

**SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE
SCHOOL OF PHARMACY
ASSESSMENT PLAN**

Southern Illinois University Edwardsville School of Pharmacy is committed to an assessment plan that embodies a continuous quality improvement (CQI) perspective and a seamless process. The plan utilizes indicators to assess the following goals and objectives.

The goals of the SIUE School of Pharmacy (based on Strategic Plan 2013-2018) are to:

1. Advance innovative education, service, and scholarship programs.
 - a. Pursue national and global opportunities
 - b. Enhance inter-professional education and outreach mechanisms
 - c. Develop post-graduate training programs
 - d. Implement new online and/or technology based systems to enhance learning, scholarship, and service
 - e. Advance research initiatives
 - f. Explore and develop new curricular opportunities
2. Promote faculty and staff development and support.
 - a. Enhance faculty recognition
 - b. Increase internal and external opportunities for faculty
 - c. Enhance staff development and recognition
3. Foster prospective pharmacy students.
 - a. Enhance recruitment and outreach mechanisms
 - b. Evaluate and further develop means to assure academic success of incoming students
4. Expand and support professional growth of students and alumni.
 - a. Enhance leadership opportunities
 - b. Increase alumni engagement and support
5. Cultivate diversity and inclusiveness
 - a. Advance diversity and inclusiveness within programs
 - b. Build and strengthen partnerships with diverse and underserved communities, businesses, and civic organizations regionally and abroad
6. Identify, develop and sustain external relations and financial support.
 - a. Develop and enhance brand recognition and communication plans
 - b. Clarify and prioritize private funding needs
 - c. Cultivate sources of support

Accreditation Standards and Key Elements for the Professional Program in Pharmacy Leading to the Doctor of Pharmacy Degree (“Standards 2016”). Accreditation Council for Pharmacy Education. 2015

Assessment Implementation

ACPE Standard	Goal	Method(s) / Data Collected	Timeline	Responsibility	Analysis, Dissemination	Metrics
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1. Advance Innovative education, service, and scholarship programs						
6, 7, 24	Self-assess performance related to the ACPE standards and guidelines Standards that require documentation not included in the Assessment Plan: 5, 15, 20, 21, 22, 23	Review of standards and guidelines Student achievement of competencies Readiness to enter APPEs	Biennially	Dean Academic Affairs Professional & Student Affairs Director of Development Business Director	Dean Faculty	Meet standards.

1. Advance Innovative education, service, and scholarship programs						
1, 2, 24		NAPLEX	Yearly	Dean Assessment Committee	Faculty	National Association of Boards of Pharmacy determines pass score – Meet expectations: above the national pass rate; Exceed expectations: 2.5% above the national pass rate
1		MPJE	Yearly	Dean Assessment Committee	Faculty	Nationally determined pass score – Meet expectations: above the national pass rate; Exceed expectations: 2.5% above the national pass rate
1, 2, 12, 24		Pharmacy Curriculum Outcomes Assessment	P3 year (spring)	Students Course Faculty	Individual Students Mentors Curriculum Committee Academic Affairs	Meet expectation: complete and perform above the 50% percentile for each topic.
1, 2, 3, 4, 17, 24		Student data;; # of students with D's, F's, and no credits, # of students on academic probation, # of students dismissed;	Annually (end of summer)	Professional & Student Affairs	Professional & Student Affairs Faculty Academic Standards and Progression Committee	Fewer than 10% of students receiving a failing grade in any one course. Fewer than 10% of students on academic probation.
10, 24		Individual course evaluations	Every semester	Academic Affairs	Faculty Dept Chairs	Trend toward improvement.
10, 19, 24		Teaching & Learning and Assessment Methodologies Used	Biennially	Course faculty Assessment	Faculty Assessment Committee	Varied and innovative strategies documented and assessed.

