

## **Mission Statement - The University of Montana – Missoula**

The University of Montana-Missoula pursues academic excellence as demonstrated by the quality of curriculum and instruction, student performance, and faculty professional accomplishments. The University accomplishes this mission, in part, by providing unique educational experiences through the integration of the liberal arts, graduate study, and professional training with international and interdisciplinary emphases. The University also educates competent and humane professionals and informed, ethical, and engaged citizens of local and global communities; and provides basic and applied research, technology transfer, cultural outreach, and service benefiting the local community, region, state, nation and world.

## **Vision – Skaggs School of Pharmacy**

To achieve and maintain national recognition for the quality of the professional degree program as well as programs in graduate education and research.

## **Mission Statement – Skaggs School of Pharmacy**

To prepare graduates to be highly skilled, patient-centered health care professionals, scientists and educators. To advance scientific knowledge through research and graduate education ranging from bench to bedside. To instill life-long learning, community service, and social responsibilities and to foster cultural sensitivity in all graduates.

## **Core Values**

We are committed to:

- Concern for patients and their proper care
- The encouragement of life-long learning habits for all graduates
- Improvement of health care and its delivery through discovery and innovation
- Promulgating professionalism and collegiality at all levels
- Fostering a culture of integrity, respect, compassion and diversity
- Facilitation of collaboration with other health care providers and scientific entities
- Active contributions to the community we live in
- Optimization of teaching methods

## **Educational Philosophy**

The educational philosophy of the school is to provide an integrated curriculum beginning with a foundation in the basic biomedical and pharmaceutical sciences and an appreciation for scientific discovery, rapidly integrating aspects of pharmaceutical care and developing pharmacy practice abilities related to expected outcomes as the curriculum evolves and ultimately provides the students with the tools to practice as patient-centered health care professionals who understand and apply the value of life-long learning to enhance the pharmacy profession.

## **Goals and Objectives**

Beyond the Pharmacy Program Mission and Outcomes Statement, (see optional documentation) The Department of Pharmacy Practice and The Department of Biomedical and Pharmaceutical Sciences have each developed and posted on the College's website a 5-year strategic plan and priorities 2010-2015, the website address is [www.health.umn.edu/schools/](http://www.health.umn.edu/schools/)

The following goals and objectives are derived from the departments' strategic plans and from input provided by the Curriculum Committee and Assessment Committee:

Goal 1: Educate pharmacy graduates to enter into the profession prepared for current professional practice in a variety of core settings.

- Objective a. Regularly update student outcomes for the program
- Objective b. Annually evaluate student achievement of program outcomes
- Objective c. Evolve and optimize the curriculum to ensure appropriate knowledge and abilities.

Goal 2: Maintain a curriculum that is current, evolving, and responsive to changing educational and training needs, and efficiently achieves program outcomes.

- Objective a. Utilize outcome measures to improve the curriculum, by obtaining measures on an annual basis
- Objective b. Promote active learning strategies and criteria-referenced, evidence based assessment
- Objective c. Bridge clinical practice with basic sciences as well as the social and behavioral aspects of health care to enhance student learning opportunities across the continuum of classroom, simulation and experiential training.
- Objective d. Prepare students with a global perspective of health that includes cultural competency, health disparities, and a comparison of US and global health care systems
- Objective e. Promote a professional culture throughout the pharmacy program and enhance inter-professional interaction in classroom, informally, and in clinical experiences
- Objective f. Revise the basic biomedical and pharmaceutical sciences curriculum to include increased coverage of pharmacogenomics, immunology, cancer, biologics and herbal products
- Objective g. Continue to expand the offerings of elective courses to increase the options for pharmacy students
- Objective h. Continue to vertically integrate the curriculum across the P1-P4 years
- Objective i. Provide faculty, staff, and preceptors with development opportunities in designing and using technology-enhancements for didactic, simulated and experiential education

Goal 3: Prepare and implement an evaluation plan for the school to guide data collection, analysis, dissemination, and use of the information to monitor and improve teaching, research, and service outcomes.

- Objective a. Prepare a written document that describes assessment activities and responsibilities within the school.
- Objective b. Establish schedules for evaluation
- Objective c. Establish methods for archiving and disseminating data collected in the various evaluation efforts
- Objective d. Review the plan and the methods used to evaluate aspects of the school on a regular basis
- Objective e. Eliminate data collection methods that do not provide useful information

Objective f. Identify gaps in evaluation and assessment and find methods for gathering needed information

Goal 4: Contribute to the health of Montanans through the provision of patient care and development of innovative pharmacy services and pharmacy practice experience sites.

Objective a. Develop and maintain outreach programs that focus on the healthcare needs of rural Montanans

Objective b. Evaluate and revise the Introductory Pharmacy Practice Experiences (IPPE) in community pharmacy and hospital pharmacy.

Objective c. Improve and enhance the pharmaceutical education and training of the student in Advanced Pharmacy Practice Experience (APPE) sites.

