

**Southwestern Oklahoma State University
College of Pharmacy**

**Strategic Plan
2013-2017**

**First Annual Progress Report
August 2013**



**Approved December 20, 2012
Reviewed for Progress August 19, 2013**

Strategic Goal 1: Enhance the College of Pharmacy educational experience

Initiative 1: Enhance assessment programs to guide curricular changes within the College of Pharmacy.

Action Item 1: Evaluate the comprehensive assessment plan (as approved in December 2012).

Primary Responsibility: Assessment Coordinator and Assessment Committee

Projected Timeline: Ongoing

Progress Report, August 2013: No resources requested. The Assessment Coordinator and Assessment Committee continue to review data as described in Assessment Plan (2012) to determine if current plan 1) provides for continuous quality improvement and 2) evaluates accomplishment of COP's mission.

Action Item 2: Identify personnel to coordinate e-Portfolio development.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: December 2013

Progress Report, August 2013: Resources: Request submitted and approved Spring 2013 for funding through new differential tuition funds. Establishment of credentials, experience, and formulation of the search process is pending.

Action Item 3: Develop and implement an e-Portfolio that may be utilized for student self-assessment.

Primary Responsibility: e-Portfolio Coordinator

Projected Timeline: December 2014

Progress Report, August 2013: Pending hire of e-Portfolio Coordinator.

Initiative 2: Develop interprofessional education opportunities.

Action Item 1: Identify appropriate partnerships for development of interprofessional educational opportunities.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: December 2013

Progress Report, August 2013: University Interprofessional Education Committee has been established and charges established. This committee will be a key partner and resource for the COP committee.

Action Item 2: Identify key personnel to serve in a multidisciplinary, interprofessional education working group.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: December 2013

Current Status: **Completed**

Progress Report, August 2013: COP Interprofessional Education Committee has been formed and charges established. A member also serves on the University Interprofessional Education Committee.

Action Item 3: Identify current interprofessional activities in the College of Pharmacy curriculum.

Primary Responsibility: Interprofessional Education Working Group

Projected Timeline: December 2012

Progress Report, August 2013: Literature resources on interprofessional education required. COP IP-Committee formed, members include Drs. Curry, Chair, Ramsey, Khan, Montarella, M. Gales, and Patatanian. Members of committee have initiated independent searches on the subject. Committee continues to meet and explore opportunities for IP education at SWOSU, identify current IP activities, and to determine needs and potential partners.

Action Item 4: Develop interprofessional program infrastructure and plan.

Primary Responsibility: Interprofessional Education Working Group

Projected Timeline: December 2014

Progress Report, August 2013: No resources requested. Definitions of interprofessional education were established by two key literature resources (Buring SM, IPE: Definitions, Student competencies, and Guidelines for implementation AJPE 2009; 73(4):1-8). Committee is addressing the role of faculty and students, as well as the impact of IP activities on health in the community. Committee is addressing a time line for the overall program development and the appropriate time to invite nursing to be a partner.

Action Item 5: Develop curricular content for interprofessional education.

Primary Responsibility: Interprofessional Education Working Group

Secondary Responsibility: Curriculum Committee

Projected Timeline: December 2015

Progress Report, August 2013: Progress pending further discussion by IP committees.

Initiative 3: Develop postgraduate opportunities.

Action Item 1: Implementation of the community pharmacy residency program with Walgreen's.

Primary Responsibility: Associate Dean for Clinical Programs

Projected Timeline: July 2013

Current Status: **Completed**

Progress Report, August 2013: On March 22nd, we matched with our first resident, who will start July 1st, 2013. The Residency Program Director (SWOSU) and Primary Site Coordinator (Walgreens) continue to meet on a routine basis to develop policies and procedures, outline learning experiences, and work out the details in preparation for the July 1st start date. Since we matched with a resident, we are now eligible to start receiving NACDS Foundation grant monies that will help off-set start-up costs associated with this new residency program. In fall 2012, our program was 1 of 15 that was awarded these grant monies after an extensive application process.

Action Item 2: Identify additional opportunities for residency programs within the College of Pharmacy and with local hospital and community sites.

