

IDAHO STATE UNIVERSITY  
COLLEGE OF PHARMACY

**Mission**

The mission of the Idaho State University College of Pharmacy is the preparation of pharmacy practitioners and pharmaceutical sciences scholars of tomorrow. This mission is unique within Idaho and focuses on educating those who improve health care through advancing pharmaceutical care and the discovery of knowledge. Graduates will possess the knowledge and skills to succeed throughout their careers and hold true the values of professionalism, ethics, critical thinking and life-long learning.

To fulfill its mission, the ISU College of Pharmacy aspires to:

1. prepare a highly skilled, ethical and compassionate agent of change who delivers effective pharmaceutical care;
2. provide a graduate program in which students acquire advanced knowledge and research skills in the pharmaceutical sciences to prepare graduates to assume positions as educators and scientists in academic, industry, and/or government settings;
3. establish and maintain postdoctoral residencies and fellowships that prepare graduates for advanced practice in general and specialized settings and to conduct clinical research;
4. discover and disseminate new knowledge that advances patient care, the pharmacist's role in providing care, the discovery and understanding of medicines in improving care and the scholarship of teaching;
5. foster and advance innovation in the practice of pharmacy that optimizes pharmaceutical care, patient safety and cost-effective drug therapy;
6. be the pharmacotherapy experts for Idaho providing the required services and education to meet the state's demands; and
7. meet the education and information needs of Idaho's practicing pharmacists.

Education, scholarship and service are provided in an environment characterized by sensitivity to the importance of diversity, through the utilization of traditional and innovative delivery methods, and tailored to meet the needs of the citizens of Idaho and beyond.

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**Values**

In pursuit of our vision and fulfillment of our mission, we will be guided by these values:

*Collaboration:* Creating mutually beneficial collaborations with individuals, institutions, and corporations.

*Diversity:* Maintain an awareness of the importance of diversity among the students, faculty, staff and practitioners.

*Excellence:* Defining, promoting, recognizing, and rewarding genuine excellence in education, service (including clinical service), and research.

*Fiscal Responsibility:* Developing and distributing resources as appropriate and exhibiting sound management of financial resources.

*Humanitarian Concern:* Promoting a respect for human life and the dignity of each individual and encouraging humanitarian concern for elimination of human suffering.

*Improvement and Innovation:* Continuously assess performance in order to achieve the goal of advancing education, service and research. Seek and develop new technologies to improve educational delivery.

*Integrity:* Pursuing the vision and mission in observance of high standards of professional and ethical behavior.

*Leadership:* Leading the way and working tirelessly with leaders outside the College to improve the quality of education, research, patient care, and public service.

*Professionalism:* Fostering professional development and mentoring for administrators, faculty, staff, and students while continuing interaction with alumni and all other stake holders in accord with the high standards of discretion and behavior rightfully expected of our profession. A member of the profession exhibits knowledge and skills, commitment to self-improvement, a service orientation, pride in the profession, a covenantal relationship with the patient, creativity and innovation, conscience and trustworthiness, accountability for his/her work, ethically sound decision-making, and leadership.

*Scholarship:* Contributing new knowledge to pharmacy, healthcare, science, and education.

*Student-Centered Learning and Support:* Providing a student-centered educational environment that promotes life-long learning, innovation, leadership, and communication skills.

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**Vision**

The Idaho State University College of Pharmacy will earn and command respect nationally as an innovator and leader in pharmacy education. Our prime commitment will be to our professional students, graduate students, residents, and fellows to whom we will provide the highest quality and most relevant education and training possible. We will have a nationally recognized graduate program that produces highly competent graduates for positions in academia, industry, and government. The College will aspire to conduct high quality, investigator-initiated, peer-evaluated, clinical, biomedical, social, and administrative research. We will see ourselves and lead others to see us as pacesetters in pharmacy education, and we will continuously seek to improve upon our educational goals and outcomes. We will serve as a vital resource to research scientists and health care practitioners in Idaho and throughout the Northwest.

We will contribute to enhanced clinical, economic, and humanistic outcomes through delivery of highest quality pharmaceutical care in urban and rural settings. Our patient care programs will be cutting edge, and like our other service initiatives, will be valued by citizens of Idaho and beyond.

Our work will be performed in an environment characterized by civility, mentoring, nurturing, and professionalism. The College's teaching, service, and research programs will make important contributions to the Idaho economy.

