



## ***STLCOP 20/20***

Approved by the Board of Trustees

June 14, 2011

## **STLCOP 20/20**

### **Vision:**

St. Louis College of Pharmacy will be globally prominent in pharmacy and health care education, interprofessional patient-centered care, and collaborative research.

### **Mission:**

St. Louis College of Pharmacy is a supportive and enriching environment for growth, advancement, and leadership and prepares our students, residents, faculty, staff, and alumni to positively impact patients and society.

### **Values:**

- Integrity in all that we do
- Desire to make a positive difference
- Personal development—continuous/lifelong learning/inquisitiveness/curiosity and innovation
- Diversity—openness to differing cultures, ethnic groups, and ways of thinking
- Professionalism

## **CRITICAL ISSUES, STRATEGIC DIRECTIONS and OBJECTIVES**

<p><b>Critical Issue 1: Academic Programs: How does STLCOP diversify academic offerings to provide options to our students, capitalize on strengths, and ensure relevance, demand, and excellence?</b></p>
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**SD1. Develop and implement a revised Doctor of Pharmacy curriculum that incorporates market and financial analyses to meet current and future societal needs.\***

\*“Societal needs” includes payers, students, patients, employers, etc.

Obj 1.1.1 Complete a feasibility analysis, including financial and market research, on the type of Doctor of Pharmacy program that capitalizes on STLCOP’s strengths, and ensures relevance, demand, and excellence.

Obj 1.1.2 Develop an outcomes-based pharmacy curriculum that could include an integrated bachelor’s program.

Obj 1.1.3 Develop a comprehensive assessment plan to ensure the Doctor of Pharmacy program is meeting the desired outcomes.

Obj 1.1.4 Meet all accreditation/compliance requirements.

Obj 1.1.5 Ensure the quantity and quality of students in the program (including transfer students).

Obj 1.1.6 Complete the business plan to support the implementation of the curriculum.

Obj 1.1.7 Implement the new curriculum.

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### **SD2. Offer Bachelor of Science degrees in appropriate areas of study based on comprehensive analyses.**

Obj 1.2.1 Complete a feasibility analysis, including financial and market research, to determine relevant areas of study.

Obj 1.2.2 Develop outcomes-based curricula.

Obj 1.2.3 Develop affiliation agreements with other academic institutions so students are able to matriculate into professional programs, (e.g., medicine, veterinary medicine, optometry, etc.)

Obj 1.2.4 Develop a comprehensive assessment plan to ensure that degree programs are meeting desired outcomes.

Obj 1.2.5 Meet all accreditation/compliance requirements.

Obj 1.2.6 Ensure the quantity and quality of students in the program (including transfer students).

Obj 1.2.7 Complete the business plan to support the implementation of the curricula.

Obj 1.2.8 Implement new curricula.

### **SD3. Offer a Master of Science degree in health professions education.**

Obj 1.3.1 Complete a feasibility analysis, including market research, for a Master of Science degree in health professions education.

Obj 1.3.2 Develop an outcomes-based curriculum and assessment plan.

Obj 1.3.3 Create a business, organizational, and infrastructure plan.

Obj 1.3.4 Design and implement a marketing plan.

Obj 1.3.5 Before the degree program is designed, ensure that faculty are developed to implement the program, and/or hire new faculty as needed.

Obj 1.3.6 Enroll first students into the program.

### **SD4. Restructure a Master of Science degree in pharmacy administration that allows focus in specific and relevant areas. (e.g., managed care, pharmacy benefit management, outcomes management, health-system pharmacy, informatics, entrepreneurship, community pharmacy, and community engagement)**

Obj 1.4.1 Complete a market analysis/environmental scan to determine the marketability and viability of this program and the specific areas of subspecialty that would have the highest value proposition.

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Obj 1.4.2 Develop an outcomes-based curriculum and assessment plan.

Obj 1.4.3 Create a business, organizational, and infrastructure plan.

Obj 1.4.4 Engage appropriate partners to implement the program.

Obj 1.4.5 Design and implement a marketing plan.

Obj 1.4.6 Enroll first students into the program.

### **SD5. Develop joint degree programs with the Doctor of Pharmacy degree in the areas of business, pharmacy administration, public health, health law and/or research that are supported by a comprehensive assessment.**

Obj 1.5.1 Coordinate market analyses for educational programs and related research programs.

Obj 1.5.2 Establish partnerships to implement joint degree programs.

Obj 1.5.3 Design and implement a marketing plan.

Obj 1.5.4 Enroll first students in the program(s).

### **SD6. Expand College-sponsored and regional residency programs.**

Obj 1.6.1 Evaluate national residency program models and, based on the results, create infrastructure vision and plans to support the development, operation, and accreditation of new and existing College-affiliated residency programs. Coordinate with Master of Science programs.

Obj 1.6.2 Develop a minimum of three new post-graduate year (PGY)1 pharmacy practice residency positions, a minimum of three PGY1 community care residency positions, and a minimum of two PGY2 residency positions (consider infectious disease, cardiology, ambulatory care, oncology, psychiatry, and pediatrics).

Obj 1.6.3 Assist partner institutions in developing residencies.

**Critical Issue 2: Research and Scholarship: How does STLCOP develop and advance a research and scholarship agenda that meets the needs of the institution and the community\*?**

\*"Community" is defined as local, national, and global communities.

### **SD1. Develop a collaborative center for drug research.**

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Obj 2.1.1 Develop a comprehensive plan to establish a center for drug research, the specific focus of which is to be determined after further analysis.

Obj 2.1.2 Identify and develop the appropriate educational programs (*i.e.*, STLCOP's and other institutions' graduate degree programs) that would be incorporated into the offerings of the center for drug research.

