

Updated on the Strategic Plan Approved in July 2009

Review by:

Bylaws and Strategic Plan Task Force 2011

Initiative 1: Growth

Goal 1:1 Increase the overall membership of the section by 15% in the next 5 years. (Update needed- last up in 2009-2010 was only 40% of prospective members)

- a. Membership committee will work with AACP staff to assess current section membership – **completed in 2009-2010- See committee report on website for detailed assessment**
- b. Membership Committee to develop marketing strategies- quality and benefits bring membership- **Membership Committee of 2010-2011 completed this discussion and made recommendations** - recommendations not completed (AACP needs to market what we have to offer? The new postgraduate programs will help to market to potential members.)
- c. Open membership-**not implemented to date**

Goal 1:2 With increase in schools of pharmacy may increase the need for pharmacy practice faculty. (Update on need should be assessed based upon the decreasing slots for new pharmacists in sections of the country- May consider increasing the quality of those in practice)

- a. Retention and recruitment committee job satisfaction survey-**AACP will complete per communication with Section Communications committee chair of 2010-2011**
- b. Survey of membership benefits by retention and recruitment committee of non-members to identify what they desire to gain by membership- **Not done as AACP is going to complete this on an organizational level.** (Perhaps the section/ AACP needs to identify what membership offers by those members who are “very active” in the organization or our particular section also? i.e. officers, committee members etc.)
- c. Membership Committee-Marketing plan designed---**Items Proposed by Membership Committee in 2010-2011**

Other thoughts: While the timing of the annual meeting is great for educators if you are trying to recruit residency directors we are not setting the meeting up for them to attend. July is the worst month for a residency director to leave town.

Possible meeting options:

- New meeting which is focused on residency program- teaching- ACPE accredited (The current educational forum offered at ACCP meeting is a perfect example)
- It is fine to add it on to the ASHP meeting but make AACP its own entity to improve marketing while demonstrating benefit to non-members- include membership in the meeting fee even if it is simply a token cost.

- A new residency director focused meeting which help focus directors on educational techniques and assessment techniques as well as how to incorporate student teaching into the residency
- Interdisciplinary medical model training?
- New preceptor workshops (review pharmacist's letter materials)

Goal 1.3 Identify barriers to recruitment

- a. Survey of chairs of the pharmacy practice concerning the barriers to recruitment, development and retaining quality faculty members.- **Survey was developed in 2009-2010- COF report generated 6-2010**
- b. Recruitment and Retention Committee- Survey the academic members who have left to identify specific factors for their decisions – **May have been associated with Communications committee report on survey from AACP2011**
- c. Program committee will design section programming to highlight global barriers to recruitment and retention of quality faculty members–**Chair recruitment and retention was addressed at the February 2011 AACP meeting.**

Initiative 2: Engagement

Goal 2.1 Improve communications with all section members and all other sections and SIGS

Actions of communication committee:

- a. Communications committee was to investigate grassroots communications methods emphasized – **Newsletters have been discussed but no committee found the means/ times for their development; listservs have been updated but function needs to be confirmed and utilized but officers/ committee chairs**
- b. New methods for formulating business within the section -**2010 webinar for meeting and mentoring seminar- available for review on the website-worked well check how much it has been utilized- Did we market this webinar to AACP members? Will we use Facebook, twitter etc, discussion boards?**
- c. Improve decision making and methods of conducting business- **Communications & Bylaws and Strategic Plan Task Force – worked on implementing electronic voting – bylaws revisions updated for 2011 for section approval)**
- d. Increase new faculty, discuss career development, and develop a variety of methods for social networking- **Some resources are located on the AACP website?** Extent of use for section not identified
- e. Investigate a website for discussing the benefits of careers in academia – challenges and solutions – **Located on the main AACP website.** Needs to be marketed per communication committee report in 2011

* The Tipel SIG is doing exactly what our pharmacy practice group might consider doing... weekly online discussions on a variety of topics. (Spring 2011)

Goal 2.2 Enhance interdisciplinary and interprofessional education and research opportunities through collaboration with other pharmacy organizations and with other health professional organizations outside pharmacy.