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**Goals and Objectives**

**GOAL 1**

Provide a dynamic and innovative curriculum in the didactic and experiential components in order to educate and train Doctor of Pharmacy graduates who possess advanced drug knowledge, required skills, and professional attitudes that enable them as generalist practitioners to ensure and promote pharmaceutical care in all practice settings. This will be accomplished in an environment that recognizes the importance of diversity that is consistent with University policies.

**Objective 1.1**

Continue the development of the dynamic professional curriculum introduced in 2002.

**Strategy 1.1.1**

Fully implement, continuously evaluate and revise the integrated curriculum.

**Strategy 1.1.2**

Continue to explore and enhance use of strategies that promote active learning, life-long learning, and develop critical-thinking and problem-solving skills through the use of innovative teaching strategies.

**Strategy 1.1.3**

Continue to enhance acquisition and application of communication skills.

**Strategy 1.1.4**

Develop approaches to help students integrate basic science and pharmaceutical care concepts that underlay application of pharmacotherapy principles.

**Strategy 1.1.5**

Continue student management teams to assist in the evaluation process.

**Strategy 1.1.6**

Increase elements of cultural sensitivity in the curriculum.

**Strategy 1.1.7**

Increase the availability of elective didactic courses taught by pharmacy faculty.

**Strategy 1.1.8**

Monitor the curriculum content to assure current content and relevance to practice.

**Objective 1.2**

Help meet the pharmacist shortage.

**Strategy 1.1.1.**

Expand the professional program to admit 70 students per year.

**Strategy 1.1.2**

Seek additional funding.

**Strategy 1.1.3**

Increase practice sites including adding new pharmacy practice faculty.

**Strategy 1.1.4**

Provide sufficient classroom facilities.

**Strategy 1.4.5**

Ensure adequate distance-learning facilities are available.

**Strategy 1.1.6**

Insure informational resources are available for Boise faculty, students and staff including expanded electronic library information.

**Objective 1.3**

Continue to hire and retain the best-qualified faculty to teach the undergraduate and graduate curriculums.

**Strategy 1.3.1**

Investigate the development of research focus areas for the Pharmaceutical Sciences and Pharmacy Administration and Behavioral Sciences graduate areas.

**Strategy 1.3.2**

Add additional faculty members over the next five years to fully achieve the College's goals and objectives.

**Objective 1.4**

Continue to review and define early and advanced practice experiences.

**Strategy 1.4.1**

Increase the number and variety of available early and advanced practice sites in Idaho, specifically Twin Falls, Idaho Falls and Coeur d'Alene.

**Strategy 1.4.2**

Add one additional staff member to provide support for management, coordination and quality assurance of practice experiences.

**Strategy 1.4.3**

Institute a review team for practice experience sites.

**Objective 1.5**

Increase the number of community-based pharmaceutical care practice sites.

**Strategy 1.5.1**

Develop one community-based pharmaceutical care practice experience at each of our practice sites.

**Objective 1.6**

Increase use of innovative techniques by faculty to enhance student learning in their courses.

**Strategy 1.6.1**

Continue to provide incentives for faculty to develop innovative techniques to enhance learning in their courses.

**Strategy 1.6.2**

Continue the Curricular Affairs Committee's efforts to promote development in this area.

**Objective 1.7**

Identify mechanisms and implement a process to inculcate professionalism in professional students.

**Strategy 1.7.1**

Continue to schedule the P1 Orientation and White Coat Ceremony.

**Strategy 1.7.2**

Continue active support of student participation in the Professional Pharmacy Student Alliance.

**Strategy 1.7.3**

Identify methods to maintain active levels of student involvement in diverse geographical areas.

**Objective 1.8**

Strive for diversity in the professional student population

**Strategy 1.8.1**

Consider diversity when selecting incoming students for admission into the professional program.

**Strategy 1.8.2**

Work with the appropriate University offices in recruitment and retention of minority students.

**GOAL 2**

Continue to plan and implement an assessment program that includes faculty, practitioner and student input.

**Objective 2.1**

Continue to produce a yearly assessment report summarizing academic and programmatic effectiveness of the traditional and nontraditional pathways of the Doctor of Pharmacy program.

**Strategy 2.1.1**

Continue to evaluate data from formative and summative measures by the Curricular Affairs Committee, Administrative Council and faculty for purposes of programmatic improvement.

