

Goal I: Redesign and refine the structure and function of the College of Pharmacy in order to meet the needs of a dynamic academic and professional environment

- Objective 1.1 Consolidate the structure of the College's remote clinical training sites.
 - a. Develop a well-designed remote satellite campus located at the Louisiana State University Medical Center Campus in New Orleans, Louisiana.
 - b. Develop a well-designed remote satellite campus located at the Louisiana State University Medical Center Campus in Shreveport, Louisiana
- Objective 1.2 Redesign the physical layout and functionality of the College of Pharmacy (Sugar Hall) in order to meet current and future needs of the overall program.
 - a. Appoint a space utilization committee within the College comprised of members from each academic department.
 - b. Create an area within Sugar Hall that will provide departmental structure and offices for the department of clinical and administrative sciences.
 - c. Reallocate space within Sugar Hall that will yield geographic identity for each individual department in the College of Pharmacy.
 - d. Design and construct expanded administration offices within Sugar Hall that will provide adequate space for administrative and support personnel.

Goal II: Improve the deteriorating physical infrastructure of Sugar Hall (circa. 1971)

- a. Renovate the large auditorium style classroom #351.
- b. Install and support permanent state-of-the-art distance learning classroom technology and equipment in Sugar Hall, as well as the College's satellite campuses located in New Orleans and Shreveport.
- c. Update classroom technology and equipment in all classrooms in Sugar Hall.
- d. Repair and/or replace the dysfunctional environmental control system in Sugar Hall.
- e. Replace the dysfunctional cage washer in the vivarium facility in Sugar Hall.

Goal III: Improve the security of Sugar Hall

- a. Limit after hours access to the building to faculty and essential personnel
- b. Develop an electronic entry system that limits and tracks after hour's access
- c. Continually educate faculty and staff concerning safety and security protocols

Goal IV: Develop and continually refine curricula that meet the needs of a pharmacy student's requisite knowledge base and skill sets.

- a. Revise and update the current Doctor of Pharmacy curriculum for implementation by fall semester 2007.
 - 1. Charge the Associate Dean for Academic Affairs and the curriculum committee with the task of revising and updating the school's Pharm.D. curriculum
 - 2. Provide essential resources to the Associate Dean and the curriculum committee in order to complete the task in an exemplary fashion.
- b. Develop protocols that will provide timely critical updates to the school's curriculum on a continual basis.

Goal V: Develop financial protocols and new initiatives designed to improve the school's fiscal and external communication functions.

- a. Develop an annual budgetary process for the school that will delineate the different sources of the school's annual budget. i.e. General fund, professional fees, indirect cost recovery, gifts, endowment earnings, sales and service, etc.
- b. Enhance the College's development and alumni relations initiatives.
 1. Initiate annual mail and telephone fundraising campaigns for the School.
 2. Design a major donor recruitment campaign for the College.
 - i. Corporate donors.
 - ii. Individual donors
 3. Appoint a Dean's Advisory Council which will be comprised of key alumni, as well as other individuals representing the different segments of pharmacy.
 4. Design and publish a ULM Pharmacy Quarterly Journal.
- c. Develop and refine protocols designed to create a continual governmental educational initiative to help ensure that necessary increases in the general fund portion of the school's budget are allocated.

Goal VI: Expand the current roster of administrative and technical personnel to provide support for key functions within the School.

- a. Appoint an Assistant Dean of Operations, Technology and Assessment for the College of Pharmacy.
- b. Establish a Business Office within the school and appoint a Business Manager as head of this office. The Business Office roster will also include the Ordering/Receiving Clerk.
- c. Appoint a Director of Technology for the College of Pharmacy. A key function of this position will include technical support for the distance learning program.
- d. Appoint an Assistance Coordinator of Practice Experiences to coordinate early practice experiences and assist the coordinator with administrative responsibilities of the overall program.

Goal VII: Enhance the teaching, scholarship and service functions within the College of Pharmacy

- a. Develop an effective faculty development program which addresses the three areas listed below.
 1. Develop a senior faculty mentorship program for junior faculty
 2. Provide quality educational programs during faculty retreats and faculty seminars.
 3. Develop strategies to send faculty to annual educational meetings and symposia.
- b. Develop strategies to provide essential equipment which is deemed necessary to conduct quality research programs.
- c. Reestablish a continuing education department at the university level which will provide support for the school's continuing education programs throughout the state of Louisiana as well as the United States.

Goal I: Redesign and refine the structure and function of the College of Pharmacy in order to meet the needs of a dynamic academic and professional environment.

