

Strategic Planning Report –2016-2017
Unit: College of Pharmacy
Administrative Lead: Marie Chisholm-Burns/Dean

Strategic Priority	Initiative	Accomplishments
<p>Strategic Priority A: Educate Outstanding Graduates Who Meet the Needs of the State & Its Communities</p>	<ol style="list-style-type: none"> 1. Expand collaborative degree/certificate programs 2. Aggressive program of academic progression monitoring and academic counseling 3. Proactively prepare graduates for the pharmacist licensure exams (NAPLEX and MJPE) 4. Prepare students for changes to residency match program 5. Enhance interprofessional experiences or sessions 6. Support development of distant campuses (Knoxville and Nashville) 7. Revise curriculum to better meet the needs of today's student learners 	<ol style="list-style-type: none"> 1. <ul style="list-style-type: none"> -Continued dual degree programs (PharmD/PhD, PharmD/MBA, PharmD/Master of Health Informatics and Information Management), with high level of student participation (greater than 10 students per program) -Continued certificate programs (Medication Therapy Management, Informatics, Immunizations, Nuclear Pharmacy, Postgraduate Nuclear Pharmacy) 2. <ul style="list-style-type: none"> -6 year graduation rates are greater than 96% 3. <ul style="list-style-type: none"> -First-time board pass rate was 96%, compared to 88% nationally -RxPrep Board Review implemented for May 2016 graduates and credited for first-time board pass rate following substantive changes to NAPLEX; program continued in the 2016-17 academic year 4. <ul style="list-style-type: none"> -Continued to offer an increased number of residency match preparation sessions (35% of Class of 2016 matched, and the College's goal is to maintain or exceed this in the Class of 2017) 5. <ul style="list-style-type: none"> -The College conducted 8 interprofessional education sessions during 2016-17 (4 sessions in previous year) in which UTHSC P1-P3 (pharmacy years 1-3) students worked with students in degree programs for Nursing, Medicine, Physician Assistant, Occupational Therapy, and Social Work from UTHSC, UTK, UofM, Trevecca and UofAL; topics involved hypertension, stroke, sepsis, diabetes, adherence, medication safety, medication counseling, and cultural competence 6. <ul style="list-style-type: none"> -After a successful accreditation site visit for the Nashville campus in October 2016, now both Knoxville and Nashville provide the full 3-year curriculum (P2 to P4). We are now 1 college with 3 campuses; refer to Figure 1 -Targeted and broad-based recruitment of prospective students for Knoxville and Nashville implemented

		<p>7.</p> <ul style="list-style-type: none"> -Planning and preparation for integrated content across the didactic curriculum, which will be launched in Fall 2017, is ongoing -Implementation of formalized co-curricular activities that include 2 leadership-related modules per semester for P1 and P2 students starting in Fall 2016
<p>Strategic Priority B: Grow the Research Portfolio Focusing on Targeted Areas</p>	<p>1. Continue programming to support growth of the College's research portfolio 2. Instill expectations of excellence in research and scholarship 3. Replace Chair of the Department of Pharmaceutical Sciences 4. Build-out of the College of Pharmacy building to provide additional office and laboratory/research space</p>	<p>1.</p> <ul style="list-style-type: none"> -Increased funding of College internal seed grants -Increased funding of College equipment grants -Increased College bridge funding <p>2.</p> <ul style="list-style-type: none"> -Increased total NIH funding from ~\$3.4 million in FY2015 to ~\$6.4 million in federal FY2016 (October 1, 2015 – September 30, 2016) -Continued allocation of research space by funding level -Percentage of Clinical Pharmacy faculty <i>not</i> meeting publication goal was 4% in FY2016 -Percentage of Pharmaceutical Sciences faculty <i>not</i> meeting publication goal was 13% in FY2016 <p>3.</p> <ul style="list-style-type: none"> -Recruited new Chair of Department of Pharmaceutical Sciences <p>4.</p> <ul style="list-style-type: none"> -Completed 5th floor construction and move-in -Construction of nuclear magnetic resonance (NMR) facility in basement completed
<p>Strategic Priority C: Create Areas of Clinical Prominence While Expanding Outreach</p>	<p>Increase clinical training presence across the state</p>	<p>Expanded number and types of clinical training sites in Memphis, Knoxville and Nashville</p>
<p>Strategic Priority D: Increase Visibility & Recognition of UTHSC Contribution</p>	<p>Enhance visibility of the College of Pharmacy across Tennessee</p>	<ul style="list-style-type: none"> -Faculty and students continue to receive national awards in pharmacy -Continued to increase advertising (billboards, monthly College newsletter, yearly College magazine) -Hired a marketing person to expand the College's marketing/advertising campaign -Launched a very aggressive College recruitment campaign -Provided continuing education (CE) programs to pharmacists in multiple Tennessee sites to reach more than 16,500 pharmacists
<p>Strategic Priority E: Align UTHSC Resources with Areas of Excellence</p>	<p>1. Develop a culture of philanthropy/giving among graduating students 2. Succession planning for key positions</p>	<p>1.</p> <ul style="list-style-type: none"> -Implemented Scholarship Campaign -Continually improving the senior class gift program (88% of the Class of 2016 gave \$4,460, over \$1000 more than the Class of 2015) <p>2.</p> <ul style="list-style-type: none"> -Recruited a Chair for Pharmaceutical Sciences -Recruiting a new Associate Dean for Academic Affairs

