

Essential Faculty Development Skills

- I. Opening discussion focused on readings*
- II. Personal wellness among faculty
- III. Introduction to teaching methodology
 - a. Classroom management
 - b. Syllabus design
 - c. Presentation and communication skills
- IV. Opening discussion focused on readings*
- V. Personal wellness among faculty
- VI. Introduction to teaching methodology
- VII. Personal wellness among faculty
- VIII. Introduction to teaching methodology

Proven Methods to Implement Scholarship

- I. Proven methods to facilitate scholarship
- II. Research questions and their variables
- III. Developing a methodology for your study
- IV. Preparing for IRB
- V. Overview of project design

Workshop Description

This faculty development workshop is for faculty who are in the early stages of their educational career, as well as seasoned faculty who require assistance with promotion and tenure. The faculty development program design and delivery will be guided by relevant theoretical frameworks, including principles of self-directed learning, reflective practice, and situated learning.

Workshop Goals

The goals of the Faculty Development Workshop are:

- Address faculty needs for professional development
- Support individual faculty in their roles as educators
- Offer a variety of venues to assist faculty with enhancing their educational contributions
- Help faculty in advancing their careers as educators by developing their educational contributions into scholarly work and educational scholarship, including assisting faculty with the design, implementation, analysis and dissemination of educational innovations, research projects, and grants
- Promote the recognition of faculty educational contributions through faculty development

Workshop Topics

The Faculty Development Workshop will include several basic educational concept designs for the clinician educator. This assumes no previous experience in high education.

1. Syllabus course design
2. Writing educational objectives
3. Constructing exams
4. Assessment strategies
5. Grading strategies
6. Motivating students
7. Classroom management
8. Active learning methods
9. Presentation and communication skills
10. Self-reflection
11. Incorporating artistic and scholarly projects

Recommendations for Implementation

As a previous director of faculty development at Massachusetts College of Pharmacy and Health Sciences, Dr. Scott Massey has learned a couple basic tenants to ensure the incorporation of an FD program will be successful. Therefore, the following policies are recommended for implementation:

1. Require participation in this program for all faculty
2. Implement a system of individual development plans and annual activity reports to be able to gauge faculty achievement in these activities. Faculty will set goals at the beginning of the year, then be held accountable for presenting progress and achievement for these goals in the end-of-year annual activity report
3. Provide incentives, such as promotion, for faculty who are accelerating their achievement involving scholarship and publications