				Committee	Curriculum Committee	
1, 2, 24		Course exams and assignments	Continuous	Course faculty	Individual Students Course Faculty	Individual instructor determined
10, 24		Aggregate course evaluation data	Every semester	Academic Affairs	Assessment Committee Faculty	Trend toward improvement.
10, 18, 25		Course Review	Ongoing (every 4 years)	Curriculum Committee	Faculty	Each course is reviewed every 4 years by the Curriculum Committee; A task force for curriculum review should be convened minimally within 10 years after implementation of a previous curriculum revision.
4		Reflective portfolio	End of IPPEs & APPEs	Office of Experiential Education	Experiential Education Committee	Varies
10		Curriculum mapping	Ongoing	Academic Affairs	Faculty Curriculum Committee	Each core competency addressed in curriculum
1, 2, 3, 10, 12		Content mapping	Ongoing	Academic Affairs	Faculty Curriculum Committee	Each core content area addressed in curriculum
1, 10		NAPLEX blueprint mapping	Ongoing	Academic Affairs	Faculty Curriculum Committee	Each core content area addressed in curriculum
3		Senior Capstone project	P4 year	Students Mentors Capstone Coordinator	Individual Students Course Faculty Mentors	Meet expectation: C or B; Exceed expectation: A in Capstone Advanced Pharmacy Practice Experience
2, 3, 12		Performance Based Assessment - OSCEs	Fall P3 year	Assessment Committee	Students Faculty	Pass score varies each year and is determined by case development group (at least 6 individuals). Meet expectation: at least 90% student pass rate.
3, 4, 9		Standardized rubrics for communication, self-learning, professionalism, and critical thinking (dashboards)	Following each IPPE and APPE rotation	Office of Experiential Education	Assessment Committee Faculty	Meet expectation: C or B; Exceed expectation: A for individual and aggregate results throughout rotations.
10, 14, 24, 25		AACP curriculum quality surveys	Faculty – before accreditation cycle Preceptors – before accreditation	Academic Affairs	Assessment Committee Professional & Student Affairs Faculty	Meet expectations: similar results (within 10%) compared to benchmarking institutions; Exceeds expectations: more positive results (greater than 10% difference in positive direction) compared to benchmarking institutions.

			cycle Graduating Students – annually Alumni – before accreditation cycle			
10		Exit interviews & Post-graduation Plans	End of P4 year	Professional & Student Affairs	Faculty Dean	Varies
10		Town Hall Meetings & Special Interest Focus Groups	Each semester	Professional & Student Affairs	Students Faculty	Information gathering.
10, 13		Preceptor site visits and evaluations of preceptors	Evaluations following each rotation	Office of Experiential Education	Experiential Education Committee	Varies
10		Benchmarking data from AACCP related to school rankings	Annually	Outcomes Assessment Committee	Dean Faculty	Improve annually.
10		University program review	With Accreditation	Accreditation Self Study Committee University Director of Assessment	Faculty External Stakeholders	Program in good standing.
13	1.a. Pursue national and global opportunities	Number of students studying abroad	Annually	Global Committee	Faculty	Increase by 20% by 2018 (consistent with University goals)
10		International collaborations and Memorandums of Understanding	Ongoing	Global Committee Dean	Faculty External Stakeholders	Increase by 5% by 2018 (consistent with University goals)
3, 11	1.b. Enhance interprofessional education and outreach mechanisms	Document curricular and co-curricular community outreach	Annually	Director of Development Office of Professional & Student Affairs	Dean External Stakeholders	Completed and results in similar numbers on an annual basis.
3, 11, 25		Interprofessional education occurs in each year and assessment is tied to IPEC competencies	Annually	Interprofessional Education Subcommittee of Curriculum Curriculum Committee	Faculty	All IPEC competencies achieved by the time students graduate.

