

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

## **Cooperative Pharmacy Program**

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

**June 2007 – May 2008**

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



Annual Action Plan: June 1, 2007–May 31, 2008

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:** Amy 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, training, and retention of proficient Doctor of Pharmacy trained pharmacists. The program will strive to encourage the provision of pharmaceutical care by cultivation of our graduates' critical thinking skills and an appreciation for the need for life-long learning. The program will foster the development of clinical and translational research and clinical pharmacy services with other healthcare providers in the region, state and nationally.

**UTPA Goal:** 1: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:** 1.A. The Provost's Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and improving continuance of students in degree programs as measured by key outcome measures associated with students in continuance degree programs.

**College/AVP Objective:** 1.A. The College of Health Sciences & Human Services (COHSHS) will assist the departments to establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.

Annual Action Plan June 1, 2007–May 31, 2008

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.A. The Cooperative Pharmacy Program will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with <b>continuance of students</b> (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p>	<p>The Cooperative Pharmacy Program will maintain graduation, retention, and persistence rates of freshmen and sophomore students compared to 2006-2007.</p> <p>The Cooperative Pharmacy Program will work with UT Austin CoP to identify methods to increase graduation, retention, and persistence rates of pharmacy students compared to 2006-2007.</p>	<p>Provide student advisement on a regular basis</p> <p>Provide guidance and direction on the completion of pre-pharmacy requirements (academic and administrative)</p> <p>Provide advisement training for faculty</p> <p>Incorporate methods to monitor student academic achievement throughout all six years of the program</p> <p>Obtain academic reports from UT Austin</p> <p>Develop assessment methods to identify barriers and other issues affecting matriculation</p> <p>Create databases</p>	<p>The Director will compare graduation, retention and persistence/matriculation rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase. Data will be maintained in a database and submitted to the Dean's office by the announced deadline.</p>	<p>Clerical support</p> <p>Benchmark data from the Provost's office</p>

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

**Academic Affairs Objective:** 1.B. The Provost’s Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking and improving of the key outcome measures associated with enhancing student learning outcomes.

**College/AVP Objective:** 1.B. The College of Health Sciences and Human Services will assist the departments in establishing a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.B. The Cooperative Pharmacy Program will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with <b>enhancing student learning outcomes</b> and will improve student learning as measured by these outcomes.</p>	<p>Ninety percent (90%) of the students enrolled in Physician Assistant (PA) and Masters level Nursing (RN) students will successfully complete their respective Pharmacology courses</p> <p>Ninety percent (90%) of the pharmacy students will successfully complete the P4 experiential rotations</p> <p>Eighty percent (80%) of the pharmacy graduates will pass the licensure exams on the first attempt</p>	<p>Encourage faculty development to enhance didactic and experiential teaching</p> <p>Increase the use of instructional technology in the PA and RN Pharmacology courses</p> <p>Develop instructor-specific course evaluations</p> <p>Maintain ACPE accreditation standards</p> <p>Encourage local preceptors to pursue professional development related to experiential training</p>	<p>The Director will analyze pharmacology grade reports and licensure/certification data to determine if the criterion for each measurable outcome has been met</p>	<p>Clerical support</p> <p>Funding for new instructional technology</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
		Identify a method for obtaining student passing rates for licensure exams  Provide advisement and guidance to P4 students pertaining to studying for the licensure exams  Create databases		

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

**Academic Affairs Objective:** 1.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs

**College/AVP Objective:** 1.C. The College of Health Sciences and Human Services will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.C. The Cooperative Pharmacy Program will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with <b>increasing access to our educational</b>	Increase access to the CPP as compared to 2006-2007 using the following key outcome measures:  a. faculty involvement in recruitment activities b. number of admissions inquiries (track who, what, where, when)	Utilize the college recruitment committee to increase awareness of the CPP  Encourage faculty and student participation in new student and transfer orientations	The Director will monitor key indicators for the program and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.	Increase funding for program recruitment.  Increase funding for student engaged in research activities.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p><b>programs</b> and will improve access as measured by these outcomes.</p>	<p>c. number of received admissions applications d. student involvement in research activities</p>	<p>Update recruitment materials and CPP web site</p> <p>Create databases</p> <p>Identify methods for developing an on-line admissions application for the CPP</p> <p>Expand opportunities for students engaged in research-related activities</p> <p>Support Student Research Day and encourage CPP student participation</p>		

UTPA Goal:

**2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.**

Academic Affairs Objective:

2.A. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured by key outcome measures.

