

UNIVERSITY OF IOWA,
COLLEGE OF PHARMACY

VISION MISSION STRATEGIC PLAN

2015–2019

Endorsed by the Executive Committee, College of Pharmacy
January 8, 2015



College of
PHARMACY

REAL WORLD | REAL EXCELLENCE | REAL IMPACT



VISION

WE ARE DRIVEN TO BE A PREEMINENT
COLLEGE OF PHARMACY IN THE WORLD.

OUR WORLD BEGINS IN IOWA.

Indicators of Successfully Achieving the Vision:

- The College has preeminence in the education of the next generation of pharmacists and pharmaceutical scientists.
- Iowa is nationally and internationally recognized for driving innovations in advanced pharmacy practice and health services research.
- Iowa's prominence in drug discovery and development is established.
- We are among the leaders of colleges of pharmacy in the U.S. in terms of extramural funding.
- Our students, graduates and faculty maintain a legacy of leadership in healthcare at the state, national and international levels.
- Our educational programs are recognized best practices by others.
- We are a national model of pharmacy integration within an academic health science campus.
- Iowa is recognized for global outreach in education and service.

MISSION

TO EXCEL IN EDUCATING THE NEXT GENERATION OF LEADERS IN PHARMACY PRACTICE AND PHARMACEUTICAL SCIENCES.

We will accomplish our mission by:

- Continuously enhancing our caring, compassionate and collaborative culture where students are the focus.
- Creating and disseminating knowledge through discovery, development and translation into practice of new advances in pharmacy and pharmaceutical sciences and the provision of service.
- Developing leaders in pharmacy to address the medication and health needs of the citizens of Iowa and beyond.
- Attracting and retaining the highest quality students, faculty and staff.
- Strategically establishing partnerships and alliances to advance our mission.

- Strategic Initiatives**
- 1.** Ensure The University of Iowa College of Pharmacy has the resources to support growth and innovations in the College of Pharmacy.
 - 2.** Increase awareness, recognition and understanding of the impact the College has both locally and globally.
 - 3.** Recruit and retain the best faculty and staff.
 - 4.** Foster a culture of engagement, innovation and mutual appreciation.
 - 5.** Recruit the best possible students (PharmD, PhD, undergrad) and develop them to become leaders in their careers.
 - 6.** Become a national model for integration of a College of Pharmacy with a teaching hospital and a pharmacy presence across an academic health sciences campus.

THE CONNECTION OF THE UNIVERSITY OF IOWA COLLEGE OF PHARMACY STRATEGIC PLAN TO THE OVERARCHING UNIVERSITY OF IOWA STRATEGIC PLAN

We will accomplish our mission by:

The University of Iowa College of Pharmacy created a strategic plan that is in concert with The University of Iowa strategic plan. The College of Pharmacy, through its missions of teaching research, patient care and service, contributes to The University of Iowa's comprehensive research mission. The College's teaching programs in graduate and professional programs contributes to our world class academic center. The new College of Pharmacy strategic plan contributes to focused excellence, attention to emerging opportunities and the creation of high expectations for its students, faculty and staff. The College of Pharmacy Strategic Plan addresses University priorities in "Graduate and Professional Student Success", "Scholarly Inquiry and Creative Work", "Internationalization and Diversity", "Better Futures for Iowans – Public Outreach and Civic Engagement" and "Efficiency and Effectiveness."

Graduate and Professional Student Success is addressed in the Strategic Initiative titled Recruit the Best Possible Students and Develop Them to Become Leaders in Their Careers. We will look at implementing a new, innovative professional curriculum (objective 3.1.3), streamlining the admissions process (5.1.1), improving teaching strategies in all programs (5.4.1), and increasing interaction across graduate sub-programs (5.3.2).

