

**UAMS College of Pharmacy Strategic Plan – 2010 (approved 8/5/2010)**

**SERVICE**

**Goal: To foster progressive pharmacy practice through service to the profession**

<b><u>Objective #1</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Increase faculty and student participation in service to the profession	Increase involvement of faculty in student professional service activities	Faculty volunteer in student professional service activities	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	Every 5 years	College Annual Report	Dean's Office
<b><u>Objective #2</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
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	2011	Grants accounting	Director Arkansas Poison Control Center (APCC)
	Maintain BT training to all Pharmacy students & volunteer local pharmacists annually	100% of students & faculty volunteer participants trained & ready to report for a BT event	Ongoing	Quarterly reports to ADH/shared with executive committee	Director Arkansas Poison Control Center (APCC)
<b><u>Objective #3</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Provide professional service through continuing pharmacy education	Support the state pharmacy associations	At least 5 contracts for programs to provide ACPE approved CE secured each biennium.	Ongoing	Quarterly reports and annual reports	Director C.E.
<b><u>Objective #4</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
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	Director, EBRx

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**SERVICE continued**

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<b><u>Objective #5</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
	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	2011	Call records	Director Drug Information Center
	Financial stabilization of APCC and ADIC	Increase in state funding Grant submission	2011 Annual	Increase in revenue Submission of 1 grant annually	Director APCC, Dean Director APCC
<b><u>Objective #6</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Advance pharmacist provided direct patient care services and service models	Work with APA and SBoP to increase the pharmacist scope of practice	SBoP regulation/statute changes to assure increased scope of practice	By 2012	SBoP regulation and statute changes	Dean
	Expand collaborative pharmacy practice activity in Arkansas	Increase in credentialed pharmacists	Ongoing	SBoP records	Assoc Dean Prof Education
	Faculty documentation of direct patient care activities	Development of reporting system	Ongoing	Annual Report	Dept Chair Pharmacy Practice
	Development of faculty networks	Teaching, practice, or research collaborations	Ongoing	Annual Report	Dept Chair Pharmacy Practice
<b><u>Objective #7</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Increase the influence and visibility of COP faculty in peer-reviewed publishing	Assume roles as editor, associate editor, and reviewer	Number of faculty on editorial boards	Ongoing	Annual Report	Dept. Chairs

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<b><u>Objective #8</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Increase the influence and visibility of COP faculty in peer-reviewed national funding decisions	Assume roles as study section members, site visit team members, and advisory board members	Number of faculty on study sections, site visit teams, advisory boards, etc.	Ongoing	Annual Report	Dept. Chairs

**EDUCATION**

**Goal : To educate pharmacy leaders to address community health needs**

<b><u>Objective #1</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
	Identify/recruit and develop experiential sites	Number of experiences required based on class size and program structure plus a 25% overage	Annually	Capacity Chart	Asst Dean for Experiential Education
Maintain a high quality experiential program	Engage in educational & mentorship activities (i.e., provide CE, serve as pharmacotherapy consultants)	Minimum of 1 live program provided for preceptor development & coordinated with APA & AAHP	Annually	Number of programs offered Utilization of offerings by preceptors	Asst. Dean for Experiential Education
<b><u>Objective #2</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Develop NW Satellite Campus	Recruit faculty, develop experiential sites, develop distance education technology	ACPE accreditation	Fall 2011	ACPE self study	Associate Dean – UAMS NW
<b><u>Objective #3</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Advance interprofessional education models	Develop infrastructure and relationships with other UAMS colleges	Interprofessional education outcomes during the didactic curriculum	Ongoing	Annual Report	Assoc Dean Professional Education
	Electronic Health Record	Have P1s participate in the longitudinal seminar	Ongoing	Annual Report	Assoc Dean Professional Education

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**EDUCATION** continued

Goal : To educate pharmacy leaders to address community health needs

<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, summative exams & 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	Develop feasible opportunities for recruitment of underrepresented minority students	Increase number of competitive underrepresented minority pharmacy student applicants to 20 annually	Ongoing	Applicant/Admissions Report	Director, Office of Diversity Affairs
	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 Career	Student Portfolio Assessments	Ongoing	Portfolio Report	Course Coordinators
	Make available information regarding focused curricular pathways	A minimum of 7 graduates/year meeting nuclear pharmacist certification criteria.  At least 5 students in combination degree programs	Ongoing  Ongoing	NEO Annual Reports  Reports to Executive Committee	Director of NEO  Associate Dean Professional Education

