Purpose of the PCSP Doctor of Pharmacy Program

The PCSP offers the Doctor of Pharmacy (PharmD) professional degree, and its curriculum is designed to develop a graduate pharmacist who is prepared to: 1) render exemplary pharmaceutical care; 2) succeed in a post-graduate training or degree program; 3) pursue life-long learning; and 4) advance the practice and profession of pharmacy. To achieve these goals, the program provides students with an opportunity to learn the requisite knowledge, skills, and abilities listed in the professional competency statements outlined in two key documents: the ACPE 2016 Standards Appendix 1 and the AACP Center for the Advancement of Pharmacy Education (CAPE) Outcomes. These competency statements are discussed in detail below.

Assessment Defined

Assessment is the systematic review and use of data and information to improve the functioning of programs and people within an organization.

Guiding Principles of Assessment

1. The assessment plan will reflect the mission of the college and the PCSP.
2. The primary purposes of assessment will be the ongoing review and measurement of programs, services, processes, and outcomes with the intent of improving them over time and promoting positive programmatic change.
3. Assessment will be a collaborative effort involving all stakeholders to include faculty, staff, students, preceptors, administrators, alumni, and the general public.
4. The assessment plan will include the collection and review of qualitative, longitudinal, quantitative, direct, indirect, formative, and summative data, as appropriate for the item being measured.
5. All programs and courses will be defined and guided by clearly stated and measurable outcomes.
6. Assessment will establish the extent to which students achieve the level of proficiency expected for the given learning outcomes, faculty improve their expertise, and administrators enhance their leadership skills and will be the basis for making changes that will enhance future teaching and student learning.
7. Assessment data and results will be available to all stakeholders as needed and appropriate.
8. The assessment plan itself will be assessed.

Purpose of PCSP Assessment Plan

The purpose of assessment at PCSP is three-fold:
1. To assure consistent review for improving the organization, the academic program, and student learning
2. To meet ACPE and SACS accreditation requirements.
3. To meet ongoing Presbyterian College requirements for programmatic assessment.
PCSP Assessment Committee
The PCSP Assessment Committee serves to facilitate and enhance assessment consistent with the expectations of the President and Dean as well as the accreditation requirements of ACPE and SACS. Committee charges are provided annually by the Dean, and the committee chair is elected each year from among the members of the committee. Provision is included for a variety of special emphasis subcommittees as determined by the full committee on an as-needed basis. A simple majority of the full committee will constitute a quorum of the committee.

Reporting of Assessment Data
Assessment data, where appropriate and permissible, will be provided to students, faculty, staff, alumni, college administration, and accreditation boards, upon request. An annual report will be published by the school and mailed to alumni and friends of the school. This report will include assessment data for information purposes. Data will be provided to appropriate school committees for programmatic decisions.

Assessment Protocol for PCSP
Outcomes for the PCSP are divided into four major categories: program, students, faculty and staff, and institutional. The assessment of these areas provides a quality assurance for the School of Pharmacy and provides direction for development of strategic plans that will assure the school’s mission.

1. Program

1.1. Program /Curricular Outcomes

1.1.1. At least 95% of graduates will pass the North American Pharmacist Licensure Examination (NAPLEX) and the Multistate Pharmacy Jurisprudence Examination (MPJE) on the first attempt.
   - Responsible Person: Assistant/Associate Dean for Academic Affairs
   - Measurement: Annual review of NAPLEX and MPJE scores and pass rates
   - Use of Assessment Findings: Data will be used by the Assessment Committee to inform other committees as appropriate.

1.1.2. At least 95% of students successfully complete the curriculum within four years.
   - Responsible Person: Assistant/Associate Dean for Academic Affairs
   - Measurement: Annual review of student progression and GPA trends of at risk students by the Academic Standards Committee
   - Use of Assessment Findings: Data will be used by the Assessment Committee to inform the Admissions Committee and to evaluate progression policies and the Program for Academic Excellence.

1.1.3. Students will take the Pharmacy Curriculum Outcomes Assessment (PCOA) exam at two points in the curriculum—early spring semester P2 year and late spring semester P3 year.
   - Responsible Persons: Assistant/Associate Dean for Academic Affairs
   - Measurement: Annual review of P2 and P3 class cohort data
   - Use of Findings: Data will be used to inform Curriculum Committee of areas of needed curricular changes.

