

**Florida A&M University
College of Pharmacy & Pharmaceutical Sciences**

Strategic Planning Evaluation Document

Goal #	Description	Entity Responsible	Target Date
1	Access to the University To monitor, analyze and improve access requirements in the COPPS		
1.1	Review admission criteria regularly, revise standards of admission as necessary to maintain desired student characteristics among the student body and implement changes.	Student Services Executive Council Faculty	Completed August 2008
1.1a	Establish a recruitment plan to include goals, timelines, and budget.	Student Services	Completed August 2008
1.1b	Evaluate the recruitment plan on an annual basis and adjust targets as needed.	Strategic Planning Com Faculty	Completed July 2008
1.1c	Increase enrollment by 5% per year in the professional program.	Student Services	*Revise based on revenue shortfall
1.2	Increase the number of scholarships to qualified minority students at the rate of 5% each year.	Dean, Executive Council	Completed Fall 2008 – 12% increase
1.2a	Identify corporate and private sources of funds for scholarship program.	Dean, Stakeholders	Ongoing
1.2b	Appoint a faculty or staff member as a Scholarship coordinator to manage the program.	Dean	Completed January 2008 – Mrs. Gloria James
1.3	Establish procedures to increase retention at 90% or greater.	Special com. of the faculty, Dean, Division Dir	Completed Rate is 92.63% - Mrs. Debra Taylor
1.4	Incorporate a student-centered philosophy within the college	Dean, Executive council	*Ongoing. Assess by Jan.09
2	Academic Improvement Establish procedures, policies and practices that ensure advancement		

	in academic programs and transition of graduates to the workforce.		
2.1	Maintain a first-time pass rate above the national average on the national pharmacy licensure examination (NAPLEX) for professional program graduates.	Faculty, Student Services	Ongoing 10/2008 Results – 92% First-Time Pass Rate
2.1a	Review and revise academic courses with emphasis on improving competencies of pharmacy practitioners and biomedical researchers.	Curriculum committee, Faculty	Completed
2.1b	Provide tutorial services and computer instructional support to enhance test-taking skills for students with academic deficiencies in core courses.	Student Services, ASP/SNPhA	Completed (CARE program)
2.1c	Continue to utilize the National Association of Boards of Pharmacy Licensure model to administer a comprehensive computerized examination with prototype questions to students prior to graduation to ensure a high-level of preparedness and competency.	Student Services, Faculty	Ongoing. Assess by fall 10
2.1d	Monitor student performance on an annual basis on both the COPPS comprehensive and licensure examinations and disseminate the results as aggregate data.	Assessment Committee	Ongoing
2.2	Provide graduate program candidates and professional program candidates a sound foundation in the basic and clinical sciences.	Curriculum committee Graduate council	Ongoing. Assess outcomes. fall 10
2.2a	Incorporate problem solving/critical thinking strategies in the curriculum at the graduate and professional program levels.	Curriculum committee, faculty	Ongoing.
2.2b	Increase interaction between/among graduate program units and the professional program levels.	Graduate Council Division of Basic Sciences	Completed
2.3	Increase the development of research skills and publication record of MS and PhD graduates.	Graduate council Graduate faculty	Ongoing
2.3a	Increase the publication record of graduate students by 5% for accepted papers.	Graduate advisors	Ongoing. Assess by fall 10
2.3b	Increase the record of graduate student submitted papers.	Graduate advisors	Ongoing
2.4	Increase the number of residency positions supported by COPPS	Dean, Executive Council	Fall 2008 FAMU/JMH- Miami Residency Instituted
2.4a	Generate fund to support residency and fellowship training.	Dean, Clinical Faculty	Ongoing

2.4b	Determine the role of residents and fellows in teaching and research	Graduate Council, Executive Council	Assess by fall 09
2.5	Promote increased productivity among COPPS faculty.	Division directors	Ongoing
2.5a	Distribute annually a list of papers published in relevant professional journals.	Dean	*Ongoing. Bimonthly Updates given
2.5b	Increase faculty participation as members of accrediting teams, NIH site visiting teams and federal agency study sections.	Division Directors	Ongoing
2.5c	Increase faculty involvement as reviewers for professional and research journals.	Division Directors	Ongoing
2.5d	Increase faculty memberships in national and international learned societies, which require discipline related publications.	Faculty	Ongoing. Assess by fall 09
2.5e	Encourage faculty authorship of articles published in either daily and/or community newspapers for lay audiences.	Dean, Division Directors	Ongoing
2.5f	Publish a fact book for the College of Pharmacy	Student Services	Completed
2.6	Develop a clinical scientist training program	Dean, Executive Council	*Fall 2010
2.7	Implement joint degree programs: PharmD/MBA; PharmD/PhD	Executive and Graduate Council; Curriculum Committee; faculty	*Ongoing. Fall 10 Fall 12
2.8	Develop and operate a medication therapy management program	Clinical divisions; directors and faculty	Completed Fall 2008
2.9	Develop and implement a bachelors of Pharmaceutical Sciences degree program	Division of Basic Sciences	*Fall 2009
3	Improvement of Administrative Processes		
3.1	Plan and establish procedures and timelines for the Board of Governors Program Review.	Executive council	Ongoing
3.1a	Maintain a database for accountability measures.	Assessment committee	Ongoing
3.1b	Design and implement data collection tools and methods.	Assessment committee	Ongoing
3.1c	Collect data on accountability measures.	Assessment committee, Curriculum committee	Ongoing
3.1d	Prepare appropriate report documents	Dean, Division Directors	Ongoing