[Level: Strategic (3-5 yrs)]

Objective 1.1 Consolidate the structure of the College's remote clinical training sites.

	Responsible Party	Timeline*	Resources Required	Measurable Outcomes	Monitoring & Reporting Plan	Notes
a. Develop a well-designed remote satellite campus located at the Louisiana State University Medical Center Campus in New Orleans, Louisiana						Developing site in Baton Rouge due to effects of Hurricane Katrina
b. Develop a well-designed remote satellite campus located at the Louisiana State University Medical Center Campus in Shreveport, Louisiana.	Dean	24 month	1. Assistant Dean 2. Building 3. Additional Faculty (12 total)	In place by Aug. 06		1. Dr. Mike Cockerham hired as Assistant Dean. 2. Building obtained and ready for occupancy 08/06. 3. Total of 11 faculty members and 1 support person as of 08/06.
c. Develop a well-designed remote satellite campus located at the Louisiana State University Medical Center Campus in Baton Rouge, Louisiana	Dean	24 month (start date of Jan 2006)	1. Assistant Dean 2. Building 3. Additional Faculty (5 total)	In place by January 2008	Assistant Dean will report to Dean of College at bi-weekly College Administrative Council meetings.	1. Assistant Dean to be hired 2. Building lease to be signed by April 07. 3. Total of 3 faculty members April 07.

Objective 1.2 Redesign the physical layout and functionality of the College of Pharmacy (Sugar Hall) in order to meet current and future needs of the overall program.

a. Appoint a space utilization committee within the college comprised of members from each academic department.	Dean	3 month	Faculty	In place by 11/04	Minutes will be posted to COP website	This is a standing committee of the COP.
b. Create an area within Sugar Hall that will provide department structure and offices for the department of clinical and administrative sciences	Dean/Space Utilization committee	12 month	Renovation funds	Completion of project	Posting of minutes containing recommendations to Dean	The purchase of the Bienville building negated the need to complete this project.
c. Reallocate space within Sugar Hall that will yield geographic identify for each individual department in the College of Pharmacy	Dean/Space Utilization committee	12 month	Identify and locate groups within geographic proximity in Sugar Hall	Completion of project	Posting of minutes containing recommendations to Dean	The purchase of the Bienville building negated in the need to complete this project in Sugar Hall. Individual departments will be located geographically within the Bienville building upon completion of renovation.
d. Design and	Dean/Space	12 month	Renovation	Completion	Posting of minutes	The purchase of the

construct expanded administration offices within Sugar Hall that will provide adequate space for administrative and support personnel.	Utilization committee		funds	of project	containing recommendations to Dean	Bienville building negated the need to complete this project in Sugar Hall.
*Timeline - Beginning August 2004						

Goal II: Improve the deteriorating physical infrastructure of Sugar Hall (circa. 1971).

[Level: Action (1-2 yrs)]

	Responsible Party	Timeline*	Resources Required	Measurable Outcomes	Monitoring & Reporting Plan	Notes
a. Renovate the large auditorium style classroom #351.	Dean	6 month	1. Renovation funds 2. Alternate classroom space.	Completion of project.	Bi-weekly College Administrative Council meetings	Completed in February 2005.
b. Install and support permanent state-of-the-art distance learning classroom technology and equipment in Sugar Hall, as well as the College's satellite campuses located in New Orleans and Shreveport.	Dean	36 month	1. Acquisition of Shreveport and Baton Rouge facilities 2. Funds	Completion of project.	Bi-weekly College Administrative Council meetings	Completed in Monroe Feb. 05 Expected date of completion for Shreveport: Nov. 06 Expected date of completion for Baton Rouge: Summer 07
c. Update classroom technology and equipment in all classrooms in Sugar Hall.	Dean/Dr. Blaylock/ Technology Support	12 month	Funds	Completion of project	Bi-weekly College Administrative Council meetings	Complete
d. Repair and/or replace the dysfunctional environmental control system in Sugar Hall.	Dr. Blaylock	12 month	Funds	Completion of project	Bi-weekly College Administrative Council meetings	This project was negated by the purchase of the Bienville building.
e. Replace the dysfunctional cage washer in the vivarium facility in Sugar Hall.	Dr. Blaylock	12 month	Funds	Completion of project.	Bi-weekly College Administrative Council meetings.	Completed February 2005.

Goal III: Improve the security of Sugar Hall.