- a. Scholarship and Research Committee Task force- **No certificate program has been developed but partnering with ACCP has been discussed and rejected with AAMC-2010**
- b. Joint educational sections on Research certificate within AACP-**have been completed – none with other professional organizations-**
- c. Program committee was to investigate the development of formal liaisons with other professional organization- **Status unknown- Joint recommendations for Interdisciplinary Education Collaboration completed**
- d. A program on interdisciplinary scholarship opportunities-**presented at the Feb 2010 meeting- scholarship was not the focus but opportunities were discussed**
- e. No action on membership in other professional organizations-**Joint recommendations for Interdisciplinary Education Collaboration completed**

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

Action Plan:

- a. Liaisons at each school- **Not completed?**
- b. Section attendance at NABP/AACP meetings- **Not completed?**

2.4 Consistent with the AACP Policy and advocacy agenda provide education programming and other forms of presentations to empower section members to be advocates for pharmacy education, with an particular emphasis on national pharmacy practice issues.

Action Plan

- a. Advocacy network of pharmacy practice advocates in each state, to interface with state pharmacy associations, legislative leaders- **? Not completed**
- b. Develop resources for section members to use in their advocacy efforts- **Not completed- Could be developed from other areas of AACP or other organizations and modified for the section.**
- c. Develop a session on advocacy in pharmacy practice for active involvement in all constituents- **Perhaps some of this was discussed at the Feb 2010 presentations on interdisciplinary opportunities for pharmacy.**

2.5 Offer opportunities for Section members and their representative 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.

a. Survey on professional service plan and recommendations-? Will the ACPE IPPE and APPE requirements make this interaction mandatory?

b. Offer recommendations to the section on maintaining a positive spirit of collaboration between preceptor and section members- This would offer membership benefits for preceptors along with the professional advancement of faculty- Additional information -Membership Committee report 2011

c. Improve the level of collaboration in practice/ preceptor sites by offering an educational session on interdisciplinary team development- completed at February 2010 AACP meeting

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

a. Establish working relationship with Global Education SIG- organized for 2011 AACP Annual meeting

b. Develop educational session via programming at meetings on existing programs and scope of pharmacy practice curricula globally- organized for 2011 AACP Annual meeting

c. Investigate cross membership between AACP and other international pharmacy educational organizations and increase attendance at AACP/section meeting by members from other committees- ? Organized over time with Canada and 2011 other countries- Completed by the Membership committee of 2010-2011

d. 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 exchange.- ?? Under development

Initiative 3: Development

3.1 Faculty Recruitment and development program in the Section

a. Develop a standing committee on Recruitment and retention to assist colleges and schools with recruitment of pharmacy practice faculty- Not done but responsibilities were rolled into the leadership development task force in 2010-2011.

b. Recruitment and Retention- Encourage students to pursue a career in academia, encourage student interest groups, internships, sharing of academic rotation sites and student forums at the annual meeting of AACP- placed under student engagement task force for 2010-2011; recommendations made by the membership c committee of 2010-11

- c. Recruitment and Retention-survey the colleges of pharmacy to determine the number and scope of available academic rotations, and catalog resources – certificates, electives, modules etc.-Possible programing opportunity under new Chair.
- d. Program committee- investigate potential for corporate sponsorship to increase attendance at the AACP meeting-No done
- e. Program Committee will investigate the potential for programming at professional meetings to inform students /residents/fellows about opportunities in academia.Set for ASHP in 2011
- f. Membership committee and AACP staff will investigate the potential for corporate sponsorship to increase student attendance at the AACP meeting (like Walmart scholars program)No possible due to funding concerns
- g. Program Committee will investigate feasibility of organizing student academia networking via various forms of social media, social networking , and virtual media- Set for update in 2011 Programming charges??
- h. Recruit prospective students with an interest in a career in academia- Program committee to investigate an Academic Speakers Bureau which would travel to colleges of Pharmacy to promote careers in academic pharmacy- Unknown status

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

- a. Reinvigorate the use of the listserv dedicated to department chairs and a separate listserv for pharmacy practice chairs- Listserv for pharmacy practice chairs works well- need update on department chairs listserv.
- b. Pharmacy Leadership and Development task force-Assess the status of the leadership development process in academic pharmacy practice including the AACP Academic Leadership Fellows Program – for development of a forma program for those interested in becoming a Chair- Not assigned to a committee??
- c. Pharmacy Leadership and Development task force- review existing generic chair workshops or certificate programs offered by other organizations an determine if those programs could be modified to specifically address pharmacy practice chairs-Not assigned to a committee??
- d. Programing committee and Pharmacy Leadership and Development task force-develop a formal educational program designed to prepare section members to lead departments of pharmacy practice-Not assigned to a committee YET- Due 2012.(Consider addressing what is

required to be a chair in a round table discussion or one of the meetings. Are we preparing or mentoring younger faculty to develop into chairs or just helping the current chairs?)