College/AVP Objective:

2.A The COHSHS will support the Departments to establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>2.A The Cooperative Pharmacy Program will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for <b>scholarly productivity</b> and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p>	<p>Increase the overall number of scholarly activities undertaken by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the following key outcome indicators:</p> <ul style="list-style-type: none"> <li>a. refereed / juried journal publications</li> <li>b. state, regional, national or international presentations</li> <li>c. books or book chapter</li> <li>d. grant, professional or programmatic proposal submissions</li> </ul>	<p>Encourage professional development of faculty related to scholarly endeavors</p> <p>Publicize availability of internal and external sources of funding</p> <p>Publicize scholarly productivity successes</p> <p>Advocate for release time for faculty who demonstrate high levels of scholarly productivity</p> <p>Assist new faculty in developing clinical research/practice sites</p> <p>Encourage and facilitate full utilization of research assistants</p>	<p>The Director will monitor the key outcome indicators for the program and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.</p>	<p>Increased release time for faculty engaged in scholarly endeavors</p> <p>Increase funding for research assistants</p>

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**UTPA Goal:** 2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

**Academic Affairs Objective:** 2.B. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the acquisition of external funds as measured by key outcome measures and will increase the acquisition of external funds as measured by the key outcome measures.

**College/AVP Objective:** 2.B. The COHSHS will assist the Departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.B. The Cooperative Pharmacy Program will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the <b>acquisition of external funds</b> and will improve the acquisition of external funds as measured by these outcomes.	<p>Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <ul style="list-style-type: none"> <li>a. funded non-research-related projects</li> <li>b. funded research</li> <li>c. collaborative projects</li> <li>d. entrepreneurial activities</li> <li>e. generation of indirect funding</li> </ul>	<p>Encourage professional development of faculty related to scholarly endeavors</p> <p>Publicize availability of internal and external sources of funding</p> <p>Encourage faculty to incorporate paid release time into externally funded proposals</p> <p>Identify potential co-funding partnerships for future faculty positions</p> <p>Re-establish CPP Advisory Board</p> <ul style="list-style-type: none"> <li>-Pursue funding for the Student Affairs position</li> <li>-Identify methods to enhance student scholarships</li> </ul>	The Director will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.	Increased release time for faculty engaged in scholarly endeavors

**UTPA Goal:**

**3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.**

**Academic Affairs Objective:**

3.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and to increase credit and non-credit course offerings as measured in the key outcome measures.

**College/AVP Objective:**

3.A. The COHSHS will assist the Departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.A. The Cooperative Pharmacy Program will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for <b>credit and non-credit course offerings</b> and will increase credit and non-credit course offerings as measured by these outcomes.	<p>Maintain use of online course tools (WebCT) for Pharmacology courses (PA and RN)</p> <p>Increase by 2% the number of continuing education programs offered</p>	<p>Encourage faculty to utilize WebCT to enhance didactic offerings (PA / RN Pharmacology)</p> <p>Work with UT Austin CoP and Regional Internship Personnel to develop and provide continuing education programs</p>	The Director will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Increased faculty release time to develop WebCT instructional materials and CE programming

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**UTPA Goal:** 3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

**Academic Affairs Objective:** 3.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the integration of University and community resources as measured in the key outcome measures.

**College/AVP Objective:** 3.B. The COHSHS will assist the Departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. The Cooperative Pharmacy Program will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure <b>University participation in professional and community activities</b> and will increase University participation in professional and community activities as measured by these outcomes.	<p>Increase the overall number of activities that demonstrate participation in professional and community activities by 2% as compared to the baseline year of 2006-2007:</p> <ul style="list-style-type: none"> <li>a. service learning activities</li> <li>b. co-sponsored events</li> <li>c. community-based activities</li> <li>d. participation on advisory boards</li> <li>e. faculty engaged in discipline specific consulting</li> <li>f. faculty holding office in professional organizations</li> <li>g. faculty serving on committees in professional organizations</li> <li>h. service on editorial</li> </ul>	<p>Determine acceptable baseline level of participation (i.e. quantify time spent)</p> <p>Publicize events and activities</p> <p>Publicize outstanding service and major appointments</p> <p>Incorporate community and professional activity involvement in annual merit determinations</p> <p>Identify methods to qualify and quantify faculty service and experiential training activities at practice sites</p> <p>Encourage and support staff and student involvement in community and professional activities</p>	<p>The Director will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Increased release time for faculty engaged in service activities</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	review boards or as a reviewer i. external accreditation activities (e.g., site reviewer, paper reviewer) j. clinical faculty activities within practice site(s)			

**UTPA Goal:** 4. Collaborate with P-12 schools to enlarge the pool of applicants who are personally prepared and academically qualified for higher education.

