

Department of Pharmacy Practice Strategic Plan - 2013-2016

Vision

The Department of Pharmacy Practice continually improves patient care through student and practitioner education by integrating emerging models of teaching, scholarship, clinical practice and service.

MISSION

The mission of the Department of Pharmacy Practice is to educate students and practitioners, advance research/scholarship, deliver quality patient care, and provide service to the profession.

We will accomplish this by:

- Developing students and graduates who are sought after as competent healthcare professionals.
 - Providing a relevant, practical and integrated curriculum that has measurable ability-based outcomes.
 - Promoting interprofessional opportunities within the state and region.
 - Providing quality and diversified, introductory and advanced pharmacy practice experiences.
 - Securing financial, physical, and human resources to engage in effective teaching, research, practice, and service.
 - Providing an environment that positively impacts the recruitment, retention, engagement, and promotion of faculty/staff.
 - Expanding distance and continuing education capabilities.
 - Promoting collaboration in and among the Department, College, and University to enhance research and scholarship.
 - Supporting the role of the pharmacist in rural and public health.
 - Supporting post-graduate education in the form of residencies and a Master of Public Health degree.
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CRITICAL ISSUE I (corresponds to College issue III)

Secure sufficient financial, physical and human resources to maintain high quality teaching, research, practice, and service. **Person(s) responsible:** Dean **Target date:** On-going, progress report annually.

Action steps:

1. Ensure appropriate resources to maintain and enhance College programs. **Person(s) responsible:** Dean, Chair of Pharmacy Practice **Target date:** on-going, progress report annually
 - a. Increase external support for research and graduate student funding. **Person(s) responsible:** Chair of Pharmacy Practice. **Target Date:** on-going, progress report 7/2014
 - b. Balance workload among all faculty and add additional faculty as justified.
 - c. Minimize use of part-time contracted faculty.
 - d. Prioritize Family HealthCare Center as a site for expansion.

2. Ensure adequate space for all components of the College. **Person(s) responsible:** Dean **Target date:** on going, progress report 9/2014
 - a. Create a master plan for additional College space including architectural designs for a new building to support the future vision of a “College of Health Sciences” with School of Pharmacy, School of Nursing, and School of Public Health. Plan should include but not be limited to the following current needs and concerns. **Person(s) responsible:** Administrative Council **Target date:** 9/2014
 - i. Plan for additional offices, classrooms, research labs, patient encounters and conference rooms as program needs dictate.
 - ii. Redesign existing classrooms for active learning.
 - iii. Investigate locations for college components to be housed outside of Sudro Hall.

iv. Seek enhancement and expansion of space for professional training laboratory which addresses and possibly integrates the following areas:

1. Concept Pharmacy. **Person's responsible:** Chair, Department of Pharmacy Practice **Target date:** 9/2014
2. Interprofessional training of pharmacy, nursing, and allied sciences students. **Person's responsible:** Associate Dean for Academic Affairs and Assessment; Chair, Department of Nursing; Chair, Department of Pharmacy Practice; Program Director, Allied Sciences **Target date:** 9/2014
3. Practice laboratory with services to real patients. **Person's responsible:** Associate Dean for Academic Affairs and Assessment; Chair, Department of Nursing; Chair, Department of Pharmacy Practice; Program Director, Allied Sciences **Target date:** 9/2014 for blueprints

3. Develop and implement a college-wide process to annually update the College and department strategic plans. **Person(s) responsible:** Dean; Administrative Council **Target date:** 9/2013, annually thereafter

a. Using annual College Academic Roadmap, develop a priority funding sequence for additional faculty and staff that maximizes return on investment. **Person(s) responsible:** Chair, Pharmacy Practice. **Target date:** 9/2013

b. Tie College and department strategic plans to their respective accreditation standards. **Person(s) responsible:** Associate Dean for Academic Affairs and Assessment; Department Chairs, Program Directors **Target date:** 9/2013

4. Per the request of the Provost, implement and refine a faculty workload policy to ensure consistency of workload responsibilities (teaching, scholarship, research, practice, service, advising) among College faculty and to accurately reflect distribution of effort (DOE) of faculty. **Person(s) responsible:** Vice Chair, Pharmacy Practice. **Target date:** accomplished, adjustments ongoing.