3.2	Implement a follow-up procedure for ascertaining the placement, performance and job satisfaction of COPPS graduates	Assessment committee	Ongoing. Completed Fall 2008 – 95% knowledge of placement
3.2a	Maintain an up-to-date database of permanent addresses of program graduates.	Assessment committee Externship coordinator	Updated 2008
3.2b	Work with the alumni association in promoting and establishing continued support links.	Dean and Coordinator of Development and Alumni Affairs	Completed and Ongoing. Assess by spring 09
3.3	Conduct curricula audits once every 5 years.	Curriculum committee	Cycle just completed
3.3a	Review and revise, if necessary, the objectives for each academic program	Curriculum committee	Ongoing
3.3b	Review and revise, if necessary, the student outcomes statements for each academic program.	Strategic Planning committee, Curriculum committee	*Ongoing. Second yearly review set for Summer 09
3.3c	Reassess the resource needs of each program in light of the program's objectives (faculty, space, equipment, financial support, etc).	Executive Council	Yearly
3.3d	Conduct periodic assessments of faculty training needs.	Division Directors	*Spring of each year
3.3e	Analyze student outcome data (graduation rates, retention rates, NAPLEX passing rates, employer satisfaction data, etc).	Assessment Committee	Annually
3.4	Conduct external peer review and evaluation of each program of the college once every five years, in preparation for accreditation or Board of Governor review.	Dean, Assessment Committee	Fall 09
3.4a	Prepare self-assessments for external reviewers.	Fall 06	Completed
3.4b	Implement necessary changes based upon external review.	Fall 07	Completed
3.5	Implement a culture of assessment	College-wide personnel. Strategic Planning Com.	*Ongoing. Analyze Fall 2009
3.6	Obtain full and unconditional reaccreditation of the Doctor of Pharmacy program by the Accreditation Council for Pharmacy Education (ACPE)	College-wide personnel	*Ongoing

4	Enhancement of Communication and Service Within The University and the Public at large		
4.1	Implement a mandatory program of public service learning for all students.	Dean, Public service coordinator	Completed
4.1a	Establish criteria for public service learning.	Office of Public Service	Completed
4.1b	Publish a COPPS handbook of public service learning	Office of Public Service	Completed
4.2	Develop public service announcements on academic and health-related issues for airing over radio, television stations and other media outlets.	Office of Public Service	Completed
4.2a	Maintain appropriate personnel to develop program of public service	Dean	Ongoing
4.2b	Establish practical means for faculty and student involvement in public service announcement/advertisement ventures	Dean, Division directors	Ongoing
5	Enhance Faculty & Staff Development		
5.1	Facilitate faculty and staff training and development	Dean, Division directors	Ongoing
5.1a	Provide financial resources for each faculty member and selected staff members to attend at least one professional meeting each year.	Dean, Division directors	*Ongoing but affected by budgetary constraints
5.1b	Establish and distribute procedures and criteria for faculty and staff to request travel funds.	Dean and special committee of the faculty	*Ongoing, but affected by budgetary constraints
5.1c	Ascertain critical need areas of the college and foster training opportunities to satisfy such needs.	Dean, Division directors	*Summer 09
5.2	Increase the number of certifications for faculty in their respective areas of specialization by one per year.	Division directors	*Ongoing
5.2a	Maintain an updated list of desirable specialty certifications.	Dean, Division directors	Completed
6	Technology Improvement		
6.1	Continue to refine laboratories for academic computing, prescription practice, and assessment within the College.	Dean, Division directors, faculty	Ongoing
6.1a	Maintain a centralized up-to-date library of CD ROM software.	Dean	Ongoing
6.1b	Maintain an electronic catalog for the prescription practice laboratory containing samples of the top selling OTC and non-prescription drugs.	Instructor of Record	*Review spring 09

