

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

Unit Goals – 2022

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. Evaluate faculty and staff on wants/needs for technology specific to teaching
 - Determine current faculty utilization of technology and extent of use (By Summer, 2022)
 - Establish information sharing system to identify new teaching strategies
 - Assist faculty in implementation of new teaching tools
 - Continue lunch and learn sessions to demonstrate use of new technology

- Implement broader training strategies (seminar, dedicated training sessions) for new technology identified
- 2. Coordinate new teaching evaluation processes by June 1, 2021
 - Continue to refine coordination and scheduling of evaluations with Mindy
 - Tracking system to identify faculty teaching loads each semester
 - Work with faculty to maximize evaluations based on promotion planning
 - 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, 2022

Graduate Program Specific

1. Evaluate and implement effective recruitment strategies (including web-based) by September 2022.
2. Revise and update policy to be consistent with both majors by November 2022
3. Enhance web-based presence and control over social media.
 - a. Develop opportunity for summer graduate student support by April 2022.
4. Explore and develop opportunities to enhance the number of minority and underserved applicants
 - a. Implement a PPHR Webinar / Recruitment Day with participation tied to Application Fee Satisfaction program by October 2022

Resident Program Specific

1. Develop a plan for residency expansion in the state of Indiana
 - a. Learn the financial support available for this by the college/department
 - b. Identify potential sites for residency development/expansion
2. Optimize research training for non-community residency programs
3. Create minimum expectation document for teaching requirements for affiliated programs
4. Create Preceptor Development Modules to assist with ASHP preceptor requirements
5. Serve as a consultant to residency programs in the state of Indiana for program initiation, program growth, or accreditation preparation

Fellow Program Specific

1. Form a Fellowship Advisory Council composed of prominent industry partners and Purdue fellowship program alumni by March 30, 2022.
2. Develop a unified mission statement for all Purdue pharmaceutical industry-affiliated fellowship programs based on recommendations of Fellowship Advisory Council by June 30, 2022.
3. Develop a set of standards and expectations for potential future industry partners based on recommendations of the Fellowship Advisory Council by June 30, 2022.
4. Strengthen relationships with Purdue fellowship program alumni (ongoing).
5. Continue to highlight fellows and maintain social media presence (ongoing)

6. Improve visual appearance of fellowship programs website when the new college website template becomes available (ongoing)

Engagement and Service Goals

Department Specific

1. Initiate new partnerships with Community Health by May 1, 2022
2. Pilot test and implement clinical engagement evaluation to utilize within the annual review process by May 1, 2022
3. Review promotion and tenure guidelines to update definitions related to Scholarship of Engagement by Sept 1, 2022
4. Develop a social media coverage plan highlighting each of our engagement partners by Sept 1, 2022

Alumni Specific

1. Continue strategies to reengage with alumni both on and off campus as restrictions associated with the pandemic are gradually lifted. *(ongoing through Spring 2022 semester)*
2. Work with Erin VanEmon to engage alumni with students and faculty during 2022 Distinguished alumni activities. *(February 2022)*
3. Generate a new list of 12 alumni practitioners to highlight through PHR communications and social media during 2022. *(January 2022)*
4. Work one-on-one with course coordinators to facilitate the recognition of the first non-faculty teaching award recipient. *(Spring 2022)*
5. Continue to facilitate thanking alumni for their engagement with the department. *(ongoing)*
6. Continue to engage alumni, especially those who have graduated during the past 10 years, via social media. *(ongoing)*
7. Identify needs of our faculty on an individual basis for support and/or funding in which alumni may help fulfill a need. *(ongoing)*
8. 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, 2022
2. Implement communications strategy for faculty about grants and contracts opportunities with industry and foundations by September 1, 2022

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. Finalize updates to faculty expectations document by March 1, 2022

3. Revise promotion/tenure documents to align with changes to annual expectations by Nov 1, 2022
4. Complete ongoing Fedex day proposal implementation by Sept 1, 2022
5. Complete ongoing faculty search in health equity by April 1, 2022
6. Review and revise Departmental policies regarding systemic racism by December 1, 2022
7. Incorporating recognition and wellness into our department (ongoing)