

University of Arkansas for Medical Sciences College of Pharmacy
Strategic Plan – Revision 2008

<u>SERVICE</u>					
Goal: To use the expertise & resources of the College through service activities to improve the health status & well being of all Arkansans					
<u>Objective #1</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Increase faculty participation in service activities	Increase involvement of faculty & students in volunteer nonprofit activities	50% of faculty volunteer in nonprofit organizations & each student organization provides an annual volunteer project	Annually	Faculty Self-assessments	Faculty advisors/Dept. Chair
	Provide & promote College's service activities	Service activities provided & promoted through various media (e.g., radio, newspaper, web)	Monthly	Department Minutes/Development reports/Newsletter	Dept. Chair/UAMS Communications Department/ Development
	Host a regional/national conference	Regional/national conference in pharmacy held at UAMS annually	Every 5 years	College Annual Report	Dean's Office
<u>Objective #2</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Maintain involvement in campus, state, and national all hazards preparedness (AHP)	Develop infrastructure necessary to support two way communication between AHD, ADEQ and ADEM and APCC	Grant(s) submitted for additional AHP initiatives	2010	Grants accounting	Director Arkansas Poison Control Center (APCC)
	Maintain BT training to all Pharmacy students & volunteer local pharmacists annually	100% of students & volunteer participants trained & ready to report for a BT event	Ongoing	Quarterly reports to ADH/shared with executive committee	Associate Dean Development
<u>Objective #3</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Provide professional service through continuing education	Increase the financial stability of the CE Office	At least 5 contracts for programs to provide ACPE approved CE secured each biennium.	2009	Quarterly reports and annual reports	Director C.E.
<u>Objective #4</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Provide Evidence Based formulary management to improve access to cost effective therapy	Continue to expand business opportunities	EBRx fiscal viability	Ongoing	Quarterly reports/Executive committee reports	Dean's office

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SERVICE continued

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<u>Objective #5</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
	Increase public and professional utilization of the APCC	Increase call volume	Annually	5% per annum increase in exposure calls	Director APCC
Maintain services & practice opportunities through the Arkansas Poison Control Center (APCC) and Drug Information Center	Increase campus and state healthcare professional utilization of the drug information center by advertising through instate professional journals	Increased calls per month from physicians and nursing professionals	2009	Call records	Director Drug Information Center
	Financial stabilization of APCC and ADIC	Increase in state funding Grant submission	2009 Annual	Increase in revenue Submission of 1 grant annually	Director APCC, Dean Director APCC

EDUCATION

Goal : To educate excellent pharmacists & pharmaceutical scientists to improve the health of citizens of Arkansas, the nation, & the world

<u>Objective #1</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Maintain a high quality experiential program	Identify/recruit and develop experiential sites	Number of experiences required based on class size and program structure plus a 25-30% overage	Annually	Capacity Chart	Department of Experiential Education
<u>Objective #2</u>					
Support preceptors through mentorship & education	Engage in educational & mentorship activities (i.e., provide CE, serve as pharmacotherapy consultants)	Minimum of 1 activity provided for preceptor development & coordinated with APA & AAHP	Annually beginning 2007	Number of programs offered Utilization of offerings by preceptors	Director C.E. Asst. Dean for Experiential Education
<u>Objective #3</u>					
Develop NW Satellite Campus	Recruit faculty, develop experiential sites, develop distance education technology	ACPE accreditation	Fall 2010	ACPE substantive change request	Dean

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EDUCATION continued

Goal : To educate excellent pharmacists & pharmaceutical scientists to improve the health of citizens of Arkansas, the nation, & the world

<u>Objective #4</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Implement a student learning assessment process, ongoing curriculum, & maintain faculty teaching assessment	Continually compare the performance of UAMS College of Pharmacy graduates to that of graduates of other Colleges of Pharmacy	NAPLEX scores & other performance criteria evaluated	Annually	Report from NAPLEX to Dean	Dean's office
<u>Objective #5</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Enroll & retain a culturally rich student body	Identify & implement feasible opportunities for recruitment of underrepresented minority students	Increase number of competitive underrepresented minority pharmacy student applicants to 20 annually	Ongoing	Applicant/Admissions Report	Chair, Admissions Committee
	Implement proactive faculty review sessions for all students early in the Fall semester for the first professional year.	Matriculation of underrepresented minority students	Ongoing	Scholastic Standing Report	Associate Dean of Professional Education
	Explore extramural funding opportunities to support targeted underrepresented minority student recruitment	Funding to support targeted underrepresented minority student recruitment & retention strategies solicited annually	Ongoing	Quarterly Development Report	Director of Development
<u>Objective #6</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Enhance career advisement & counseling of students	Implement the APhA Career Pathways Program in Pharmacy Practice I and II	Student Portfolio Assessments	Ongoing	Portfolio Report	Pharmacy Practice I and II Course Coordinators
	Make available information regarding focused curricular pathways	A minimum of 30 graduates/year meeting nuclear pharmacist certification criteria.	Ongoing	NEO Annual Reports	Director of NEO
		At least 5 students in combination degree programs	Ongoing	Reports to Executive Committee	Associate Dean Professional Education

