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.
   - 2013-2014 Assessment:
     • Measurement: See Appendix 1-Student Progression and PACE completion rates
     • The on-time graduation for the inaugural class of 2014 was 97%

1.1.3. 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.
   - 2013-2014 Assessment:
     • Measurement: See Appendix 2- 2014 AACP Graduating Student Survey and Appendix 2A- 2013 AACP Graduating Student Survey Peer Institution Comparison Report. PCSP at or above the average of peer institutions in most areas.
     • Use of Findings:
       o Students felt they needed more career preparation services.
         ▪ Responsible party: Assistant Dean for Student and Professional Affairs
         ▪ Action: Coordinate career preparation seminars with Presbyterian College Dean of Student Development and Career Services on curriculum vitae preparation, interview skills, and job negotiation. Student Society of Health Systems Pharmacists will continue to provide
curriculum vitae review and mock interviews for students planning to apply to post graduate programs.

- Students felt they needed more information regarding graduation and licensure exams (e.g., registration for exams, how to obtain a license) as part of career planning.
  - Responsible party: Assistant Dean for Academic Affairs
  - Action: Create a webpage dedicated to information on graduation and NAPLEX/MPJE examinations.

1.1.4. 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: Periodic 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.
- 2013-2014 Assessment:
  - Measurement 1: No report- collected 2012-2013, will collect again in 2014-2015
  - Measurement 2: No report- no focus groups conducted during 2013-2014

1.1.5. 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.
- 2013-2014 Assessment: No report - will begin collecting data in 2016-2017

1.1.6. 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.
- 2013-2014 Assessment: No report - will begin collecting data in 2016-2017

1.1.7. 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.
1.1.8. Admission pool demographics will indicate a percentage increase in minority applications and matriculated students to the PCSP until the state’s first time freshman average as identified by the Commission on Higher Education 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.

- 2013-2014 Assessment:
  - Measurement: See Appendix 3-2013-2014 Entering Class Demographics
  - Use of Findings: Admissions committee made no changes this current year on recruiting efforts. Target not met.

1.1.9. 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.

- 2013-2014 Assessment:
  - Measurements 1: Collected in 2012-2013, triennial review scheduled 2016-2017
  - Measurement 2: See Appendix 4, triennial review scheduled 2017-2018
  - Measurement 3: No report - triennial review scheduled 2017-2018

1.1.10 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.

2013-2014 Assessment:
- Measurement: See Appendix 5-Accepted Student Survey 2013-2014
- Use of Findings: Admissions committee made no changes this current year on recruiting efforts.

1.1.11. 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.

2013-2014 Assessment:
- Measurement: See Appendix 6-Curricular Map
- Use of Findings was successfully mapped by curriculum committee. 29.5% of courses list the Interprofessional Interaction and Teamwork competency.

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.

2013-2014 Assessment:
- Measurement: See Appendix 7-2014 TYCE outcomes
- Pass rate was 96%. All students were successfully remediated.

2.1.2. All students document in an electronic learning portfolio—a Growth and Assessment Portfolio (GAP)—progress and show successful completion of course and 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.

2013-2014 Assessment:
• Measurement: See Appendix 8-GAP Scoring Progression
• One student deficient in competency XII.

2.1.3. All students document in an electronic learning portfolio—a Growth and Assessment Portfolio (GAP)—progress and show successful completion of professional objectives appropriate for the level of the curriculum completed.
  ▪ 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 achievement in professional competencies.
  ▪ 2013-2014 Assessment:
    • Measurement 1: See Appendix 9-Compiled Student Professional Objectives
    • Measurement 2: Survey data not yet available.

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.
  ▪ 2013-2014 Assessment:
    • Measurement 1: See Appendix 10-2014 Course Deficiency and Program for Academic Commitment and Excellence Data
    • Measurement 2: No more than 10% were deficient. No action plans necessary.

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.
  ▪ 2013-2014 Assessment:
    • Measurement: No report – triennial review to begin 2017-2018
• Measurement 2: See Appendix 11-TYCE Interprofessional Interaction and Teamwork Competency Scores Comparison
• Measurement 3: No report - will begin collecting data in 2014-2015
• Use of Findings: Students show improvement between interview scores and TYCE scores in communication.