Primary Responsibility: Associate Dean for Clinical Programs

Projected Timeline: June 2014

Progress Report, August 2013: No resources requested. The Associate Dean for Clinical Programs has made contacts with 2 community sites and 1 hospital (all in the OKC area) as potential partners for future residency programs. Anticipate that the 2nd SWOSU residency program will be implemented in July 2015 as we are currently in the process of starting our first program in July 2013.

Action Item 3: Enhance student exposure to postgraduate education opportunities.

Primary Responsibility: Associate Dean for Clinical Programs and Chair of Pharmaceutical Sciences

Projected Timeline: Ongoing

Progress Report, August 2013: A new pharmacy elective course was started in Spring 2013. This class teaches professional preparation for students interested in pursuing residency or other post-graduate opportunities. Faculty from both pharmacy departments teach in this course. In March 2013, the student chapter of OSHP hosted a residency panel informational session that was open to all pharmacy school students. PGY1 residents from both hospital and community practice spoke to the students about their residencies and offered suggestions for those desiring to pursue residencies.

Initiative 4: Enhance curricular offerings in specialty/emerging areas.

Action Item 1: Provide opportunities to increase awareness of cultural and socioeconomic diversity.

Primary Responsibility: Curriculum Committee

Projected Timeline: June 2014

Progress Report, August 2013: Curriculum committee has approved a new elective course offering: Cultural Competency for Patient-Centered Care.

Action Item 2: Develop leadership, management, and entrepreneurship skills.

Primary Responsibility: Curriculum Committee

Projected Timeline: June 2014

Progress Report, August 2013: Health Issues I, a required course in the revised professional curriculum focuses on professionalism, ethics, and leadership. Further progress in respect to entrepreneurship is pending development of the Center of Excellence for Leadership and Entrepreneurial Activities.

Action Item 3: Enhance service-learning opportunities throughout the curriculum.

Primary Responsibility: Curriculum Committee

Projected Timeline: Ongoing

Progress Report, August 2013: Progress pending.

Action Item 4: Develop student presentation and interview skills to enhance competitiveness.

Primary Responsibility: Curriculum Committee

Projected Timeline: Ongoing

Progress Report, August 2013: A new elective course focusing on postgraduate opportunities incorporates presentation and interview skills in the course content.

Action Item 5: Enhance active learning in the curriculum.

Primary Responsibility: Curriculum Committee

Projected Timeline: Ongoing

Progress Report, August 2013: Dr. Ramsey formed an Active Learning/Faculty Learning Community, including a designated D2L site, in Spring 2013. The faculty group continues to explore the educational literature in this area. Dr. Ramsey presented a Faculty Development Seminar on Active Learning in spring 2013.

Initiative 5: Provide ongoing educational activities to enhance skills development for faculty and preceptors in the classroom and experiential settings.

Action Item 1: Identify faculty needs for professional development.

Primary Responsibility: Faculty Development Committee

Projected Timeline: Ongoing

Progress Report, August 2013: Main resource requirement is continued recommendations from faculty. Since the Faculty Development Committee was formed in 2009, needs are identified by minimum once yearly/semester meeting of Faculty Development Committee. Needs also identified by individual faculty contacting committee Chair on a continuous and ongoing basis.

Action Item 2: Develop a framework for ongoing professional development.

Primary Responsibility: Faculty Development Committee

Projected Timeline: June 2014

Progress Report, August 2013: As reiterated for Action Item 1, the main resource requirement is continued recommendations from faculty. Since the Faculty Development Committee was formed in 2009, needs are identified by minimum once yearly/semester meeting of Faculty Development Committee. Needs also identified by individual faculty contacting committee Chair on a continuous and ongoing basis.

Action Item 3: Develop a system for documenting professional development activities.

Primary Responsibility: Faculty Development Committee

Projected Timeline: June 2014

Progress Report, August 2013: Progress pending.

Strategic Goal 2: Develop Centers of Excellence which align with the College of Pharmacy mission, goals, and expertise

Initiative 1: Create a Research Center in Pharmaceutical Sciences

Action Item 1: Identify participating personnel and appoint a coordinator.

