

Plan was ratified by the College Faculty on May 18, 2022 with a vote of 38 yes, 1 abstain, 0 no.

College Mission

Our mission is to educate and empower individuals to become highly qualified pharmacy practitioners, scientists, and educators.

College Vision

We are recognized for contributions in pharmacy education, research and scholarship, and service. We are proud that our College is a diverse learning institution where students and faculty actively engage and collaborate with patients and other health care providers and academic and industry partners to promote health, optimize medication use outcomes, and create new drugs and devices. We strive to positively impact and advance the profession and health throughout our state, region, and nation by providing dynamic leadership.

College Values

We are committed to excellence through the following values:

1. Commitment to service and knowledge dissemination with integrity and accountability
2. Compassion and respect for each other and those we serve
3. Innovation and synergistic collaboration to advance the public’s health and well-being
4. Diversity, equity, inclusion, anti-racism, belonging, justice, and non-discrimination to enrich our environment and perspectives
5. Professionalism and ethical decision making in research, service, and education

5 Strategic Plan Sections

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|---|-----------------------------------|
| 1. Education | 4. Infrastructure and Advancement |
| 2. Research and Scholarship | 5. Faculty and Staff Development |
| 3. Pharmacy Practice and Professional Service | |

I.A. Education –Doctor of Pharmacy Program

OU PILLAR 2: Lead health workforce development in Oklahoma

OU PILLAR 4: Be a Place of Belonging and Emotional Growth for All Students, Faculty, Staff, and Alumni

1. STUDENT RECRUITMENT Explore options to increase doctor of pharmacy student enrollment	Responsible Party	Updates
a. Refine print recruitment materials for diverse, age-specific audiences (e.g. elementary/middle/high schools) and increase social media presence.	Student Affairs	
b. Continue to develop new partnerships and enhance existing programs to populate a “pipeline” of diverse applicants from elementary school through high school age such as high school counselor day and pre-pharmacy camp.	Student Affairs	
c. Develop and track a formalized network of alumni and community pharmacists to participate in recruitment events and	Student Affairs	

mentoring/shadowing opportunities, such as alumni ambassadors .		
d. Continue and enhance periodic on-campus recruitment events such as admissions workshops, open houses, and advisor workshops, recognizing that campus visits provide the most effective recruiting.	Student Affairs	
e. Strengthen connections with both college advisors and high school counselors and continue to develop connections with all pre-pharmacy/pre-health/science honor clubs at all Oklahoma colleges/universities.	Student Affairs	
f. Continue and enhance programs to assist with admitted student retention for matriculation (e.g., admitted student day, Class Facebook pages).	Student Affairs	

2. CURRICULAR ASSESSMENT Continue to assess, tag, map, & review the curriculum and co-curriculum	Responsible Party	Updates
a. Tag grading rubrics used throughout the curriculum in D2L to 4 college tags: objective, Bloom's Taxonomy, CAPE sub-domain, and ACPE Appendix 1. Use the results for regular curriculum review to ensure compliance & quality. Share annual tagging reports with faculty to help them evaluate their tagging efforts.	Assessment Dean, Senior biostatistician	
b. Offer students skills-based and co-curricular report cards or dashboard through Test Tracker or the electronic portfolio system for students (e.g., communication, problem solving, leadership, professionalism, patient care process, Interprofessional Education) to allow students to identify areas of improvement, especially for NAPLEX preparation.	Director of Experiential Education Assessment Dean	
c. Teach students and faculty how to best use report cards to improve learning and performance and identify barriers to use.	Assessment Dean, Senior biostatistician	
d. Outline a co-curricular process to help students more intentionally select activities that enrich their personal and professional development	Assessment Dean	
e. Explore the number and placement of integrated exam(s). Revise the test bank for integrated exams. Communicate goals, intent, and purpose of these exams to the students.	Assessment Dean, Faculty	
f. Explore the use, number and placement of performance based assessments such as OSCEs.		