1.1.4. Graduating students are satisfied with their preparation for practice as provided by PCSP.
   - Responsible Persons: Assistant/Associate Dean for Academic Affairs
• Measurement: Administration of the AACP Graduating Student survey annually to graduating students, as compared to both peer institutions and national averages
• Use of Assessment Findings: Data will be used by the Assessment Committee to inform other committees as appropriate.

1.1.5. Preceptors surveyed are satisfied with the preparation of students.
  • Responsible Persons: Assistant/Associate Dean for Experiential Education
  • Measurement 1: Biennial review of AACP preceptor survey as compared to both peer institutions and national averages
  • Measurement 2: As needed focus groups of preceptors by the Experiential Review Committee
  • Use of Assessment Findings: Data will be used by the Assessment Committee to inform other committees as appropriate.

1.1.6. Alumni are satisfied with their preparation for practice as provided by PCSP.
  • Responsible Persons: Assistant/Associate Dean for Professional and Student Affairs
  • Measurement: Administration of the AACP alumni survey every 3 years to graduates who have been out of the program for a minimum of 1 year and a maximum of 3 years, as compared to both peer institutions and national averages
  • Use of Assessment Findings: Data will be used by the Assessment Committee to inform other committees as appropriate.

1.1.7. Employers are satisfied with the preparation of PCSP graduates for practice.
  • Responsible Persons: Assistant/Associate Dean for Academic Affairs
  • Measurement: Administration of PCSP Employer Survey every 3 years to a subset of employers for whom graduates work.
  • Use of Assessment Findings: Data will be used by the Executive Committee and shared with other committees as appropriate to assure the educational process is providing employers with pharmacists prepared to practice in the profession.

1.1.8. Post-graduate training program directors are satisfied with the preparation of PCSP graduates for post-graduate training.
  • Responsible Persons: Assistant/Associate Dean for Academic Affairs
  • Measurement: Administration of PCSP Employer Survey every 3 years to a subset of residency directors for which our graduates train.
  • Use of Assessment Findings: Data will be used by the Executive Committee and shared with other committees as appropriate to assure the educational process is providing employers with pharmacists prepared to practice in the profession.

1.1.9. Admission pool demographics will indicate a percentage increase in minority applications and matriculated students to the PCSP until the PharmCAS applicant pool for underrepresented minorities percentage is achieved.
  • Responsible Person: Assistant/Associate Dean for Professional and Student Affairs
  • Measurement: Annual review of admissions applicant data and matriculated student data
- Use of Assessment Findings: Data will be used by the Admissions Committee to evaluate and enhance student recruitment of minority students.

1.1.10. Admissions criteria, policies, and procedures will be evaluated based on student success and achievement in the professional program.
- Responsible Persons: Assistant/Associate Dean for Professional and Student Affairs, Office of Experiential Education
- Measurement 1: Triennial review of data collected on students annually for admissions correlated to analyze student performance in the academic program
- Measurement 2: Triennial review of interrater reliability analyzed for annual admissions interviews
- Measurement 3: Triennial review of professional exploration and commitment to profession scores collected upon admissions annually correlated with annual professionalism assessment tool, and preceptor ratings during the first 2 professional years.
- Use of Assessment Findings: Data will be used by the Admissions Committee to evaluate admissions criteria.

1.1.11. Recruitment efforts are sufficient to supply a robust applicant pool.
- Responsible Persons: Assistant/Associate Dean for Professional and Student Affairs
- Measurement: Annual Applicant survey
- Use of Assessment Findings: Data will be used by the Office of Professional and Student Affairs to evaluate recruiting efforts and student interaction with PCSP.

1.1.12. Faculty will ensure that at least 30% of all P1-P3 courses list the Interprofessional Interaction and Teamwork competency as a component of the course as reflected in course syllabi.
- Responsible Person: Curriculum Committee
- Measurement: Annual curricular mapping
- Use of Assessment Findings: Data will be used by the Curriculum Committee to ensure an adequate amount of IPE exposure exists and is maintained in the curriculum.