Primary Responsibility: Dean, College of Pharmacy and Department of Pharmaceutical Sciences

Projected Timeline: December 2013

Progress Report, August 2013: Department of Pharmaceutical Sciences invited faculty to submit interest in serving as coordinator, along with proposed vision for the center. In April 2013, Dr. Faruk Khan was recommended by the department and appointed by the Dean as coordinator. Dr. Khan is currently identifying key faculty for involvement in the center. Also in the spring, a formal name was adopted: SWOSU Center for Research in Pharmaceutical Sciences (SCRiPS).

Action Item 2: Develop a mission and goals for the Research Center in Pharmaceutical Sciences.

Primary Responsibility: Research Center Coordinator and Department of Pharmaceutical Sciences

Projected Timeline: December 2014

Progress Report, August 2013: SCRiPS Coordinator, in conjunction with Department of Pharmaceutical Sciences faculty, have prepared draft of the SCRiPS Mission, Goals, and Vision, which will be presented to faculty and administration at the August 2013 COP Faculty meeting for final approval.

Action Item 3: Create an informational page for the center within the College of Pharmacy website.

Primary Responsibility: Research Center Coordinator

Projected Timeline: December 2014

Progress Report, August 2013: Resources required: University Web Services. SCRiPS Coordinator is formulating a plan and a design for the web page.

Action Item 4: Identify opportunities for collaborative research programs involving students and other faculty.

Primary Responsibility: Research Center Coordinator

Projected Timeline: December 2014

Progress Report, August 2013: SCRiPS Coordinator, in conjunction with Department of Pharmaceutical Sciences faculty, is in the early stages of exploring collaborative opportunities.

Action Item 5: Seek intramural and extramural funding.

Primary Responsibility: Research Center Coordinator

Secondary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: SCRiPS Coordinator, in conjunction with Department of Pharmaceutical Sciences faculty, is in the early stages of exploring funding opportunities.

Initiative 2: Create a Center of Excellence for Rural Health Development

Action Item 1: Develop a mission and goals for the Rural Health Development Program.

Primary Responsibility: Rural Health Development Coordinator

Projected Timeline: December 2013

Current Status: **Completed**

Progress Report, August 2013: In Spring 2013, mission and goal statements were in the process of being drafted and revised.

Action Item 2: Create an informational page for the center within the College of Pharmacy website.

Primary Responsibility: Rural Health Development Coordinator

Projected Timeline: December 2014

Progress Report, August 2013: Support from university web services requested. Discussed with campus website designer issues such as rural health webpage and space allocation. Rural Health Logo has been finalized.

Action Item 3: Seek intramural and extramural funding.

Primary Responsibility: Rural Health Development Coordinator

Secondary Responsibility: Executive Committee, College of Pharmacy

Progress Report, August 2013: The Coordinator continues to explore and apply for grant and funding opportunities. In February 2013, a grant application was submitted to the Million Hearts Club.

Action Item 4: Develop programs to support rural healthcare.

Primary Responsibility: Rural Health Development Coordinator

Secondary Responsibility: Associate Dean, College of Pharmacy

Projected Timeline: Ongoing

Progress Report, August 2013: Main resources requirement is information and feedback from rural pharmacists. Coordinator has constructed surveys, has collected survey data from rural pharmacies, is building a rural pharmacy network, publishes a weekly "Rural Rocks" electronic informational resource, and continues to gather information and materials for rural IPPE/APPE rotations.

Initiative 3: Create a Center of Excellence for Leadership and Entrepreneurial Activities

Action Item 1: Identify participating personnel and appoint a coordinator.

Primary Responsibility: Dean and Department of Pharmaceutical Sciences

Projected Timeline: December 2013

Progress Report, August 2013: No resources requested. Progress on this action item is pending appointment of a new faculty member in the area of pharmacy administration, management, and marketing.

Action Item 2: Develop a mission and goals for the Leadership and Entrepreneurial Activities Program.

Primary Responsibility: Leadership and Entrepreneurial Activities Coordinator

Projected Timeline: December 2014

Progress Report, August 2013: Progress pending completion of Action Item 1.

Action Item 3: Create an informational page for the center within the College of Pharmacy website.

