

# **Administrative and Educational Support Report\***

## **Cooperative Pharmacy Program**

### **Annual Action Plan Annual Assessment Report**

**June 2006 – May 2007**

**\*Student Learning Outcomes for this department are available at  
<http://ie.panam.edu/CoHSHSLearningOutcomes.htm>**



**Annual Action Plan: June 1, 2006–May 31, 2007**

**Unit:** Cooperative Pharmacy Program

**UTPA Mission:** The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

**Division:** Academic Affairs      **Unit Head:** Patricia L. Canales

**Unit Mission:** The Mission of the Cooperative Pharmacy Program is to enhance the knowledge, health, and well being of the people we serve in concert with the mission, vision, and values of both cooperating campuses of the University of Texas through the recruitment, education, and retention of proficient Doctor of Pharmacy trained pharmacists. The program faculty will encourage excellence in the provision of pharmaceutical care by cultivating in our graduates critical thinking skills, problem solving abilities, and an appreciation for life-long learning. The program will foster the development of clinical and translational research and clinical pharmacy services with other health care providers in the region, state, and nationally.

**UTPA Goal:** Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:** Ensure that graduate program are academically rigorous and research centered, promoting independent learning and preparing graduates to contribute successfully to their chosen profession.

**College Objective:** Provide graduate and undergraduate programs that are academically rigorous, promote independent learning and prepare graduates to contribute successfully to their chosen professions.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Provide a quality program that supports Pharmacy Scholars success. (1)	<ul style="list-style-type: none"> <li>• Retain academic advisor.</li> <li>• Increase activities at monthly PSP group meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• 85% retention rate, defined as a math, English, science GPA&gt;3.2 among freshmen Pharmacy Scholars.</li> </ul>	Academic advisor will assess student transcripts by May 31, 2007 and prepare a report on student academic performance. Students' GPA in math,	Continuation funds for 75% time advisor and Summer Scholars Enrichment Program.

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	<ul style="list-style-type: none"> <li>Continue the Summer Scholars Enrichment Program.</li> <li>Implement early interventions for “at-risk” students (GPA &lt;3.3).</li> <li>Identify tutors and other resources for key science and math courses in the sophomore year.</li> </ul>	<ul style="list-style-type: none"> <li>85% matriculation rate (defined as a math, English, science GPA &gt; 3.2) to the College of Pharmacy among the current incoming sophomore Pharmacy Scholars by May 31, 2007.</li> </ul>	<p>English and science will be compared to the minimum of 3.2 and the % of students meeting this requirement will be calculated.</p> <p>Eighty-five percent of the freshmen Pharmacy students will be retained</p> <p>Eighty-five percent of the sophomores will matriculate.</p>	

**UTPA Goal:** Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

**Academic Affairs Objective:** Establish a research environment that is student-learner centered.

**College Objective:** Foster a culture of faculty participation in scholarly activities in the college that is student learner centered.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Facilitate excellence in scholarship, research, and/or creative activities for the enhancement of knowledge that can be shared with the public through presentation,	<ul style="list-style-type: none"> <li>Require tenure track faculty to submit 3-year research plan, with annual follow up.</li> <li>All tenure track faculty will submit at least one</li> </ul>	Increase the number of scholarly activities to learned audiences by 10% vs. AY2005-06.	Assistant Dean will compile information regarding presentations, publications and other scholarly activities by faculty and students and compare this to the figures from AY	Funds for travel to scholarly and training conferences.

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publication or performance. (2)	<p>research proposal for IRB approval or for grant funding annually.</p> <ul style="list-style-type: none"> <li>Identify opportunities for students to participate in scholarly activities.</li> <li>Identify research training needs.</li> </ul>		<p>2005-2006. Statistics for AY 2006-07 will show a 10% increase in scholarly activities to learned audiences.</p>	

**UTPA Goal:** Enhance UTPA's engagement with the community to meet challenges and maximize opportunities.

**Academic Affairs Objective:** Promote engagement with existing organizations to address challenges and opportunities.

**College Objective:** Engage community organizations in college activities to address challenges and opportunities.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Increase the number of preceptors and preceptor sites in the community. (3)	Provide preceptor training for area pharmacists that are not certified preceptors.	Increase the number of area certified preceptors by 5% vs. 2005-06.	<p>Assistant Dean will compile data on the number of pharmacists who attend preceptor training Assistant Dean will collect the total number of area preceptors from the Regional Internship Coordinator in May 2007. The number of area preceptors will increase by</p>	None

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			5% vs 2005-2006.	
Formalize Pharmacy Advisory Board to help address resource shortages. (4)	Identify potential Advisory Board members and meet quarterly to focus on needs.	At least 2 Pharmacy Advisory Board hosted meetings in 2006-07.	The Minutes from the meetings will be recorded. The Asst. Dean will review minutes to verify that at least two Advisory Board meetings were held by May 2007.	None

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**Academic Affairs Objective:** Develop a Continuing Education Division within Academic Affairs.