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<u>Objective #</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Objective #6 (cont.) Enhance career advisement & counseling of students	Strengthen the Pharm.D. Honors in Research program	A minimum of 2 students receive Honors in Research annually at commencement	Ongoing	Student Research Committee Report	Chair, Student Research Committee
Objective #7 Promote Post Graduate Pharmacy Opportunities throughout the curriculum	Develop elective tracks Develop residency opportunities throughout state	Elective tracks in place 15% of UAMS graduates placed in post-graduate opportunities (ie. residencies, fellowships, graduate programs)	Fall 2010 2010	Catalog Salary Survey	Pharm. Practice Dept Chair Residency/Fellowship Program Directors, Pharm. Practice Dept. Chair
Objective #8 Expand NEO Program	Obtain additional contracts	Fiscal viability	Twice Yearly	Board Meetings	NEO Director
Objective #9 Develop a graduate educational program to train scientists in Pharmaceutical Evaluation & Policy (PEP)	Establish independent PhD Program in PEP	Proposal submitted to ADHE	2009	Delivery of Reports	PEP Division Head
Objective #10 Advance the Pharmaceutical Sciences graduate program	Pursue independent status of the Ph.D. in Pharmaceutical Sciences Program	Proposal submitted to Graduate Council Spring 2009 & to ADHE by Fall 2009	Ongoing	Delivery of Proposals	Associate Dean of Research

RESEARCH

Goal : To conduct nationally and internationally recognized research

<u>Objective #1</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Increase institutional support for faculty scholarly/research activity	Provide grant writing support	Impact of support assessed	Annually	Departmental Productivity Reports	Department Chair/Associate Dean of Research

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RESEARCH, continued

Goal : To conduct nationally and internationally recognized research

<u>Objective #1 (cont.)</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Increase institutional support for faculty scholarly/research activity	Develop Intramural Small Grant Program	Funds from Dean's office to develop an Intramural Small Grant Programs	Fall 2010	College Budget	Department Chair/Assistant Dean of Finance
	Increase support / personnel in grants administration	Clinical Research Associates/Assistants hired	Fall 2010	College Budget	Assistant Dean of Finance
<u>Objective #2</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Ensure suitable laboratory space is available for COP research faculty	Increase functional lab space	Laboratory Square footage increased	Fall 2010	Space reports	Dean
<u>Objective #3</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Strengthen College Research Programs	Increase intramural & extramural research funding	Intramural & extramural funding for research increased by 2-5% / year	Ongoing	Departmental Productivity Reports	Associate Dean of Research/Department Chairs, Division Heads

ADMINISTRATION (Development)

Goal : To secure the future of the College through philanthropy and strategic investment in personnel, facilities, and revenue-producing systems

<u>Objective #1</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Enhance Alumni & other constituent relationships & involvement with the COP	Cultivate relationships with Alumni, through programs, personal visits, communications (letters, e-mail, etc.), & Alumni Association activities	Survey, Annual Fall Reunion, Alumni Journal	Ongoing	Reports at faculty meetings every two months	Director of Development and Alumni Affairs
	Continue to grow Dean's Society (personal visits, annual mailing, peer solicitation, lunches, etc)	100 supporters participating by June 2009 with 10% increase annually & 90% retention rate annually.	Ongoing	Development Report	Associate Dean Development

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ADMINISTRATION (Development), continued

Goal : To secure the future of the College through philanthropy and strategic investment in personnel, facilities, and revenue-producing systems

<u>Objective #2</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Identify & secure adequate facilities and funding to meet our research, teaching, & service responsibilities	Renovate/enhance existing College space as needed	Evaluate renovation needs of labs, offices, public, & practice space on a 2-3 year cycle	Ongoing	Report to Executive Committee	Department Chairs
	Prepare to move the first P3 students to Northwest Arkansas in 2010-2011	Facilities renovated, IT infrastructure in place, Faculty resources in place	2010	ACPE substantive change request	Dean
	Maintain healthy reserve fund for capital and facility improvements	Amount in reserve account.	Ongoing	Financial reports	Assistant Dean of Finance
<u>Objective #3</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Promote a diverse faculty	Involve underrepresented minority state leadership in planning	Meetings with underrepresented minority state leadership held 1-2 times annually starting in 2004	Ongoing	Meetings held	Dean
		Interview underrepresented minority faculty candidates when available for each available position.	Ongoing	Interviews conducted	Dept Chairs
	Develop a culturally sensitive plan for recruitment & retention of underrepresented minority faculty	Underrepresented minority faculty are retained for a minimum of 4 to 6 years	Ongoing	Reports to Executive Committee	Director of Recruitment for Diversity
	Deans council to include diversity representation	Council appointments are secured	Ongoing	Council roster	Director of Development and Alumni Affairs

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ADMINISTRATION (Development), continued

Goal : To secure the future of the College through philanthropy and strategic investment in personnel, facilities, and revenue-producing systems

<u>Objective #4</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Create a climate that promotes motivation, satisfaction, retention, & collegiality	Enhance formal faculty development activities	Comprehensive Faculty Development Plan established	Fall 2008	Annual Faculty Self Assessments	Dept Chairs
<u>Objective #5</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Plan for promotion, retention, & skill enhancement of the COP support staff	Provide opportunities for skill enhancement	All support staff obtain 8hr of skill enhancement annually	Ongoing	SAP Training Tracker	C.O.P. Director of Human Resources
	Assess needs of support staff to determine factors that motivate, & lead to satisfaction & retention	Monthly support staff meetings	Ongoing	Agenda for meeting	C.O.P. Director of Human Resources