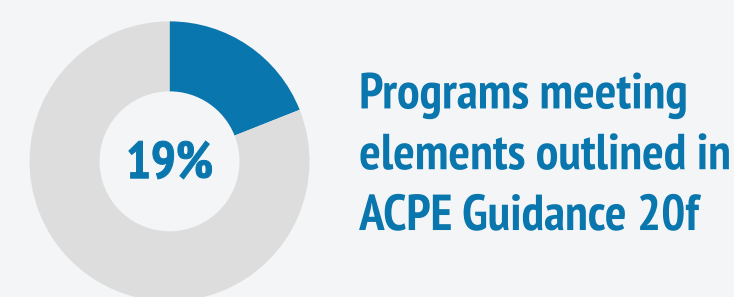
**Years since first admitted class**

- 12 (14%) 0-5 years
- 13 (15%) 6-10 years
- 22 (26%) 11-19 years
- 38 (45%) ≥ 20 years

### PRECEPTOR DEMOGRAPHICS



### PRECEPTOR ORIENTATION PROGRAMS

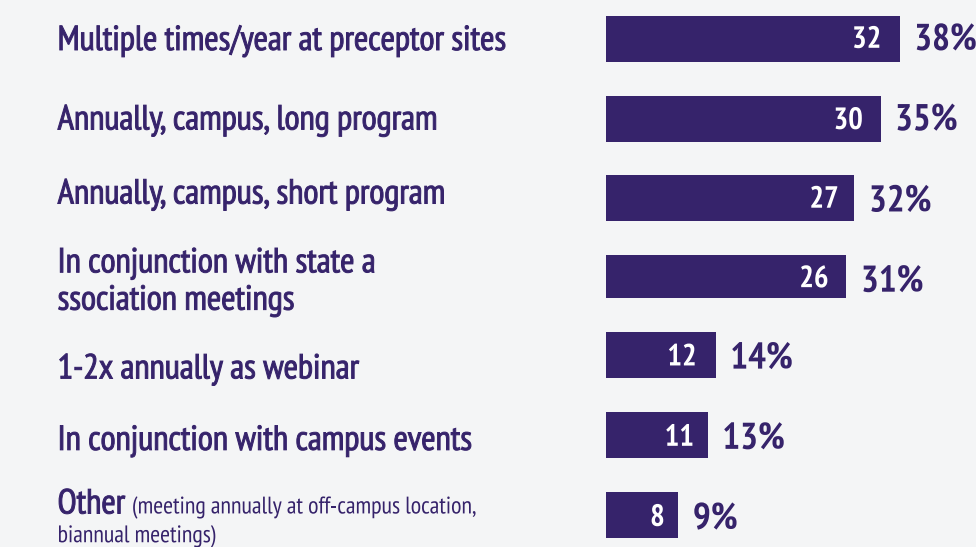


#### Innovations in orientation

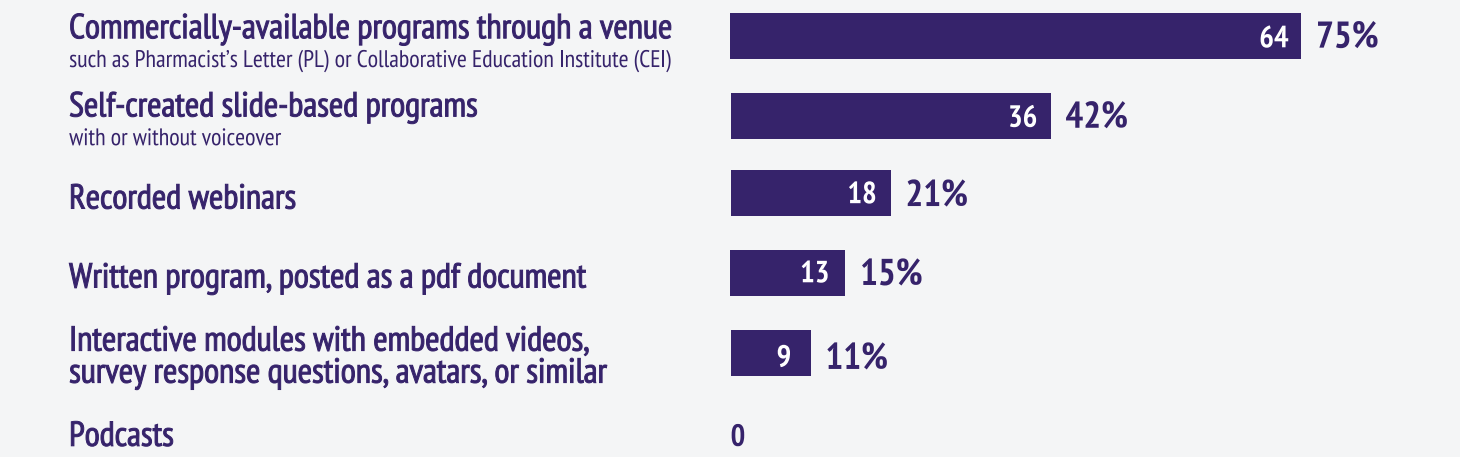
- Use of blended preceptor orientation that includes online modules with a yearly webinar to update or "orient" all preceptors
- Staff person dedicated to orientation
- Orientation includes exercises for application of content

