

**American Association of Colleges of Pharmacy**  
**Section of Teachers of Pharmacy Practice**  
*Strategic Planning Committee*  
**Final Report**  
June 2009

**Charges:**

1. Develop a process to update the Sections' strategic plan that will allow the views of the general section membership to be represented in its development.
2. Include the Membership Committee in developing a needs assessment for the Section that reflects needs of the current members and those of an expanded membership if Open Membership passes.
3. Develop a mid-year and annual report for inclusion in the section business meetings at the 2008 ASHP Mid-year Meeting and the 2009 AACP annual meeting.

**Membership:**

Tim Ives, Chair	2008-09	University of North Carolina
Amy Schwartz	2008-09	Texas (Pan-American)
Rebecca Finley	2008-09	Jefferson
Fred Creekmore	2008-09	East Tennessee
Lisa Inge	2008-09	Florida
Mindy Throm	2008-09	Midwestern-Glendale
Michael DeBisschop	2008-09	St. John Fisher College
Pam Stamm	2008-09	Auburn
Jeanne VanTyle	2008-09	Butler
Crytsal Obering	2008-09	U of Missouri-KC

**Report:**

**STRATEGIC PLAN**  
**AACP SECTION OF TEACHERS OF PHARMACY PRACTICE**

**Mission Statement**

The mission of the Section of Teachers of Pharmacy Practice is to cultivate a professional environment among its members that will foster the development of excellence, innovation, and leadership in all educational endeavors including practice, scholarship, and service within the organization, the larger academic community, and the health care professions.

It is expected that the following initiatives will serve as the structure for the functions, services, and active involvement of the Section of Teachers of Pharmacy Practice for the next three to five years:

**STRATEGIC INITIATIVE 1: Growth**

Goal 1.1: Increase the overall membership of the Section by 15% in the next five years.

Action plan:

- By 2010, the Membership Committee will work with AACP staff to assess current Section membership at all levels (tenure, clinical, research, preceptor, etc).
- By 2011, the Membership Committee will propose marketing strategies to recruit new members.
- By 2011, one year following implementation of the open membership initiative, the Membership Committee will evaluate the impact the initiative had on the growth of the membership of the Section.

Goal 1.2: With an increase in the number of schools of pharmacy, and a corresponding increase in the need for Pharmacy Practice faculty, the Section will identify the current issues and needs of Pharmacy Practice Faculty.

Action plan:

- By 2010, the Recruitment and Retention Committee will conduct a survey of the Section's membership to identify issues (e.g., developmental, job satisfaction, compensation, empowerment, etc.) that the Section could address to reduce faculty attrition and/or to encourage more individuals to consider an academic career.
- By 2010, working with AACP staff, the Recruitment and Retention Committee will also conduct a survey of current pharmacy practice faculty and emerging faculty members (e.g., residents, fellows) who are not members of AACP to assess what needs the Section/AACP could potentially meet, determine what value membership would provide for this group of faculty, and determine what resources or activities should be made available to retain them in academics.
- By 2011, following receipt of these reports, the Membership Committee should address the needs identified and create a marketing plan designed to meet these needs and add value to membership in the Section.

Goal 1.3: The Section should identify the barriers that Departments of Pharmacy Practice face in terms of faculty recruitment, development, and retention.

Action plan:

- By 2010, the Recruitment and Retention Committee will survey the chairs of departments of pharmacy practice (and other university and human resource administrators, where appropriate) to compile a list of barriers to recruiting, developing, and retaining quality faculty members in their departments. This survey should incorporate information from the assessment (i.e., from Goal 1.2) or other direct survey of Section members to help chairs identify their own barriers to faculty recruitment and retention.
- By 2011, working with AACP staff, the Recruitment and Retention Committee will survey faculty members who left academic positions, to assess what specific factors shaped their decision to leave, what needs the Section/AACP could have potentially met, and to determine what value membership should provide.
- Following the survey results of 2010, the Program Committee will design Section programming to highlight the identified global barriers to recruiting and retaining quality faculty members to be delivered at national annual meetings (AACP, ACCP, ASHP, etc).

## **STRATEGIC INITIATIVE 2: Engagement**

Goal 2.1: Improve communication with all Section members, and with all other Sections and SIGs.

