



UW-Madison School of Pharmacy Strategic Plan 2005-2010

School of Pharmacy Strategic Priorities 2005-2010

Priority 1. Assure that our students are of the highest quality and exhibit the attributes necessary for success.

Identifying, recruiting, and admitting a diverse student population of the highest quality will require a reassessment and revision of the School of Pharmacy's admissions policies and process and will require engagement of the faculty in recruitment and mentoring prospective and enrolled students.

Objectives

1. To design an admissions process to admit a PharmD student body who possess the characteristics necessary to succeed academically as student pharmacists and professionally as practicing pharmacists.
2. To admit a diverse PharmD student body who will become leaders within the profession, who will recognize the importance of innovation and research, who will possess the attributes necessary to become educators, and who will be patient focused.
3. To increase the diversity of the PharmD applicant pool.

Priority 2. Integrate and enhance learning.

The School of Pharmacy has cultivated a tradition of high quality education in all programmatic areas. Faculty and staff recognize that the complexity, depth, and breadth of current content in the curriculum requires a fresh look at approaches to update the curriculum. Furthermore, the School through its outreach efforts plays a fundamental and significant role in the promotion and support of life-long learning for our graduates.

Objectives

1. To improve student performance as measured by a variety of assessment domains such as clinical exams and summative course exams.
2. To further develop resources that will assist students to overcome academic and personal challenges.
3. To improve the process, validity, and reliability of student evaluations by clinical instructors.

4. To investigate and implement innovative technology and teaching methods that can enhance student learning and that can engage them more effectively in the learning process.
5. To assess the curriculum in order to identify opportunities for content integration and collaboration that will improve learning.
6. To promote, support, and offer inter-professional opportunities for interaction and learning with other health professions students and practitioners.
7. To promote, support, and offer opportunities to learn about the health of populations around the globe.
8. To enhance and assess the cultural awareness of our students so that they are prepared to live and work effectively with diverse populations.
9. To promote professionalism in the classroom and in practice.

Priority 3. Attract, recruit and retain PharmDs, pharmacy graduates, and other students into graduate programs.

Innovative approaches for attracting pharmacy and other students to pharmacy graduate programs must be a priority for the School because individuals with pharmacy backgrounds are urgently needed to serve as pharmacy school faculty. To complement this effort, there must be an on-going commitment to support current initiatives to sustain excellence in the School's graduate programs.

Objectives

1. To be nationally and internationally recognized for innovation and excellence in graduate education.
2. To increase the number of PharmDs, pharmacy graduates and other students who apply to our graduate and post-graduate training programs.
3. To increase the number of pharmacy students participating in pharmacy residency programs.
4. To increase the number of post-residency fellowship opportunities.
5. To establish a graduate program in the Pharmacy Practice Division.

Priority 4. Attract outside resources and provide opportunities for faculty, staff, and student support and development.

The School of Pharmacy has a long history of first-class research, a nationally and internationally recognized and respected faculty, a cutting-edge professional curriculum, a first-rate graduate program, and a staff that is fully committed to the School's activities. In order to maintain preeminence, it is fundamental to our mission that the School recruits and retains outstanding faculty and staff and maintains and enhances our physical facilities and infrastructure.

Objectives

1. To develop an aggressive fund raising strategy to identify resources:
 - a. to recruit, retain, and renew high-quality faculty and appropriately support their research, teaching, service, and practice activities,
 - b. to provide educational opportunities and financial support for all students,
 - c. to maintain and enhance the Rennebohm Hall physical plant,
 - d. to maintain and enhance state-of-the-art instrumentation, equipment, and computer hardware and software to further current research and expand research opportunities and infrastructure,
 - e. to maintain and enhance our classrooms and teaching laboratories to support curricular goals,
 - f. to rapidly respond to emerging research and education opportunities.
2. To assure that each faculty member has an active research program or is engaged in some form of scholarly activity.
3. To attract funding that supports the contributions of faculty with clinical practices.

4. To design a merit review process that reflects the mission and priorities of the School and appropriately rewards exceptional performance and productivity, as well as recognizes and values the contributions of each faculty and staff member.
5. To encourage and recognize collaboration and partnerships within and outside the School that increase opportunities for the sharing of funds and opportunities for faculty success.
6. To promote professional development of all faculty, staff, and pharmacy practitioners.
7. To adequately mentor and carefully monitor the progress of junior faculty.

Priority 5. Improve internal and external collaboration and further a sense of community within the School of Pharmacy.

Teamwork and collaboration are time tested concepts that have benefited research, teaching, and practice. It is critical that the School supports, promotes, and rewards efforts to increase opportunities for collaboration and community-building within and outside the School.

Objectives

1. To improve the exchange of information among faculty about research interests in order to foster an atmosphere of collaboration within the School and to generate cross-division research connections.
2. To provide a forum for faculty presentations about their research, teaching, and practice activities.
3. To attract faculty candidates who are interested in collaboration and have research or practice interests that have a potential for collaboration and to develop a policy and process for promoting interdisciplinary collaboration and for rewarding these collaborative efforts.
4. To develop a plan to cultivate new and improve existing relationships with external stakeholders.
5. To promote and support broad-based teaching, research, and practice collaborations within the School, on campus, and with practitioners and researchers nationally and internationally.

Priority 6. Increase diversity.

The School of Pharmacy must have a commitment to increasing diversity within the faculty and staff ranks, and among undergraduate, graduate, and professional students, and a commitment to achieving the goals of the University's Plan 2008. Furthermore, the School must assure, to the greatest extent possible, that the curriculum, research, and faculty/staff recruitment and retention efforts reflect the importance of diversity in education and training.

Objectives

1. To more aggressively recruit potential students, staff, and faculty from diverse backgrounds.
2. To increase the number of clerkship opportunities provided by under-represented minority (gender, race, and class) clerkship instructors and/or located in areas serving under-represented populations.
3. To increase the number of under-represented minority students, faculty, and staff in order to more closely reflect the demographics of Wisconsin.
4. To increase the cultural sensitivity of all faculty, staff, and students in order to create a more inclusive and welcoming environment in the School and to enhance patient care.

Priority 7. Influence the practice of pharmacy and health care delivery.

Pharmacists are an integral part of a successful health care system. School of Pharmacy faculty are an invaluable resource for pharmacy practitioners and numerous private and public groups, organizations, and agencies. The faculty and students can have a significant influence on the pharmacy practice environment by

helping to enhance awareness of the profession and through governmental advocacy. Furthermore, the School and its faculty can influence practice by supporting collaboration between faculty and practitioners, by promoting innovative practice models and by supporting the School's outreach activities. Finally, the School will have a significant impact on practice by assuring that pharmacy education is first-rate and relevant in the "real world" of contemporary practice.

Objectives

1. To increase public awareness of the clinical and consultative services provided by pharmacists.
2. To assess the current condition of the practice of pharmacy in Wisconsin, in collaboration with practitioners and national and state professional organizations, so that opportunities for networking and the promotion/introduction of practice models that further the practice of pharmacy can be explored and implemented.
3. To increase faculty and student membership and involvement in professional organizations at the state, national, and international level.

Faculty: Defined in this document to include tenure track, CHS track, and clinical track individuals.

Staff: Defined as any classified and unclassified staff who do not fall under the faculty definition.