

KU SCHOOL OF PHARMACY

The University of Kansas



Strategic Plan 2020-2025

"...because the discovery and delivery of effective medicines enhance and extend life."™

About us

As one of the 65 members of the prestigious Association of American Universities (AAU) since 1909, The University of Kansas has a long history of impactful research, meaningful instruction, and compassionate service. The School of Pharmacy, founded in 1885, is a world-class research institution and one of the country's premier pharmacy schools. We train pharmacists who care for the people of Kansas and the world, and researchers who help solve the state and world's most pressing medical problems. Whether our students pursue careers in the profession of pharmacy or basic research in industry, academia, or government laboratories, they study under some of the world's most respected and accomplished pharmaceutical scientists and clinicians.

State-of-the-art technology allows us to connect our campuses in Kansas City, Lawrence, and Wichita. This technology, along with extraordinary instructional facilities in Lawrence and Wichita, facilitate our admission of up to 170 PharmD and 30 Graduate students each year and to make a pharmacy education accessible to a diverse group of learners.

Vision

The University of Kansas School of Pharmacy will improve the health of our state, its residents, and the world through excellence in didactic, experiential, and interprofessional education, basic and applied research, service, and the advancement of all aspects of patient-centered care.

Mission

The University of Kansas School of Pharmacy provides exceptional educational opportunities for professional, graduate, and postgraduate students. Through exemplary curricula and programs, the school encourages the advancement of patient-centered care to enhance health. The school maintains a leadership role in developing innovative technologies and pharmaceuticals and conducting drug

therapy related research inclusive of basic, clinical, and administrative sciences for the state, nation, and world.

Programmatic Goals

The following represents the educational, research, service and clinical practice goals of the SOP. Achievement of these goals is accomplished through the specific initiatives outlined in our strategic plan.

Educational goals^[1]_[SEP]

- Attract strong candidates to our professional, graduate, and postdoctoral programs.^[1]_[SEP]
- Excellence in didactic, experiential, and interprofessional education as evident by our professional students' proficiency in:
 - Translating basic science knowledge into clinical applications
 - Providing comprehensive pharmacist-delivered patient-centered care, including medication therapy management^[1]_[SEP]
 - Managing resources and systems effectively and efficiently
 - Providing population-based health care
- Our Pharm.D. graduates are capable of delivering care as interprofessional team members, and contributing to the advancement of the profession of pharmacy through advanced pharmacy practice, organizational involvement, and in select career paths, providing scholarly contributions to the profession.

Research goals: ^[1]_[SEP]

- Our faculty maintain a leadership role in developing innovative technologies and pharmaceuticals, and conducting research inclusive of the basic, clinical, and administrative sciences.^[1]_[SEP]
- Given the global impact and importance of our faculty's research, we strive to be consistently ranked among the top schools of pharmacy that receive federal research funding.

Service goals: ^[1]_[SEP]

- Our faculty serve the residents of the state of Kansas and the nation by:
 - Educating future pharmacists and researchers^[1]_[SEP]
 - Making innovative discoveries to improve health^[1]_[SEP]

- Sharing expertise with the pharmaceutical and health-care industries
- Our students and faculty contribute to local, state, and national professional organizations and committees.

Clinical practice goals: [L] [SEP]

- Our pharmacy practice faculty enhance the practice of pharmacy through advanced patient care models, involvement with professional organizations, and advocacy for the profession of pharmacy.

Our Values

Our values support a culture that exemplifies: [L] [SEP]

- Commitment to excellence, innovation, and integrity in education, research, clinical practice, and service. [L] [SEP]
- Dedication to the discovery of new knowledge and the advancement of the pharmacy profession. [L] [SEP]
- Contemporary educational programs and research agendas. [L] [SEP]
- Inclusivity, transparency, and communication to support interprofessional education and interdisciplinary research.
- Respect of the dignity, rights, culture, and diversity of each other and the populations we serve. [L] [SEP]
- Rigorous evaluation, assessment, and the professional development of our faculty, staff, preceptors, and students and support for their roles as active, self-directed, life-long learners.

Our Educational Philosophy

Upon completion of the Pharm.D. program at KU, our students will have a strong foundation in science and will be practice-ready for team-based care. They will have the knowledge, skills, and attitudes needed to deliver patient-centered care as interprofessional team members, and will contribute to the advancement of the profession of pharmacy. Our graduates are proficient at translating basic science knowledge into clinical applications; providing comprehensive pharmacist-delivered patient-centered care; managing resources and systems effectively and efficiently; and providing population-based

health care. To promote attainment of these goals, a variety of educational strategies are used, including traditional classroom instruction, case studies, laboratory exercises, reflective writing, standardized client assessment, small group discussion, and practice-based experiences. Faculty routinely explore novel teaching methods to further advance the effectiveness of our curriculum. Through these educational strategies, students acquire a strong foundation in biomedical, pharmaceutical, social, behavioral, administrative, and clinical science principles and possess the ability to integrate and apply learned information within our program and in interprofessional learning environments. As students progress through the curriculum, they transition from being a dependent learner to an active, self-directed, lifelong learner.