6.1c	Acquire personnel to maintain up-to-date software for assessment and state-of-the-art computers for instruction.	Responsible Faculty	*Ongoing. Assess by Fall 09
6.2	Update on a regular basis classroom instruction technology requirements.	Dean, Executive Council	Ongoing
6.3	Acquire trained personnel to maintain and assist with use and repair of technology equipment.	Dean	Fall 09
7	Research Advancement		
7.1	To establish innovative and interrelated research centers in the areas of neuroscience, cardiovascular, drug abuse, drug delivery, minority health, cancer, diabetes and HIV/AIDS.	Divisions, Faculty	Ongoing. Assess fall10
7.1a	Recruit and hire additional faculty in existing centers.	Dean, Division directors	Assess fall 10
7.1b	Provide support staff for each center.	Dean, Division directors	Assess fall 10
7.1c	Allocate adequate resource space and equipment for centers.	Dean	Assess fall 10
7.1d	Allocate adequate funding and other forms of financial support in each center.	Dean. Center personnel	Ongoing
7.1e	Strengthen clinical faculty research to form the interrelatedness of centers.	Dean, Division directors	Spring 10
7.1f	Hire new faculty who demonstrate the potential to carry out high quality clinical research.	Dean, Division directors	*Ongoing
7.1g	Collaborate with other campus and off-campus research enterprises in chosen areas.	Division directors	Ongoing and Assess Fall 10
7.1h	Support research infrastructure	Dean, University Administration	*Ongoing
7.2	Increase COPPS faculty research capability/performance	Division directors, faculty	Ongoing
7.2a	Increase the acquisition of mainstream funding by faculty from all sources (e.g., Ro1, R23, R15, NSF, DOD, DOE and EPA).	Faculty	Ongoing. Assess at regular intervals
7.2b	Continue to publicly recognize faculty for the submission of proposals and the successful acquisition of funds.	Dean	Ongoing
7.2c	Provide opportunity and incentives for collaborative research between and among faculty across the university.	Dean, Division directors, University administration	Ongoing
7.2d	Establish Research Professor ranks/tracts.	Dean, Provost	*Fall 10
7.2e	Emphasize through practice post-doctoral mentoring programs	Dean, Division directors	*Fall 09
7.3	To develop strategies that facilitates the improvement of faculty research.	Graduate Council, Division directors	Ongoing

7.3a	Provide letters of acknowledgement / commendation for faculty accomplishments in the areas of which merit is awarded.	Dean, Division directors, University Administration	*Ongoing. Summer 09
7.3b	Appoint a biomedical research coordinating committee.	Dean	Completed
7.3c	Establish programs of meritorious research awards.	Dean, faculty	*Presently being done
7.3d	Promote collaborative and integrated research programs.	Division Directors	Ongoing
7.4	Implement non-tenure tract contracts for faculty who focus on teaching, research or pharmacy practice.	Dean, Provost	*Fall 10
8	Extend Fundraising	Dean, Coordinator Development	
8.1	Strengthen and maintain relationships with the pharmaceutical industry, state agencies, other universities and federal agencies.	Dean, Division directors, Coordinator Development	Ongoing
8.1a	Maintain the Apothecary Board of Advisors to serve as an advisory and fundraising entity to assist the College in achieving its goals.	Dean, Coordinator Development	*Ongoing
8.1b	Promote the college (needs, accomplishments and ventures) to prospective givers.	Dean, Coordinator Development	Ongoing
8.1c	Establish a liaison between university fundraising activities and that of the College of Pharmacy.	Dean, Coordinator Development	Completed
8.1d	Target specific areas and individuals for planned giving actions.	Dean	*Spring 09
9	Improve, Upgrade and Increase Facilities		
9.1	Plan for and construct 2 nd phase pharmacy building in Tallahassee with adequate teaching, research and office facilities	Dean, University Administration	*Planning phase is in progress. Ongoing
9.1a	Start construction of second phase	Dean, University	Fall 2009
9.1b	Increase space for teaching and student-related activities at branch campuses.	Dean, Division directors	Completed
10	Advance Pharmacy Practice Rotations		
10.1	Plan for expansion of required advanced Pharmacy Practice rotations for PharmD students in off-campus health-systems throughout Florida as class size increases.	Dean, Executive Council, Curriculum committee	*Ongoing
10.1a	Provide payments for training consistent with academic competitors	Dean, University	Completed
10.1b	Provide other incentives to encourage preceptor participation in the program.	Dean, Executive Council	Completed

10.2	Develop and implement post-doctoral fellowship programs in advanced community and institutional pharmacy practice	Assist Dean Clinical Affairs, Division directors	*Summer 2009
10.3	Incorporate globalization of Pharmacy practice and research programs in the college	Dean, Division directors	*Ongoing. Assess fall 09
11	Faculty Salary Equity Advance policies and practices for faculty and staff salary equity as per national and state standards		
11.1	Achieve and maintain equitable faculty salaries in line with the national average as outlined by AACP.	Dean	*Ongoing. Assess fall 09
11.2	Work with university administration to establish competitive salaries for all faculty.	Dean	Ongoing. Assess fall 10
11.2a	Bring all faculty members' salary in the COPPS to at least the national average by 2008.	Dean, University	Ongoing
11.2b	Establish salary adjustment measures to minimize compression.	Dean	Completed
11.2c	Establish a salary adjustment plan that would determine and satisfy salary equity based on performance measures.	Dean	Assess summer 09

* Timelines adjusted from 2007 version to reflect actual progress