

## 2011 New Faculty Support and Resources

### Texas Tech University Health Sciences Center School of Pharmacy

#### Pharmacy Practice Department

#### APPOINTMENTS / ORGANIZATION

- Non-tenure tracks: Educator/ Practitioner and Educator/Scholar
- Tenure track for research focused faculty
- Significant faculty leadership and growth opportunities within the Department and School
- Single Department with divisional structure designed to enhance faculty development, teaching and scholarship.

#### FINANCIAL SUPPORT

- Opportunity to supplement personal income through the Pharmacy Income Plan (patient care monies) and/or the Faculty Incentive Plan (salary savings from research grants)
- Supplemental income available through continuing education programs
- Competitive base salary and benefits
- “*Hard money*” 12 month salaries
- Annual Department travel and professional development allotment for each faculty member to network, present papers, participate in professional organizations etc. (dependent on budget)
- Travel support for visits/retreats to other Tech campuses (Amarillo, Abilene, Lubbock, Dallas/Ft. Worth)
- Competitive start up packages for declared tenure track faculty
- Complete computer system with private office set up
- Competitive internal School of Pharmacy equipment grant program
- Competitive internal School of Pharmacy seed grant program for research projects
- Consulting encouraged; honorarium retained by faculty
- Financial support for initial Texas pharmacist licensure

#### PERSONNEL

- *Pharmacy residents/ Assistant instructors* – most faculty/faculty teams have resident(s) with 19 SOP funded Assistant instructors lines resulting in about 24 residents across the 4 campuses.
- Seasoned Department leadership team: two chairs, two vice chairs, 7 division heads
- Seasoned School leadership provided by Department Faculty: 3 regional deans, 1 associate dean
- Access to LC/MS-MS pharmacy practice analytical lab
- Department research project consultant with statistical and database design expertise
- Robust 4 campus Experiential Office
- Faculty administrative assistant support on each campus

#### Faculty Development Program for New Faculty

The Texas Tech Pharmacy Practice Department strives to help new faculty adjust to their new professional environment and integrate new faculty smoothly into the activities of the Department and the School.

- Dean hosted School-wide new faculty orientation in fall (3-4 days).
- Department new hires orientation conducted by the chairs and division heads addressing:
  - Survival Skills – Basics
  - Department Mission and Long Term Goals
  - Starting a Clinical Practice
  - The Life of a New Faculty Member - BALANCE
  - SOP Organization and Structure
  - Promotion and Tenure Issues
  - Research and Scholarship Resources and Expectations
  - The Personal Side of Faculty Development

- Individual mentoring sessions with division head. In these 30-45 minutes, individual issues are discussed and addressed as desired by the new faculty member. It is a special time devoted to the needs of the new faculty.
- Boot camp sessions for students - accessible to faculty
  - Cultural adaption to the profession
  - Socialization activities
  - Curriculum philosophy session
  - Educational technology and computer use – more than 16 hours available to help faculty learn to use the School's sophisticated computer technology and assistance learning: from posting class notes to the WEB to creating on line quizzes offered in New Faculty Orientation
- Department meeting topics on new faculty issues often organized by faculty with similar practice issues
- Creation of formal written faculty development (career) plans by all Assistant Professor in consultation with the Division Head addressing:
  - Need for individual career planning
  - Need to set target quantifiable goals for teaching, scholarship, practice, service
  - First draft completed at 6 months
  - First full development plan at 1 year
  - Review examples of promotion/tenure dossiers from other schools shared (identifiers removed)
  - Ad hoc PRN discussions with Head/chair/Regional Dean; open door policy
  - Ad hoc PRN discussions at new faculty initiative with senior faculty
- Annual reports – completed by all faculty in Jan. each year covering:
  - Detailed documentation for all performance areas
  - Material needed for mid-probationary review
  - Forms basis for promotion and tenure dossiers
  - Annual faculty performance evaluations with Division Head and Chair
  - Basis for yearly merit raise allocation
  - Basis for university awards
  - Continuing Professional Development Goals articulated for next year
- Practice “orientation” activities addressing:
  - Development & Recruitment for group practices
  - Contracts for practice
  - Education affiliation agreements distinct from business partnerships
  - Umbrella drug therapy management protocol
  - Dept-wide disease specific protocols
  - Dept-wide documentation systems
  - Division residency offerings
  - Senior leadership help in negotiation business contracts
- Teaching orientation addressing:
  - Course delivery – all aspects
  - Assessment methods
  - Cross departmental teams and communication among teams
  - Team leader responsibilities
  - Team member responsibilities
  - Curriculum committee feedback
  - School wide faculty teaching skill development workshops or “inservice” days usually in the summer (2-4 days per year).
  - Active teaching methodologies
  - Scholarship of teaching
- Grantsmanship training seminars in School and at professional meetings