**Academic Affairs Objective:** 4.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

**College/AVP Objective:** 4.A. The COHSHS will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
4.A. The Cooperative Pharmacy Program will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to <b>improving the pool of qualified applicants</b> as measured in the key outcome measures and	Participate in at least one camp or other program that encourage pursuit of health and human service-related careers  Participate in four recruitment activities	Promote, encourage and support faculty, staff and student involvement in camp or other programs that encourage pursuit of health and human service-related careers  Incorporate involvement in annual merit determinations	The Director will obtain verification of participation for each of the measurable outcomes for this objective and verify that all criteria have been met.	Increase funding for recruitment activities (supplies, give-a-ways, travel, etc.)

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
will improve the pool of qualified applicants as measured by these outcomes				

UTPA Goal:

**5. Infuse inter-American and global perspectives throughout the University community.**

Academic Affairs Objective:

5.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

College/AVP Objective:

5.A. The College of Health Sciences and Human services will assist Departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
5.A. The Cooperative Pharmacy Program will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for <b>enhancing access to inter-American and global perspectives</b> and will enhance access to inter-American and	Increase the number of indicator activities as compared to the baseline data for 2006-2007: a. students who study abroad for either credit or non-credit b. international presentations d. courses/ special programs addressing cultural diversity issues in	Enhance student awareness of study abroad opportunities (i.e. internships and/or rotation experiences)  Enhance faculty awareness of international collaborative opportunities  Assist faculty in acquiring necessary funding to participate in international presentations	The Director will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Funding to allow faculty / student participation in international activities

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
global perspectives as measured in these outcomes.	the curriculum	Incorporate cultural diversity issues into PA / RN Pharmacology courses  Identify guest speakers with expertise in cultural diversity issues (for the CPP Service Learning Course)		

**UTPA Goal:** 6. Optimize institutional effectiveness and efficiency with high quality organization standards.

**Academic Affairs Objective:** 6.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize course offerings through careful planning as measured in the key outcome measures.

**College/AVP Objective:** 6.A. The COHSHS will assist Departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	Non-applicable – didactic and experiential teaching is prescribed (pre-pharmacy and pharmacy curriculums)  Maintain optimization through efforts described in Objective 1			

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**UTPA Goal:** 6. Optimize institutional effectiveness and efficiency with high quality organization standards

**Academic Affairs Objective:** 6.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

**College/AVP Objective:** 6.B. The College of Health Sciences and Human Services will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.B. The Cooperative Pharmacy Program will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to <b>recruiting quality faculty</b> and will increase the recruiting of qualified faculty as measured by these outcomes.	Make 100% of the initial offers to new faculty by February 15, 2008  Fill the vacant faculty positions for AY 2008-2009	Have Recruitment Plan approved by the Dean’s office no later than September 15, 2007  Identify alternative venues for advertisements and/or identifying potential candidates	The Director will review the data for the measurable outcomes for this objective and determine if all criteria have been met.	Continuation of recruitment budget from the Provost’s office

# AES FY08 Assessment Results Report

## UTPA

### Dept - Cooperative Pharmacy Program

**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, training, and retention of proficient Doctor of Pharmacy trained pharmacists. The program will strive to encourage the provision of pharmaceutical care by cultivation of our graduates' critical thinking skills and an appreciation for the need for life-long learning. The program will foster the development of clinical and translational research and clinical pharmacy services with other healthcare providers in the region, state and nationally.