**Strategy 2.1.2**

Continue to expand and refine the approach to comprehensive assessment of learning outcomes that includes formative and summative indicators of achievement.

**Objective 2.2**

Continue to review and revise as appropriate program objectives and end-point competencies for the: (1) Doctor of Pharmacy, (2) post-graduate, (3) graduate and (4) dual-degree programs by the Assessment Committee.

**Objective 2.3**

Assure the nontraditional pathway adequately addresses the professional competencies set forth for the Doctor of Pharmacy program.

**Strategy 2.3.1**

Assure the same assessment instruments are used for both the traditional and nontraditional Doctor of Pharmacy programs.

**Objective 2.4**

Continue monitoring the relevancy and structure of the professional curriculum including courses taught by academic units outside the College of Pharmacy.

**Strategy 2.4.1**

The Curricular Affairs Committee will continue to review and monitor the curriculum.

**GOAL 3**

Continue student affairs program activities involving faculty and staff to enhance recruitment, admissions, advising, progressions and awarding of scholarships.

**Objective 3.1**

Continue to maintain an academic and demographic student database for College use.

**Objective 3.2**

Continue to recruit students who are prepared for a professional doctorate program in terms of academic qualifications, communication skills, study and learning skills, and motivation for a pharmacy-related career.

**Strategy 3.2.1**

Particular attention will be given to increasing the pool of applicants who are residents of Idaho.

**Strategy 3.2.2**

Maintain the current level of recruiting activities throughout the State, marketing the profession to prospective students (undergraduate and high school) and to prepharmacy advisors.

**Strategy 3.2.3**

Encourage alumni participation to support recruitment throughout the State.

**GOAL 4**

Strengthen the graduate programs.

**Objective 4.1**

Address the recommendations made in the 2004 review of the graduate programs.

**Strategy 4.1.1**

Develop several focus areas of excellence for the graduate program in Pharmaceutical Sciences.

**Strategy 4.1.2**

Recruit a magnet researcher in one of the focus areas of excellence in Pharmaceutical Sciences.

**Strategy 4.1.3**

Revive the graduate program in Pharmacy Administration and Behavioral Sciences.

**Strategy 4.1.4**

Develop a focus area for the program in Pharmacy Administration and Behavioral Sciences.

**Strategy 4.1.5**

Hire a qualified vice-chair to oversee the development of the graduate program in Pharmacy Administration and Behavioral Sciences.

**Objective 4.2**

Increase recruitment efforts to attract highly qualified graduate students from a national pool.

**Strategy 4.2.1**

Continue to encourage ISU College of Pharmacy professional students and other highly qualified ISU students to enroll in Pharmacy graduate programs by early introduction of graduate programs and career opportunities, produce an annual program for undergraduates focusing on graduate education or research careers, encourage professional student attendance at and participation in selected graduate student seminars, and encourage professional students and other ISU undergraduate students to compete for student research awards.

**Strategy 4.2.2**

Capitalize on opportunities to recruit for the graduate programs at other colleges and universities in Idaho through visits and career fairs.

**Strategy 4.2.3**

Bring potential graduate student candidates to ISU for summer research opportunities or visits.

**Strategy 4.2.2**

Revise print-based and web-based recruiting materials.

**Objective 4.3**

Increase the number of graduate assistantships and supplement existing graduate assistantships to regionally competitive levels.

**Strategy 4.3.1**

Explore the feasibility of offering college-based fellowships or research assistantships to highly qualified candidates, the funding of which would be shared by the College, Department and faculty member.

**Objective 4.4**

Provide scholarships for research presentations by Pharm.D. or graduate students at scientific meetings. Recipients will be selected by the Graduate Education and Faculty Research Affairs Committee (GEFRAC) from proposals submitted by the students.

**Strategy 4.4.1**

Increase the number of travel support scholarships in the amount of \$500 each from the current six to ten.

**Objective 4.5**

Effectiveness of the graduate program will be evaluated by each focus area using a set of quality indicators selected by the graduate faculty.

**Objective 4.6**

Provide competitive summer research support for Pharmacy professional and undergraduate students.

**GOAL 5**

Enhance the College's culture towards faculty scholarship.

**Objective 5.1**

Provide resources for faculty scholarship through faculty development and equipment.