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.
  ▪ 2013-2014 Assessment:
    • Measurement: No report - will begin reviewing data in 2018-2019
    • Measurement 2: See Appendix 7-2014 TYCE outcomes. 100% passed in 2013-2014 after remediation.
    • Measurement 3: No report - will begin collecting data in 2014-2015

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: Annual 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.
  ▪ 2013-2014 Assessment:
    • Measurement 1: See Appendix 12-Student Focus Group Summary
    • Measurement 2: Student surveys not collected in 2013-2014 school year.
    • Use of Findings: Assessment committee reviewed the data and made recommendations/took actions as listed on page 3 of Appendix 12.

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 Person: 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.

2013-2014 Assessment:
- Measurement 1: See Appendix 13-Student evaluation of course instructors
- Measurement 2: See Appendix 13a-Evaluation completion rates
- Use of Findings: Each faculty member was evaluated by students in the course(s) they taught. Feedback from the evaluations was provided to the faculty by the department chairs at the end of each semester. All evaluations on file in Office of Academic Affairs.

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.

2013-2014 Assessment:
Peer evaluations were completed on each junior faculty member. Results were discussed with the faculty member by the reviewer and department chairs. Tenured faculty up for two year review cycle were reviewed, except for one. This person will be evaluated in the 2014-2015 academic year. All evaluations are on file in Office of Academic Affairs.

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.

2013-2014 Assessment:
Measurement: Annual evaluations were completed in summer 2014 for each Pharmaceutical and Administrative Sciences (PAS) faculty member and for each Pharmacy Practice (PP) faculty member. The complete evaluation included Digital Measures report, performance evaluations (goals from 2013-2014; goals for 2014-2015) and annual evaluation (promotion and tenure information). Annual workload analysis compiled data can be reviewed in Appendix 14-2013-2014 Faculty Workload Analysis.

- Use of Findings: Following each faculty member's annual review, the Dean was informed of each faculty member's progress through a letter generated by the department chair indicating his/her performance and progress towards promotion and tenure. All reviews will be completed by August 2014.

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.

- 2013-2014 Assessment:
  - Measurement 2: Faculty focus group results on file and available per request from the dean. The actions by the dean as a result of the information collected in the faculty focus groups were:
    - A pay increase of 2% was instituted for faculty and staff.
    - Personnel issues addressed.
    - Dean implemented a plan to ensure consistent communication of information by department chairs to their faculty.
    - Redacted minutes from Executive Committee being made available as appropriate.
    - Workload analysis is now completed in a consistent manner across departments and reflects the previous fiscal year.
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

2013-2014 Assessment:

- Measurement See Appendix 15-Staff Survey Executive Summary
- Use of Findings: Assessment committee forwarded to the survey results to the Executive Committee. Action items generated following the review were as follows:
  - Monthly staff meetings have been instituted.
  - Faculty site repurposed into a “faculty/staff” site and all faculty and staff were granted access.
  - Minutes from faculty meetings are available on the new faculty/staff website in an effort to improve sharing knowledge with staff.
  - Redacted minutes from Executive Committee being made available 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.

2013-2014 Assessment:

- Measurement 1: Completed annual review of peer organizational structure
- Measurement 2: Communication on actions of committees is shared by submitting reports to the faculty at each faculty meeting. End of the year reports are created and shared at the faculty meeting as well. Chair positions keep all items on file in notebooks which is shared with new chairs upon transition. Committee report and end of year report templates are available on the faculty/staff website to aid in consistent sharing of information.
- Use of Findings:
Measurement 1: Faculty to administration ratio is 23 to 6 at PCSP compared to the ratio of 37 to 5 at peer institutions. Administrative roles and responsibilities were not able to be compared accurately to peer institutions as institutional culture and varying human resources systems/classifications are not easily mapped to the roles and responsibilities of the administrative positions at PCSP.

Measurement 2: Actions from the previous year’s committee reports is used to develop the committee charges for the coming year.

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.
- 2013-2014 Assessment:

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.
- 2013-2014 Assessment:
  - Measurement 2: Faculty focus group results on file and available per request from the dean.
  - Use of Findings: As a result of feedback from the faculty focus groups, an additional person was added to the IT staff.

