Purdue University College of Pharmacy
Department of Pharmacy Practice

Unit Goals – 2023

Mission: To demonstrate excellence through performance in the areas of discovery, learning, and engagement.

Long Term Goals (past 5 years): These goals were informed by three primary inputs: 1) College of Pharmacy Strategic Plan, 2) 2018 AACP faculty survey and related feedback from faculty focus groups, and 3) 2018 University COACH survey results about the Department.

1. Balance the teaching workload between didactic and experiential, particularly for clinical faculty, through effective use of trainees, adjunct faculty and partnerships, faculty from other units, and alumni
2. Develop and enhance faculty mentoring programs for all assistant and associate professors as well as professional development programs for clinical faculty
3. Recruit tenure track faculty with a focus on "precision or personalized pharmacotherapy"
4. Increase use of innovative and technological teaching methods within the professional program including OSCEs, online learning modules, structural content delivery, virtual and simulated activities
5. Continue growth of the Department graduate program including increasing the number and quality of graduate students, the funding of RA lines to support graduate students, and the number of courses/credit hours of instruction offered by Departmental faculty
6. Establish a Center for Practice Excellence/Health Equity to facilitate statewide practice collaboration, expansion of post-graduate training programs, growth of, advocacy for, and compensation of pharmacy services
7. Increase scholarly productivity of Departmental faculty through securing more novel grants and contracts with industry and foundations
8. Expand social media and online presence of Department programs, faculty, trainees, and alumni
9. Advance programs and initiatives to improve diversity, inclusion, and wellness

Annual Goals: These goals are informed by our mission, long term goals and previous or ongoing goals from the previous year.

Teaching and Learning Goals

Professional Program Specific
1. Create a plan which uses small incentives to promote teaching advancement and use of technology (financial, implementation support), by August 2023
2. Collaborate with Dean's office to determine executive plans for promoting teaching framework in classes, by September 2023
3. Identify areas where additional departmental support can be provided to allow faculty to better meet the new teaching framework guidelines, by December 2023

4. Collaborate with curriculum committee to identify focus groups in main topic areas to outline current minimal standards of competency related to curricular bloat, by December 2023

Graduate Program Specific
1. Evaluate Perform a self-study of the graduate programs for 2024/25 external review by December 2023.
    - Deliver and summarize faculty, students, and alumni survey data.
    - Receive appropriate feedback from internal and external stakeholders.
2. Implement effective web-based recruitment strategies (ongoing).
3. Assess opportunities to enhance graduate student offers acceptance.
    - Explore continued summer graduate student support by October 2023.
    - Explore impact of stipend increases by October 2023.
4. Continue to explore and develop opportunities to enhance the number of minority and underserved applicants (ongoing).

Resident Program Specific
1. Collaborate with PSL team to implement resident engagement with lab expansion from 12-week to 16-week semesters (by April/May 2023)
2. Create minimum expectation document for teaching requirements for affiliated programs (by June 2023)
3. Optimize research training for non-community residency programs (by June 2023)
4. Develop a plan for residency expansion in the state of Indiana (on-going)
    a. Learn the financial support available for this by the college/department
    b. Identify potential sites for residency development/expansion
5. Create Preceptor Development Modules to assist with ASHP preceptor requirements (on-going)
6. Serve as a consultant to residency programs in the state of Indiana for program initiation, program growth, or accreditation preparation (on-going)

Fellow Program Specific
1. Develop a unified mission statement for all Purdue pharmaceutical industry-affiliated fellowship programs based on recommendations of Fellowship Advisory Council by June 30, 2023.
2. Enhance the depth and breadth of available teaching opportunities available to our fellows by September 30, 2023.
3. Work with the Academic Industry Fellowship Alliance (AIFA) to improve the recruitment timeline and best practices for industry fellowships (ongoing).
4. Develop a set of standards and expectations for potential future industry partners based on recommendations of the Fellowship Advisory Council by August 30, 2023.
5. Strengthen relationships with Purdue fellowship program alumni (ongoing).
6. Continue to highlight fellows and maintain social media presence (ongoing)
7. Improve visual appearance of fellowship programs website when the new college website template becomes available (ongoing)

Engagement and Service Goals

Department Specific
1. Expand social media coverage of Fellowship/Industry partners and clinical partners we did not highlight in 2022 by October 1, 2023
2. Review and edit clinical review document for uptake and overall ease of use
3. Finalize promotion and tenure policies/procedures including updates for definitions related to Scholarship of Engagement by Sept 1, 2023
4. Develop Department Retreat focused on DEI by May 1, 2023
5. Continue incorporating recognition and wellness into our department (ongoing)

Alumni Specific
1. Continue strategies to engage with alumni both on and off campus. (ongoing)
2. Work with Erin VanEmon to engage alumni with students and faculty during 2023 Distinguished alumni activities and the 2023 Pharmacy Orientation by September 1, 2023
3. Continue to engage alumni and generate a new list of 10 young alumni practitioners to highlight through PHPR communications, social media, and during on-campus events throughout 2023. (ongoing)
4. Work one-on-one with course coordinators to facilitate the recognition of the first non-faculty teaching award recipient by May 1, 2023
5. Continue to facilitate thanking alumni for their engagement with the department. (ongoing)
6. Work with Amy Sheehan to develop a process to regularly engage with industry fellowship alumni by June 1, 2023
7. Determine if a different approach is needed to communicate and engage with alumni in the pharmaceutical industry by September 1, 2023)
8. Identify needs of our faculty on an individual basis for support and/or funding in which alumni may help fulfill a need. (ongoing)
9. Continue to add to the list of alumni who are potential candidates for department and college awards and recognitions, including teaching awards. (ongoing)

Discovery and Scholarship Goals
1. Implement improved communications strategy for faculty about grants and contracts opportunities with industry and foundations by September 1, 2023

Faculty Development and Administrative Goals
1. Collate all faculty development programs and activities on Department website when the new college website template becomes available (ongoing)
2. Review of Assistant Professors and Associate Professors as needed (ongoing)
3. Revise promotion/tenure documents to align with changes to annual expectations by Nov 1, 2023
4. Incorporating recognition and wellness into our department (ongoing)