



Southwestern Oklahoma State University College of Pharmacy

Vision, Mission, and Values

Perpetual Goals

Strategic Plan

Vision

To be recognized as a dynamic educational environment in which students develop the personal, professional, intellectual, and leadership skills needed to advance the profession of pharmacy.

Mission

The College of Pharmacy educates and empowers pharmacy graduates who, as part of a healthcare team, aspire to a lifelong commitment of personal and professional development and exceptional patient-centered care. The College of Pharmacy creates, disseminates, and applies knowledge and innovation to advance the health and wellness of culturally diverse populations.

Values

The College of Pharmacy embraces these values as foundational pillars:

- Fostering professionalism and integrity by cultivating a sense of personal and institutional responsibility, self-awareness, and accountability.
- Providing mentorship of students and colleagues to promote their professional and personal growth.
- Exhibiting excellence and innovation in teaching, service, and research/scholarly activity.
- Expressing compassion for others and engaging in community service.
- Sustaining a collegial environment that promotes collaboration and mutual respect between administration, faculty, staff, preceptors, students, and alumni.
- Promoting diversity, cultural awareness, and the preservation of human dignity.

Perpetual Goals

The College of Pharmacy will:

- Serve the profession and the community.
- Equip students with knowledge and skills for lifelong personal and professional development.
- Provide a patient-centered education.
- Engage in scholarly activity.

Strategic Plan

Strategic Priority 1: Student Success

Goal 1.1: Improve student progression.

Measures and Timeline:

- 1) The number of students with a delayed graduation is less than 15% percent of the matriculating class size in at least three successive fall and spring admission cycles.
- 2) The total number of students who did not graduate on time for any reason, including delayed graduation, academic dismissal, or withdrawal from the program (total attrition), is less than 24% of the matriculating class size in at least three successive fall and spring admission cycles.

Primary Responsibility: Associate Dean

Progress Review: An initial planning meeting with responsible parties will take place during the Fall 2021 semester. Annual reports documenting progress for each of the action items associated with this goal will be submitted by June 30 to the Strategic Planning Coordinators until goal completion.

Action 1: Review current recruiting and marketing strategies to identify which approaches are most effective in obtaining qualified applicants. (Admissions Counselor and Admissions Committee)

Action 2: Review and optimize early intervention strategies and programming for P1.1 students.
(Associate Dean and P1.1 faculty)

Action 3: Institute recording of early alert grading in Self-Service by the end of the seventh week of classes and require students who have a D or F to visit with instructors to formulate a plan for improvement. (Associate Dean and COP faculty)

Action 4: Expand activities and programming to strengthen study and time management skills.
(Associate Dean, Curriculum Committee, COP faculty)

Action 5: Identify, design, and implement activities to promote student resilience.
(Associate Dean, SWOSU Student Success Center, SWOSU Counseling Services)

Goal 1.2: Expand resources to support placement of current students and recent graduates.

Measures and Timeline:

- 1) Beginning in 2022, the COP will meet or exceed the combined national average of strongly and agree responses on Standard 14 AACCP Graduating Student Survey question "College provided access to guidance on career planning." in three successive survey years.
- 2) Beginning in 2022, 90% of students responding to an internal survey distributed each semester will indicate awareness of resources designed to showcase placement opportunities.

Primary Responsibility: Associate Dean

Progress Review: An initial planning meeting with responsible parties will take place during the Fall 2021 semester. Annual reports documenting progress for each of the action items associated with this goal will be submitted by June 30 to the Strategic Planning Coordinators until goal completion.

Action 1: Develop a platform for prompt communications to current students regarding available intern positions. (Associate Dean, Student Coordinator, Alumni Development Director)

Action 2: Establish a regional rural pharmacy networking platform to connect senior students and recent graduates with potential employers and ownership opportunities.
(Rural Health Center Coordinator, Dean, Alumni Development Director, Associate Dean, Student Coordinator)

Action 3: Expand the distribution of the Pharmacy Job Board Postings to include recent graduates.
(Dean's Office, Student Coordinator, Alumni Development Director)

Action 4: Design and distribute an internal survey showcasing placement opportunities to all current students on a semester basis.

(Associate Dean, Student Coordinator, Assessment Committee)

Strategic Priority 2: Professional Development

Goal 2.1: Enhance professional knowledge and skills in areas identified by assessments.

Measures and Timeline:

1) Beginning in 2022, the COP will meet or exceed the combined national average of strongly and agree responses on Standard 10 AACCP Graduating Student Survey question "I was aware of opportunities to participate in research activities with faculty." in three successive survey years.

