



School of Pharmacy Strategic Plan 2017-2022

Strategic Initiatives

1. Recruit, enroll, and retain a high-performing, diverse student body (Maps to University Initiative #3)
2. Foster excellence and innovation in the professional didactic and experiential curriculum that is based on the current and projected landscape of healthcare, pharmacy practice, and educational delivery. (Maps to University Initiative #1)
3. Cultivate relationships with key stakeholders of the School of Pharmacy and University. (Maps to University Initiative #2)
4. Discover knowledge and advance education, science, and clinical practice through the creation of sustainable research/scholarship programs for faculty, staff, and students (Maps to University Initiative #2)
5. Invest in administrators, faculty, and staff who will contribute to the School of Pharmacy's success (Maps to University Initiative #2)
6. Promote facilities development to support an optimal learning environment for students, faculty, staff and the community (Maps to University Initiative #5)
7. Strengthen the School's finances to support the mission of the School of Pharmacy (Maps to University Initiative #4)

1: Recruit, enroll, and retain a high-performing, diverse student body

1. Successfully recruit and enroll 90 qualified PPGS students each year.
 - a. Action Item 1: Attend new student recruiting events in identified areas of opportunity.
 - i. Outcome Measures:
 1. With admissions/enrollment, identify recruiting events in areas of opportunity
 2. Attend at least ten new recruiting events
 3. Annual Recruitment Activities Report
 - ii. Responsible Parties:
 1. Enrollment/Admissions Office
 2. Student Affairs Committee
 3. Assistant Dean for Student Affairs
 4. Faculty
 5. Staff
 6. Students
 - iii. Target Date: End of AY 2020
 - b. Action Item 2: Develop and implement a comprehensive marketing plan for the Nesbitt School of Pharmacy.
 - i. Outcome Measure:
 1. Nesbitt School of Pharmacy Marketing Plan
 - ii. Responsible Parties:
 1. Dean
 2. Wilkes University
Marketing/Communications/Admissions/Enrollment
 3. Assistant Dean for Student Affairs
 4. Student Affairs Committee
 - iii. Target Date: End of AY 2019
2. Increase Efforts to Recruit Qualified Transfer Students into the Professional Program
 - a. Action Item: Develop a specific marketing plan targeted towards transfer students
 - i. Outcome Measure:
 1. Collaborate with admissions and marketing to develop better recruitment awareness/materials
 2. Create a transfer student recruitment event
 - ii. Responsible Parties:
 1. Assistant Dean of Student Affairs

2. University Admissions/Marketing/Enrollment/Communications
 3. Student Affairs Committee
 4. Dean
 - iii. Target Date: End of AY 19-20 and ongoing
 - b. Action Item: Strengthen relationships with feeder schools
 - i. Outcome Measures:
 1. Creation of articulation agreements with feeder schools
 - ii. Responsible Parties:
 1. Assistant Dean of Student Affairs
 2. Dean
 3. Provost
 - iii. Target Date: End of AY 19-20 and ongoing
3. Increase student body diversity. (Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.)
 - a. Action Item 1: Attend at least two recruiting events designed for a diverse student population.
 - i. Outcome Measures:
 1. Attend recruiting events
 2. Increase in student body diversity
 - ii. Responsible Parties:
 1. Student Affairs Committee
 2. Assistant Dean for Student Affairs
 3. Faculty
 4. Staff
 5. Students
 - iii. Target Date: End of AY 2019
4. Increase exposure of high school-age or younger students to Wilkes University, the NSoP, and the profession of pharmacy.
 - a. Action Item 1: Develop a pharmacy experience for high school aged or younger students.
 - i. Outcome Measure:
 1. Pharmacy experience developed
 - ii. Responsible Parties:
 1. Student Affairs Committee

- 2. Assistant Dean for Student Affairs
- iii. Target Date: End of AY 2019

#2: Foster excellence and innovation in the professional didactic and experiential curriculum that is based on the current and projected landscape of healthcare, pharmacy practice, and educational delivery.

- 1. Continue to foster a culture that promotes individual and systematic assessment of instructional methods and course content.
 - a. Action Item 1: Provide assessment-related faculty development opportunities.
 - i. Outcome Measures:
 - 1. Number of assessment-related programming provided
 - 2. AACP Faculty Survey
 - ii. Responsible Parties:
 - 1. Assistant Dean of Academic Affairs and Assessment
 - 2. Assessment Committee
 - 3. Department Chairs
 - iii. Target Date: End of AY 21-22
 - b. Action Item 2: Develop a communication mechanism (dashboard) to deliver key assessment data from the School of Pharmacy.
 - i. Outcome Measures:
 - 1. Determine dashboard content
 - 2. Data from assessment dashboard
 - ii. Responsible Parties:
 - 1. Assistant Dean of Academic Affairs and Assessment
 - 2. Assessment Committee
 - iii. Target Date: End of AY 21-22
- 2. Promote a continuous feedback loop of key student assessment measures that inform curricular change.
 - a. Action Item 1: Identify the utility of high stakes student assessments as a predictor of student success.
 - i. Outcome Measures:
 - 1. Presentation of data and potential correlations
 - ii. Responsible Parties:
 - 1. Assistant Dean of Academic Affairs and Assessment
 - 2. Assessment Committee
 - 3. Executive Committee

