University of Florida College of Pharmacy
Strategic Plan 2010 – 2015

Goal 1. Implement curricular revision which promotes excellence and prepares graduates for evolving changes in pharmacy practice and the US healthcare system.

Strategy 1. Revise the curriculum to align with evolving changes in pharmacy practice and the US healthcare system and also maintain curricular excellence.

Tactic 1.1.1 Decompress and revise the curriculum so that learning focuses more on achieving higher-levels of learning.

Tactic 1.1.2 Improve integration of learning across clinical practice and basic science courses (e.g., implement use of common rubrics across courses that measure abilities and enhance use of integrated case studies).

Tactic 1.1.3 Increase the use of performance-based assessments (e.g., simulations and other ability-based assessments) to improve student learning and document curricular outcomes.

Tactic 1.1.4 Enhance the use of faculty facilitators as teachers.

Tactic 1.1.5 Strengthen alumni relations and interactions so that they are more engaged in assessment of the curriculum and College.

Strategy 2. Enhance the professional development of Pharm.D. students

Tactic 1.2.1 Provide all faculty (including preceptors) with clear criteria about the professional behaviors expected of students and how to hold students accountable for their behaviors.

Tactic 1.2.2 Institute a system for tracking both the professional and unprofessional behaviors of students.

Tactic 1.2.3 Implement a system in which students play a role in adjudicating deprofessionalizing behaviors.

Strategy 3. Strengthen the experiential component of the entry-level Pharm.D. program

Tactic 1.3.1 Implement Continuous Quality Improvement (CQI) of the Introductory Pharmacy Practice Experiences (IPPEs) and Advanced Pharmacy Practice Experiences (APPEs).

Tactic 1.3.2 Provide students with early IPPE patient care experiences and other outcomes established by AACP/ACPE/ASHP

Strategy 4. Expand interprofessional education (IPE) within the Pharm.D. program

Tactic 1.4.1 Collaborate on a HSC task force to develop interprofessional courses or modules and adopt these within the Pharm.D. program curriculum.

Tactic 1.4.2 Partner with other health professions to develop interprofessional opportunities for Pharm.D. students at the distance site campuses.
Goal 2. Enhance research and graduate education to promote new frontiers of knowledge

Strategy 1. Enhance the program of practice-based research.

- Tactic 2.1.1 Expand faculty/student research to document the effectiveness of pharmaceutical care in improving medication-related outcomes and quality-of-life.
- Tactic 2.1.2 Improve access and use of Electronic Medical Records at Shands for the purpose of research.
- Tactic 2.1.3 Identify partners from community and institutional pharmacy practice to collaborate in practice-based research.

Strategy 2. Ensure excellence in graduate education.

- Tactic 2.2.1 Recruit the best candidates for graduate studies (e.g., improve program marketing).
- Tactic 2.2.2 Continue to enhance the stipends of graduate students.
- Tactic 2.2.3 Increase sponsored training opportunities for graduate students (e.g., obtain K and T Grants and increase travel funds for graduate students to attend conferences).

Strategy 3. Improve the infrastructure for research to enhance quality and quantity of successful extramural funding.

- Tactic 2.3.1 Work with other units to support the creation of a storage infrastructure for PHI (Protected Health Information) and other protected research data that meets the security requirements of HSC and UF&Shands.
- Tactic 2.3.2 Increase interdisciplinary research activities (interaction across College of Pharmacy departments and across the HSC in the areas of both research and graduate student learning).
- Tactic 2.3.3 Encourage faculty to write grant proposals that operationalize translational research and expand multi-institutional collaborations.
- Tactic 2.3.4 Add research faculty in areas of high priority research./Add faculty to assure critical mass in focal research.
- Tactic 2.3.5 Reduce the administrative burden on research faculty concerning grant management (pre-award and post-award).
- Tactic 2.3.6 Provide opportunities for faculty and staff development in research (e.g., editorial assistance for grant writing and publishing, seminars related to patents/licensing, staff career ladders).

Strategy 4. Collaborate with UF&Shands and other HSC Colleges to establish a Quality Improvement Investigational Support Center

- Tactic 2.4.1 Assign College of Pharmacy faculty and staff member to collaborate with UF&Shands staff in the design and development of a data warehouse to support quality improvement studies.
- Tactic 2.4.2 Encourage graduate students/residents/fellows to conduct research that examines research problems that could improve the quality of patient care delivered within Shands.
Strategy 5. **Finalize expansion of the research enterprise through Lake Nona Opportunities**

Tactic 2.5.1 Add at least three new faculty lines to expand our research program in pharmacometrics.
Tactic 2.5.2 Develop a graduate training program in drug development.
Tactic 2.5.3 Partner with University and external partners to streamline drug development.
Tactic 2.5.4 Provide training opportunities for health professional students in pharmacometrics and clinical pharmacology.

