

One College - Three Campuses



Memphis - Nashville - Knoxville

TRAINING PHARMACISTS FOR TODAY AND TOMORROW

**The Five-Year Strategic Plan
FY2019-2020 to FY2023-2024**

TRAINING PHARMACISTS FOR TODAY AND TOMORROW

OUR MISSION

The mission of the University of Tennessee Health Science Center College of Pharmacy is to educate, inspire, discover, and serve to advance health

OUR VISION

To be a preeminent College of Pharmacy through excellence in education, discovery, and service

OUR VALUES

- Dedicated to valuing our student pharmacists, alumni, and citizens of Tennessee and beyond
- Professionalism in faculty, staff, and students
- Mutual trust, respect, honesty, integrity, transparency, and accountability
- Interprofessional and interdisciplinary collaboration and teamwork
- Diversity and inclusivity in our faculty, staff, and student body
- Continuous quality improvement
- Practice that is evidenced-based
- Ensuring affordable, accessible, and accountable pharmacy-based education and training

THE STRATEGIC PRIORITIES OF THE PLAN

The University of Tennessee Health Science Center College of Pharmacy (UTHSC COP) will:

- Educate students and facilitate access and success
- Grow research and scholarship
- Enhance patient care and outreach
- Align resources

The Plan includes a cross-cutting priority that spans the four main strategic priorities:

- Increase visibility and recognition of the College of Pharmacy's contributions.

STRATEGIC PRIORITY A

Educate Students and Facilitate Access and Success

Strategies

- Provide inclusive culture with diverse students, faculty, and staff.
- Support targeted recruitment.
- Support a progressive curriculum promoting excellence, innovation, and practice readiness.
- Promote a culture of achievement, accessibility, affordability, accountability, integrity, and continuous quality improvement.
- Facilitate excellent progression, student advancement, first-time board pass rates, post graduate training, and job placement.

Outcomes/Metrics

- Proportion of minority students in each entering class will remain stable, or increase annually, with the goal of matching or exceeding the proportion of such students in the State of Tennessee (25.8% according to U.S. Census data 2017).
- Target enrollment of approximately 200 students per class (P2-P4 student enrollment of ~40-50 students per class in Knoxville and Nashville, and ~100 students in Memphis).
- First choice school for Tennesseans, as measured by: at least 90% of Tennessee students who are offered admission by UTCOP will accept that offer and enter UTCOP.
- The composition of the College of Pharmacy faculty with respect to diversity will meet or exceed that published annually in the AACP Profile of Pharmacy Faculty and Staff and will reflect the population of the region in which they are employed.
- At least 90% of matriculated students will complete the Doctor of Pharmacy program in four years.
- Achieve the highest Board (NAPLEX & MPJE) pass rate in state of Tennessee.
- First-time pass rates on NAPLEX will meet or exceed mean percentage of the top ten pharmacy schools according to the most recent US News and World Report ranking.

TRAINING PHARMACISTS FOR TODAY AND TOMORROW

Outcomes/Metrics (cont.)

- Student satisfaction will meet or exceed mean percentage of the top ten pharmacy schools on the American Association of Colleges of Pharmacy (AACCP) Graduating Student Survey item "If I were starting my pharmacy program over again, I would choose the same college / school of pharmacy."
- 100% of the graduating class seeking employment or placement will be employed or pursuing post-graduate training (>40% of the total class, >80% match rate, > top 10 colleges of pharmacy) or education within 3 months of graduation.
- Average time to graduation over a given three-year period for graduate students enrolled in the Pharmaceutical Sciences graduate program should be less than 5.5 years.
- Average number of peer-reviewed publications published per graduate student at the time of graduation should be 2 first author publications and 4 overall publications.

STRATEGIC PRIORITY B

Grow Research and Scholarship

Strategies

- Increase competitive, extramural research funding, with emphasis on NIH funding.
- Increase scholarly productivity of faculty.
- Increase national and international research visibility.

Outcomes/Metrics

- At or above top 10-15 ranking in NIH research funding among pharmacy schools.
- Greater than 70% of tenured/tenure-track PhD faculty will have NIH PI funding, and greater than 75% of tenured/tenure-track PhD faculty will have total NIH funding (PI, MPI, Co-I and Collaborative PI Subcontract funding).
- At least 50% of research effort will be charged to extramural sources for formally research trained faculty.
- 80% of Pharmaceutical Sciences faculty and 75% of Clinical Pharmacy and Translational Science (DCPTS) faculty will publish 4 and 2 peer reviewed publications, respectively, per year.
- Pharmaceutical Sciences and Clinical Pharmacy and Translational Science faculty will publish an average of 5 and 3 unique publications, respectively, per faculty member annually.
- 75% of Clinical Pharmacy and Translational Science faculty and 85% of Pharmaceutical Sciences faculty will publish at least 2 and 3 peer-reviewed publications, respectively, as primary or true senior author.
- 80% of Pharmaceutical Sciences faculty and Clinical Pharmacy and Translational Science faculty will present at least 2 invited presentations, platforms, and/or posters annually.

STRATEGIC PRIORITY C

Enhance Patient Care and Outreach

Strategies

- Advance the practice of pharmacy to meet the increased demand for safe and cost effective medications, and improved patient outcomes.
- Provide professional and public service and educational programs to health professionals and the lay public, including professional and civic organizations.
- Provide leadership to scientific and professional communities through service in local, state, national, and international organizations.
- Provide excellent pharmacy continuing education programming.

Outcomes/Metrics

- Sustain or increase the number and scope of existing patient care service contracts.
- A majority of full-time faculty will be engaged in a science or health-care related community service activity annually.
- At least 15% of full-time faculty will serve in an elected or appointed position within a professional or scientific organization.
- The number of College of Pharmacy sponsored or co-sponsored continuing education hours and total number of participants will be sustained or increased to meet the needs of pharmacists in the State of Tennessee and beyond.

STRATEGIC PRIORITY D

Align Resources

Strategies

- Sustain sufficient resources (human, physical, technologic, and financial) to accomplish mission and program expectations.
- Make resources available to competitively attract and retain highly qualified faculty and staff members.
- Maintain and expand physical resources to support the College's mission and vision.
- Promote development programs to support initiatives.

Outcomes/Metrics

- By FY 2023, increase the number of new endowed scholarships by 10 scholarships, or increase the current endowed scholarships by \$250,000.
- On an annual basis, the College of Pharmacy will maintain sufficient human, technical, financial, and physical resources to support its mission, programmatic needs, and strategic goals.
- Faculty salaries shall meet or exceed the 50th percentile nationally, and staff salaries will be at or above 50% of the median salary of comparable positions in the region in which they are employed.