



UNIVERSITY OF MINNESOTA

College of Pharmacy, Duluth

College of Pharmacy Mission & Vision

Mission

The College of Pharmacy inspires and educates current and future pharmacists and scientists, engages in cutting-edge research and leads practice development to improve the health of the people of Minnesota and the world.

Vision

We will be a world leader in outstanding pharmacy education and research and in improving health by:

- Providing a dynamic educational experience to a high-achieving, high-potential, diverse student body, thus empowering them to become leaders in patient-centered, interprofessional care.
- Leading in innovative research in pharmaceutical sciences and practice while embracing the value of interdisciplinary work.
- Establishing relationships with patients, decision makers and practitioners to meet changing needs, model patient-centered care and shape the evolving health care system.
- Preparing graduate students, residents and post-doctoral fellows to become the next generation of scientists, advanced practitioners and educators.
- Attracting and retaining outstanding and diverse faculty and staff.

PPPS Mission

We are dedicated to continuously improving interdisciplinary pharmaceutical care education, research, practice and service focused on the health and well-being of underserved, rural, and indigenous communities [Approved 1/16/14].

Teaching

Vision: Provide an outstanding education through continually improving instructional practices from world-class educators, as evidenced by our students' (Undergraduate, Professional, Graduate, Resident, Post-Doctoral) educational outcomes.

Goal One: Cultivate a teaching and learning environment to prepare students for all aspects of the profession; to nurture a passion for pharmacy and a compassion for patients.

Subgoal 1: Foster the critical thinking, creativity, and collaboration skills important to succeed as a professional pharmacist.

Subgoal 2: Teach cultural empathy and perspectives of healthcare with diverse patient populations (focus on rural and Indigenous patients).

Subgoal 3: Demonstrate to students the importance of interprofessional relationships through the development of interprofessional pharmacy practice experiences.

Goal Two: Foster continuous improvement and progression of teaching acumen using evidence-based instructional practices.

Subgoal 1: Create and participate in a formal process to review teaching performance.

Subgoal 2: Create development opportunities for faculty to learn from each other through department meeting presentations, peer mentoring, co-teaching.

Subgoal 3: Provide specific hands-on learning opportunities for faculty/staff to enhance knowledge and practice of the learning process.

Subgoal 4: Align teaching assignments with faculty expertise.

Goal Three: Develop a plan to ensure sufficient resources are in place to support the teaching vision of the department.

Subgoal 1: Develop a process to ensure well-trained staff and teaching assistant support for courses.

Subgoal 2: Align staff and teaching assistant assignments with expertise.

Subgoal 3: Balance workload appropriately to allow faculty/staff to achieve vision.

Goal Four: Foster a collegial environment that supports and encourages advancements in the knowledge and practice of teaching.

Subgoal 1: Support and lead in scholarly activities associated with the practice of teaching.

Goal Five: Provide collegiate leadership in developing experiential education opportunities aligned with our Department's mission.

Research and Scholarship

Vision: To develop a local, national and international reputation in focused areas of research and scholarship.

Goal One: Further develop Research Foci: Indigenous health disparities, rural and underserved health, interprofessional education and leadership, outcomes-based translational research, and oncology and brain disorders.

Subgoal 1: Establish an Endowed Chair in Indigenous Health.

Subgoal 2: Develop the RICH Center into a premier research organization facilitating community based participatory research in indigenous communities.

Subgoal 3: Strategically align and connect PPPS research expertise to scholars within the College of Pharmacy, University of Minnesota Medical School, Duluth campus and

Swenson College of Science and Engineering.

Subgoal 4: Develop relationships with scholars outside the University of Minnesota aligned with our research foci for development of collaborations.

Subgoal 5: Develop relationships with program officers or standing committee members from funding agencies.

Subgoal 6: Develop relationships with colleague scholars on the University of Minnesota Twin Cities campus, especially focused on the Academic Health Center, aligned with our research foci for development of collaborations.

Subgoal 7: Establish scholarly relationships with regional healthcare systems and other provider entities.

Subgoal 8: Strategically develop research infrastructure: strategic bench laboratory space, computational laboratory, strategic facilities, and specific equipment.

Subgoal 9: Recruit new faculty into strategic research foci.

Goal Two: Enhance research productivity (e.g., publications, grant applications, funded grants, national presentations).

Subgoal 1: Develop a robust pre/post award grant support system (e.g., writing, submission, budgeting, accounting).

Subgoal 2: Establish departmental research roundtable (e.g., research forum, research networks or similar) to foster collaborations.