**College Objective:** Provide community education opportunities.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Develop continuing education programs for pharmacists. (5)	<ul style="list-style-type: none"> <li>Collaborate with UT College of Pharmacy to provide continuing education programs that meet the needs of area pharmacists.</li> <li>Identify potential support by local institutions, pharmaceutical companies, grants or</li> </ul>	At least one continuing education program hosted for local area preceptors and pharmacists by May 31, 2007.	The Asst. Dean will compile the CE attendance logs from the programs and verify that one continuing education program for local area preceptors and pharmacists was held by May 31, 2007.	None

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	agencies.			

**UTPA Goal:** Optimize institutional effectiveness and efficiency consistent with high quality organization standards.

**Academic Affairs Objective:** Take an active lead in the restructuring of the organization around UTPA's mission and goals and the changing needs of the campus.

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Maximize the utilization of human intellectual capital. (6)	Identify and support training and development opportunities for staff and faculty.	Each faculty and staff member will attend at least one training or educational programs.	Assistant Dean will collect documentation of attendance for faculty and staff and compare the results to the target.	Approval from upper administration for staff to attend key training programs



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**Division:** Academic Affairs     **Unit Head:** Amy H Schwartz

**Unit Mission:** The Mission of the Cooperative Pharmacy Program is to enhance the knowledge, health, and well being of the people we serve in concert with the mission, vision, and values of both cooperating campuses of the University of Texas through the recruitment, education, and retention of proficient Doctor of Pharmacy trained pharmacists. The program faculty will encourage excellence in the provision of pharmaceutical care by cultivating in our graduates critical thinking skills, problem solving abilities, and an appreciation for life-long learning. The program will foster the development of clinical and translational research and clinical pharmacy services with other health care providers in the region, state, and nationally.

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Provide a quality program that supports Pharmacy Scholars success. (1)	<ul style="list-style-type: none"> <li>85% retention rate, defined as a math, English, science GPA&gt;3.2 among freshmen Pharmacy</li> </ul>	Academic advisor will assess student transcripts by May 31, 2007 and prepare a report on student academic performance.	<u>Freshmen:</u> 100% (n = 13) earned ≥ 3.2 MES GPA  <u>Sophomore:</u> 93.75% (15 / 16) earned ≥ 3.2 MES	The present advisement efforts are working quite well. One issue that will need to be addressed is helping the students to

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	<p>Scholars.</p> <ul style="list-style-type: none"> <li>85% matriculation rate (defined as a math, English, science GPA &gt; 3.2) to the College of Pharmacy among the current incoming sophomore Pharmacy Scholars by May 31, 2007.</li> </ul>	<p>Students' GPA in math, English and science will be compared to the minimum of 3.2 and the % of students meeting this requirement will be calculated.</p> <p>Eighty-five percent of the freshmen Pharmacy students will be retained</p> <p>Eighty-five percent of the sophomores will matriculate.</p>	<p><u>Freshmen matriculation:</u> 100%</p> <p><u>Sophomore matriculation:</u> 88%</p> <p>-1 sophomore student's admission to UTA CoP was rescinded secondary to plagiarism on the UTA admissions application</p> <p>-1 sophomore student's admission was rescinded to UTA CoP secondary to being unable to satisfy probation terms</p> <p>Criteria met.</p>	<p>become more self-sufficient in regard to attending to both personal and academic needs (for one-on-one advisement is not available during the PharmD curriculum). In addition, efforts will be undertaken to assist student studying efforts for the PCAT exam, as well as the pharmacy boards (NAPLEX; P4 students).</p> <p>Retention rates for all students freshmen through P4 need to be assessed annually and followed longitudinally.</p> <p>Advisement for P3 and P4 students needs to be re-implemented. Students will be assigned a faculty advisor upon their return from Austin.</p> <p>Advisement of freshmen and sophomore students may appreciate changes if the Director Special Programs position is not funded.</p>

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<p>Facilitate excellence in scholarship, research, and/or creative activities for the enhancement of knowledge that can be shared with the public through presentation, publication or performance. (2)</p>	<p>Increase the number of scholarly activities to learned audiences by 10% vs. AY2005-06.</p>	<p>Assistant Dean will compile information regarding presentations, publications and other scholarly activities by faculty and students and compare this to the figures from AY 2005-2006. Statistics for AY 2006-07 will show a 10% increase in scholarly activities to learned audiences.</p>	<p>A total of 8 scholarly presentations and publications were reported for AY 07-08. In AY 06-07, there were a total of 10 scholarly presentations and publications. This is a 20% decrease. Criterion not met.</p>	<p>Faculty and staff departures (as well as faculty personal issues) affected productivity.</p> <p>During 2005 – 2006 there were 3 faculty members with acquired grant funding, and a full complement of staff, thus it is highly probable that productivity was higher.</p> <p>During 2007 – 2008 there will once again be 3 faculty members and a full complement of staff, thus scholarly endeavors should increase. As two of the faculty are new, scholarly endeavors need to be initiated, which in turn will affect overall productivity.</p> <p>Regular meetings with faculty will be undertaken</p>

