

AUBURN UNIVERSITY HARRISON SCHOOL OF PHARMACY

AUHSOP EDUCATIONAL PHILOSOPHY FOR DOCTOR OF PHARMACY PROGRAM

The educational philosophy is consistent with the HSOP's Mission and Vision Statements and its strategic plan. The curriculum is consistent with the School's educational philosophy, including its commitment to learner-centered instruction and mentoring processes which facilitate the development of professionalism, caring, and lifelong learning among our student pharmacists.

Faculty and Staff

The faculty and staff of the Harrison School of Pharmacy are members of a collegial, learning community dedicated to educating pharmacists who will (1) confidently embrace the responsibilities of a professional pharmacy general practitioner, (2) advance the profession of pharmacy, (3) be dedicated citizens and leaders in their respective communities, and (4) display the attitudes, behaviors and characteristics of role models. To achieve these four outcomes, the faculty collectively own and are responsible for the curriculum. Individual faculty members are entrusted as stewards over specific sections of that the curriculum. In essence, the pharmacy curriculum (established ability-based outcomes, specific content, desired skills and behaviors, instructional approach, evaluation and assessment) is the property of all pharmacy faculty members and single courses are led by individuals or groups of faculty members under the direction of the faculty as a whole through a critical, collegial, and consensual process. The staff plays a central role in supporting and integrating the work of the learning community.

Mentoring and learner-centered teaching incorporate innovative methods to integrate knowledge with current practices and foster creative ideas for individual and collective future pharmacy practice. Ample formative practice time enables student pharmacists to achieve a minimum level of competency in the outcome expectations.

The faculty and staff are expected to demonstrate through their teaching, practice, research and professional lives the highest standards of integrity, personal accountability, and professionalism. They exude a passion for the pharmacy profession and have high expectations of their students. Respect and caring for the individual student, patient, colleague or other person, guide their daily interactions.

Student Pharmacists

The HSOP student pharmacists are expected to enter the School with high expectations of self and the profession and demonstrate a commitment to developing life-long learning habits; the skills, abilities and knowledge required for a competent pharmacy practice, and; internalized behaviors and attitudes necessary for contemporary and future pharmacy practice. Respect and caring for the individual student, patient, colleague or any person, guide their daily interactions.

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GOAL I

To create a culture within the School that promotes a sense of community and instills a life-long commitment to professional values and competencies.

1. **Develop longitudinal programs designed to enhance the emphasis on professional values, attitudes, behaviors, and ethics of all members of HSOP.**

Action Steps (s):

- 1.a. HSOP will utilize the professional coaching and evaluation program to enhance the professionalism of student pharmacists. **Target Date:** 2007-13. **Responsible Person(s):** Director OEL; Chair, Professional Education Committee (PEC); Director, Office of Teaching, Learning and Assessment (OTLA); Chair, Committee for Academic Requirements and Professionalism (CARP) (Associate Dean for Academic & Student Affairs) **Assessment Procedure and Administration:** Evaluation data will be collected by OTLA. **Planned Usage and Assessment Findings:** Data collected will be utilized by faculty and PEC to improve the outcomes of the coaching program.
- 1.b. Enhance educational experiences for students, faculty and staff designed to develop cultural competence and health literacy as it applies to pharmacy practice within the professional program for purposes of improving patient care. **Target Date:** October 2007-12. **Responsible Person(s):** Chair, Professional Education committee; Director, OTLA **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A
- 1.c. Increase faculty, student pharmacists and graduate student membership representing cultural diversity within the organization through employment and admission practices. Women and men representing diversity will be present in all aspects of HSOP's student body, departments and administration. **Target Date:** 2007-12. **Responsible Person(s):** Dean; Associate Dean for Academic Affairs; Department Heads; Director of Student Recruitment **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A
- 1.d. Initiate student portfolios which stimulate formative development and provide a vehicle for summative assessment and artifact storage that could be used throughout the students' careers beyond graduation. **Target Date:** August 1, 2012. **Responsible Persons(s):** Chair, PEC; Chair, Ad Hoc Committee for Development of Faculty/Student Pharmacist Portfolio **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A

GOAL II

To continue improvement of the Doctor of Pharmacy program offered at AUHSOP. Throughout this program, students will provide patient care in the community with other health care providers and integrate education, research and outreach.

