



Mirroring tenure track requirements for preceptor advancement in Experiential Education: Yes, they do like the idea!

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BACKGROUND

The current Accreditation Council for Pharmacy Education (ACPE) guidelines specifically note that preceptors should hold full, shared, adjunct, or other defined positions in the college or school.¹

The University of Findlay College of Pharmacy uses a hub site model advanced pharmacy practice experience (APPE) students. In this model, APPE students are sent to one health care system for at least 6 of their 9 required rotations. The hub sites are also encouraged to take introductory pharmacy practice experience (IPPE) students. At each hub site there is a key pharmacist, also known as a hub site coordinator. The hub site coordinator is responsible for scheduling student rotations, activities and projects at the site, ensuring all student objectives and evaluations are completed, and for coordination and training of preceptors at the site. After establishing that they met the criteria, these hub site coordinators were given the title of Affiliate Professor of Pharmacy Practice with The University of Findlay.

After the initial title was developed the college decided to develop a title and promotional structure for all preceptors to provide opportunity to document their professional development and accomplishments. This concept was proposed to our Experiential Advisory Board in January of 2013 and was endorsed.

OBJECTIVE

The objective was to design a promotional structure for preceptors who take both introductory and advanced pharmacy practice students in order to better identify and recognize preceptors who are dedicated to experiential education.

PROCESS

After a review of current ACPE standards, the University's tenure requirements, and approval from experiential advisory board, long-term goals for preceptor advancement were identified.

The specific criteria chosen were intended to mimic tenure requirements for on-campus faculty. The criteria include:
 •Years of practice
 •Number of students taken
 •Preceptor evaluation scores
 •Preceptor training
 •Scholarship and service
 •Teaching beyond experiential precepting

The titles that can be earned are as follows:

- University of Findlay Preceptor
- Affiliate Assistant Professor of Pharmacy Practice
- Affiliate Professor of Pharmacy Practice
- Affiliate Associate Professor of Pharmacy Practice
- Affiliate Senior Professor of Pharmacy Practice

Preceptors are responsible for collecting and submitting supporting documentation of achievement through an online experiential management program (RxPreceptor). Preceptor submissions are reviewed by the Experiential Education Directors. A certificate is then awarded in title during the annual fall preceptor training session.

PROCESS (continued)

Table 1. Preceptor Promotion Structure

	Level I	Level II	HSC Level II	Level III	HSC Level III
Title	University of Findlay Preceptor	Affiliate Assistant Professor of Pharmacy Practice	Affiliate Professor of Pharmacy Practice	Affiliate Associate Professor of Pharmacy Practice	Advanced Affiliate Professor of Pharmacy Practice
Number of years in practice	>1 year	> 3 years	> 2 years	>6 years (1+ 5= 6)	>6 years
UF preceptor	0-3 years	>2 years	Varies	>5 years	Varies
Quantity of UF Students	One UF APPE or IPPE within the last 3 years	4 APPE or 6 IPPEs within the last 2 years	6 APPE students at the hub yearly	15 APPE or 20 IPPE within the last 5 years	15 APPEs and takes IPPE students at the hub
Student's Evaluation Scores: • Average scores are ≥3.2 out of 4.0 (80%)	N/A	✓	✓	✓	After 3 years average scores are ≥3.2 (80%) for all preceptors at the site
Training documented in Rx Preceptor:	<u>Initial</u> Participates in UF general training, and/or CE from a general preceptor-training program developed for pharmacists	<u>Advanced</u> Demonstrates initial training and 2 or more external preceptor training modules (example: Pharmacist Letter)	<u>Advanced</u> Demonstrates initial training and 2 or more external preceptor training modules (example: Pharmacist Letter)	<u>Continuous</u> Demonstrates level of advanced plus yearly preceptor/ teaching training	<u>Continuous</u> Demonstrates level of advanced plus yearly preceptor/ teaching training All preceptors at the site have initial preceptor training documented.
Scholarship and Service Activities:					
	N/A	Meets (1) one or more activities in the past 3 years	Meets (1) one or more activities in within 3 years of being a hub site coordinator	Meets (2) two or more activities in the past 5 years.	Meets (2) two or more activities in the past 5 years.
Teaching:					
	N/A	N/A	Meets (1) one or more activities in the past 3 years	Meets (1) one or more activities in the past 3 years	Meets (2) two or more activities in the past 3 years

*For advancement, all items in the column must be met. It is the preceptor's responsibility to submit and provide documentation for review of promotion to the Director of Experiential Education.

OUTCOMES

In Spring of 2013 the College of Pharmacy faculty approved the preceptor promotion structure to provide professional advancement titles to our preceptors based on the criteria outlined in Table 1.

The concept was rolled out in Fall 2013 during the College's annual Hub Site Coordinator Meeting. The background and criteria for promotion were reviewed in detail.

Subsequently, the Hub Site Coordinators have begun to document their achievements in our online tracking program:

- A total of 64 items have been documented
- 28 separate preceptors have submitted materials
- 4 preceptors are ready to advance into the next level

Additionally, many individual preceptors have submitted requirements in the online tracking program:

- A total of 193 items have been documented
- 171 separate preceptors have submitted materials

FUTURE PLANS

The concept was originally rolled out to Hub Site Coordinators. The next goal will be for Hub Site Coordinators to encourage preceptors under their supervision to use the system to document their achievements.

Additionally, the College will focus on encouraging preceptors of elective APPE rotations and all IPPE preceptors to use the system to document professional, educational, and preceptor-related accomplishments.

IMPLICATIONS

The promotion system provides encouragement for preceptors to continue their professional development in the area of experiential teaching. Providing title incentives and recognition for preceptors that have a positive proven track record allows our experiential program faculty to better identify preceptor who are committed and engaged in experiential teaching.

REFERENCE

1. Accreditation Council for Pharmacy Education. Accreditation standards and guidelines for the professional program in pharmacy leading to the doctor of pharmacy degree. Adopted January 23, 2011. <https://www.acpe-accredit.org/pdf/FinalS2007Guidelines2.0.pdf>. Accessed May 8, 2014.