3. STUDENT SUCCESS AND PRACTICE READINESS Assess students' readiness to enter Advanced Pharmacy Practice Experiences, provide direct patient care in a variety of settings, and contribute as a member in an interprofessional collaborative patient care team	Responsible Party	Updates
a. Deliver and assess evidence-based diversity, equity, and inclusion training/education , including emotional and professional growth, for students to ensure an environment of respect, dignity, and understanding.	Academic Affairs Dean Assessment Dean Professional Program Dean	
b. Identify desired professional and interprofessional outcomes (benchmarks or milestones) to be achieved by the end of each curricular year in accordance with accreditation standards and with transparency regarding activities, assessments, tracking methods and expectations.	Academic Affairs Dean Assessment Dean Professional Program Dean	
c. Implement and migrate the experiential portfolio to the electronic portfolio system "CORE" and evaluate outcomes as well as evaluate CORE module for co-curriculum management utility.	Director of Experiential Education Academic Affairs Dean Assessment Dean Professional Program Dean	
d. Evaluate existing interprofessional learning experiences, IPE , (especially in the P2 year), explore the utility of campus synchronous and asynchronous IPE learning opportunities, and support the development of innovative, sustainable interprofessional/interdisciplinary experiences to scaffold intentional process of IPE knowledge and skills across the curriculum.	Professional Program Dean	
e. Review the pharmacist patient care process (PPCP) stream, using curriculum and assessment committee data, at least every 4 years throughout the curriculum to ensure systematic integration.	Academic Affairs Dean Assessment Dean Professional Program Dean	
f. Review and revise the College's Entrustable Professional Activities (EPAs; units of work; assessed based on the level of	Director of Experiential Education	

independence) within the experiential curriculum using AACP's latest update to the CAPE outcomes and EPAs.	Assessment Dean Professional Program Dean	
g. Achieve and sustain NAPLEX and MPJE first time pass rates that place us in the top 10% of all pharmacy programs. Also recommend specific NAPLEX and MPJE preparation programs for students to use and explore creating a policy, using assessment data, that outlines responsible individuals and the process for remediation plans for students at risk for failing the NAPLEX and MPJE.	Director of Experiential Education Academic Affairs Dean Assessment Dean Professional Program Dean	
h. Continue to support student professional development in CAPE Domain 4 areas (self-awareness, leadership, innovation, & professionalism)	Academic / Student Affairs Dean	
i. Track Pharm D graduates' employment / first position achieved post graduation	Assessment Dean Biostatistician Student System Coordinator	
j. Maintain full accreditation of the professional program by Accreditation Council for Pharmacy Education (ACPE) (self-study begins 2027)	Assess Dean	

I.B. Education – Post-Graduate Programs

1. POST-GRADUATE PURSUIT Evaluate factors related to pursuit of and acceptance to post graduate education (residencies, fellowships, and graduate school)	Responsible Party	Updates
a. Achieve at least 20% of the graduating class securing post-graduate training (residency, fellowship, graduate degrees).	Prof Prog Dean, Dir Grad Prog	
b. Develop and maintain identifiable processes to inform students of post-graduate opportunities, including activities and methods to prospectively promote student awareness and success in securing such career pathways.	Prof Prog Dean, Dir. Grad Prog	
c. Track student participation in research (independent study or volunteer) in all departments, ensure proper training, & advertise faculty interests on web.	Dir Grad Prog Prof Prog Dean	
d. Track postdoctoral fellow's length of service (4 year cap), time to & place/title of first position, type of position (academia, industry, government), # publications, # awards, # grants written/awarded, #	Dir. Grad Prog Research Dean	

lectures or presentations given, participation in Preparing Future Faculty (PFF), and other additional training.		
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2. RESIDENCY DEVELOPMENT Promote residency and preceptor initiatives to advance pharmacy practice, research, and education in the state	Responsible Party	Updates
a. Support strategic residency program planning to achieve full ASHP accreditation and foster appropriate growth/development in quality, depth and breadth	Prof Prog Dean	
b. Broaden preceptor development, resident research, and resident teaching initiatives.	Residency Review Committee, Assess Dean	
c. Review residency programs to determine if any should be added, deleted or modified.	Prof Prog Dean	
d. Maintain (or obtain) full accreditation of all residency programs by American Society of Health-Systems Pharmacists (ASHP)	Prof Prog Dean	

