

Appalachian College of Pharmacy



Strategic Plan September 2010

Mission Statement

The Appalachian College of Pharmacy, a college of higher education conferring the Doctor of Pharmacy degree, provides academic, scientific, and professional pharmacy education to address the health-related needs of rural and underserved communities, particularly those in Appalachia, through education, service, and scholarship. The philosophy of the College is to cultivate a learning community committed to education, community outreach, and the professional development of pharmacist.

I. EDUCATIONAL PROGRAMMATIC DEVELOPMENT

- 1. Provide a well-sequenced, comprehensive pharmacy education which stresses the importance of early exposure to all facets of the profession of pharmacy with a curriculum that provides an integrated educational experience and fosters critical thinking, problem solving, and entrepreneurship to transform students into independent life-long learners.**
 - A. Increase the use of the student-centered teaching model for student pharmacists.
 - B. Teach medication therapy management, outcomes assessment and reimbursement.
 - C. Implement a student mentoring program and support student professional and leadership development.
 - D. Encourage graduates to enter postgraduate residencies with the goal of **15%** percent of graduates entering a residency by 2012.
 - E. Achieve and Maintain a passing rate on the NAPLEX, MJPE, and VA Law exam that is greater than the national average.
- 2. Utilize continuous quality improvement in curricular development and assessment.**
 - A. Establish a systematic process for ongoing evaluation and improvement of the professional program's educational content, delivery, outcomes and resources.
 - B. Maintain a longitudinal assessment of student pharmacist professional development.
- 3. Create an environment that is supportive of diverse populations and considers the individual needs of students while encouraging interdisciplinary teamwork and communication.**
 - A. Develop programs for students and Faculty designed to embrace health literacy to improve patient outcomes.
- 4. Provide an educational system that selects and retains qualified applicants.**
 - A. Maintain a recruitment program which will attract qualified students to the College with an emphasis on recruitment from the Appalachia Region.
 - B. Determine the validity of admissions criteria required for successful completion of the Doctor of Pharmacy program.

- C. Implement systems to increase professional student retention, reduce the need for remediation examinations and maintain a 95% on time graduation of all professional students.
- D. Increase institutional financial assistance available to all ACP students.

II. PHARMACY PRACTICE

1. **Model contemporary patient-centered care which utilizes a practice model that emphasizes the importance of the pharmacist as a key member of an interdisciplinary health care team, and promotes excellence in the practice of pharmacy by.**
 - A. Develop and implement collaborative practice models in education and service to improve patient care in medically underserved areas of Appalachia.
 - B. Maintain and expand partnerships to develop pharmacy residency programs.
 - C. Collaborate with professional pharmacy associations, employers, and health insurance provider groups to increase access to pharmaceutical care and to establish an approach for acquiring payment for patient care services.

III. SERVICE AND OUTREACH

1. **Provide early and longitudinal exposure to volunteerism with emphasis on community involvement through the Pharmacists in Community Service (PICS) program.**
 - A. Develop longitudinal programs designed to enhance professional socialization and the value of the College to the community through service learning and volunteerism.
2. **Offer educational experiences that assess and respond to the needs of rural and medically underserved communities.**
 - A. Increase the number of pharmacists serving in rural and/or medically underserved areas.
3. **Provide leadership, outreach and service through faculty, staff, and student participation in College, community, and professional activities and organizations.**
 - A. Students and Faculty provide leadership, outreach, and continuing education activities in Appalachia.

IV. SCHOLARSHIP

- 1. Encourage and support an educational focus on research, scholarly pursuits, and publication in the areas of the basic sciences, clinical pharmacy practice, community and population health and scholarship of education.**
 - A. Provide and develop research facilities and resources to support the College's research mission and faculty needs.
 - B. Provide research experiences for students to provide foundational skills in research design, implementation, and execution.
 - C. Promote the scholarship of discovery by encouraging research and publication, and particularly translation research.

- 2. Encourage scholarly inquiry into the benefits of patient-centered medication therapy management in improving health outcomes.**
 - A. Develop research programs focused on evaluating the impact of medication therapy management on cost, quality of health care and health outcomes in rural and medically underserved populations and particularly those in Appalachia.

V. FACULTY, STAFF, AND ADMINISTRATOR DEVELOPMENT

- 1. Foster faculty, staff, and administrative development.**
 - A. Implement faculty development programs and workshops to fulfill development needs.
 - B. Provide professional development opportunities for faculty and staff.
 - C. Provide opportunities for participation in leadership training for administrators and for potential leaders within the College.
 - D. Develop and maintain a clinical instructor (preceptor) development program to enhance the quality of instruction.

- 2. Develop a comprehensive Human Resources Department with policies and procedures to provide a framework for the fair and equitable treatment of all employees in conformity with law and to support the attraction and retention of quality personnel.**
 - A. Develop a Human Resources department within the College to manage personnel matters.

- B. Implement retention and recruitment strategies to maintain an adequate number of faculty members.

VI. INSTITUTIONAL INFRASTRUCTURE DEVELOPMENT AND REFINEMENT

1. Utilize comprehensive institutional strategic planning to guide the institution.

- A. Review and revise the College's strategic plan biennially.
- B. Develop and utilize unit actions plans that are derived from the Strategic Plan
- C. Assess and allocate resources for the optimal operation of the Doctor of Pharmacy degree program-based on action plans and assessment of strategic goals.
- D. Secure full accreditation from SACS and maintain full accreditation with ACPE.
- E. Complete internal and external assessment of the perception of College programs.

2. Expand and improve the physical facilities and resources.

- A. Maintain campus in accordance with a maintenance plan.
- B. Expand the library collection to support the educational and research programs of the College.
- C. Evaluate emerging technologies to enhance the educational program.

3. Expand grant funded and endowment activities.

- A. Obtain grant funding to expand resources available for growth and development of new or ongoing programs.
- B. Establish an endowment with a goal of \$5 million dollars.

4. Enhance Alumni Development and Communications

- A. Publish a quarterly newsletter and an annual report to enhance communication with supporters, alumni, friends and other constituencies.
- B. Establish goals and programming for the alumni organization.