### Action plan:

- By 2010, the Communications Committee and respective Sections, will re-emphasize grassroots communication methods (e.g., newsletters, list serve, etc.) to facilitate communication and networking among AACP members.
- By 2011, the Communications Committee will formulate a position on the use of new methods of conducting business within the Section (e.g., biannual Section meetings, via video teleconferencing).
- By 2011, the Communications Committee, in conjunction with the Strategic Planning and Bylaws Task Force, will consider alternative processes for making timely decisions (e.g., electronic voting via internet) within the Section.
- By 2011, to increase recruitment of new faculty, provide new faculty with a means to discuss their developing careers with peers, and to improve communication of all Section members, the Membership and the Communications Committees will investigate the use of various forms of social media, social networking, and virtual media (e.g. Facebook, e-Faculty, AACP list servs, webinars, blogging, etc.) for communication and networking.
- By 2010, as another method to market to potential new faculty, the Membership Committee will investigate the feasibility of establishing a Section web site, dedicated to discussing the benefits of careers in academia, the challenges faced by new faculty members, and potential solutions to those challenges.

Goal 2.2: Enhance interdisciplinary and interprofessional education and research opportunities through collaboration with other pharmacy organizations (i.e., ACCP, ASHP, APhA) and with health professional education organizations outside of the profession of pharmacy (e.g., AAMC, AACN, AACOM, etc.) at their professional meetings.

### Action plan:

- By 2010, the Scholarship and Research Development Committee will investigate developing a certificate program between pharmacy (AACP) and medicine educators (AAMC) on interdisciplinary scholarship.
- In 2009, the Program Committee will assess the feasibility of working with other professional organizations for joint programming, using available technologies (e.g., internet-based) for presentation. By 2010, the Section will begin to offer an annual joint educational session with at least one other professional organization.
- By 2011, working with AACP staff, the Program Committee will investigate methods to develop formal liaisons with appropriate professional organizations.

- By 2011, the Program Committee will conduct a program on interdisciplinary scholarship, using individuals with experience in this type of endeavor.
- By 2011, the Membership Committee will investigate opportunities for pharmacy educators to participate in other health professions organizations (e.g., ADA, AHA, etc.) and will disseminate this information to all members of the Section.

Goal 2.3: Increase opportunities for Section/AACP involvement at each college of pharmacy, or at a statewide level.

Action plan:

- By 2011, the Membership Committee will identify a liaison from each college or satellite (in addition to department chairs) who would be available to provide input to Section leadership from respective pharmacy practice departments, and could disseminate, or clarify, information to and for faculty (especially non-AACP members) at their institution.
- By 2012, the Membership Committee will investigate the potential of having Section members available for presentations to Boards of Pharmacy on current issues of importance to pharmacy practice educators at regional NABP/AACP meetings.

Goal 2.4: Consistent with the AACP policy and advocacy agenda, provide educational programming and other forms of presentation to empower Section members to be advocates for pharmacy education, with particular emphasis on national pharmacy practice issues.

Action plan:

- By 2009, a Task Force on Advocacy in Pharmacy Practice will be formed to establish a network of pharmacy practice faculty advocates in each state, to interface with state pharmacy associations, legislative leaders, etc.
- By 2010, the Task Force on Advocacy in Pharmacy Practice, in conjunction with the AACP Vice President for Policy & Advocacy, will develop resources for Section members to use in their advocacy efforts.
- By 2010, the Program Committee will develop a session on advocacy in pharmacy practice, with opportunities for active involvement by pharmacy practice faculty to involve all of their constituents (e.g., non-academic pharmacists, other health care professionals, legislators, payors, public, etc.).

Goal 2.5: Offer opportunities for Section members, and their respective academic departments of pharmacy practice, to develop and maintain positive alliances with all forms of practice sites, with special emphasis on sites where experiential education may be offered.

Action plan:

- By 2010, a Practice Affairs Task Force will be formed to assess the implications of the recent survey on professional service plans, and offer recommendations to the Section leadership.
- By 2010, the Practice Affairs Task Force will offer recommendations to the Section on maintaining a positive spirit of collaboration between academic departments of pharmacy practice and pharmacy preceptor sites.
- By 2011, to improve the level of collaboration in these practice/preceptor sites, the Program Committee will plan an educational session on successful examples of interdisciplinary team development.

