

**Strategic Plan 2005
College of Pharmacy
Ferris State University**

Successes of the College of Pharmacy

Pillar #1 Learner Centered University

1. **The accreditation report from the Accreditation Council for Pharmaceutical Education (ACPE) granted full program approval for the maximal 6 year period.** This complimentary report was the most favorable in the past 25 years.
2. **The original Doctor of Pharmacy program has been implemented and the first full Pharm.D. class graduated.** Faculty recruitment was successful for this year and will continue as part of the expansion plan. Four clinical faculty and one basic science faculty were added this year.
3. **The college completed year two of enrollment expansion** and the admitting class this year was 18% higher than the inaugural class. This larger class was selected from a large pool of well qualified, diverse candidates (over 700 applicants).
4. **Student satisfaction with distance education technology has increased significantly since its implementation in 2002.** Reliability and quality of distance education instruction has been enhanced through software and hardware upgrades over the past year with additional hardware purchases planned for 2004-2005. Currently, 17 semester credit hours are taught each year utilizing synchronous distance education.
5. **Renovations of the pharmacy building on the Big Rapids campus.** These renovations have resulted in the creation of new lecture rooms, increased faculty office space, student lounge/study area and a faculty instructional preparation room from previously unused laboratory/storage areas. Remodeling and new furnishings have made the lounge area and classroom space more user/learner friendly. These renovations have allowed other programs to schedule classes in the pharmacy building. Approximately 30% of these renovations subsidized funded by non-general funds.
6. **A successful fund drive generated a scholarship endowment to that is currently providing support for two students annually.** The College's Alumni Board was instrumental in development of the endowment designed to complement existing internal and external scholarships.
7. **The retention rate continues to increase** since conversion to the Doctor of Pharmacy degree. Attrition rates for the classes admitted were 8.3% for 2002, 3.1% for 2003, and 1.4% for 2004.
8. **A far reaching faculty development series was instituted** with sessions on topics ranging from developing excellence in teaching, to fostering scholarly activity, to setting career goals. Sessions customized for new faculty were combined with sessions designed to benefit all faculty. An additional benefit derived from these sessions was the furthering of pedagogy within the College of Pharmacy.

9. **Curricular Assessment.** The College was complimented by ACPE for its efforts in curricular assessment through implementation of a Graduate Survey. Further development of formative assessments is ongoing.

Pillar #2 Work Together

1. **Enrollment growth in the University's Pre-Pharmacy programming has continued.** Pre-pharmacy enrollment has reached 441 with over 183 students in the Honors Program. This pool of students represents a significant candidate resource for alternative programs within the university.
2. **Department of Health and Human Services Secretary's First Place Award for Innovation in Health Promotion 2004 in a National Competition.** Students from Pharmacy, Optometry and Nursing received this award for their innovative, inter-professional development of a Diabetes Management Clinic. Recent graduate Sarah Lessard is to be complimented on her leadership of this project.
3. **Relationships with community colleges and four-year academic institutions within the state.** Transfer guides have been developed and routinely updated and posted on-line for use by pre-pharmacy advisors and their students. Additional admissions-related information has been included on-line to enhance the abilities of the advisors to provide accurate and up-to-date advice to their students.
4. **Recruitment efforts** continue with various academic and health institutions throughout the state. Examples of activities included presentations to prospective students and their families and attending/planning career fairs promoting enrollment in the health professions.