2. Students

2.1. Student Competency Outcomes

2.1.1. At least 95% of students in the P3 class will successfully pass the PCSP Third Year Competency Exam (TYCE) on the first attempt.
- Responsible Persons: Assistant/Associate Dean for Academic Affairs
- Measurement: Examination given to all students at the end of the third academic year using a PCSP-developed assessment to document progress in the acquisition of knowledge, skills, and the program competencies
- Use of Assessment Findings: Data will be used by the Assessment Committee to evaluate and enhance student learning and curriculum content to assure competencies are met.
2.1.2. All students document in an electronic learning portfolio—a Growth and Assessment Portfolio (GAP)—progress and show successful completion of co-curricular objectives appropriate for the level of the curriculum completed.
   - Responsible Persons: Assistant/Associate Dean for Professional and Student Affairs
   - Measurement: Review annually of longitudinal, electronic student portfolio that tracks and assesses progress on PCSP ability-based outcomes
   - Use of Assessment Findings: Data will be used by the Assessment Committee to validate student achievement in curriculum and program competencies.

2.1.3. All students document in an electronic learning portfolio—a Growth and Assessment Portfolio (GAP)—progress and continued engagement in professional activities.
   - Responsible Persons: Assistant/Associate Dean for Professional and Student Affairs
   - Measurement 1: Annual review and assessment of each student’s community service score, compiled community service hours, leadership activity score, compiled number of leadership positions held, participation in leadership development programming or Center for Entrepreneurial Development
   - Measurement 2: Leadership self-efficacy survey administered annually.
   - Use of Assessment Findings: Data will be used by the Assessment Committee to validate student engagement.

2.1.4. If more than 10% of students fail (D or F) a given course in a single semester, an investigation will be conducted that includes interviews with students, the course coordinator(s), respective department chair(s) and a review of course materials.
   - Responsible Person: Assistant/Associate Dean for Academic Affairs
   - Measurement 1: Review of course grades and pass/fail rates each semester for each course and tracking of any faculty and student interviews/reviews
   - Measurement 2: Action plans that occur as a result of review
   - Use of Assessment Findings: Data will be used by the Assessment Committee to determine the issues in the course that led to a high deficiency rate.

2.1.5 The noncognitive attributes, such as motivation, interpersonal, integrity and communication skills, of students will be developed throughout the program and correlated with admissions data
   - Responsible persons: Assistant/Associate Dean for Professional and Student Affairs, Assistant/Associate Dean for Experiential Education, Assistant/Associate Dean for Academic Affairs
   - Measurement 1: Triennial Review of admissions data collected annually
   - Measurement 2: Annual review of TYCE competency 1 score results
   - Measurement 3: Annual review of APPE evaluations
   - Use of Assessment Findings: Data will be used by the Assessment Committee to inform other committees as appropriate.

2.1.6. At least 95% of students will complete the IPE requirements for graduation by the fourth professional year.
   - Responsible Person: Assistant/Associate Dean for Academic Affairs
   - Measurement 1: Annual review of completion rates for curricular requirements
   - Measurement 2: Annual review of pass rates for Interprofessional Interaction and Teamwork competency on Third Year Competency Examination
- Measurement 3: Annual completion rate for at least one immersion activity during P1 through P3 years
- Use of Assessment Findings: Data will be used by the IPE Committee to ensure that all students experience interprofessional development and are prepared for interprofessional collaboration upon graduation from the program.

2.2. **Student Attitude Outcomes**

2.2.1. Students are satisfied that the PCSP is a harmonious, collegial, and stress-limiting environment in which to learn and work.

- Responsible Person: Assistant/Associate Dean for Academic Affairs
- Measurement 1: As needed focus group interviews of students developed by the Assessment Committee
- Measurement 2: Annual surveys of students by class officers of each class
- Use of Assessment Findings: Data will be used by the Assessment Committee to validate and resolve areas of student concern regarding their learning environment.

3. **Faculty and Staff**

3.1. **Faculty Teaching Outcomes**

3.1.1. Each course and every instructor who teaches 3 or more lecture hours within a course is evaluated by students. In each case, the review is either at a satisfactory level or documentation is made of ongoing efforts to improve teaching skills.

- Responsible Persons: Assistant/Associate Dean for Academic Affairs; department chairs
- Measurement 1: Annual review of student evaluations of course instructors
- Measurement 2: Annual review of course/instructor evaluations and completion rates of evaluations
- Use of Assessment Findings: Data will be used by department chairs to enhance the quality of teaching and faculty development programming.