### PRECEPTOR DEVELOPMENT PROGRAMS

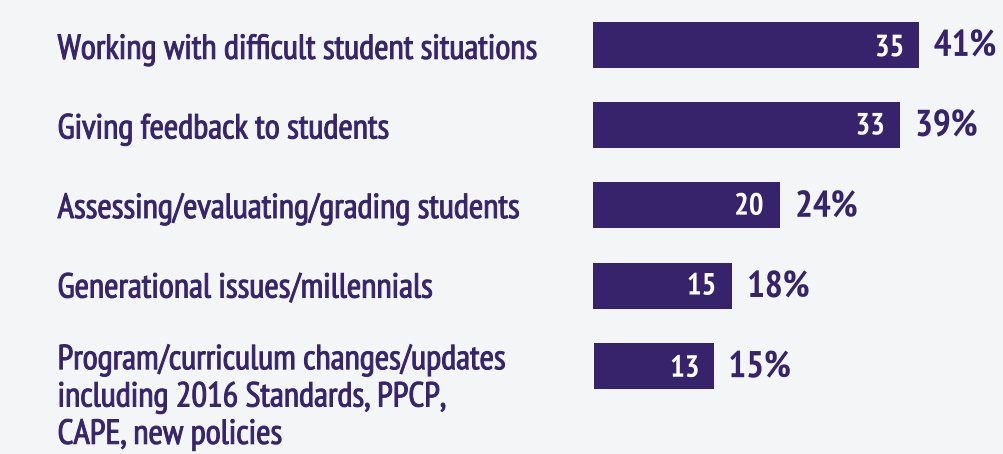
#### How frequently live programs are offered



#### What types of online preceptor development programs are offered



#### Most popular topics for live programs

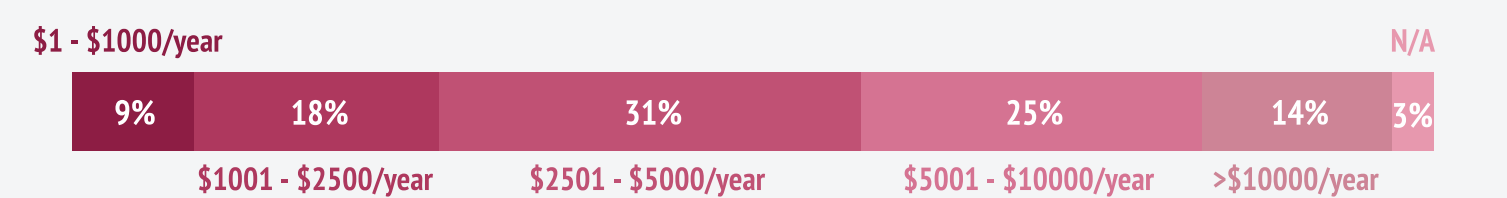


#### Additional preceptor development results:

- Individualized preceptor development was through site visits (20%) and when specific issues arise (41%)
- 29% of respondents require preceptor development in order for a preceptor to remain active in their experiential program
- 39% of respondents collaborate with other schools in creation of preceptor training programs

#### Percentages of schools with non-personnel spending on preceptor development

Programs with investment > \$10,000/year generally featured multiple venues (live and online) for preceptor development.



#### Personnel investment in preceptor development

Programs with high personnel investment most frequently described dedicated site visitors who provided group or individualized preceptor development.



## IMPLICATIONS

Preceptor orientation programs are similar but development programs vary between Schools. Programs devoting the most resources to preceptor development either invested in live and online programs or in site visitors who provide orientation and/or individualized feedback to preceptors or sites.