1. **Continue refinement of the Doctor of Pharmacy program which was last revised in 2005.**

Action Step(s):

- 1.a. Enhance faculty competence with School's pedagogy (learner-centered instruction) in support of the professional curriculum. **Target Date:** 2008-15. **Responsible Person(s):** Director, OTLA (Associate Dean, Academic and Student Affairs; Department Heads; PEC Steering).

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- Assessment Procedure and Administration:** CQI course review. **Planned Use of Assessment Findings:** Directed assistance to individual faculty and course improvement.
- 1.b. Improve quality test writing/assessment methods to increase congruence and align with specific learning objectives (content, skills, attitudes) that are linked to established ability based outcomes. **Target Date:** 2012-13. **Responsible Person(s):** Department Heads (Director, OTLA; Associate Dean Academic and Student Affairs) **Assessment Procedure and Administration:** CQI course review. **Planned Use of Assessment Findings:** Directed assistance to faculty and course improvement.
 - 1.c. Maintain continuous curriculum mapping allowing more extensive evaluation of content /instructional and evaluation methods by all stakeholders (practitioners and employers) to further improve quality of the educational program. **Target Date:** 2008-12. **Responsible Person(s):** Chair, PEC (Director, OTLA; Associate Dean Academic and Student Affairs; Department Heads) **Assessment Procedure and Administration:** CQI course review. **Planned Use of Assessment Findings:** Directed assistance to faculty and course improvement.
 - 1.d. Institute the use of “curriculum content teams” to assist the faculty in aligning and adjusting curricular content with entry level ability based outcomes established by the program to encourage life-long learning. **Target Date:** October 2011-13. **Responsible Person(s):** Associate Dean for Academic and Student Affairs (PEC; Department Heads) **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A
 - 1.e. Institute learner-centered learning approaches in all courses in years 1 & 2 of the curriculum. Incorporate more problem-solving materials for all students. **Target Date:** 2007-15 **Responsible Person(s):** Associate Dean for Academic and Student Affairs (PEC Chair; Department Heads; OTLA). **Assessment Procedure and Administration:** Course review results. **Planned Usage and Assessment Findings:** Assist faculty in course development.
 - 1.f. Increase the number of qualified preceptors in the state who will accept student pharmacists in a variety of practice environments. **Target Date:** October 2008-12. **Responsible Person(s):** Director, OEL; (Department Head, Pharmacy Practice). **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A
 - 1.g. Institute learner-centered learning approaches in all courses in years 1 & 2 of the curriculum. Incorporate more problem-solving materials for all students. **Target Date:** 2010-15. **Responsible Person(s):** Associate Dean for Academic and Student Affairs (Chair, PEC; Director, OTLA; Department Heads; Dean) **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A
 - 1.h. Enhance the availability of diverse patient care experiences in IPE, IPPE and APPE, including international experiences during APPE. **Target Date:** 2011-15 **Responsible Person(s):** Director of Experiential Learning (Dean; Associate Dean for Academic and Student Affairs; Department Heads) **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A
 - 1.i. Expand space for teaching laboratories and provide OSCE facilities to meet the instructional and assessment needs of the professional program. **Target Date:** 2011-12 **Responsible Person(s):** Dean **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A

FY 2012 Budget Request

Sources:	
General Fund	\$600,000
 - 1.j. Improve the consistency among IPPE mentors so that all student pharmacists are mentored appropriately including promoting participation in organizations and assuming proactive leadership roles. Approaches to off-site mentoring should be investigated which will improve relationships between coaches and assigned student pharmacists. **Target Date:** October

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- 2011-13. **Responsible Person(s):** Director, OEL (Director, OTLA). **Assessment Procedure and Administration:** An annual evaluation designed to assess the impact of the program will be conducted by the Director of OTLA. **Planned Usage and Assessment Findings:** Results will be utilized to provide feedback to the faculty through the Professional Education Committee with the purpose of improving the program. The data will be distributed to respective Department Heads for use in merit evaluations and faculty workload assignments.
- 1.k. Assess student workload as it relates to the impact on students quality of life and professional engagement. **Target Date:** October 2011-13. **Responsible Person(s):** Chair, PEC (Associate Dean for Academic and Student Affairs; Department Heads). **Assessment Procedure and Administration:** Learn Team Reports; IPPE Coach Reports; CQI Course Review; Curricular Mapping. **Planned Usage of Assessment Findings:** CQI for Curriculum.
- 1.l. Investigate the applicability of delivering course content within the curriculum using technology; thereby enabling more learner-centered learning in face-to-face class meetings. **Target Date:** October 2011- 13. **Responsible Persons:** Chair, PEC; (Associate Dean Academic and Student Affairs; Director, OTLA; Department Heads) **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** The information will be submitted from the Professional Education Committee and to the faculty for discussion and planning for implementation.
2. **Increase the operations budget for the Harrison School of Pharmacy to levels of comparable benchmark schools.**