3. GRADUATE PROGRAM EXPANSION Expand the Graduate program by increasing the number of graduate faculty, students, and postdoctoral fellows in the program	Responsible Party	Updates
a. Orient all new graduate students (direct admits) to the college and campus and provide electronic access to orientation materials for future reference.	Dir. Grad Prog	
b. Increase the visibility of our graduate program to 1 st year GPIBS students and PharmD students.	Dir. Grad Prog, Graduate Faculty	
c. Track graduate student quality indicators such as: graduation rates, time to graduation, graduate student awards, publications, graduate student career placement, and number who completed Preparing Future Faculty program.	Dir. Grad Prog Assess Dean	
d. Identify summer internship opportunities in FDA, CDC, PMC (Pharmacy Management Consultants), and pharmaceutical/biotech companies for graduate students and post-doctoral fellows.	Dir. Grad Prog	
e. Identify additional sources of funding to support graduate student training and to offer training opportunities for professional students in the Research Degree Option.	Dir. Grad. Prog. Assoc. Dean Res.	
f. Encourage pursuit and submission of pre- and post-doctoral fellowship application by graduate students and postdoctoral fellows.	Dir. Grad. Prog. Assoc. Dean Res.	
g. Work with the Graduate College and the Provost's office to enhance career and professional development opportunities for students.	Dir. Grad. Prog.	

II. Research and Scholarly Activity –

OU PILLAR 1: Become a top-tier research-driven Academic Health Center

OU PILLAR 5: Drive economic growth through translation of research into commercial enterprises.

1. FACULTY SCHOLARLY WORK Document faculty scholarly work products	Responsible Party	Updates
a. Document and track primary scholarly work contributions in Watermark Activity Insight on an annual basis	Faculty Communication Specialist Grants and Contracts Specialist	<ul style="list-style-type: none"> ○ <u>Peer-reviewed publications</u> ○ <u>Presentations (oral/poster)</u> ○ <u>Book chapters/Books</u> ○ <u>Grant/contract submissions</u> ○ <u>Intellectual property</u> <ul style="list-style-type: none"> ○ Patents and Invention disclosures ○ <u>Clinical trials</u>
b. Document and track secondary scholarly work services in Watermark Activity Insight on an annual basis	Faculty Department chairs Biostatistician	<ul style="list-style-type: none"> ○ <u># Editorial Boards</u> ○ <u>#Study Section Service (Grant Reviewer)</u> ○ <u>#Manuscript reviews</u> ○ <u>Guest editor/special journal issues</u> ○ <u>Book/Book chapter editing</u> ○ <u>Consulting and Company board</u>
c. Record impact of faculty scholarly contributions	Faculty	<ul style="list-style-type: none"> ○ <u>h-factor/G index (use appropriate discipline database - Search for an author profile):</u> Faculty to add to Watermark Activity Insight profile ○ <u>Number of citations of published articles (use appropriate discipline database):</u> Average of all faculty ○ <u>Impact factor of journals published in (https://jcr.clarivate.com):</u> Average of all faculty

2. RESEARCH ENTERPRISE Grow our research enterprise, infrastructure, and culture.	Responsible Party	Updates
a. Research intensive faculty will secure an average of 25% faculty salary support from extramurally funded research grants.	Dept. chairs Sr. Assoc Dean Finance	<u>Pharm Sci</u> <u>PCAS</u>
b. Identify and implement strategies to increase protected time for faculty to engage in research.	Faculty Dept. chairs	

