DEPARTMENT OF PHARMACY PRACTICE

Highlights

2007 - 2012 PROGRAM REVIEW
The University of Kansas

Submitted June 1st, 2010
Graduate MS Program

- Awarded the nationally recognized and highly competitive Pharmacy Residency Excellency Award by the American Society of Health-System Pharmacists in 2009.
- One of three oldest combination MS Program and residency programs in the U.S.
- 100% job placement for graduates over past 30 years.
- Produced the 100th graduate in 2010.
- Has admitted students from 45 different universities attend this graduate program.
- Reaccredited by ASHP in 2008.
- National demand for entry into the MS Program is high (> 40 admission inquiries per year).
- Successful at publishing 64% MS student research projects over past 10 years.
- The roster of graduates indicates a large number are current Directors of Pharmacy, Clinical Coordinators, and Administrators in large hospitals throughout the United States.
- 100% of graduates were extremely satisfied or satisfied with the MS Program.
- 100% of graduates stated they would recommend the program to potential students.

Faculty and Department

- Developed a new mission and vision in 2009.
- On-going implementation of a new strategic plan in 2009 to meet the mission and vision.
- Hired new Chair of the Department in 2009.
- Hired two new faculty members in 2009 and transitioned a clinical track faculty to tenure track.
- 2010 President of the American Pharmacists Association is Professor Harold Godwin.
- Published 36 refereed journal articles, 30 research abstracts, and 5 book chapters in 2009.
- Received over 30 awards for teaching, service, and research over the past 5 years.
- Assessed and modified all courses taught in professional program and MS program.
- Implemented a curricular change in the professional program based on need.
- Teach 18 courses in the professional program and 8 in the MS program.
- Faculty average 145 didactic teaching hours.
- Refereed over 100 journal manuscripts in 25 different journals and more than 12 book chapters.
DEPARTMENT
OF
PHARMACY PRACTICE

Self Study

2007 - 2012 PROGRAM REVIEW
The University of Kansas

Submitted June 1st, 2010
Part I Description of the Department of Pharmacy Practice

A. Basic Information

Academic Unit: Department of Pharmacy Practice, School of Pharmacy
Chair: Timothy Welty, PharmD
(twelty@kumc.edu)
Telephone: 785 864 4874
Address: 6050 Malott Hall
1251 Wescoe Hall Drive
Lawrence, KS 66045
Location: Faculty in the Department are located at two primary locations: in the School of Pharmacy, Lawrence Campus and in the University of Kansas Medical Center, Kansas City.

B. Self Study Process

The Department of Pharmacy Practice (Department) is one of four in the School of Pharmacy at the University of Kansas. While the departments within the School are run with operational autonomy, they work together to achieve the mission of the School. The Department focuses on two major educational programs – the professional PharmD program and the Masters of Science in Pharmacy Practice.

Since the last formal Graduate Program review in 2002, the Department has undergone significant change in faculty composition and focus. Change is on-going with two new faculty members, moving a clinical track faculty member into a tenure track position, and a new Departmental Chair joining the faculty in the past two years. The Department regularly completes assessment and evaluation activities through monthly faculty meetings, standing committees, small focus group meetings, and retreats. The result of these activities has been changes to curricula, development of defined focus areas, faculty additions, external peer review, a new strategic plan, practice development, increasing emphasis on research and scholarship, and teaching modification.

C. Mission

The Department of Pharmacy Practice mission is in harmony with both the University’s as well as the School of Pharmacy’s mission. In 2009, the Department faculty met with a consultant to develop a new mission statement, vision statement (passion statement) and strategic plan. This plan is available upon request and defines what the Department is, what it does and why it is important.

The mission of the School of Pharmacy is to provide exceptional opportunities for professional, graduate, and postgraduate students; and professional continuing education for pharmacists. Through exemplary curricula and programs, the School encourages the advancement of pharmaceutical care so as to enhance health. The School maintains a leadership role in developing major advanced technologies, and drug therapy related research inclusive of pharmaceutical, clinical and administrative sciences for the state, the nation, and the world. The areas highlighted in the School’s mission are major foci of the Department of Pharmacy Practice. While faculty members have diverse interests and training, these areas are areas of emphasis for the Department and School.

The mission of the Department of Pharmacy Practice is to advance healthcare in Kansas by developing pharmacy professionals, promoting patient-centered practice, conducting innovative research, and providing professional service. Given the Department is composed of
faculty who are all pharmacists with advanced training or experience in practice and research, the mission is achieved primarily through the training of pharmacists at an advanced level. The practice of pharmacy demands advanced drug therapeutic knowledge and skills, and the ability to use that knowledge to help people live healthier lives. This means that graduates of our programs need to master basic, clinical, social, and administrative sciences as they relate to pharmacy practice. All graduates of the School’s professional degree program and the Department’s graduate program are expected to be competent to practice pharmacy as defined by the accrediting body, the Accreditation Council on Pharmacy Education (ACPE).

D. Vision Statement (Passion Statement)
All graduates of our programs impact the health of patients and the general public. They are expected to be leaders in the profession of pharmacy and their community. Pharmacists are a positive force for the education of patients on drug therapy. As the population of Kansas and the nation ages and takes more medications, the need for highly trained professionals to manage all aspects of treatment with medications increases. Because pharmacists are the most accessible health care provider in our communities, our graduates have the ability to maximize the benefit of drug therapy while minimizing the risk.

The vision for the KU Department of Pharmacy Practice is to drive the advancement of pharmacist-provided patient care and public health of Kansans through innovative pharmacy education, practice models and research.

The faculty of the Department strives to attain this vision by innovative scholarly activity, teaching, service and practice. Through the professionals trained in the Department, thousands of lives will be improved and hundreds saved while millions of dollars may be saved with proper medication use. The value of what our students do as pharmacists is a direct reflection of the vision.

E. Goals and Priorities of the Department (Strategic Plan)
As stated above, a new strategic plan was developed in the Spring of 2009 and is being implemented by the faculty. The plan is intended to be dynamic with faculty reviewing and modifying it on a regular basis. Assessment of the strategic plan is ongoing. The plan focuses on four critical issues: 1. How do we strategically address the planned expansion of the Pharmacy School in Lawrence and Wichita; 2. How do we ensure the delivery of contemporary pharmacy education at all sites in view of the approximate doubling of the student population; 3. How do we increase extramural funded research, training and program grants to ensure funding for our mission; 4. How do we strategically position ourselves to capitalize on major external opportunities that generate return on investment to the department and school?

While the critical issues above are expansive, each one is further defined by objectives and strategic directions. As a whole the strategic plan addresses the traditional areas of academia, teaching, research, and service.

F. Curricular Review Processes
The Department performs a significant amount of assessment and curricular and program review in addition to that completed by the School. On an annual basis, Pharmacy Practice courses in the professional degree program are reviewed for content, breadth and depth based on student feedback, new drug therapy and the literature, and professional standards of practice and faculty experience. For example, in 2010, a curricular change approved by the Department was forwarded to the School to add a required course in pharmacoeconomics. This was based on the addition of a pharmacoeconomic component to the national pharmacist licensure examination. Elective course
offerings have been expanded based on student feedback and on national practice trends. This type of assessment is ongoing in the Department.

For the Master’s of Science in Pharmacy Practice graduate program (MS Program), the curriculum is reviewed by graduate faculty on an annual basis. All graduate students are interviewed upon completion of the program and their comments are used in the assessment process. In addition, the MS Program undergoes a bi-annual, external review by expert graduate faculty from comparable and reputable universities. The MS Program curriculum consistently receives high praise from these experts. Reports from these reviews are maintained in the Dean’s office and are available upon request.

G. Need and Impact of Department
The professional degree program (PharmD) enrolls the largest number of students in the School of Pharmacy. The Department houses the majority of pharmacists who are faculty members in the School. The need for pharmacists in the United States remains high. According to a study sponsored by the government, there is a severe shortage of pharmacists, nationally.¹ Graduates of the professional degree program have had a long history of 100% job placement.

For the MS Program, demand is equally high. This program is focused on advanced clinical practice and administrative sciences. These graduates have had a 100% job placement history for over 30 years. The MS Program is one of only twenty similar programs in the United States that combines a Master’s degree with a two year accredited residency program. The MS Program in the Department is nationally recognized and attracts students from many areas of the United States and internationally. In 2009, the MS Program was awarded the Pharmacy Residency Excellency Award by the American Society of Health-System Pharmacists. This award is given to only one program annually. While there are only 20 combination MS degree/residency programs, there are thousands of residency-only programs eligible for this award. Graduates of the MS program are highly sought for critical leadership roles in hospitals and health-systems throughout the United States.

H. Inventory of Instructional Programs
Professional Pharm.D. Program: The primary focus of the Department of Pharmacy Practice is the Doctor of Pharmacy (Pharm.D.) professional program. All faculty members in the Department are pharmacists and have extensive experience in clinical practice and varied expertise in research, education and service. While the degree is offered by the School of Pharmacy, the Department plays a significant role in educating, mentoring, and precepting pharmacy students. Please see the School’s review of this program submitted along with this review.

Master’s of Science in Pharmacy Practice Program: The MS Program is a combination MS degree and accredited two-year residency program. The length of the program is two years post professional degree and requires 30 credit hours to complete. Most of the faculty in the Department are Graduate Faculty, and participate in didactic education, rotation education, and final project direction. The program has 3 to 4 new students annually, for a total of 6 to 8 in-house per year.

Post Graduate Residency Program: The Department directs several non-degree, post graduate residency or fellowship education programs for pharmacists. Currently, there are advanced training programs in Community Pharmacy Practice, Drug Information, Oncology, and Neurosciences. Most of these programs are currently one year programs.

I. Role of the Department of Pharmacy Practice
To accomplish the mission of both the School and Department, professional degree and graduate students must have a foundation of knowledge in basic pharmaceutical sciences. Upon this
foundation, all students must be able to use this knowledge to help patients. The latter is the
essence of Pharmacy Practice. It is this Department’s role to ensure that professional and graduate
students are able to practice pharmacy in a professional, ethical, efficient and effective manner.

Part II Faculty Profile

A. Faculty FTE Profile and Demographics

While the number of faculty has decreased in the Department since the last review, the scope of
expertise and practice of the faculty has increased. The Department includes tenure track and non-
tenure, clinical track faculty to meet the diverse teaching, scholarship, service, and patient care
needs of the Department, School and University. The Department has one support accountant
position. Currently, there are 21 faculty members in the Department.

<table>
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<th>Type</th>
<th>Number</th>
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<tr>
<td>Tenure Track</td>
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<td>2</td>
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<tr>
<td>Non-Tenure, Clinical Track</td>
<td>12</td>
<td>8.15</td>
<td>6</td>
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</table>

Current faculty members in the Department have expertise in ambulatory care, cardiology,
geriatrics, neurosciences, oncology, psychiatry, thoracic surgery, and solid organ transplantation. In
addition, four faculty members have expertise in social and administrative sciences. There is a need
for additional administrative staff and faculty members targeted in specific specialty areas.

The Department has a large number of Adjunct and Courtesy faculty (99 appointments). This
faculty primarily teaches in the experiential component of the PharmD program. They deliver a
small number of didactic lectures. Adjunct faculty members are officially recognized as a
Preceptor, a legal title designated by the State Board of Pharmacy of the State of Kansas. All
Preceptors of professional degree students are eligible for the adjunct faculty title per accreditation
standards.

B. Teaching and Education

Department faculty members have heavy teaching loads for the professional program. The first
three years of the professional coursework includes 36 didactic courses (104 credit hours) focused
on pharmacy or pharmaceutical science. Of these, Department faculty members teach the majority
of 18 courses (40 credit hours) annually. The faculty average 145 didactic contact hours (range: 8
to 664), not including experiential courses.

The courses taught by the Department are diverse and include: pharmacy practice (three courses),
clinical therapeutics (3 courses), clinical pharmacokinetics, physical assessment, clinical skills
laboratory (5 courses), pharmacy management, health care systems, pharmacy law, pharmacy
ethics, biostatistics, and drug information. During the summer of the third and fourth professional
academic year, students complete a one month Introductory Pharmacy Practice Experience (IPPE)
rotation for a total of 8 credit hours. In the fourth professional year, students complete nine one-
month Advanced Pharmacy Practice Experiences (APPE) rotations for a total of 36 credit hours.
These rotations are taught by Department faculty (including adjunct and courtesy faculty).
Experiential teaching is unique in that students are on site at least 40 hours per week. Faculty
preceptors must devote considerable time to establishing and maintaining a practice site and
creating an effective learning environment for students. Experiential teaching is a time-intensive
activity, which on average requires 40 to 50% of the faculty member’s time. Total professional
program degree teaching load statistics may be found in Appendix A, Table 1.

Department faculty members also teach in the MS Program. The curriculum includes 30 didactic
credit hours and is combined with a Residency in Health System Pharmacy Practice Administration.
Faculty precept graduate students in clinical clerkship rotations and chair or serve on final project research committees. Eighteen of these credit hours are taught by faculty in the Department.

**MS Program Degree Teaching Loads**

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<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
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<tr>
<td>Didactic Hours/Yr.</td>
<td>324</td>
<td>324</td>
<td>324</td>
<td>324</td>
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<tr>
<td>Member Research Project Committees</td>
<td>9</td>
<td>6</td>
<td>12</td>
<td>11</td>
<td>8</td>
</tr>
<tr>
<td>Chair Project Committees</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Graduate Advising</td>
<td>6</td>
<td>6</td>
<td>6</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Average Time to Program Completion</td>
<td>24 mo.</td>
<td>24 mo.</td>
<td>24 mo.</td>
<td>24 mo.</td>
<td>24 mo.</td>
</tr>
</tbody>
</table>

Department faculty members have a strong commitment to excellence in teaching and take seriously the responsibility of training future pharmacy professionals. The faculty constantly strives to incorporate new methods and technologies into the classroom and improve student learning. Department courses make extensive use of case studies, study guides, web-enhanced teaching, and other active learning strategies. The faculty and department courses consistently receive above average to excellent ratings from students in teaching evaluations. Students in the professional degree program have consistently requested more Departmental courses in the curriculum. In addition, students and peers have recognized the faculty with a number of teaching awards (see Appendix B, Significant Faculty Awards).

**C. Faculty Scholarly Output**

The Department’s definition of scholarship is in accordance with that adopted by the American Association of Colleges of Pharmacy, Section of Teachers of Pharmacy Practice. The definition includes the scholarship of discovery, integration, application and teaching. All forms of scholarship including traditional research (e.g., bench, clinical, and outcome), poster/abstract presentations, and peer-reviewed publications are recognized, encouraged, and supported. The Promotion and Tenure Guidelines for Tenure Track and Promotion Guidelines for Clinical Track define scholarly activity for each track, and are available upon request.

The heavy practice, teaching and service commitments for Department faculty require twelve month appointments and compete for time available for research. In addition, most research of practice faculty is clinical in nature, requiring interdisciplinary collaboration for successful design, implementation, analysis, and dissemination.

Despite limitations of time and heavy teaching commitments, Department faculty members continue to be highly productive in scholarship. With the replacement of three tenure track faculty in the past two years, the potential for scholarly activity has increased. Appendix A, Table 2 contains summary data for faculty scholarly activity.

**D. Funding Information**

The Department is significantly funded via School of Pharmacy tuition generated funds. This is due to the heavy teaching loads of the faculty in the professional degree program. The MS program is not large enough to generate significant tuition dollars.

The Department is pursuing increased scholarly activity funding. This effort is highlighted in the 2009 Strategic Plan, which had a strong influence on recent hiring of replacement faculty. New faculty members were hired with an emphasis on the potential for research and scholarship. The Department clearly recognizes that alternative funding sources need to be developed to expand and grow the Department to increase support of the major degree programs in the Department.
Because faculty members are located on two campuses, it is difficult to capture and manage all sponsored funding. The major difficulty relates to research and scholarship being conducted between individuals based in Lawrence and collaborators at KUMC and the KU Hospital. The funding information presented below used University DEMIS and faculty annual evaluation data. Attempts are being made to manage all funding through the Lawrence campus, but major obstacles in accomplishing this still remain. Appendix A, Table 3 contains summary data for faculty grant and funding information.

E. Faculty Service Involvement
Faculty members provide ongoing service to the Department, School, and University through regular participation on various committees. They serve as faculty advisors for numerous student organizations, many of which have received national recognition for excellence. These organizations include Rho Chi, Phi Lambda Phi, American Pharmaceutical Association Student Chapter (ASP), Kappa Psi, American Society of Health-System Pharmacists, and National Community Pharmacists Association. Faculty members serve the State of Kansas in many ways. Several serve on state pharmacy organizations and boards, with many in leadership roles. Examples of state organizations where faculty provide service are the Kansas Society of Health-system Pharmacists, Kansas Pharmacists Association, Kansas Council of Health-system Pharmacy, and Kansas Drug Utilization Review Board. Additionally, faculty members serve national and international organizations on various committees or in leadership positions. Some of these include the American Pharmaceutical Association, American Society of Health-system Pharmacists, American College of Clinical Pharmacy, American Association of Colleges of Pharmacy, University HealthSystem Consortium, and the Accreditation Council on Pharmacy Education.

Many faculty serve on editorial boards and as journal referees. In the past five years faculty have refereed over 100 journal manuscripts in 25 different journals and more than 12 book chapters.

F. Significant Faculty Awards
Faculty in the Department has been recognized by many awards for teaching, research and service. Appendix B contains a list of the past five years of awards. It should be noted that the 2010 elected President of the American Pharmaceutical Association is Professor Harold Godwin, a member of the faculty.

G. Graduate Faculty Status and MS Project Chair Status
All faculty members in the Department are eligible to have graduate faculty status for MS Projects. Criteria for this designation includes a terminal professional or graduate degree, significant post graduate training, experience in resident/graduate student education (more than two years preferred), and a basic understanding of research as demonstrated in past work. All current faculty members in the Department and many Adjunct faculty have graduate faculty status at the University.

To serve as a MS Project Chair, the graduate faculty must have served as a Committee member for two MS Project Committees. A complete description of the MS Project process and timeline is available upon request. In addition, the Department’s Graduate Student Handbook is also available upon request.

H. Faculty Recruitment, Retention and Succession Planning
Within the last 6 months, the Department has filled all tenure track faculty positions. One clinical track position remains open and is currently unfunded. Compared to national trends, the Department has a very low turnover rate. Budget cuts from the state raise concerns that turnover
will increase and complicate recruitment of faculty. Obviously, problems with turnover and recruitment impair the ability of the Department to deliver educational and research programs.

Compensation for faculty is a major issue for recruitment and turnover. Due to budget constraints, faculty members in the Department are compensated at much lower rates than what could be made in private pharmacy practice, industry, or even other governmental departments. The discrepancy between salaries continues to increase, and it is important that ways to solve the problem be found. Without resolving this issue, it will be increasingly difficult to maintain a high quality faculty for the Department.

Another issue facing the Department is retirement. In the next 5-10 years, it is anticipated that at least 3-4 faculty members will choose to retire. The median age of faculty in the Department is 46. These departures will decrease the corporate knowledge within the Department, shift leadership responsibilities to younger faculty, require the development of younger faculty members, and change the overall environment of the Department. While this presents many challenges for the Department, it also opens important opportunities to explore.

**Part III  Quality Profile**

**A. Professional Program**
This report will defer discussion to the quality of the Professional Program to the School report, which is being submitted at the same time. Pharmacy Practice faculty members make major contributions to the success of the PharmD program.

**B. Masters Program Student Profile**
The Department offers a Master of Science in Pharmacy Practice in combination with a Health System Pharmacy Practice Administration Residency Program. The residency program is accredited by the American Society of Health-System Pharmacists (ASHP). Spanning 2 calendar years, the MS program combines academic studies, residency training in practice, administrative experience, and research. The objective of the MS Program is to provide graduate students with the didactic and practical experiences required for advanced practice of pharmacy in various healthcare settings. The MS Program is approaching 40 years of existence at the University. Accomplishments of the highly successful alumni as pharmacy leaders throughout the United States speak loudly to the recognition the program has received.

The MS Program degree is considered a terminal degree. Graduates serve in specialized positions – administrators in hospital pharmacy departments, practitioner-educators (faculty) in schools of pharmacy, and as specialists in pharmacy practice.

There are only twenty Master’s degree/residency programs in the United States. There are only three that are more than 10 years old. The program at the University of Kansas is one of the oldest, with the University of Wisconsin and The Ohio State University being the other two.

**Number of Students and Funding:** The current MS Program is limited in size due to the residency component of the program and the need to pay students a stipend for the residency component of the program. KU Hospitals pays the stipend at approximately $45,000 per student, annually. Because of the connection with the residency program, admission to the MS Program is limited to the 3-4 available residency slots per year. A total of 6 to 8 MS Program students are enrolled in the program in any given year.
Curriculum: The MS Program requires 30 credit hours of didactic course work be satisfactorily completed. Eighteen of the hours are taught and managed by Department faculty. The remaining hours are taken in other University units, such as Health Policy and Management, Preventive Medicine, Biostatistics, the Business School, and Nursing School. This diversity in curriculum enhances the MS Program through interdisciplinary education, and is a valuable recruiting tool for prospective students.

Admissions and Recruitment: All applicants must be eligible for licensure as a pharmacist in the State of Kansas. Recruitment of graduate students is accomplished via two main processes. The first is the mass mailing of the program description to all accredited schools of pharmacy in the United States and to over 400 selected hospitals. Active recruitment and interviewing is also accomplished at major national pharmacy professional meetings.

Student Selection: Demand for entry into the MS Program is high, with over 40 inquiries for admission per year. On average, 22 complete applications are received giving a candidate pool of approximately 7 candidates for every open residency slot. After initial screening by faculty, ten to fifteen applicants are invited for an on-site interview.

The selection process utilizes the Residency Matching Program as offered by the American Society of Health-System Pharmacists (ASHP), a national matching program required for all accredited residency programs in the United States. Typically, the Department ranks 9 to 10 applicants, and submits the rankings to ASHP. Successfully matched candidates are admitted into the Graduate School. The MS Program has admitted students from over 45 different Schools of Pharmacy. With the current 2010 graduating class, the MS Program will have produced over 100 graduates. In the past five years 100% of students have completed the program in 2 calendar years.

C. Masters Program Productivity

Teaching: The teaching productivity has been described in this report elsewhere (see curricular evaluation). Students are required to complete 30 credit hours of didactic courses. Topics covered in the curriculum include drug therapeutics, health-system pharmacy, clinical pharmacy practice, nuclear pharmacy, biometrics, research design, health care outcomes, health service administration, and other health care disciplines.

In 2008, the Department participated in the development of a Teaching Certificate Program, intended for graduate students to get training in education. The certificate program is not required, but is highly encouraged. Students in the program complete 13 seminars on various education topics, demonstrate experiential and didactic skill in education, and make multiple presentations.

Research: Completion of a research project under the direction of Department faculty is required for the MS Program. All students present their research at national and regional meetings, and are required to present the final project orally. In addition, students are required to submit the project for publication in a peer reviewed journal. In the past 10 years, 64% of the projects were published as compared to a national average of 16%.

D. Masters Program Quality Outcomes

The job placement rate for graduates of the MS Program immediately after graduation is 100% in the 40-year history. A complete roster of all past graduates is available upon request. The roster indicates a large number of the graduates are current Directors of Pharmacy, Clinical Coordinators, and Administrators in large hospitals throughout the United States. In addition, many are leaders in local, state, and national professional associations. They have published many high quality research papers in national and international peer reviewed journals.
The American Society of Health-System Pharmacists (ASHP) Commission on Credentialing conducts a three day site visit for reaccreditation of the combined program every 6 years. The three member team completes a comprehensive review of the program against established national standards. The last report, completed in 2008, was extremely favorable and is available upon request.

The School of Pharmacy conducts a biannual external advisory review by faculty from other universities. This peer evaluation is conducted to assess the curriculum and faculty of the MS Program. The report from 2 years ago (2008) to the Dean is available upon request. These reports are very positive, and recommendations focus on the need, ability, and resources necessary to expand the MS Program.

The Department completed a past graduate assessment survey in 2009 that was sent to all graduates of the MS Program. A response rate of more than 60% was obtained. The complete analysis is available upon request. Nearly 65% of respondents work in a health system environment, 9% work in industry, and 20% are faculty. One hundred percent of respondents were extremely satisfied or satisfied with the MS Program. More than 90% indicated the MS Program had a positive impact upon their career. Finally, 100% stated they would recommend the program to potential students.

Lastly, the MS Program received the highest award for distinction among programs in 2009. The ASHP Award for Pharmacy Residency Excellence Award was bestowed upon the entire program. The University of Kansas is one of only four programs in the United States to receive this award.

**Part IV  Overall Quality**

**A. Professional Program**
The Department report will defer to the School of Pharmacy report for the overall evaluation of the Professional PharmD program.

**B. MS Program Overall Quality**
The diverse scope of responsibility of the Pharmacy Practice Department relative to teaching, scholarly activity, service and practice provides an element of efficiency and productivity. Each faculty member has significant responsibilities in all areas mentioned. Teaching occurs on a 12 month basis for the faculty. The combined expertise of the faculty as well as synergy for collaboration within and outside of the Department has produced success in the areas of teaching, scholarship, service, and practice.

The MS Program is unique and small, but essential, program with national recognition. Most faculty members participate in the program. Yet, as currently constructed, the program does not create an undue burden on the faculty.

The network of alumni established via the MS Program is significant in its production of national leaders in pharmacy.

**C. Sample of MS Program Testimonials**
The Department has collected sample testimonials from several prominent past graduates of the program (*Appendix C*). Complete testimonials are available upon request.

**D. Overall Assessment of Quality**
Constant change in healthcare, especially with current healthcare reform, cause pharmacy practice and practice management dynamics to be highly fluid. It is critical that faculty and graduate
students review the program annually, making continuous quality improvement recommendations. This has always been done for the MS Program via annual meetings, accreditation cycles, advisory reviews, graduate school accreditation, and award applications.

The MS Program has progressed significantly over its history. It has moved from a local program to one with national recognition. The graduates of the program are in extremely high demand.

The overall MS Program is judged as being exceptional.

Part V Future Advances

A. Strategic Plan
The Department strategic plan includes the examination of options to expand the MS Program.

B. Quality and Competitiveness
The MS Program is extremely competitive now and has been for several years. Faculty members annually monitor the program. Recruitment has become easier with national prominence and recommendations of past graduates. The Department and School work very hard to maintain these connections and networks. The Dean and School and Department hold receptions at several national pharmacy association meetings. These gatherings provide fertile ground for maintaining the MS Program.

C. New Innovations and Initiatives
There may be opportunities to expand the current MS Program. The Department will examine various options over the next several years. First, it may be possible to expand the program to other residency sites throughout the state of Kansas and in the Kansas City Metropolitan area.

The second major area for expansion may be in the development of international opportunities for the MS Program. This would require a significant modification of course curricula, delivery methods, and faculty involvement. However, there appears to be strong interest from international partners for an online type program.

D. Future Evaluation
Future evaluation of the MS Program will continue to rely upon the interest of applicants to the current program, graduate placement, and the career paths of past graduates. Alumni, graduate student, external reviewers, and faculty input will continue to be sought for improvement purposes.

REFERENCES

Appendix A
Summary Statistics
Department of Pharmacy Practice

Table 1 Professional Program Degree Teaching Loads

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<th>Didactic</th>
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<th>2007</th>
<th>2008</th>
<th>2009</th>
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<td>Tenure Track Hours/Yr.</td>
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<td>234</td>
<td>236</td>
<td>221</td>
<td>234</td>
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<td>Clinical Track Hours/Yr.</td>
<td>275</td>
<td>290</td>
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<td>264</td>
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<td>Total Didactic Contact Hours/Yr.</td>
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<td>524</td>
<td>530</td>
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<td>Integrated Lab Contact Hours/Yr.</td>
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<td>1200</td>
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<td>APPE Total Months/yr with students.</td>
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<td>62</td>
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Table 2 Summary of Faculty Scholarly Activity (2005 to 2009)

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<th>2008</th>
<th>2009</th>
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<td>Peer Reviewed Journal Publications</td>
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<td>Abstract Publications</td>
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<td>27</td>
<td>30</td>
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<td>NonPeer Reviewed Publications</td>
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<td>9</td>
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<td>Book Chapters Edited</td>
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<tr>
<td>Poster Presentations</td>
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<td>18</td>
<td>10</td>
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<td>Professional Oral Presentations</td>
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<td>31</td>
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Table 3 Summary of Faculty Grant and Funding Information

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<tr>
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<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
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<tr>
<td>KUCR Total Sponsored Project Expenditures</td>
<td>$149,709</td>
<td>$57,375</td>
<td>$6,608</td>
<td>$21,877</td>
<td>$247,317*</td>
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<td>KUCR F&amp;A Expenditures</td>
<td>$21,367</td>
<td>$5,440</td>
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<td>KUCR Number of Projects</td>
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<td>5</td>
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<td>Funded, PI</td>
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<td>Submitted, PI</td>
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<td>Funded, Co-I</td>
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<td>$688,657</td>
<td>$896,585</td>
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* Discrepancies between KUCR numbers in the top portion of the table and numbers in the bottom portion of the table are due to faculty doing research at KUMC and grants being handled through KURI rather than KUCR.
* Includes data through April 2010
### Appendix B
### Significant Faculty Awards
#### Department of Pharmacy Practice

<table>
<thead>
<tr>
<th>Year</th>
<th>Award</th>
<th>Faculty Recipient</th>
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<tr>
<td>2010</td>
<td>Rho Chi Teacher of the Year</td>
<td>James Backes</td>
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<tr>
<td>2010</td>
<td>Faculty Preceptor of the Year</td>
<td>Allison King</td>
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<tr>
<td>2009</td>
<td>Harold N Godwin Leadership Legacy</td>
<td>Dave Henry</td>
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<tr>
<td>2009</td>
<td>Faculty Preceptor of the Year</td>
<td>Janelle Ruisinger</td>
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<tr>
<td>2008</td>
<td>Faculty Advisor, NCPA Business Plan Competition, 2nd runner up</td>
<td>Dennis Grauer</td>
</tr>
<tr>
<td>2008</td>
<td>ACCP Best Poster runner up</td>
<td>Janelle Ruisinger and Jim Backes</td>
</tr>
<tr>
<td>2008</td>
<td>Faculty Preceptor of the Year</td>
<td>Jim Backes</td>
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<tr>
<td>2008</td>
<td>Kansas Public Health Conference Best Research Poster</td>
<td>Jim Backes</td>
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<tr>
<td>2008</td>
<td>Rho Chi Teacher of the Year</td>
<td>Karen Moeller</td>
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<tr>
<td>2007</td>
<td>Phi Lambda Sigma Honorary Faculty Member</td>
<td>Brian Barnes</td>
</tr>
<tr>
<td>2007</td>
<td>New York Public Library System Top 10 Reference List</td>
<td>Joyce Generali</td>
</tr>
<tr>
<td>2007</td>
<td>Harold N Godwin Leadership Legacy</td>
<td>Joyce Generali</td>
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<tr>
<td>2007</td>
<td>American Association of Colleges of Pharmacy Walmart Teaching Scholarship</td>
<td>Karen Moeller</td>
</tr>
<tr>
<td>2006</td>
<td>Faculty Preceptor of the Year</td>
<td>Dave Henry and Brian Barnes</td>
</tr>
<tr>
<td>2006</td>
<td>Phi Lambda Sigma Honorary Faculty Member</td>
<td>Dennis Grauer</td>
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<tr>
<td>2006</td>
<td>Who’s Who in Medicine and Healthcare</td>
<td>Jim Backes</td>
</tr>
<tr>
<td>2006</td>
<td>Institute on Safe Medication Practices Safety Award</td>
<td>Joyce Generali</td>
</tr>
<tr>
<td>2006</td>
<td>College of Psychiatric and Neurological Pharmacists New Investigator Award</td>
<td>Karen Moeller</td>
</tr>
<tr>
<td>2006</td>
<td>College of Psychiatric and Neurological Pharmacists Future Leader Award</td>
<td>Karen Moeller</td>
</tr>
<tr>
<td>2006</td>
<td>Rho Chi Teacher of the Year</td>
<td>Larry Davidow</td>
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<tr>
<td>2005</td>
<td>Kansas Pharmacists Association Distinguished Pharmacist</td>
<td>Brian Barnes</td>
</tr>
<tr>
<td>2005</td>
<td>Kansas Society of Health System Pharmacists Outstanding Clinical Research</td>
<td>Brian Barnes</td>
</tr>
<tr>
<td>2005</td>
<td>Critical Care Congress Research Citation Finalist</td>
<td>Dennis Grauer</td>
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<tr>
<td>2005</td>
<td>Kansas Pharmacists Association Award for Research</td>
<td>Dennis Grauer</td>
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<tr>
<td>2005</td>
<td>Department of Pharmacy Practice Excellence in Teaching</td>
<td>Jim Backes</td>
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<tr>
<td>2005</td>
<td>KUMC Jay Star Award</td>
<td>Karen Moeller</td>
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<td>2005</td>
<td>Center for Teaching Excellence Excellence in Service</td>
<td>Larry Davidow</td>
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<tr>
<td>2005</td>
<td>hhc Pharmacy Recognition</td>
<td>Marty Eng</td>
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Appendix C
Sample Testimonials From Past Graduates
Department of Pharmacy Practice

Brice Scott, Senior Vice President and Chief Pharmacist, Medco Health Solutions states that the “…combination of education and mentorship by preceptors, coupled with practice experience certainly developed my skills and provided the confidence to practice successfully. …the KU HSPA Residency Program is largely responsible for any success I have had in my career. A career that has allowed me the opportunity to serve in various leadership positions including as a Director of Pharmacy in a health-system, a Vice President of Operations in a hospital, a Chief Operating Officer of a pharmacy service company and now as Senior Vice President and Chief Pharmacist of Medco Health Solutions. …I gained the passion I have for ASHP and pharmacy organizations. This passion created a commitment in me to serve and eventually I was honored to serve as ASHP President.”

Todd Karpinski, Director of Pharmacy, Froedtert Hospital notes that “The concurrent training / curricular arrangement of the program allowed me to take the didactic knowledge from the classroom and immediately apply it in the pharmacy workplace. The thesis component of the MS program also deserves specific mention. …I was able to gain an extensive knowledge into academic research which included: development of a hypothesis question, forming and working within a thesis advisory group, statistical analysis, scientific writing and eventually, oral thesis defense.”

Michael D. Sanborn, Corporate Vice President, Baylor Healthcare believes “the program has produced many of today’s current leaders in health-system pharmacy practice, and I am honored to be recognized as a former resident.”

Ross W. Thompson, Director of Pharmacy, Tufts Medical Center relates that “In addition to balancing the demands of the Master of Science curriculum and the expectations of the day-to-day rotations, residents were expected to manage longitudinal projects in the areas of research… …projects added to our knowledge of the specific subject matter associated with the project but also challenged our project management and time management skills. …These projects provided valuable exposure into scientific research. This formal research required each resident to apply prior learning of research design, application of statistics, and often served as the resident’s introduction to the procedures of the Institutional Review Board. This early experience as a researcher served me well in subsequent professional experiences…”

Lastly, Steven Q. Simpson, MD, Medical Director, KU Hospitals states, “I have no doubt that such consistently superior performance is a reflection of the guidance and oversight of the residency’s faculty. …I know that the faculty is heavily invested in providing a superior learning environment and a substantial experience for our residents.” The “…residency has similarly placed its graduates in positions of leadership in nearly every state in the union. In fact, I worked with graduates of the KU HSPA residency in two other universities, previous to my employment here, and it is safe to say that this residency has a national reputation for excellence.”
DEPARTMENT
OF
PHARMACY PRACTICE

Executive Summary

2007 - 2012 PROGRAM REVIEW
The University of Kansas

Submitted June 1st, 2010
What we do and why we do it?

The Department of Pharmacy Practice (Department) is one of four in the School of Pharmacy at the University of Kansas. The Department focuses on two major educational programs – the professional PharmD program and the Masters of Science in Pharmacy Practice.

The Department of Pharmacy Practice mission is in harmony with both the University’s as well as the School of Pharmacy’s mission. The mission of the Department of Pharmacy Practice is to advance healthcare in Kansas by developing pharmacy professionals, promoting patient-centered practice, conducting innovative research, and providing professional service. Given the Department is composed of faculty who are all pharmacists with advanced training or experience in practice and research, the mission is achieved primarily through the training of pharmacists at an advanced level and maintaining effective practice and research.

The vision for the KU Department of Pharmacy Practice is to drive the advancement of pharmacist-provided patient care and public health of Kansans through innovative pharmacy education, practice models and research. The value of what our students do as pharmacists is a direct reflection of our vision.

What is the need and impact of the Department?

The Department houses the majority of pharmacists who are faculty members in the School. The need for pharmacists in the United States remains high. For the MS Program, demand is equally high. This program is focused on advanced clinical practice and administrative sciences. These graduates have a 100% job placement history for over 30 years. The MS Program is one of only twenty similar programs in the U.S. The MS Program in the Department is nationally recognized and attracts students from many areas of the United States and internationally. In 2009, the MS Program was awarded the Pharmacy Residency Excellency Award by the American Society of Health-System Pharmacists. This award is given to only one program annually.

What does our graduate program look like?

The MS Program is a combination MS degree and accredited two-year residency program. The length of the program is two years post professional degree and requires 30 credit hours to complete. Most of the faculty in the Department are Graduate Faculty, and participate in didactic education, rotation education and final project direction. The program has a total of 3 to 4 students on an annual basis for a total of 6 to 8 in house per year.

Who does it?

There are 21 faculty in the Department. The Department includes tenure track and non-tenure, clinical track faculty to meet the diverse teaching, scholarly activity, service needs. The Department has a significant number of Adjunct and Courtesy faculty (99 appointments). Department faculty members have heavy teaching loads for the professional program. The first three years of the professional coursework includes 36 didactic courses (104 credit hours) focused on pharmacy or pharmaceutical science. Of these, Department faculty members teach the majority of 18 courses (40 credit hours) annually. The faculty average 145 didactic contact hours (range: 8 to 664) annually, not including experiential courses.

Department faculty members teach in the MS Program. The curriculum includes 30 didactic credit hours and is combined with a Residency in Health System Pharmacy Practice Administration. Faculty precept graduate students in clinical clerkship rotations and chair or serve on final project research committees.

Department faculty members continue to be highly productive in scholarship. In 2009, the faculty published 36 refereed journal articles. The Department is pursuing increased scholarly activity funding. This effort is highlighted in the 2009 Strategic Plan. The Department clearly recognizes that alternative funding sources need to be developed to expand and grow the Department.
Faculty members provide ongoing service to the Department, School, and University through regular participation on various committees. Department faculty members serve as faculty advisors for numerous student organizations, serve the State of Kansas in many ways as leaders, board members and consultants, and serve national and international organizations on various committees or in leadership positions. Faculty members in the Department have been recognized by many with awards for teaching, research and service.

**How well do we do it, and who thinks so?**

The residency program is accredited by the American Society of Health-System Pharmacists (ASHP). The MS Program combines academic studies, residency training in practice, administrative experience, and research. The objective of the MS Program is to provide graduate students with the didactic and practical experiences required for advanced practice of pharmacy in various healthcare settings. The MS Program is approaching 40 years of existence at the University. The accomplishments of the highly successful alumni in pharmacy leadership throughout the United States speak loudly to program success.

The current MS Program is limited in size due to the residency component of the program and the need to pay students a stipend for the residency component of the program. Admission to the MS Program is limited to the 3-4 available residency slots per year. A total of 6 to 8 MS Program students are enrolled in the program in any given year.

All applicants must be eligible for licensure as a pharmacist in the State of Kansas. Demand for entry into the MS Program is high, with over 40 inquiries for admission per year. A pool of 7 candidates for every open residency slot exists. The selection process utilizes the Residency Matching Program as offered by the American Society of Health-System Pharmacists (ASHP). This is a national matching program required for all accredited residency programs in the U.S. Historically, the MS Program has admitted and graduated students from over 45 different Schools of Pharmacy in the United States. With the current 2010 graduating class, the MS Program will have generated over 100 graduates.

The job placement rate for graduates of the MS Program after graduation is 100% in the 40-year history. The ASHP Commission on Credentialing conducts a three day site visit for reaccreditation of the combined program every 3 to 6 years. The 2008 report was extremely favorable.

The School of Pharmacy conducts a biannual external advisory review by faculty from other universities. This peer evaluation is conducted to assess the all aspects of the MS Program. These reports are very positive.

The Department completed a past graduate assessment survey in 2009. One hundred percent of respondents were extremely satisfied or satisfied with the MS Program. More than 90% indicated the MS Program had a positive impact upon their career. Lastly, 100% stated they would recommend the program to students.

Lastly, the MS Program received the highest award for distinction among programs in 2009. The ASHP Award for Pharmacy Residency Excellence Award was bestowed upon the entire program.

**How good is the program?**

The MS Program is unique and is a small, but essential program with national recognition. The network of alumni established via the MS Program is significant in its production of national leaders in pharmacy. The overall MS Program is judged as being exceptional.

**What future advances are planned?**

There may be opportunities to expand the current MS Program. The Department will examine several options over the next several years. It may be possible to expand the program to other residency sites throughout the state of Kansas and in the Kansas City Metropolitan area. The second major area for expansion may be in the development of international opportunities for the MS Program.