

Auburn University
Harrison School of Pharmacy

Comprehensive Plan

2008-2012

Version 011409

AUHSOP SLOGAN
“CARING IS THE CORE OF OUR CURRICULUM”

VISION STATEMENT

Auburn University’s Harrison School of Pharmacy is the State of Alabama’s only public institution charged to educate pharmacists in the treatment of human illnesses that focuses on the appropriate use of drug therapy. This responsibility also extends to educating other health care providers and the lay public in this area. In addition, the Harrison School of Pharmacy provides graduate education programs which focus on the creation of basic and applied knowledge in pharmaceutical sciences and in the delivery of patient care that ensures optimal medication outcomes.

Auburn University Harrison School of Pharmacy will provide a collaborative educational experience in which both student and faculty learning occurs. The educational program and experiences of students will be grounded in service-based, primary care focused, community practice that is collaborative with other health disciplines. Caring for others is a central theme for all endeavors within this academic community. Graduates will enter practice with the personal character, confidence, and competence to assume leadership positions in their communities and their pharmaceutical care practices. The School’s faculty will serve as educational innovators and advisors to help practitioners address the changing demands of health care.

Auburn University Harrison School of Pharmacy will provide leadership in the state of Alabama among health care providers and other stakeholders to advance pharmaceutical care for individual patients and populations of patients. The School will partner with pharmacists, other health care providers and health care organizations to improve the delivery of pharmaceutical care and patient outcomes through the continuous re-engineering of pharmacist training, practices, environments and systems.

Auburn University Harrison School of Pharmacy will serve as a catalyst for creative ideas for solving health-related problems in society, specifically through research in pharmacy. The School will engage in research addressing the following areas: 1. Clinical Research (phase II and III trials testing new drugs); 2. Pharmaceutical Sciences; 3. Educational Research (e.g. improving the outcome of pharmaceutical education). The School will foster economic development within the State through partnering with biotechnology and traditional pharmaceutical companies and assistance in attracting pharmaceutical industry to Alabama.

Please note: Responsible Person(s) - Individuals in parenthesis do not have primary but rather administrative or supportive responsibilities.

MISSION STATEMENT

The Harrison School of Pharmacy was established to serve the broad interests of the citizens of the State of Alabama which now extend into the global community.

The School pursues its mission in the Land Grant tradition through:

Teaching and learning, which prepares a diverse student body to be competent pharmacists and scientists who are able to provide and improve primary health care to Alabama's citizens by:

1. Collaborating with other health professionals to ensure optimal medication therapy outcomes;
2. Influencing the development of public health policy related to drug treatment;
3. Promoting wellness and assisting in improved access to cost effective, primary care;
4. Participating in health care research;
5. Engaging in specialized and general education throughout their professional careers;
6. Contributing to the professional education of students who are future health care providers.

Research that enhances the health and quality of life of Alabama's citizens by:

1. Participating in the development of new drugs;
2. Improving the use of existing drugs;
3. Creating innovative services and products;
4. Designing and evaluating the delivery of pharmaceutical care;
5. Improving the outcomes of pharmaceutical education;
6. Re-engineering pharmaceutical care delivery systems.

Outreach to Alabama's citizens, health care providers, businesses, industries and agencies by:

1. Delivering patient care that ensures optimal medication therapy outcomes;
2. Offering continuous professional development opportunities for current health care providers;
3. Disseminating medical information and results of research;
4. Applying knowledge and technologies;
5. Influencing public health policy regarding delivery of optimal medication outcomes.

The Harrison School of Pharmacy has a unique leadership responsibility: to enhance the education of health professionals; to inform the public about pharmacists and pharmaceutical care; to collaborate in solving health problems in Alabama communities; and to enhance the State's economic development.

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AUHSOP EDUCATIONAL PHILOSOPHY FOR DOCTOR OF PHARMACY PROGRAM

The educational philosophy is consistent with the HSOP's Mission and Vision Statements and its strategic plan. The curriculum is consistent with the School's educational philosophy, including its commitment to learner-centered instruction and mentoring processes which facilitate the development of professionalism, caring, and lifelong learning among our student pharmacists.