Strategic Plan Introduction

Revision of the School of Pharmacy's strategic plan was prompted by the expiration of the previous five-year plan, the seating of a new Dean, changes in the school's leadership team, and coincides with the start of the university's new strategic planning process. This plan was developed by the school's faculty, with leadership from the administrative team. Input was requested and received from faculty, students, alumni, staff, and university administration, all of whom are dedicated to the issues in the profession and continued growth and excellence of the school.

This document serves as a strategic plan for the school's administration of the Doctor of Pharmacy (Pharm.D.) Program and a plan to support the graduate programs in each of the four departments, plus the multidisciplinary Neuroscience program. Each department has a strategic plan specific to the responsibilities of its discipline, contributions to instruction in the professional program, and administration of individual graduate research programs. The faculty endorsed this plan on April 21, 2021.

The goals and objectives in this strategic plan will guide the School of Pharmacy for the period 2020-2025. The specific goals are not presented in order of importance to the mission of the School of Pharmacy, but instead are segmented into the areas of student preparation, research support, and strengthening the campus and broader community.

Strategic Goal 1: Prepare Doctor of Pharmacy and graduate students to improve and revolutionize drug therapy and patient care:

Strategy 1: Pursue continued transformation and innovation in the Pharm.D., Graduate and Post-Graduate program by:

- 1) Adjust/Re-evaluate courses (materials or available courses) by incorporating up-to-date knowledge/research/technology related to drug discovery, drug therapy and patient care. Exposing the limitations and challenges to the students, to allow an avenue of collaborative problem solving
- 2) At early stage, diversify the training scope with exposure of students to collaborative and multi-disciplinary knowledge. But in the later stage, specialize the training plans for students to specific areas of patients needs.

Strategy 2: Enhance engagement with alumni and other external stakeholders to connect future Pharm.D. and Graduate Students with current professionals to foster mentorship collaboration and advance careers

Strategy 3: Position the SOP as a leader in educational innovation known among pharmacy school peers and future students

Strategy 4: Enhance the pharmacists' scope of practice and role on the interprofessional healthcare team and educate the public on this expansion

Strategy 5: Prepare graduates to assess uncertainty and rely on quantitative and qualitative skills to make decisions in complex and unprecedented healthcare and drug discovery settings.

Strategy 6: Develop student leadership skills by creating and implementing a longitudinal formalized leadership program throughout our curriculum (could be imbedded into current courses).

Strategy 7: Emphasize basic science as a foundation for understanding of diseases and connections to personalized pharmacy and genetics.

Strategy 8: Continue to update and enhance recruiting methods to attract high quality candidates for the PharmD and Graduate programs.

Strategic Goal 2: Drive impactful and innovative research that advances drug discovery, development, and delivery:

Strategy 1: Develop and support research areas of excellence in basic and translational science.

Strategy 2: Increase the recruitment and retention of experienced diverse faculty, Pharm.D., graduate, and post-doctoral researchers throughout the SOP

Strategy 3: Promote collaborative multidisciplinary research beyond KU and KUMC borders and include rural health, industry, government, and other new stakeholders.

Strategy 4: Continue to support and promote excellence in the scholarship of teaching and learning

Strategy 5: Increase undergraduate Pharm.D. student research activity.

Strategy 6: Support cutting edge core facilities at KU to expand appeal to bring in and retain creative researchers.

Strategic Goal 3: Ensure a vibrant and strong School, University, State, and global community:

Strategy 1: Foster a healthy culture in the school of pharmacy that enhances faculty and staff experience at work including enhanced communication, transparency, civility, and engagement to create an environment that is positive, caring and promotes well being

Strategy 2: Allow for regular evaluation of administration (i.e. annually or every 2-3 years) and report out these findings

Strategy 3: Create additional non-monetary incentives to promote positivity and excellence to reward hard work in a variety of ways for faculty and staff

Strategy 4: Develop a comprehensive Diversity, Equity and Inclusion Plan (with a standing DEIB committee) that makes all faculty, students and stakeholders accountable for the learning and research community of all.

Strategy 5: Create a diverse, equitable, and inclusive (DEI) environment that fosters innovation and its application to educator/faculty development to deliver a strong educational program

Strategy 6: Create a compensation assessment program for faculty and staff to use internal benchmarks and peer institutions as comparisons to create equity in compensation