Benchmark – The funding goal for FY 11 was \$25,866 per student per year (calculated as of 2/16/11). Currently, the funding from university general fund appropriation and professional fees projection is \$22,742 per student for FY 11. Comparative southern schools of pharmacy's intramural funding level for FY10 was \$15,068,489 compared to \$13,050,522 for Auburn. FY 11 comparative data is not yet available.

Action Step(s):

- 2.a. As approved as a goal by the Board of Trustees in April 2001, provide funding goal for the School at \$20,000 per student per year (2001 dollars = \$25,866 in FY 11). **Target Date:** October 2001-15. **Responsible Person(s):** Dean **Assessment Procedure and Administration:** N/A. **Planned Usage of Assessment Findings:** N/A
- 2013 Budget Request
- Sources:
- | | |
|--------------|-------------|
| General Fund | \$2,000,000 |
|--------------|-------------|
- 2.b. Generate revenue from outreach, extramurally-funded scholarly activities and community services to supplement the School's budget and enhance faculty salaries. **Target Date:** October 2008-15. **Responsible Person(s):** Dean; Assistant Dean for Health Services; Associate Dean for Research and Graduate Programs; Department Heads **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A

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3. Increase the use of distance-based communication to facilitate delivery of the professional curriculum.

Action Step(s):

- 3.a. Explore additional ways to utilize existing technology in delivering the professional curriculum. **Target Date:** 2008-12. **Responsible Person(s):** Chair, OIT Advisory Committee (Director of IT; Dean) **Assessment Procedure and Administration:** Faculty and staff who utilize the technologies will continually provide feedback to the Director of IT and the OIT Advisory Committee regarding challenges and potential improvements. **Planned Usage of Assessment Findings:** Anecdotal information gathered from users will be used to determine the improvement of the technology.
- 3.b. Upgrade and/or replace existing technology necessary for the professional curriculum. **Target Date:** 2011-15. **Responsible Person(s):** Chair, OIT Advisory Committee; (Director of IT; Dean). **Assessment Procedure and Administration:** N/A **Planned Usage of Assessment Findings:** N/A
FY 2013 Budget Request
Sources:
General Fund (replace video conferencing equipment, install CMA)
\$1,000,000

4. Increase professional student on-time graduation.

Action Step(s):

- 4.a. Maintain ongoing interventions implemented to improve student retention and improve those activities based on assessment with the goal of 90% on-time graduation of all professional students. **Target Date:** 2007-15. **Responsible Person(s):** Chair, Committee for Academic Requirements and Professionalism (CARP) (Associate Dean for Academic and Student Affairs) **Assessment Procedure and Administration:** Attrition numbers will be assessed and evaluated for potential impact of plan. **Planned Usage and Assessment Findings:** Data will be used to further improve assistance to students with academic difficulty.

5. Assess (and if necessary, adjust) staffing for student supported activities.

Action Steps:

- 5.a. Assess need for additional staffing in support of student service functions. **Target Dates:** 2011-12. **Responsible Person(s):** Associate Dean for Academic and Student Affairs **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A

Preamble to Goal III: Research programs are essential for the development of new knowledge that generates solutions to health care problems. Perpetuation of these programs is tied to extramural funding in the following areas: elucidating the molecular and cellular mechanisms of disease pathology; exploring therapeutic and toxic mechanisms of action of drugs and chemicals; discovering and developing significant new drugs; translational research focused on driving important new drugs to clinical applications; developing dosage forms for new and existing conditions for human and veterinary application; improving the clinical use of existing drugs; discovering and applying solutions to improving delivery of health care, especially pharmaceutical care; and improving the outcomes of pharmaceutical education. This includes technology to insure the rapid, accurate and affordable

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distribution of drug therapy and skills and processes to assist patients in better managing their illnesses and treatments to produce better health outcomes.

