



**AUBURN UNIVERSITY**

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**HARRISON SCHOOL  
OF PHARMACY**

## **Comprehensive Plan**

**2016-20**

## 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 use a consistently high quality student coaching program which promotes: participation in organizations; proactive leadership; and ensuring that P1's skills learned in CAPP (e.g., medical histories, patient education, motivational interviewing) are reinforced. **Target Date:** October 2011-17. **Responsible Person(s):** Associate Dean Curriculum and Assessment (Director, OEL) **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.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 2007-17. **Responsible Person(s):** Associate Dean for Curriculum and Assessment (Chair, Professional Education Committee). **Assessment Procedure and Administration:** NA. **Planned Usage of Assessment Findings:** NA
- 1.c. Increase faculty, student pharmacists and graduate student membership representing cultural diversity within the organization through employment and admission practices. Strategies to ensure diversity will be present in all aspects of HSOP's student body, departments and administration. **Target Date:** 2007-17. **Responsible Person(s):** Associate Dean Academic and Student Affairs; Department Heads; (Dean) **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA
- 1.d. Enhance the use and functionality of student portfolios to 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:** 2012-17. **Responsible Persons(s):** Associate Dean for Curriculum and Assessment (Chair, PEC). **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA
- 1.e. Engage the entire school in large continuous community based service project(s) which reinforce organizational involvement and promotes professionalism. **Target Date:** 2013-17. **Responsible Persons(s):** Associate Dean, Academic and Student Affairs (Department Heads, Dean). **Assessment Procedure and Administration:** NA **Planned Usage of Assessment Findings:** NA
- 1.f. Support more opportunities for student-faculty interactions (other than coaching meetings) and promoting collegiality with junior colleagues (e.g. Talent Show, Faculty Retreat, Pharm Ball, Hargreaves Day, Chili Cook-Off or meet and greet). **Target Date:** 2013-17. **Responsible Persons(s):** Associate Dean Academic and Student Affairs (Department Heads). **Assessment Procedure and Administration:** NA. **Planned Usage of Assessment:** NA.
- 1.g. Faculty chairs of HSOP Committees will provide training sessions for students assigned to their committees and each student should be given a specific role on the committee to increase student engagement in committee work. **Target Date:** January 2016. **Responsible Person(s):** Committee Chairs (Department Heads). **Assessment Procedure and Administration:** Committee chairs will include the success of this newly implemented training session in their annual committee reports to the Dean. Students will be surveyed as to the usefulness of these new training sessions. **Planned Usage and Assessment Findings:** The Dean and Executive Committee will use these data to achieve the mission of this goal.

## 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. Revision of the Doctor of Pharmacy program which was last revised in 2005.