<p>c. Track the number of faculty that mentor students in research and record participant outcomes.</p>	<p>Dept. Chairs Research Dean Faculty</p>	<ul style="list-style-type: none"> ○ Number of faculty mentoring grad students ○ Number of faculty mentoring in NARCH: ○ Number of faculty mentoring in INBRE: ○ Number of faculty mentoring in SURE: ○ Number of faculty mentoring in CURE: ○ Number of faculty mentoring in OSCTR: ○ Number of faculty mentoring postdoc fellows ○ Number of faculty mentoring clinical residents: <p><u>Mentee/Participant outcomes</u></p> <ul style="list-style-type: none"> ○ Articles published with mentee as an author: ○ Presentations by mentored students: ○ Grants/fellowships submitted by mentees:
<p>d. Increase inter and multidisciplinary research collaborations within the college and across campuses (e.g., targeted focus groups, targeted faculty connections, brown bags, online profiles).</p>	<p>Faculty Research Dean</p>	<ul style="list-style-type: none"> ○ <u>Membership of faculty in research groups</u> (Diabetes center, Geroscience, and Cancer center, etc.) ○ <u>Targeted Faculty connections within college (Interdisciplinary research)</u> <ul style="list-style-type: none"> ○ <u>Seed grant outcomes</u> ○ <u>Brown bag sessions</u> ○ <u>Online profiles:</u> <ol style="list-style-type: none"> 1. Webpage updated with new formatted Biosketch based on activity insight. <p>http://profiles.ouhsc.edu/search/ Link to OUHSC profiles page indicating faculty profiles based on NIH program</p>
<p>e. Increase the # of multidisciplinary preproposals and proposals submitted and awarded such as OSCTR initiatives, COBRE, and multi-PI grants.</p>	<p>Faculty Research Dean Grants and Contracts Specialist</p>	<p><u>OSCTR Initiatives:</u></p> <p><u>COBRE Initiatives:</u></p> <ul style="list-style-type: none"> ● OUHSC/OSU COBRE ● OUHSC/OU COBRE ● OUHSC SCC COBRE ● OUHSC Geroscience and Healthy Aging COBRE <p><u>Multi-PI Grants</u></p> <p><u>Presbyterian Health Foundation Grant Submissions:</u></p>
<p>f. Track faculty's use of research support and its impact on research and grant productivity (e.g., pre-award grants preparation and submission, post award grants administration, fiscal management, contract negotiations, seed grant/bridge money, and biostatistics service).</p>	<p>Research Dean</p>	<p><u>Research support</u></p>
<p>g. Increase the # of COP grants submitted and funded by 25-50% for the next five years, documenting annual progress to stakeholders (e.g., AACP, National Advisory Board).</p>	<p>Faculty Research Dean</p>	

h. Support faculty research efforts by ensuring sufficient and appropriate research space and returning a % of indirect costs into an account to be used for core facilities use or equipment purchases.	Dept. chairs, Sr. Assoc Dean Fin	<u>\$/Sq Ft (direct or +indirect)</u>
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III. Pharmacy Practice and Professional Services

OU PILLAR 3: Improve Health Outcomes and Eliminate Health Disparities in Oklahoma

1. CLINICAL SERVICES Expand relationships and support	Responsible Party	Updates
a. Secure an average of 20% CAS faculty salary support for total full-time faculty equivalent (from sponsored programs, contracts, or clinical service revenue).	Dept. chairs, Sr. Assoc Dean Fin	
b. Maintain, develop and advance relationships within and external to the University of Oklahoma Health Sciences Center/OU Health , prioritizing areas of need for further clinical service development and implementation of service opportunities consistent with targeted OUHSC initiatives.	Dept. Chair/Vice Chair, Sr. Assoc Dean Fin, Prof Prog Dean	