**Unit Head:** Amy Schwartz

**College:** College of Health Sciences and Human Services

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Cooperative Pharmacy Program - Degree Programs - Systematic Methodology - 1.A. The Cooperative Pharmacy Program will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Provide student advisement on a regular basis</li> <li>2. Provide guidance and direction on the completion of pre-pharmacy requirements (academic and administrative)</li> <li>3. Provide advisement training for faculty</li> </ol>	<p><b>Assessment Method:</b> 1a. The Director will compare graduation, retention and persistence/matriculation rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase. Data will be maintained in a database and submitted to the Dean's office by the announced deadline.</p> <p><b>Criterion for Success:</b> The Cooperative Pharmacy Program will maintain graduation, retention, and persistence rates of freshmen and sophomore students compared to 2006-2007.</p> <p>The Cooperative Pharmacy Program will work with UT Austin CoP to identify methods to increase graduation, retention, and persistence rates of pharmacy students compared to 2006-2007.</p>	<p>09/02/2008 - 2006 - 2007 2007 - 2008</p> <p>Graduation 6 12</p> <p>Matriculation# 16 12</p> <p>Retention* 73 64\$</p> <p>#Number of students sent to UT Austin CoP to begin pharmacy training fall of 2007 and 2008 respectively</p> <p>*Total number enrolled in the CPP, freshmen through P4, as of May 31st of the 2007 and 2008 respectively (excludes graduating P4 students and those returning to the RGV for P4 year only)</p> <p>\$Reduction expected as only accepted 8 students from high school (leaving 4 slots for transitional applicants) and the matriculating class for 2006 - 2007 exceeded 12/13 allowable by UT Austin CoP.</p> <p>Pre-pharmacy and pharmacy students continue to struggle academically despite advisement efforts. During the 2006 - 2007 academic year 6 P1 students were placed on probation of which 1 was subsequently dismissed. Seven (7) pre-pharmacy students were placed on probation; 2 additional students were dismissed due to unprofessional behavior.</p> <p>During the 2007 - 2008 academic year 4 P1</p>	<p>09/04/2008 - Changes between academic years as expected. Results shared with faculty and staff. As noted in Assessment Results, will continue to work with UT Austin to identify methods to enhance matriculation rates, especially during the first pharmacy year.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>4. Incorporate methods to monitor student academic achievement throughout all six years of the program</p> <p>5. Obtain academic reports from UT Austin</p> <p>6. Develop assessment methods to identify barriers and other issues affecting matriculation</p> <p>7. Create databases</p>		<p>students were placed on probation of which 1 was subsequently dismissed. One repeating P1 student continued to struggle academically and was dismissed. Nine pre-pharmacy students were placed on probation, 6 were subsequently dismissed.</p> <p>Efforts continue to identify reasons for matriculation issues for both pre-pharmacy and pharmacy students. Number of students lost secondary to academic or professional difficulties rates remains steady despite loss of academic advisor.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Clerical support</p> <p><b>Resources Needed - Maintenance &amp; Operation:</b> Database development training</p> <p><b>Resources Needed - Salaries:</b> Clerical support</p>	
<p>Dept - Cooperative Pharmacy Program - SLOs - Systematic Methodology - 1.B. The Cooperative Pharmacy Program will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p>	<p><b>Assessment Method:</b> 1a. The Director will analyze pharmacology grade reports and licensure/certification data to determine if the criterion for each measurable outcome has been met</p> <p><b>Criterion for Success:</b> Ninety percent (90%) of the students enrolled in Physician Assistant (PA) and Masters level Nursing (RN) students will successfully complete their respective Pharmacology courses</p> <p>Ninety percent (90%) of the pharmacy students will successfully complete the P4 experiential rotations</p>	<p>09/02/2008 - 2006 - 2007 2007 - 2008 Physician Assistant (PA)* 97% 100% Masters Nursing (MSN)^ 88% 100%</p> <p>*One student did not pass during 2006 - 2007 (despite remediation) ^Two students during 2006 - 2007 did not pass; one student during 2007 - 2008 withdrew (DP) half-way through spring semester</p> <p>During both academic years all students successfully completed all P4 experiential rotations.</p> <p>All 2007 and 2008 pharmacy graduates</p>	<p>09/04/2008 - Results were shared with faculty and staff. Continued diligence is required to ensure both PA and MSN student academic needs are being met.</p> <p>Similarly continued diligence is required to maintain pharmacy student success during the P4 year and with licensure.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up												
<p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Encourage faculty development to enhance didactic and experiential teaching</li> <li>2. Increase the use of instructional technology in the PA and RN Pharmacology courses</li> <li>3. Develop instructor-specific course evaluations</li> <li>4. Maintain ACPE accreditation standards</li> <li>5. Encourage local preceptors to pursue professional development related to experiential training</li> <li>6. Identify a method for obtaining student passing rates for licensure exams</li> <li>7. Provide advisement and guidance to P4 students pertaining to studying for the licensure exams</li> <li>8. Create databases</li> </ol>	<p>Eighty percent (80%) of the pharmacy graduates will pass the licensure exams on the first attempt</p>	<p>successfully passed both the NAPLEX and MJPE examinations.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Clerical support</p> <p><b>Resources Needed - Maintenance &amp; Operation:</b> Software to build databases</p> <p><b>Resources Needed - Salaries:</b> Clerical support</p>													
<p>Dept - Cooperative Pharmacy Program - Access - Systematic Methodology - 1.C. The Cooperative Pharmacy Program will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p>	<p><b>Assessment Method:</b> 1a. The Director will monitor key indicators for the program and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Increase access to the CPP as compared to 2006-2007 using the following key outcome measures:</p>	<p>09/02/2008 - 2006 - 2007 2007 - 2008</p> <table border="0"> <tr> <td>Faculty recruitment efforts</td> <td>1</td> <td>1</td> </tr> <tr> <td>Admissions inquiries</td> <td>N/A</td> <td>159</td> </tr> <tr> <td>Admissions applications</td> <td>59</td> <td>44</td> </tr> <tr> <td>Student research activities</td> <td>1</td> <td>3</td> </tr> </table> <p>All 3 faculty are involved with student recruitment, however only 1 actively participates in UTPA, HSHS, and MedEd recruitment events. During 2006 ? 2007 the CPP employed an academic</p>	Faculty recruitment efforts	1	1	Admissions inquiries	N/A	159	Admissions applications	59	44	Student research activities	1	3	<p>09/04/2008 - Results shared with faculty and staff.</p> <p>Continued efforts required towards recruitment and admissions, with enhancements in accessibility and other processes as possible (e.g. electronic admissions application). Also will continue to encourage faculty to involve students in</p>
Faculty recruitment efforts	1	1													
Admissions inquiries	N/A	159													
Admissions applications	59	44													
Student research activities	1	3													

