

Feik School of Pharmacy Strategic Plan

2019-2022



**UNIVERSITY OF THE
INCARNATE WORD.**

FEIK SCHOOL *of* PHARMACY



Process

With the ending of the current Feik School of Pharmacy (FSOP) Strategic Plan period and a leadership change in the Dean's position, the timing was perfect to vision forward on improvements and initiatives for the school. In May 2018, the FSOP held a retreat to review and recreate the mission, vision and values of the school. Along with this review, the faculty and staff agreed upon ten top priority areas for the school.

Following the retreat, the Strategic Planning Committee (SPC) was charged with crafting the new Strategic Plan for 2019-2022. Finding some similarities within the ten priorities, the SPC was able to distill the priorities into five major goals. Once the goals were established, the SPC developed SMART (*Specific, Measurable, Actionable, Realistic, and Time-oriented*) goals, strategies, responsible party assignments, and identification of needed resources. As the Strategic Plan development progressed throughout the year, it was given to school faculty and staff four times for review and input.

On May 9, 2019, the plan was unanimously approved by the faculty and staff of the FSOP. The plan will now be released to stakeholders and FSOP Student Government Association leaders for additional input.

Committee Members

- Dr. Donald Sikazwe SPC Chair, Pharmaceutical Sciences
- Dr. David Maize Dean
- Dr. Paulo Carvalho Pharmaceutical Sciences
- Dr. Rebekah Benitez Pharmacy Practice
- Dr. Mathew Garber Pharmacy Practice
- Dr. Cheryl Horlen Executive Committee
- Ms. Joanne Fazio-Gosser Experiential Education
- Mr. Rafael Gonzales Staff
- Dr. Kimberly Cauthon Chair of Curriculum Committee, Pharmacy Practice
- Dr. Anita Mosley Chair of Admission Committee, Pharmaceutical Sciences
- Dr. Tina Beck Chair of Assessment Committee, Pharmacy Practice
- Dr. Kathy Uriate Alumni
- Dr. Marco Vidaurri Alumni
- Justin Carter P2 student
- Ashley Talor P3 student
- Ms. Linda Etter Committee support
- Dr. David Vequist Consultant

Acknowledgment

The FSOP and the SPC would like to thank Dr. David Vequist, Professor of Management from the H-E-B School of Business and Administration, for facilitating the school retreat. Dr. Vequist continued to serve as a consultant and attended committee meetings throughout the year.

Feedback

Any comments or suggests can be sent to Dean David Maize (maize@uiwtx.edu), or anonymously through the Alumni and Giving/Alumni Feedback page on the FSOP website, <https://pharmacy.uiw.edu/alumni-and-giving/alumni-feedback.html>



MISSION

The Feik School of Pharmacy is a learner-centered community dedicated to advancing the quality of healthcare in diverse populations

VISION

Providing innovative pharmacy education and scholarship that advances healthcare practices

TENETS

Education, Truth, Service
Faith and Innovation

5 Global Goals



Marketability

Increase student marketability for employment

1



Enrollment & Retention

Optimize student enrollment and increase retention

2



Spanish

Enable all graduates to counsel in Spanish

3



Post-Graduate Training

Increase successful application to post-graduate training.

4



Licensure Exams

Exceed the state/national rates on licensure exams

5



Increase student marketability for employment

Goal 1

SMART Goals

Responsible Parties

SMART Goal Strategies & KPIs

Resources

1.1 Provide career guides to aid students in obtaining requisite skill sets for prospective career tracks by 2021.

- 1.1.
i) Career Readiness Committee
ii) Dean's Advisory Committee
iii) OSA (Offices of Student Affairs)
iv) Associate Dean

- 1.1.a. Create a list of primary career guides and respective skills necessary for students to explore career options by May 2021
• KPI: 6 primary career guides and recommended activities [i.e., Community, Hospital/Ambulatory Care, Residency, Research, Management (Incorporate MAA), Public Health].
- 1.1.b. Propose recommended curriculum and co-curriculum adaptations to increase achievement of suggested activities in career pathways.
• KPI: Include skills specific to each career guide.
• KPI: All students are informed about career guides by P2 year (reformat faculty mentor/student mentee mentorship program).
• KPI: Offices of Student Affairs and Academic Affairs will review current practices and develop reformatted program by end of spring 2019.
• KPI: Add needed electives and co-curricular activities for guides.

Current projections indicate no additional resources are needed.

1.2 All eligible pharmacy students will have a pharmacy technician license by the beginning of their P2 year, starting in Fall 2021.

- 1.2.
i) Curriculum Committee
ii) Dean's Advisory Council
iii) PPA (Pre-Pharmacy Association)

- 1.2.a. Offer a \$200 scholarship to all students with a registered TSBP license by Sept. prior to P2 year.
1.2.b. Offer an optional tech. seminar in the summer after the P1 year.
• KPI: 90% technician licenses in P2 year class of 2020.

Financial resources are needed for scholarships/instructor.