3.1.2 Each instructor who teaches in a didactic course and is still in the promotion and tenure process receives a formative review of teaching at least once per year. Each instructor who teaches in a didactic course and has completed the promotion and tenure process receives a formative review at least once every two years. In each case, the review is either at a satisfactory level or documentation is made of ongoing efforts to improve teaching skills.

- Responsible Persons: Director of Assessment; department chairs
- Measurement 1: Review of formative teaching evaluations as outlined above
- Use of Assessment Findings: Data will be used by the Director of Assessment and department chairs to enhance the quality of teaching and faculty development programming. Policies at the school level will assist in faculty development plan.

3.2. **Faculty Research and Service Outcomes**

3.2.1. All faculty members are regularly assessed by their department chair and/or the Dean in the areas of teaching, service, and scholarship and to identify professional development needs.
Responsible Persons: Dean; department chairs
Measurement: Annual faculty performance evaluation that includes development and review of goal plan statement (GPS) in addition to the review of annual activity report and workload assessment, including discussion of faculty progress towards promotion and tenure requirements
Use of Assessment Findings: Data will be used by department chairs, Promotion and Tenure Committee, and Dean to determine salary and merit salary increase and tenure and promotion as well as create strategies to ensure quality faculty research and scholarship.

3.2.2. All faculty members attend or facilitate one IPE event each academic year.
Responsible Persons: Department chairs
Measurement: Review of annual activity report
Use of Assessment Findings: Data will be used by department chairs and Dean to determine salary and merit salary increase and tenure and promotion.

3.3. Faculty Attitude Outcomes
3.3.1. Faculty are satisfied that the PCSP is a harmonious, collegial, and stress-limiting environment in which to work.
Responsible Persons: Dean; Faculty Welfare Committee
Measurement 1: Results from biennial AACP Faculty Survey as compared to both peer institutions and national averages
Measurement 2: Biennial focus groups created by the Faculty Welfare Committee
*These measurements are to occur in alternate academic years
Use of Assessment Findings: Data from the AACP Faculty survey will be used by the Assessment Committee to inform other committees as appropriate; data from the focus groups will be supplied to the Dean as appropriate by the Faculty Welfare Committee.

3.4. Staff attitude outcomes
3.4.1. Staff are satisfied that the PCSP is a harmonious, collegial, and stress-limiting environment in which to work.
Responsible Persons: Dean; Senior Administrative Assistant to the Dean
Measurement: Biennial results from staff survey administered by Assessment Committee
Use of Assessment Findings: Data will be used by the Assessment Committee to inform the Dean as appropriate

4. INSTITUTIONAL
4.1. Administrative Review
4.1.1. Organizational structure and function will be maximized for effectiveness.
Responsible Persons: Dean; Executive Committee
Measurement 1: Annual tracking and review of administrator-to-faculty ratios as well as administrative roles and responsibilities; comparison to other pharmacy schools for best practices
- Measurement 2: Review of annual reports from all PCSP committees and task forces
- Use of Assessment Findings: Data will be used by the Executive Committee to evaluate organizational structure and effectiveness of the school.

4.1.2. PCSP Administrators will be assessed biennially.
- Responsible Persons: Provost; Dean
- Measurement 1: Biennial AACP Faculty Survey as compared to both peer institutions and national averages
- Measurement 2: Biennial 360-review of each administrator by the Dean and of the Dean
- Use of Assessment Findings: Data will be used by the Provost and the Dean to evaluate and assure quality performance of the Dean and Executive Committee.

4.2. Review of Physical Plant and Resources
4.2.1. Facilities, technology, and technology support will be sufficient to accommodate the requirements of the curriculum, and teaching methods used by the faculty.
- Responsible Persons: Assistant/Associate Dean for Academic Affairs and Executive Committee
- Measurement 1: Biennial AACP Faculty Survey as compared to both peer institutions and national averages
- Measurement 2: Biennial faculty focus groups developed by the Faculty Welfare Committee
- Use of Assessment Findings: Data will be used by the Executive Committee to evaluate and modify resources required for the academic program.