**Strategy 5.1.1**

Strengthen the faculty seminar series and encourage campus-wide participation.

**Strategy 5.1.2**

Continue to increase common-use instrumentation based on needs identified by the College and individual departments.

**Strategy 5.1.3**

Continue the Visiting Scientist Program and Wallace Lectureship Program.

**Strategy 5.1.3**

Assure that mentoring is provided for all new faculty members and for others when needed.

**Objective 5.2**

Address the recommendations made in the 2004 review of the graduate programs.

**Strategy 5.2.1**

Establish an integrated, multi-disciplinary research center within the College of Pharmacy.

**Strategies 5.2.2 – 5.2.6**

See Strategies 4.1.1 – 4.1.5.

**Objective 5.3**

Increase grant and contract funding by ten to twenty percent each year.

**Strategy 5.3.1**

Encourage and support investigators to discuss research opportunities with NIH program officers.

**Strategy 5.3.2**

Use seed grants to support generation of preliminary data for new grant submission and resubmission of reviewed grants.

**Objective 5.3**

Pursue synergistic collaborative research within the College, University-wide, regionally and nationally.

**Strategy 5.3.1**

Continue discussions with other ISU faculty members regarding collaborative research.

**Strategy 5.3.2**

Expand interactive grant-writing programs with other ISU faculty members.

**Strategy 5.3.3**

Expand access to information resources for faculty at all Pharmacy campus sites.

**Strategy 5.3.4**

Establish interdisciplinary research programs at the College that further the research mission.

**Strategy 5.3.5**

Support acquisition of shared equipment resources for University-wide research facilities.

**Strategy 5.3.6**

Hire faculty with potential to conduct high quality scholarship consistent with the mission and research focus areas.

**Strategy 5.3.7**

Provide for twelve-month contracts to allow additional time for scholarship and graduate student teaching when requested by faculty on nine-month contracts.

**Strategy 5.3.8**

Foster state, regional, national and international research collaborations by providing support to develop collaborations, host visits of respected researchers as appropriate in a visiting scholars program and support mini-sabbaticals for short periods of time at collaborator's institutions.

**GOAL 6**

Seek additional resources to enhance the education and scholarship components of the mission.

**Objective 6.1**

Increase student fees to reflect the true cost of the professional education and bring them in line with regional colleges of pharmacy.

**Strategy 6.1.1**

Present a plan to the ISU administration to increase the professional program fees.

**Objective 6.2**

Increase total annual giving through external gifts and donations by 50% from alumni and friends of the College of Pharmacy.

**Strategy 6.2.1**

Provide development awareness for administration, faculty and staff.

**Strategy 6.2.2**

Continue publishing and distributing College newsletters and annual report to selected supporters of the College.

**Strategy 6.2.3**

Continue alumni events at state association meetings, alumni dinners in select locations and increase class reunion activity.

**Strategy 6.2.4**

Continue to inform alumni and friends of the College of planned giving opportunities.

**Strategy 6.2.5**

Continue the Executive in Residence Program.

**Objective 6.3**

Update the fund-raising plan for the College of Pharmacy to increase major gifts, and corporate and foundation giving.

**Strategy 6.3.1**

Identify and publicize target fund-raising objectives for equipment, technology, endowed professorships, scholarships, capital projects, learning resources and faculty development.

**Strategy 6.3.2**

Secure a line-item federal appropriation grant.

**Strategy 6.3.3**

Endow one faculty chair.

**GOAL 7**

Continue to improve faculty development.

**Objective 7.1**

Foster and develop leadership development.

**Objective 7.2**

Continue faculty pedagogical and scholarship development.

**Strategy 7.2.1**

Encourage faculty members to utilize available resources to enhance teaching effectiveness such as the Instructional Technical Resource Center, Faculty Boot Camp, etc.

**Strategy 7.2.2**

Support faculty who seek to introduce innovations including electronic enhancements in their course work.

**Strategy 7.2.3**

Send a faculty team, as appropriate, to the AACP Institute every-other year.

**Strategy 7.2.4**

Provide financial support for faculty, as appropriate, to attend the Annual AACP Meeting.

**Strategy 7.2.5**

Continue to focus on curricular and pedagogical issues at the annual faculty retreat.

**Objective 7.3**

Ensure that all junior faculty members are effectively mentored in accordance with existing policy.