- iii. Target Date: End of AY 21-22
- b. Action Item 2: Determine curricular gaps or redundancies related to applicable assessment measures.
 - i. Outcome Measures:
 - 1. Report of potential gaps/redundancies and suggested changes
 - 2. Report of curricular map
 - ii. Responsible Parties:
 - 1. Curriculum Committee
 - 2. Assessment Committee
 - 3. Assistant Dean of Academic Affairs and Assessment
 - 4. Student and graduate focus groups
 - iii. Target Date: Continuous, end of AY 21-22 for full cycle
- 3. Ensure that all students are provided a balanced curriculum aimed to develop knowledgeable, compassionate, professional, and skillful pharmacists.
 - a. Action Item 1: Assess student preparedness for NAPLEX, MPJE, PCOA and practice.
 - i. Outcomes Measures:
 - 1. NAPLEX pass rates
 - 2. MPJE pass rates
 - 3. PCOA scores
 - 4. OSCE scores
 - 5. AACP Alumni Survey
 - 6. AACP Graduate Survey
 - ii. Responsible Parties:
 - 1. Assistant Dean of Academic Affairs and Assessment
 - iii. Target Date: End of AY 21-22
 - b. Action Item 2: Enhance the student professional development model to ensure continued co-curricular growth.
 - i. Outcome Measures:
 - 1. Continuing Professional Development Questionnaire
 - 2. Activity log
 - 3. Advising Section of Annual Self-Evaluation Report
 - ii. Accountable Parties:
 - 1. Professional Advisors
 - 2. Assessment Committee
 - 3. Assistant Dean of Student Affairs

4. Assistant Dean of Assessment
 5. SD-IPPE Course Coordinator
 6. Students
- iii. Target Date: End of AY 21-22
- c. Action Item 3: Determine the efficacy of the pre-APPE curriculum on student experiential education knowledge, skills, and attitudes.
- i. Outcome Measures:
 1. AACP Preceptor Survey
 2. Preceptor Evaluations in E-value
 3. AACP Graduating Student Survey
 - ii. Responsible Parties:
 1. Director of Experiential Education
 2. Assistant Dean of Academic Affairs and Assessment
 3. Curriculum Committee
 - iii. Target Date: End of AY 21-22

#3: Cultivate relationships with key stakeholders of the School of Pharmacy and University

1. Embrace and identify opportunities to advance the profession of pharmacy through collaboration with key stakeholders *within* the University.
 - a. Action Item 1: Connect with leadership within each school in identified areas of opportunity to evaluate the need for a mutually beneficial relationship.
 - i. Outcome Measures:
 1. Benchmark peer schools for educational opportunities offered with non-pharmacy programs
 2. Complete needs assessment of current students to determine if individualized pathways would be valuable
 3. Number of interdepartmental collaborations on individual and school based initiatives
 - ii. Responsible Parties:
 1. SoP Curriculum Committee
 2. Assistant Dean of Academic Affairs and Assessment
 3. Faculty
 - iii. Target Date: End of AY 2019

2. Embrace and engage in opportunities to advance the profession of pharmacy through collaboration with key stakeholders *outside* of the University.
 - a. Action Item 1: Engage alumni, thought leaders, and other outside stakeholders via surveys or events to evaluate interest.
 - i. Outcome Measures:
 1. Identify opportunities for alumni, thought leaders, and stakeholder participation
 - ii. Responsible Parties:
 1. Dean
 2. Department Chairs
 3. Experiential Education Staff
 4. Students
 5. Wilkes Alumni Office
 - iii. Target date: Continuous, End of AY 2021

#4: Discover knowledge and the advancement of education, science, and clinical practice through the creation of sustainable research/scholarship programs for faculty, staff, and students

1. Create a platform for dissemination of scholarly initiatives and results.
 - a. Action Item 1: Create event(s) for faculty, staff, and students to discuss proposed and ongoing scholarship with other SOP faculty, staff, and students.
 - i. Outcome Measures:
 1. Creation of event(s)
 2. Event(s) program
 - ii. Responsible Parties:
 1. Dean
 2. Department Chairs
 - iii. Target Date: Begin AY 19-20 and ongoing
2. Annually showcase and document departmental scholarly output.
 - a. Action Item 1: Create individual faculty research portfolio.
 - i. Outcome Measures:
 1. Publications, presentation, posters, grants, etc. submitted
 2. Publications, presentations, posters, grants, etc. accepted
 3. Delineation of type of scholarship (educational, practice, science)
 4. Database of scholarly activities for each department
 5. Dedicated section of the website to highlight all faculty scholarship completed/in progress for the last year

