**Strategic Planning Report –2017-2018**

**Unit: College of Pharmacy**

**Administrative Lead: Marie Chisholm-Burns/Dean (Name/Title)**

|  |  |  |
| --- | --- | --- |
| **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 and academic counseling  3. Proactively prepare graduates for the pharmacist licensure exams (NAPLEX and MJPE)  4. Prepare students for residencies and jobs.  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 | 1.  -Continued dual degree programs: PharmD/PhD (N=5), PharmD/MBA (38), PharmD/Master of Health Informatics and Information Management) (N=14) with high level of student participation. New dual degree program initiated in past year: Pharm.D./MPH (N=9).  -Continued certificate programs (Medication Therapy Management, Informatics, Immunizations, Nuclear Pharmacy, Postgraduate Nuclear Pharmacy)  2. -6-year graduation rates are greater than 94%  3.  -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 2017-18 academic year  4. -Continued to offer an increased number of residency match preparation sessions (41% of Class of 2018 matched, and the College’s goal is to maintain or exceed this in the Class of 2019)  5. -The College conducted 7 interprofessional education sessions during 2017-18. in which UTHSC P1-P3 (pharmacy years 1-3) students worked with students in degree programs for Nursing, Medicine, Physician Assistant, Occupational Therapy, Physical Therapy, Speech Pathology, and Social Work from UTHSC, UTK, UofM, Trevecca and UofAL; topics involved hypertension, stroke, diabetes, adherence, medication safety, medication counseling, and cultural competence  6.  -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  7. Integrated didactic curriculum, successfully 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  8. Recruited new Associate Dean for Academic Affairs in Summer 2017.  9. Recruited new Chair, Department of Pharmaceutical Sciences in Summer 2017. |
|  | 1. Continue programming to support growth of the College’s research portfolio  2. Instill expectations of excellence in research and scholarship  3. Build-out of the College of Pharmacy building to provide additional office and laboratory/research space | 1. Supported internal funding programs.  2.  Increased total NIH funding from ~$6.4 million in FY2016 to ~$8 million in federal FY2017 (October 1, 2016 – September 30, 2017). Ranked 20th in NIH funding of 140 schools.  -Continued allocation of research space by funding level  -In Clinical Pharmacy and Translational Science Department (CPTS), 75% of faculty published 2 or more peer reviewed publications. The CPTS faculty average peer reviewed publication in FY2018 was 3.14. In Pharmaceutical Science (PS) Department, 56% of faculty published 4 or more peer reviewed publications. The PS faculty average peer reviewed publication in FY2018 was 4.4.  3. Completed 6th floor construction; relocations underway. |
| Strategic Priority C:  Create Areas of Clinical Prominence While Expanding Outreach | Increase clinical training presence across the state | Expanded number and types of clinical training sites in Memphis, Knoxville and Nashville |
| Strategic Priority D:  Increase Visibility & Recognition of UTHSC Contribution | Enhance visibility of the College of Pharmacy across Tennessee | -Faculty and students continue to receive national awards in pharmacy  -Continued to increase advertising (billboards, monthly College newsletter, yearly College magazine)  -Launched a very aggressive College recruitment campaign including tuition reduction for candidates within 200 mile radius of the 3 COP campuses.  -Provided continuing education (CE) programs to pharmacists in multiple Tennessee sites to reach more than 22,600 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.  -Implemented Scholarship Campaign  -Continuing the senior class gift program (84% of the Class of 2017 gave more than $2900)  2. Recruited new Nuclear Pharmacist/Assistant Dean |
| Strategic Priority F:  Expand & Strengthen Key Community & Other Partnerships | 1. Expanded College of Pharmacy presence in Nashville | 1.  -Continued student pharmacists participation in a student-facilitated indigent health clinic  -Enhanced relationships with St. Thomas Health, Trevecca University and Vanderbilt University via College of Pharmacy educational programs  2.  -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 direct admissions program; 24 direct admissions students entered the College in Fall 2017. Overall 87 direct admissions students currently in the Pharm.D. program in all four classes.  -Percent of student body with scholarships in 2017-18 was 56% that is drastically higher than in 2016 ( i.e., 20.4%); the amount of scholarships provided from endowments was $278,211.  2.  -Continued international program, which allows students to complete a one-month pharmacy practice rotation in a foreign country: 28 students in 11 international sites.  -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 two new faculty member in Memphis and one in Knoxville in addition to new Department of Pharmaceutical Science Chair.  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 underrepresented minority recruitment strategy  2. Ensuring resources are in place to recruit minority students  3. Support minority student inclusivity efforts | 1.  -Entering class in Fall 2017 was 37% minorities which was an increase from 29% in the entering class of 2016.  -Implemented Scholarship Campaign  2.  -Continue to provide diversity scholarships to help diversify the student body  3.  - Received National Association of Chain Drug Stores (NACDS) Diversity Grant.  4. Received Health Professions Higher Education Excellence in Diversity Award. |
|  | Collaborations with UTHSC professional degree programs for interprofessional education | Interprofessional scenarios were conducted with these UTHSC degree programs: Medicine (n=3), Nursing BSN (n=3), Physician Assistant (n=3), Speech Pathology (n=1), Physical Therapy (N=1) Occupational Therapy (n=1) and Social Work (n=1) during 2017-18. |
| Cross Cutting Priority H:  Strengthen Organizational Effectiveness & Adaptability Through a Focus on a Culture of Excellence Across the Institution Including Staff, Faculty & Administration | 1. Findings from workplace-related surveys of staff and faculty  2. Reinforcement of Administrators’ skills and practices | 1. Routinely conduct follow-up sessions with supervisors and the general staff and faculty and act on significant findings  2. Engage senior College leaders in training opportunities that are internal and external to UTHSC offerings |

Figure 1.