1.3. Evaluate other professional, certificate, or degree programs, that could be offered by the school in conjunction with the PharmD, by end of 2019.

- 1.3
i) Curriculum Committee
ii) Dean's Advisory Council
iii) Pharm Sci. Dept.

- 1.3.a. Evaluate curriculum from all schools of pharmacy for certificate offerings.
1.3.b. Conduct meetings with industry in San Antonio and exploring a program to create an MS program to meet the needs of the San Antonio industry.
• KPI: Comprehensive report on Certificate Programs presented to curriculum committee on 11/30/18.
• KPI: Comprehensive report for Master of Science Program (Pharm. Sci.) to be presented to curriculum committee in first spring 2019 meeting.

Human resources to investigate plans.



Optimize student enrollment and increase retention

Goal 2

SMART Goals

Responsible Parties

SMART Goal Strategies & KPIs

Resources

2.1 Increase number of freshmen direct admit students to 25 per entering class by fall 2021.

2.1
i) Admissions Committee
ii) OSA

2.1.a. Increase advertising and recruiting for direct admit programs.
• KPI: Provide 36 high school recruitment activities annually (20% increase over 2017-18 cycle) by 2019-20 cycle.

Human & Financial resources will be requested by committees.

2.2 Achieve on-time graduation rate of above 90% starting with the class of 2022.

2.2
i) Associate Dean
ii) OSA Advisors

2.2.a Increase academic profiles of students that matriculate into FSOP.
• KPI: Average PCAT scores increase by 5 percentile points, over national average, by admitting class of 2021.
• KPI: For admitting class of 2021, triple each award amount for P1 PCAT scholarships to increase retention of applicants (PCAT 90+ = \$10,000; 80-89 = \$7500; 75-79 = \$5000).

Human & Financial resources will be requested by committees.



Enable all graduates to counsel in Spanish

Goal 3

SMART Goals

Responsible Parties

SMART Goal Strategies & KPIs

Resources

3.1. In passing a required didactic Spanish component, all students will have the ability to counsel in elementary Spanish before entering the 2021 P4 and following years.

3.1.
i) Curriculum Committee

3.1.a Add a 2-credit hour Spanish for Pharmacy I and II in the fall and spring of P3 year (for a total of 4 credits).
• KPI: By 2020, all students complete the course.

Human & Financial resources (pay Spanish faculty).



Increase successful application to post-graduate training

Goal 4

SMART Goals

Responsible Parties

SMART Goal Strategies & KPIs

Resources

4.1. Achieve at least 70% acceptance rate for graduates who pursue postgraduate training by 2020 graduating class.

4.1
i) Career Readiness Committee

4.1.a
Move IPPEs earlier in the curriculum.
4.1.b
Implement mock interviews and CV review for P4s before ASHP Midyear.
4.1.c
Develop a mentorship program for students interested in pursuing a residency.
4.1.d.
Recommend a patient care track for APPEs for students interested in pursuing residency.
KPI: Improve match rates for students that apply for residency training to 70%.
KPI: Increase the number of students per class applying to residency to 20%.
KPI: One applicant accepted to an industrial fellowship per year.

Financial resources to send more students to Midyear and for interview travel.



Exceed the state/national first attempt passing rates on licensure exams

Goal 5

SMART Goals

Responsible Parties

SMART Goal Strategies & KPIs

Resources

5.1. Increase first attempt NAPLEX pass rates to greater than national/state levels and maintain MJPE pass rates starting with the 2020 graduating class.

- 5.1
i) Assessment Committee
ii) Dean
iii) Associate Dean
iv) IPE/APC Lab Coordinator
v) Faculty Development

- 5.1.a.
Evaluate and encourage the use of cumulative exams in required non-lab, non-experiential coursework.
• KPI: 70% of courses use cumulative exams by spring 2019.
- 5.1.b.
Evaluate and apply test formats that share features of national standardized exams, such as time limits and no backward navigation, in PT modules, P4 conference, and seminar.
• KPI: 70% courses must have at least one NAPLEX test feature.
- 5.1.c.
Require competence in basic drug knowledge and calculations at the end of each didactic year.
• KPI: All students must score $\geq 70\%$ on calculations and basic drug knowledge on Benchmark exam.
• KPI: Students must score $\geq 70\%$ average on APC drug quizzes per semester.
- 5.1.d.
Align content between APC courses and coinciding PT modules.
• KPI: Faculty from APC courses and coinciding PT modules meet at least once a year to align content.
- 5.1.e.
Familiarize students with library testing resources and to do practice exams.
• KPI: Faculty development to train faculty how to hold these sessions – hold 2 sessions per semester starting Fall 2019.

Human resources assigned.

5.2. Adjust recruitment strategies to attract high quality P1 students by 2020.

- 5.2
i) Admissions Committee
ii) OSA
iii) PPA

- 5.2.a.
Continue current recruitment strategies while maintaining class size - increase avg. PCAT scores by 5 points.
• KPI: Produce a comprehensive recruitment plan by July of each year.

Human resources assigned.