### Action Step(s):

- 1.a. Considering the current and future changes in health care delivery and the practice of pharmacy, initiate a comprehensive revision of the professional curriculum ensuring the preparation of a practice ready graduate. **Target Date:** 2013-16. **Responsible Persons(s):** Associate Dean for Curriculum and Assessment (PEC Chair). **Assessment Procedure and Administration:** NA. **Planned Usage of Assessment Findings:** NA.
- 1.b. Complete mapping of the curriculum allowing more efficient evaluation of content, instructional and evaluation methods by all stakeholders (practitioners and employers) to further improve quality of the educational program. **Target Date:** 2013-16. **Responsible Person(s):** Associate Dean for Curriculum and Assessment, (PEC Chair, Assistant Director, OTLA; Department Heads). **Assessment Procedure and Administration:** NA. **Planned Use of Assessment Findings:** Directed assistance to faculty and course improvement.
- 1.c. Initiate the delivery of course content within the curriculum using technology (e.g. recorded content, interactive activities, simulation); thereby enabling more learner-centered instruction in face-to-face class meetings. (Perhaps elective courses would be a high priority) **Target Date:** October 2011-17. **Responsible Persons:** Associate Dean Curriculum and Assessment; (PEC Chair Department Heads). **Assessment Procedure and Administration:** PEC will develop metrics regarding course utilization of technology. **Planned Usage of Assessment Findings:** The information will be shared with faculty.
- 1.d. Incorporate the comprehensive use of computerized examinations which are aligned with specific learning objectives for each course and with ability based outcomes of the curriculum. **Target Date:** 2013-17 **Responsible Person(s):** Associate Dean Curriculum and Assessment (Department Heads, OTLA). **Assessment Procedure and Administration:** CQI course review and review of curriculum maps. **Planned Use of Assessment Findings:** Directed assistance to faculty and course improvement.
- 1.e. Enhance the availability of diverse patient care experiences in IPE, IPPE and APPE, including international experiences during APPE. **Target Date:** 2011-17. **Responsible Person(s):** Director of Experiential Learning (Associate Dean for Curriculum and Assessment; Department Head Pharmacy Practice) **Assessment Procedure and Administration:** NA. **Planned Usage of Assessment Findings:** NA.
- 1.f. Expand interprofessional education opportunities accommodating all student pharmacists on the main campus, satellite campus and clinical education centers. Include students from other professions (e.g. nutrition, social work, family and child, clinical psychology, architecture, veterinary medicine, kinesiology, audiology) Flexibility of the experience must be considered in the planning. HSOP faculty needs to be well informed and actively engaged in the development and progress of IPE. Engagement of students that are not primary health care professionals should be considered (nutritionists, clinical psychology, social work, kinesiology, etc.). **Target Date:** 2013-17 **Responsible Persons(s):** Associate Dean Curriculum and Assessment (Director, OEL). **Assessment Procedure and Administration:** An evaluation instrument will be utilized to evaluate impact on students. **Planned Usage of Assessment Findings:** Evaluation results will be utilized to improve IPE programs.
- 1.g. Project the space requirements needed to accommodate expanded interprofessional education programs.(e.g. simulation laboratories, meeting spaces, clinical facilities) **Target Date:** 2015-19. **Responsible Person(s):** Dean (Campus IPE Committee). **Assessment Procedure and Administration:** Final Report **Planned Usage of Assessment Findings:** Request for support.
- 1.h. Assess the need for physical space and resources on the Mobile campus needed for the academic program in light of the 2017 curriculum. **Target Date:** 2016-19. **Responsible Person(s):** Director of Operations (Assistant Dean-Mobile, Dean). **Assessment Procedure and Administration:** Surveys of faculty, staff and students will be conducted to evaluate programmatic needs. **Planned Usage and**

**Assessment Findings:** The data will be used by the HSOP Executive Committee to prioritize projects based on needs and budget.

- 1.i. Enhance research training in the curriculum and provide more opportunities for elective research experiences. **Target Date:** 2015-19. **Responsible Person(s):** Associate Dean for Curriculum and Assessment (Assistant Dean for Research and Graduate Programs, Department Heads) **Assessment Procedure and Administration:** Course reviews and reviews of curriculum map. **Planned Usage and Assessment Findings:** Curricular improvement.

### **Changes to Curriculum Prior to Implementation of 2017 Curriculum**

- 1.a. Develop a co-curricular program for HSOP students which supports development of competence in affective domain-related expectations of Standard 3 and Appendix 3 of 2016 ACPE Standards. **Target Date:** 2016-17 **Responsible Person(s):** Associate Dean Curriculum and Assessment (Department Heads, OTLA, OEL) **Assessment Procedure and Administration:** Proposal to be approved by PEC and HSOP faculty. **Planned Use of Assessment Findings:**
- 1.b. Insert enhanced sterile products preparation training into existing curriculum to improve graduate competence. **Target Date:** 2016-17. **Responsible Person(s):** Associate Dean Curriculum and Assessment (Department Head Pharmacy Practice). **Assessment Procedure and Administration:** Proposal to be approved by PEC and HSOP faculty. **Planned Use of Assessment Findings:**

## **2. Increase the operations budget for the Harrison School of Pharmacy to levels of comparable benchmark schools.**

*Benchmark – The funding goal for FY 15 was \$28,188 per Pharm.D. student per year. Currently, the funding from university general fund appropriation and professional fees projection is \$26,803 per Pharm.D. student for FY '16 (calculated December 2015). The adjusted goal is \$26,989.*