Pillar #3 Create an Engaged Campus

1. **The College has enhanced the Universities' visibility** in communities around the state. The College has established a significant off-campus presence with satellite teaching facilities in Grand Rapids (MERC) and Kalamazoo (KCMS). The College currently has faculty placed at advanced pharmacy practice sites in Grand Rapids, Kalamazoo, Lansing, Bay City, Marquette, and Flint. The college has recently increased utilization of adjunct faculty in Midland, Muskegon and Traverse City.
2. **Participation in the Michigan Area Health Education Center.** Collaboration with health professions programs has increased College of Pharmacy recognition statewide.
3. **The Engaged Partners Program** initiated by Grand Rapids Medical Education and Research Center has resulted in partnering with several institutions in the Grand Rapids area. Doctor of Pharmacy students and faculty have had leadership roles in implementing this program which places inter-professional teams of health care students in the community to work directly with neighborhood organizations to address health care needs.
4. **Two international affiliations with Colleges of Pharmacy** in the United Kingdom and France have been completed providing student exchange opportunities for fourth-year students in Bath, UK and Angers, France. Successful exchanges were conducted in the Summer of 2004 with additional students identified for 2005.

Significant Activities of the College of Pharmacy

Pillar #1 Learner Centered University

1. **An additional enrollment expansion resulting in a cumulative 25% increase in enrollment since inception is planned for this year. Additional resources** above those allocated are needed for this expansion to comply with the American Council for Pharmaceutical Education most recent “Action and Recommendations” statement regarding the need for reassessment of faculty resources and inclusion of enhancing scholarly activity in the College strategic plan. Recruitment of three pharmacy practice faculty positions is underway to accommodate the enrollment growth initiated in 2003. As part of this expansion, the College of Pharmacy, in conjunction with the University, will continue to establish affiliation agreements with additional hospitals and clinics to provide the advanced experiential training sites established by the accreditation requirements (see #4 below). The current acute care sites have reached a maximum capacity.
2. **Continuation of recent renovations on and off-campus** to create additional space that could be used for a working pharmaceutical care laboratory capable of delivering selected patient oriented services. This lab would include areas for patient counseling (real or simulated), videotaping, objective structured clinical examination (OSCE) modules, information resource technology, and advanced patient education technology. A pharmacy is included as part of the FSU Grand Rapids Master Plan for the Commerce Building. The College of Pharmacy believes consideration should be given to a pharmacotherapy clinic as part of that facility.
3. **Lansing and Big Rapids provide the College with varied opportunities for expansion.** The college will evaluate an additional instructional site in Lansing or in the Big Rapids area. An existing site in Lansing has the potential for expansion to be comparable to Grand Rapids and Kalamazoo. The Big Rapids option has geographic advantages, but would require development of clinical sites for the 4th year. These options will be critically evaluated and additional funding sought from the University for instructional site development and support.
4. **Increase support for adjunct faculty preceptors and sites.** Ongoing efforts include College offering of continuing education seminars, development of research opportunities, and provision of online library resources. Additional support including funding for subscriptions to online resources is needed for adjunct faculty.
5. **Update computer resources for faculty and students.** To fully utilize technological advances in the field of Pharmacy and Pharmacy education the College must have systems that support these new resources. Additionally, exploration of enhanced access to web based education the classroom should be explored

Pillar #2 Works Together

1. **Distance learning** A substantial portion of the curriculum is being delivered via distance learning with plans to expand. This allows for improved integration of clinical and didactic material; reduction of redundant teaching and associated travel expense of faculty; and allows instruction to be close to experiential training. A plan is under development to connect the College’s on-campus facilities with the off-campus instructional sites via audio and visual communications. A consulting firm is currently

advising the college on potential options and site planning. Funding priorities should be aimed at refining existing distance learning capabilities between off-campus sites and also with on campus sites

2. **Admission criteria and process are being enhanced** to identify markers of curricular and professional success. The expanding number of highly qualified candidates necessitates further differentiation of entering qualifications.

Pillar #3 Create an Engaged Campus

1. **Development of a tele-pharmacy pilot practice** utilizing a hub and spoke model at distant, underserved practice sites will be undertaken in collaboration with the Michigan Area Health Education Center and external funding sources (governmental and private) will be sought.
2. **Develop a permanent plan for the College's Continuing Education Activities.** This would include exploration of collaboration with other continuing education providers, funding and appointing a faculty coordinator and potential development of innovative programming and delivery methods. With further development, the existing continuing education programming could provide modest revenues and enhance the College's professional image.