

Wayne State University

Eugene Applebaum College of
Pharmacy and Health Sciences

Doctor of Pharmacy Program

Strategic Plan 2008 - 2012

Approved by the Faculty of Pharmacy June 25, 2008

Executive Summary

Changes in the field of Pharmacy have never been greater, and the pace of change will only accelerate in the future. The Wayne State University Doctor of Pharmacy Program is well positioned to educate pharmacists who will become invaluable contributors to appropriate use of medications in the ever changing healthcare environment. This strategic plan presents a roadmap for meeting the challenges that lay ahead, by setting priorities that:

- Achieve an Internal Culture of Excellence
- Provide an Exceptional Learning Environment
- Enhance Student Success
- Build the Faculty and Staff of the Future
- Excel in Community Outreach

This plan details how each of these Strategic Priorities will be executed through a series of outcome-oriented Goals. The Goals outlined in this plan will be supported by the development and implementation of metrics that include benchmarks, milestones, and desired outcomes, by embracing best practices for Doctor of Pharmacy programs, by engaging college, department, student, and stakeholder leadership at all levels, and by attracting the involvement of program members at all stages and levels. Central to the achievement of these strategic goals, an appropriate organizational structure for the administration of the program must be established and an individual identified to head the program who would be appointed at the level of a Dean.

Vision Statement

The WSU Doctor of Pharmacy program will educate students to become valued providers of health care. Our graduates will use evidenced based practice to ensure optimal health of the patient and of the public and will provide leadership in advancing pharmacy practice and health policy.

Mission Statement

The mission of the Doctor of Pharmacy program is to educate future pharmacists to be highly competent health care practitioners who effectively and safely provide patient-centered care with other health care team members in diverse settings, to be leaders within the profession, and to be lifelong learners.

Strategic Direction 1: Achieve an Internal Culture of Excellence

The Doctor of Pharmacy program will operate within a culture of continuous quality improvement. Enactment of a Comprehensive Evaluation Plan will facilitate the achievement of excellence in teaching and learning, scholarship, and service.

Goal 1.1: Achieve Excellence through Assessment, Reflection and Revision.

1.1.1: Implement assessment practices guided by the mission and vision of the program and of the college.

1.1.2: Develop and implement a Comprehensive Evaluation Plan that insures program quality improvement and insures our program meets its stated objectives.

1.1.2 (a): Establish metric criteria for each instrument used that defines excellence and defines areas requiring improvement.

1.1.2 (b): Meet or exceed metrics for national data on AACP Curriculum Quality Surveys.

1.1.2 (c): Exceed the College trigger values for Ten Key Targets based on Exit Survey results, and show progressive advancement towards target levels of performance.

1.1.3: Hold an annual retreat to evaluate data from the Comprehensive Evaluation Plan.

1.1.4: Make assessment data accessible and available to all stakeholders as appropriate.

1.1.5: Incorporate assessment as a central component of program committees, where assessment data will guide the establishment of annual committee charges.

1.1.6: Recruit faculty with a scholarship interest in areas of teaching and assessment.

Goal 1.2: Create mechanisms for recognition of faculty who provide significant, high quality service to the Doctor of Pharmacy Program.

1.2.1: Evaluate the offering of a faculty service award.

1.2.2: Evaluate monetary measures as well as non-monetary approaches to recognition.

Strategic Direction 2: Provide an Exceptional Learning Experience

The Doctor of Pharmacy Program will provide a high quality educational program designed to provide the knowledge, skills and attitudes required to allow students to meet the program Ability Based Outcomes. Student learning and program outcomes will be consistently and systematically evaluated in order to improve the educational and professional experience.

Goal 2.1: Implement a Curricular Assessment Plan as part of the Comprehensive Program Evaluation Plan.

2.1.1: Create an annual report of how assessment data has been used to improve the core areas of the program.

2.1.2: Implement an electronic portfolio system for use throughout the curriculum (including reflection in all areas, self-assessment, didactic accomplishments, and Introductory Pharmacy Practice Experience and Advanced Pharmacy Practice Experience rotation evaluations).

2.1.3: Develop annual targets for improvement within the Doctor of Pharmacy Program, and use targets to determine charges for key program committees.

2.1.4: Identify areas of the curriculum which might require increased or decreased focus based upon the curricular map and available assessment data.

2.1.5: Develop a mechanism to assess student commitment to life long learning.

Goal 2.2: Define, implement, assess and expect professionalism throughout the curriculum.

2.2.1: Identify professional behavior requirements and expectations of the curriculum.

2.2.2: Promote adherence to the Honor Code.

2.2.3: Expand opportunities for assessing professional behaviors.

