



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™
School of Pharmacy



Department of Biomedical Sciences
Strategic Plan
Academic Years 2015-16 Through 2017-18

Mission Statement of the School of Pharmacy

Our mission is to enhance the lives of the diverse people of Texas and beyond, through excellence and innovation in educating health-care practitioners, researchers, and educators, providing pharmaceutical care and service, and advancing knowledge through scholarship and research.

Mission Statement of the Department of Biomedical Sciences

The mission of the department of Biomedical Sciences is to create and disseminate knowledge through integrated biomedical research and education. We are committed to innovative education to produce outstanding pharmacists and scientists.

Vision Statement of the School of Pharmacy

The vision of the TTUHSC School of Pharmacy is to become internationally recognized for expanding the pharmacist's role as a leader in healthcare by developing models of excellence in patient-centered care and collaborative drug therapy, management through an innovative educational curriculum, while advancing healthcare and science through cutting-edge research.

Vision Statement of the Department of Biomedical Sciences

The vision of the department of Biomedical Sciences is to achieve and sustain excellence in biomedical education and research.

Goal 1 Provide high quality education and training in the biomedical sciences to pharmacy students, graduate students, and postdoctoral fellows

Objective 1.1 Develop high quality teaching strategies that enhance educational outcomes for graduate and pharmacy students.

Measure 1.1.1 Percentage of teaching teams completing a post course review
Target: 100 percent

Measure 1.1.2 Majority of P3 PharmD students achieving average or above average on the Biomedical Sciences portion of the PCOA annual assessment
Target: >51 percentile

Measure 1.1.3 Percentage of PharmD/PhD demonstrating minimal competency of biomedical course content.(>70 percent PharmD / >80 percent PhD)
Target: 95 percent

Potential Implementation Strategies:

- *Provide a seminar(s) on the role of biomedical sciences in professional education*
- *Formal exchanges of teaching methodologies and best practices at department meetings*
- *Solicit feedback from students using surveys, focus groups, etc.*
- *Establish Departmental guidelines for post-doc training.*

Objective 1.2 Develop mentoring strategies that are appropriate to a postdoctoral trainee

Measure 1.2.1 Provide opportunities to acquire teaching skills in preparation of an academic career
Target: 30 percent participation in regular seminar series and teaching opportunities

Measure 1.2.2 Provide training requisite to acquire funding and recognition as an independent investigator
Target: Majority of departed trainees acquire independent positions within 5 years

Objective 1.3 Develop teaching strategies that are appropriate to the evolving classroom technology

Measure 1.3.1 Student performance is comparable between face-to-face and distance learning campuses
Target: Less than one standard deviation variance among in-person and distance campuses

Measure 1.3.2 Faculty adopt new teaching technologies to enhance student outcomes
Target: Favorable review of technology used by student survey (>75% agree/strongly agree effective use)

Measure 1.3.3 Formal exchanges of best practices at department meetings
Target: Quarterly discussion at department meetings to determine effectiveness of teaching approaches

Potential Implementation Strategies:

- Provide a seminar(s) on the role of TTUHSC technology in the professional classroom
- Solicit feedback from student using surveys, focus groups, etc.
- Implement strategies successfully used by other colleges and schools
- Department supports travel of faculty to distant campuses for delivery of lectures and face-to-face interaction with students at distant site

Objective 1.4 Promote an educational environment that encourages critical and independent thinking

Measure 1.4.1 PhD graduates with 1 first-authored peer-reviewed paper at thesis defense/at graduation

Target: 90 percent

Measure 1.4.2 All PharmD students participate in case study courses, involving team based learning and encouragement of critical thinking and literature review

Target: 85 percent pass rate in case studies I

Potential Implementation Strategies:

- Develop and promote journal clubs for graduate students
- Develop active learning exercises in the classroom
- Promote PharmD student participation in research interest groups – provide professional education points

Goal 2 Achieve and sustain excellence in Biomedical Sciences research

Objective 2.1 Increase quality and improve impact of research papers published in peer-reviewed journals

Measure 2.1.1 Percentage increase in peer-reviewed papers published by the department per year

Target: Two papers average per year per research faculty

Measure 2.1.2 Average impact factor of all peer-reviewed papers per year

Target: Remain consistent with average impact factor from previous years

Potential Implementation Strategies:

- Use departmental internal seminar series to critique and improve research
- Make use of Sciences Office for editing manuscripts

Objective 2.2 Increase extramural funding of research to facilitate scientific endeavors of faculty

Measure 2.2.1 Number of submitted major grant applications

Target: 1 grant application per research faculty per year

Measure 2.2.2 Collaborative extramural grants per research faculty

Target: 1 extramural grant per department

Potential Implementation Strategies:

- *Department supports “mock” review for major grant applications intended for external funding agencies (See Departmental guideline)*
- *New initiative fund allocation to encourage collaborative projects among department faculty (See Departmental guideline)*

Objective 2.3 Maintain adequate research infrastructure

Measure 2.3.1 Maintain capital equipment acquired by the department

Target: New acquisitions when necessary with full maintenance of current resources

Potential Implementation Strategies:

- *Use salary savings by end of each fiscal year (year-marked)*
- *Use indirect cost recovery (department share)*
- *Write equipment grants*

Objective 2.4 Increase collaboration with outside institutions

Measure 2.4.1 Produce significant number of (outside) collaborative peer reviewed publications

Target: 1 per research faculty per year

Measure 2.4.2 Submit a number of (outside) collaborative grant applications

Target: 1 per research faculty per year

Potential Implementation Strategies:

- *Invite distinguished outside seminar speakers (monthly) to interact with faculty*
- *Support faculty travel to collaborating sites*

Objective 2.5 Recruit highly qualified scientists to complement departmental faculty’s expertise

Measure 2.5.1 Average time to fill a vacant position

Target: 6 to 8 months to identify and negotiate

Measure 2.5.2 Number of new faculty recruited with needed expertise

Target: 2-3 in the next 3 years

Potential Implementation Strategies:

- *With department and school mission in mind, Department Chair and search committee(s) collaborate to make hiring recommendation to Dean*

Objective 2.6 Retain and reward highly productive faculty

Measure 2.6.1 Number of Faculty with major/multiple grant awards

Target: Maintain funded research programs

Potential Implementation Strategies:

- *Maintain current salary saving return to PI (25%) and increase discretionary expense account to PI lab (25%).*
- *Recommend to Dean and higher administration for endowed chairs/Titled professorships*

Objective 2.7 Actively engaged in scientific and professional organizations

Measure 2.7.1 Faculty serve on grant review panels

Target: 50% faculty participating in at least one

Measure 2.7.2 Faculty serve as peer-reviewers for publications

Target: 50% faculty participating in at least one (including ad hoc reviews)

Measure 2.7.3 Encourage faculty to engage in professional organizations

Target: 90% faculty participating in one

Goal 3 Provide services to SOP and TTUHSC through active participation on committees and to the profession through volunteer activities.

Objective 3.1 Promote mission and vision and governance of SOP and TTUHSC through faculty and staff participation of committees

Measure 3.1.1 Faculty serve on intramural committees

Target: 100% faculty participation

Objective 3.2 Participate in service outside of the institution for community and professional support

Measure 3.2.1 Faculty serve on non-SOP committees and/or volunteer organizations

Target: 100% faculty participation