### **Action Step(s):**

- 2.a. As approved as a goal by the Board of Trustees in April 2001, achieve funding goal for the School at \$20,000 per student per year (2001 dollars = \$26,989 in FY 16). **Target Date:** October 2001-16. **Responsible Person(s):** Dean. **Assessment Procedure and Administration:** NA. **Planned Usage of Assessment Findings:** NA  
FY 2017 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 2008-17. **Responsible Person(s):** Dean; (Assistant Dean for Health Services; Associate Dean for Research and Graduate Programs; Department Heads) **Assessment Procedure and Administration:** NA **Planned Usage of Assessment Findings:** NA

## **3. Increase professional student on-time graduation.**

### **Action Step(s):**

- 3.a. Improve the identification of students who would benefit from early academic intervention which would improve student retention. HSOP goal is 90% on-time graduation of all professional students. **Target Date:** 2007-17. **Responsible Person(s):** Associate Dean for Academic and Student Affairs (Chairs, Committee for Academic Requirements and Professionalism, and Admissions, Student Services Coordinator for Academic Affairs). **Assessment Procedure and Administration:** Attrition numbers and ExamSoft data 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.

- 3.b. Investigate existing strategies used for student remediation in courses for the purpose of creating a consistent approach (e.g. how many times can a student retake the pharmacokinetics milestone). Do some courses (drug product, Drugs and Diseases, Integrated Pharmacotherapy) need to be retaken vs remediated? **Target Date:** 2013-17. **Responsible Person(s):** Associate Dean for Academic and Student Affairs (Chair, Committee for Academic Requirements and Professionalism, Department Heads). **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA.
- 3.c. Provide orientation sessions about academic standards and approaches to identification of non-academic issues for faculty on a regular basis in order to facilitate earlier identification of students who are having academic difficulty in their HSOP academic careers thereby facilitating intervention. **Target date:** 2015-19. **Responsible Person(s):** Associate Dean for Academic and Student Affairs (Department Heads, Staff Supervisors). **Assessment Procedure and Administration:** Video or online programs can be used to identify faculty/staff who have attended and completed a quiz about student academic standards. **Planned Usage and Assessment Findings:** NA.

**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 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 14, the average extramural funding from grants, contracts and special projects of selected Southern Colleges/Schools of Pharmacy was \$8.3 million (as compared to AUHSOP with \$1.7 million). [AACP data public Southern Colleges/Schools of Pharmacy (KY, FL, TN, NC, VA, GA).]*

#### Action Step(s):

- 1.a. Share research space, faculty and equipment with Edward Via College of Osteopathic Medicine and other academic units in the proposed pharmaceutical research building for the purpose of expanding the research mission. **Target Date:** 2015-17. **Responsible Persons(s):** Associate Dean for Research and Graduate Programs (Department Head, Drug Discovery and Development, Dean) **Assessment Procedure and Administration:** NA **Planned Usage of Assessment Findings:** NA
- 1.b. Renovate space to accommodate the Department of Health Outcomes Research and Policy in the pharmacy campus (Walker Building). Space required is 7,000 NSF. **Target Date:** 2015-19. **Responsible Persons:** Dean (Department Head, Health Outcomes Research and Policy). **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA.  
2017 Budget Request  
 Source(s):  
 Division I                      \$1.4 million
- 1.c. 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 Department of Drug Discovery and Development and 8 FTE in Health Outcomes Research and Policy. Workload adjustments, improved facilities and research equipment are needed. *Special attention must be given to hiring women from the applicant pool of pharmaceutical scientists.* **Target Date:** October 2007-19. **Responsible Person(s):** Dean, (Department Heads, Drug Discovery and Development, and Health Outcomes Research and Policy, Associate Dean for Research).

**Assessment Procedure and Administration:** Determine the increased productivity of faculty resultant to increasing research manpower. **Planned Usage and Assessment Findings:** Utilize faculty activity reports and reports from the OADRGP to determine increased productivity.

