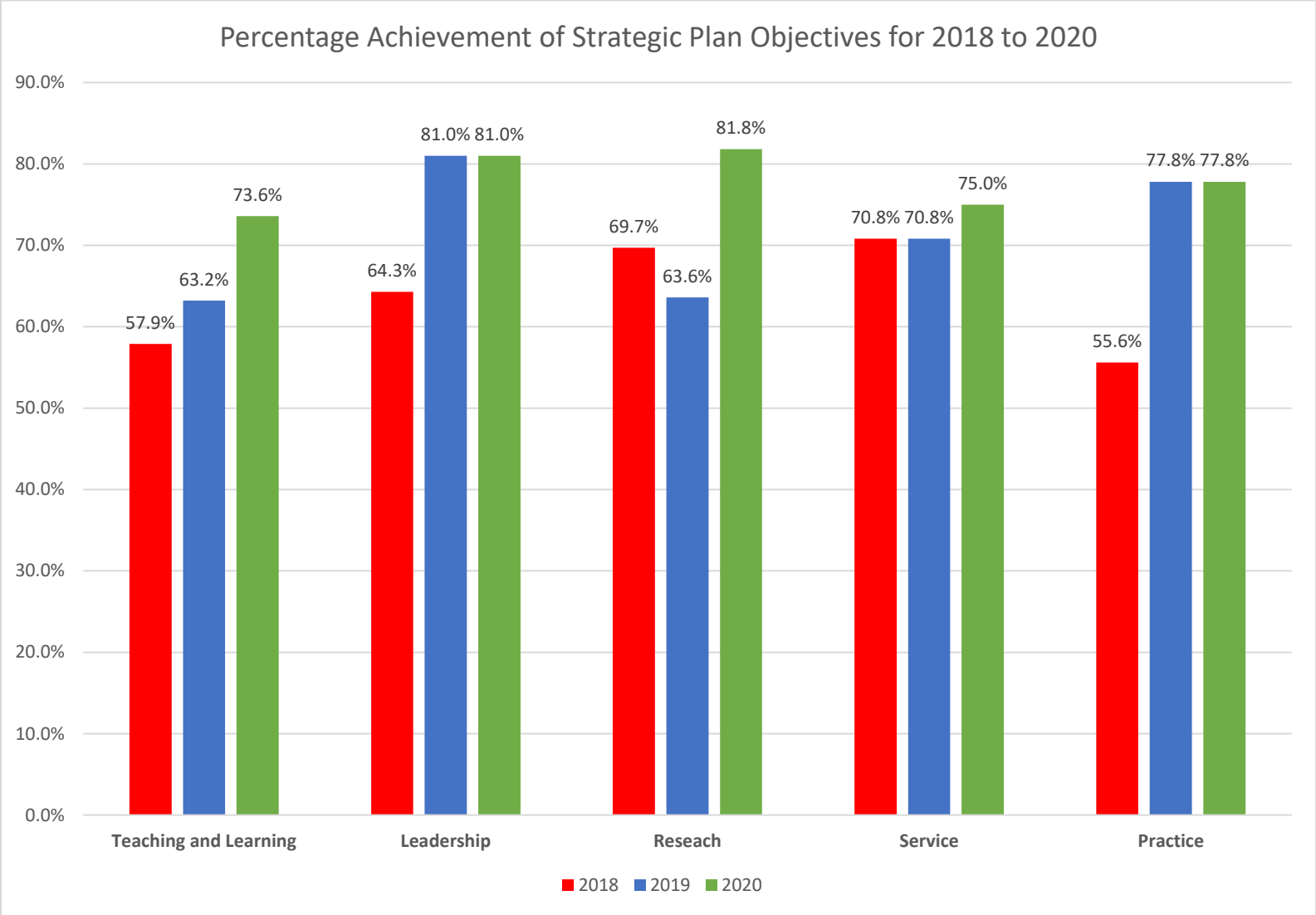


# Progress on Achievement of Strategic Plan Objectives for 2018 to 2020



	2018	2019	2020
<b>Teaching and Learning</b>			
<b>Goal 1: To be a national leader in the use of innovative approaches to learning</b>			
1. To have at least 70% of didactic courses deliver two lectures using active learning or innovative teaching modalities/formats each semester by 2020	In progress	In progress	Not met
2. To have at least 90% of course utilize case-based learned by 2020	In progress	In progress	Not met
3. Train faculty to conduct case-based teaching	In progress	Completed	Completed
4. Achieve 75% student satisfaction with IT and general classroom resources by 2019	In progress	In progress	Not met
<b>Goal 2: To produce pharmacists at the forefront of culturally competent care</b>			
1. Increase the number of experiential field activities that promote practice and demonstration of skills in cross-cultural care 10% annually	In progress	In progress	In progress
2. Increase our international rotation offerings by 20% by 2019	In progress	Completed	Completed
3. To develop a certificate program to train pharmacists in being able to deliver culturally-competent care by 2021 (audience-students)	In progress	In Progress	In progress
<b>Goal 3: To consistently rank among the top 25% of Colleges of Pharmacy in standardized tests</b>			
1. To exceed the national average in first time NAPLEX pass rate annually by 2018	Not met	Not met	Not met
2. To have aggregate performance above the 50th percentile on the PCOA by 2022	Not met	Not met	In Progress
3. To annually achieve performance above the national average on the MPJE for graduating students by 2018	Not met	Not met	Not met
<b>Goal 4: To excel in the assessment and scholarship of teaching and learning</b>			
1. 1.For peer evaluations 75% of faculty achieve a rating of Excellent or above by 2020	In progress	In Progress	Completed
2. To evaluate each course on the effectiveness of teaching the HU Outcomes (learned and intended outcomes) assigned to the course annually by 2018	Not met	Not met	Completed
3. For student evaluations 75% of faculty achieve a rating of Excellent or above by 2020 Designate a corresponding numerical number for excellent)	In progress	In progress	In progress
4. To have at least 50% of junior faculty apply for HU-Teach or other teaching related grants annually by 2019	Not applicable	Not applicable	Not applicable
5. To seek and obtain funding for a pharmacy related simulation/community/care center by 2022	In progress	In progress	In progress
6. At least 10% of all faculty attend teaching related (NON CETLA) annually by 2018	Completed	Completed	Completed

7. To have at least 50% of faculty complete a CETLA training workshop annually by 2018	Not met	Completed	Completed
8. To develop a curricular map by 2019 to ensure that all major areas in the NAPLEX blueprint are covered	In progress	Not met	Completed
9. To develop a curricular map by 2020 to ensure that all major areas on the PCOA are covered	In progress	In progress	Completed
10. To map test questions on all major exams to the relevant HU Outcomes using Exam Soft by 2019	In progress	Not met	Completed
• <b>Objectives not met (1 point for each)</b>	Not met: 6 (6 points)	Not met: 6 (6 points)	Not met: 5 (5 points)
• <b>Objectives in progress (2 points for each)</b>	In progress: 12 (24 points)	In progress: 9 (18 points)	In progress: 5 (10 points)
• <b>Objectives completed (3 points for each)</b>	Completed 1 (3 points)	Completed: 4 (12 points)	Completed 9: (27 points)
• <b>Points achieved and possible points</b>	33 points out 57 possible=57.9%	36 points out of 57 possible=63.2%	42 points out of 57 possible= 73.6%
<b><u>Percentage score for area</u></b>	<b>57.9%</b>	<b>63.2%</b>	<b>73.6%</b>
<b>Leadership</b>			
<b>Goal 1: Recognize current and budding alumni leaders in the local and national community</b>			
1. Have at least one program or event quarterly through which alumni can engage students by 2019	Completed	Completed	Completed
2. Establish at least one alumni champion for each class beginning with the Class of 1975 by 2019	In progress	Not met	Not met
3. Host a 10-year reunion for the appropriate NTDP graduating class starting with the Class of 2021	In progress	Completed	Completed
4. Establish a program to encourage and document dedicated giving from alumni leaders for specific causes by 2020	In progress	In progress	Completed
<b>Goal 2: Be a leader in local community-based initiatives</b>			
1. Have at least 75% of faculty participate in at least one community service project per academic year by 2018	Completed	Completed	Not met
2. Have at least 75% of staff participate in at least 1 community service project per academic year by 2018	Not met	Not met	Not met
3. Collaborate on interdisciplinary programs annually that serve a need within the community by 2020	In progress	Completed	Completed

4. Host a community service based inter-professional program in conjunction with other health science students annually by 2021	In progress	Completed	Completed
<b>Goal 3: To become a model College of Pharmacy with regards to providing faculty, staff, and students the opportunity to participate in leadership development opportunities</b>			
1. To have at least one faculty member enroll in the AACP Academic Leadership Fellows Program by 2020	In Progress	In Progress	Completed
2. Have at least one faculty member on the DC pharmacist association or another local pharmacy organization annually by 2018	Not met	Completed	Completed
3. Have each administrator attend CETLA Chairs and leaders training by 2019	In progress	Completed	Completed
4. Administrators attend training pertaining to their area of responsibility annually by 2018 (AACP, ASHP, APHA AAPS)	Not met	Completed	Completed
5. To attain national office election of at least 4 students in national professional organizations by 2022 after ensuring feasibility	In progress	In Progress	In Progress
6. Have all students participate in a leadership role within at least one on campus organization while in pharmacy school by 2018 (talked about revising)	In progress	In Progress	In Progress
• <b>Objectives not met (1 point for each)</b>	Not met: 3 (3 points)	Not met: 2 (2 points)	Not met: 3 (3 points)
• <b>Objectives in progress (2 points for each)</b>	In progress: 9 (18 points)	In progress: 4 (8 points)	In progress: 2 (4 points)
• <b>Objectives completed (3 points for each)</b>	Completed: 2 (6 points)	Completed: 8 (24 points)	Completed: 9 (27 points)
• <b>Points achieved and possible points</b>	27 out of 42 points=64.3%	34 points out of 42 possible= 81.0%	34 out of 42 point possible= 81.0%
<b>Percentage score for area</b>	<b>64.3%</b>	<b>81.0%</b>	<b>81.0%</b>
<b>Research</b>			
<b>Goal 1: To strengthen infrastructure and research support</b>			
1. To have a faculty release plan implemented by Fall 2018 but not later than 2019-2020	In progress	In progress	In progress
2. Negotiate to have a startup package available for all incoming faculty by 2020	In progress	In progress	In progress
3. To hire a grant writer by 2020-2021	In progress	Completed	Completed
4. Encourage all faculty to attend NIH trainings yearly and annually have 50% attend grant writing workshops by 2019	In progress	In progress	In progress
5. To have \$1 million in dedicated funds available specifically for a College of Pharmacy Core Research Lab	In progress	In progress	In progress
<b>Goal 2: To expand opportunities for research capable graduate and professional students</b>			
1. To support funding for the graduate education of 5 graduate students by 2018 to 2019	In progress	Not met	Completed

2. Establish partnerships and affiliations with at least two institutions within the DC metro area that are able to offer research opportunities for graduate students one by 2020 and the other by 2022	In progress	In progress	Completed
3. To develop a skills-based examination for every student to demonstrate APPE readiness in the area of literature evaluation by 2018	Completed	Completed	Completed
<b>Goal 3: To facilitate continued excellence and improvement in securing funding for research</b>			
1. To increase the annual grant funds acquired by 10% annually	In progress	Not met	Completed
2. To secure at least one industrial partnership that supports faculty research by 2022	In progress	In progress	In progress
3. To have at least 50% of junior faculty members apply for new investigator like awards annually by 2018-2019	In progress	In progress	Not met
• <b>Objectives not met (1 point for each)</b>	Not met: 0 (0 points)	Not met: 2 (2points)	Not met: 0 (0 points)
• <b>Objectives in progress (2 points for each)</b>	In progress: 10 (20 points)	In progress: 7 (14 points)	In progress: 6 (12 points)
• <b>Objectives completed (3 points for each)</b>	Completed 1 (3 points)	Completed: 2 (6 points)	Completed: 5 (15 points)
• <b>Points achieved and possible points</b>	23 points out of 33 possible=69.7%	22 points out of 33 possible=66.7%	27 points out of 33 possible=81.8%
<b><u>Percentage score for area</u></b>	<b>69.7%</b>	<b>66.7%</b>	<b>81.8%</b>
<b>Service</b>			
<b>Goal 1: To attain national recognition for excellence in service</b>			
1. Have at least two student organizations received national recognition for exemplary service efforts annually by 2018.	Not met	Completed	Completed
2. To host a joint service day annually for faculty and staff by 2019	In progress	Not met	Not met
3. To have at least one faculty member receive national or international recognition based upon nomination to present at a prestigious conference annually by 2018	Completed	Completed	Completed
4. To implement a reliable system to track and document faculty and staff participation in OSA related events such as new student interviews, open house, and graduate fairs as well as application for pursuit of regional or national office by 2018	Not met	Not met	Completed
<b>Goal 2: To become an exemplary College in local, national, and global continuing education</b>			
1. To achieve recognition of the college of pharmacy as provider of a CE program and workshop by 2021	Completed	Completed	Completed
2. To have 50% of faculty and administrators participate in CE workshops and seminars outside the college as invited speakers annually by 2019	In progress	Not met	Not met
3. Secure 3 CE sponsorships for external major associations by 2019	Completed	Completed	Completed
4. Create a webinar series/workshop/certificate for under resourced countries to assist in clinical capacity building by 2021	In progress	In progress	In progress
• <b>Objectives not met (1 point for each)</b>	Not met: 2 (2 points)	Not met: 3 (3 points)	Not met: 2 (2 points)

• Objectives in progress (2 points for each)	In progress: 3 (6 points)	In progress: 1 (2 points)	In progress: 2 (4 points)
• Objectives completed (3 points for each)	Completed: 3 (9 points)	Completed: 4 (12 points)	Completed: 4 (12 points)
• Points achieved and possible points	17 points out of 24 possible=70.8%	17 points out of 24 possible=70.8%	18 points of 24 possible=75.0%
<b>Percentage score for area</b>	<b>70.8%</b>	<b>70.8%</b>	<b>75.0%</b>
<b>Practice</b>			
<b>Goal 1: To develop and offer residency and fellowship programs</b>			
1. 50 percent of CAPS faculty implementing clinical services in HUH and providing learning experiences for pharmacy resident	Not met	Completed	Completed
2. Establish a Pharm.D./Ph.D. program by 2020	In progress	In progress	In progress
3. Establish an accredited PGY2 residency program by 2022	In progress	In progress	In progress
4. To produce at least eight underrepresented minorities annually that go on to a residency or fellowship program (industry, academia, ID) by 2018	Not met	Completed	Completed
<b>Goal 2: To support pharmacy practice experiences both locally and internationally</b>			
1. To explore the provision of room and board for students going on international rotations by 2021	In progress	In progress	In progress
2. To establish the first clinical track rotation program with esteemed partners by 2018	Not met	Completed	Completed
3. To increase the number of external clinical sites in Washington DC by at least 5% each year	In progress	In progress	In progress
<b>Goal 3: To serve as the Washington DC Metropolitan Area training center for the enhancement of pharmacy practice</b>			
1. To establish a certificate program in emergency preparedness and health policy and regulations by 2021	In progress	In progress	In progress
2. To establish a career center to help prospective graduates in identifying and applying for pharmacy careers by 2022	In progress	In progress	In progress
• Objectives not met (1 point for each)	Not met: 3 (3 points)	Not met: 0 (0 points)	Not met: 0 (0 points)
• Objectives in progress (2 points for each)	In progress: 6 (12 points)	In progress: 6 (12 points)	In progress: 6 (12 points)
• Objectives completed (3 points for each)	Completed: 0 (0 points)	Completed: 3 (9 points)	Completed: 3 (9 points)
• Points achieved and possible points	15 points out of 27 possible=55.6%	21 points out of 27 possible=77.8%	21 points out of 27 possible=77.8%
<b>Percentage score for area</b>	<b>55.6%</b>	<b>77.8%</b>	<b>77.8%</b>

**Note:** For each of the 5 Areas of the Strategic Plan, we have three yardsticks to measure the progress of the Objectives “Completed”, “In Progress” and “Not Met”, and have provided 3, 2, and 1 point respectively to calculate the Percentage Score. By Completed, it means that we have achieved the objective in the given time frame. In Progress means that we have taken some action towards completing the objective but have not completed it and/or the time has not yet come for it to be achieved. However, Not Met implies that the stated time has passed, or it is something to be done annually and we have not achieved it.