

Southern Illinois University Edwardsville

School of Pharmacy

Strategic Plan 2009-2014

Vision

The SIUE School of Pharmacy, located in a major metropolitan university, is committed to providing excellence in pharmaceutical education and the development of pharmacy leaders as a service to the community in the improvement of the quality of health care services.

Mission

The mission of the School is to prepare health care professionals capable of providing high-quality health care to meet the diverse pharmaceutical care needs of the citizens of Illinois and to serve the profession of pharmacy through a balanced program of education, research, service and patient care. The SIUE School of Pharmacy embraces the educational philosophy of the University, which is dedicated to communication, expansion and integration of knowledge through excellence in its teaching programs; through the scholarly, creative and research activity of its faculty, staff and students; and through professional and community service.

Goals

The goals of the SIUE School of Pharmacy are:

1. To prepare graduates of the professional program to apply the pharmaceutical, social, administrative, and clinical sciences in order to deliver pharmaceutical care in a manner that promotes positive health outcomes and in an interdisciplinary role.
2. To foster intellectual curiosity and a commitment to lifelong learning.
3. To provide programs, services, and resources that foster an environment for the personal and professional growth of students, alumni, practitioners and faculty.
4. To contribute to the advancement of the clinical, basic medical and pharmaceutical sciences.
5. To contribute to the advancement of pharmacy practice through research and scholarship and by service to the profession.
6. To inculcate a spirit of respect for diversity and good citizenship.

Strategic Initiatives for 2009 – 2014

I. Investigate and Develop internal and external residency programs

- a. Appoint a residency ad hoc committee to investigate internal and external program development and accountability.
 - i. Investigate the possibility of having a faculty coordinator for residency programs and what their responsibilities may include.
 - ii. Research other pharmacy schools' residency programs to identify strengths and limitations of creating residency programs under the University umbrella vs. housing the residency programs at an external site.
 - iii. Identify partner institutions for residency program development and as residency rotation sites.
 1. Identify hospitals, clinics and community pharmacies in Central and Southern Illinois that may be planning to initiate residencies prior to any program offered by SIUE SOP.

- a. Investigate the potential to assist and/or partner with the program in the development of the residency program.
 - iv. Survey faculty and non-faculty to identify types of residencies that may be supported based on faculty, resources, and partnerships
 - 1. Encourage attendance of potential residency directors and preceptors at Residency Learning System workshops.
 - v. Educate students and the pharmacy community about residencies
 - 1. Develop an organized process commencing in the P1 year to educate students about pharmacy practice residencies.
 - 2. Study current P-4 residency outcomes and P-3 residency interest.
 - 3. Identify and address misperceptions of residency programs by the pharmacy community in Illinois.
 - vi. Assist in developing practice infrastructure at external sites in central and southern Illinois to a level that will support residency training.
- b. Identify resources required to support residency programs.
 - i. Following determination of whether programs will be housed at the University vs. external sites, determine salaries for PGY1 and PGY2 residencies and identify funding for these programs.
- c. Recruit for residents no later than Fall 2010 provided resources are available.
- d. Develop advanced practice opportunities post-residency in central and southern Illinois.
 - i. Assist in developing practice infrastructure at external sites that will support the employment of residency trained pharmacists.
- e. *Metrics*
 - i. *1-year*
 - 1. *Ad hoc committee members identified.*
 - 2. *Partner institutions are identified.*
 - 3. *Faculty and non-faculty surveyed for interests.*
 - 4. *1-2 years: funding is secured.*
 - 5. *1-2 years: recruit residents.*
 - 6. *Yearly: students educated about residencies.*
 - ii. *3-year*
 - 1. *Identify what residents are doing post-residency if applicable.*
 - 2. *Expanded residency offerings.*
 - iii. *5-year*
 - 1. *ASHP accreditation of residency programs is secured as identified.*
 - 2. *Same as 3-year.*

II. Investigate and develop graduate programs and the research infrastructure needed to support such programs

- a. Appoint a graduate program ad hoc committee.
 - i. Identify departments on and off campus that would be interested in collaboration (biology, chemistry, engineering, business, dental medicine, SIU School of Medicine).
 - ii. Evaluate strengths and limitations of developing an MS vs. a PhD program(s).
 - iii. Conduct a needs assessment that includes opportunities for graduates post-degree.
- b. Identify resources required to support a graduate program
 - i. Determine sources of possible funding.