Primary Responsibility: Leadership and Entrepreneurial Activities Coordinator

Projected Timeline: December 2014

Progress Report, August 2013: Progress pending completion of Action Item 1.

Action Item 4: Seek intramural and extramural funding.

Primary Responsibility: Leadership and Entrepreneurial Activities Coordinator

Secondary Responsibility: Executive Committee, College of Pharmacy

Projected Timeline: Ongoing

Progress Report, August 2013: Progress pending completion of Action Item 1.

Strategic Goal 3: Ensure appropriate infrastructure and resources

Initiative 1: Develop a plan for the construction of a dedicated College of Pharmacy building.

Action Item 1: Seek and gain appropriate approval for a dedicated College of Pharmacy building.

Primary Responsibility: Dean, College of Pharmacy

Project Timeline: December 2015

Progress Report, August 2013: Preliminary discussions with the President and the Executive Vice President are planned.

Action Item 2: Identify potential funding sources for capital investment in the building project.

Primary Responsibility: Dean, College of Pharmacy and Alumni Development Officer

Projected Timeline: December 2017

Progress Report, August 2013: Identifying potential funding sources will be an ongoing effort beginning the summer of 2013 and continuing for the next several years.

Initiative 2: Provide appropriate personnel to support College of Pharmacy activities.

Action Item 1: Enhance support to faculty to efficiently operate the Pharmaceutical Care Labs.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: June 2014

Progress Report, August 2013: The Department of Pharmaceutical Sciences has forwarded a proposal for a Pharm Care Lab I and II Coordinator, with a description of responsibilities. Action on this item is pending budgetary approval by the university administration. Funding for the position was not approved in 2013, but will be reconsidered in the next fiscal year.

Action Item 2: Enhance technology support for the College of Pharmacy.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: June 2014

Progress Report, August 2013: In Spring 2013, the COP purchased the Achilles EXP11 bone density system to help students provide point-of-care osteoporosis testing for Pharm Care Lab IV. Two additional conference phones have been purchased, as well as two Redcat microphone systems and six faculty webcams. In early Summer 2013, 30 new computers and 6 printers were installed in Pharm Care Labs I and II.

Action Item 3: Provide competitive faculty and staff salaries to retain and recruit quality faculty and staff.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: Ongoing

Progress Report, August 2013: Resources: Plans were put in place in the spring of 2012 to provide faculty and staff salary increases for January 2013. Additional resources for faculty raises came from the use of differential tuition. College of Pharmacy staff received raises of between 0-3% while faculty received raises of between 3-7%, effective January 2013.

Initiative 3: Enhance student recruitment and the admission process.

Action Item 1: Evaluate student recruitment activities.

Primary Responsibility: Admissions Committee

Projected Timeline: December 2014

Progress Report, August 2013: Resources and expenses related to travel and recruiting events required. Current recruitment activities evaluated and additional activities added. Activities during Spring 2013 included: presentation done for OSU Pre-Pharmacy Organization on the OSU Campus; Health Career Fair at the UCO Campus in Edmond, OK; informational table set up at the SWOSU Robotics Competition; University Day at the TCC Campus in Tulsa, OK; Informational table set up at the Canadian Valley Technology Center in Yukon, OK.

Action Item 2: Standardize the interview process.

Primary Responsibility: Admissions Committee

Projected Timeline: December 2013

Progress Report, August 2013: No resources requested. Increased Admission Committee membership by two members (one from each department).

Strategic Goal 4: Promote the visibility of the College of Pharmacy

Initiative 1: Enhance involvement in state policy activities.

Action Item 1: Increase involvement in State Board of Pharmacy activities.

Primary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: No resources requested. For the past 2 years, a Pharmacy Practice faculty member has routinely attended the Oklahoma State Board of Pharmacy meetings. For the past year, the Associate Dean for Clinical Programs has attended these meetings. She (or a representative) will continue representing the COP. Attendance has increased our visibility and helped make vital professional contacts. Additionally, other faculty members have served on BOP committees in the past.

Action Item 2: Develop networks and contacts with key legislative representatives.