III. Pharmacy Practice and Professional Services Continued

2. OKLAHOMA CENTER FOR POISON AND DRUG INFORMATION (OCPDI) Further develop OCPDI	Responsible Party	Updates
a. Work with the University Hospitals Authority and Trust and/or other entities to secure stable funding sources for OCPDI .	Sr. Associate Dean Finance, OCPDI Manager, COP Administrative Director	
b. Advance efforts to establish a clinical toxicology service .	OCPDI Manager	
c. Maintain a current organizational chart that reflects staff service roles and responsibilities in the 4 areas of treatment recommendations, poison prevention, patient and health care professionals' education, and research.	OCPDI Manager, COP Admin Dir	
d. Expand in-house training of medical professionals, including a long-term commitment to Emergency Medicine Graduate Education that is externally supported.	OCPDI Manager	
e. Expand public outreach by training pharmacy students to provide community outreach and patient education to expanded populations (geriatric, young adults, and rural communities).	OCPDI Manager OCPDI Educator	
f. Monitor drug abuse trends in the state to provide authoritative education to medical professionals and the public.	OCPDI Manager OCPDI Educator	

g. Develop a transition plan for Medical Director.	OCPDI Manager, Sr. Assoc Dean Fin, Administrative Director	
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3. OU CLINIC PHARMACIES Increase awareness of OU Clinic Pharmacies and Nuclear Pharmacies services	Responsible Party	Updates
a. Increase patient awareness & utilization of the OU outpatient clinic pharmacy sites (Tulsa) by establishing relationships with key hospital/clinical staff who can promote the pharmacies to their patients.	Sr. Assoc Dean Fin, Dir Pharm Operat, Pharm Business Oper Manager, Pharmacy Mngrs	
b. Protect the ADAP program (AIDS drugs acquisition program) for this campus. Note: With OUPCC (OU Pharm Care Center) transferring to OU Health, it will terminate the agreement as OSDH must put that out to bid. We are proposing to OSDH to keep the contract with COP through other pharmacy operational sites.	Sr. Assoc Dean Fin, Dir Pharm Operat, Pharm Business Oper Manager, Pharmacy Mngrs	
c. Help grow the remaining assets with the newly hired (2/2022) business development position.	Sr. Assoc Dean Fin, Dir Pharm Operat Sr. Assoc Dean Fin, Dir Pharm Operat, Pharm Business Oper Manager	

4. NUCLEAR PHARMACY SERVICES Increase the number of hospitals utilizing PET products from the nuclear pharmacy	Responsible Party	Updates
a. Secure supply of PET radiopharmaceuticals, such as FDG, NaF, Ga-68-PSMA, amyloid plaque imaging agents and other new radiotracers coming into the market.	Sr. Associate Dean Finance Chair, Nuc Pharm Operations Group Dir, Nuc Pharm	
b. Acquire cyclotron and establish related radiochemistry capability for routine production and supply of F-18 labeled imaging agents to Oklahoma City metropolitan area.	Sr. Associate Dean Finance Chair, Nuc Pharm Operations Group	
c. Maintain Oklahoma Pharmacy license concerning State and Federal compounding regulations with expected operational changes with time.	Sr. Associate Dean Finance Dir, Nuc Pharm	
d. Obtain customer service feedback from those utilizing nuclear pharmacy services and explore areas of customer need and their perceived strengths and weaknesses of the services provided at least 2 times during the 5 year period.	Sr. Assoc Dean Fin Dir, Nuc Pharm	
e. Obtain cGMP designation for production of radionuclide biomarkers and generation of clinical doses.	Pharm Sciences Chair	

	Sr. Associate Dean Finance	
f. Acquire imaging machines to strengthen preclinical Research Imaging Facility (RIF) and thus facilitate in-house development of novel and translational radiopharmaceuticals.	Sr. Associate Dean Finance Director, Research Imaging Facility Chair, Nuclear Pharm Operations Group	

5. PHARMACY MANAGEMENT CONSULTANTS Expand Pharmacy Management Consultants initiatives	Responsible Party	Updates
a. Seek alternate payment models as well as RFPs and grant contracts/service agreements from other state organizations, Accountable Care Organizations and the Pharmaceutical Industry (e.g., services such as drug dispensing cost analyses and drug adherence and readmission rate reduction analyses) in order to expand the PMC business beyond the OHCA contract.	Sr. Associate Dean Finance, PMC Manager, Dir PMC Research	