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>Utilize the college recruitment committee to increase awareness of the CPP</li> <li>Encourage faculty and student participation in new student and transfer orientations</li> <li>Update recruitment materials and CPP web site</li> <li>Create databases</li> <li>Identify methods for developing an on-line admissions application for the CPP</li> <li>Expand opportunities for students engaged in research-related activities</li> <li>Support Student Research Day and encourage CPP student participation</li> </ol>	<ol style="list-style-type: none"> <li>faculty involvement in recruitment activities</li> <li>number of admissions inquiries (track who, what, where, when)</li> <li>number of received admissions applications</li> <li>student involvement in research activities</li> </ol>	<p>advisor who was responsible for student recruitment and responding to admission inquiries. The reduction in admissions application may be partially affected by the departure of the advisor as they were able to attend more recruitment events than faculty.</p> <p>The academic advisor did not maintain a record of admissions inquiries during the 2006 ? 2007 academic calendar year, however it is anticipated that the number exceeded 100. Admissions inquiries for 2007 - 2008 reflect the time period from August 2007 - August 2008.</p> <p>Student research activities do not include the community service projects associated with the Service Learning course. This is a required activity for all CPP P3 students, and some projects have a research focus (necessitating IRB approval).</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Clerical support</p> <p><b>Resources Needed - Maintenance &amp; Operation:</b> Funding for recruitment activities</p> <p><b>Resources Needed - Travel:</b> Funding to support recruitment activities</p> <p><b>Resources Needed - Wages:</b> Research stipends for students</p>	<p>research activities.</p>
<p>Dept - Cooperative Pharmacy Program - Scholarly Productivity - Systematic Methodology - 2.A The Cooperative Pharmacy Program will establish systematic</p>	<p><b>Assessment Method:</b></p> <p>1a. The Director will monitor the key outcome indicators for the program and compare figures for 2007-2008 against the</p>	<p>09/02/2008 - 2006 - 2007 2007 - 2008</p> <p>Refereed publications 3 2</p> <p>Presentations 3 3</p> <p>Books 0 1 (chapter)</p>	<p>09/04/2008 - Results shared with faculty and staff. Findings support revised workloads for the 2008-2009 calendar year, which will</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> 1. Encourage professional development of faculty related to</p> <hr/> <p>2. Publicize availability of internal and external sources of funding</p> <p>3. Publicize scholarly productivity successes</p> <p>4. Advocate for release time for faculty who demonstrate high levels of scholarly productivity</p> <p>5. Assist new faculty in developing clinical research/practice sites</p> <p>6. Encourage and facilitate full utilization of research assistants scholarly endeavors</p>	<p>previous year to determine if there has been an overall increase.</p> <p><b>Criterion for Success:</b> Increase the overall number of scholarly activities undertaken by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the following key outcome indicators:</p> <p>a. refereed / juried journal publications b. state, regional, national or international presentations c. books or book chapter d. grant, professional or programmatic proposal submissions</p>	<p>Proposals 0 0</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Release time for faculty</p> <p><b>Resources Needed - Wages:</b> Research stipends for students/assistants</p>	<p>hopefully allow more time for scholarly pursuit.</p>
<p>Dept - Cooperative Pharmacy Program - Acquisition of External Funds - Systematic Methodology - 2.B.The Cooperative Pharmacy Program will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external</p>	<p><b>Assessment Method:</b> 1a. The Director will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b></p>	<p>09/02/2008 - 2006 - 2007 2007 - 2008</p> <p>Funded non-research-related projects 1 (\$48,322; HCOE) 0</p> <p>Funded research 1 (\$48,322; HCOE) 0</p> <p>Collaborative projects 0 0</p> <p>Entrepreneurial activities 0 0</p> <p>Generation of indirect funding \$28,599 \$9500</p>	<p>09/04/2008 - Results shared with faculty and staff. As with Unit Objective 2.A, adjustments in faculty workloads will hopefully result in the pursuit of research funding. Information to be shared with the CPP Advisory Council so as</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Encourage professional development of faculty related to scholarly endeavors</li> <li>2. Publicize availability of internal and external sources of funding</li> <li>3. Encourage faculty to incorporate paid release time into externally funded proposals</li> <li>4. Identify potential co-funding partnerships for future faculty positions</li> <li>5. Re-establish CPP Advisory Board ? Pursue funding for the Student Affairs position ? Identify methods to enhance student scholarships</li> </ol>	<p>Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <ol style="list-style-type: none"> <li>a. funded non-research-related projects</li> <li>b. funded research</li> <li>c. collaborative projects</li> <li>d. entrepreneurial activities</li> <li>e. generation of indirect funding</li> </ol>	<p>The CPP remains short-staffed (by two faculty members), and as such existing faculty maintain additional teaching and service requirements. Additional workload adjustments (2/3 faculty members) have been undertaken to allow for more clinical activities, which will hopefully result in more scholarly activities during 2008 -2009.