2017 Budget Request

Source(s):

General Fund

Research Faculty 3 FTE + Fringe	408,000
Startup Funding	500,000
Core Equipment	500,000
	\$1,408,000

- 1.d. Add non-tenure track research faculty positions within the School to expand the research capacity of the School. **Target Date:** 2013-19. **Responsible Person(s):** Dean (Department Heads, Associate Dean for Research and Graduate Programs). **Assessment Procedure and Administration:** Determine the increased productivity of faculty resultant to increasing research manpower. **Planned Usage and Assessment Findings:** Utilize faculty activity reports and reports from the OADRGP to determine increased productivity.
- 1.e. Develop a business plan that will support the employment of additional research based faculty. **Target Dates:** 2015-17. **Responsible Person(s):** Department Heads (Associate Dean for Research; Dean) **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA
- 1.d. Stimulate interdisciplinary research on campus (SON, COVM, GCOE, COSAM, COEd, CHS, CLA), across campuses and with the private sector. **Target Date:** October 2013-17. **Responsible Person(s):** Department Heads; Associate Dean for Research and Graduate Programs. **Assessment Procedure and Administration:** Determine the increased productivity of faculty resultant to increasing interdisciplinary research. **Planned Usage and Assessment Findings:** Utilize faculty activity reports and reports from the OADRGP to determine increased productivity.
- 1.e. Achieve extramural funding goal by increasing number of submissions for extramural funding per FTE. **Target Date:** October 2011-19. **Responsible Person(s):** Associate Dean for Research and Graduate Programs (Department Heads). **Assessment Procedure and Administration:** The type and number of submitted and funded proposals are reported yearly through faculty activity reports and reports from the OADRGP. 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 potential and will enable the promotion of these selected research programs. This information is a portion of the faculty evaluation process.
- 1.f. Partner with VCOM to assign VCOM research faculty with DDD, PP and HORP departments to participate in collaborative research. **Target Date:** August 2015 -17. **Responsible Person(s):** Department Heads (Associate Dean for Research and Graduate Programs; Dean). **Assessment Procedure and Administration:** Increased grant submissions and funding from HSOP researcher. **Planned Usage and Assessment Findings:** Information will support seeking of similar collaborations in the future.

**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 graduate 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. Initiate additional dual degree and post graduate degree programs including: PharmD/MBA; combined residency/MS program; clinical research fellowships; non-thesis Master's degree programs, and graduate certificate programs. The use of distance learning in an asynchronous format must be explored. **Target Date:** 2007-17. **Responsible Person(s):** Associate Dean for Research and Graduate Programs (Associate Dean for Academic and Student Affairs, Department Heads)  
**Assessment Procedure and Administration:** N/A **Planned Usage and Assessment Findings:** N/A
- 1.b. Examine the ability to fund graduate students at competitive stipend levels. The strategies may include extramural, AU, HSOP and departmental resources, either direct or through indirect cost, and faculty salary recoveries. **Target Date:** 2015-19. **Responsible Persons:** Department Heads for Drug Discovery and Development and Health Outcomes Research and Policy (Associate Dean for Research and Graduate Programs). **Assessment Procedure and Administration:** Business model to be developed collaboratively. **Planned Usage and Assessment Findings:** NA.
- 1.c. Market HSOP graduate programs to HSOP Pharm.D. students and to students in other AU programs (i.e., Honors College). These strategies should include the development of an undergraduate research course. **Target Date:** 2008-19. **Responsible Person(s):** Associate Dean for Research and Graduate Programs, Director of Student Recruitment; (Department Heads;) **Assessment Procedure and Administration:** The Department Heads will track individuals targeted through program inquiries and applications. **Planned Usage and Assessment Findings:** Data will be utilized to improve future recruitment efforts, i.e., special problems.
- 1.d. Develop course offerings within the graduate/professional programs that would better prepare graduates for careers in the academy. **Target Date:** October 2013-17. **Responsible Person(s):** Associate Dean for Curriculum and Assessment (Chair, PEC, Department Heads, Associate Dean for Research and Graduate Programs). **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA.

**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 process in the graduate education programs.

#### Action Step(s):

- 1.a. Establish programmatic outcome measures to be used in determining quality and improvement of graduate programs. **Target Dates:** 2009-17. **Responsible Person(s):** Associate Dean for Curriculum and Assessment (Associate Dean for Research and Graduate Programs Department Heads)  
**Assessment Procedure and Administration:** Annual report. **Planned Usage and Assessment Findings:** Results will be utilized to modify existing programs.

