

2021-2026 Strategic Plan
School of Basic Pharmaceutical and Toxicological Sciences
College of Pharmacy, University of Louisiana at Monroe

Mission Statement

The School of Basic Pharmaceutical and Toxicological Sciences (BPTS) seeks to provide undergraduate, professional and graduate students with fundamental and state-of-the-art knowledge and understanding in the areas of natural product/medicinal chemistry, pharmaceuticals, pharmacology and toxicology, so they can compete and excel as outstanding pharmacists, pharmaceutical scientists and toxicology professionals. Faculty serve as mentors, collaborators, scientists, advisors and teachers, thereby providing students with the highest quality of education, while nurturing interpersonal skills, promoting pharmacy professionalism and conducting cutting-edge research in the field of pharmaceutical and toxicological sciences. Overall, we are committed to providing the highest academic standards of scholarship, leadership, and research to promote innovation, translational research and patient quality of life.

Vision Statement

The School of Basic Pharmaceutical and Toxicological Sciences will be recognized as a national leader in pharmacy teaching, research and service.

School of Basic Pharmaceutical and Toxicological Sciences
College of Pharmacy, University of Louisiana at Monroe
Strengths, Weaknesses, Opportunities and Challenges

Strengths

- Faculty:
 - Demonstrated effectiveness in contributions to the undergraduate toxicology B.S., Pharm. D. and graduate Ph.D. programs.
 - Wide breadth of expertise among members of a relatively small School.
- Research:
 - Significant accomplishments despite heavy teaching loads and suboptimal institutional research support.
 - Collaborative research environment.
 - History of successful instrument acquisition.
 - Current facilities are capable of supporting expansion and modernization.
- Ph.D. Graduate and B.S. Toxicology Programs:
 - High recruitment and graduation rates.
 - Excellent record of employment and training placement of program graduates.

Weaknesses

- Historical challenges not resolved.
 - University and College support for research.
 - No institutional research strategic plan.
 - Inconsistent returns of indirect costs to faculty, department/school, and college.
 - Insufficient administrative support for grant preparation, submission and administration.
 - Lack of sufficient funding for instrument maintenance and repair.
 - Lack of faculty expertise in certain critical areas of teaching and research due to insufficient faculty number.
 - Lack of representation on statewide advisory committees despite being the only publicly supported School of Pharmacy.

Opportunities

- We are the only state-affiliated pharmacy school in the state of Louisiana.
- There are opportunities for continual improvement and growth of the Ph.D. program.
- There are substantial mentorship mechanisms available to junior faculty.
- The department has avenues to contribute to growth of the university through leadership in research and graduate education.
- There are opportunities for collaborative research with clinical sciences.
- A shared core lab facility provides means for collaboration, enhancement of research resources, increased use of research resources, and maintenance of research resources.
- Toxicology undergraduates could be tracked to enhance their competitiveness when applying to post-graduate professional programs in Pharmacy (ULM) and Osteopathic Medicine (VCOM).

Challenges

- Large number of higher-education institutions in Louisiana that are competing for students and relatively limited resources.
- Mission incompatibility with the institution's teaching and undergraduate-serving focus.
- Lack of transparency and inconsistent service within the college business operations.
- Failure of the University administration to consistently adhere to research-related policies (e.g. inconsistent distribution of indirect cost returns and salary recovery).
- Ineffective end-of-fiscal year policies that negatively impact research progress, for example, restrictions on ordering of supplies.

Strategic Plan 2021-2026

The goals and objectives of the School of Basic Pharmaceutical and Toxicological Sciences are:

- To provide training to produce students with a B.S. degree in toxicology who have expertise in industrial hygiene, environmental and clinical toxicology and forensic science.
- To contribute to the education of pharmacy health care professionals by imparting an effectual base of knowledge in the pharmaceutical sciences to professional Pharm. D. students.
- To offer state-of-the-art research training and instruction to graduate, professional, and undergraduate students.
- To develop a thriving research environment that supports pioneering interdisciplinary biomedical research in primary areas of regional and national concern.
- To contribute valuable service to the School, College, University, and community.

Aim 1: To promote excellence in teaching.

- Utilize annual peer review of and by BPTS faculty to improve lecture presentation effectiveness, and by Clinical faculty to monitor clinical relevance of subject material.
- Encourage participation in College of Pharmacy provided faculty development educational workshops.
- Develop a broad-based departmental student evaluation procedure to assess individual courses that can be used to compliment individual instructor evaluations. In addition, course directors would meet regularly with class representatives to discuss any adjustments that can be made during the semester to improve the course.
- Faculty within each course will continue to meet prior to the start of each semester to ensure integration and prevent redundancy in course material.
- Promote student participation in research electives and lab assistant activities.
- Incorporate innovative teaching strategies, including problem-based learning, flipped classrooms and other methods, to enhance and optimize active learning.
- Promote collaborative approach to curricular design and educational initiatives with clinical faculty, and encourage joint educational research projects and publications.
- Increase faculty numbers in order to expand teaching expertise.

Aim 2: To procure sustained funding for individual and multi-investigator research activities.

- Create a semiannual faculty research workshop to encourage collaboration within the College.
- Increase numbers of submitted proposals by the department by 10% each year.
- Strive to maintain or increase number and quality of manuscript submitted each year.
- Establish faculty collaborations with investigators outside ULM.
- Develop a white paper document to lobby for improved administrative support.
- Promote faculty collaborative relationships with pharmaceutical companies within and outside Louisiana.
- Provide an equipment list on the School's website.
- Provide pre-submission proposal evaluation workshops.
- Enhance faculty participation in associations and foundations that promote and fund research.
- Establish a standing research infrastructure committee that will identify School equipment needs and oversee efforts to obtain those instrument items.

Aim 3: To recruit, develop, support, and retain talented faculty.

- Cultivate awareness and recognition of BPTS faculty contributions to the mission of the School, College, and University.
- Institute a plan for regular self and independent assessment of the School of BPTS.
- Work closely with administration to develop competitive recruitment packages for new faculty hires.
- Encourage new faculty to participate in the ULM faculty innovation center.
- Create a mechanism to introduce faculty to other institutions to promote inter-institutional communication and promote collaboration.
- Develop and maintain individual faculty extra-ULM websites linked to the University website.
- Lobby administration to provide competitive salaries for retention of excellent faculty.

Aim 4: To recruit and retain superior graduate students.

- Increase efforts to enhance graduate student diversity.
- Promote student/faculty dialogs to enhance communication and collegiality.
- Improve the BPTS website to highlight research accomplishments and graduate student news.
- Increase School and Graduate Program visibility.
- Seek industrial and private funds to enhance graduate education and research.
- Identify high demand areas within the pharmaceutical and biotechnology sectors to provide our graduates with employment opportunities, particularly by establishing networks with alumni currently working in industry.
- Continue to promote and expand existing graduate programs (Pharm.D/Ph.D, Pharmacy Ph.D and Pharmacology Ph.D.).

Aim 5: To provide service to the University and community.

- Continue participation in charitable activities.
- Continue participation and service in local, regional and State functions and activities.
- Increase collaboration with Clinical faculty to support ongoing community service.
- List BPTS faculty expertise and availability on the ULM Meet the Expert website.
- Establish a mechanism to disseminate state of the art information on latest advancements and therapeutic treatments for disease states common to the region.

A review of actions and accomplishments will occur each year, and adjustments will be made to update and keep the Strategic Plan viable and moving forward.