IV. Infrastructure and Advancement

OU PILLAR 2: Lead health workforce development in Oklahoma

OU PILLAR 4: Become a Place of Belonging and Emotional Growth for All Students, Faculty, Staff, and Alumni

1. ADMINISTRATION AND INFRASTRUCTURE Maintain college operations	Responsible Party	Updates
a. Maintain collaborations and agreements with the university, campus administrators, and/or campus partners to sustain the college's mission.	Sr. Associate Dean Finance, Prof Program Dean	
b. Maintain a College organizational structure that unifies the program, delineates defined lines of responsibility and outlines assessable duties and maintain the most recent copy on the College website	COP Administrative Director	
c. Maintain a policy and procedure manual that is available to all through the college website (Associate Dean for Administration and Finance).	COP Administrative Director	
d. Ensure financial resources are sufficient to support existing and developing programs.	Sr. Associate Dean Finance	

2. DEVELOPMENT AND PHILANTHROPY Increase development and philanthropy	Responsible Party	Updates
a. Maintain the national advisory board at 15 active members who have diverse backgrounds and geographic locations.	Dean	

b. Annually track major and annual giving and planned gifts to the college and evaluate in 5 year increments.	Director of Development	
c. Acknowledge all donors in a timely manner whether through OU Foundation and/or the Dean's Office.	Director of Development	
d. Secure donations for the university match campaign for innovations and renovations of facilities	Director of Development	

3. COMMUNICATION Increase communication with college stakeholders	Responsible Party	Updates
a. Continue highlighting faculty, staff, student, and alumni achievement and awards in the annual College magazine, college and university website and social media as needed.	Dean, Communication Specialist	
b. Maintain and enhance college communication tools such as the College website, Alumni and Friends webpage, and College Facebook page to meet user needs.	Communication Specialist	

4. OFFICE OF ALUMNI AFFAIRS Maintain an Office of Alumni Affairs with staff coordinator and faculty advisor	Responsible Party	Updates
a. Track Alumni Association Board annual outcomes (e.g., # events, attendees).	Sr. Associate Dean Finance	
b. Continue to provide high quality continuing educational sessions to assist pharmacists with their CPD goals/plans and to fulfill license requirements.	Office Alumni Affairs	
c. Review the Alumni mission statement once a year with the Alumni Affairs Board.	Office Alumni Affairs	
d. Explore ways to increase the number of graduates who join the alumni association .	Office Alumni Affairs	
e. Continue to expand the Adrenaline Run and track the number of alumni, faculty, staff, and students who participate in or volunteer at the race, and the revenue generated.	Office Alumni Affairs	

V. Faculty and Staff Development

OU PILLAR 4: Become a Place of Belonging and Emotional Growth for All Students, Faculty, Staff, and Alumni

V.A. Faculty Development

1. FACULTY SUCCESS To attract, hire, retain and promote diverse faculty, we propose the following strategies.	Responsible Party	Updates

