

## AACP REPORT

### Council of Deans Chair Report, July 2019

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There has been a variety of activity taking place within the AACP Council of Deans (COD) during this academic year:

#### **Community Engagement Task Force**

**Members:** Dan Robinson, (Chair, Western University of Health Sciences); Alex Adams (invited guest); Gary Delander (Oregon State University); Jeffrey Mercer (Harding University); Rachel Ogden (LECOM); and Robert Soltis (Butler University).

The committee has provided a detailed report for the Council of Deans (available on the AACP COD Connect Community) and did an excellent job of identifying a number of engagement activities, processes, etc. at our member colleges and schools. Individuals are encouraged to check with the chair, Dan Robinson, regarding his interest in continuing to gather and share information. An executive summary of the task force work is provided at the end of this report.

#### **Professional Engagement Task Force**

**Members:** Nancy Fjortoft (Chair, Midwestern University Downers Grove); Christine Birnie (St. John Fisher College); Renae Chesnut (Drake University); Jim Dalton (University of Michigan); and Roger Davis (Lipscomb University).

The committee has provided a detailed report for the Council of Deans and did an excellent job of identifying considerations for professional engagement strategies with various organizations within the pharmacy domain. One result of the Task Force activities will be announced by Fall 2019 and it is the development of a CEO Deans Advisory Council for the American Pharmacists Association (APhA). The specifics of the arrangement are still being finalized, but APhA leadership is excited at the opportunity and this could possibly represent a model for use with other professional pharmacy organizations. An executive summary of the task force work is provided at the end of this report.

#### **Letter to ACPE Regarding Interprofessional Education Standard**

The "Dear Dean" letter from ACPE was discussed at the CEO Deans' Networking Session at the 2019 Interim

Meeting and a robust discussion ensued. Consensus was not reached within the discussion with individuals with pro and con opinions on physicians and medical student involvement in each encounter. The meeting ended within a decision to await the information provided at the ACPE session on Standards 2016 and then potentially discuss during the COD Business Meeting at the 2019 AACP Annual Meeting if action was warranted. Greg Boyer provided clarification of the ACPE position on medical student involvement in ACPE activities and that it could be limited to one (1) engagement per in person or virtually. There was no further discussion or action within the COD Business Meeting after the clarification was provided.

On April 25, 2019 forty-two CEO Deans sent a letter to ACPE regarding their position on IPE and the involvement of physicians and medical students. It was shared within the Council of Deans via a post on Connect thereafter. The participants in the letter were from predominantly from public institutions and it was unclear as to how individuals were asked to participate. As a result of the letter efforts are being undertaken to have a CEO Dean talking/sharing session at the 2019 AACP Annual Meeting in Chicago, IL.

#### **Informal Working Group of Deans of Colleges of Pharmacy and Health Sciences**

A working group of deans who oversee colleges of pharmacy and other health sciences met at the 2019 Interim Meeting with a core group of individuals from pharmacy and health sciences (professions) to discuss if looking further into the issue of developing an impromptu network for deans to be able to talk about the opportunities and challenges they face. Further discussions will continue as this is at a very early stage.

#### **A Year in Reflection**

The past year has gone by incredibly fast. I cannot thank Annie Lin, Russ Melchert, Cindy Stowe, Wendy Cox and Lynette Bradley-Baker enough for their hard work, dedication, and for incredibly good counsel as we wrestled with several issues throughout the year. I also want to thank the members of the respective Task Forces

for their great work and contributions. Committee reports from the COD Nominating Committee and COD Resolutions Committee and the executive summary from the the COD/Council of Faculties (COF) Joint Leadership Task Force is included at the end of this report.

My time as Chair has given me the opportunity to interact and engage with far more of my COD colleagues than I had previously done. Within each conversation I found passion and commitment to our profession and our academy. We have had, and will have at the 2019 Annual Meeting, discussions that represent clear differences in opinion. While some may choose to see that as divisive, I truly believe that talking about our differences of opinion, and the differences of our programs, will prove to enrich everyone in the dialogue and ultimately the academy. This past year has been a great learning experience for me and I am very proud of what we have accomplished!