- ii. Obtain equipment and identify laboratory and research support space for the graduate students to work.
 - iii. Determine support from SIUE administration.
- c. *Metrics*
 - i. *1-year*
 - 1. *Possible collaborators identified.*
 - 2. *Needs assessment survey conducted.*
 - ii. *3-year*
 - 1. *Funding and space is secured.*
 - 2. *Program approval of at least one graduate program.*
 - iii. *5-year*
 - 1. *Accept students into at least one graduate program.*

III. Implement, maintain and further develop the curriculum to assure academic excellence

- a. Evaluate the success of the current program and curriculum
 - i. The Assessment Committee will collect, review and share data regarding the student performance on NAPLEX, exit interviews, surveys of preceptors and graduates, and faculty surveys.
 - 1. Evaluate surveys of graduates after they have been out in practice for 1 to 2 years.
 - 2. Any areas for improvement identified by these mechanisms should be shared with the Curriculum committee to discuss strategies for addressing them.
 - ii. Evaluate and recommend other approaches to document learning.
 - 1. The Assessment Committee should reevaluate the use of a comprehensive exam and or Objective Structured Clinical Examination (OSCE).
 - 2. Examine the feasibility and usefulness of collecting data from the integrated therapeutics test results on each individual component of the integration (e.g. medicinal chemistry, pharmacology, clinical pharmacy) to evaluate student performance in each section.
 - iii. The therapeutics coordinators and lecturers should evaluate the current level of integration in the course and determine whether or not this is acceptable.
 - iv. The Curriculum Committee should design a process to evaluate whether competencies and content are being taught in which courses and should disseminate this information.
- b. The Admissions Committee should work with the Curriculum Committee to reevaluate the pre-pharmacy curriculum.
- c. *Metrics*
 - i. *1-year*
 - 1. *Data collected by the Assessment Committee should be shared with faculty and compared against benchmarking institutions as appropriate.*
 - 2. *Reevaluate a comprehensive exam or OSCE.*
 - 3. *Reevaluate integration in the therapeutics courses.*
 - 4. *Review of the curriculum by competencies.*
 - ii. *3-year*
 - 1. *Recommendations should be made for changes or no changes necessary to the pre-pharmacy curriculum.*

2. *Data collected by the Assessment Committee should be shared with faculty and compared against benchmarking institutions as appropriate.*
3. *Review of the curriculum by competencies.*
- iii. *5-year*
 1. *Data collected by the Assessment Committee should be shared with faculty and compared against benchmarking institutions as appropriate.*
 2. *Review of the curriculum by competencies.*

IV. Develop methods for evaluation of scholarship and service

- a. Review current SOP promotion and tenure guidelines, specifically related to scholarship and service.
 - i. A promotion and tenure committee task force should be appointed and all faculty should have a chance to review and comment on the current guidelines to determine any areas of clarification necessary including guidelines for preparation of dossiers.
 - ii. The Faculty Development Committee should sponsor a program to familiarize faculty with dossiers and the promotion and tenure process possibly to be offered annually or as needed.
 - iii. A school-wide timeline for the annual evaluation process should be made available to faculty.
 - iv. A school-wide timeline for promotion and/or tenure and the mid-review process should be outlined for the School of Pharmacy.
- b. Determine need for consistency in annual evaluations between departments.
 - i. Department chairs should meet possibly with representatives from promotion and tenure committees to reassess the annual evaluation process and to determine any areas of inconsistency.
 1. Determine the role of practice site evaluations in annual evaluations and promotion.
- c. Include discussions about annual evaluations and the promotion and tenure process within the first year of hire for new faculty in the SOP.
- d. *Metrics*
 - i. *1-year*
 1. *Promotion and tenure task force appointed.*
 2. *Faculty review of current guidelines completed*
 3. *Faculty development committee program completed.*
 4. *Timeline for annual evaluation process delineated.*
 5. *Department chairs have met to discuss annual evaluations.*
 6. *New faculty orientation includes discussion on annual evaluations and promotion and tenure.*
 - ii. *3-year*
 1. *Obtain feedback on the process from those faculty members who have gone through promotion and tenure.*
 2. *Continuation of programs initiated in year one.*
 - iii. *5-year*
 1. *Same as 3-year*