<p>a. Ensure that all new faculty introductions occur within one week of start date in an email announcement (Name, title, department, start date).</p>	<p>COP HR & Payroll Coordinator in conjunction with Dept. chairs</p>	<p>All formal introductions occur at quarterly faculty meeting. Departmental general introductions occur in person or via email within 1 week.</p>
<p>b. Develop, implement and assess a college orientation program that may be accessed year round, and that includes participation in university programs when they become available.</p> <p>Note:</p> <ul style="list-style-type: none"> • New faculty, in consultation with chair, must complete a checklist of topics to be covered and timeline to do so within first 2 weeks. • Faculty must complete the checklist and return it to Chair 	<p>Dept. chairs, COP HR and payroll, Faculty</p>	
<p>c. Ensure that all early-career faculty members have at least 1-2 academic mentors as well as teaching and service mentors as needed.</p>	<p>Dept. chairs</p>	
<p>d. At the time of faculty annual reviews, conduct discussions with faculty about goals and expectations in each academic domain as well as assessment of their success in achieving those goals from the previous year. Also review Documentation of teaching, research and service in Watermark/Activity Insight.</p>	<p>Dept. chairs</p>	
<p>e. Offer and maintain competitive salaries (based on 50% AACP benchmark).</p>	<p>Dept. chairs, Dean</p>	<ul style="list-style-type: none"> ○ # Faculty hired and salary relative to benchmark ○ # resignations/terminations ○ # faculty below benchmark
<p>f. During annual review, document participation in at least two faculty development activities that advance their professional knowledge and skills. These could include programming provided by institutional, regional or national organizations.</p>	<p>Dept. chairs</p>	<ul style="list-style-type: none"> ○ # and name of institutional development activities attended ○ # regional development activities attended ○ # national/international development activities attended
<p>g. Continue to receive scheduled evaluation of teaching, active learning delivery, teaching materials, and feedback by Assessment Dean (utilizing additional evaluators as needed such as Department Chairs or course coordinators) as scheduled (1 observation every 2 years for Assistant Professors, 1 observation every 3 years for Associate Professors, 1 every 4 years for Full Professors). Department Chairs review results, set goals with faculty during annual review and provide written evaluation/confirmation of those goals.</p>	<p>Assessment Dean</p>	
<p>h. Encourage participation in campus and national service committees and programs and relevant professional society work.</p> <p>Note: Also track # faculty that</p> <ul style="list-style-type: none"> ○ Chaired a national standing committee 	<p>Dept. chairs</p>	

<ul style="list-style-type: none"> ○ Held office in a national, regional or state professional society ○ Serve on committees that write questions for state and national board exams 		
<p>i. Continue to nominate faculty for campus, university, and national awards.</p> <p>Note: Also track # faculty receiving</p> <ul style="list-style-type: none"> a. Campus Awards b. National Awards 	Dept. chairs	

V.B. Staff Development

1. STAFF SUCCESS	Responsible Party	Updates
<p>To attract, hire, retain and promote diverse staff, we propose the following strategies in support of the college's mission.</p>		
<p>a. Ensure that all new staff introductions occur within one week of start date in an email announcement (Name, title, department, start date) and all staff hires related to the academic program have formal introductions at quarterly faculty meeting.</p>	COP HR & Payroll Coordinator in conjunction with Dept. chairs	
<p>b. During staff annual review, supervisors will assess job satisfaction and inform college administration for the purposes of driving retention strategies.</p> <p><u>Document suggestions and development activities requested:</u></p> <ul style="list-style-type: none"> ○ Provide opportunities for team building/bonding activities ○ Evaluate staff needs and satisfaction. ○ Provide and/or identify staff development activities inclusive of all our various staff roles. 	Sr. Associate Dean Finance, Supervisors	
<p>c. Delineate administrative staff's roles and responsibilities and identify, document, & train at least 1 back-up support person to the extent possible. Maintain master list of back-up support personnel.</p>	COP Administratin Director	
<p>d. Offer and maintain competitive salaries</p> <p>Note:</p> <p>Outcomes measured:</p> <ul style="list-style-type: none"> ○ # staff hired and salary relative to benchmark ○ # resignations/terminations 	Supervisors, Business Office	
<p>e. Continue to nominate staff for campus, university, and national awards.</p> <p>Note:</p> <ul style="list-style-type: none"> ○ Campus - Employee of the Month, Marcia Bennett Mentoring Award ○ University - Regents Superior Staff 	Dept. chairs	

<p>f. During annual review, document participation in ≥ 1 staff meetings or workshops a year that cover topics such as HR wellness training pertinent staff business, the relationship among internal operations, campus updates and activities, or invited campus guest speakers (e.g., health and wellness program leaders).</p>	<p>Sr. Associate Dean Finance, COP Administration Director, Supervisors</p>	
<p>k. Deliver and assess evidence-based diversity, equity, and inclusion training/education, including emotional and professional growth, for students to ensure an environment of respect, dignity, and understanding.</p>	<p>Sr. Associate Dean Finance, Dept. chairs, Assessment Dean</p>	