Subgoal 3: Create adequate protected time for faculty (particularly practice faculty) to conduct scholarly work.

Subgoal 4: Recruit, develop, and retain outstanding staff, postdoctoral fellows, graduate, professional and undergraduate students to support research activities.

Subgoal 5: Establish a departmental grant review process.

Subgoal 6: Identify funding sources necessary to disseminate knowledge.

Goal Three: Document research productivity and successes.

Subgoal 1: Define and report metrics of research productivity.

Subgoal 2: Develop a protocol for workload management.

Subgoal 3: Publicize research successes/recognition internally and externally.

Subgoal 4: Track alumni (e.g., graduate students, postdocs, professional students) and highlight their research successes.

Goal 4: Enhance research training and education.

Subgoal 1: Establish Departmental Seminar series.

Subgoal 2: Establish Departmental Journal Club(s).

Subgoal 3: Establish focused Departmental research development groups.

Subgoal 4: Faculty fellowship program (Clinical Research).

Subgoal 5: Establish funding system for research training and education.

Subgoal 6: Enhance training opportunities and reward system for research staff, students and fellows.

Practice

Vision: Driving cutting-edge, evidence-based, interprofessional team-based patient-centered pharmaceutical care to advance models of practice addressing health disparities and meeting drug-related needs of individuals and society.

Goal One:

Develop and maintain innovative sustainable interprofessional practices that reflect our mission and the Institute for Healthcare

Improvement's triple aim (improving the health of populations, improving the patient experience of care, and reducing the per capita cost of health care).

Subgoal 1: Identify and collaborate with local (and rural/indigenous) groups/organizations to facilitate practice site development.

Subgoal 2: Develop and nurture collaborative relationships with local health systems.

Subgoal 3: Thoughtfully expand residency program [Duluth, greater Minnesota].

Subgoal 4: Identify new practice specialties for departmental faculty.

Goal Two: Develop a formal mentoring program around clinical activities.

Subgoal 1: Mentor new and existing faculty in practice development, practice evaluation, and dissemination of innovations.

Subgoal 2: Develop individualized strategies to create an adequate workload balance for practice faculty.

Service

Vision: Provide service to indigenous, underserved, and rural communities that educates both patients and professional students, provides direct patient care, promotes the College of Pharmacy, and tests innovative models of community and public health.

Goal One: Identify and prioritize service learning activities consistent with the PPPS mission.

Subgoal 1: Identify relevant service learning activities.

Subgoal 2: Determine the optimal balance of service

activities related to individual, departmental, and collegiate service workload.

Goal Two: Strategically publicize our accomplishments to key stakeholders.

Subgoal 1: Develop outstanding web presence detailing PPPS accomplishments.

Subgoal 2: Actively participate in local, state and national organizations.

Subgoal 3: Utilize Collegiate and University media relations to publicize our work and accomplishments.

Goal Three: Provide leadership to the college in service learning activities to advance education best practices.

Subgoal 1: Implement teaching and clinical best practices in service learning using cutting edge technology.

Subgoal 2: Share our best practices with our collegiate colleagues.

Goal Four: Provide knowledge and expertise on current issues to those that we serve.

Subgoal 1: Identify current trends and "in the news" issues to educate the community via media outlets.

Subgoal 2: Educate the public through service activities.

Subgoal 3: Lead the public through service on committees and work groups.

Goal Five: Strategically convert service activities into scholarly activity.

Subgoal 1: Disseminate knowledge and expertise through publications, presentations, and interviews.

Goal Six: Reach out to alumni, preceptors, and other stakeholders throughout the year.

<p>Goal Seven: Provide pharmaceutical services to underserved communities (e.g: community outreach clinics).</p> <p>Subgoal 1: Strategically target specific indigenous and underserved populations.</p> <p>Subgoal 2: Partner with organizations representing indigenous and underserved populations.</p>
<p>Goal Eight: Maintain appropriate PPS presence on college-wide committees.</p> <p>Subgoal 1: Gather data on committee service, level of time commitment and other relevant information related to committee work.</p> <p>Subgoal 2: Develop standards for committee work performance related to efficiency, communication back to PPS, etc.</p>
<p>Goal Nine: Provide staff opportunities to participate in and develop departmental service activities.</p> <p>Subgoal 1: Identify opportunities for staff involvement.</p> <p>Subgoal 2: Create protected time to allow staff involvement.</p> <p>Subgoal 3: Develop a service reporting method for staff involvement in service activities.</p>

Adopted by Department of Pharmacy Practice and Pharmaceutical Sciences (PPPS) on August 24, 2014.