Primary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: No resources requested. This is the third year that the COP in association with OUCOP and other OK professional pharmacy organizations has hosted a health fair at the state capital for OK Legislative Day. This event increases the visibility of our COP and allows faculty to network with state legislators. At a poster session held at the state capitol this Spring, a faculty member invited State Representative Harold Wright to visit the COP. He came on April 26th and met with students and faculty.

Initiative 2: Enhance involvement in state and national professional organizations.

Action Item 1: Encourage active faculty participation in state and national organizations.

Primary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: Resources: Pharmacy Foundation and Dean approved \$3,000 single payment to OPhA for all faculty to have full individual membership. Time allowance required for faculty to commit to hold office positions in state and national organizations. As of January 2013, all faculty members have full membership in OPhA, which avoids the barrier of dues payment for active involvement. Examples of participation include faculty serving as President of OSHP, committee work with APhA, and serving on PCOA question committee.

Action Item 2: Support opportunities for faculty involvement in professional organizations.

Primary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: Required resources include release time and travel allowance. Support for faculty to attend at least one national meeting annually is in place. If presenting, serving as an officer, or committee member, additional meetings may be covered.

Initiative 3: Develop corporate relationships.

Action Item 1: Identify potential corporate partners.

Primary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: No resources requested. Attempting to identify corporate and community partners that share the COP's mission, values and goals. Including research and discovery, political, professional and leadership goals. These partners may employ student and alumni.

Action Item 2: Develop appropriate contacts to identify mutually beneficial programs.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: Ongoing

Progress Report, August 2013: No resources requested. In Spring 2013, formed the inaugural Dean's Advisory Committee with key representatives from Walgreens, CVS, Merck Pharmaceutical Company, Maxor National Pharmacy Service, and the Oklahoma Board of Pharmacy. An initial meeting of the Advisory Committee took place in late Spring 2013.

Action Item 3: Identify funding opportunities available through corporate sponsors.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: Ongoing

Progress Report, August 2013: In Spring 2013, the COP developed strategic partnerships with Cardinal Health, which resulted in scholarship support of \$ 125,000.00.

Initiative 4: Enhance involvement of the College of Pharmacy in community service projects.

Action Item 1: Identify community partners.

Primary Responsibility: Dean, College of Pharmacy

Projected Timeline: Ongoing

Progress Report, August 2013: No resources requested. Plan to investigate community partners in the area, including the local newspaper, chamber of commerce, and other entities.

Action Item 2: Identify community service needs that may be provided by faculty and students.

Primary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: No resources requested. Rural Health Coordinator has made contact with approximately 75 rural sites. Many have had two contacts. Around 30 surveys have been completed to help identify community/professional support and development needs.

Initiative 5: Enhance alumni and public relations.

Action Item 1: Enhance current programs to elicit alumni and stakeholder support in achieving the mission of the College of Pharmacy.

Primary Responsibility: Executive Committee

Projected Timeline: Ongoing

Progress Report, August 2013: Resources: Funds and/or personnel are needed to support alumni gatherings and to maintain communication links with alumni and to invite alumni to serve as speakers for classes or student organizations. The COP and Alumni Development Office continue to sponsor alumni dinners/receptions and alumni newsletters/electronic media news offerings. Throughout the past year, alumni have participated in admissions interviews and have provided valuable evaluations and feedback. Alumni speakers have been invited for presentations in classes, as well as student organizations. Inaugural Dean's Advisory Council, comprised of alumni and stakeholders, met to hear the strategic plan of the COP and provide feedback and suggestions to the Dean/COP.

Action Item 2: Explore mechanisms to increase awareness of College of Pharmacy activities and accomplishments.

Primary Responsibility: Executive Committee

Projected Timeline: December 2013

Progress Report, August 2013: Resources: Key resource needs are personnel to prepare and distribute newsletters and emails/blasts; Pharmacy Foundation support to provide new recognition awards for alumni for acknowledging outstanding accomplishments, and COP/university resources to improve COP web site content and navigation. Ongoing activities include periodic requests for news items from faculty, students, and alumni; Alumnus of the Year and the Dean's Recognition Award for Service (the Pharmacy Alumni Association is also considering a new award that recognizes alumni for their professional impact); and regular review, revision, and updating of web site content.