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				<p>to discuss scholarly interests and possible funding sources. Notifications pertaining to grant opportunities will be distributed to all faculty for consideration. Possible collaborative opportunities with other departments, programs and colleges within UTPA and the UTA CoP will be sought.</p>

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Increase the number of preceptors and preceptor sites in the community. (3)	Increase the number of area certified preceptors by 5% vs. 2005-06.	Assistant Dean will compile data on the number of pharmacists who attend preceptor training Assistant Dean will collect the total number of area preceptors from the Regional Internship Personnel (RIP) in May 2007. The number of area preceptors will increase by 5% vs 2005-2006.	Preceptor training was not undertaken.  Procurement of new preceptors is the responsibility of the RIP. Communications were sent to the RIP to offer preceptor training in the fall (Sept/Oct) and spring (March/April), however were thwarted by changes in staff and other responsibilities of the RIP.  This year the number of students matriculating to the P4 year doubled, which necessitated an increase in preceptors. In addition several preceptors moved or were lost (accepted employment outside of the region). Thus exact numbers were not available from the RIP.	Enhance communication with and coordination of efforts between the RIP and CPP is necessary. Efforts will be made during 2007 – 2008 to schedule regular meetings so that issues can be discussed and addressed in a timely manner.  The goal will be to offer at least one preceptor training program annually (plans are already underway for one during late summer / early fall).  A process for identifying and securing new preceptors (including the completion of the necessary paperwork) will be developed. A preceptor database may be developed to maintain this

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				information.
Formalize Pharmacy Advisory Board to help address resource shortages. (4)	At least 2 Pharmacy Advisory Board hosted meetings in 2006-07.	The Minutes from the meetings will be recorded. The Asst. Dean will review minutes to verify that at least two Advisory Board meetings were held by May 2007.	No Advisory Board meetings were held. Criterion not met.  The CPP Advisory Board has not been convened for several years. In January 2007 Dr Canales requested the responsibility of re-establishing the CPP Advisory Board, and recently began moving forward with this charge.	It is anticipated that this Unit Objective will be met during 2007 – 2008. Initial activities will focus on identifying funding sources to maintain programs previously supported by the HCOE grant (which ended May 2007) and support for new initiatives. In addition ideas will be sought to enhance community outreach and identify possible sources of partnerships for scholarly endeavors.

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Develop continuing education programs for pharmacists. (5)	At least one continuing education program hosted for local area preceptors and pharmacists by May	The Asst. Dean will compile the CE attendance logs from the programs and verify that one continuing	No CE programs were held. Criterion not met.	A CE program for pharmacists was held June 2, 2007, which was the first in well over 2 years (twenty

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	31, 2007.	education program for local area preceptors and pharmacists was held by May 31, 2007.		<p>two pharmacists were in attendance). Similar to preceptor training, the goal will be to offer and/or facilitate the offering of at least one CE program (for UTA CoP) throughout 2007 – 2008. Additional programs will be offered / facilitated as possible.</p> <p>The UTA CoP CE Program is self-supportive, thus can only assist with preceptor training and other CE programming where fees are assessed to cover expenses. Procurement of ACPE CE accreditation may be a potential future goal, however will require a clear plan on how programming, accreditation and other fees will be supported.</p>

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<p>Maximize the utilization of human intellectual capital. (6)</p>	<p>Each faculty and staff member will attend at least one training or educational programs.</p>	<p>Assistant Dean will collect documentation of attendance for faculty and staff and compare the results to the target.</p>	<p><b>Ms. Alvarado</b> -Academy of Human Resource Development (AHRD) conference, March 1-4, 2007</p> <p><b>Dr Canales</b> -UTPA IRB submission process (1-hr training), Spring 07 - SPSS overview (1-hr training), Spring 07</p> <p><b>Ms. Olivarez</b> Sexual Harrassment Training Monthly Support Staff Meetings</p> <p><b>Dr Ramirez</b> -Preceptor Training, March 2007</p> <p><b>Dr Schwartz</b> -AACP meeting, July 2006 -ACCP meeting, October 2006 -ASHP meeting, December 2006 -Leadership Training, UTPA campus, May 2007</p> <p>Criterion not met</p>	<p>Good efforts during 2006 – 2007 despite staffing and other issues.</p> <p>Future participation depends on continued financial support and stability (CPP staffing and personal issues). Each faculty and staff member will be asked to consider which professional meetings they'd like to attend or other training or educational opportunity they may want to pursue. Budgetary support will be divided according to availability and impact participation will have on the CPP.</p>