Faculty and Staff

The faculty and staff of the Harrison School of Pharmacy are members of a collegial, learning community dedicated to educating pharmacists who will (1) confidently embrace the responsibilities of a professional pharmacy general practitioner, (2) advance the profession of pharmacy, (3) be dedicated citizens and leaders in their respective communities, and (4) display the attitudes, behaviors and characteristics of role models. To achieve these four outcomes, the faculty collectively own and are responsible for the curriculum. Individual faculty members are entrusted as stewards over specific sections of that the curriculum. In essence, the pharmacy curriculum (established ability-based outcomes, specific content, desired skills and behaviors, instructional approach, evaluation and assessment) is the property of all pharmacy faculty members and single courses are led by individuals or groups of faculty members under the direction of the faculty as a whole through a critical, collegial, and consensual process. The staff plays a central role in supporting and integrating the work of the learning community.

Mentoring and learner-centered teaching incorporate innovative methods to integrate knowledge with current practices and foster creative ideas for individual and collective future pharmacy practice. Ample formative practice time enables student pharmacists to achieve a minimum level of competency in the outcome expectations.

The faculty and staff are expected to demonstrate through their teaching, practice, research and professional lives the highest standards of integrity, personal accountability, and professionalism. They exude a passion for the pharmacy profession and have high expectations of their students. Respect and caring for the individual student, patient, colleague or other person, guide their daily interactions.

Student Pharmacists

The HSOP student pharmacists are expected to enter the School with high expectations of self and the profession and demonstrate a commitment to developing life-long learning habits; the skills, abilities and knowledge required for a competent pharmacy practice, and; internalized behaviors and attitudes necessary for contemporary and future pharmacy practice. Respect and caring for the individual student, patient, colleague or any person, guide their daily interactions.

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GOAL I

To create a culture within the School that promotes a sense of community and instills a life-long commitment to professional values and competencies.

1. Develop longitudinal programs designed to enhance the emphasis on professional values, attitudes, behaviors, and ethics of all members of HSOP.

Action Steps (s):

- 1.a. HSOP will utilize the Five-Level Program designed during 2005 as a continuing quality improvement plan to enhance the professionalism of the program. **Target Date:** 2007-2011. **Responsible Person(s):** Clinical Director IPPE; Chair, Professional Education Committee (PEC); Director, Office of Teaching, Learning and Assessment (OTLA); Chair, Committee for Academic Requirements and Professionalism (CARP); (Associate Dean for Academic & Student Affairs). **Assessment Procedure and Administration:** Per the Five-Level Program, faculty/staff/student pharmacists will assemble once per year to identify and address professionalization issues. **Planned Usage and Assessment Findings:** Data collected will be utilized by faculty and PEC.
- 1.b. Include explicit criteria (Five-Level Plan) for professionalism in educational outcomes of the Pharm.D. curriculum. Develop and initiate a longitudinal assessment mechanism of student pharmacist development of desired professional behaviors. **Target Date:** October 2007-2011. **Responsible Person(s):** Chair, PEC; (Director, OTLA). **Assessment Procedure and Administration:** Changes to the ability-based outcomes will be presented and approved by the faculty. **Planned Usage and Assessment Findings:** OTLA would include in assessment criteria for HSOP program.
- 1.c. Enhance educational experiences for students, faculty and staff designed to develop cultural competence as it applies to pharmacy practice within the professional program for purposes of improving patient care. Adding an ability-based educational outcome to the curriculum will be part of this initiative. **Target Date:** October 2007 - 2011. **Responsible Person(s):** Chair, Professional Education committee; Director, OTLA. **Assessment Procedure and Administration:** N/A. **Planned Usage of Assessment Findings:** N/A.
- 1.d. Increase faculty and student pharmacists' membership representing cultural diversity within the organization through employment and admission practices. Women and men from underrepresented minorities will be present in all aspects of HSOP departments and administration. **Target Date:** 2007-2011. **Responsible Person(s):** Dean; Associate Dean for Academic Affairs; Department Heads. **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.

2. Continue development and implementation of a student-centered active learning approach to pharmacy education that promotes student commitment to life-long learning behaviors.

Action Step(s):

- 2.a. HSOP will continue to transition the curriculum in years I & II to include more team-based learning, fostering greater responsibility for their learning by student pharmacists. **Target Date:** 2007-2011. **Responsible Person(s):** Chair, PEC; (Associate Dean for Academic & Student Affairs; Director, OTLA.) **Assessment Procedure and Administration:** Course Review by PEC. **Planned Usage of Assessment Findings:** The information will be submitted to the Professional Education Committee and to the faculty with the intent of continuing the implementation of this transition.

GOAL II

To continue improvement of the Doctor of Pharmacy program offered at AUHSOP. Throughout this program, students will provide patient care in the community with other health care providers and integrate education, research and outreach.