Scholarly inquiry and creative work is addressed in two Strategic Initiatives -- Recruit and Retain the Best Faculty and Staff, and Become a National Model for Integration of a College of Pharmacy and a Teaching Hospital. First and foremost we will retain and recruit the best faculty and staff (whole strategic initiative #3; 3.1.5). Within that focus we will create a culture of creativity (3.3, 3.3.2, 6.5), build centers of excellence (6.5) and identify focused areas of clinical excellence (3.1.5) Utilizing one of our strengths we will better incorporate our University of Iowa Pharmaceuticals division into research and education (3.3.2) and create industry partnerships (3.1.1). Importantly, we will help to build an interprofessional professional experience environment at The University of Iowa (4.1.1, 4.1.3, 5.2.1, 6.4)

Engaging our faculty and staff with Iowa and the world is important to us. We will become more entrepreneurial (1.2.1), work to build a diverse community (4.3) by fostering inclusive communities (4.3.1), create awareness of the value we add throughout the State of Iowa (1.5.1) and local campus (2.1) (2.1.1), engaged more alumni (2.3) and become more involved in outreach (2.2.1, 2.2.2).

To do this we will add to the University's interest in efficiency by carefully reevaluating our budgetary and resource processes (1.3.1)

STRATEGIC INITIATIVE #1

RESOURCING INNOVATION

Educating the next generation of leaders requires us to become more entrepreneurial and innovative in our activities, proactively seeking opportunities that will allow our programs to grow. In this environment we must seek more philanthropic support from our alumni and friends.

This strategic plan was constructed during a time when academic resources were difficult to acquire. Funding for education is more expensive and support of academic scholarship more elusive than ever. Changes in society have caused us to look at the basic foundation of our mission and redirect ourselves towards activities that assure us that we have the resources to continue our excellent progress. We will work to maintain an essential baseline of funding while redoubling our efforts for extramural funding to enhance the College's mission. Our facilities need to be revamped and an outdated physical plant needs to be replaced. A new building is needed that creates the space for new teaching methods to flourish and replaces outdated research laboratories with those that allow advanced state of the art science to emerge.

ENSURE THE UNIVERSITY OF IOWA COLLEGE OF PHARMACY HAS THE RESOURCES TO SUPPORT GROWTH AND INNOVATIONS IN THE COLLEGE OF PHARMACY.

- Goals**
- 1.1** Secure a facility with state of the art equipment and technology that will fully support contemporary and forward thinking education and research.
 - 1.2** Facilitate entrepreneurial development to create new funding opportunities for the College.
 - 1.3** Proactively identify and address barriers to growth and innovation.
 - 1.4** Continue to promote and enhance a culture of philanthropy among faculty, staff, alumni, students and friends.
 - 1.5** Support University and college efforts to secure essential baseline and extramural funding for the college's mission.

STRATEGIC INITIATIVE #1

ENSURE THE UNIVERSITY OF IOWA COLLEGE OF PHARMACY HAS THE RESOURCES TO SUPPORT GROWTH AND INNOVATIONS IN THE COLLEGE OF PHARMACY.

Goals with Objectives

- 1.1 Secure a facility with state of the art equipment and technology that will fully support contemporary and forward thinking education and research.**
 - 1.1.1** Gain and maintain legislative and executive financial support for a new facility (in the amount of \$64.3M of \$96.3M total), until the facility is completed.
 - 1.1.2** Determine the financial need and then secure prior to moving into the new facility a specific amount of funding to refresh research equipment.
 - 1.1.3** Gain private support in the amount of \$10M to support construction of the new facilities.
 - 1.1.4** Develop a plan to create a funding mechanism that would generate \$500,000 annually for technology enhancements (IT and research instrumentation) to support research and education.

- 1.2 Facilitate entrepreneurial development to create new funding opportunities for the College.**
 - 1.2.1** Establish an entrepreneurial orientation and culture for the COP.
 - 1.2.2** Establish and maintain a process to support faculty and staff in identifying and developing new marketable goods and services.

- 1.3 Proactively identify and address barriers to growth and innovation.**
 - 1.3.1** Complete an extensive evaluation of the current budget allocation process for the College and implement changes that allow resources to be allocated towards strategic initiatives.