</p> <p>Two faculty members were the recipients of research assistant funding from the UTPA office of graduate studies (P3 students).</p> <p>All faculty receive communications from UTPA and UT Austin CoP pertaining to available funding sources, and may receive communications from other professional resources.</p> <p>Required documentation to re-establish the CPP Advisory Council were submitted to UTPA administration during 2007 - 2008. Advisory Council meetings will begin once approval is obtained, which may result in the establishment of entrepreneurial activities and the generation of indirect funding.</p> <p>Indirect funding for 2006 ? 2007 represents student scholarships awarded by Walgreen's to pre-pharmacy students (19 x \$1500). During 2007-2008 Walgreen's changed application requirements for the pre-pharmacy scholarships (restricted to freshmen only, 4/12 which applied), which affected the number of awards (4 x \$1500). Other funding received during 2007 - 2008 includes monies from Walgreen's and HEB for P4 graduation, and Wal-Mart for the sophomore White Coat Ceremony (\$3500).</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b></p>	<p>to spearhead discussions on future goals and direction. Work to grow existing collaborations to support student scholarships and other activities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up																											
		Continue Current Strategy(s) <b>Resources Needed - Classified</b> Release time for faculty																												
<p>Dept - Cooperative Pharmacy Program - Credit and Non-credit Course Offerings - Systematic Methodolgy - 3.A. The Cooperative Pharmacy Program will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> 1. Encourage faculty to utilize WebCT to enhance didactic offerings (PA / RN Pharmacology)</p>	<p><b>Assessment Method:</b> 1a. The Director will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Maintain use of online course tools (WebCT) for Pharmacology courses (PA and RN)</p> <p>Increase by 2% the number of continuing education programs offered</p>	<p>09/02/2008 - WebCT was purchased by Blackboard. Resource continues to be used to house course materials and assignments for all pharmacology courses.</p> <p>One CE program was held both years. A second program scheduled to occur during 2007 ? 2008 was canceled by the program sponsor (UT Austin CoP).</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Release time for faculty to develop on-line instructional materials</p> <p><b>Resources Needed - Maintenance &amp; Operation:</b> Funding to pursue ACPE continuing education accreditation</p>	<p>09/04/2008 - Results shared with faculty and staff. Consider faculty development training (through COLT or other venue) to enhance use of electronic educational resources. Communicate with PA and MSN faculty to ensure student outcomes are being attained.</p> <p>Continue to collaborate with the UT Austin CoP CE Department to provide local CE programming (pharmaceutical or preceptor-focus). Assess need to procure CE accreditation for CPP.</p>																											
<p>2. Work with UT Austin CoP and Regional Internship Personnel to develop and provide continuing education programs</p>																														
<p>Dept - Cooperative Pharmacy Program - Professional and Community Participation - Systematic Methodology - 3.B. The Cooperative Pharmacy Program will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase</p>	<p><b>Assessment Method:</b> 1a. The Director will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase the overall number of activities</p>	<p>09/02/2008 -</p> <table border="1"> <thead> <tr> <th></th> <th>2006 - 2007</th> <th>2007 - 2008</th> </tr> </thead> <tbody> <tr> <td>Service learning activities</td> <td>12</td> <td>6</td> </tr> <tr> <td>Co-sponsored events</td> <td>0</td> <td>0</td> </tr> <tr> <td>Community-based activities</td> <td>4</td> <td>8</td> </tr> <tr> <td>Advisory boards</td> <td>2</td> <td>2</td> </tr> <tr> <td>Discipline specific consulting</td> <td>2</td> <td>2</td> </tr> <tr> <td>Officer in professional organizations</td> <td>0</td> <td>0</td> </tr> <tr> <td>Committees in professional organizations</td> <td>3</td> <td>4</td> </tr> <tr> <td>Editorial review board or reviewer</td> <td>5</td> <td>7</td> </tr> </tbody> </table>		2006 - 2007	2007 - 2008	Service learning activities	12	6	Co-sponsored events	0	0	Community-based activities	4	8	Advisory boards	2	2	Discipline specific consulting	2	2	Officer in professional organizations	0	0	Committees in professional organizations	3	4	Editorial review board or reviewer	5	7	<p>09/04/2008 - Results shared with faculty and staff. Workload adjustments should allow for enhanced participation in service activities. Continue to provide support of extracurricular activities that directly impact patient care, student education, and P&amp;T.</p>