1. Continue refinement of the Doctor of Pharmacy Program for all students, which was designed and approved in 2005.

Action Step(s):

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- 1.a. Expand the use of contract teaching/facilitation and the clinical assistantship program allowing efficient use of faculty resources to meet all aspects of HSOP's mission. **Responsible Person(s):** Dean; Associate Dean for Academic & Student Affairs; Department Heads. **Assessment Procedure and Administration:** Assessment of assigned faculty work assignments. **Planned Usage of Assessment Findings:** Continued adjustment of use of faculty extenders.
- 1.b. Engage in a continuous process of curriculum review per current ACPE standards and guidelines. **Target Date:** 2007-2011. **Responsible Person(s):** Chair, PEC; (Director, OTLA; and Department Heads). **Assessment Procedure and Administration:** Continuous reporting to PEC and faculty members and yearly reporting to ACPE. **Planned Usage of Assessment Findings:** Continuous improvement of the curriculum based on student performance indices.
- 1.c. Enhance faculty competence with School's pedagogy (learner-centered instruction) in support of the professional curriculum. **Target Date:** 2008-2011. **Responsible Person(s):** Director, OTLA; (Associate Dean, Academic and Student Affairs; Department Heads). **Assessment Procedure and Administration:** CQI course review. **Planned Use of Assessment Findings:** Directed assistance to individual faculty and course improvement.
- 1.d. Maintain continuous curriculum mapping allowing more extensive evaluation of content /instructional and evaluation methods by all stakeholders (practitioners and employers) to further improve quality. **Target Date:** 2008-2011. **Responsible Person(s):** Chair, PEC; (Director, OTLA; Associate Dean Academic and Student Affairs). **Assessment Procedure and Administration:** CQI course review. **Planned Use of Assessment Findings:** Directed assistance to faculty and course improvement.
- 1.e. Increase the number of qualified preceptors in the state who will accept student pharmacists in a variety of practice environments. **Target Date:** October 2008-2012. **Responsible Person(s):** Director, OEL; Department Head, Pharmacy Practice. **Assessment Procedure and Administration:** N/A. **Planned Usage of Assessment Findings:** N/A.
- 1.f. Formalize international professional education experiences for student pharmacists. **Target Date:** 2008-2012. **Responsible Person(s):** Dean; Associate Dean for Academic and Student Affairs; Department Heads. **Assessment Procedure and Administration:** N/A. **Planned Usage of Assessment Findings:** N/A.

2. Raise the base budget funding for the Harrison School of Pharmacy to levels of comparable benchmark schools.

Benchmark – For the main campus, the funding goal for FY 09 is \$24,744 per student per year (calculated as of 8/2008). Currently, the funding on the main campus from university general fund appropriation projection is \$22,794 per student for FY 09. This funding level supports all missions of the School. The combined budgets for the Auburn and Mobile campuses will generate a funding level of \$22,383 per student per year.

Action Step(s):

- 2.a As approved as a goal by the Board of Trustees in April 2001, provide funding goal for the School at \$20,000 per student per year (2001 dollars = \$24,744 in FY 09). **Target Date:** October 2009. **Responsible Person(s):** Dean. **Assessment Procedure and Administration:** N/A. **Planned Usage of Assessment Findings:** N/A.

FY 2010 Budget Request

Sources:

General Fund	\$1,263,117
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- 2.b. Reduce the dependency on professional fees to operate the professional education program by increasing the proportion of support from continuing funds with a target of 70% and service related income. **Target Date:** October 2010. **Responsible Person(s):** Dean. **Assessment Procedure and Administration:** N/A. **Planned Usage of Assessment Findings:** N/A.

FY 2010 Budget Request: see II.2.a

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- 2.c Generate revenue from patient care services to supplement the School's budget and to enhance faculty salaries. **Target Date:** October 2008-2012. **Responsible Person(s):** Dean; Assistant Dean for Health Services; Associate Dean for Research; Department Heads. **Assessment Procedure and Administration:** N/A. **Planned Usage of Assessment Findings:** N/A.

3. Increase the use of distance-based communication to facilitate the delivery of the professional curriculum.

Action Step(s):

- 3.a. Continue to expand bandwidth and increase the utilization by all faculty and programs. Targets for enhancement will initially include Columbus and Montgomery. **Target Date:** 2008-2012. **Responsible Person(s):** Chair, OIT Advisory Committee; (Director of IT; Dean). **Assessment Procedure and Administration:** Faculty and staff who utilize the technologies will continually provide feedback to the Director of IT and the IT Advisory Committee regarding challenges and potential improvements. **Planned Usage of Assessment Findings:** Anecdotal information gathered from users will be used to determine the improvement of the technology.