GOAL III

To enhance the research programs by increasing extramural support from public and private sectors.

1. Build HSOP's extramural funding to the level of comparative pharmacy schools in the region.

Benchmark - In FY 10, the average extramural funding from grants, contracts and special projects of selected Southern Colleges/Schools of Pharmacy was \$9.9 million (as compared to AUHSOP with \$296,000). [AACCP data public Southern Colleges/Schools of Pharmacy (KY, FL, TN, NC, VA, GA).]

Action Step(s):

- 1.a. Build modern state of the art research facilities to support the current and expanded research mission. Estimated space required is 100,000 GSF. **Target Date:** 2007-13. **Responsible Persons:** Dean (Associate Dean for Research; Director of Development) **Assessment Procedure and Administration:** None. **Planned Usage and Assessment Findings:** N/A.

2013 Budget Request

Source(s):

Division I	\$18 million
<u>Gifts</u>	<u>\$12 million</u>
Total	\$30 million

- 1.b. Establish a critical nucleus of pharmaceutical sciences research faculty and infrastructure necessary to engage in a meaningful and targeted research program. The goal to achieve a critical nucleus includes a total 25 FTE in Pharmacal Sciences and 8 FTE in Pharmacy Care Systems. Workload adjustments, improved facilities and research equipment are needed. **Target Date:** October 2007-15. **Responsible Person(s):** Department Heads for Pharmacal Sciences and Pharmacy Care Systems; Associate Dean for Research; Dean **Assessment Procedure and Administration:** Determine the increased productivity of faculty resultant to increasing research manpower. **Planned Usage and Assessment Findings:** Utilize faculty activity reports to determine increased productivity.

2013 Budget Request

Source(s):

General Fund

Research Faculty 2 FTE + Fringe	200,000
Startup Funding	600,000
<u>Core Equipment</u>	<u>\$500,000</u>
	\$1,300,000

- 1.c. Achieve extramural funding goal by increasing number of submissions for extramural funding per FTE **Target Date:** October 2011-15. **Responsible Person(s):** Department Heads (Dean; Associate Dean for Research and Graduate Programs) **Assessment Procedure and Administration:** The type and number of submitted and funded proposals are reported yearly. Faculty efforts in pursuing, obtaining and completing extramurally-funded projects are monitored by the faculty evaluation process (MBO). **Planned Usage and Assessment Findings:** Assessment will assist in identifying faculty and areas with greatest funding

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potential and will enable the promotion of these selected research programs. This information is a portion of the faculty evaluation process.

2. Enhance faculty research opportunities.

Action Step(s):

- 2.a. Increase visibility and availability of faculty members to produce and participate in scholarly and creative work through sustained numbers of grant submissions, publications, presentations and consultations. **Target Date:** October 2008-15. **Responsible Person(s):** Department Heads (Dean; Associate Dean for Research and Graduate Programs) **Assessment Procedure and Administration:** Record of peer-reviewed publications, presentations at national and international meetings, and participation on review panels and advisory boards. **Planned Usage and Assessment Findings:** Guide faculty development and support to enhance their success.

Preamble to Goal IV: A strong graduate program is essential to develop future researchers who focus on solving challenges with the health care of the world's citizens. Synergy between graduate education and research is palpable; faculty are not successful as researchers without outstanding graduates students. Our graduates are critical resources for the pharmaceutical industry and pharmacy education and a major component necessary for the economic development within the State.

GOAL IV

To enhance graduate and post-graduate education.