	2006 - 2007	2007 - 2008																												
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Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>University participation in professional and community activities as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>Determine acceptable baseline level of participation (i.e. quantify time spent)</li> <li>Publicize events and activities</li> <li>Publicize outstanding service and major appointments</li> <li>Incorporate community and professional activity involvement in annual merit determinations</li> <li>Identify methods to qualify and quantify faculty service and experiential training activities at practice sites</li> <li>Encourage and support staff and student involvement in community and professional activities</li> </ol>	<p>that demonstrate participation in professional and community activities by 2% as compared to the baseline year of 2006-2007:</p> <ol style="list-style-type: none"> <li>service learning activities</li> <li>co-sponsored events</li> <li>community-based activities</li> <li>participation on advisory boards</li> <li>faculty engaged in discipline specific consulting</li> <li>faculty holding office in professional organizations</li> <li>faculty serving on committees in professional organizations</li> <li>service on editorial review boards or as a reviewer</li> <li>external accreditation activities (e.g., site reviewer, paper reviewer)</li> <li>clinical faculty activities within practice site(s)</li> </ol>	<p>External accreditation activities 0 0 Clinical activities within practice site(s) 1 1</p> <p>Service learning activities correspond with the number of returning P3 students.</p> <p>Development of the Cooperative Pharmacy Student Association (CPSA) formalized mechanism for pharmacy students to provide community service activities (brown bags, screenings, etc.). The group was very active during their first year, earning 'Service Project of the Year' from UTPA. The Bronc Pre-Pharmacy Organization (BPPA) also continues to be active, participating in UTPA-sponsored activities (e.g. HESTEC).</p> <p>As noted in Unit Objective 2.B. the CPP remains short faculty, which affects participation in community activities and professional organizations.</p> <p>Clinical activities during 2006 - 2007 reflect Dr Ramirez's activities within Mission Hospital. Clinical activities during 2007 ? 2008 reflect Dr Tasnif's activities within the South Texas Transplant Center at McAllen Medical. Efforts were undertaken during 2007 - 2008 to place Dr Canales-Gonzales within the Doctor's Hospital Renaissance Behavioral Unit. Approval was obtained May 2008, with services to begin during 2008 - 2009.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Release time for faculty</p>	<p>Review list of activities and percent change for appropriateness.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Cooperative Pharmacy Program - Qualified Applicants - Systematic Methodology - 4.A. The Cooperative Pharmacy Program will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> 1. Promote, encourage and support faculty, staff and student involvement in camp or other programs that encourage pursuit of health and human service-related careers</p>	<p><b>Assessment Method:</b> 1a. The Director will obtain verification of participation for each of the measurable outcomes for this objective and verify that all criteria have been met.</p> <p><b>Criterion for Success:</b> Participate in at least one camp or other program that encourage pursuit of health and human service-related careers</p> <p>Participate in four recruitment activities</p>	<p>09/02/2008 - Annual MedEd summer program at UTHSCSA: July 2007 and June 2008</p> <p>2006 - 2007    2007 - 2008 UTPA    2    5 MedEd    2    2</p> <p>Recruitment activities for UTPA include participation in TACRO events, campus career day, and CPP Open House. Annual MedEd recruitment programs offered in McAllen and Laredo (videotaped presentation for 2007 - 2008).</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Release time for faculty</p> <p><b>Resources Needed - Maintenance &amp; Operation:</b> Funding for recruitment activities/supplies</p> <p><b>Resources Needed - Travel:</b> Funding to support in-valley travel</p>	<p>09/04/2008 - Results shared with faculty and staff. Similar to Unit Objective 1.C, continued efforts required towards recruitment and admissions, with enhancements in accessibility, participation, and other processes as possible. Will review appropriateness of outcome parameters.</p>