Preamble to Goal III: Research programs are essential for the development of new knowledge that generates solutions to health care problems. Perpetuation of these programs is tied to extramural funding in the following areas: elucidating the molecular and cellular mechanisms of disease process; exploring therapeutic and toxic mechanisms of action of drugs and chemicals; discovering and developing significant new drugs; translational research focused on progressing important new drugs to clinical applications; developing dosage forms for new and existing conditions for human and veterinary application; improving the clinical use of existing drugs; discovering and applying solutions to improving delivery of health care, especially pharmaceutical care; and improving the outcomes of pharmaceutical education. This includes technology to insure the rapid, accurate and affordable distribution of drug therapy and skills and processes to assist patients in better managing their illnesses and treatments to produce better health outcomes.

GOAL III

To enhance the research programs by increasing extramural support from public and private sectors.

1. Over the next five years, increase the HSOP's extramural funding to the level of comparative pharmacy schools in the region.

Benchmark - In FY 07, the average extramural funding from grants, contracts and special projects of selected Southern Colleges/Schools of Pharmacy was \$6,846,645 (as compared to AUHSOP with \$1,703,981). [AACP data public Southern Colleges/Schools of Pharmacy (KY, FL, MS, SC, TX, VA) Spring 2007.]

Action Step(s):

- 1.a. Build modern state of the art research facilities to support the current and expanded research mission. **Target Date:** 2007-2011. **Responsible Persons:** Dean; Associate Dean for Research; Director of Development. **Assessment Procedure and Administration:** None. **Planned Usage and Assessment Findings:** N/A.

2007-2011 Budget Request

Source(s):	
Division I	\$18 million
<u>Gifts</u>	<u>\$12 million</u>
Total	\$30 million

- 1.b. Establish a critical nucleus of pharmaceutical sciences research faculty and infrastructure necessary to engage in a meaningful and targeted research program. Workload adjustments, improved facilities, research equipment and support from Associate Dean for Research and grant writers are needed. **Target Date:** October 2007-2011. **Responsible Person(s):** Department Head, Pharmacal Sciences; Associate Dean for Research; Dean. **Assessment Procedure and Administration:** Determine the increased productivity of faculty resultant to increasing research manpower. **Planned Usage and Assessment Findings:** Utilize faculty activity reports to determine increased productivity.

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FY 10 Budget Request

Associate Dean for Research + Fringe	\$187,000
Research Faculty 4 FTE + Fringe	\$500,000
Support Personnel 1 FTE +Fringe	\$43,750
Grant Writer 1FTE + Fringe	<u>\$78,500</u>
	\$809,250

- 1.c. Construct a certified Food and Drug Administration Good Manufacturing Practice and Good Laboratory Practice facility as a component of the drug development and evaluation research enterprise. **Target Date:** 2007-2011. **Responsible Person(s):** Dean; Associate Dean for Research; Department Head, Pharmacal Sciences. **Assessment Procedure and Administration:** The Department Head, Pharmacal Sciences will develop prioritization and execution for purchasing equipment and desired reorganization of the current lab spaces. Overall progress will be measured through the number of contacts, site visits, contracts, and dollar amount of the contracts. **Planned Usage and Assessment Findings:** Assessment findings will be used to determine which areas of pharmaceutical research are attracting significant contract dollars, which areas have potential for funding, and what changes in our goals and/or facilities should be made.

FY 2010 Budget Request

Equipment (non-recurring)	\$1,500,000
O & M (recurring)	\$40,000
Source(s):	
Division I	\$640,000
<u>Earmarked Funds</u>	<u>\$900,000</u>
Total	\$1,540,000

- 1.d. Achieve extramural funding goal by increasing annual growth by 10% based on a rolling three-year average. **Target Date:** October 2007-2011. **Responsible Person(s):** Department Heads; (Dean; Associate Dean for Research). **Assessment Procedure and Administration:** The type and number of submitted and funded proposals are reported yearly. Faculty efforts in pursuing, obtaining and completing extramurally-funded projects are monitored by the faculty evaluation process (MBO). **Planned Usage and Assessment Findings:** Assessment will assist in identifying faculty and areas with greatest funding potential towards supporting and promoting these research programs. This information is a portion of the faculty evaluation process.