1. Build a graduate/post graduate program comparable with benchmark institutions.

Action Step(s):

- 1.a. Determine which of the following graduate programs are feasible and initiate those possibilities: PharmD/PhD, PharmD/MBA/MPH, combined residency/MS/PhD program, non-thesis Master's degree program, and graduate certificate programs. Consider partnering with other universities to offer the Pharm.D./MPH/MBA option. The use of distance learning in an asynchronous format must be explored. **Target Date:** 2007-15. **Responsible Person(s):** Associate Dean for Research; Associate Dean for Academic and Student Affairs (Department Heads; Dean). **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A
- 1.b. Increase the number of graduate students to forty (40). **Target Date:** 2008-15. **Responsible Persons:** Department Heads for Pharmacal Sciences and Pharmacy Care Systems (Dean; Associate Dean for Research and Graduate Programs) **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A
- FY 2013 Budget Request
- | | |
|--------------------|-----------|
| Sources: | |
| General Fund | \$125,000 |
| Extramural Funding | \$125,000 |
- 1.c. Market HSOP graduate programs to student pharmacists in the program and to students in other University programs, i.e., Honors College. **Target Date:** October 2008-15, Continuous goal. **Responsible Person(s):** Director of Student Recruitment; (Department Heads; Associate Dean for Research) **Assessment Procedure and Administration:** The Department Heads will track individuals targeted through program inquiries and applications. **Planned**

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Usage and Assessment Findings: Data will be utilized to improve future recruitment efforts, i.e., special problems.

- 1.d. Fund post-graduate clinical research fellowships in support of HSOP's ongoing clinical research programs. **Target Date:** October 2007-15. **Responsible Person(s):** Department Heads for Pharmacy Practice and Pharmacy Care Systems (Dean; Associate Dean for Research and Graduate Programs) **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A

FY 2013 Budget Request

Sources:

General Fund \$63,000

Extramural Funding

- 1.e. Alter the curricula of the graduate programs in pharmaceutical sciences to include course offerings consistent with the goals and desired outcomes of the graduate programs; improve course scheduling; develop and implement a grant writing requirement. **Target Date:** 2011-15. **Responsible Person(s):** Department Heads for Pharmacal Sciences and Pharmacy Care Systems **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A

Preamble to Goal V: An assessment plan is in place for the purpose of assessing all aspects of the curriculum and student achievement of outcomes and operations. Data collected through assessment will be utilized for curricular improvement and development, student progress, improvement of faculty instruction and operations. (Assessment of the overall professional degree program is school-wide with all three departments participating; therefore the Harrison School of Pharmacy departments do not have separate assessment plans. Ability-based outcomes and assessment plans are available upon request.)

GOAL V

To improve all aspects of Harrison School of Pharmacy through a continuous quality assessment program.

1. **Maintain a continuous quality improvement program focused on improving the professional curriculum and instruction.**

Action Step(s):

- 1.a. Improve the presentation and timeliness of the assessment data to improve CQI processes. **Target Date:** May 2012. **Responsible Person(s):** Director OTLA (OTLA Advisory Committee; Associate Dean for Academic and Student Affairs) **Assessment Procedure and Administration:** Annual report from OTLA. **Usage and Assessment Findings:** Data will be used by PEC and faculty.
- 1.b. Engage the student body in an effort to increase participation in assessment surveys. **Target Date:** 2011 -15. **Responsible Person(s):** Director, OTLA (Director OIT; Associate Dean for Academic and Student Affairs; Dean). **Assessment Procedure and Administration:** N/A **Usage and Assessment Findings:** Results will be utilized to plan for necessary infrastructure and manpower resources.
- 1.c. Assess the effectiveness of the existing progression and remediation programs and make necessary improvements. **Target Date:** 2013. **Responsible Person(s):** Director, OTLA (Associate Dean for Academic and Student Affairs) **Assessment Procedure and Administration:** Annual report from OTLA. **Usage and Assessment Findings:** Results will be utilized to modify the existing programs.

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2. Improve the quality of the graduate education programs.

Action Step(s):

- 2.a. Establish programmatic outcome measures to be used in determining quality and improvement of graduate programs. **Target Dates:** 2009-13. **Responsible Person(s):** Associate Dean for Research and Graduate Programs (Department Heads; Director, OTLA) **Assessment Procedure and Administration:** Annual report. **Planned Usage and Assessment Findings:** Results will be utilized to modify existing program.
- 2.b. Establish and implement continuous quality improvement (CQI) plans for the graduate programs. **Target Dates:** 2009-13. **Responsible Person(s):** Associate Dean for Research and Graduate Programs (Department Heads; Director, OTLA) **Assessment Procedure and Administration:** Annual report **Planned Usage and Assessment Findings:** Results will be utilized to modify existing program.