## **COUNCIL OF DEANS COMMITTEE REPORTS**

### **Council of Deans Nominations Committee Report**

The Council of Deans Nominations Committee received eight completed nominations for the available Council of Deans positions. After reviewing the submission information, the Nomination Committee selected the following candidates for the following Council of Deans positions:

Council of Deans Chair-Elect

Renae J. Chesnut (Drake University)

Philip D. Hall (Medical University of South Carolina)

Council of Deans Secretary of Knowledge Management

Steven J. Martin (Ohio Northern University)

Debra L. Parker (University of Findlay)

Council of Deans Administrative Board Representative

David F. Gregory (Belmont University)

Walter T. Smith (Manchester University)

The members of the 2018-2019 Council of Deans (COD) Nominations Committee:

Anne Y. Lin, Chair, Notre Dame of Maryland University

Rondall E. Allen, University of Maryland Eastern Shore

Christine R. Birnie, St. John Fisher College

Heather M. Petrelli, University of South Florida

Sharon L. Youmans, University of California, San Francisco

### **Council of Deans Resolutions Committee Report**

The Council of Deans Resolutions Committee received one inquiry regarding creating a resolution during

the 2018-2019 academic year. After providing guidance on the inquiry, no resolution was submitted for Council of Deans consideration.

As of June 17, 2019, there were no resolutions submitted to Council of Deans Resolutions Committee during the 2018-2019 academic year.

The members of the 2018-2019 Council of Deans Resolutions Committee:

Wendy C. Cox, chair, University of North Carolina, Chapel Hill

Ian C. Doyle, Pacific University Oregon

Paul W. Jungnickel, Auburn University

Reza Karimigevari, Pacific University Oregon

Nancy E. Kawahara, Loma Linda University

Sunil Prabhu, Western University of Health Sciences

Scott K. Stolte, Wilkes University

## **COUNCIL OF DEANS TASK FORCE EXECUTIVE SUMMARIES**

### **COD Community Engagement Task Force**

Council of Deans Community Engagement Task Force Members: Jeffrey Mercer (Harding); Rachel Ogden (LECOM); Gina Ryan (Mercer); Robert Soltis (Butler); Gary DeLander (Oregon State); Alex Adams (formerly Idaho Board of Pharmacy – guest); Daniel Robinson, Chair (Western University)

The AACP Council of Deans Task Force on Engagement was charged by COD Chair, Evan Robinson, to “develop a list of recommendations and best practices regarding models for successful engagement for colleges and schools of pharmacy.” To accomplish this, the COD Chair asked the Task Force to collect and examine current local (including campus-based), regional and state-based efforts by schools and colleges that promote student and faculty engagement.

The Task Force developed a template for reporting activities based on the Kellogg Logic Model, which guided respondents to report their activities in basic program components. Each initiative provided responses to the following prompts:

1. Inputs/Resources – In order to accomplish our set of activities, we will need the following:
  - a. Activities - In order to address our problem or asset, we will conduct the following activities:
  - b. Outputs - We expect that once completed or under way these activities will produce the following evidence of service delivery:
  - c. Outcomes - We expect that if completed or ongoing these activities will lead to the following benefits or changes:

2. Impact - If these changes are achieved, then certain changes to organizations, communities or systems would be expected to occur:

The request for engagement activities was sent to 143 CEO Deans. Deans were encouraged to enlist others in their organization in completing the template. The initial request was sent on October 30, 2018, followed by two reminders prior to the soft deadline of November 30, 2018. Additional submissions were accepted after this deadline. In total, we received 45 completed responses, with some institutions providing multiple engagement initiatives. The responses were then reviewed and placed in one of four categories, with the four categories further divided into subgroups. Six of the submitted engagement activities fell outside the scope of the task force objectives, resulting in 39 valid responses. Although we solicited examples of both student and faculty engagement, we only received one response related to faculty engagement, which was related to faculty participation in shared governance. Since this was considered to be standard practice among all ACPE accredited institutions, it was not included in the final analysis. All of the valid responses are related to student engagement.

It is clear that many schools and colleges are vested in providing outstanding engagement experiences for their students. Undoubtedly, many institutions that did not respond to our request are also committed to student engagement in ways that are not represented in this analysis. We hope that by providing this initial compilation of engagement activities it will stimulate others to consider implementing activities at their institutions or to share their great initiatives with others

### **COD Professional Engagement Task Force**

**Members:** Nancy Fjortoft (Chair, Midwestern University Downers Grove), Christine R. Birnie (St. John Fisher College), Renae J. Chestnut (Drake University), James T. Dalton (University of Michigan) and Roger L. Davis (Lipscomb University).

The AACP Council of Deans Professional Engagement Task Force was charged by COD Chair, Evan Robinson, to investigate how the Council of Deans can play a larger or more constructive role in relationships with other pharmacy professional organizations.