10	1.c. Develop post-graduate training programs	Needs assessment and exploration of funding for additional programs	Ongoing	Academic Affairs Faculty	Faculty	Identification of programs to begin and outline of plan by 2018.
10		Needs assessment and exploration of funding for additional residency affiliations	Ongoing	Director of Clinical Programs Faculty	Faculty	Identification of residency affiliations to begin by 2018.
10	1.d. Implement new online and/or technology based systems to enhance learning, scholarship, and service	Evaluation of educational technology including a review of existing technology and requests for the future	Ongoing	Educational Technology Committee	Faculty Dean	Report recommendations and goals for educational technology that is updated annually.
19	1.e. Advance research initiatives	Identify and create strategic partnerships; work with outside programs	Ongoing	Department Chairs Director of Clinical Programs	Dean Department Chairs Faculty	Completed and results in similar numbers on an annual basis.
19		Total number of research grant awards	Annually	Department Chairs	Faculty	Increase by 5% by 2018
19, 25		% of tenured/tenure track faculty submitting external grants	Annually	Department Chairs	Faculty	Increase by 5% by 2018
19		% of tenured/tenure track faculty on active awards	Annually	Department Chairs	Faculty	10% yearly
19		Total number of grant proposal submissions	Annually	Department Chairs	Faculty	Increase by 5% by 2018
10, 18	1.f. Explore and develop new curricular opportunities	Needs assessment and exploration of funding for additional programs (including dual degree programs)	Ongoing	Academic Affairs Faculty	Faculty	Identification of programs to begin and outline of plan by 2018.
10, 18, 25		Curriculum review	Ongoing	Curriculum Committee	Faculty	Each course is reviewed every 4 years by the Curriculum Committee; A task force for curriculum review should be convened minimally within 10 years after implementation of a previous curriculum revision.

2. Promote faculty and staff development and support						
19, 25	2.a. Enhance faculty recognition.	Recognitions	Ongoing	Faculty Development Committee Department Chairs Staff Council	Faculty Staff	Provide regular opportunities for awards to faculty in service, scholarship, and teaching. Offered annually, but not necessarily awarded every year (in order to maintain standards of the application/nomination process)

	2.c. Enhance staff development and recognition.					At least 1 staff should be recognized annually, but up to 4 awards may be given.
18, 19, 25		AACP Faculty Survey	Every 5 years	Academic Affairs	Faculty	Meet expectations: similar results (within 10%) compared to benchmarking institutions; Exceeds expectations: more positive results (greater than 10% positive difference) compared to benchmarking institutions.
19		Teaching evaluations Peer observations of teaching	End of semester	Department Chair	Individual Faculty Department Chair	Varies
19		Annual report	Annually	Department Chair Faculty	Individual Faculty Department Chair Dean (P&T Process)	Varies
19, 25		Department summaries	Annually	Faculty Department Chair	Faculty Department Chair Dean	Varies
8, 10, 18, 19		Needs analysis to ensure adequate faculty to offer curriculum & meet mission and goals	Biannually	Curriculum Committee Strategic Planning Committee Experiential Education Department Chairs	Faculty Department Chairs Dean	Faculty: Student ratio similar or better than our benchmarking institutions; Moving forward to meet goals of the current strategic plan; Experiential needs are met.
18		Employee retention rate	Annually	Department Chairs	Faculty	Maintain a student to faculty ratio of <10:1 and less than 5% attrition rate
9, 19		Faculty Development programming	Annually	Faculty Development Committee	Faculty	Needs assessment every other year and programming conducted based on needs.
8, 9, 19, 25		Faculty leadership	Annually	Dean Department Chairs	Faculty	Leadership development and succession planning in place and updated annually.
19, 25		2.b. Increase internal and external opportunities for faculty.	Faculty participation in internal opportunities such as seminars, Think Tank Thursday, and Office of Research and Projects programming	Ongoing	Faculty Development Committee Department Chairs	Department Chairs
26	Faculty attendance at scientific or professional association meetings		Annually	Department Chairs	Faculty	Average one or more meetings per year
	Total number of research grant awards		Annually	Department Chairs	Faculty	Increase by 5% by 2018
19	% of tenured/tenure track faculty submitting external grants		Annually	Department Chairs	Faculty	Increase by 5% by 2018

19		% of tenured/tenure track faculty on active awards	Annually	Department Chairs	Faculty	10% yearly
19		Total number of grant proposal submissions	Annually	Department Chairs	Faculty	Increase by 5% by 2018