2.2.4: Promote a learning environment in which students partner with faculty in accepting the responsibility for assessing the achievement of the ability based outcomes.

Goal 2.3: Ensure appropriate resources for the experiential education portion of the Doctor of Pharmacy Program.

2.3.1: Ensure and document that all preceptors have received initial and ongoing preceptor education.

2.3.2: Continue to build and maintain strong relationships with volunteer faculty.

2.3.3: Expand experiential education sites to increase the availability of innovative practice models.

2.3.4: Determine and implement the optimal structure, leadership, staffing and financial support for the experiential component of the Doctor of Pharmacy curriculum.

Goal 2.4: Advance the interdisciplinary nature of the Doctor of Pharmacy program.

2.4.1: Increase integration of basic science and clinical science material throughout the curriculum.

2.4.2: Increase interdisciplinary course offerings from the pharmacy program and increase pharmacy student enrollment in courses offered by other disciplines.

Goal 2.5: Advance clinical skills prior to Advanced Pharmacy Practice Experience rotations.

2.5.1: Reevaluate all current course, lab, and Introductory Pharmacy Practice Experiences to see where, when, and how clinical skills are developed and enhanced throughout the curriculum.

2.5.2: Increase opportunities to enhance clinical skills, especially those related to direct patient and physician interactions, in the third year of the curriculum.

2.5.3: Improve integration and application of didactic course material to the care of individual patients.

Strategic Direction 3: Enhance Student Success

The Doctor of Pharmacy program is committed to admitting students who have the ability and motivation to become practicing pharmacists in a variety of health care settings. Appropriate policies and procedures will be maintained and revised to ensure that students can maximize their potential for success and that barriers to success are minimized.

Goal 3.1: Admit students to the Doctor of Pharmacy program who have the academic qualifications, communication skills, understanding of the profession and personal qualities to be competent pharmacists and caring health professionals.

3.1.1: Ensure that admissions criteria reflect a balance of academic and non-academic factors.

3.1.2: Assess and modify the interview process as necessary to ensure that it is adding value to admissions decisions.

3.1.3: Develop a mechanism for continuous assessment of student performance in the program relative to criteria used for admissions.

Goal 3.2: Develop a recruiting plan to increase the diversity of the study body and the proportion of under-represented minorities to reflect the demographics of southeastern Michigan.

3.2.1: Ensure that minority students in southeastern Michigan are aware of the pharmacy program at Wayne State University as a viable career option.

3.2.2: Work with the Office of Student and Alumni Affairs to ensure that recruiting activities are coordinated and appropriate for attracting applicants to the program.

Goal 3.3: Develop a philosophy and policy on student progression and retention that maximizes student success.

3.3.1: Evaluate course prerequisites to ensure that they are appropriate and do not needlessly delay student progression.

3.3.2: Explore the feasibility of using the spring/summer semester or other open blocks of time to offer coursework that will provide an opportunity for students to avoid delays in progression.

3.3.3: Develop a mechanism for early identification of students at risk for academic difficulty and develop strategies to increase their academic success.

3.3.4: Develop a strategy for remediation of students who have been academically unsuccessful.

2.3.5: Assess and implement examination methods to improve the quality of assessment of student learning.

Goal 3.4: Ensure that Doctor of Pharmacy students and applicants to the Doctor of Pharmacy Program have access to all documents and information necessary for application, matriculation and graduation.

3.4.1: Evaluate the Eugene Applebaum College of Pharmacy and Health Sciences website to ensure that information related to the Doctor of Pharmacy program is accurate, current and readily accessible.

3.4.2: Establish procedures for ensuring that documents such as the Pharmacy Student Handbook, Student Code of Conduct, Academic Regulations and Progression Guidelines are reviewed and updated on a regular basis.

3.4.3: Evaluate newer and improved computer technologies for facilitating communication with students.

Goal 3.5: Faculty advisors will be accessible to students and capable of providing accurate information and guidance with respect to the curriculum, academic regulations, post-graduate education opportunities and careers in pharmacy.

3.5.1: Establish an annual program that will provide faculty members with a review of the curriculum and academic regulations and an update regarding any changes.

3.5.2: Organize shadowing opportunities, seminars or other programs to orient faculty members who are not pharmacists to the professional practice of pharmacy.

3.5.3: Create advising resources that are comprehensive and effectively used by faculty.

Goal 3.6: Ensure that students are familiar with the administrative structure of the University, the Eugene Applebaum College of Pharmacy and Health Sciences and the organization of the Doctor of Pharmacy program.

3.6.1: Assess the orientation program for pharmacy students to ensure that an overview of the administrative structure of the college and the program is provided and understood by all students in the program.