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
• Measurement 3: Annual student focus groups developed by the Assessment Committee
• Use of Assessment Findings: Data will be used by the Executive Committee to evaluate and modify resources required for the academic program.
• 2013-2014 Assessment:
  • Measurement 1: Student surveys not collected in 2013-2014 school year
  • Measurement 2: See Appendix 2a-Graduating Student Survey Peer Institution Comparison. 100% were satisfied with classroom and laboratory facilities and computer technology resources. 98.6% were satisfied with study areas and 97.4% were satisfied with common areas.
  • Measurement 3: See Appendix 12-Student Focus Group Summary
  • Use of Findings: Dean worked with IT Services to correct reported network connection issues. A classroom was added downstairs to accommodate for space issues.

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.
• 2013-2014 Assessment:
  • Measurement 2: Faculty focus group results on file and available per request from the dean.
  • Use of Findings: No negative comments were reported on laboratory space or technology therefore no action was taken on this item.

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.
• 2013-2014 Assessment:
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.

**2013-2014 Assessment:**
- **Measurement 1:** See Appendix 14- Faculty Workload Analysis
- **Use of Findings:** Office of Research tracks scholarship activity. New Director of Research was appointed in 2013-2014. Implemented progress reports for SPARC grants to ensure compliance.

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.

**2013-2014 Assessment:**
- **Measurement 1:** See Appendix 17-Annual Giving Report
- **Use of Findings:** An increase of 470.25% was experienced from FY13 to FY14.

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.

**2013-2014 Assessment:**
- **Measurement 1:** See Appendix 16-Annual Budget Report
- **Use of Findings:** The budget for IPE was cut from $7,500 in FY14 to $6,000 in FY15 as the surplus from FY14 was significant enough to warrant the change. Original budget was chosen to establish a baseline and was thusly adjusted to reflect actual needs. A firm commitment to IPE activities still remains.

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.
• 2013-2014 Assessment:
  • Measurement 1: See Appendix 14- Faculty Workload Analysis
  • Use of Findings: Workload analysis indicated number of faculty employed is sufficient.

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.
• 2013-2014 Assessment: All open positions were filled within one year of the official announcements. No review needed.

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.
• 2013-2014 Assessment:
  • Measurement: See Appendix 18-Faculty/Staff Salary Analysis
  • Use of Findings: Institutional administration was able to approve a 2% pay increase for faculty in FY15. Despite the increase, the assessment committee has concerns about retention of faculty with current salary offerings.

4.4.4. Available staff positions will be sufficient to support all aspects of the professional degree program and faculty.
• Responsible Persons: Direct Supervisors
• Measurement: Annual review of staff workload analysis
• Use of Assessment Findings: Data will be used by the Dean to evaluate and modify personnel resources required for the academic program.
• 2013-2014 Assessment: No report. Standardized staff workload analysis not completed for 2013-2014. A review of peer institutions was completed which showed that this is not something commonly done for staff due to inability to create a consistent tool that would be applicable across all staff positions. Therefore, at this time direct supervisors monitor activities of their staff and communicate workload inequities and staffing concerns to the Dean.

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 recommend modifications to personnel resources and incentives required for the academic program.
• 2013-2014 Assessment:
  • Measurement: See Appendix 18-Faculty/Staff Salary Analysis
  • Use of findings: Institutional administration was able to approve a 2% pay increase for staff in FY15. Despite the increase, the assessment committee has concerns about retention of staff with current salary offerings.

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.
• 2013-2014 Assessment:
  • Measurement 1 See Appendix 19-APPE and IPPE Availability Charts
  • Use of Findings: Adequate APPE and IPPE positions available to run simultaneously.

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.
- 2013-2014 Assessment: The Presbyterian College 5th year interim report was completed and submitted on April 15, 2014. See Appendix 20 for the PCSP response to SACSCOC.

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.

- Supported Curriculum Committee in its efforts to consider interprofessional education (IPE) being formally addressed in the curriculum in order to better meet the standards of 1.1.11 (30% of P1-P3 courses will include the IPE and teamwork competency)
- Encouraged the Student Development Committee review assessment measures for co-curricular and non-cognitive attributes to ensure these items being accurately assessed and measured. This was in relation to item 2.1.3.
- Expressed concern to the dean’s office regarding faculty and staff retention rate secondary to reported PC salaries and those of local and national institutions seen in item 4.4.5.
- Discussed that future reviews of Program Assessment Plans contain statements from responsible party members related to progress of items and whether or not appropriate. These statements to be sent to the Director of Assessment for compilation.

4.5.4 PCSP will review compliance with ACPE standards and 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; Assistant/Associate Dean for Professional and Student Affairs
- **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 improve 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.