Goal 2.6: Increase opportunities for Section/AACP involvement in global education efforts.

Action plan:

- By 2010, Section leadership will establish a working relationship (e.g., a standing Committee of the Section) with the Global Education SIG.
- By 2010, the Program Committee will develop educational sessions, via programming at meetings, or with a series of articles in AJPE on:
  - existing faculty exchange programs with colleges of pharmacy worldwide, and
  - the scope of pharmacy practice curricula globally.
- By 2010, the Membership Committee will investigate cross memberships between AACP and other international pharmacy education organizations, to enhance collaboration between pharmacy practice faculty worldwide, and to increase attendance at AACP/Section meetings by pharmacy practice faculty from other countries.
- By 2011, the Practice Affairs Task Force will develop an exchange network with pharmacy practice faculty outside of North America to share curricula, develop research networks, and identify opportunities for student and faculty exchanges.

**STRATEGIC INITIATIVE 3: Development**

Goal 3.1: Establish a faculty recruitment and development program in the Section.

Action plan:

- By 2010, make the Recruitment and Retention Task Force a standing Committee of the Section. The committee should focus on assisting colleges and schools to recruit pharmacy practice faculty and to provide those faculty with the resources and skills necessary to succeed in their academic career.
- By 2011, to encourage current students to pursue a career in academia, the Recruitment and Retention Committee will encourage student interest groups, internships, sharing of academic rotation sites, student networking tracks, student tracks, and student open forums at the AACP Annual Meeting. The Committee will work with student chapters of professional organizations, residency directors, and pharmacy practice faculty to encourage the promotion of academic rotations.

- By 2011, the Recruitment and Retention Committee will survey colleges of pharmacy to determine the number and scope of available academic rotations, and will catalog the resources currently used for academic rotations (e.g., elective courses, certificate programs, fourth-year rotations, educational modules on relevant topics such as leadership, service, scholarship, mentoring, and teaching).
- By 2011, the Program Committee will investigate the potential for programming at professional meetings (e.g., AACP Annual Meeting, ASHP Midyear Clinical Meeting, APhA Annual Meeting) to inform students/residents/fellows about opportunities in academia.
- By 2011, the Membership Committee and AACP staff will investigate the potential for corporate sponsorship to increase student attendance at the AACP Annual Meeting, similar to the current Wal-Mart scholarship program.
- By 2012, the Program Committee will investigate the feasibility of organizing student academia networking via use of various forms of social media, social networking, and virtual media (as noted in the Engagement section of the Strategic Plan).
- By 2011, to recruit prospective students with an interest in a career in academia, the Program Committee will evaluate the potential for an Academic Speakers Bureau. Academic speakers from across the country would travel to colleges of pharmacy to promote careers in academic pharmacy.

Goal 3.2: Establish a leadership development program for new or potential department chairs with an emphasis upon mid-career faculty to address the current and future need for academic leaders in pharmacy practice.

Action plan:

- By 2010, working with AACP staff, Section leadership will refocus and reinvigorate the use of the AACP listserv dedicated to department chairs, and will seek a separate listserv for pharmacy practice chairs.
- By 2011, a Task Force on Pharmacy Leadership Development will be formed to assess the status of the leadership development process in academic pharmacy practice, including the AACP Academic Leadership Fellows Program, and to investigate the feasibility of developing a formal program for those who may be interested in becoming department chairs.
- By 2011, the Task Force on Pharmacy Leadership Development will review the existing generic department chair workshops or certificate programs offered by other organizations and determine if one of those programs could be modified to specifically address pharmacy practice chairs.
- By 2012, in conjunction with the Task Force on Pharmacy Leadership Development, the Program Committee will develop a formal educational program designed to prepare Section members to lead departments of pharmacy practice.

Goal 3.3: Establish a Section mentoring initiative for pharmacy practice faculty, with an emphasis on newer faculty and volunteer faculty.