5. Develop and implement a comprehensive faculty and staff development plan. **Person(s) responsible:** Vice Chair, Pharmacy Practice. **Target date:** 9/2014

a. Establish and utilize a College faculty committee to work with the Associate Dean for Student Affairs and Faculty Development (ADSAFD) to devise a comprehensive faculty development plan to include, but not limited to the following:

1. Formal faculty mentoring plan.
 2. Faculty development in teaching and assessment.
 3. Faculty development in scholarship and research.
 4. Faculty development in service.
 5. Faculty development which focuses and encourages faculty to switch from non-tenure track to tenure track appointments.
 6. An approach that clearly defines an expected timeline for non-tenure track faculty regarding promotion.
 7. An approach for faculty development leave.
 8. The possibility of a faculty development certificate program in teaching, service, and/or scholarship/research. **Person(s) responsible:** Dean **Target date:** 12/2014
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CRITICAL ISSUE II (corresponds to College Issue V)

Position College curricula to be at the forefront for educating students in pharmacy, nursing, and allied sciences. **Person(s) responsible:** Dean **Target date:** on-going; progress report annually.

Action Steps:

1. Annually review the college curricula and other accreditation standards in accordance with accreditation and professional requirements and document findings and action taken in the annual assessment report(s). **Person(s) responsible:** Associate Dean for Academic Affairs and Assessment; Department Chairs; Program Directors **Target date:** On-going, annual report 9/2013 and every year thereafter.
2. Develop new professional elective courses that meet student needs and work with curriculum committee to re-evaluate the elective requirements in the curriculum. Do needs assessment of students and plan short summer courses. Develop more international elective APPE rotations. **Person(s) responsible:** Department Chair and curriculum committee **Target date:** 9/2015 and ongoing.
3. Improve the digital library resources in the NDSU University Library to ACPE accreditation standards. **Person(s) responsible:** Dean of Libraries **Target date:** 9/1/2013 and ongoing
4. Continue to refine and complete the curricular mapping project for the pharmacy program and evaluate the utility of E-Value software to manage the curricular mapping process. **Person(s) responsible:** Associate Dean for Academic Affairs and Assessment **Target date:** On-going, progress report 9/2014
5. Continue to refine and implement pharmacy assessment programs, including curricula effectiveness and student learning in accordance with accreditation and professional requirements. **Person(s) responsible:** Department Chair and faculty. **Target date:** On-going, progress report 9/2014
6. Investigate development of a College level experiential education committee. **Persons responsible:** Wanda Roden with Karla Haug, Poly Olson, Don Warne. **Target Date:** 9/2014
7. Create a School of Public Health for Master of Public Health Program. **Person(s) responsible:** Dean; Department Chair; Director MPH Program **Target date:** 9/2017
 - a. Implement combined PharmD/MPH program. **Person(s) responsible:** Chair, Department of Pharmacy Practice; Director, MPH program **Target date:** done

- b. Add additional faculty to support increased enrollment in the MPH program. **Person(s) responsible:** Director, MPH program **Target date:** 9/2014
- c. Seek accreditation of the Masters in Public Health program. **Person(s) responsible:** Director, MPH program **Target date:** Accreditation in 2016. Application in spring 2014.
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CRITICAL ISSUE III (corresponds to College issue IV)

Advance research to accomplish the University's goals and the College's vision. **Person(s) responsible:** Chair, Pharmacy Practice **Target date:** On-going; progress report annually

Action Steps:

1. Develop and implement systems of accountability to enhance scholarship and research within the department. **Person(s) responsible:** Department Chair. **Target Date:** 9/2014

a. Each faculty member will have specific expectations relating to the scholarship of teaching, discovery, application and service in accordance with the workload policy of the College. **Person(s) responsible:** Department Chair. **Target date:** 9/2014

b. Increase publications as per Provost's goals. **Person(s) responsible:** Department Chair. **Target date:** Ongoing; progress report annually

c. Increase external grant and contract support as per Provost's goal. **Person(s) responsible:** Administrative Council. Pharmacy Practice will increase the number of faculty obtaining outside funds from 5 to 10. **Target date:** On-going, progress report annually

d. Identify and establish collaborative and/or interprofessional research teams. **Person(s) responsible:** Department Chairs; **Target date:** ongoing

e. Do a needs assessment and feasibility study to begin a graduate Ph.D. program in Social and Administrative Pharmacy/Health Outcomes Research or related discipline after addition of at least one new faculty line. **Person responsible:** Department Chair. **Target date:** 7/2015.

CRITICAL ISSUE IV (corresponds to College issue I)

Ensure the appropriate number, diversity and quality of student body enrolled in our undergraduate and graduate programs. **Person(s) responsible:** Dean **Target date:** On-going; progress report annually.

Action step(s):

1. Expand graduate student applications and graduate student enrollment as per Provost's goals. **Person(s) responsible:** Director, Master of Public Health **Target date:** ongoing

a. Increase the number of graduate students enrolled in the MPH from 14 to 50; and in the Community Health Sciences track from 6 to 20. **Person(s) responsible:** Chair, Department of Pharmacy Practice, Director, Master of Public Health program. **Target Date:** 9/2015

b. Gradually increase NDSU-affiliated residency slots from the current 10, with a focus on increased diversity (i.e. community, ambulatory, and PGY2 positions), and using a process that prioritizes return on investment. **Target date:** ongoing

CRITICAL ISSUE V (corresponds to College issue II)

Ensure that all students, faculty and staff of the pharmacy program demonstrate professionalism, ethical behavior and cultural competence. **Person(s) responsible:** Associate Deans and Chairs **Target date:** On-going; progress report annually.

Action step(s):

1. Implement a proactive approach to professionalism, ethics and cultural competence for students, faculty and staff. **Person(s) responsible:** Associate Dean for Student Affairs & Faculty Development; College Student Council **Target date:** 9/2013

a. Develop and implement a means to assess student professionalism, ethical behavior, and cultural competence, including updated ability-based outcomes for professionalism. **Person(s)**

responsible: Associate Dean for Student Affairs and Faculty Development; Associate Dean for Academic Affairs and Assessment, Dean Student Liaison Committee **Target date:** 9/2014

b. Develop and implement a tool to self-assess cultural competence. **Person Responsible:** Linda Frizzell. **Target date:** fall 2014

c. Integrate the informal curriculum into the formal curriculum as a means to enhance student professionalism, ethical behavior, and cultural competence. **Person(s) responsible:** Associate Dean for Student Affairs & Faculty Development; Associate Dean for Academic Affairs and Assessment; College's Curriculum Committees **Target date:** 9/2014

CRITICAL ISSUE VI

Examine reorganization of the Pharmacy Practice department to eventually spin off a School of Public Health and investigate other department administrative reorganization. **Person(s) responsible:** Chair, MPH director, faculty **Target date:** ongoing; progress report annually

CRITICAL ISSUE VII

Leverage Distance and Continuing Education to expand and improve programs. **Person(s) responsible:** Chair, Department of Pharmacy Practice; Senior Associate Dean. **Target date:** 1/2014 and ongoing

a. Hire a 0.25 FTE pharmacist dedicated to continuing education through DCE funding. **Person(s) responsible:** Chair, Department of Pharmacy Practice; Senior Associate Dean **Target date:** accomplished 1/2014