2) Beginning in 2022, the COP will meet or exceed the combined national average of strongly and agree responses on Standard 3 AACCP Graduating Student Survey question "The PharmD program prepared me to recognize and address cultural disparities in access to and delivery of health care." in three successive survey years.

3) Beginning in 2022, the COP will meet or exceed the combined national average of strongly and agree responses on Standard 3 AACCP Graduating Student Survey question "The PharmD program prepared me to develop new ideas and approaches to practice." in three successive survey years.

4) The next scheduled curricular mapping will identify curricular content that directly maps to pharmacoeconomics principles and applications.

Primary Responsibility: Curriculum Committee

Progress Review: An initial planning meeting with responsible parties will take place during the Fall 2021 semester. Annual reports documenting progress for each of the action items associated with this goal will be submitted by June 30 to the Strategic Planning Coordinators until goal completion.

Action 1: Improve student understanding of the definition, purpose, and applications of research and scholarship and ensure awareness of specific opportunities for faculty-student research collaborations.

(Associate Dean, Associate Dean for Clinical Programs, COP faculty, Continuing Professional Development Coordinator, Resources Committee)

Action 2: Identify specific didactic and experiential curricular and co-curricular content related to cultural sensitivity and social determinants of health and ensure student awareness/understanding of this content.

(Curriculum Committee, Assessment Committee, Continuing Professional Development Coordinator)

Action 3: Identify specific curricular and co-curricular opportunities for developing skills in innovation and entrepreneurship and ensure student awareness of these opportunities.

(Curriculum Committee, Assessment Committee, Continuing Professional Development Coordinator)

Action 4: Include practical applications of pharmacoeconomics and cost-benefit principles in selected P3 courses and/or labs.

(Curriculum Committee, P3 faculty)

Goal 2.2: Establish a professional development plan driven by faculty needs and interests.

Measures and Timeline:

1) By the end of academic year 2021-2022, a plan for providing regular professional development opportunities reflecting the needs and interests of COP faculty will be developed.

2) On the next Faculty Survey (2022), the COP will meet or exceed the combined national average of strongly and agree responses on Standard 19 AACP Faculty Survey question "Programs are available to develop competence in research and/or scholarship."

Primary Responsibility: Professional Development Committee

Progress Review: An initial planning meeting with responsible parties will take place during the Fall 2021 semester. Annual reports documenting progress for each of the action items associated with this goal will be submitted by June 30 to the Strategic Planning Coordinators until goal completion.

Action 1: Survey faculty to determine professional development needs and topics and themes of interest. (Professional Development Committee)

Action 2: Based on survey findings, identify prepackaged programs, speakers, and/or design new activities. (Professional Development Committee, COP faculty)

Action 3: Secure resources and schedule at least one professional development program per semester beginning in Fall 2021, with at least one of the scheduled programs focusing on the development of competence in research and/or scholarship.

(Professional Development Committee, Dean, Executive Committee, Resources Committee)

Strategic Priority 3: Expand Infrastructure to Support Programs and Initiatives

Goal 3.1: Create an initial working plan for the Jerry and Margaret Hodge Pharmacy and Rural Health Center.

Measures and Timeline: By the end of academic year 2021-2022, a COP Planning Committee will be formed, and an initial working plan generated in conjunction with the SWOSU Planning Committee.

Primary Responsibility: Dean and Executive Committee

Progress Review: An initial planning meeting with responsible parties will take place during the Fall 2021 semester. Annual reports documenting progress for each of the action items associated with this goal will be submitted by June 30 to the Strategic Planning Coordinators until goal completion.

Action 1: Establish a planning committee. (Dean)

Action 2: Create a working plan with proposals for allocation of occupancy and programs, space and resource needs, and projected costs. (Dean, Planning Committee)

Action 3: Establish fund-raising initiatives to support building and resource costs. (Dean, Alumni Development Director)

Goal 3.2: Initiate planning for a PharmD/Physician Assistant dual degrees program.

Measures and Timeline: By the end of academic year 2022-2023, an initial working plan will be created which identifies shared resources and a provisional academic plan to begin student enrollment in 2026 (after the 5-year OSU Physician Assistant program pre-accreditation probationary period).

Primary Responsibility: Dean and Executive Committee

Progress Review: An initial planning meeting with responsible parties will take place during the Fall 2023 semester. Annual reports documenting progress for each of the action items associated with this goal will be submitted by June 30 to the Strategic Planning Coordinators until goal completion.

Action 1: Establish a PharmD/PA planning committee to identify programmatic needs. (Dean, Curriculum Committee, OSU-CHS representatives)

Action 2: Create a provisional plan of study.

(PharmD/PA Planning Committee, Curriculum Committee, IPE Coordinator, OSU-CHS representatives)