**Objective 7.4**

Provide support for faculty scholarship development.

**Objective 7.5**

Continue an annual retreat and other activities as necessary for the Administrative Council to develop the leadership team as a cohesive unit with a shared vision.

**Objective 7.6**

Provide support for selected faculty members for sabbatical leaves.

**GOAL 8**

Enhance communication among faculty and students.

**Objective 8.1**

Continue to distribute bulletins, memos and e-mail; and schedule meetings to keep faculty abreast of needs and developments.

**Objective 8.2**

Continue annual faculty retreats and include planned activities designed to inform and enhance social and professional communications.

**Objective 8.3**

Continue the new student orientation for entering P1 students.

**Objective 8.4**

Schedule "town hall meetings" as requested or needed for College administration to communicate openly with professional and graduate students.

**Objective 8.5**

Continue to improve communication with faculty and students at practice sites outside of Pocatello using electronic and traditional means.

**Objective 8.6**

Continue annual preceptor conferences.

**GOAL 9**

Continue to develop and expand continuing education and post-graduate training opportunities to meet the needs of pharmacy practitioners.

**Objective 9.1**

Continue to develop residency opportunities.

**Strategy 9.1.1**

Collaborate with health care organizations and community pharmacists to develop community-based pharmaceutical care residencies.

**Strategy 9.1.2**

Collaborate with health care institutions and providers to develop general and specialized pharmacy practice residencies and fellowships.

**Objective 9.2**

Increase the number of post-Pharm.D. fellowships.

**Strategy 9.2.1**

Examine the value of providing training in research design and biostatistics for post-graduate trainees.

**Strategy 9.2.2**

Encourage residents/fellows to present and publish research projects.

**Objective 9.3**

Continue to offer an exemplary nontraditional Doctor of Pharmacy program.

**Strategy 9.3.1**

Implement an integrated nontraditional Pharm.D. curriculum.

**Objective 9.4**

Continue to provide high quality, live continuing education programs consistent with identified needs and interests at various locations across the State.

**Strategy 9.4.1**

Design and implement modular certificate programs.

## **GOAL 10**

Continue to enhance the relationship between the College and pharmacy practitioners within the State of Idaho and provide leadership in preparing the profession to meet future challenges and opportunities.

### **Objective 10.1**

Remain abreast of changes in the practice of pharmacy nationally and act as a resource to Idaho's pharmacists, health care institutions and governmental agencies concerning these trends.

#### **Strategy 10.1.1**

Develop models to allow pharmacists to achieve appropriate compensation for professional services.

#### **Strategy 10.1.2**

Continue to assure presence of College administration at Idaho Board of Pharmacy meetings, as well as state and local association meetings whenever possible.

#### **Strategy 10.1.3**

Continue to provide leadership within the Idaho Pharmacy Leadership Council to identify needs of state practitioners, which the College can assist in meeting.

#### **Strategy 10.1.4**

Encourage and support proliferation of collaborative drug therapy management models of practice within the State of Idaho by providing role models for collaborative drug therapy in faculty-directed practice sites.

### **Objective 10.2**

Continue to encourage faculty membership and leadership within the Idaho State Pharmacy Association (ISPA), the Idaho Society of Health-System Pharmacists (ISHP), and local pharmacy organizations.

#### **Strategy 10.2.1**

Recognize these activities as desirable goals on faculty performance and promotion/tenure assessments.

### **Objective 10.3**

Conduct research and education in pharmaceutical care delivery in ambulatory pharmacy settings.

## **GOAL 11**

Provide patient care, professional and public service to the people of Idaho.

### **Objective 11.1**

Collaborate with other health professionals to provide highest quality pharmaceutical care services in institutional and community settings to protect the health of Idaho citizens and provide teaching sites for Doctor of Pharmacy students.

### **Objective 11.2**

Evaluate the impact of pharmaceutical care models of practice on patient outcomes.

### **Objective 11.3**

Continue to provide staff support and consultation to the Idaho Drug Utilization Review board to ensure safe and cost-effective use of medication by Medicaid recipients.

**Objective 11.4**

Provide adequate staff to allow the Idaho Drug Information Service to disseminate drug information to health professionals and citizens of Idaho.

**Objective 11.5**

Encourage and recognize faculty leadership and contributions to local, state and national professional organizations, corporations and government agencies.