4.2.2 Facilities, technology, and technology support will be sufficient to accommodate student learning.
- Responsible Persons: Assistant/Associate Dean for Academic Affairs and Executive Committee
- Measurement 1: Annual surveys of students by class officers of each class
- Measurement 2: Annual AACP graduating student survey as compared to both peer institutions and national averages
- Use of Assessment Findings: Data will be used by the Executive Committee to evaluate and modify resources required for the academic program.

4.2.3. Faculty will have sufficient office and laboratory space as well as technology and technology support to accommodate teaching and scholarship pursuits.
- Responsible Persons: Dean; department chairs
- Measurement 1: Biennial AACP Faculty survey as compared to both peer institutions and national averages
- Measurement 2: Biennial Faculty Focus groups developed by the Faculty Welfare Committee
- Use of Assessment Findings: Data will be used by the Dean and Executive Committee to evaluate and modify resources required for faculty and scholarly pursuits.
4.3. **Financial Resources Review**

4.3.1. Budget resources will be sufficient to support the educational programs of the PCSP.
- Responsible Persons: Dean
- Measurement: Annual budget reports
- Use of Assessment Findings: Data will be used by the Dean to evaluate and modify budgetary resources required for the academic program.

4.3.2. Faculty will actively seek grants and contracts to support educational innovation, research, and other forms of scholarship.
- Responsible Persons: Director of Research and department chairs
- Measurement: Review of annual faculty activity reports
- Use of Assessment Findings: Data will be used by the Director of Research and the department chairs to evaluate and enhance resources required to facilitate outside support for the program.

4.3.3. Solicitations for gifts and contributions will increase annually as noted in PCSP Strategic Plan.
- Responsible Persons: Dean; Office of Advancement
- Measurement: Review of annual report of gifts and contributions as well as alumni contact for this purpose
- Use of Assessment Findings: Data will be used by the Dean and the Office of Advancement to evaluate and enhance resources required for increasing contributions and support of the program.

4.3.4. Budget resources will be sufficient to support the IPE program at PCSP.
- Responsible Person: Dean
- Measurement: Annual budget reports
- Use of Assessment Findings: Data will be used annually to ensure that the financial resources dedicated to IPE decrease by no more than 10% of its current status.

4.4. **Human Resources Review**

4.4.1. Available faculty positions will be sufficient to support all aspects of the professional degree program.
- Responsible Persons: Dean; department chairs
- Measurement: Annual review of faculty workload analysis
- Use of Assessment Findings: Data will be used by the Provost in concert with the Dean to evaluate and modify personnel resources required for the academic program.

4.4.2. All open faculty positions are appropriately filled within one year of the official announcement of position availability.
- Responsible Persons: Dean; department chairs
- Measurement: Review of PCSP search committee efforts and success rates as needed
- Use of Assessment Findings: Data will be used by the Dean to evaluate effectiveness of hiring strategies.

4.4.3. All faculty and administrative salaries reflect at least the 75th percentile of annual values as determined by the yearly AACP salary survey.
- Responsible Persons: Dean
- **Measurement:** Triennial review of salaries and comparison with AACP salary survey data and trends over time as compared to both peer institutions and national averages
- **Use of Assessment Findings:** Data will be used by the Dean to promote faculty recruitment and retention and to propose adjustments to faculty salaries.

4.4.4. Available staff positions will be sufficient to support all aspects of the professional degree program and faculty.
- **Responsible Persons:** Dean
- **Measurement 1:** Biennial review of staff
- **Measurement 2:** Faculty response to AACP survey question regarding adequate support staff resources (Question # 20)
- **Use of Assessment Findings:** Data will be used by the Dean to promote faculty recruitment and retention and to propose adjustments to faculty salaries.

4.4.5. All staff salaries are competitive with similar jobs at other local institutions.
- **Responsible Persons:** Dean
- **Measurement:** Review of staff salaries at least every three years or when a new or open staff position is offered and remains unfilled for more than six months, as needed
- **Use of Assessment Findings:** Data will be used by the Dean to evaluate and modify personnel resources required for the academic program.

4.4.6. Available preceptors will be sufficient to deliver and support the experiential courses in the curriculum.
- **Responsible Persons:** Dean; Assistant/Associate Dean for Experiential Education
- **Measurement:** Annual review and trending of preceptor availabilities versus needed requirements
- **Use of Assessment Findings:** Data will be used by the Assistant/Associate Dean for Experiential Education to evaluate and procure preceptor availabilities as required for the academic program.