[Level: Action (1-2 yrs)]

	Responsible Party	Timeline*	Resources Required	Measurable Outcomes	Monitoring & Reporting Plan	Notes
a. Limit after hours access to the building to faculty and essential personnel.	Dean	6 month	Installation of electronic locks	Completion of project.	Invoicing and testing of lock system	Completed by December 2004
b. Develop an electronic entry system that limits and tracks after hours access.	Dean	6 month	Installation of electronic locks	Completion of project.	Invoicing and testing of lock system	Completed by December 2004
c. Continually educate faculty and staff	Dean/Dr. Blaylock	ongoing	COP Environmental Safety Officer	Monthly/quarterly as required by University policy.	Faculty attendance at quarterly safety meetings is reported	Environmental Safety Officer hired August

concerning safety and security protocols.					to University safety officer.	2005.
*Timeline - Beginning August 2004						

Goal IV: Develop and continually refine curricula that meet the needs of a pharmacy student's requisite knowledge base and skill sets.

[Level: Strategic (3-5 yrs)]

	Responsible Party	Timeline*	Resources Required	Measurable Outcomes	Monitoring & Reporting Plan	Notes
a. Revise and update the current Doctor of Pharmacy curriculum for implementation by fall semester 2007.	Dr. Leader	36 month	Curriculum Committee	New Curriculum	Bi-weekly College Administrative Council meetings	Delayed by 1 year to coordinate with new admission standards
1. Charge the Associate Dean for Academic Affairs and the curriculum committee with the task of revising and updating the school's Pharm.D. curriculum	Dean	3 months	Curriculum Committee	Completion of task	Written committee chart	
2. Provide essential resources to the Associate Dean and the curriculum committee in order to complete the task in an exemplary fashion.	Dean	Ongoing	1. Consultant 2. Curricular information from other colleges of pharmacy.	1. Revision of competency statements. 2. Curricular mapping. 3. Course development.	Bi-weekly College Administrative Council meetings	Dr. George Francisco invited to speak to faculty and curriculum committee in Spring 2005. Revised competency statements adopted by faculty at August 06 retreat. Other outcomes are still in progress.
b. Develop protocols that will provide timely critical updates to the school's curriculum on a continual basis.	Curriculum committee/Assessment committee	Ongoing	Assessment tools or protocols	Data gathered from assessment tools.	Assessment committee conducts evaluation according to assessment plan schedule. Results are forwarded to curriculum committee for evaluation. Recommendations are sent to the faculty via the Dean for adoption. Also minutes from assessment and curriculum committees.	

*Timeline - Beginning August 2004

Goal V: Develop financial protocols and new initiatives designed to improve the school's fiscal and external communication functions.

[Level: Strategic (3-5 yrs)]

	Responsible Party	Timeline*	Resources Required	Measurable Outcomes	Monitoring & Reporting Plan	Notes
a. Develop an annual budgetary process for the school that will delineate the different sources of the school's annual budget. i.e. General fund, professional fees, indirect cost recovery, gifts, endowment earnings, sales and service, etc.	Dean/Dr. Blaylock/COP Business Office	9 months	Business Manager	Availability of information regarding sources of income for COP annual budget.	Bi-weekly College Administrative Council meetings	Delayed by 1 year to coordinate with new admission standards
b. Enhance the College's development and alumni relations initiatives.	Dean/Director of Development and Director of Alumni Affairs	Ongoing	Director of Development, Director of Alumni Affairs, Fiscal resource	Gifts, Regional alumni associations, donor network	Alumni surveys, periodic development reports, donor lists	Reports on total giving available in COP Office of Development for '03: \$69,042, '04: \$75,445; '05: \$188,996; '06: \$406,477.
1. Initiate annual mail and telephone fundraising campaigns for the School.	Director of Development	Ongoing	Fiscal resources, space, telephone equipment, staffing	Gifts	Development reports, donor lists	Phonathon held during 05-06 calendar year, Phonathon planned for Spring 07, general mailout done October 06, specific Dufilho mailout done December 06, reports available in Ofc. of Dev.
2. Design a major donor recruitment campaign for the College.	Director of Development	Ongoing	Fiscal resources, donor information	Gifts	Development reports, donor lists	Major campaign in planning, to involve Dean's Advisory Council, with next meeting planned for April, 2007
i. Corporate donors	Director of Development	Ongoing		Gifts, donor networks	Development reports, donor lists	information available through Office of Development
ii. Individual donors	Director of Development	Ongoing		Gifts, donor networks	Development reports, donor lists	information available through Office of Development
3. Appoint a Dean's Advisory Council which will be comprised of key alumni, as well as other individuals representing the different segments of pharmacy.	Dean	Ongoing	Potential council member information	List of appointments	Meeting minutes	Held 3 meetings
4. Design and publish a ULM Pharmacy Quarterly Journal.	Director of Public Relations and Alumni	6 months	Fiscal resources, staffing,	Publication of journal	Number of issues published per	3 issues have been published as of December 06,