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

a. Recruitment and Retention (2010 only)-investigate mentoring set up by Section of Teachers of Chemistry's mentoring program for feasibility- in 2010 chemistry's mentoring was to be reinvigorated –in 2011 the Faculty Development Committee was developing a survey on mentoring programs.

b. Recruitment and Retention (2010 only) - Prepare a tool kit for departments in developing their own mentor programs. This was to serve as a medium to connect and foster relationships and to offer matching of mentor from different institutions for growth and development- Consider reviewing the materials that the Communications Committee of 2011 put together – Faculty Development was also developing a survey tool for mentoring. Survey done and a white paper is being written- Check with Chair 2010-2011 Development

c. 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- Not assigned or completed?

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

a. Teaching Practices Task Force (2010 only)- recommend policy related to the development and sharing of innovative teaching ideas in pharmacy practice.- No report was received the task force was dissolved.- KEY factor for advancing preceptor membership and a marketing tool.

b. Teaching Practices Task Force (2010 only) was to work with AACP 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 the faculty (including message boards and sharing of documents)- See details in the strategic plan- No activating was completed

c. Scholarship and Research Committee – was to investigate the development of an award program for new and mid-career faculty. (Focus on scholarship of teaching & other research-not supported by typical funding)- A New Investigator Program (NIP) evaluation and process was completed- Review Scholarship/ Research Development Committee report from Steve Stoner for details

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

a. Practice Affairs Task Force (2010 only)- working with Experiential Education Section will develop a catalog or resource guide on the development, implementation and assessment of health care- related service learning coursework.- **Completed in 2010- see The Section website for information on a generic service plan. Global Health programming 2011 Annual meeting- will continue into 2011-2012**

b. Program Committee in conjunction with Practice Affairs Task Force- will develop educational programming on service learning in pharmacy practice and pharmacy education.-**To be presented at the 2011 AACP Annual meeting.**

4. Scholarship

4.1 Increase the emphasis on research development and scholarship with the section.

a. Scholarship and Research Development Task Force as a standing Committee-**will be recommended at the 2011 Annual Meeting**

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

a. Scholarship and Research Development Committee will investigate the potential for collaboration with ACCP to offer the Research Certificate Program to Section members.- **e-mails were exchanged but nothing was ever set up for with ACCP for 2011. Consider following up with the same e-mail exchange from Steve Stoner to restart the discussion for 2011-2012.- Development of a workshop pre-2011 Annual Meeting on the Scholarship of Teaching and Learning completed**

b. Duplicate from 3.4c

c. 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. Newsletter will identify grant and award sources.-**Identified twice as too much work for a committee and to keep going. -Consider reassessing being the primary provider of information and instead use the listserv for newsletter that monitor for you.**

d. Develop a practice-based research development/ mentorship program after the committee has assessed options.- **Not done – may consider reviewing the ASHP mentoring programs as examples for the next committee charge.**

e. Scholarship and Research Development Committee will develop an recognize innovative approaches to scholarship development, similar to the Innovations in Teaching Competition.- **Not done to date.**

Activities which may have been overlooked or not acted upon completely in this Plan:

1. Membership information- Have the numbers increased?
2. Marketing needs to be done for advancement of membership with a focus on preceptors and residents/fellows
3. Website development /reorganization adding to the advancement of our section and marketing
4. Communication involving educational program development/ advancement between other clinical faculty and preceptors is limited unless positions are shared.- Communications between the Academic Sections/ SIGS/ AACP leadership
5. Advocacy within and for the profession
6. Mentoring tool kits for college/ school of pharmacy faculty and mentoring within or between sections. (consider between sections for connections for research experience)
7. Chair development for younger faculty (not just current chair advancement)
8. Innovations for scholarship program – continue this activity focusing at doing it again for the preceptors/ residents/ fellows at ASHP 2011
9. Global Health and Interdisciplinary work should continue

Concepts to consider addressing in the next Strategic Plan:

1. How will the electronic health records affect care (i.e. reimbursement; pharmacy interventions etc)?
2. Do we train both our faculty/ student to cost justify clinical pharmacy positions?What are some examples? Can these be advanced within the profession?
3. Does distance education offer benefits and/or risks to the development of future pharmacists/ faculty development?
4. How do we continue to advance clinical research/ scholarship with funding outside the organization? (Previously only proposed as a newsletter or mentoring) Current website on links current grant recipients to researchers- How do we link interests to open grants?