4.4.7. At least 95% of students will have been evaluated on at least one APPE for interprofessional collaboration abilities and all required APPE rotations will include at least one activity in which students are evaluated on their competency with the four Interprofessional Competency Domains.
- **Responsible Person:** Assistant/Associate Dean for Experiential Education
- **Measurement:** Annual review of APPE student evaluations and required APPE syllabi
- **Use of Assessment Findings:** Data will be used by the IPE Committee and Office of Experiential Education to ensure that APPE sites are sufficient to provide students with adequate opportunities to experience interprofessional development and competency evaluation in the APPE setting.

4.4.8. Faculty and preceptors will be provided with IPE development and information related to the PCSP IPE program annually.
- **Responsible Person:** Assistant/Associate Dean for Academic Affairs and Assistant/Associated Dean for Experiential Education
- Measurement: Presence of IPE focused programming within annual list of Faculty Development Committee offerings and preceptor conferences
- Use of Assessment Findings: Data will be used by IPE Committee to inform the Office of Experiential Education and Faculty Development Committee about the need for IPE programming and to ensure faculty and preceptors are well informed regarding the delivery of IPE.

4.5. **Compliance with Accreditation Requirements**

4.5.1. PCSP will support the Presbyterian College strategic direction.
- Responsible Persons: Dean; Executive Committee
- Measurement: Annual assessment of school strategic plans
- Use of Assessment Findings: Data will be used by the Executive Committee to evaluate PCSP goals and objectives to assure support of the College’s initiative.

4.5.2. PCSP will comply with Presbyterian College’s assessment programs and goals for SACS accreditation.
- Responsible Persons: Assistant/Associate Dean for Academic Affairs
- Measurement: As needed review and modification of the school assessment plan
- Use of Assessment Findings: Data will be used by the Assessment Committee to evaluate and assure PCSP complies with accreditation standards.

4.5.3. PCSP will use the findings of its assessment plan to improve the program and school.
- Responsible Persons: Assessment Committee
- Measurement: Annual program assessment
- Use of Assessment Findings: Data will be used by the Assessment Committee to inform other committees as appropriate.

4.5.4 PCSP will review compliance with ACPE standards and CAPE outcomes.
- Responsible Persons: Dean; Assistant/Associate Dean for Academic Affairs; Self-Study Committee; Curriculum Committee
- Measurement 1: Biennial self-study
- Measurement 2: Review and modification of the program competencies as needed when the CAPE outcomes are updated.
- Use of Assessment Findings: Data will be used by the Dean to ensure compliance with ACPE standards; data will be used by the faculty to assure accordance with the CAPE outcomes

4.6. **Outside Perception of the Program Outcomes**

4.6.1 Preceptors are regularly consulted to facilitate improvements in the program.
- Responsible Person: Assistant/Associate Dean for Experiential Education
- Measurement: Biennial review and trending of AACP preceptor survey as compared to both peer institutions and national averages
- Use of Assessment Findings: Data will be used by the Experiential Program Review Committee to assure preceptor involvement in the PCSP program.

4.6.2 Preceptors are satisfied with their interactions with PCSP.
- Responsible Persons: Assistant/Associate Dean for Experiential Education;
- **Measurement:** Biennial review and trending of AACP preceptor survey as compared to both peer institutions and national averages.
- **Use of Assessment Findings:** Data will be used by the Experiential Program Review Committee to recommend improvements to the experiential program.

4.6.3. Alumni are regularly consulted to facilitate improvements in the program and school.
- **Responsible Person:** Assistant/Associate Dean for Professional and Student Affairs
- **Measurement:** Triennial review of the AACP alumni survey as compared to both peer institutions and national averages.
- **Use of Assessment Findings:** Data will be used by the Alumni Association to assure alumni involvement in the PCSP program.

4.6.4. Alumni are satisfied in interaction and contact with PCSP.
- **Responsible Persons:** Assistant/Associate Dean for Professional and Student Affairs
- **Measurement:** Triennial review of AACP alumni survey as compared to both peer institutions and national averages.
- **Use of Assessment Findings:** Data will be used by the Alumni Association to assure adequate alumni communication and involvement.