- 1.4 Continue to promote and enhance a culture of philanthropy among faculty, staff, alumni, students and friends.**
 - 1.4.1** Sustain, promote and encourage annual financial contributions to the College by faculty and staff with the goal of achieving 100% participation.
 - 1.4.2** Education, support and encourage a culture of philanthropy among current professional students with the goal of creating an endowed scholarship for each graduating PharmD class.
 - 1.4.3** Sustain, promote and encourage a culture of philanthropy and engagement with current graduate students.
 - 1.4.4** Develop and Implement philanthropic initiatives that support graduate student programs.
 - 1.4.5** Ongoing, promote and encourage philanthropy by Alumni with a goal of achieving 20% annual participation.

- 1.5 Support University and college efforts to secure essential baseline and extramural funding for the college's mission.**
 - 1.5.1** Develop a value proposition statement and communication strategy to increase the level of awareness by the citizens of Iowa in order for them to understand the importance of state support.
 - 1.5.2** All tenured, tenure-track and research-track faculty will be externally funded or actively seeking external research funding.
 - 1.5.3** All practice faculty will be engaged in seeking maximal funding for the clinical services they offer in their practice.

STRATEGIC INITIATIVE #2

IMPACT

The UI College of Pharmacy possesses a quiet yet prideful reputation for building excellence into its programs of teaching, research, and professional service. Its preparation of pharmacist practitioners and research scientists who significantly impact clinical practice and cutting edge science truly exerts a global impact on health care and translational research.

The State of Iowa is a recognized leader in changing pharmacy practice to meet the challenges of an evolving health care system which demands greater value, quality, and accountability in the delivery of health care services. The College takes great pride in its collaborative work with practitioners to stimulate this innovative change in pharmacy practice.

The College's expanding programs of sponsored research further extends its global reputation as one of the nation's most accomplished research-intensive institutions in both the nation and the world. Engaging preeminent scientists in critical translational research remains a top priority for the UI College of Pharmacy.

The need to increase awareness, recognition, and understanding of the College's impact on practice and research has been identified as a critical priority for achieving its mission and vision. Efforts to spotlight the significance of the College's work and achievements in Iowa and the world will serve to stimulate and facilitate the accomplishment of that bold mission and vision.

INCREASE AWARENESS, RECOGNITION AND UNDERSTANDING OF THE IMPACT THE COLLEGE HAS BOTH LOCALLY AND GLOBALLY.

- Goals**
- 2.1** Increase awareness, recognition and perceived value internally and externally of the College of Pharmacy among all our constituents.
 - 2.2** Increase faculty and staff engagement activity and relationships to promote the College of Pharmacy.
 - 2.3** Increase and enhance engagement of alumni in collegiate initiatives.

STRATEGIC INITIATIVE #2

INCREASE AWARENESS, RECOGNITION AND UNDERSTANDING OF THE IMPACT THE COLLEGE HAS BOTH LOCALLY AND GLOBALLY.

Goals with Objectives

- 2.1 Increase awareness, recognition and perceived value internally and externally of the College Pharmacy among all our constituents.**
 - 2.1.1** Identify and address opportunities for our outside constituents to efficiently learn about faculty activities and research.
 - 2.1.2** Finish and launch a marketing and branding campaign complete with logo, trademark and core values.
 - 2.1.3** Create, evaluate and disseminate a master plan for all vehicles used by the College to communicate with stakeholders.
 - 2.1.4** Establish website presence and other mechanisms to communicate the involvement of faculty in research centers across campus.

- 2.2 Increase faculty and staff engagement activity and relationships to promote the College.**
 - 2.2.1** Complete a gap analysis to identify what the College is currently doing in terms of outreach in the State as well as opportunities for outreach that are not being addressed by faculty and staff.
 - 2.2.2** Create a mechanism or process to gather and track information on outreach activities of faculty, staff and students, and to disseminate that information internally and externally.

- 2.3 Increase and enhance engagement of alumni and friends in collegiate initiatives.**
 - 2.3.1** Expand and optimize the content in existing communication vehicles for all areas of the College—academic, service and professional.
 - 2.3.2** Educate faculty and staff about the importance of alumni connections and provide them with tools and information to initiate and strengthen those connections.