### **SD2. Develop a center for patient education and health literacy.**

Obj 2.2.1 Conduct a market analysis to identify areas of sustainable success and use this information to develop the conceptual framework of the center.

Obj 2.2.2 Identify partners for collaboration and identify funding sources.

Obj 2.2.3 Develop unique areas of focus to establish a niche in this area.

Obj 2.2.4 Determine best practices for disseminating information about STLCOP health literacy programs to raise community and academic awareness.

### **SD3. Develop a center of health professions education**

Obj 2.3.1 Complete an analysis of education centers at colleges of pharmacy, medicine, nursing and other health professions.

Obj 2.3.2 Re-establish the Pedagogical Research Group as a standing faculty committee with annual charges.

Obj 2.3.3 Establish a collaboration with a local institution's school or department of education to support efforts in educational research.

Obj 2.3.4 Establish an annual summer teaching workshop/symposium on campus.

Obj 2.3.5 Become a national leader in developing current and future health professions educators.

### **SD4: Support areas of research and scholarship that capitalize on the interests and expertise of faculty and are aligned with the College's mission.**

Obj 2.4.1 Develop the infrastructure to support STLCOP research initiatives.

Obj 2.4.2 Publicize the areas of research and scholarship that are occurring among our faculty to promote the success and growth of these programs.

Obj 2.4.3 Create other centers based on relevance and demand.

<p><b>Critical Issue 3: Practice of Pharmacy: How does STLCOP advance pharmacy practice models that are economically sustainable and meet the professional needs of students and the profession?</b></p>
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### **SD1. Establish a leadership role in bringing professional organizations and health care entities together to influence health care and public policy.**

Obj 3.1.1 Identify appropriate partners/collaborators to influence health care and public policy.

Obj 3.1.2 Develop an infrastructure to support the College's advocacy planning and implementation of an advocacy plan.

Obj 3.1.3 Develop an advocacy agenda for the College and the profession of pharmacy (at local, state, and national levels) that includes compensation for patient care services as a major priority.

### **SD2. Develop and document sustainable patient care delivery models in various pharmacy practice settings.**

Obj 3.2.1 Identify and implement documentation system(s) that can be used easily and efficiently within ambulatory care, inpatient, and community clinical practice settings to capture cost avoidance, revenue generation, and clinical outcomes.

Obj 3.2.2 Design and complete a multi-site study whereby STLCOP can disseminate clinical, humanistic, and economic outcomes associated with faculty's current and future advanced patient care practices.

Obj 3.2.3 Develop a pharmacist tool kit and development programs that can be used to promote sustainable practices in various settings within the community (e.g., ambulatory care, community, inpatient).

### **SD3. Provide innovative practice site opportunities for students that meet educational goals and generate revenue for the College.**

Obj 3.3.1 Complete a feasibility study for the College to establish College-sponsored innovative community pharmacies either on or off campus.

Obj 3.3.2 Following completion of the feasibility study, develop a plan to implement the chosen direction for the College.

Obj 3.3.3 Assuming revised Missouri Board of Pharmacy regulations, establish collaborative practice agreements with physician practices to obtain compensation for services.

<p><b>Critical Issue 4: Culture: How does STLCOP create and sustain a nurturing and enriching environment to ensure the professional and personal growth of students, faculty, staff, and alumni?</b></p>
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**SD1: Identify the desired culture that will enable the College to achieve its strategic mission.**

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Obj 4.1.1 Assess the current culture, its strengths and areas for improvement, and identify the behaviors that should be retained within the culture and the behaviors that are needed to move forward.

Obj 4.1.2 Develop a strategy and systems (both human capital and facilities) that will produce the desired positive human behaviors, interactions, and shared values that enable the College to achieve the desired culture.

### **SD2. Position the College to be a model of diversity in the community\* and the profession.**

\*“Community” is defined as local, national, and global communities.

Obj 4.2.1 Define diversity for the College.

Obj 4.2.2 Develop policies, procedures, and strategies to ensure broad and inclusive recruitment and retention of diverse faculty, staff, and students.

### **SD3. Increase opportunities for faculty, staff, student, and alumni development.**

Obj 4.3.1 Review, evaluate, and develop, if necessary, a comprehensive faculty development plan.

Obj 4.3.2 Identify career development opportunities and strategies for growth and promotion for staff members that will instill the value of lifelong learning.

Obj 4.3.3 Identify mechanisms to increase engagement of alumni with a goal of making STLCOP a lifelong academic home for its graduates.

Obj 4.3.4 Establish a professional and career development center on campus to assist students, alumni, faculty, and staff.

<p><b>Critical Issue 5: Community* Engagement: How does STLCOP partner with the community to enrich the community, the College, and students, faculty, staff, and alumni?</b></p>
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\*“Community” is defined as local, national, and global communities.

### **SD1. Highlight, communicate, and advance our strategic brand in the community.**

Obj 5.1.1 Determine and establish the STLCOP brand locally, regionally, nationally, and globally.

Obj 5.1.2 Establish the infrastructure, and create and implement a marketing plan that is integrated across the campus and community.

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### **SD2. Strategically increase the College's visibility and impact in the community.**

Obj 5.2.1 Complete an assessment of potential community outreach/engagement priorities and partnerships.

Obj 5.2.2 Create and implement an evaluation system to optimize outreach activities.

Obj 5.2.3 Create meaningful partnerships with institutions, organizations, practitioners, and alumni to improve health outcomes in the community.

### **SD3. Leverage academic partnerships to advance interprofessional education, research, service and practice by involving students, faculty, staff and alumni.**

Obj 5.3.1 Complete an assessment to determine opportunities with potential partners based on strengths.

Obj 5.3.2 Develop one or more initiatives, that are mutually beneficial, to leverage our academic partnerships.