3. Design how effectiveness of research efforts will be measured.

Action Steps:

- 3.a. Identify appropriate outcomes measures for scholarly efforts (Discovery, Integration, Application, Instruction, Outreach). **Target Dates:** 2009-13. **Responsible Person(s):** Department Heads (Associate Dean for Research and Graduate Programs; Strategic Planning Committee; Director, OTLA,). **Assessment Procedure and Administration:** Annual report. **Planned Usage and Assessment Findings:** Results will be utilized to modify existing program.

Preamble to Goal VI: Adjusting to the current health care environment requires pharmacy educators to provide care models and education in a community setting. The School must establish practice settings in which patient care, education and research can be accomplished.

GOAL VI

To improve patient access to cost-effective, primary care in Alabama communities by delivering pharmaceutical care, promoting wellness, educating citizens about pharmaceutical care and pharmacist responsibilities in healthcare and partnering with managed healthcare organizations.

1. Provide primary care services for citizens of Alabama supported by the HSOP faculty, students and staff.

Action Step(s):

- 1.a. Identify opportunities and appropriate venues in the community to provide pharmaceutical services to target populations. **Target Date:** October 2007-15. **Responsible Person(s):** Assistant Dean for Health Services; Department Head Pharmacy Practice (Dean) **Assessment Procedure and Administration:** AUPCC and Department of Pharmacy Practice will identify health care needs in rural and local health care areas and develop plans to meet the health care needs. Reports will be developed. **Planned Usage and Assessment Findings:** Annual report will be utilized to redirect these efforts.
- 1.b. Obtain extramural funding for conducting research and developing projects that assess effectiveness and economic feasibility of pharmaceutical care provision and to help healthcare organizations increase Alabama citizens' access to pharmaceutical care. **Target**

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Date: October 2007-13. **Responsible Person(s):** Department Heads for Pharmacy Practice and Pharmacy Care Systems; Assistant Dean for Health Services (Associate Dean for Research and Graduate Programs) **Assessment Procedure and Administration:** Current efforts will be evaluated regarding impact. **Planned Usage and Assessment Findings:** Data will be utilized to redirect efforts in the coming year.

- 1.c. Develop reimbursement mechanisms for pharmaceutical care for the population served by pharmacists. **Target Date:** October 2007-11. **Responsible Person(s):** Assistant Dean for Health Services; (Dean; Department Heads for Pharmacy Practice and Pharmacy Care Systems) **Assessment Procedure and Administration:** Annual progress report will be submitted. **Planned Usage and Assessment Findings:** Data will be utilized to redirect efforts in the coming year.

2. Stimulate the development of Post Graduate Years 1 and 2 (PGYI & PGYII) Residency Programs.

Action Step(s):

- 2.a. Faculty will promote the development of PGYI & PGYII residencies at respective practice sites in Alabama. HSOP will stimulate establishment of new residency programs by providing initial financial support for periods not to exceed one year. **Target Date:** 2007-15. **Responsible Person(s):** Department Head for Pharmacy Practice (Dean). **Assessment Procedure and Administration:** Annual Report. **Planned Usage and Assessment of Findings:** Data will be utilized to redirect efforts in the coming year.

FY 2013 Budget Request

Sources:

General Fund	\$80,000
Extramural Funding	\$80,000

2. b. Increase the number of graduates who pursue post-graduate residencies to exceed 30% by increasing the visibility of pharmacy residency opportunities throughout the professional program and the dialogue with faculty coaches. **Target Date:** October 2007-13. **Responsible Person(s):** Department Head Pharmacy Practice **Assessment Procedure and Administration:** Success rates will be assessed and evaluated for potential impact of plan. **Planned Usage and Assessment Findings:** Data will be used to further improve the percentage of graduates entering residencies.

GOAL VII

To enhance faculty recruitment and retention.

1. Develop initiatives to support faculty in delivering instruction within the professional and graduate programs.

Action Step(s):

- 1.a. Encourage faculty members to participate in sabbaticals and workshops that will enhance their research, professional development and funding viability. **Target Date:** October 2007-15 (a continuous activity) **Responsible Person(s):** Department Heads; Associate Dean for Research and Graduate Programs (Dean). **Assessment Procedure and Administration:** Each year, attendance of faculty at workshops is recorded in annual reports. **Planned Usage and Assessment Findings:** Data collected will be used to direct efforts at increasing faculty participation in faculty development.