Goal 3. **Expand and develop new entrepreneurial and lifelong opportunities**

**Strategy 1. Expand academic entrepreneurism within the College of Pharmacy**

Tactic 3.1.1 Develop a Center for Interdisciplinary Graduate Distance Education to develop and organize distance graduate programs that are across departments.
Tactic 3.1.2 Develop a research-oriented MS degree that is marketed to practice faculty at other institutions and utilizes the blended learning model.
Tactic 3.1.3 Develop at least two new online programs.
Tactic 3.1.4 Implement 3 new certificate programs.
Tactic 3.1.5 Recruit support staff for new and growing programs.

**Strategy 2. Develop mechanisms to recognize innovative entrepreneurial programs**

Tactic 3.2.1 Encourage program directors to seek national recognition of their innovative programs.
Tactic 3.2.2 Recognize success of entrepreneurial programs to alumni and external stakeholders.
Tactic 3.2.3 Communicate the development of new programs to faculty and staff.
Tactic 3.2.4 Enhance visibility of available programs on College of Pharmacy homepage.
Tactic 3.2.5 Seek out additional opportunities to promote post-graduate programs to alumni.

**Strategy 3. Promote excellence in lifelong learning of practicing pharmacists by strengthening the Working Professional Pharm.D. Program (WPPD Program) so that the evolving applicant pool can be successful and explore Continuous Professional Development (CPD) as a model for lifelong learning.**

Tactic 3.3.1 Develop strategies for maintaining quality of incoming WPPD students.
Tactic 3.3.2 Strengthen the experiential component of the WPPD Program.
Tactic 3.3.3 Increase use of established technology methods within the WPPD program to decrease the cost of communication methods (e.g., increase use of Elluminate).
Tactic 3.3.4 Explore the implementation of a CPD (Continuous Professional Development) program that provides pharmacists with continuing education credit.

Goal 4. **Contribute to improving patient care quality and safety.**

**Strategy 1. In collaboration with other HSC Colleges and Shands Hospitals, establish a HSC-Watch spontaneous reporting program to improve quality in Shands hospitals and Faculty Practice clinics**
Tactic 4.1.1 Assign a faculty member for oversight and communication with UF&Shands Quality (0.1 FTE), a graduate student for development and data analysis (0.25 FTE), and IT staff for development and maintenance of reporting platform (0.1 FTE).

Strategy 2. **Invest in using COP faculty to improve patient safety related to medication use within Shands and other faculty practice sites (through either patient care or research).**

Tactic 4.2.1 Through strategic hiring involve at least one faculty member in implementing new approaches to patient safety (e.g., clinical position with College of Medicine outpatient clinics).

Tactic 4.2.2 Continue to involve research-oriented faculty in patient safety initiatives at Shands Hospital.

Strategy 3. **Partner with the Shands Department of Pharmacy to train future pharmacists and improve the pharmaceutical care of patients**

Tactic 4.3.1 Enhance College of Pharmacy faculty involvement in the provision of patient care at Shands in collaboration with the Department of Pharmacy.

Tactic 4.3.2 Initiate a pilot with Shands Department of Pharmacy that demonstrates a new model for involving 4th year pharmacy students in the delivery of patient care.

Strategy 4 **Encourage innovative practice models**

Tactic 4.4.1 Identify new practice settings which support interprofessional practice.

Tactic 4.4.2 Encourage faculty who have a practice to establish formal Pharm.D.-MD collaborative agreements when such an agreement is appropriate.

Tactic 4.4.3 Identify new Medication Therapy Management (MTM) practice opportunities.

Goal 5. **Develop and implement a plan for succession that assures needs are met in the areas of teaching, research, and administration.**

**Strategy 1. Identify areas of the College where succession planning is critical**

Tactic 5.1.1 Establish need for succession planning in Administration

Tactic 5.1.2 Establish need for succession planning in PTR

Tactic 5.1.3 Establish need for succession planning in MC

Tactic 5.1.4 Establish need for succession planning in PD

Tactic 5.1.5 Establish need for succession planning in pharmaceutics

Tactic 5.1.6 Establish need for succession planning in POPs

**Strategy 2. Develop a succession plan for each area of the College where the need is identified.**

Tactics - TBD