2. Enhance faculty research opportunities.

Action Step(s):

- 2.a. Increase visibility and availability of faculty members to produce and participate in scholarly and creative work through increased grant submissions, publications, presentations and consultations. **Target Date:** October 2008-2012. **Responsible Person(s):** Department Heads; (Dean; Associate Dean for Research). **Assessment Procedure and Administration:** Record of invited publications and presentations at national and international meetings, review panels, and advisory boards. **Planned Usage and Assessment Findings:** Guide faculty development and support to enhance their success.

Preamble to Goal IV: A strong graduate program is essential to develop future researchers who focus on solving the challenges with the health care of the world's citizens. Synergy between graduate education and research is palpable; faculty are not successful as researchers without outstanding graduates students. Our graduates are critical resources for the pharmaceutical industry and pharmacy education and a major component necessary for the economic development within the State.

GOAL IV

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To enhance graduate and post-graduate education.

1. Over the next five years build a graduate/post graduate program comparable with benchmark institutions.

Action Step(s):

- 1.a. Reassess the Pharm.D./Ph.D. or Pharm.D./MBA programs that have been previously designed to increase access by professional students. Additionally, consider partnering with another university to offer the Pharm.D./MPH option. The use of distance learning in an asynchronous format will be explored. **Target Date:** 2007-2011. **Responsible Person(s):** Associate Dean for Research; (Department Heads, Dean). **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.
- 1.b. Enhance graduate student support by providing competitive stipends in comparison with benchmark graduate programs through internal and extramural funding. **Target Date:** October 2007-2011 **Responsible Person(s):** Department Heads (Dean; Associate Dean for Research). **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A
- 1.c. Increase the number of graduate students to thirty (30). **Target Date:** 2008-2012 **Responsible Persons:** Department Heads for Pharmacal Sciences and Pharmacy Care Systems (Dean; Associate Dean for Research). **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.
- 1.d. Fund post-graduate clinical research fellowships in support of HSOP's ongoing clinical research programs. **Target Date:** October 2007-2011. **Responsible Person(s):** Department Head, Pharmacy Practice; (Dean; Associate Dean for Research) **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.

GOAL V

To attract students who have intellectual and behavioral characteristics compatible with the Doctor of Pharmacy degree program and graduate student programs by modifying admissions procedures and recruiting strategies.

1. Maintain a recruitment program which attracts professional and graduate students to the HSOP.

Action Step(s):

- 1.a. Determine the impact of ongoing changes in the admissions process, focused on the cognitive and personal characteristics of students required for successful completion of the Doctor of Pharmacy and graduate programs. **Target Date:** 2008-2012. **Responsible Person(s):** Associate Dean for Academic & Student Affairs; Associate Dean for Research; (Department Heads; Director of Recruitment). **Assessment Procedure and Administration:** Programmatic assessment data collected continuously will be monitored for problem areas. **Planned Usage and Assessment Findings:** Data and interpretation will be provided to appropriate curricular and admission committees for action.
- 1.b. Increase the number of underrepresented minority student pharmacists and graduate students enrolled in HSOP through targeted initiatives with predominately minority institutions and marketing strategies. The goal is established at 15% of the professional student body. **Target Date:** 2007-2011. **Responsible Person(s):** Director of Recruitment; Department Heads and Associate Dean for Academic & Student Affairs. **Assessment Procedure and Administration:** Annual report regarding progress. **Planned Usage and Assessment Findings:** Analysis used to improve effectiveness of the initiatives.
- 1.c. Develop a pharmacy practitioner recruitment effort for K-12 students. A "turn-key" educational program will be developed that is designed to stimulate interest in pharmacy and matriculation into preparatory programs leading to school of pharmacy application. Other innovative strategies must also be employed to stimulate a continuous high quality applicant. **Target Date:** 2008-2012. **Responsible Person(s):** Director of Recruitment; (Dean; Associate Dean for Academic and Student Affairs; Associate Dean for Research). **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.
- 1.d. Establish a pipeline for future student pharmacist applicants through active engagement of exemplary pharmacists in innovative recruitment activities. **Target Date:** October 2008-2012. **Responsible Persons:** Director of Recruitment; (Associate Dean for Academic & Student Affairs). **Assessment Procedure and Administration:** The recruiter will report progress annually and the impact this program has on

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recruitment. **Planned Usage and Assessment Findings:** Data from reports and evaluations will be used to improve future development of this program.