STRATEGIC INITIATIVE #3

EXCEPTIONAL COLLEAGUES

Any exceptional organization has at its core exceptional people working together to do exceptional things. We work in such an environment, leading by example. Yet, such an environment cannot remain stagnant. It must be refreshed and nurtured. Thus, we will focus on retaining our faculty and staff and recruiting the best to join us as we grow and move in new directions.

We will work to enhance the depth and breadth of our workforce through faculty and staff development programs. More opportunities to be collaborative in research, teaching and practice will be developed. Salaries will be competitive when compared to peer institutions and innovative incentives for exceptional work will be created.

RECRUIT AND RETAIN THE BEST FACULTY AND STAFF.

- Goals**
- 3.1** Create collaborative opportunities for research, teaching and practice.
 - 3.2** Offer competitive salaries and innovative incentives.
 - 3.3** Develop focused research areas and clinical positions with linkages to key strengths on campus.
 - 3.4** Enhance faculty and staff development opportunities.

STRATEGIC INITIATIVE #3

RECRUIT AND RETAIN THE BEST FACULTY AND STAFF.

- Goals with Objectives**
- 3.1 Create collaborative opportunities for research, teaching and practice.**
 - 3.1.1** Establish a minimum of two partnerships, collaborations or strategic alliances with industry.
 - 3.1.2** Develop a plan for optimal utilization of instrumentation and establish a fund for shared instrumentation within the College.
 - 3.1.3** Implement an innovative Doctor of Pharmacy curriculum.
 - 3.1.4** Develop a support mechanism for instructional needs and infrastructure to ensure successful implementation of the new curricula.
 - 3.1.5** Identify focus areas of clinical practice excellence.

 - 3.2 Offer competitive salaries and innovative incentives.**
 - 3.2.1** Develop a value proposition to communicate the value of students to the teaching sites.
 - 3.2.2** Complete an evaluation and develop a comprehensive plan for optimal compensation of faculty and staff.
 - 3.2.3** Complete an analysis of the risk/benefit of merit (performance)-based incentives.

 - 3.3 Develop focused research areas and clinical positions with linkages to key strengths on campus.**
 - 3.3.1** Individual academic departments and the College as a whole will reach consensus on core areas of expertise with suggested focus to develop/strengthen and target recruitment efforts.
 - 3.3.2** Develop and implement a plan to better incorporate expertise of University of Iowa Pharmaceuticals (UIP) to enhance educational and research collaborations within the College.

 - 3.4 Enhance faculty and staff development opportunities.**
 - 3.4.1** Create and initiate strategies targeted to succession planning and developing leadership needed to achieve the mission and long-term vision of the College.
 - 3.4.2** Establish a systematic process to ensure equitable job responsibilities for all faculty based on their position percentages.
 - 3.4.3** Establish a formalized new faculty advisor program for faculty.
 - 3.4.4** Implement a formalized orientation process for all new faculty, student and staff hires.

STRATEGIC INITIATIVE #4

ENGAGEMENT

The College of Pharmacy is comprised of a complex set of academic, service and administrative units containing students, professional staff, and faculty. The culture of faculty and staff engagement, recognition for efforts to enhance innovation in teaching, research and/or service, and mutual appreciation of others efforts is generally strong within the respective units. However, a general lack of understanding across the entire College of the efforts of various collegiate units toward engagement and efforts toward innovation in teaching, research and service creates a general lack of mutual appreciation for the contributions of many hard working members of the College community. Faculty and many of the administrative staff may be within the physical building, however many serve the college from distant locations across the entire state. Furthermore a large part of the teaching mission is provided by preceptors that are also located across the State of Iowa and beyond.

Historically, college-wide communication to document and raise awareness of the many activities, efforts and successes of faculty and staff has not been optimal. Faculty and staff awareness and appreciation of what the different collegiate members from the different units are doing to contribute to the mission of the College must and will be improved. In an environment, amplified by a new design and demand for teaching in the Doctor of Pharmacy Program, where there are varying expectations and rewards related to successes in teaching, research and service, there is a strong need to foster a culture of college-wide engagement and mutual appreciation to support and enhance all efforts by all faculty and staff as they pursue innovative new approaches in teaching, research and service.

