**Strategic Planning Report – 2015-2016**

**Unit: Pharmacy**

**Administrative Lead: Marie Chisholm-Burns/Dean**

|  |  |  |
| --- | --- | --- |
| **Strategic Priority** | **Initiative** | **Accomplishments** |
| Strategic Priority A:  Educate Outstanding Graduates Who Meet the Needs of the State & Its Communities | 1. Expand collaborative degree/certificate programs  2. Aggressive program of academic progression monitoring  3. Proactively prepare for pharmacy boards (NAPLEX)  4. Prepare students for changes to residency match program  5. Enhance interprofessional experiences or sessions  6. Support development of distant campuses (Knoxville and Nashville) | 1.  -Implemented the PharmD/Master of Health Informatics and Information Management dual degree program with the College of Health Professions  -Implemented postgraduate nuclear pharmacy certificate program  -Updated the PharmD/MBA dual degree program with the University of Memphis  -Continued certificate programs (Medication Therapy Management, Informatics, Immunizations, Nuclear Pharmacy)  2.  -On-time 4-year graduation rate improvement to 94% in 2015  -6-year graduation rates are greater than 97%  3.  -First time board pass rate was greater than 97%  -Implementing RxPrep course for graduating students  4.  -More residency match preparation sessions (34% of Class of 2016 matched)  5.  - The College conducted 4 interprofessional education sessions during 2015-16 that included BSN students and P1s, M1 students and P1s (2 sessions), and M2 students and P2s (Memphis), M3-4 and BSN students and P2s (Knoxville) or PA students and P2s (Nashville); topics covered included community and hospital management of an adverse drug reaction; mock pharmacy; medication adherence; and management of a stroke patient  6.  -Increased the 2-year (P-3 to P4) curriculum in Nashville to the full 3-year (P2 to P4) curriculum for distant campuses  -Updated (Knoxville) or installed (Nashville) video conferencing equipment in classrooms |
| Strategic Priority B:  Grow the Research Portfolio Focusing on Targeted Areas | 1. Continue programming to support growth of the College’s research portfolio  2. Increased expectations of excellence in research  3. Replace leadership of the Department of Pharmaceutical Sciences to better align with targeted research areas  4. Build-out of the College of Pharmacy building to provide additional office and laboratory/research space | 1.  -Increased funding of College internal seed grants  -Increased funding of College equipment grants  -Increased College bridge funding  2.  -Increased number of submitted research proposals to 137 in FY2015  - Greater than 20% increase in research funding from FY2015 to FY2016 as of 2/2016  -70% of all lab-based College faculty currently have NIH funding  -Continued allocation of research space by funding level  -Percentage of Pharmaceutical Sciences faculty meeting publication goal increased to 57% in FY2015  -Percentage of Clinical Pharmacy faculty meeting publication goal increased to 75% in FY2015  3.  -Search for new Chair of Department of Pharmaceutical Sciences is in progress  4.  -Completion of 5th floor construction and is now occupied  -Blueprints for the 6th floor and basement under review |
| Strategic Priority C:  Create Areas of Clinical Prominence While Expanding Outreach | Increase clinical presence across the state | Expanded number and types of clinical sites in Nashville |
| Strategic Priority D:  Increase Visibility & Recognition of UTHSC Contribution | Enhance visibility of the College of Pharmacy across Tennessee | -Increased number of national awards in pharmacy received by faculty and students (e.g., Dawson Award, Tice Award, Chauncey Cooper Award)  -Increased advertising (billboards, monthly College newsletter, yearly College magazine)  -Provided continuing education (CE) to pharmacists in multiple sites to reach more than 15,000 pharmacists |
| Strategic Priority E:  Align UTHSC Resources with Areas of Excellence | 1. Develop a culture of philanthropy/giving among graduating students  2. Succession planning for key positions | 1.  -Continually improving the senior class gift program (as of 4/29/2016, the Class of 2016 had 88% participation in the program, with a total donation of $4460)  2.  -Hired a Director of Pharmacy Professional Development for eventual direction of the College’s CE program upon retirement of the incumbent  -Hired a replacement for the Assistant Dean of Finance and Administration  -Recruiting a Chair for Pharmaceutical Sciences  -Reviewing upcoming anticipated retirements |
| Strategic Priority F:  Expand & Strengthen Key Community & Other Partnerships | Expanded College of Pharmacy presence in Nashville | -Students provided flu vaccines at St. Thomas-sponsored event and at Vanderbilt  -Students participated in philanthropic service project sponsored by the American Association of Colleges of Pharmacy in partnership with the Second Harvest Food Bank of Middle Tennessee |
| Cross Cutting Priority 6:  Recruit & Retain Faculty, Staff & Students Through Development, Support & Mentorship | 1. Focused strategies to increase student enrollment and matriculation  2. Provide greater geographical opportunities for students and faculty  3. Focused strategies to recruit faculty  4. Continue programming to support faculty development and research opportunities  5. Continue formal faculty mentoring program | 1.  -Implemented 50-mile radius tuition program (increased matriculation of 50-mile radius students from 2 in 2014 [Class of 2018] to 11 in 2015 [Class of 2019]).  -Implemented direct admissions program (a total of 98 active students from 6 universities)  -Increased percent of student body with scholarships from 15% in 2014-15 to 25.5% in 2015-16  2.  -Implemented Nashville campus (42 students in the Class of 2019 selected the Nashville campus, an increase of approximately 45% from 29 in the Class of 2018)  -Recruited two new faculty members in Nashville for a total of 5 faculty members as of 4/29/2016  3.  -Recruited two NIH-funded faculty members in Memphis and two faculty members in Nashville  -Faculty recruitment efforts are ongoing  -Search is ongoing for new Chair of Pharmaceutical Sciences  4.  -Continued to fund the Faculty Enrichment Program  -Continued to fund travel grants, internal seed grants, equipment grants, bridge funding  5.  -All first-time faculty and newly hired faculty are enrolled in an individualized formal mentoring program |
| Cross Cutting Priority 7:  Continue to Increase Diversity | 1. Active minority recruitment strategy  2. Ensuring resources are in place to recruit minority students  3. Support minority student inclusivity efforts | 1.  -Entering class in Fall 2015 was more than 27% minorities, exceeding the College’s goal of 25%  2.  -Continue to provide diversity scholarships to help diversify class  -Increase endowed College scholarships in diversity  3.  -Continue to provide financial and faculty advisor support for SNPhA |
| Cross Cutting Priority G:  Increase Strategic Integration Across UTHSC | Collaborations with UTHSC colleges for interprofessional education | Interprofessional scenarios with the UTHSC Colleges of Medicine (n=3) and Nursing (n=1) |
| Cross Cutting Priority H:  Strengthen Organizational Effectiveness & Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty & Administration | Findings from workplace-related surveys of staff and faculty | Routinely conduct follow-up sessions with supervisors and the general staff and faculty and act on significant findings |