- 1.e. Market HSOP graduate programs to student pharmacists in the program and to other University programs, i.e., Honors College. **Target Date:** October 2008-2012, Continuous goal. **Responsible Person(s):** Director of Recruitment; (Department Heads) **Assessment Procedure and Administration:** The Department Heads will track individuals targeted through program inquiries and applications. **Planned Usage and Assessment Findings:** Data will be utilized to improve future recruitment efforts, i.e., special problems.

Preamble to Goal VI: An assessment plan is in place for the purpose of assessing all aspects of the curriculum and student achievement of outcomes and operations. Data collected through assessment will be utilized for curricular improvement and development, student progress, improvement of faculty instruction and operations. (Assessment of the overall professional degree program is school-wide with all three departments participating; therefore the Harrison School of Pharmacy departments do not have separate assessment plans. Ability-based outcomes and assessment plans are available upon request.)

GOAL VI

To improve all aspects of Harrison School of Pharmacy through a continuous quality assessment program.

1. Maintain a continuous quality improvement program focused on improving the curriculum and instruction.

Action Step(s):

- 1.a. Provide data collection, feedback to faculty, and changes in content and instructional methods utilized in the curriculum. Annual exams and classroom assessments for all students will be administered to measure students' abilities in meeting the established ability-based outcomes. **Target Date:** 2007-2011. **Responsible Person(s):** Chair, PEC; (Director of OTLA; Department Heads). **Assessment Procedure and Administration:** The curriculum is assessed in accordance with the comprehensive assessment plan. The Chair of the Professional Education Committee and Director of OTLA will submit an Annual Report to the Dean that documents accomplishment toward the achievement of this objective. **Planned Usage and Assessment Findings:** Ensure that the curriculum is continuously evaluated and updated to achieve the HSOP's ability-based outcomes.
- 1.b. Complete internal and external assessment of the perception of the Harrison School of Pharmacy programs and faculty by degree candidates (yearly), and alumni three years post graduation (or in congruence with ACPE requirements). **Target Date:** October 1, 2011. **Responsible Persons(s):** Director of OTLA; (Associate Dean for Academic & Student Affairs). **Assessment Procedure and Administration:** A questionnaire will be mailed to alumni and administered to students pre-graduation. **Planned Usage and Assessment Findings:** Data will be assessed and improvements made in the overall program as indicated from the results.
- 1.c. HSOP will assess the student mentoring/professional coach program implemented during each academic year. **Target Date:** October 2007-2011. **Responsible Person(s):** Director, OEL; Director, OTLA. **Assessment Procedure and Administration:** An annual evaluation designed to assess the impact of the program will be conducted by the Director of OTLA. **Planned Usage and Assessment Findings:** Results will be utilized to provide feedback to the faculty through the Professional Education Committee with the purpose of improving the program. The data will be distributed to respective Department Heads for use in merit evaluations and faculty workload assignments.
- 1.d. Develop and implement a mechanism for assessing the longitudinal achievement of student pharmacists' professionalism. **Target Date:** 2007-2011. **Responsible Person(s):** Chair, Professional Education Committee; Chair, CARP; (Director, OTLA).
- 1.e. Implement the utilization of ability-based evaluations (OSCE) in progression decisions of student pharmacists. **Target Date:** 2008-2012. **Responsible Person(s):** Chair, PEC; Chair, CARP; (Director, OTLA; Associate Dean for Academic & Student Affairs). **Assessment Procedure and Administration:** Director of OTLA will orchestrate the use of the assessment procedures. **Planned Usage of Assessment Findings:** Results will be used by the Professional Education Committee to make recommendations for

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improvement of the curriculum. CARP will utilize the results to determine progression of student pharmacists.

Preamble to Goal VII: Adjusting to the current health care environment requires pharmacy educators to provide care models and education in a community setting. The School must establish practice settings in which patient care, education, and research can be accomplished.

GOAL VII

To improve patient access to cost-effective, primary care in Alabama communities by delivering pharmaceutical care, promoting wellness, educating citizens about pharmaceutical care and pharmacist responsibilities in healthcare and partnering with managed healthcare organizations.