- ii. Responsible Parties:
 - 1. Department Chairs
 - iii. Target Date: Begin AY 18-19 and ongoing

- 3. Further support student participation in student or faculty-based scholarship.
 - a. Action Item 1: Develop a student research council with the purpose of facilitating student initiated scholarship or student engagement in faculty scholarship.
 - i. Outcome Measure:
 - 1. Development of student research council
 - ii. Responsible Parties:
 - 1. Dean
 - 2. Department Chairs
 - 3. Student Senate President
 - iii. Target Date: End of AY 18-19

 - b. Action Item 2: Increase the amount of students involved scholarship.
 - i. Outcome Measure:
 - 1. Student Research Council Annual Report
 - 2. Number of students involved with faculty-initiated scholarship each year.
 - ii. Responsible Parties:
 - 1. Student Research Council
 - 2. Faculty members
 - iii. Target Date: End of AY 21-22

#5: Invest in administrators, faculty, and staff who will contribute to the School of Pharmacy's success

- 1. Enhance the professional development of School of Pharmacy personnel.
 - a. Action Item 1: Develop a communication plan to share internal and external faculty/staff development opportunities with faculty and staff.
 - i. Outcome Measures:
 - 1. Number of faculty and staff aware of faculty development opportunities
 - 2. Number of faculty and staff applying for faculty development opportunities
 - ii. Responsible Parties:
 - 1. Department Chairs
 - 2. Faculty/Staff Members

- iii. Target Date: End of AY 18-19 and ongoing
- b. Action Item 2: Align faculty and staff developmental activities with personal and professional goals.
 - i. Outcome Measures:
 - 1. Create an action/developmental plan unique to each faculty/staff member to address personal and professional goals
 - 2. Number of mentor/mentee relationships amongst faculty and staff
 - ii. Responsible Parties:
 - 1. Department Chairs
 - 2. Dean
 - 3. Faculty/Staff members
 - iii. Target Date: End of AY 18-19 and ongoing

#6: Promote facilities development to support an optimal learning environment for students, faculty, staff, and the community

- 1. Create a School of Pharmacy facilities master plan.
 - a. Action Item 1: Identify and/or create a optimal spaces for teaching the pharmacy curriculum.
 - i. Outcome Measures:
 - 1. Large classrooms that can accommodate a full class, promote student collaboration, and provide adequate support of technology
 - 2. Area designed for student testing that provides adequate space, technology use/access and privacy
 - 3. Renovate SLC 101
 - ii. Responsible Parties:
 - 1. Dean
 - 2. Stark Learning Center Master Planning Group
 - 3. Wilkes University Master Planning Committee
 - iii. Target Date: End of AY 19-20 (depending on resources)
 - b. Action Item 2: Identify and increase space for students.
 - i. Outcome Measures:
 - 1. Designated student club room that is accessible at all times
 - 2. Enhance the pharmacy student lounge
 - 3. Identify additional student study space
 - ii. Responsible Parties:
 - 1. Dean

- 2. Student Senate
 - 3. Stark Learning Center Master Planning Group
 - 4. Wilkes University Master Planning Committee
 - iii. Target Date: End of AY 19-20 (depending on resources)
- c. Action Item 3: Create a School of Pharmacy faculty/staff lounge to promote interdepartmental collegiality and camaraderie
- i. Outcome Measures:
 - 1. Designated SoP faculty/staff lounge
 - ii. Responsible Parties:
 - 1. Dean
 - 2. Stark Learning Center Master Planning Group
 - 3. Wilkes University Master Planning Committee
 - iii. Target Date: End of AY 19-20 (depending on resources)

#7: Strengthen the School's finances to support the mission of the School of Pharmacy

- 1. Identify additional revenue streams for the School of Pharmacy.
 - a. Action Item 1: Develop a comprehensive fundraising strategy anchored to core institutional priorities.
 - i. Outcome Measures:
 - 1. Completed fundraising strategy
 - ii. Responsible Parties:
 - 1. Dean
 - 2. Office of Advancement
 - 3. Assistant Dean of Academic Affairs and Assessment
 - iii. Target Date: End of AY 19-20
 - b. Action Item 2: Explore alternative revenue sources other than fundraising
 - i. Outcome Measures:
 - 1. Masters in Pharmaceutical Science Program
 - 2. Continued investigation of other opportunities
 - ii. Responsible Party :
 - 1. Department of Pharmaceutical Sciences
 - 2. Strategic Planning Committee
 - iii. Target Date: AY 21-22