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**EDUCATION** continued

Goal: To educate pharmacy leaders to address community health needs

<u>Objective #7</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Promote Post Graduate Pharmacy Opportunities throughout the curriculum	Enhance interest in postgraduate education	15% of UAMS graduates placed in post-graduate opportunities (ie. residencies, fellowships, graduate programs)	Annual	Salary Survey	Residency/Fellowship Program Directors, Pharm. Practice Dept. Chair
	Develop residency opportunities in Little Rock & throughout state	9 new residency positions (14 to 23) - Inc. LR PGY1 by 2 (10 to 12) - Inc. non-LR PGY1 by 3 (at least 2 in NW) (0 to 3) - Inc. Community PGY1 by 1 (1 to 2) - Inc. PGY2 by 3 (3 to 6)	July 2012	Annual Report	Chair, Pharmacy Practice
	Strengthen the Pharm.D. Honors in Research program	A minimum of two students receive Honors in Research annually at commencement	Annually	Student Research Committee Report	Chair, Student Research Committee
<u>Objective #8</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Expand NEO Program	Obtain additional contracts	Fiscal viability	Twice Yearly	Board Meetings	NEO Director
<u>Objective #9</u>	<u>Action Plan</u>	<u>Outcome Measures</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Develop a graduate educational program to train scientists in Pharmaceutical Evaluation & Policy (PEP)	Establish independent PhD Program in PEP	Proposal submitted to ADHE	2011	Delivery of Reports	PEP Division Head
<u>Objective #10</u>	<u>Action Plan</u>	<u>Outcome</u>	<u>Timeline</u>	<u>Monitoring/Documentation</u>	<u>Accountability</u>
Advance the Pharmaceutical Sciences graduate program	Pursue independent status of the Ph.D. in Pharmaceutical Sciences Program	Proposal submitted to Graduate Council Spring 2012 & to ADHE by Fall 2013	Ongoing	Delivery of Proposals	Associate Dean of Research & PS Dept. Chair

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**RESEARCH**

**Goal :** To advance scientific discovery to produce innovations in healthcare

<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 support with grant writing and manuscript preparation	Impact of support assessed	Annually	Departmental Productivity Reports	Department Chairs/Associate Dean, Research
	Develop Intramural Small Grant Program	Intramural Small Grant Program	Fall 2010	Annual Report	Department Chair/Associate Dean, Research
<b><u>Objective #2</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Ensure suitable laboratory space is available for COP faculty	Work with other colleges to develop campus space policy	Sufficient Lab Space	Fall 2010	Space Policy	Dean/Associate Dean, Research
<b><u>Objective #3</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Strengthen College Research Programs	Increase intramural & extramural research funding	Top 50 <sup>th</sup> percentile in AACP research rankings	Annual	AACP Report	Associate Dean, Research/Dept. 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, Alumni Journal	Ongoing	Reports at faculty meetings twice annually	Director of Development and Alumni Affairs
	Continue to grow Dean's Society (personal visits, annual mailing, peer solicitation, lunches, etc)	100 members	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

<b><u>Objective #2</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
	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
Identify & secure adequate facilities and funding to meet our research, teaching, & service responsibilities	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
<b><u>Objective #3</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
	Proactively recruit underrepresented minority faculty	Number URM faculty	Ongoing	Annual Report	Dept Chairs
Promote a diverse faculty	Develop a culturally sensitive plan for retention of underrepresented minority faculty	Underrepresented minority faculty are retained for a minimum of 4 to 6 years	Ongoing	Reports to Executive Committee	Dept Chairs
	Deans council to include diversity representation	Council appointments are secured	Ongoing	Council roster	Director of Development and Alumni Affairs
<b><u>Objective #4</u></b>	<b><u>Action Plan</u></b>	<b><u>Outcome Measures</u></b>	<b><u>Timeline</u></b>	<b><u>Monitoring/Documentation</u></b>	<b><u>Accountability</u></b>
Maintain a climate that promotes motivation, satisfaction, retention, & collegiality	Ongoing activities that address faculty satisfaction and retention	100% faculty satisfied or very satisfied on AACCP Curricular Surveys	Ongoing	AACP Curricular Surveys	Assoc Dean Admin 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 #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