1. Provide primary care services for citizens of Alabama supported by the HSOP faculty, students, and staff.

Action Step(s):

- 1.a. Identify opportunities and appropriate venues in the community to provide pharmaceutical services to target populations. **Target Date:** October 2007-2011. **Responsible Person(s):** Assistant Dean for Health Services; Department Head Pharmacy Practice; (Dean). **Assessment Procedure and Administration:** AUPCC will identify health care needs in rural and local health care areas and develop plans to meet the health care needs of these sites. Reports will be developed. **Planned Usage and Assessment Findings:** Annual report will be utilized to redirect these efforts.
- 1.b. Obtain extramural funding for conducting research and developing projects that assess effectiveness and economic feasibility of pharmaceutical care provision and to help healthcare organizations increase Alabama citizens' access to pharmaceutical care. **Target Date:** October 2007-2011. **Responsible Person(s):** Department Heads for Pharmacy Practice and Pharmacy Care Systems; Assistant Dean for Health Services. **Assessment Procedure and Administration:** Current efforts will be evaluated regarding impact. **Planned Usage and Assessment Findings:** Data will be utilized to redirect efforts in the coming year.
- 1.c. Develop reimbursement mechanisms for pharmaceutical care for the population served by HSOP programs. **Target Date:** October 2007-2011. **Responsible Person(s):** Assistant Dean for Health Services; (Dean; Department Heads for Pharmacy Practice and Pharmacy Care Systems). **Assessment Procedure and Administration:** Current efforts will be evaluated regarding impact. **Planned Usage and Assessment Findings:** Data will be utilized to redirect efforts in the coming year.

2. Stimulate the development of Post Graduate Years 1 and 2 (PGY1 & PGY2) Residency Programs.

Action Step(s):

- 2.a. Faculty will promote the development of PGY1 & PGY2 residencies at respective practice sites in Alabama. HSOP will stimulate establishment of new residency programs by providing initial financial support for periods not to exceed one year. **Target Date:** 2007-2011. **Responsible Person(s):** Department Head for Pharmacy Practice; (Dean). **Assessment Procedure and Administration:** Annual Report. **Planned Usage and Assessment of Findings:** Data will be utilized to redirect efforts in the coming year.
- 2.b. Increase the visibility of Pharm.D. residencies throughout the curriculum and the dialogue with faculty coaches to achieve a goal of >30% percent of graduates entering a residency. **Target Date:** October 2007-2011. **Responsible Person(s):** Department Head Pharmacy Practice. **Assessment Procedure and Administration:** Success rates will be assessed and evaluated for potential impact of plan. **Planned Usage and Assessment Findings:** Data will be used to further improve the percentage of graduates entering residencies.

GOAL VIII

To enhance faculty recruitment and retention.

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1. Develop initiatives to support faculty in delivering instruction within the professional and graduate programs.

Action Step(s):

- 1.a. Provide a continuous faculty development program designed to enhance faculty member success with instructional and research responsibilities. Aspects of intensive and extensive programming will be targeted **Target Date:** October 2009, this is a continuous activity. **Responsible Person(s):** Director of OTLA; Department Heads. **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.
- 1.b. Encourage faculty members to participate in sabbaticals and workshops that will enhance their research, professional development and funding viability. **Target Date:** October 2007-2011, this is a continuous activity. **Responsible Person(s):** Department Heads. **Assessment Procedure and Administration:** Each year, attendance of faculty at workshops is recorded in annual reports. **Planned Usage and Assessment Findings:** Data collected will be used to direct efforts at increasing faculty participation in faculty development.

2. Increase faculty compensation through professional service and salary supplementation plans.

Action Step(s):

- 2.a. Develop a professional practice plan or 501c3 designed for salary supplementation for presentation to the Provost. **Target Date:** 2007-2011. **Responsible Person(s):** Department Head, Pharmacy Practice; Assistant Dean for Health Services; Dean. **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.
- 2.b. Develop a proposal to engage in the University's 501c3 Foundation for the purposes of salary enhancements secondary to research and grant funding. **Target Date:** 2007-2011. **Responsible Person(s):** Associate Dean for Research; Dean; Department Heads. **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.

GOAL IX

To establish a partnership with pharmacist practitioners in the State to strengthen their ownership in the School's vision, mission, and programs and to encourage their assistance in addressing the School's needs.

1. Communicate the School's vision, mission, and programs to alumni, students, health professional associations and public officials.

Action Step(s):

- 1.a. HSOP will publish constituency communications via the HSOP Internet and Intranet Web sites including an annual report, AU Pharmacy E-News, alumni distribution lists, and participate in publishing the APAA Newsletter. **Target Date:** October 2007-2011. **Responsible Person(s):** Director of Development and Alumni Affairs; Dean. **Assessment Procedure and Administration:** This is a continuous effort. An annual progress report will be submitted. **Planned Usage and Assessment Findings:** N/A.
- 1.b. Make public assessment reports regarding outcomes of professional education program. **Target Date:** October 2008-2012. **Responsible Person(s):** Director, OTLA; Associate Dean for Academic & Student Affairs; (Dean). **Assessment Procedure and Administration:** This is a continuous effort. An annual progress report will be submitted. **Planned Usage and Assessment Findings:** N/A.

