

## STRATEGIC PLAN IMPLEMENTATION TIMELINE

### Task Completion

#### Spring 2009

- Implement changes to graduate program recommended by 2007 external review (Goal IV, SD 2, Obj 2.1) **Completed Fall 2009**
- Appoint task force to evaluate and recommend appropriate peer and student evaluation of faculty instruction (Goal V, SD 3, Obj 3.1) **Appointed 12/15/08; report due 12/15/09 (revised from 8/24/09); Report received 03/26/10; approved by faculty 4/23/10**
- Complete a space needs and utilization assessment (Goal VI, SD 1 Obj 1.1) **Space Management conducting utilization in Spring 2009; Lab Space Task Force Appointed 07/01/09; Educational Space Assessment report completed 1/25/10. Lab Task force completed 6/22/10**
- Develop plan for resources needed for revised curriculum (Goal VI, SD 1 Obj 1.6) **Differential fee increase approved by Board of Trustees 07/13/09**
- Complete assessment of instructional/educational technology (Goal VI, SD 2 Obj 2.1) **Task Force Appointed 12/10/08; Report Received 06/10/09**

#### Fall 2009

- Hire endowed ADR professor (Goal I, SD 2, Obj 2.1) **Completed, start date 08/01/09**
- Department create incentives for additional grant submissions (Goal II , SD 1, Obj 1.2) **Discussion in Departments and Executive Committee failed to indentify additional incentives.**
- Complete evaluation of global initiatives (Goal II , SD 4, Obj 4.1) **Task Force appointed 01/05/09; delayed due to development of University Gobarl Policy Institute. Strategic Plan for Purdue Kenya Pharmacy Program to be completed Fall 2011. New Global Council to identify priority initiatives for University.**
- School and Department orientation program for faculty and staff in place (Goal III, SD 1, Obj 1.1) **Plan for faculty implemented Fall 2009, Plan developed by Staff Council for implementation Fall 2011.**
- Implement faculty development program (Goal III, SD 1, Obj 1.2) **Implemented Fall 2009**
- Implement staff performance evaluation (Goal III, SD 1, Obj 1.3) **Implemented Spring 2009**

- Develop recruitment strategies to enhance success in recruiting underrepresented minorities and women (Goal III, SD 3, Obj 3.1) **Delayed, awaiting development of University-wide plan by new Vice Provost for Diversity and Inclusion; plan drafted and under discussion in Provost's office Spring 2011.**
- Develop short- and long-term space plan for School (Goal VI, SD 1 Obj 1.2) **Presentation made to capital coordinating committee 9/4/09; initial phase project included in University 10 year Capital Plan May 2010. Funds raised for program planning, completed by Ellenzweig August 2011.**
- Departments conduct needs assessment for equipment infrastructure (Goal VI, SD 1 Obj 1.3) **MCMP completed annual assessment, IPPH developing plan in context of renovation, PPHR review complete.**
- Complete assessment of Business, Student Services, and other offices and support services within School and develop action plan (Goal VI, SD 1 Obj 1.5) **Task Forces appointed 10/17/09; Student Services Task Force Report submitted 02/09/10; Executive Committee response 6/04/10; Business Services Task Force submitted 5/12/10 and reviewed by Executive Committee.**
- Evaluate electronic access needs to medical and scientific literature for all students, faculty and staff (Goal VI, SD 2 Obj 2.2) **Task Force Appointed 10/17/09; report submitted 12/22/09**
- Develop advancement plan to support recruitment and retention of a more diverse student population (Goal VII, SD 1, Obj 1.1) **Urban Scholars Matching Program announced October 2009; Development opportunities created for Multicultural Program November 2009; corporate support requests ongoing**
- Engage students in experiences that will enhance their multicultural interactions and cultural competence (Goal VII, SD 1, Obj 1.3) **Initiated experiential exercises that are documented in portfolio, implemented Fall 2009**

### **Spring 2010**

- Hire endowed Chair in Medication Safety (Goal I, SD 3, Obj 3.1) **Completed, start date 03/15/10**
- Establish development plans for all staff (Goal III, SD 1, Obj 1.4) **Now included in revised annual staff evaluation form**
- Complete analysis of mission and curriculum of BSPS program (Goal IV, SD 1, Obj 1.1) **Task Force Appointed 12/05/09; Revision approved by faculty 2/22/10**
- Develop plan to meet technology needs (Goal VI, SD 2 Obj 2.3) **Delayed until further development of new curriculum is completed**
- Departments develop a plan to obtain, maintain and update equipment based on needs assessment (Goal VI, SD 1 Obj 1.4) **Completed where need identified**
- Implement plan to enhance recruitment and retention of underrepresented students (Goal VII, SD 1, Obj 1.2) **University-wide plan remains in development;**

OSS targeting degree earning students at minority serving institutions beginning Fall 2010.