	Relations		secretarial support		year	fourth issue to be available in March 07.
c. Develop and refine protocols designed to create a continual governmental educational initiative to help ensure that necessary increases in the general fund portion of the school's budget are allocated.	Dean, Director of Development	Ongoing	Staffing, networking information, fiscal resources	Lobbying plan, state funding	Annual funding levels	
*Timeline - Beginning August 2004						

Goal VI: Expand the current roster of administrative and technical personnel to provide support for key functions within the School.

[Level: Action (1-2 yrs)]

	Responsible Party	Timeline*	Resources Required	Measurable Outcomes	Monitoring & Reporting Plan	Notes
a. Appoint an Assistant Dean of Operations, Technology and Assessment for the College of Pharmacy.	Dean	9 months	Identification of appropriate candidate.	Position filled.	Creation and filling of position, development of budget line for position.	Dr. Blaylock appointed as Associate Dean of Operations, Technology and Assessment in March, 2005.
b. Establish a Business Office within the school and appoint a Business Manager as head of this office. The Business Office roster will also include the Ordering/Receiving Clerk.	Dean/Director of Development and Director of Alumni Affairs	9 months	Identification of appropriate candidate.	Position filled.	Creation and filling of position, development of budget line for position.	Ms. Susan Rogers appointed as Business Manager in March 2005.
c. Appoint a Director of Technology for the College of Pharmacy. A key function of this position will include technical support for the distance learning program.	Director of Development	9 months	Identification of appropriate candidate.	Position filled.	Creation and filling of position, development of budget line for position.	Ms. Marcia Wells appointed as Technology Manager in April 2005.
d. Appoint an Assistant Coordinator of Practice Experiences to coordinate early practice experiences and assist the coordinator with administrative responsibilities of the overall program.	Director of Development	12 months	Identification of appropriate candidate.	Position filled.	Creation and filling of position, development of budget line for position.	Dr. Laurel Rodden hired as Coordinator of Introductory Pharmacy Practice Experience in August 2005.
*Timeline - Beginning August 2004						

Goal VII: Enhance the teaching, scholarship and service functions within the College of Pharmacy.

[Level: Strategic (3-5 yrs)]

	Responsible Party	Timeline*	Resources Required	Measurable Outcomes	Monitoring & Reporting Plan	Notes
a. Develop an effective faculty development program which addresses the three	Director of faculty development, Faculty development	12 months	creation of Director of Faculty development, fiscal	Faculty participation, faculty performance, promotion	Periodic reports from Faculty development committee, faculty	Faculty College has been established. Drs. Sirmans and Parish are the Faculty Liaisons.

areas listed below.	committee		resources, staffing	and/or tenure rates.	assessment of program	
1. Develop a senior faculty mentorship program for junior faculty.	Department Heads	12 months	Time, staffing, example plans from other Universities	Establishment of mentoring programs	Periodic mentor reports to Dept Head, Departmental annual report	Mentoring programs has been implemented in BS dept., awaiting implementation in CAS.
2. Provide quality educational programs during faculty retreats and faculty seminars.	Director of faculty development, Faculty development committee	12 months	Director of Faculty development, fiscal resources, faculty buy-in	Number and quality of programs	Periodic reports from Faculty development committee, faculty assessment of programs	Dr. Stringer offered session on writing objectives.
3. Develop strategies to send faculty to annual educational meetings and symposia.	Dean, Department Heads	12 months	Fiscal resources	Number of faculty attending meetings	Faculty activity reports	Many faculty attended grant writing workshops, AACP
b. Develop strategies to provide essential equipment which is deemed necessary to conduct quality research programs.	Department Heads, Faculty	Ongoing	Fiscal resources, well developed research plan	Additional equipment acquired, proportion of requested equipment purchased.	Annual departmental reports	Several large pieces of equipment have been purchased through grants or other extramural funds (e.g., LCMS, confocal microscope, scanning electron microscope).
c. Reestablish a continuing education department at the university level which will provide support for the school's continuing education programs throughout the state of Louisiana as well as the United States.	Dean	12 months	Fiscal resources, staffing	Development of CE office	Program offerings, ACPE accreditation	Based upon attendance at CE programs, it was determined that it would be more cost efficient to partner with another ACPE approved provider.

*Timeline - Beginning August 2004