Objective d. Conduct ongoing review of IPPE and APPE site activities to assure that they reflect changes in professional practice and meet the accreditation standards with regard to expected outcomes.

Objective e. Continue to develop the computerized experiential program management system.

Objective f. Focus on continued development of quality community pharmacy APPE sites characterized by enhanced patient care activities and quality assurance and support efforts to develop community APPEs in rural sites.

Objective g. Facilitate the development of additional pharmacy residencies in Missoula and around the state, essentially promoting the development of residencies in ambulatory care and community practice.

Objective h. Provide opportunities for preceptor development.

Goal 5: Promote the advancement of the pharmacy profession.

Objective a. Integrate with other health care professionals and pharmacy organizations at the local, state, and national levels focusing on the advancement of the profession.

Objective b. Continue to promote the role of pharmacy in Montana health care.

Objective c. Provide expanded continuing professional education opportunities for Montana health care professionals.

Objective d. Provide drug information services to licensed health care professionals and improve drug information education to students in both didactic and experiential settings.

Objective e. Develop pharmacy roles in population and environmental health and provide training and practice opportunities for pharmacists, students, and faculty to become more involved in public initiatives.

Objective f. Develop programs, educational experiences, partnerships, and research projects that will enable pharmacists to enhance or increase the delivery of health care in rural and frontier areas.

Objective g. Create public awareness of the college as an important research and educational enterprise that has significant impact on the advancement of science, the improvement of health care and welfare of all Montanans.

Goal 6: Increase the research capacity relative to the delivery of innovative health care.

- Objective a. Promote health-related scientific discovery that will impact the practice of pharmacy
- Objective b. Enhance translational-oriented research by facilitating and promoting interactions of basic scientists with clinical collaborators to advance the overall clinical/practice implications.
- Objective c. Implement formalized mechanisms to incorporate faculty research into the instructional curriculum in both didactic and experiential settings.
- Objective d. Facilitate formal mechanisms that promote communication and collaborative interactions between clinical and basic science faculty.
- Objective e. Promote the creation of focus groups and seminar exchanges among basic and clinical departments based on research/disease interests.

Goal 7: Enhance faculty research, and scholarly activity

- Objective a. Regain top ten national ranking in NIH research funding by increasing the submission of NIH grant proposals and secure funding from other external entities to build sustainable programs
- Objective b. Increase the number of publications in top quality journals.
- Objective c. Host regional/national meetings that attract well known basic and clinical researchers
- Objective d. Enhance research capacity in cancer, epidemiology, epigenetics, pharmacokinetics, and health disparities research.
- Objective e. Recruit basic and practice faculty with outstanding research potential to fill vacant positions created by retirement and other faculty turnover.
- Objective f. Establish defined guidelines that will promote an effective mentoring program for junior faculty.
- Objective g. Expand communication of research findings to inform and impact the scientific community, health providers, the general public, and policy makers.

Goal 8: Enrich graduate education in the basic biomedical and pharmaceutical sciences.

- Objective a. Train students in each of The School's four Ph.D. programs that can ultimately serve as productive faculty members and research scientists.
- Objective b. Recruit a diverse population of students with an emphasis on the recruitment of Native American students who can engage in health disparities research projects.
- Objective c. Increase the level and number of teaching and research assistantships, including possible training grant support.

Goal 9: Promote faculty and staff development and diversity.

- Objective a. Improve the recruitment of diverse students, faculty and staff to enrich the overall educational experience.
- Objective b. Employ the use of career ladders to promote staff development and maintain morale.
- Objective c. Enhance faculty development and collaborative opportunities by

supporting travel to scientific meetings, attendance at workshops and regular sabbaticals.

Objective d. Maintain a collegial environment and a competitive remunerative scale to increase the retention rate of faculty and staff.

Objective e. Ensure quality academic technology to facilitate technology enhanced learning and ensure a coordinated technology infrastructure to advance our mission.

Goal 10: Engage all faculty in the provision of service to the profession, the community, the state and the nation.

Objective a. Recognize important service activities as an overall component of the evaluation process for merit, promotion and tenure.

Objective b. Integrate with other health care professionals to advance the profession.

Objective c. Foster a culture of community engagement and facilitate partnerships in order to support and nurture student, faculty and staff participation in inter-professional community service activities.

Goal 11: Engage in strategic planning on an ongoing basis.

Objective a. Departments will develop and monitor their own goals and objectives that support the school's goals.

Objective b. Goals and objectives will be reviewed and evaluated on an annual basis.

Objective c. Goals and objectives for five-year plans will be revised and updated every three years.

Objective d. Acknowledge and prepare for the retirement of key departmental faculty and members of The School's leadership team to ensure an orderly and organized transition of personnel.

Objective e. Acknowledge that faculty salaries are low compared to national averages and seize opportunities to enhance salaries whenever possible.