

**Purdue University College of Pharmacy
Department of Pharmacy Practice**

Unit Goals – 2021

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

Long Term Goals (next 3-5 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. Develop processes for training faculty and staff on technology of teaching by February 28, 2021
 - Determine appropriate technology to present
 - Plan Lunch and learn sessions to demonstrate use of new technology
 - Develop staff training to assist faculty in implementation of new technology
2. Coordinate new teaching evaluation processes by June 1, 2021

- Update coordination and scheduling of evaluations with Mindy
 - Determine how to coordinate / condense new evaluation data for distribution to faculty in team taught courses
 - Develop template for incorporation of new evaluation data into promotion dossiers
3. Collaborate with the Center for Health Equity to implementation plan for teaching social determinants of health across the professional program by August 1, 2021

Graduate Program Specific

1. Develop new major in Health Services, Outcomes, and Policy (HSOP)
 - a. Apply for a major in Health Services, Outcomes, and Policy by October of 2021
 - b. Apply for permanent courses for HSOP and CLPH by October 2021
2. Explore and develop plan for recurring funds to be allocated to the graduate program
 - a. Submit proposal to graduate faculty by September 2021
3. Revise annual expectations to include grant applications that include graduate student support by April 2021
4. Explore and develop opportunities to enhance the number of minority and underserved applicants
 - a. Implement a PHPR Application Fee Satisfaction program by August 2021
5. Improve grad program website and social media presence (ongoing)

Resident Program Specific

1. Develop a plan for residency expansion in the state of Indiana by December 1, 2021
 - a. Learn the financial support available for this by the college/department
 - b. Identify potential sites for residency development/expansion
2. In conjunction with Nikki Olenik, help facilitate start of PGY1 Community-Based Residency Program at Purdue University Pharmacy and Healthnet by July 1, 2021
3. Optimize research training for non-community residency programs by August 1, 2021
4. Assess extent of faculty mentoring of resident teaching activities by December 1, 2021
5. Create minimum expectation document for teaching requirements for affiliated programs by April 1, 2021
6. Create Preceptor Development Modules to assist with ASHP preceptor requirements by June 1, 2021
7. Serve as a consultant to residency programs in the state of Indiana for program initiation, program growth, or accreditation preparation (ongoing)

Fellow Program Specific

1. Develop policy to allow use of fellowship travel funds during COVID for professional development activities and update all new contracts with funding terminology for “professional development” instead of “travel funds” by January 30th 2021
2. Establish a recurring annual professional development program for all Purdue-affiliated fellows, residents, and graduate students by July 30th 2021.
3. Improve visual appearance of fellowship programs website by July 30th 2021
4. Enhance social media presence of fellowship programs (ongoing)
5. Continue to pursue ongoing growth of high-quality industry-affiliated fellowship programs as opportunities present.

- a. Purdue/FDA/Astellas- Patient Advocacy Track

Engagement and Service Goals

Department Specific

1. Work with Associate Dean for Engagement to highlight each of our engagement partners on our social media accounts along with other activities as needed by December, 1 2021
2. Implement 1 or more new partnerships for acute care by April 1, 2021
3. Create clinical measures for engagement evaluation to utilize within the annual review process by May 1, 2021
4. Review promotion and tenure guidelines to update definitions related to Scholarship of Engagement by Sept 1, 2021

Alumni Specific

1. Establish strategies to reengage with alumni both on and off campus as restrictions associated with the pandemic are gradually lifted (ongoing)
2. Generate a list of 12 alumni practitioners to highlight through PPHR communications and social media during 2021 by January 2021
3. Facilitate the recognition of the first non-faculty teaching award recipient by December 2021
4. Continue to facilitate thanking alumni for their engagement with the department (ongoing)
5. Continue to engage alumni, especially those who have graduated during the past 10 years, via social media (ongoing)
6. Identify needs of our faculty on an individual basis for support and/or funding in which alumni may help fulfill a need by July 2021
7. 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. Support conversion of presentations/abstracts to publications or other venues for high impact by July 1, 2021
2. Implement communications strategy for faculty about grants and contracts opportunities with industry and foundations by July 1, 2021
3. Hire research support personnel to meet the needs of faculty (ongoing)

Faculty Development and Administrative Goals

1. Finalize faculty mentoring program by March 1, 2021
2. Finalize Research and Instruction Leave policy for Non-Tenure Track Faculty by March 1, 2021
3. Collate all faculty development programs and activities on Department website by September 1, 2021
4. Finalize updates to faculty expectations document by March 1, 2021

5. Revise promotion/tenure documents to align with changes to annual expectations by Sept 1, 2021
6. Develop process for cross training of staff on administrative support functions by July 1, 2021
7. Begin hiring process for tenure-track position in “personalized pharmacotherapy” by August 1, 2021
8. Host one or more sessions on diversity and inclusion by Dec 1, 2021
9. Review and revise Departmental policies regarding systemic racism by December 1, 2021
10. Incorporating recognition and wellness into our department (ongoing)