V. Create/enhance opportunities for faculty development to assure high rates of faculty retention

- a. Increase communication regarding faculty issues
 - i. Develop a faculty calendar of events that includes campus and school development opportunities, promotion and tenure timelines, SOP seed program deadlines, faculty meetings, etc.
 - ii. Keep Blackboard faculty site updated with current information.
 - iii. Investigate methods for participation of off-site faculty who are not at sites where Polycom is available, especially for instances when large groups are meeting that may not fit into a conference room with telephone access.
- b. Initiate the mentoring program that is currently being developed.
- c. Create and maintain faculty development programs specific to the School of Pharmacy.
 - i. As stated under Goal IV. The Faculty Development Committee should sponsor a program to familiarize faculty with dossiers and the promotion and tenure process possibly to be offered annually or as needed.
 - ii. Some programs may need to be developed to be specific to departments.
 - iii. Continue to support professional development with programs such as seed funding and specialty certification support.
 - iv. Investigate teaching development resources such as the AACP Education Scholar program.
 - v. Investigate honors/awards/recognition of service areas.
 - vi. Regularly assess needs of tenure track and non-tenure track faculty to identify areas of programming.
- d. The Faculty Development Committee should develop a process regarding a faculty exchange program between pharmaceutical sciences and pharmacy practice.
- e. *Metrics*
 - i. *1-year*
 - 1. *Faculty event calendar developed and maintained.*
 - 2. *Blackboard site updated.*
 - 3. *At least pilot a program to have off-site faculty participation in meetings and programs who do not have access to Polycom.*
 - 4. *Initiation of the mentoring program.*
 - 5. *Promotion and tenure development program completed.*
 - ii. *3-year*
 - 1. *Faculty exchange program in place.*
 - 2. *Re-assess mentoring program.*
 - 3. *Programs are available for off-site faculty participation.*
 - 4. *A teaching development resource or resources are in place.*
 - iii. *5-year*
 - 1. *Same as 3-year*

VI. Identify and develop new revenue sources

- a. Appoint working groups within the departments and specific areas within the School of Pharmacy (Department of Pharmaceutical Sciences, Department of Pharmacy Practice, Continuing Education and Development and External Affairs) to reexamine their missions and interests and identify potential new sources of revenue that may support these missions. This process will be coordinated by the Dean's office.
 - i. Areas to be evaluated may include: fundraising, internal and external grants, contracts for services, salary replacement, medication therapy management

- services, industry support, certificate programs, continuing education, endowed professorships and chairs, tele-pharmacy clinical services,
- b. Create a visual recognition of donors and utilize SOP events to 'show off' the donors.
- c. *Metrics*
 - i. *1-year*
 - 1. *Each department or area has met to discuss current revenue avenues in department or area, clarified their mission and interests for additional avenues of revenue, and determined needs to be able to expand revenue options.*
 - ii. *3-year*
 - 1. *Assess additional revenue generated as a result of planning.*
 - iii. *5-year*
 - 1. *Same as 3-year.*