FOSTER A CULTURE OF ENGAGEMENT, INNOVATION AND MUTUAL APPRECIATION.

- Goals**
- 4.1** Enhance communication among faculty, staff and students to raise awareness and appreciation of what each of us contributes to the College.
 - 4.2** Evaluate and enhance utilization of rewards to support accomplishment of a culture of engagement, innovation and mutual appreciation.
 - 4.3** Foster an increasingly diverse and inclusive and participatory community.
 - 4.4** Enhance communication among faculty, staff and students to build a culture of participation and inclusiveness.

STRATEGIC INITIATIVE #4

FOSTER A CULTURE OF ENGAGEMENT, INNOVATION AND MUTUAL APPRECIATION.

Goals with Objectives

- 4.1 Enhance communication among faculty, staff and students to raise awareness and appreciation of what each of us contributes to the College.**
 - 4.1.1** Leverage the opportunity of the interdisciplinary faculty groups that align with the new curriculum to enhance communication, understanding and appreciation.
 - 4.1.2** Complete an evaluation of current internal communication strategies and create and implement opportunities for improvement of internal communication for faculty, staff and students.
 - 4.1.3** COP will support administratively and financially a “Students for Interprofessional Education”-run event (speaker, program, etc).

- 4.2 Evaluate and enhance utilization of rewards to support accomplishment of a culture of engagement, innovation and mutual appreciation.**
 - 4.2.1** Reevaluate the scope, make-up and mechanism of the Awards and Recognition process and the Committee that manages it.
 - 4.2.2** Complete an assessment of existing staff recognition programs and, based on that assessment, develop or enhance them.
 - 4.2.3** Ensure there are designated resources to support awards and recognition.

- 4.3 Foster an increasingly diverse and inclusive and participatory community.**
 - 4.3.1** Charge the Diversity Committee to identify and address current barriers to a community that is inclusive and diverse and develop recommendations for improvement.

- 4.4 Enhance communication among faculty, staff and students to build a culture of participation and inclusiveness.**
 - 4.4.1** Leadership will provide consistent, timely and broad based communication in the areas of budgeting.
 - 4.4.2** Establish shared core values for the College that support a culture of engagement, innovation and mutual appreciation.
 - 4.4.3** Formalize administrative processes to improve transparency within the College in key areas as measured by faculty, staff and student satisfaction.
 - 4.4.4** Establish a task force to identify opportunities to communication and participation through technology and develop a plan to enhance them.
 - 4.4.5** Identify and address barriers among College faculty, staff and students to efficiently learn about faculty activities and research.

STRATEGIC INITIATIVE #5

STUDENT SUCCESS

A distinguishing feature of the mission of the University of Iowa College of Pharmacy is to develop tomorrow's leaders in pharmacy practice and in the pharmaceutical sciences. This starts with recruiting and retaining the best students in a highly competitive and rapidly changing environment.

The next generation of leaders in the practice of pharmacy and the pharmaceutical sciences start out as students in the Doctor of Pharmacy and Doctor of Philosophy programs. The quality of our students and graduates has long been a distinguishing feature of the College. In an environment marked by competition for students, increasing costs of attendance and in some areas flat applicant numbers, it will be increasingly difficult to maintain this hard earned reputation. While our programs are highly regarded at all levels, increasing challenges with changing models for funding and increasing opportunities for improving education through curricula change and interdisciplinary interactions will be addressed. We will work on innovative ways to recruit the best, create leadership opportunities, build collaborative environments and strive to maintain affordable education.

RECRUIT THE BEST POSSIBLE STUDENTS (PHARMD, PHD, UNDERGRADUATE) AND DEVELOP THEM TO BECOME LEADERS IN THEIR CAREERS.

