

**KU School of Pharmacy**  
**Strategic Plan (2013-2018) Addendum**

1. **Priority 1 - Professional student success: Improve the applicant pipeline, student retention, and student preparedness for contemporary pharmacy practice**
  - 1.1. **Goal** - Increase the size and academic quality of the PharmD applicant pool
    - 1.1.1. **Strategy** - Enhance recruitment and pre-pharmacy advising
      - 1.1.1.1. **Action item** - Increase time and resources towards recruitment in high schools
      - 1.1.1.2. **Action item** - Enhance our partnership with advisors at feeder institutions
      - 1.1.1.3. **Action item** - Focus recruiting efforts on current pre-pharmacy students as well as high school students from rural areas or underrepresented minorities
  - 1.2. **Goal** - Enhance marketing of the PharmD program and the profession of pharmacy
    - 1.2.1. **Strategy** - Develop a consistent marketing message that promotes the school of pharmacy and pharmacy as a career using a variety of methods and technology
      - 1.2.1.1. **Action item** - Revise the school of pharmacy website
      - 1.2.1.2. **Action item** - Solicit the help of alumni and pharmacists across Kansas
  - 1.3. **Goal** - Implement strategies to ensure admitted students are of sufficient quality to complete the PharmD program
    - 1.3.1. **Strategy** - Incentivize and reduce barriers to applying to the PharmD program
      - 1.3.1.1. **Action item** - Evaluate the potential impact of PharmCAS on our applicant pool and staff workload
      - 1.3.1.2. **Action item** - Align the admissions process deadlines for application and notification of acceptance with other regional schools
      - 1.3.1.3. **Action item** - Offer early admission to academically strong students
  - 1.4. **Goal** - Improve the retention of PharmD students
    - 1.4.1. **Strategy** - Assess factors and support services that influence academic performance
    - 1.4.2. **Strategy** - Formalize a process for developing remediation plans for struggling students
    - 1.4.3. **Strategy** - Provide faculty development and resources to enhance faculty-student advising
  - 1.5. **Goal** - Provide an engaging PharmD curriculum and co-curriculum that prepares and assesses our students readiness for clinical rotations, contemporary clinical practice, and team-based care
    - 1.5.1. **Strategy** - Provide the necessary resources and faculty development to support the continued assessment, revision, and faculty implementation of curricular initiatives
      - 1.5.1.1. **Action item** - Increase the use of active-learning strategies in the classroom
    - 1.5.2. **Strategy** - Promote faculty collaboration, a sense of ownership, and engagement in the professional curriculum
2. **Priority 2 - Graduate student success: Improve the applicant pipeline and program funding**
  - 2.1. **Goal** - Increase the size and academic quality of the graduate student applicant pool
  - 2.2. **Goal** - Seek additional funding to support graduate and postdoctoral student education and research
3. **Priority 3 - Faculty, staff, and constituent engagement and development: Enhance administrative, faculty, staff, preceptor, and alumni engagement, morale, and professional development**
  - 3.1. **Goal** - Enhance communication of our strategic direction and vision with employees and constituents
  - 3.2. **Goal** - Review, and if necessary restructure, the roles and responsibilities of the administrative team and professional staff
    - 3.2.1. **Strategy** - Conduct succession planning for administrative leadership

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- 3.2.2. **Strategy** - Review the impact of the shared service center and centralization of IT on staff job duties, morale, and workload
- 3.2.3. **Strategy** - Realign the job duties and reporting structure of professional staff to support the amended strategic plan and/or modified duties of administration
- 3.3. **Goal** - Improve faculty retention, morale, and development
  - 3.3.1. **Strategy** - Conduct a chair-led workload analysis of faculty
  - 3.3.2. **Strategy** - Align startup packages, salaries, and staff support for faculty with our peer institutions
  - 3.3.3. **Strategy** - Identify content areas and financial support for a school-wide faculty development program
  - 3.3.4. **Strategy** - Review and if necessary revise criteria for promotion and tenure
- 3.4. **Goal** - Formalize a professional development program for preceptors
- 3.5. **Goal** - Expand our reach to alumni in a variety of practice settings who are in early and mid stages of their careers
  
- 4. **Priority 4 - Research: Enhance research facilities, support, and relationships**
  - 4.1. **Goal** - Selectively renovate, build, and protect research laboratory space
  - 4.2. **Goal** - Identify bridging funds to support research program between grant funded projects
  - 4.3. **Goal** - Promote collaborative research initiatives
    - 4.3.1. **Strategy** - Invest additional effort and resources to support the attainment of center grants and multi-investigator awards
    - 4.3.2. **Strategy** - Relocate all basic-science research laboratory space in Lawrence to KU's West Campus or along Innovation Way (see pg. 151 of campus master plan)
    - 4.3.3. **Strategy** - Strengthen our research relationships with KUMC, including provision of stable lab space for Pharmacy Practice faculty
  
- 5. **Priority 5 - Diversity: Implement strategies that promote a diverse student and employee base, foster a sense of equity within the School, and achieve inclusion**
  - 5.1. **Goal** - Appropriately measure and increase diversity (broadly defined) in the professional and graduate student applicant pipeline
  - 5.2. **Goal** - Further diversify the employee base at the School
  - 5.3. **Goal** - Provide professional development of School employees and preceptors regarding diversity, equity, and inclusion

\*Faculty approved May 2017