<p>2. Incorporate involvement in annual merit determinations</p> <p>Dept - Cooperative Pharmacy Program - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A. The Cooperative Pharmacy Program will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p>	<p><b>Assessment Method:</b> 1a. The Director will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p>	<p>09/02/2008 -    2006 - 2007    2007 - 2008 Student study abroad    0    0 International presentations    0    0 Course-related cultural diversity    1    1</p> <p>Study abroad and international collaborations are challenging for CPP students and faculty [may eliminate outcome in subsequent Strategic Plans].</p> <p>Course-related activities for Service Learning (P3 students) included guest lecturers presenting on</p>	<p>09/04/2008 - Results shared with faculty and staff. Consider possible methods to enhance the inclusion of culturally relevant material and review of culturally sensitive issues within didactic offerings. Review of outcome indicators is necessary as not all are applicable to the CPP.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>1. Enhance student awareness of study abroad opportunities (i.e. internships and/or rotation experiences)</li> <li>2. Enhance faculty awareness of international collaborative opportunities</li> <li>3. Assist faculty in acquiring necessary funding to participate in international presentations</li> <li>4. Incorporate cultural diversity issues into PA / RN Pharmacology courses</li> <li>5. Identify guest speakers with expertise in cultural diversity issues (for the CPP Service Learning Course)</li> </ol>	<p>a. students who study abroad for either credit or non-credit</p> <p>b. international presentations</p> <p>d. courses/ special programs addressing cultural diversity issues in the curriculum</p>	<p>cultural issues in health care and herbal medicine, and site visits to two community health centers. Efforts to better incorporate cultural diversity issues within the PA and MSN pharmacology courses have not been fully pursued.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Faculty release time</p> <p><b>Resources Needed - Travel:</b> Funding to support international travel (students and faculty)</p>	
<p>Dept - Cooperative Pharmacy Program - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The Cooperative Pharmacy Program will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b></p>	<p><b>Assessment Method:</b> 1a. The Director will review the data for the measurable outcomes for this objective and determine if all criteria have been met.</p> <p><b>Criterion for Success:</b> Make 100% of the initial offers to new faculty by February 15, 2008</p> <p>Fill the vacant faculty positions for AY 2008-2009</p>	<p>09/02/2008 - 2006 - 2007 2007 - 2008 0 0</p> <p>We had one applicant for the two available faculty positions during 2007 - 2008. Based on the applicant's availability, they were interviewed in March 2008, with the offer of employment extended in April 2008. Similarly, offers made during 2006 - 2007 were not extended by February 2007.</p> <p>The national pharmacy recruitment cycle begins in October and extends through April. With the current pharmacist shortage, 365 recruitment has become common.</p>	<p>09/04/2008 - Results shared with faculty and staff. Work with UTPA and UTA administration, along with local health care institutions, to enhance recruitment efforts.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>06/01/2007  <b>End Date:</b>  05/31/2008  <b>Outcome Status:</b>  No Longer Desired  <b>Strategies:</b>  1. Have Recruitment Plan approved by the Dean's office no later than September 15, 2007  2. Identify alternative venues for advertisements and/or identifying potential candidates</p>		<p>2006 - 2007   2007 - 2008  1   0  We were unable to fill either vacant faculty position during the 2007 - 2008 recruitment cycle. Two offers were extended and accepted during the 2006 - 2007 recruitment cycle, however one was subsequently declined.</p> <p>A variety of recruitment methods were utilized including both electronic and hard copy advertisements, and live access during national professional meeting. Applicant quality remained unchanged from previous years. Being able to advertise 365 would enable us greater access to both newly graduating and existing (more advanced) pharmacy practitioners.</p> <p>The CPP has many recruitment challenges, including but not limited to: not being a CoP proper, collegiality and collaboration with other pharmacy faculty, faculty workloads, salaries, and location.</p> <p><b>Result Type:</b>  Criterion Not Met  <b>Next Step:</b>  Continue Current Strategy(s)  <b>Resources Needed - Classified</b>  Release time for recruitment activities  <b>Resources Needed - Maintenance &amp; Operation:</b>  Funding to support advertisements and other recruitment activities  <b>Resources Needed - Salaries:</b>  Increase in faculty salaries (across board) to be more competitive  <b>Resources Needed - Travel:</b>  Funding to support recruitment and relocation</p>	

<b>Intended Outcomes</b>	<b>Means of Assessment &amp; Criteria for Success / Tasks</b>	<b>AES Assessment Results</b>	<b>Use of Result &amp; Follow-Up</b>