- Goals**
- 5.1** Develop innovative strategies to recruit and enroll the best and brightest students.
 - 5.2** Provide opportunities for all students to excel in their professional development and leadership.
 - 5.3** Facilitate and foster a culture of collaborative learning and research among students.
 - 5.4** Implement an innovative Doctor of Pharmacy curriculum.
 - 5.5** Develop future strategies for success of the graduate program in a rapidly changing educational and financial environment.
 - 5.6** Develop strategies to support the affordability of a pharmacy education in the College of Pharmacy.

STRATEGIC INITIATIVE #5

RECRUIT THE BEST POSSIBLE STUDENTS (PHARM.D, PH.D, UNDERGRADUATE) AND DEVELOP THEM TO BECOME LEADERS IN THEIR CAREERS.

Goals with Objectives

- 5.1 Develop innovative strategies to recruit and enroll the best and brightest students.**
 - 5.1.1** Streamline the admissions processes.
 - 5.1.2** Develop and implement a Collegiate Doctor of Pharmacy Admission Network of professionals to visit and help recruit potential pharmacy students.
 - 5.1.3** Implement unique undergraduate programs that will attract a global student enrollment.

- 5.2 Provide opportunities for all students to excel in their professional development and leadership.**
 - 5.2.1** Collaborate with other Colleges to develop a Professional Opportunities Expo/Fair to inform students about professional development opportunities.
 - 5.2.2** Create a required seminar series to develop professionalism and career skills (e.g. career opportunities, CV development, financial management, interview skills).
 - 5.2.3** Develop more effective strategies to provide students (BS, PharmD, PhD) with opportunities to excel in professional development and leadership.

- 5.3 Facilitate and foster a culture of collaborative learning and research among students.**
 - 5.3.1** Establish an ad hoc College of Pharmacy committee to investigate replacing grades with serial competency assessments and submit a report and recommendation to the faculty.
 - 5.3.2** Increase interaction across graduate programs within the College of Pharmacy by exploring opportunities for joint seminars across programs (e.g. writing a proposal, reviewing manuscripts).

- 5.4 Implement an innovative Doctor of Pharmacy curriculum.**
 - 5.4.1** Develop faculty abilities to implement teaching strategies which reinforce and enhance the learning of all students.
 - 5.4.2** Document and report at faculty meetings each end-of-semester the percentage of course sessions/topics that are taught using active learning strategies.
 - 5.4.3** We will have a 1-2 hour faculty development event to improve andragogy using one internal and one external speaker.
 - 5.4.4** Have a <15 minute report from each of the P1, P2, P3 class Course Oversight Committees (coordinator/directors) on the students' performance over the semester to identify areas in the new curriculum that need to be revised.

- 5.5 Develop future strategies for success of the graduate program in a rapidly changing educational and financial environment.**
 - 5.5.1** Examine data available and if necessary complete an assessment and recommendations for curricular changes in the Graduate Programs.
 - 5.5.2** Complete an assessment and recommendations for financial support of the graduate program.

- 5.6 Develop strategies to support the affordability of a pharmacy education in the College of Pharmacy.**
 - 5.6.1** Establish a task force to identify mechanisms and strategies to support the affordability of a pharmacy education.

STRATEGIC INITIATIVE #6

PHARMACY INTEGRATION

A unique opportunity awaits us. The University of Iowa College of Pharmacy is located within a comprehensive academic health center. The pharmacy network on campus has become strong and well integrated. Many of the pharmacy staff of the hospital are faculty in the College and the Chief Pharmacy Officer is an Associate Dean for clinical education.

It is our intention that the College of Pharmacy and the Department of Pharmaceutical Care will lead a strong, 'One Pharmacy' focus for The University of Iowa. This orientation will establish higher quality pharmacy services, better integrated scholarship, more efficient resource utilization within the greater University and stronger relationships with our friends and partners outside the University.

We work in an environment that has developed strong, positive collaborative relationships. Each health professional program is working to initiate and integrate interprofessional education into their curricula. This is consistent with the goal of the Doctor of Pharmacy program to significantly enhance our current interprofessional interactions within our educational environment. Thus, we will work to collaborate with our colleagues and become leaders in the integration interprofessional education on campus. This will naturally take us into the direction of building, with our campus colleagues, centers of excellence.