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- 1.b. Initiate a formal faculty mentoring program in each department. **Target Date:** October 2011-13, **Responsible Person(s):** Department Heads **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A
- 1.c. Initiate formative faculty portfolio which would assist in development and evaluation. **Target Date:** October 2011-13. **Responsible Person(s):** Department Heads (Dean) **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A
- 1.d. Formalize peer-review teaching processes to be utilized in faculty development and promotion procedures. **Target Date:** October 2011-13 (a continuous activity) **Responsible Person(s):** Department Heads (Director, OTLA). **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A

2. Increase faculty compensation through professional service and salary supplementation plans.

Action Step(s):

- 2.a. Develop a professional practice plan or 501(c)(3) designed for salary supplementation for presentation to the Provost. **Target Date:** 2007-13. **Responsible Person(s):** Department Head, Pharmacy Practice; Assistant Dean for Health Services; Dean. **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A
- 2.b. Implement a Scholarship Incentive Plan based on salary savings generated from extramural funding. **Target Date:** 2011-12. **Responsible Person(s):** Associate Dean for Research and Graduate Programs; Dean; Department Heads **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A

GOAL VIII

To establish a partnership with pharmacist practitioners in the State to strengthen their ownership in the School's vision, mission, and programs and to encourage their assistance in addressing the School's needs.

1. Communicate the School's vision, mission, and programs to alumni, students, health professional associations and public officials.

Action Step(s):

- 1.a. HSOP will enhance its presence through published materials, the internet and social media. **Target Date:** October 2007-13. **Responsible Person(s):** HSOP Communicator (Director of Development and Alumni Affairs; Dean). **Assessment Procedure and Administration:** This is a continuous effort. An annual progress report will be submitted. **Planned Usage and Assessment Findings:** Publication plan will be updated.
- 1.b. Make public assessment reports regarding outcomes of professional education program. **Target Date:** October 2008-12. **Responsible Person(s):** Director, OTLA; Associate Dean for Academic and Student Affairs (Dean) **Assessment Procedure and Administration:** This is a continuous effort. An annual progress report will be submitted. **Planned Usage and Assessment Findings:** N/A
- 1.c. HSOP will develop an abbreviated mission statement (slogan) intended to be easier to remember. **Target Date:** October 2012. **Responsible Person(s):** Dean **Assessment Procedure and Administration:** N/A **Planned usage and Assessment Findings:** N/A

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GOAL IX

Expand post graduate educational offerings to assist competent pharmacist learners in maintaining and enhancing the skills and knowledge necessary to provide exceptional pharmaceutical care.

1. Provide a continuing education program that supports life-long learning.

Action Step(s):

- 1.a. The use of self-directed learning as an educational methodology for continuing professional development will be phased in as the audience accepts and demands this approach. The use of distance learning methodology will be increased. **Target Date:** 2007-13. **Responsible Person(s):** Chair, PEC; (Director, OTLA; Associate Dean for Academic and Student Affairs) **Assessment Procedure and Administration:** Market demand analysis will be conducted periodically during this period to determine viability. An annual report will be provided. **Planned Usage and Assessment Findings:** Information will enable us to determine where to focus our continuing education efforts.

2. Engage in periodic assessment of practitioners' needs and relate it to professional continuing education programming.

Action Step(s):

- 2.a. The Office of Post-graduate Education will develop and administer questionnaires or other assessment methods every three years to determine how well the HSOP is assisting practitioners with their continuing education, certification and practice requirements. **Target Date:** October 2012. **Responsible Person(s):** Associate Dean for Academic and Student Affairs; Director, OTLA **Assessment Procedure and Administration:** Redesign the current continuing education assessment document to determine client preferences and measure satisfaction with current offerings. **Planned Usage and Assessment Findings:** Information will be used to determine programming for each three year period following completion of the questionnaire or alternative assessment method.

GOAL X

To address the pharmacy manpower issues in Alabama.

1. Development of MS educated professional to provide assistance to the pharmacists and pharmacy operations.

Action Step(s):

- 1.a. Design and implement a Masters program to meet the needs of the practice community. **Target Date:** 2012 **Responsible Person(s):** Chair, Task Force on Pharmacy Support Personnel (Associate Dean for Academic and Student Affairs; Associate Dean for Research and Graduate Programs; Dean; Department Heads) **Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A