The Task Force had one live and productive meeting at the 2018 American Society of Health-Systems Pharmacists (ASHP) Midyear Clinical Meeting on December 3, 2018 in Anaheim, California. COD Chair Evan Robinson and AACP staff member Lynette Bradley-Baker joined the task force during the meeting. We reviewed current engagement by AACP staff with other organizations and discussed common practices.

The task force recommendations are to:

1. Encourage pharmacy organizations to hold regular “Deans” meetings at their annual meetings. The COD Chair would ask for a volunteer who is planning on attending the meeting to take notes and submit those notes to AACP;
2. Encourage pharmacy organizations to create and appoint members to a Dean’s Advisory Council. Minutes from these meetings would also be shared with AACP;
3. Invite presidents/CEOs of pharmacy organizations to annual or interim AACP meetings. Schedule a time for a purposeful conversation; and
4. Affirm our recommendation from last year to focus on the AACP/NABP District meetings;
5. Define the purpose of these meetings: This should be done by AACP and NABP leadership.
  - a. If the purpose is meaningful, continue the meetings and ensure the following:
    - i. Schedule CEO Dean time to focus on nationwide AACP strategic priorities/agenda;
    - ii. Schedule meetings at more convenient time for schools/colleges; and
    - iii. Schedule time for state board members/deans dialogue.
  - b. If the purpose is not meaningful, discontinue the meetings.

### **Joint Council of Deans (COD)/Council of Faculties (COF) Leadership Task Force**

**Council of Deans:** Toyin Tofade, Co-Chair (Howard University); Kem Krueger (University of Wyoming); and Beth Welch (Western New England University)

**Council of Council of Faculties:** Andrew Traynor, Co-Chair (Concordia University Wisconsin); Fadi Khasawneh (University of Texas at El Paso); and Kimberly Plake (Purdue University)

**Background.** There is a need for all faculty to engage in leadership at all levels of pharmacy education to advance teaching, research, service and practice. AACP has a role in advancing leadership programming per the strategic plan

### **Charges.**

1. Identify a reference of skills and knowledge upon which pharmacy faculty and administrator leadership development programming should be based;
2. Compile an inventory of available leadership programs that are available for pharmacy faculty and administrators at all levels of the profession:

- a. Emphasis on identifying broad-based national programs;
  - b. Include programs outside of pharmacy and outside of healthcare; and
  - c. May include campus-based leadership programs;
3. To identify whether there are “gaps” in the available AACP leadership training/experiences; and
  4. Identify barriers to and benefits from leadership development programming for pharmacy faculty and administrators.

**Methods.** Two groups worked in parallel on the committee to address expectations/competencies and programs/resources. Toyin Tofade and Andy Traynor convened each group separately.

**Expectations Group** (Kem Krueger, Fadi Khasawneh, Toyin Tofade)

1. Identified leadership expectations (competencies) for pharmacy faculty and administrators at all levels of the profession via a process determined by the team that included:
  - a. Literature review
  - b. Subcommittee brainstorm of competencies for deans, chairs and faculty
  - c. AACP Connect feedback on initial list of competencies received from Deans and administrators
  - d. Thematic analysis of the findings from A, B and C.

**Programs and Resources Group** (Kim Plake, Beth Welch, Andy Traynor)

2. Conducted a search of existing leadership programs beneficial to pharmacy faculty and administrators

that are: Nationally available, on campuses and in other health professions.

For each program, identified: Location, offerings, potential member benefits, target audience, cost, commitment required (time and money), and contact information.

3. Explored local programs with schools, to address the following: What are the institutional and personal barriers that exist related to leadership development? What kind of support do institutions offer? What systems/structures exist for “on the job training” within the activities of our schools.

*The following subcommittee work is currently available:*

Literature Reference List; Competencies for Leaders and a summary of Local and National Healthcare/Non-Healthcare Leadership Programming, Competency and Programming Map and Experiential tasks that can help build leadership competencies.

The committee leads further engaged leaders at the AACP Leadership Forum in April 2019 and shared recommendations on leadership programming process, structure and content. A Continuing Professional Development (CPD) process was used to identify the top 5 areas of desired competency with suggested recommendations on how to address the gaps. The task force Co-Chairpersons will further engage the AACP Board of Directors, AACP Staff, the Council of Deans, the Council of Faculties and the AACP Leadership Development Special Interest Group (SIG) leadership in a discussion of results and detailed report to share with AACP leadership in July 2019.