2. Engage in periodic assessment of practitioners' needs and relate it to professional continuing education programming.

Action Step(s):

- 2.a. The Office of Post-graduate Education will develop and administer questionnaires or other assessment methods every three years to determine how well the HSOP is assisting practitioners with their continuing education, certification, and practice requirements. **Target Date:** October 2008-2009. **Responsible Person(s):** Associate Dean for Academic and Student Affairs; Director of OTLA. **Assessment Procedure**

Please note: Responsible Person(s) - Individuals in parenthesis do not have primary but rather administrative or supportive responsibilities.

and Administration: Redesign the current continuing education assessment document to determine client preferences and measure satisfaction with current offerings. **Planned Usage and Assessment Findings:** Information will be used to determine programming for each three year period following completion of the questionnaire or alternative assessment method.

GOAL X

To expand post graduate educational offerings to assist competent pharmacist learners in maintaining and enhancing the skills and knowledge necessary to provide exceptional pharmaceutical care.

1. Provide a continuing education program that is consistent with that of a life-long learner.

Action Step(s):

- 1.a. The use of self-directed learning as an educational methodology for continuing professional development will be phased in as the audience accepts and demands this approach. The use of distance learning methodology will be increased. **Target Date:** 2007-2011. **Responsible Person(s):** Chair, PEC; (Director of OTLA; Associate Dean for Academic & Student Affairs). **Assessment Procedure and Administration:** Market demand analysis will be conducted periodically during this period to determine viability. An annual report will be provided. **Planned Usage and Assessment Findings:** Information will enable us to determine where to focus our continuing education efforts.

Preamble to Goal XI

Nationally, health care education reform initiatives have consistently called for the use of integrated, collaborative, interdisciplinary teams of all health professions' students' educational programs.

GOAL XI

To develop unique opportunities for faculty and student pharmacists to engage other healthcare students in a learning environment.

1. Develop interdisciplinary education and service with other health disciplines throughout the student pharmacists' education.

Action Step(s):

- 1.a. The HSOP's faculty will discuss these opportunities with representatives of major health disciplines in Alabama. **Target Date:** 2008-2009. **Responsible Person(s):** Associate Dean for Academic & Student Affairs; (Chair, PEC; Director, OTLA; Department Heads; Dean). **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.

Preamble to Goal XII: A severe shortage of pharmacists exists nationally and within the State of Alabama. Aging demographics, continuing rise in the use of medications as a primary route of treatment and the increased demand for pharmacists to engage in expanded pharmaceutical care services suggest that the shortage is dynamic rather than cyclical and will continue long term. The impact of such a shortage is detrimental to patient care and to the economics of business in the State. As a professional program, the Harrison School of Pharmacy is mandated to provide an adequate number of pharmacists and other solutions to insure the safety needs of our citizens.

GOAL XII

To address the pharmacy manpower issues in Alabama.

1. Increase the number of qualified pharmacy technicians in Alabama to assist in alleviating the pharmacy manpower shortage.

Action Step(s):

Please note: Responsible Person(s) - Individuals in parenthesis do not have primary but rather administrative or supportive responsibilities.

- 1.a. Explore unique opportunities in Alabama to develop high quality pharmacy technician education programs at the associate or baccalaureate degree level. One goal of the educational program is to encourage pharmacy students and pharmacy technician students to gain technical and managerial pharmaceutical distribution and control skill collaboratively. **Target Date:** October 2007-2011. **Responsible Person(s):** Associate Dean for Academic & Student Affairs; Dean. **Assessment Procedure and Administration:** N/A. **Planned Usage and Assessment Findings:** N/A.

2009-2010 Budget Request

Program Director + fringe \$140,000

2. Increase professional student on-time graduation.

Action Step(s):

- 2.a. Maintain ongoing interventions implemented to improve student retention and improve those activities based on assessment with the goal of 90% on-time graduation of all professional students forward. **Target Date:** 2007-2011. **Responsible Person(s):** Chair, Committee for Academic Requirements and Professionalism (CARP); (Associate Dean for Academic & Student Affairs). **Assessment Procedure and Administration:** Attrition numbers will be assessed and evaluated for potential impact of plan. **Planned Usage and Assessment Findings:** Data will be used to further improve assistance to students with academic difficulty.