### 2. Design how effectiveness of research efforts will be measured.

#### Action Steps:

- 2.a. Identify appropriate outcomes measures for scholarly efforts (Discovery, Integration, Application, Instruction, Outreach). **Target Dates:** 2009-17. **Responsible Person(s):** Associate Dean for Research and Graduate Programs (Department Heads; Associate Dean for Curriculum and Assessment). **Assessment Procedure and Administration:** Annual report. **Planned Usage and Assessment Findings:** Results will be utilized to modify existing program.

### 3. Utilize faculty and students portfolios in continuous quality improvement.

**Action Steps:**

- 3.a. Engage faculty, student pharmacists and graduate students in utilization of portfolios to improve their development. **Target Dates:** 2009-16. **Responsible Person(s):** Associate Dean for Curriculum and Assessment (Department Heads) **Procedure and Administration:** **Planned Usage and Assessment Findings:**

**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 2007-18. **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 Date:** October 2007-17. **Responsible Person(s):** Associate Dean for Research and Graduate Programs (Department Heads for Pharmacy Practice and Health Outcomes, Research and Policy; Assistant Dean for Health Services) **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 2007-17. **Responsible Person(s):** Assistant Dean for Health Services (Dean; Department Heads for Pharmacy Practice and Health Outcomes Research and Policy). **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA.

**2. Increase the number of HSOP graduates who pursue post-graduate year (PGYI & PGYII) residencies.**

**Action Step(s):**

- 2.a. 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 pre-established periods. **Target Date:** 2007-17. **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.
- 2.b. Work with the Biggio Center to offer the two-semester (2 credit-hour) Preparing Future Faculty (PFF) program as an elective for PharmD and Graduate students who are considering residency training and a career in the academy. **Target Date:** Fall 2013-17. **Responsible Person(s):** Associate Dean for Curriculum and Assessment (PEC, Associate Dean for Research and Graduate Programs). **Assessment Procedure and Administration:** Survey of student interest; PFF enrollment. **Planned Usage and Assessment Findings:**



## GOAL VII

To enhance faculty recruitment and retention.

### 1. Develop initiatives to support faculty in delivering on all missions of the program

#### Action Step(s):

- 1.a. Encourage faculty members to participate in sabbaticals and workshops that will enhance their teaching, research, professional development and funding viability. **Target Date:** October 2007-17. **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.
- 1.b. Develop an organized career development program for the faculty designed to enhance their research and scholarship. **Target Date:** January 2014-16. **Responsible Person(s):** Associate Dean for Research and Graduate Programs, Department Heads (Associate Dean for Curriculum and Assessment). **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA.

## GOAL VIII

To establish a partnership with pharmacist practitioners in the State of Alabama 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 2007-17. **Responsible Person(s):** (Dean, Director of Development and Alumni Affairs (HSOP Director of Communications and Marketing). **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 2008-16. **Responsible Person(s):** Associate Dean Curriculum and Assessment (Dean). **Assessment Procedure and Administration:** This is a continuous effort. An annual progress report will be submitted. **Planned Usage and Assessment Findings:** NA

## 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:** 2007-16. **Responsible Person(s):** Associate Dean for Curriculum and Assessment; Chair, PEC (Assistant Director, OTLA; Chair PEC IV). **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.
- 1.b. Work with the Alabama Board Of Pharmacy to develop Continuous Professional Development as an alternative to traditional graduate education requirements. **Target Date:** 2013-17. **Responsible**

**Persons(s):** Associate Dean for Curriculum and Assessment (Dean). **Assessment Procedure and Administration:** NA **Planned Usage of Assessment Findings:** NA

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 2018.

**Responsible Person(s):** Associate Dean for Curriculum and Assessment (OPGE coordinator).

**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 the State of Alabama.

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

**Action Step(s):**

1.a. Design and implement a Master's program to meet the needs of the practice community. **Target Date:** 2017. **Responsible Person(s):** Associate Dean for Academic and Student Affairs (Associate Dean for Curriculum and Assessment, Associate Dean for Research and Graduate Programs; Dean; Department Heads). **Assessment Procedure and Administration:** NA. **Planned Usage and Assessment Findings:** NA.