		-Reviewing upcoming retirements
Strategic Priority F: Expand & Strengthen Key Community & Other Partnerships	1. Expanded College of Pharmacy presence in Nashville 2. Restructured College's Alumni Advisory Board	1. -Starting Fall 2016, student pharmacists participated in a student-facilitated indigent health clinic -Enhanced relationships with St. Thomas Health and Trevecca University via College of Pharmacy educational programs 2. -Implemented revised bylaws and membership in 2016 -Designed and in the early stages of implementing Scholarship Campaign
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 in strategic areas of interest 4. Continue programming to support faculty development and research opportunities 5. Continue formal faculty mentoring program	1. -Continued 50-mile radius reduced out-of-state tuition program (increased matriculation of 50-mile radius students from 2 in 2014 [Class of 2018] to 11 in 2015 and 2016 [Classes of 2019 and 2020, respectively]). -Continued direct admissions program; 12 direct admissions students entered the College in Fall 2016 and 74 undergraduates are currently in the program -Percent of student body with scholarships in 2016-17 was 20.4%; the amount of scholarships provided from endowments was a 10-year high of \$311,810 -Reduced required prerequisite credit hours to match typical undergraduate programs and curricular needs which will allow undergraduate students to enter the PharmD program earlier 2. -Approved at the campus level to request Board of Trustees approval for a 200-mile radius (from each of the 3 campuses) reduced out-of-state tuition program -Nashville campus had a successful accreditation visit in October 2016 -Continued international program, which allows students to complete a one-month pharmacy practice rotation in a foreign country -Continued to offer out-of-state pharmacy practice rotation opportunities (e.g., Indian Health Service) 3. -Faculty recruitment efforts are ongoing for placement in Knoxville, Memphis and Nashville -Recruited one new faculty member in Memphis and one in Knoxville 4. -Continued to fund the Faculty Enrichment Program

		<p>-Continued to fund travel grants, internal seed grants, equipment grants, bridge funding</p> <p>5. -All first-time faculty and newly hired faculty are enrolled in an individualized formal mentoring program</p>
<p>Cross Cutting Priority 7: Continue to Increase Diversity</p>	<p>1. Active underrepresented minority recruitment strategy 2. Ensuring resources are in place to recruit minority students 3. Support minority student inclusivity efforts</p>	<p>1. -Entering class in Fall 2016 included 29% of total from URM groups, exceeding the College's goal of 25% -Implemented Scholarship Campaign</p> <p>2. -Continue to provide diversity scholarships to help diversify the student body</p> <p>3. -Applied for HRSA Minority Center of Excellence grant -Continue to provide financial and faculty advisor support for the Student National Pharmaceutical Association (SNPhA)</p>
<p>Cross Cutting Priority G: Increase Strategic Integration Across UTHSC</p>	<p>Collaborations with UTHSC professional degree programs for interprofessional education</p>	<p>Interprofessional scenarios were conducted with these UTHSC degree programs: Medicine (n=3), Nursing BSN (n=2), Physician Assistant (n=1), and Occupational Therapy (n=1) during 2016-17</p>
<p>Cross Cutting Priority H: Strengthen Organizational Effectiveness & Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty & Administration</p>	<p>1. Findings from workplace-related surveys of staff and faculty 2. Reinforcement of Administrators' skills and practices</p>	<p>1. Routinely conduct follow-up sessions with supervisors and the general staff and faculty and act on significant findings</p> <p>2. Engage senior College leaders in training opportunities that are internal and external to UTHSC offerings</p>

Figure 1.

PharmD and Graduate Students

PharmD: N=691 (Memphis 472; Knoxville: 131; Nashville: 88)
Graduate: 34 PhD and 11 PharmD/PhD Students (6 in PhD portion)



^aKnoxville includes Chattanooga