

ACCREDITATION COUNCIL FOR PHARMACY EDUCATION



INTERIM REPORT ACTION DOCUMENT

January 17-18, 2019

**Professional Program Leading to the
Doctor of Pharmacy Degree**

UNIVERSITY OF LOUISIANA AT MONROE

COLLEGE OF PHARMACY

MONROE, LOUISIANA

**UNIVERSITY OF LOUISIANA AT MONROE
COLLEGE OF PHARMACY**

Current Accreditation Term: Through June 30, 2022 (comprehensive review 2021-2022).

Summary of Standards Addressed in the Interim Report, dated October 15, 2018:

Standard	Status Before Report	Status After Report
4: Personal and Professional Development	Compliant with monitoring	Compliant
18: Faculty and Staff – Quantitative Factors	Compliant with monitoring	Compliant with monitoring
23: Financial Resources	Compliant with monitoring	Compliant with monitoring

Administrative Changes: see below.

Monitoring requested by the ACPE Board for the Interim Report, by Standard (*with Board Comments in italics*):

Standard No. 4: Personal and Professional Development

- ❑ A **copy** and **brief description** of the co-curricular plan, which provides assurance that activities are mapped to all key elements of Standards 3 and 4 and identifies additional activities for P4 students.
- ❑ A **detailed description** of continued implementation of the co-curricular plan for all enrolled students, including the Classes of 2019 and 2020.
- ❑ A **brief description** of the progress made toward appointing the Director of IPE and Co-Curriculum.

Comments: *The Board acknowledges the co-curricular plan submitted by the College which includes mandatory co-curricular activities, reflections on professional growth, attendance at mandatory presentations and participation in peer groups. Program components are evaluated and tracked longitudinally through the Professional Growth and Development course series during the P1-P3 years and during the APPEs during the P4 year. All P4 students document career growth and professional development goals at the beginning of each APPE and reflect on achievement of these goals at the conclusion of the APPE.*

The Board notes that an internal search for a Director of IPE and Co-Curriculum failed to identify an individual due to workload concerns. The Board supports the College's decision to split the position into two separate positions and notes that individuals have been appointed to the positions of Interim Program Director for Interprofessional Education and Program Director of Assessment. The Board notes the College's plans to reassess workload and the need for both leadership roles in 2019. The School is reminded to promptly notify ACPE should plans for the positions change, consistent with ACPE's substantive change policy.

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Standard No. 18: Faculty and Staff – Quantitative Factors

- ❑ A **brief description** of the progress made in filling the open and interim positions.
- ❑ A **brief description** of the progress made toward completion of the faculty and staff workload analysis, along with a description of any changes to faculty/staff strength as a result of that analysis.

***Comments:** The Board notes that the College currently has seven open positions including one position in the Monroe School of Basic Pharmaceutical and Toxicological Sciences and five open positions in the School of Clinical Sciences (two clinical pharmacists, a regional dean, an Endowed Chair of Clinical Research at the New Orleans campus, and one clinical pharmacist at the Monroe campus). The Board notes that several of these positions are being held as the College considers workloads and the need to right-size the program. Plans to reconsider these positions in FY2022/2023 are noted.*

The Board notes that the initial phase of the workload analysis determined that the program is able to cover all existing curricular requirements with existing faculty resources. The College is encouraged to further explore specific findings identified including the need for additional toxicological faculty.

Standard No. 23: Financial Resources

- ❑ A **copy** of the updated proforma that incorporates the “right-sizing” of the College faculty and staff based on enrollment.
- ❑ A **detailed description** of the progress made on the salary revision plan for both faculty and staff, including any plans for ongoing salary adjustments to address compression.
- ❑ A **detailed description** of any adjustments made to the School budget to meet programmatic needs.

***Comments:** The Board notes the College’s efforts to align faculty salaries with averages reported by AACP as outlined in the salary revision plan. The Board notes that increased personnel expenditures are taken from Pharmacy Reserve Funds until they can be moved to General College Funds. The Board expresses concern that, while the University was able to move funds to the general fund in FY2018, additional monies have not been moved for FY2019. The Board notes that the faculty retention plan to address future merit raises is dependent on the availability of funds. The College is encouraged to continue to give careful attention to faculty salaries to ensure the program remains competitive with peer institutions.*

The Board notes the College’s funding sources including efforts by the University to advocate for recognition of the College’s need for additional funding through special appropriations and reevaluation and revision of the State’s formula funding model. The Board notes the College’s plans to address budgetary needs through changes in tuition and fees, establishing reasonable recruitment targets, and facilitating matriculation.

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Board Action:

- The Board affirms accreditation of the PharmD program through **June 30, 2022**.
- As noted in the June 20-23, 2018, Action and Recommendations, an interim report should be submitted by **October 15, 2019**. Monitoring for this report has been modified based on the documentation submitted with the current report. The October 15, 2019, report should include:

Standard No. 8: Organization and Governance

- A **brief description** of the effectiveness of the new COP organizational structure in advancing School initiatives and establishing collaborative relationships with the CHS.

Standard No. 10: Curriculum Design, Delivery, and Oversight

- A **detailed description** of the progress made toward implementation and evaluation of the revised curriculum, along with any changes made based on assessment data.

Standard No. 11: Interprofessional Education (IPE)

- A **detailed description** of full IPE plan implementation, including outcomes, resources, timeline, assessment and tools utilized.

Standard No. 18: Faculty and Staff – Quantitative Factors

- A **brief description** of the status of open positions including the regional dean and endowed chair positions.
- A **brief description** of any additional faculty turnover since the October 2018 Interim report.

Standard No. 23: Financial Resources

- A **detailed description** of any adjustments made to the School budget to meet programmatic needs and address future faculty merit increases.

Standard No. 24: Assessment Elements for Section I: Educational Outcomes

- A **brief description** of the progress made toward implementation of the initiatives prompted by the NAPLEX root cause analysis.