## **Fall 2010**

- Develop practice model for prevention, detection and management of ADR in community pharmacies (Goal I, SD 2, Obj 2.2) **Rx-Safe Net established Fall 2010, recruitment and model development ongoing.**
- Initiate post-graduate residence focused on ADR practice model (Goal I, SD 2, Obj 2.3) **Residency/Fellowship recruitment in Fall 2010, first fellow began July 2011. Also, three new community pharmacy residencies that will collaborate began in July 1, 2011.**
- Establish active interdisciplinary research program in the area of counterfeit medications (Goal I, SD 4 Obj 4.1) **Group convened and concluded that proprietary nature of most company efforts in this area made is too difficult to identify research gaps and needed solutions.**
- Evaluate opportunity to develop continuing education program in counterfeit medications (Goal I, SD 4 Obj 4.2) **Evaluation completed by Center for Medication Safety Advancement, concluded it is inadvisable to proceed in this direction.**
- Departments implement incentives for additional grant submissions (Goal II , SD 1, Obj 1.2) **Discussion concluded no reasonable incentives could be identified.**
- Develop 2 multi-investigator working groups in areas of strength in the School (Goal II , SD 2, Obj 2.1) **Two multidisciplinary groups formed: One in counterfeit medication, which determined opportunities for external funding not viable. Another formed in neurodegenerative diseases has resulted in applications for external funding.**
- Incorporate recommendations of Faculty Senate on multi-investigator, interdisciplinary research in the promotion and tenure process (Goal II , SD 2, Obj 2.2) **Senate recommendations not completed; University-wide review of promotion and tenure process to be conducted Fall 2011.**
- Begin transition to new PharmD curriculum (Goal V, SD 1, Obj 1.1) **Approved for initiation in Fall 2012.**
- Assure that faculty performance reward mechanisms support excellence and innovation in teaching (Goal V, SD 3, Obj 3.2) **Task Force appointed to develop criteria and process for educational innovation award, first to be awarded Spring 2012**
- Implement a single school-wide system for student feedback on courses (Goal V, SD 1, Obj 1.3) **CourseEval to be adopted Fall 2011.**
- Map outcome abilities to individual courses in revised curriculum (Goal V, SD 2, Obj 2.2) **In progress.**

- Implement strategies to develop professional values and ideals throughout the educational experience (Goal VII, SD 2, Obj 1.1) **New elements added to student orientation. Integration into new curriculum in progress.**
- Demonstrate incorporation of interprofessional educational curricular and co-curricular opportunities in PharmD program (Goal VII, SD 2, Obj 1.2) **In progress.**

### **Fall 2011**

- Expand interdisciplinary research programs to support medication safety initiative (Goal I, SD 3, Obj 3.3) Responsible Person: [Eric Barker/Steve Abel](#)
- Implement changes to BSPS program (Goal IV, SD 1, Obj 1.2) Responsible Person: [Holly Mason](#)
- Implement structured mechanisms for curriculum assessment (Goal V, SD 1, Obj 1.2) Responsible Person: [Assessment Committee/Holly Mason](#)
- Initiative system to assess student program in achieving outcome goals at various stages in the program (Goal V, SD 2, Obj 2.1) Responsible Person: [Assessment Committee/Holly Mason](#)

### **Fall 2012**

- Identify emerging systems and/or design new systems for improving medication safety (Goal I, SD 3, Obj 3.2)
- Increase external funding for graduate students by 20% (Goal IV, SD 2, Obj 2.2)

### **Fall 2013**

- Implement one innovative sustainable model of pharmacy practice to improve efficacy of healthcare outcomes (Goal I, SD 1, Obj 1.1)
- Develop plan for demonstration sites for implementing ADR model in community pharmacies in Indiana (Goal I, SD 2, Obj 2.4)
- Increase annual extramural funding to \$15 million per year (Goal II , SD 1, Obj 1.1)
- Have demonstrable outcomes as a participant in the Indiana CTSI (Goal II , SD 3, Obj 3.1)
- 75% of faculty salaries at 75<sup>th</sup> percentile as defined by AACP annual salary survey (Goal III, SD 2, Obj 2.1) **Achieved as of August 2011**

- Achieve competitive staff and administrative professional salaries (Goal III, SD 2, Obj 2.2)

**Fall 2014**

- Assessment model for Goal 1 SD1, Obj 1.1 (Goal 1, SD 1, Obj 1.2))