VII. Create an alumni and friends relation plan

- a. Appoint an alumni and friends relations ad hoc committee in the School of Pharmacy
 - i. Identify need for and feasibility of creating a coordinator and/or plan for continuing support within the SOP for alumni and friend relations.
 - ii. Create events specific to the SOP for alumni and friend networking and education.
 - iii. Develop a newsletter that could be mailed to alumni and friends quarterly.
 - iv. Educate alumni and friends about giving opportunities that would specifically benefit the SOP.
 - v. Forward student organization and other fundraising opportunities to alumni.
 - vi. Identify and strive to reach a specified alumni/friend membership goal.
 - vii. Determine feasibility of creating and maintaining an alumni database, Facebook page and other programs to maintain contact with alumni.
- b. Encourage current students to become members of the Alumni Association
 - i. Investigate feasibility of offering free membership in the alumni association for the first year that could be given to the students during their final 2 weeks.
 - ii. Examine student exit interviews to evaluate student satisfaction.
 - iii. Identify current students who may be interested in serving on or supporting an alumni/friend relations committee.
 - iv. Educate students about the benefits of the alumni association.
- c. *Metrics*
 - i. *1-year*
 - 1. *One event planned for alumni/friends.*
 - 2. *At least one newsletter sent.*
 - 3. *Alumni membership goal set.*
 - 4. *Support personnel/committee identified.*
 - ii. *3-year*
 - 1. *Compare current enrollment to membership goal.*
 - 2. *Regular events scheduled.*
 - 3. *Regular newsletter communications.*
 - iii. *5-year*
 - 1. *Same as 3-year*

Relationship of Strategic Initiatives to University and School of Pharmacy Goals (see Matrix):

SIUE's Long-Term Goals stated on the website (<http://www.siue.edu/about/goals.shtml>) are stated as:

The primary focus of SIUE's long-term goals is student learning. Achieving the following goals will help students become lifelong learners and effective leaders in their professions and communities:

Engaged Students and Capable Graduates—Attract a diverse student body, including traditional, non-traditional, commuter, and residential scholars, and nurture, educate, and graduate students who achieve the objectives for baccalaureate, graduate, and professional degrees.

Innovative High Quality Programs—Develop, deliver, and continually improve high quality academic programs appropriate for a metropolitan university.

Committed Faculty and Staff—Recruit and support a diverse faculty and staff known for providing the highest quality educational opportunity, scholarship, and service.

Harmonious Campus Climate—Foster a harmonious student-centered campus characterized by integrity, cooperation, open dialogue, and mutual respect among individuals with different backgrounds, cultures, and perspectives.

Active Community Engagement—Achieve an integral and indispensable relationship with Illinois and the St. Louis metropolitan area; work cooperatively within SIU to make the whole greater than the sum of its parts.

Sound Physical and Financial Assets—Develop, maintain, and protect the university's assets in a financially, aesthetically, and environmentally responsible manner.

Excellent Reputation—Participate and excel in actions that earn national recognition for quality.

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3. To provide programs, services, and resources that foster an environment for the personal and professional growth of students, alumni, practitioners and faculty.
4. To contribute to the advancement of the clinical, basic medical and pharmaceutical sciences.
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6. To inculcate a spirit of respect for diversity and good citizenship.

		School of Pharmacy Strategic Initiatives						
		Residency Programs	Graduate Programs	Curricular Evaluation	Scholarship, Service Evaluation	Faculty Retention	New Revenue Sources	Alumni Plan
University Goals	Engaged Students and Capable Graduates			X				
	Innovative High Quality Programs		X	X				
	Committed Faculty and Staff				X	X		
	Harmonious Campus Climate					X		X
	Active Community Engagement	X						
	Sound Physical and Financial Assets						X	
	Excellent Reputation	X	X	X	X			
School of Pharmacy Goals	Promote Positive Health Outcomes	X		X				
	Commitment to Lifelong Learning	X	X	X				
	Foster Environment for Personal and Professional Growth					X		X
	Advance Clinical, Basic Medical and Pharmaceutical Sciences	X	X		X		X	
	Advance Pharmacy Practice	X	X		X		X	
	Inculcate a Spirit of Respect & Good Citizenship					X		