Action plan:

- By 2010, the Recruitment and Retention Committee will investigate the Section of Teachers of Chemistry's mentoring program and provide an analysis as to the feasibility of such a program for this Section, with an assessment of the multitude of levels of mentorship that need to be fostered, for a fuller faculty development program.
- By 2011, the Recruitment and Retention Committee will prepare a tool kit for departments in developing their own mentor programs. It will further serve as a medium to connect and foster these relationships, and to offer matching of mentors from different institutions for their own growth and development.
- By 2011, the Program Committee will develop programming to assist department chairs and deans to develop formal mentoring programs, to inform Section members of opportunities in mentoring, and to provide skills on appropriate peer evaluation and mentoring.

Goal 3.4: Develop/update a section of the AACP website dedicated to good teaching practices applicable to pharmacy practice faculty.

Action plan:

- By 2010, a Task Force on Teaching Practices will be established. This group will recommend policy related to the development and sharing of innovative teaching ideas in pharmacy practice.
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- By 2011, the Task Force on Teaching Practices will work with AACP staff, the SIG on Technology in Pharmacy Education and Learning, and the Communications Committee to design and implement a web page on the AACP site equipped with tools to advance the teaching practices of pharmacy practice faculty. The website should be designed as such to allow for ease of sharing of ideas between Section members (e.g., message board, living documents (wiki), etc.).
  - This website should be designed to post resource materials for new site-based faculty to help in the development of syllabi by posting example syllabi, learning objectives, oral examinations, and end-of-block exams. Time-management tips and sharing of responsibilities with students in practice based education could also be addressed.
  - The website should be designed to post materials for improving classroom instruction, including learning objective design, example syllabi, active learning strategies, case-based presentations, and test-design as well as methods to improve classroom delivery and student engagement.
- Previous winners of the AACP Innovative in Teaching Award from the section of Pharmacy Practice will be invited to share a summary of their scholarship with suggestions for application to practice.
- By 2011, together with the Scholarship and Research Development Committee will investigate the development of an award program for new to mid-career faculty. This program will focus on the scholarship of teaching, as well as other types of research that may not be adequately supported through other funding sources.

Goal 3.5: Increase opportunities for service learning, especially within the provision of clinical services by pharmacy educators.

Action plan:

- By 2010, the Practice Affairs Task Force, working with the Experiential Education Section, will develop a catalog or resource guide on the development, implementation, and assessment of health care-related service learning coursework.
- By 2011, the Program Committee, in conjunction with the Practice Affairs Task Force, will develop educational programming on service learning in pharmacy practice and pharmacy education.

**STRATEGIC INITIATIVE 4: Scholarship**

Goal 4.1: Increase the emphasis on research development and scholarship within the Section.

Action plan:

- By 2010, make the Scholarship and Research Development Task Force a standing committee of the Section with a charge to define the terms scholarship and research as they pertain to the practice of pharmacy.

Goal 4.2: Consistent with Goal 3.3, develop a mentorship program for pharmacy practice faculty who want to do practice-based research, but lack the experience and skills to initiate the process on their own.

Action plan:

- By 2010, the Scholarship and Research Development Committee will investigate the potential for collaboration with ACCP to offer the ACCP Research Certificate program to Section members.
- By 2010, the Scholarship and Research Development Committee will investigate the development of an award program for new to mid-career faculty. This program will focus on the scholarship of teaching, as well as other types of research that may not be adequately supported through other funding sources.
- By 2010, the Scholarship and Research Development Committee will develop an electronic newsletter dedicated to scholarship for interested members of the Section, including residents, fellows, and graduate students. The newsletter would identify grant and award sources and interdisciplinary research opportunities.
- By 2011, working with the Recruitment and Retention Committee, the Scholarship and Research Development Committee will develop a practice-based research development/mentorship program after the aforementioned task force has presented all of its reports and recommendations.
- By 2011, the Scholarship and Research Development Committee will develop a process to acknowledge innovative approaches to scholarship development, similar to the Innovations in Teaching competition.

**Acknowledgements:**

**2008-2009 Strategic Planning Task Force Members:** Tim Ives, Chair, Freddy Creekmore, Michael DeBisschop, Rebecca Finley, Lisa Inge, Crystal Obering, Amy Schwartz, Mindy Throm, Jeanne van Tyle,