3.6.2: Ensure that students understand the services provided by the Office of Student and Alumni Affairs and by University departments and know how to access these services.

Goal 3.7: Encourage student engagement in the college, university and professional pharmacy organizations.

3.7.1: Provide student organizations with a forum for discussion and recruitment of new members during the orientation program for incoming students.

3.7.2: Support the activities of student organizations by increasing faculty attendance at student-organized events.

3.7.3: Accommodate scheduling requests and student absences for attendance at professional events when it is possible to do so without compromising academic standards.

3.7.4: Provide appropriate recognition for faculty who serve as advisors to student professional organizations.

Goal 3.8: Increase the percent of students seeking postgraduate education.

3.8.1: Increase the percentage of students tracking into combined degree programs such as the Doctor of Pharmacy/PhD program.

3.8.2: Develop additional combined Doctor of Pharmacy degree programs such as the joint Doctor of Pharmacy/MPH degree and the Doctor of Pharmacy/ MBA.

3.8.3: Increase the percentage of students seeking post graduate residency and fellowship education.

3.8.4: Develop partnerships to establish a community pharmacy residency program.

3.8.5: Expose to students to opportunities for research within the Doctor of Pharmacy program.

Strategic Direction 4: Build the Faculty and Staff of the Future

For the Doctor of Pharmacy Program to achieve its mission, and the intention of graduate professionals of the highest quality and ability, it is critical to attract, develop, and retain a superior faculty and staff to achieve these ends. An appropriately supportive and forward-looking environment must exist to achieve this Strategic Direction. The following Goals will contribute to reaching key desired outcomes.

Goal 4.1: Provide appropriate support for faculty and staff to deliver an outstanding Doctor of Pharmacy curriculum and program.

4.1.1: Establish teaching assistants to support faculty and increase staff support for teaching.

Goal 4.2: Create and Implement an effective faculty development plan.

4.2.1: Enhance faculty teaching including the use of active learning and technology.

4.2.2: Enhance faculty involvement in assessment strategies that support the Comprehensive Evaluation Plan.

Goal 4.3: Adopt best practices in the recruitment, retention and advancement of all faculty.

4.3.1: Strive to achieve compensation packages that are in the 75th percentile nationally and are competitive with the private sector.

4.3.2: Strengthen preparation for successful promotion, tenure and career advancement.

Goal 4.4: Energize and engage faculty and staff in achieving the vision of the program.

4.4.1: Build universal participation in and appreciation of program governance.

4.4.2: Improve consensus building for key program strategies and outcomes.

Goal 4.5: Continue to advance the quality and robustness of the working relationships among Pharmacy Practice and Pharmaceutical Sciences faculty.

4.5.1: Enhance the level of co-ordination of modules and other courses in the curriculum that are jointly taught by faculty members from Pharmacy Practice and Pharmaceutical Sciences.

Goal 4.6: Enhance faculty and staff diversity and cultural competency.

4.6.1: Increase recruitment and retention of women and under-represented minority scientists.

4.6.2: Increase the number of workshops and other forums for faculty and staff related to cultural competency.

Strategic Direction 5: Excel in Community Outreach

The Doctor of Pharmacy Program will have faculty and students engaged in educational and professional activities of the community.

Goal 5.1: Strengthen relationships with the Pharmacy Alumni Affiliate.

5.1.1: Develop an accurate alumni database.

5.1.2: Increase alumni involvement in Doctor of Pharmacy program activities.

5.1.3: Conduct regular needs assessments of alumni.

Goal 5.2: Increase interactions of the Doctor of Pharmacy program with the community.

5.2.1: Increase community awareness and utilization of Doctor of Pharmacy program resources.

5.2.2: Increase faculty and student involvement in drug and health education programs, targeting groups that include but are not limited to K12, youth, senior and nonprofit community organizations.

Goal 5.3: Strengthen and maintain positive relationships with the professional practice community.

5.3.1: Increase the number of pharmacy practice faculty engaged in the development of innovative pharmacy practice models.

5.3.2: Encourage and support faculty participation in local, state and national professional and scientific organizations.

5.3.3: Maintain the provision of high quality continuing education programs.

Goal 5.4: Explore the feasibility of creating a mechanism to capture the aggregate program impact of student and faculty interventions (from experiential education) on patient care outcomes.

Goal 5.5: Enhance programs for faculty and student exchanges with other universities.

Goal 5.6: Work collaboratively with other Doctor of Pharmacy Programs in Michigan, including coordination of experiential education.

Goal 5.7: Increase provision of volunteer services to the community.

5.7.1: Increase faculty and student participation in programs and services designed to provide medication therapy management to the underserved.