Strategic Plan

Sullivan University College of Pharmacy

July 2016 – June 2021

Our vision is exceptional well-being – improving lives one student, one patient, one community at a time.
Our mission is to improve the health and wellness of individuals and communities through:

- Developing dynamic and thoughtful leaders
- Serving the needs of diverse populations
- Innovating to improve the human condition

Core Values: Compassion, Leadership, Excellence, Advocacy, and Respect

1) Foster student success & professionalism

Sp	A	Improve the quality of the curriculum	Timeline	Responsible Party
Sp	1	Hire 3 professional support staff to support student learning outcomes	5 years	Dean
Sp	2	Advance curricular delivery by integrating active learning into 25% of the didactic curriculum	3 years	DCs
Sp	3	Integrate authentic assessment (OSCE) as embedded and summative assessments to optimize individual student performance and curricular programmatic outcomes	5 years	OAA & DC-CAS
Sp	4	Increase number and diversity of didactic and experiential elective offerings with consideration for the development of elective tracks	3 years	OAA & OEE
Sp	5	Create an IPE program in which 100% of students participate, both in the pre-APPE and APPE environments	1 year	OAA
Sp	6	All students complete a combination of 3 acute care and ambulatory care APPEs annually	2 years	OEE
Sp	7	Achieve & sustain at least 40% of each graduating class completing postgraduate education (residency, fellowship, or graduate degree) or graduating with a concurrent degree	3 years	RPC & OAA
Sp	8	Develop a concurrent degree and/or certificate program with a regional higher education institution	5 years	Dean
Sp	9	Achieve & sustain 100% NAPLEX first-time pass rate	3 years	OAA

1) Foster student success & professionalism (continued)

Sp	B	Develop students' professionalism and professional engagement	Timeline	Responsible Party
Sp	1	Integrate reflection activities to help students develop the soft skills (approach to patient care and personal & professional development)	1 years	OAA
Sp	2	Develop a student led professional speaker series with at least 2 speakers each quarter	2 year	OSA
Sp	3	All students attend at least 3 state, regional, or national professional meetings prior to graduation	2 years	OSA
Sp	4	Apply for competitive awards or service positions at the regional or national level annually	1 year	OSA
Sp	5	P3s remain active in professional organizations through service and/or attendance of meetings	1 year	OSA
Sp	**C**	**Develop a culture of student centeredness and well-being as a foundation for academic success**	**Timeline**	**Responsible Party**
Sp	1	Provide and identify resources (speakers, materials, community partners, etc.) to faculty, staff, students, and families focused on student well-being	Ongoing	OSA
Sp	2	Provide quality tutoring services in addition to Rho Chi led peer-tutoring services	1 year	OSA, OAA, & Rho Chi advisor
Sp	3	Promote counseling services by increasing visibility within class time with students, faculty and staff members	1 years	OSA

2) Innovate in teaching, service, and discovery

Su	A	Advance learning through innovative delivery of education	Timeline	Responsible Party
Su	1	Conduct pedagogical research that results in innovative teaching practices & improved student learning	5 years	DCs & OR
Su	2	Create new experiential education delivery through practice models focused on extending pharmacy services resulting in enhanced student learning and improved patient-centered care	5 years	OEE & DC-CAS
Su	**B**	**Advance discovery through practice-based research and the basic sciences**	**Timeline**	**Responsible Party**
Su	1	Establish collaborative research initiatives with community partners	3 years	DCs & OR
Su	2	Provide support and professional development in the areas of grantsmanship and study design	2 years	DCs & Dean
Su	**C**	**Increased metrics of scholarly activity**	**Timeline**	**Responsible Party**
Su	1	Develop a SUCOP graduate program starting with a master of science degree(s)	5 years	DCs & OAA
Su	2	Increase presence (posters, platforms, leadership roles) at national or international conferences by 15% annually	Ongoing	DCs & OR
Su	3	Increased number of peer-reviewed publications by 15% annually	Ongoing	DCs & OR
Su	4	Submit a minimum of 5 extramural grant applications annually	3 years	DCs & OR

3) Advance health and wellness of the community

Wi	A	Increase involvement in the community to improve health and wellness	Timeline	Responsible Party
Wi	1	Establish & implement at least 3 pharmacist-led services through the Center for Health and Wellness	3 years	CHW & DC-CAS
Wi	2	Improve the health & wellness of SUS employees	3 years	CHW
Wi	3	100% of faculty, staff, and students actively participate in at least 3 community service events/projects annually	2 years	OSA, DCs, & Dean
Wi	4	Provide regular health and wellness services (immunizations, STI education, asthma education, etc.) in a longitudinal IP clinic with prescribers and other healthcare providers	2 years	IPEC, DC-CAS, Dean
Wi	**B**	**Increase the impact pharmacists have in their community**	**Timeline**	**Responsible Party**
Wi	1	Provide practice-based programming that results in advanced pharmacy practice	1 year	CHW & OLPD
Wi	2	Contribute to the work of professional organizations and Board of Pharmacy to advance the practice of pharmacy through statute and regulation changes	Ongoing	Dean & DCs
Wi	3	All faculty members are members of a state or regional professional organization and attend at least one meeting annually	2 years	Dean & DCs

4) Engage stakeholders in the work of the College

Wi	A	Support preceptors by cultivating pharmacy education at all levels	Timeline	Responsible Party
Wi	1	Double the number of SUCOP graduates actively precepting SUCOP students using AY16 as baseline	3 years	OEE
Wi	2	Double the number of preceptors taking $\geq$ 5 students from baseline (AY16)	2 years	OEE
Wi	3	Ensure that all preceptors participate in preceptor development annually	2 years	OEE
Wi	4	Incorporate non-faculty preceptors into the delivery of the didactic portion of the curriculum and support of co-curricular activities	3 years	DC-CAS
Wi	5	Increase the number of non-pharmacists involved in interprofessional learning activities	Ongoing	OEE & IPEC
Fa	**B**	**Foster the development and strengthen residency education with community partners**	**Timeline**	**Responsible Party**
Fa	1	Provide support and education to foster the development of new residencies at 3 institutions	5 years	RPC
Fa	2	Increase the number of residency positions with SUCOP support to 20	5 years	Dean, DC-CAS, RPC
Fa	3	Develop at least 2 entrepreneurial or specialized pharmacy residencies	4 years	DC-CAS & RPC

5) Create an environment that leads to professional and personal fulfillment for faculty and staff

Fa	A	**Recruit and retain a highly qualified faculty**	**Timeline**	**Responsible Party**
Fa	1	Maintain a student to faculty member ratio of <8 to 1	Ongoing	Dean & DCs
Fa	2	Faculty salaries at or above the AACP 50%tile	5 years	Dean
Fa	3	Develop and implement a mini-sabbatical policy and procedure	3 years	Dean & DCs
Fa	**B**	**Recruit and retain a highly qualified staff**	**Timeline**	**Responsible Party**
Fa	1	Maintain a faculty member and administrator to staff ratio of <6 to 1 and student to staff ratio of 30 to 1	Ongoing	Dean
Fa	2	Staff salaries competitive in local market	3 years	Dean
Fa	3	Provide support for staff to participate in at least one professional development activity annually	1 year	Dean
Fa	4	Create a staff development and HR advancement plan/career ladder	4 years	Dean