

Washington State University
College of Pharmacy
Department of Pharmacotherapy
Strategic Plan, 2014-2020

***Mission:** To advance human health through excellence in collaborative research, scholarship, and clinical education, and to develop outstanding healthcare professionals and scientists.*

***Vision:** To be a leader in advancing, promoting, and protecting human health.*

Goal 1: To develop a department recognized for excellence in research and scholarship:

Plan:

1. Increase the number of faculty that are engaged in research and/or scholarship
2. Recruit faculty with research training that can work alone or as part of a multidisciplinary research team in the areas of patient simulation, professional education, translational research, clinical research, and health outcomes/epidemiology (target: TBD)
3. Increase research grant/contract submissions and awards (target: TBD)
4. Increase the number of quality professional publications and contributions to databases (target: TBD)
5. Ensure adequate infrastructure to support research and/or scholarship (target funds: TBD)

Outcome metrics (benchmarks evaluated annually):

1. Percent of faculty engaged in research and/or scholarship
2. Number and amount of extramural funding (grants & contracts) by faculty, students, residents, and fellows
3. Number of scholarly publications categorized by type (e.g., research reports, review articles, chapters, case reports, databases, editorials) by faculty, students, residents, and fellows
4. Number of posters and presentations at local, state, national and international meetings by faculty, students, residents, and fellows
5. Number of Board of Directors; journal editorships; grant reviewer; journal reviewers; advisory boards, committees or panels; research or education consortiums; positions held in professional organizations by faculty, students, residents, and fellows

Champions: Chair, Senior Faculty; Scholarship activities are faculty-driven

Funding: Estimated (salary, start-up, core):

Goal 2: To continuously improve and expand professional and graduate education, including PharmD students, graduate students, post-doctoral residents, and fellows

Plan:

1. Increase the number of graduate students, post-doctoral residencies, and fellows (target: -- students)
2. Increase extramural funding for graduate students, post-doctoral residencies, and fellows (target: TBD)
3. Increase the number of affiliated post-doctoral residency programs
4. Increase research and scholarship of Doctor of Pharmacy students and residents (target: TBD)
5. Support the University's Interprofessional Education Program
6. Support a PharmD/PhD track, if infrastructure is identified by the College (target: TBD)

Outcome metrics (benchmarks evaluated annually):

1. Number of graduate students, post-doctoral residencies, and fellows (target: -- students)
2. Percentage of Doctor of Pharmacy graduates accepted into post-Doctoral residencies
3. Number of extramural and WSU funded post-doctoral residency positions and fellowships at the College; this does not include affiliated residencies
4. Number of affiliated post-doctoral residency programs
5. Number of continuing education programs offered to practitioners (e.g., APC case presentations, ex-curriculum programs, correspondence courses, inservices, grand rounds, journal clubs)
6. Number of lectures/seminars taught in other programs (e.g., dental hygiene, NEP, nursing, nurse practitioner program, medical school)
7. Percentage of faculty, students, residents, and fellows participating in collaborative development activities (e.g., integrated seminar, team teaching, simulations, service learning activities, health fairs, cross listed courses, international healthcare trips)
8. Percentage of faculty, students, residents, and fellows participating in regional experiential education consortium initiatives (e.g., number of meetings, initiatives, posters, presentations)
9. If implemented, number of students and faculty involved with the PharmD/PhD track

Champions: Chair, Faculty Mentors

Funding:

Goal 3: To deliver outstanding professional education for tomorrow's healthcare providers

Plan:

1. Maintain focus on high quality teaching and learning while incorporating novel curricular innovations (target: 100% of lecture courses employ one (or more) active learning strategies; others TBD)
2. Support PharmD Honors program with culminating project (timeline: TBD).
3. Support teaching certificate program for our residents and affiliated residency programs
4. Provide practice opportunities throughout the academic program (ie experiential courses, service learning) that illustrate the application of pharmacy skills and their impact on health outcomes
5. Support guest lectures by practitioners that are engaged in model practice sites in various courses and other venues

Outcome metrics (benchmarks evaluated annually):

1. Number and types of innovative education processes implemented by the faculty
2. Number of lectures, labs, and training activities to other health care professionals (e.g., NEP, medical students, nurse practitioner programs, dental hygiene, MEDEX) by faculty, residents, and students
3. Number of papers, posters, and presentations on innovative education processes
4. Number of students involved with interdisciplinary health team competition
5. Number of student participating in patient counseling competition at local, regional, and national levels
6. Number of student participating in business skills competition at local, regional, and national levels
7. Number of PharmD Honors projects and publications
8. Number of students enrolled and satisfaction level with PharmD Honors program as measured by survey
9. Percentage of faculty participation in the PharmD Honors program
10. Number of residents completing the teaching certificate program

11. Percentage of residents from affiliated residencies contributing to the College's academic program
12. Percent of students completing PharmD rotations related to pharmacy education (e.g., APC, drug information)
13. Number of outreach activities conducted by our students and faculty (e.g., health fairs, bone density screening, vaccinations, brown-bag clinics, television)
14. Percent of students will successfully complete a rotation at a non-traditional pharmacy practice site
15. Number of class and special College sponsored sessions taught by non-WSU faculty to our students, faculty, campus community, and public (e.g., lectures, noon conferences, evaluators in APC labs, preceptors at service learning, symposium)

Champions: Chair, Faculty

Funding:

Goal 4: To implement and support the College's professional development program

Plan:

1. Develop a culture of mentoring in the COP that spans all educational strata, including faculty, graduate students, residents, fellows, undergraduates, and staff (target: TBD)
2. Foster a comprehensive program of student advising

Outcome metrics (benchmarks evaluated annually):

1. Peer evaluation of teaching for faculty
2. Percent of faculty involved in college mentoring program
3. Promotion attainment and timeframe
4. Faculty retention assessed via faculty turnover rate
5. Graduate student evaluation of mentoring (survey)
6. Percent of faculty participation in regional, local, state, national, and international meetings, as well as societies and professional organizations
7. Percent of the faculty who attend a professional development workshop or lecture

Champions: Chair

Funding considerations:

Goal 5: To nurture a culture of diversity that promotes trust and respect among all College members

Plan:

1. Ensure that diversity and multicultural considerations are actively considered in recruitment, hiring and promotion of faculty and staff (target: TBD).
2. Acknowledge/respond to climate/morale concerns amongst faculty and staff (target: improve job satisfaction measures)

Outcome metrics (benchmarks evaluated annually):

1. Human resources statistics
2. Employ AACP faculty survey to bring faculty salaries to at least the 50th centile nationally; assess staff salaries against national norms (also targeting at least the 50th centile).

3. Chair to examine departmental morale improvement algorithms to bring to executive committee for discussion/implementation
4. Faculty/staff job satisfaction semi-annually in anonymous survey

Champions: Chair, all COP members

Funding: