



# Strategic Plan for the Graduate Program in Pharmaceutical Sciences

## ***Mission Statement:***

*Our mission is to create and disseminate knowledge through world-class, integrated and multidisciplinary biomedical and pharmaceutical research, innovative scholarly training and education of graduate students of the highest caliber, to become outstanding pharmaceutical and biomedical scientists of benefit to the community at large.*

## ***Vision Statement:***

*We aspire to be a nationally and internationally recognized graduate program in pharmaceutical and biomedical sciences with a reputation for excellence amongst students, alumni, and peers.*

## **Objectives:**

The purpose of the Doctor of Philosophy/Master of Science degree programs is to educate and develop first-rate scholars and independent investigators within an integrated Pharmaceutical and Biomedical Sciences curriculum. With demonstrated competency Graduates from the program should:

- possess a thorough knowledge of the pharmaceutical and biomedical sciences with particular research emphasis in a chosen area of expertise or specialization such as pharmaceutics, pharmacokinetics, drug metabolism, drug design, drug action, or basic pathophysiology, pharmacology, biochemistry or toxicology;
- be knowledgeable in planning, organizing, and conducting independent research following the norms and standards of the American Association of Pharmaceutical Sciences, the National Institutes of Health, the Pharmaceutical Research and Manufacturers Association, and other national pharmaceutical or biomedical research organizations and societies;
- demonstrate an ability to effectively communicate their research findings orally in small groups or seminars, and in written form in peer-reviewed, published papers to scientists both within and outside their field;
- be knowledgeable in methods to secure support and independent funding from government and private sources to maintain their research programs;

- be able to develop and deliver appropriate educational materials and lectures to students and technicians in Pharmaceutical Sciences, as well as to colleagues in the industries and in government agencies;
- remain immersed in the philosophy of life-long learning and be cognizant of the importance of maintaining and continually updating their knowledge base.

In order to better achieve and plan for the realization of the above stated vision, mission and program objectives, graduate faculty within the GPPS have invested time, effort and intellect to propose the following Strategic Plan as a roadmap for the immediate, medium, and long term planning within the GPPS. Key elements are outlined for attention. These are listed as headings in the strategic planning matrix below and include: streamlining of **policies and procedures** within the GPPS, continuous updating and improvement of the **curriculum** of the GPPS, increasing the program's competitiveness for attracting both intramural and extramural **funding**, developing an ambitious but achievable plan of **growth**, both in number of students enrolled and in quality and diversity, exploring the desirability and viability of instituting **new programs**, in particular a dual Pharm.D./Ph.D. program in addition to the currently offered M.S. and Ph.D. degree programs, and instituting a program of continuous **self-assessment** in concert with and the use of the AACP Graduate Program Self-Assessment Survey.

## 1.0 Policies and Procedures

1.1 *Within the short term (1 year) the GPPS will streamline its **policies and procedures** by drafting, implementing and disseminating a:*

Task	Priority	Person Who Is Responsible	New Budget \$'S Needed	Budget Reallocated From
1.1.1 Listing of equitable admissions procedures highly selective of meritorious students	A	Weis, Van der Schyf, Bailey, GPC for approval	\$5,000	
1.1.2 Uniform published procedure for administering Qualifying Examinations	A	Weis, Van der Schyf, GPC for approval	\$5,000	
1.1.3 Uniform published procedure for administering Dissertation/Thesis Defense Examinations	A	Van der Schyf, GPC for approval	\$5,000	
1.1.4 Published GPPS Policies & Procedures Manual as an online and as an in print document accessible to aspiring and enrolled	A	Van der Schyf, Bailey, Smith	\$8,000	

students and graduate faculty				
1.1.5 Published Graduate Student Handbook	A	Van der Schyf, Bailey	\$8,000	
1.1.6 Redefined strategy of how the Masters Degree Program should be offered	A	Van der Schyf, GPC	\$ -0-	

## 2.0 Curriculum

2.1 *Within the short (1 year), and medium (<3 years) term the GPPS will streamline its **curriculum** by drafting, implementing and disseminating a:*

Task	Priority	Person Who Is Responsible	New Budget \$'S Needed	Budget Reallocated From
2.1.1 Core Curriculum and establish minimal requirements for such	A	Van der Schyf, Smith, GPC;	\$10,000	
2.1.2 Current revision of the Core curriculum within 1 year	A	(Van der Schyf, GPC;	included in listed above	
2.1.3 list of electives with a view to offer enough elective courses to enable students to complete didactic requirements in a timely manner	A	Van der Schyf, GPC	\$4,000	
2.1.4 strategy for continuing on-going curriculum review to stay abreast of current science and technology innovations	B	GPC, Graduate Faculty	\$5,000	
2.1.5 reevaluation strategy for the MS program to examine and identify core and elective curriculum in keeping with changes made to this degree offering	A	Van der Schyf, GPC	\$5,000	

### 3.0 Funding

3.1 Within the short (1 year), and medium (<3 years) term the GPPS will institute a strategy for the procurement of intramural and extramural **funding** to benefit the Program and its Students by implementing the following programs:

Task	Priority	Person Who Is Responsible	New Budget \$'S Needed	Budget Reallocated From
3.1.1 Faculty grant writing efforts will be supported and PIs encouraged, where appropriate, to ask for stipend funding for graduate students in all grant proposals submitted to extramural granting agencies	A	Van der Schyf, Smith, Thekkumkara, GPC	\$5,000	
3.1.2 A Policy for Graduate Student Stipend Support will be drafted, approved, and implemented that will encourage faculty members to accept graduate students onto grant support in order to leverage university contributed stipend funds to accommodate new faculty and/or faculty with a temporary lapse in grant support	A	Smith, Van der Schyf, Thekkumkara	\$5,000	
3.1.3 Current staff contributions to the GPPS are excellent but these efforts need to be recognized and supported through salary incentives for staff members involved in Graduate Program management as the burdens and challenges of coping with an expanded program increase	A	Smith, Van der Schyf	\$20,000	
3.1.4 The quantity and quality of Student Stipend support will be expanded by:				

	3.1.4.1 Negotiating, with the GSBS, an equitable funding support mechanism for student stipends available to the GPPS from state funding	A	Smith, Van der Schyf	\$75,000	
	3.1.4.2 Exploring the feasibility of, and requirements for procuring NIH Training Grants for the GPPS, and managing the Program such that the GPPS and/or faculty/students within the program will become eligible for: <ul style="list-style-type: none"> <li>• Small grants</li> <li>• Large training grants</li> </ul>	B	Van der Schyf, Weis, Smith	\$20,000	
	3.1.4.3 Establishing a data base, making our students competitive, and encouraging them to apply for Individual Graduate Student Grants and/or Scholarships from extramural agencies, both domestic and international. A memorandum of understanding (MOU) will clarify that such support, if successful, should be used to leverage stipend support to benefit the Program	A	Van der Schyf, Smith, Bailey	\$10,000	

#### 4.0 Growth

4.1 Within the short (1 year), and medium (<3 years) term the GPPS will institute a strategy to manage optimal **growth** of the Program by:

Task	Priority	Person Who Is Responsible	New Budget \$'S Needed	Budget Reallocated From
4.1.1 developing recruitment strategies for: a. local students b. national students c. international students	A	Van der Schyf, Lockman, Bailey	\$12,000	
4.1.2 formalizing and organizing a recruitment strategy by: a. identifying target institutions; b. identifying and training staff and faculty for recruitment presentations	B	Van der Schyf, Lockman, Bailey	\$8,000	
4.1.3 developing a strategy to specifically encourage minority student recruitment into the GPPS by: a. working with the office of TTUHSC's Vice President for Diversity and Multicultural Affairs; b. identifying minority-specific target institutions; c. identify and pursue grant funding opportunities specifically targeted at minority students	A	Van der Schyf, Lockman, Bailey	\$12,000	

## 5.0 New Programs

5.1 *Within the short (1 year) term the GPPS will evaluate the desirability to institute a dual **PharmD/Ph.D** program:*

Task	Priority	Person Who Is Responsible	New Budget \$'S Needed	Budget Reallocated From
5.1.1 Evaluate the desirability to institute a dual <b>PharmD/Ph.D</b> program similar to that found at several other Graduate Programs in Schools of Pharmacy in the USA	A	Van der Schyf, Weis, Smith	\$75,000	

## 6.0 Self-assessment

6.1 *Within the short (1 year) term the GPPS will implement a mechanism for annual self-assessment:*

Task	Priority	Person Who Is Responsible	New Budget \$'S Needed	Budget Reallocated From
6.1.1 Implement a mechanism for annual self-assessment by initially using the “ACCP Graduate Program Self-Assessment Surveys”, and applying the outcomes of such assessment to direct the management of the Program for optimal functioning	A	Van der Schyf, Smith, Bailey	\$12,000	