3. Foster prospective pharmacy students						
16	3.a. Enhance recruitment and outreach mechanisms.	Conditional Entry Program	Yearly	Professional & Student Affairs	Faculty Admissions Committee	At least 75% of applicants matriculating into the pharmacy program. <5% attrition rate and fewer than 1% of CEP students placed on probation during the pharmacy program.
16		Completed Applications	Yearly	Professional & Student Affairs	Faculty Admissions Committee	Increased number of complete applications eligible for interview invitations by 10%
16		Rolling Admissions	Yearly	Professional & Student Affairs	Faculty Admissions Committee	Monitor implementation
16		Host events for prospective students	Yearly	Professional & Student Affairs	Faculty Admissions Committee	Number of events and students reached
16	3.b. Evaluate and further develop means to assure academic success of incoming students.	Summary of total pool and successful applicant demographics and academic statistics	Yearly	Professional & Student Affairs	Faculty Professional & Student Affairs Admissions Committee	No significant differences from previous years except in increasing diversity.
16, 25		Regression analysis of admissions data & 1 st year GPA	Yearly	Professional & Student Affairs	Faculty Professional & Student Affairs Admissions Committee	No significant differences from previous years.
17		Student retention: 4-year, 5-year and 6-year graduation rates	Annually (following the end of the summer term)	Professional & Student Affairs	Faculty Professional & Student Affairs Academic Standards and Progression Committee	<10% attrition rate and investigation of trends
17, 24		Student data: # of students on academic probation, # of students dismissed	Annually (following the end of the summer term)	Professional & Student Affairs	Professional & Student Affairs Faculty Academic Standards and Progression Committee	Fewer than 10% of students on academic probation.

17		Document student use of tutoring, career services, and career counseling	Yearly	Professional & Student Affairs	Faculty Professional & Student Affairs Academic Standards and Progression Committee	Maintain consistent use or increased use yearly.
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4. Expand and support professional growth of students and alumni

4, 9	4.a. Enhance leadership opportunities.	Identify and document students in leadership positions	Annually	Professional & Student Affairs	Faculty Students	Maintain
4		Identify and document student participation in student organizations	Annually	Professional & Student Affairs	Faculty Students	Maintain
4		Students self-assessment of leadership	Management courses	Management Course Coordinators	Faculty Students	All completed.
4, 14		Students self-assessment of career development	IPPEs	Experiential Education	Faculty Students	All completed.
	4.b. Increase alumni engagement and support.	Document continuing education programs offered – including number of alumni participating	Annually	Director of Continuing Education	Dean External Stakeholders	Completed. Increase participation yearly
		Document alumni as preceptors	Annually	Office of Experiential Education	Dean External Stakeholders Students	Completed. Increase cumulative number of alumni preceptors each year
		Document alumni licensed in IL	Annually	Office of Professional & Student Affairs Assessment Coordinator	Dean External Stakeholders	Completed.
		Alumni programs	Annually	Director of Development Dean	External Stakeholders	Increased participation yearly.
		Document alumni involvement in curricular and co-curricular student activities	Annually	Dean Student Organization Advisors	Faculty Students	Increased participation by alumni each year

5. Cultivate diversity and inclusiveness

3	5.a. Advance diversity and inclusiveness within programs.	Develop a school diversity and communications plan	By 2016	Dean Diversity Committee	Faculty Stakeholders	Communication plan developed and new metrics defined.
3	5.b. Build and strengthen	Document curricular and co-curricular	Annually	Director of	Dean	Completed and results in similar numbers on an

	partnerships with diverse and underserved communities, businesses, and civic organizations regionally and abroad.	community outreach		Development Office of Professional & Student Affairs	External Stakeholders	annual basis.
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6. Identify, develop and sustain external relations and financial support

25	6.a. Develop and enhance brand recognition and communication plans.	Actively utilize social media	Ongoing	Social Media Committee	Dean External Stakeholders	Followers, Likes, Comments and Posts increased annually
25		Press Releases	Ongoing	Dean Director of Development Department Chairs	Dean Faculty	At least 12 press releases a year
25		Website updates	Ongoing	Dean Department Chairs	Faculty	At least 3 updates a year
25	6.b. Clarify and prioritize private funding needs.	Case statements and donor opportunities menu	Ongoing	Director of Development Dean	Faculty External Stakeholders	Completed and reviewed annually
25	6.c. Cultivate sources of support.	Development updates and Annual report	Annually	Director of Development Dean	Faculty External Stakeholders	Increased yearly.
25		Increase scholarship funding	Annually	Director of Development Dean	Faculty External Stakeholders	Increased yearly.
25		Number of donors	Annually	Director of Development Dean	Faculty External Stakeholders	Increased yearly.