BECOME A NATIONAL MODEL FOR INTEGRATION OF A COLLEGE OF PHARMACY WITH A TEACHING HOSPITAL AND A PHARMACY PRESENCE ACROSS AN ACADEMIC HEALTH SCIENCES CAMPUS.

- Goals**
- 6.1** Create a shared vision, linkages and strategies between the College and the UIHC.
 - 6.2** Lead interprofessional education, practice and research.
 - 6.3** Create a shared vision, linkages, strategies and awareness within the UI Pharmacy Network.
 - 6.4** Facilitate and reward pharmacy collaboration in Interprofessional Education and practice across the academic health sciences campus.
 - 6.5** Establish and build on centers of excellence that will integrate with other groups on campus and beyond.

STRATEGIC INITIATIVE #6

BECOME A NATIONAL MODEL FOR INTEGRATION OF A COLLEGE OF PHARMACY WITH A TEACHING HOSPITAL AND A PHARMACY PRESENCE ACROSS AN ACADEMIC HEALTH SCIENCES CAMPUS.

Goals with Objectives

- 6.1 Create a shared vision, linkages and strategies between the College, the University of Iowa Hospital and Clinics Department of Pharmaceutical Care (UIHC) and the Veterans Administration Medical Center (VAMC) Department of Pharmacy.**
 - 6.1.1** Share and integrate strategic initiatives between the College of Pharmacy, UIHC and VAMC.
 - 6.1.2** Create a shared vision document for the College of Pharmacy/UIHC collaboration. Also create a shared vision document for the College of Pharmacy / VAMC collaboration.
 - 6.1.3** College of Pharmacy faculty, staff and students and UIHC and VAMC pharmacy staff will be educated on the relationship between the two units and their shared visions.
 - 6.1.4** Develop a College of Pharmacy and UIHC shared promotional document that emphasizes the value of pharmacy at University of Iowa.

- 6.2 Lead interprofessional education, practice and research.**
 - 6.2.1** Designate a UI College of Pharmacy leader for implementation of IPE in the new curriculum and serve as the primary UI College of Pharmacy representative on the campus IPE strategic planning committee.
 - 6.2.2** Establish at least one College of Pharmacy partnership with another Health Science College that will create a new course or required learning activities.
 - 6.2.3** Aggressively increase partnerships with other health sciences colleges on campus to promote the value of interprofessional and interdisciplinary education to the citizens of the State of Iowa.

- 6.3 Create a shared vision, linkages, strategies and awareness within the UI Pharmacy Network.**
 - 6.3.1** Create a document which defines the UI Pharmacy Network.
 - 6.3.2** Develop value propositions with our affiliates within the UI Pharmacy Network regarding the value of our relationships with them.
 - 6.3.3** Create a preceptor advisory committee to facilitate better preceptor relations and identify preceptor needs which the COP can fulfill.
 - 6.3.4** Incorporate UI Pharmacy Network opportunities within the new curriculum for students to have experiences to fulfill professional development.

- 6.4 Facilitate and reward pharmacy collaboration in Interprofessional Education and practice across the academic health sciences campus.**
 - 6.4.1** The College of Pharmacy will develop a policy statement regarding academic credit/value regarding teaching, service and research within the promotion process.

- 6.5 Establish and build on centers of excellence that will integrate with other groups on campus and beyond.**
 - 6.5.1** Complete a portfolio analysis of Centers and Service Divisions to determine which ones we will invest to build, maintain or divest to promote integration with other groups on campus and beyond.
 - 6.5.2** Complete an analysis of major and emerging research areas at the University of Iowa in order to align the research needs of the College strategically with initiatives on campus.
 - 6.5.3** Establish one or more interdisciplinary-centered grants and/or program project grants led by faculty at the College of Pharmacy.



College of
PHARMACY

REAL WORLD | REAL EXCELLENCE | REAL IMPACT

